



2021 Wage and Benefit Survey Report

North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 22, 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. This report was published on June 22, 2021. All published data meets Safe Harbor guidelines.]

Participating Businesses

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

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1. Introduction and Guidelines

APPLICABLE DATA

Data collected in this survey is for companies located in Cullman, Lawrence, Limestone, Madison, and Morgan Counties in Alabama.

SAFE HARBOR

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

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

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

CONTACT INFORMATION

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

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

Summary of Wage Rates by Position (Hourly)

Data is as of 01/01/2021

N = number of respondents

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

Item Code	Position Title	N	Average Actual Base Rate (in dollars)			Pay Range (in dollars)	
			Low <i>10th Percentile</i>	Midpoint <i>50th Percentile</i>	High <i>90th Percentile</i>	Minimum <i>Midpoint</i>	Maximum <i>Midpoint</i>
6.1.1	Accounting Clerk*	32	17.00	20.19	24.00	16.00	23.96
6.1.3	Administrative Assistant/Executive Secretary*	31	15.00	20.00	32.11	17.12	22.69
6.1.4	Purchasing Clerk*	8	13.56	20.66	35.32	18.10	23.27
6.1.5	Human Resources Assistant*	15	15.14	20.76	26.19	16.64	25.70
6.1.6	Customer Service Representative*	15	13.00	18.52	22.72	15.41	22.73
6.1.7	Telephone Operator/Receptionist	15	14.00	17.00	25.54	15.00	18.80
6.1.12	Document Control Specialist	6	19.00	20.44	25.00	17.50	20.00
6.1.15	Payroll Specialist*	9	17.00	21.50	29.33	20.00	24.20
6.1.17	Clerk, General	11	14.25	20.00	22.00	15.00	22.00
6.2.1	Engineering Technician - Level 1	9	15.00	20.00	23.50	16.24	18.68
6.2.2	Engineering Technician - Level 2*	10	18.69	25.68	38.42	18.72	26.50
6.2.3	Engineering Technician - Level 3	5	20.00	25.00	32.83	-	-
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	11	19.00	20.04	29.53	20.00	28.00
6.2.8	Electronics Technician - Level 2	6	22.00	26.93	33.00	23.30	32.67
6.2.9	Electronics Technician - Level 3	6	19.00	28.21	38.21	20.00	30.00
6.2.11	Drafter - CAD*	7	18.38	27.75	45.00	-	-
6.2.14	PC Network Support Technician*	8	17.96	25.62	29.97	19.89	-

6.2.15	Lab Technician	13	14.77	22.50	31.79	18.85	24.47
6.2.16	Data Entry Operator	6	11.00	17.24	21.46	-	-
6.3.1	Accountant - Level 1*	6	20.56	22.11	27.88	20.28	25.00
6.3.4	Buyer - Level 1*	5	18.75	23.78	27.18	-	-
6.3.10	HR Specialist/Generalist - Level 1*	5	16.00	18.84	24.04	18.11	29.81
6.3.11	HR Specialist/Generalist - Level 2	5	12.60	28.48	34.50	20.00	27.50
6.4.66	Machine/CNC Programmer	5	19.67	30.30	40.98	-	-
6.4.67	System Admin/Network Analyst*	5	24.39	60.05	69.89	-	-
6.5.1	Electrical/Electronic Assembler	6	11.00	19.55	26.00	-	-
6.5.3	Assembler, General	21	13.75	16.37	22.95	15.00	19.50
6.5.4	CNC Operator	13	15.80	21.00	28.00	18.20	25.00
6.5.5	Machine Tool Operator	6	18.00	23.49	28.12	16.31	26.p00
6.5.6	Chemical Operator	6	15.81	29.00	35.33	20.40	33.18
6.5.7	Chemical Plant Systems Operator	6	26.23	32.25	35.93	24.83	37.31
6.5.8	Packaging Operator	9	13.50	17.00	30.24	16.40	18.81
6.5.9	Machine Molding Operator	9	14.72	18.66	27.11	15.37	20.85
6.5.12	Production/Machine Operator	34	14.50	17.70	22.96	15.00	20.00
6.5.13	Tool and Die Maker	14	23.56	28.63	34.13	20.60	30.00
6.5.14	Tool Crib Attendant	5	-	-	-	16.84	21.71
6.5.15	Production Painter	8	12.15	18.49	22.11	15.50	23.00
6.5.16	Welder	11	15.10	17.35	29.15	16.14	22.43
6.5.17	Inspector	12	15.14	18.06	28.00	14.10	19.50
6.5.18	Production Scheduler*	5	20.25	24.25	28.43	-	-
6.5.19	Inventory/Material Planner	7	12.88	18.69	21.21	-	-
6.5.21	Fabricator	7	16.80	18.75	30.33	16.75	23.08
6.6.1	Janitor	15	11.17	14.45	18.76	12.24	16.00

6.6.2	Electrician	8	25.56	31.89	34.91	25.31	33.96
6.6.3	Electrical and Control Mechanic	8	25.91	35.76	42.55	29.37	35.91
6.6.4	Multi-Craft Maintenance	25	23.33	28.10	37.62	22.55	32.00
6.6.5	General Building Maintenance	14	15.00	21.87	26.50	16.43	25.00
6.6.7	Maintenance Mechanic	20	18.26	25.62	34.12	19.00	28.70
6.6.9	Maintenance Planner	6	19.00	32.59	36.60	-	-
6.6.10	Maintenance Employees, General	13	17.00	24.00	30.00	22.80	29.91
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	35	15.54	18.75	23.40	16.13	20.00
6.7.3	Truck Driver, Tractor Trailer and Heavy	7	15.59	21.00	24.36	16.01	23.00
6.7.5	Stockroom Clerk	11	17.80	19.74	26.00	16.73	20.86
6.7.7	Warehouse Employees, General	18	14.00	17.22	22.30	15.46	20.51
6.8.1	Skilled Workers, Not Otherwise Classified	16	15.93	22.35	31.95	16.91	27.57
6.8.2	Semi-Skilled Workers, Not Otherwise Classified	12	11.40	15.14	23.79	13.00	18.61
6.8.3	Laborers/Helpers, Not Otherwise Classified	10	10.25	13.11	18.19	11.50	17.45
6.9.2	Production Supervisor*	6	22.00	24.87	38.83	20.60	31.00
6.9.6	Shipping and Receiving Supervisor*	7	19.00	21.89	28.30	21.99	28.80
6.9.7	Maintenance Supervisor*	5	-	-	-	31.51	31.51
6.9.8	Team Leader*	38	16.50	21.10	30.15	18.50	24.00
6.10.2	Inside Sales Representative*	6	14.50	20.00	22.64	-	-
6.11.1	Controller or Accounting Manager*	5	41.20	63.11	74.00	-	-
6.11.6	Project or Program Manager*	6	25.00	56.80	93.23	-	-
6.12.9	Chief Operating Officer (COO)*	5	70.00	85.20	131.74	-	-
6.12.11	CEO/President*	7	79.77	112.68	146.56	91.86	119.63

Summary of Wage Rates by Position (Salary)

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Summary of Wage Rates (Hourly)

Item Code	Position Title	N	Average Actual Base Salary (in dollars)			Pay Range (in dollars)	
			Low <i>10th Percentile</i>	Midpoint <i>50th Percentile</i>	High <i>90th Percentile</i>	Minimum <i>Midpoint</i>	Maximum <i>Midpoint</i>
6.1.1	Accounting Clerk*	8	32,000	44,995	55,000	41,850	57,500
6.1.3	Administrative Assistant/Executive Secretary*	13	40,600	57,958	73,459	41,122	63,635
6.1.4	Purchasing Clerk*	9	41,225	57,783	89,911	42,174	70,000
6.1.5	Human Resources Assistant*	7	37,204	46,000	75,000	-	-
6.1.6	Customer Service Representative*	7	38,000	49,940	89,250	-	-
6.1.15	Payroll Specialist*	10	46,500	50,460	62,500	48,060	66,511
6.2.2	Engineering Technician - Level 2*	6	41,762	62,250	83,322	52,500	68,055
6.2.11	Drafter - CAD*	8	51,977	77,792	133,224	66,248	102,000
6.2.14	PC Network Support Technician*	9	39,000	55,700	78,400	42,300	70,000
6.3.1	Accountant - Level 1*	16	42,000	51,168	64,301	44,090	66,293
6.3.2	Accountant - Level 2	22	51,000	65,000	76,375	53,621	75,980
6.3.3	Accountant - Level 3	22	58,500	77,565	101,000	75,000	93,454
6.3.4	Buyer - Level 1*	11	43,333	57,750	72,922	50,955	65,500
6.3.5	Buyer - Level 2	13	52,500	58,000	71,050	50,000	74,000
6.3.6	Buyer - Level 3	12	62,200	71,000	92,655	-	-
6.3.7	Contracts Administrator - Level 1	6	42,913	55,693	62,000	-	-
6.3.8	Contracts Administrator - Level 2	10	57,124	78,588	90,220	61,450	86,136
6.3.9	Contracts Administrator - Level 3	10	73,308	98,858	115,709	-	-
6.3.10	HR Specialist/Generalist - Level 1*	13	41,200	55,000	74,500	45,000	57,500
6.3.11	HR Specialist/Generalist - Level 2	15	57,641	64,809	73,667	52,532	77,905

6.3.12	HR Specialist/Generalist - Level 3	23	61,500	76,876	91,936	64,292	91,789
6.3.15	Security Admin/FSO - Level 3	10	71,325	109,985	141,280	92,424	124,800
6.3.19	Material Planner	12	53,040	76,294	105,200	47,900	80,750
6.3.21	Office Manager	6	38,255	63,963	118,726	-	-
6.3.22	Configuration Management Analyst	6	67,935	90,383	153,910	-	-
6.3.23	Financial Analyst	11	68,325	75,958	93,000	69,777	100,600
6.3.28	Recruiter	9	54,788	74,401	118,450	56,200	80,582
6.3.29	Training Coordinator	13	44,000	66,370	90,000	54,288	85,000
6.3.30	Compensation/Benefits Specialist	7	48,380	52,020	98,945	-	-
6.4.1	Mechanical Engineer - Level 1	12	63,858	68,060	84,614	59,262	88,700
6.4.2	Mechanical Engineer - Level 2	14	72,800	77,711	95,449	70,000	111,203
6.4.3	Mechanical Engineer - Level 3	13	81,577	94,563	121,846	85,128	117,675
6.4.4	Mechanical Engineer - Level 4	10	105,206	123,890	146,368	100,610	164,300
6.4.5	Mechanical Engineer - Level 5	10	96,649	141,561	170,638	114,504	152,000
6.4.6	Mechanical Engineer - Level 6	5	139,568	164,039	177,390	-	-
6.4.8	Electrical Design Engineer - Level 2	9	65,000	85,266	105,031	-	-
6.4.9	Electrical Design Engineer - Level 3	9	78,215	106,946	132,624	79,950	133,595
6.4.10	Electrical Design Engineer - Level 4	7	100,000	129,140	154,304	-	-
6.4.11	Electrical Design Engineer - Level 5	7	111,000	161,168	174,989	-	-
6.4.12	Electrical Design Engineer - Level 6	6	125,000	162,752	196,716	-	-
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	8	67,000	77,177	93,606	75,732	91,083
6.4.15	Industrial or Manufacturing Engineer - Level 3	11	78,000	86,843	113,833	62,602	104,305
6.4.25	Quality Engineer - Level 1	7	45,926	60,000	127,500	53,244	70,000
6.4.26	Quality Engineer - Level 2	7	68,850	73,072	102,845	63,581	81,610
6.4.27	Quality Engineer - Level 3	12	68,850	80,800	92,500	69,000	89,000

6.4.28	Quality Engineer - Level 4	5	66,975	106,680	122,661	-	-
6.4.37	Software Engineer - Level 1	9	55,897	72,541	105,019	50,652	84,439
6.4.38	Software Engineer - Level 2	10	74,560	82,113	89,411	64,775	91,605
6.4.39	Software Engineer - Level 3	10	91,239	113,557	128,910	82,941	140,300
6.4.40	Software Engineer - Level 4	10	97,981	131,076	156,200	104,000	140,000
6.4.41	Software Engineer - Level 5	7	120,000	142,680	180,500	-	-
6.4.43	System Design Engineer - Level 1	7	53,084	68,264	79,206	-	-
6.4.44	System Design Engineer - Level 2	7	70,000	91,800	102,710	-	-
6.4.45	System Design Engineer - Level 3	8	85,000	99,601	133,030	86,500	118,812
6.4.46	System Design Engineer - Level 4	11	118,700	136,968	155,923	116,000	155,923
6.4.47	System Design Engineer - Level 5	9	99,840	141,900	192,233	113,600	204,500
6.4.51	Project Manager - Level 3	8	56,244	105,000	131,192	82,280	111,320
6.4.56	Chemical Engineer	5	87,500	90,000	119,400	-	-
6.4.57	Safety Engineer	8	63,000	89,100	184,000	66,273	121,400
6.4.61	Materials Engineer	5	57,120	97,500	127,500	60,000	148,400
6.4.64	Technical Support Engineer	5	53,303	81,258	115,898	-	-
6.4.67	System Admin/Network Analyst	16	58,344	93,350	135,081	60,180	114,064
6.4.70	Network Engineer	5	37,400	71,175	119,600	-	-
6.4.73	Software Developer	5	55,536	96,000	163,847	-	-
6.4.74	System Analyst	8	78,890	102,422	142,792	-	-
6.5.18	Production Scheduler*	7	48,000	60,440	82,000	47,140	69,460
6.9.1	Accounting Supervisor	14	62,400	75,000	122,500	63,000	96,432
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	6	39,520	52,400	88,649.6	40,000	50,000

6.9.6	Shipping and Receiving Supervisor*	21	46,136	62,000	86,000	55,000	77,500
6.9.7	Maintenance Supervisor*	23	57,273	77,000	94,000	55,774	87,500
6.9.8	Team Leader*	5	-	-	-	78,000	122,500
6.10.2	Inside Sales Representative*	9	40,000	50,000	87,583	42,000	60,000
6.10.3	PR Community Relations Representative	5	44,290	110,000	111,924	-	-
6.10.4	Outside Sales Rep (commission)	12	35,000	77,279	99,000	50,000	115,000
6.10.7	Sales Manager	15	75,000	98,111	181,000	101,000	112,500
6.10.8	Business Development Specialist	5	-	-	-	75,000	90,000
6.10.9	Business Development Manager	17	42,000	120,000	182,410	84,605	135,000
6.10.10	Marketing Manager or Director	11	45,000	94,000	130,000	83,006	94,500
6.11.1	Controller or Accounting Manager*	40	81,320	111,254	172,411	90,000	125,000
6.11.2	Maintenance Manager	22	64,912	106,000	128,300	80,000	117,000
6.11.3	Production or Operations Manager	44	66,373	101,257	150,217	80,000	114,500
6.11.4	IT Manager	19	68,681	107,251	160,992	75,000	121,904
6.11.5	Logistics/Materials Manager	23	72,000	95,000	153,025	84,150	113,500
6.11.6	Project or Program Manager*	26	65,000	124,232	177,164	90,000	135,091
6.11.7	Project or Program Director	12	77,694	157,190	229,673	131,750	182,500
6.11.8	Engineering Manager	23	87,879	130,208	165,000	109,000	151,049
6.11.9	Quality Control Manager	34	67,017	98,050	136,431	79,900	119,800
6.11.10	Human Resources Manager	45	70,000	92,497	138,000	75,000	105,557
6.11.11	Safety/Environmental Manager	20	57,800	108,739	152,500	79,400	125,000
6.11.13	Contracts Manager	13	81,130	99,100	138,840	90,000	124,342
6.11.14	Facilities Manager	13	59,703	88,691	119,995	70,000	118,475
6.11.16	Plant Manager	27	86,250	141,640	207,250	110,000	160,000
6.11.17	Purchasing Manager	19	62,886	92,000	124,848	74,880	124,848
6.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	13	80,000	137,000	230,006	122,600	151,234

6.12.2	Top Technical Exec (CTO/VP Technology)	5	153,025	165,173	222,809	-	-
6.12.4	Top Programs Exec (VP Programs)	14	115,908	177,185	234,004	150,113	210,000
6.12.5	Top Financial Exec (CFO)	20	108,636	174,682	252,504	131,522	183,029
6.12.6	Top Manufacturing/Production Exec	15	130,000	175,000	216,250	155,000	181,100
6.12.7	Top HR Exec (CHRO/VP HR)	15	70,000	140,000	214,469	115,898	153,785
6.12.8	Top Contracts Executive	7	100,000	155,750	250,000	134,206	191,724
6.12.9	Chief Operating Officer (COO)*	16	100,000	178,133	271,764	125,000	177,500
6.12.10	Chief Administrative Officer (VP Admin)	9	75,000	165,000	276,918	115,384	187,231
6.12.11	CEO/President*	54	121,882	200,000	330,000	180,000	249,390

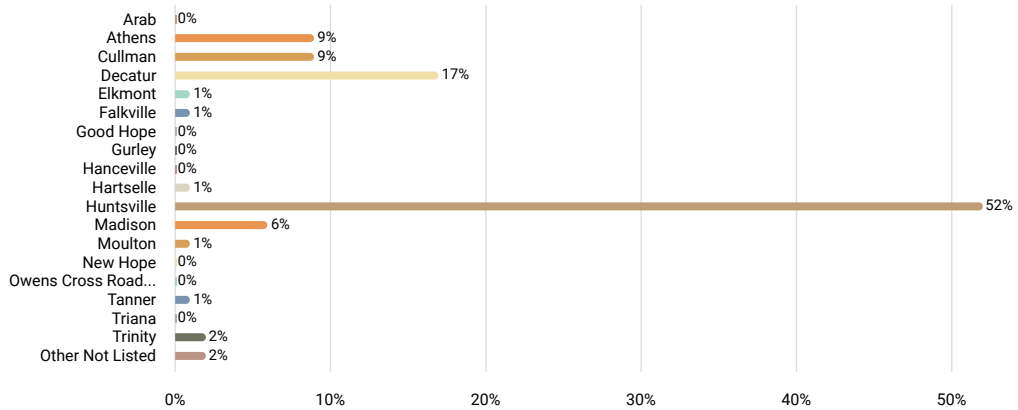
2. General Information

2.1. Company City

Answered 127 times

Skipped 0 times

Select one answer (drop down)



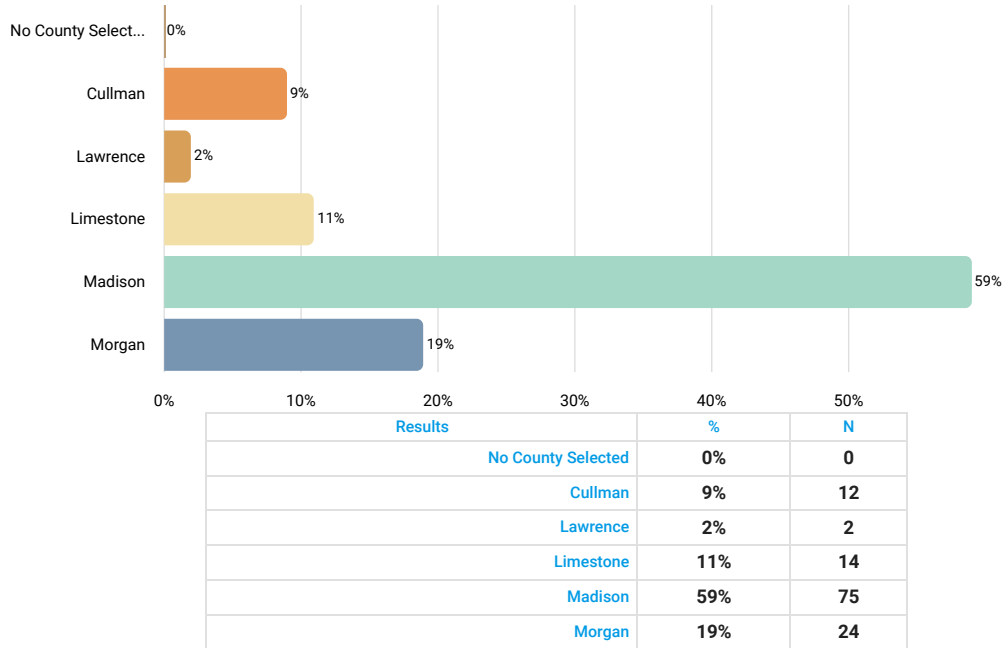
Results	%	N
Arab	0%	0
Athens	9%	11
Cullman	9%	11
Decatur	17%	21
Elkmont	1%	1
Falkville	1%	1
Good Hope	0%	0
Gurley	0%	0
Hanceville	0%	0
Hartselle	1%	1
Huntsville	52%	66
Madison	6%	8
Moulton	1%	1
New Hope	0%	0
Owens Cross Roads	0%	0
Tanner	1%	1
Triana	0%	0
Trinity	2%	2
Other Not Listed	2%	3

2.2. In which county is your company located?

Answered 127 times

Skipped 0 times

Select one answer (drop down)

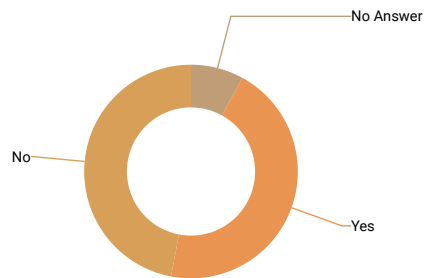


2.3. Is your organization a government contractor?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



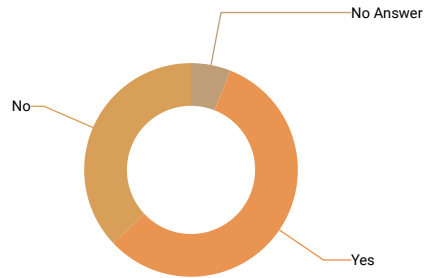
Results	%	N
No Answer	8%	10
Yes	45%	57
No	47%	60

2.4. Is your organization a manufacturer?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



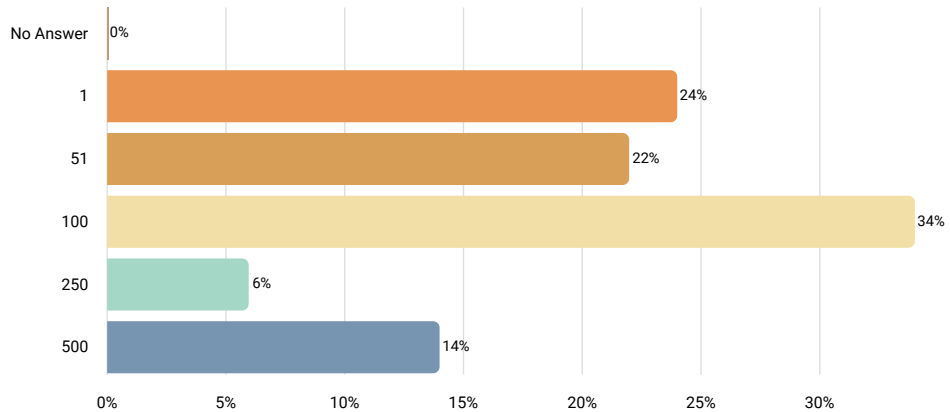
Results	%	N
No Answer	6%	7
Yes	57%	73
No	37%	47

2.5. Company Size

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	24%	31
51-99 Employees	22%	28
100-249 Employees	34%	43
250-499 Employees	6%	7
500+ Employees	14%	18

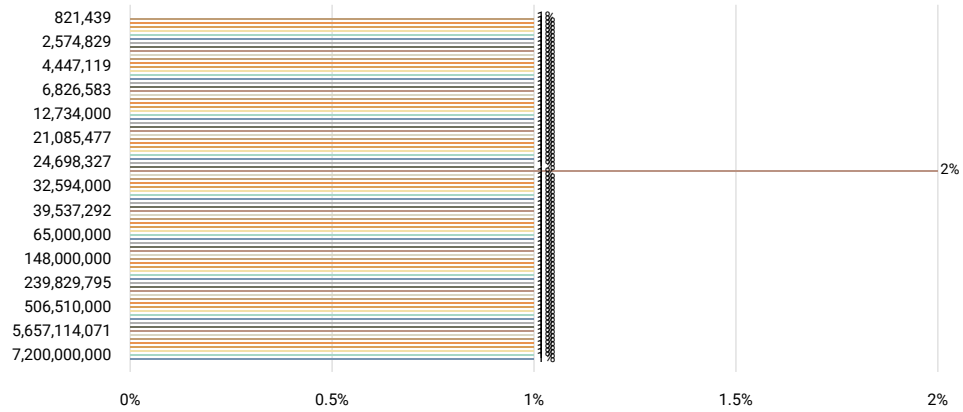
3. Company and HR Data

3.1. Total Gross Revenue in 2020

Answered 87 times

Skipped 40 times

Number input



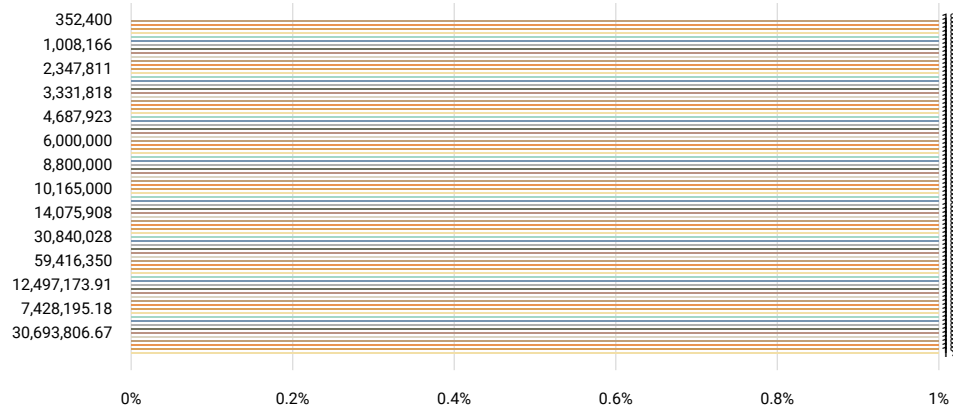
Statistics	
10th percentile	2,574,829
25th percentile	9,474,698
50th percentile	27,000,000
75th percentile	78,209,727
90th percentile	322,000,000
Mean	256,424,934
Median	27,000,000
Standard deviation	1,010,229,428

3.2. Total Gross Payroll in 2020

Answered 84 times

Skipped 43 times

Number input



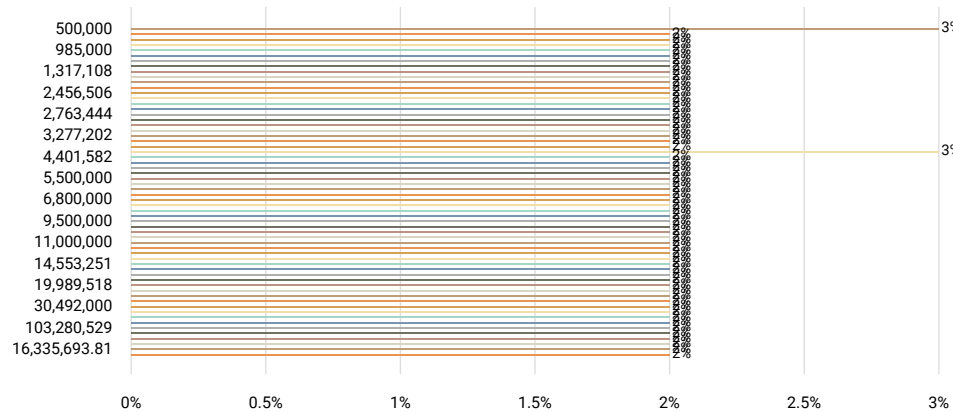
Statistics	
10th percentile	1,008,166
25th percentile	2,577,866.205
50th percentile	5,820,269
75th percentile	13,061,902
90th percentile	31,321,000
Mean	13,975,279
Median	5,820,269
Standard deviation	24,822,821

3.3. Total Budgeted Payroll for 2020

Answered 64 times

Skipped 63 times

Number input



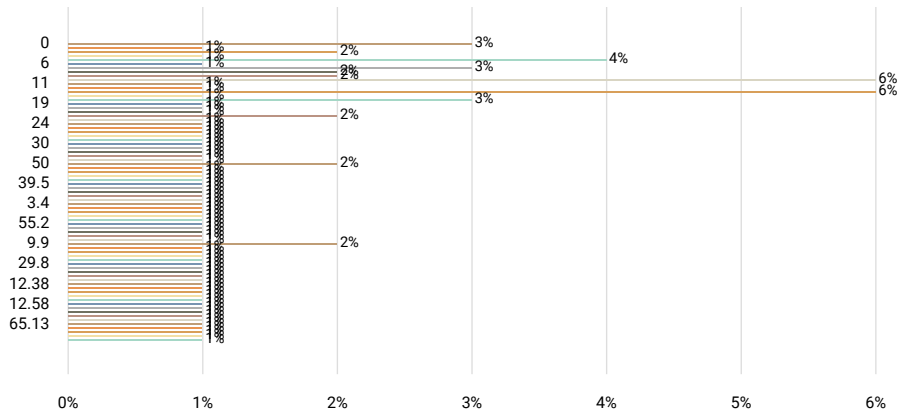
Statistics	
10th percentile	1,117,128
25th percentile	2,643,687
50th percentile	5,656,941
75th percentile	13,776,625.5
90th percentile	30,492,000
Mean	14,872,350
Median	5,656,941
Standard deviation	27,831,991

3.4. Overall Turnover Rate

Answered 100 times

Skipped 27 times

Number input



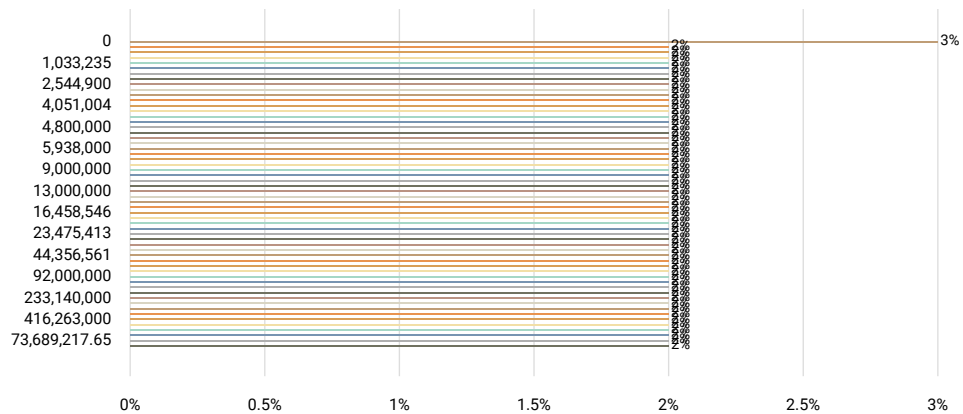
Statistics	
10th percentile	3.85
25th percentile	8
50th percentile	15
75th percentile	25.1
90th percentile	42.4
Mean	19
Median	15
Standard deviation	16

3.5. Total Operating Budget

Answered 59 times

Skipped 68 times

Number input



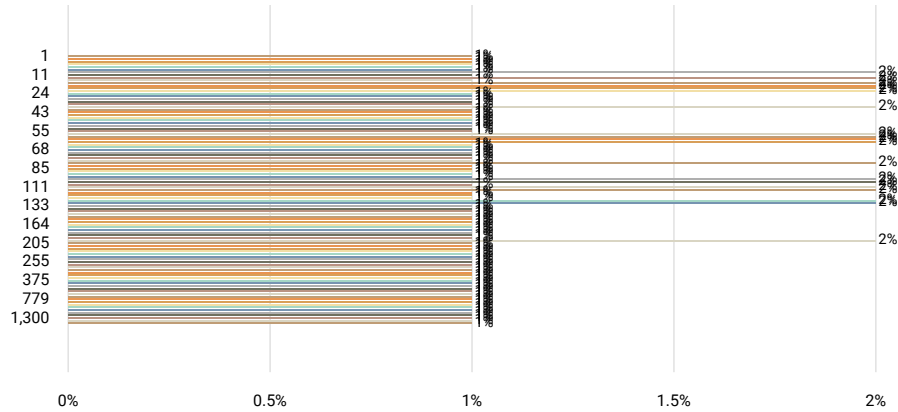
Statistics	
10th percentile	1,007,926
25th percentile	4,051,004
50th percentile	10,395,697
75th percentile	42,000,000
90th percentile	228,194,555
Mean	46,469,942
Median	10,395,697
Standard deviation	85,536,944

3.6. Number of Full-Time Employees (FTEs)

Answered 123 times

Skipped 4 times

Number input



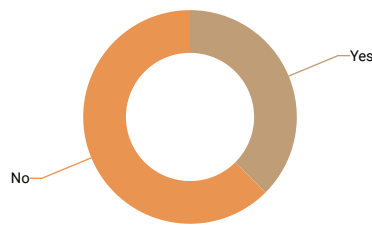
Statistics	
10th percentile	15
25th percentile	46
50th percentile	93
75th percentile	205
90th percentile	670
Mean	255
Median	93
Standard deviation	686

3.7. Are you planning a hiring campaign this year?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	33%	42
No	55%	70

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

Answered 33 times

Skipped 9 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"

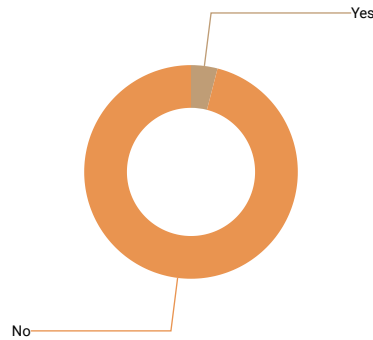
Results	
job fairs, employment web sites, job search firms	1
planning expansion of 10-15	1
we will expand our production on ppe and will hire additional staff for that production line.	1
job fairs	1
adding jobs due to new business	1
continue with the same practice of last year, indeed, facebook, local 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
we're sending email campaign material to thousands of our contacts who've indicated an interest in working for our company, attending virtual career fairs monthly, and gearing up for hiring substantially over the next quarter.	1
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
n.a.	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 employee's - no plans for additional hourly employees.	1
recruiting for college interns and new staff as well as experienced accountants.	1
job fairs, facebook ads	1
cssa is developing and implementing a veterans hiring initiative and will be implementing 1-2 additional campaigns with the onboarding of our new hrd and first recruiter.	1
up to \$3000 sign-on and referral bonuses to experienced candidates, depending on experience. payable over time.	1
beginning to use linkedin recruiter to help fill hard to find positions.	1
job fairs, referral bonus	1
we are planning on offering employment to those who we lost during covid and offer new positions to the public.	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 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	4%	5
No	96%	122

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

Answered 5 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

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

Results	
ufcw local 88-t	1
united steel workers	1
local union gmp #214	1
nasa custodians, international association of machinists and aerospace workers, district #75, local lodge #2766. redstone custodians, laborers international union of north america, local union 366. redstone grounds, international union of operating engineers, local 320.	1
iam 44	1

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

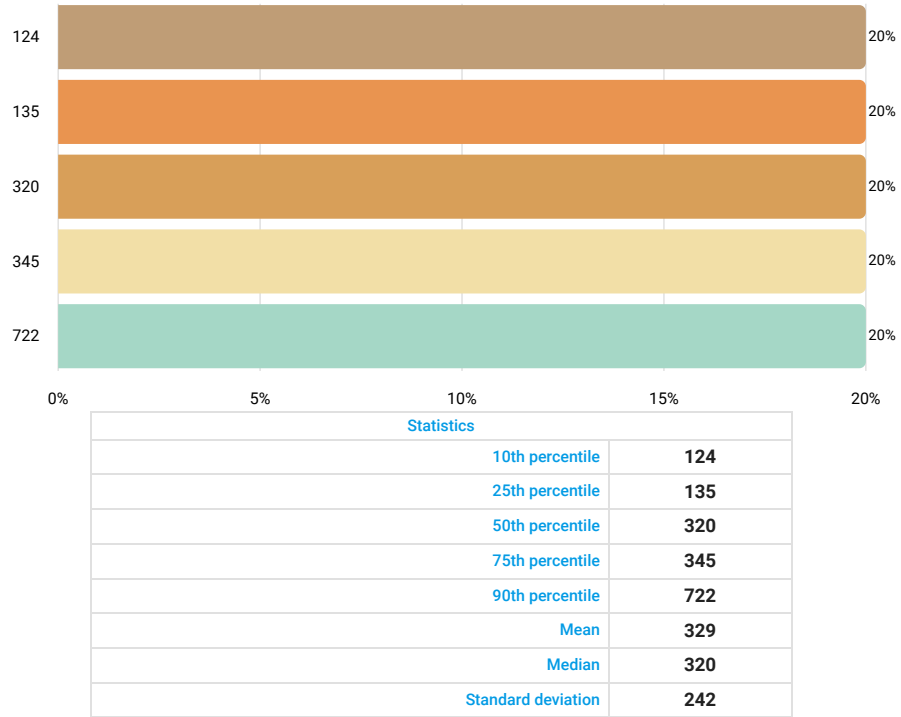
Answered 5 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



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

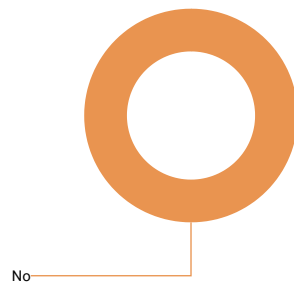
Answered 122 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	0%	0
No	99%	121

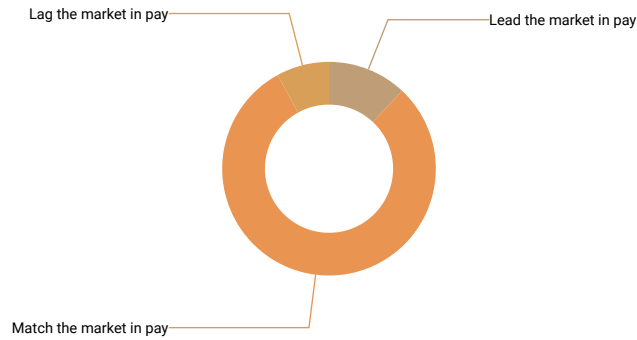
4. Pay Practices

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



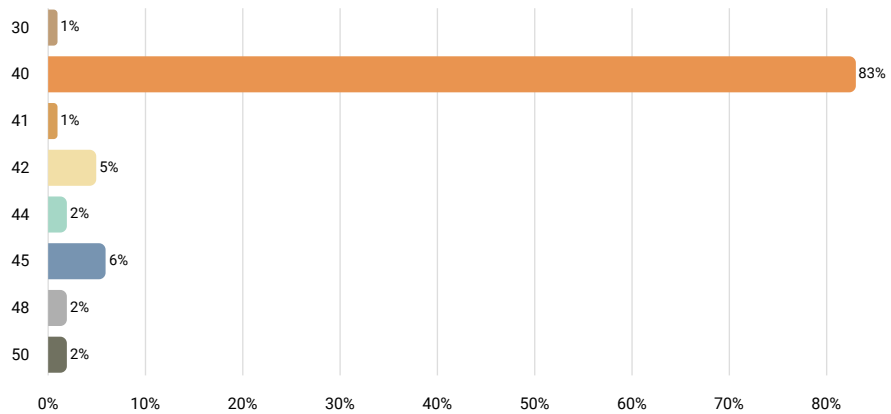
Results	%	N
Lead the market in pay	12%	15
Match the market in pay	80%	102
Lag the market in pay	8%	10

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

Answered 126 times

Skipped 1 times

Number input



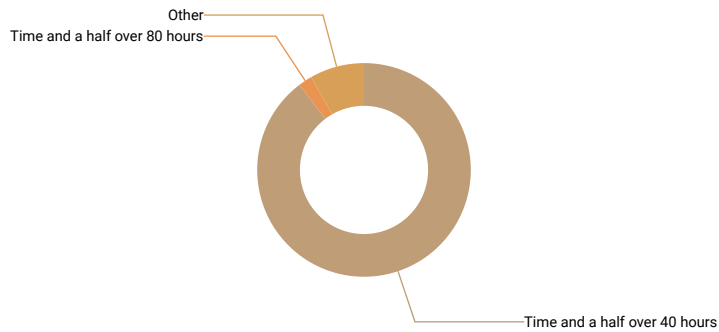
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	44
Mean	41
Median	40
Standard deviation	2

4.3. How do you calculate overtime hours?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Time and a half over 40 hours	87%	110
Time and a half over 80 hours	2%	3
Other	8%	10

4.4. Describe how you calculate overtime hours.

Answered 8 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

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

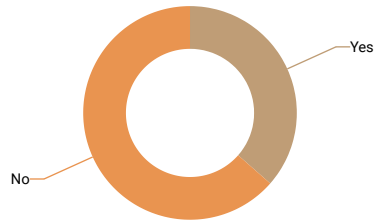
Results	
	n/a 2
time and a half over 2-2-3 shift (36-40), non shift people time and a half over 40	1
time and a half for anything over 8 hours per day	1
time and a half over 40 hours. employee are also paid t 1/2 on any day that they aren't scheduled to work, and made to work.	1
straight timeover 40 hours. must be pre-approved by upper management. yes	1
time over 8 hours a day	1
we are semi monthly. pt people are time and a half over 40.	1

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	31%	39
No	54%	69

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

Answered 35 times

Skipped 4 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"

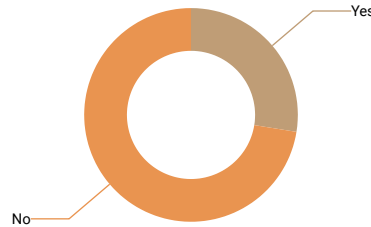
Results	
quarterly attendance bonus	1
annual discretionary bonus.	1
performance premium	1
based on company profitability - same quarterly bonus for everyone in the company.	1
bonuses are based on the profit of the company, the tenure of the employee, the position that the employee holds, and the number 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
annual bonus	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
discretionary bonuses paid annually based on performance.	1
quarterly bonus	1
both flat-rate and percentage based spiffs and commissions	1
quarterly bonus: 10% target based on plant kpis.	1
15% profit sharing target for all hourly employees	1
monthly bonus	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 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	19%	24
No	50%	64

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

Answered 22 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"

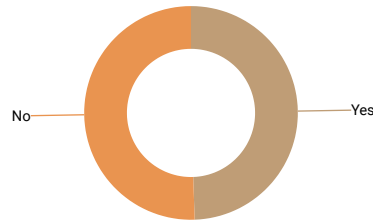
Results	
percentage of profit	1
yearly bonus based on company performance	1
annual discretionary bonus.	1
performance premium	1
bonuses are based on the profit of the company, the tenure of the employee, the position that the employee holds, and the number of hours that the employee worked in the time 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
401k match, 3%	1
spot bonuses based on commendations above and beyond; annual performance bonuses.	1
15% profit sharing target for all hourly employees	1
end of year bonuses and profit sharing	1

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	45%	57
No	46%	58

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

Answered 52 times

Skipped 5 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
discretionary	2
annual bonus	2
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
bonus	1
sti based on growth and profitability for the year	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
yearly 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
discretionary bonuses paid annually based on performance.	1
bases on net income	1
annual, end-of-year performance bonuses.	1
bonus program based on achievement of corporate objectives set for the year.	1
on-the-spot employee recognition bonus; performance bonus; business development bonus; overall company profitability bonus. bonuses are at the discretion of the management with ceo approvals and are dependent on the significance of the event performed.	1
we provide bonus	1
quarterly bonus: 10% target based on plant kpis.	1
15% profit sharing target for all hourly employees	1
annual bonus opportunity based on the organization's performance	1

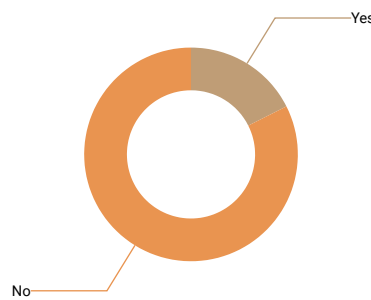
Results	
participation in proposals for large contracts	1
bonuses based on performance and typically a percentage of salary	1
bonuses for executive staff based on performance.	1
executive staff participate in the corporate bonus pool. all employees participate in the profit-sharing. all employees are eligible for bonuses, based on performance.	1
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
aip	1

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	16%	20
No	75%	95

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

Answered 18 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
apprenticeship programs	1
bonus paid when passing the cpa exam	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
certifications on a variety of machines/processes. thermal spray technicians. usually \$.50 to \$1.00 increase per hour, per certification	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 48 times

Skipped 79 times

Text area input

Results	
grades	4
levels	2
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
production employees are in different job grades according to where they work. some job grades are tiered.	1
we have payzones, which are utilized similar to pay ranges.	1
most jobs have tiers - level i - level iii. each level has specific years of experience, education etc. that must be meet to promote or hire into that position.	1
we adhere to all fair labor standards act classification processes. in addition, we utilize a 5 tier category level classification for each position: entry, mid, senior, principal and sme.	1
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
levels based on years of experience, education	1
we have three tracks, with two levels each (executives and non-executives). t-track (technical track) goes from t0 to t7, c-track (corporate track) goes from c0 to c9, and m-track (management track) goes from m3 to m7.	1
production helper, machine operators, leadmen	1
n.a.	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
40 hr ft, 30 hr ft, 20 hr pt, casual (variable hour) and seasonal; 40 and 30 hour participate in performance based pay increase programs	1
pay grades are used.	1
exempt, salary ranges - non-exempt step system	1
have levels for each job title (i, ii, and iii) and pay schedule for each level	1
tier 1 - employees hired prior to 2002 tier 2 - employees hires after 2002 wages are based on levels 1-3	1
levels. the higher the level, the higher the compensation.	1
we utilize 'employee band levels' to classify employees for bonuses, employer benefit contribution amounts - owner; chief; director; manager; technical; and associate	1
tiers are based on gsa schedules.	1
our classification systems follows labor categories specified by our federal government and dod clients.	1
grades and steps; wages are set according to the pay schedule and cannot be adjusted without council approval	1
employees are categorized by labor categories. the categories are based on skill set, years of experience and education. associate 1-5;technical staff 1-5;subject matter expert 1-4	1
experience based	1
employees are assigned and categorized in a position description with associated levels 1 through 5 based on years of experience. each position title is assigned a grade 1- 16. each grade has 5 ranges of salaries. as employees reach the next level of a position description, typically because of years experience, they are promoted in the next level. we use the wage survey as a basis for determining the salary by grade structure.	1
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
none at this time. wages and increases are determined by market data combined with employee performance	1
grades - based on job requirements, education and experience	1

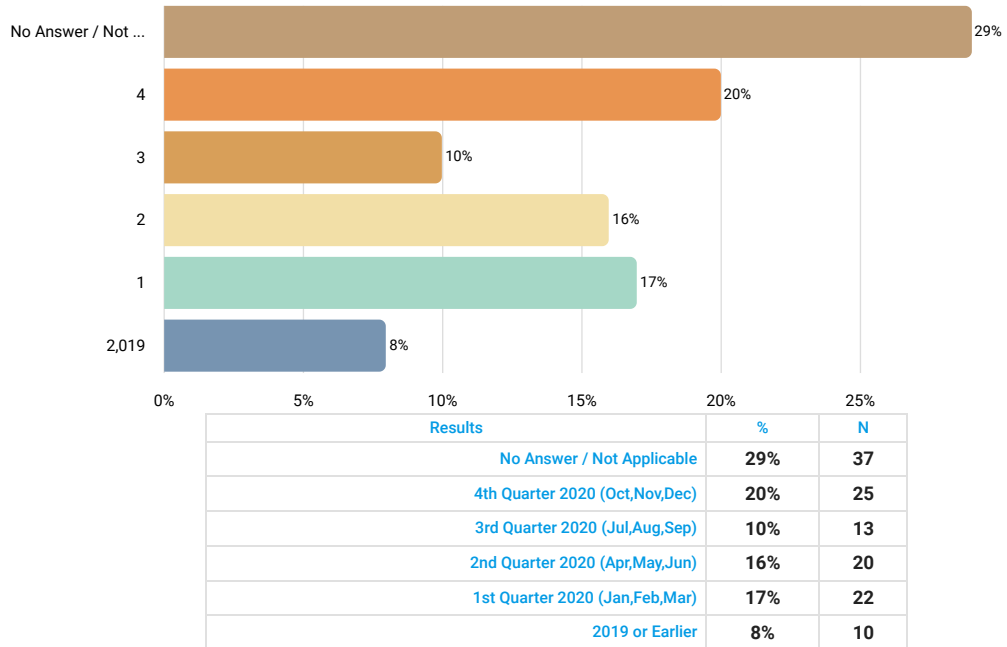
Results
grades are established based on the complexity of machines being operated. 1

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

Answered 127 times

Skipped 0 times

Select one answer (drop down)

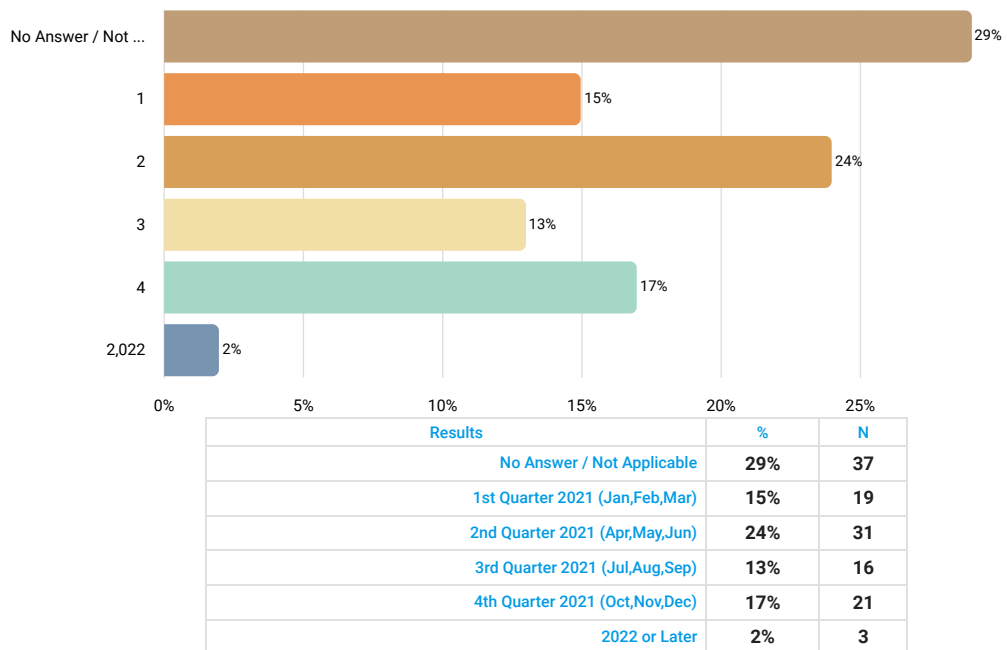


4.15. When is the next anticipated wage increase for hourly employees?

Answered 127 times

Skipped 0 times

Select one answer (drop down)

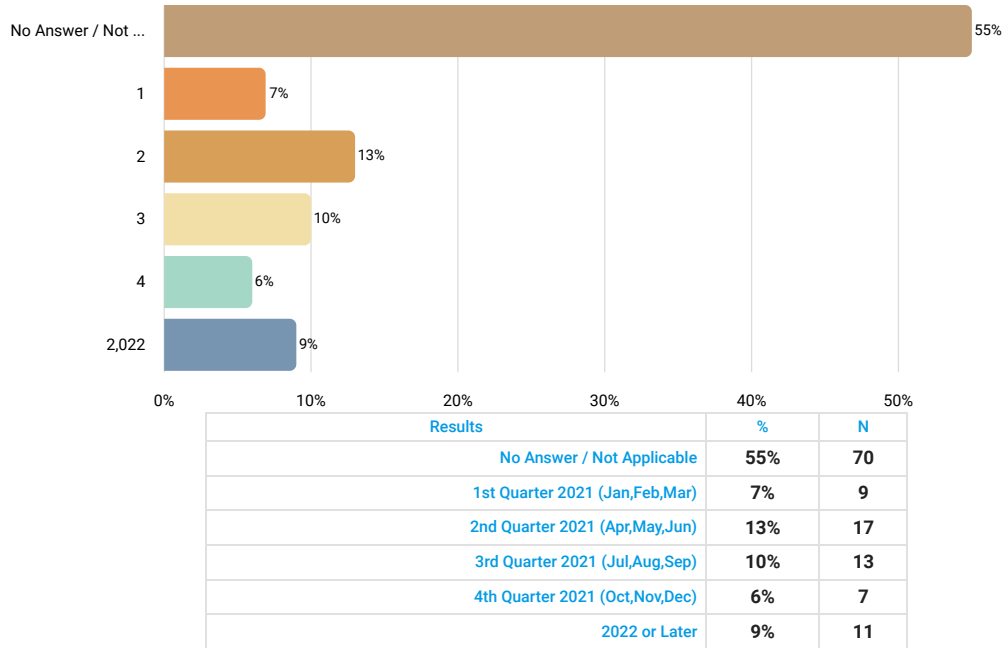


4.16. If applicable, when is the next anticipated change in your pay RANGE for hourly employees?

Answered 127 times

Skipped 0 times

Select one answer (drop down)

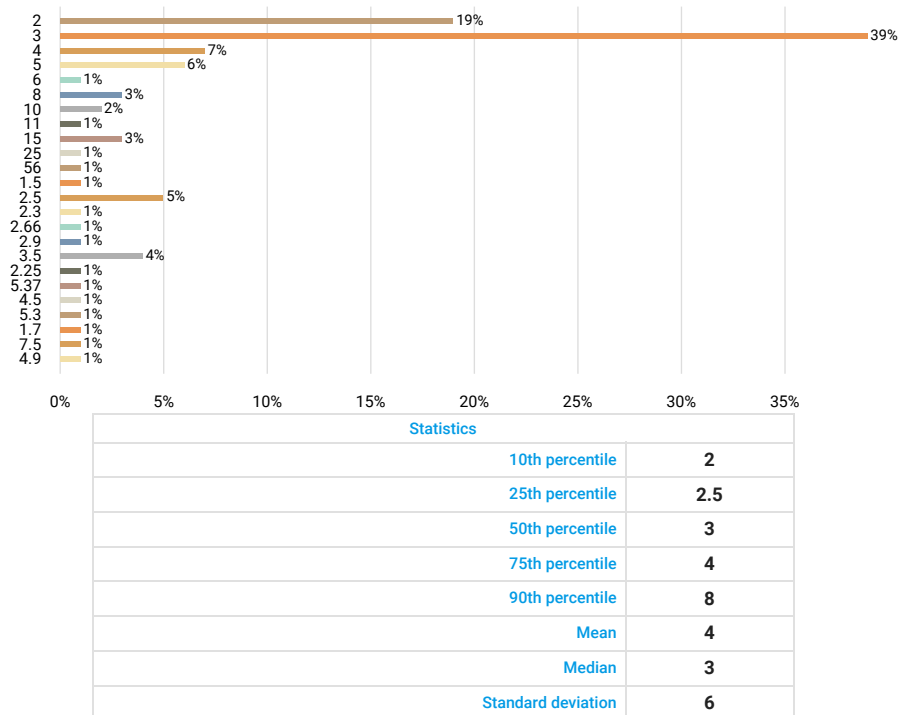


4.17. What was the average amount of your last pay increase as a percentage of base rates?

Answered 107 times

Skipped 20 times

Number input

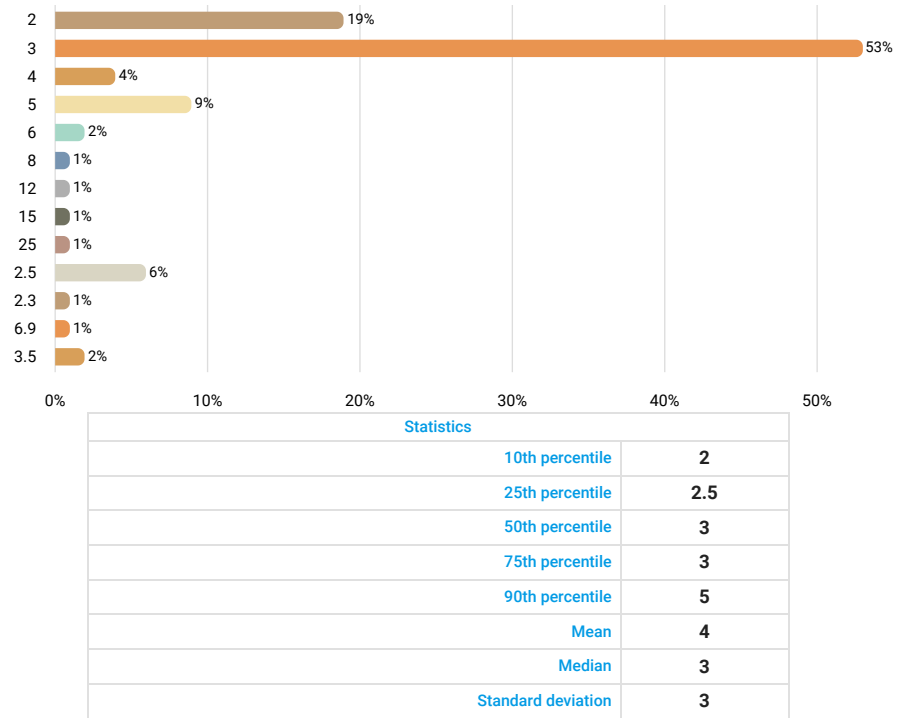


4.18. What is your estimate of the average amount of the next pay increase, as a percentage of base rates?

Answered 104 times

Skipped 23 times

Number input

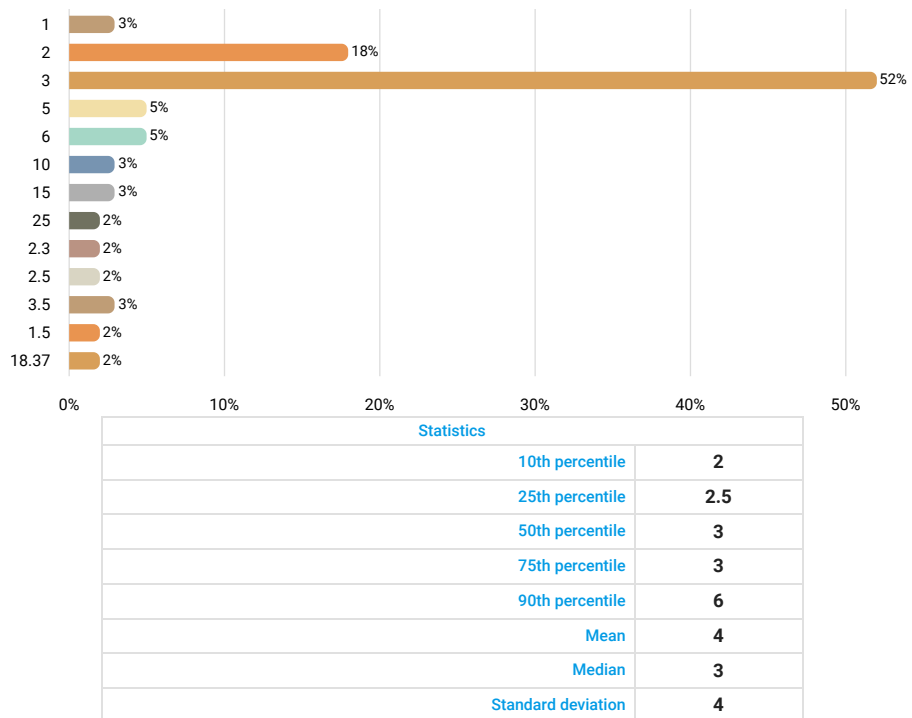


4.19. If applicable, what is your estimate of percentage change in next the pay RANGE increase?

Answered 62 times

Skipped 65 times

Number input



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

Answered 122 times

Skipped 5 times

Select multiple answers (checkboxes)

Results	N
1 Shift	56
2 Shifts	29
3 Shifts	30
10 Hour Shifts	23
12 Hour Shifts	30
Rotating Shifts	17
Swing Shifts	7
Other	25

4.21. Describe your shift pattern.

Answered 23 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
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
1st shift 8 hours per day 5 days per week	1
1 shift. normal business hours 7am-4pm m-f	1
day shift only	1
professionals standard 8 hour shift; site construction/technicians vary by site 8 or 10 hour shift	1
36 hour maintenance preventative team friday - sunday	1
one shift - days	1
8 hour shift	1
1 shift - 8 a.m. - 5 p.m.	1
one shift - normalized 8/9 hour shift	1
9/80 work week, 1 shift	1
flexible schedule	1
9/80 schedule	1
as a professional services organization, we only have 1 shift; however, individuals required to work in the evenings due to job assignment receive a differential.	1
monday - saturday 8a - 8p	1
we pay an on-call stipend, but not technically a shift differential.	1
no shift.	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 13 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

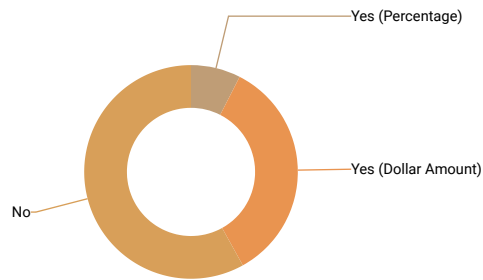
Results	
fixed dupont schedule with no rotation between day and night shift.	1
12 shift 5 days one week, 2 days the other week	1
we have 4 crews who work rotating 12 hour shifts (2 crews work 7 am - 7 pm and 2 crews work 7 pm - 7 am). day crews - they'll work sunday, wednesday and thursday one week and 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
1 on 2 off for some depts	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 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	7%	9
Yes (Dollar Amount)	32%	41
No	54%	69

4.25. Enter your 2nd shift premium percentage.

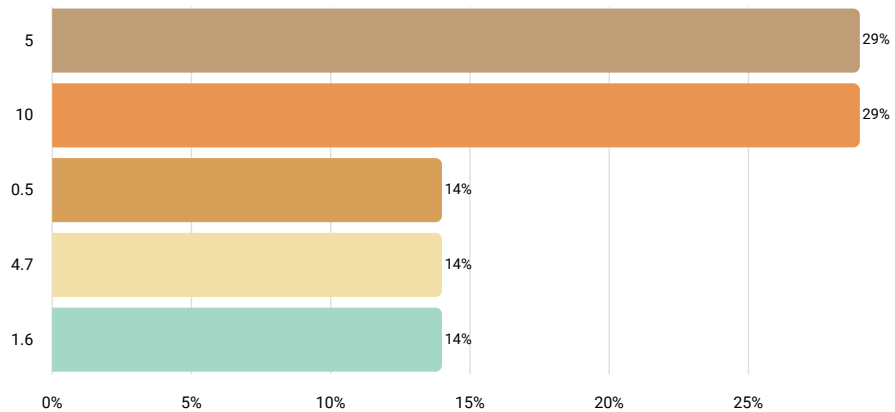
Answered 7 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	0.5
25th percentile	1.6
50th percentile	5
75th percentile	10
90th percentile	10
Mean	5
Median	5
Standard deviation	4

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

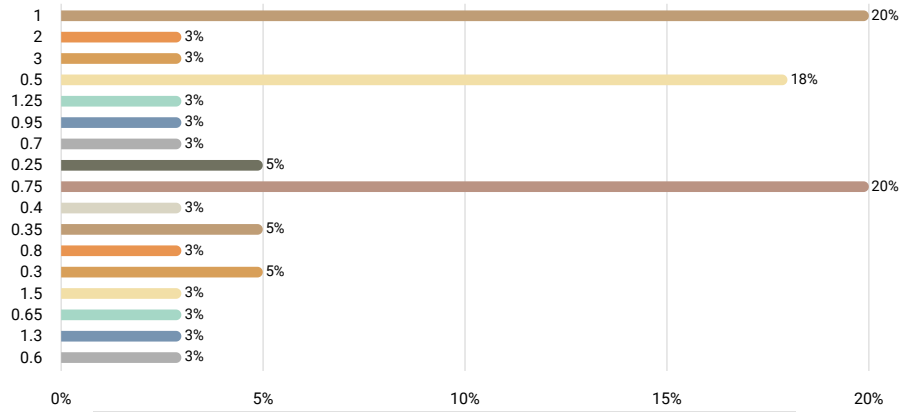
Answered 40 times

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)"



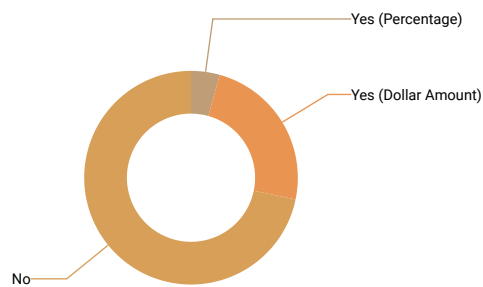
Statistics	
10th percentile	0.325
25th percentile	0.5
50th percentile	0.75
75th percentile	1
90th percentile	1.275
Mean	1
Median	1
Standard deviation	1

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	4%	5
Yes (Dollar Amount)	22%	28
No	66%	84

4.28. Enter your 3rd shift premium percentage here.

Answered 4 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



We are sorry but the collected data is not sufficient to publish.

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

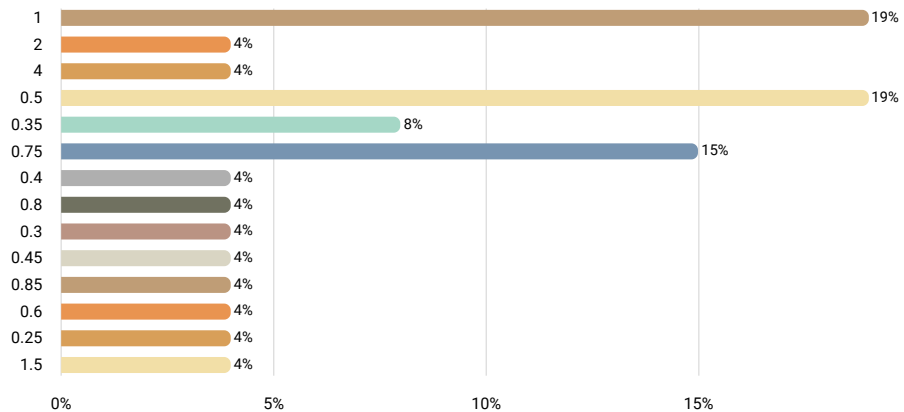
Answered 26 times

Skipped 2 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)"



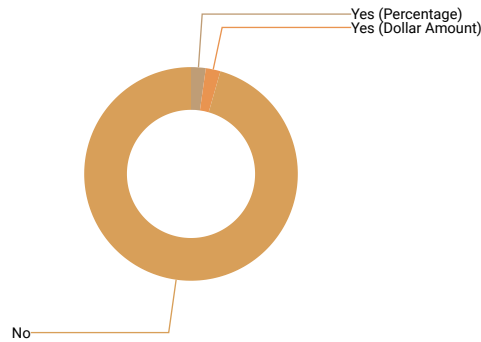
Statistics	
10th percentile	0.35
25th percentile	0.5
50th percentile	0.75
75th percentile	1
90th percentile	1.5
Mean	1
Median	1
Standard deviation	1

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	2%	2
Yes (Dollar Amount)	2%	3
No	86%	109

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)"



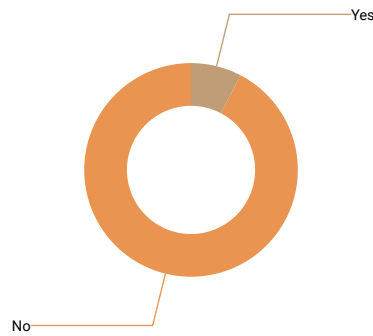
We are sorry but the collected data is not sufficient to render an accurate res

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	7%	9
No	84%	107

4.34. Please describe your additional shift differentials.

Answered 9 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- \$7.50 or \$8.50 plus premium- 20 %	1
\$1.00 per hour for hours worked after 5pm monday - friday, \$1.00 per hour for all hours worked on saturday	1
weekend shift premium of \$2.00	1

4.35. Does your company have positions that are leveled?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	52%	66
No	44%	56

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

Answered 56 times

Skipped 10 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	6
5	4
6	2
2	1
4	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
research positions have 4 steps, professional administrative 2-3, technical 2-3	1
engineering tends to have 5 levels, production generally has 3 levels and most professional positions have 4 levels.	1
5 levels: (entry, mid, senior, principal and sme)	1
varies and depends on awarded work requirements.	1
professional technical/engineering positions have 6 levels; technician/clerk positions have 4 levels	1
3 levels	1
engineer/scientist have 9 levels; sme has 5 levels;	1
professional technical/engineering positions have 7 levels; professional administrative positions have 4; clerk position have 3.	1
we have three tracks, with two levels each (executives and non-executives). t-track (technical track) goes from t0 to t7, c-track (corporate track) goes from c0 to c9, and m-track (management track) goes from m3 to m7.	1
most have 3, but some have 4 to include a sr. level position	1
engineering 4 levels; professional administrative positions 3 levels; writer/edior 4 levels	1
5 levels for engineering, other positions typically have 3-4 levels	1
most professional positions have 4 levels	1
most technical and analytical positions have about 5 levels	1
majority of positions have 4 levels; some technical/engineering positions have 5 or 6 levels	1
most positions we have that are tiered have two levels	1
2 levels for herbicide applicator (based on certification)	1
3 levels per position	1
specialist level 1-3	1
5 levels	1
levels 1 - 4	1
engineering - 2	1
specialist a, specialist b	1
1-6 based on experience/responsibility	1
technical junior positions have 3 levels, technical base positions have 3 to 5 levels. technical senior positions have 3-5 levels.	1
usually about 3 levels, some associate-level positions have fewer levels	1
technical positions have 5 or 6 levels; administrative positions have 3-4 levels. levels are dictated by federal govt and dod clients.	1
some positions have 2 - 3 levels but it's job specific and not by job categories ; for example general clerk i, ii, iii ; civil engineer i, ii, iii ; traffic signal tech i & ii; traffic eng. i & ii	1
associate has 5 levels, technical has 5, subject matter expert has 4	1
management has 3 levels; technical have 5 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
hr manager, hr assistant, hr intern	1

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

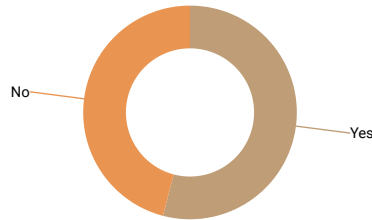
Answered 66 times

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"



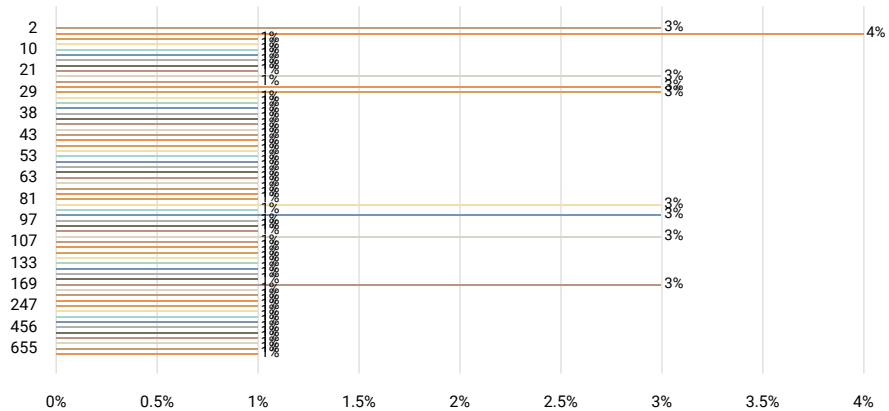
Results	%	N
Yes	53%	35
No	45%	30

4.38. Number of employees in production

Answered 72 times

Skipped 55 times

Number input



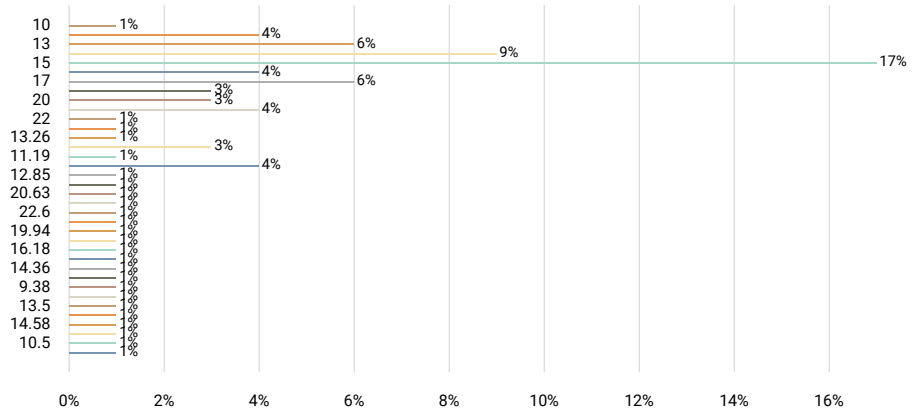
Statistics	
10th percentile	10
25th percentile	29
50th percentile	71.5
75th percentile	134.5
90th percentile	328
Mean	137
Median	72
Standard deviation	220

4.39. Average entry/hire hourly rate for production employees

Answered 69 times

Skipped 58 times

Number input



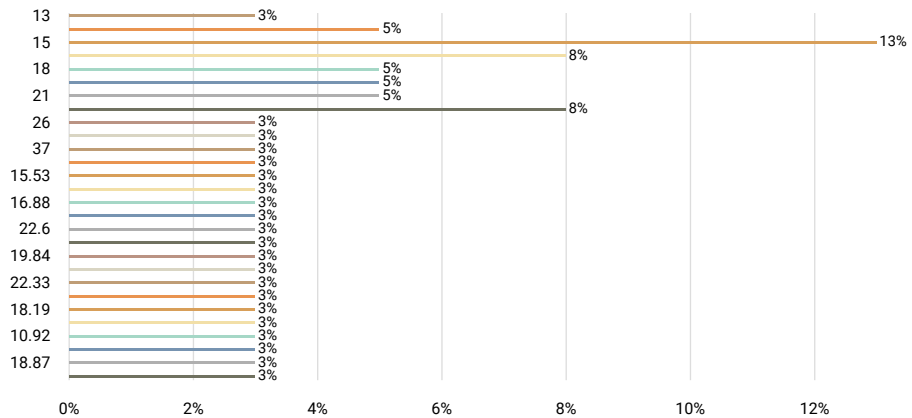
Statistics	
10th percentile	11.5
25th percentile	14
50th percentile	15
75th percentile	17
90th percentile	21
Mean	16
Median	15
Standard deviation	4

4.40. Average actual base rate for production employees

Answered 40 times

Skipped 87 times

Number input



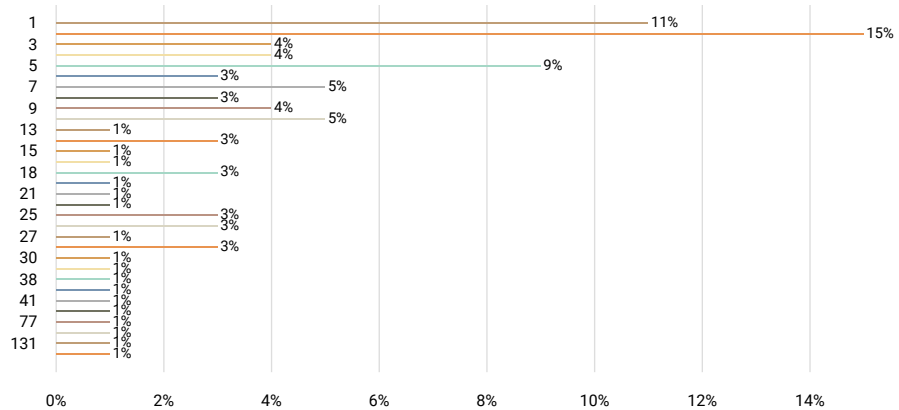
Statistics	
10th percentile	14
25th percentile	15.265
50th percentile	18
75th percentile	22.465
90th percentile	27.5
Mean	19
Median	18
Standard deviation	6

4.41. Number of employees in maintenance

Answered 74 times

Skipped 53 times

Number input



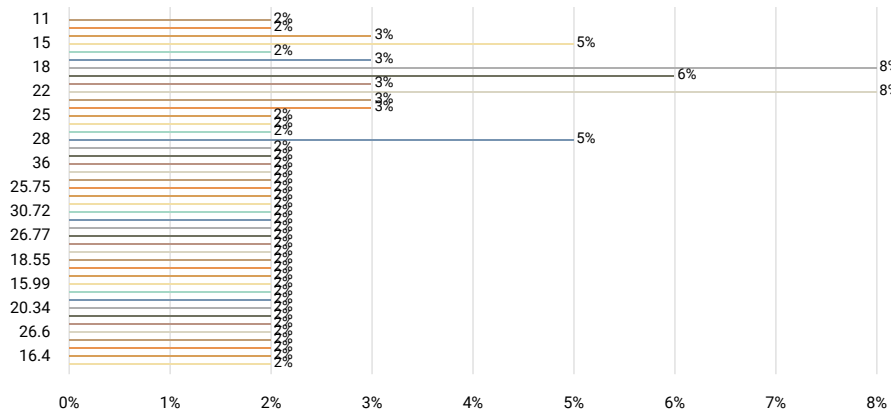
Statistics	
10th percentile	1
25th percentile	2
50th percentile	7
75th percentile	21
90th percentile	38
Mean	17
Median	7
Standard deviation	27

4.42. Average entry/hire hourly rate for maintenance employees

Answered 64 times

Skipped 63 times

Number input



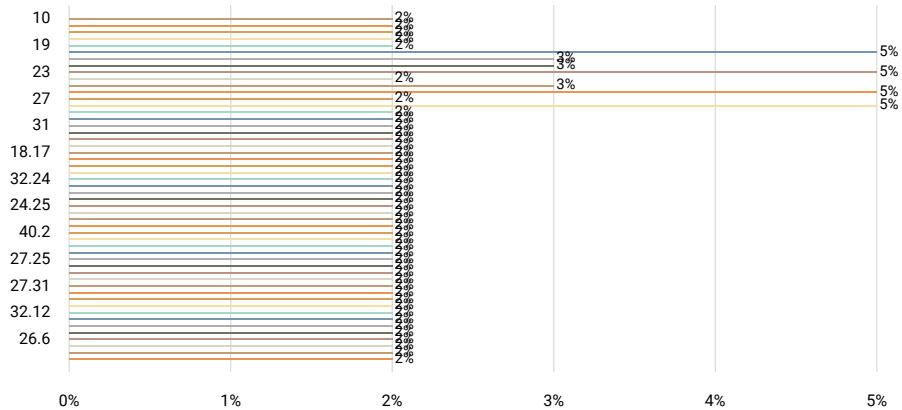
Statistics	
10th percentile	15
25th percentile	18
50th percentile	21.67
75th percentile	25.875
90th percentile	28.7
Mean	22
Median	22
Standard deviation	5

4.43. Average actual base rate for maintenance employees

Answered 63 times

Skipped 64 times

Number input



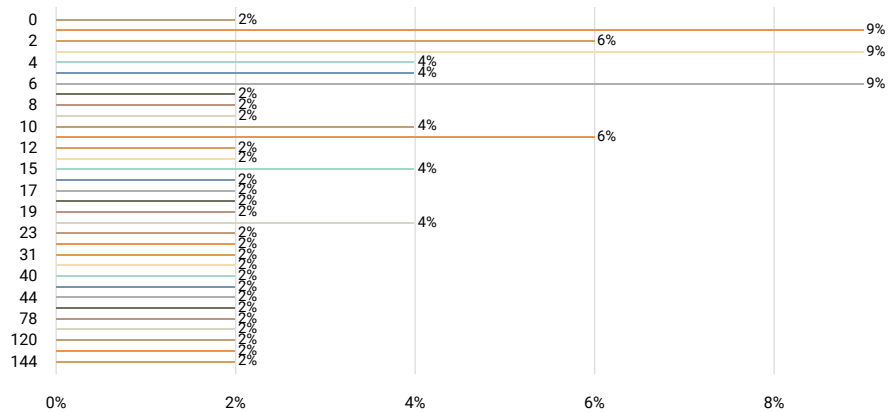
Statistics	
10th percentile	18.57
25th percentile	21
50th percentile	26
75th percentile	28.85
90th percentile	32.15
Mean	26
Median	26
Standard deviation	6

4.44. Number of employees in warehouse

Answered 54 times

Skipped 73 times

Number input



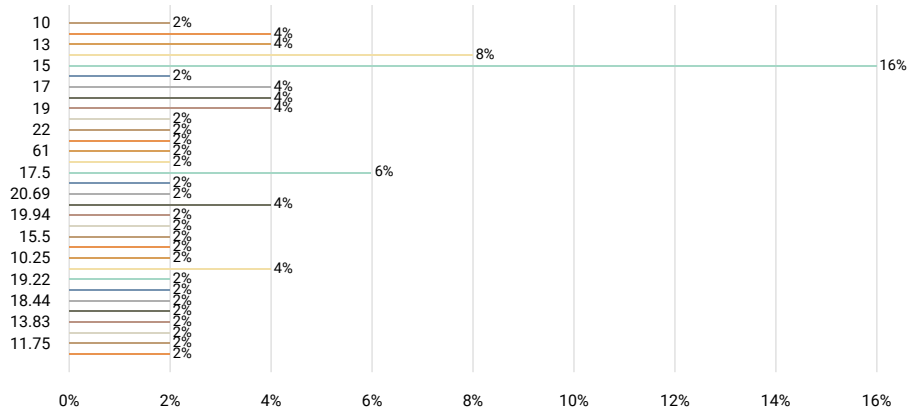
Statistics	
10th percentile	1
25th percentile	3
50th percentile	10
75th percentile	21
90th percentile	45
Mean	22
Median	10
Standard deviation	34

4.45. Average entry/hire hourly rate for warehouse employees

Answered 51 times

Skipped 76 times

Number input



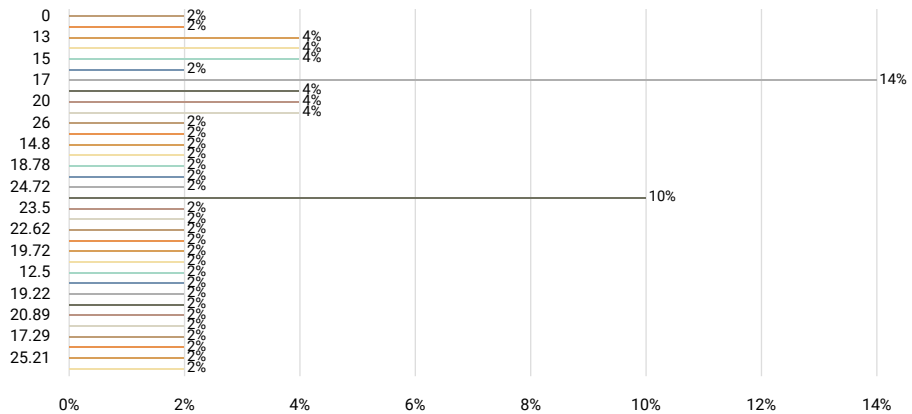
Statistics	
10th percentile	13
25th percentile	14
50th percentile	15.5
75th percentile	18.04
90th percentile	20
Mean	17
Median	16
Standard deviation	7

4.46. Average base rate for warehouse employees

Answered 50 times

Skipped 77 times

Number input



Statistics	
10th percentile	13.5
25th percentile	16
50th percentile	17.395
75th percentile	20
90th percentile	23.06
Mean	20
Median	17
Standard deviation	15

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

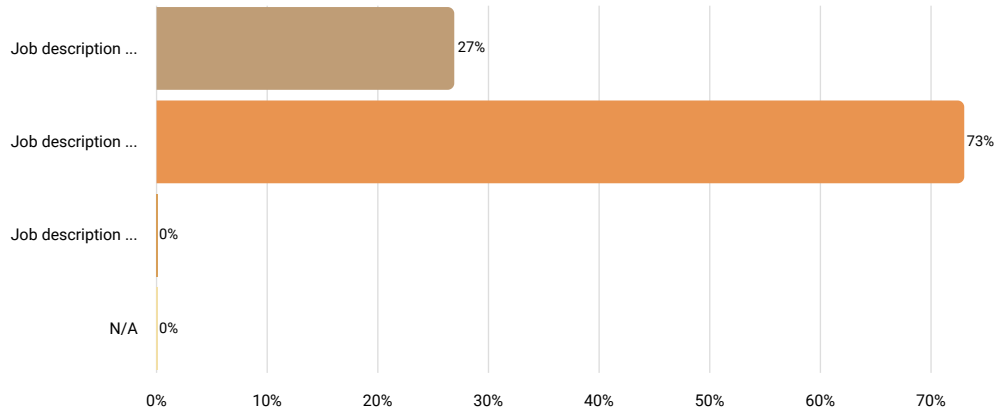
6.1.1 Accounting Clerk

Job description

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

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

Answered 41 times
 Skipped 0 times
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	11
Job description matches the position at your company very well	73%	30
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 21 times
 Skipped 20 times
 Text input

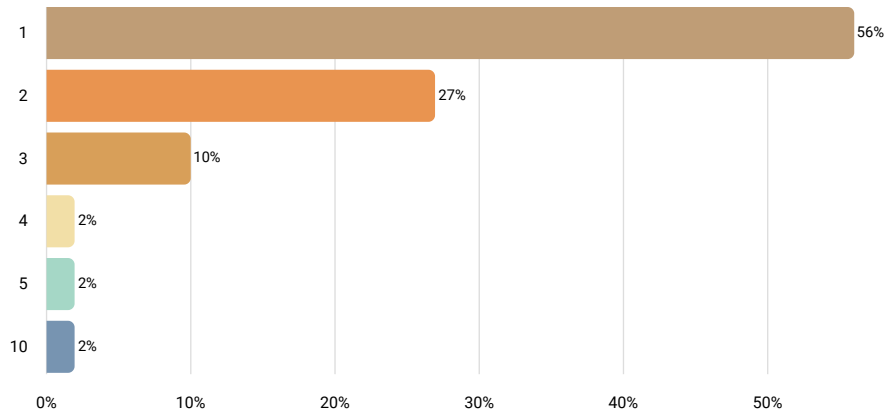
Results	
accounts payable clerk	2
accounts payable, accounts receivable	2
accounting associate	2
accounting assistant	2
accounting specialist	2
accounts payable specialist	1
accounting assistant/technician	1
accounting tech i & ii	1
payroll administrator	1
accounts payable/receivable	1
accounts receiveable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

Number of Employees Currently in This Position

Answered 41 times

Skipped 0 times

Number input



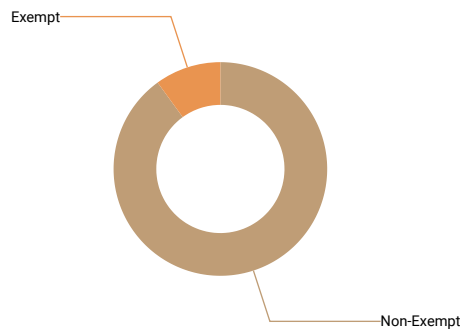
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 41 times

Skipped 0 times

Select one answer (radio button)



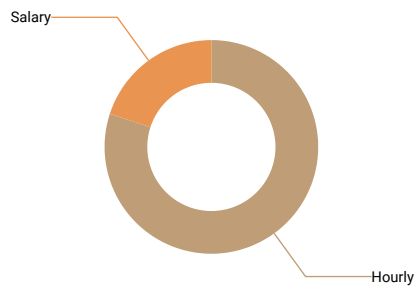
Results	%	N
Non-Exempt	90%	37
Exempt	10%	4

Is this position paid an hourly rate or annual salary?

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	33
Salary	20%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	24	12.52	15	16	18.925	20.33	17	16
Pay Range Maximum Rate	24	18	19.45	23.96	27.44	29.86	24	24
Actual Lowest Base Rate	30	14.945	17.16	19.12	23.15	23.95	20	19
Actual Average Base Rate	32	17	18.255	20.19	23.375	24	21	20
Actual Highest Base Rate	30	17.555	18.75	22.335	24	26.47	22	22
If there is a step progression in place, enter the number of steps. If not, leave blank.	10	1	1	3	3	3.5	2	3
Average Incentive Bonus or Other Cash Bonus (Annual)	8	0	102.5	1,486.5	2,303	5,000	1,598	1,487
Pay Range Minimum Salary	6	34,000	35,000	41,850	46,000	55,000	42,283	41,850
Pay Range Maximum Salary	6	40,500	46,000	57,500	65,000	83,200	58,283	57,500
Actual Lowest Base Salary	8	32,000	38,410	44,995	53,249.5	55,000	45,039	44,995
Actual Average Base Salary	8	32,000	38,910	44,995	54,999.5	55,000	45,601	44,995
Actual Highest Base Salary	8	32,000	39,410	44,995	54,999.5	58,500	46,164	44,995
Average Incentive or Other Cash Bonus (Annual)	5	500	700	2,000	2,000	5,000	2,040	2,000

6.1.3 Administrative Assistant/Executive Secretary

Job description

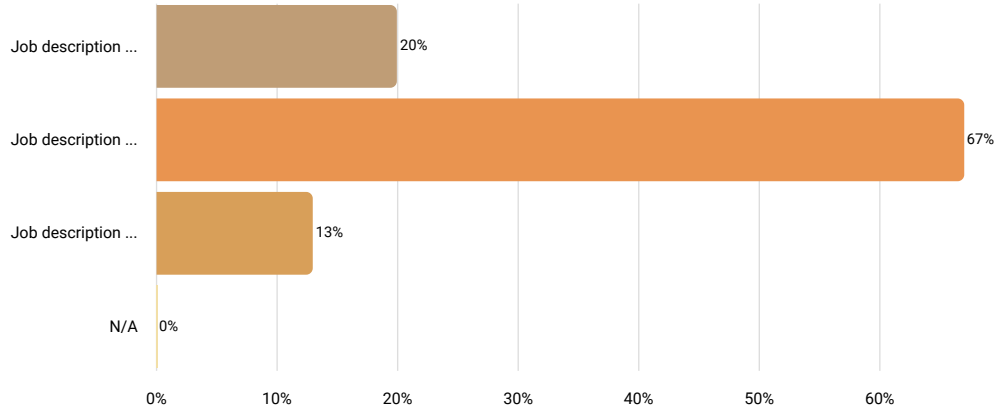
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical fun preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

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

Answered 46 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	9
Job description matches the position at your company very well	67%	31
Job description is perceptibly stronger than the position at your company	13%	6
N/A	0%	0

Job Title (if different than above)

Answered 20 times

Skipped 26 times

Text input

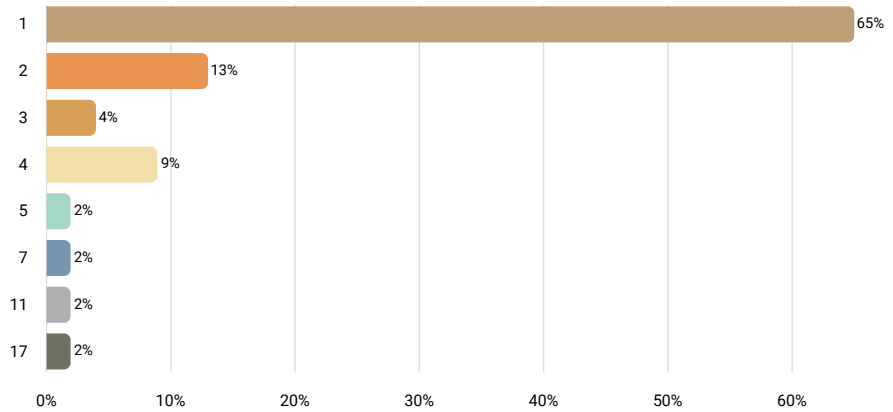
Results	
executive assistant	5
administrative assistant	4
guest service specialist	1
administrative clerk	1
administration assistant i, administrative assistant i - quality, & admin/facility assistant ii	1
clerk ii	1
administrative assistance/front desk receptionist/executive assistant	1
administrative coordinator	1
administrative senior	1
administrative specialist	1
administrative aides	1
executive office and communications assistant	1
executive secretary	1

Number of Employees Currently in This Position

Answered 46 times

Skipped 0 times

Number input



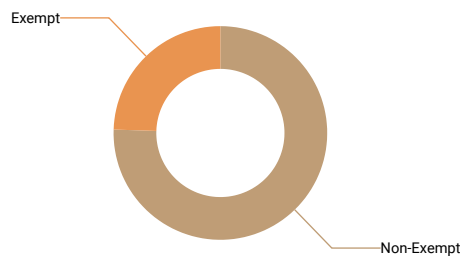
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	3

FLSA Status

Answered 46 times

Skipped 0 times

Select one answer (radio button)



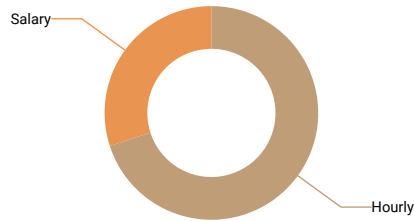
Results	%	N
Non-Exempt	74%	34
Exempt	24%	11

Is this position paid an hourly rate or annual salary?

Answered 46 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	70%	32
Salary	30%	14

Compensation data

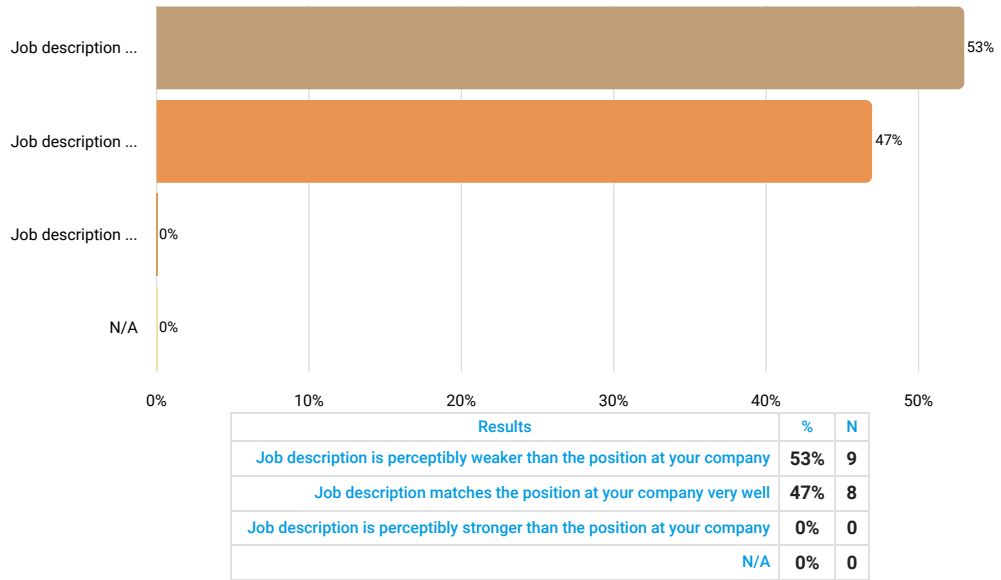
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	24	13.47	14.5	17.125	20	22.16	18	17
Pay Range Maximum Rate	24	15	20	22.695	30.405	33.9	25	23
Actual Lowest Base Rate	28	14	15	19.445	22.325	32.11	20	19
Actual Average Base Rate	31	15	17	20	27.81	32.11	22	20
Actual Highest Base Rate	28	15	19.945	21.745	30.4	36.42	27	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)	10	0	500	765	3,000	5,250	1,728	765
Pay Range Minimum Salary	10	29,075	35,360	41,122.5	48,969	60,000	42,437	41,123
Pay Range Maximum Salary	10	41,842.5	58,240	63,635	74,125	88,112.5	65,389	63,635
Actual Lowest Base Salary	12	31,200	37,929.65	48,555.6	62,760	73,459	50,395	48,556
Actual Average Base Salary	13	40,600	45,067	57,958.1	63,000	73,459	54,427	57,958
Actual Highest Base Salary	11	45,115	46,890	56,513.6	65,520	73,459	56,775	56,514
Average Incentive or Other Cash Bonus (Annual)	7	5	500	2,000	3,672.24	13,000	3,232	2,000

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 17 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 11 times
 Skipped 6 times
 Text input

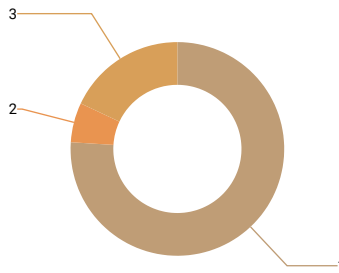
Results	
buyer	1
purchasing	1
procurement specialist	1
supply chain clerk	1
inventory specialist	1
procurement coordinator	1
buyer associate	1
junior procurement specialist	1
purchasing assistant	1
inventory clerk (manufacturing - assistant quality control)	1
purchasing specialist	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



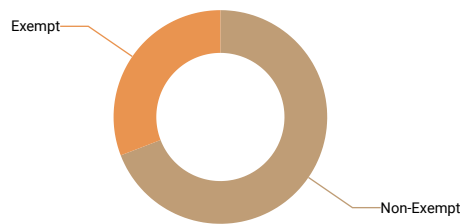
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 17 times

Skipped 0 times

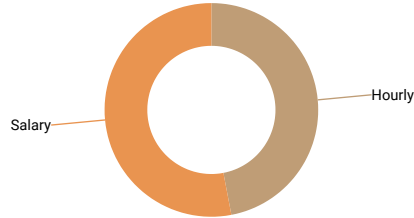
Select one answer (radio button)



Results	%	N
Non-Exempt	65%	11
Exempt	29%	5

Is this position paid an hourly rate or annual salary?

Answered 17 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	47%	8
Salary	53%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	12	16	18.105	20.64	25	18	18
Pay Range Maximum Rate	8	17	18.875	23.27	26.21	40	24	23
Actual Lowest Base Rate	8	0	15.78	19	23.73	35.32	19	19
Actual Average Base Rate	8	13.56	17.5	20.665	24.065	35.32	22	21
Actual Highest Base Rate	8	13.56	18.5	21.46	24.695	35.32	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	8	35,990	41,000	42,174	51,850	75,715	47,719	42,174
Pay Range Maximum Salary	8	42,000	49,992.5	70,000	79,100	132,501	71,586	70,000
Actual Lowest Base Salary	9	41,225	45,000	46,000	65,000	89,911	55,430	46,000
Actual Average Base Salary	9	41,225	45,000	57,783	65,000	89,911	56,763	57,783
Actual Highest Base Salary	9	41,225	45,000	57,783	66,950	89,911	58,763	57,783
Average Incentive or Other Cash Bonus (Annual)								

6.1.5 Human Resources Assistant

Job description

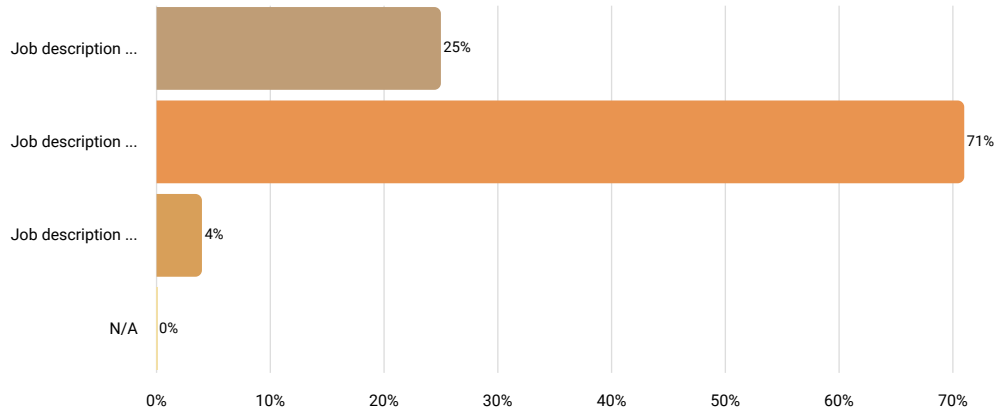
Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, super on ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee files a information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

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	6
Job description matches the position at your company very well	71%	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 17 times

Skipped 7 times

Text input

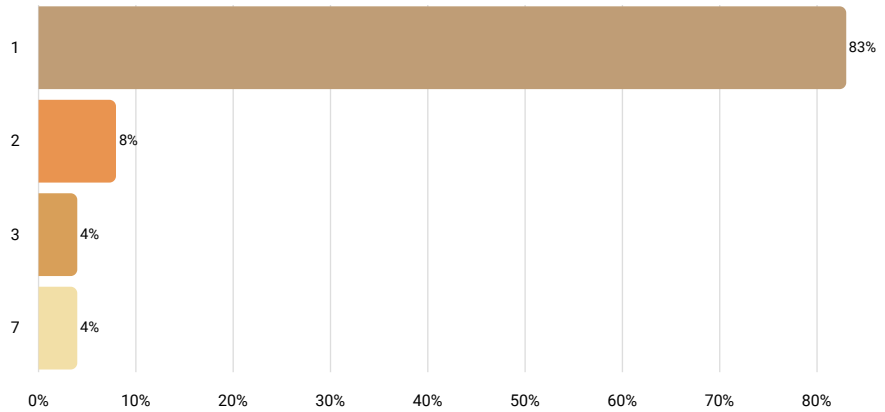
Results	
human resources coordinator	3
human resources specialist	1
hr clerk	1
hr assistant, talent assistant	1
hr administrator, national account rep, onsite account rep, recruiting coordinator, sr.national acct rep	1
n/a	1
hr administrative assistant	1
human resources assistant 1	1
hr coordinator	1
human resources assistant	1
hr administrator	1
hr assistant/payroll administrator	1
administrative assistant	1
hr generalist	1
hr operations support rep n4	1

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



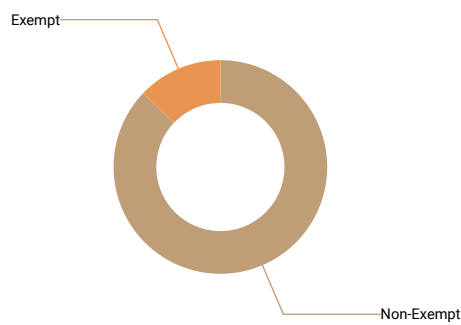
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 24 times

Skipped 0 times

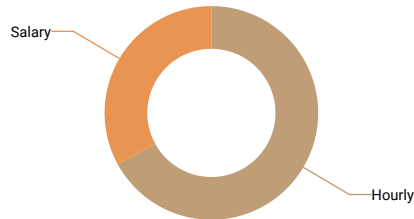
Select one answer (radio button)



Results	%	N
Non-Exempt	88%	21
Exempt	13%	3

Is this position paid an hourly rate or annual salary?

Answered 24 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	67%	16
Salary	33%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	14	14	15.52	16.645	18.85	19.23	17	17
Pay Range Maximum Rate	13	18	21	25.7	32.13	37	26	26
Actual Lowest Base Rate	15	14	15.83	19	24.25	26.67	20	19
Actual Average Base Rate	15	15.14	19.75	20.76	24.49	26.19	21	21
Actual Highest Base Rate	15	15.14	19.75	24.25	25.76	32	23	24
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	1	2	2	3	3	2	2
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	6	37,440	37,598	50,270	57,622	75,000	51,367	50,270
Actual Average Base Salary	7	37,204	37,440	46,000	57,622	75,000	50,401	46,000
Actual Highest Base Salary	6	36,810	37,440	50,270	57,622	75,000	51,235	50,270
Average Incentive or Other Cash Bonus (Annual)								

6.1.6 Customer Service Representative

Job description

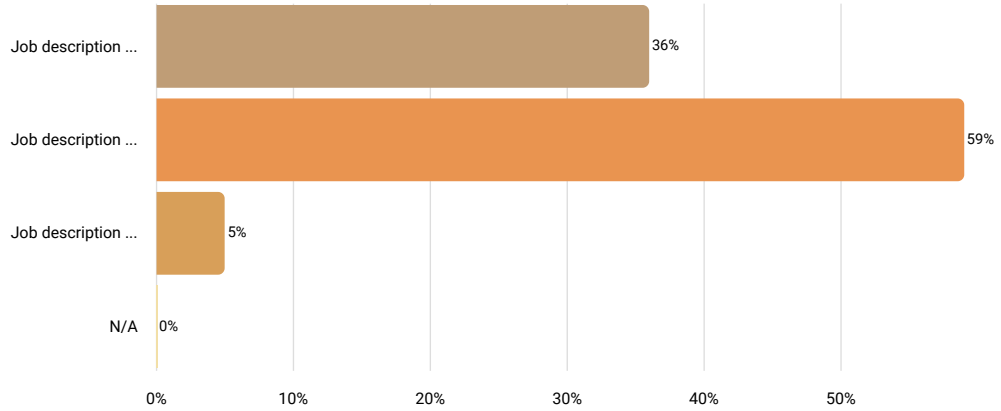
Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. Exclude individuals whose primary duties are primarily sales or repair

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	36%	8
Job description matches the position at your company very well	59%	13
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 16 times

Text input

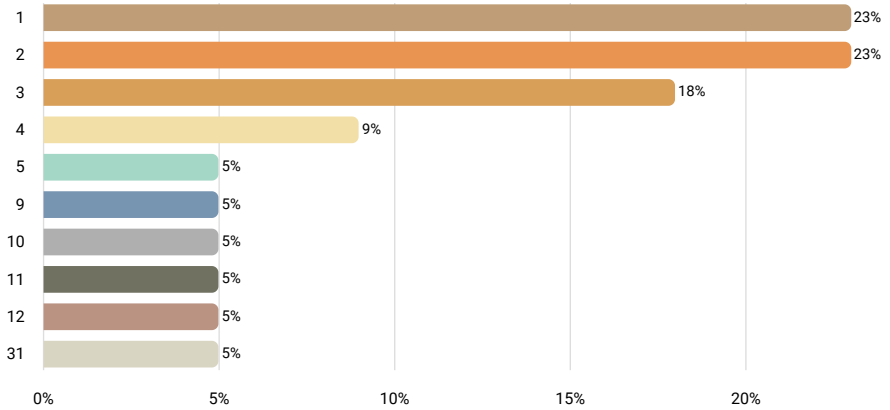
Results	
account coordinator	1
teller	1
constituent services program officer	1
customer service specialist	1
development administrative manager ; event lead	1
customer service representative	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



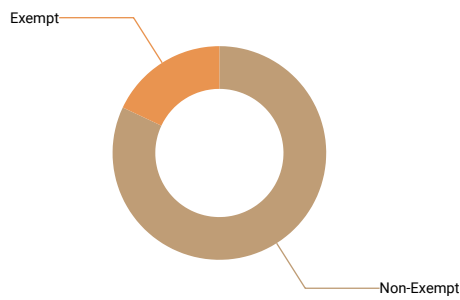
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	11
Mean	5
Median	3
Standard deviation	7

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



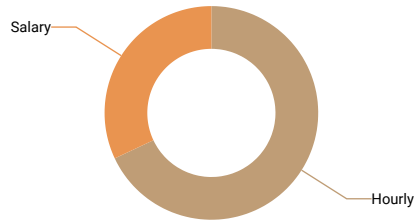
Results	%	N
Non-Exempt	82%	18
Exempt	18%	4

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	68%	15
Salary	32%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	10.25	12.5	15.41	17	20.79	15	15
Pay Range Maximum Rate	10	15.5	19	22.73	25	26.785	22	23
Actual Lowest Base Rate	15	11.5	12.5	15.5	19	21	16	16
Actual Average Base Rate	15	13	16	18.52	20.5	22.72	18	19
Actual Highest Base Rate	15	16	17.5	21	23.46	24.43	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	6	32,000	34,000	45,686	49,940.8	89,250	49,427	45,686
Actual Average Base Salary	7	38,000	47,250	49,940.8	54,170	89,250	53,965	49,941
Actual Highest Base Salary	6	42,000	48,391	54,182.9	72,000	89,250	60,001	54,183
Average Incentive or Other Cash Bonus (Annual)								

6.1.7 Telephone Operator/Receptionist

Job description

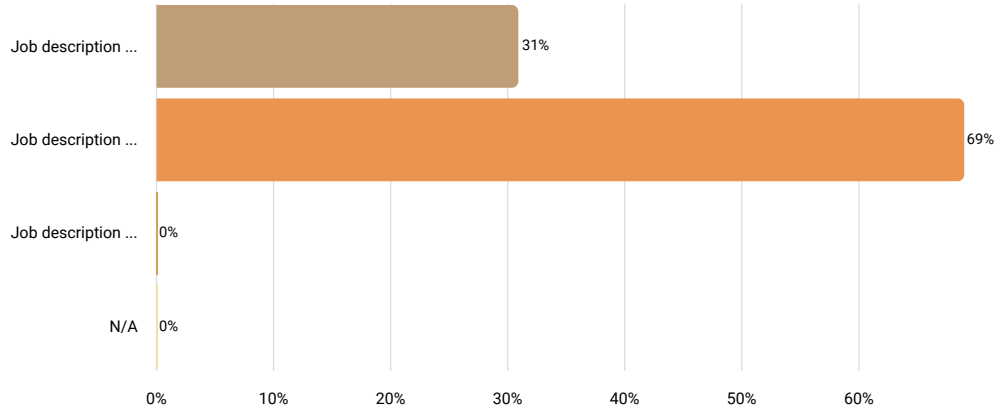
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities c establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	31%	5
Job description matches the position at your company very well	69%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 10 times

Text input

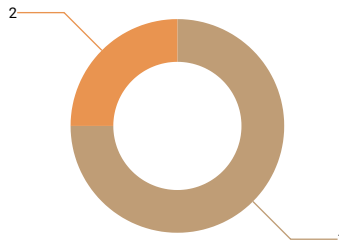
Results	
receptionist	3
credit analyst i	1
resource desk coordinator	1
facilities operations/receptionist	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



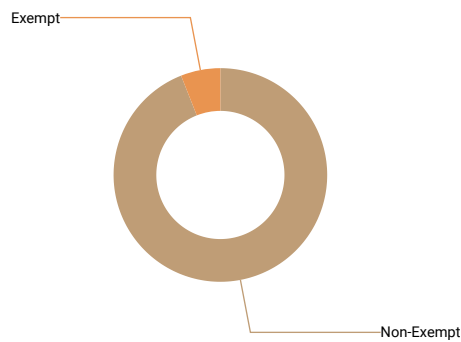
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



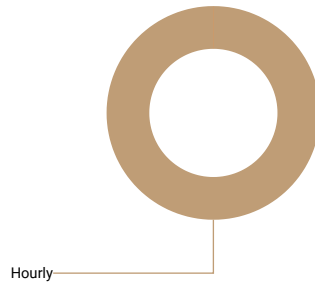
Results	%	N
Non-Exempt	94%	15
Exempt	6%	1

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	16
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	11	12	12.42	15	16	16	14	15
Pay Range Maximum Rate	10	14.185	16	18.8	20	24.12	19	19
Actual Lowest Base Rate	13	13	16	16.5	19.86	25.54	18	17
Actual Average Base Rate	15	14	16	17	19.86	25.54	18	17
Actual Highest Base Rate	13	16	16	18	19.86	25.54	19	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	200	500	625	1,240	3,700	1,148	625

6.1.12 Document Control Specialist

Job description

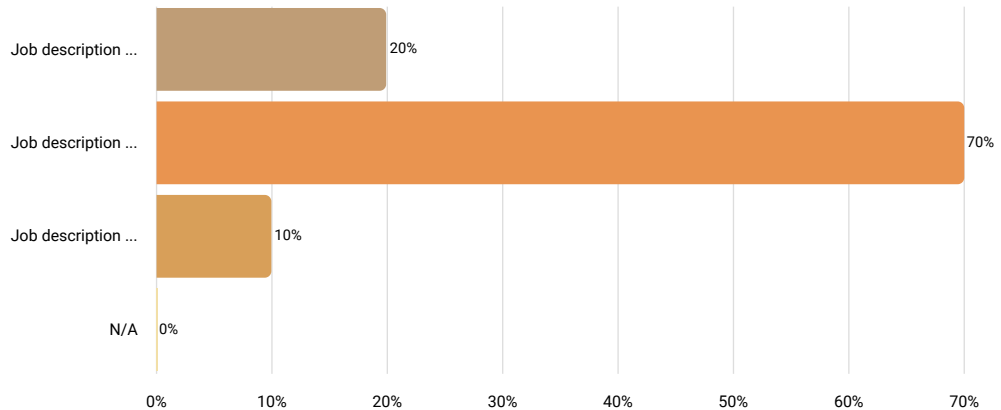
Assist with file migrations and audits, and perform administrative tasks as needed. Periodically responsible for training employees on records management and policies, which include documentation, retention, retrieval, destruction, and disaster recovery.

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

Answered 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	70%	7
Job description is perceptibly stronger than the position at your company	10%	1
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

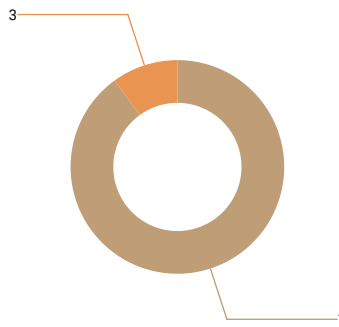
Results	
document writer	1
document security admin ii	1
document control clerk	1
calibration technician	1
records maintenance supervisor	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



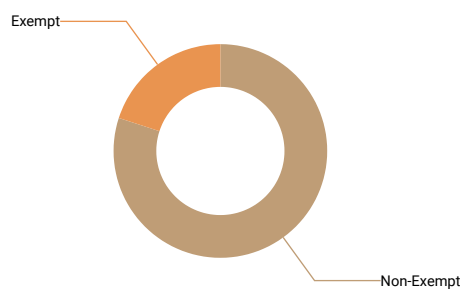
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 10 times

Skipped 0 times

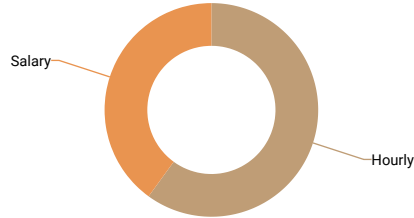
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	60%	6
Salary	40%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	15.33	16.25	17.5	19.25	21.25	18	18
Pay Range Maximum Rate	5	18.5	19.25	20	23.47	28.75	22	20
Actual Lowest Base Rate	5	16.37	18.32	19.25	21.21	25	20	19
Actual Average Base Rate	6	19	19.25	20.445	21.21	25	21	20
Actual Highest Base Rate	6	19	19.25	20.665	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

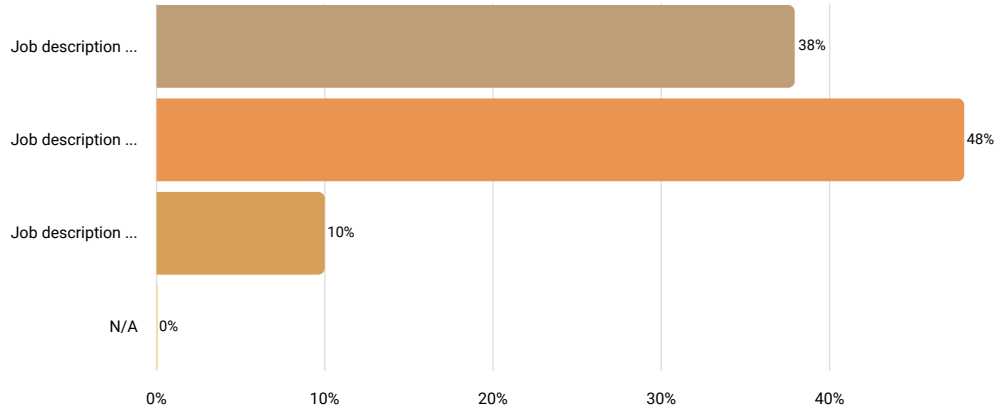
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses e assistance of a computer system.

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	38%	8
Job description matches the position at your company very well	48%	10
Job description is perceptibly stronger than the position at your company	10%	2
N/A	0%	0

Job Title (if different than above)

Answered 9 times

Skipped 12 times

Text input

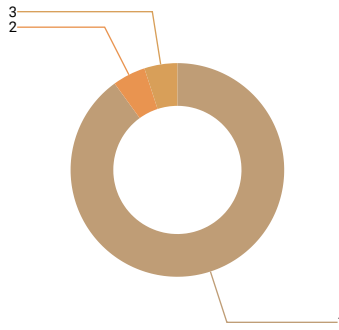
Results	
payroll and benefits specialist	1
payroll coordinator	1
payroll clerk iii	1
payroll accountant	1
payroll/human resources specialist	1
payroll administrator	1
accountant/payroll specialist	1
payroll assistant	1
payroll/retirement benefits specialist	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



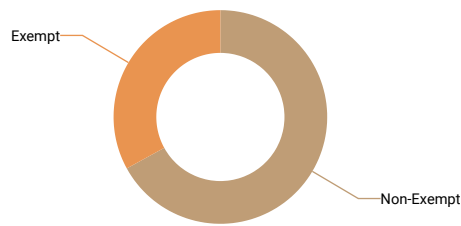
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



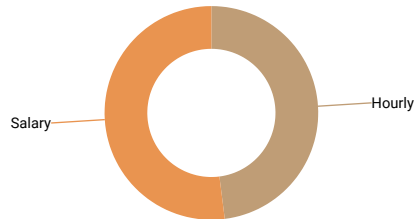
Results	%	N
Non-Exempt	67%	14
Exempt	33%	7

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	48%	10
Salary	52%	11

Compensation data

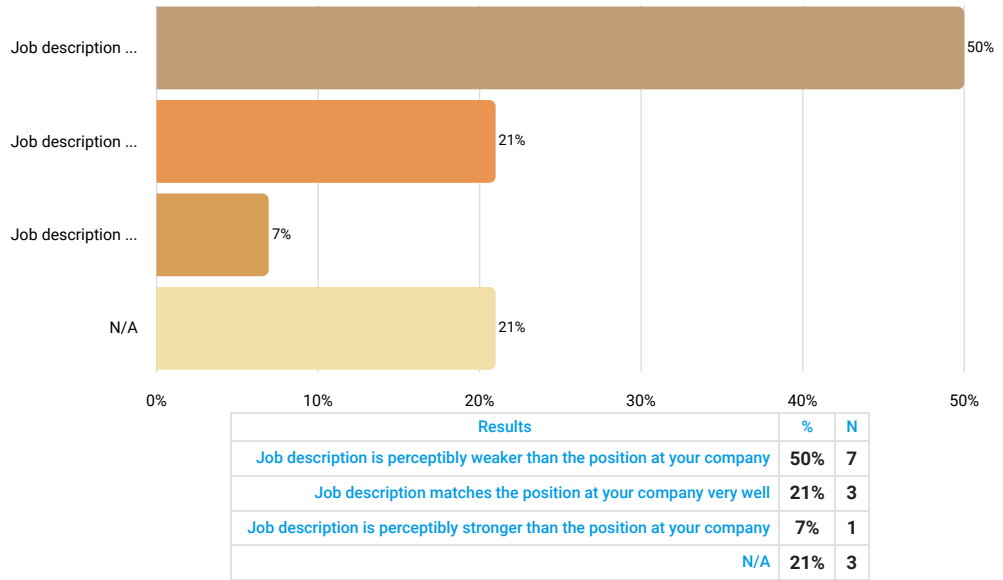
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	15	16.1	20	21.5	26	20	20
Pay Range Maximum Rate	9	19	23	24.2	26	32.57	25	24
Actual Lowest Base Rate	9	17	19	21	25.5	27.88	22	21
Actual Average Base Rate	9	17	18	21.5	25.5	29.33	22	22
Actual Highest Base Rate	9	17	19	21.5	25.5	30.77	22	22
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary	9	35,360	45,000	48,060	49,500	50,000	46,059	48,060
Pay Range Maximum Salary	9	49,500	58,240	66,511.18	80,000	84,916	67,151	66,511
Actual Lowest Base Salary	9	43,846.4	46,838.86	49,500	50,000	57,622	49,987	49,500
Actual Average Base Salary	10	46,500	49,157.68	50,460	56,675	62,500	52,977	50,460
Actual Highest Base Salary	8	46,000	49,328.84	53,460	64,226.7	80,000	57,504	53,460
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 14 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 8 times
 Skipped 6 times
 Text input

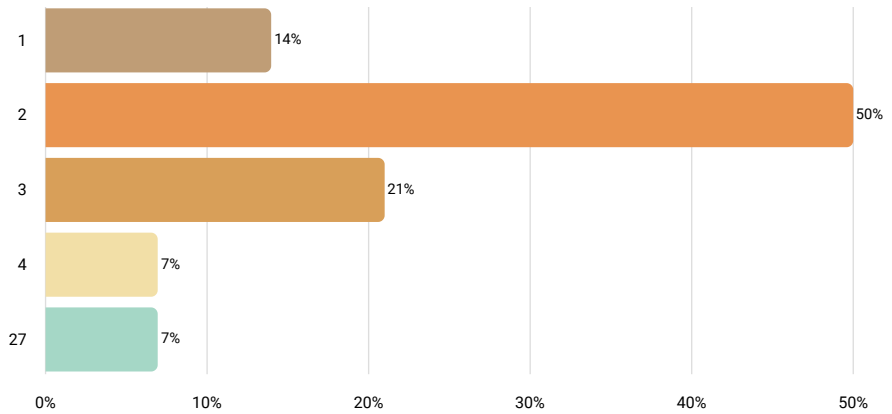
Results	
rga clerk, rga coordinator	1
sales support associate; it assistant; engineering clerk	1
logistic clerk	1
outside sales coordinator	1
flight ops/alse tech, compliance specialist ii, special process technician	1
pc network support i, summer file clerk	1
general clerk ii	1
guest services administrative coordinator ; retail services administrative coordinator	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



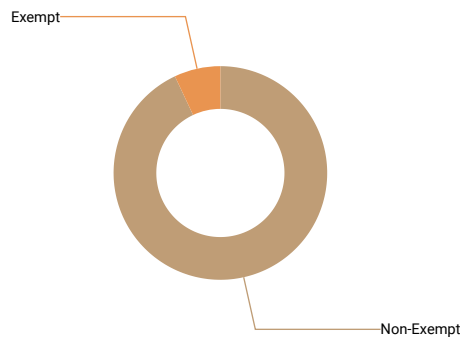
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	3
90th percentile	4
Mean	4
Median	2
Standard deviation	7

FLSA Status

Answered 14 times

Skipped 0 times

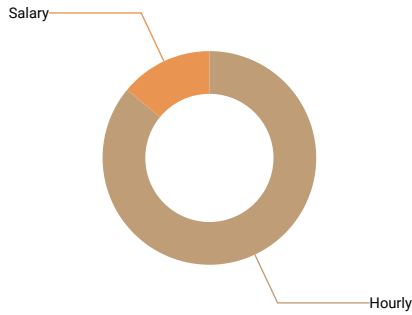
Select one answer (radio button)



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	11.5	14	15	15	17.625	15	15
Pay Range Maximum Rate	9	15	17	22	24	42.51	23	22
Actual Lowest Base Rate	11	13.5	14	15.5	18.75	19.6	16	16
Actual Average Base Rate	11	14.25	14.5	20	20.48	22	19	20
Actual Highest Base Rate	11	15	18	20.61	24.3	29.22	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)								

6.2 Technician Positions

The survey received sufficient data for the following job titles:

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

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

Electronics Technician - Level 1
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.

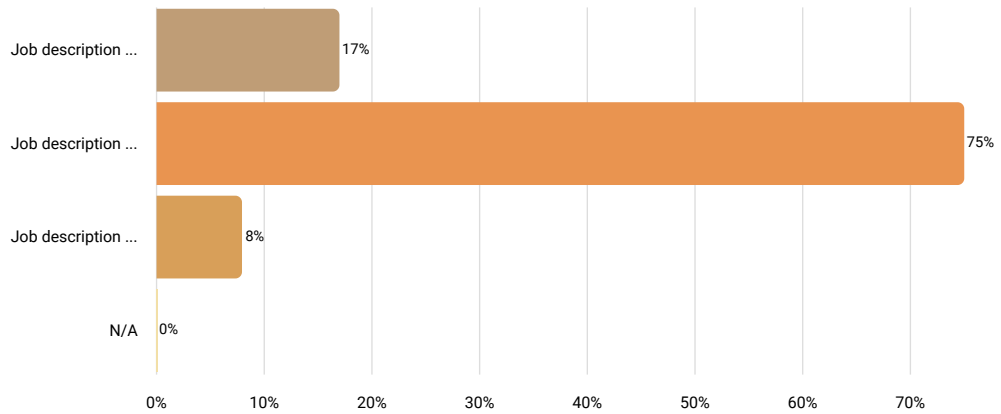
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	2
Job description matches the position at your company very well	75%	9
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

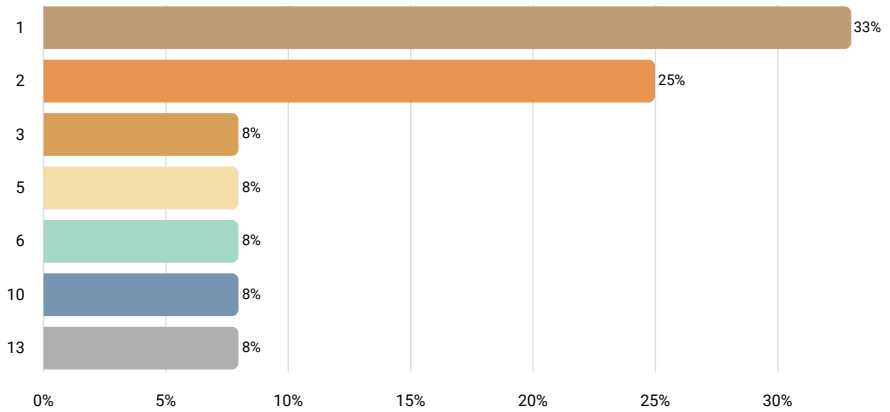
Results	
technician	1
research assistant i/ii	1
engineering intern	1
engineering aide	1
engineering technician	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



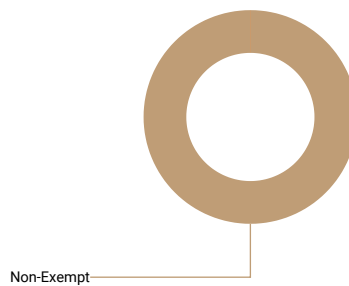
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5.5
90th percentile	10
Mean	4
Median	2
Standard deviation	4

FLSA Status

Answered 12 times

Skipped 0 times

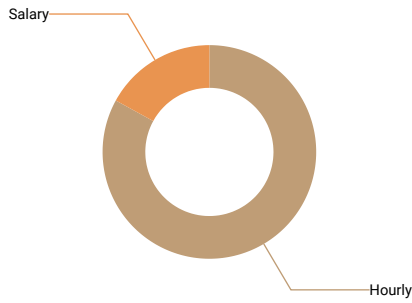
Select one answer (radio button)



Results	%	N
Non-Exempt	100%	12
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	83%	10
Salary	17%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	15	15.49	16.24	17.3	18.89	16	16
Pay Range Maximum Rate	8	15	17.21	18.685	27.47	28.59	21	19
Actual Lowest Base Rate	9	15	17.25	17.99	20	23.32	19	18
Actual Average Base Rate	9	15	18	20	22.45	23.5	20	20
Actual Highest Base Rate	9	15	18	21.49	24	27	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								

6.2.2 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.

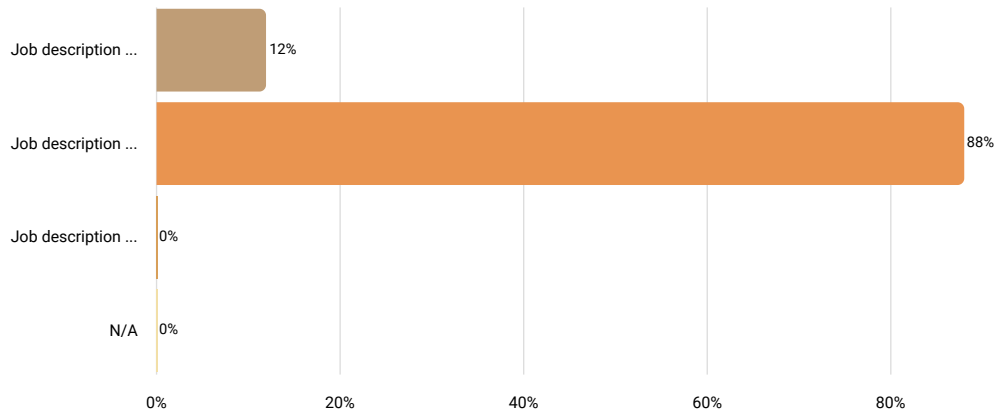
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	12%	2
Job description matches the position at your company very well	88%	15
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 12 times

Text input

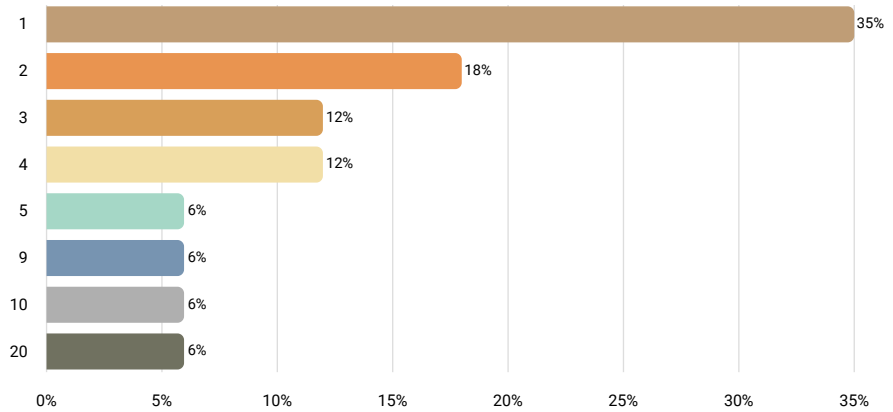
Results	
technician	1
designer	1
engineer	1
research assistant iii/iv	1
engineering tech ii	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



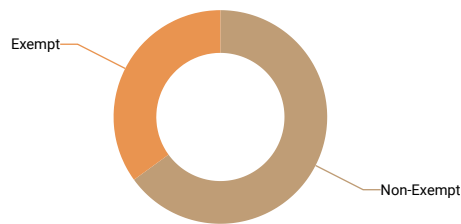
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	10
Mean	4
Median	2
Standard deviation	5

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



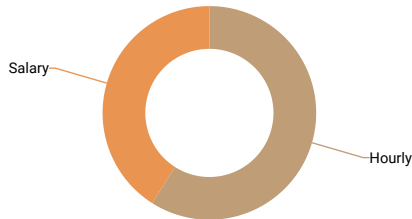
Results	%	N
Non-Exempt	65%	11
Exempt	35%	6

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	59%	10
Salary	41%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	15	18	18.72	22.66	25.52	20	19
Pay Range Maximum Rate	6	20.7	21.12	26.5	31.57	33.66	27	27
Actual Lowest Base Rate	9	18	18.36	19.44	22.66	30	21	19
Actual Average Base Rate	10	18.695	19.18	25.685	28.15	38.42	26	26
Actual Highest Base Rate	9	18.42	21.12	27.17	31.82	35	27	27
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary	6	34,000	37,500	52,500	60,000	74,110.4	51,768	52,500
Pay Range Maximum Salary	6	51,000	57,000	68,055.2	74,250	95,000	68,893	68,055
Actual Lowest Base Salary	6	34,605	53,560	60,000	72,998	74,110.4	59,212	60,000
Actual Average Base Salary	6	41,762	53,560	62,250	74,110.4	83,322	62,876	62,250
Actual Highest Base Salary	6	47,500	53,560	63,500	74,110.4	86,854	64,837	63,500
Average Incentive or Other Cash Bonus (Annual)								

6.2.3 Engineering Technician - Level 3

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.

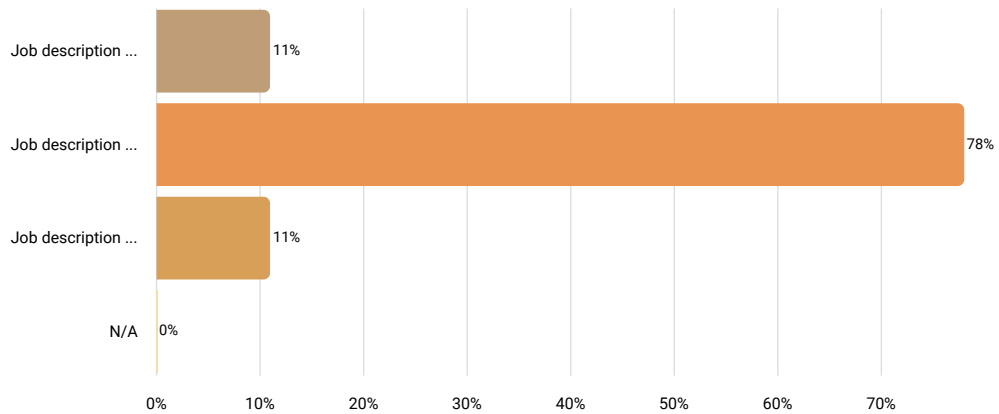
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 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 2 times

Skipped 7 times

Text input



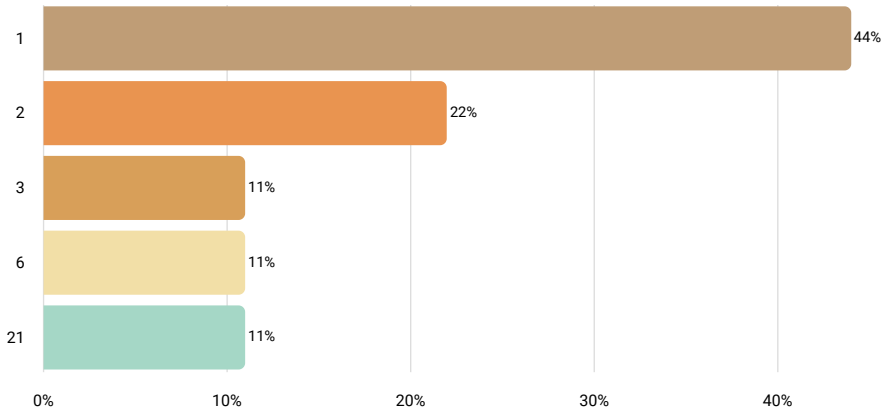
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



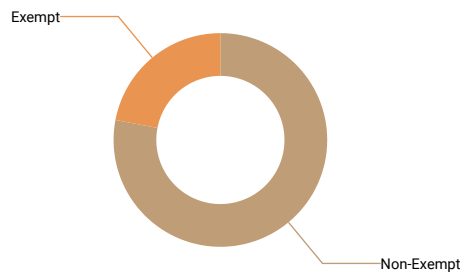
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	21
Mean	4
Median	2
Standard deviation	6

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



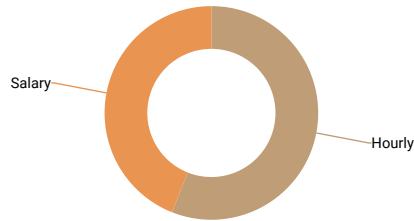
Results	%	N
Non-Exempt	78%	7
Exempt	22%	2

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	Standard
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	18	21	21	22.72	32.83	23	21	
Actual Average Base Rate	5	20	21	25	29	32.83	26	25	
Actual Highest Base Rate	5	21	22	32.83	34.47	36	29	33	
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)									

6.2.4 Quality Control Technician - Level 1

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

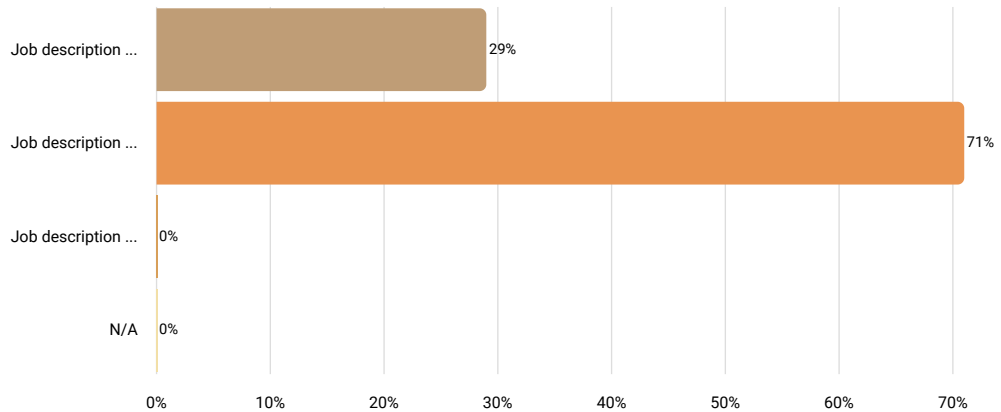
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

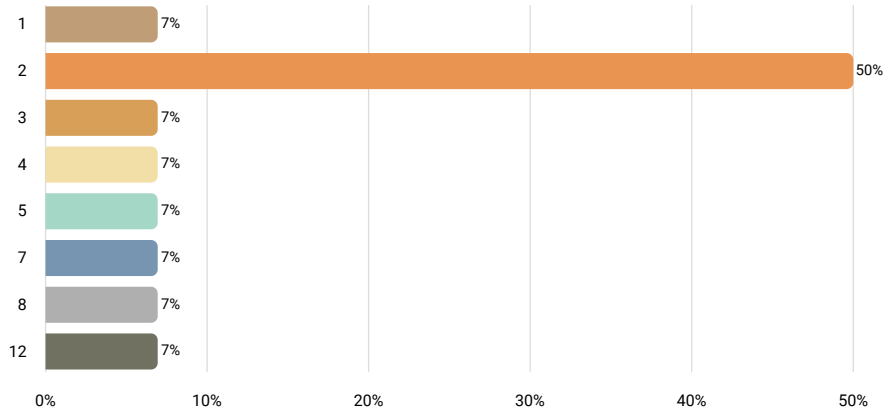
Results	
si - quality	1
quality technician	1
quality & ts technician	1
lab tech	1
quality assurance technicians	1
electrical quality inspector i and mechanical quality inspector i	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



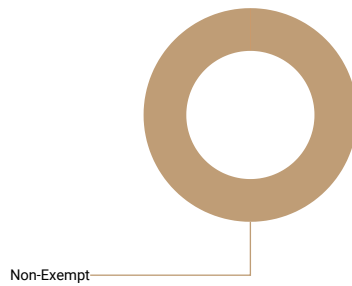
Statistics	
10th percentile	2
25th percentile	2
50th percentile	2
75th percentile	5
90th percentile	8
Mean	4
Median	2
Standard deviation	3

FLSA Status

Answered 14 times

Skipped 0 times

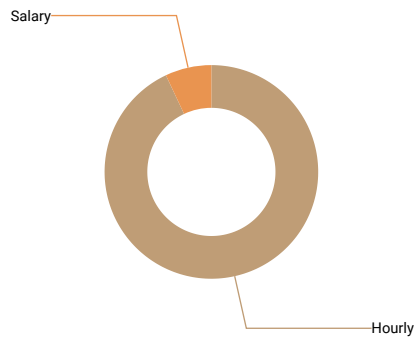
Select one answer (radio button)



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.

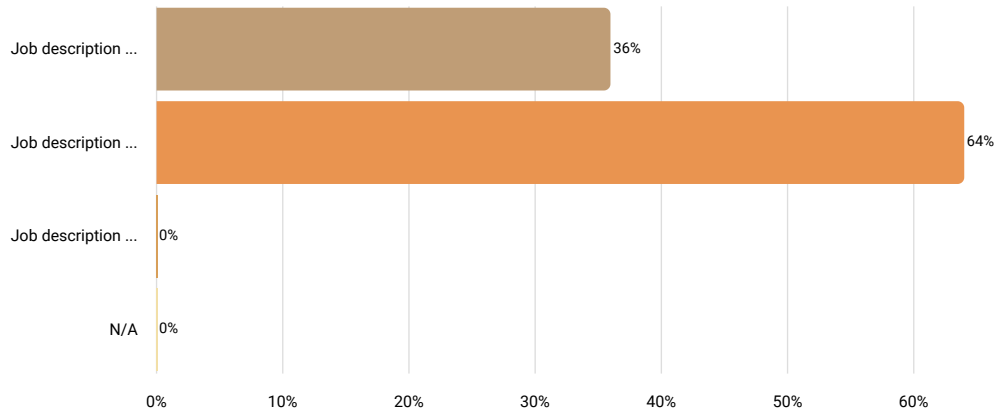
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

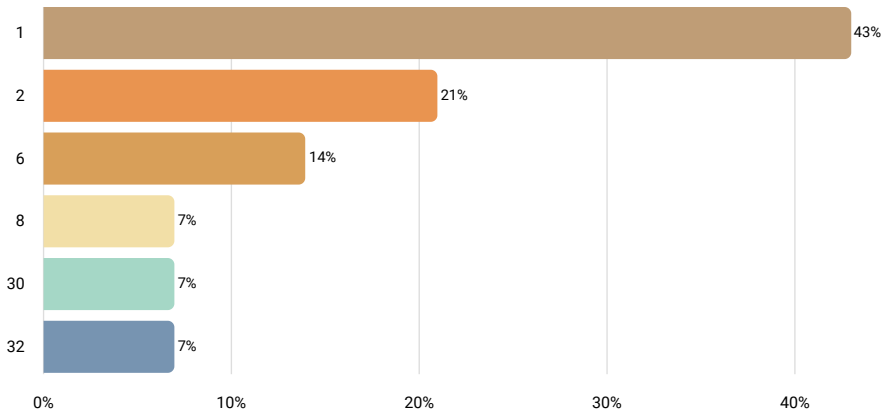
Results	
auditor	1
quality technician	1
electrical quality inspector ii & mechanical quality inspector ii	1
inspector ii quality	1
qa technician	1
tech, quality assurance ii	1
qa inspector ii	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



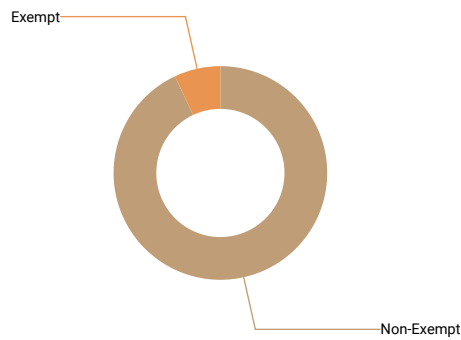
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	30
Mean	7
Median	2
Standard deviation	11

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



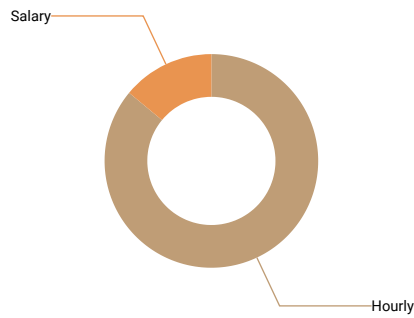
Results	%	N
Non-Exempt	93%	13
Exempt	7%	1

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.

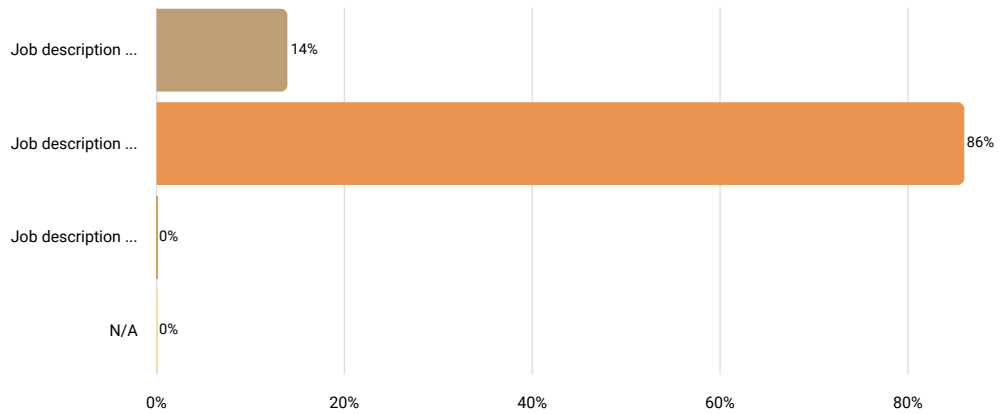
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	2
Job description matches the position at your company very well	86%	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 9 times

Skipped 5 times

Text input

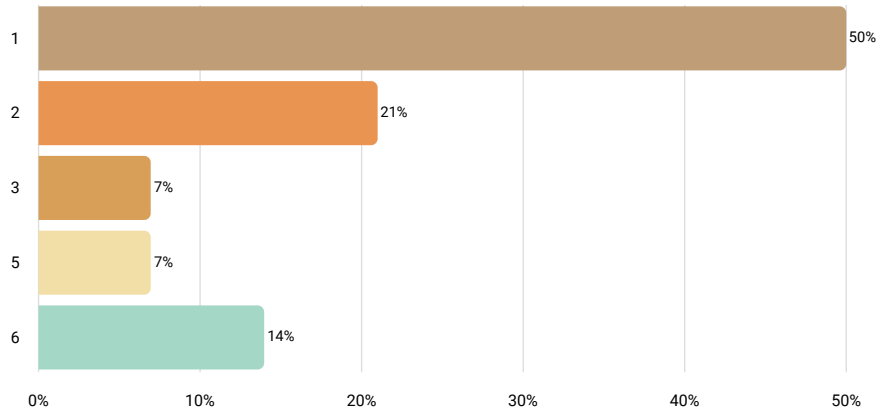
Results	
quality resource	1
quality team lead	1
electrical quality inspector iii, mechanical quality inspector iii, & ac quality control inspector	1
quality control technician	1
iso coordinator and qc technician	1
quality lead	1
qa technician	1
tech, quality assurance iii	1
quality inspector	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



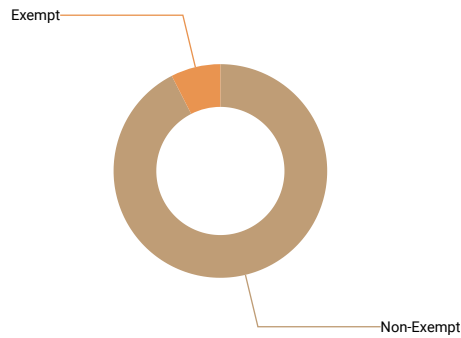
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	6
Mean	2
Median	2
Standard deviation	2

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



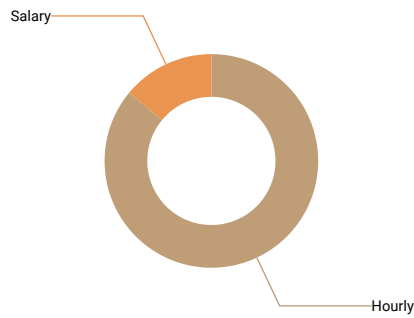
Results	%	N
Non-Exempt	86%	12
Exempt	7%	1

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	11	15	15.52	20	25	25.28	20	20
Pay Range Maximum Rate	11	19	21.57	28	32	42.82	29	28
Actual Lowest Base Rate	11	16.36	16.5	19.69	27.31	28.41	21	20
Actual Average Base Rate	11	19	19	20.04	28.85	29.53	23	20
Actual Highest Base Rate	11	19	19.17	23	28.85	30.64	24	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)								
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.

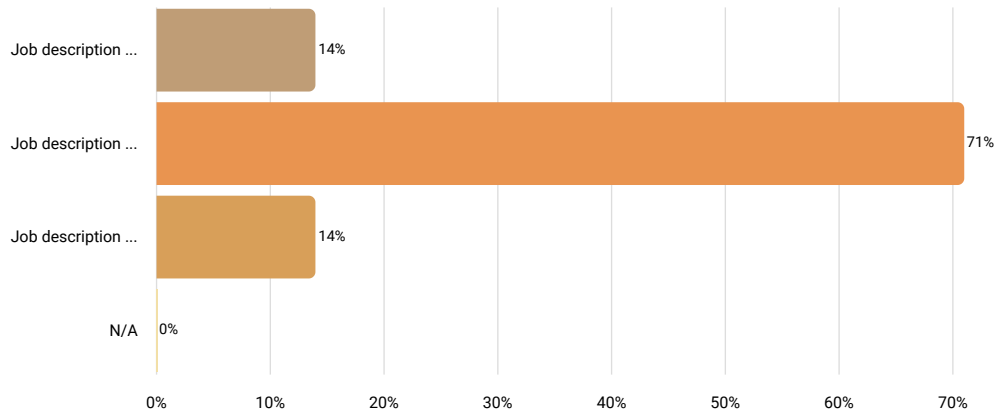
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 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	71%	5
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

Job Title (if different than above)

Answered 2 times

Skipped 5 times

Text input



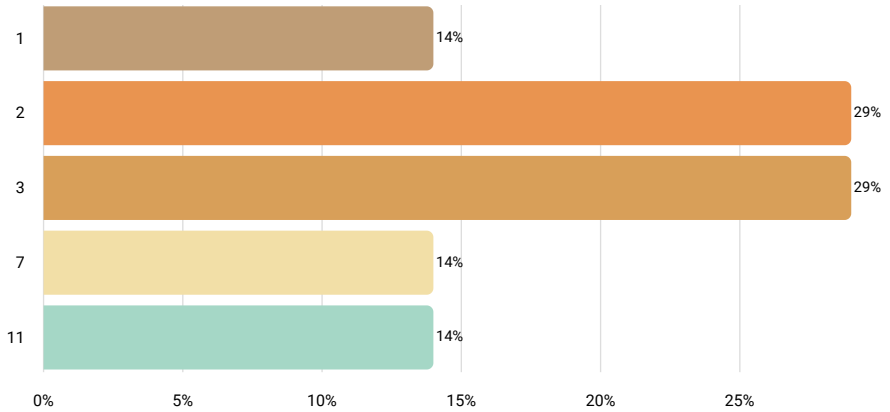
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



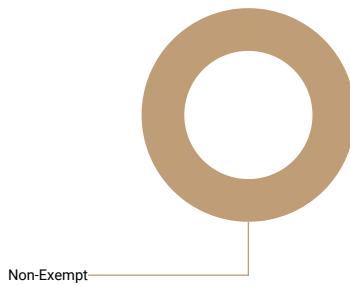
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	7
90th percentile	11
Mean	4
Median	3
Standard deviation	4

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



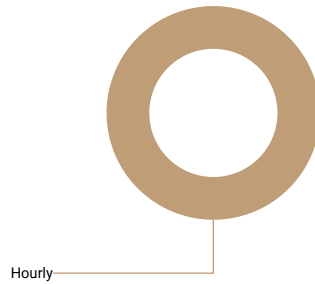
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

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	15	20.72	23.305	24	28	22	23
Pay Range Maximum Rate	6	22	30.65	32.675	35	37.38	32	33
Actual Lowest Base Rate	6	19.29	23.81	24	24.82	27.31	24	24
Actual Average Base Rate	6	22	24.12	26.93	28.5	33	27	27
Actual Highest Base Rate	6	24.5	26.9	29.44	32	37.38	30	29
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								

6.2.9 Electronics Technician - Level 3

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.

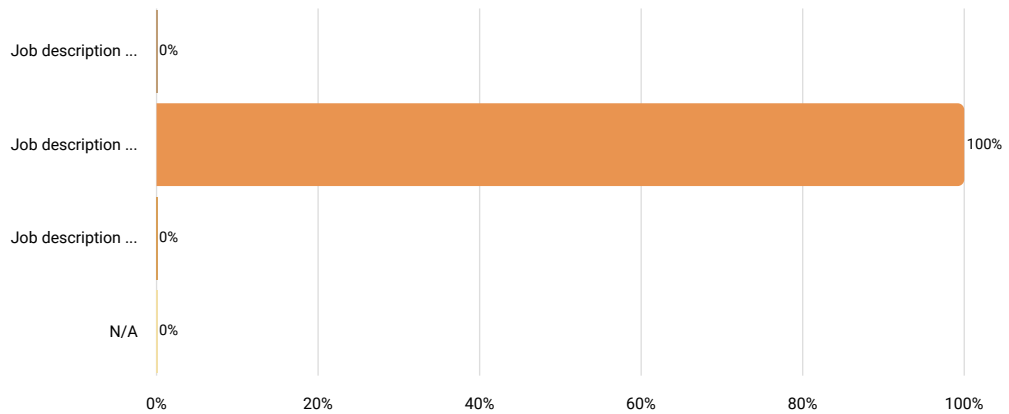
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 9 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%	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 1 times

Skipped 8 times

Text input



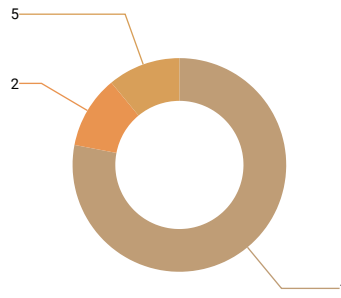
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



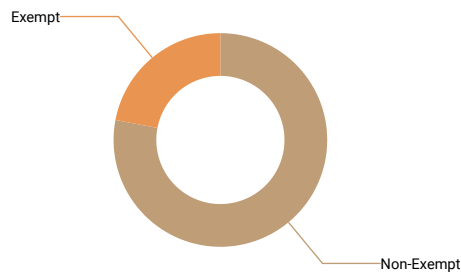
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	5
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



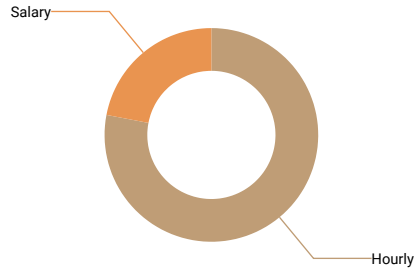
Results	%	N
Non-Exempt	78%	7
Exempt	22%	2

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	78%	7
Salary	22%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate	5	16	18	20	26.31	32.44	23	20	
Pay Range Maximum Rate	5	22	23	30	31.42	35	28	30	
Actual Lowest Base Rate	6	19	23.17	28.12	32.44	38.21	28	28	
Actual Average Base Rate	6	19	24.82	28.21	32.44	38.21	28	28	
Actual Highest Base Rate	6	19	24.82	29.52	32.44	38.21	29	30	
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)									

6.2.11 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 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	4
Job description matches the position at your company very well	69%	11
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 8 times

Text input

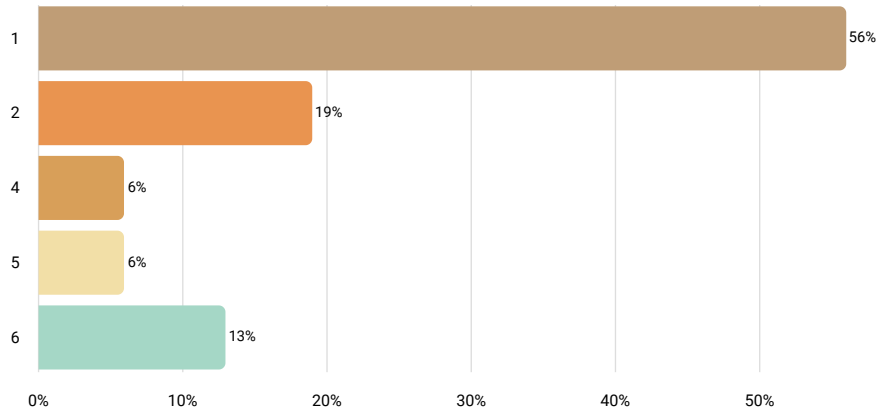
Results	
design drafter	1
cad designer	1
draftsman	1
designer	1
drafter	1
cad designer iii	1
mechanical designer	1
mechanical designers	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



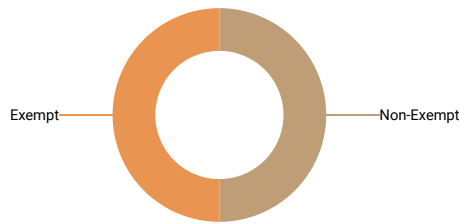
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	6
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	50%	8
Exempt	50%	8

Is this position paid an hourly rate or annual salary?

Answered 16 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	50%	8
Salary	50%	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	7	15	21.18	25.61	35.33	45	28	26
Actual Average Base Rate	7	18.38	22.13	27.75	35.33	45	30	28
Actual Highest Base Rate	7	23.08	23.25	27.75	35.33	45	30	28
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	41,600	59,134	66,248	81,000	104,000	69,626	66,248
Pay Range Maximum Salary	7	66,248	81,765	102,000	121,500	150,000	103,867	102,000
Actual Lowest Base Salary	8	36,597.6	52,052	69,108	87,290	133,224	73,340	69,108
Actual Average Base Salary	8	51,977	67,132	77,792	88,246.8	133,224	81,443	77,792
Actual Highest Base Salary	8	56,549	70,876	87,290	100,635.6	133,224	88,422	87,290
Average Incentive or Other Cash Bonus (Annual)	5	1,000	1,440	4,200	4,500	10,100	4,248	4,200

6.2.14 PC Network Support Technician

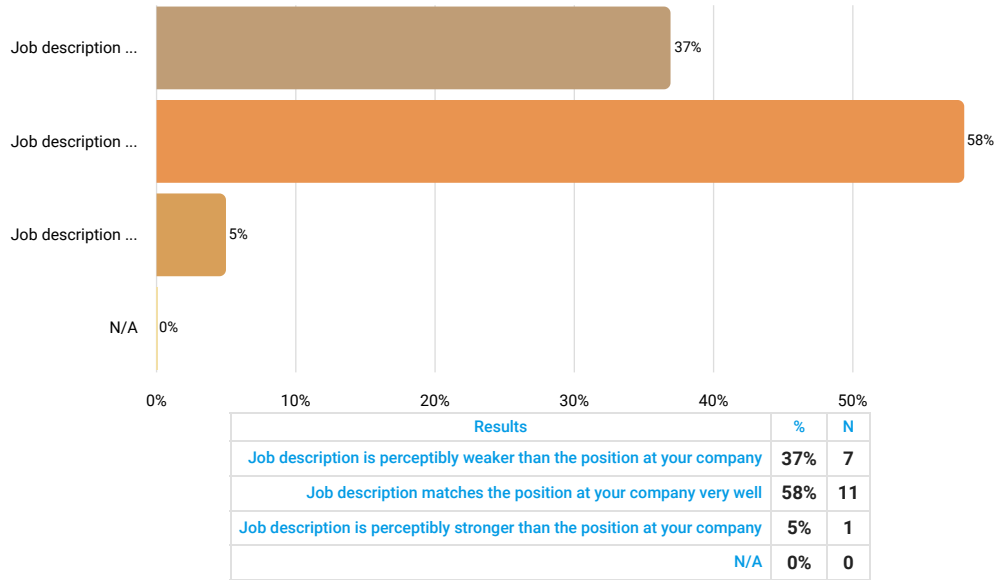
Job description Provide support to internal customers in the installation and upgrade of desktop computers.

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 14 times

Skipped 5 times

Text input

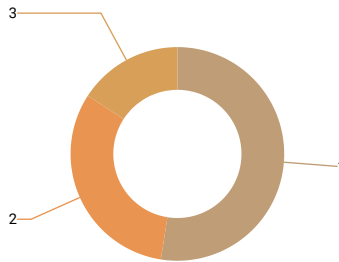
Results	
computer technician	1
it support specialist	1
it system analyst	1
pc technician	1
desktop support technician	1
it coordinator	1
systems specialist ii	1
it support technician	1
it analyst	1
technician ii - is	1
it administrator	1
it technician	1
it specialist i	1
it technician ii	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



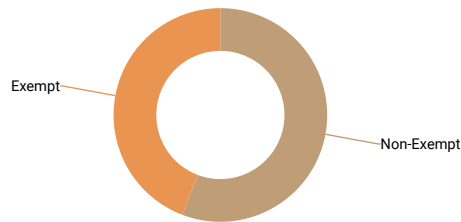
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 19 times

Skipped 0 times

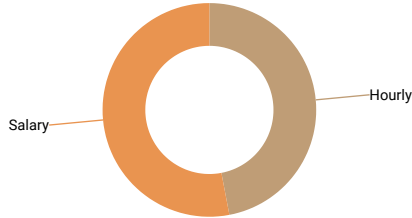
Select one answer (radio button)



Results	%	N
Non-Exempt	53%	10
Exempt	42%	8

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	47%	9
Salary	53%	10

Compensation data

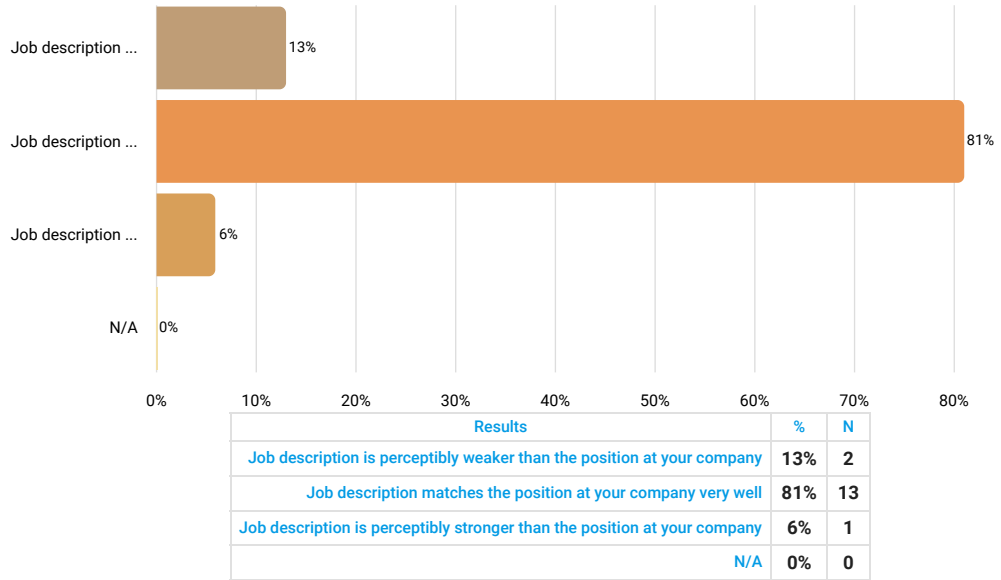
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	15	15	19.89	21.02	29.1	20	20
Pay Range Maximum Rate								
Actual Lowest Base Rate	9	15	19	25.5	28.11	29.97	24	26
Actual Average Base Rate	8	17.96	21	25.625	29.035	29.97	25	26
Actual Highest Base Rate	9	17.96	25.5	28	29.93	30.5	27	28
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	9	35,859.2	40,000	42,300	50,000	71,500	46,262	42,300
Pay Range Maximum Salary	9	40,500	60,881.6	70,000	95,100	111,500	75,937	70,000
Actual Lowest Base Salary	9	39,000	42,806.4	55,700	60,000	78,400	54,217	55,700
Actual Average Base Salary	9	39,000	45,000	55,700	60,900	78,400	55,149	55,700
Actual Highest Base Salary	9	39,000	48,000	55,700	61,008	78,400	55,993	55,700
Average Incentive or Other Cash Bonus (Annual)	6	1,000	1,200	2,633	4,900	8,900	3,544	2,633

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 16 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 8 times
 Skipped 8 times
 Text input

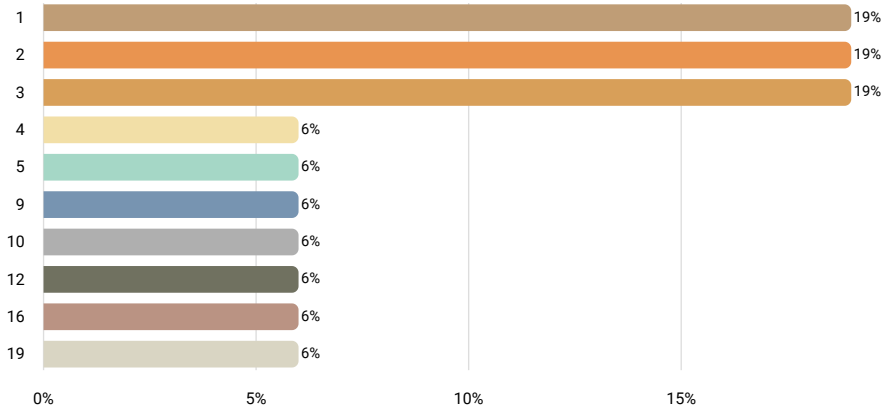
Results	
qa technician	1
lab analyst	1
quality associates/quality specialist	1
cmm	1
quality technician	1
quality chem lab technician or met lab technician	1
butterfly specialist ; plant recorder	1
mettallurgical lab technician	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



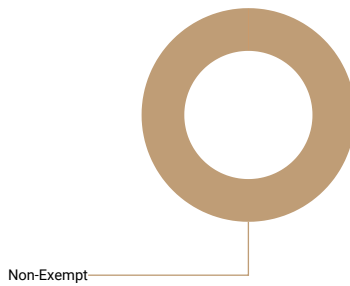
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	9.5
90th percentile	16
Mean	6
Median	3
Standard deviation	6

FLSA Status

Answered 16 times

Skipped 0 times

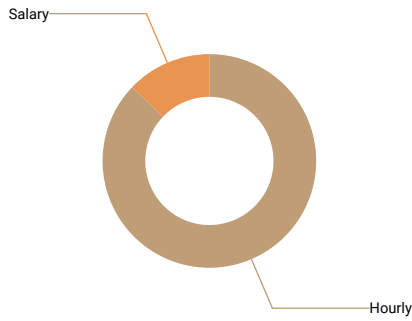
Select one answer (radio button)



Results	%	N
Non-Exempt	94%	15
Exempt	0%	0

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	12.75	14.5	18.85	22.85	26.77	19	19
Pay Range Maximum Rate	12	14	19	24.475	33.09	35.34	24	24
Actual Lowest Base Rate	13	13.53	18	19	23.8	30.81	21	19
Actual Average Base Rate	13	14.77	18	22.5	27.21	31.79	23	23
Actual Highest Base Rate	13	15.5	18	26.2	33	35.34	25	26
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

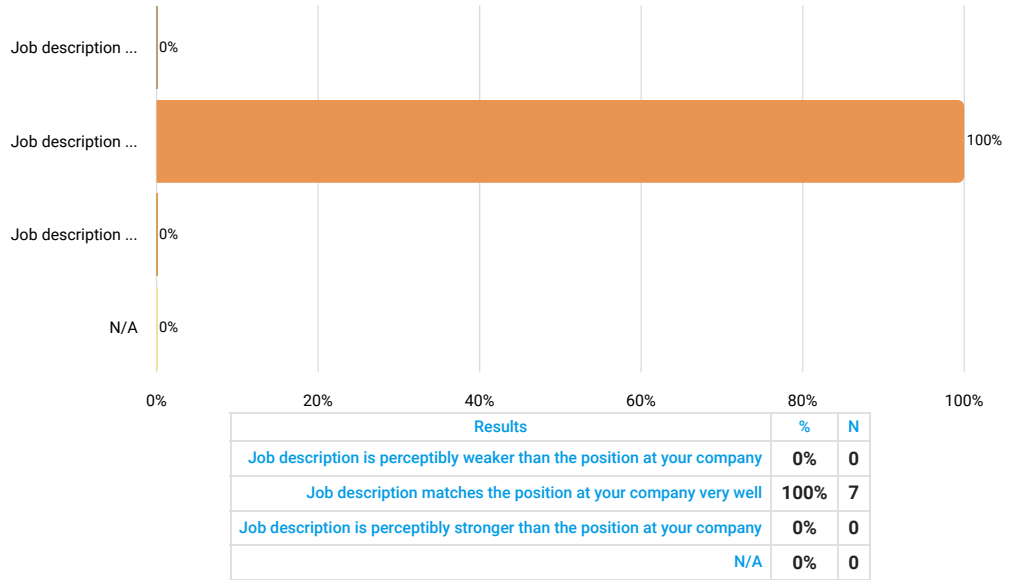
Job description Responsible for data entry of material from documents into the computer. Checks for accuracy and completeness of data entered

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



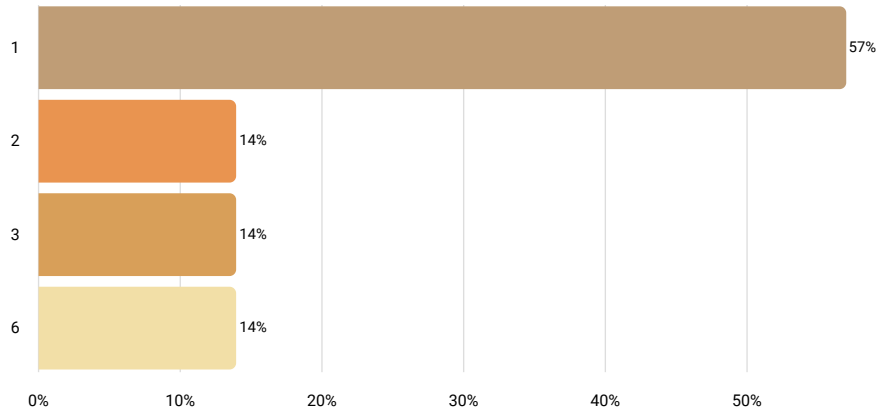
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



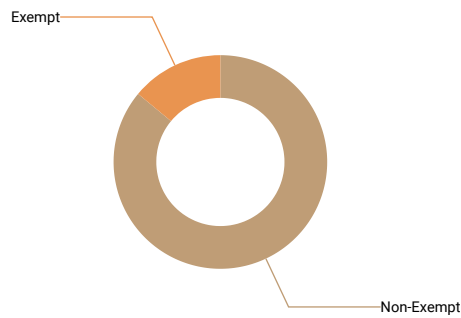
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	6
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



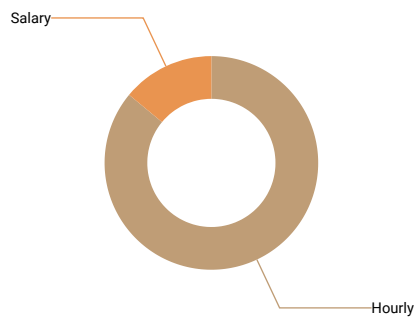
Results	%	N
Non-Exempt	86%	6
Exempt	14%	1

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

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.

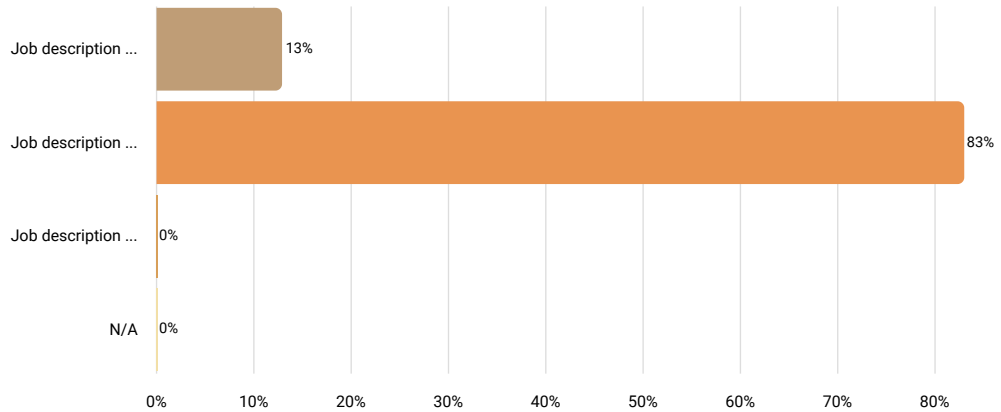
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	3
Job description matches the position at your company very well	83%	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 13 times

Skipped 10 times

Text input

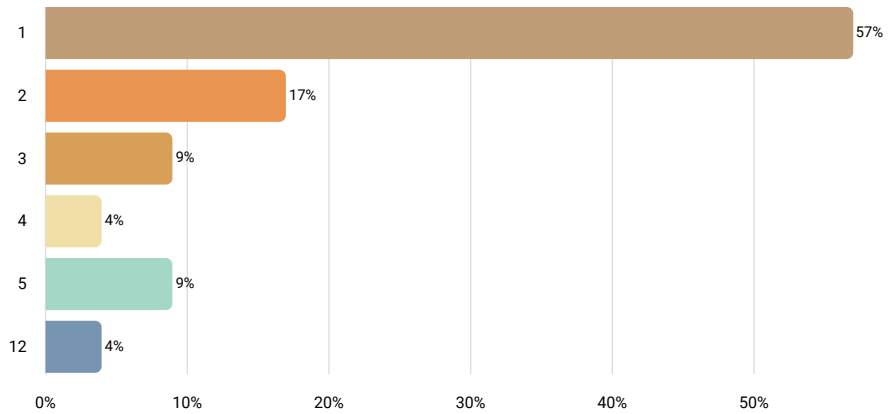
Results	
accountant	2
staff accountant	2
accounts payable; accounts receivable	1
accountant; cost accountant; associate accountant	1
accountant i/ii	1
analyst, financial analyst or program analyst	1
ar/ap specialist, fixed asset management specialist	1
accounting clerk	1
intern	1
accountant i	1
a/p and a/r rep	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



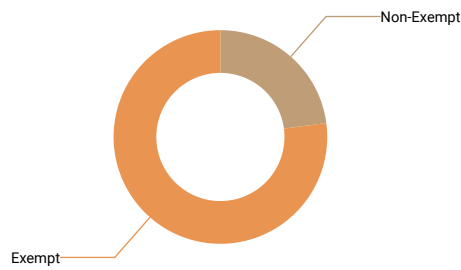
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 23 times

Skipped 0 times

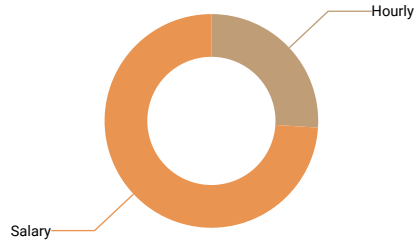
Select one answer (radio button)



Results	%	N
Non-Exempt	22%	5
Exempt	74%	17

Is this position paid an hourly rate or annual salary?

Answered 23 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	26%	6
Salary	74%	17

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate	6	17	18	20.28	21	21.64	20	20	
Pay Range Maximum Rate	6	20.56	22	25	29.81	31	26	25	
Actual Lowest Base Rate	6	20	20.56	22.115	24	27.88	23	22	
Actual Average Base Rate	6	20.56	21	22.115	24	27.88	23	22	
Actual Highest Base Rate	6	20.56	21.63	22.3	24	27.88	23	22	
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	10	37,274.6	40,000	44,090	47,840	54,273.6	44,839	44,090	
Pay Range Maximum Salary	10	54,180	60,881.6	66,293	69,908.8	75,940.8	65,545	66,293	
Actual Lowest Base Salary	15	42,806.4	45,000	50,000	56,500	60,000	50,917	50,000	
Actual Average Base Salary	16	42,000	46,434.995	51,168	59,780.9	64,301	53,639	51,168	1
Actual Highest Base Salary	15	46,500	48,600	56,985	66,414.4	71,999	59,156	56,985	1
Average Incentive or Other Cash Bonus (Annual)	6	500	889	1,865	2,500	2,650	1,712	1,865	

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.

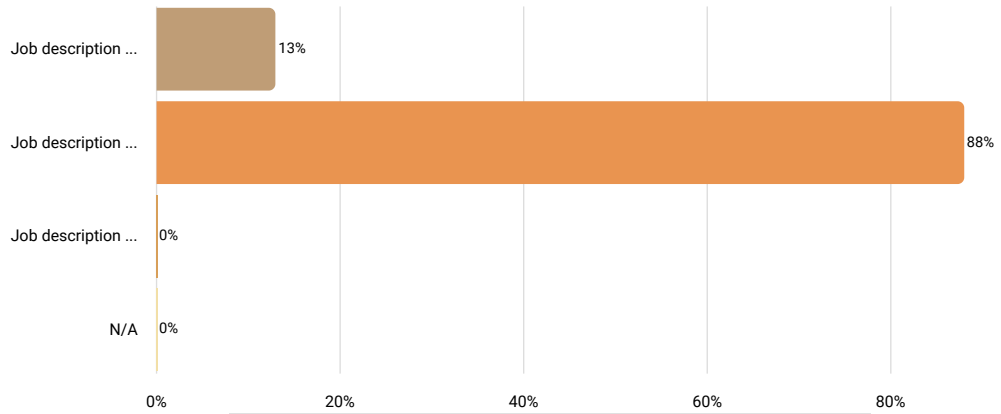
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	3
Job description matches the position at your company very well	88%	21
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 12 times

Skipped 12 times

Text input

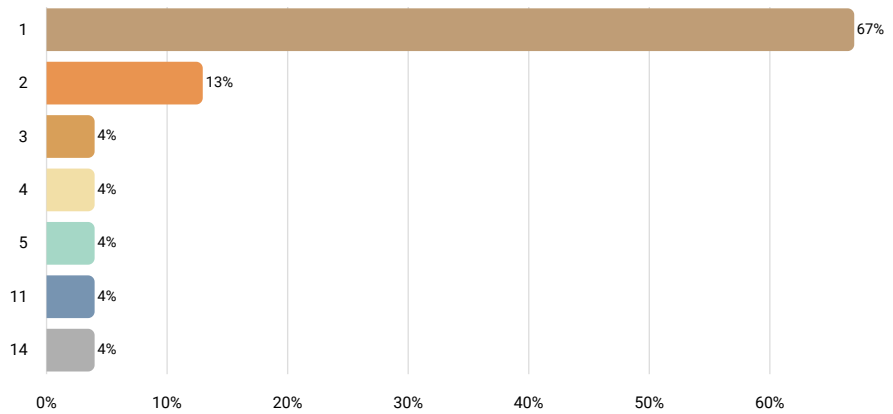
Results	
staff accountant	3
accountant ii	2
accountant	1
analyst, budget analyst, program analyst, cost analyst or financial analyst (non-investment)	1
accounts payable & receivable analyst	1
accounting professional intermediate	1
payroll/accounts payable administrator	1
accounting specialist b	1
finance analyst	1

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



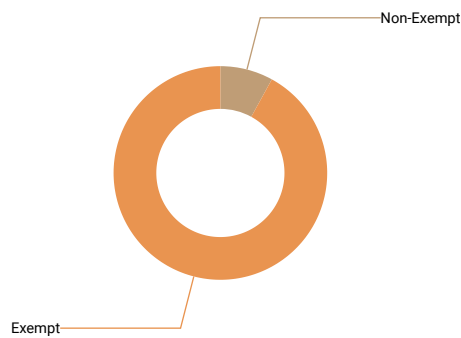
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	3

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



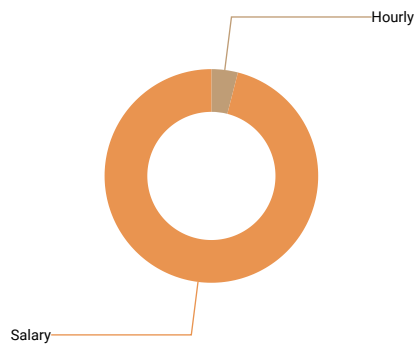
Results	%	N
Non-Exempt	8%	2
Exempt	92%	22

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	23

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	S d
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	18	41,329.6	45,156	53,621.845	56,932	65,800	52,497	53,622	
Pay Range Maximum Salary	18	46,900	65,000	75,980.535	80,000	91,300	73,060	75,981	1
Actual Lowest Base Salary	20	48,018.8	52,569.5	60,034	67,000	71,499	59,732	60,034	
Actual Average Base Salary	22	51,000	56,600	65,000	69,951	76,375	63,755	65,000	1
Actual Highest Base Salary	20	50,130	60,212.4	65,625	70,980.5	80,250	66,175	65,625	1
Average Incentive or Other Cash Bonus (Annual)	9	500	1,219	2,800	3,500	6,110	2,592	2,800	

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 co financial and budgetary data. Typically has a B.S. in Accounting or related field.

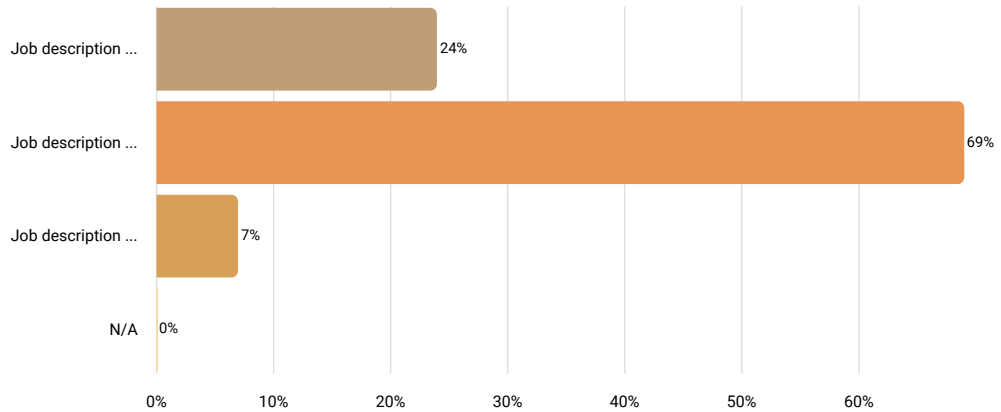
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	7
Job description matches the position at your company very well	69%	20
Job description is perceptibly stronger than the position at your company	7%	2
N/A	0%	0

Job Title (if different than above)

Answered 15 times

Skipped 14 times

Text input

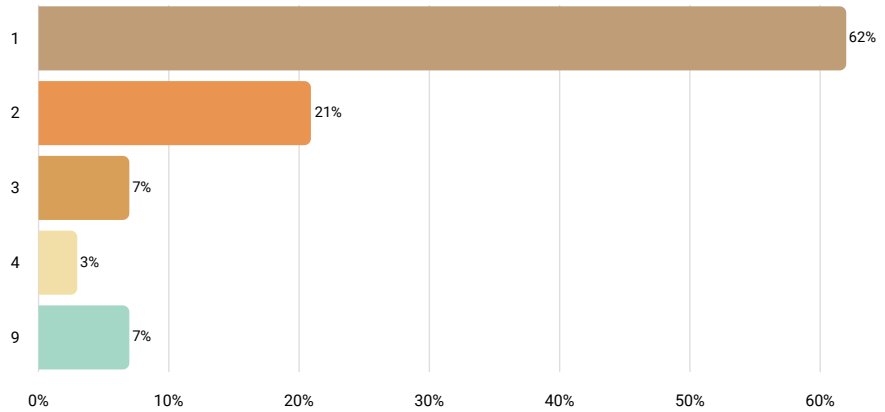
Results	
senior accountant	3
sr. staff accountant	1
controller	1
accountant iii	1
financial analyst	1
plant accountant	1
senior accountant/it supervisor	1
sr. accountant	1
corporate accountant	1
accounts receivable accountant	1
senior corporate accountant	1
accountant iii	1
accounting analyst	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



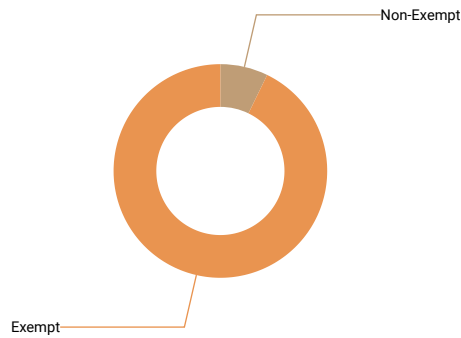
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 29 times

Skipped 0 times

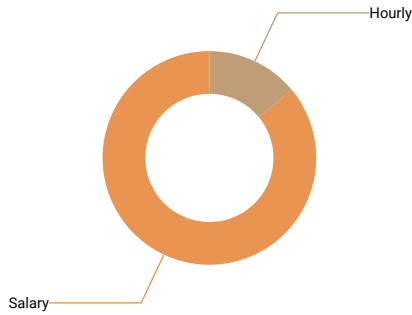
Select one answer (radio button)



Results	%	N
Non-Exempt	7%	2
Exempt	90%	26

Is this position paid an hourly rate or annual salary?

Answered 29 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	14%	4
Salary	86%	25

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	17	50,000	60,000	75,000	83,200	104,000	73,572	75,000	20,000
Pay Range Maximum Salary	17	65,000	73,500	93,454	120,000	159,174	102,309	93,454	30,000
Actual Lowest Base Salary	20	52,500	58,884.5	71,107.57	85,100	111,600	75,676	71,108	20,000
Actual Average Base Salary	22	58,500	64,000	77,565.395	91,603	101,000	80,699	77,565	20,000
Actual Highest Base Salary	20	58,884.5	68,028	80,252.195	97,000	124,650	85,202	80,252	20,000
Average Incentive or Other Cash Bonus (Annual)	11	1,500	2,000	3,000	9,300	10,000	5,689	3,000	5,000

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.

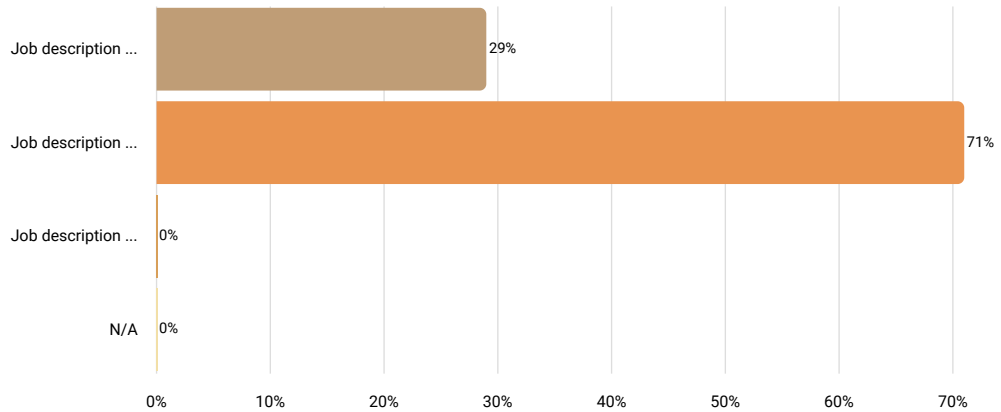
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	5
Job description matches the position at your company very well	71%	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 11 times

Skipped 6 times

Text input

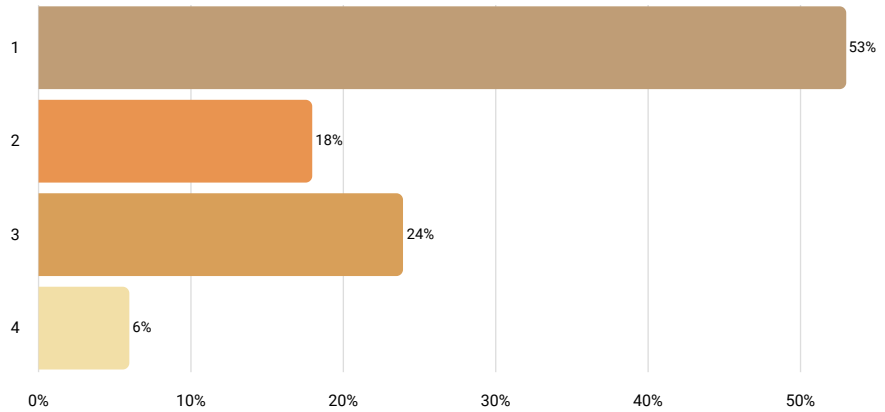
Results	
buyer	2
associate procurement specialist	1
purchasing agen	1
purchasing agent/buyer	1
procurement specialist i	1
junior procurement specailist	1
subcontract admin prof	1
acquisition specialist	1
production control specialist a	1
subcontract administration spec 1	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



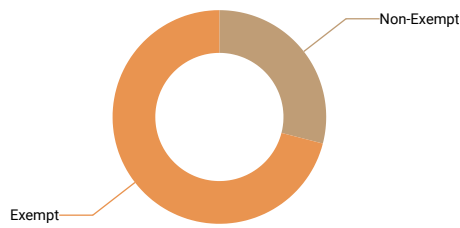
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 17 times

Skipped 0 times

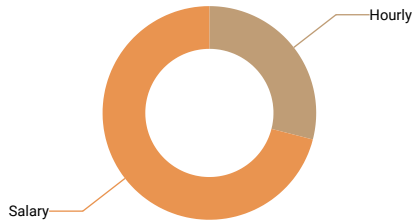
Select one answer (radio button)



Results	%	N
Non-Exempt	29%	5
Exempt	71%	12

Is this position paid an hourly rate or annual salary?

Answered 17 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	29%	5
Salary	71%	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	5	18	22.25	23.78	24.49	25	23	24
Actual Average Base Rate	5	18.75	22.25	23.78	26.48	27.18	24	24
Actual Highest Base Rate	5	19.5	22.25	23.78	27.96	32.96	25	24
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary	8	40,000	43,338	50,955	53,904.5	55,000	48,924	50,955
Pay Range Maximum Salary	8	42,000	52,398	65,500	80,585	100,480	67,431	65,500
Actual Lowest Base Salary	10	42,250	51,230.4	54,545.06	58,409	69,984.6	55,070	54,545
Actual Average Base Salary	11	43,333	53,600	57,750	67,046.51	72,922.69	58,558	57,750
Actual Highest Base Salary	10	43,500	54,590.12	58,854.9	60,000	69,984.6	57,427	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.

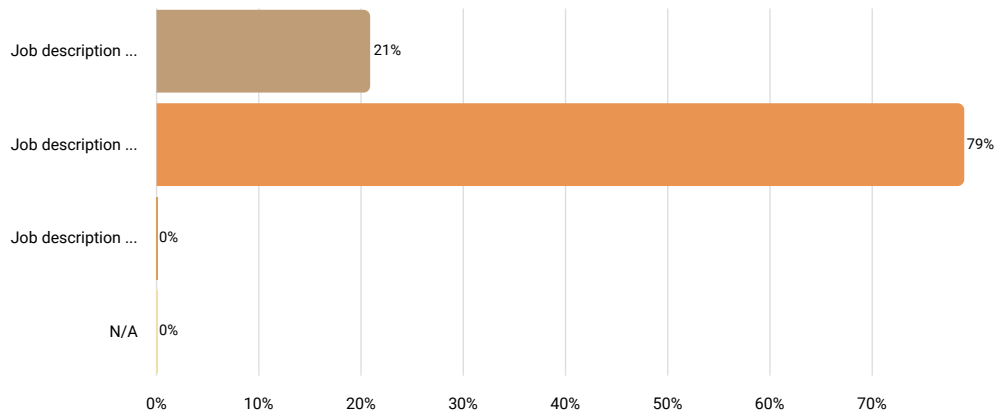
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 7 times

Text input

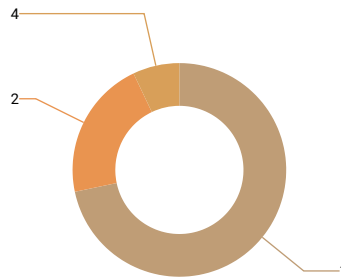
Results	
mro buyer	1
procurement specialist	1
purchasing agent/buyer	1
aviation procurement specialist ii	1
purchasing associate	1
purchasing specialist	1
subcontract administration spec 2	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



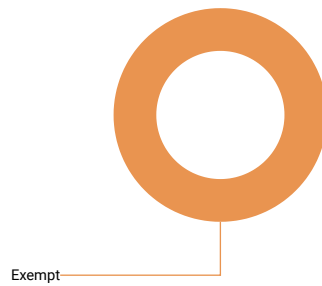
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



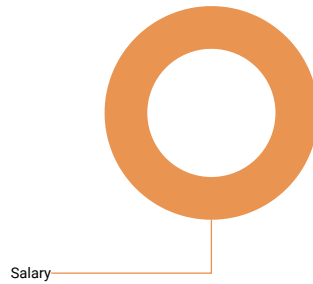
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	10	41,000	50,000	50,000	54,060	67,009.6	52,320	50,000	9
Pay Range Maximum Salary	10	61,000	70,000	74,000	83,012.8	85,228	74,535	74,000	8
Actual Lowest Base Salary	11	50,000	50,000	57,000	62,833	70,000	57,685	57,000	7
Actual Average Base Salary	13	52,500	55,000	58,000	65,000	71,050	60,339	58,000	7
Actual Highest Base Salary	11	53,560	54,000	62,000	70,000	72,100	61,785	62,000	7
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.

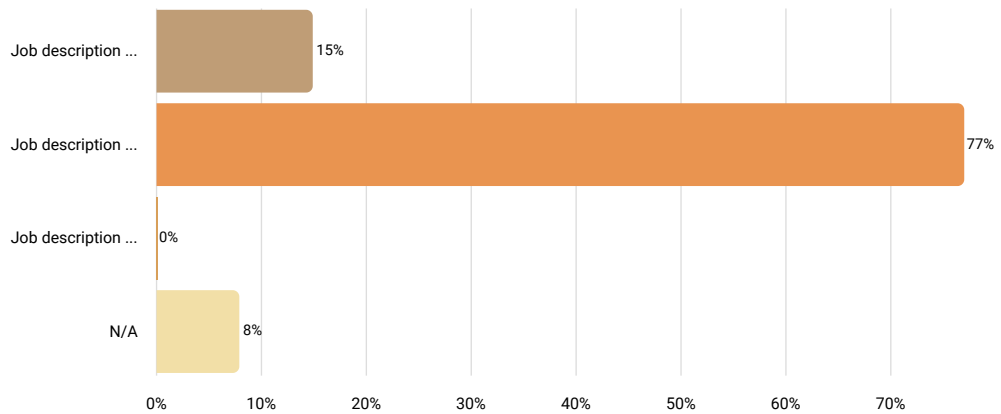
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 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	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

Job Title (if different than above)

Answered 4 times

Skipped 9 times

Text input



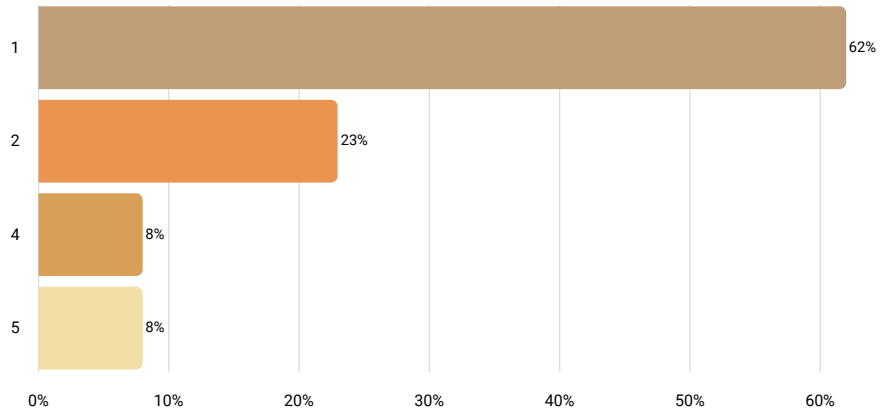
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



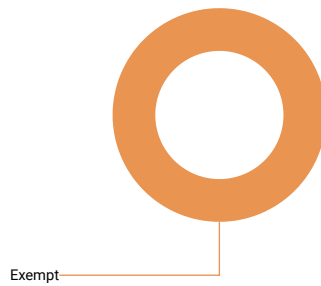
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 13 times

Skipped 0 times

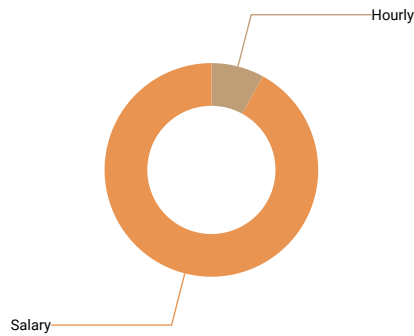
Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
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	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	10	55,692.175	60,000	69,499.94	74,672	86,540.77	69,134	69,500	10,000
Actual Average Base Salary	12	62,200	62,757.2	71,000	84,345.6	92,655	77,836	71,000	12,000
Actual Highest Base Salary	10	66,600	71,000	77,336	92,655	133,114.92	88,100	77,336	12,000
Average Incentive or Other Cash Bonus (Annual)	5	5	875	4,000	7,000	10,100	4,396	4,000	10,000

6.3.7 Contracts Administrator - Level 1

Job description

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

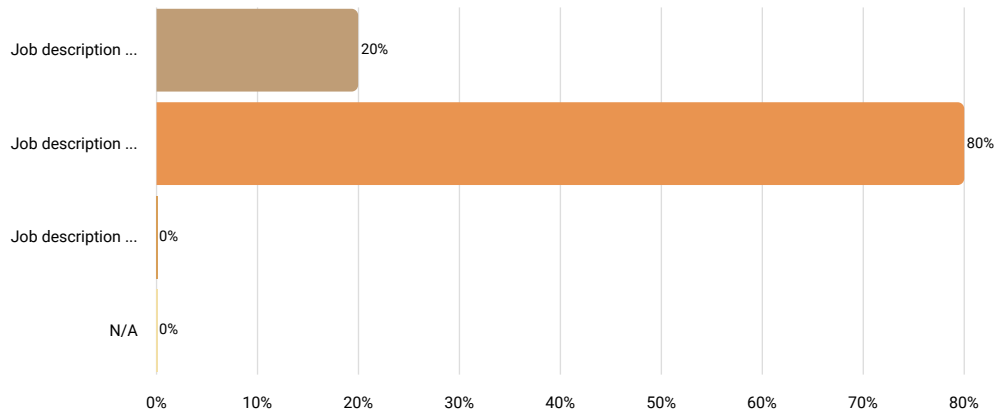
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 4 times

Skipped 6 times

Text input



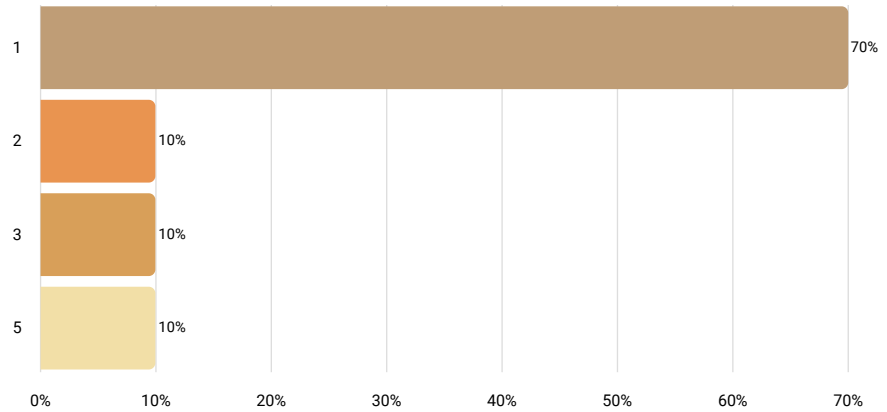
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



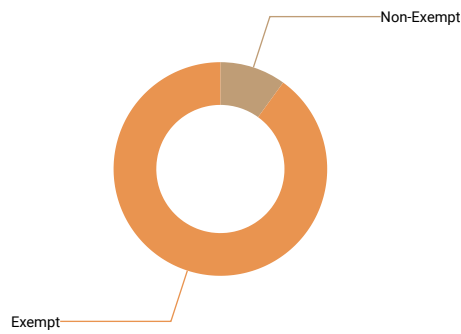
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 10 times

Skipped 0 times

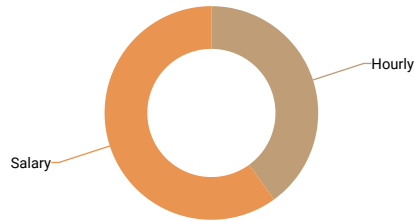
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	40%	4
Salary	60%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	42,000	50,000	55,274	55,486	60,000	52,552	55,274	
Actual Average Base Salary	6	42,913	52,166	55,693	60,000	62,000	54,744	55,693	
Actual Highest Base Salary	5	43,203	53,996	55,486	57,895.31	60,000	54,116	55,486	
Average Incentive or Other Cash Bonus (Annual)									

6.3.8 Contracts Administrator - Level 2

Job description

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

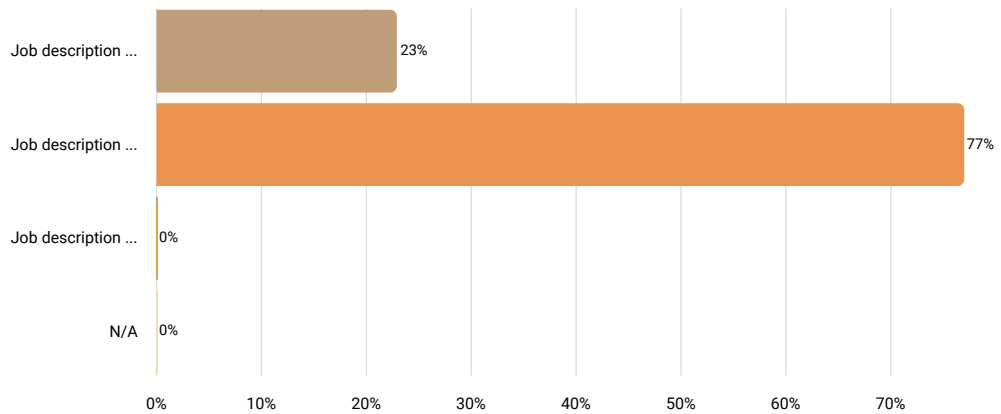
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 7 times

Text input

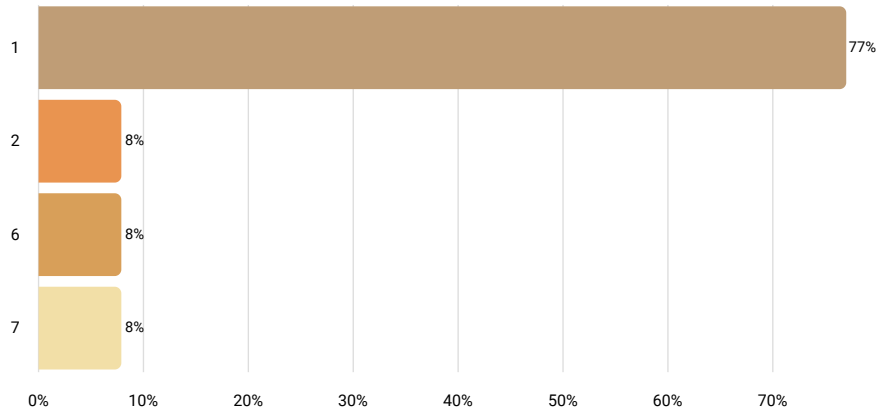
Results	
contracts administrator	1
contracts administrator ii	1
contracts specialist	1
program control analyst	1
contract specialist	1
contracts administrator	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



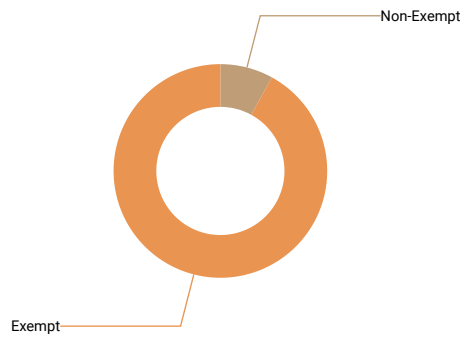
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	6
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 13 times

Skipped 0 times

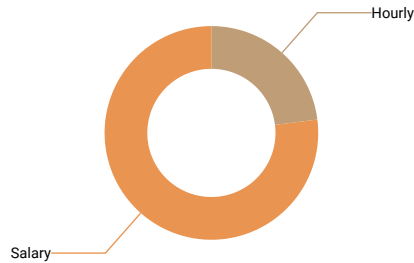
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	23%	3
Salary	77%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate								
Actual Average Base Rate								
Actual Highest Base Rate								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary	6	52,499.98	58,115.2	61,450	70,000	75,000	63,086	61,450
Pay Range Maximum Salary	6	56,000	71,000	86,136.4	90,000	90,000	79,879	86,136
Actual Lowest Base Salary	9	52,499.98	61,464	70,000	76,000	84,115	68,588	70,000
Actual Average Base Salary	10	57,124.75	66,037.94	78,588	85,000	90,220	76,202	78,588
Actual Highest Base Salary	9	56,000	71,000	76,000	90,000	149,000	90,621	76,000
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.

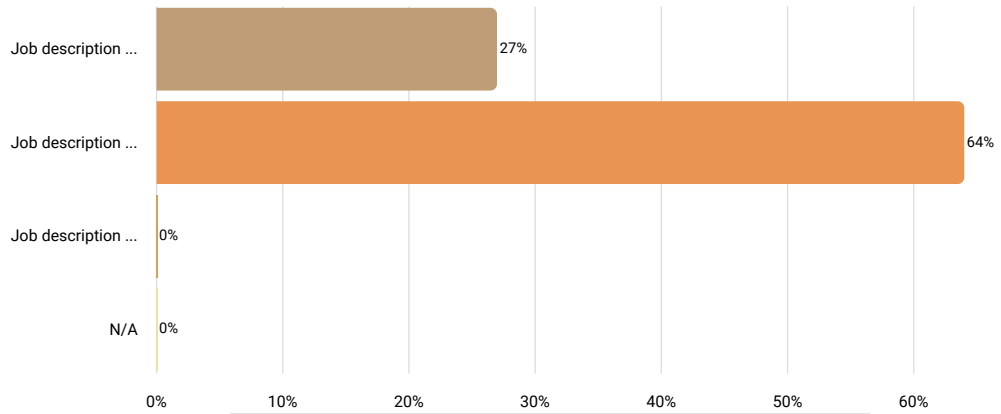
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

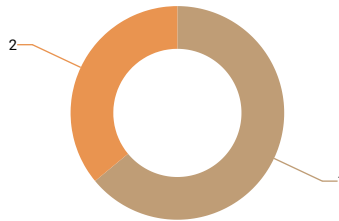
Results	
sales estimator	1
senior contracts administrator	1
contract and grants specialist iii	1
contracts administrator iii, subcontracts administrator iii, & subcontracts administrator v	1
contracts specialist	1
senior contract specialist	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



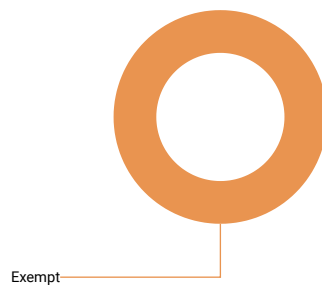
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 11 times

Skipped 0 times

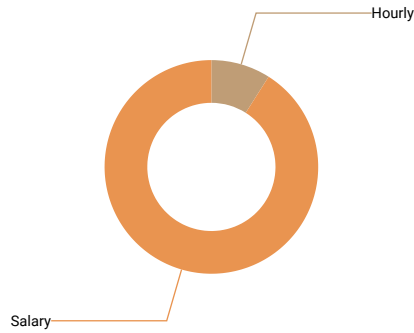
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	9	55,785	80,000.18	90,000	103,930.53	118,664	90,340	90,000	
Actual Average Base Salary	10	73,308	81,674.9	98,858	106,050.1	115,709.36	95,741	98,858	
Actual Highest Base Salary	9	75,874	83,349.61	103,930.53	118,664	143,058	102,724	103,931	
Average Incentive or Other Cash Bonus (Annual)									

6.3.10 Human Resources Specialist/Generalist - Level 1

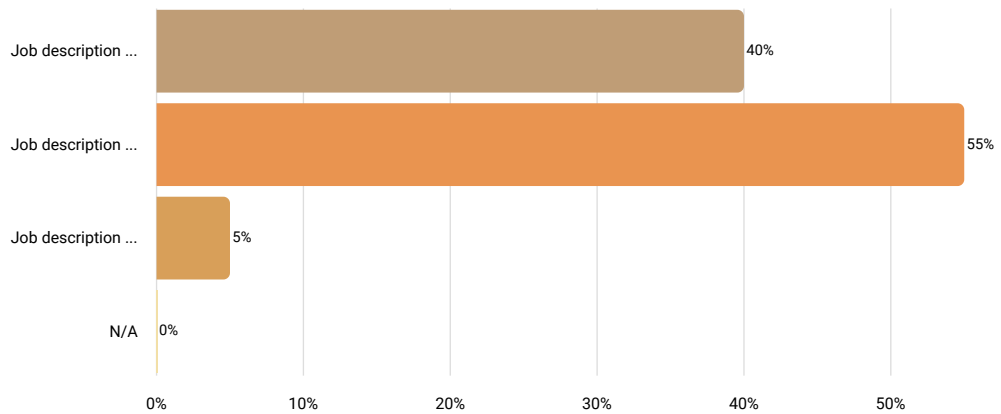
Job description

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

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

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

Answered 20 times
 Skipped 0 times
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	8
Job description matches the position at your company very well	55%	11
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Job Title (if different than above)

Answered 6 times
 Skipped 14 times
 Text input

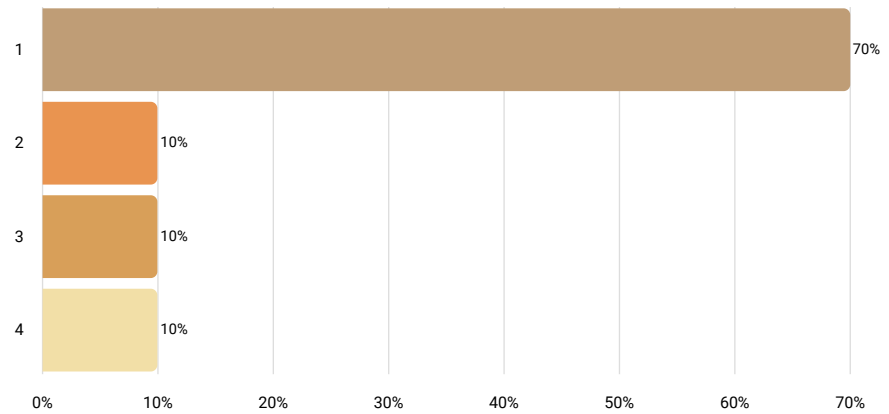
Results	
human resources specialist (basic)	1
human resource generalist	1
hr generalist	1
human resources specialist a	1
human resources coordinator	1
recruiter/hr assistant	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



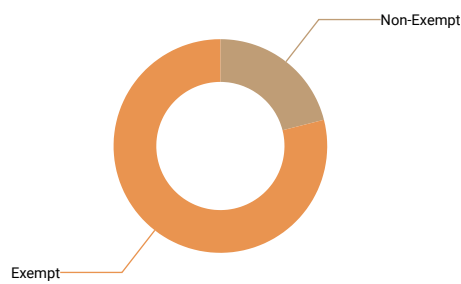
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3.5
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 20 times

Skipped 0 times

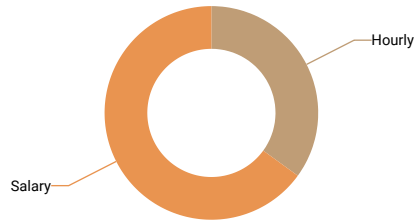
Select one answer (radio button)



Results	%	N
Non-Exempt	20%	4
Exempt	75%	15

Is this position paid an hourly rate or annual salary?

Answered 20 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	35%	7
Salary	65%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate	5	12	14	18.11	21.64	45	22	18	
Pay Range Maximum Rate	5	17.5	28	29.81	30.48	50	31	30	
Actual Lowest Base Rate	5	16	16.5	18.11	23.35	24.04	20	18	
Actual Average Base Rate	5	16	16.5	18.84	23.35	24.04	20	19	
Actual Highest Base Rate	5	16	16.5	23.35	24.04	30.48	22	23	
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	10	36,622.725	38,690	45,000	47,840	54,550	44,638	45,000	
Pay Range Maximum Salary	10	46,680	50,000	57,500	79,040	84,700	62,634	57,500	1
Actual Lowest Base Salary	12	41,200	44,385.5	50,322.5	56,000	59,600	52,351	50,323	1
Actual Average Base Salary	13	41,200	46,531	55,000	57,036	74,500	56,527	55,000	1
Actual Highest Base Salary	12	45,000	48,395	54,000	60,000	89,400	58,949	54,000	1
Average Incentive or Other Cash Bonus (Annual)	6	500	1,236	2,383	3,000	9,200	3,117	2,383	

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.

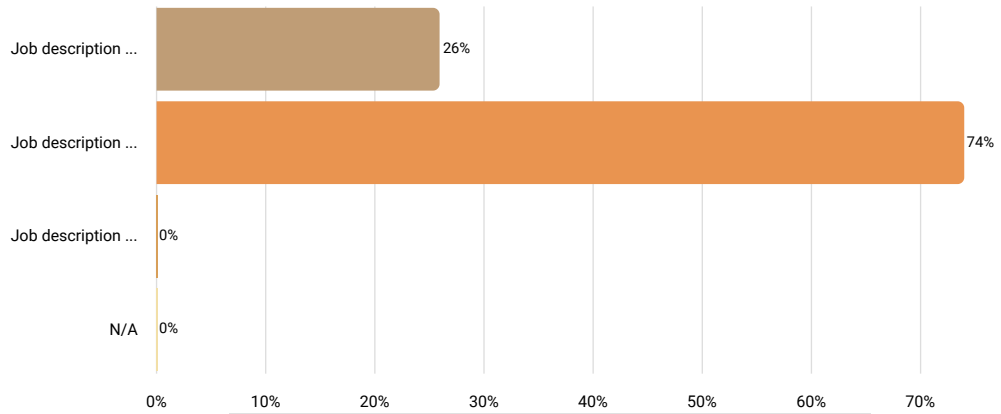
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 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

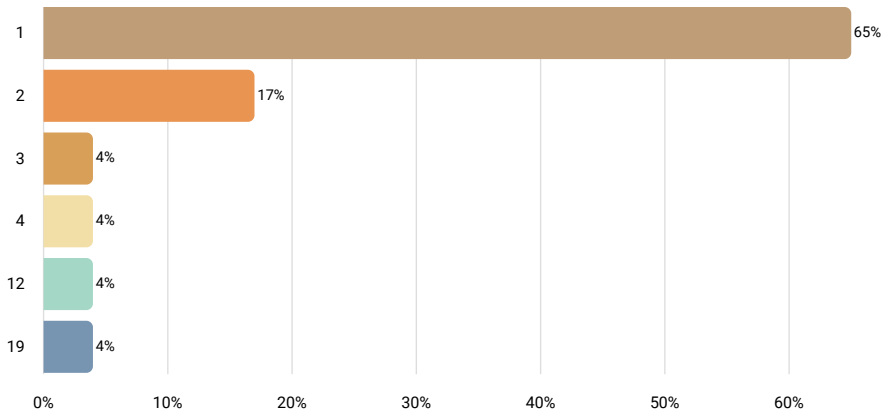
Results	
hr generalist	1
hr & accounting analyst	1
hr generalist ii	1
business operations administrator	1
human resource generalist	1
human resourcespecialist (intermediate)	1
human resource coordinator	1
human resource specialist b	1
human resources generalist	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



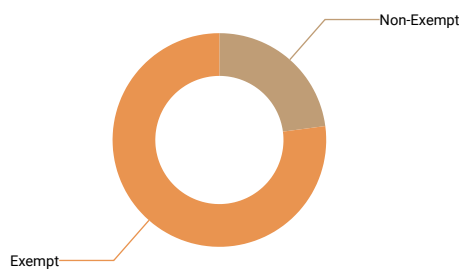
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	3
Median	1
Standard deviation	4

FLSA Status

Answered 23 times

Skipped 0 times

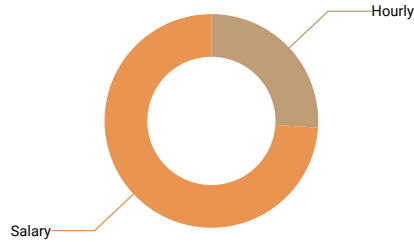
Select one answer (radio button)



Results	%	N
Non-Exempt	22%	5
Exempt	74%	17

Is this position paid an hourly rate or annual salary?

Answered 23 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	26%	6
Salary	74%	17

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	17	17.49	20	26	28.13	22	20
Pay Range Maximum Rate	5	17	26	27.5	32	37.63	28	28
Actual Lowest Base Rate	5	10	17.49	26	28.48	34.5	23	26
Actual Average Base Rate	5	12.6	26	28.48	32.89	34.5	27	28
Actual Highest Base Rate	5	15.2	26	27.5	28.48	34.5	26	28
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	14	40,000	47,548	52,532.5	60,000	63,776	52,914	52,533
Pay Range Maximum Salary	14	64,388	65,000	77,905	80,000	94,000	77,649	77,905
Actual Lowest Base Salary	15	50,000	55,999	63,001.12	65,991.32	66,500	60,956	63,001
Actual Average Base Salary	15	57,641	61,817.6	64,809	69,249.5	73,667	64,347	64,809
Actual Highest Base Salary	15	57,641	61,817.6	65,903	76,440	82,500	67,570	65,903
Average Incentive or Other Cash Bonus (Annual)	7	500	2,000	3,000	4,250	5,893	3,070	3,000

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.

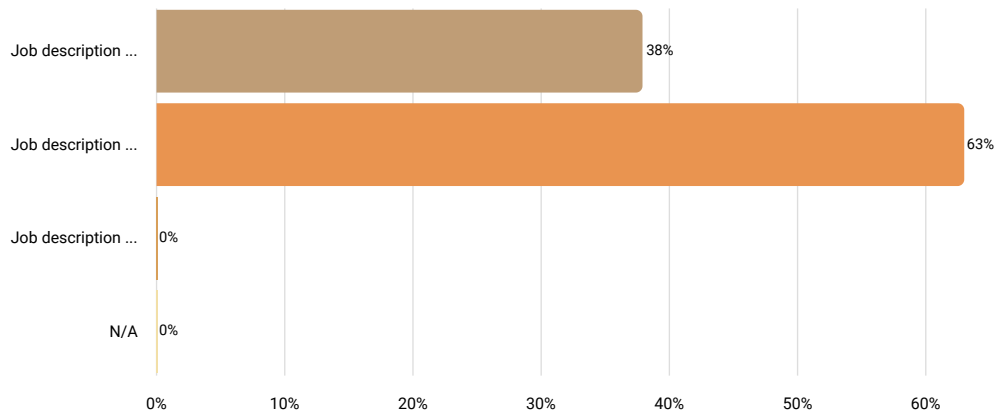
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	9
Job description matches the position at your company very well	63%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 12 times

Skipped 12 times

Text input

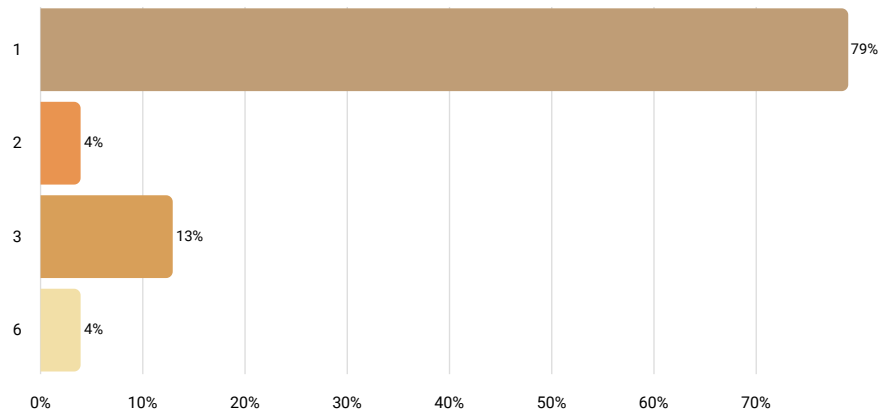
Results	
payroll & benefits specialist and human resources coordinator	1
hr generalist iii	1
hr generalist	1
sr.hr/ benefits administrator	1
human resource specialist/analyst (advanced)	1
payroll/hr specialist	1
sr. hr specialist	1
senior hr representative	1
human resources generalist sr.	1
human resources analyst ii	1
senior hr generalist	1
hr business partner spec 3	1

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



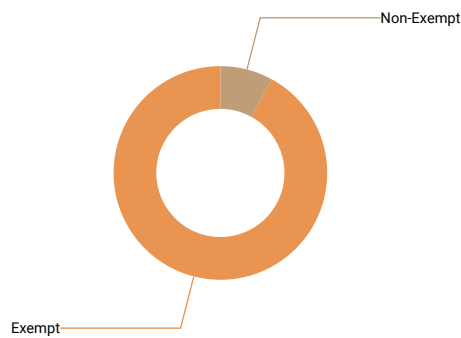
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 24 times

Skipped 0 times

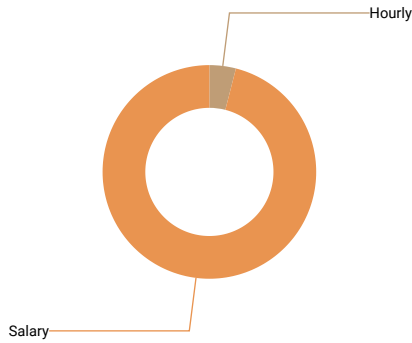
Select one answer (radio button)



Results	%	N
Non-Exempt	8%	2
Exempt	92%	22

Is this position paid an hourly rate or annual salary?

Answered 24 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	23

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	16	50,065.6	57,500	64,292.8	72,226.4	83,200	65,217	64,293	1
Pay Range Maximum Salary	17	65,000	75,000	91,789.07	109,752	137,280	94,629	91,789	2
Actual Lowest Base Salary	21	60,000	65,000	70,720	80,253.51	90,000	74,217	70,720	1
Actual Average Base Salary	23	61,500	70,000	76,876.8	85,500	91,936	77,188	76,877	1
Actual Highest Base Salary	20	56,250	69,000	76,427.2	85,535.435	106,111	78,849	76,427	1
Average Incentive or Other Cash Bonus (Annual)	7	2,000	2,117	9,000	13,000	15,000	8,302	9,000	4

6.3.15 Security Administrator/FSO - Level 3

Job description

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

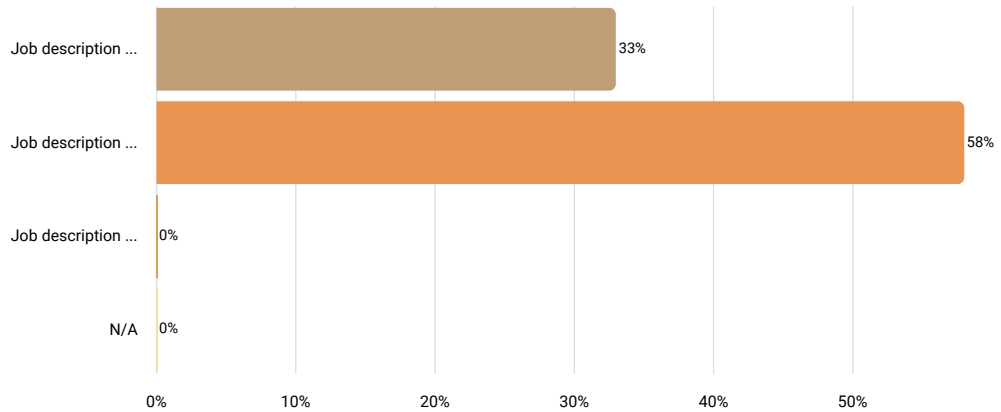
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 4 times

Skipped 8 times

Text input



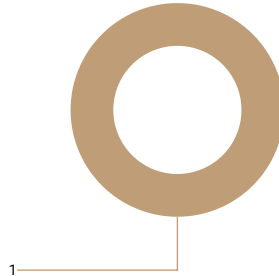
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



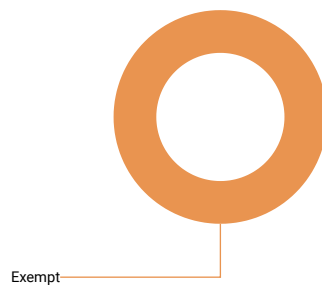
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 12 times

Skipped 0 times

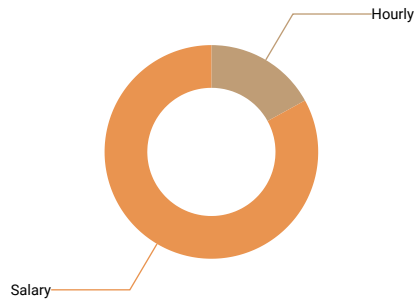
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	62,400	75,000	92,424	104,000	105,913	88,360	92,424	
Pay Range Maximum Salary	7	81,000	105,913	124,800	145,626	164,300	123,098	124,800	:
Actual Lowest Base Salary	9	61,651	75,000	105,913	115,303	157,560	98,911	105,913	:
Actual Average Base Salary	10	71,325.5	84,240	109,985.16	117,312	141,280	106,204	109,985	:
Actual Highest Base Salary	9	61,651	105,913	114,057.32	115,303	157,560	108,208	114,057	:
Average Incentive or Other Cash Bonus (Annual)	5	1,000	1,200	2,000	8,500	15,756	5,691	2,000	

6.3.19 Material Planner

Job description

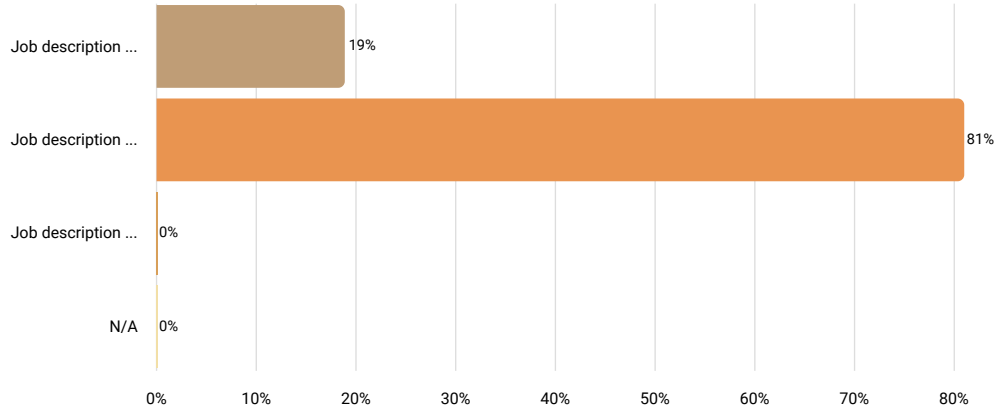
Monitor, schedule and coordinate movement of material for production throughout the facility. Coordinates with purchasing, production and other depart efficient movement and delivery of material. Typically has a B.S. degree or equivalent experience.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	3
Job description matches the position at your company very well	81%	13
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 9 times

Text input

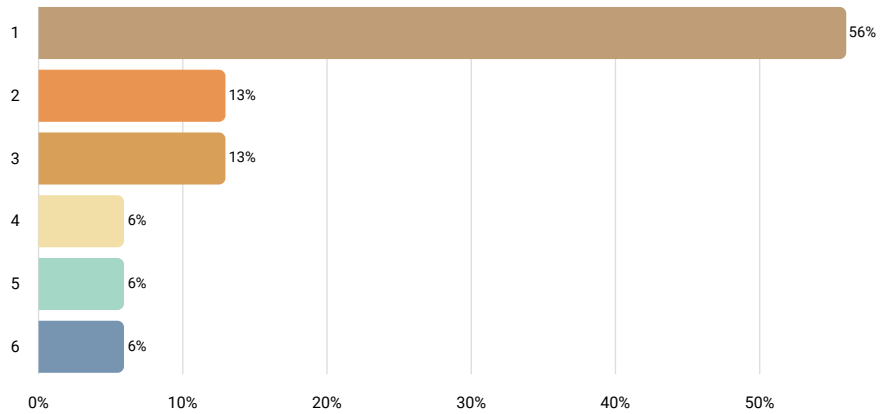
Results	
inventory analyst	1
production planning	1
logistics planner	1
production planner	1
production coordinator i - iii	1
analyst-materials	1
operations planning analyst	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



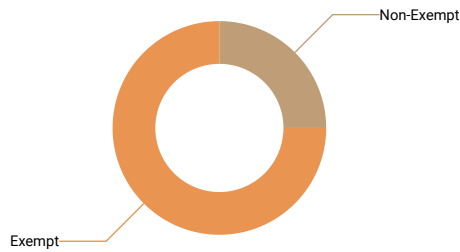
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 16 times

Skipped 0 times

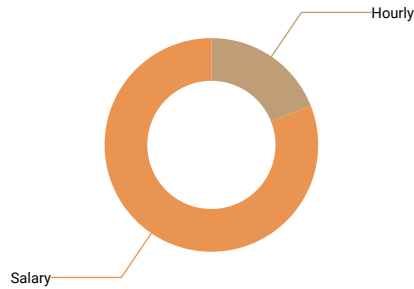
Select one answer (radio button)



Results	%	N
Non-Exempt	25%	4
Exempt	75%	12

Is this position paid an hourly rate or annual salary?

Answered 16 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	19%	3
Salary	81%	13

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	12	53,000	53,445	71,325.675	93,546	105,160	76,100	71,326
Actual Average Base Salary	12	53,040	62,650	76,294.33	95,046	105,200	81,401	76,294
Actual Highest Base Salary	12	53,040	72,875	85,989	101,713.5	108,000	86,929	85,989
Average Incentive or Other Cash Bonus (Annual)	6	2,000	3,000	7,550	14,500	99,000	22,267	7,550

6.3.21 Office Manager

Job description

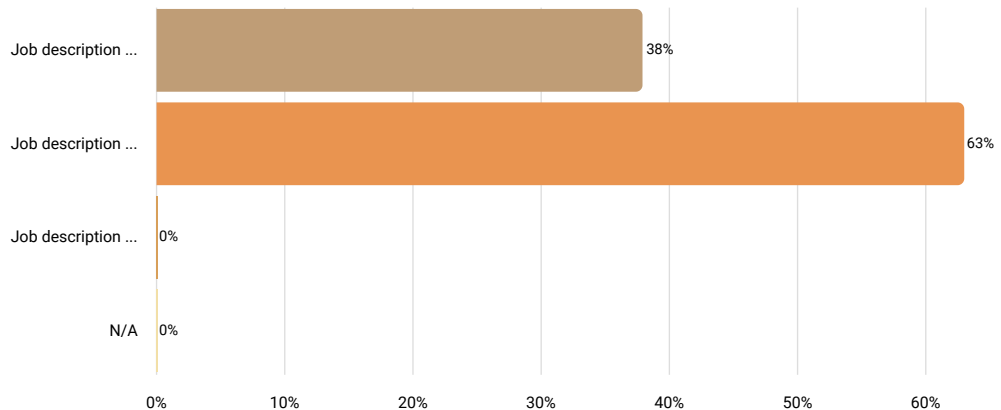
Perform various business functions in various business administration areas including accounting, marketing, human resources, purchasing, security, tra

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		38%	3
Job description matches the position at your company very well		63%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



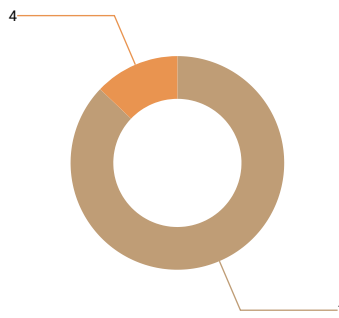
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



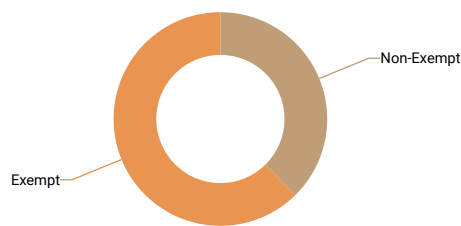
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



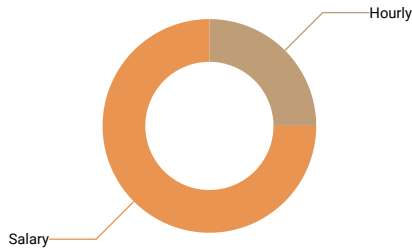
Results	%	N
Non-Exempt	38%	3
Exempt	63%	5

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	30,000	56,100	60,028.8	72,072	118,726	67,385	60,029	30,000
Actual Average Base Salary	6	38,255	56,100	63,963	72,072	118,726	68,847	63,963	20,000
Actual Highest Base Salary	5	51,250	56,100	61,526	72,072	118,726	71,935	61,526	20,000
Average Incentive or Other Cash Bonus (Annual)									

6.3.22 Configuration Management Analyst

Job description

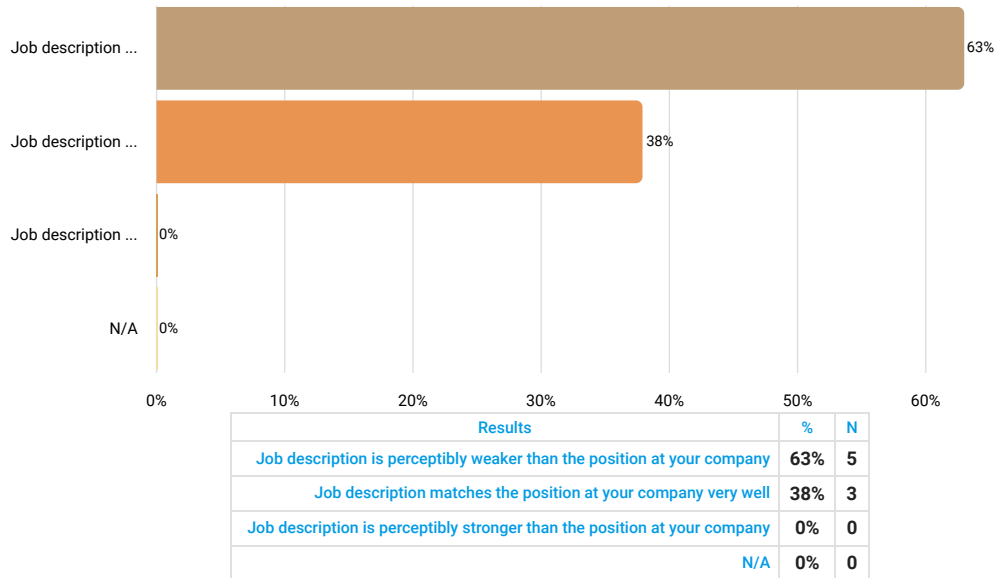
Performs duties related to change, release, and build management. Identifies errors in the build and release process; recommends improvements.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times

Skipped 6 times

Text input



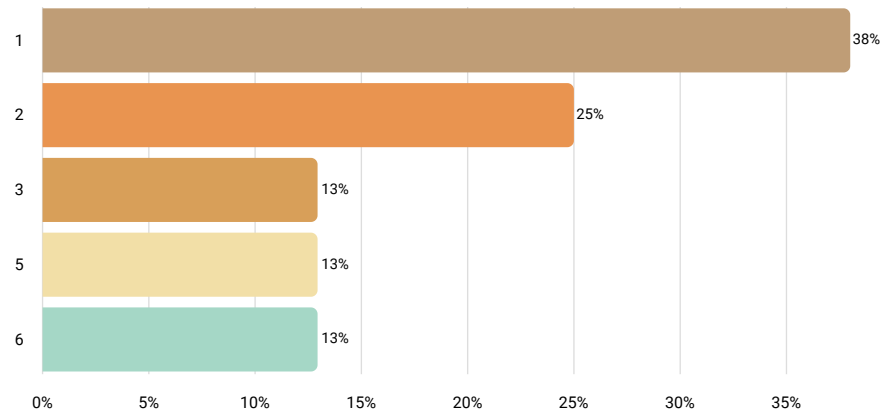
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



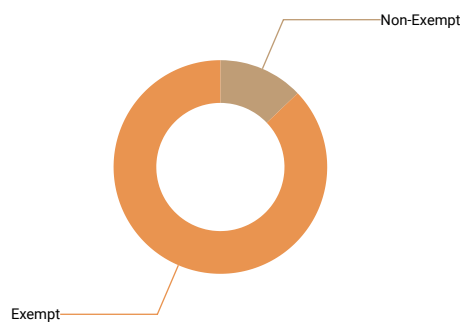
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	6
Mean	3
Median	2
Standard deviation	2

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



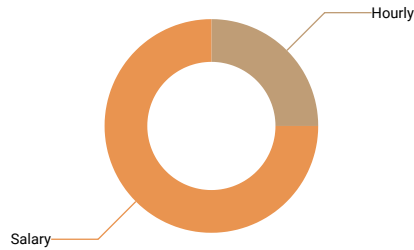
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

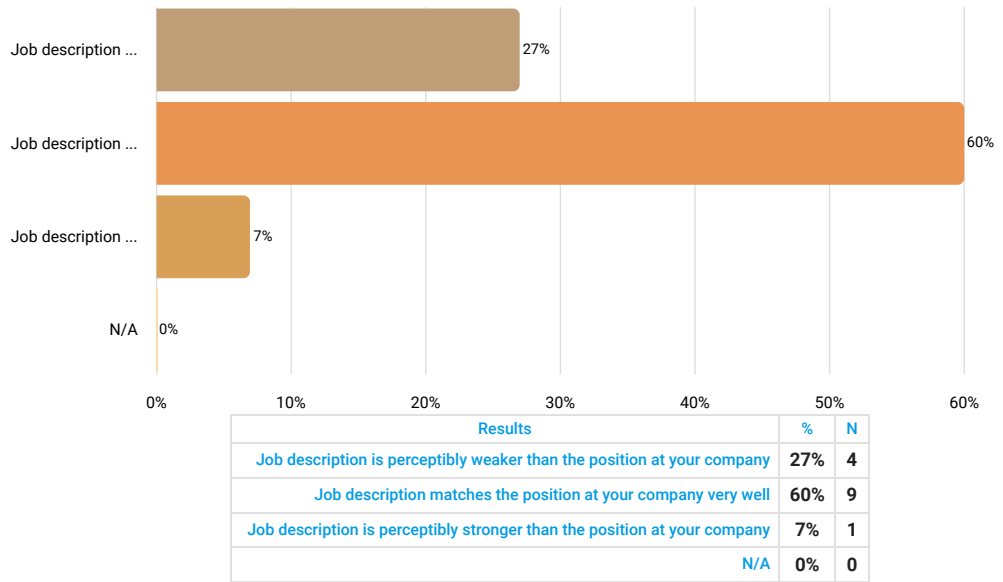
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate								
Actual Average Base Rate								
Actual Highest Base Rate								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	6	47,333	57,699.2	69,098.9	79,164.8	153,910	79,384	69,099
Actual Average Base Salary	6	67,935.4	71,198.4	90,383.5	107,646.93	153,910	96,910	90,384
Actual Highest Base Salary	6	67,935.4	72,134.4	116,989.8	133,000	153,910	110,160	116,990
Average Incentive or Other Cash Bonus (Annual)								

6.3.23 Financial Analyst

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

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

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



Job Title (if different than above)

Answered 6 times
 Skipped 9 times
 Text input

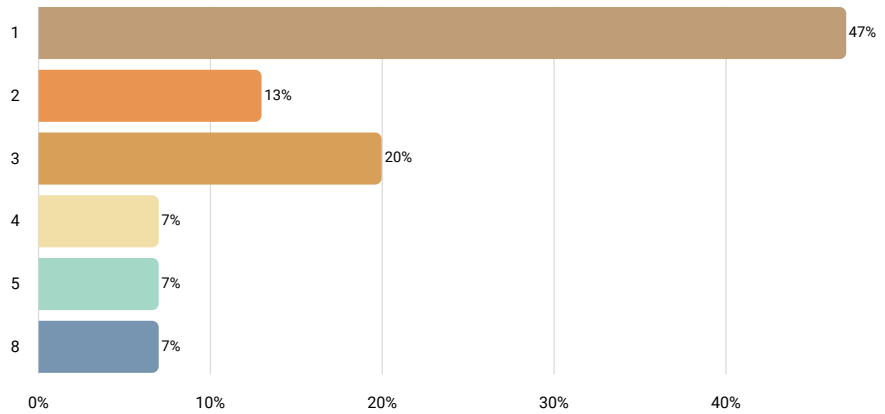
Results	
local financial business partner	1
project control analyst ii - iv & group controller	1
program control analyst iii	1
program/project control	1
analyst, financial sr	1
financial analyst	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



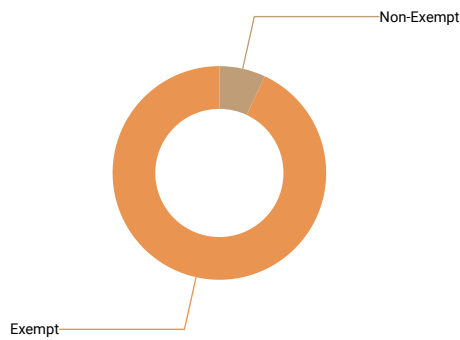
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2
Median	2
Standard deviation	2

FLSA Status

Answered 15 times

Skipped 0 times

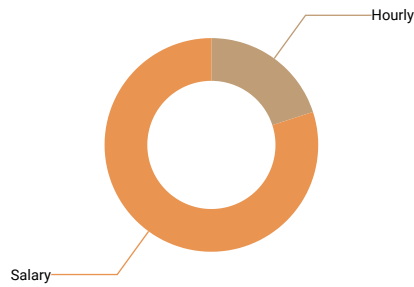
Select one answer (radio button)



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	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.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary	6	50,000	60,000	69,777.6	70,012.8	74,800	65,728	69,778
Pay Range Maximum Salary	6	85,000	85,075	100,600	104,332.8	140,524.8	102,689	100,600
Actual Lowest Base Salary	9	49,691.2	63,544	70,000	79,996.8	91,450	70,368	70,000
Actual Average Base Salary	11	68,325.5	68,702.4	75,958	92,700	93,000	78,989	75,958
Actual Highest Base Salary	9	73,107	80,000	85,075	90,001.6	121,908.8	87,377	85,075
Average Incentive or Other Cash Bonus (Annual)	5	0	1,500	8,000	9,145	18,900	7,509	8,000

6.3.28 Recruiter

Job description

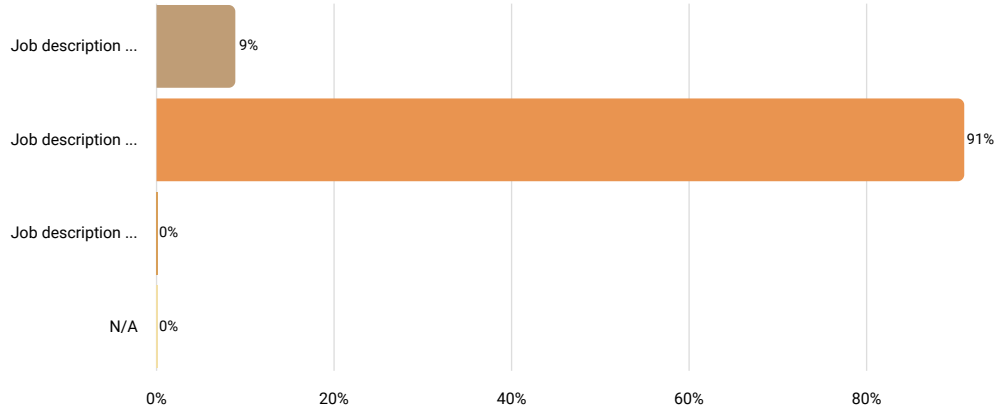
Partners with hiring managers to determine staffing needs. Screen resumes, perform in-person and phone interviews with candidates, negotiate job offer job openings and the organization through various hiring channels.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

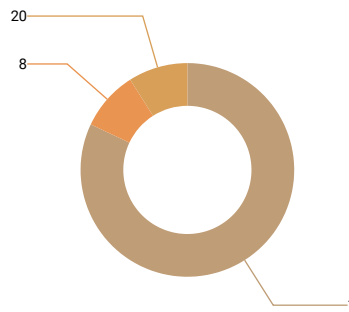
Results	
recruiter iii	1
jr. recruiter, technical recruiter 1-3, sr. technical recruiter, engineer recruiter 1-3, sr. engineering recruiter	1
director of staff development	1
technical recruiter	1
talent acquisition specialist	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



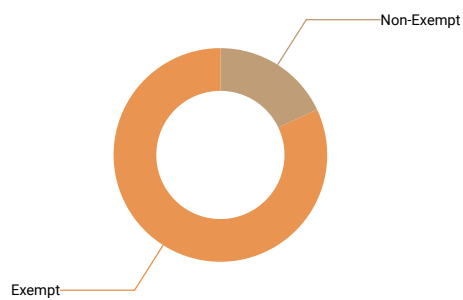
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	8
Mean	3
Median	1
Standard deviation	6

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



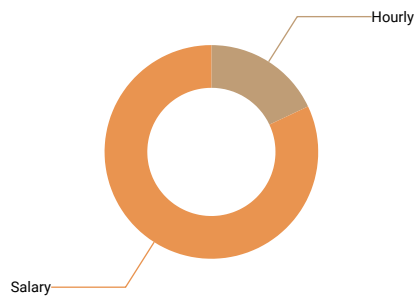
Results	%	N
Non-Exempt	18%	2
Exempt	82%	9

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	2
Salary	82%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	32,887.9	46,675.2	56,200	72,404.8	92,600	58,602	56,200	1
Pay Range Maximum Salary	7	78,182	78,561.6	80,582.78	118,600	157,400	98,094	80,583	2
Actual Lowest Base Salary	8	40,000	55,837.6	73,445.905	79,077	118,450	71,896	73,446	2
Actual Average Base Salary	9	54,788	65,000	74,401.6	79,654	118,450	76,753	74,402	1
Actual Highest Base Salary	8	65,000	73,445.905	78,451.5	79,107.8	118,450	80,683	78,452	1
Average Incentive or Other Cash Bonus (Annual)									

6.3.29 Training Coordinator

Job description

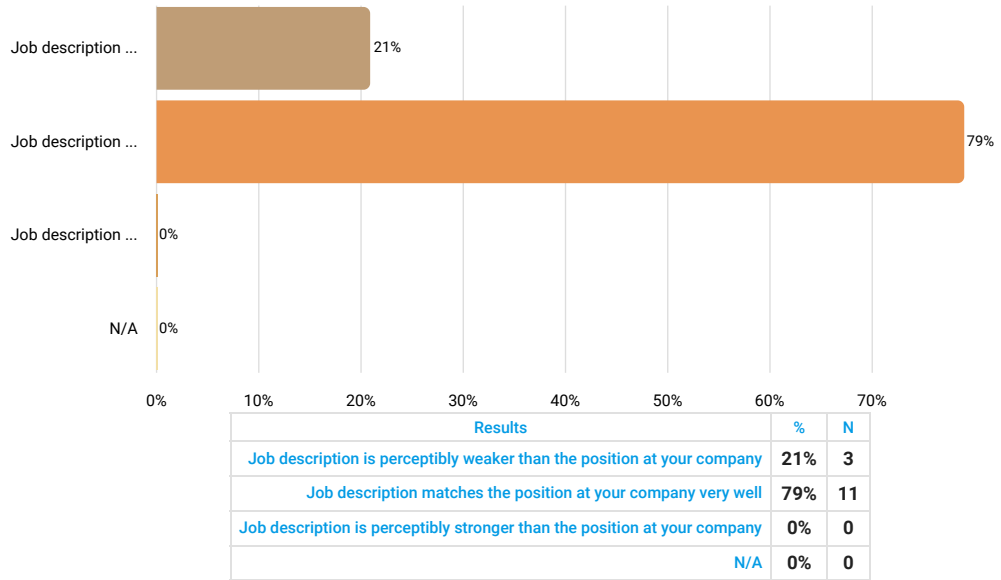
Communicate with managers to identify training needs and map out development plans for teams and individuals. Facilitate training when needed.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 7 times

Skipped 7 times

Text input

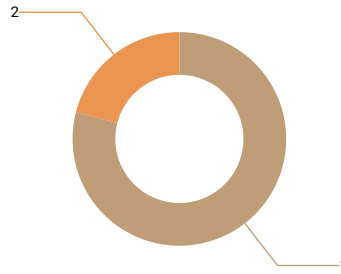
Results	
job is a cross between training coordinator and document control specialist	1
operations training specialist	1
training administrator & training analyst	1
shift supervisor-training	1
employee development training specialist	1
subject matter expert	1
training coordinator	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



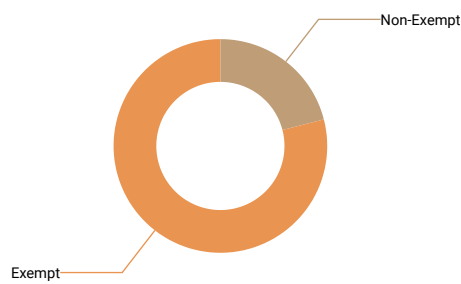
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 14 times

Skipped 0 times

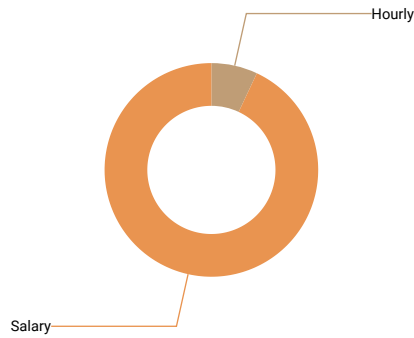
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	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	9	39,520	40,000	54,288	59,883	93,555	57,468	54,288	1
Pay Range Maximum Salary	9	50,000	65,000	85,000	111,203	140,332	91,058	85,000	3
Actual Lowest Base Salary	11	40,788	44,000	56,700	86,008	90,000	62,986	56,700	2
Actual Average Base Salary	13	44,000	50,242.5	66,370	80,400	90,000	68,457	66,370	2
Actual Highest Base Salary	11	44,000	50,065.6	65,000	86,008	90,000	69,861	65,000	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

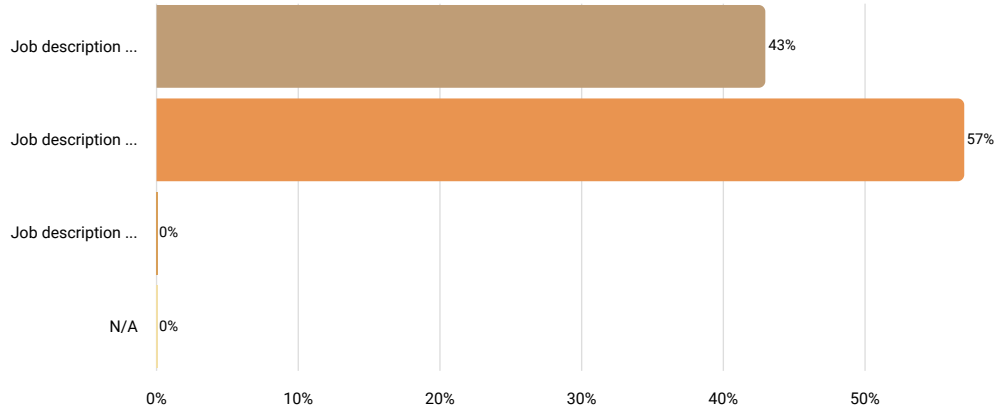
Involved in the design and administration of the company's compensation and benefits plans which includes developing salary ranges and overseeing me and budgets. Communicates with employees regarding company policies and procedures related to compensation and benefits.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 2 times

Text input

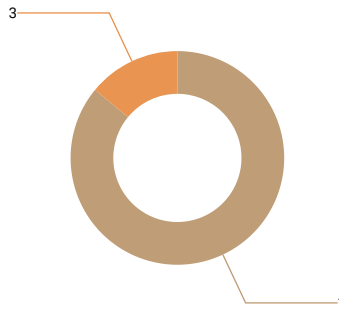
Results	
sr benefits and empl svcs rep	1
benefits manager	1
compensation & benefits specialist	1
benefits specialist	1
compensation analyst	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



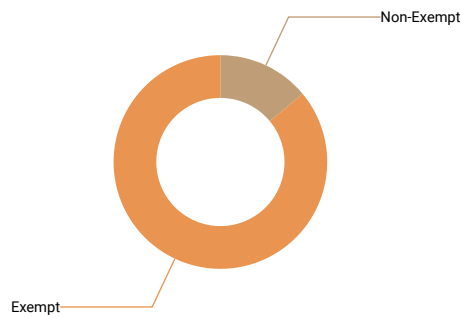
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



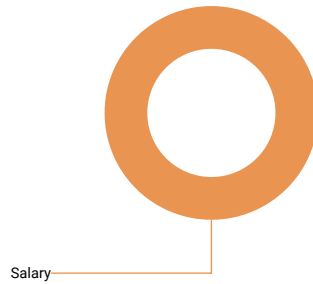
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	6	44,033.6	48,549	51,392	95,000	98,945.6	64,885	51,392	2
Actual Average Base Salary	7	48,380.8	48,549	52,020	95,000	98,945.6	64,975	52,020	2
Actual Highest Base Salary	6	48,549	52,020	74,742.49	95,000	98,945.6	74,000	74,742	2
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
Electrical Design Engineer - Level 2-6
Industrial or Manufacturing Engineer - Level 1-3
Quality Engineer - Level 1-4
Software Engineer - Level 1-5
System Design Engineer - Level 1-5
Project Manager - Level 3
Chemical Engineer
Safety Engineer
Materials Engineer
Technical Support Engineer
Machine/CNC Programmer
System Administrator or Network Analyst
Network Engineer
Software Developer
System Analyst

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

Mechanical Engineer - Level 6
Electrical Design Engineer - Level 1
Industrial or Manufacturing Engineer - Level 4-6
Aeronautical Design Engineer - Level 1-6
Quality Engineer - Level 5-6
Info Assurance/Security Engineer - Level 1-6
Software Engineer - Level 6
System Design Engineer - Level 6
Project Manager - Level 1-2, 4-6
Chemist
Environmental Engineer
Avionics Integration Engineer
Logistics Engineer
Principal Investigator
MIS Programmer or Analyst
Database Analyst
Info System Security Officer/Analyst
Intelligence Analyst
Program 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.

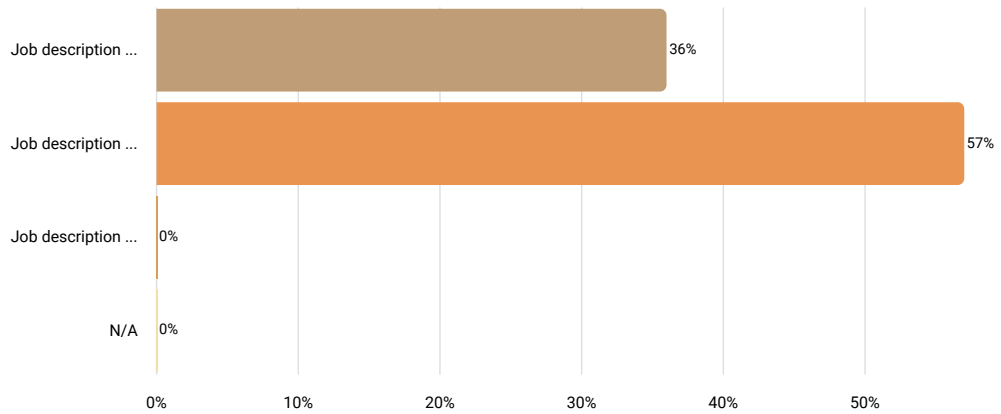
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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	57%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 4 times

Skipped 10 times

Text input



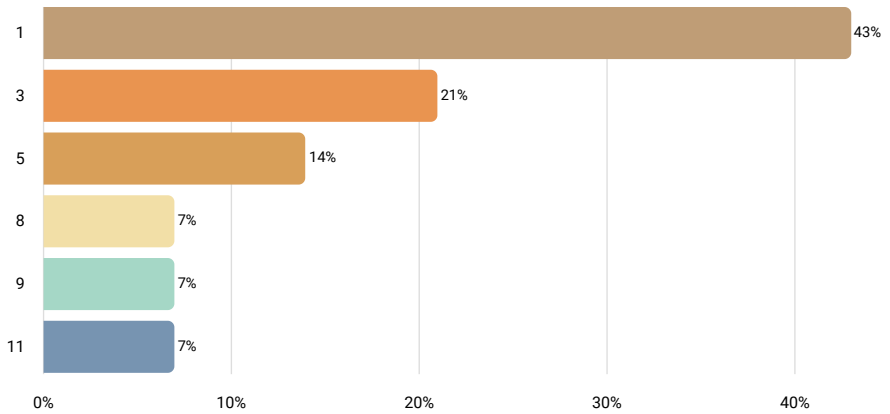
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



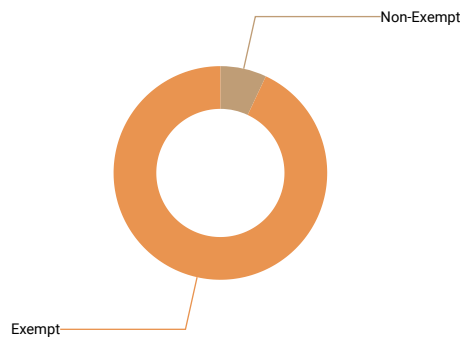
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	9
Mean	4
Median	3
Standard deviation	3

FLSA Status

Answered 14 times

Skipped 0 times

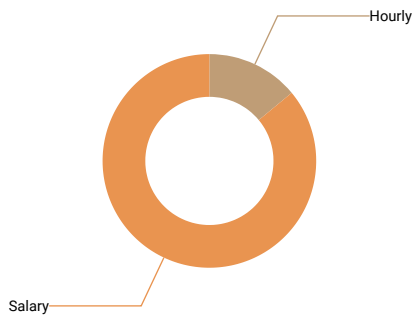
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	14%	2
Salary	86%	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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	43,700	45,000	59,262	62,400	67,808	55,639	59,262	
Pay Range Maximum Salary	7	67,500	68,700	88,700	92,616	100,386	84,443	88,700	1
Actual Lowest Base Salary	11	60,000	62,000	68,000	75,566	84,614	69,196	68,000	
Actual Average Base Salary	12	63,858	65,551.5	68,060	74,602.5	84,614	71,067	68,060	
Actual Highest Base Salary	12	67,500	67,750	70,276.335	78,007	85,008	68,932	70,276	2
Average Incentive or Other Cash Bonus (Annual)									

6.4.2 Mechanical Engineer - Level 2

Job description

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

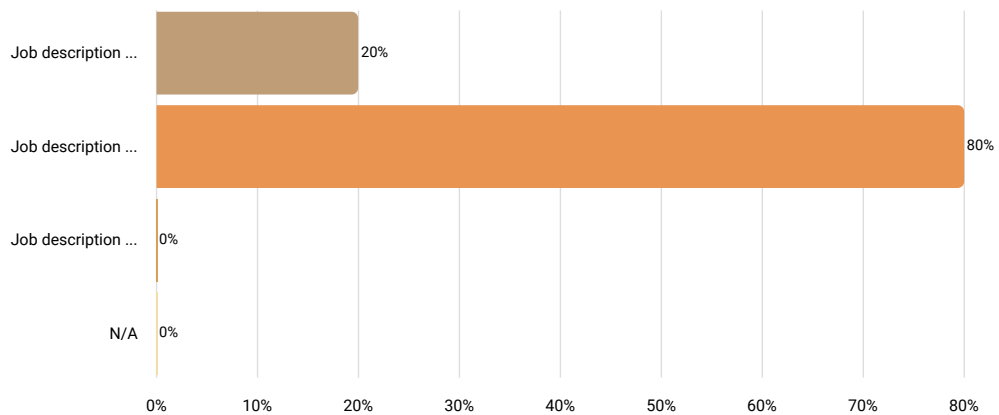
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 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 4 times

Skipped 11 times

Text input



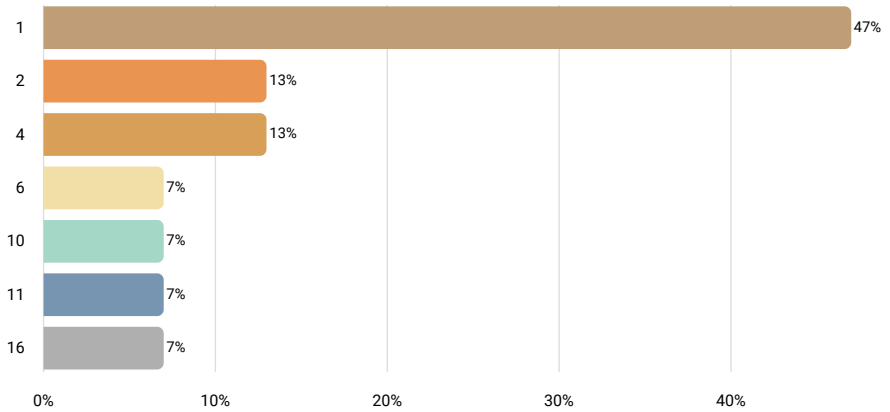
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



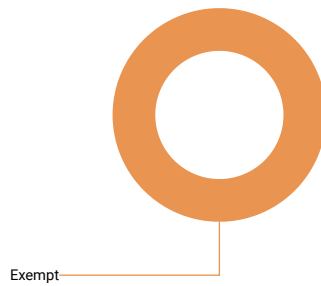
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	11
Mean	4
Median	2
Standard deviation	5

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



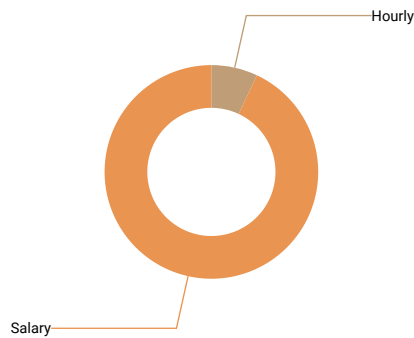
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

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 Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	7	56,200	59,883	70,000	80,308	85,000	69,014	70,000	1
Pay Range Maximum Salary	7	73,000	86,000	111,203	118,600	127,218	105,145	111,203	1
Actual Lowest Base Salary	13	70,000	72,450	75,337	83,000	85,181	77,015	75,337	6
Actual Average Base Salary	14	72,800	75,246	77,711	85,030	95,449.12	80,773	77,711	8
Actual Highest Base Salary	13	75,000	75,337	82,000	85,181	115,024	85,155	82,000	1
Average Incentive or Other Cash Bonus (Annual)									

6.4.3 Mechanical Engineer - Level 3

Job description

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

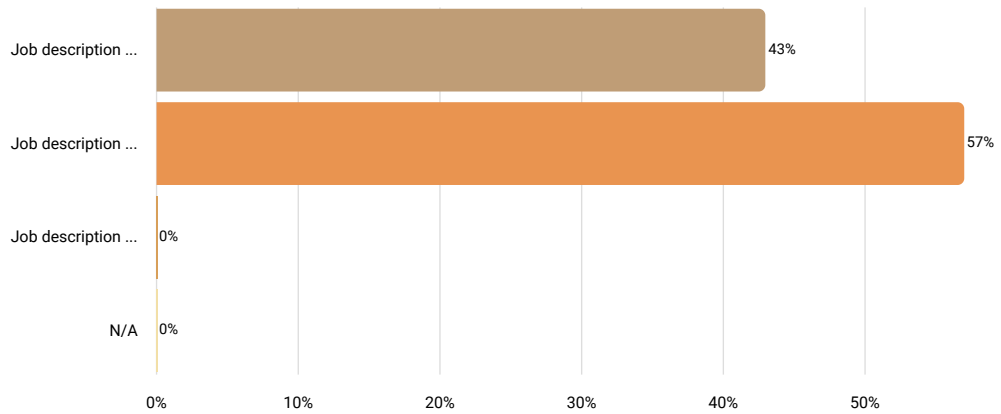
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	43%	6
Job description matches the position at your company very well	57%	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 8 times

Text input

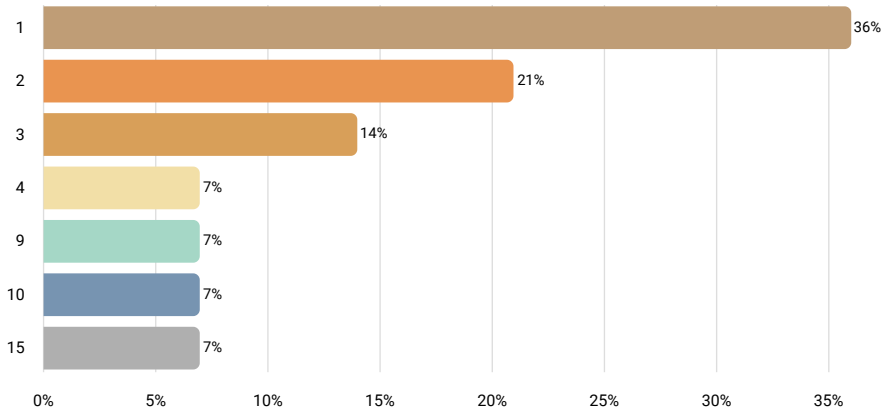
Results	
stress engineer	1
manufacturing engineer iii - mechanical, mechanical engineer iii - aviation integration	1
engineer, senior	1
mechanical engineer	1
senior mechanical engineer	1
mechanical engineer-rs 3	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



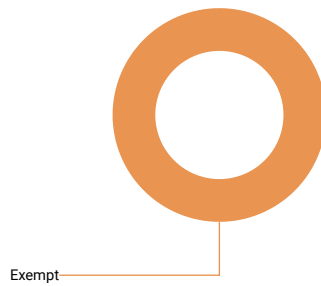
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	10
Mean	4
Median	2
Standard deviation	4

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



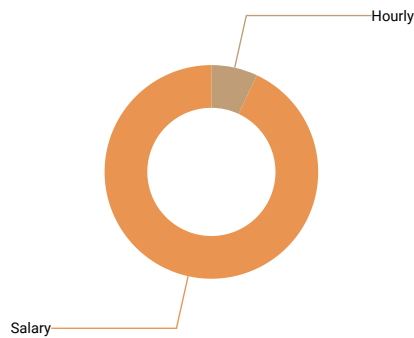
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	10	58,950	80,000	85,128	92,650	102,887	83,590	85,128	1
Pay Range Maximum Salary	10	78,288.5	83,000	117,675	155,500	163,361	120,150	117,675	3
Actual Lowest Base Salary	13	71,500	81,577	92,462.31	105,000	116,292	92,239	92,462	1
Actual Average Base Salary	13	81,577	83,100	94,563	108,500	121,846.4	97,419	94,563	1
Actual Highest Base Salary	13	81,577	90,000	97,263.63	117,290	123,589	102,707	97,264	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.

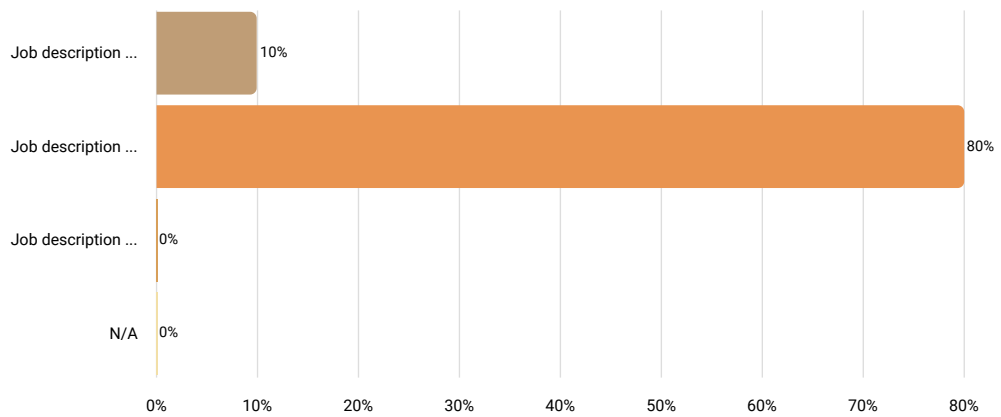
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 4 times

Skipped 6 times

Text input



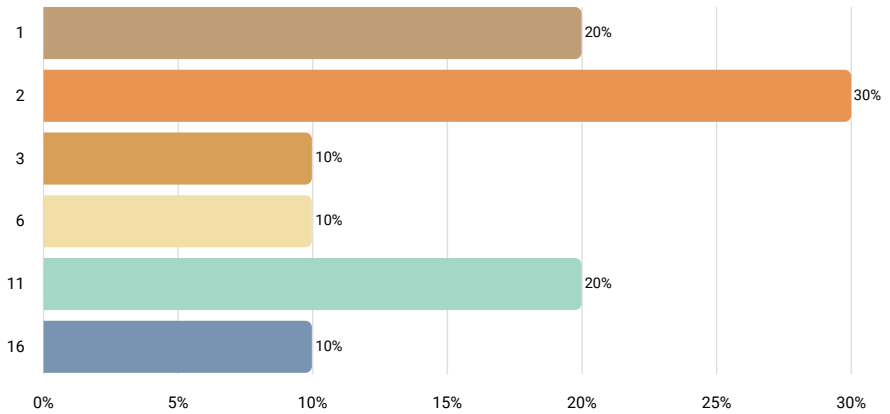
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



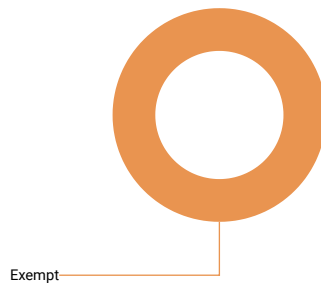
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2.5
75th percentile	11
90th percentile	13.5
Mean	6
Median	3
Standard deviation	5

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



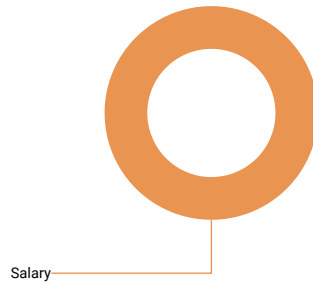
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

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	Standard Deviation
Pay Range Minimum Salary	7	56,200	90,000	100,610	115,334	129,937	99,941	100,610	2
Pay Range Maximum Salary	7	97,500	150,915	164,300	180,000	195,884	158,948	164,300	3
Actual Lowest Base Salary	10	90,086.5	100,000	115,985.065	130,000	141,321.15	115,541	115,985	1
Actual Average Base Salary	10	105,206	120,000	123,890.5	134,487	146,368.485	125,543	123,891	1
Actual Highest Base Salary	10	108,750	124,600	140,167.75	146,280	158,337	135,939	140,168	1
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.

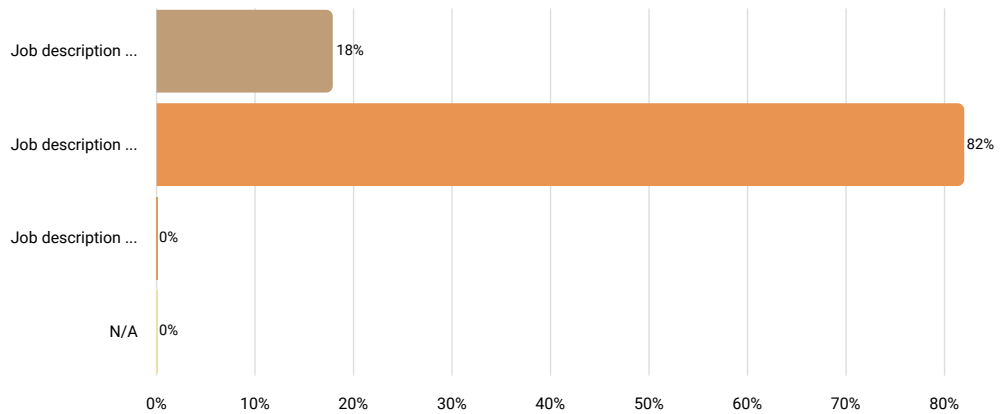
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 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



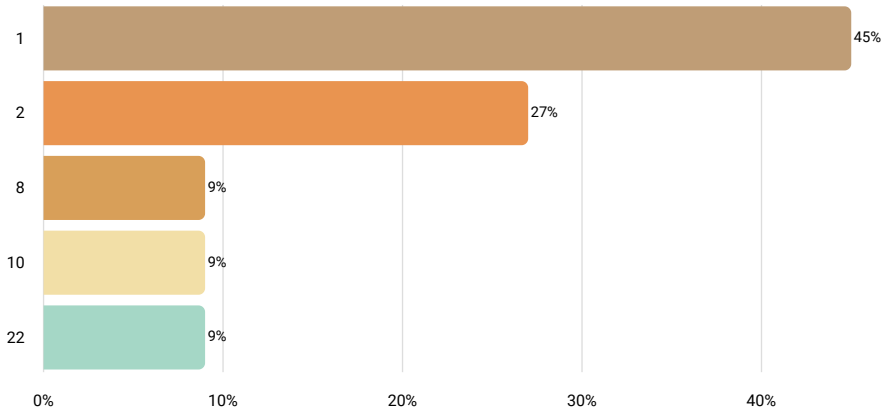
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



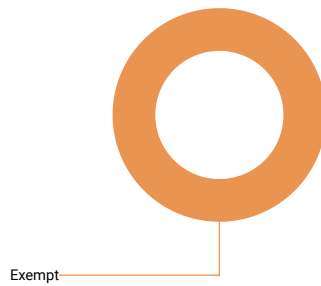
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	8
90th percentile	10
Mean	5
Median	2
Standard deviation	7

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



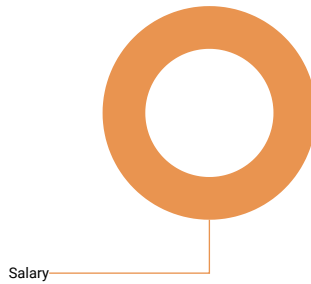
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	7	50,000	55,000	114,504	140,000	156,707	108,712	114,504	4
Pay Range Maximum Salary	7	80,000	145,000	152,000	204,918	270,400	172,077	152,000	6
Actual Lowest Base Salary	10	96,649.97	122,000	137,119.5	142,000	162,485.715	132,509	137,120	2
Actual Average Base Salary	10	96,649.97	140,785	141,561	145,736	170,638	138,733	141,561	2
Actual Highest Base Salary	10	96,649.97	141,107.2	145,635.9	159,285	183,843.5	144,350	145,636	3
Average Incentive or Other Cash Bonus (Annual)									

6.4.6 Mechanical Engineer - Level 6

Job description

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

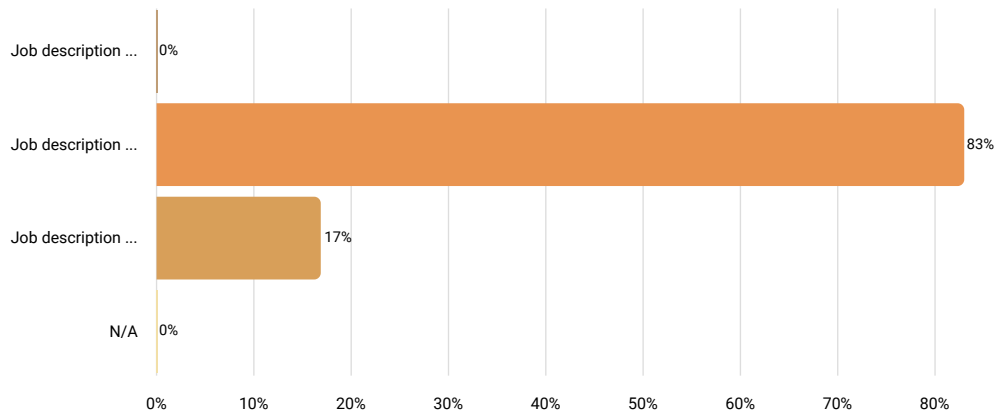
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typically Ph.D. in area of specialization.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 5 times

Text input



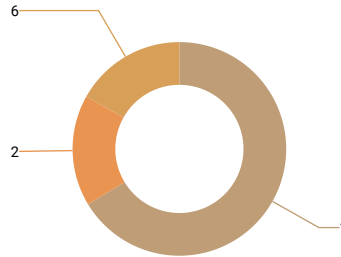
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



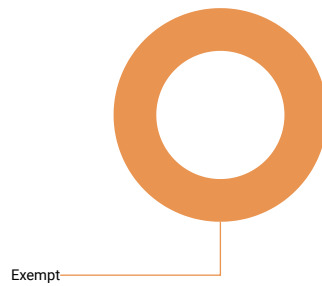
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



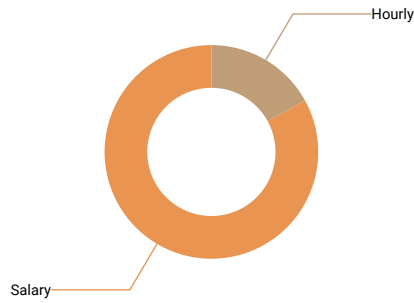
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	139,568	160,000	161,639	163,847	177,390	160,489	161,639	1
Actual Average Base Salary	5	139,568	163,847	164,039	174,423	177,390	163,853	164,039	1
Actual Highest Base Salary	5	139,568	163,847	166,440	177,390	195,000	168,449	166,440	2
Average Incentive or Other Cash Bonus (Annual)									

6.4.8 Electrical Design Engineer - Level 2

Job description

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

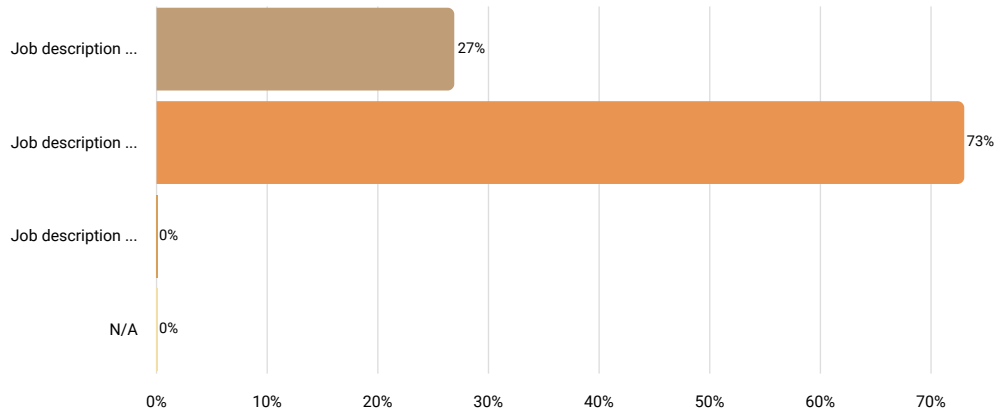
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times

Skipped 8 times

Text input



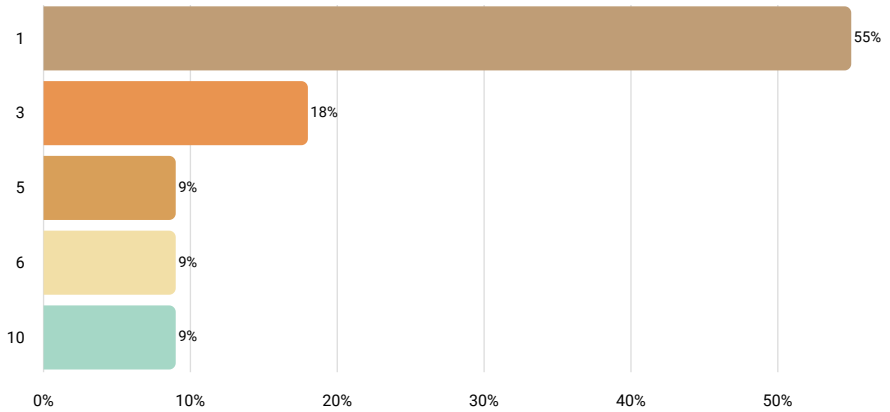
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



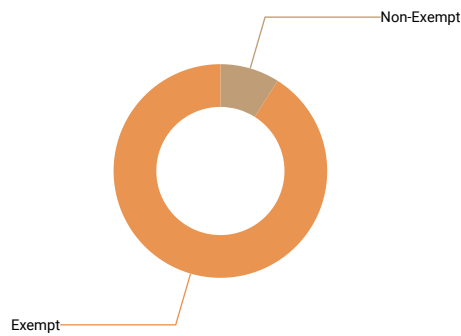
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	5
90th percentile	6
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



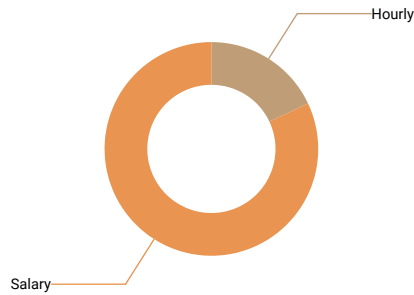
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	2
Salary	82%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	9	65,000	76,010.18	83,378.5	87,357	104,324	83,527	83,379	11,379
Actual Average Base Salary	9	65,000	83,378.5	85,266	99,800	105,031.68	89,324	85,266	11,379
Actual Highest Base Salary	9	65,000	87,422.4	93,392	102,250	124,467	94,252	93,392	11,379
Average Incentive or Other Cash Bonus (Annual)									

6.4.9 Electrical Design Engineer - Level 3

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

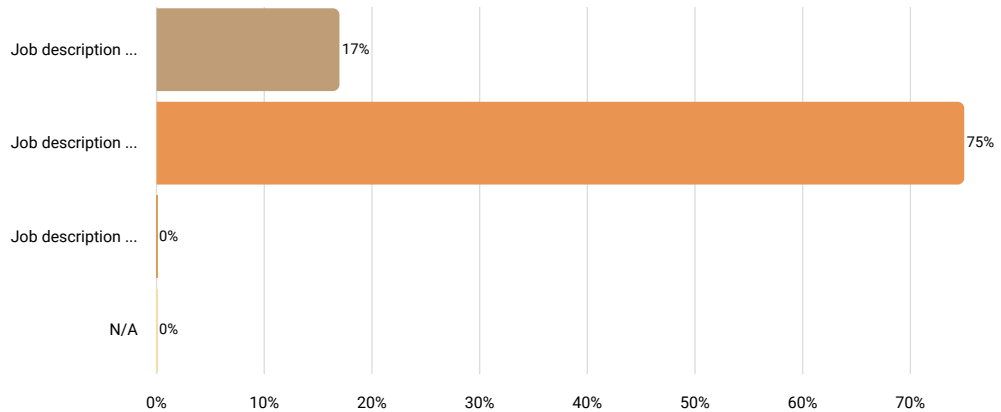
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times

Skipped 9 times

Text input



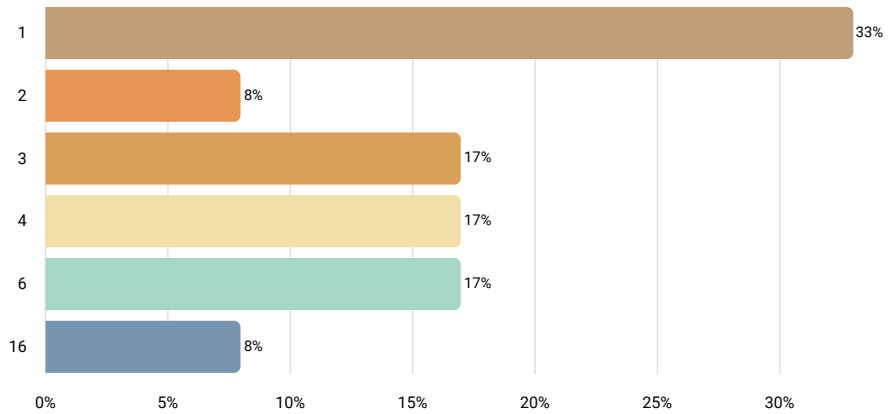
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



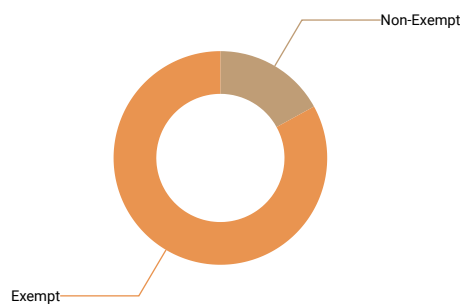
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	6
Mean	4
Median	3
Standard deviation	4

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



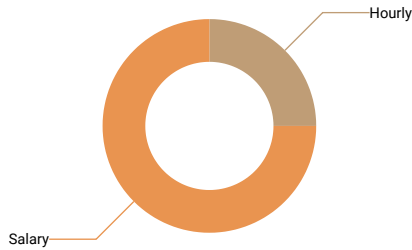
Results	%	N
Non-Exempt	17%	2
Exempt	83%	10

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	9

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	55,000	56,200	79,950	87,822	90,000	74,820	79,950	1
Pay Range Maximum Salary	6	85,000	100,000	133,595	155,000	164,300	128,582	133,595	3
Actual Lowest Base Salary	9	65,000	78,215	91,092.64	99,766	121,368	90,648	91,093	1
Actual Average Base Salary	9	78,215	91,092.64	106,946	113,588.8	132,624.26	104,147	106,946	1
Actual Highest Base Salary	9	78,215	98,000	111,479	128,358.37	151,334	113,954	111,479	2
Average Incentive or Other Cash Bonus (Annual)									

6.4.10 Electrical Design Engineer - Level 4

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

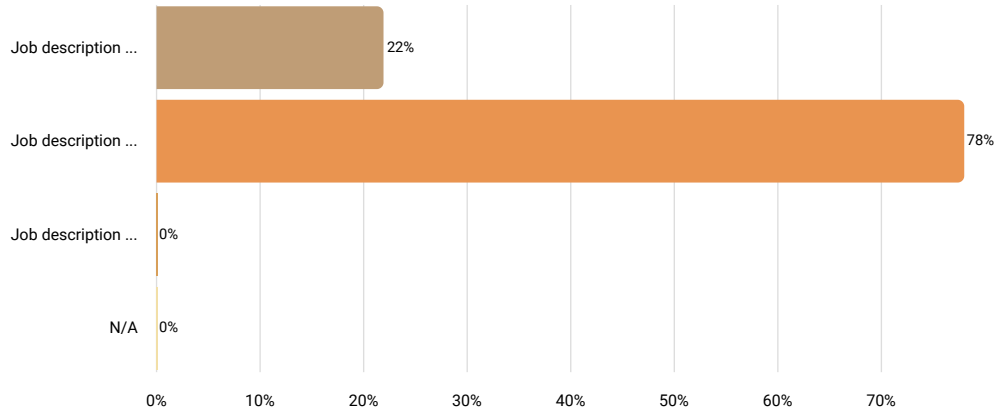
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techni

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

Answered 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 4 times

Skipped 5 times

Text input



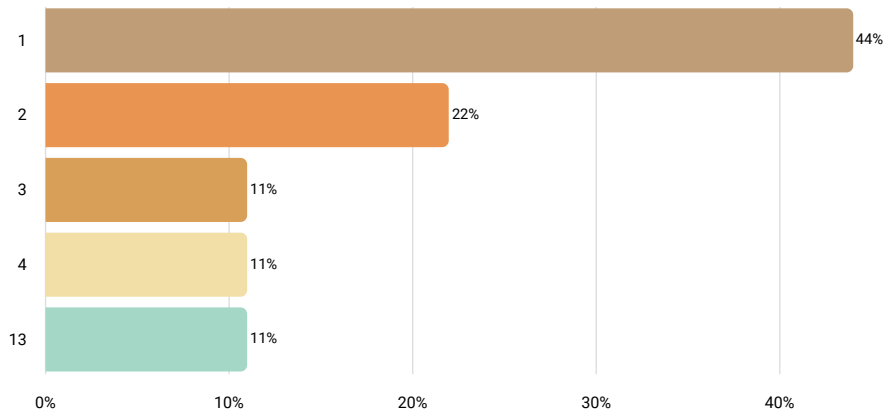
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



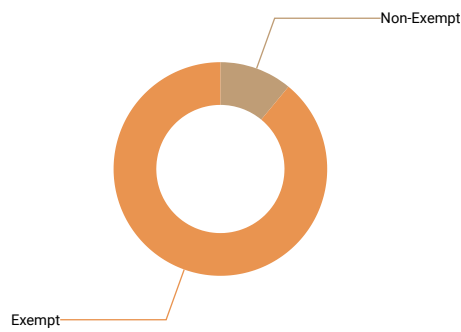
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	13
Mean	3
Median	2
Standard deviation	4

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



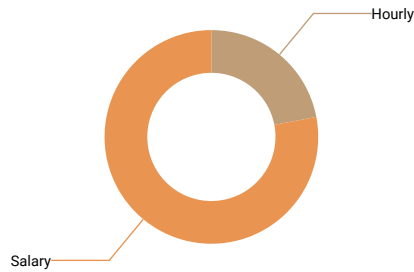
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	100,000	112,845.6	121,933	144,352	149,448	124,576	121,933	1
Actual Average Base Salary	7	100,000	123,780	129,140	152,900	154,304.8	131,189	129,140	1
Actual Highest Base Salary	7	100,000	124,259	136,347	155,542	164,257.6	137,557	136,347	2
Average Incentive or Other Cash Bonus (Annual)									

6.4.11 Electrical Design Engineer - Level 5

Job description

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

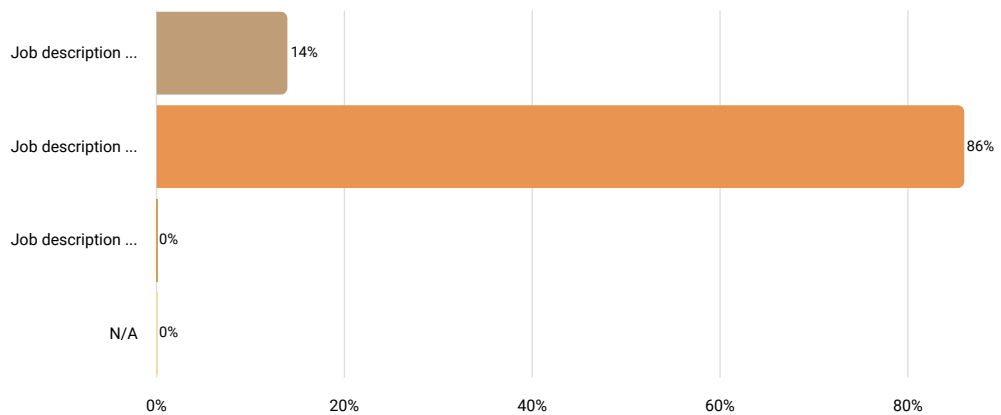
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 6 times

Text input



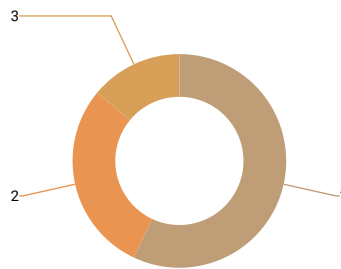
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



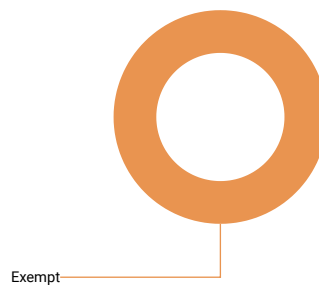
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



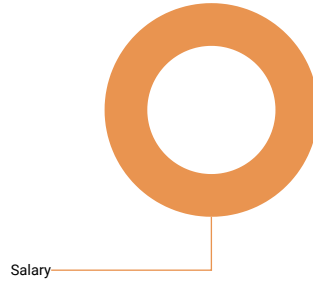
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

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

6.4.12 Electrical Design Engineer - Level 6

Job description

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

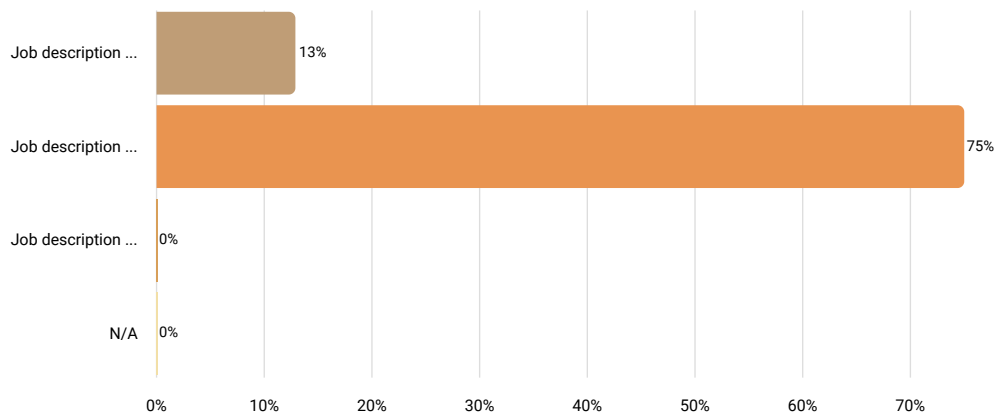
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typical Ph.D. in area of specialization.

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

Answered 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 1 times

Skipped 7 times

Text input



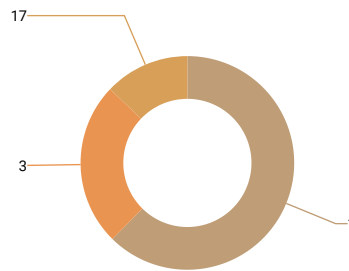
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



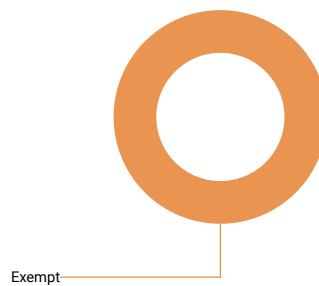
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	17
Mean	4
Median	1
Standard deviation	6

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



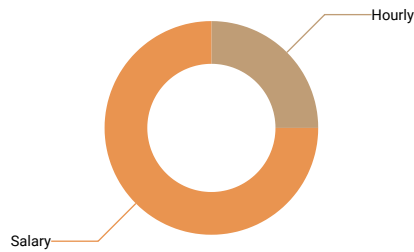
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	108,368	113,000	136,383	163,000	180,960	139,682	136,383	22,000
Actual Average Base Salary	6	125,000	144,966	162,752	168,707	196,716	160,149	162,752	22,000
Actual Highest Base Salary	6	140,000	144,966	176,388.5	207,459	212,472	176,279	176,389	30,000
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.

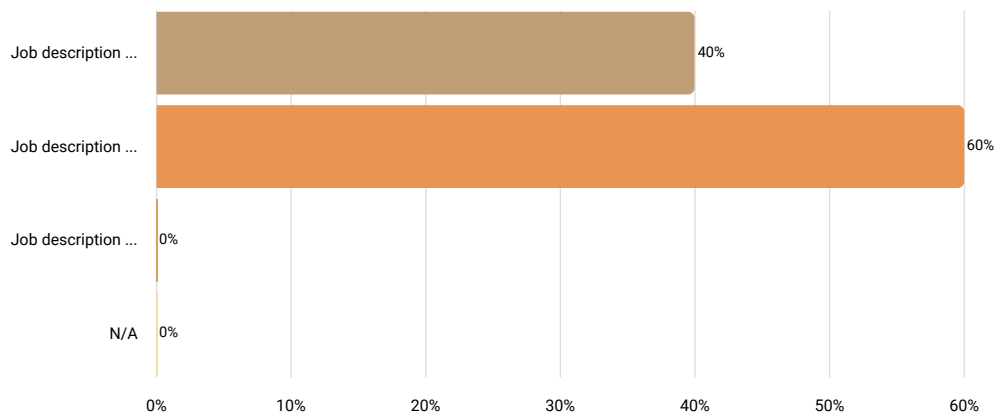
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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



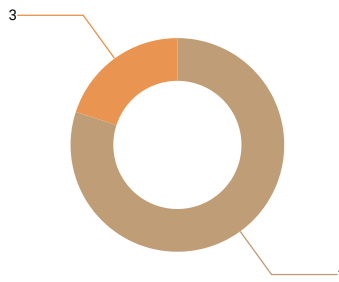
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



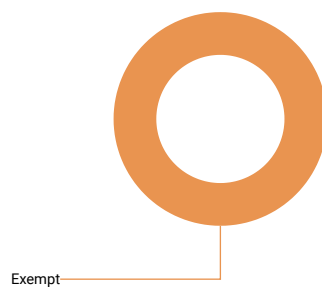
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



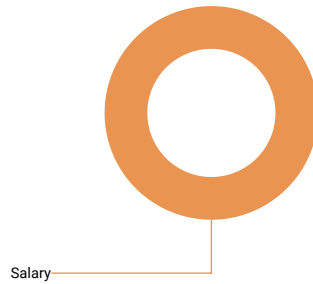
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

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
Actual Average Base Salary	5	57,100	60,763	70,000	72,500	73,000	66,673	70,000	7
Actual Highest Base Salary	5	57,100	60,763	70,000	72,500	75,000	67,073	70,000	7
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.

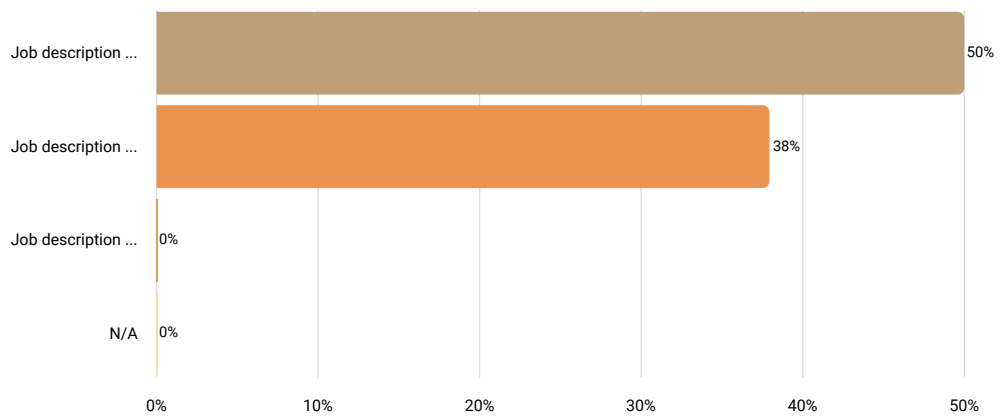
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	50%	4
Job description matches the position at your company very well	38%	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 6 times

Skipped 2 times

Text input

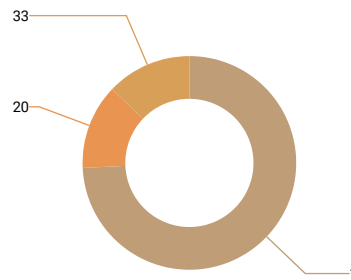
Results	
materials and process engineer	1
manufacturing engineer ii - electrical	1
manufacturing engineer	1
production process engineer	1
engineer, manufacturing	1
manufacturing engineer-rs 2	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



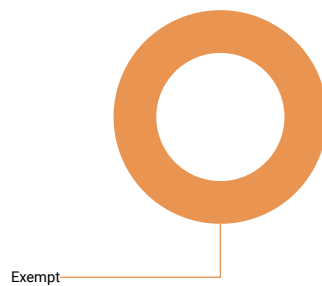
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	10.5
90th percentile	33
Mean	7
Median	1
Standard deviation	12

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



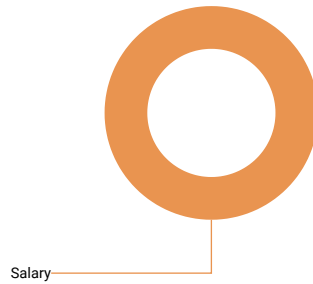
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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	7	42,300	64,362	75,732.8	76,700	85,280	69,393	75,733	11,400
Pay Range Maximum Salary	7	76,700	81,250	91,083.2	100,674	139,360	96,389	91,083	21,000
Actual Lowest Base Salary	7	67,000	70,000	76,735	77,355.2	80,000	74,970	76,735	4,000
Actual Average Base Salary	8	67,000	76,717.5	77,177.6	82,300	93,606	79,125	77,178	7,000
Actual Highest Base Salary	7	67,000	70,000	76,735	80,000	118,000	80,827	76,735	17,000
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.

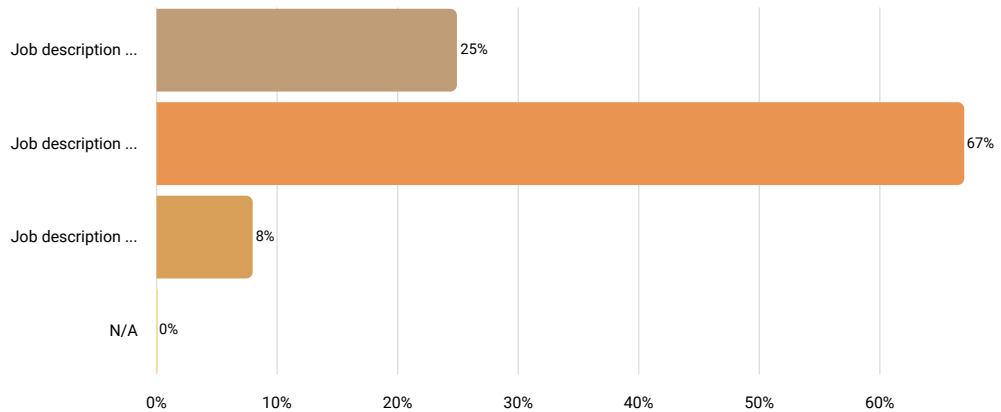
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	3
Job description matches the position at your company very well	67%	8
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Job Title (if different than above)

Answered 2 times

Skipped 10 times

Text input



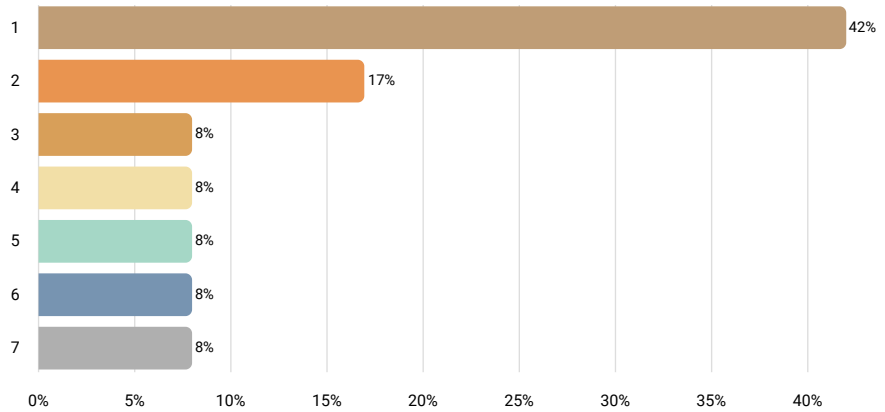
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



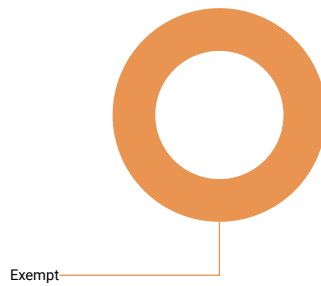
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4.5
90th percentile	6
Mean	3
Median	2
Standard deviation	2

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



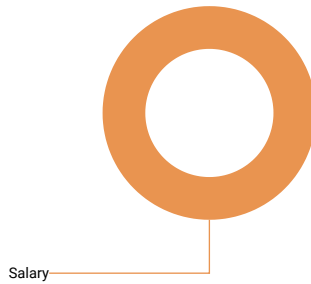
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

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	10	55,600	56,777	62,602.28	85,000	92,508	69,660	62,602	1
Pay Range Maximum Salary	10	91,000	95,717	104,305.015	118,600	144,230	110,089	104,305	2
Actual Lowest Base Salary	11	75,000	78,000	85,000	89,606.4	105,000	87,744	85,000	1
Actual Average Base Salary	11	78,000	79,994	86,843	98,658.56	113,833	91,400	86,843	1
Actual Highest Base Salary	11	78,000	79,994	90,000	109,990.4	120,000	95,093	90,000	1
Average Incentive or Other Cash Bonus (Annual)	5	800	8,000	9,100	11,383	12,162	8,289	9,100	1

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

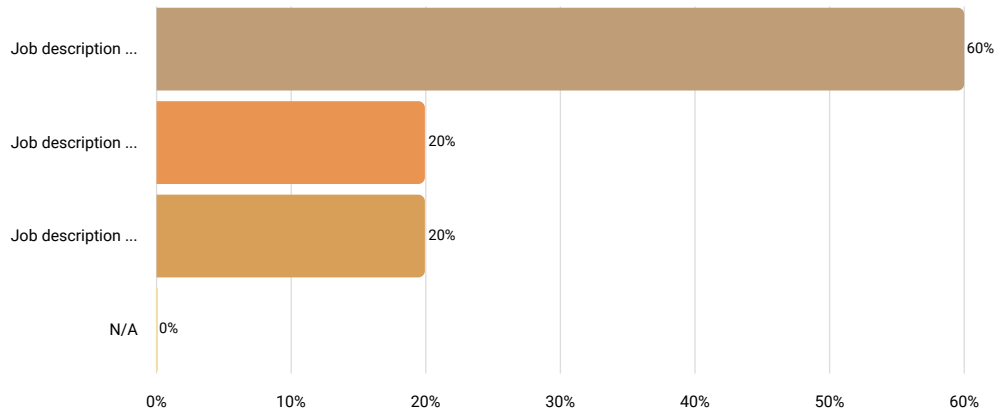
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	60%	6
Job description matches the position at your company very well	20%	2
Job description is perceptibly stronger than the position at your company	20%	2
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 4 times

Text input

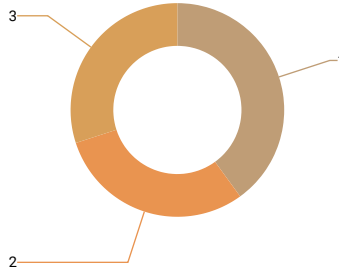
Results	
quality engineer i	1
quality engineer	1
quality control inspector - custodial	1
quality specialist a	1
quality engineer/quality specialist	1
quality engineer-rs 1	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



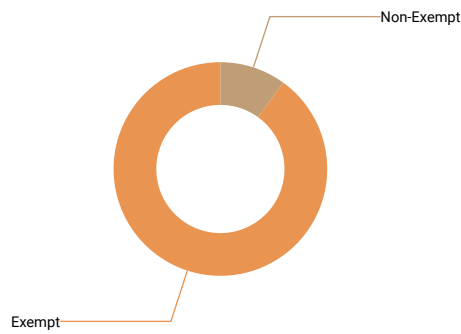
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2
Median	2
Standard deviation	1

FLSA Status

Answered 10 times

Skipped 0 times

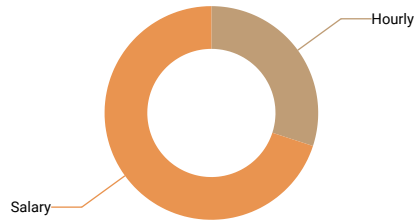
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate								
Actual Average Base Rate								
Actual Highest Base Rate								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary	7	33,475	45,000	53,244	62,800	102,000	58,074	53,244
Pay Range Maximum Salary	7	41,845	66,000	70,000	83,232	153,000	80,381	70,000
Actual Lowest Base Salary	6	45,926	55,000	59,650	62,800	102,000	64,171	59,650
Actual Average Base Salary	7	45,926	57,783	60,000	68,850	127,500	68,658	60,000
Actual Highest Base Salary	6	45,926	60,500	63,150	70,700	153,000	76,071	63,150
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

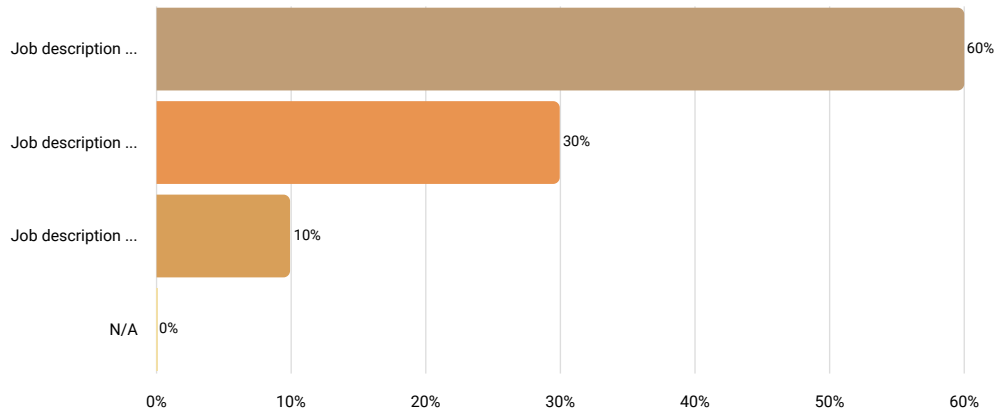
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	60%	6
Job description matches the position at your company very well	30%	3
Job description is perceptibly stronger than the position at your company	10%	1
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

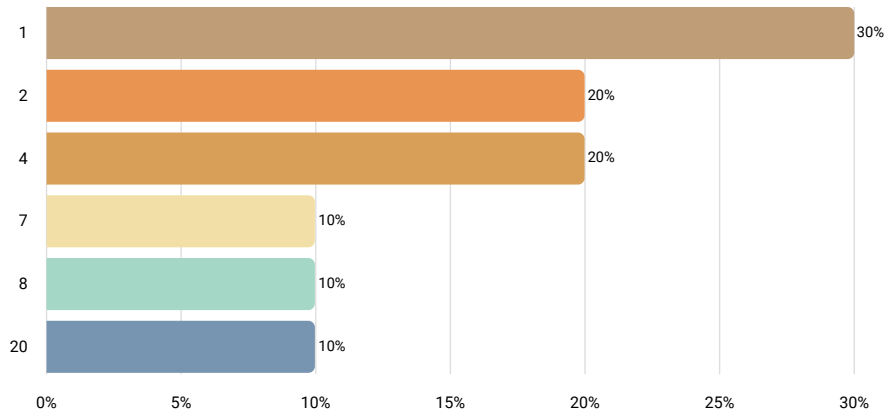
Results	
quality engineer ii	1
quality specialist b	1
engineer, quality	1
quality engineer/specialist	1
quality engineer-rs 2	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



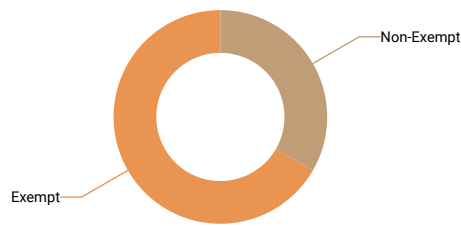
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	7
90th percentile	14
Mean	5
Median	3
Standard deviation	6

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



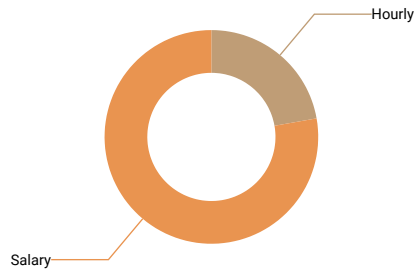
Results	%	N
Non-Exempt	30%	3
Exempt	60%	6

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	2
Salary	70%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	6	45,000	60,000	63,581	67,828.8	76,960	62,825	63,581	1
Pay Range Maximum Salary	6	78,589	80,000	81,610.4	100,674	128,960	91,907	81,610	1
Actual Lowest Base Salary	7	62,800	67,558.4	70,000	72,072	81,500	70,569	70,000	5
Actual Average Base Salary	7	68,850	70,000	73,072	87,200	102,845.6	78,281	73,072	1:
Actual Highest Base Salary	7	70,000	70,700	77,868	98,000	137,716.8	86,313	77,868	2:
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

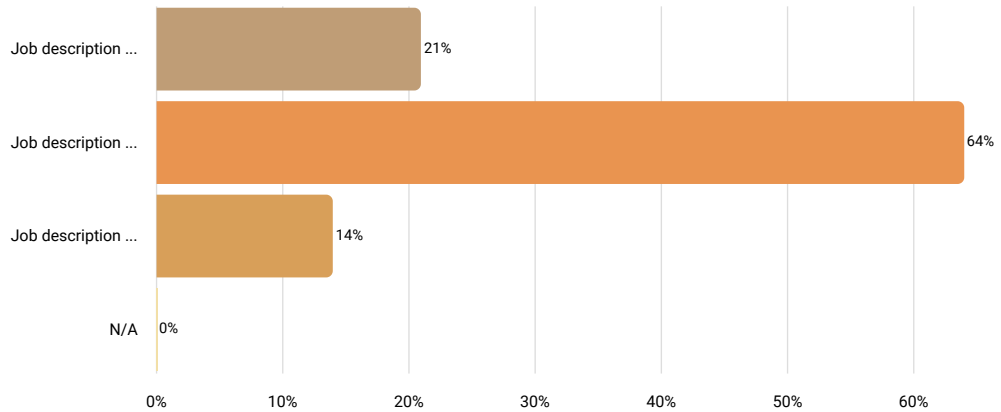
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 8 times

Text input

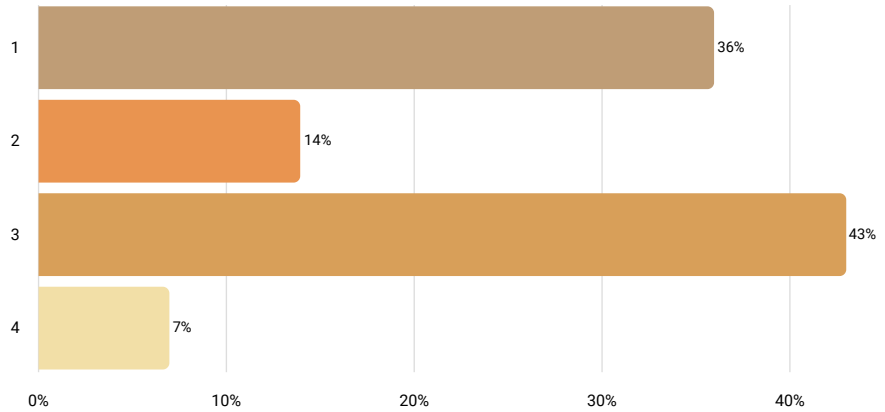
Results		
qfe		1
quality assurance analyst		1
quality engineering specialist		1
quality engineer ii		1
quality specialist/engineer		1
quality engineer-rs 3		1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



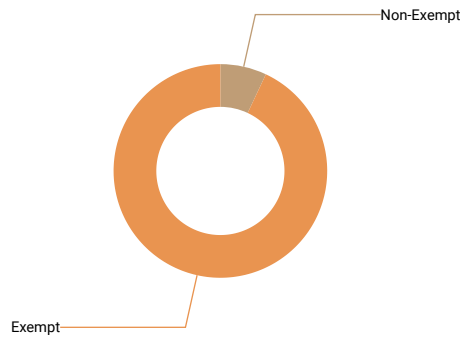
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	3
90th percentile	3
Mean	2
Median	3
Standard deviation	1

FLSA Status

Answered 14 times

Skipped 0 times

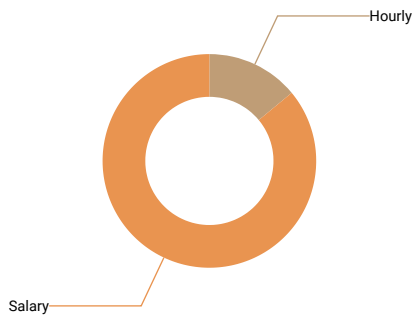
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	14%	2
Salary	86%	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.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary	9	45,000	62,800	69,000	70,000	81,857	67,315	69,000
Pay Range Maximum Salary	9	75,000	80,000	89,000	110,747.3	123,318	93,714	89,000
Actual Lowest Base Salary	12	62,800	69,500	79,590.585	86,502.4	88,775	77,163	79,591
Actual Average Base Salary	12	68,850	77,812.5	80,800	91,168.4	92,500	81,918	80,800
Actual Highest Base Salary	12	70,700	78,462.5	84,750	93,403.775	100,000	85,001	84,750
Average Incentive or Other Cash Bonus (Annual)								

6.4.28 Quality Engineer - Level 4

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

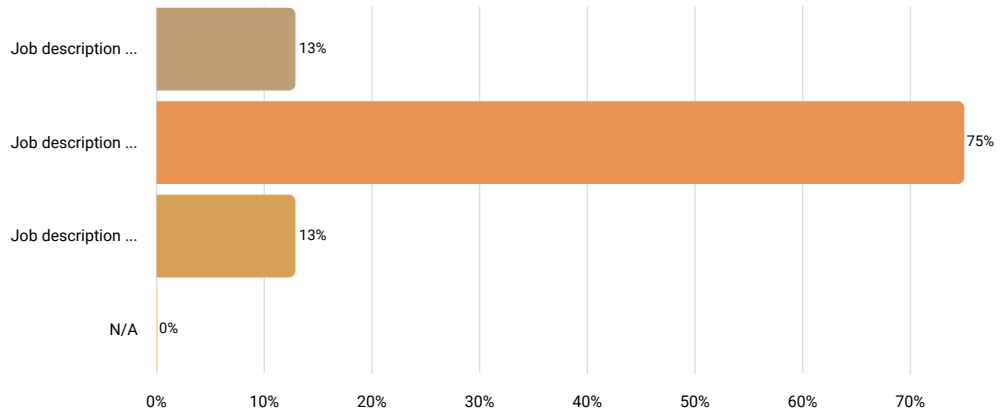
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 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	13%	1
N/A	0%	0

Job Title (if different than above)

Answered 2 times

Skipped 6 times

Text input



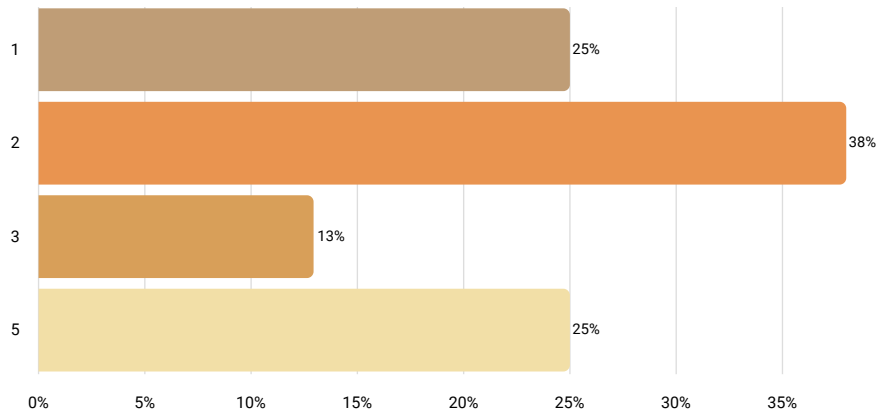
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



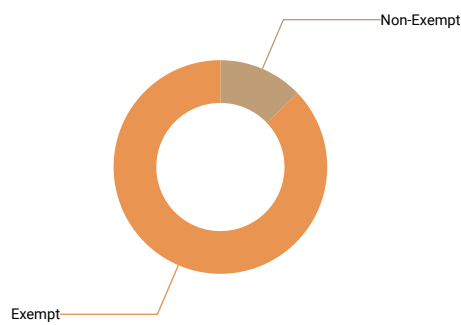
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2
75th percentile	4
90th percentile	5
Mean	3
Median	2
Standard deviation	2

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



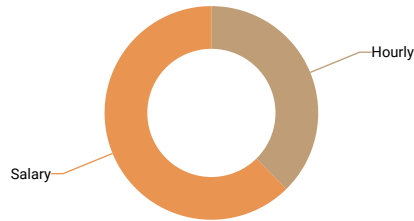
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	66,975	96,000	106,680	112,500	122,661.27	100,963	106,680	2
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.4.37 Software Engineer - Level 1

Job description

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

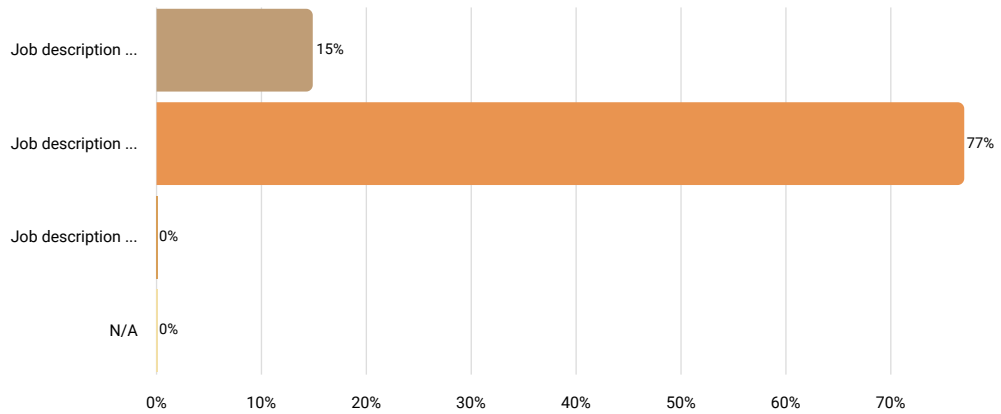
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 8 times

Text input

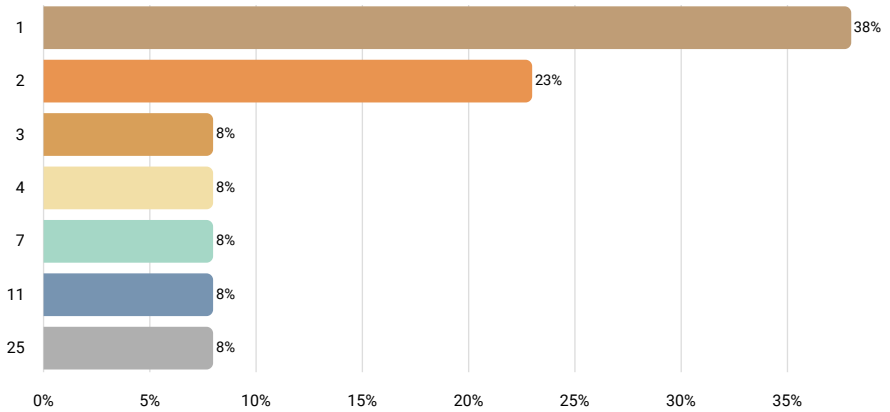
Results	
research engineer i	1
scientist, entry level	1
engineer i	1
jr. software engineer	1
software engineer i	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



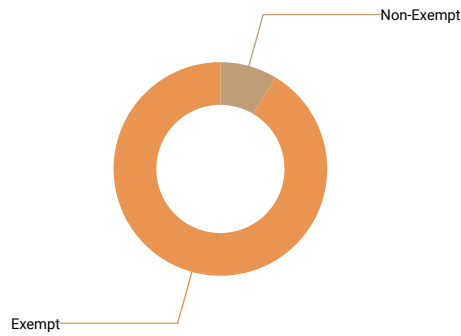
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	11
Mean	5
Median	2
Standard deviation	7

FLSA Status

Answered 13 times

Skipped 0 times

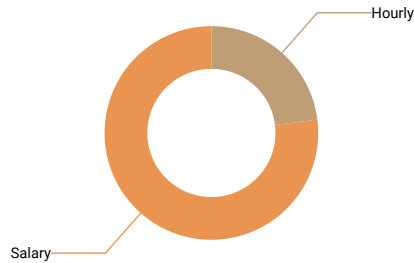
Select one answer (radio button)



Results	%	N
Non-Exempt	8%	1
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	23%	3
Salary	77%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	43,700	46,800	50,652	57,512	70,000	53,219	50,652	
Pay Range Maximum Salary	6	60,000	67,600	84,439	101,530	118,600	86,101	84,439	2
Actual Lowest Base Salary	9	51,304	61,652.13	65,686.4	70,000	105,019.2	69,229	65,686	1
Actual Average Base Salary	9	55,897	70,194	72,541.48	85,000	105,019.2	77,153	72,541	1
Actual Highest Base Salary	9	60,491	75,049.7	78,041	95,000	105,019.2	82,948	78,041	1
Average Incentive or Other Cash Bonus (Annual)									

6.4.38 Software Engineer - Level 2

Job description

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

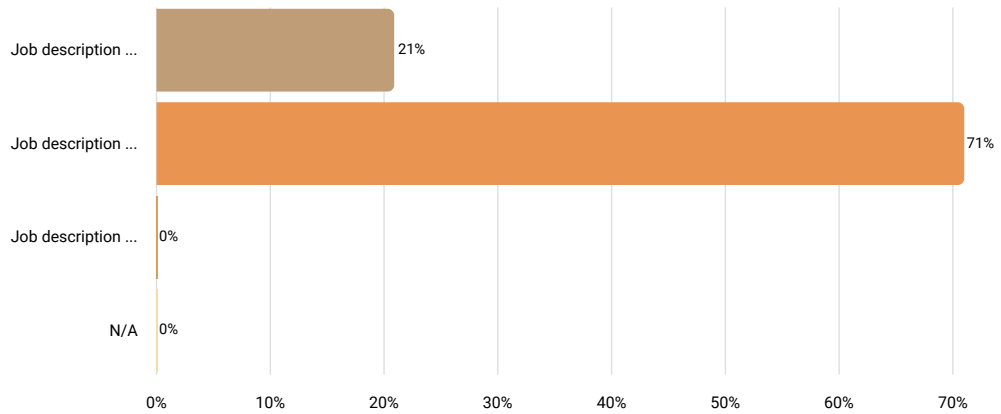
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 9 times

Text input

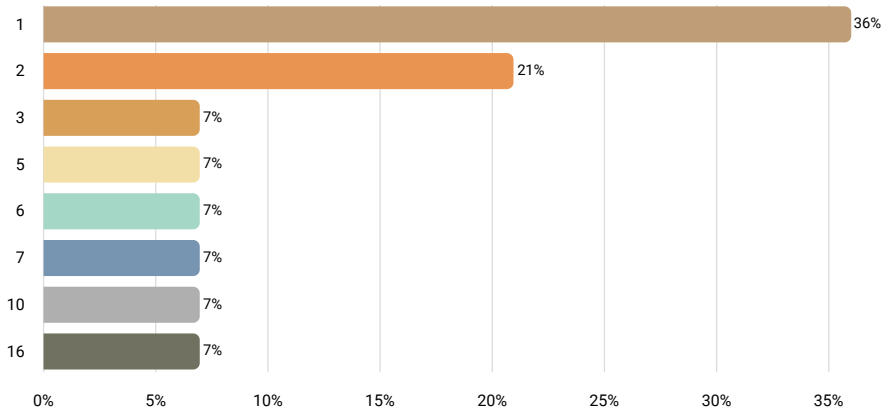
Results	
research engineer ii	1
test engineer ii	1
scientist, mid level	1
software engineer i	1
software engineer ii; database developer ii	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



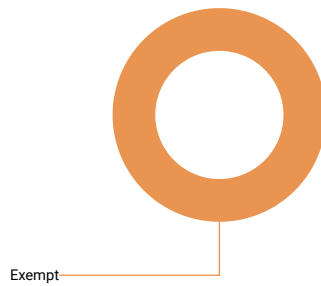
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	10
Mean	4
Median	2
Standard deviation	4

FLSA Status

Answered 14 times

Skipped 0 times

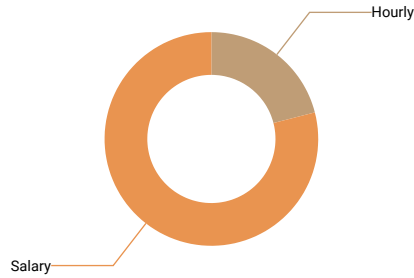
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	21%	3
Salary	79%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	55,000	56,200	64,775.5	70,532.8	81,224	65,418	64,776	
Pay Range Maximum Salary	6	65,000	85,363.2	91,605.5	118,600	134,654	97,805	91,606	2
Actual Lowest Base Salary	10	71,179.7	73,934	79,551.2	81,369	84,630	78,529	79,551	
Actual Average Base Salary	10	74,560.5	80,059.2	82,113.285	85,548	89,411.67	82,315	82,113	
Actual Highest Base Salary	10	76,967	80,995.2	84,776	93,558	101,607.7	87,173	84,776	
Average Incentive or Other Cash Bonus (Annual)									

6.4.39 Software Engineer - Level 3

Job description

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

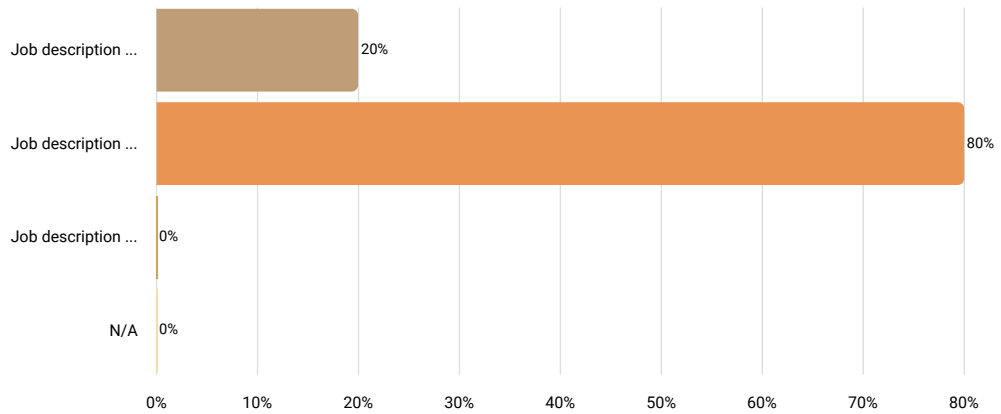
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 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 6 times

Skipped 9 times

Text input

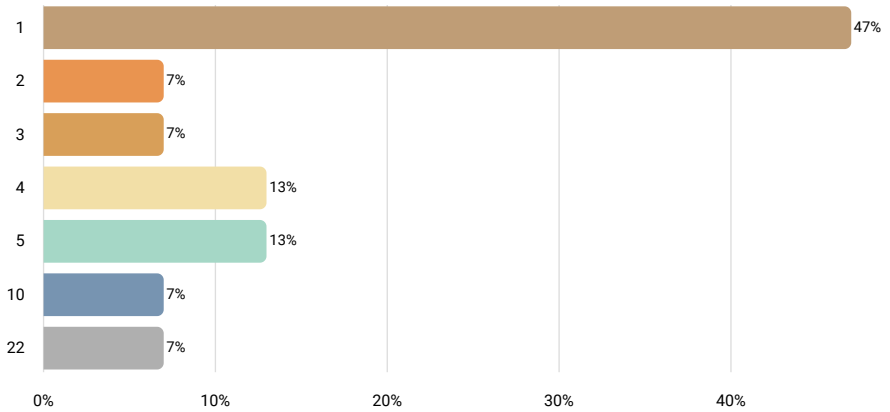
Results	
senior software engineer	2
automation/ndi engineer	1
research engineer iv	1
scientist, senior	1
member technical staff	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



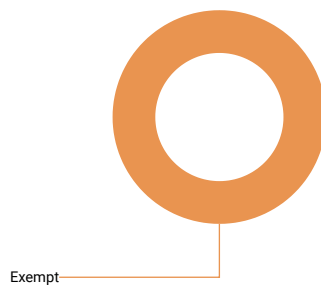
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	10
Mean	4
Median	2
Standard deviation	6

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



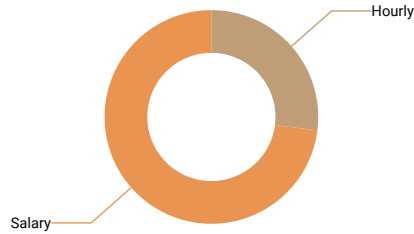
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	4
Salary	73%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	56,200	60,000	82,941	107,723	115,000	85,938	82,941	
Pay Range Maximum Salary	7	65,000	108,707	140,300	164,300	173,316	130,860	140,300	
Actual Lowest Base Salary	10	74,740.9	89,876	98,675	115,000	119,812	98,839	98,675	
Actual Average Base Salary	10	91,239	100,848	113,557.255	122,000	128,910.32	111,013	113,557	
Actual Highest Base Salary	10	96,768.5	107,016	128,412.8	139,556	150,346	125,165	128,413	
Average Incentive or Other Cash Bonus (Annual)									

6.4.40 Software Engineer - Level 4

Job description

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

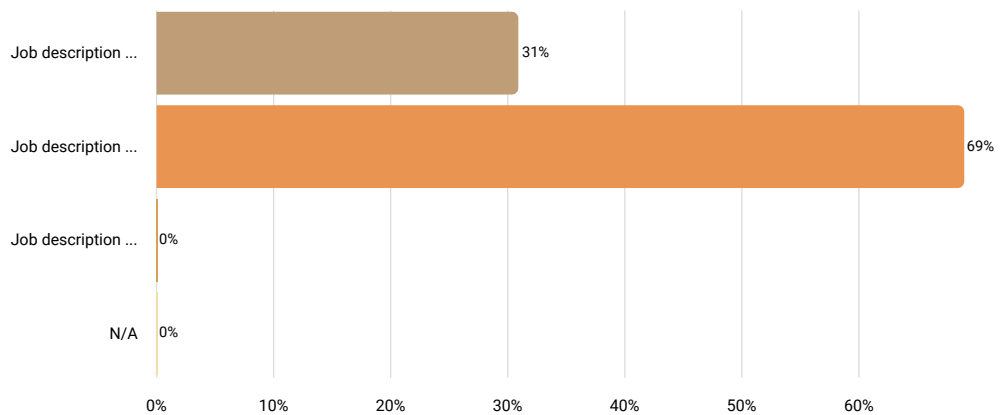
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	31%	4
Job description matches the position at your company very well	69%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 8 times

Text input

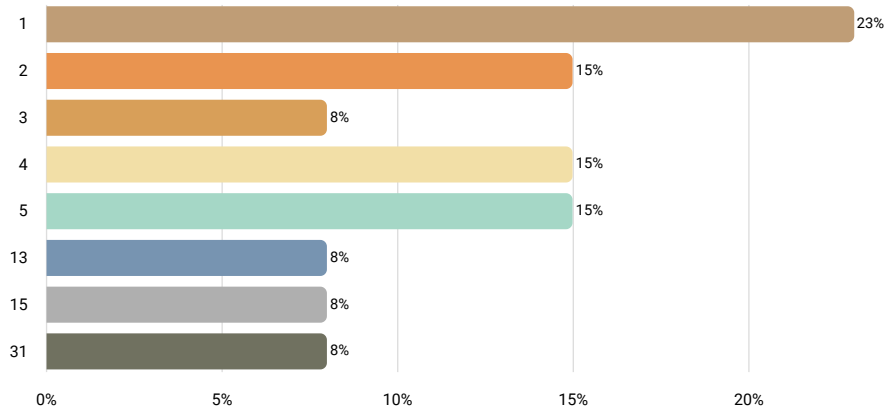
Results	
research engineer vi	1
scientist, principal	1
principal software engineer	1
advanced senior software engineer	1
member senior technical staff	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



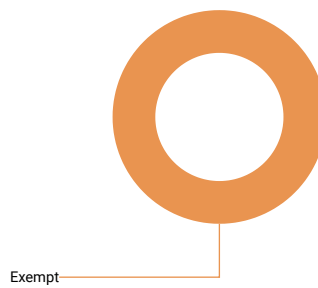
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	5
90th percentile	15
Mean	7
Median	4
Standard deviation	9

FLSA Status

Answered 13 times

Skipped 0 times

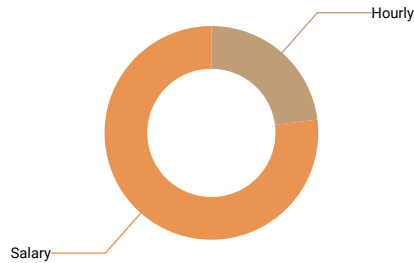
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	23%	3
Salary	77%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	80,000	80,000	104,000	138,652	152,543	111,999	104,000	
Pay Range Maximum Salary	7	105,000	130,000	140,000	204,256	205,899	154,208	140,000	
Actual Lowest Base Salary	10	89,002.4	95,000	128,000	148,865	153,226.3	121,788	128,000	
Actual Average Base Salary	10	97,981	105,500	131,076	154,437.43	156,200.7	130,774	131,076	
Actual Highest Base Salary	10	104,460.5	121,000	143,637	164,320	169,609.825	140,666	143,637	
Average Incentive or Other Cash Bonus (Annual)									

6.4.41 Software Engineer - Level 5

Job description

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

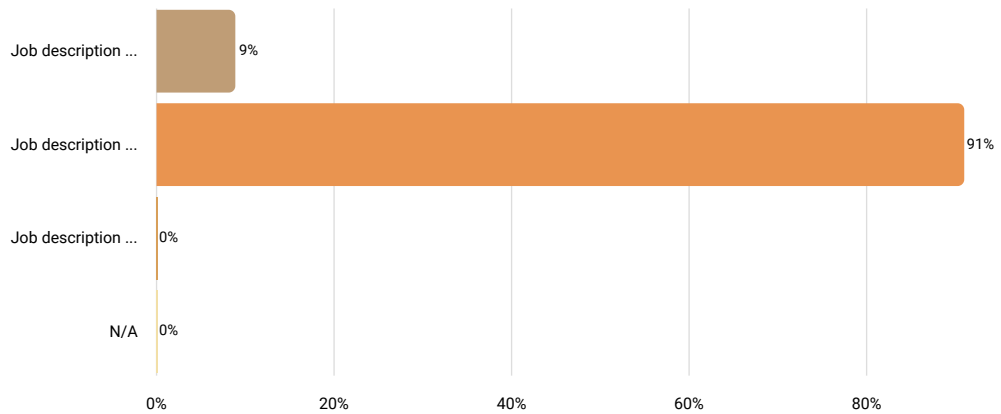
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 4 times

Skipped 7 times

Text input



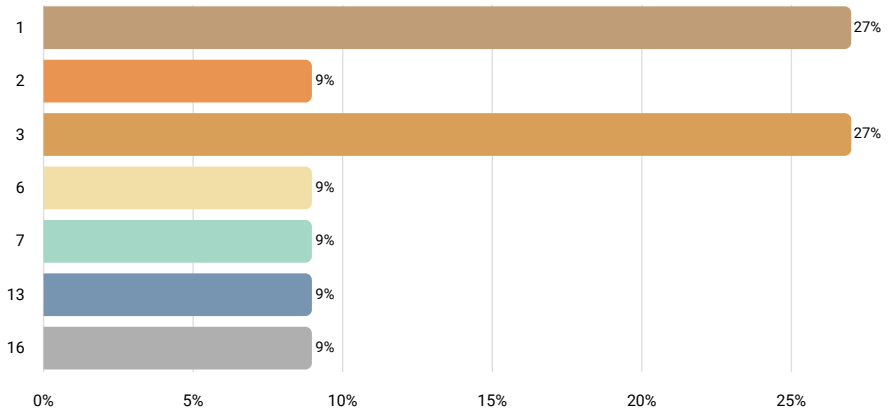
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



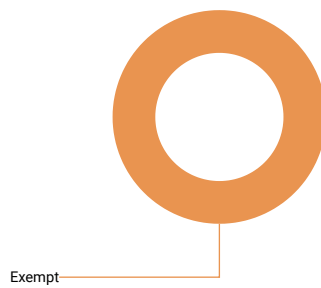
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	7
90th percentile	13
Mean	5
Median	3
Standard deviation	5

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



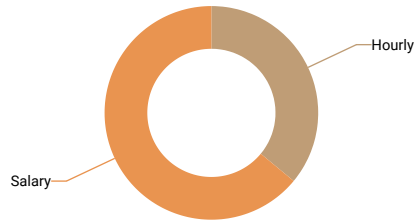
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	4
Salary	64%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	120,000	122,532.8	128,154	157,601	180,500	138,101	128,154	22,000
Actual Average Base Salary	7	120,000	127,919	142,680	168,771	180,500	147,220	142,680	22,000
Actual Highest Base Salary	7	120,000	127,919	158,203	173,513	180,500	155,007	158,203	22,000
Average Incentive or Other Cash Bonus (Annual)									

6.4.43 System Design Engineer - Level 1

Job description

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

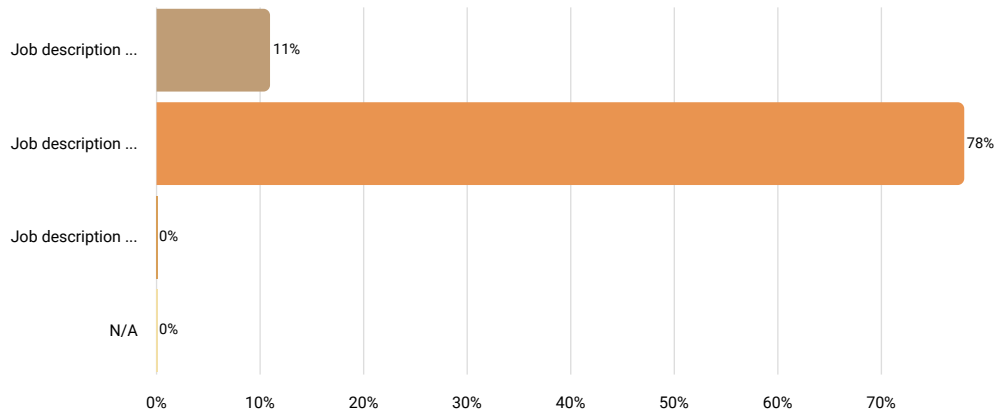
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 3 times

Text input

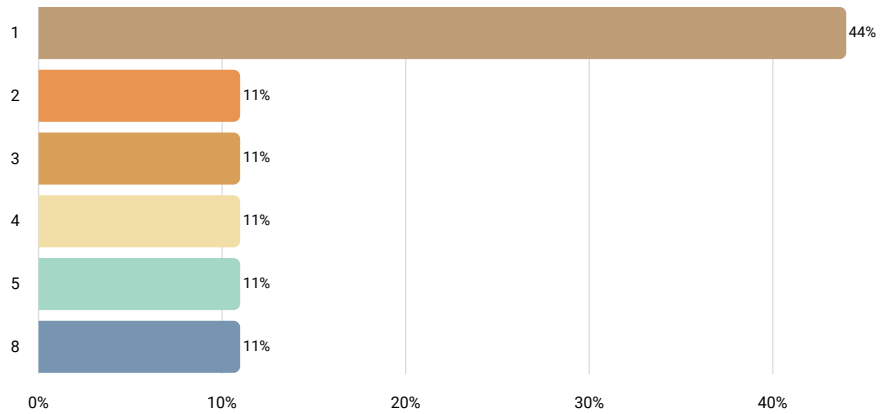
Results	
engineer, entry level	1
scientist/tech staff i, scientist/tech staff ii	1
design engineer	1
systems engineer professional	1
entry level systems engineer	1
jr systems enginee	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



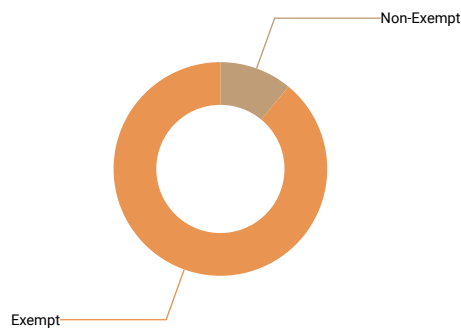
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	8
Mean	3
Median	2
Standard deviation	2

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



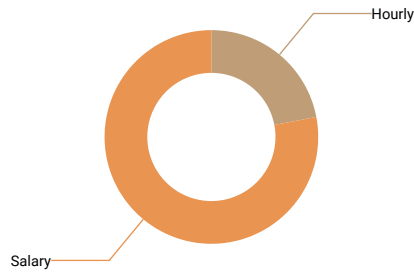
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	53,084.33	62,000	68,515.2	75,566	79,000	67,372	68,515	8
Actual Average Base Salary	7	53,084.33	64,250	68,264	79,000	79,206	68,773	68,264	8
Actual Highest Base Salary	7	53,084.33	70,000	76,752	85,009	88,700	74,651	76,752	1
Average Incentive or Other Cash Bonus (Annual)									

6.4.44 System Design Engineer - Level 2

Job description

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

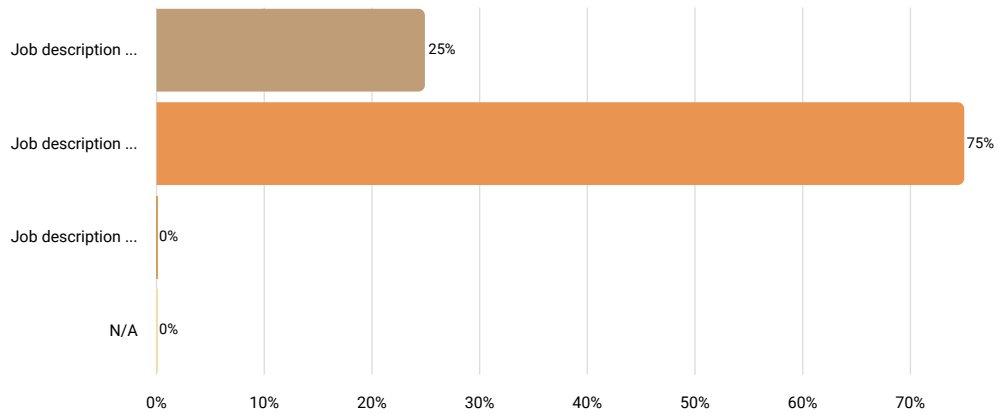
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



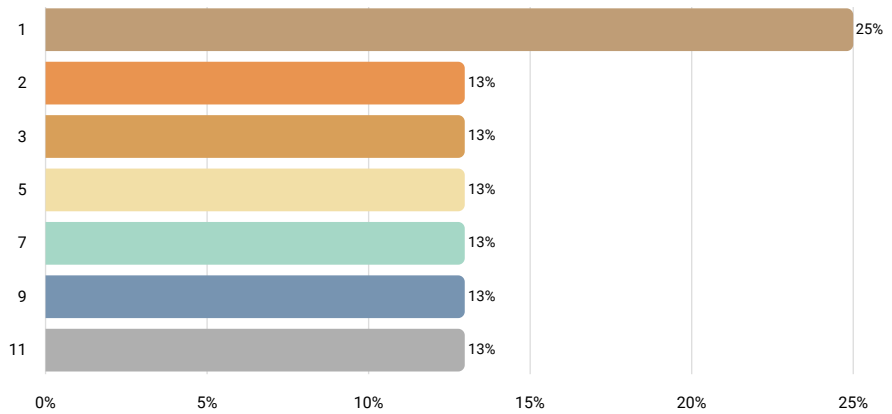
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



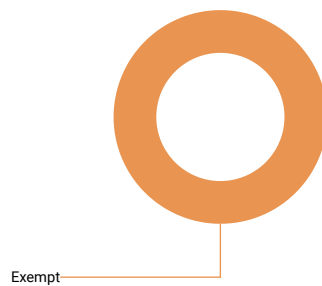
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	4
75th percentile	8
90th percentile	11
Mean	5
Median	4
Standard deviation	4

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



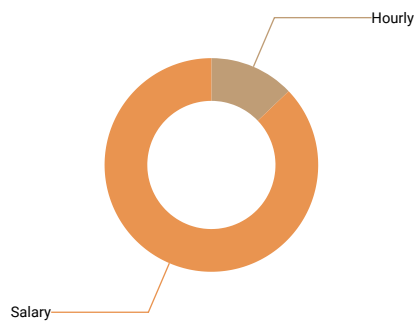
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

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

6.4.45 System Design Engineer - Level 3

Job description

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

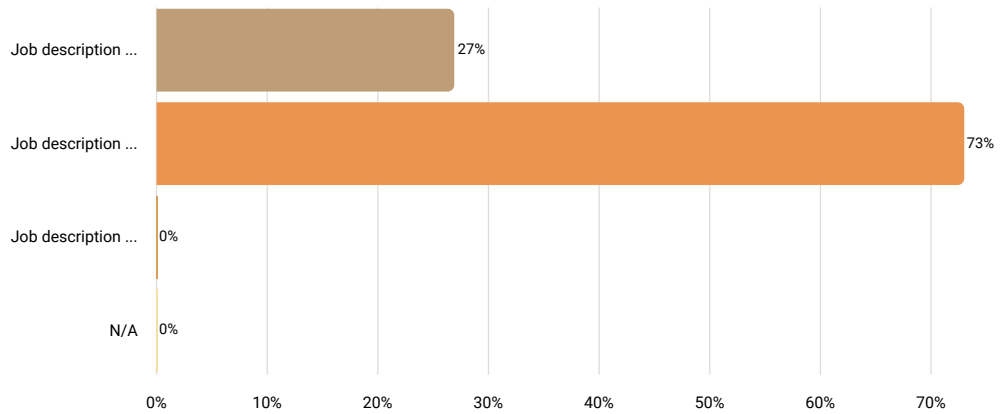
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

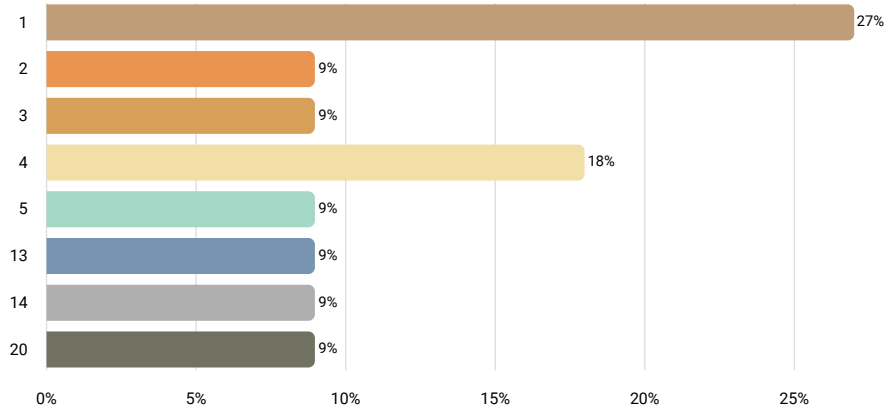
Results	
systems engineer	1
engineer, senior	1
scientist/tech staff iv	1
design engineer	1
senior system engineer	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



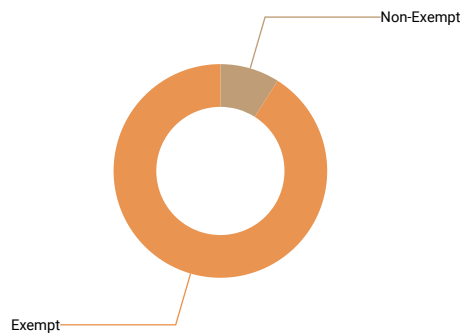
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	13
90th percentile	14
Mean	6
Median	4
Standard deviation	6

FLSA Status

Answered 11 times

Skipped 0 times

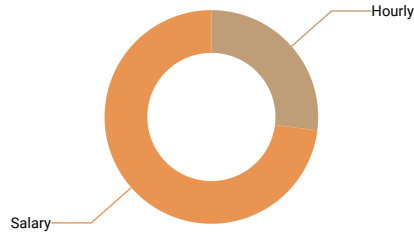
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	56,200	72,900	86,500	98,256.2	101,774	83,688	86,500	11,111
Pay Range Maximum Salary	6	85,000	98,256.2	118,812.5	155,000	162,422	123,051	118,813	33,333
Actual Lowest Base Salary	8	70,000	85,500	99,129.6	111,727.31	116,292	97,376	99,130	11,111
Actual Average Base Salary	8	85,000	93,979.6	99,601	123,199.5	133,030.4	106,449	99,601	11,111
Actual Highest Base Salary	8	85,000	99,129.6	114,500	129,159.94	150,176	115,094	114,500	22,222
Average Incentive or Other Cash Bonus (Annual)									

6.4.46 System Design Engineer - Level 4

Job description

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

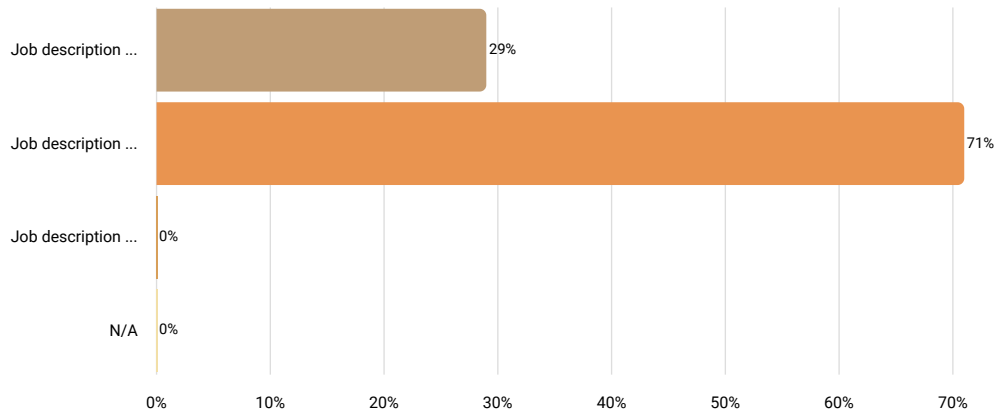
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 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 7 times

Skipped 7 times

Text input

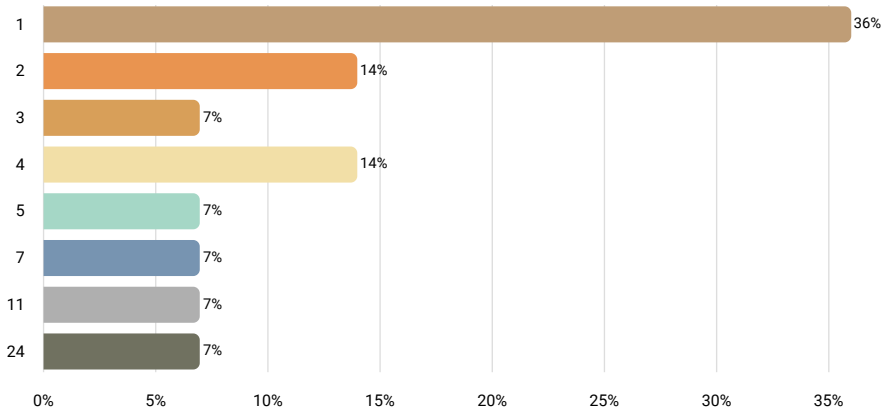
Results	
principal systems engineer	2
senior systems engineer	1
enterprise infrastructure architect iv	1
engineer, principal	1
scientist/tech staff v	1
systems engineer	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



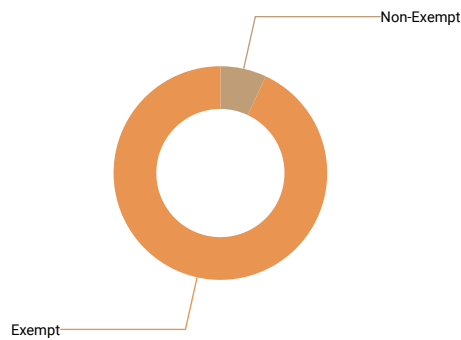
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	5
90th percentile	11
Mean	5
Median	3
Standard deviation	6

FLSA Status

Answered 14 times

Skipped 0 times

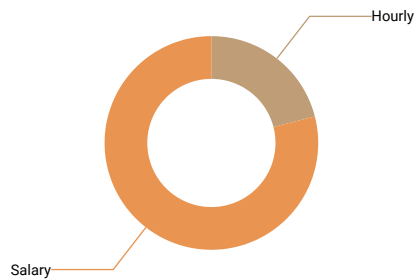
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	21%	3
Salary	79%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	90,000	100,000	116,000	129,937	155,923	118,711	116,000	15,000
Pay Range Maximum Salary	7	120,000	151,000	155,923	180,000	195,844	159,020	155,923	20,000
Actual Lowest Base Salary	11	97,066.3	108,027	132,818.4	150,334.94	155,923	129,557	132,818	18,000
Actual Average Base Salary	11	118,700	123,285	136,968	153,483	155,923	138,075	136,968	18,000
Actual Highest Base Salary	11	130,000	130,146	152,150.57	159,016	161,283	146,358	152,151	18,000
Average Incentive or Other Cash Bonus (Annual)									

6.4.47 System Design Engineer - Level 5

Job description

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

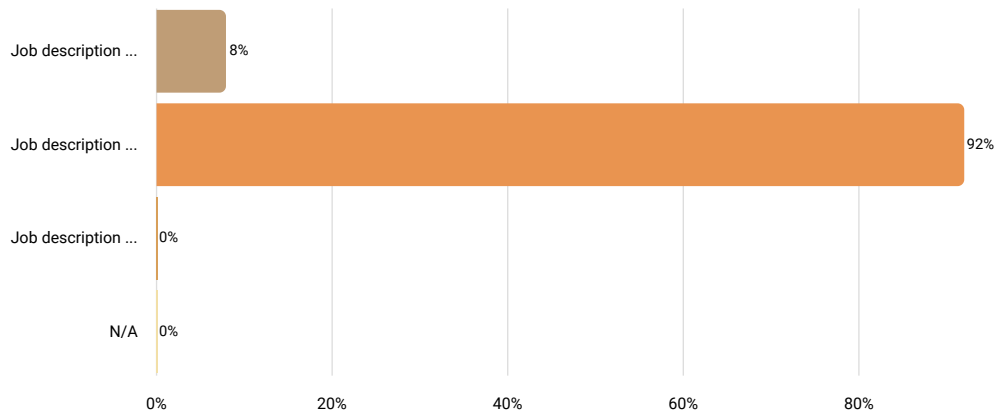
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

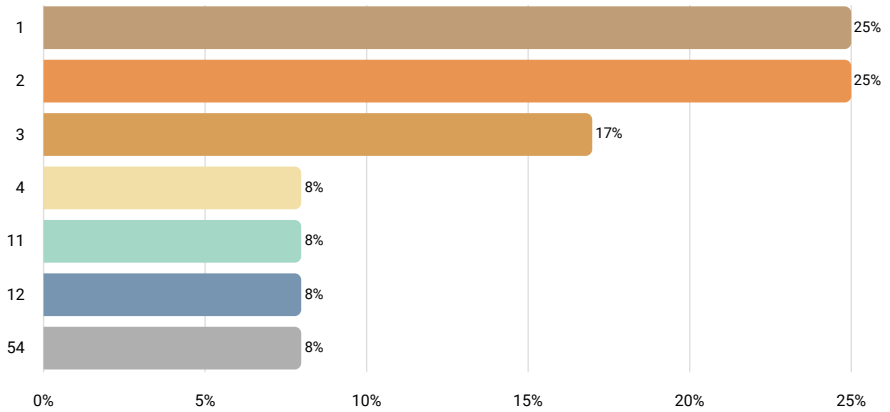
Results		
engineer, sme	1	
scientist/tech staff vi	1	
senior systems engineer	1	
principal systems engineer	1	
systems engineer	1	

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



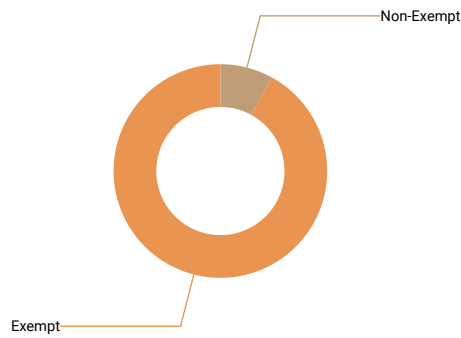
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2.5
75th percentile	7.5
90th percentile	12
Mean	8
Median	3
Standard deviation	15

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



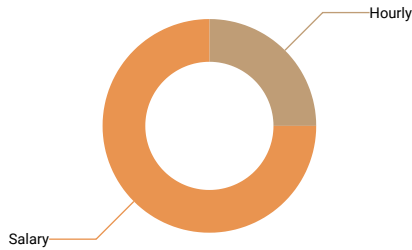
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	50,000	104,000	113,600	130,000	156,707	110,861	113,600	3
Pay Range Maximum Salary	5	150,000	172,000	204,500	228,800	270,400	205,140	204,500	4
Actual Lowest Base Salary	9	99,840	111,280	116,000	134,270	181,771	127,995	116,000	2
Actual Average Base Salary	9	99,840	136,214	141,900	164,743	192,233	144,997	141,900	2
Actual Highest Base Salary	9	99,840	150,095	161,500	171,000	219,960	161,793	161,500	3
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.

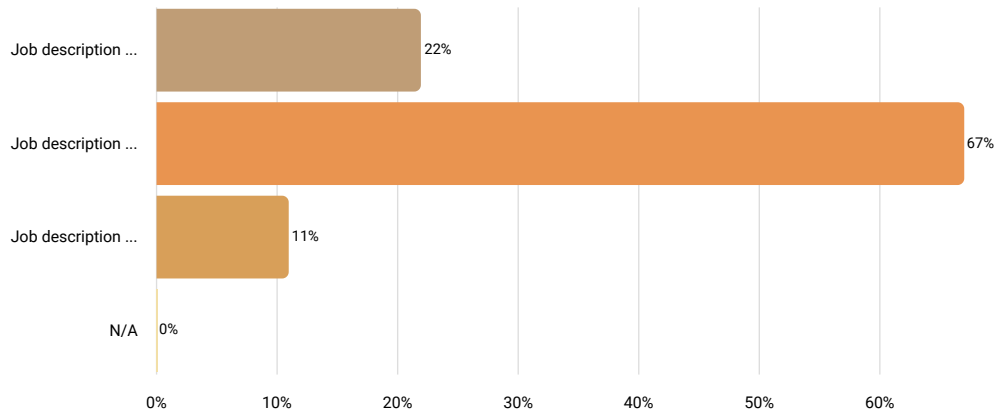
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		67%	6
Job description is perceptibly stronger than the position at your company		11%	1
N/A		0%	0

Job Title (if different than above)

Answered 5 times

Skipped 4 times

Text input

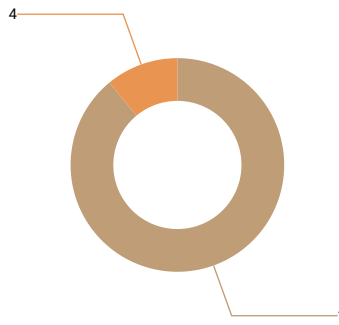
Results		
senior project manager		1
project scheduler		1
project engineer		1
project coordinator		1
engineer, project sr		1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



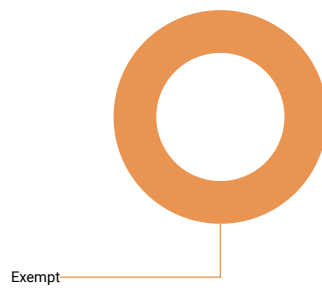
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



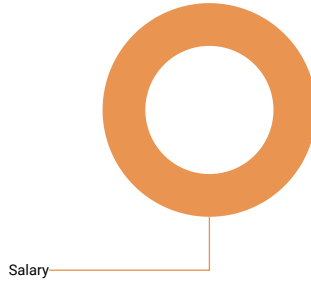
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

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	7	45,000	60,000	82,280	100,610	104,000	81,699	82,280	2
Pay Range Maximum Salary	7	75,000	110,000	111,320	150,900	164,300	124,503	111,320	3
Actual Lowest Base Salary	7	56,244	75,000	100,000	120,100	131,192	96,760	100,000	2
Actual Average Base Salary	8	56,244	84,586	105,000	115,977.43	131,192	99,820	105,000	2
Actual Highest Base Salary	8	56,244	87,500	107,707.2	115,977.43	131,192	101,226	107,707	2
Average Incentive or Other Cash Bonus (Annual)	5	500	5,000	10,000	18,800	21,800	11,220	10,000	5

6.4.56 Chemical Engineer

Job description

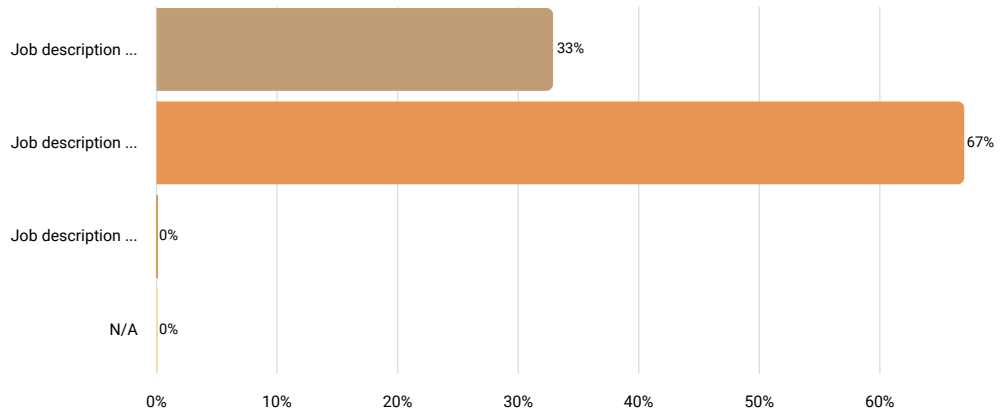
Design chemical plant equipment and devise processes for manufacturing chemicals and products by applying principles and technology of chemistry, p engineering.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times

Skipped 4 times

Text input



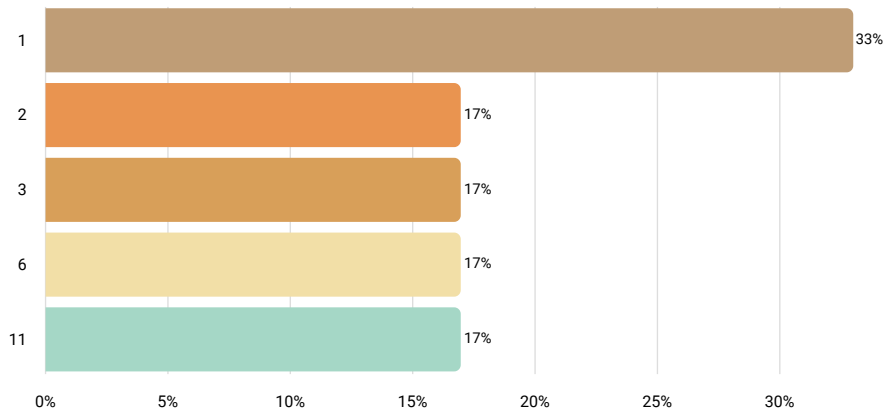
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



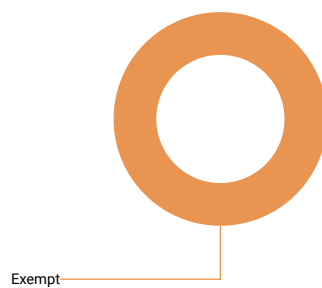
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	6
90th percentile	11
Mean	4
Median	3
Standard deviation	4

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



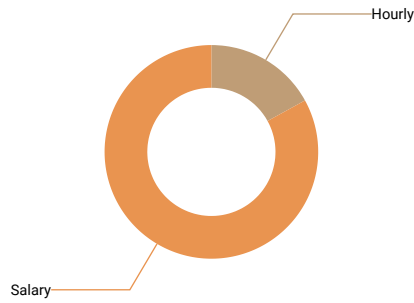
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	87,500	87,775	90,000	99,000	119,400	96,735	90,000	1
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.4.57 Safety Engineer

Job description

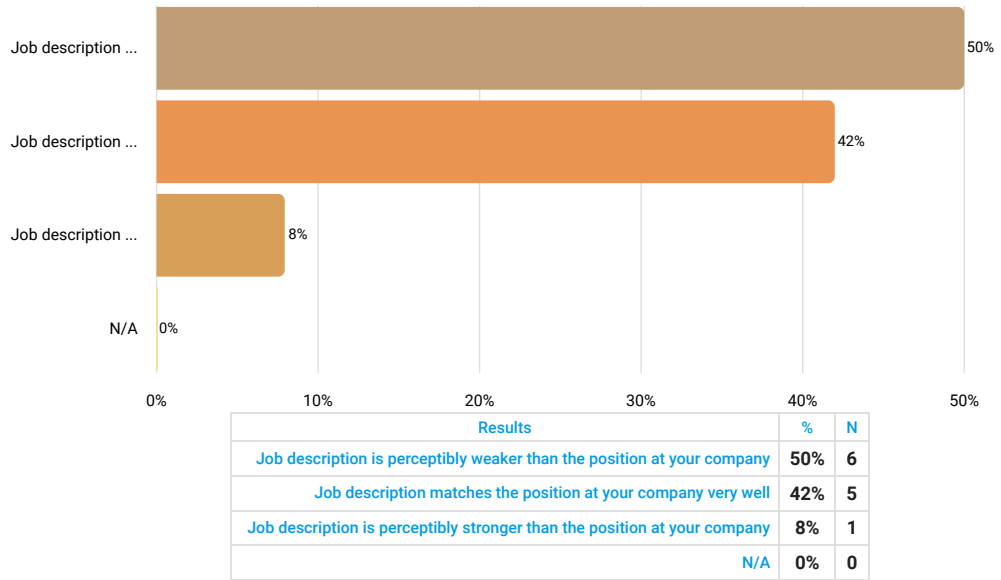
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety law

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 7 times

Skipped 5 times

Text input

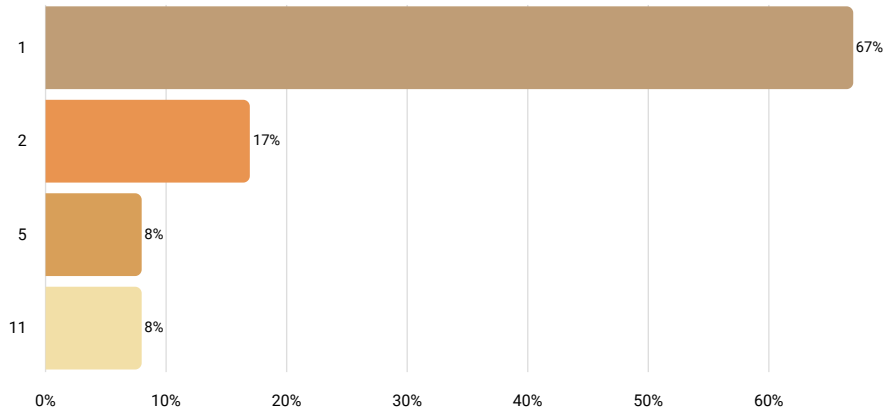
Results	
this position is a cross between safety engineer and environmental engineer.	1
essh specialist	1
safety coordinator	1
psm safety engineer	1
safety specialist	1
member senior technical staff	1
subject matter expert	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



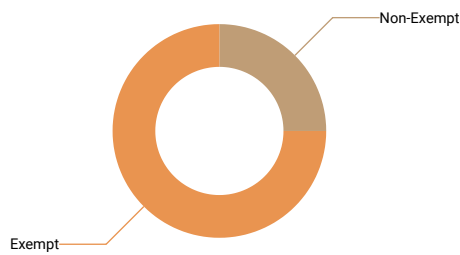
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	3

FLSA Status

Answered 12 times

Skipped 0 times

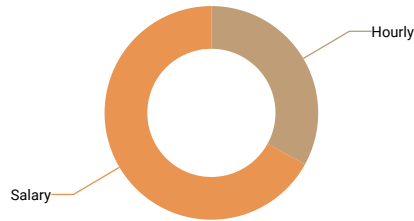
Select one answer (radio button)



Results	%	N
Non-Exempt	25%	3
Exempt	75%	9

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	33%	4
Salary	67%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate								
Actual Average Base Rate								
Actual Highest Base Rate								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary	7	42,300	45,000	66,273	85,280	150,000	74,122	66,273
Pay Range Maximum Salary	7	70,000	80,000	121,400	139,360	195,000	117,704	121,400
Actual Lowest Base Salary	8	60,000	66,500	81,000	109,797.875	184,000	94,824	81,000
Actual Average Base Salary	8	63,000	66,500	89,100	109,797.875	184,000	97,224	89,100
Actual Highest Base Salary	8	65,000	67,000	101,000	117,297.875	184,000	102,449	101,000
Average Incentive or Other Cash Bonus (Annual)	5	4,000	5,200	6,656	7,000	10,100	6,591	6,656

6.4.61 Materials Engineer

Job description

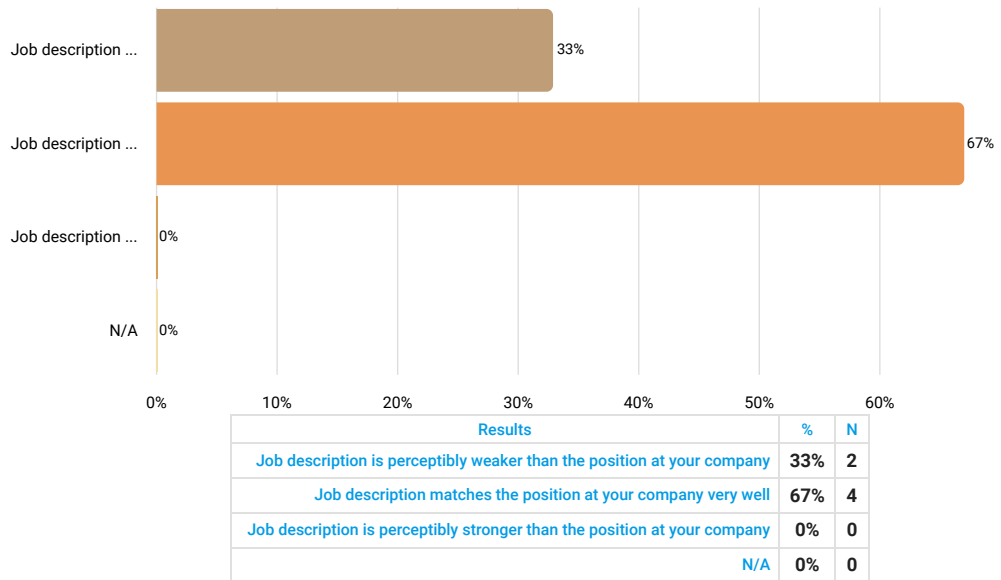
Develop composite materials or study the atomic structure of materials in order to discover new applications for their mechanical, electrical, or chemical

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 4 times

Skipped 2 times

Text input



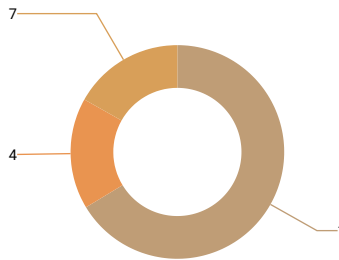
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



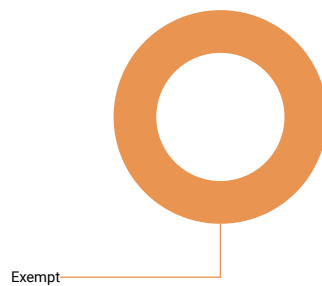
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	7
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



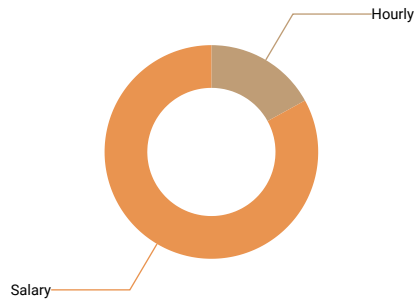
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	47,300	50,000	60,000	70,210	102,000	65,902	60,000	2
Pay Range Maximum Salary	5	85,000	114,897.65	148,400	150,000	153,000	130,260	148,400	2
Actual Lowest Base Salary	5	57,120	78,000	85,000	94,161	102,000	83,256	85,000	1
Actual Average Base Salary	5	57,120	94,161	97,500	100,600	127,500	95,376	97,500	2
Actual Highest Base Salary	5	57,120	94,161	110,000	122,000	153,000	107,256	110,000	3
Average Incentive or Other Cash Bonus (Annual)									

6.4.64 Technical Support Engineer

Job description

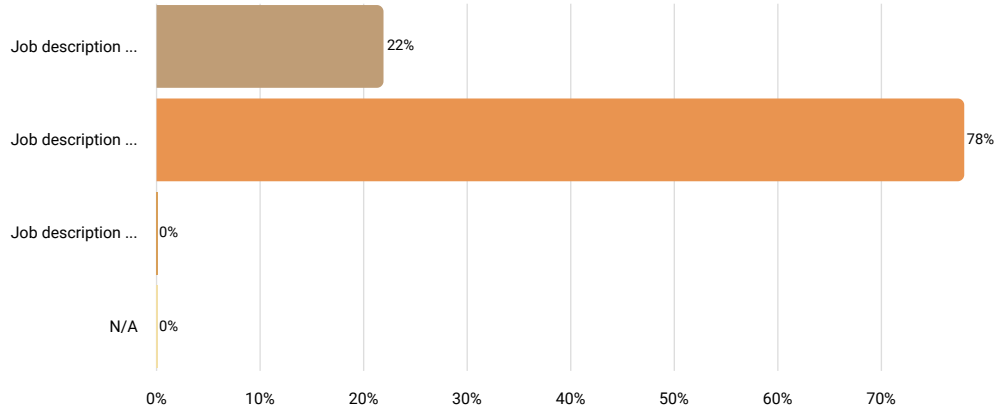
Diagnose and troubleshoot software and hardware problems and help customers install applications and programs. Resolve network issues, configure of systems, and use remote desktop connections to provide immediate support.

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

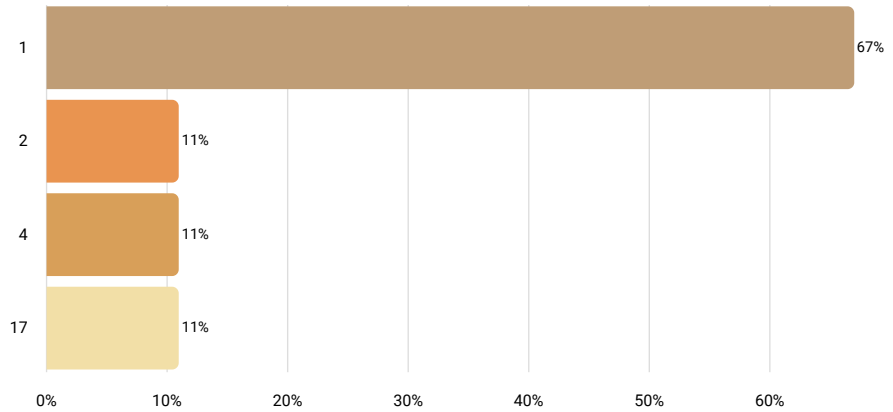
Results	
it admin	1
it support specialist	1
business systems analyst iii	1
it specialist a	1
it support staff	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



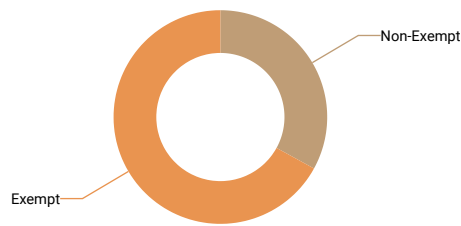
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	17
Mean	3
Median	1
Standard deviation	5

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



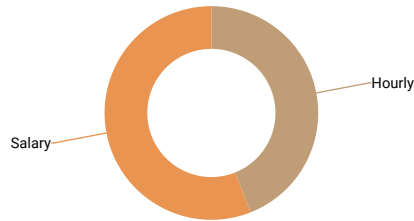
Results	%	N
Non-Exempt	33%	3
Exempt	67%	6

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	4
Salary	56%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate								
Actual Average Base Rate								
Actual Highest Base Rate								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	5	53,000	53,303.64	62,224.7	95,825.6	106,389	74,149	62,225
Actual Average Base Salary	5	53,303.64	58,000	81,258	95,825.6	115,898	80,857	81,258
Actual Highest Base Salary	5	53,303.64	63,000	95,825.6	113,279.59	120,222	89,126	95,826
Average Incentive or Other Cash Bonus (Annual)								

6.4.66 Machine/CNC Programmer

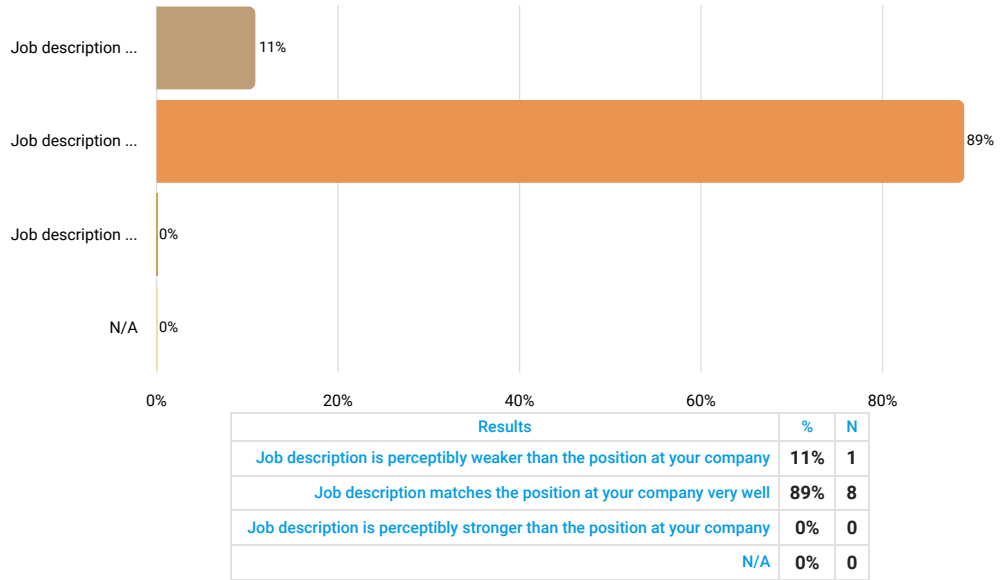
Job description Program computer-controlled machines or robots to perform one or more machine functions.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times

Skipped 6 times

Text input



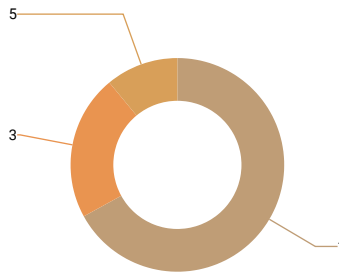
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



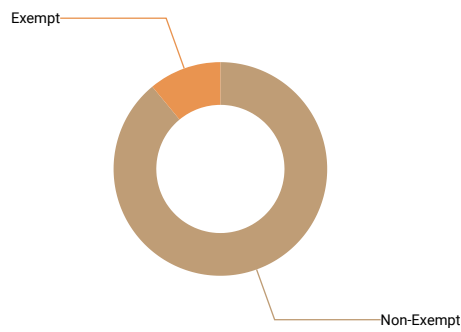
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



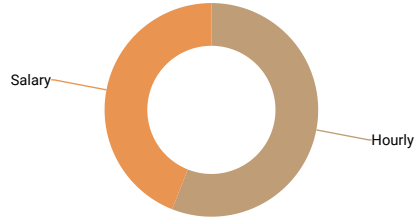
Results	%	N
Non-Exempt	89%	8
Exempt	11%	1

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	19	24.8	25.25	30.3	40.98	28	25
Actual Average Base Rate	5	19.67	24.8	30.3	34.51	40.98	30	30
Actual Highest Base Rate	5	22.5	24.8	30.3	40.98	42	32	30
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)								

6.4.67 System Administrator or Network Analyst

Job description

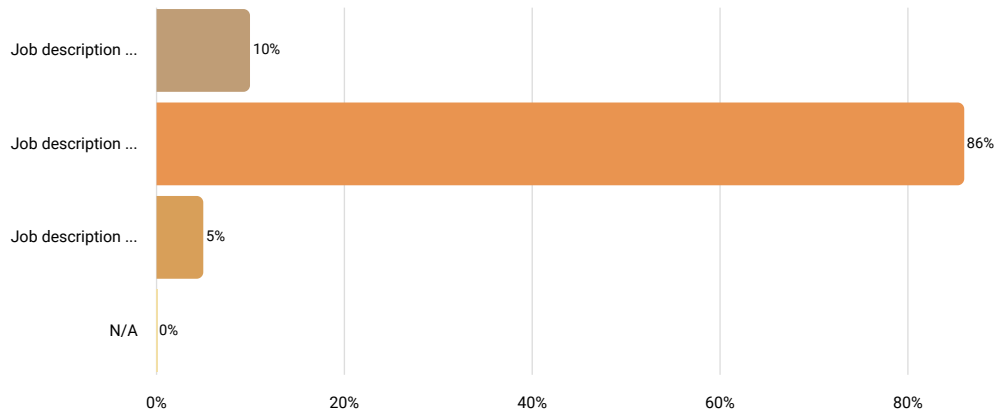
Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network. 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 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	86%	18
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Job Title (if different than above)

Answered 12 times

Skipped 9 times

Text input

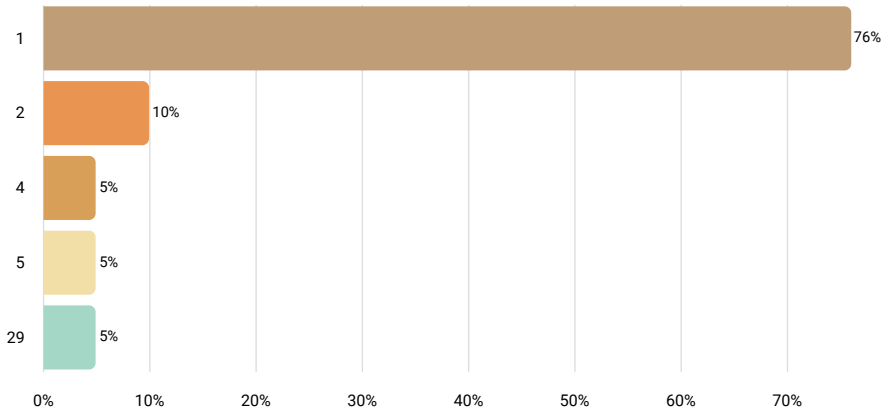
Results	
system administrator i	1
it systems administrator	1
information systems technician	1
systems admin (all levels)	1
information technology analyst	1
system administrator 4	1
systems administrator	1
member technical staff	1
it administrator	1
it associate	1
information assurance administrator	1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

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



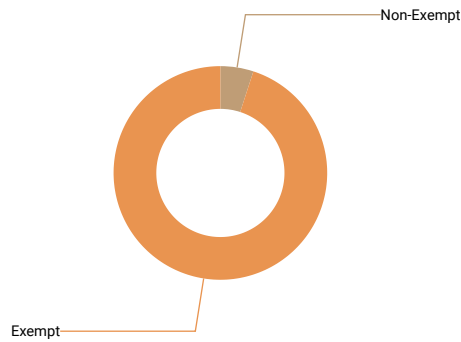
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	3
Median	1
Standard deviation	6

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



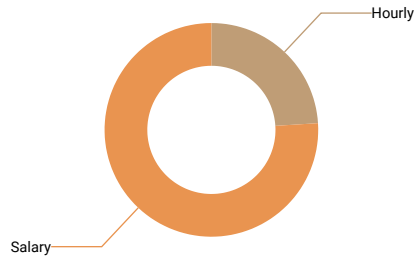
Results	%	N
Non-Exempt	5%	1
Exempt	95%	20

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	24%	5
Salary	76%	16

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	24.39	25.74	60.05	60.5	69.89	48	60	
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	10	51,032.8	53,400	60,180.8	80,000	97,750	68,241	60,181	
Pay Range Maximum Salary	10	67,500	75,649.6	114,064.8	130,000	184,400	115,083	114,065	
Actual Lowest Base Salary	15	58,344	62,000	82,122.28	100,000	135,081	113,632	82,122	1
Actual Average Base Salary	16	58,344	66,270.4	93,350	107,379	135,081	117,332	93,350	1
Actual Highest Base Salary	15	58,344	65,540.8	100,000	135,081	160,000	128,165	100,000	1
Average Incentive or Other Cash Bonus (Annual)									

6.4.70 Network Engineer

Job description

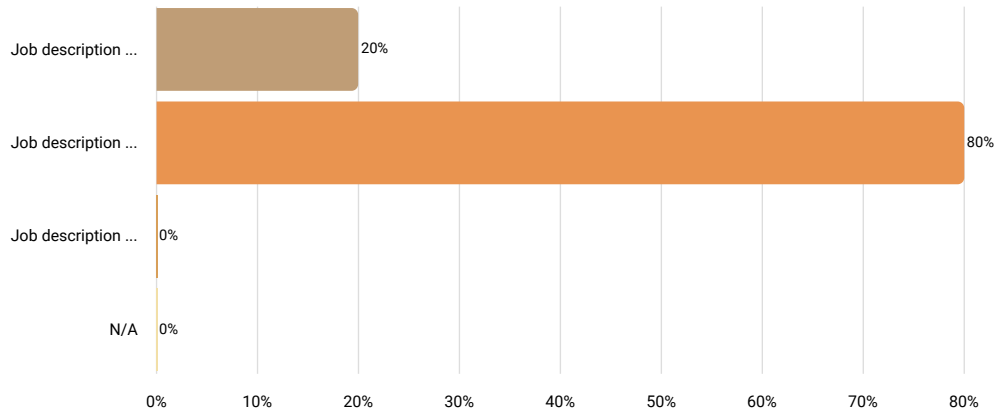
Maintain and administer computer networks and related computing environments including systems software, applications software, hardware, and control systems. Protect data, software, and hardware by coordinating, planning, and implementing network security measures.

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



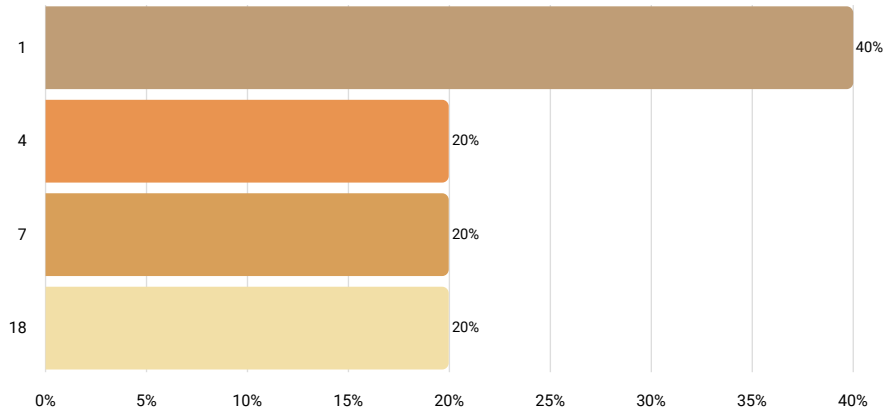
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



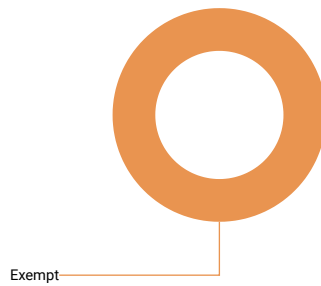
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	7
90th percentile	18
Mean	6
Median	4
Standard deviation	7

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



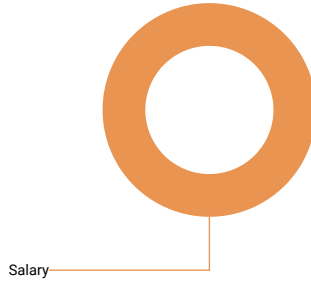
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

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	37,400	42,159	60,000	66,420.78	83,200	57,836	60,000	1
Actual Average Base Salary	5	37,400	70,000	71,175	84,574	119,600	76,550	71,175	2
Actual Highest Base Salary	5	37,400	75,000	99,577	105,758.17	159,200	95,387	99,577	4
Average Incentive or Other Cash Bonus (Annual)									

6.4.73 Software Developer

Job description

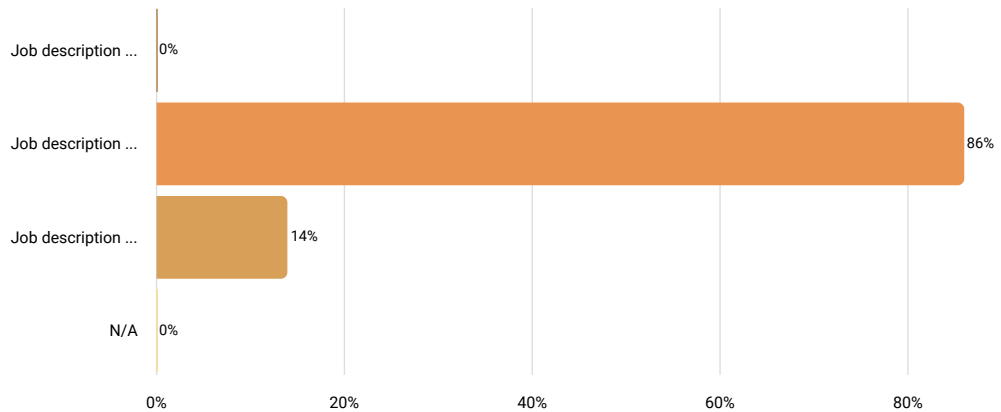
Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, comm aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. Me embedded systems software. Apply principles and techniques of computer science, engineering, and mathematical analysis.

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 3 times

Skipped 4 times

Text input



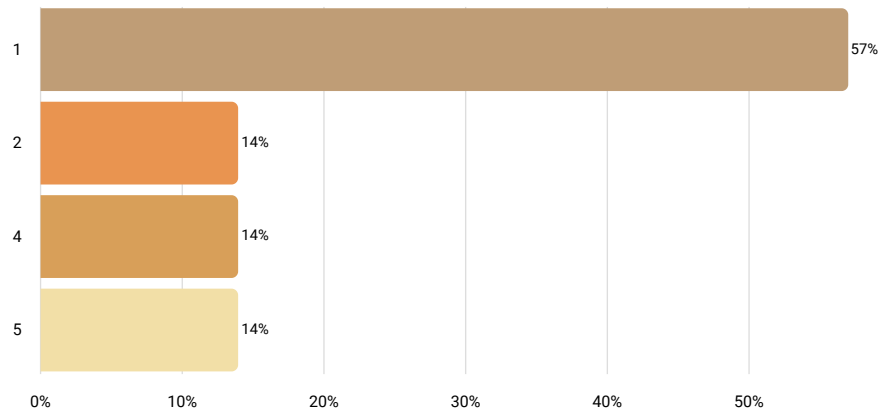
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



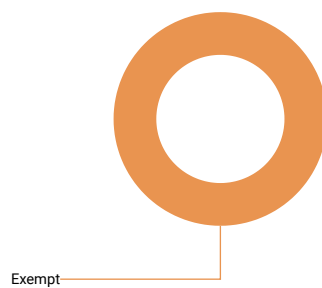
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



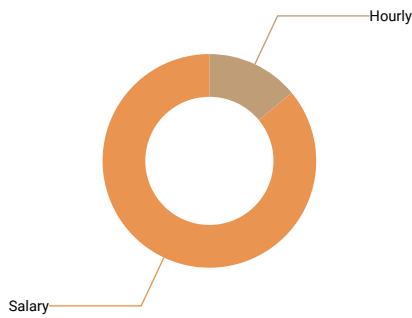
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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									
Actual Average Base Salary	5	55,536	88,133.76	96,000	125,000	163,847	105,703	96,000	4
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.4.74 System Analyst

Job description

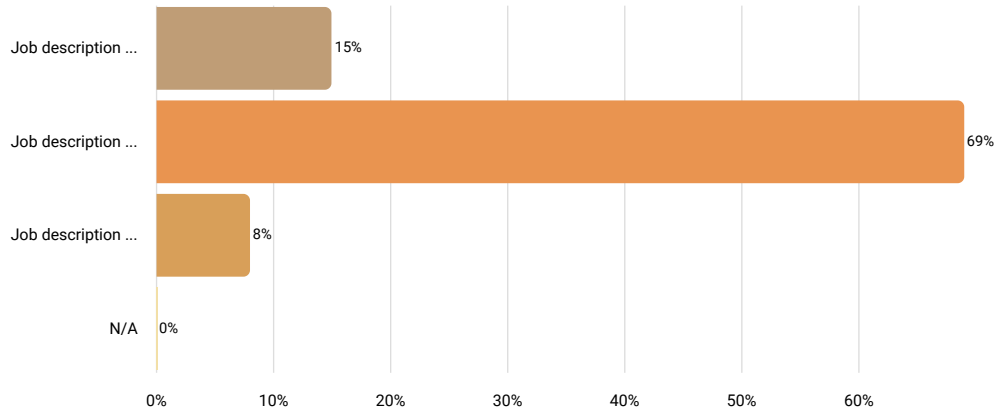
Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software.

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	69%	9
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 8 times

Text input

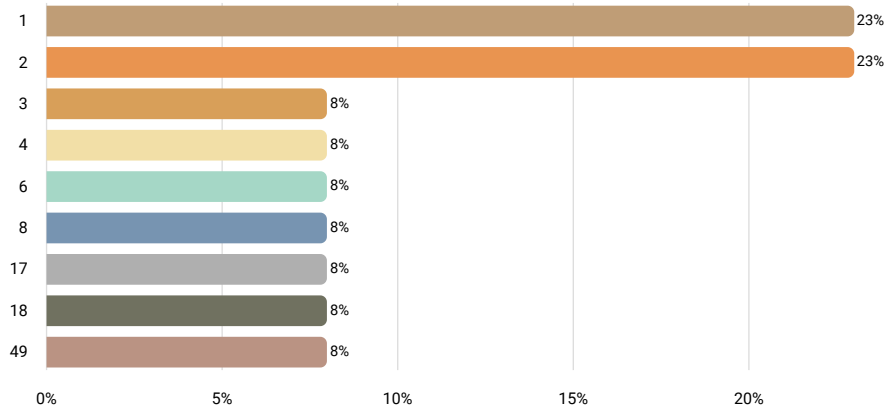
Results	
sap specialist	1
project engineer	1
computer systems analyst	1
member senior technical staff	1
data analyst, programmer analyst, senior programmer analyst	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



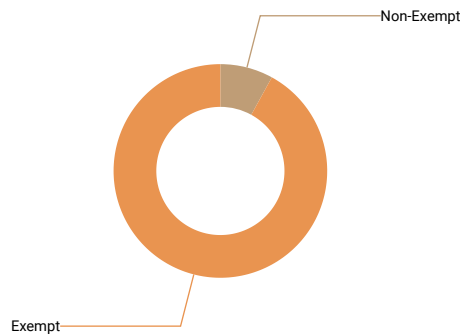
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	8
90th percentile	18
Mean	9
Median	3
Standard deviation	13

FLSA Status

Answered 13 times

Skipped 0 times

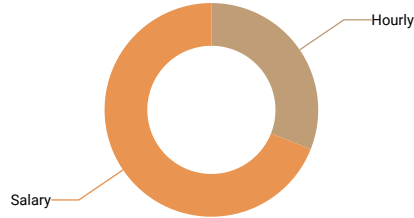
Select one answer (radio button)



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	31%	4
Salary	69%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary	5	65,000	121,900	132,000	142,792	144,670	121,272	132,000	3
Actual Lowest Base Salary	8	50,003	71,988.8	77,445	89,950	142,792	83,945	77,445	2
Actual Average Base Salary	8	78,890	96,200	102,422.5	113,761.22	142,792	105,806	102,423	1
Actual Highest Base Salary	8	78,890	106,700	137,696	151,382.2	159,899.6	128,793	137,696	2
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

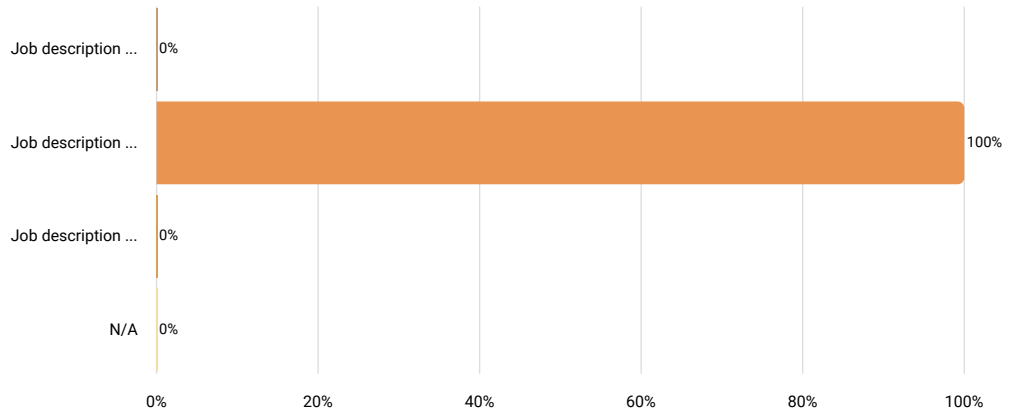
Assembles electrical or electronic systems and support structures; install components, units, subassemblies, wiring, and assembly casings, using rivets, soldering and micro-welding equipment.

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%

Job Title (if different than above)

Answered 4 times

Skipped 2 times

Text input



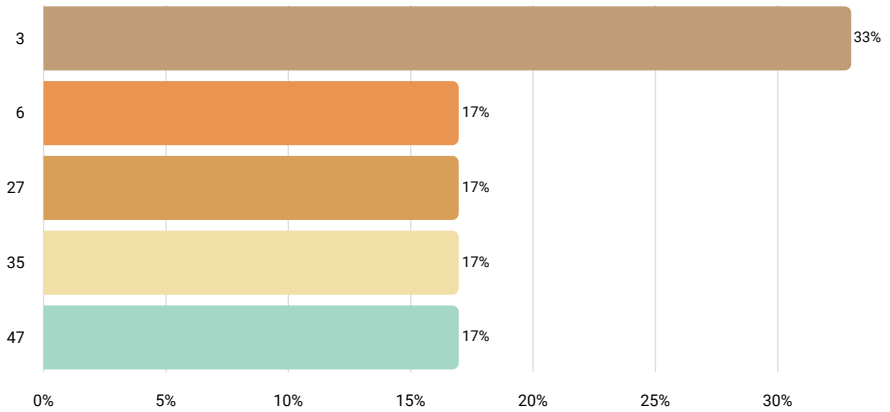
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



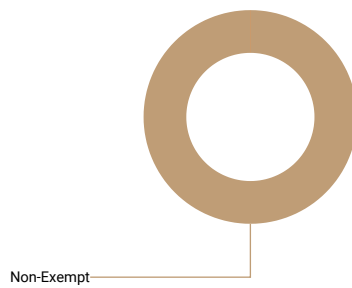
Statistics	
10th percentile	3
25th percentile	3
50th percentile	16.5
75th percentile	35
90th percentile	47
Mean	20
Median	17
Standard deviation	19

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



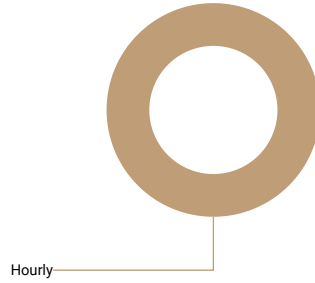
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

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

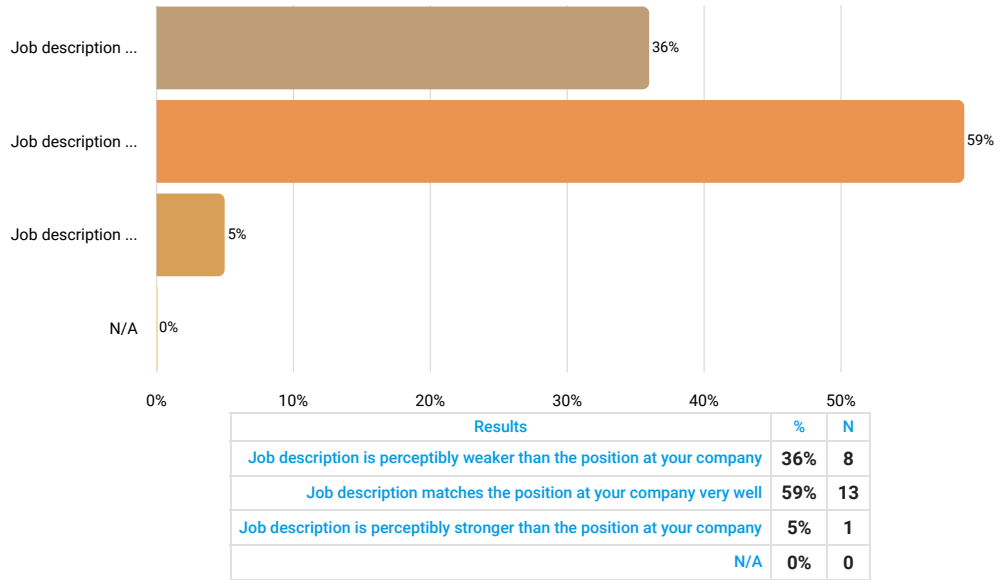
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	10.5	10.75	17.355	21	25	17	17
Actual Average Base Rate	6	11	12.48	19.55	22.25	26	18	20
Actual Highest Base Rate	6	12.4	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 22 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 13 times
 Skipped 9 times
 Text input

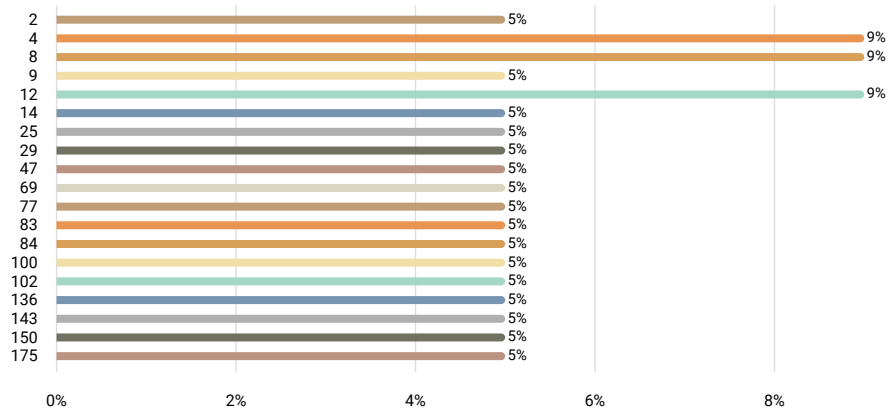
Results	
general assembly	1
assembly operator	1
powder coating operator	1
utility	1
millwork production associate and truss production associate	1
tech - electrical assembly i - ii	1
operator technician i and ii	1
assembler/operator	1
production associate	1
production associate	1
production team member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

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



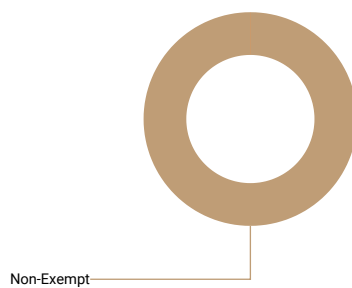
Statistics	
10th percentile	4
25th percentile	9
50th percentile	38
75th percentile	100
90th percentile	143
Mean	59
Median	38
Standard deviation	56

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



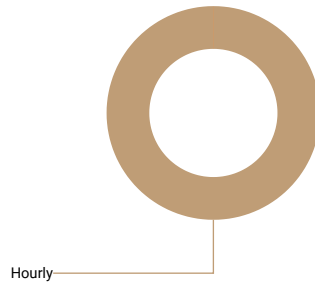
Results	%	N
Non-Exempt	100%	22
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	22
Salary	0%	0

Compensation data

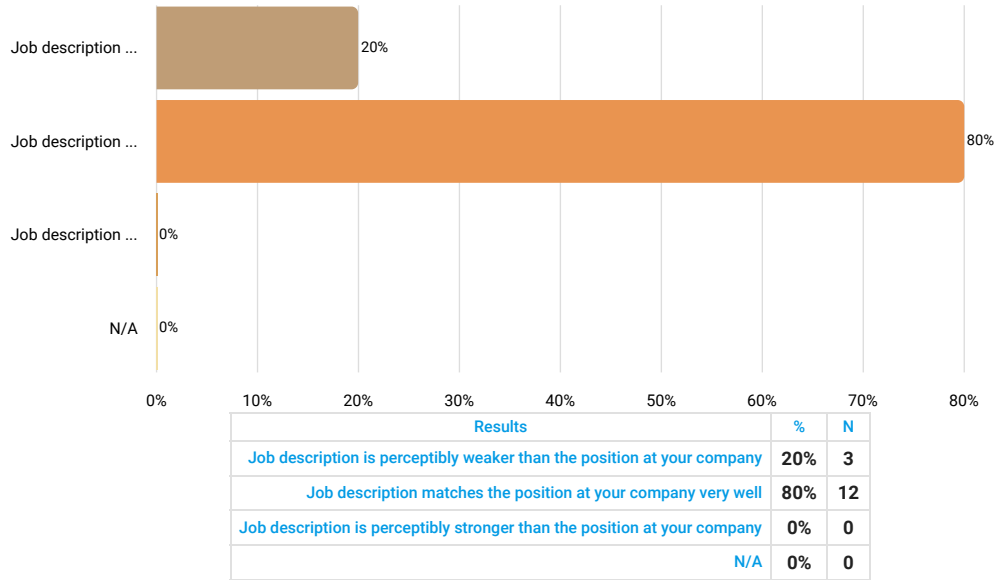
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	19	13	14	15	17	19.94	16	15
Pay Range Maximum Rate	19	16	16.82	19.5	22	30.84	21	20
Actual Lowest Base Rate	21	13.5	14	15	17	19.94	16	15
Actual Average Base Rate	21	13.75	15.1	16.37	19	22.95	18	16
Actual Highest Base Rate	21	15.65	16.4	19.5	22	26.7	20	20
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 15 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 6 times
 Skipped 9 times
 Text input

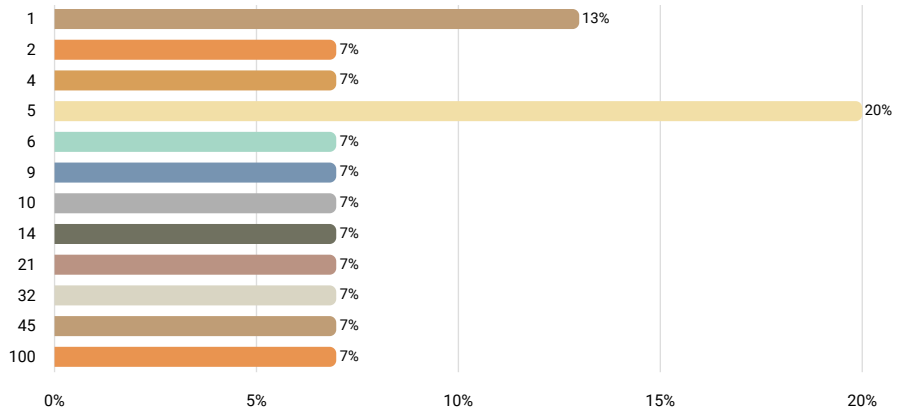
Results	
cnc technician	2
we have 2 job titles in this category - cnc production operator & robotic technician	1
bending machine operator/setup	1
machinist i - iii	1
operation technician i and ii	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



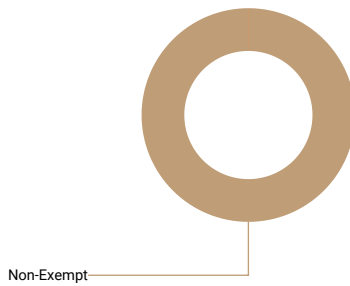
Statistics	
10th percentile	1
25th percentile	4
50th percentile	6
75th percentile	21
90th percentile	45
Mean	17
Median	6
Standard deviation	26

FLSA Status

Answered 15 times

Skipped 0 times

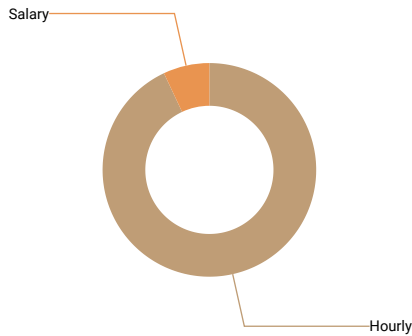
Select one answer (radio button)



Results	%	N
Non-Exempt	100%	15
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	93%	14
Salary	7%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	12	14	15.25	18.2	20.49	20.69	18	18
Pay Range Maximum Rate	11	20.48	21.4	25	32.77	34	27	25
Actual Lowest Base Rate	13	14.28	16	18	20.5	24.27	18	18
Actual Average Base Rate	13	15.8	18.69	21	25.8	28	22	21
Actual Highest Base Rate	13	16.75	21.4	24.05	32.91	35.84	26	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

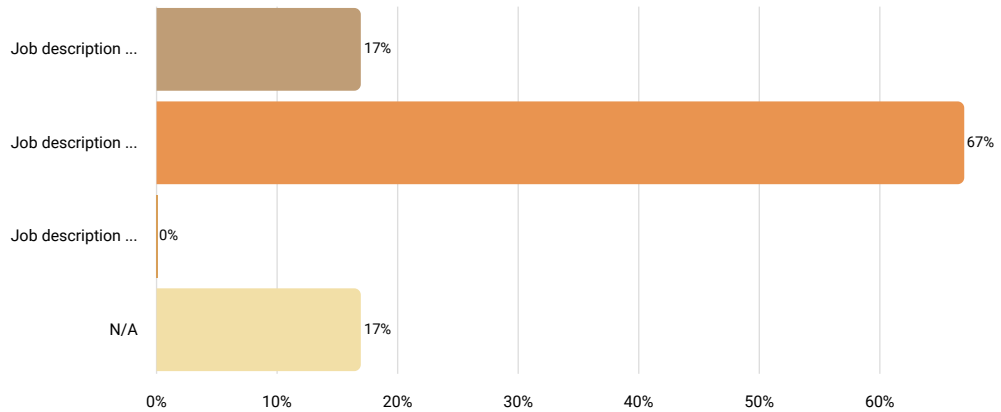
Set up, operate, or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone, or polish n work pieces.

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



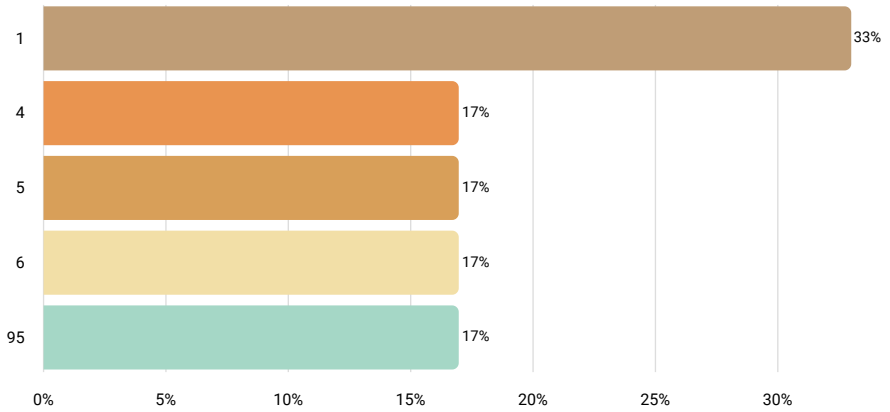
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



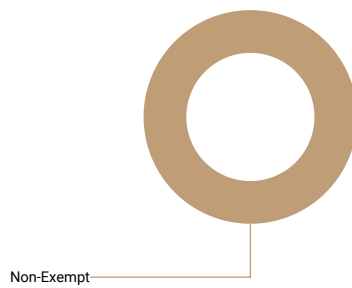
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4.5
75th percentile	6
90th percentile	95
Mean	19
Median	5
Standard deviation	37

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



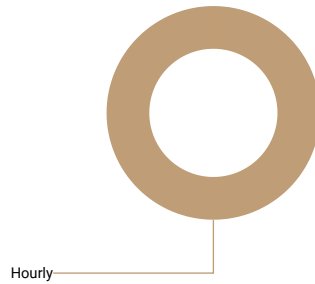
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

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

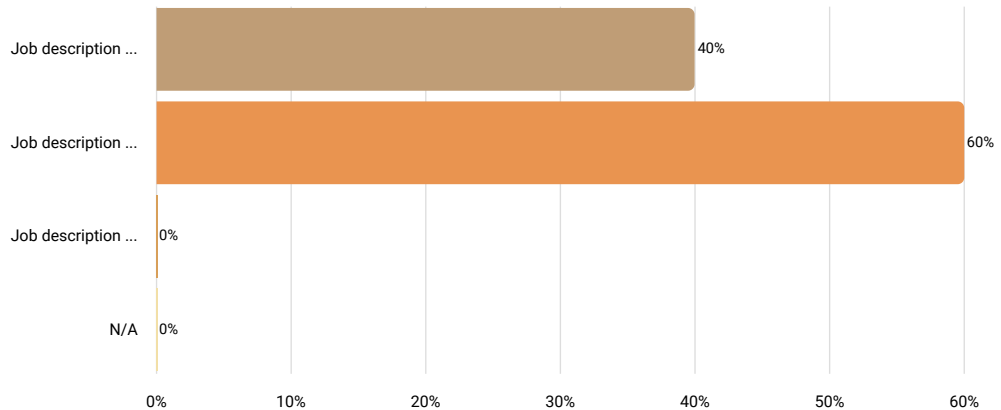
Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devu steam-jacketed kettles, and reactor vessels. Exclude "Chemical Plant and System Operators".

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



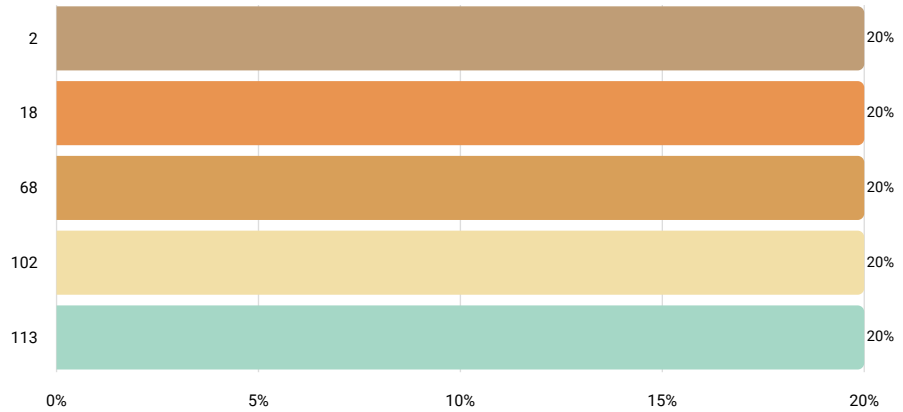
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



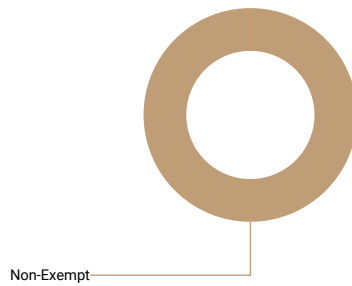
Statistics	
10th percentile	2
25th percentile	18
50th percentile	68
75th percentile	102
90th percentile	113
Mean	61
Median	68
Standard deviation	49

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



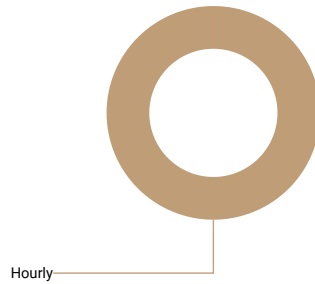
Results	%	N
Non-Exempt	80%	4
Exempt	0%	0

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

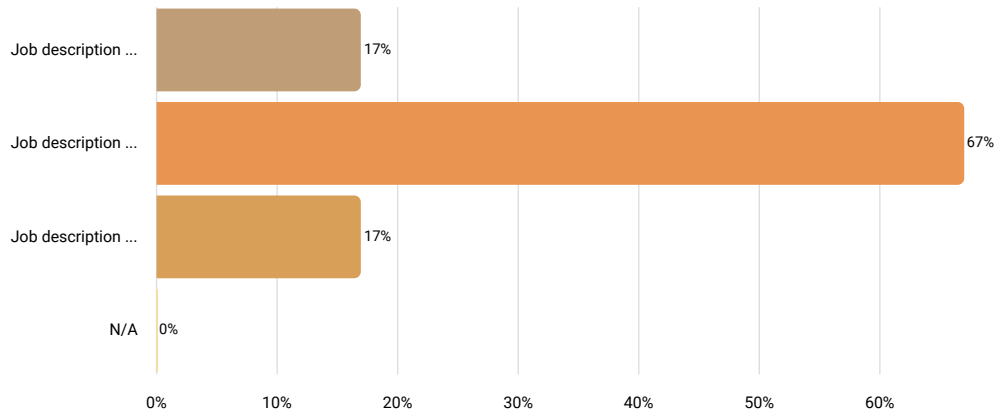
Job description Control and/or operate entire chemical processes or systems of machines, using panelboards, control boards, or semi-automatic

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

Answered 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 5 times

Skipped 1 times

Text input

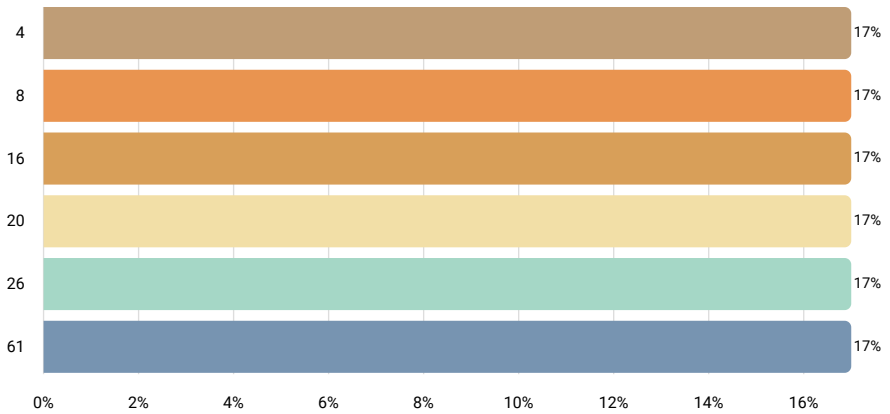
Results		
operations technician		2
crush operator, refinery operator, elevator operator		1
dcs control room operator		1
aerospace production tech		1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



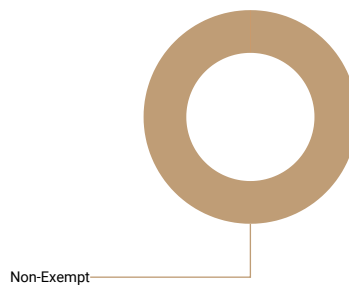
Statistics	
10th percentile	4
25th percentile	8
50th percentile	18
75th percentile	26
90th percentile	61
Mean	23
Median	18
Standard deviation	20

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



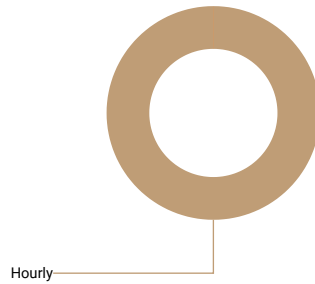
Results	%	N
Non-Exempt	83%	5
Exempt	0%	0

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	16.28	18.7	24.83	27.35	31.8	24	25
Pay Range Maximum Rate	6	26.23	30	37.315	38.83	40.91	35	37
Actual Lowest Base Rate	6	20.23	22.96	26.35	31.8	32.62	27	26
Actual Average Base Rate	6	26.23	29.64	32.255	35.51	35.93	32	32
Actual Highest Base Rate	6	26.23	30.5	37.315	38.72	38.83	35	37
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

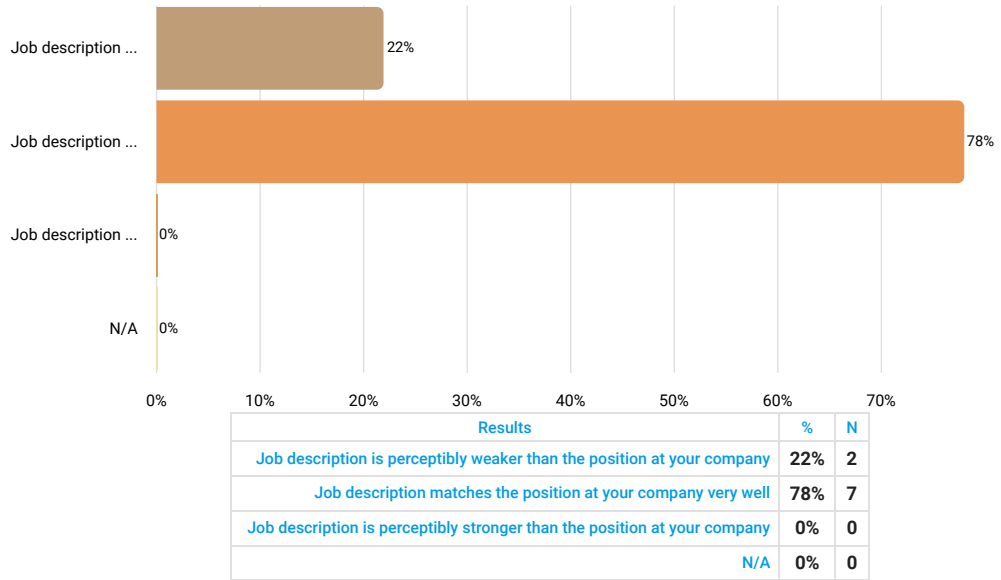
Operate or tend machines to prepare industrial or consumer products for storage or shipment. Include cannery workers who pack food products.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times

Skipped 4 times

Text input

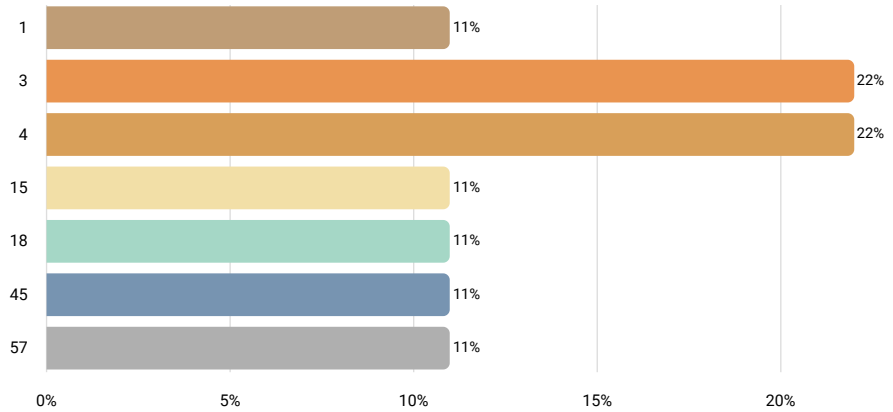
Results	
finishing operator	1
packaging operator	1
assembly and packaging process operator	1
packager	1
stacker / baler / strapping operator	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



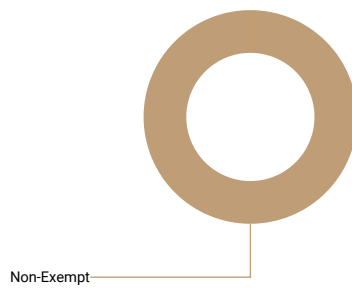
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	18
90th percentile	57
Mean	17
Median	4
Standard deviation	21

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



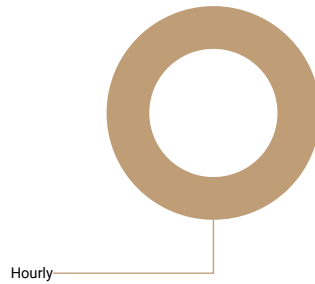
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

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

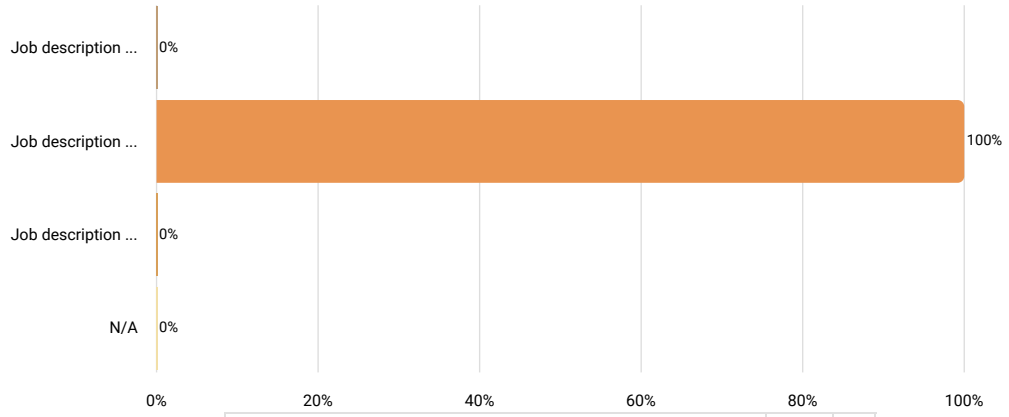
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	11	13.465	16.405	19.785	23.43	17	16
Pay Range Maximum Rate	8	16.19	17.31	18.815	22.29	31.72	21	19
Actual Lowest Base Rate	9	11	14.28	16	19.63	23.43	17	16
Actual Average Base Rate	9	13.5	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)



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

Job Title (if different than above)

Answered 6 times
 Skipped 4 times
 Text input

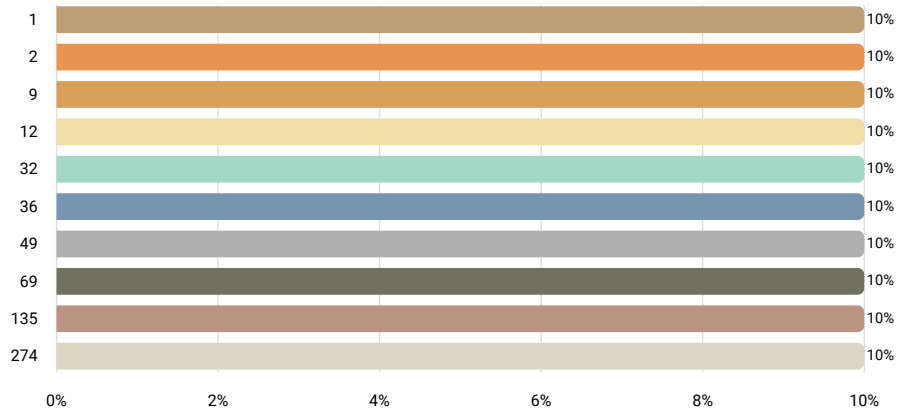
Results	
extrusion technician	1
press operator	1
set up	1
molding operator	1
plastic manufacturing technician	1
operator i	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



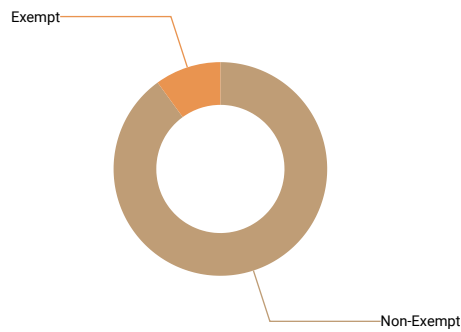
Statistics	
10th percentile	1.5
25th percentile	9
50th percentile	34
75th percentile	69
90th percentile	204.5
Mean	62
Median	34
Standard deviation	85

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



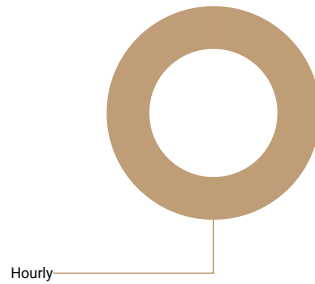
Results	%	N
Non-Exempt	90%	9
Exempt	10%	1

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)								

6.5.10 Saw Operator

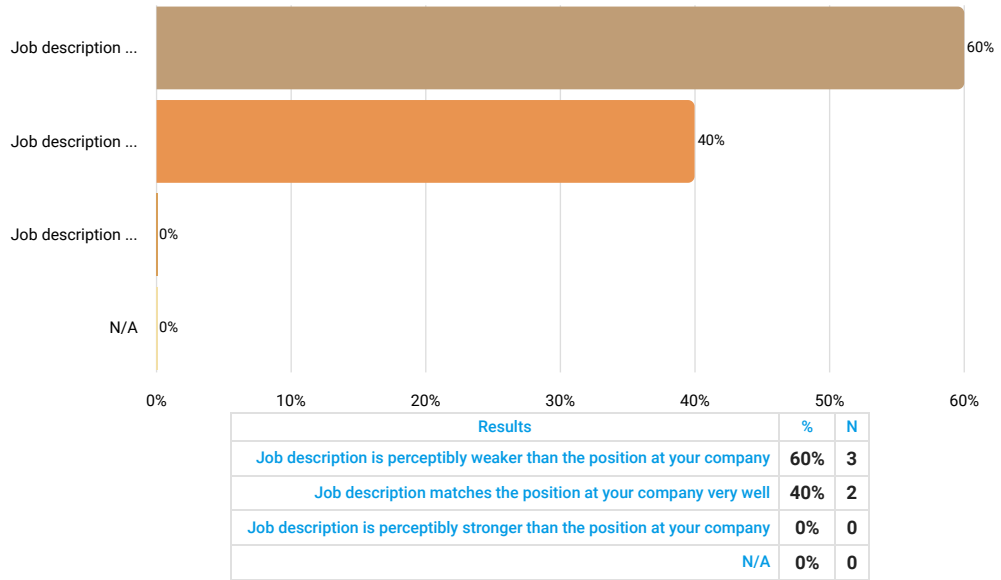
Job description Operates machines to cut various types of material to specifications.

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



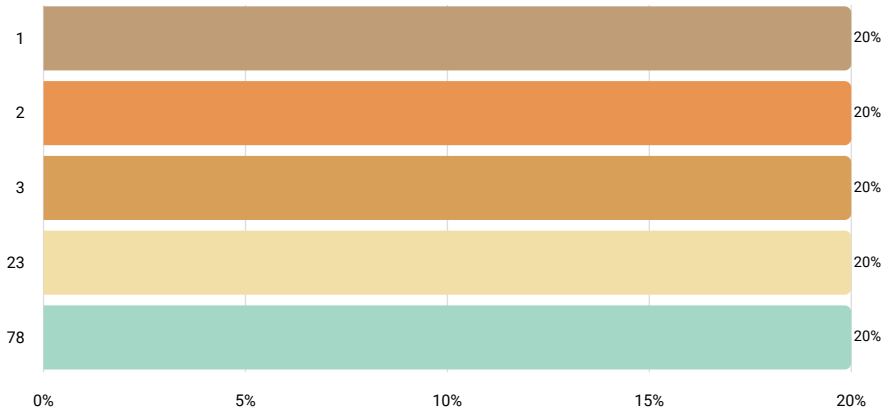
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



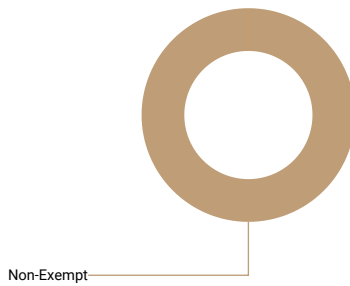
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	23
90th percentile	78
Mean	21
Median	3
Standard deviation	33

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



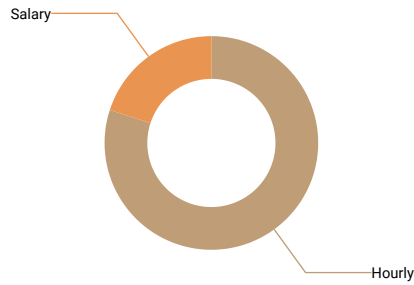
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	4
Salary	20%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate								
Actual Average Base Rate								
Actual Highest Base Rate								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive or Other Cash Bonus (Annual)								

6.5.12 Production/Machine Operator

Job description

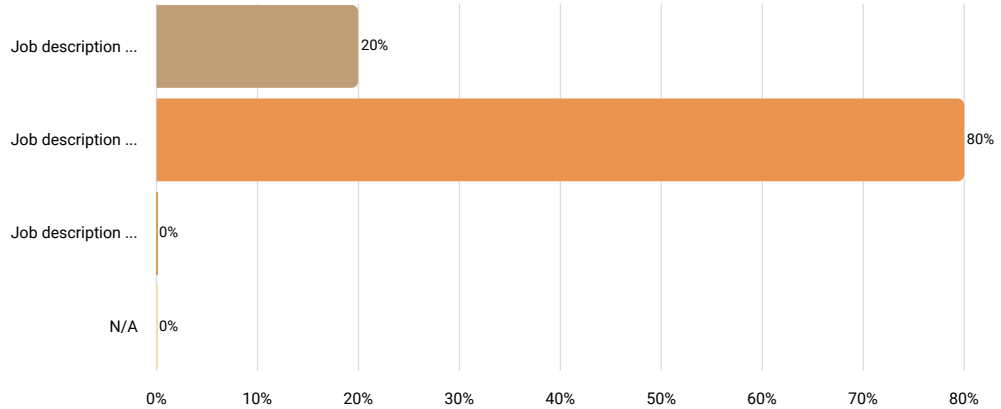
All other operators not included in previous Operator categories. Operates more than one classification of machines. May assist with machine set up, pac completion of finished products as well as inspecting work.

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

Answered 35 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	7
Job description matches the position at your company very well	80%	28
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 17 times

Skipped 18 times

Text input

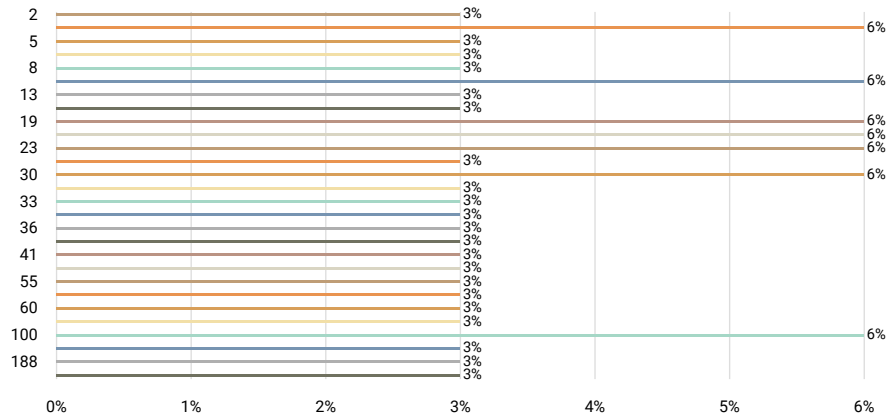
Results	
operator	2
production team member	2
end finish, form, robotic bender/machine shop	1
aerospace technician	1
packer	1
assistant operator	1
operator technician i and ii	1
press operator	1
machinist/drill press	1
production technician	1
machine operator	1
manufacturing technician	1
operator i	1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

Number of Employees Currently in This Position

Answered 35 times

Skipped 0 times

Number input



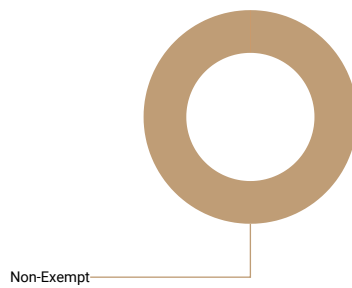
Statistics	
10th percentile	5
25th percentile	13
50th percentile	30
75th percentile	55
90th percentile	100
Mean	53
Median	30
Standard deviation	93

FLSA Status

Answered 35 times

Skipped 0 times

Select one answer (radio button)



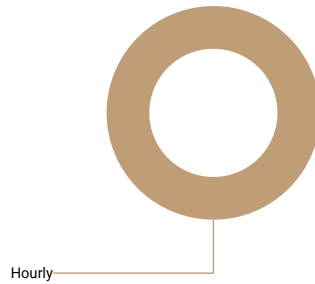
Results	%	N
Non-Exempt	97%	34
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 35 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	35
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	32	13	13.63	15	17	20	16	15
Pay Range Maximum Rate	32	17	18.25	20	22	30	22	20
Actual Lowest Base Rate	34	12.75	14	15	17	20	16	15
Actual Average Base Rate	34	14.5	15.75	17.7	20	22.96	18	18
Actual Highest Base Rate	34	17	17.98	20.165	22.19	27.21	21	20
If there is a step progression in place, enter the number of steps. If not, leave blank.	18	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

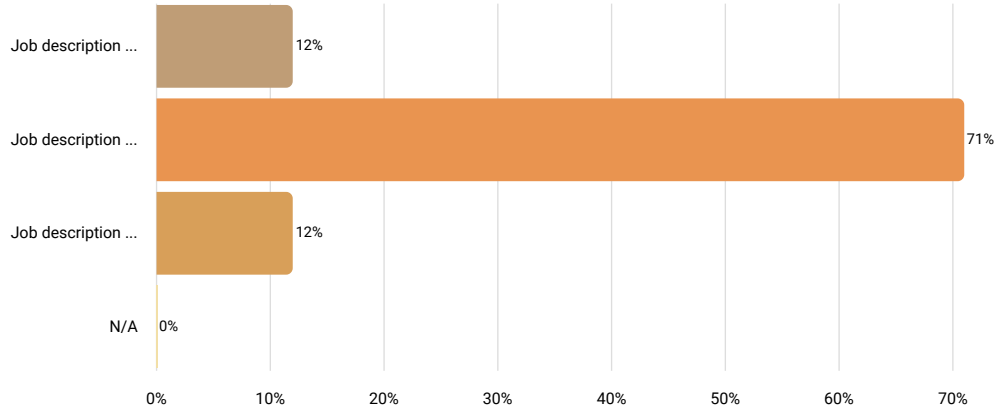
Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures and machinists' hand tools.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	12%	2
Job description matches the position at your company very well	71%	12
Job description is perceptibly stronger than the position at your company	12%	2
N/A	0%	0

Job Title (if different than above)

Answered 11 times

Skipped 6 times

Text input

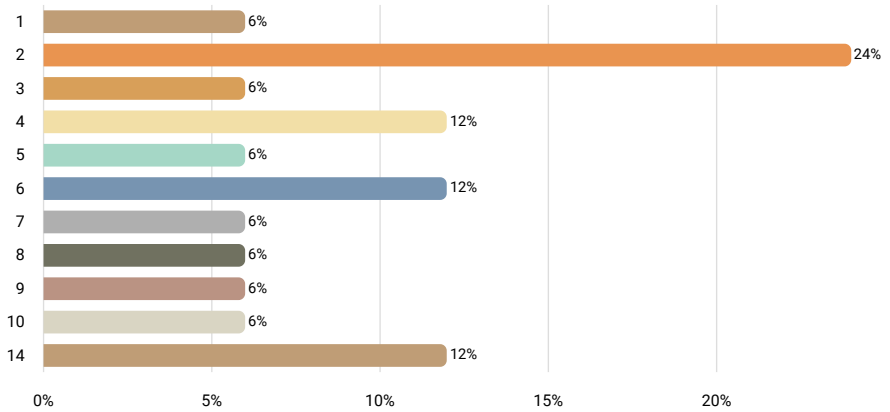
Results	N
tool maker/mold maker	1
mold repair	1
tool & die maker/machinist	1
mold maker, tooling technician, tooling trainee	1
tool and die	1
mold repair fixture fabricator	1
machinist/tool maker	1
die maintenance team member	1
tooling technician	1
tech, fabrication - tool & die iii	1
aerospace production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

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



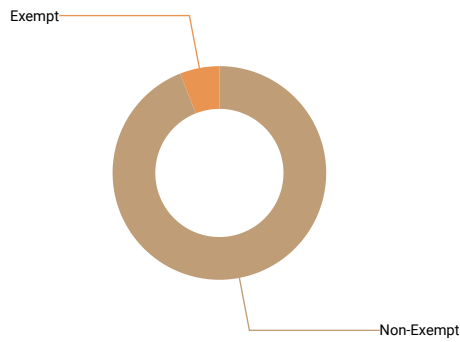
Statistics	
10th percentile	2
25th percentile	2
50th percentile	5
75th percentile	8
90th percentile	14
Mean	6
Median	5
Standard deviation	4

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



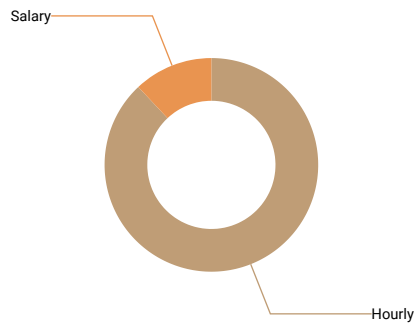
Results	%	N
Non-Exempt	94%	16
Exempt	6%	1

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	15
Salary	12%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	13	15	18.83	20.6	24	29.79	22	21
Pay Range Maximum Rate	13	27.5	28.1	30	35	40	32	30
Actual Lowest Base Rate	14	18.5	20.56	24.5	28.91	30	26	25
Actual Average Base Rate	14	23.56	27.93	28.635	30.67	34.13	29	29
Actual Highest Base Rate	14	27.5	28.1	30.5	33.11	37.38	32	31
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

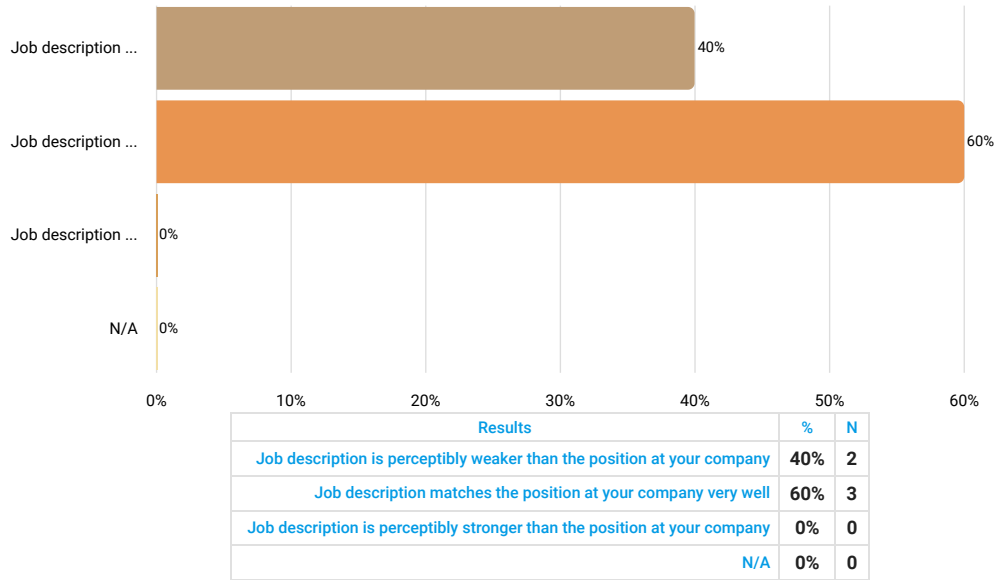
Receives, stores and issues all tools including dies and measurement tools; keeps up with inventory of tools and inspects tools for wear and defects.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times

Skipped 0 times

Text input

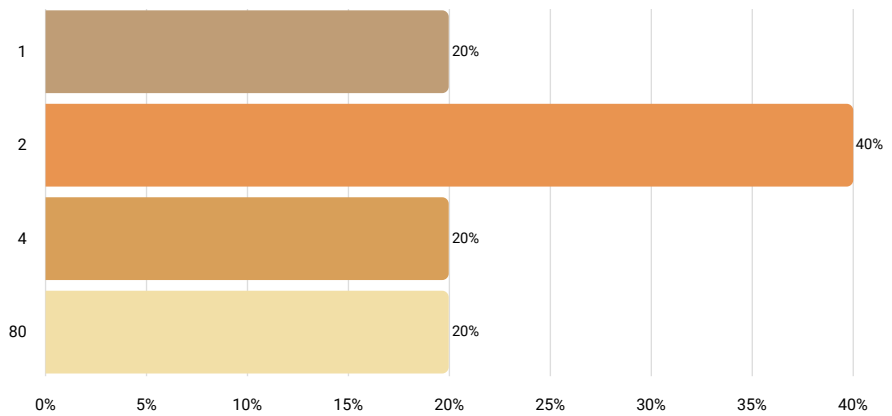
Results	
aviation tool & parts attendant	1
tool crib clerk	1
mro crib attendant	1
purchasing associate	1
painter ii	1

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



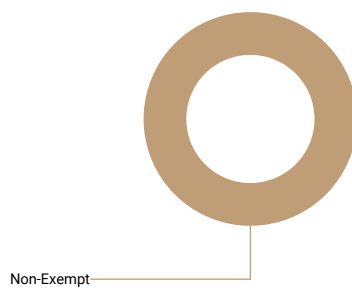
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	80
Mean	18
Median	2
Standard deviation	35

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



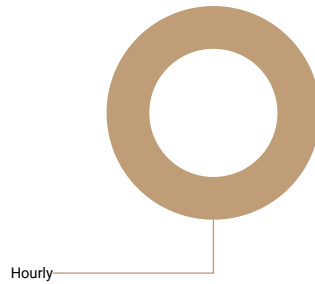
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

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

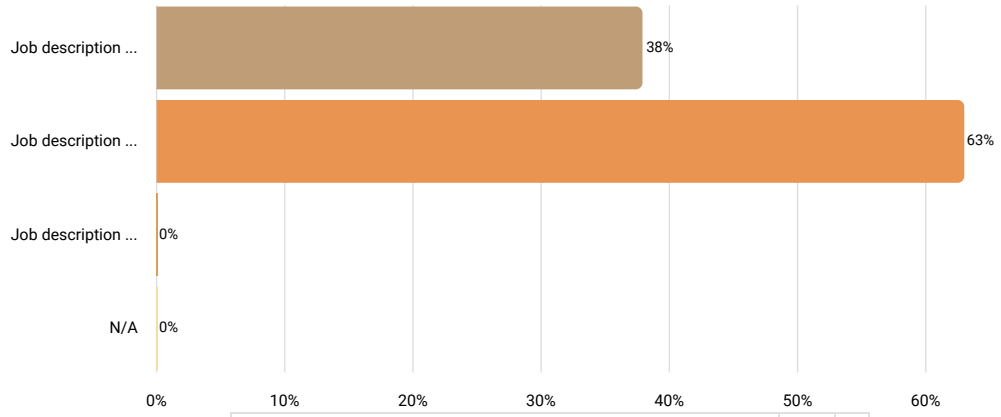
Job description Operate or tend painting machines to paint surfaces of various types of equipment, wood, metal or other fabricated items.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		38%	3
Job description matches the position at your company very well		63%	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 3 times

Skipped 5 times

Text input



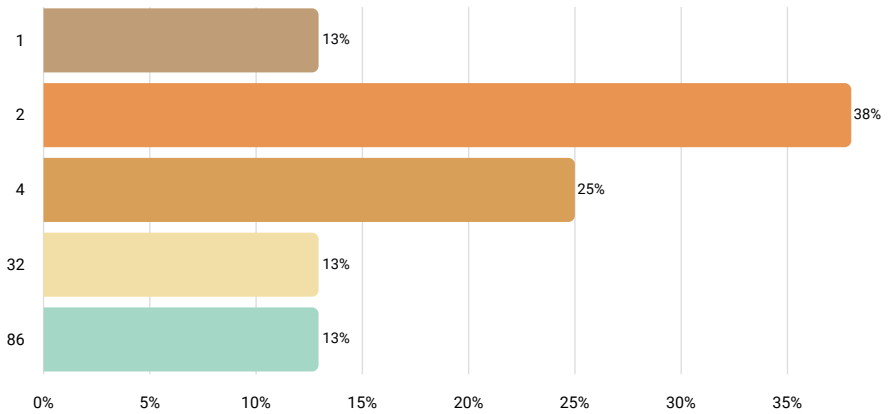
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



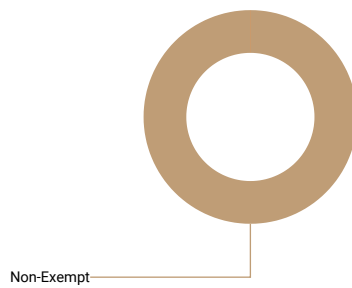
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	18
90th percentile	86
Mean	17
Median	3
Standard deviation	30

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



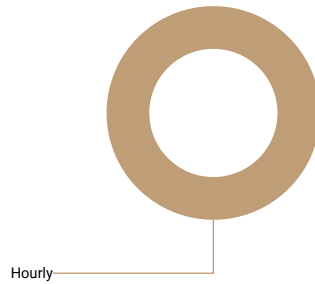
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

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	13.5	14.2	15.5	17.67	21	16	16
Pay Range Maximum Rate	7	17	18	23	27.65	30.59	23	23
Actual Lowest Base Rate	8	10.97	15.25	17.4	18.405	21	17	17
Actual Average Base Rate	8	12.15	15.63	18.49	20	22.11	18	18
Actual Highest Base Rate	8	13.33	15.75	19.105	22.095	24.29	19	19
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	2	2	3	6	12	5	3

6.5.16 Welder

Job description

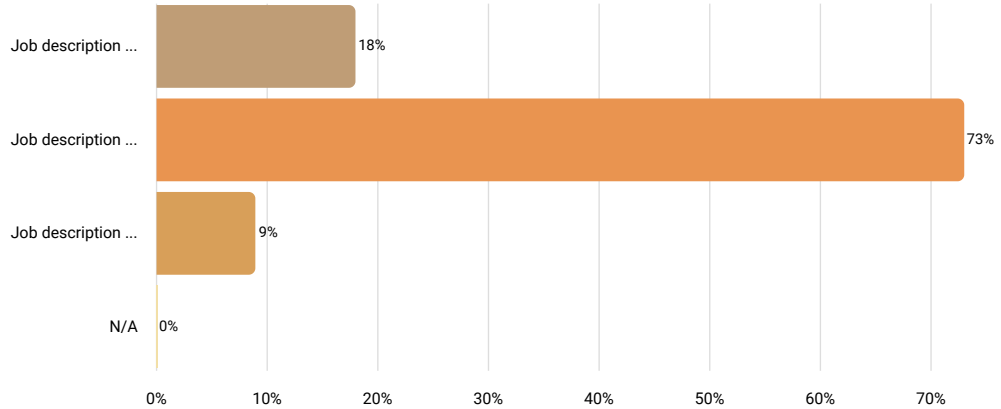
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabrica products.

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

Answered 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	9%	1
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 4 times

Text input

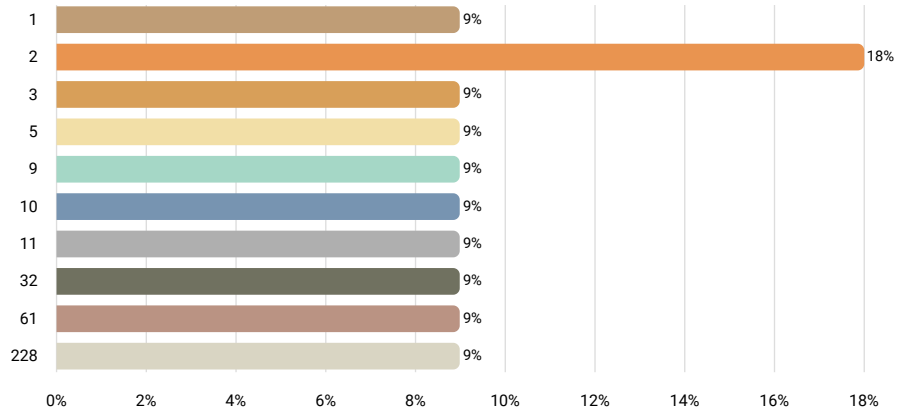
Results	
welder/brazer	1
welder i - iii	1
welder	1
production team member welding	1
tig welder	1
welder i	1
aerospace production tech	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



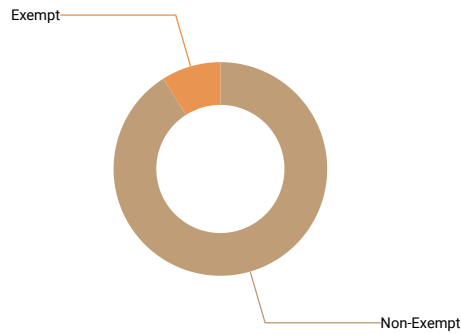
Statistics	
10th percentile	2
25th percentile	2
50th percentile	9
75th percentile	32
90th percentile	61
Mean	33
Median	9
Standard deviation	67

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



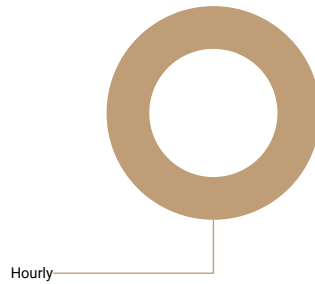
Results	%	N
Non-Exempt	91%	10
Exempt	9%	1

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	11
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	13.255	15	16.14	16.5	22.355	17	16
Pay Range Maximum Rate	10	17.99	18.96	22.435	30.5	34.67	25	22
Actual Lowest Base Rate	11	13.5	14	16.5	21.41	22.71	18	17
Actual Average Base Rate	11	15.1	16	17.35	24.89	29.15	20	17
Actual Highest Base Rate	10	15.295	16	19.42	28.56	33.99	22	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

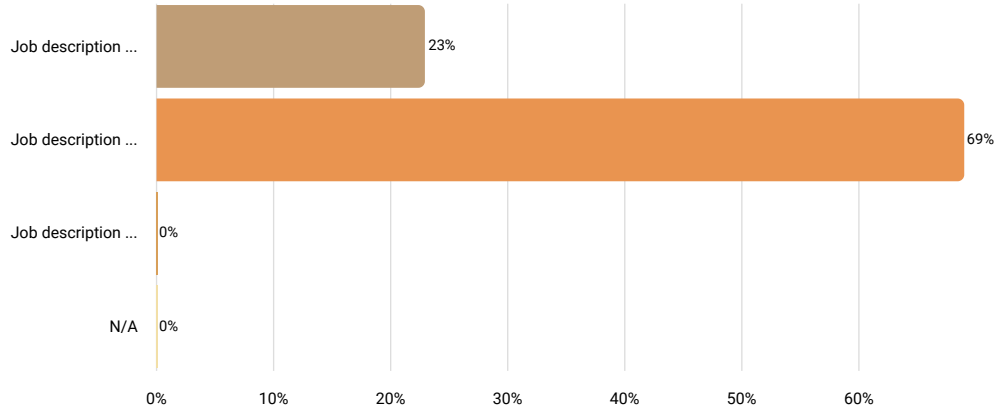
Inspect, test, sort, sample, or weigh raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	69%	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 9 times

Text input



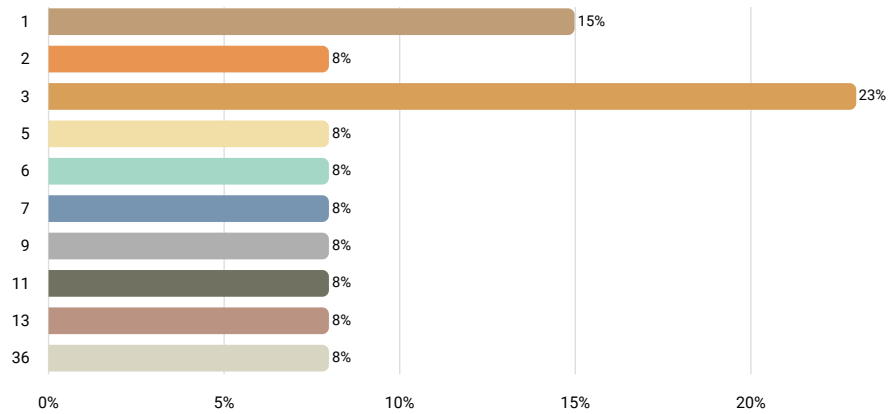
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



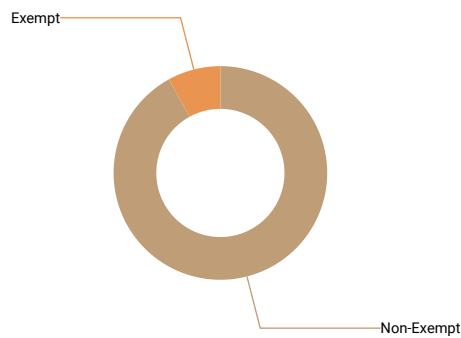
Statistics	
10th percentile	1
25th percentile	3
50th percentile	5
75th percentile	9
90th percentile	13
Mean	8
Median	5
Standard deviation	9

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



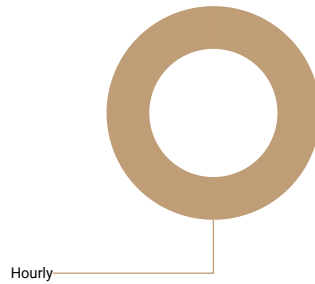
Results	%	N
Non-Exempt	92%	12
Exempt	8%	1

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	13
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	11	12	12	14.1	18	22	16	14
Pay Range Maximum Rate	10	16.595	17.48	19.5	25	28.47	21	20
Actual Lowest Base Rate	12	12.5	14.105	16.08	22.5	28	18	16
Actual Average Base Rate	12	15.14	15.35	18.06	23.5	28	20	18
Actual Highest Base Rate	12	16.19	17	19.095	24	28	21	19
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								

6.5.18 Production Scheduler

Job description

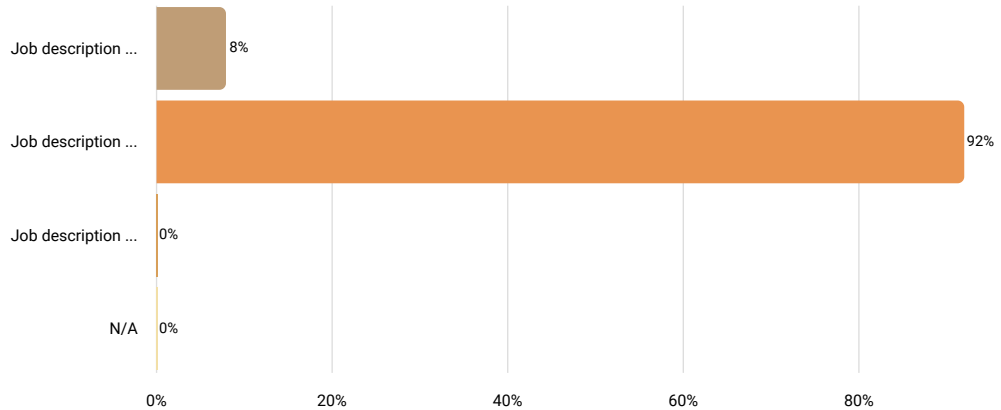
Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates;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

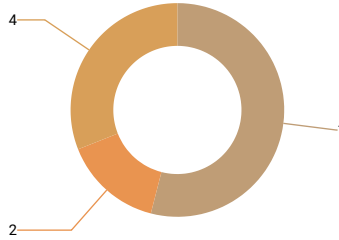
Results	
production planner	1
master scheduler	1
production planning coordinator	1
project coordinator i - ii	1
scheduler	1
production control analyst	1
material planner	1
scheduler planner	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



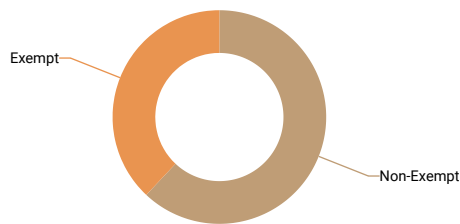
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 13 times

Skipped 0 times

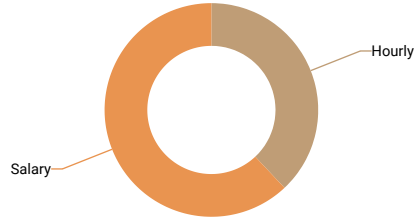
Select one answer (radio button)



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

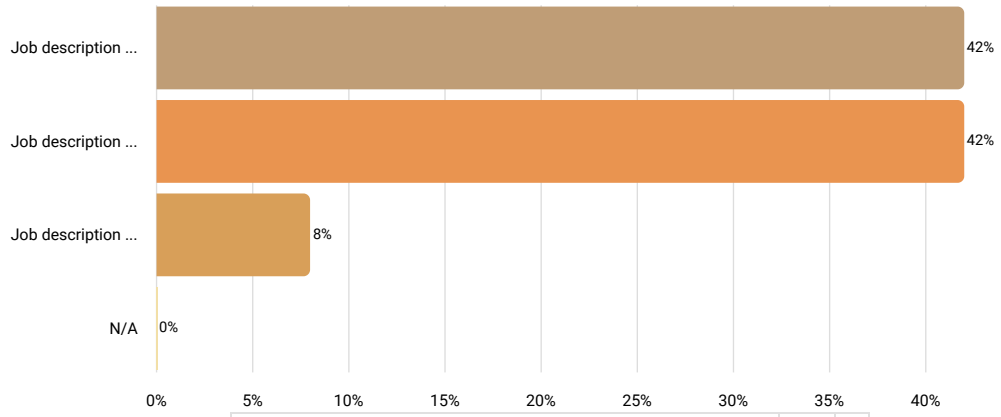
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	18.5	20.48	23	24.31	28	23	23
Actual Average Base Rate	5	20.25	20.48	24.25	26.23	28.43	24	24
Actual Highest Base Rate	5	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 12 times
 Skipped 0 times
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	42%	5
Job description matches the position at your company very well	42%	5
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Job Title (if different than above)

Answered 8 times
 Skipped 4 times
 Text input

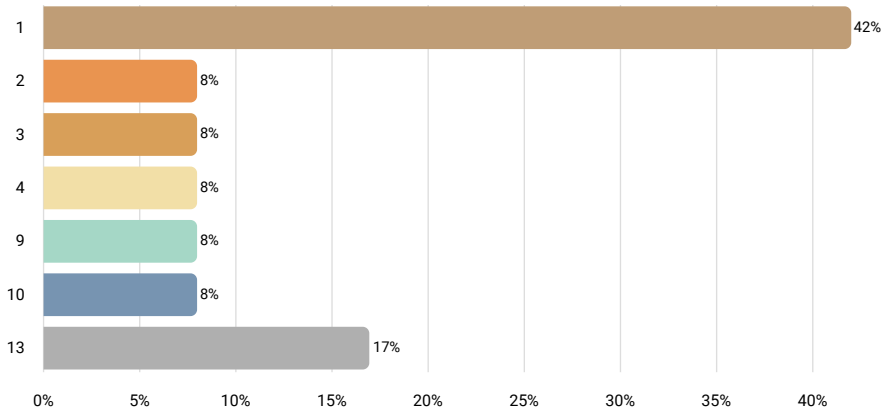
Results	
inventory control clerk	1
buyer planner	1
production controller	1
inventory analyst	1
inventory clerk i - iii	1
supply inventory specialist	1
purchasing coordinator or inventory control coordinator	1
clerk, inventory control	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



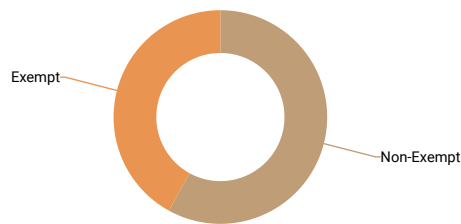
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	9.5
90th percentile	13
Mean	5
Median	3
Standard deviation	5

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



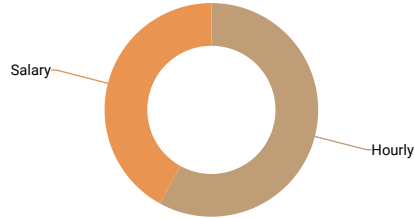
Results	%	N
Non-Exempt	58%	7
Exempt	42%	5

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	58%	7
Salary	42%	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	7	10.5	16	18	18.82	21.21	17	18
Actual Average Base Rate	7	12.88	17	18.69	21.11	21.21	18	19
Actual Highest Base Rate	7	16.84	18	21.21	22.37	22.89	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								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

6.5.21 Fabricator

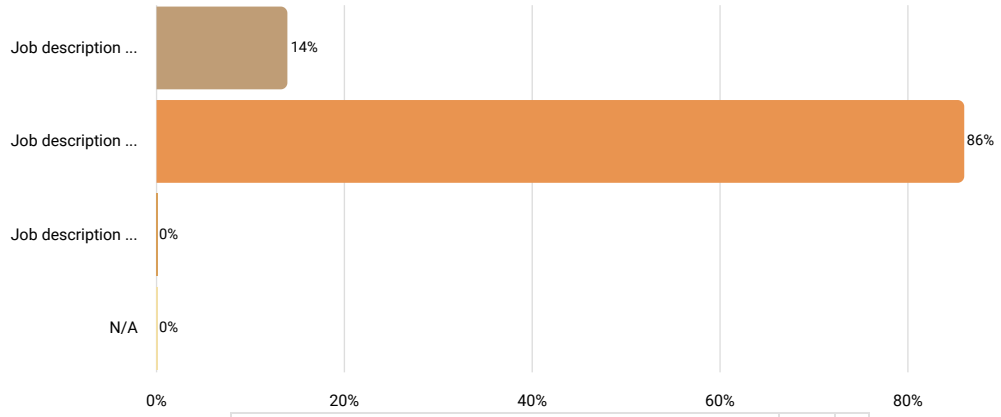
Job description Fabricate, position, align, and fit parts of structural metal products.

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

Answered 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 3 times

Skipped 4 times

Text input



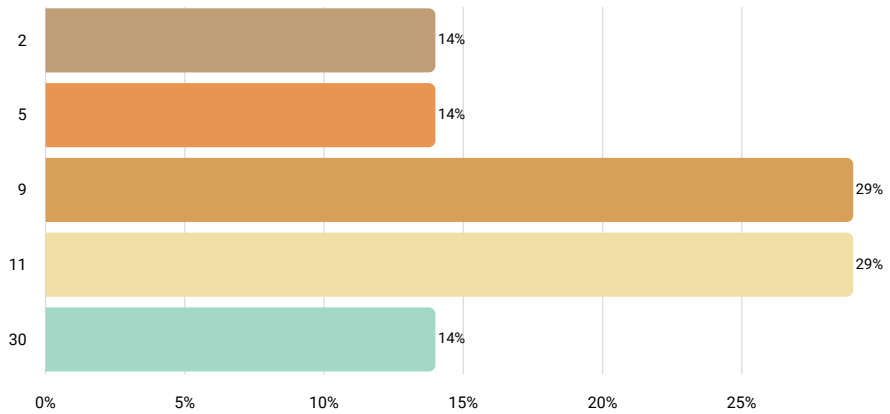
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



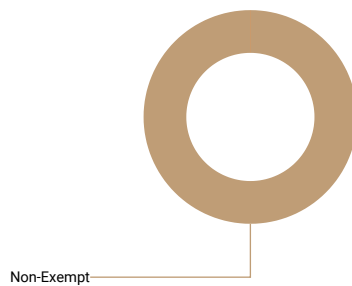
Statistics	
10th percentile	2
25th percentile	5
50th percentile	9
75th percentile	11
90th percentile	30
Mean	11
Median	9
Standard deviation	9

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



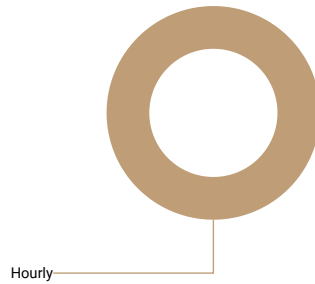
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	13	14.5	16.75	20.56	28.41	18	17
Pay Range Maximum Rate	5	19	19.55	23.08	27.31	45.38	27	23
Actual Lowest Base Rate	7	13.26	14.5	16	20.53	28.33	18	16
Actual Average Base Rate	7	16.8	18.08	18.75	22.11	30.33	20	19
Actual Highest Base Rate	7	19.55	21	22.4	27.31	37.13	25	22
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								

6.6 Maintenance Positions

The survey received sufficient data for the following job titles:

Janitor
Electrician
Electrical and Control Mechanic
Multi-Craft 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

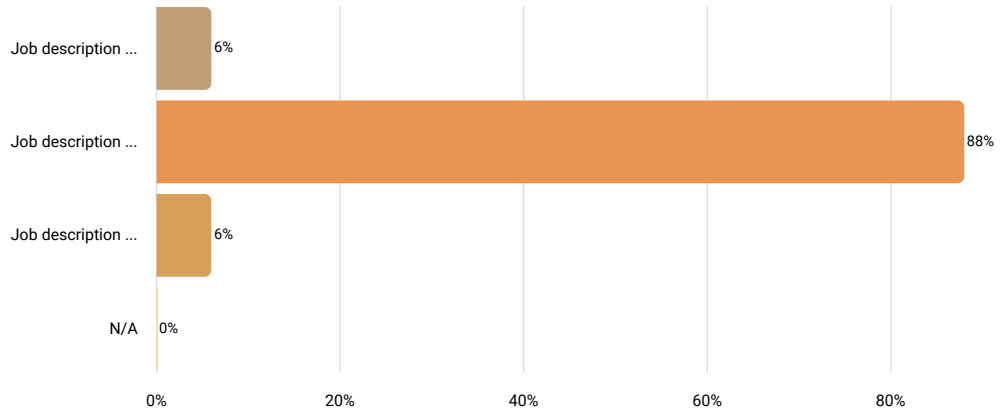
Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and rer Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow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

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	88%	15
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 9 times

Text input

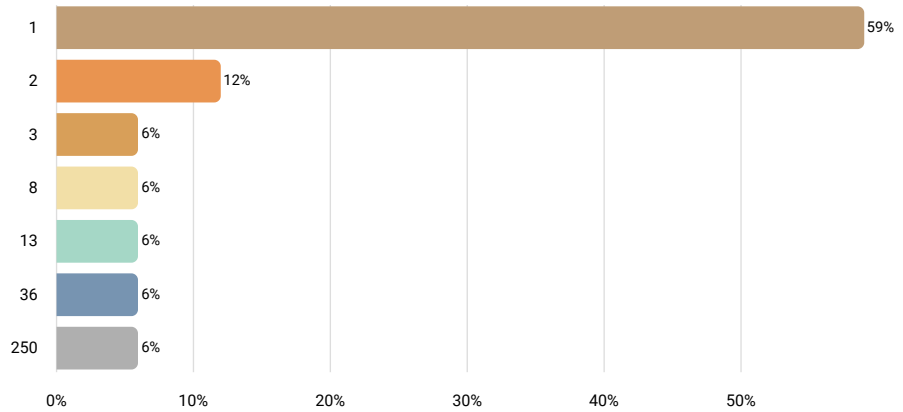
Results	
custodian	2
housekeeping	1
general laborer	1
facilities associate	1
custodial worker i, ii, iii	1
janitor custodian (salaries set under service contract act - government contracts)	1
building custodian	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



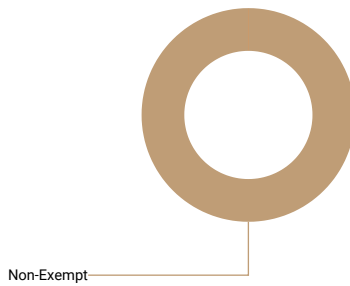
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	36
Mean	19
Median	1
Standard deviation	60

FLSA Status

Answered 17 times

Skipped 0 times

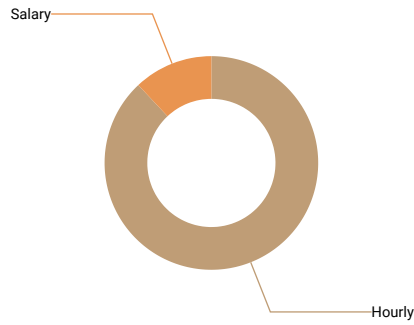
Select one answer (radio button)



Results	%	N
Non-Exempt	94%	16
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 17 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	88%	15
Salary	12%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	15	10.5	11	12.24	14.9	16.42	13	12
Pay Range Maximum Rate	15	12	13	16	17.71	18.3	16	16
Actual Lowest Base Rate	15	10	11	14.15	16.98	18.76	14	14
Actual Average Base Rate	15	11.17	12	14.45	16.98	18.76	15	14
Actual Highest Base Rate	15	11.5	12.5	15.82	17.71	18.76	15	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)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

6.6.2 Electrician

Job description

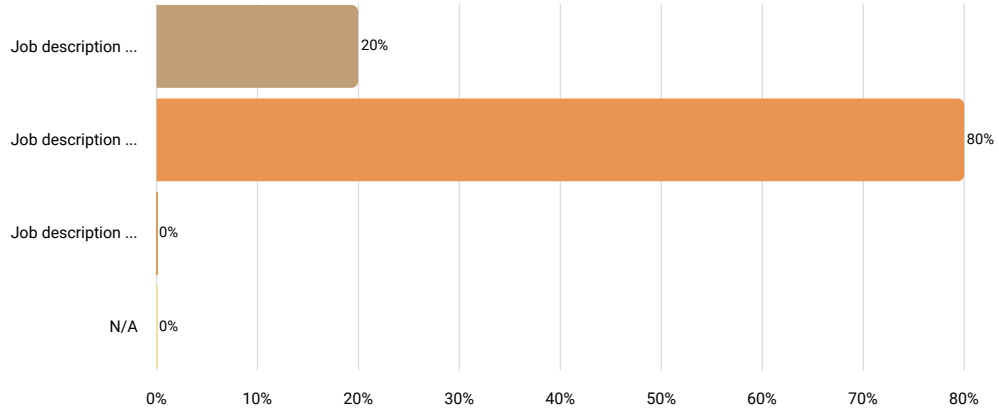
Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas using hand tools and testing instruments in order to power for lighting, equipment and machines.

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

Answered 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 5 times

Skipped 5 times

Text input

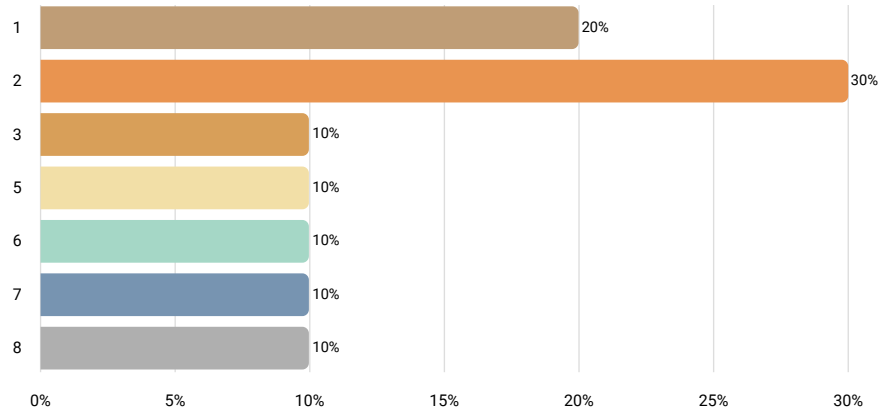
Results	
e & i technician	1
instrument and electrical technician	1
electrician i, ii	1
general services electrician	1
planner, maintenance	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



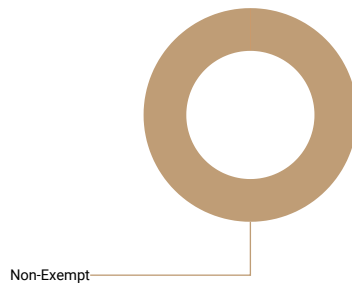
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2.5
75th percentile	6
90th percentile	7.5
Mean	4
Median	3
Standard deviation	3

FLSA Status

Answered 10 times

Skipped 0 times

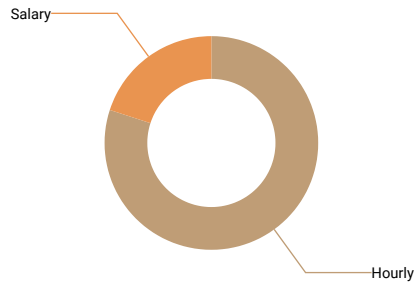
Select one answer (radio button)



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	80%	8
Salary	20%	2

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)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

6.6.3 Electrical and Control Mechanic

Job description

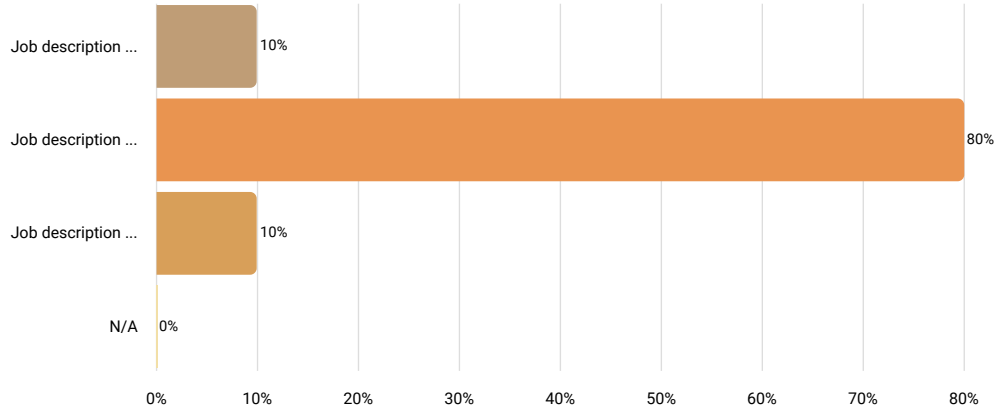
Performs a variety of electrical trade functions including installation, maintenance and repair of equipment or electrical systems. Also maintains computer production control systems.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 9 times

Skipped 1 times

Text input

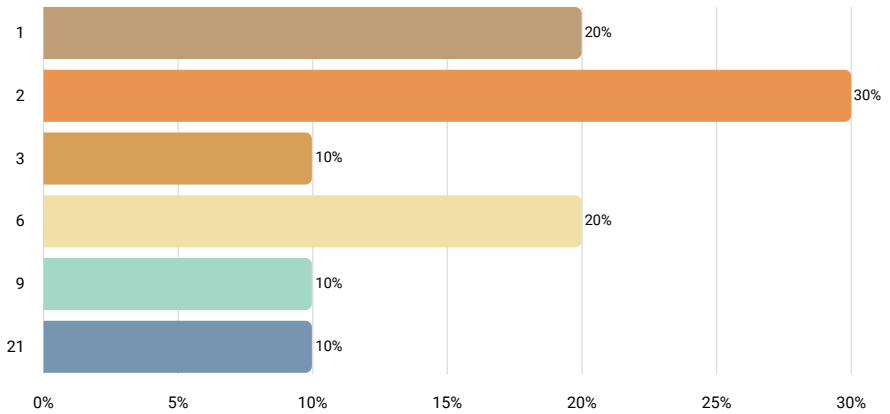
Results	
controls technician	1
instrument & electrical technician	1
maintenance technician	1
lead electrician	1
mechanical/electrical specialist	1
maintenance technician 5	1
electrical mechanic	1
general services controls technician - 6023	1
aerospace production support	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



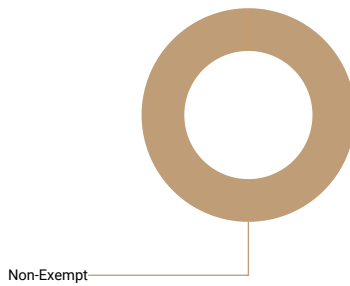
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2.5
75th percentile	6
90th percentile	15
Mean	5
Median	3
Standard deviation	6

FLSA Status

Answered 10 times

Skipped 0 times

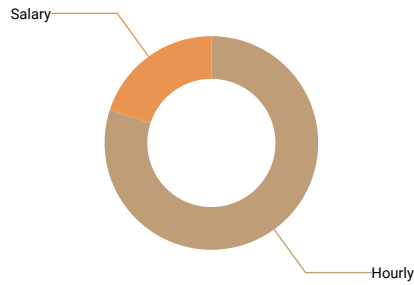
Select one answer (radio button)



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	80%	8
Salary	20%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	18.83	22.375	29.375	32.385	33.9	28	29
Pay Range Maximum Rate	8	32	32.15	35.91	40.1	43.59	36	36
Actual Lowest Base Rate	8	22.86	28.98	33.1	36.31	40.2	32	33
Actual Average Base Rate	8	25.91	30.87	35.76	39.215	42.55	35	36
Actual Highest Base Rate	8	27.83	31.335	35.76	40.18	43.59	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)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

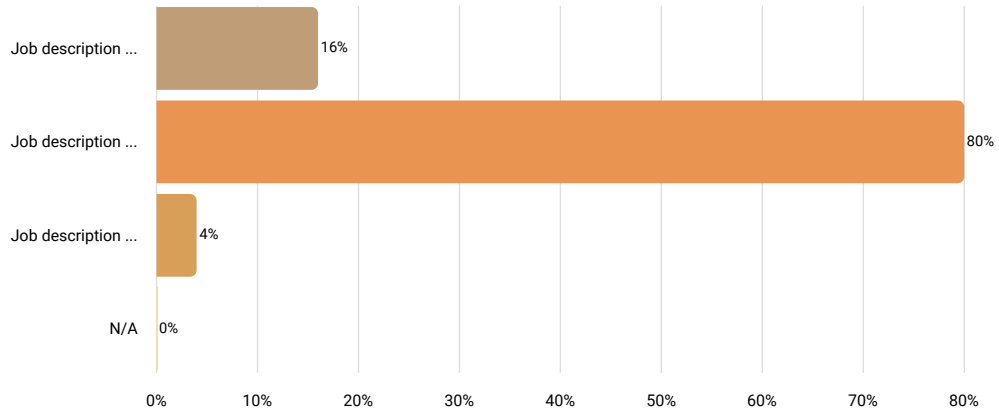
6.6.4 Multi-Craft Maintenance

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 25 times
 Skipped 0 times
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	4
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	0%	0

Job Title (if different than above)

Answered 10 times
 Skipped 15 times
 Text input

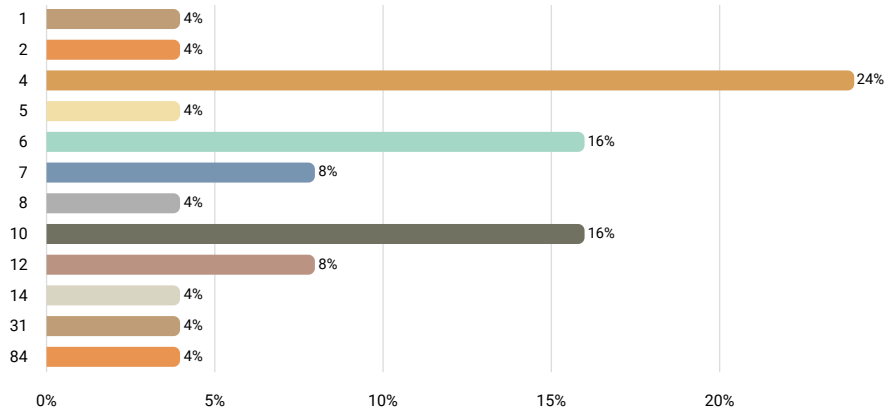
Results	
maintenance technician	3
we have 2 job titles in this category - maintenance technician i and maintenance technician ii	1
maintenance mechanic	1
maintenance 1-3	1
maintenance technician 4 and 5	1
maintenance associate	1
electro mechanical skill level 1-4	1
technician ii	1

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



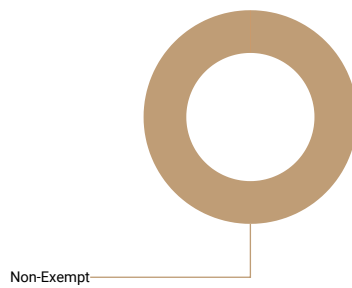
Statistics	
10th percentile	4
25th percentile	4
50th percentile	6
75th percentile	10
90th percentile	14
Mean	11
Median	6
Standard deviation	16

FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



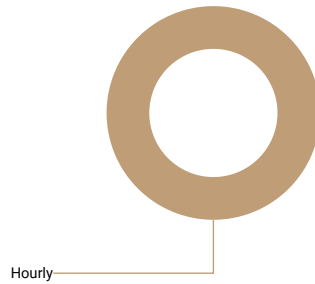
Results	%	N
Non-Exempt	96%	24
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	25
Salary	0%	0

Compensation data

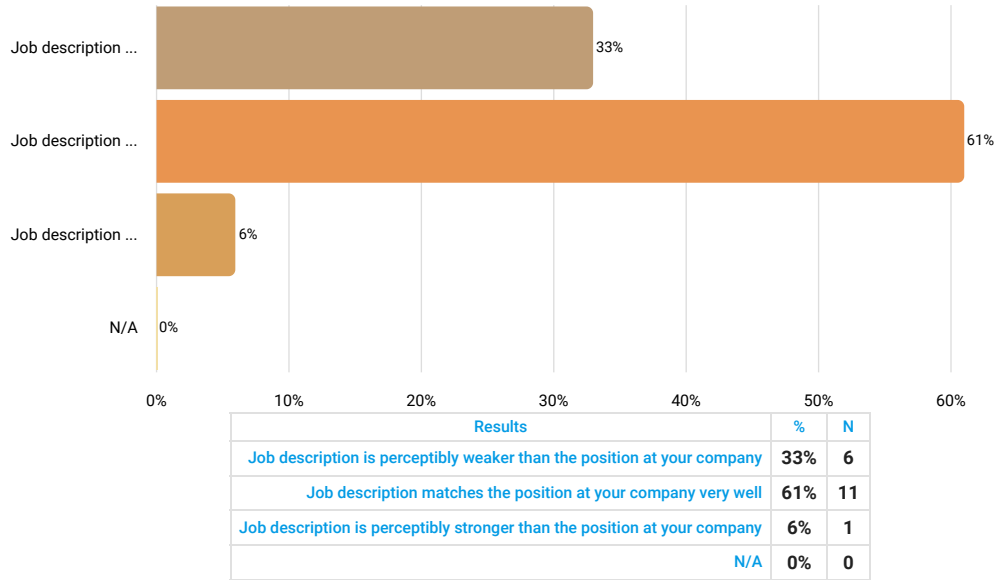
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	24	19	20.585	22.55	25.875	29.72	24	23
Pay Range Maximum Rate	24	28.1	30	32	35.445	38.29	33	32
Actual Lowest Base Rate	25	20	23.5	25	28.1	35.33	26	25
Actual Average Base Rate	25	23.33	27.11	28.1	30.88	37.62	41	28
Actual Highest Base Rate	25	26	28.85	31.98	33.8	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)	7	0	1,600	1,800	6,500	9,000	3,263	1,800

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 18 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 13 times
 Skipped 5 times
 Text input

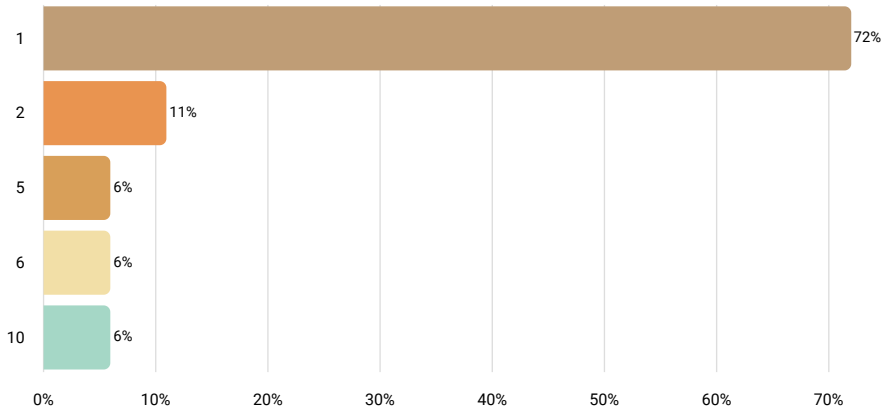
Results	
facilities specialist	2
maintenance technician	1
civil technician	1
maintenance assistant	1
maintenance tech ii - iii	1
facilities supervisor	1
senior carpenter	1
building manager	1
facility technician	1
general services facilities technician - 6015	1
facilities maintenance technician	1
grounds maintenance assistant	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



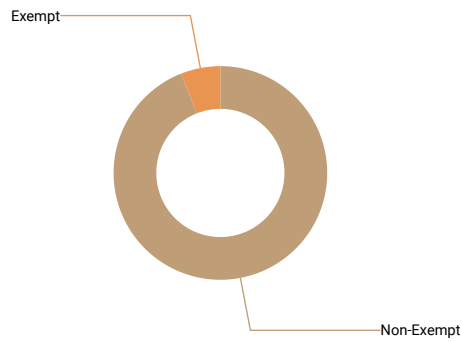
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



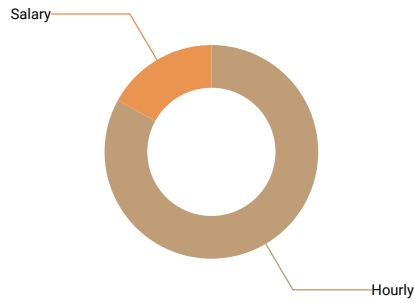
Results	%	N
Non-Exempt	94%	17
Exempt	6%	1

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	15
Salary	17%	3

Compensation data

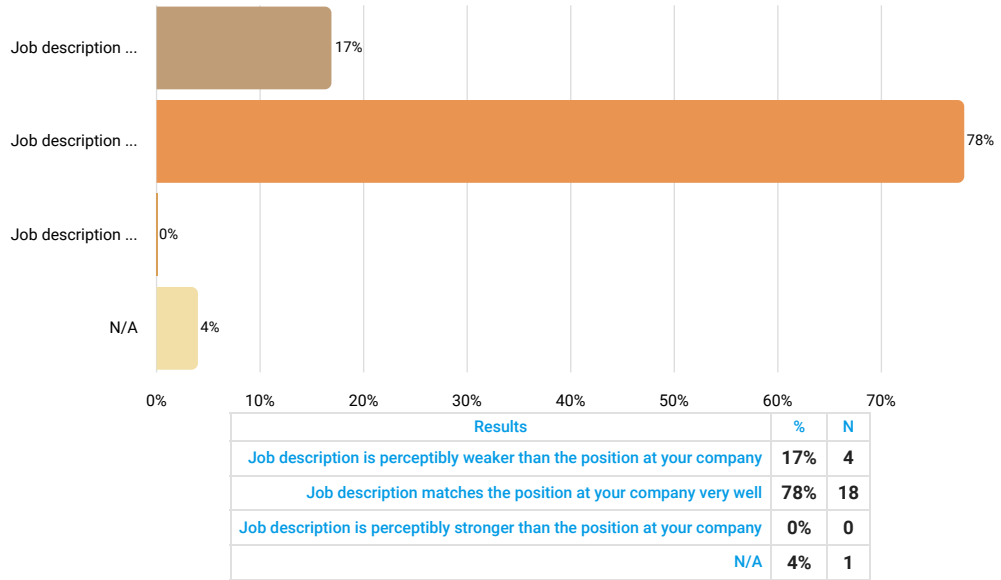
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	13	11.76	15	16.43	17	22.41	17	16
Pay Range Maximum Rate	13	15	17.28	25	27.65	30	23	25
Actual Lowest Base Rate	14	15	16.55	18.69	23	25.29	19	19
Actual Average Base Rate	14	15	16.55	21.875	23.25	26.5	20	22
Actual Highest Base Rate	14	15	16.55	22.14	27	29.18	22	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								
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 23 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 9 times
 Skipped 14 times
 Text input

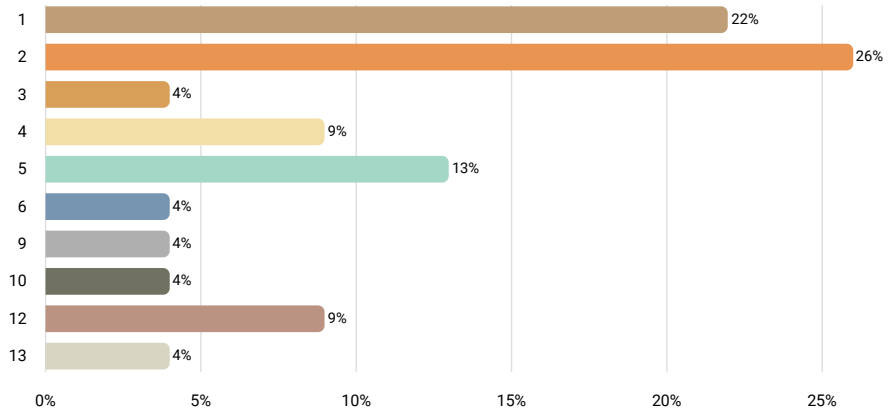
Results	
maintenance technician	2
maintenance management systems assistant	1
maintenance specialist	1
maintenance mechanic (manufacturing equipment)	1
senior zone mechanic	1
general maintenance mechanic	1
a&p mechanic	1
maintenance tech 1	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



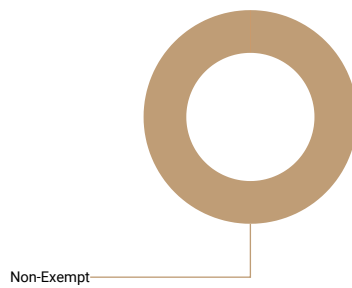
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	12
Mean	5
Median	3
Standard deviation	4

FLSA Status

Answered 23 times

Skipped 0 times

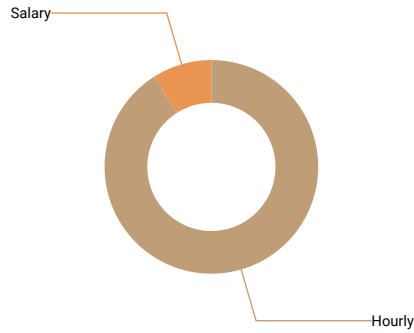
Select one answer (radio button)



Results	%	N
Non-Exempt	96%	22
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 23 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	91%	21
Salary	9%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	20	15.2	17.125	19	23.3	26.945	20	19
Pay Range Maximum Rate	19	22	23.75	28.7	35	39.23	29	29
Actual Lowest Base Rate	20	15.5	19.565	24.475	27.31	31.58	24	24
Actual Average Base Rate	20	18.26	20.915	25.625	28.9	34.125	26	26
Actual Highest Base Rate	20	19.925	22.875	26.905	31.51	37.935	28	27
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

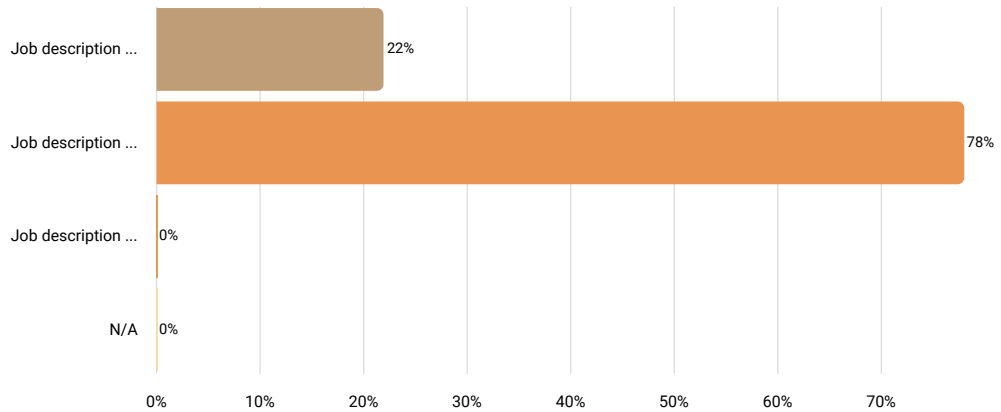
Schedules and plans the work of electricians and mechanics. Develops job plans that include the labor, tools, materials and procedures for repairs on all 1 equipment and general facility maintenance.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		78%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Job Title (if different than above)

Answered 3 times

Skipped 6 times

Text input



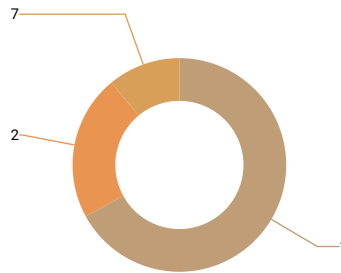
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



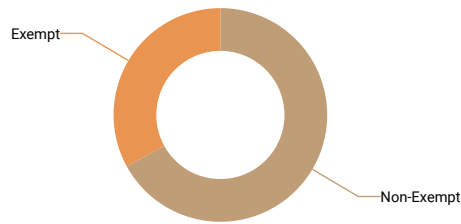
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	7
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



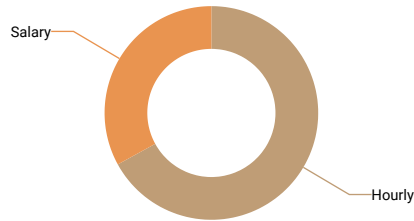
Results	%	N
Non-Exempt	67%	6
Exempt	33%	3

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	6
Salary	33%	3

Compensation data

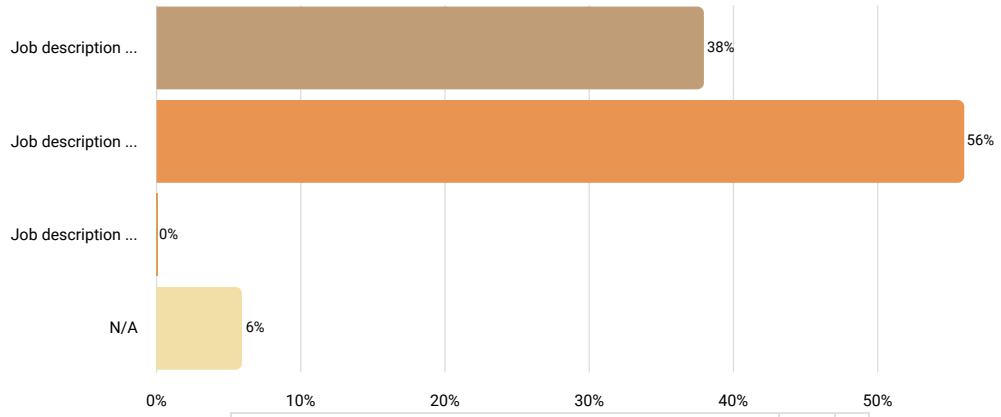
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	19	27.31	32.595	35.37	36.6	31	33
Actual Average Base Rate	6	19	28.52	32.595	35.37	36.6	31	33
Actual Highest Base Rate	6	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 16 times
 Skipped 0 times
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	6
Job description matches the position at your company very well	56%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

Job Title (if different than above)

Answered 8 times
 Skipped 8 times
 Text input

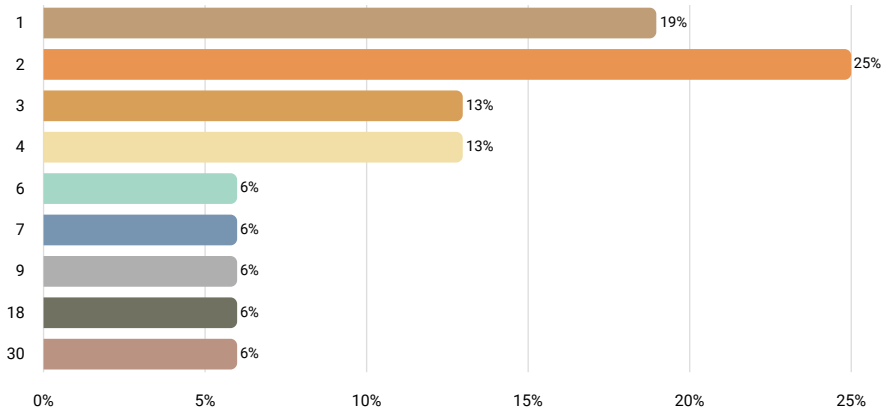
Results	
maintenance technician	2
vehicle mechanic	1
maintenance technician/worker	1
general services facilities worker -6019	1
tech, maintenance ii	1
facilities and grounds assistant	1
maintenance mechanic	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



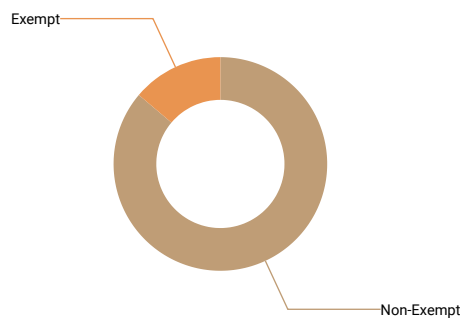
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6.5
90th percentile	18
Mean	6
Median	3
Standard deviation	8

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



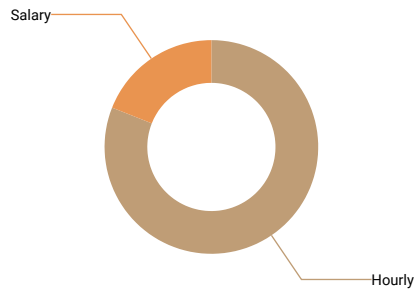
Results	%	N
Non-Exempt	81%	13
Exempt	13%	2

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	81%	13
Salary	19%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	11	15	16	22.8	24	24	20	23
Pay Range Maximum Rate	11	18	24	29.91	35	35	28	30
Actual Lowest Base Rate	13	16	18.23	22	24	25.77	21	22
Actual Average Base Rate	13	17	21	24	27.76	30	24	24
Actual Highest Base Rate	13	18	22	26.32	30.25	31.1	26	26
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:

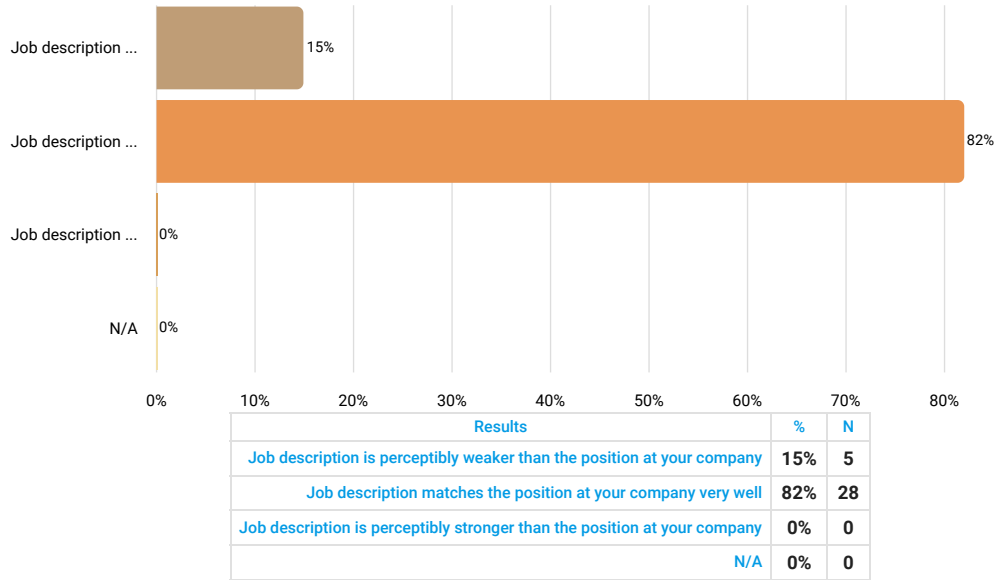
Truck Driver, Light and Delivery Services
Locomotive Material Handler

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

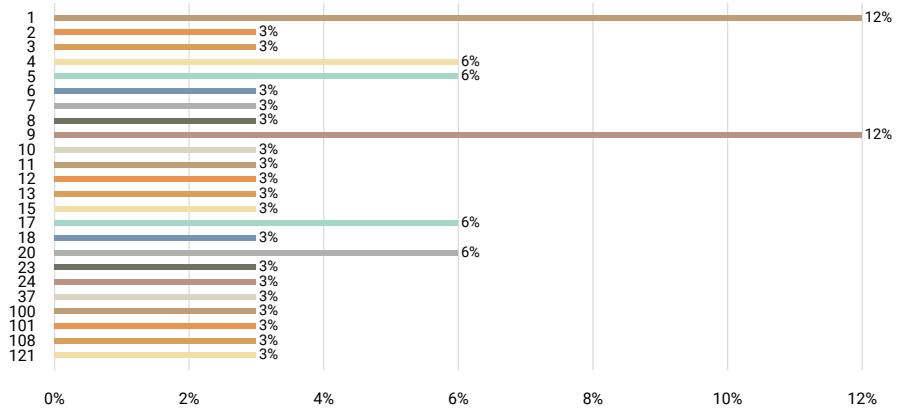
Results	
material handler	4
warehouse associate	1
material handling	1
material movement operator	1
warehouse	1
packaging operator	1
material handler osbl operator	1
yard associate, loadmaster, puller	1
material handler iii	1
operation technician i	1
tugger operator	1
forklift driver	1
production technician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



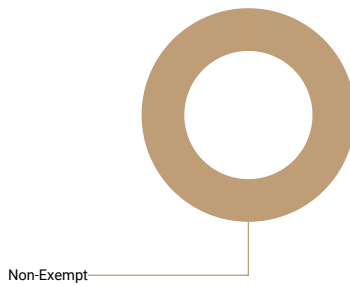
Statistics	
10th percentile	1
25th percentile	5
50th percentile	9.5
75th percentile	20
90th percentile	100
Mean	22
Median	10
Standard deviation	33

FLSA Status

Answered 34 times

Skipped 0 times

Select one answer (radio button)



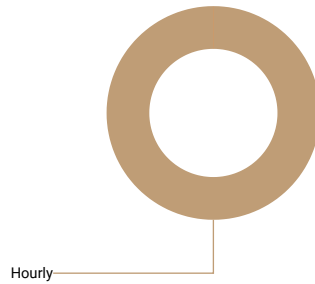
Results	%	N
Non-Exempt	94%	32
Exempt	0%	0

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

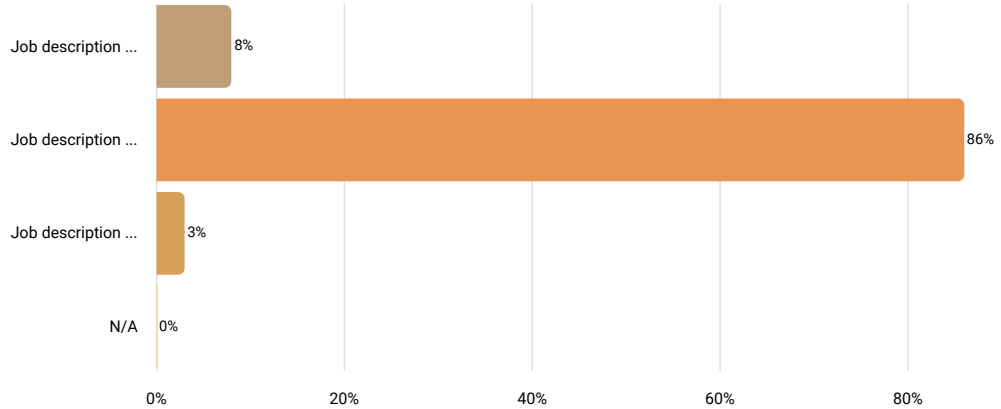
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	3
Job description matches the position at your company very well	86%	32
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Job Title (if different than above)

Answered 13 times

Skipped 24 times

Text input

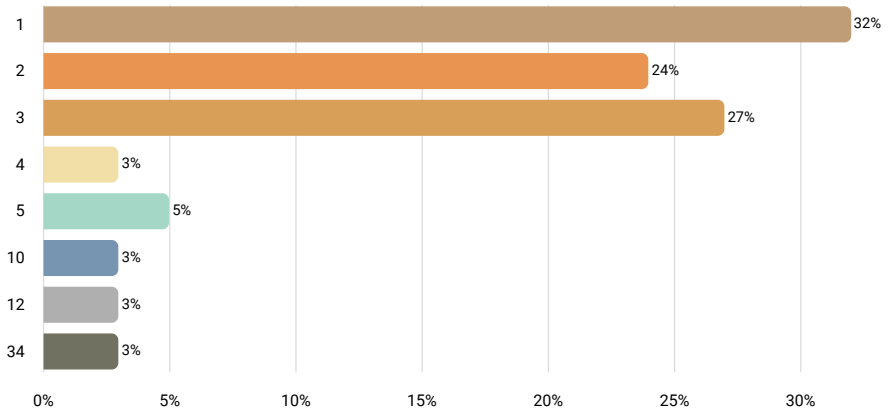
Results	
materials coordinator	1
production support specialist	1
warehouse clerk	1
distribution associate	1
logistics specialist	1
shipping/receiving supervisor	1
shipping clerk, receiving (2 positions)	1
utility	1
s&r technician	1
logistics/supply technician	1
receiving specialist	1
clerk, shipping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

Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



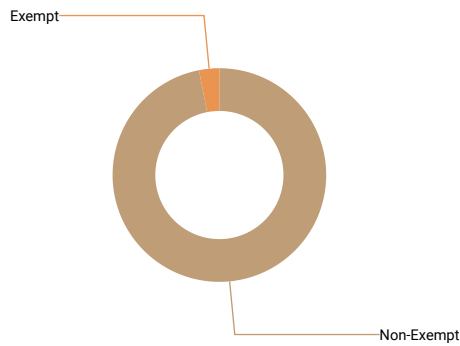
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	4
Median	2
Standard deviation	6

FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



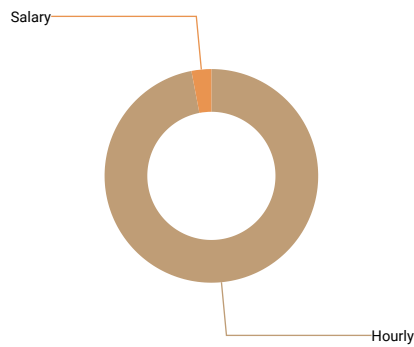
Results	%	N
Non-Exempt	95%	35
Exempt	3%	1

Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	97%	36
Salary	3%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	30	12.75	14.36	16.13	19.44	20.99	17	16
Pay Range Maximum Rate	29	17	18.4	20	24.54	32.11	22	20
Actual Lowest Base Rate	34	13.26	15.5	18.205	20.2	22	18	18
Actual Average Base Rate	35	15.54	17	18.75	21.2	23.4	19	19
Actual Highest Base Rate	34	17	17.95	19.38	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

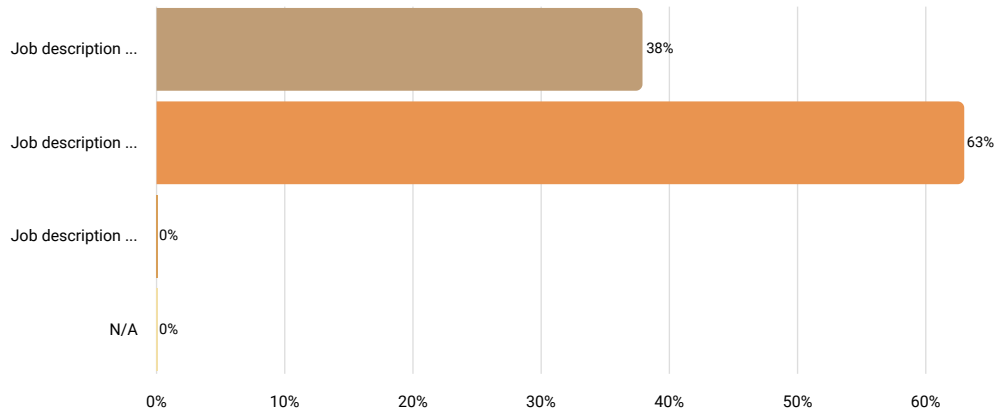
Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	3
Job description matches the position at your company very well	63%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



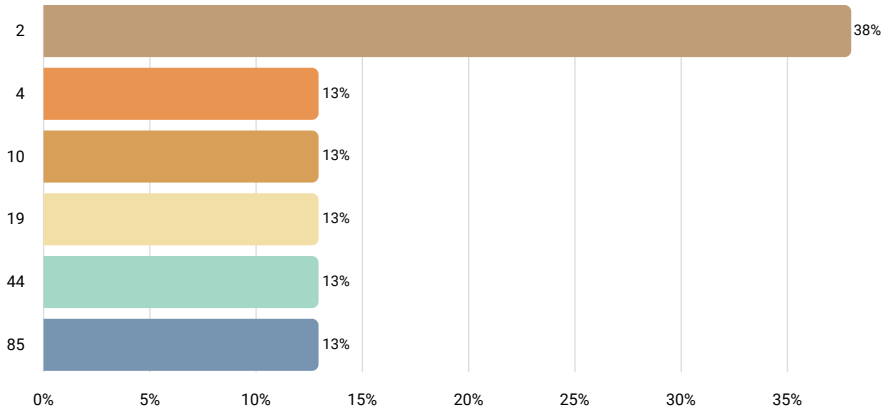
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



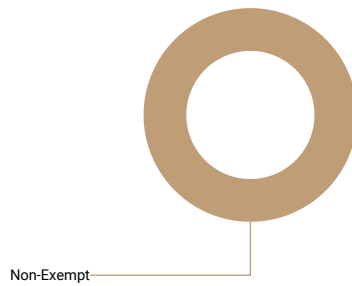
Statistics	
10th percentile	2
25th percentile	2
50th percentile	7
75th percentile	31.5
90th percentile	85
Mean	21
Median	7
Standard deviation	30

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



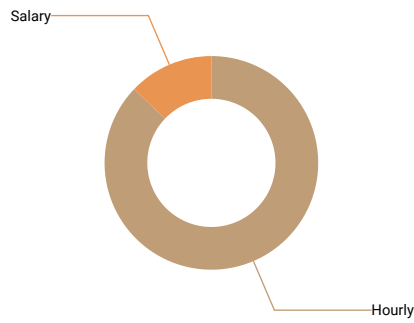
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	7
Salary	13%	1

Compensation data

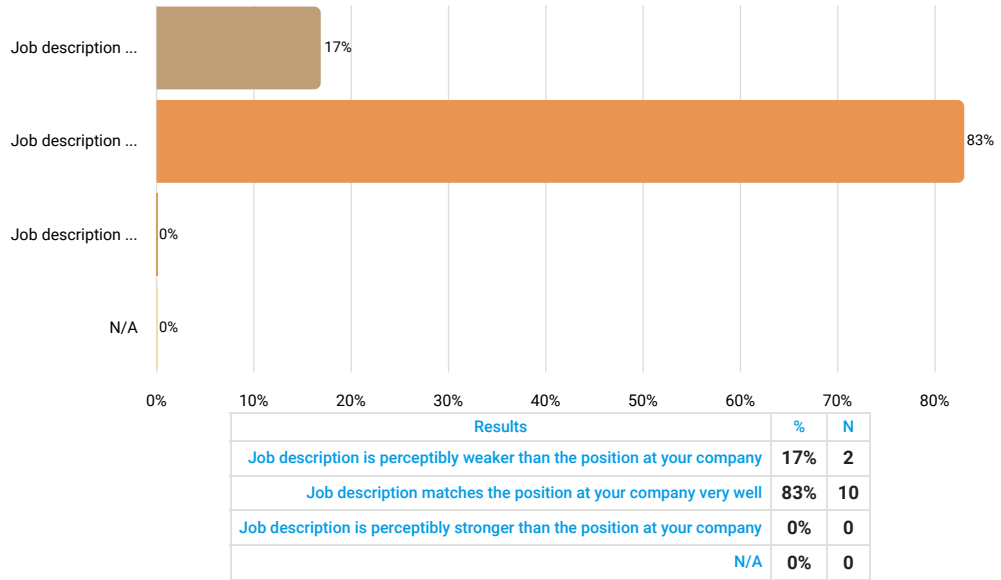
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate	6	13.67	15	16.01	18	20	16	16	
Pay Range Maximum Rate	6	17.5	21.72	23	28	29	24	23	
Actual Lowest Base Rate	6	13.67	16	16.875	19.11	20	17	17	
Actual Average Base Rate	7	15.59	17.25	21	21	24.36	20	21	
Actual Highest Base Rate	6	17.5	18	23	23.23	25	22	23	
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									

6.7.5 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 12 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 7 times
 Skipped 5 times
 Text input

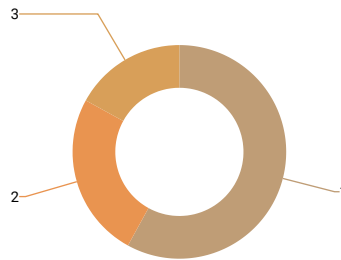
Results	
store room clerk	1
yard associate	1
materials clerk	1
operator	1
mro storeroom technician	1
inventory clerk	1
tool room/inventory clerk	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



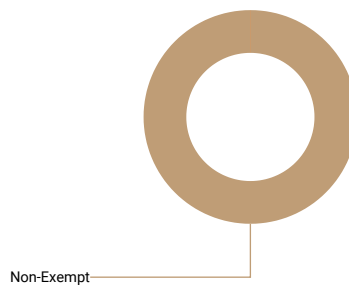
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



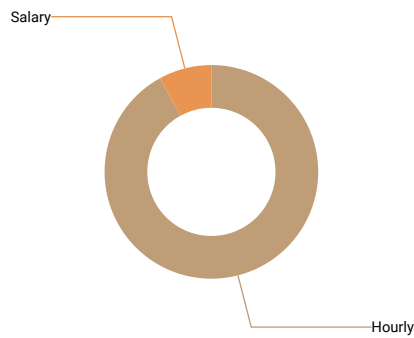
Results	%	N
Non-Exempt	92%	11
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	11
Salary	8%	1

Compensation data

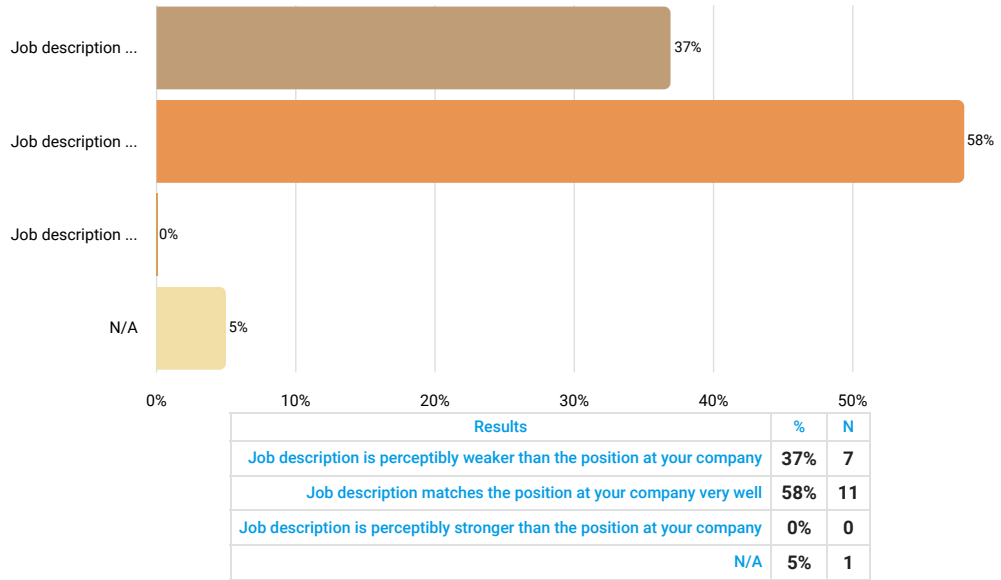
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	13	15	16.73	19	23.865	17	17
Pay Range Maximum Rate	10	15.25	17.8	20.865	26	27.47	21	21
Actual Lowest Base Rate	11	16.61	17.8	19.36	25	26	20	19
Actual Average Base Rate	11	17.8	18	19.74	25.29	26	20	20
Actual Highest Base Rate	11	17.8	18	19.74	25.54	26	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)								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

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



Job Title (if different than above)

Answered 15 times
 Skipped 4 times
 Text input

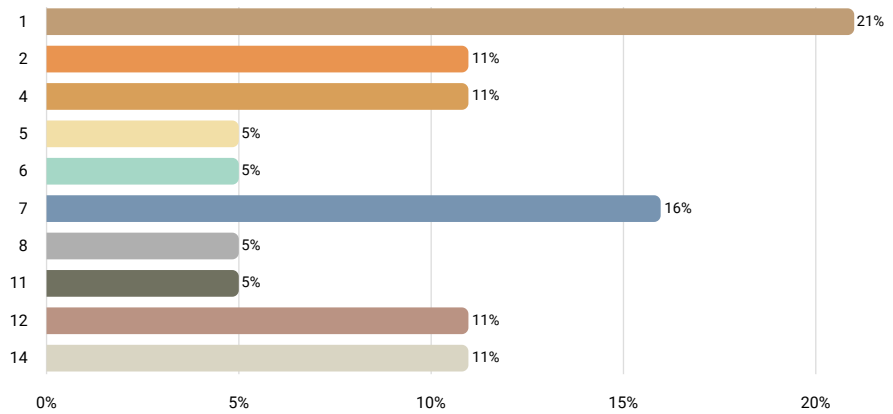
Results	
warehouse technician	2
crate and pallet builder	1
materials coordinator/inventory control	1
packing operators	1
warehouse operator; storeroom operator	1
warehouse operator	1
dock and warehouse associate	1
warehouse assistant/clerk	1
material handler	1
supply technician	1
warehouse specialist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

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



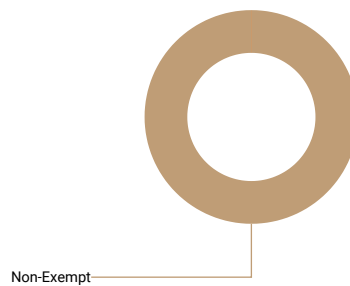
Statistics	
10th percentile	1
25th percentile	2
50th percentile	6
75th percentile	11
90th percentile	14
Mean	6
Median	6
Standard deviation	5

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



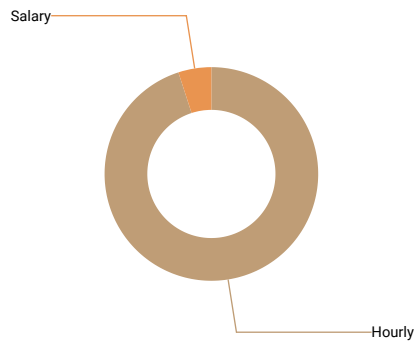
Results	%	N
Non-Exempt	100%	19
Exempt	0%	0

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	14	12	14.5	15.46	17.5	19.75	16	15
Pay Range Maximum Rate	14	15	18.5	20.51	22	24.95	21	21
Actual Lowest Base Rate	17	12	14.61	17	18.74	22	17	17
Actual Average Base Rate	18	14	16.5	17.22	19.95	22.3	18	17
Actual Highest Base Rate	17	14.61	17.25	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.	6	1	3	3.5	4	5	3	4
Average Incentive Bonus or Other Cash Bonus (Annual)								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

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

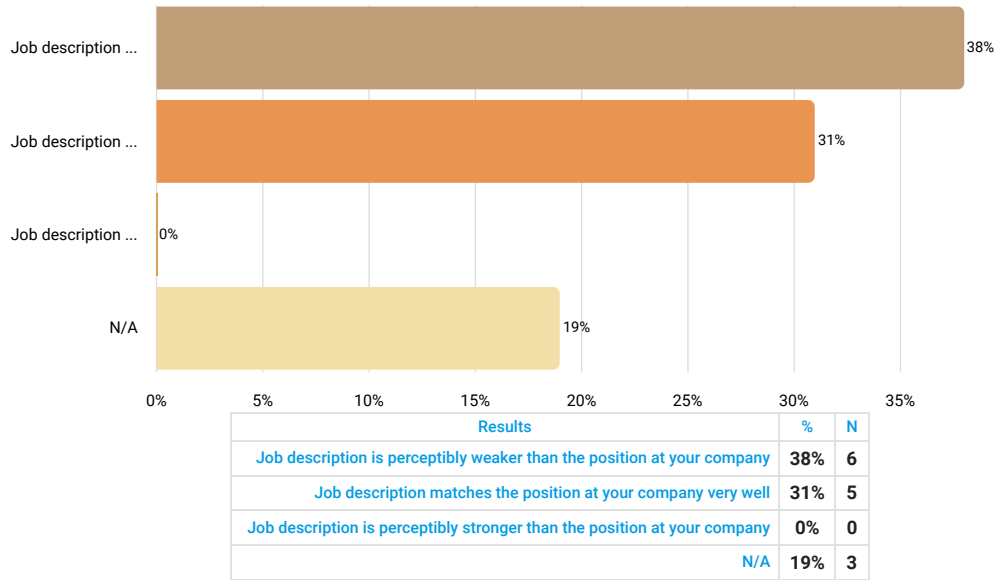
The survey did not receive sufficient data for the following job titles:

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 16 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 13 times
 Skipped 3 times
 Text input

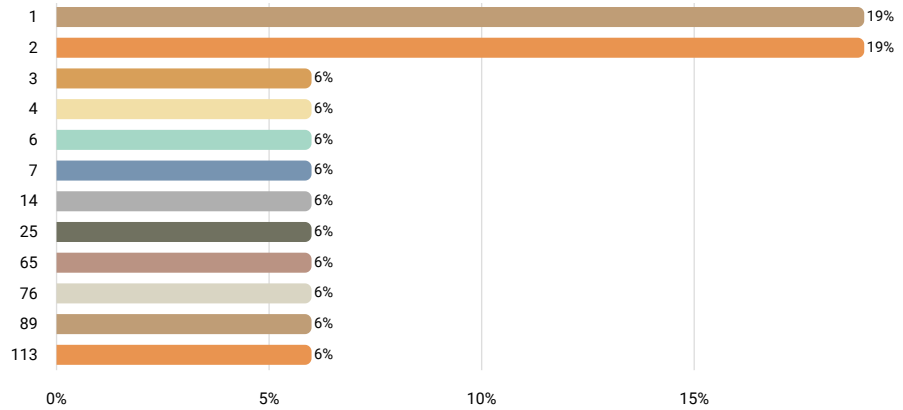
Results	
leadman/fitter/machine operator/welder/welding inspector	1
production laborers	1
phosphate	1
ndi/quality inspector	1
utility operator	1
production/machine operators	1
process specialist/utility specialist	1
methods technician i - quality, methods technician i - electrical, methods technician ii - electrical	1
composite technicians / operation technicians	1
hvac install technician	1
bartender ; gardener ; lead bartender ;lighting and design programming intern	1
robotics programmer	1
machine operators	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



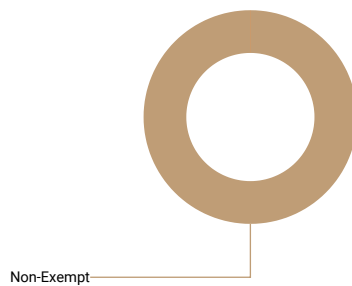
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	45
90th percentile	89
Mean	26
Median	5
Standard deviation	37

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



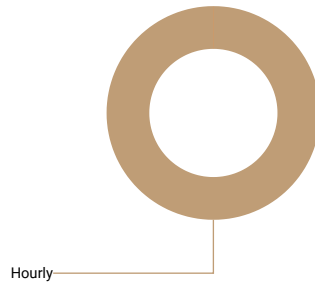
Results	%	N
Non-Exempt	100%	16
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	16
Salary	0%	0

Compensation data

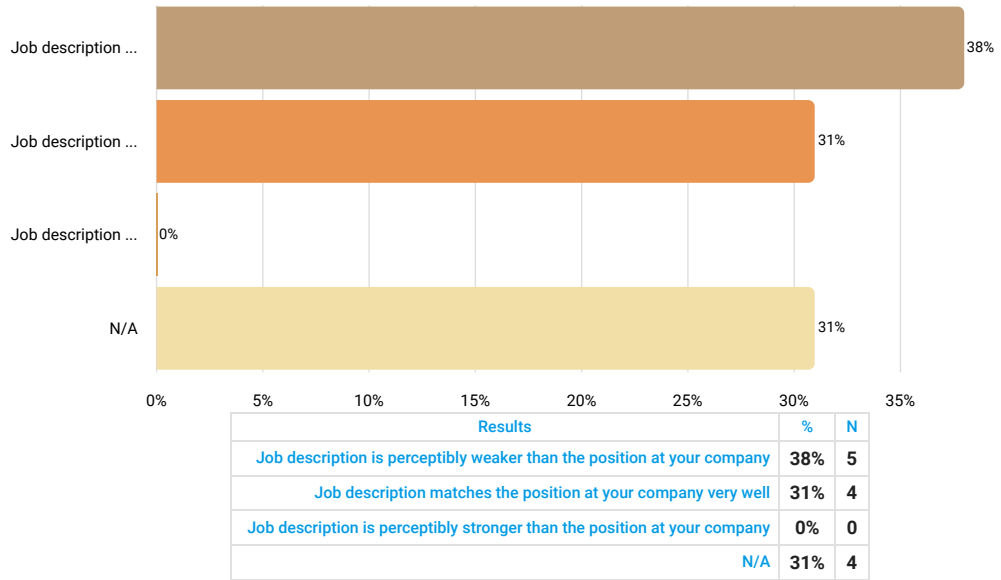
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	14	12	13	16.91	22.68	23.58	18	17
Pay Range Maximum Rate	14	19.48	21	27.575	33	47	29	28
Actual Lowest Base Rate	15	13	14	22.3	24	26.95	21	22
Actual Average Base Rate	16	15.93	19.94	22.355	24.905	31.95	23	22
Actual Highest Base Rate	16	19.48	21.93	24.8	29.5	36.1	26	25
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	3	3	4.5	6.5	28	7	5
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 13 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 11 times
 Skipped 2 times
 Text input

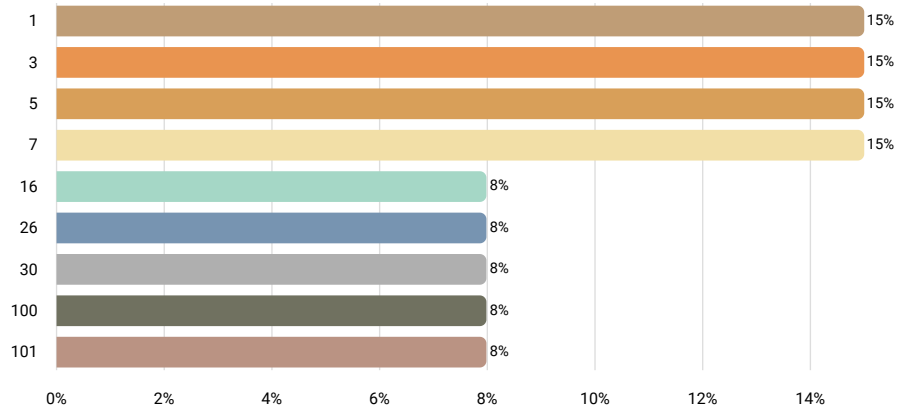
Results	
seamstress, cut table	1
painter	1
pex specialist/mold setter	1
bending machine operators	1
outbound coordinator	1
sewing machine operator; customization applications; hardware; utility	1
mechanical electrical technician	1
operation technician i and ii	1
quality in-process inspectors (hourly)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

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



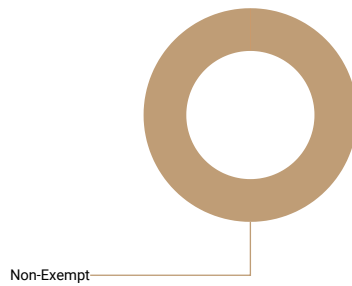
Statistics	
10th percentile	1
25th percentile	3
50th percentile	7
75th percentile	26
90th percentile	100
Mean	23
Median	7
Standard deviation	35

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



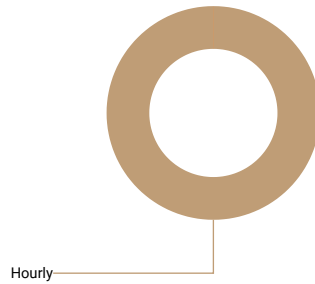
Results	%	N
Non-Exempt	100%	13
Exempt	0%	0

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	10	9.5	11.5	13	15	17	13	13
Pay Range Maximum Rate	10	11.5	15	18.61	22	28.875	19	19
Actual Lowest Base Rate	13	10	12.35	13.25	15.74	21.86	14	13
Actual Average Base Rate	12	11.4	13.585	15.145	20.31	23.79	17	15
Actual Highest Base Rate	13	12	15.5	18.22	22.75	33	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)	7	100	500	763	1,200	6,500	1,495	763

6.8.3 Laborers/Helpers, Not Otherwise Classified

Job description

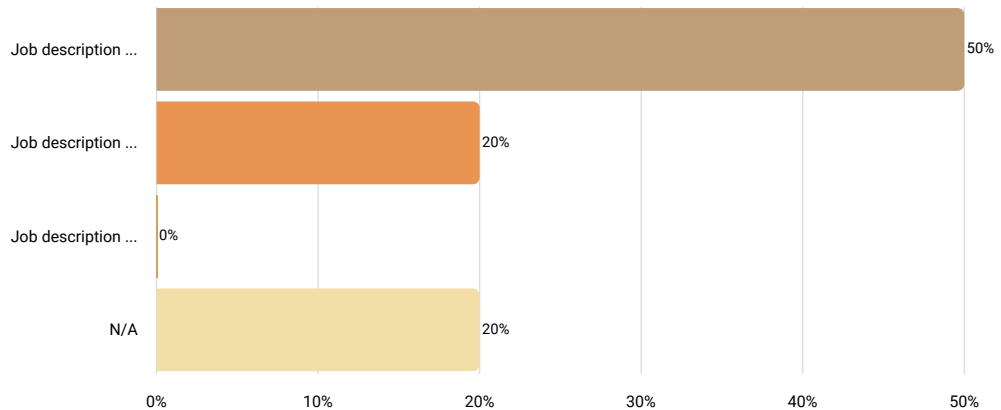
Include those who perform non-skilled work inside or outside the facility that are not included in the Laborer category under Maintenance or who do not fit category within this survey.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	50%	5
Job description matches the position at your company very well	20%	2
Job description is perceptibly stronger than the position at your company	0%	0
N/A	20%	2

Job Title (if different than above)

Answered 9 times

Skipped 1 times

Text input

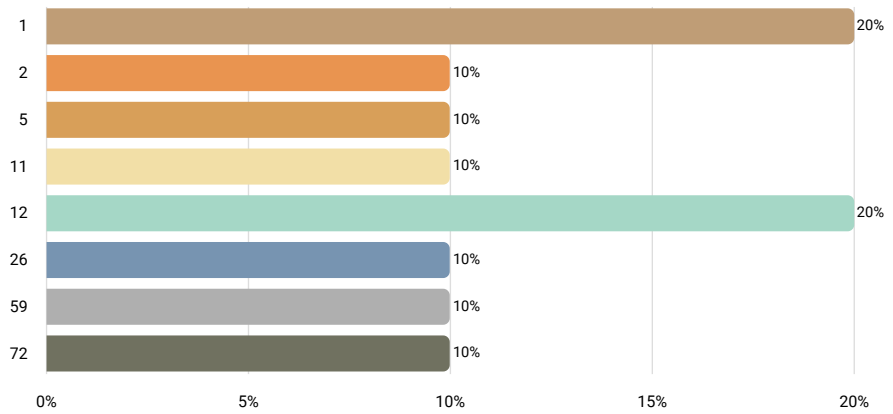
Results	
prep worker	1
seamstress	1
helper/loader	1
production helper	1
pack-out operator	1
prog operator	1
sewing machine operator	1
hvac helper	1
bar back ; seasonal gardener	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



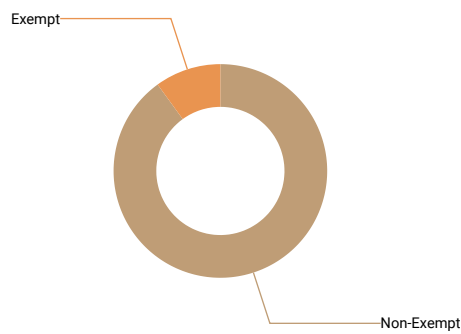
Statistics	
10th percentile	1
25th percentile	2
50th percentile	11.5
75th percentile	26
90th percentile	65.5
Mean	20
Median	12
Standard deviation	25

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



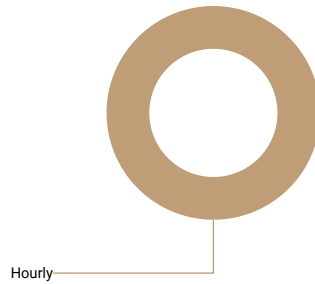
Results	%	N
Non-Exempt	90%	9
Exempt	10%	1

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	8	7.5	9.375	11.5	14.635	17	12	12
Pay Range Maximum Rate	8	11	13.375	17.45	19.44	20	16	17
Actual Lowest Base Rate	10	8	10.75	12	14.27	17	12	12
Actual Average Base Rate	10	10.25	11.26	13.11	16.9	18.19	14	13
Actual Highest Base Rate	10	11.675	12.75	14.5	19	22.44	16	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)	5	100	500	500	1,200	6,500	1,760	500

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

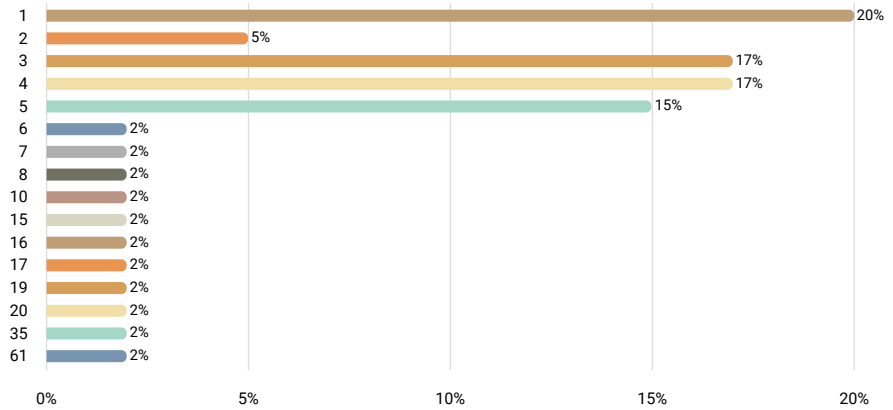
The survey did not receive sufficient data for the following job titles:

Number of Employees Currently in This Position

Answered 41 times

Skipped 0 times

Number input



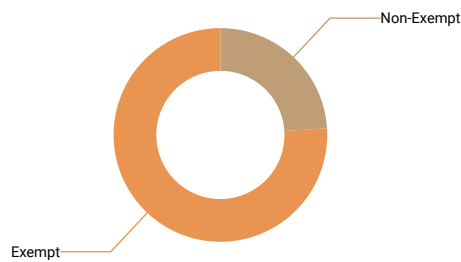
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	6
90th percentile	17
Mean	7
Median	4
Standard deviation	11

FLSA Status

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	24%	10
Exempt	76%	31

6.9.1 Accounting Supervisor

Job description

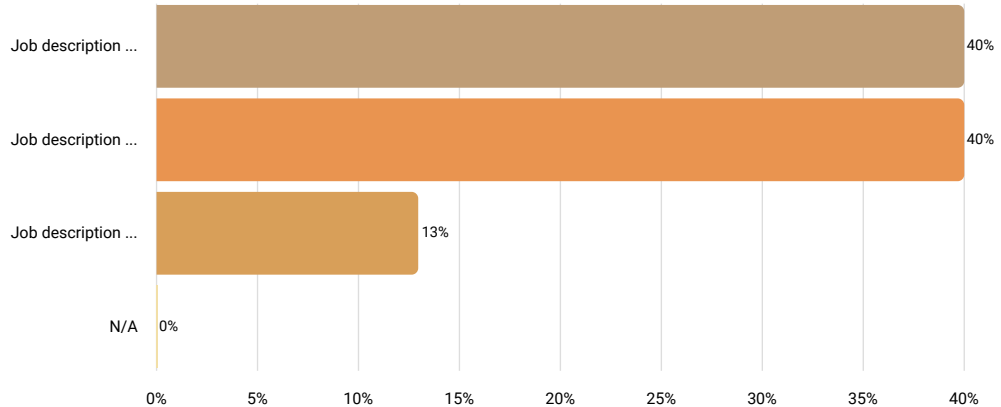
First Line Supervisor responsible for overseeing workers engaged in maintaining accounting records and processing transactions. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	6
Job description matches the position at your company very well	40%	6
Job description is perceptibly stronger than the position at your company	13%	2
N/A	0%	0

Job Title (if different than above)

Answered 9 times

Skipped 6 times

Text input

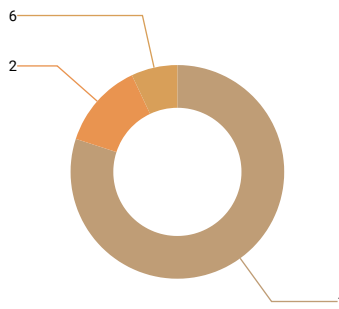
Results	
accounting manager	2
assistant controller	1
payroll supervisor iii	1
sr. accounting specialist	1
supv accounts payable	1
supervisor	1
finance admin manager-1121	1
accounting assistant manager	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



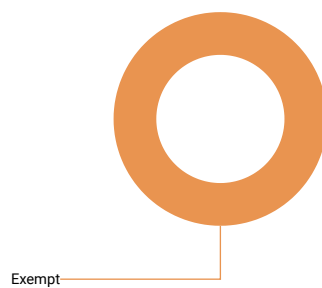
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



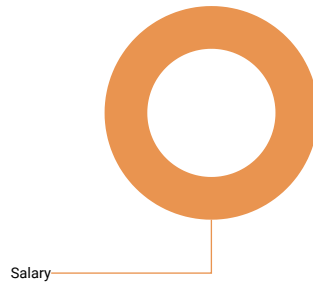
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

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	10	52,187.2	60,000	63,000	70,000	88,990.4	66,492	63,000	1
Pay Range Maximum Salary	10	66,246.5	78,561.6	96,432	100,000	115,120	91,204	96,432	1
Actual Lowest Base Salary	12	58,500	63,700	75,000	92,068.8	110,000	78,109	75,000	2
Actual Average Base Salary	14	62,400	65,041.6	75,000	101,000	122,500	135,599	75,000	20
Actual Highest Base Salary	15	63,500	65,603.35	79,000	95,000	110,000	83,686	79,000	1
Average Incentive or Other Cash Bonus (Annual)									

6.9.2 Production Supervisor

Job description

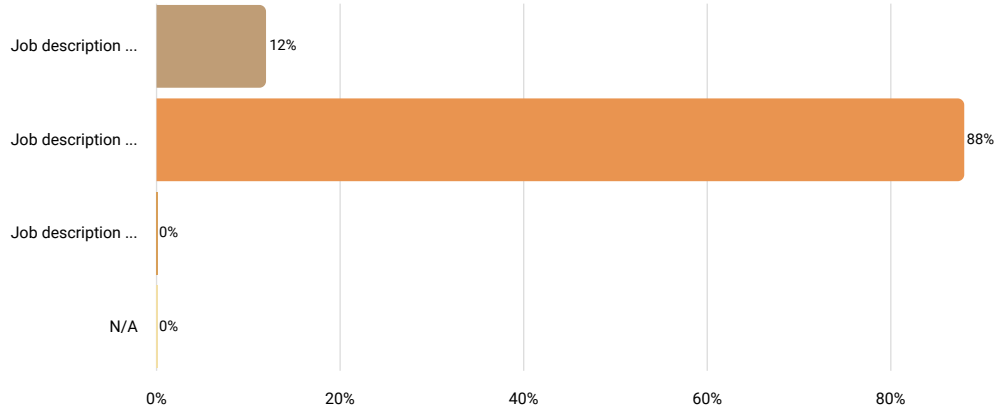
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company procedures. Responsible for the performance of the assigned work unit.

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

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	12%	5
Job description matches the position at your company very well	88%	36
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 26 times

Text input

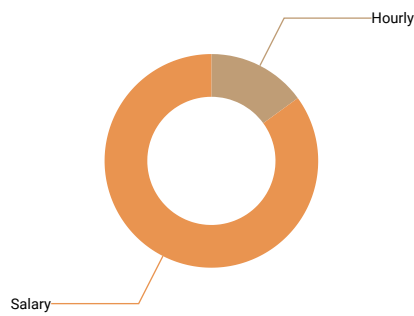
Results	N
group leader	2
foreman	1
molding supervisor, assembly supervisor, foam supervisor	1
operations supervisor	1
area manager	1
site supervisor, driver supervisor, terminal superintendent	1
shift supervisor, millwork production supervisor	1
production supervisor i-iii, production control manager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

Is this position paid an hourly rate or annual salary?

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	6
Salary	85%	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	6	17	17.5	21.3	25	38.83	23	21	
Actual Average Base Rate	6	22	24	24.87	26.33	38.83	27	25	
Actual Highest Base Rate	6	25	26.5	30.79	35.68	38.83	31	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	20,000
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	20,000
Average Incentive or Other Cash Bonus (Annual)	15	1,000	3,800	5,000	7,700	12,000	6,295	5,000	

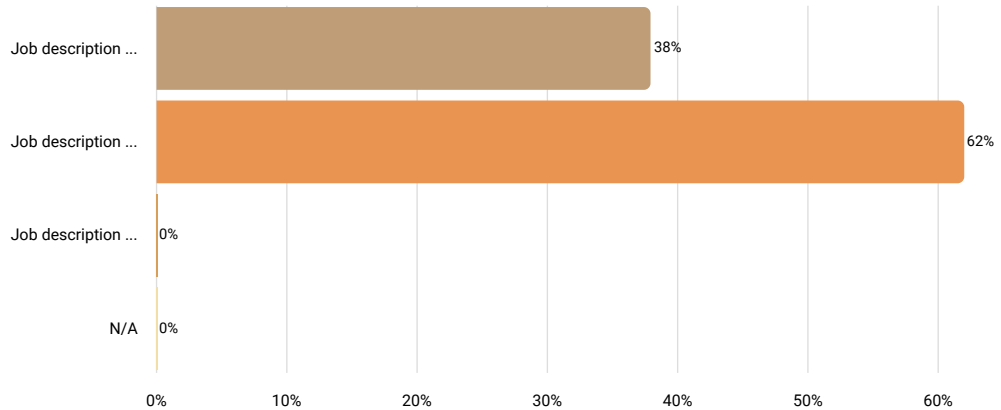
6.9.3 Senior Production Supervisor

Job description

Experienced supervisor typically responsible for overseeing two or more production units or highly complex or large production units. May work through t 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

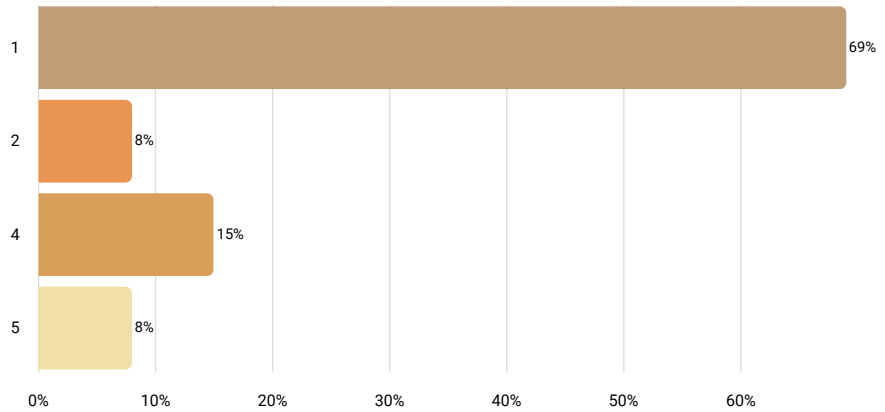
Results	
assistant plant manager	2
production manager	1
production superintendent	1
director of maintenance, mechanical program manager, production operations manager i, tc-12 production control supervisor	1
area supervisor	1
plant production supervisor and maintenance supervisor	1
on site technical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

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



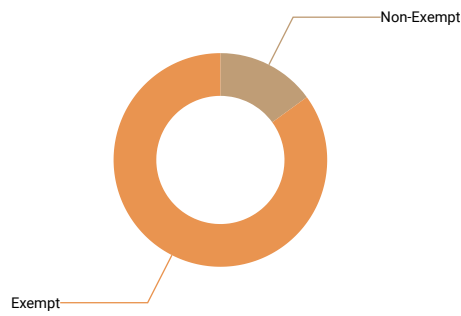
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



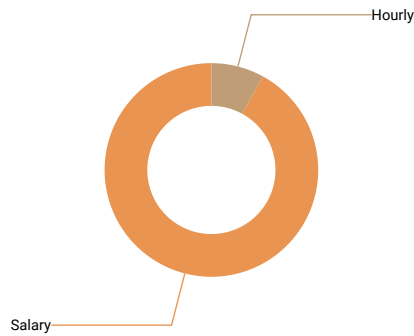
Results	%	N
Non-Exempt	15%	2
Exempt	85%	11

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

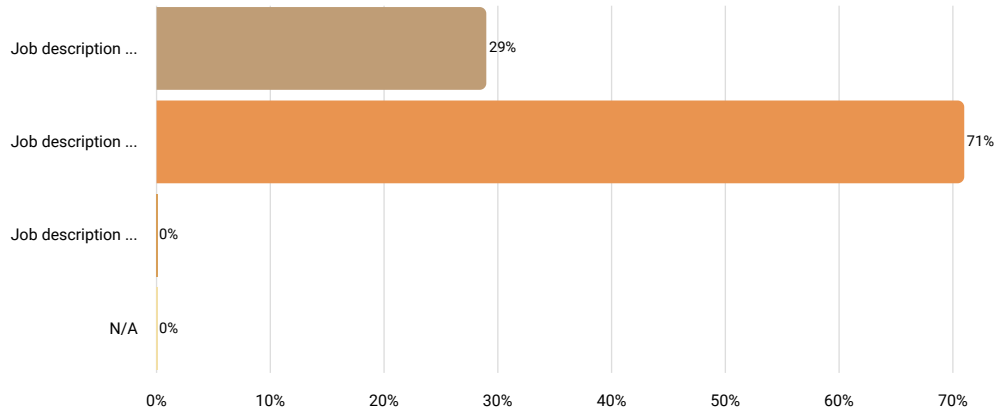
First Line Supervisor responsible for overseeing workers engaged in testing and inspecting the quality of products. Compiles and evaluates data pertaining to standards. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the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

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	5
Job description matches the position at your company very well	71%	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 9 times

Skipped 8 times

Text input

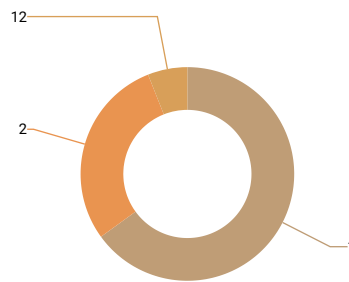
Results	
quality manager	1
product liability supervisor	1
quality supervisor	1
lab supervisor	1
quality system supervisor	1
quality control supervisor and quality manager	1
qc supervisor janitorial, and qc supervisor grounds	1
quality group leader	1
group leader	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



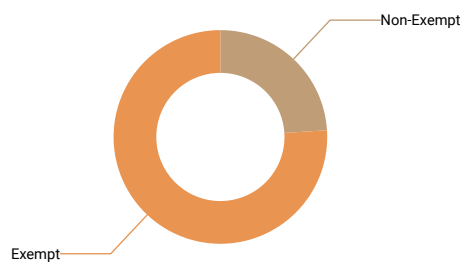
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	3

FLSA Status

Answered 17 times

Skipped 0 times

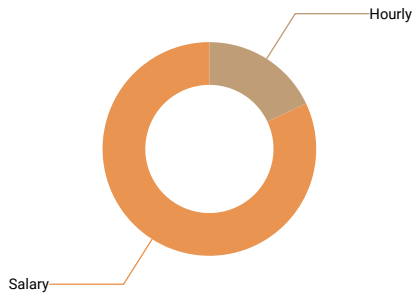
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 17 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	18%	3
Salary	82%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	11	41,590	47,500	60,000	81,120	83,803.2	62,712	60,000	11,111
Pay Range Maximum Salary	11	60,320	78,000	90,263	124,800	133,120	95,614	90,263	22,222
Actual Lowest Base Salary	14	55,161	61,610.64	77,838.95	94,000	104,000	77,534	77,839	11,111
Actual Average Base Salary	14	57,334	61,610.64	79,262.24	99,000	104,000	80,216	79,262	11,111
Actual Highest Base Salary	14	57,334	61,610.64	79,262.24	104,000	107,120	82,583	79,262	22,222
Average Incentive or Other Cash Bonus (Annual)									

6.9.5 Customer Service Supervisor

Job description

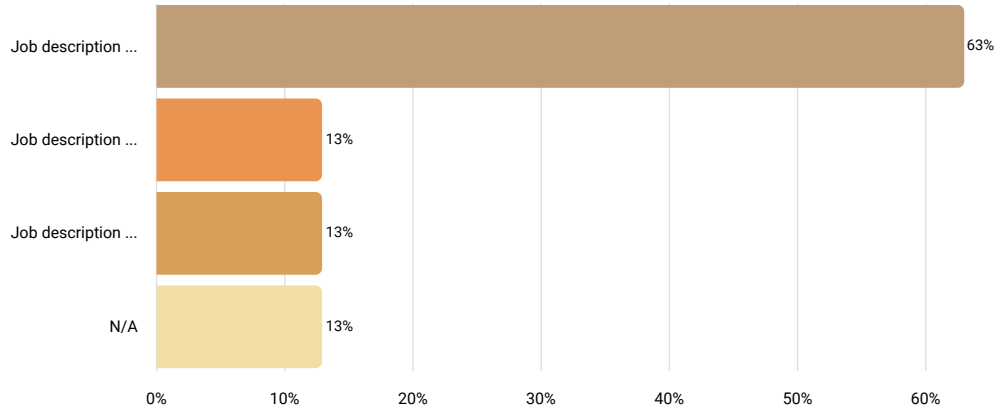
First Line Supervisor response for overseeing workers in order to ensure that customers get the best service possible. Coordinates with other departmen this goal is met.

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	13%	1
Job description is perceptibly stronger than the position at your company	13%	1
N/A	13%	1

Job Title (if different than above)

Answered 5 times

Skipped 3 times

Text input

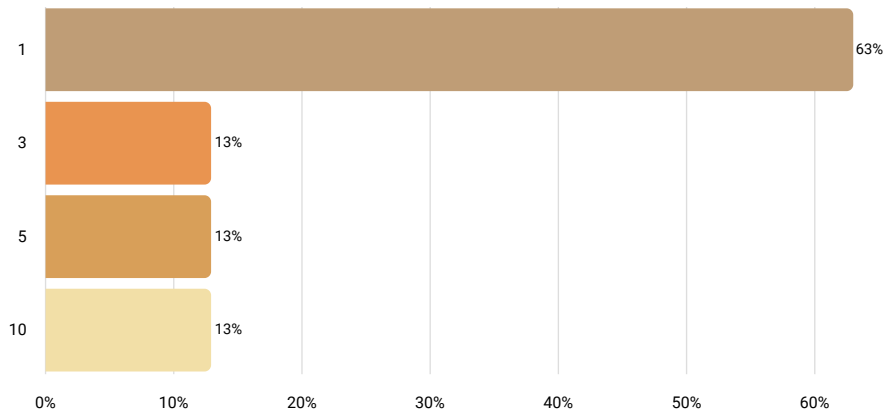
Results	
yard supervisor	1
procurement supervisor	1
zone supervisor - custodial services	1
head teller	1
manager of volunteer services ; manager of hospitality services ; manager of youth programming	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



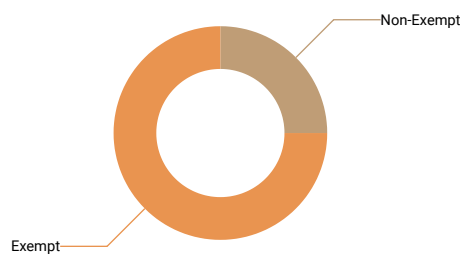
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	10
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



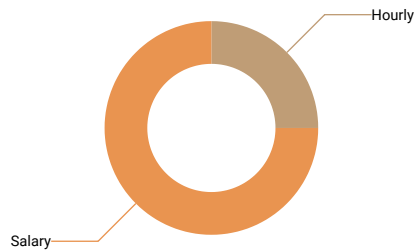
Results	%	N
Non-Exempt	25%	2
Exempt	75%	6

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standa
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	35,990	39,520	40,000	53,400	86,070.4	50,996	40,000	2
Pay Range Maximum Salary	5	42,000	44,985	50,000	80,000	108,305.6	65,058	50,000	2
Actual Lowest Base Salary	5	39,520	42,500	43,513.6	61,800	88,649.6	55,197	43,514	2
Actual Average Base Salary	6	39,520	42,500	52,400	77,250	88,649.6	58,787	52,400	2
Actual Highest Base Salary	5	42,000	42,500	47,179	61,800	88,649.6	56,426	47,179	1
Average Incentive or Other Cash Bonus (Annual)	5	5	500	750	3,090	7,600	2,389	750	3

6.9.6 Shipping and Receiving Supervisor

Job description

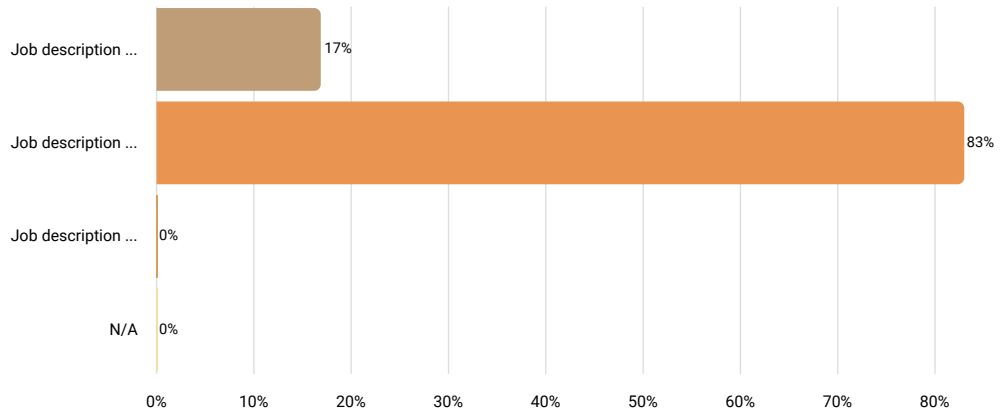
First Line Supervisor responsible for overseeing workers engaged in the shipping or receiving of products which could include the storage and warehouse and raw materials. Include Warehouse and/or Material Supervisors here.

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

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	5
Job description matches the position at your company very well	83%	25
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 17 times

Skipped 13 times

Text input

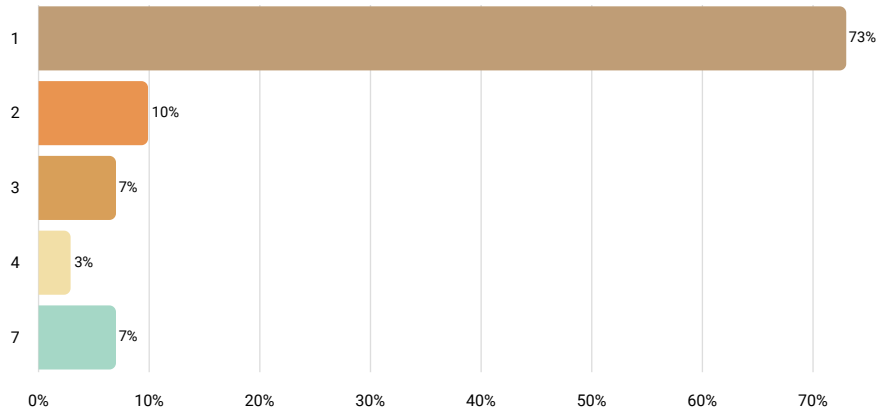
Results	
warehouse supervisor	3
material handling supervisor	2
transportation manager	1
distribution center supervisor	1
materials supervisor	1
material control coordinator	1
dock supervisor, warehouse supervisor	1
warehouse supervisor ii & supply chain manager	1
shift supervisor-logistics	1
shipping & 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 30 times

Skipped 0 times

Number input



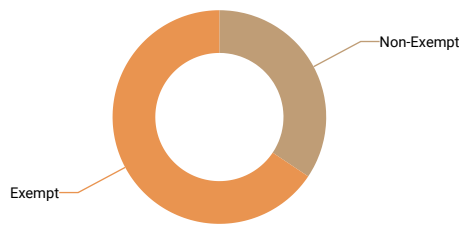
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3.5
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 30 times

Skipped 0 times

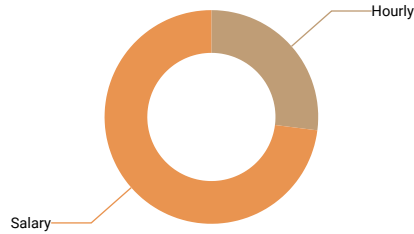
Select one answer (radio button)



Results	%	N
Non-Exempt	33%	10
Exempt	63%	19

Is this position paid an hourly rate or annual salary?

Answered 30 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	27%	8
Salary	73%	22

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	6	19	20	21.05	23.38	26.15	22	21
Actual Average Base Rate	7	19	20	21.89	25	28.3	23	22
Actual Highest Base Rate	6	19	21.5	23.165	29.15	30	24	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	17	40,000	47,500	55,000	60,000	69,100	55,880	55,000
Pay Range Maximum Salary	16	53,040	60,000	77,500	94,350	111,203	79,238	77,500
Actual Lowest Base Salary	21	44,923	51,000	60,000	70,000	80,000	62,239	60,000
Actual Average Base Salary	21	46,136.74	51,000	62,000	77,295	86,000	64,285	62,000
Actual Highest Base Salary	20	47,122.63	50,562.5	63,647.42	78,647.5	90,380	66,711	63,647
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

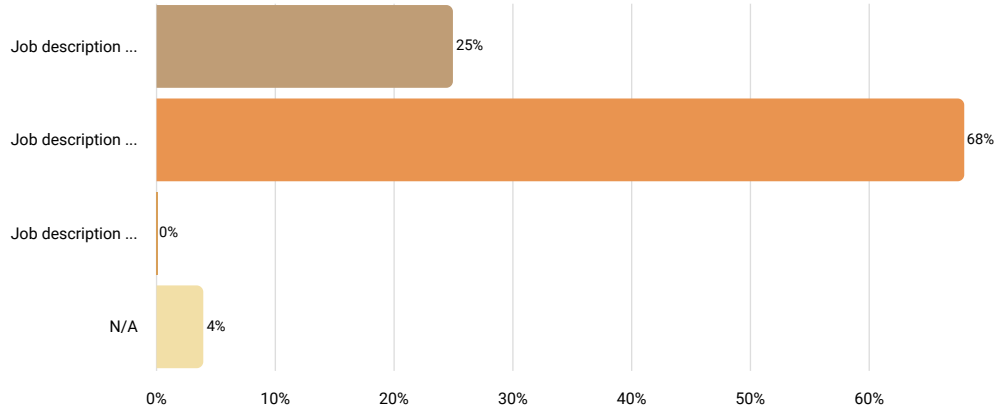
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and ad company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	7
Job description matches the position at your company very well	68%	19
Job description is perceptibly stronger than the position at your company	0%	0
N/A	4%	1

Job Title (if different than above)

Answered 14 times

Skipped 14 times

Text input

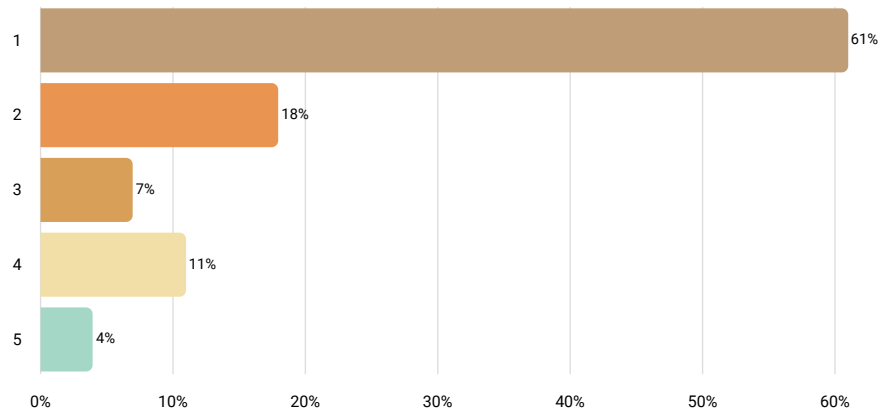
Results	
maintenance supervisor	2
facilities & maintenance manager	1
supervisor, building maintenance	1
maintenance team leader	1
shift supervisor-maintenance	1
facilities supervisor	1
supervisor, grounds maintenance	1
general maintenance mechanic lead	1
a&p mechanic lead	1
field supervisor	1
group leader	1
spvr, maintenance	1
facility maintenance supervisor ; facility services supervisor ; grounds and equipment supervisor ;nursery and greenhouse manager	1

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



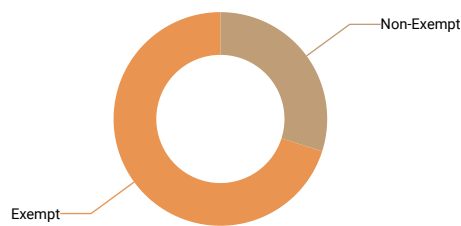
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



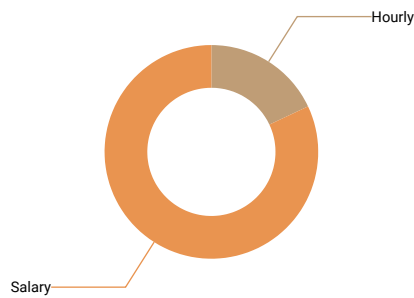
Results	%	N
Non-Exempt	29%	8
Exempt	68%	19

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	5
Salary	82%	23

Compensation data

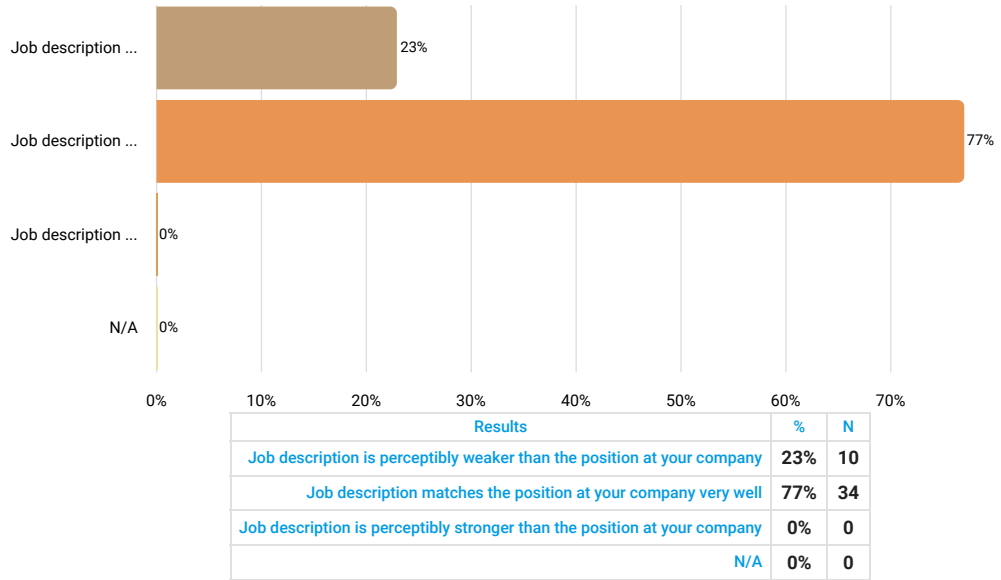
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	16	22	31.51	33	35.42	28	32	
Pay Range Maximum Rate	5	17.6	27	31.51	35.42	45	31	32	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	16	47,200	51,832.5	55,774.5	71,188	80,000	61,911	55,775	11,000
Pay Range Maximum Salary	16	60,320	74,886	87,500	110,450	120,000	92,442	87,500	20,000
Actual Lowest Base Salary	21	56,000	58,240	73,500	87,006.4	90,000	74,211	73,500	11,000
Actual Average Base Salary	23	57,273	67,500	77,000	89,835.2	94,000	77,795	77,000	11,000
Actual Highest Base Salary	21	57,431	63,614	77,750	90,000	92,996.8	76,171	77,750	20,000
Average Incentive or Other Cash Bonus (Annual)	12	2,050	2,309.865	8,500	12,730	14,500	8,052	8,500	

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 44 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 22 times
 Skipped 22 times
 Text input

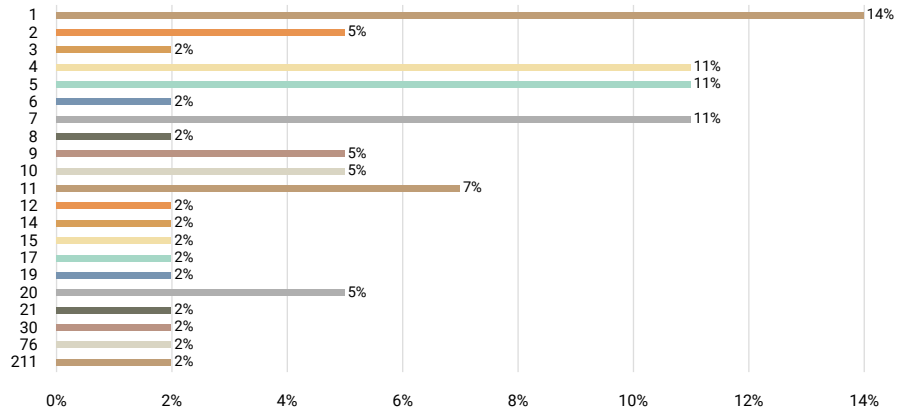
Results	
team lead	2
production team leader	2
supervisor	1
guest services lead associate, cafe lead associate, retail sales lead associate, and lead explainer	1
process leads	1
leads, supervisors	1
electrical assembler iii lead, electrical quality inspector iii lead, inventory clerk iii lead, machinist 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
guest services lead ; lead gardener ; youth programs coordinator	1
thermal spraylead	1
maintenance lead, production lead, warehouse lead	1

Number of Employees Currently in This Position

Answered 44 times

Skipped 0 times

Number input



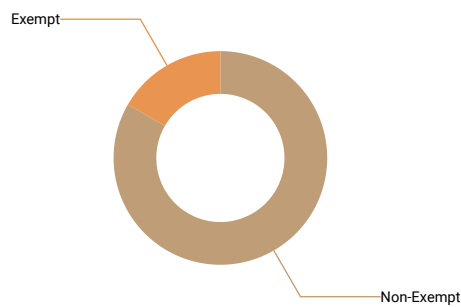
Statistics	
10th percentile	1
25th percentile	4
50th percentile	7
75th percentile	11.5
90th percentile	20
Mean	14
Median	7
Standard deviation	33

FLSA Status

Answered 44 times

Skipped 0 times

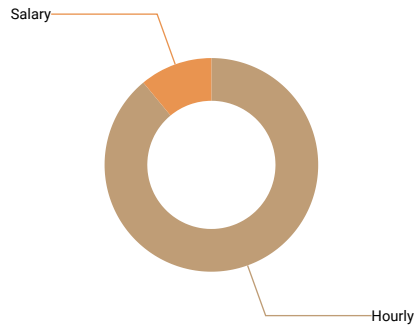
Select one answer (radio button)



Results	%	N
Non-Exempt	80%	35
Exempt	16%	7

Is this position paid an hourly rate or annual salary?

Answered 44 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	89%	39
Salary	11%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	31	15	16.5	18.5	20.4	25.28	19	19
Pay Range Maximum Rate	31	18.7	20	24	26.59	32.51	25	24
Actual Lowest Base Rate	37	15	17	18.81	21.22	25	20	19
Actual Average Base Rate	38	16.5	18	21.105	24.23	30.15	23	21
Actual Highest Base Rate	37	17	20	22.19	29.42	35.58	25	22
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)	7	500	1,050	2,615	5,500	9,500	3,481	2,615
Pay Range Minimum Salary	5	48,060	51,700	78,000	100,000	104,000	76,352	78,000
Pay Range Maximum Salary	5	60,075	77,600	122,500	150,000	228,800	127,795	122,500
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

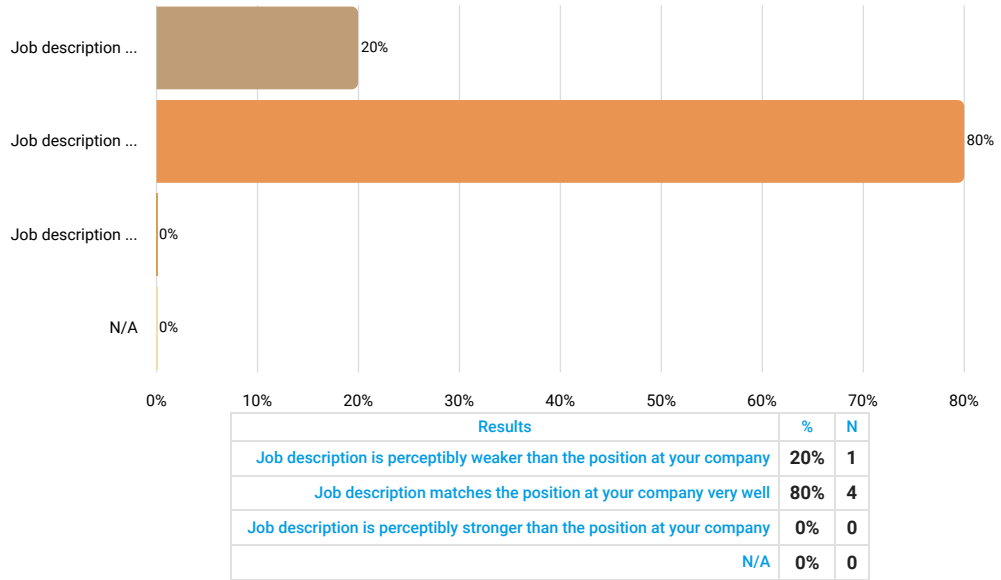
Job description Supervisor responsible for overseeing customer service representatives.

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



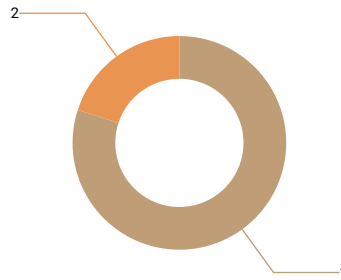
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



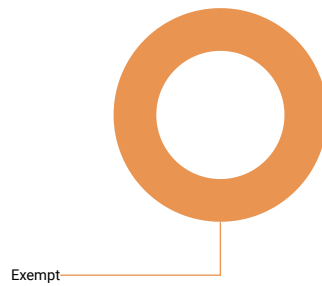
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



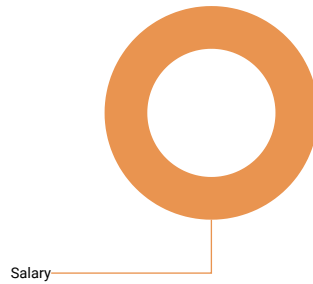
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

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	11,000
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
PR or Community Relations Representative
Outside Sales Rep (commission)
Sales Manager
Business Development Specialist
Business Development Manager
Marketing Manager or Director

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

Sales Office Assistant
Outside Sales Rep (non-commission)
Marketing Representative

6.10.2 Inside Sales Representative

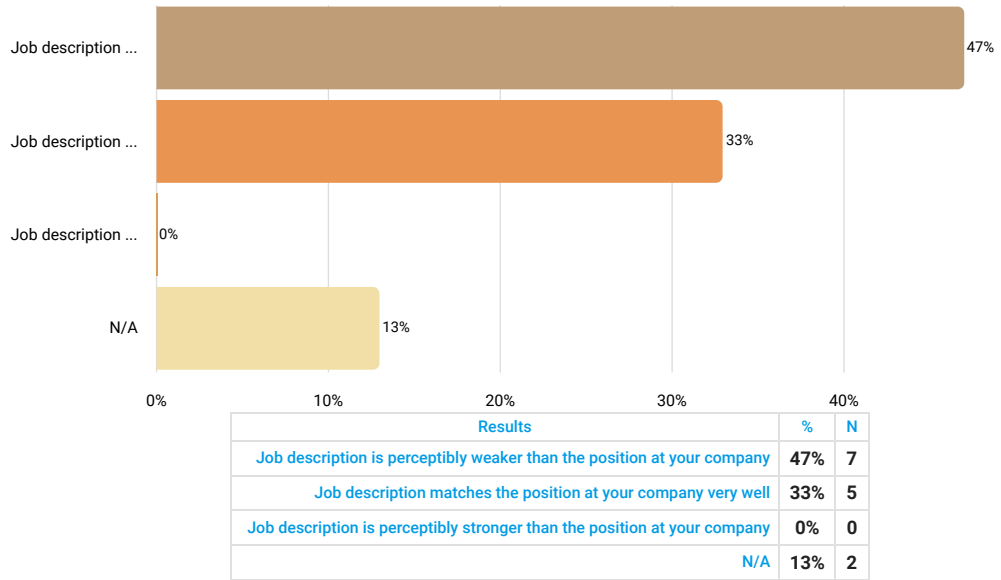
Job description Markets and sells products to customers over the telephone. Closes sales and also refers sales calls to outside sales representa

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 10 times

Skipped 5 times

Text input

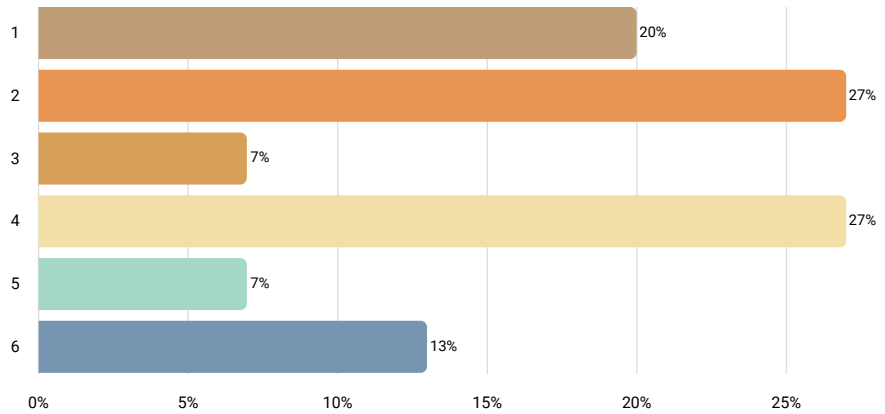
Results	
sales service managers	1
sales and service manager	1
group sales coordinator	1
inside sales representative	1
sales technician	1
account coordinator	1
membership sales executive	1
sales lead coordinator	1
sales and purchasing specialist	1
sales representative	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



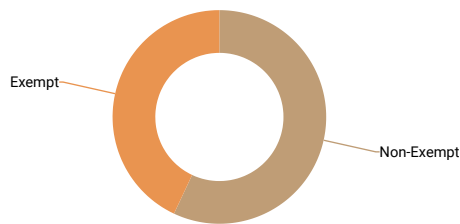
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	4
90th percentile	6
Mean	3
Median	3
Standard deviation	2

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



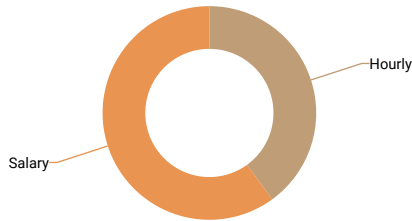
Results	%	N
Non-Exempt	53%	8
Exempt	40%	6

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	6
Salary	60%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	10	13	19.5	20.67	22.64	18	20	
Actual Average Base Rate	6	14.5	17.17	20	21.15	22.64	19	20	
Actual Highest Base Rate	6	19	20	21.815	22.5	22.64	21	22	
Average Incentive Bonus or Other Cash Bonus (Annual)	5	1,046	5,000	13,500	19,000	20,891	11,887	13,500	
Pay Range Minimum Salary	7	24,000	35,000	42,000	46,300	50,000	40,043	42,000	
Pay Range Maximum Salary	7	45,000	57,000	60,000	80,000	80,000	63,857	60,000	1
Actual Lowest Base Salary	9	34,570	43,050	47,500	50,000	67,900.3	47,489	47,500	
Actual Average Base Salary	9	40,000	47,500	50,000	64,808	87,583	56,244	50,000	1
Actual Highest Base Salary	9	40,000	51,732	60,425	67,998.84	138,887	67,336	60,425	2
Average Incentive or Other Cash Bonus (Annual)									

6.10.3 PR or Community Relations Representative

Job description

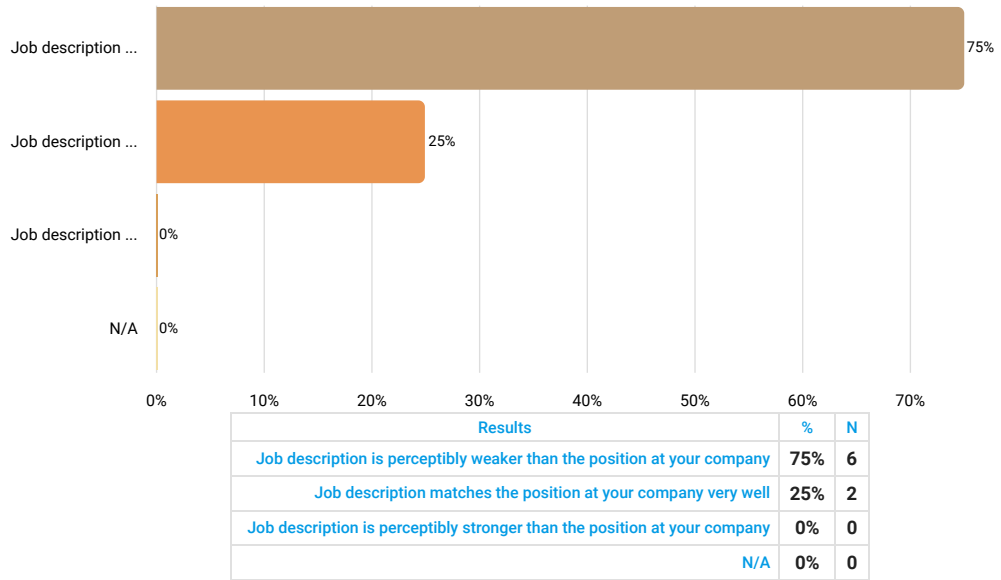
Plans, prepares and disseminates positive and good-will information about the company to the community. Represents company in community endeavors

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

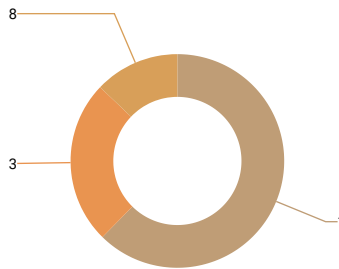
Results	
communications director	1
marketing and social media strategist	1
director of communication	1
spec, marketing communications	1
education program guide ; garden guide	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



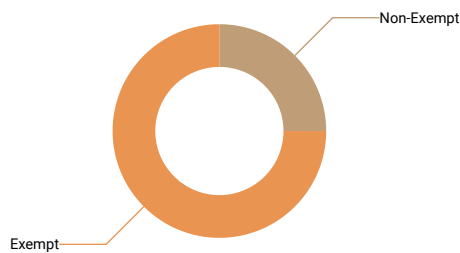
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	8
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



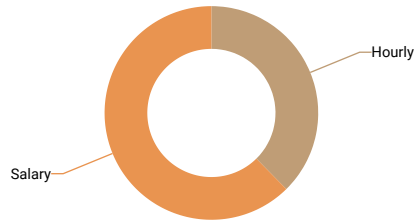
Results	%	N
Non-Exempt	25%	2
Exempt	75%	6

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	44,290	63,715	110,000	111,000	111,924.8	88,186	110,000	3
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.10.4 Outside Sales Rep (commission)

Job description

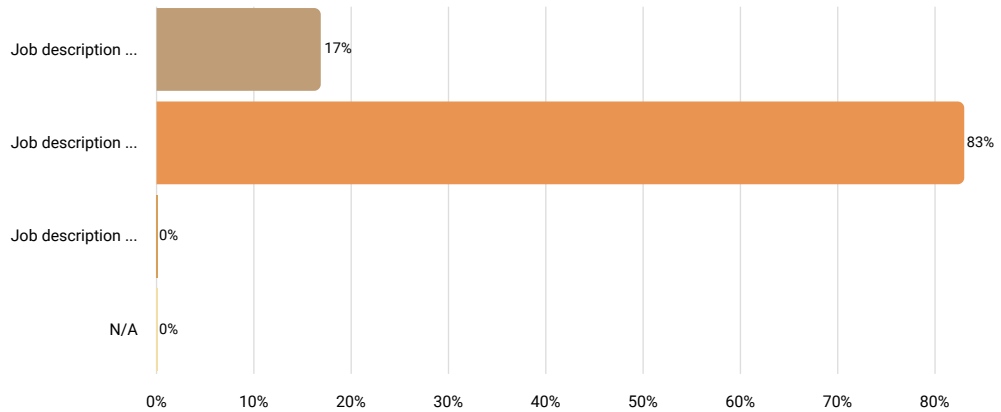
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically req degree and 2-4 years of sales related experience. Opportunity to earn a commission on products or services sold.

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

Answered 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

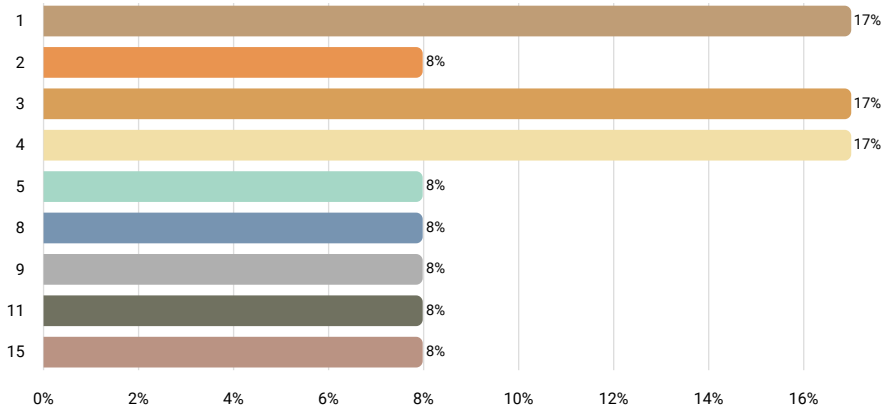
Results	
district sales manager	1
senior outside sales	1
sales	1
territory manager	1
sales officer	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



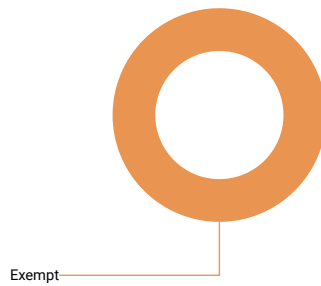
Statistics	
10th percentile	1
25th percentile	2.5
50th percentile	4
75th percentile	8.5
90th percentile	11
Mean	6
Median	4
Standard deviation	4

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



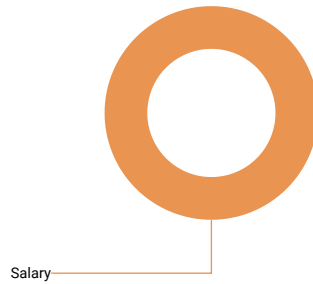
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

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	7	21,800	36,000	50,000	65,000	150,000	62,543	50,000	4
Pay Range Maximum Salary	7	55,000	55,000	115,000	150,000	470,000	153,445	115,000	14
Actual Lowest Base Salary	11	27,560	36,000	53,934	78,000	93,500	62,981	53,934	3
Actual Average Base Salary	12	35,000	46,875	77,279	94,750	99,000	84,096	77,279	6
Actual Highest Base Salary	11	50,000	55,000	100,000	129,000	150,000	143,525	100,000	18
Average Incentive or Other Cash Bonus (Annual)	6	4,750	36,012	40,000	55,000	77,500	42,210	40,000	2

6.10.7 Sales Manager

Job description

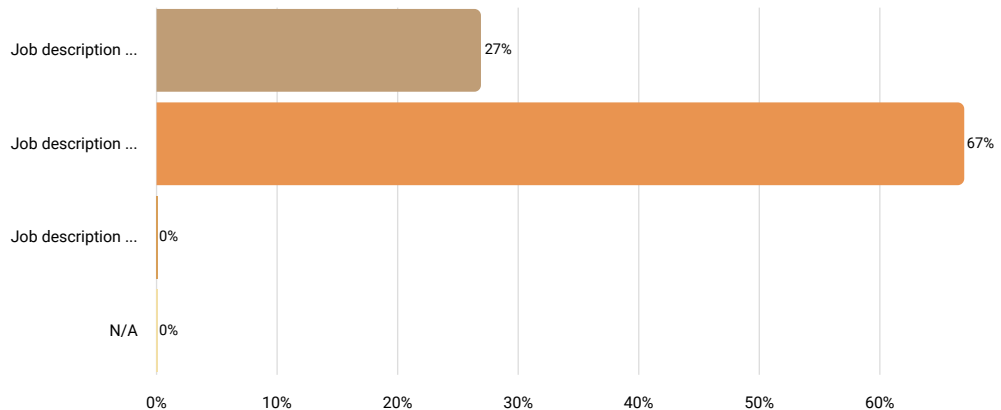
Manages sales division to ensure the achievement of sales goals. Serves as the principal liaison to major accounts and monitors and develops sales staf

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

Answered 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	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 8 times

Skipped 7 times

Text input

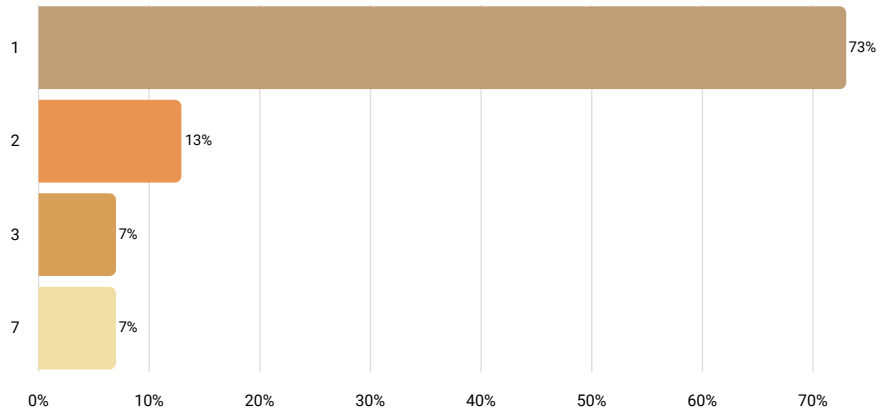
Results	
manager of sales services, regional sales manger	1
sales director	1
inside sales manager	1
director of sales	1
manager of sales and marketing	1
area president	1
sales manager	1
vp of sales and marketing	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



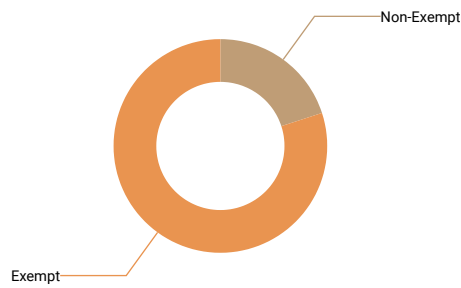
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



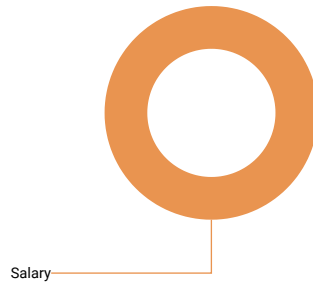
Results	%	N
Non-Exempt	20%	3
Exempt	80%	12

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	Standard Deviation
Pay Range Minimum Salary	10	58,700	65,800	101,000	140,000	180,000	107,320	101,000	4
Pay Range Maximum Salary	10	70,000	96,000	112,500	200,000	209,000	129,323	112,500	5
Actual Lowest Base Salary	15	65,800	75,088	98,111.98	140,000	160,000	109,761	98,112	4
Actual Average Base Salary	15	75,000	77,608	98,111.98	160,000	181,000	114,252	98,112	4
Actual Highest Base Salary	15	75,000	77,608	98,111.98	160,000	218,000	125,521	98,112	6
Average Incentive or Other Cash Bonus (Annual)	6	10,000	13,000	32,500	45,000	120,000	42,167	32,500	4

6.10.8 Business Development Specialist

Job description

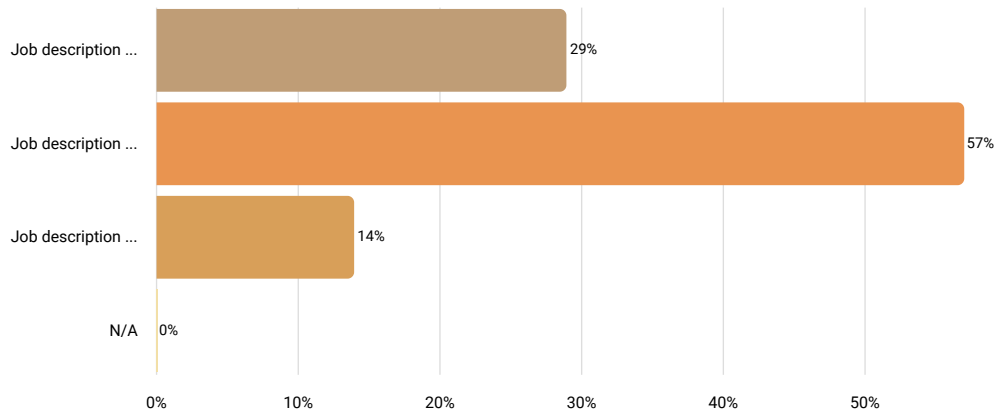
Responsible for creating effective business plans for their company. Analyze business processes and identify opportunities to generate additional revenue

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	29%	2
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

Job Title (if different than above)

Answered 3 times

Skipped 4 times

Text input



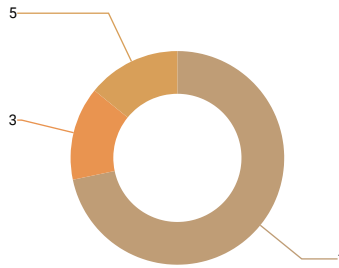
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



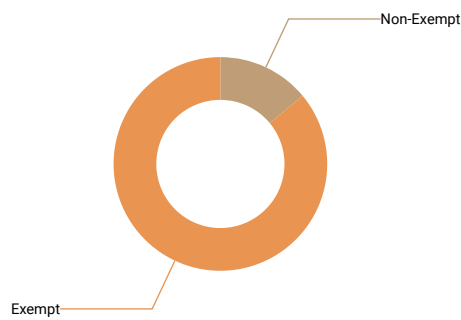
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



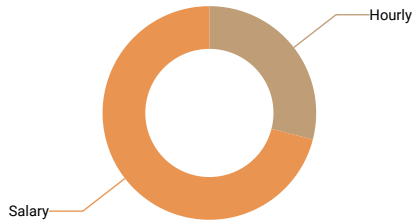
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	2
Salary	71%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	34,132	70,000	75,000	75,108.8	90,000	68,848	75,000	2
Pay Range Maximum Salary	5	56,784	70,000	90,000	100,000	133,369.6	90,031	90,000	2
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.10.9 Business Development Manager

Job description

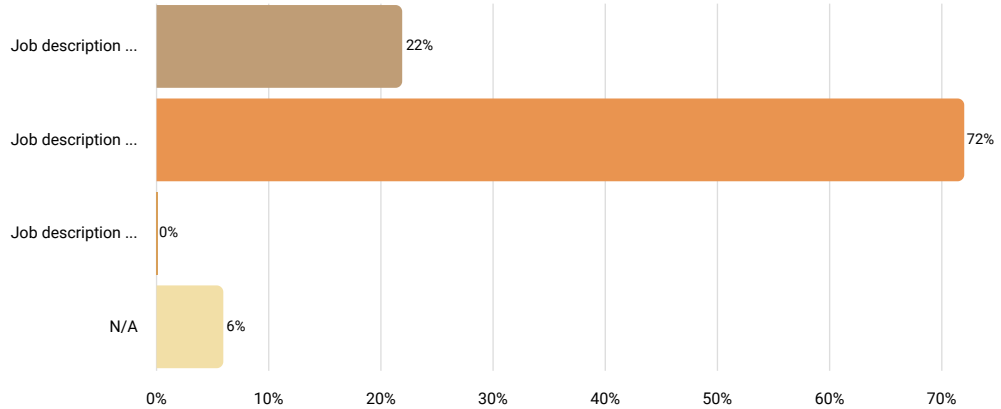
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with ma customers.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	4
Job description matches the position at your company very well	72%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

Job Title (if different than above)

Answered 7 times

Skipped 11 times

Text input

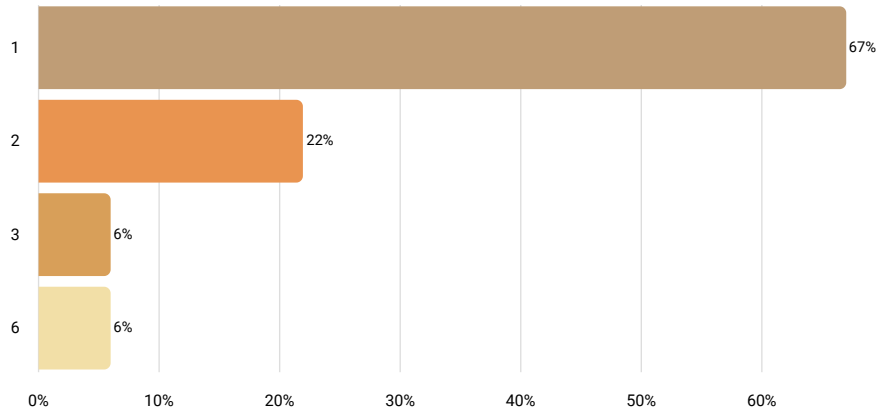
Results	
sr business development manager / key account manager	1
business development & sr. aviation program manager	1
business development manager	1
director of business development	1
external relations officer - 1615	1
director of institutional giving ; manager of membership programs ; membership manager	1
procurement specialist	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



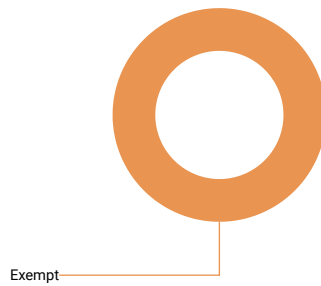
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



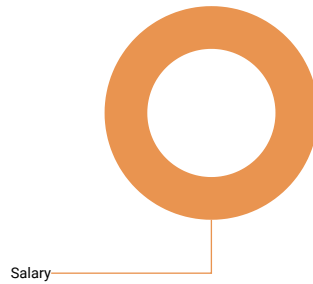
Results	%	N
Non-Exempt	0%	0
Exempt	100%	18

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	18

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	14	35,000	63,523.2	84,605.5	100,422.4	135,200	85,622	84,606	3
Pay Range Maximum Salary	13	48,880	105,970	135,000	180,310	211,369.6	139,975	135,000	5
Actual Lowest Base Salary	16	40,372	76,553.36	112,985	152,500	158,300	111,067	112,985	4
Actual Average Base Salary	17	42,000	77,249	120,000	155,313	182,410	116,654	120,000	4
Actual Highest Base Salary	16	48,880	76,553.3	125,004	159,729.2	203,780	125,695	125,004	5
Average Incentive or Other Cash Bonus (Annual)	8	750	2,190	3,839.55	20,000	27,431	10,030	3,840	1

6.10.10 Marketing Manager or Director

Job description

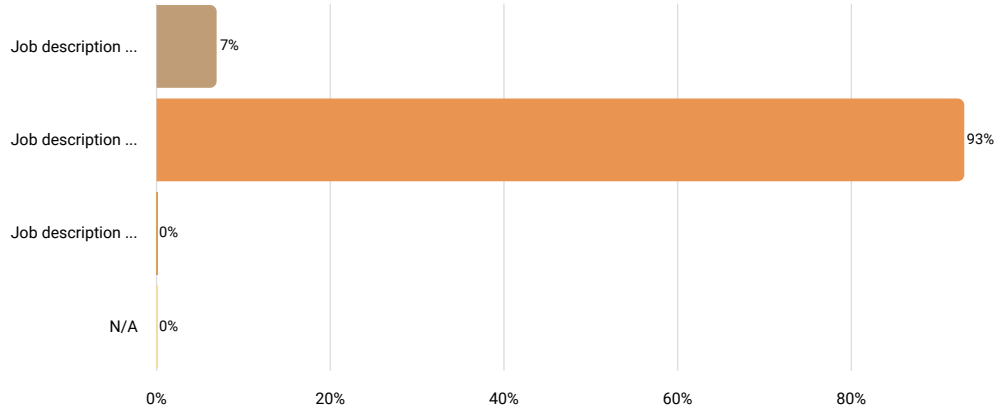
Directs and manages the marketing function of the company including supervising marketing staff, developing promotional material, preparing marketing working with sales team to ensure marketing plans are met and sales goals are reached.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 9 times

Text input

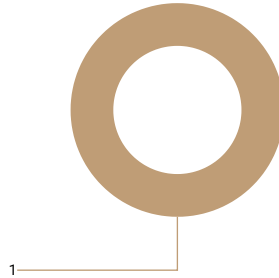
Results	
marketing & pr manager	1
marketing specialist	1
dir marketing phys relations	1
marketing director	1
sr. digital marketing manager	1
director of communications and special projects	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



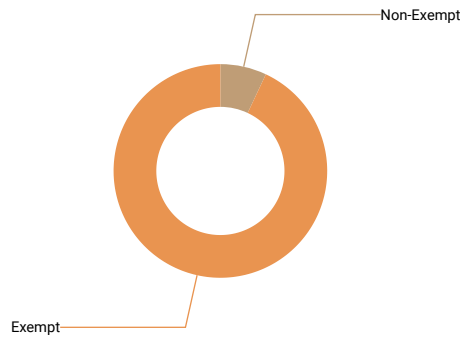
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



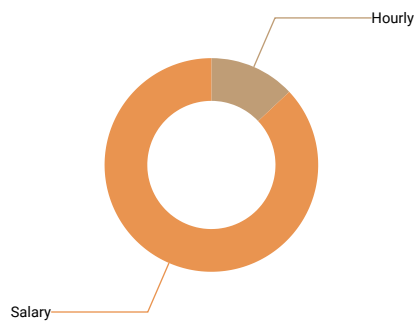
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	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	10	42,000	64,000	83,006.4	95,000	117,500	80,201	83,006	2
Pay Range Maximum Salary	10	54,500	65,000	94,500	135,000	167,500	102,330	94,500	4
Actual Lowest Base Salary	11	42,016	45,000	80,412.8	95,000	103,183.68	76,434	80,413	2
Actual Average Base Salary	11	45,000	60,000	94,000	107,000	130,000	86,007	94,000	3
Actual Highest Base Salary	11	45,000	60,000	94,000	120,598	130,000	87,251	94,000	3
Average Incentive or Other Cash Bonus (Annual)									

6.11 Management/Director Positions

The survey received sufficient data for the following job titles:

Controller or Accounting Manager
Maintenance Manager
Production or Operations Manager
IT Manager
Logistics/Materials Manager
Project or Program Manager
Project or Program Director
Engineering Manager
Quality Control Manager
Human Resources Manager
Safety/Environmental Manager
Contracts Manager
Facilities Manager
Plant Manager
Purchasing Manager

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

Administrative Manager
Proposal Manager
Continuous Improvement Manager

6.11.1 Controller or Accounting Manager

Job description

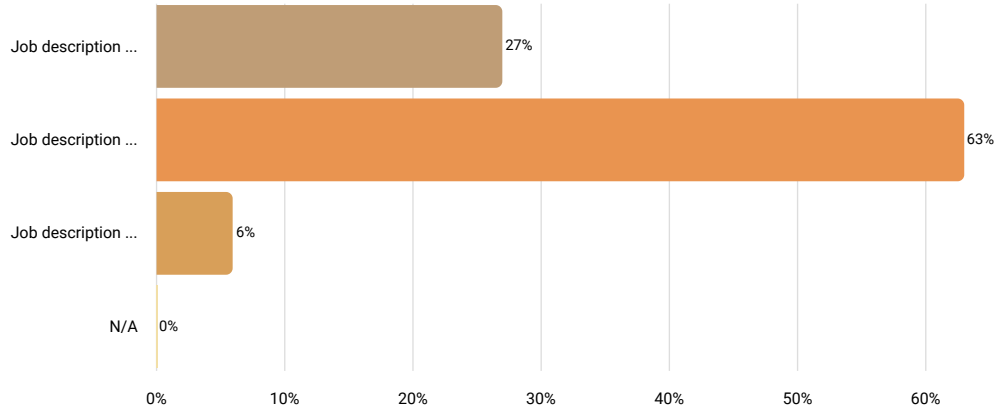
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and acc to staff. Responsible for financial reporting and analysis for the company.

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

Answered 48 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	13
Job description matches the position at your company very well	63%	30
Job description is perceptibly stronger than the position at your company	6%	3
N/A	0%	0

Job Title (if different than above)

Answered 22 times

Skipped 26 times

Text input

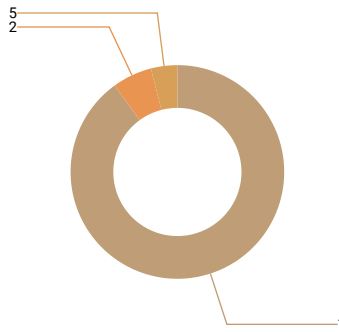
Results	
controller	4
plant controller	2
director of finance	2
country finance manager	1
assistant controller	1
vp finance	1
controller and co-controller/credit manager	1
corporate controller & director of treasury & financial planning	1
director of accounting	1
plant acctg & admin mgr, huntsville	1
accounting manager 1	1
business manager	1
mkanager, finance and payroll	1
finance manager	1
controller, plant	1
comptroller	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 48 times

Skipped 0 times

Number input



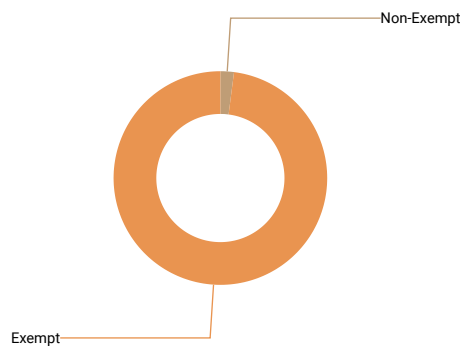
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 48 times

Skipped 0 times

Select one answer (radio button)



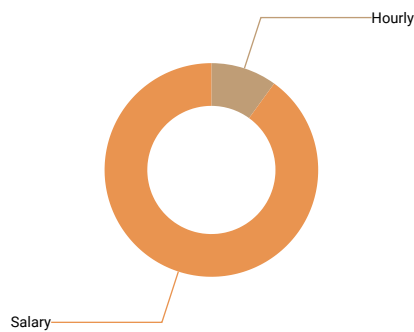
Results	%	N
Non-Exempt	2%	1
Exempt	96%	46

Is this position paid an hourly rate or annual salary?

Answered 48 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	5
Salary	90%	43

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	41.2	57.23	63.11	63.57	74	60	63	
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	29	61,431	70,000	90,000	104,000	139,276.8	93,129	90,000	13,728
Pay Range Maximum Salary	29	78,000	100,000	125,000	152,000	228,800	136,129	125,000	13,728
Actual Lowest Base Salary	34	80,000	89,464	110,000	122,000	160,500	112,347	110,000	13,728
Actual Average Base Salary	40	81,320.5	92,508	111,254	141,998.4	172,411.2	119,275	111,254	13,728
Actual Highest Base Salary	34	82,000	90,516	114,656	137,000	178,788	122,425	114,656	13,728
Average Incentive or Other Cash Bonus (Annual)	17	1,000	2,684	10,000	16,000	34,800	13,728	10,000	13,728

6.11.2 Maintenance Manager

Job description

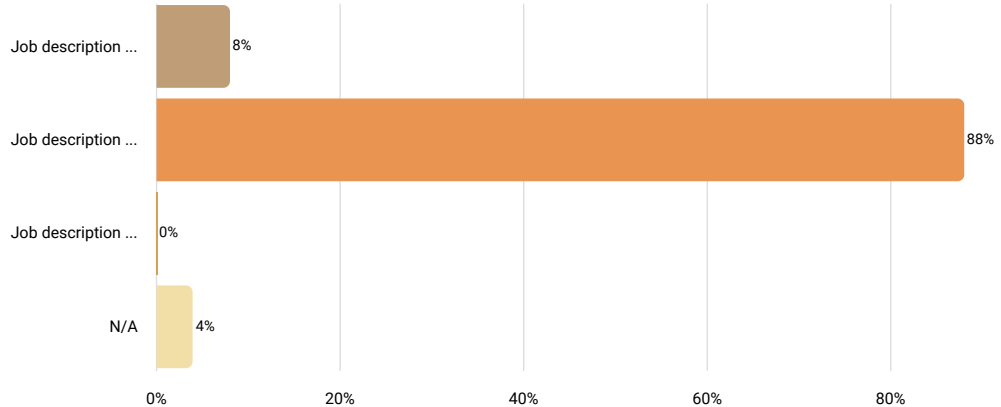
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages plant maintenance shutdowns/outages.

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	2
Job description matches the position at your company very well	88%	22
Job description is perceptibly stronger than the position at your company	0%	0
N/A	4%	1

Job Title (if different than above)

Answered 9 times

Skipped 16 times

Text input

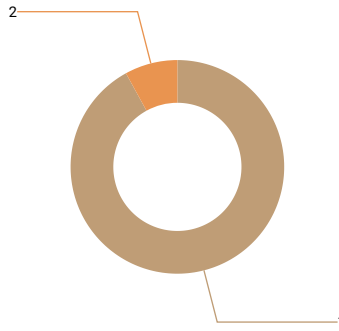
Results	
maintenance manager	3
asst director - maintenance	1
maintenance and engineering manager	1
mgr-plant engineering & maintenance	1
leader, operations engineering team	1
hvac service manager	1
director of facilities and grounds	1

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



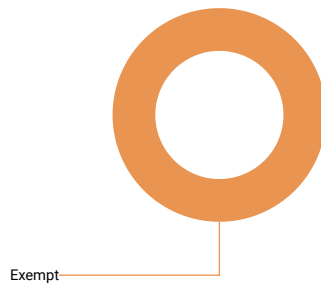
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



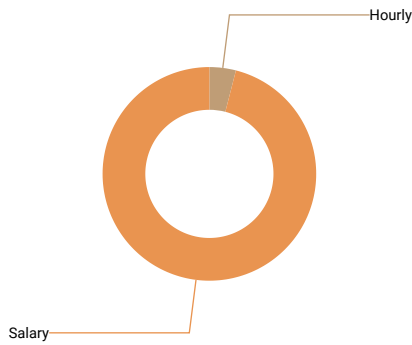
Results	%	N
Non-Exempt	0%	0
Exempt	100%	25

Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	24

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	17	60,008	72,000	80,000	90,682	111,800.4	83,088	80,000	
Pay Range Maximum Salary	17	68,993	95,000	117,000	127,000	185,800	118,426	117,000	:
Actual Lowest Base Salary	20	64,436.37	74,487	92,845.3	109,900.2	129,291	95,331	92,845	:
Actual Average Base Salary	22	64,912.74	76,133	106,000	111,800	128,300	98,594	106,000	:
Actual Highest Base Salary	21	64,912.74	76,133	106,727	120,000	124,782	98,650	106,727	:
Average Incentive or Other Cash Bonus (Annual)	8	1,000	10,000	12,700	23,277.5	51,800	18,094	12,700	

6.11.3 Production or Operations Manager

Job description

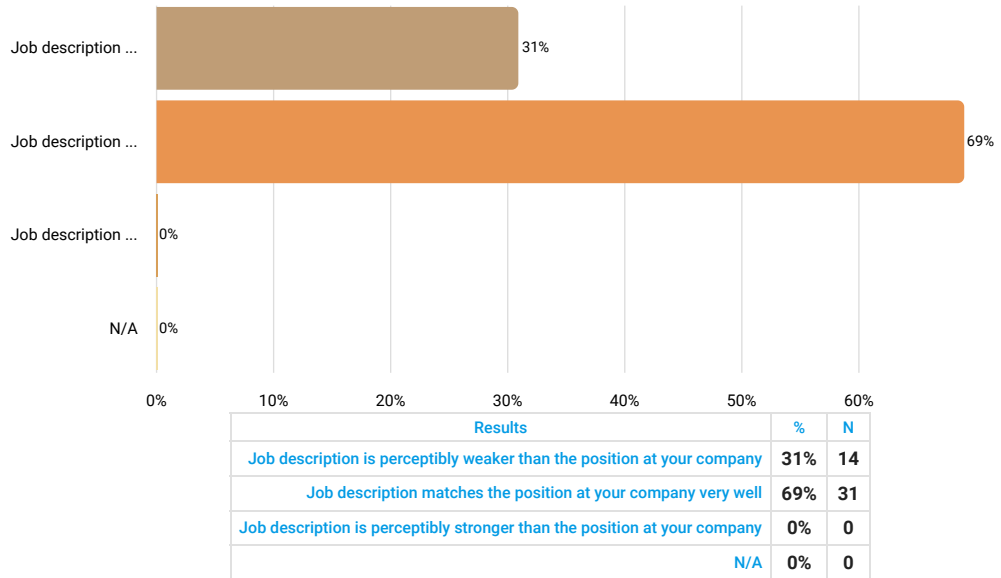
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is n

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

Answered 45 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 21 times

Skipped 24 times

Text input

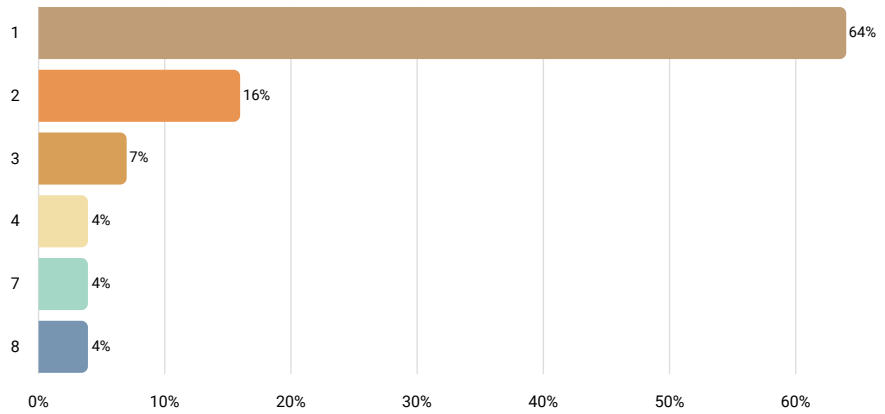
Results	
production manager	5
plant manager	1
retail & guest services manager, cafe general manager, and collections & gallery experience manager	1
director of programs, project control manager, & business operations manager	1
director of operations ; & other position is director of manufacturing (each separate functions held by separate people)	1
mgr-manufacturing	1
production supervisor	1
shop manager, grounds	1
supv plant operations	1
production manager /operations manager	1
director of operations	1
business director	1
general manager	1
apu manager	1
mgr, production	1
greenhouse propagator	1
operations manager	1

Number of Employees Currently in This Position

Answered 45 times

Skipped 0 times

Number input



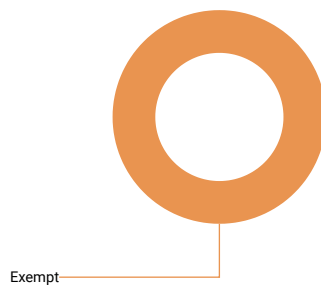
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 45 times

Skipped 0 times

Select one answer (radio button)



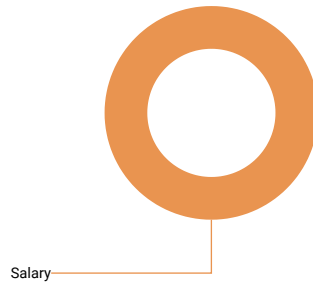
Results	%	N
Non-Exempt	0%	0
Exempt	98%	44

Is this position paid an hourly rate or annual salary?

Answered 45 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	45

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	33	51,665	65,000	80,000	95,000	108,000	81,827	80,000	2
Pay Range Maximum Salary	32	75,000	80,750	114,500	142,500	189,400	119,429	114,500	4
Actual Lowest Base Salary	38	63,725	75,000	97,056	110,000	143,225	98,257	97,056	3
Actual Average Base Salary	44	66,373	80,000	101,257.5	120,500	150,217.6	104,721	101,258	3
Actual Highest Base Salary	38	63,725	76,148	103,500	139,000	175,150	108,598	103,500	3
Average Incentive or Other Cash Bonus (Annual)	18	1,500	5,507	12,250	19,500	36,800	15,146	12,250	1

6.11.4 IT Manager

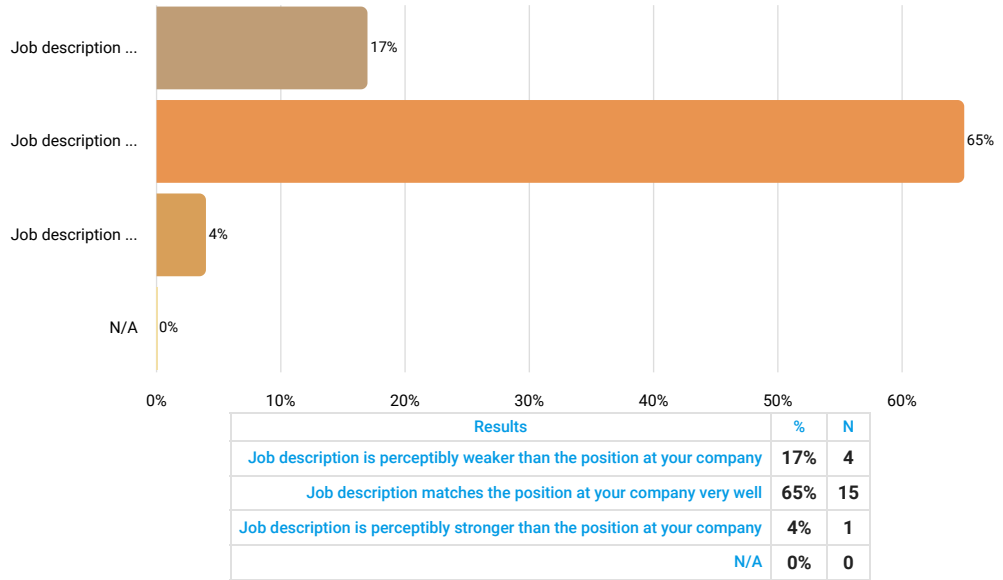
Job description Directs all computer operations that include one or more of the following: programming, network and technical support and syste

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 10 times

Skipped 13 times

Text input

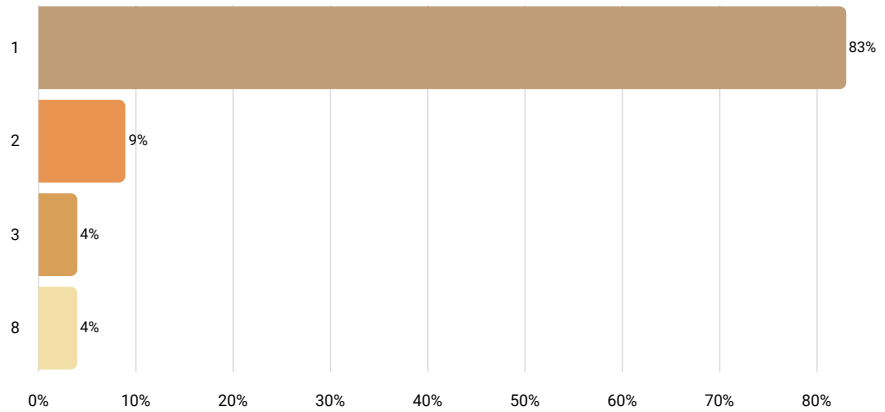
Results	
director of it	2
it director	2
it manager; it director	1
it deputy manager: network/system administrator	1
information systems manager	1
dir it tech service	1
it assistant	1
information technology manager -1368	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



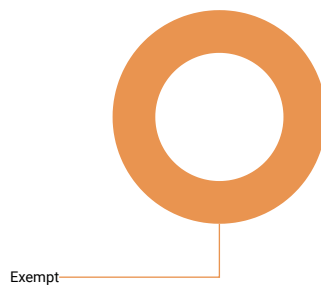
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	2

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



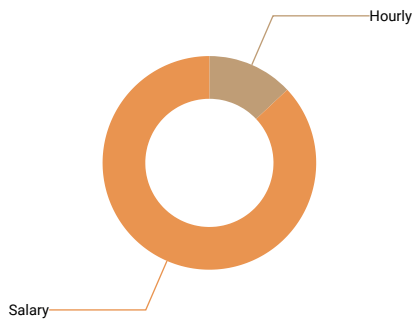
Results	%	N
Non-Exempt	0%	0
Exempt	100%	23

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	3
Salary	87%	20

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	13	48,588	70,012.8	75,000	90,000	154,044.8	87,932	75,000	47,500
Pay Range Maximum Salary	14	79,000	95,000	121,904.8	148,400	195,228.8	132,651	121,905	57,500
Actual Lowest Base Salary	18	68,681	84,331	103,428	119,425.69	158,662.4	106,034	103,428	47,500
Actual Average Base Salary	19	68,681	84,331	107,251.73	122,000	160,992	110,093	107,252	47,500
Actual Highest Base Salary	18	68,681	84,331	110,517.9	127,316.8	200,000	117,652	110,518	47,500
Average Incentive or Other Cash Bonus (Annual)	6	2,000	2,834	7,500	13,000	20,000	8,806	7,500	7,500

6.11.5 Logistics/Materials Manager

Job description

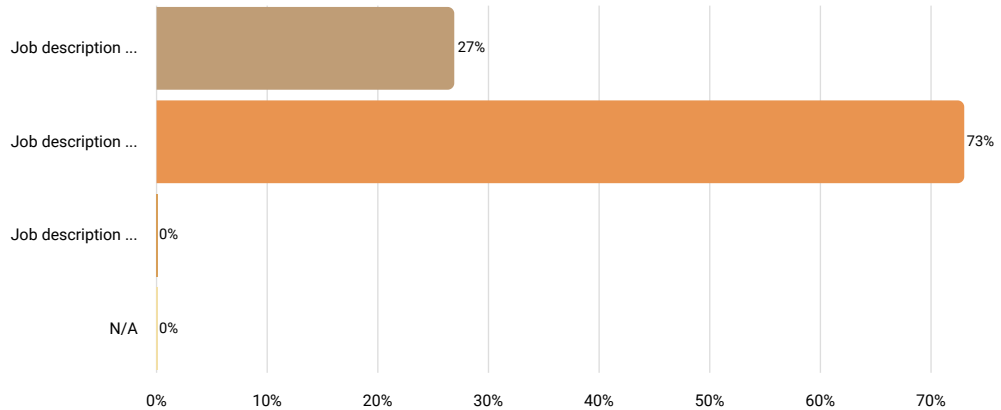
Manages aspects related to logistics including distribution, inventory, warehousing and transportation. Include Material and Traffic Managers in this cate

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

Answered 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	73%	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 11 times

Skipped 15 times

Text input

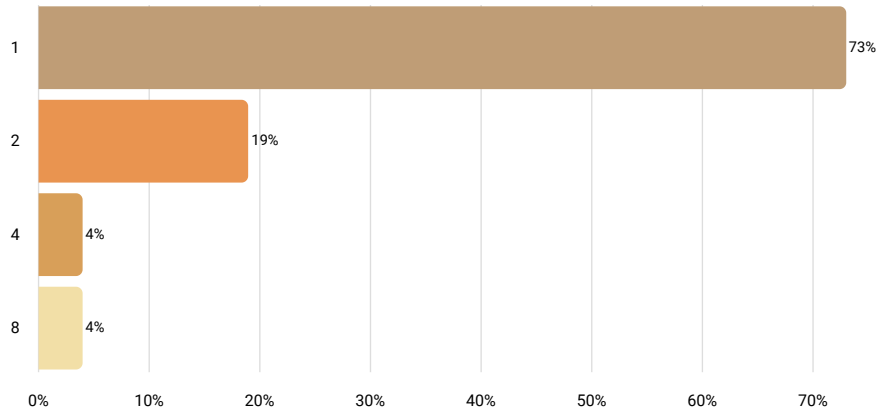
Results	
production control manager	2
materials manager	2
planning & logistics director; distribution manager	1
logistics manager	1
supply chain director & director logistics support fac.	1
warehouse manager	1
mgr-logistics	1
material and production logistics manager	1
distribution manager	1

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



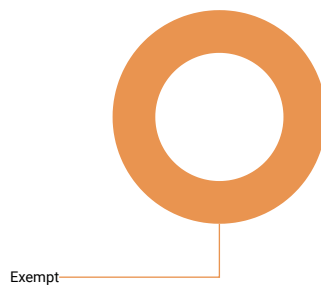
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 26 times

Skipped 0 times

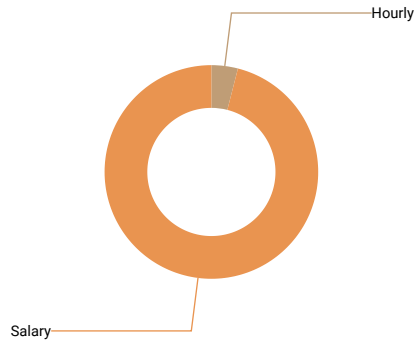
Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	96%	25

Is this position paid an hourly rate or annual salary?

Answered 26 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	25

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	18	60,008	68,000	84,150	96,050	119,392	84,591	84,150	1
Pay Range Maximum Salary	18	75,000	95,000	113,500	145,000	186,929.6	122,986	113,500	3
Actual Lowest Base Salary	21	72,000	75,000	92,000	114,234	132,620.8	100,980	92,000	4
Actual Average Base Salary	23	72,000	77,242	95,000	114,234	153,025.6	105,260	95,000	3
Actual Highest Base Salary	21	75,000	80,000	109,500	131,000	173,409.6	114,963	109,500	4
Average Incentive or Other Cash Bonus (Annual)	7	8,900	10,000	15,750	22,000	53,800	20,350	15,750	1

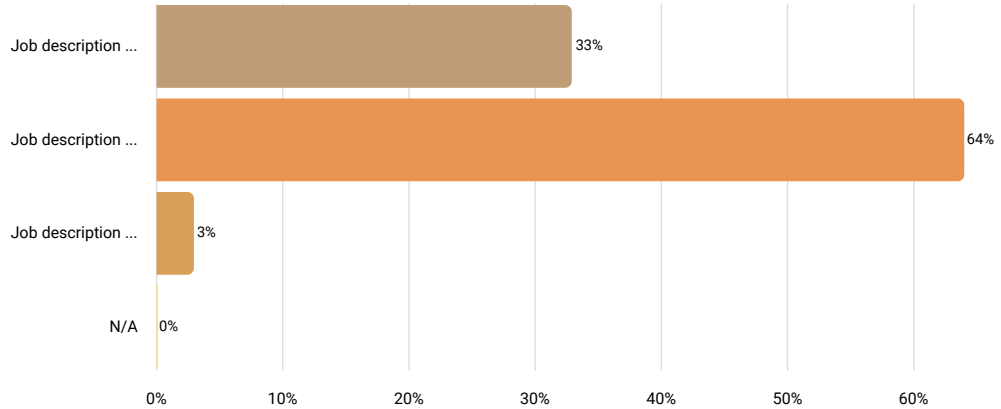
6.11.6 Project or Program Manager

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 33 times
 Skipped 0 times
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	11
Job description matches the position at your company very well	64%	21
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Job Title (if different than above)

Answered 15 times
 Skipped 18 times
 Text input

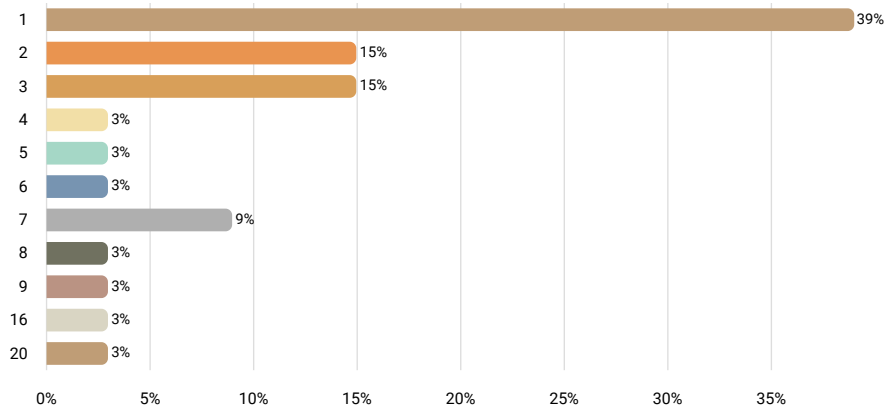
Results	
program manager	2
program management office manager	1
project manager	1
program manager ii-iv & aviation program manager	1
maintenance and project manager	1
technical lead/program manager	1
assistant project manager i, assistant project manager ii, assistant project manager iii	1
coord project development	1
project engineer	1
manager	1
program manager; deputy program manager; operations manager	1
senior project manager	1
industrial program manager	1
manufacturing manager	1

Number of Employees Currently in This Position

Answered 33 times

Skipped 0 times

Number input



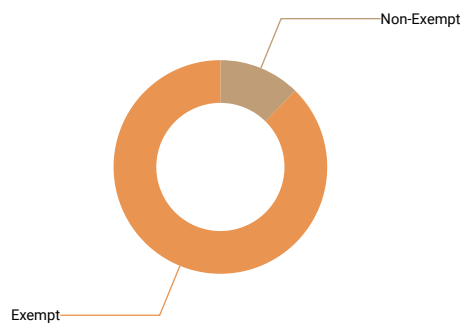
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	8
Mean	4
Median	2
Standard deviation	4

FLSA Status

Answered 33 times

Skipped 0 times

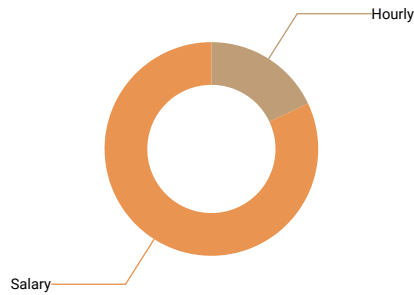
Select one answer (radio button)



Results	%	N
Non-Exempt	12%	4
Exempt	85%	28

Is this position paid an hourly rate or annual salary?

Answered 33 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	18%	6
Salary	82%	27

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	6	24.5	35	40.08	55	74.68	45	40	
Actual Average Base Rate	6	25	40.54	56.8	64.04	93.23	56	57	
Actual Highest Base Rate	6	25	31.25	57.775	91.45	120.19	64	58	
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	15	44,710	78,462	90,000	114,400	119,921	94,247	90,000	
Pay Range Maximum Salary	16	74,630	119,960.5	135,091.35	155,500	195,000	140,735	135,091	
Actual Lowest Base Salary	24	61,234.37	85,504.8	116,676.5	130,728.405	165,454	112,561	116,677	
Actual Average Base Salary	26	65,000	108,333	124,232	155,591.52	177,164	126,557	124,232	
Actual Highest Base Salary	25	66,837	119,921	144,040	176,219	202,082	143,770	144,040	
Average Incentive or Other Cash Bonus (Annual)	10	1,900	6,500	9,257	15,000	18,376.5	9,942	9,257	

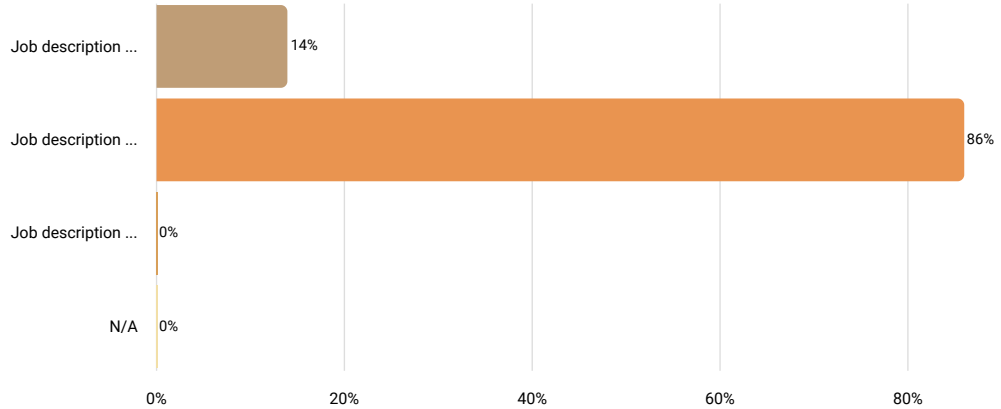
6.11.7 Project or Program Director

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



Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	2
Job description matches the position at your company very well	86%	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 6 times
 Text input

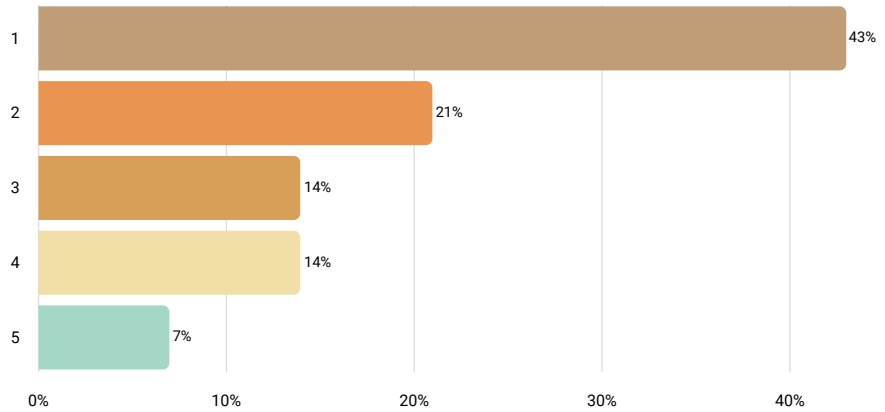
Results	
general manager	1
director of engineering, Isf contracts director,	1
project manager i, project manager ii, and project manager iii	1
dir marketing phys relations	1
program manager	1
director	1
technical director	1
director of guest services ; director of horticulture ; director of learning and public engagement ; director of plant conservation and curation	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



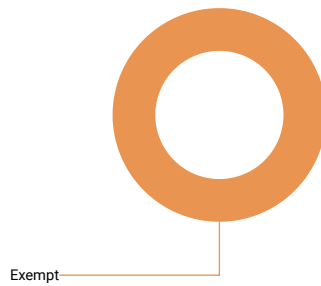
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2
Median	2
Standard deviation	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



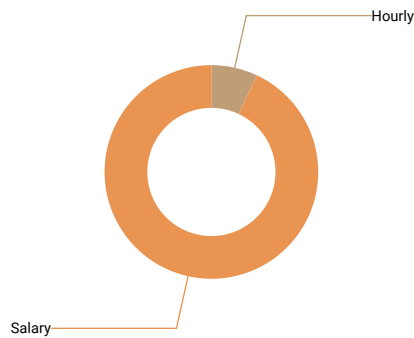
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

Compensation data

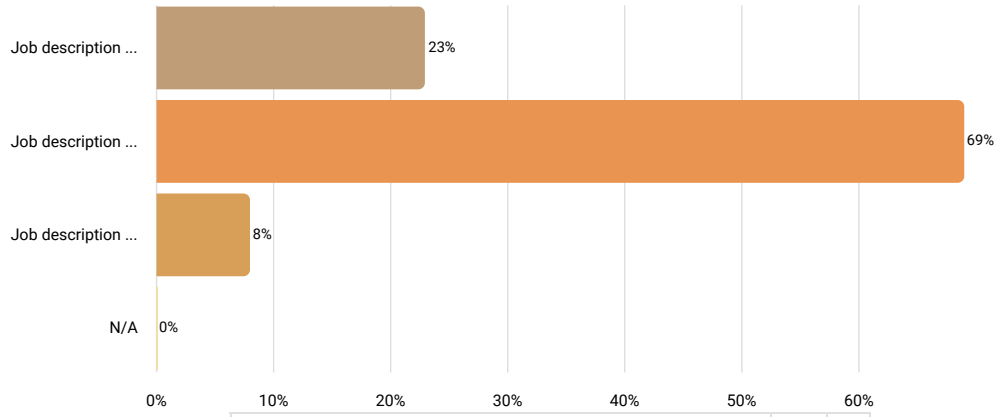
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	8	48,000	66,038.9	131,750	184,428	194,310	125,843	131,750	6
Pay Range Maximum Salary	8	63,040	113,866.7	182,500	203,205.6	262,890	165,634	182,500	6
Actual Lowest Base Salary	12	65,591	95,206.4	141,459	186,280.795	229,673.6	143,498	141,459	6
Actual Average Base Salary	12	77,694	124,721.5	157,190.9	190,305.495	229,673.6	155,991	157,191	5
Actual Highest Base Salary	12	89,279	117,799.2	173,597	199,101.465	229,673.6	161,538	173,597	5
Average Incentive or Other Cash Bonus (Annual)	7	600	1,000	20,000	29,667	36,370	17,877	20,000	1

6.11.8 Engineering Manager

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

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

Answered 26 times
 Skipped 0 times
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	6
Job description matches the position at your company very well	69%	18
Job description is perceptibly stronger than the position at your company	8%	2
N/A	0%	0

Job Title (if different than above)

Answered 7 times
 Skipped 19 times
 Text input

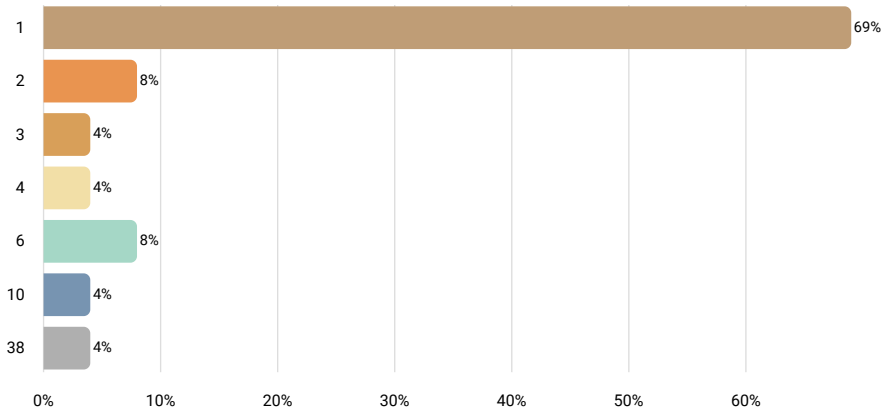
Results	
manager of engineering, customer and technical services	1
manager of technical services, senior project engineer	1
engineering manager	1
mgr-quality and process engineering	1
manufacturing engineering manager	1
director of additive manufacturing	1
mgr, engineering	1

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



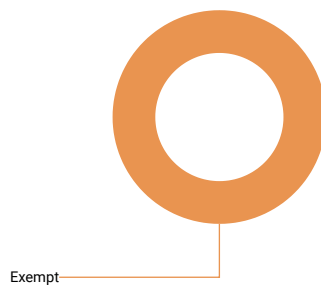
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	3
Median	1
Standard deviation	7

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



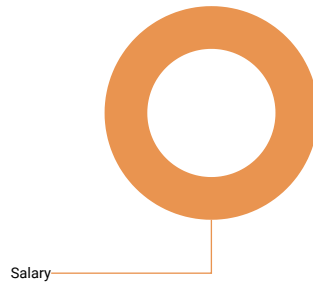
Results	%	N
Non-Exempt	0%	0
Exempt	100%	26

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	19	70,000	90,682	109,000	119,354	135,238	106,558	109,000	2
Pay Range Maximum Salary	19	110,000	125,000	151,049.6	177,250	200,000	155,166	151,050	4
Actual Lowest Base Salary	22	68,000	106,000	123,067	153,800	165,000	122,958	123,067	3
Actual Average Base Salary	23	87,879	111,640	130,208	157,871	165,000	132,892	130,208	3
Actual Highest Base Salary	22	95,000	111,640	140,104	169,998	189,574.98	137,364	140,104	4
Average Incentive or Other Cash Bonus (Annual)	11	5,000	6,120	16,000	19,000	29,850	15,682	16,000	1

6.11.9 Quality Control Manager

Job description

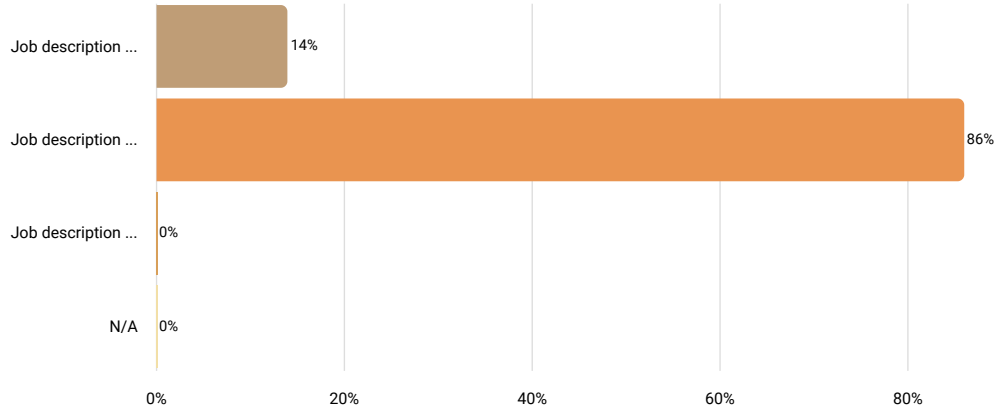
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedures with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 35 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	5
Job description matches the position at your company very well	86%	30
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 14 times

Skipped 21 times

Text input

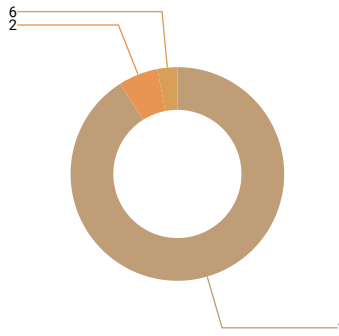
Results	
quality manager	5
quality control manager	2
quality and r&d manager	1
quality director	1
manager of quality and front end operations	1
tqs/continuous manager	1
manager, quality	1
quality management systems manager	1
mng, quality	1

Number of Employees Currently in This Position

Answered 35 times

Skipped 0 times

Number input



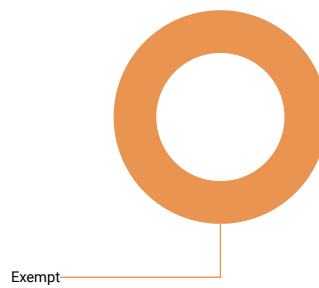
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 35 times

Skipped 0 times

Select one answer (radio button)



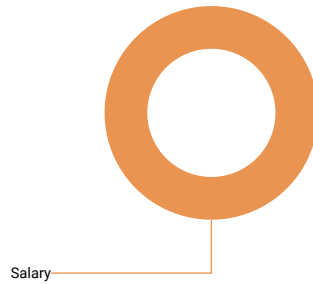
Results	%	N
Non-Exempt	0%	0
Exempt	100%	35

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

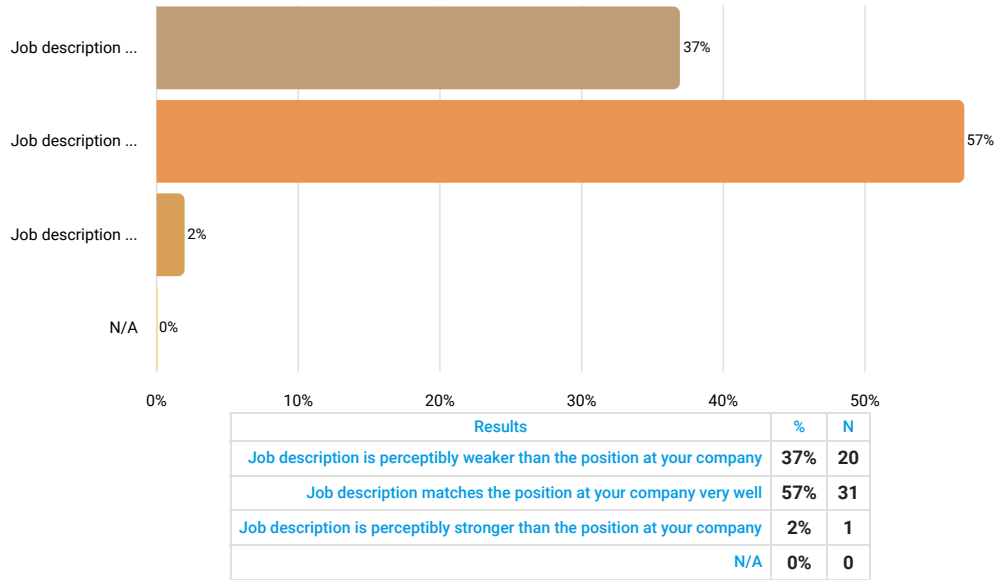
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	23	58,130	65,000	79,900	93,300	117,832	79,020	79,900	2
Pay Range Maximum Salary	23	79,996	87,984	119,800	130,000	152,984	115,859	119,800	3
Actual Lowest Base Salary	31	70,297	85,000	97,801.6	126,131.2	135,000	103,029	97,802	2
Actual Average Base Salary	34	67,017	87,984	98,050.8	126,131.2	136,431.4	104,100	98,051	2
Actual Highest Base Salary	31	70,297	87,984	98,300	126,131.2	136,431.4	106,045	98,300	2
Average Incentive or Other Cash Bonus (Annual)	9	600	11,204	13,500	20,000	39,300	17,211	13,500	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 54 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 15 times
 Skipped 39 times
 Text input

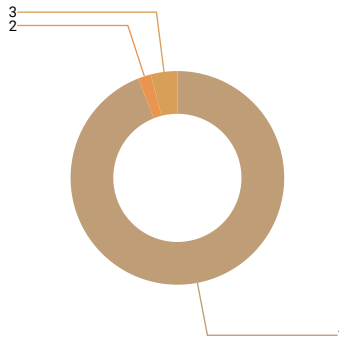
Results	
director of human resources	2
human resources director	1
hr/safety manager	1
corporate h.r. manager	1
professional services manager, national accounts manager, hr compliance manager	1
hr manager	1
mgr-human resources, huntsville	1
dir human resources operations	1
director of hr	1
director, human resources and community outreach	1
human resources administrative manager	1
director of human capital	1
mgr, human resources	1
director of hr and security	1

Number of Employees Currently in This Position

Answered 54 times

Skipped 0 times

Number input



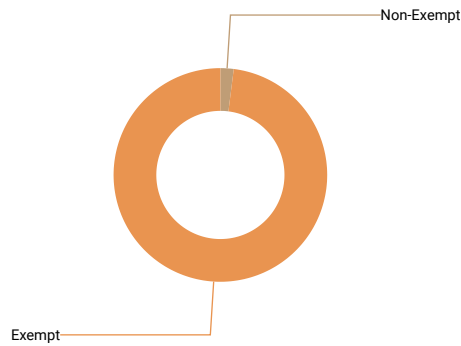
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 54 times

Skipped 0 times

Select one answer (radio button)



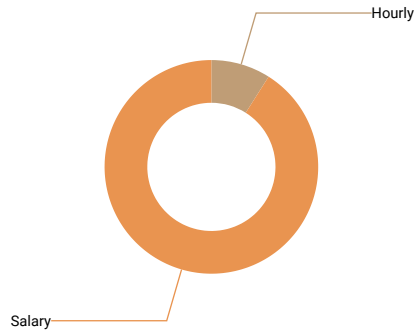
Results	%	N
Non-Exempt	2%	1
Exempt	98%	53

Is this position paid an hourly rate or annual salary?

Answered 54 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	5
Salary	91%	49

Compensation data

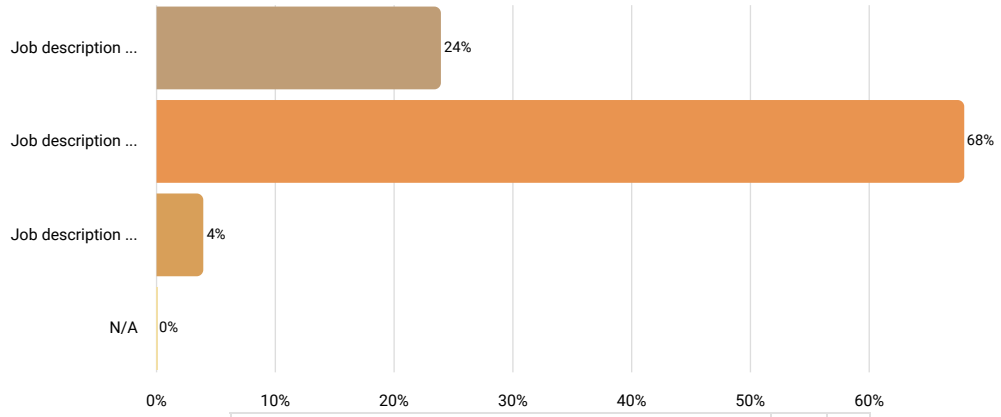
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	35	52,000	64,180	75,000	92,518	108,000	77,342	75,000	2
Pay Range Maximum Salary	35	70,000	80,000	105,557.43	145,000	187,226	116,554	105,557	4
Actual Lowest Base Salary	39	66,250	78,000	88,233.6	107,100	130,000	93,251	88,234	2
Actual Average Base Salary	45	70,000	78,999.5	92,497.6	107,100	138,000	96,037	92,498	2
Actual Highest Base Salary	39	66,250	78,561	90,000	120,710	147,000	99,524	90,000	3
Average Incentive or Other Cash Bonus (Annual)	18	824	2,620	9,850	23,000	37,296	14,300	9,850	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 25 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	24%	6
Job description matches the position at your company very well	68%	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 10 times
 Skipped 15 times
 Text input

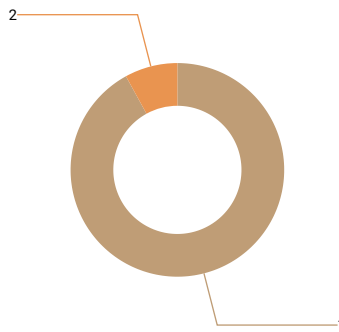
Results	
security, safety, environmental manager	1
security manager	1
health & safety specialist	1
safety and security manager	1
mgr-environmental health & safety	1
safety director	1
dir env services	1
ehs manager	1
mgr, ehs	1
director of quality assurance	1

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



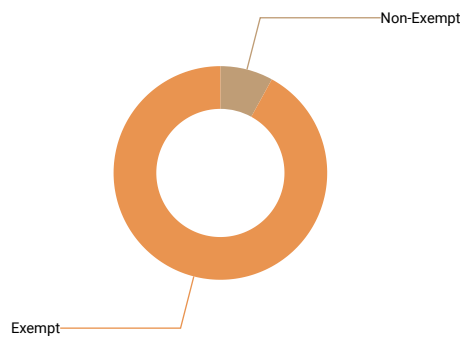
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



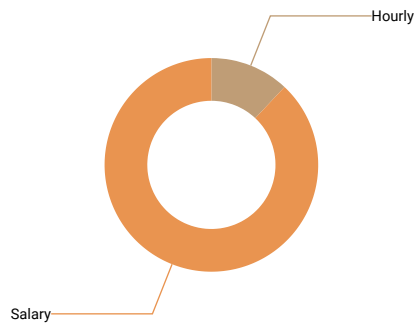
Results	%	N
Non-Exempt	8%	2
Exempt	92%	23

Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	12%	3
Salary	88%	22

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	17	59,705	70,000	79,400	100,000	114,713	82,770	79,400	2
Pay Range Maximum Salary	17	74,500	100,000	125,000	152,000	197,600	125,157	125,000	4
Actual Lowest Base Salary	18	58,130	74,500	96,898	115,295	148,000	98,789	96,898	3
Actual Average Base Salary	20	57,800	75,106	108,739.5	123,980.4	152,500	103,383	108,740	3
Actual Highest Base Salary	18	48,000	74,500	104,990.5	127,300	153,000	101,051	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

6.11.13 Contracts Manager

Job description

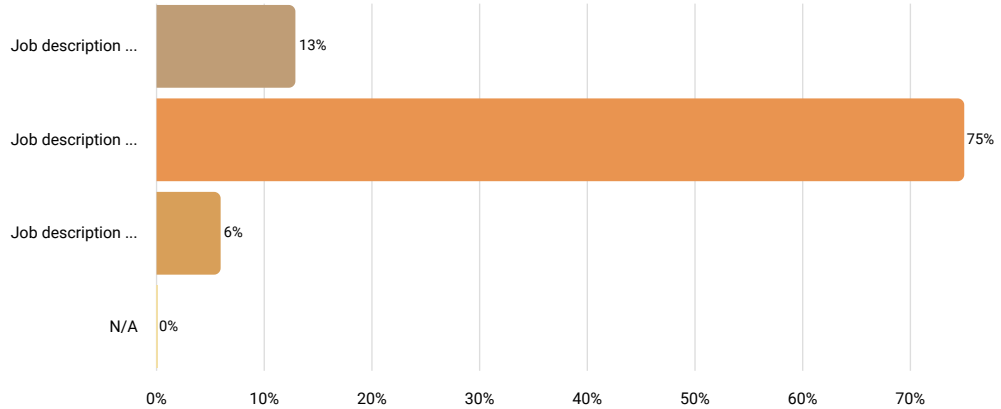
Serve as the key point of contact between a business and third parties/government to ensure timely review and approval of any variations. Provide recom and negotiate directly with the government, customer attorneys, or purchasing staff to craft a final document that is satisfactory to all parties.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 10 times

Text input

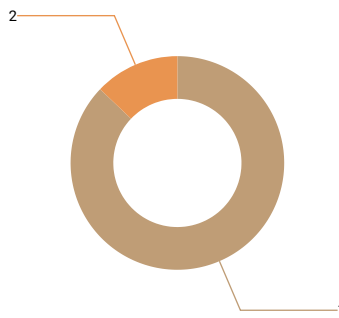
Results	
sr. associate director,osp	1
contracts manager	1
director business resources	1
program control manager; contracts manganer	1
contracts administrator	1
contracts director	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



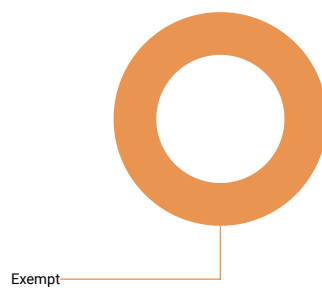
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



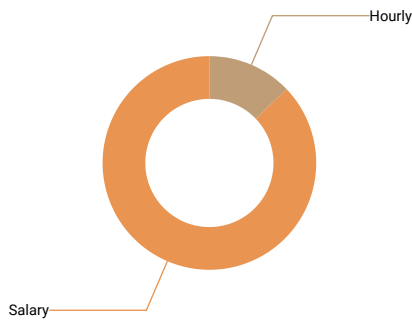
Results	%	N
Non-Exempt	0%	0
Exempt	100%	16

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	88%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	44,761	56,200	90,000	120,000	134,804.8	89,367	90,000	
Pay Range Maximum Salary	9	100,000	115,000	124,342	159,265.6	172,000	132,527	124,342	
Actual Lowest Base Salary	12	79,996	88,794	102,325.625	132,609	137,482.8	107,393	102,326	
Actual Average Base Salary	13	81,130	92,000	99,100.8	133,536	138,840	110,137	99,101	
Actual Highest Base Salary	12	82,264	89,794	111,999.3	135,509.4	138,840	114,738	111,999	
Average Incentive or Other Cash Bonus (Annual)	7	500	1,500	6,000	8,200	14,500	6,071	6,000	

6.11.14 Facilities Manager

Job description

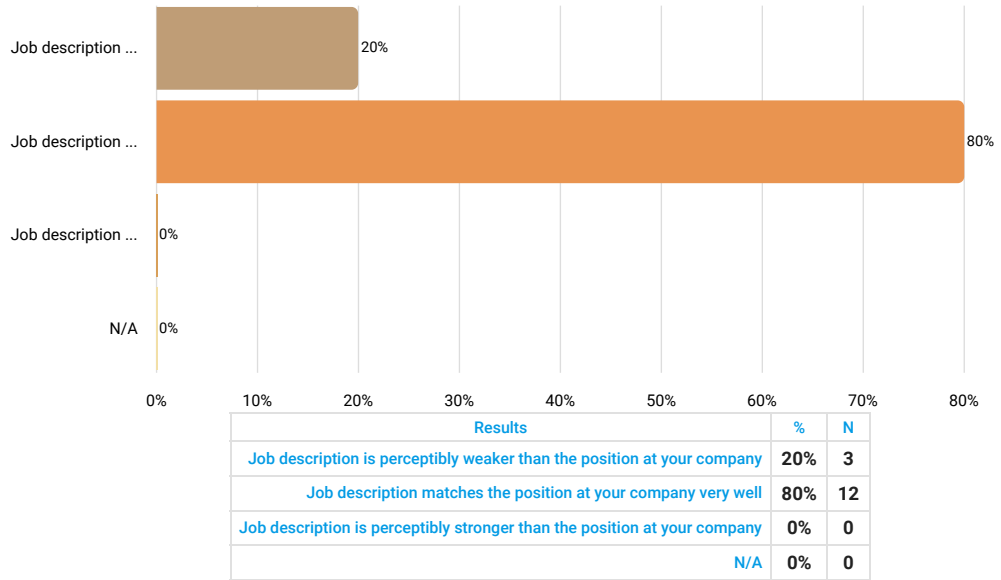
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times

Skipped 12 times

Text input



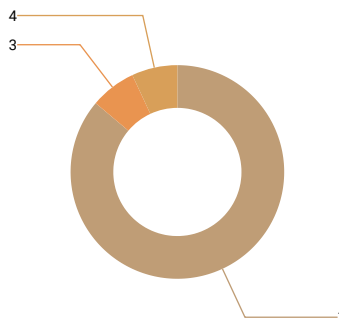
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



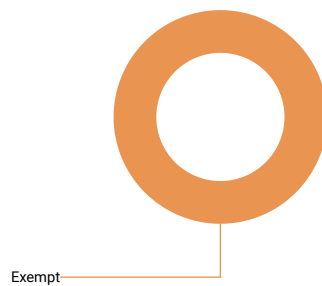
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 15 times

Skipped 0 times

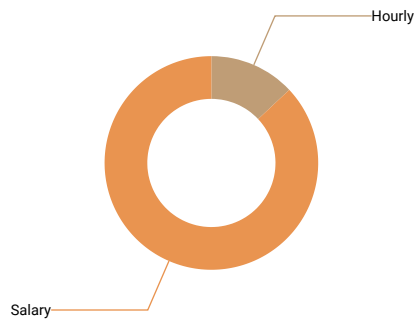
Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

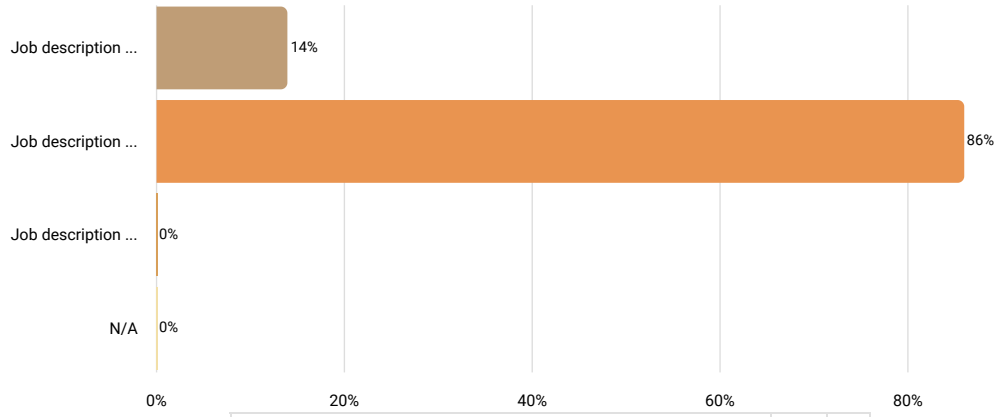
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	40,000	53,400	70,000	87,569	135,200	73,543	70,000	10,000
Pay Range Maximum Salary	9	60,000	100,000	118,475	128,300	220,480	117,626	118,475	10,000
Actual Lowest Base Salary	13	59,703	68,910	81,640	104,956	119,995.2	88,533	81,640	10,000
Actual Average Base Salary	13	59,703	78,500	88,691	104,956	119,995.2	91,306	88,691	10,000
Actual Highest Base Salary	13	62,400	78,500	88,691	105,854	130,006.67	94,724	88,691	10,000
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 29 times
 Skipped 0 times
 Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		14%	4
Job description matches the position at your company very well		86%	25
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 18 times
 Text input

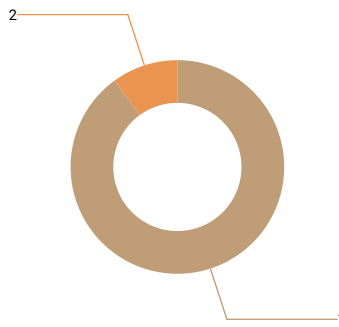
Results	
general manager	3
site manager	1
millwork plant manager, truss plant manager	1
warehouse manager	1
associate director-huntsville	1
general manager, manufacturing	1
dir, plant	1
sr. factory manager	1
plant manager	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



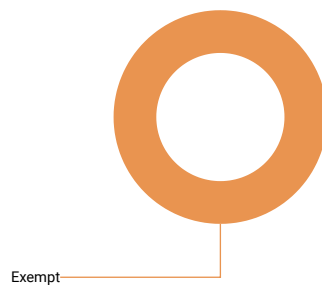
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



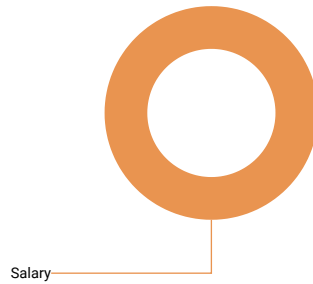
Results	%	N
Non-Exempt	0%	0
Exempt	100%	29

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	29

Compensation data

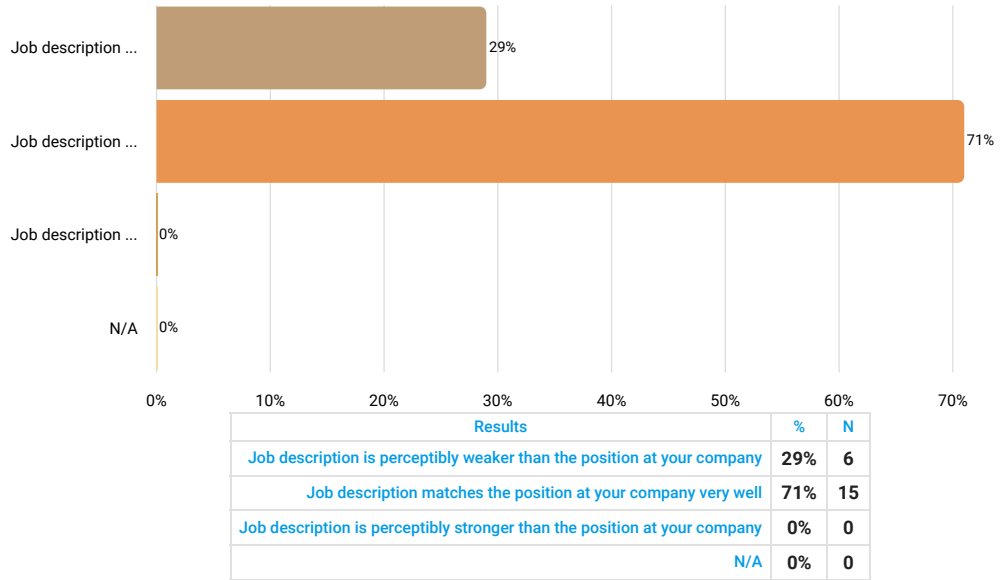
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	25	73,000	89,000	110,000	130,000	179,800	115,429	110,000	3
Pay Range Maximum Salary	25	95,000	135,000	160,000	200,000	230,000	169,607	160,000	5
Actual Lowest Base Salary	23	85,000	97,000	118,462	147,901	200,000	129,569	118,462	4
Actual Average Base Salary	27	86,250	109,000	141,640	180,000	207,250	140,231	141,640	4
Actual Highest Base Salary	23	89,149	97,000	127,500	150,000	200,000	136,324	127,500	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 21 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 5 times
 Skipped 16 times
 Text input

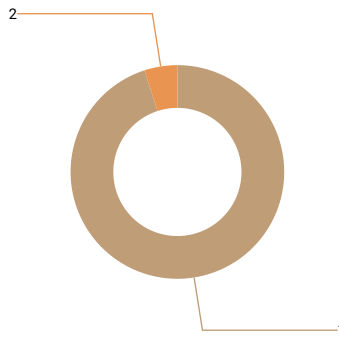
Results	
procurement manager	2
director of planning and purchasing	1
purchasing agent	1
director of procurement	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



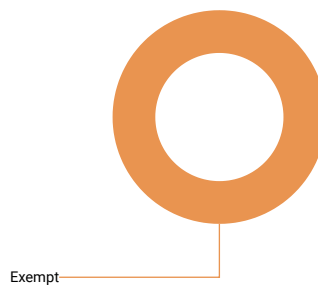
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



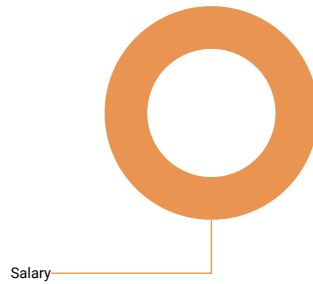
Results	%	N
Non-Exempt	0%	0
Exempt	100%	21

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	13	68,250	70,000	74,880	100,000	112,560	83,504	74,880	2
Pay Range Maximum Salary	13	71,000	95,000	124,848	150,000	164,300	122,180	124,848	3
Actual Lowest Base Salary	18	62,886	74,800	89,500	114,046.4	124,848	93,724	89,500	2
Actual Average Base Salary	19	62,886	74,800	92,000	114,046.4	124,848	94,097	92,000	2
Actual Highest Base Salary	18	62,886	74,800	96,455	120,000	133,899	96,513	96,455	2
Average Incentive or Other Cash Bonus (Annual)	5	1,000	1,339	2,000	20,000	24,000	9,668	2,000	1

6.12 Executive Positions

The survey received sufficient data for the following job titles:

Top Level Sales/Mktg (CMO/VP Sales and Mktg)
Top Technical Exec (CTO/VP Technology)
Top Programs Exec (CFO)
Top Financial Exec (CFO)
Top Manufacturing/Production Executive
Top HR Exec (CHRO/VP HR)
Top Contracts Executive
Chief Operating Officer (COO)
Chief Administrative Officer (VP Admin)
CEO/President

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

Top Quality Assurance Exec (VP Quality)

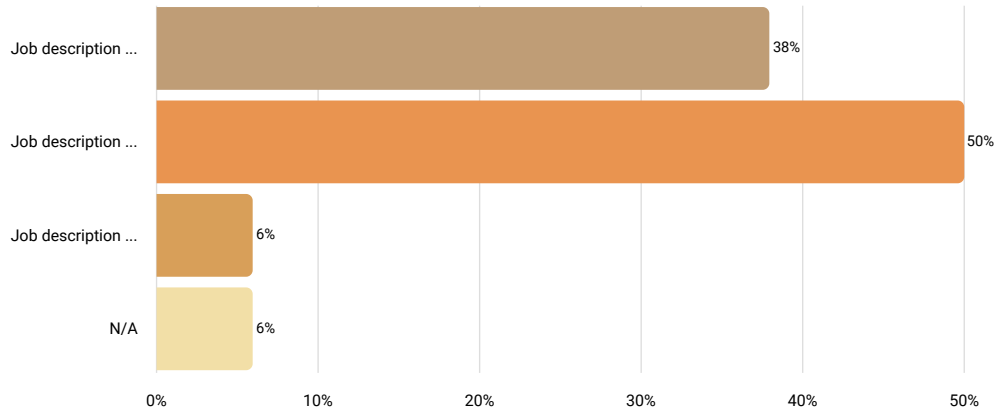
6.12.1 Top Level Sales/Mktg (CMO/VP Sales and Mktg)

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 16 times
 Skipped 0 times
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	6
Job description matches the position at your company very well	50%	8
Job description is perceptibly stronger than the position at your company	6%	1
N/A	6%	1

Job Title (if different than above)

Answered 12 times
 Skipped 4 times
 Text input

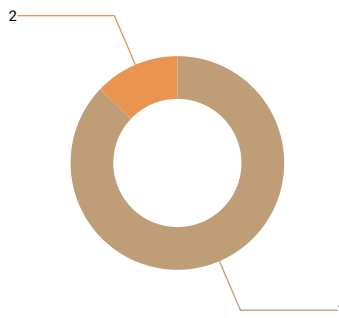
Results	
vp of business development	2
vice president of product marketing	1
director of sales	1
vp, corporate development	1
director, business development	1
vp of investor relations	1
vice president of business development	1
director of business development	1
sales and marketing director	1
director of special occasions, event and hospitality services ; vice president of advancement	1
vp of sales and marketing	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



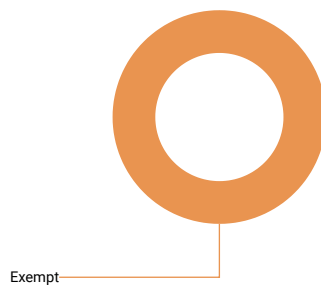
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 16 times

Skipped 0 times

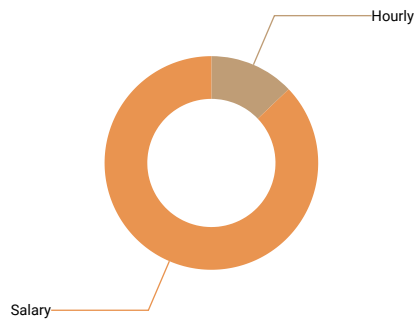
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 16 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	88%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	11	68,165	90,000	122,600	150,113.6	170,643.2	119,386	122,600	40,000
Pay Range Maximum Salary	11	105,000	140,144	151,234	230,000	240,198.4	175,098	151,234	60,000
Actual Lowest Base Salary	12	80,000	100,003	121,240	189,972	230,000	138,978	121,240	50,000
Actual Average Base Salary	13	80,000	100,006	137,000	229,944	230,006.4	159,214	137,000	60,000
Actual Highest Base Salary	12	80,000	109,940	138,572	212,122	230,000	149,790	138,572	50,000
Average Incentive or Other Cash Bonus (Annual)	6	1,250	9,810	65,883.5	102,000	140,000	64,138	65,884	40,000

6.12.2 Top Technical Exec (CTO/VP Technology)

Job description

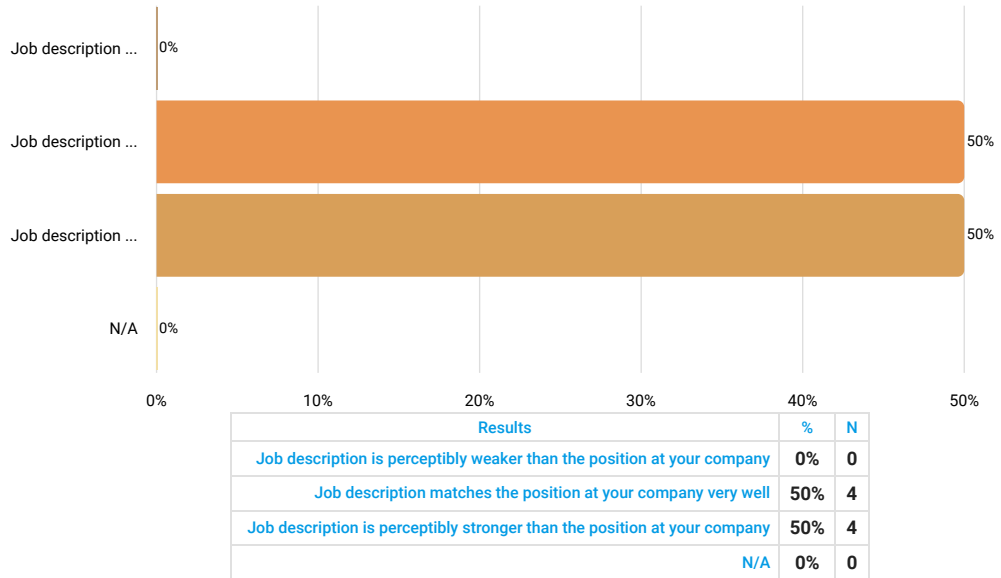
Leader of the entire technical function of the organization, including IT. Guides and directs the technical strategy and function including the work of all tec

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times

Skipped 5 times

Text input



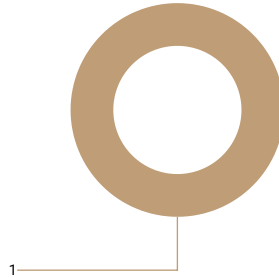
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



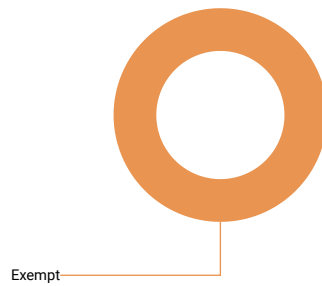
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



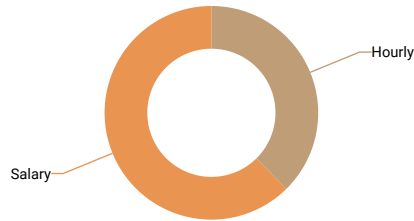
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	153,025.6	156,520	165,173	194,263	222,809	178,358	165,173	22,809
Actual Average Base Salary	5	153,025.6	156,520	165,173	194,263	222,809	178,358	165,173	22,809
Actual Highest Base Salary	5	153,025.6	156,520	165,173	194,263	222,809	178,358	165,173	22,809
Average Incentive or Other Cash Bonus (Annual)									

6.12.4 Top Programs Exec (VP Programs)

Job description

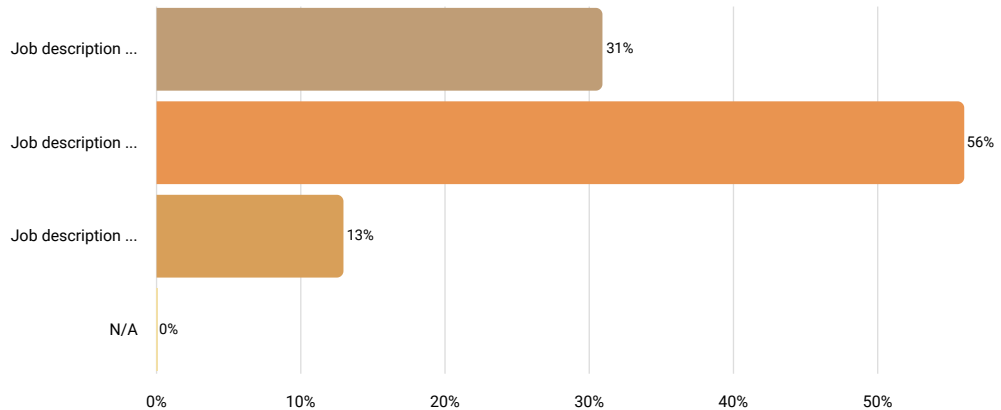
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency ar operations.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	31%	5
Job description matches the position at your company very well	56%	9
Job description is perceptibly stronger than the position at your company	13%	2
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 9 times

Text input

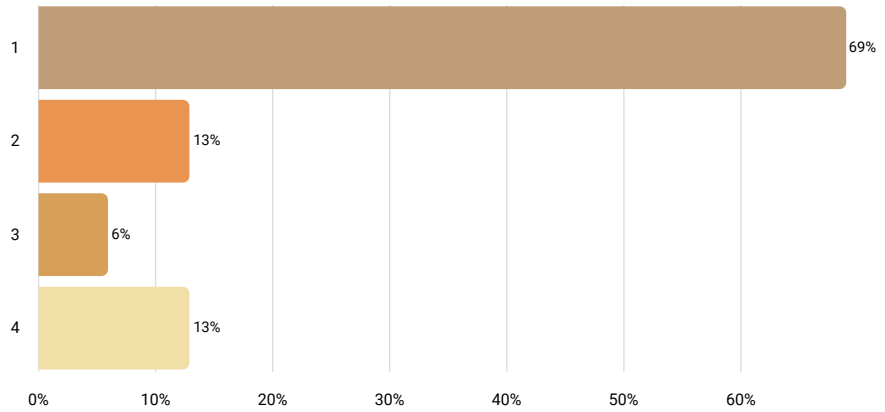
Results	
vice president of services	1
senior vice president	1
chief technology office (cto); other position is vp, government solutions	1
vice president, vocational services	1
exec dir revenue cycle	1
vice president / division manager	1
vp of finance, vp of engineering, vp of program development, vp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

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



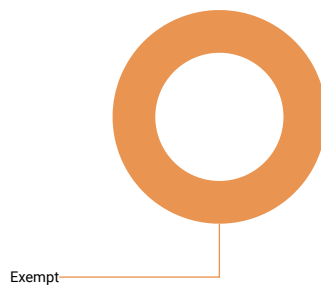
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



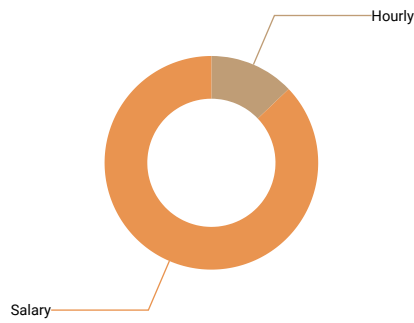
Results	%	N
Non-Exempt	0%	0
Exempt	100%	16

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	88%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	68,165	150,000	150,113	172,348.8	243,341	157,277	150,113	47,885.2
Pay Range Maximum Salary	9	143,075	200,000	210,000	243,341	277,048	212,974	210,000	47,885.2
Actual Lowest Base Salary	14	115,908	150,000	173,784	200,000	234,004	172,591	173,784	47,885.2
Actual Average Base Salary	14	115,908	161,241	177,185	208,472	234,004	180,275	177,185	47,885.2
Actual Highest Base Salary	14	115,908	161,241	191,838.4	210,000	243,341	186,103	191,838	47,885.2
Average Incentive or Other Cash Bonus (Annual)	5	1,000	16,200	17,500	65,000	120,000	43,940	17,500	47,885.2

6.12.5 Top Financial Exec (CFO)

Job description

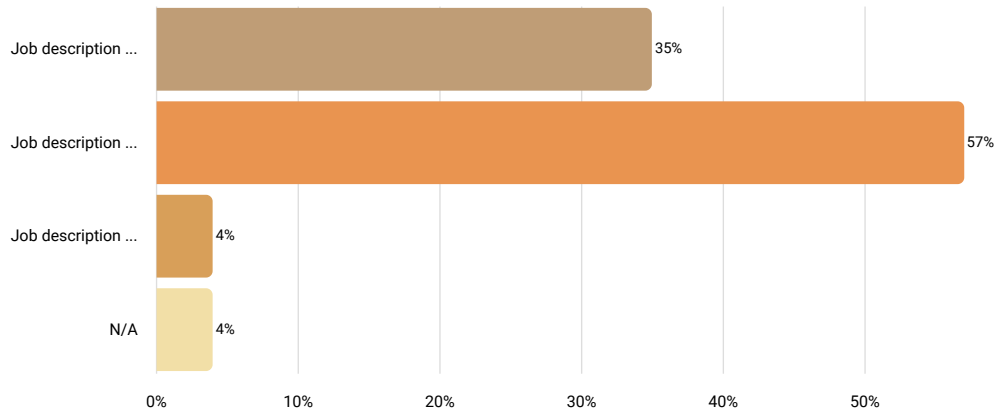
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product out with the organization's strategic objectives.

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	35%	8
Job description matches the position at your company very well	57%	13
Job description is perceptibly stronger than the position at your company	4%	1
N/A	4%	1

Job Title (if different than above)

Answered 9 times

Skipped 14 times

Text input

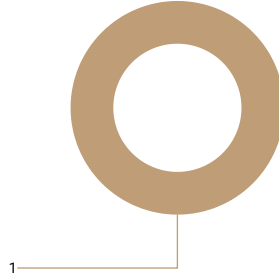
Results	
cfo	2
vp - finance and operation	1
controller	1
director, finance & accounting	1
chief financial officer	1
director of finance	1
cfo and vp of operations	1
vp of finance	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



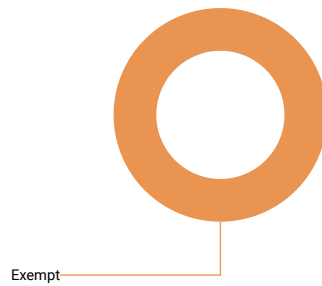
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



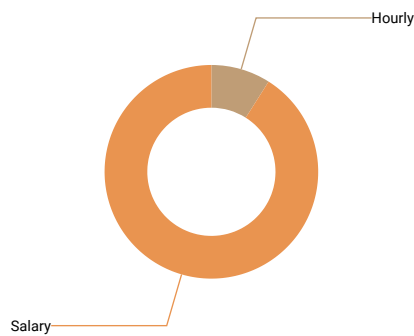
Results	%	N
Non-Exempt	0%	0
Exempt	100%	23

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	2
Salary	91%	21

Compensation data

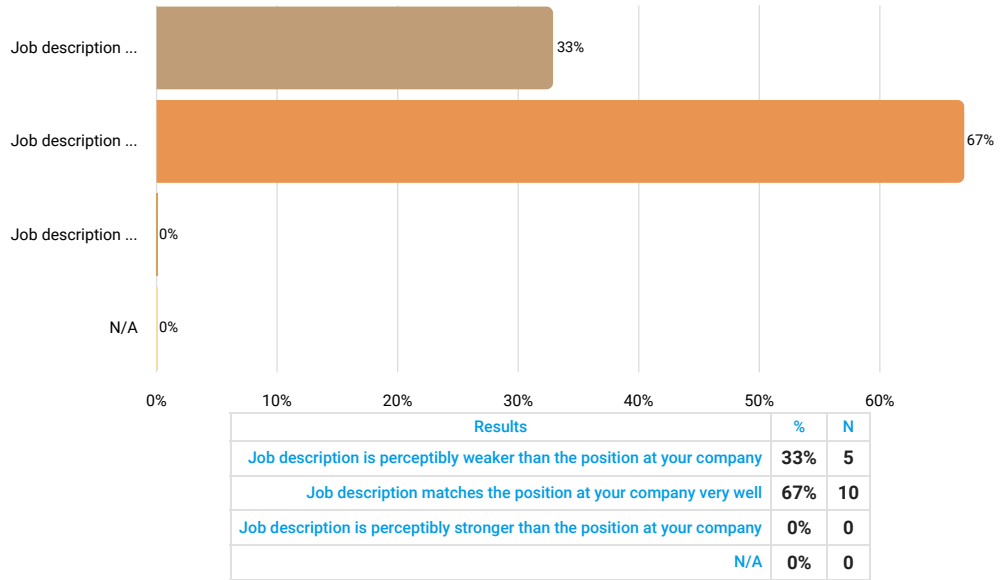
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	16	98,345.43	115,093.5	131,522.5	170,000	231,233.6	145,975	131,523	47,850.5
Pay Range Maximum Salary	16	112,000	151,902.5	183,029.6	215,000	312,000	192,581	183,030	60,000
Actual Lowest Base Salary	18	108,000	126,999	168,200	187,200	255,008	176,924	168,200	53,000
Actual Average Base Salary	20	108,636.5	135,999.5	174,682.4	224,026.8	252,504	183,143	174,682	53,000
Actual Highest Base Salary	17	108,000	126,999	170,000	187,200	250,000	174,910	170,000	53,000
Average Incentive or Other Cash Bonus (Annual)	10	1,250	3,278	13,195.145	20,000	46,950	16,747	13,195	13,195

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 staf

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

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



Job Title (if different than above)

Answered 10 times
 Skipped 5 times
 Text input

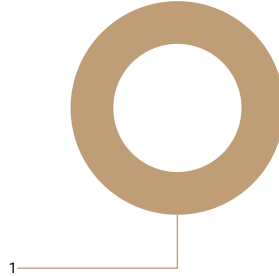
Results	
vp of operations	1
vp - manufacturing	1
vp manufacturing	1
director of operations	1
vice president of operations	1
manufacturing manager	1
vice president, manufacturing/business development	1
install manager/general manager	1
chief operating officer	1
vice president of sales	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



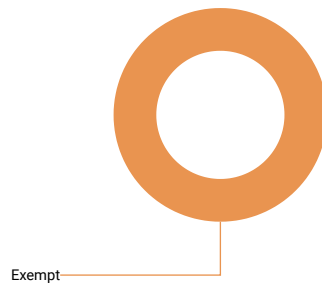
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



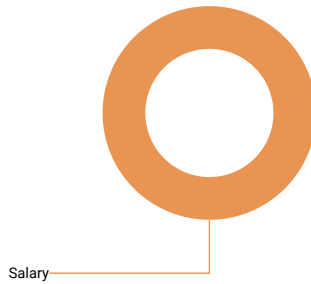
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

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

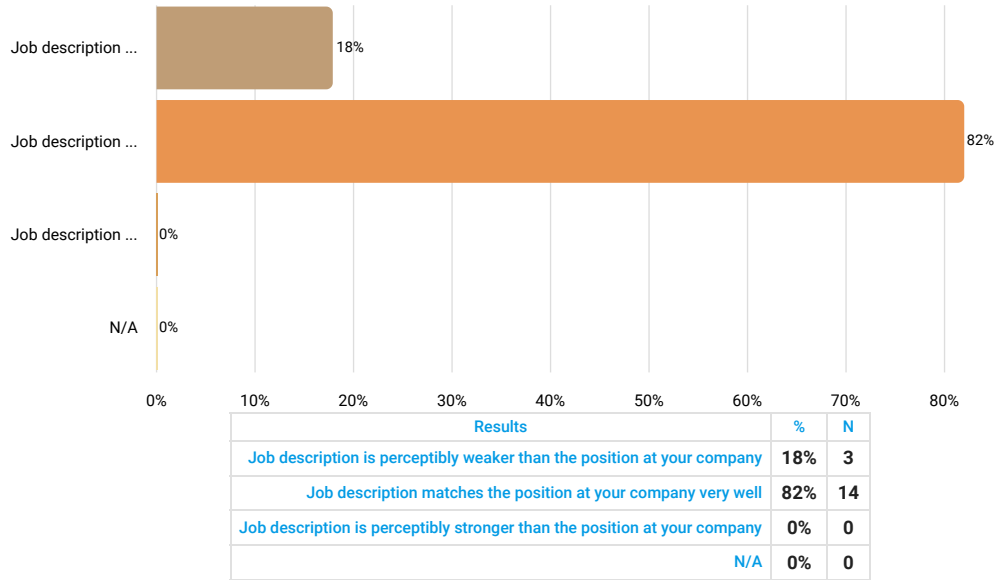
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	8	89,912	121,522.5	155,000	177,132.8	200,000	149,653	155,000	3
Pay Range Maximum Salary	8	140,000	156,902.5	181,100	231,781.6	250,000	191,196	181,100	4
Actual Lowest Base Salary	13	130,000	142,000	160,000	187,990.4	200,000	174,108	160,000	5
Actual Average Base Salary	15	130,000	142,000	175,000	200,000	216,250	176,977	175,000	5
Actual Highest Base Salary	13	130,000	142,000	160,000	187,990.4	200,000	174,108	160,000	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 17 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 9 times
 Skipped 8 times
 Text input

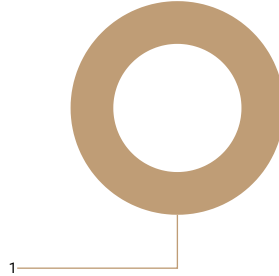
Results	
director of human resources	6
hr director	1
associate vice president - hr	1
director, human resources	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



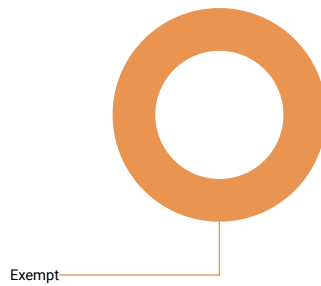
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



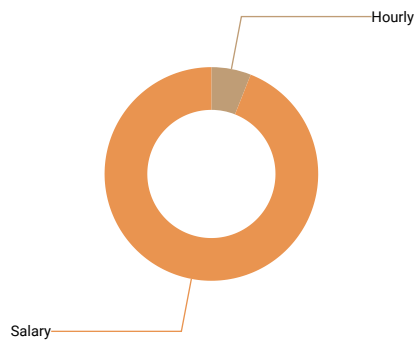
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	1
Salary	94%	16

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	12	65,000	88,521.6	115,898.64	138,450	156,665.6	114,473	115,899	
Pay Range Maximum Salary	12	85,000	130,395.2	153,785.615	192,420.8	208,300	155,483	153,786	
Actual Lowest Base Salary	13	70,000	126,000	138,000	168,604.8	214,469.53	141,512	138,000	
Actual Average Base Salary	15	70,000	126,000	140,000	168,604.8	214,469.53	141,597	140,000	
Actual Highest Base Salary	13	70,000	126,000	138,000	168,604.8	214,469.53	141,512	138,000	
Average Incentive or Other Cash Bonus (Annual)	7	1,000	3,377	26,000	30,000	34,500	20,743	26,000	

6.12.8 Top Contracts Executive

Job description

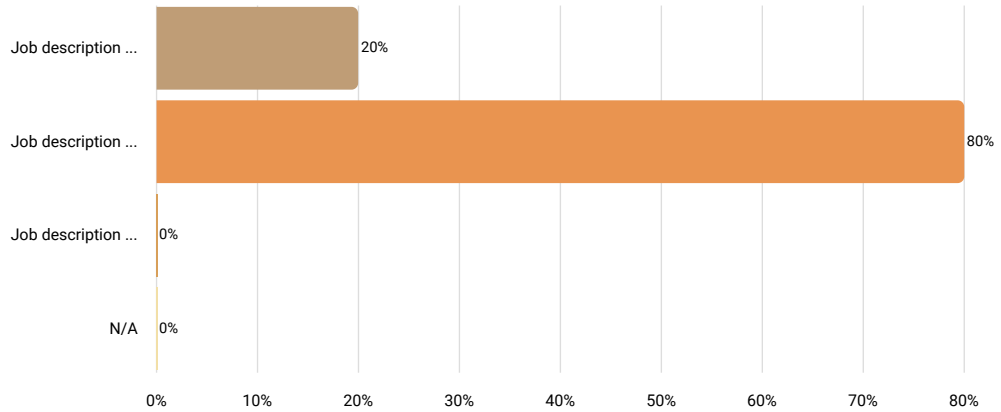
Leader of the entire contracts function of the organization. Serves as the conduit between government customers and the organization to secure and exe

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

Answered 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 5 times

Skipped 5 times

Text input

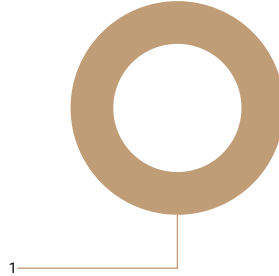
Results	
director, contracts	2
executive vice president	1
contracts administrative director	1
vice president - contracts	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



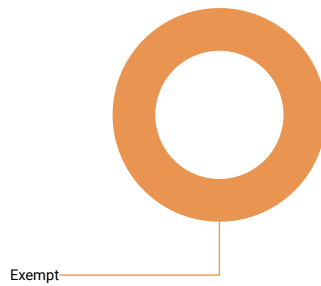
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



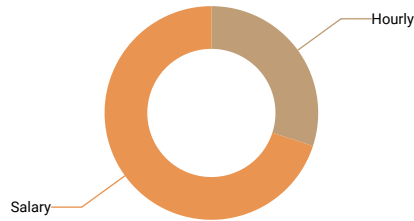
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	90,000	119,246.4	134,206	151,985.6	250,000	149,088	134,206	6
Pay Range Maximum Salary	5	110,000	178,859.2	191,724	229,361.6	250,000	191,989	191,724	5
Actual Lowest Base Salary	7	100,000	149,785	155,750	208,228.8	250,000	170,575	155,750	4
Actual Average Base Salary	7	100,000	149,785	155,750	208,228.8	250,000	170,575	155,750	4
Actual Highest Base Salary	7	100,000	149,785	155,750	208,228.8	250,000	170,575	155,750	4
Average Incentive or Other Cash Bonus (Annual)									

6.12.9 Chief Operating Officer (COO)

Job description

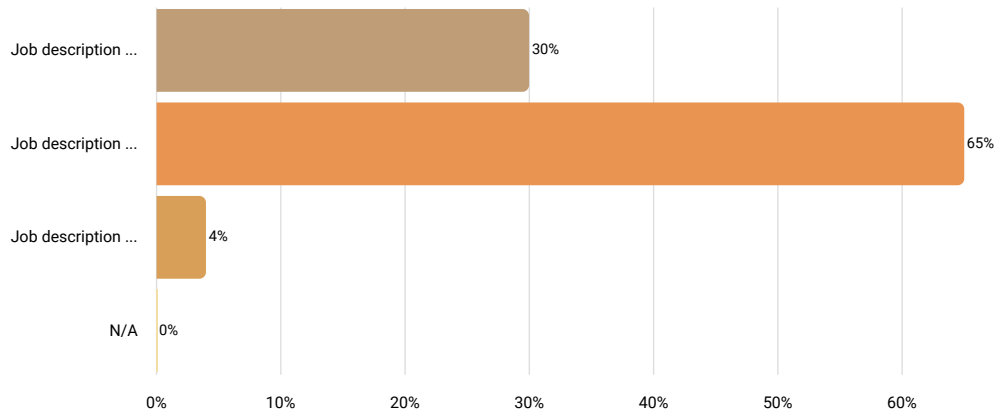
Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	30%	7
Job description matches the position at your company very well	65%	15
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 14 times

Text input

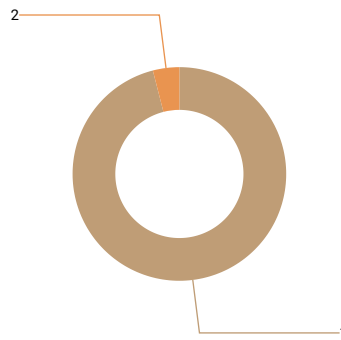
Results	
vice president of operations	1
us country manager	1
senior director of operations	1
director of operations	1
analyst vi	1
vp professional services	1
executive vice president of operations	1
coo	1
chief operations officer	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



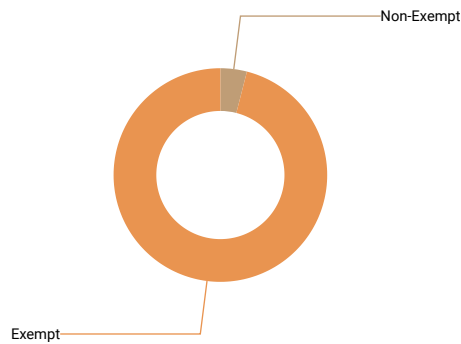
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



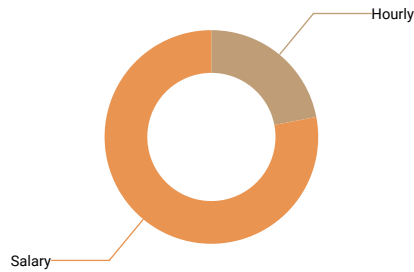
Results	%	N
Non-Exempt	4%	1
Exempt	96%	22

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	5
Salary	78%	18

Compensation data

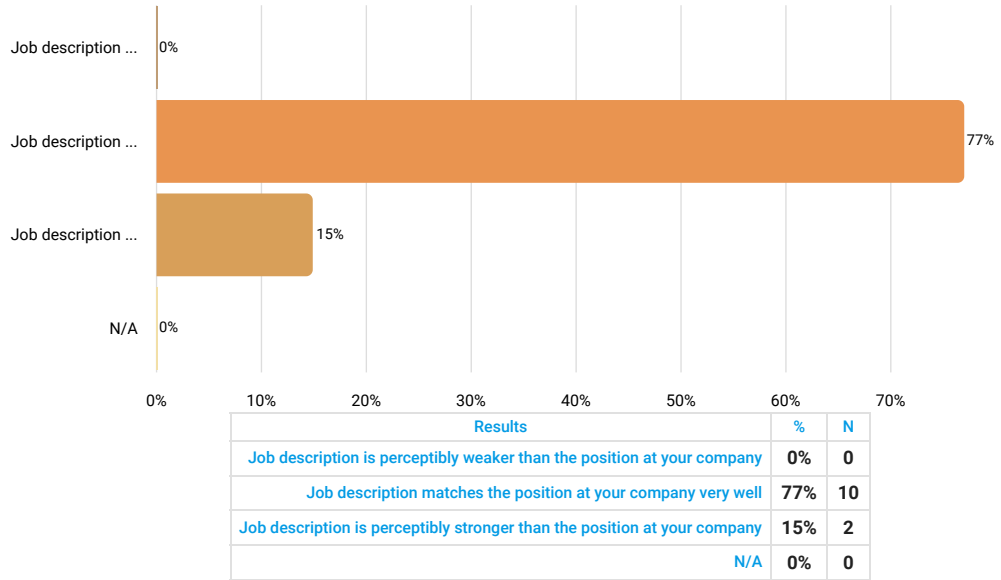
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	70	77.71	85.2	98.65	131.74	93	85	
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	14	90,000	100,000	125,000	193,536.5	250,000	146,258	125,000	
Pay Range Maximum Salary	14	125,000	142,803	177,500	250,000	300,000	192,051	177,500	
Actual Lowest Base Salary	14	100,000	116,484	167,500	240,000	250,000	170,692	167,500	
Actual Average Base Salary	16	100,000	118,242	178,133	233,500	271,764.8	176,779	178,133	
Actual Highest Base Salary	15	100,000	116,484	160,000	240,000	280,758.4	170,798	160,000	
Average Incentive or Other Cash Bonus (Annual)	9	3,495	10,000	15,000	25,000	146,000	31,177	15,000	

6.12.10 Chief Administrative Officer (VP Admin)

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

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

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



Job Title (if different than above)

Answered 7 times
 Skipped 6 times
 Text input

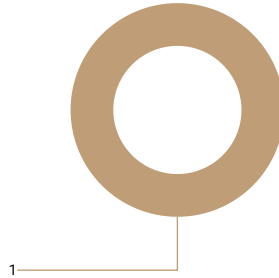
Results	
senior director of administration	1
vice president - finance and administration	1
director of business operations	1
vp of finance & administration	1
vice president	1
city administrator	1
chief administrative officer	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



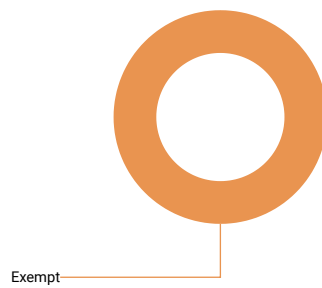
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	31%	4
Salary	69%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	68,165	70,000	115,384	135,000	175,000	113,156	115,384	42,000
Pay Range Maximum Salary	6	80,000	151,234	187,231.2	200,000	245,000	175,116	187,231	55,000
Actual Lowest Base Salary	9	75,000	100,000	165,000	190,627	276,918	157,863	165,000	65,000
Actual Average Base Salary	9	75,000	100,000	165,000	190,627	276,918	157,863	165,000	65,000
Actual Highest Base Salary	9	75,000	100,000	165,000	190,627	276,918	157,863	165,000	65,000
Average Incentive or Other Cash Bonus (Annual)									

6.12.11 CEO/President

Job description

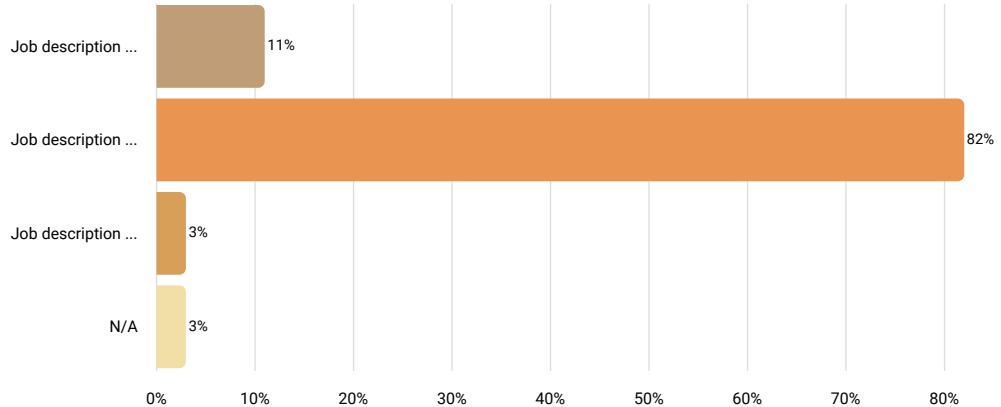
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

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

Answered 66 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	7
Job description matches the position at your company very well	82%	54
Job description is perceptibly stronger than the position at your company	3%	2
N/A	3%	2

Job Title (if different than above)

Answered 16 times

Skipped 50 times

Text input

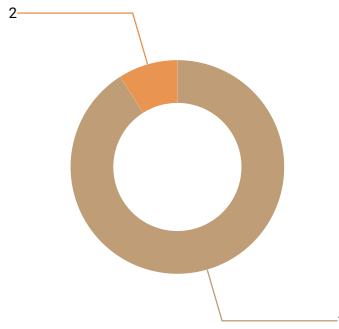
Results	
president	3
executive director	2
division president	1
president services and manufacturing	1
president/ceo	1
sr mgmt/principal investigator vii	1
ceo & president	1
same	1
president and ceo	1
mayor	1
ceo/president	1
president & ceo	1
ceo/founder	1

Number of Employees Currently in This Position

Answered 66 times

Skipped 0 times

Number input



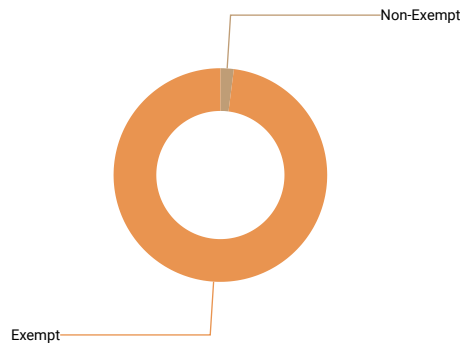
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 66 times

Skipped 0 times

Select one answer (radio button)



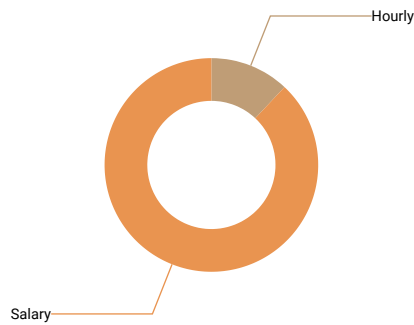
Results	%	N
Non-Exempt	2%	1
Exempt	97%	64

Is this position paid an hourly rate or annual salary?

Answered 66 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	12%	8
Salary	88%	58

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	79.77	80	91.86	94.7	100	89	92	
Pay Range Maximum Rate	5	79.77	80	119.63	123.11	150	111	120	
Actual Lowest Base Rate	6	79.77	80	109.84	123.68	146.56	108	110	
Actual Average Base Rate	7	79.77	80	112.68	132.56	146.56	112	113	
Actual Highest Base Rate	6	79.77	80	109.84	126.21	146.56	109	110	
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	36	100,000	147,976.075	180,000	206,550	259,937.6	185,955	180,000	
Pay Range Maximum Salary	35	155,100	190,000	249,390	319,700	430,000	264,436	249,390	1
Actual Lowest Base Salary	49	117,499	152,375	197,600	253,011	310,000	216,576	197,600	1
Actual Average Base Salary	54	121,882	162,240	200,000	254,696	330,000	227,945	200,000	1
Actual Highest Base Salary	49	120,000	162,240	200,000	254,696	330,000	227,469	200,000	1
Average Incentive or Other Cash Bonus (Annual)	22	14,000	20,000	51,000	115,000	175,000	71,327	51,000	

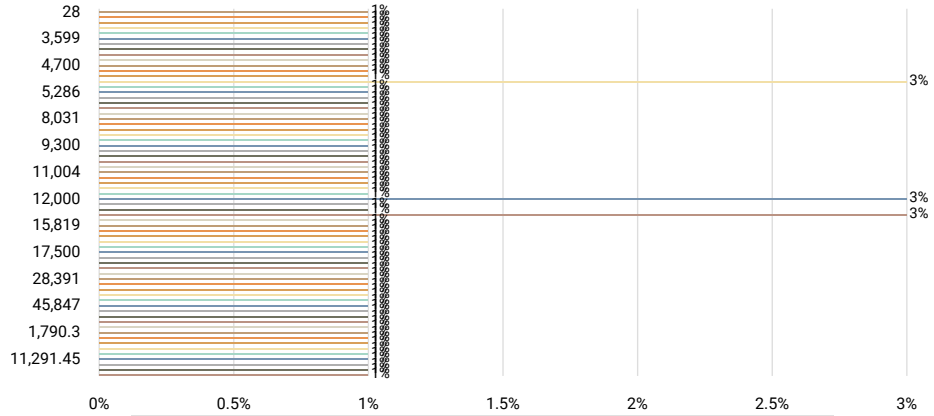
7. General Benefit Information

7.1. Average Benefit Cost Per Employee

Answered 72 times

Skipped 55 times

Number input



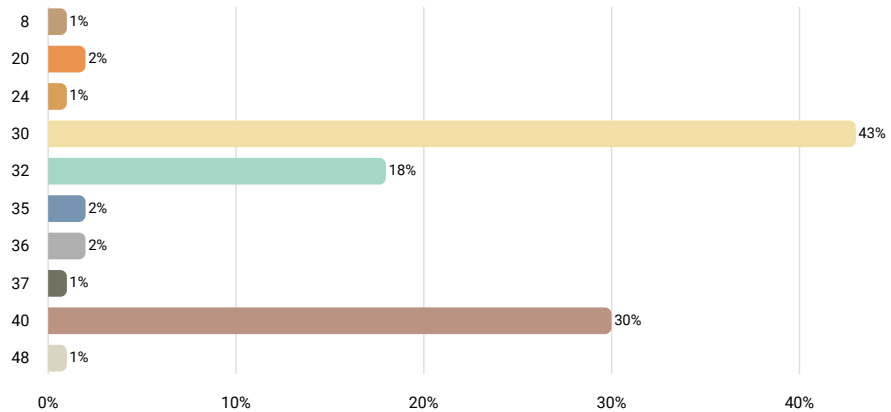
Statistics	
10th percentile	3,599
25th percentile	5,138
50th percentile	10,120.965
75th percentile	16,020.5
90th percentile	28,391
Mean	12,459
Median	10,121
Standard deviation	9,931

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

Answered 122 times

Skipped 5 times

Number input



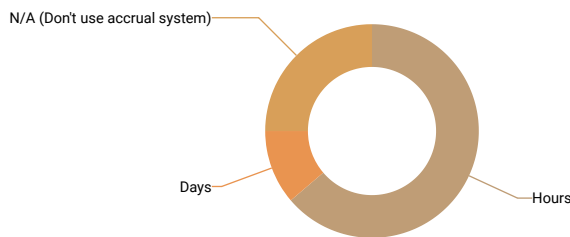
Statistics	
10th percentile	30
25th percentile	30
50th percentile	32
75th percentile	40
90th percentile	40
Mean	33
Median	32
Standard deviation	5

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hours	51%	65
Days	9%	12
N/A (Don't use accrual system)	20%	25

7.4. Types of Coverage Offered

Answered 125 times

Skipped 2 times

Select multiple answers per row for multiple rows (checkboxes)

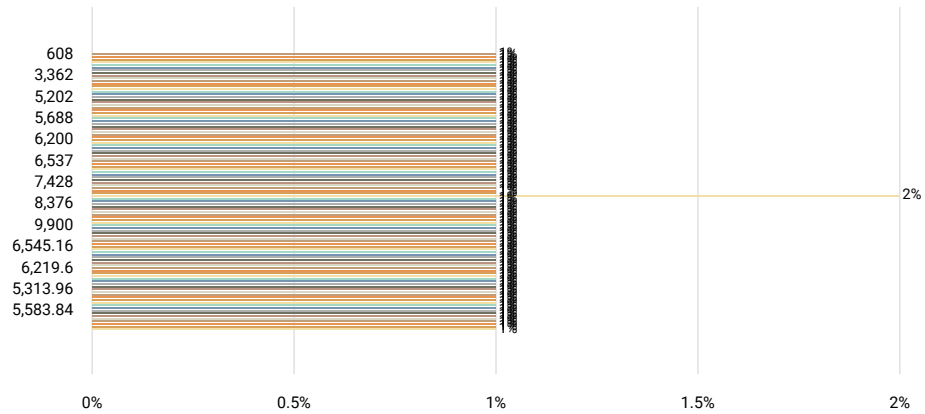
	Offered for FTE	Offered for Part-Time Employees	Self Insured
Medical	98%	10%	18%
Dental	98%	9%	12%
Vision	91%	10%	8%
Prescription Drug Plan	82%	9%	14%
Life Insurance	98%	11%	6%
Health Spending/Savings Account	58%	6%	5%
Dependent Plan	63%	7%	4%
Pension Plan (Defined Benefit)	10%	5%	1%
401(k) Plan	94%	39%	2%
PTO (includes sick, vacation, holiday, etc.)	58%	16%	
Sick Leave	37%	12%	2%
Family/Parental Leave	41%	6%	2%
Vacation	66%	17%	2%
Bereavement	89%	17%	2%
Jury Duty Leave	96%	22%	2%
Personal Leave	39%	11%	2%
Short-term Disability	93%	7%	6%
Long-term Disability	91%	7%	2%
Salary Continuation Plan	10%	2%	
Education Assistance/Tuition Reimbursement	70%	7%	2%
Employee Assistance Plan	72%	15%	2%
Flex Time	30%	12%	
Telework/Remote Work	38%	13%	

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

Answered 105 times

Skipped 22 times

Number input



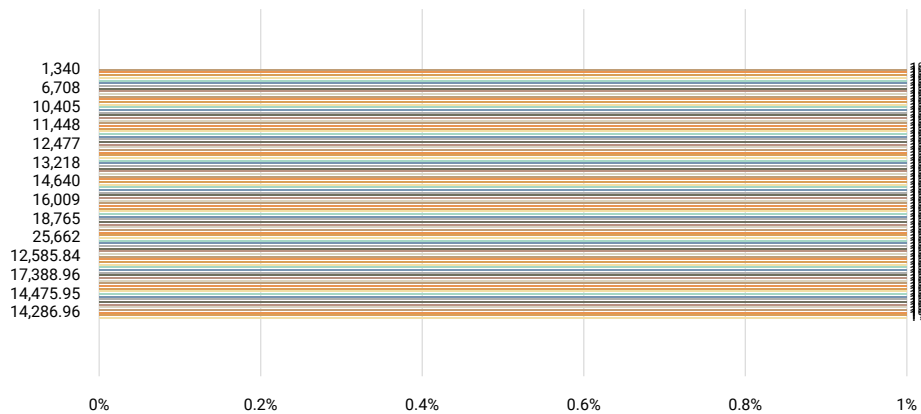
Statistics	
10th percentile	3,362
25th percentile	5,340
50th percentile	6,289.92
75th percentile	7,241
90th percentile	8,694.48
Mean	6,485
Median	6,290
Standard deviation	3,586

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

Answered 94 times

Skipped 33 times

Number input



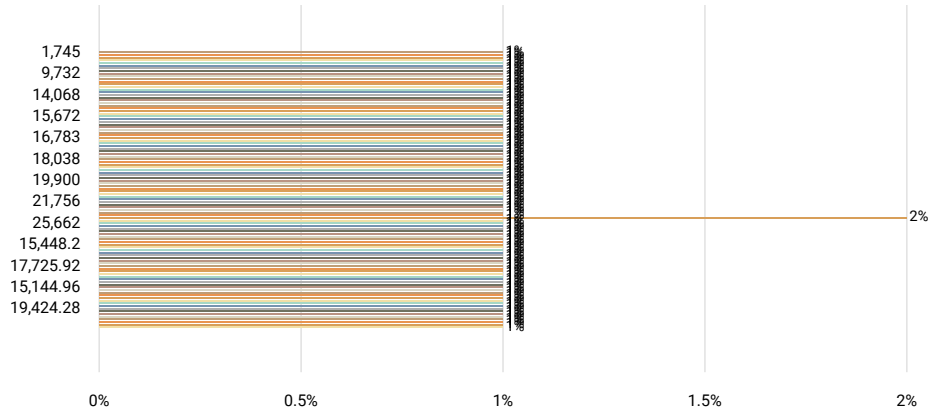
Statistics	
10th percentile	6,708
25th percentile	11,130
50th percentile	12,894
75th percentile	15,715
90th percentile	18,745
Mean	13,374
Median	12,894
Standard deviation	6,327

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

Answered 105 times

Skipped 22 times

Number input



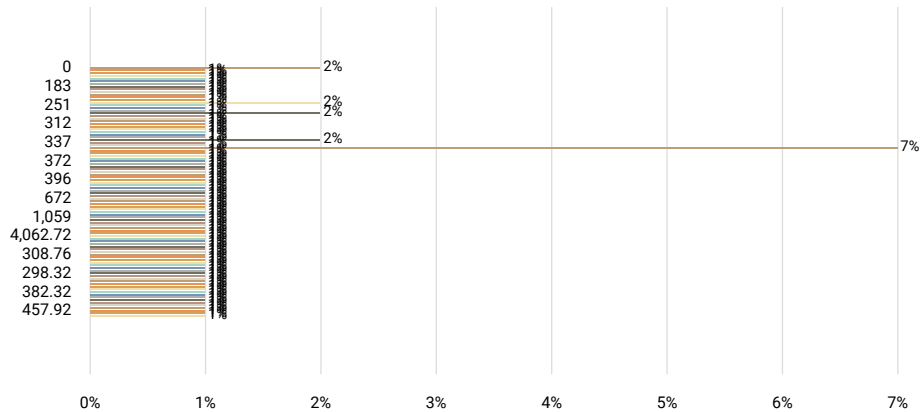
Statistics	
10th percentile	9,732
25th percentile	14,827
50th percentile	17,722.2
75th percentile	20,851.56
90th percentile	25,000
Mean	18,024
Median	17,722
Standard deviation	8,609

7.8. Dental Coverage Total Cost Per Employee (Annual)

Answered 104 times

Skipped 23 times

Number input



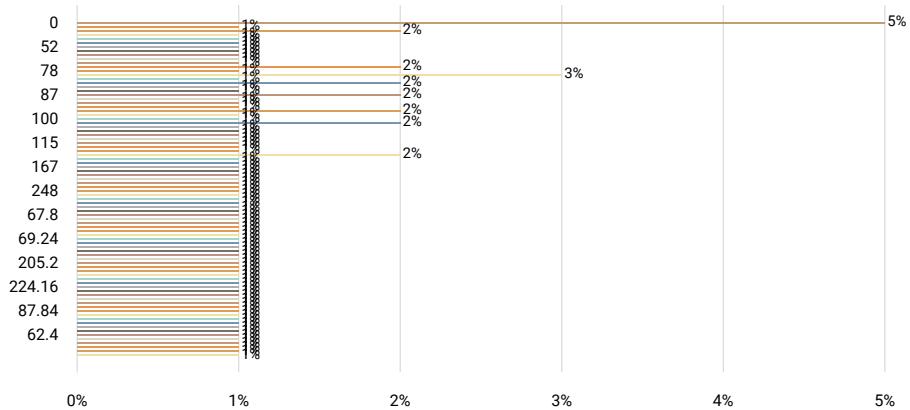
Statistics	
10th percentile	130
25th percentile	290.4
50th percentile	357.6
75th percentile	481.36
90th percentile	984
Mean	713
Median	358
Standard deviation	1,764

7.9. Vision Coverage Total Cost Per Employee (Annual)

Answered 97 times

Skipped 30 times

Number input



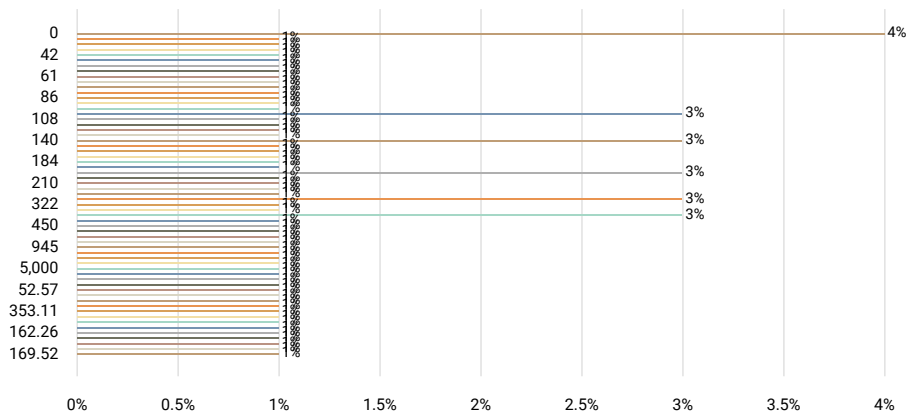
Statistics	
10th percentile	24
25th percentile	75.6
50th percentile	96.2
75th percentile	144
90th percentile	224.16
Mean	117
Median	96
Standard deviation	82

7.10. Life Insurance Total Cost Per Employee (Annual)

Answered 68 times

Skipped 59 times

Number input



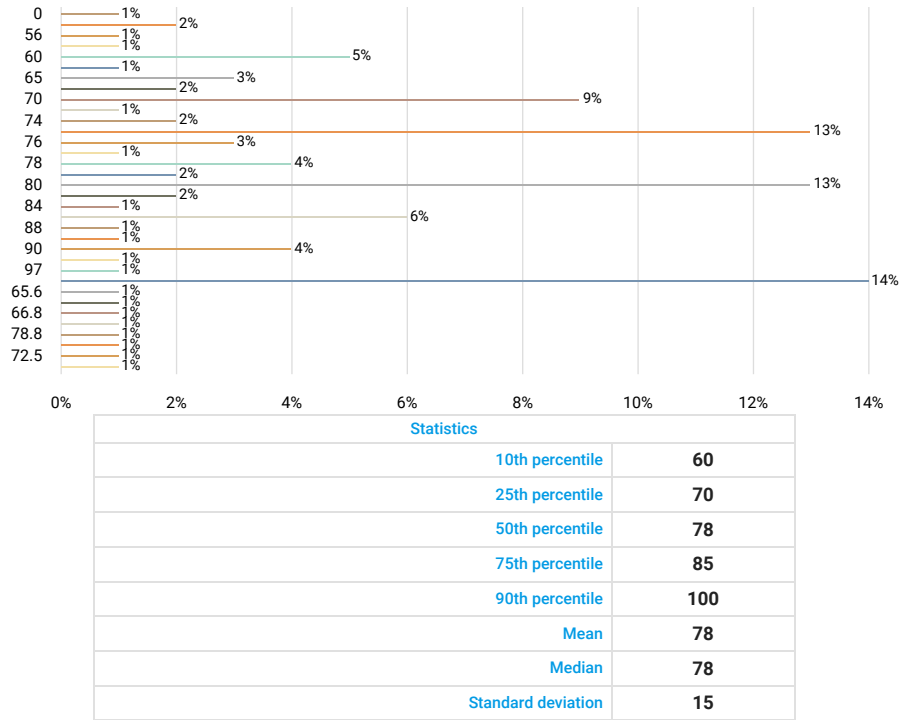
Statistics	
10th percentile	42
25th percentile	67.5
50th percentile	155.5
75th percentile	367.5
90th percentile	1,509
Mean	4,486
Median	156
Standard deviation	29,700

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

Answered 112 times

Skipped 15 times

Number input

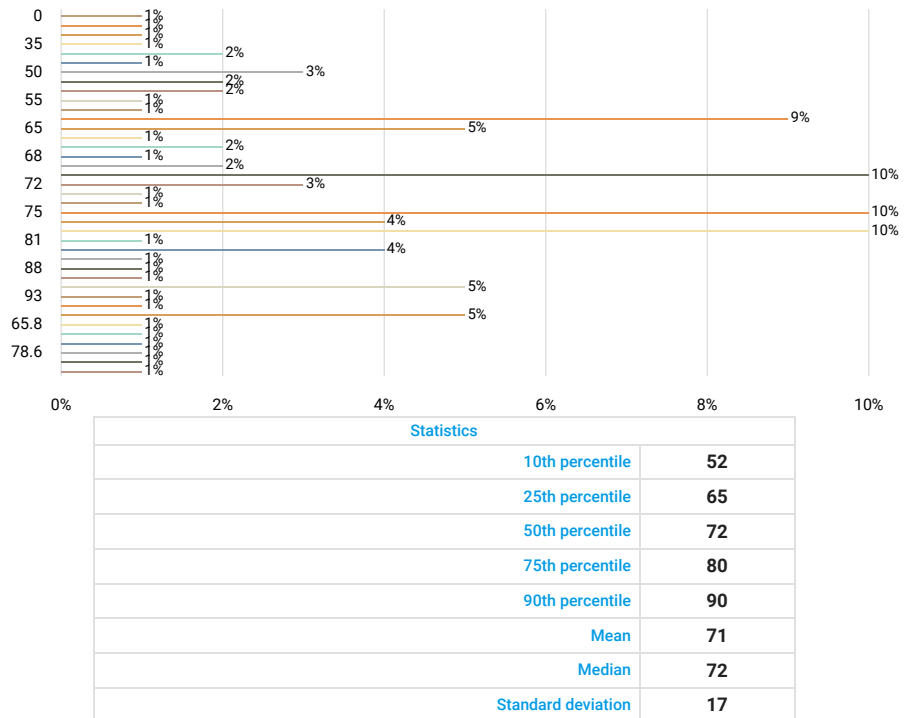


7.12. Medical Coverage (Individual +1) Percentage Paid By Employer (Annual)

Answered 101 times

Skipped 26 times

Number input

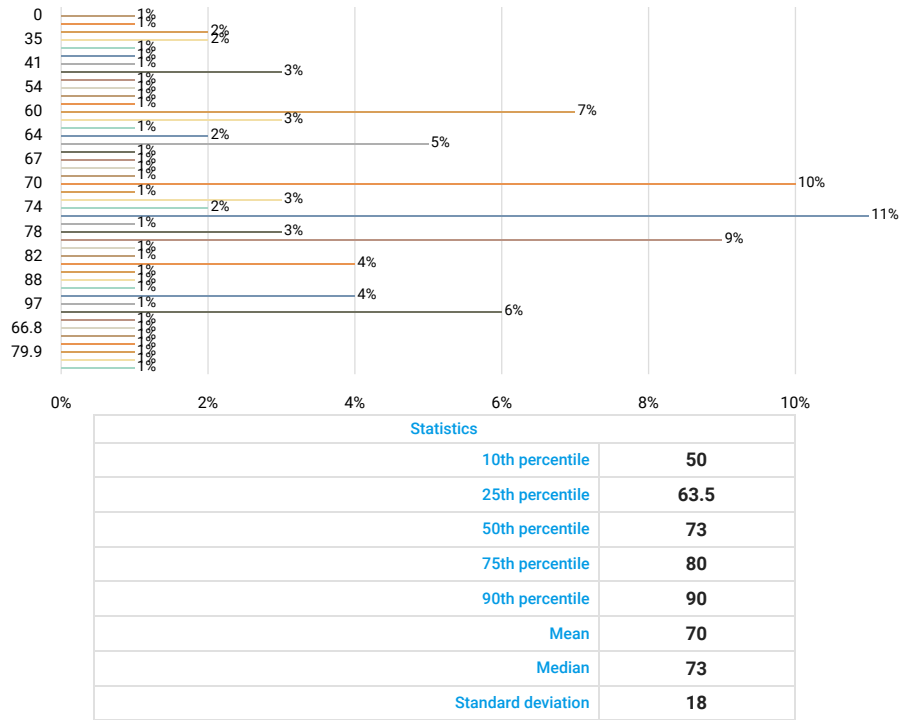


7.13. Medical Coverage (Family) Percentage Paid By Employer (Annual)

Answered 112 times

Skipped 15 times

Number input

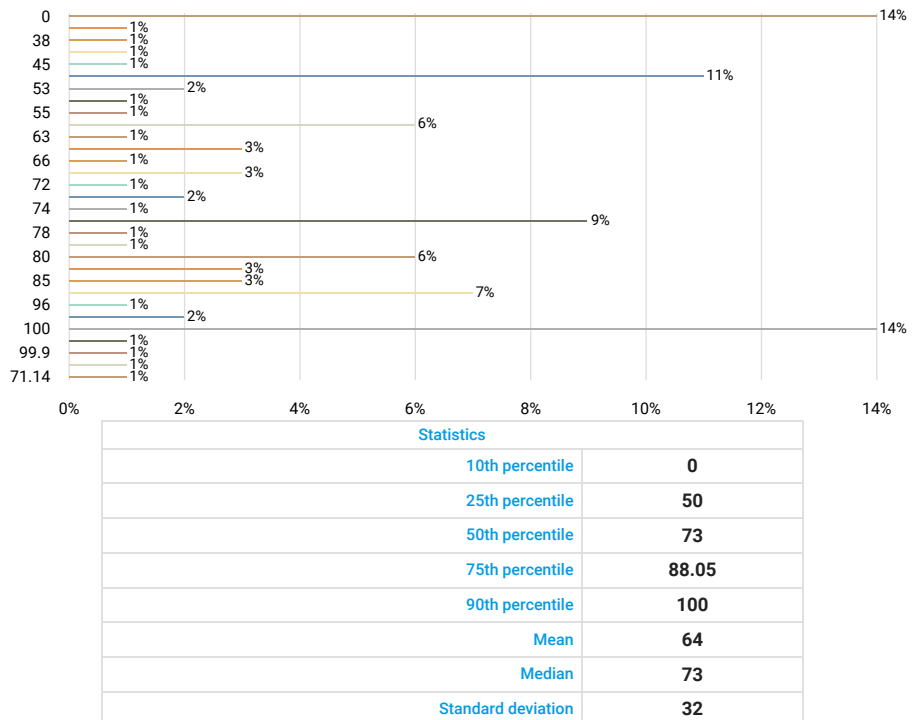


7.14. Dental Coverage Percentage Paid By Employer (Annual)

Answered 104 times

Skipped 23 times

Number input

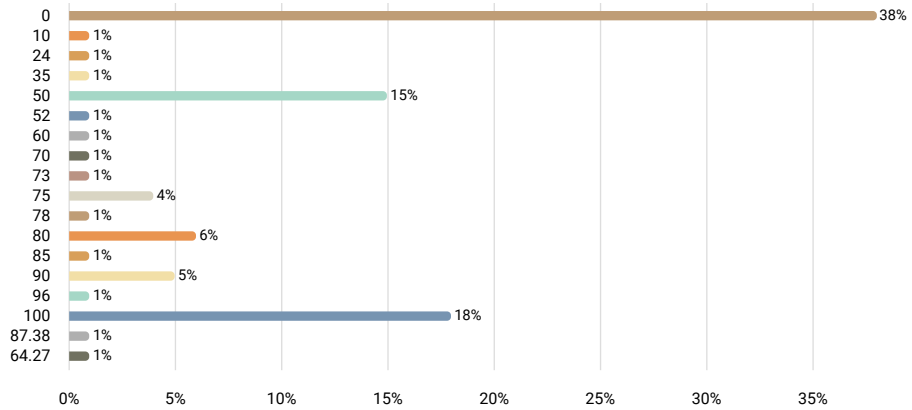


7.15. Vision Coverage Percentage Paid By Employer (Annual)

Answered 82 times

Skipped 45 times

Number input



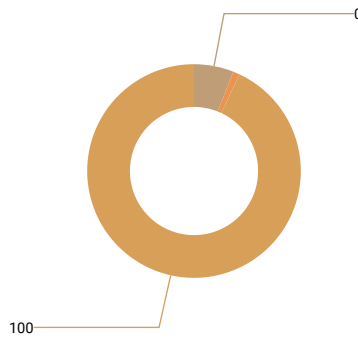
Statistics	
10th percentile	0
25th percentile	0
50th percentile	50
75th percentile	87.38
90th percentile	100
Mean	47
Median	50
Standard deviation	41

7.16. Life Insurance Percentage Paid By Employer (Annual)

Answered 105 times

Skipped 22 times

Number input



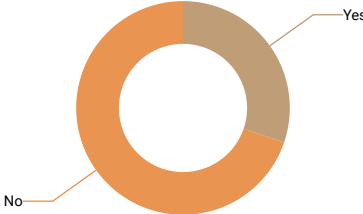
Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	94
Median	100
Standard deviation	23

7.17. Do you offer any health and fitness incentives?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	33
No	60%	76

7.18. Please describe your health and fitness incentives.

Answered 29 times

Skipped 4 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"

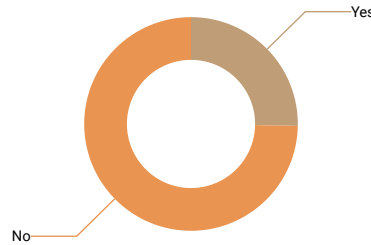
Results	
wellness program for 5% discount on weekly health insurance premiums	1
walking step bonus	1
virgin pulse	1
wellness program with gift card incentive for annual physical and dental checkup.	1
no upcharge when yearly check up completed	1
discounts on weekly insurance premiums for bmi and tobacco 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
discounted premium rate for wellness program	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
motion program through united health care - employee can earn upto 3 dollars a day, based on meeting daily fitness challenges, tracked via a fitness tracker on their wrist.	1
wellness checks (once per year) with principal - individual receives a stipen (\$50) for submitting qualifying wellness check	1
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
wellness program--if employee participates fully and shows membership in an exercise facility, they receive a \$25 per month gym allowance	1
discounts provided with gyms, dieting programs and safe footwear.	1
premium reductions for non tobacco users and wellness participants	1
up to \$300 annually based on activities and achievement of points	1
we have a contest every 3 months for weight loss and miles walked	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 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	22%	28
No	65%	82

7.20. Please describe your severance policy criteria.

Answered 19 times

Skipped 9 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
2 weeks payout with involuntary separation and executed severance agreement	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
pay out according to years of service	1
at least two weeks	1
severance pay is determined on a case by case basis. it is the intent of the company to provide an equitable transition at the time of termination. the amount of the severance pay will be determined on a case by case basis.	1
if given a package, it is one week of pay per one year of service.	1
severance is paid based on years of service.	1
based upon years of service - max 5 weeks.	1
2 weeks + 1 week for each year	1
based on tenure	1
3 weeks for every year of service	1
ee receives pay for earned and unused vacation if they give two weeks' notice before leaving the company.	1
two weeks pay	1

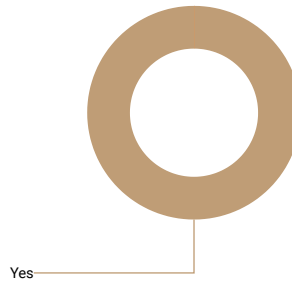
8. Medical Coverage

8.1. Does your company offer medical coverage?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	127
No	0%	0

8.2. Type of Medical Coverage Plan(s) Offered

Answered 121 times

Skipped 6 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	120
HMO	4
EPO	2
POS	0
HDHP	34

8.3. Medical Coverage Plan Provider(s)

Answered 122 times

Skipped 5 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	106
Cigna	8
Humana	0
United Healthcare	9
Viva Health	0
Other Not Listed	4

8.4. Other Medical Coverage Plan Provider

Answered 4 times
 Skipped 5 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

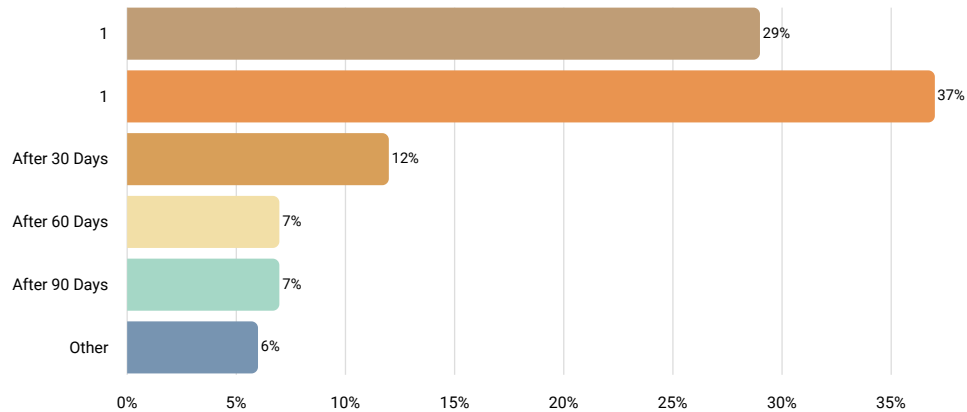
8.5. When do employees become eligible for coverage?

Answered 127 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	29%	37
1st of Month After Date of Hire	37%	47
After 30 Days	12%	15
After 60 Days	7%	9
After 90 Days	7%	9
Other	6%	7

8.6. Other Eligibility Period

Answered 7 times

Skipped 3 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

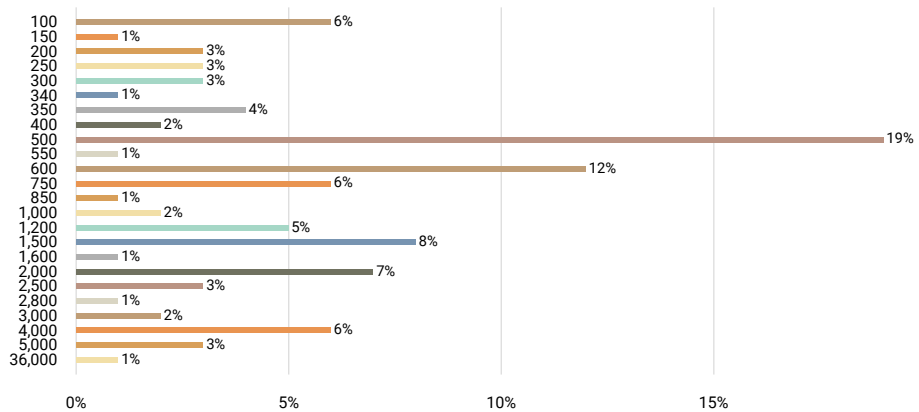
Answered 110 times

Skipped 17 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	225
25th percentile	500
50th percentile	600
75th percentile	1,500
90th percentile	3,500
Mean	1,511
Median	600
Standard deviation	3,530

8.8. Copay Amount (after deductible)

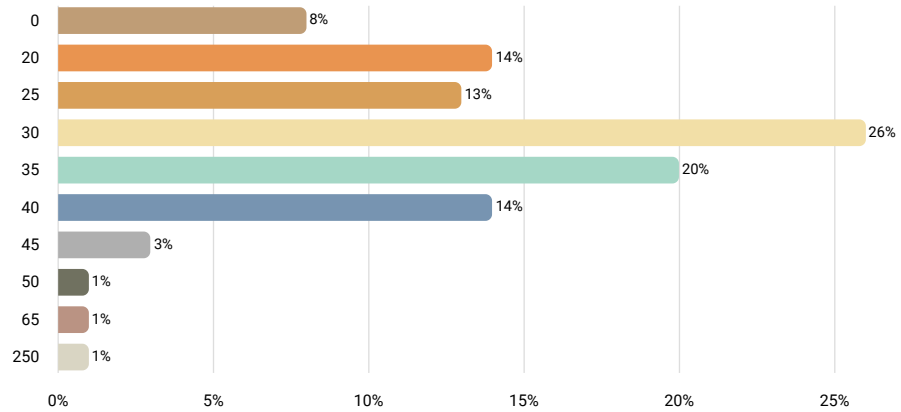
Answered 102 times

Skipped 25 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	20
25th percentile	25
50th percentile	30
75th percentile	35
90th percentile	40
Mean	31
Median	30
Standard deviation	25

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

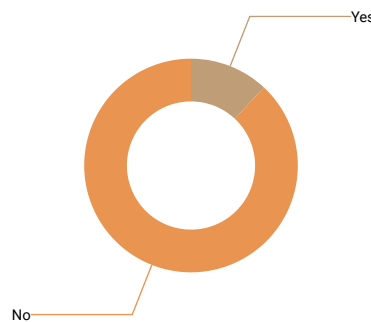
Answered 127 times

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	11%	14
No	81%	103

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

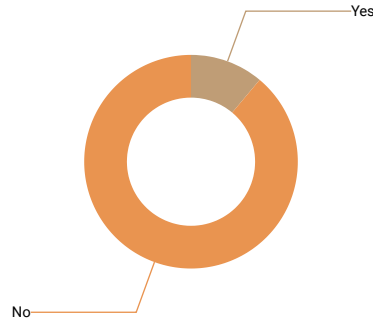
Answered 127 times

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	10%	13
No	80%	101

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

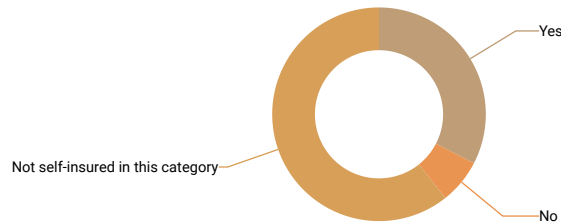
Answered 127 times

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	29%	37
No	6%	8
Not self-insured in this category	54%	69

8.12. Is there a tobacco use surcharge?

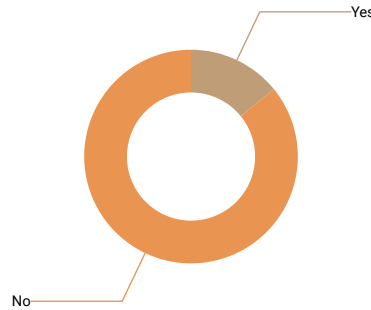
Answered 127 times

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	13%	17
No	79%	100

8.13. Do you offer medical coverage for domestic partners?

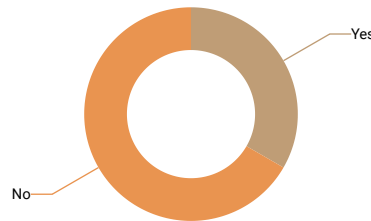
Answered 127 times

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%	40
No	62%	79

8.14. What are the requirements for receiving coverage?

Answered 26 times

Skipped 22 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
domestic partner by law	1
requirements align with all required affordable care act standards. no additional proof necessary.	1
proof of relationship	1
married or same dwelling or joint taxes	1
full time employee	1
marriage certificate	1
weekly average of 30 hours or more	1
proof of domestic partnership	1
must provide documentation to our group for them to approve.	1
proper paper work	1
must be a dependent or spouse to the employee.	1
employee statement	1
complete and attestation and provide documents showing joint ownership.	1
work at least 30 hours per week	1
proof of residence together for 6 months.	1
employed full time	1
full-time or part-time benefit eligible (>30 hours/week)	1
must meet the definition of domestic partner based on the state of residence	1
full time employment	1
proof of residence with employee	1

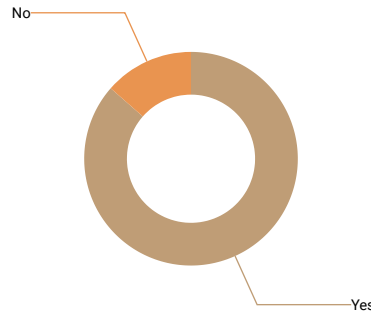
8.15. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

Answered 127 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	83%	106
No	13%	17

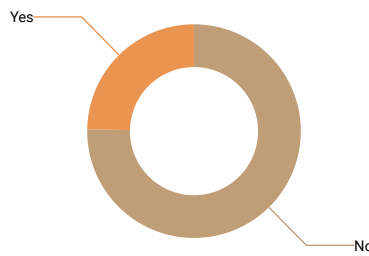
8.16. Is there a spousal surcharge?

Answered 110 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 "Yes"



Results	%	N
No	73%	80
Yes	24%	26

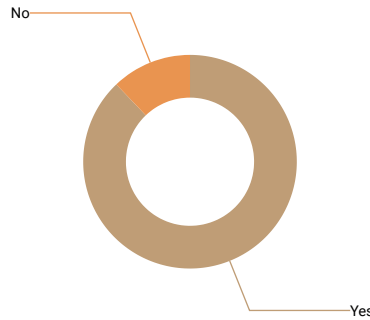
9. Prescription Drug Plan

9.1. Does your company offer a Prescription Drug Plan?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	87%	111
No	12%	15

9.2. Type of Prescription Plan(s) Offered

Answered 94 times

Skipped 17 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	87
80/20	12
Other	1

9.3. Other Type of Prescription Plan

Answered 1 times

Skipped 17 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 106 times

Skipped 5 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Aetna	2
Anthem	1
Blue Cross Blue Shield	75
Cigna	6
CVS Caremark	6
Humana	0
United Healthcare	5
Viva Health	0
Other	15

9.5. Other Prescription Plan Provider

Answered 13 times

Skipped 7 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
optumrx	1
some common prescriptions are free through our wellness clinic.	1
rx benefits	1
self-insured utilizing ironrehealth as tpa	1

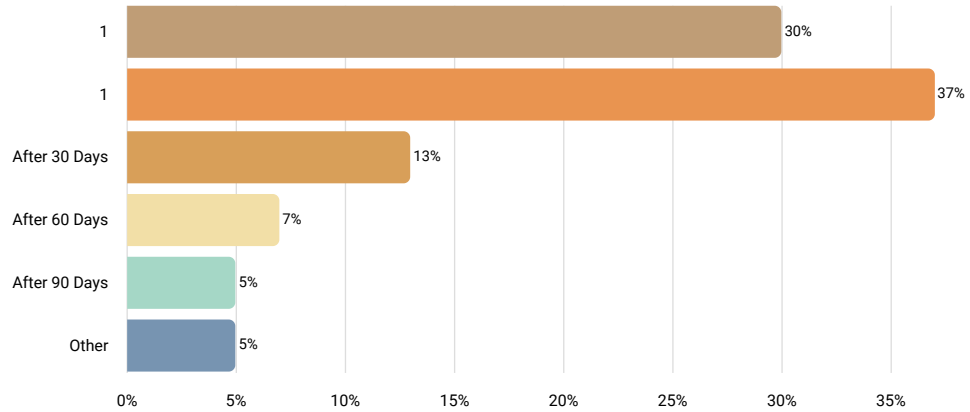
9.6. When do employees become eligible for coverage?

Answered 111 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	30%	33
1st of Month After Date of Hire	37%	41
After 30 Days	13%	14
After 60 Days	7%	8
After 90 Days	5%	5
Other	5%	6

9.7. Other Eligibility Period

Answered 6 times
 Skipped 4 times

Text input

This question is applicable when the following conditions are met:

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

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?

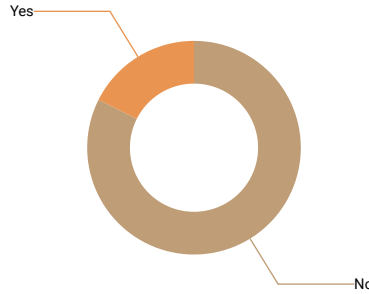
Answered 111 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
No	75%	83
Yes	16%	18

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

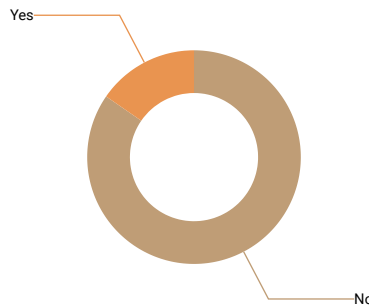
Answered 111 times

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	77%	85
Yes	14%	16

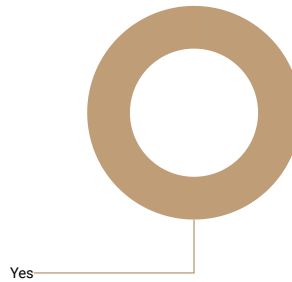
10. Dental Coverage

10.1. Does your company offer Dental Coverage?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	99%	126
No	0%	0

10.2. Type(s) of Dental Coverage Offered

Answered 115 times

Skipped 11 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	110
DHMO	5
Other	3

10.3. Other Type of Dental Coverage

Answered 2 times

Skipped 12 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 121 times

Skipped 5 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Aetna	2
Blue Cross Blue Shield	39
Cigna	6
Concordia	2
Delta Dental	30
Metlife	5
Principal	16
United Healthcare	2
Other	25

10.5. Other Dental Plan Provider

Answered 25 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
guardian	10
the standard	2
southland	2
lincoln	2
standard insurance	1
unum	1
dentemax	1
united concordia	1
united concordian	1
ameritas	1
equitable	1
sunlife	1
principal	1

11.3. Other Vision Plan Provider

Answered 13 times
 Skipped 3 times

Text input

This question is applicable when the following conditions are met:

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

Results	
avesis	2
lincoln	2
standard insurance	1
davis vision direct	1
ameritas	1
national vision administrators	1
the standard	1
vision benefis of america	1
southland	1
nva	1
equitable	1

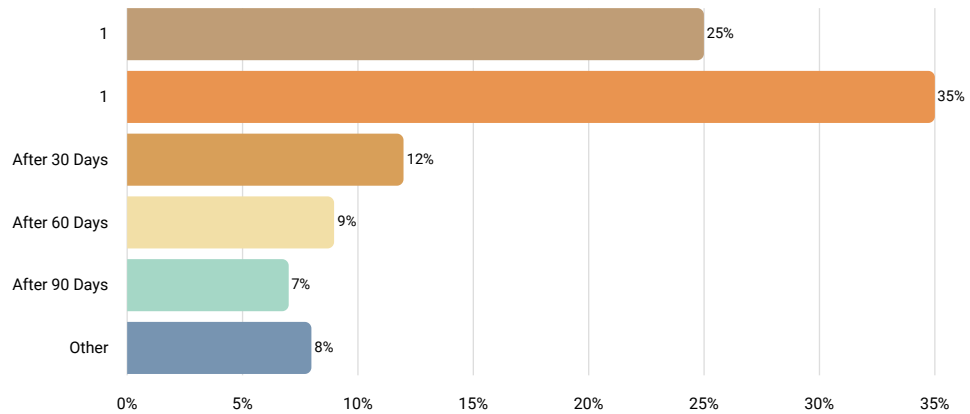
11.4. When do employees become eligible for coverage?

Answered 120 times
 Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results		%	N
1st Day of Employment		25%	30
1st of Month After Date of Hire		35%	42
After 30 Days		12%	14
After 60 Days		9%	11
After 90 Days		7%	8
Other		8%	9

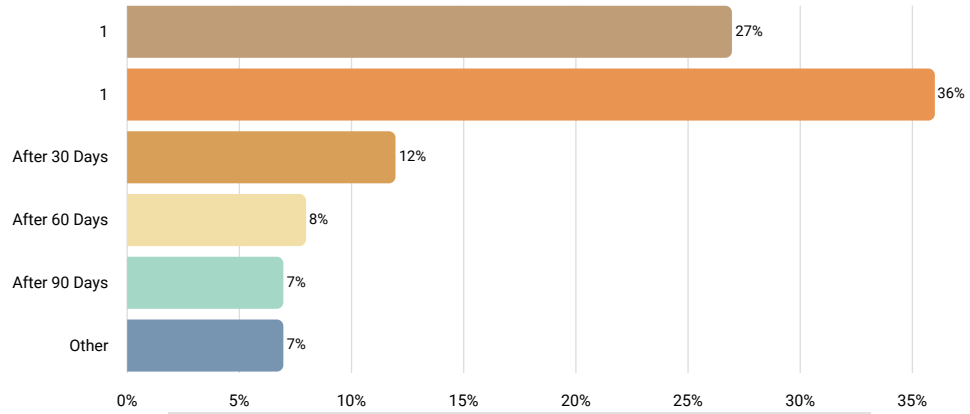
10.6. When do employee become eligible for coverage?

Answered 126 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	27%	34
1st of Month After Date of Hire	36%	45
After 30 Days	12%	15
After 60 Days	8%	10
After 90 Days	7%	9
Other	7%	9

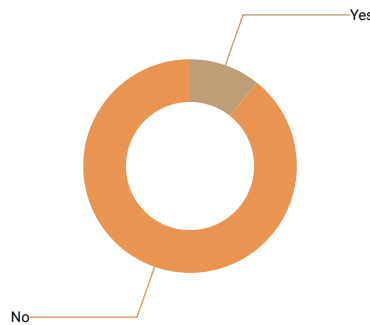
10.7. Do you offer retiree coverage under the age of 65?

Answered 126 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	10%	12
No	83%	104

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

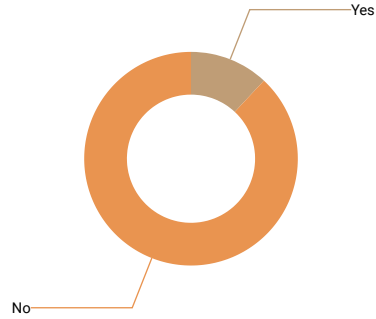
Answered 126 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	11%	14
No	81%	102

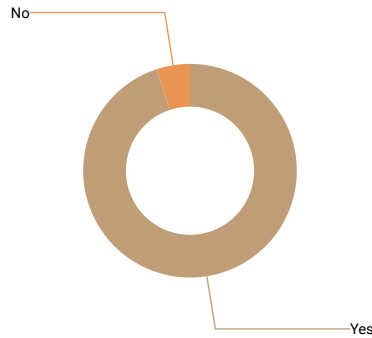
11. Vision Coverage

11.1. Does your company offer Vision Coverage?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	94%	120
No	5%	6

11.2. Vision Plan Provider(s)

Answered 117 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Aetna	0
Blue Cross Blue Shield	6
Cigna	2
Eyemed	10
Guardian	6
Humana	2
Metlife	2
Principal	13
Superior Vision	2
United Healthcare	3
VSP	69
Other	13

11.5. Other Vision Eligibility Period

Answered 9 times

Skipped 6 times

Text input

This question is applicable when the following conditions are met:

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

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
principal is first day of employment, southland is second full month 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?

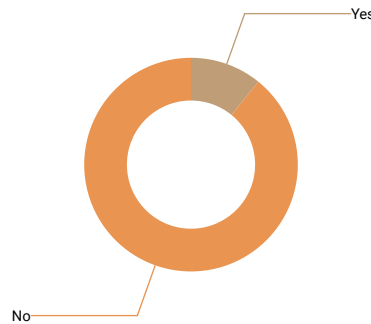
Answered 120 times

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	10%	12
No	82%	98

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

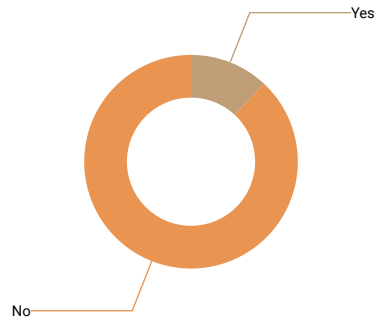
Answered 120 times

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	11%	13
No	81%	97

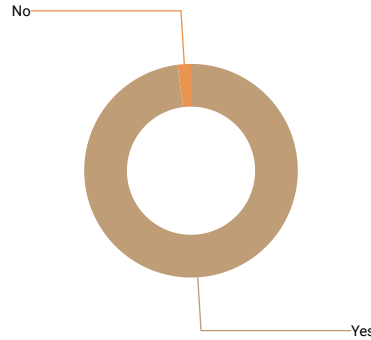
12. Life Insurance

12.1. Does your company offer Life Insurance?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	124
No	2%	2

12.2. Type(s) of Life Insurance Offered

Answered 109 times

Skipped 15 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	101
Whole Life Insurance	12
Other	3

12.3. Other Type of Life Insurance Offered

Answered 2 times

Skipped 16 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



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12.4. Coverage Amount

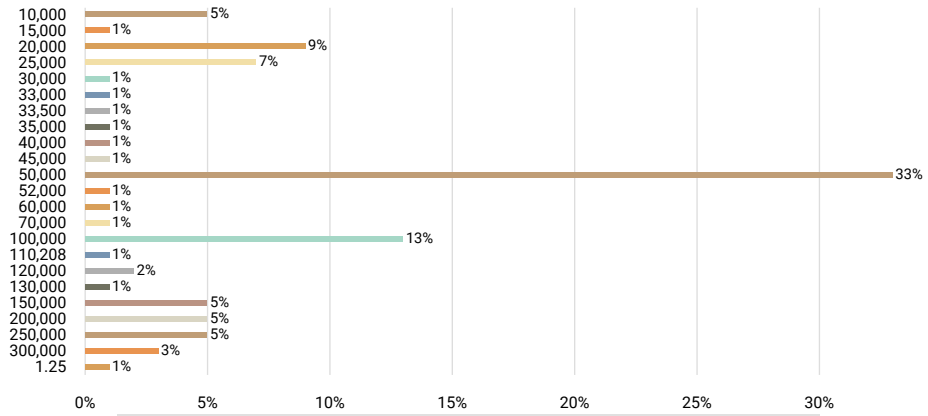
Answered 88 times

Skipped 36 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	33,250
50th percentile	50,000
75th percentile	100,000
90th percentile	200,000
Mean	80,610
Median	50,000
Standard deviation	73,129

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

Answered 119 times

Skipped 5 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	108
Yes, Spouse/Partner	110
Yes, Dependents	113

13. Health Spending/Savings Account

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	54%	68
No	45%	57

13.2. Is this benefit earned or given?

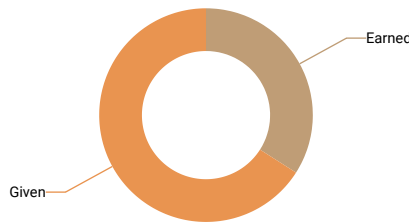
Answered 68 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Earned	32%	22
Given	62%	42

13.3. What is required for eligibility?

Answered 20 times

Skipped 6 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	15
FTE Status	9
Other	0

13.4. Other HSA Eligibility Requirement

Answered 0 times

Skipped 6 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

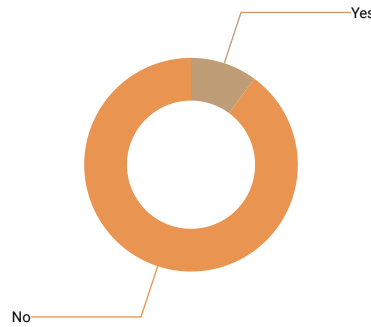
14. Pension Plan (Defined Benefit)

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	10%	13
No	89%	113

14.2. When do employees become eligible?

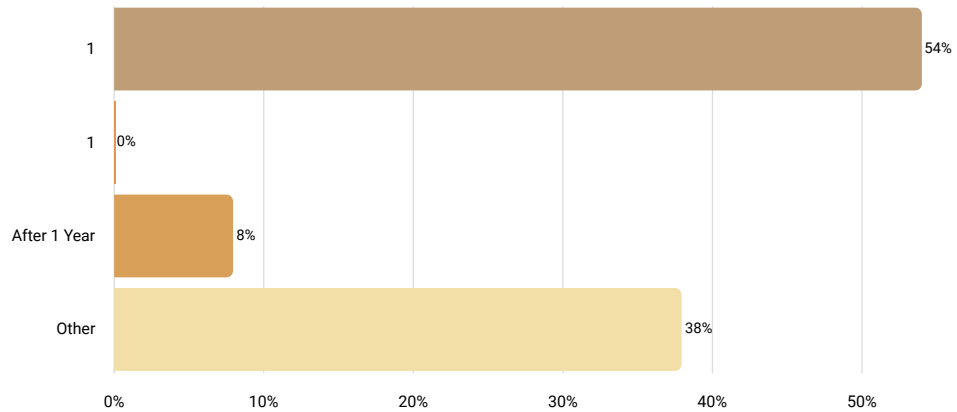
Answered 13 times

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	54%	7
1st of Month After Date of Hire	0%	0
After 1 Year	8%	1
Other	38%	5

14.3. Other Pension Eligibility Period

Answered 4 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

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



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

14.4. Defined amount employer contributes to pension fund per employee (annual)

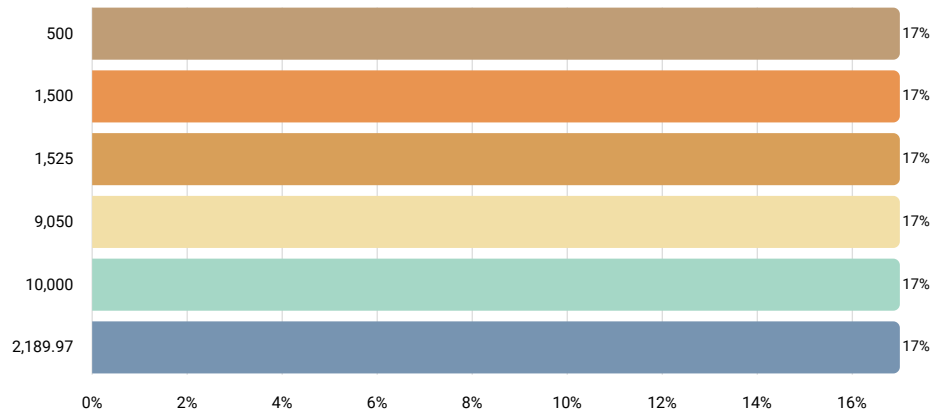
Answered 6 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	500
25th percentile	1,500
50th percentile	1,857.485
75th percentile	9,050
90th percentile	10,000
Mean	4,127
Median	1,857
Standard deviation	4,226

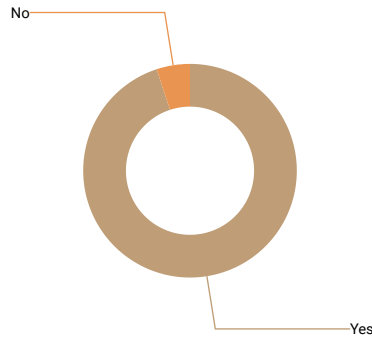
15. 401(k) Plan

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	94%	120
No	5%	6

15.2. When do employees become eligible?

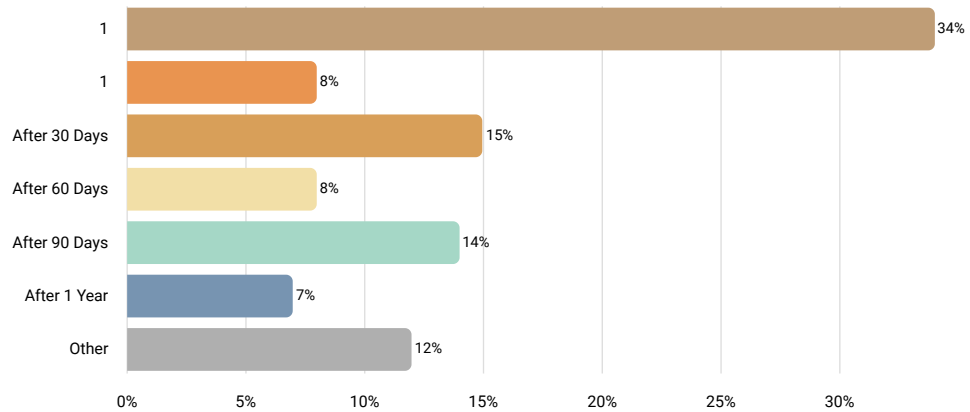
Answered 120 times

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	34%	41
1st of Month After Date of Hire	8%	10
After 30 Days	15%	18
After 60 Days	8%	9
After 90 Days	14%	17
After 1 Year	7%	8
Other	12%	14

15.3. Other 401(k) Eligibility Period

Answered 14 times

Skipped 3 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	3
1st of quarter following 6 months of service	1
after 1 year of service and attained age of 21	1
6 months	1
after six months if worked 1,000 hours during eligibility period. if not, then if worked 1,000 hours by 1st anniversary. if not, if worked 1,000 hours in any following calendar year.	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
after 120 days	1
after 6 months first opening quarter	1
first quarterly enrollment after 90 days of employment.	1

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

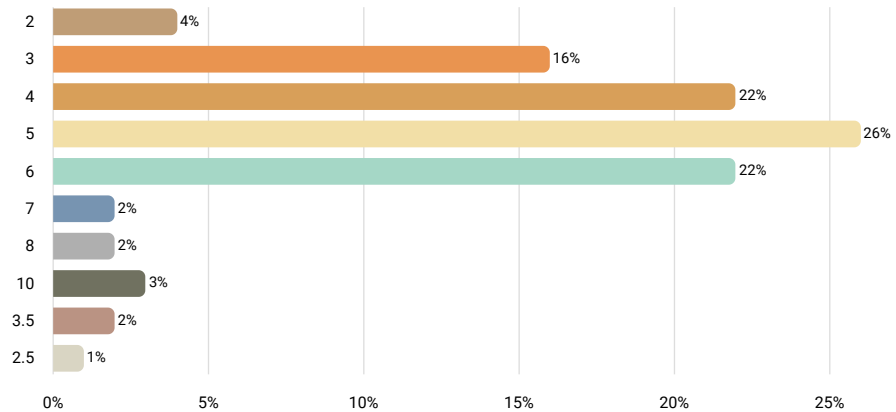
Answered 107 times

Skipped 13 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	2

15.5. Is there a vesting period for employer contributions?

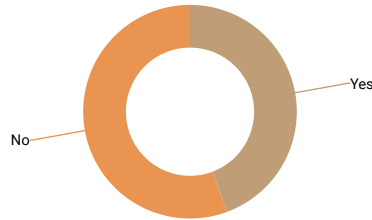
Answered 120 times

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	43%	52
No	54%	65

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

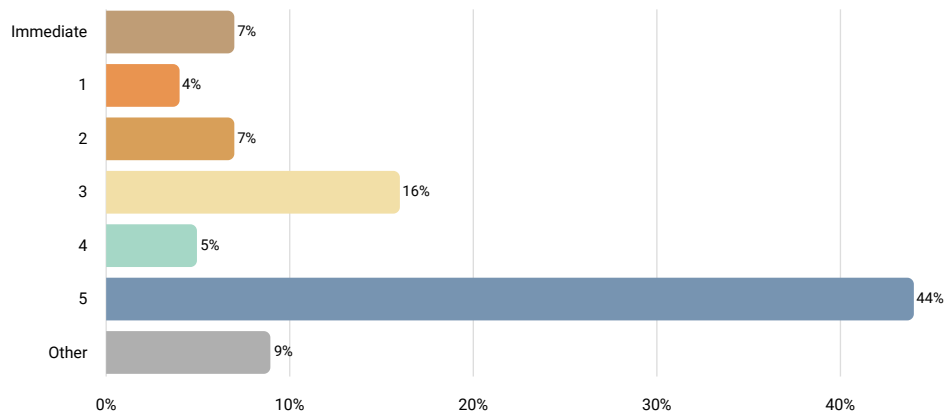
Answered 55 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Immediate	7%	4
1 Year	4%	2
2 Years	7%	4
3 Years	16%	9
4 Years	5%	3
5 Years	44%	24
Other	9%	5

15.7. Is there a vesting schedule?

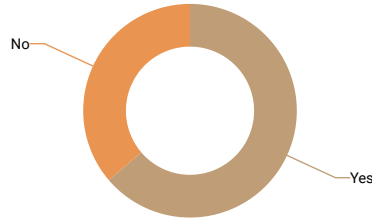
Answered 55 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	58%	32
No	33%	18

15.8. Describe the vesting schedule.

Answered 30 times

Skipped 7 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	
20% each year	2
25% each year	2
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
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
20% per year after 2 years of service, increasing by 20% per year until 6 years of service are completed, at which point, the participant is 100% vested.	1
1 year= 40%, 2 years=70%, 3 years=100%	1
4 years, 25% each year	1
20% + each year starting at year one and reaching 100% in year five.	1
20% a year	1
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
3% 100% vested; any additional discretionary % on 2-5 year vesting schedule	1
20% per year	1
20% vesting per year	1
year 1 = 0; year 2 = 20%; year 3 = 40%; year 4 = 60%; year 5 = 80%; year 6 = 100%	1
1-5 years graded	1
20% per year.	1
0-2 year 0% / 2 yrs20% /3 yrs 40% / 4 yrs 60% / 5 yrs 80% / 6 yrs 100%	1
1/3 each year	1

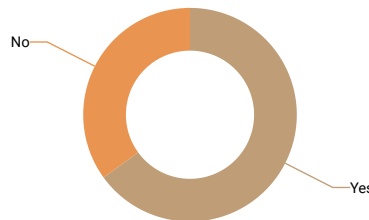
16. PTO (Paid Time Off)

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	65%	82
No	35%	45

16.2. Annual Amount of PTO in Days

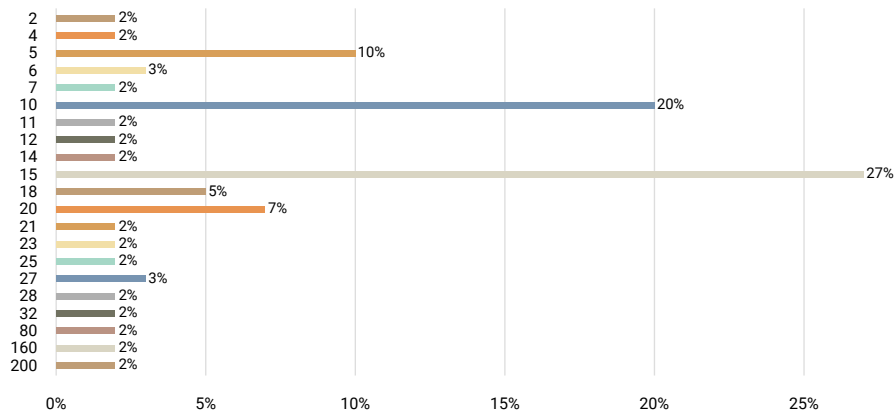
Answered 59 times

Skipped 23 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	10
50th percentile	15
75th percentile	18
90th percentile	27
Mean	20
Median	15
Standard deviation	32

16.3. How is PTO accrued?

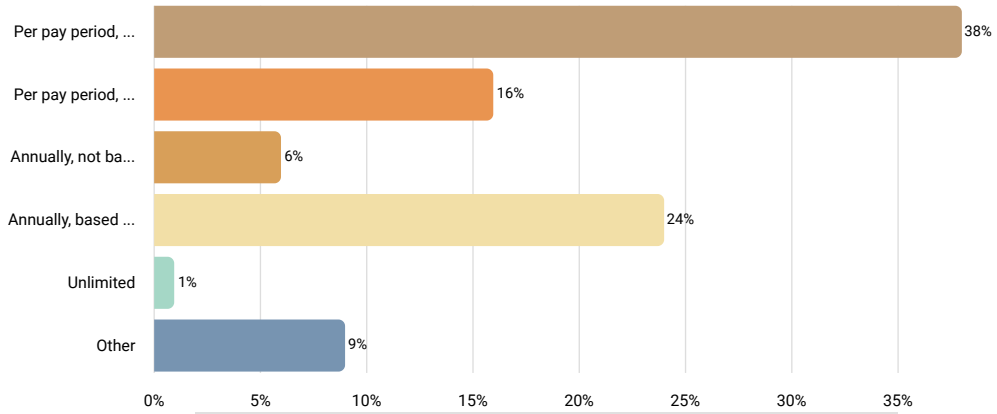
Answered 82 times

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	38%	31
Per pay period, based on hours worked	16%	13
Annually, not based on years of service	6%	5
Annually, based on years of service	24%	20
Unlimited	1%	1
Other	9%	7

16.4. Other PTO Accrual Rate

Answered 7 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
there are 18 holidays/shutdown per year	1
awarded at beginning of year, but accrued monthly based on years of service.	1
per month	1
per pay period, based on number of years worked	1
accrued per pay period based on years of service	1
accrued per hour worked. fte only.	1
monthly	1

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

Answered 65 times

Skipped 17 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	12
Vacation	14
Holidays	55
Personal Leave	18

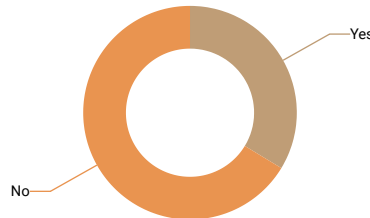
17. Sick Leave

17.1. Does your company offer Sick Leave?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	33%	42
No	65%	83

17.2. Annual Amount of Sick Leave in Days

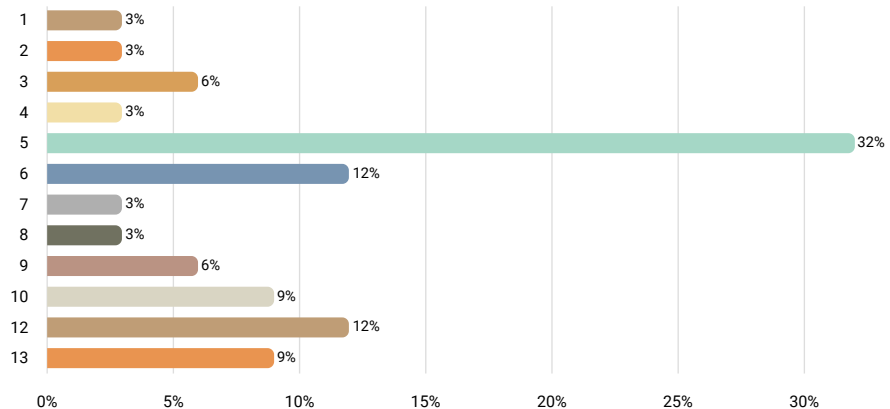
Answered 34 times

Skipped 8 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	3
25th percentile	5
50th percentile	6
75th percentile	10
90th percentile	12
Mean	7
Median	6
Standard deviation	3

17.3. How is Sick Leave accrued?

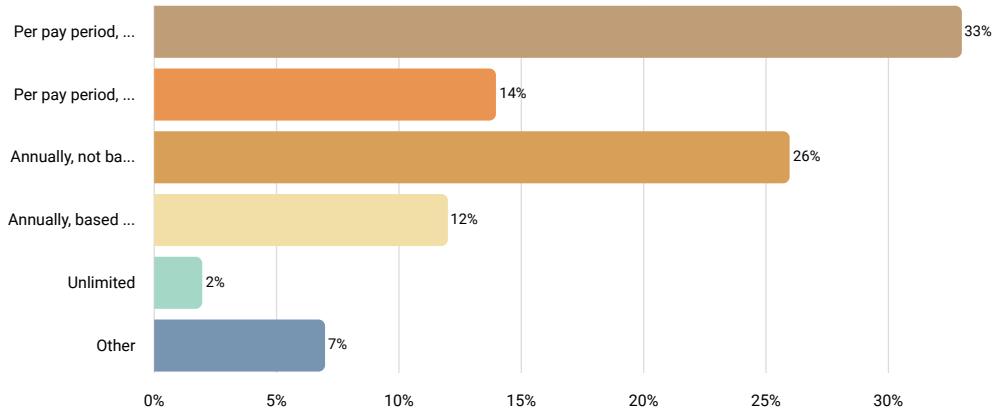
Answered 42 times

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	33%	14
Per pay period, based on hours worked	14%	6
Annually, not based on years of service	26%	11
Annually, based on years of service	12%	5
Unlimited	2%	1
Other	7%	3

17.4. Other Sick Leave Accrual Rate

Answered 3 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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



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

17.5. Paid out at termination?

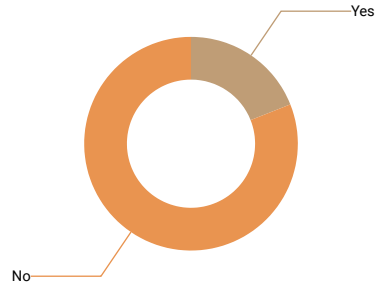
Answered 42 times

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	19%	8
No	81%	34

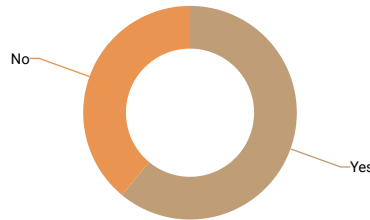
18. Vacation

18.1. Does your company offer Vacation Leave?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	61%	77
No	39%	49

18.2. Annual Amount of Vacation Leave in Days

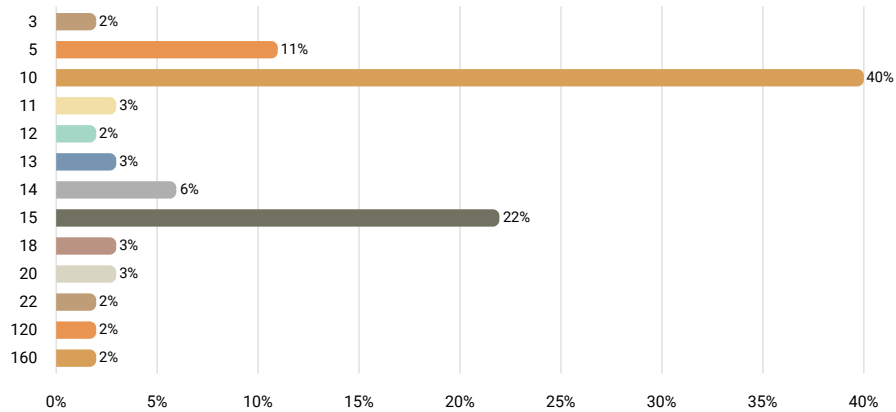
Answered 63 times

Skipped 14 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	18
Mean	16
Median	10
Standard deviation	23

18.3. How is Vacation Leave accrued?

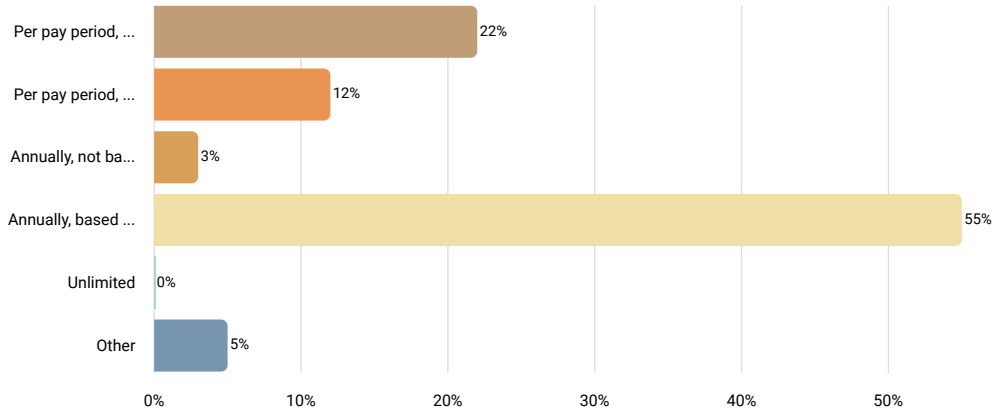
Answered 77 times

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	22%	17
Per pay period, based on hours worked	12%	9
Annually, not based on years of service	3%	2
Annually, based on years of service	55%	42
Unlimited	0%	0
Other	5%	4

18.4. Other Vacation Accrual Rate

Answered 4 times

Skipped 3 times

Text input

This question is applicable when the following conditions are met:

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



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

18.5. Paid out at termination?

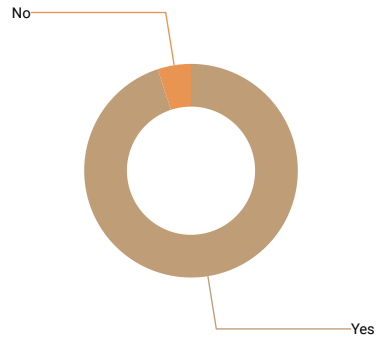
Answered 77 times

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	94%	72
No	5%	4

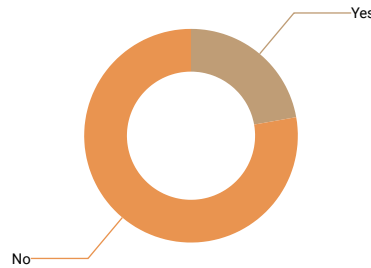
19. Personal Leave

19.1. Does your company offer Personal Leave?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	22%	28
No	77%	98

19.2. Annual Amount of Personal Leave in Days

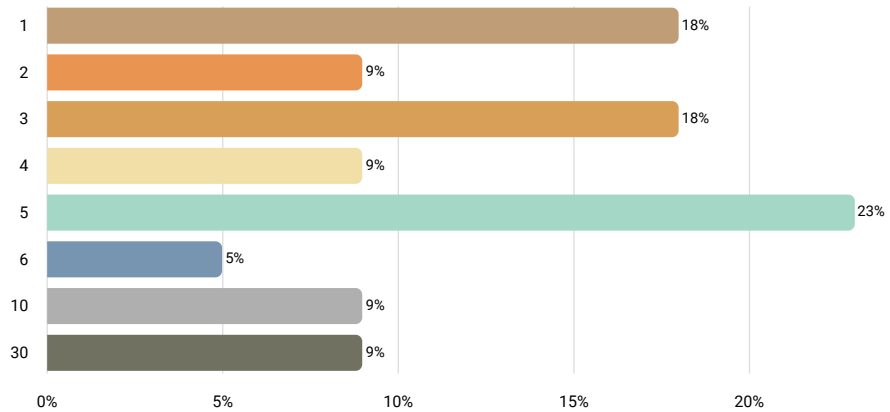
Answered 22 times

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	4
75th percentile	5
90th percentile	10
Mean	6
Median	4
Standard deviation	8

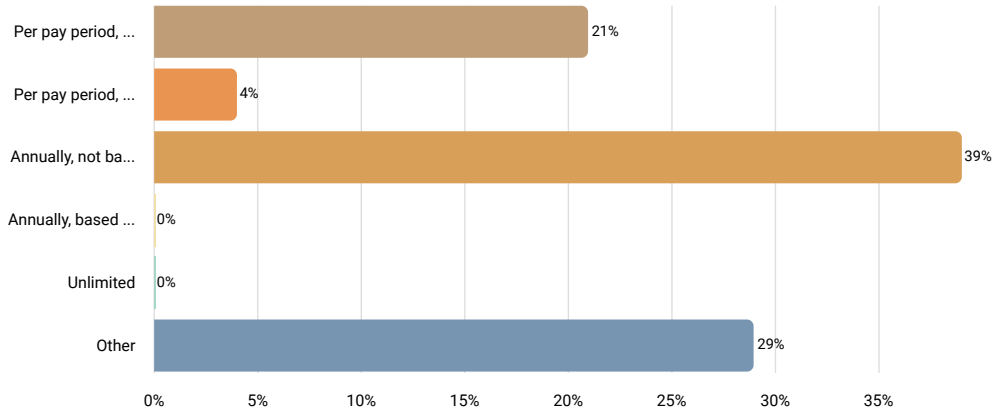
19.3. How is Personal Leave accrued?

Answered 28 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	21%	6
Per pay period, based on hours worked	4%	1
Annually, not based on years of service	39%	11
Annually, based on years of service	0%	0
Unlimited	0%	0
Other	29%	8

19.4. Other Personal Leave Accrual Rate

Answered 5 times
 Skipped 5 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?

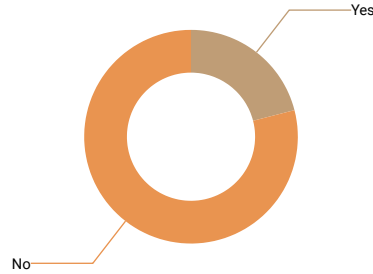
Answered 28 times

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	21%	6
No	79%	22

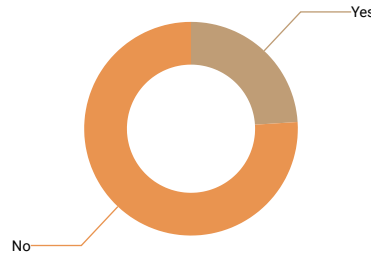
20. Paid Family Leave

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	24%	30
No	76%	96

20.2. Annual Amount of Paid Family Leave in Weeks

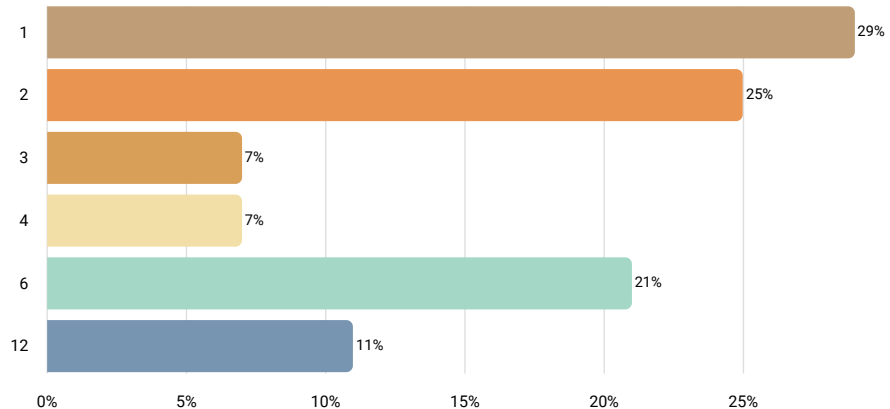
Answered 28 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	12
Mean	4
Median	2
Standard deviation	3

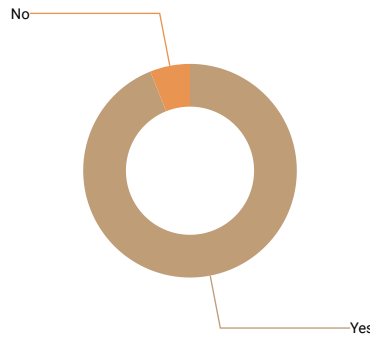
21. Short-term Disability

21.1. Does your company offer Short-Term Disability?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	93%	118
No	6%	8

21.2. Short-term Disability Coverage Amount

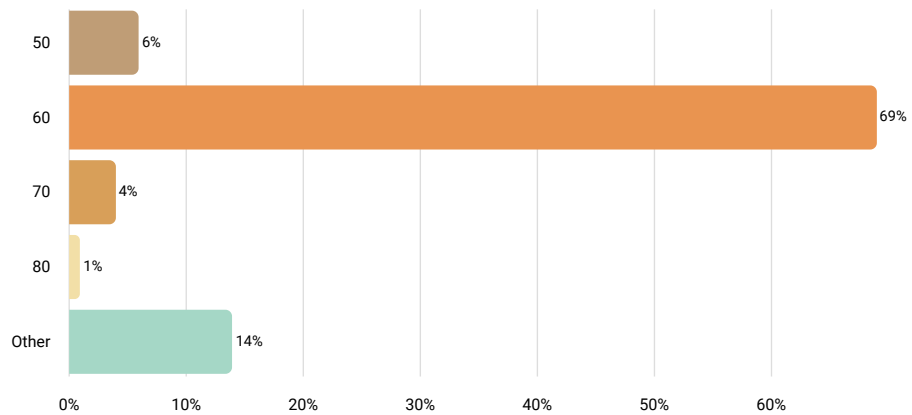
Answered 118 times

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	6%	7
60% of Income	69%	81
70% of Income	4%	5
80% of Income	1%	1
Other	14%	16

21.3. Other Short-term Disability Coverage Amount

Answered 14 times

Skipped 10 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
based on income	1
\$125 weekly	1

21.4. Coverage Waiting Period Days

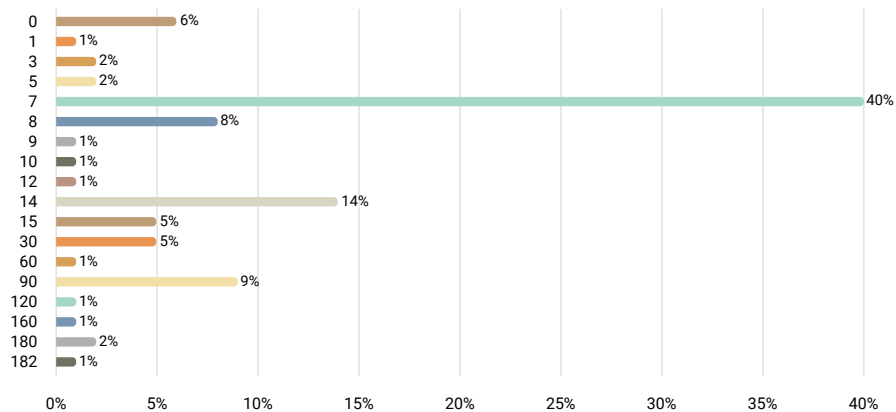
Answered 108 times

Skipped 10 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
90th percentile	90
Mean	24
Median	7
Standard deviation	40

21.5. Short-term Disability Coverage Term

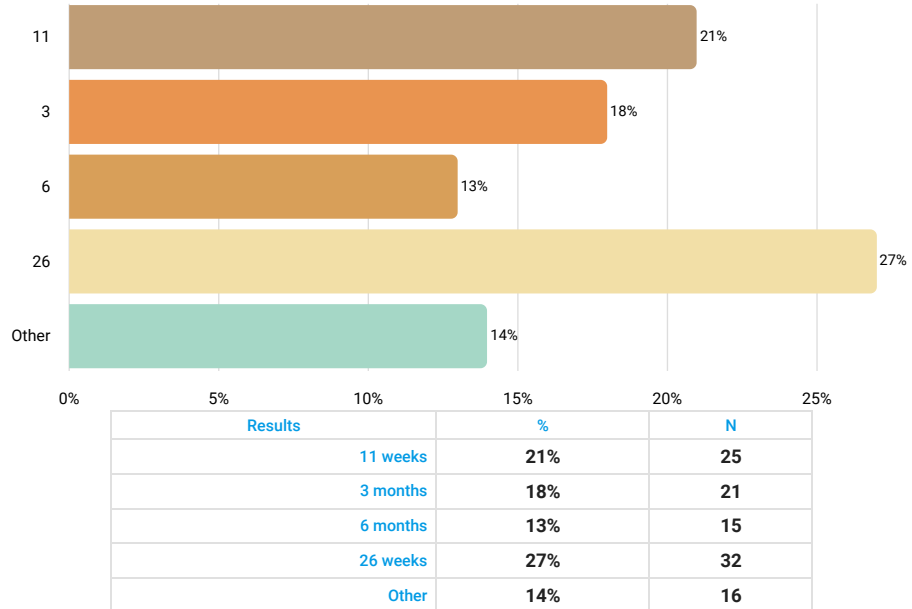
Answered 118 times

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 15 times

Skipped 10 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	8
12 weeks	2
12	1
25 weeks	1
3 months	1
60 weeks (for full-time hourly employees)	1
3, 6, 12, 18, or 24 months	1

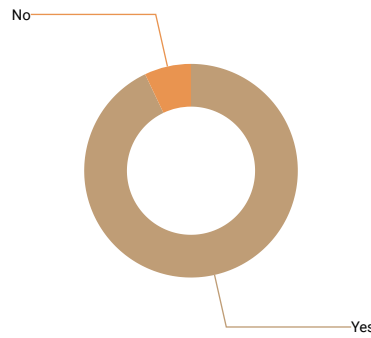
22. Long-term Disability

22.1. Does your company offer Long-Term Disability?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	92%	117
No	7%	9

22.2. Long-term Disability Coverage Amount

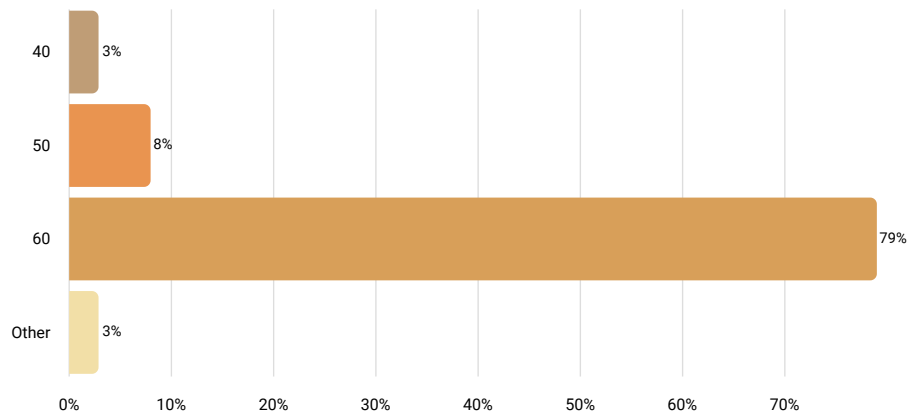
Answered 117 times

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	3%	3
50% of Income	8%	9
60% of Income	79%	92
Other	3%	4

22.3. Other Long-term Disability Coverage Amount

Answered 4 times
 Skipped 9 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

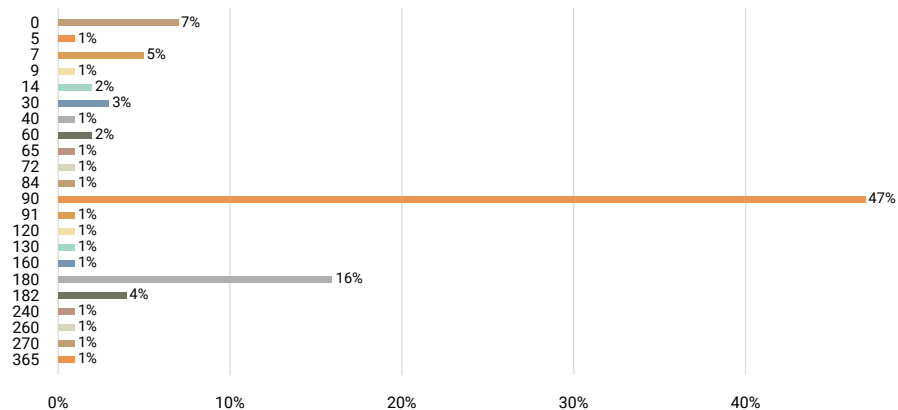
22.4. Coverage Waiting Period Days

Answered 100 times
 Skipped 17 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	7
25th percentile	87
50th percentile	90
75th percentile	145
90th percentile	180
Mean	100
Median	90
Standard deviation	68

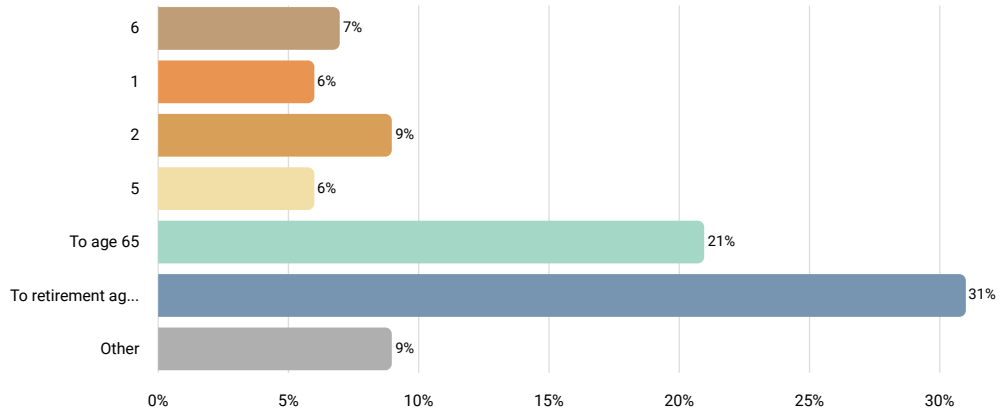
22.5. Long-term Disability Coverage Term

Answered 117 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	7%	8
1 year	6%	7
2 years	9%	10
5 years	6%	7
To age 65	21%	25
To retirement age	31%	36
Other	9%	10

22.6. Other Long-term Disability Coverage Term

Answered 8 times
 Skipped 16 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
employees may have to recertify their disability annually, and in some cases, every few months	1
varies depending on reason for disability	1
ssnra	1
later of age 65 or social security normal retirement age.	1
the lesser of 5 years or ssnra	1
3.5 years	1
to a maximum of \$7,500	1
3 years	1

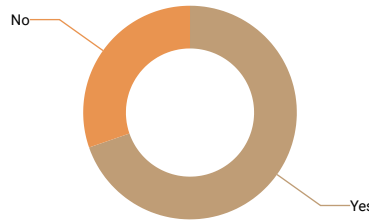
23. Education Assistance/Tuition Reimbursement

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

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	69%	88
No	30%	38

23.2. Education/Tuition Eligibility Requirements

Answered 79 times

Skipped 9 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	71
FTE	56
Minimum grade/score	63
Other	5

23.3. Other Education/Tuition Eligibility Requirement

Answered 4 times

Skipped 10 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

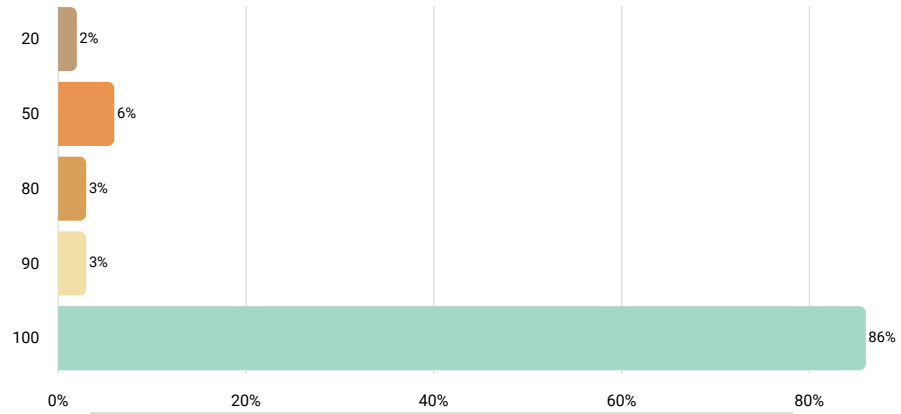
Answered 65 times

Skipped 23 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	80
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	95
Median	100
Standard deviation	16

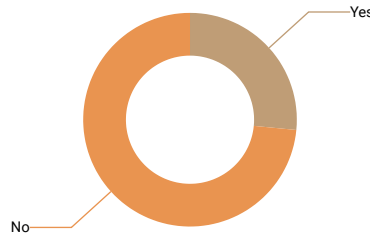
24. Flex-Time

24.1. Does your company offer Flex-Time?

Answered 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	33
No	72%	92

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

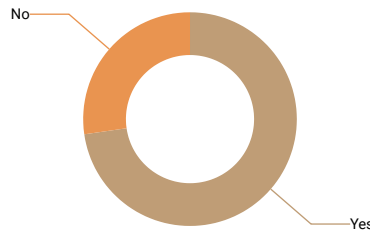
Answered 33 times

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	64%	21
No	24%	8

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

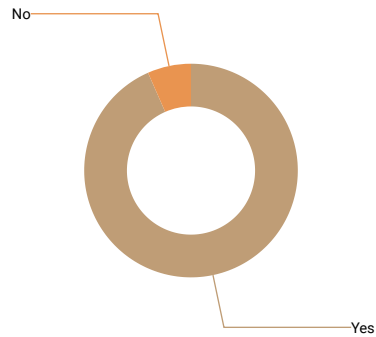
Answered 33 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	85%	28
No	6%	2

24.4. Describe your Flex-Time Policy.

Answered 22 times

Skipped 9 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
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
we offer total time accounting so that employees only have to reach a certain amount of hours a year no matter how they work it.	1
flex time is available employees on a case by case basis. we accommodate higher education schedules; offer flexible weekly schedules in accordance with customer expectations.	1
work with your supervisor on the optimum work schedule covering core hours.	1
employees can work flex schedules including 4-10's, 9/80, etc.	1
employees may flex time before/after core hours	1
offer a modified full-time status with a reduced work hour requirement for employees.	1
employee can work alternate hours for any reasonable purpose. arrangement can be discontinued at any time at the discretion of the manager.	1
some employees may work an alternate work schedule to have every other friday off.	1
ee dependent on needs	1
manager/mission approved.	1
team members are expected to meet their annual billable goals and take care of their clients. work hours are not generally set for the accounting staff. administrative staff generally work 8-5 when the office is open to clients.	1
no set policy. as long as you get your work done, we will work with employees that need flexibility in their schedule.	1
approvals on case by case basis. ex- if an employee has military reserves drill on fri-sun, they can work four 10-hour shifts on mon-thurs to ensure full 40-hour work week.	1
remote work needs approval by supervisor.	1
employee may flex time within a week for personal absences to avoid use of pto.	1
employees may adjust their working hours as work permits to accommodate personal needs	1
varies as needed	1
employees can flex-time as their needs require for whatever reason they deem necessary as long as the duties are being performed	1

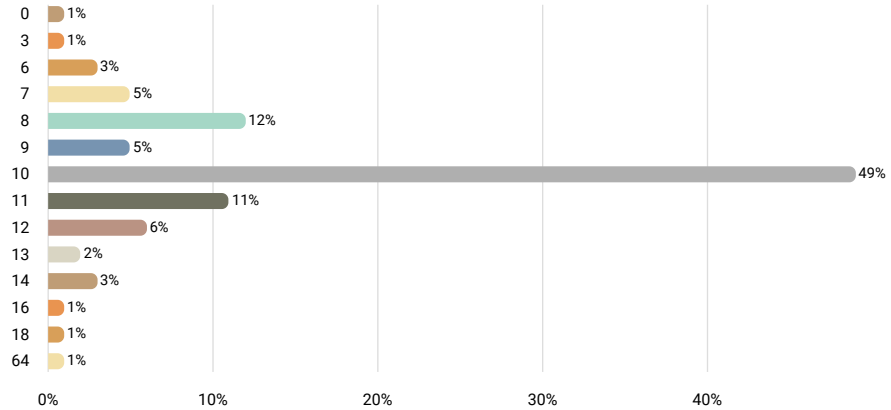
25. Holidays

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

Answered 108 times

Skipped 19 times

Number input



Statistics	
10th percentile	8
25th percentile	9
50th percentile	10
75th percentile	10.5
90th percentile	12
Mean	10
Median	10
Standard deviation	6

25.2. Annual Holidays Offered

Answered 124 times

Skipped 3 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	123
Martin Luther King, Jr. Day	47
Presidents' Day	33
Good Friday	41
Easter	6
Memorial Day	122
Independence Day	122
Labor Day	122
Veterans Day	33
Thanksgiving Day	122
Day after Thanksgiving	83
Christmas Eve	70
Christmas Day	120
New Year's Eve	43
Floating	35
Others Not Listed	49

25.3. List other holidays.

Answered 48 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

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

Results	
columbus day	9
floating	2
birthday	2
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
5 day of spring break, and the 5 work week days between christmas and new years day	1
the rest of the holidays cover time at the end of the year when the facility closes.	1
we offer paid holidays for the time from christmas eve through new years day. we are closed for these days.	1
columbus day , one of employee's choice	1
3 holidays:day after christmas to new year's eve	1
2nd day at labor day, juneteenth	1
columbus day is the one not listed	1
juneteenth (6/19), indigenous people's day (2nd monday in october)	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
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
columbus	1
after tax season holiday on april 15th	1
birthday - can be used anytime	1
1 floating holiday	1
july & december shutdown	1
from christmas eve to after new years day	1
summer shutdown and holiday shutdown	1
we consider christmas eve through new years day holidays.	1
winter break - december 24, 25, 28, 29, 30, 31, 2020	1

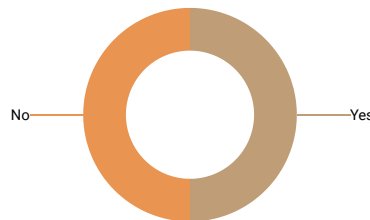
26. COVID-19 Impact

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 127 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	50%	64
No	50%	63

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

Answered 64 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	47
Layoffs/Furlough	27
Wage Changes	13
Benefits Changes	9

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

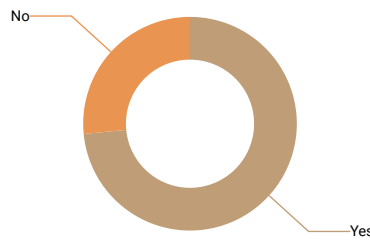
Answered 47 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	72%	34
No	26%	12

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

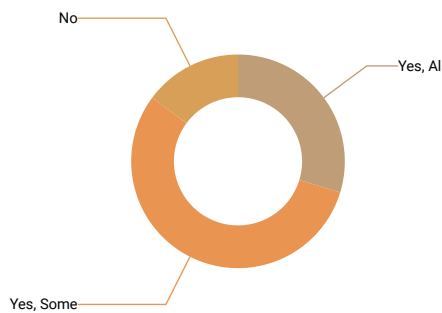
Answered 27 times

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	30%	8
Yes, Some	56%	15
No	15%	4

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

Answered 9 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	1
Prescription Drug Plan	0
Dental	0
Vision	0
Life Insurance	0
HSA	3
Pension (Defined Benefit)	0
401(k) Plan	3
PTO	3
Sick Leave	4
Vacation Leave	1
Personal Leave	1
Paid Family Leave	1
Short-term Disability	0
Long-term Disability	0
Education/Tuition Reimbursement	0
Flex-Time	3

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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[Huntsville/Madison County Chamber](#)

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



Published June 22, 2021
by Horizon Point Consulting, Inc.