



SPECIAL REPORT: GOVERNMENT CONTRACTORS

2022 Wage and Benefit Survey Report North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 16, 2022
by Horizon Point Consulting, Inc.

2022 North Alabama Wage and Benefit Survey



This is the 2022 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, 2022. This report was published on June 13, 2022. All published data meets Safe Harbor guidelines.

Participating Businesses

- 4M Research
- ABT, Inc.
- ADTRAN, Inc.
- Aerojet Rocketdyne
- AI Signal Research, Inc.
- a.i. solutions
- AlphaPet, Inc.
- American Leakless Company, LLC
- American Trim
- Anglin Reichmann Armstrong P.C.
- Asahi Kasei Plastics North America
- ATI
- Beyond Gravity
- Bocar US
- Brown Precision, Inc.
- Bunge
- Busted Knuckle Offroad
- Carpenter Technology
- Cepeda Systems & Software Analysis, Inc
- Cerrowire
- CFD Research
- City of Huntsville
- CohesionForce, Inc.
- Coilplus Inc. Alabama Division
- Consolidated Pipe
- Contractor Service & Fabrication
- Cook Museum
- Cullman Cabinet and Supply
- Daikin America, Inc.
- Davidson Technologies, Inc.
- Decatur Utilities
- deciBel Research, Inc.
- DESE Research, Inc.
- Design Technologies, LLC
- EFI Automotive
- EFP, LLC
- GE Appliances
- Gleason Research Associates, Inc.
- Griffon Aerospace
- GSI
- GUYSE
- HDT Global
- Hexcel Corporation
- HH Technologies, Inc.
- HomTex, Inc.
- HudsonAlpha Institute for Biotechnology
- Huntsville Botanical Garden
- Huntsville Hospital
- Huntsville-Madison County Airport Authority
- Huntsville Madison County Chamber
- Huntsville/Madison County Convention & Visitors Bureau
- Huntsville Utilities
- Hyosung USA
- Inland Buildings
- Intech Medical
- Integration Innovation, Inc. (i3)
- Interfuze
- International Paper Huntsville
- Intuitive Research and Technology
- Invariant
- Jack Daniel Cooperage
- John Blue Company
- Kohler
- Lakeland Industries Inc.
- Leonardo DRS
- Leonardo Electronics
- LP Building Solutions
- LSINC Corp
- Madison County Commission
- MartinFed
- Matcor-Matsu
- Matthews Industries Inc
- Mazda Toyota
- McGriff Tire
- MICOR Industries LLC
- Mitchell Plastics
- Monte Sano Research Corporation
- Moseley Technical Services, Inc.
- National Copper & Smelting
- National Packaging Co, Inc.
- Navistar Big Bore Diesel of Alabama
- Nextek, Inc.
- North Alabama Fabricating Company, Inc.
- nou Systems, Inc.
- NTA
- Nucor Steel Decatur
- OCI Alabama LLC
- OTC, Inc.
- PeopleTec
- Phased n Research, Inc.
- Phoenix
- Polaris Industries
- PROJECTXYZ
- Qualis Corporation
- Radial Solutions Incorporated
- Radiance Technologies
- Redline Steel
- Redstone GCI
- REHAU
- Reliance Worldwide Corporation
- RippleWorx
- Royal Technologies Corp
- Saint Gobain
- SCI Technology
- Science and Engineering Services, LLC
- SEA Wire and Cable, Inc.
- Shape Corp.
- Shearer & Associates, Inc
- Simulation Technologies, Inc. (SimTech)
- Snap-on Tools
- Spur Jobs
- Steelcase Inc.
- Still Serving Veterans
- Systems Automotive Interiors Alabama
- T&C Stamping, Inc.
- T-H Marine
- Tenneco
- Topre America Corporation
- Toray Composite Materials America, Inc.
- Toray Fluorobers (America), Inc.
- Total Solutions, Inc.
- Toyota Boshoku (TBAKI)
- TRIS USA, Inc.
- Tru-Line Manufacturing, Inc.
- Tyonek
- University of Alabama in Huntsville
- Valley Rubber, LLC
- Webb Wheel Products Inc
- Willo Products Company, Inc.
- Wilson Lumber
- Wolverine Tune, Inc.
- Y-tec Keylex Toyotetsu Alabama

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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 01/01/2022)
- 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. General information about the survey is available at horizonpointconsulting.com/wagesurveyncal. Questions 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.

THIS REPORT INCLUDES ONLY RESPONSES FROM ORGANIZATIONS WHO SELF-IDENTIFIED AS GOVERNMENT CONTRACTORS.

Summary of Wage Rates by Position (Hourly)

Data is as of 01/01/2022

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>
4.1.1	Accounting Clerk	9	18.00	21.62	28.00	19.23	25.00
4.1.3	Administrative Assistant/Executive Secretary*	17	16.21	23.37	35.88	18.00	25.73
4.1.5	Human Resources Assistant*	9	13.25	18.00	36.34	15.91	28.00
4.1.7	Telephone Operator/Receptionist	14	12.56	17.62	19.38	13.00	19.38
4.1.17	Clerk, General	7	14.14	15.00	27.30	14.50	22.57
4.2.1	Engineering Technician - Level 1	10	8.00	20.00	32.27	17.00	22.98
4.2.2	Engineering Technician - Level 2	7	19.11	27.30	30.98	-	-
4.2.3	Engineering Technician - Level 3	6	22.50	28.12	42.31	23.91	28.63
4.2.4	Quality Control Technician - Level 1	5	17.50	21.00	22.12	-	-
4.2.6	Quality Control Technician - Level 3	5	22.50	25.03	30.14	-	-
4.2.8	Electronics Technician - Level 2	6	16.70	23.56	28.00	16.00	24.00
4.2.15	Lab Technician	5	19.00	25.52	32.55	21.52	32.63
4.3.4	Buyer - Level 1*	7	20.51	23.78	27.48	22.00	28.00
4.4.74	System Analyst*	6	36.00	56.00	74.55	29.66	88.30
4.5.1	Electrical/Electronic Assembler	6	16.16	17.69	24.20	-	-
4.5.2	Mechanical Assembler	5	15.00	17.94	24.17	-	-
4.5.3	Assembler, General	7	15.42	18.87	22.54	16.00	22.00
4.5.4	CNC Operator	5	18.00	22.47	26.21	19.00	33.38
4.5.12	Production/Machine Operator	8	16.47	19.12	27.93	15.50	22.00

4.6.1	Janitor	5	13.13	16.37	20.48	-	-
4.6.4	Multi-Craft Maintenance	5	21.93	31.06	37.62	25.00	32.00
4.6.5	General Building Maintenance	7	17.80	25.66	30.28	18.00	30.00
4.7.1	Fork Lift Driver/Material Handler	10	16.74	19.99	24.13	17.50	23.31
4.7.2	Shipping and Receiving Clerk	12	16.50	18.50	21.50	16.00	20.10
4.7.5	Stockroom Clerk	5	17.49	19.23	27.75	-	-
4.9.8	Team Leader*	5	18.50	22.83	28.66	21.00	26.40
4.11.6	Project or Program Manager*	6	24.75	58.61	97.29	40.87	72.33
4.13.1	Intern	12	16.00	19.90	21.00	15.00	24.00

Summary of Wage Rates by Position (Salary)

Data is as of 01/01/2022

N = number of respondents

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

Item Code	Position Title	N	Average Actual Base Salary (in dollars)			Pay Range (in dollars)	
			Low <i>10th Percentile</i>	Midpoint <i>50th Percentile</i>	High <i>90th Percentile</i>	Minimum <i>Midpoint</i>	Maximum <i>Midpoint</i>
4.1.3	Administrative Assistant/Executive Secretary*	10	33,775	60,482	97,500	37,907	71,283
4.1.4	Purchasing Clerk	6	38,635	50,758	71,999	42,850	58,569
4.1.5	Human Resources Assistant*	5	-	-	-	38,000	60,320
4.1.15	Payroll Specialist	9	49,157	65,000	101,000	56,000	74,000
4.3.1	Accountant - Level 1	12	38,000	55,370	63,000	42,468	66,293
4.3.2	Accountant - Level 2	11	48,000	63,000	67,724	53,405	77,500
4.3.3	Accountant - Level 3	17	46,888	94,500	113,079	80,000	101,000
4.3.4	Buyer - Level 1*	7	42,000	54,464	74,381	42,000	62,660
4.3.5	Buyer - Level 2	5	54,891	66,500	80,000	55,500	80,000
4.3.6	Buyer - Level 3	7	52,278	82,680	88,419	54,336	85,000
4.3.7	Contracts Administrator - Level 1	6	51,480	63,249	105,000	-	-
4.3.8	Contracts Administrator - Level 2	15	54,249	74,414	95,106	58,177	76,968
4.3.9	Contracts Administrator - Level 3	14	80,000	100,625	124,592	75,000	114,400
4.3.10	HR Specialist/Generalist - Level 1	11	41,200	46,250	60,000	41,234	55,000
4.3.11	HR Specialist/Generalist - Level 2	9	56,180	68,500	109,313	55,499	83,890
4.3.12	HR Specialist/Generalist - Level 3	16	52,000	77,626	106,874	65,563	100,000
4.3.13	Security Admin/FSO - Level 1	6	-	58,250	109,000	-	-
4.3.14	Security Admin/FSO - Level 2	6	62,010	84,092	94,286	-	-
4.3.15	Security Admin/FSO - Level 3	16	62,566	98,390	130,000	81,000	115,000
4.3.16	Technical Writer/Editor - Level 1	5	54,837	62,107	76,072	-	-

4.3.18	Technical Writer/Editor - Level 3	5	53,500	82,000	118,221	-	-
4.3.19	Material Planner	6	51,250	70,192	84,489	-	-
4.3.21	Office Manager	8	40,040	68,650	124,654	52,000	78,000
4.3.22	Configuration Management Analyst	7	49,920	84,472	150,249	-	-
4.3.23	Financial Analyst	9	62,000	76,162	96,782	60,000	104,332
4.3.28	Recruiter	10	54,894	69,317	92,890	54,336	108,076
4.4.1	Mechanical Engineer - Level 1	9	64,750	70,000	79,206	57,291	80,870
4.4.2	Mechanical Engineer - Level 2	12	74,880	85,412	96,197	65,000	91,568
4.4.3	Mechanical Engineer - Level 3	15	81,577	101,836	132,000	80,000	114,940
4.4.4	Mechanical Engineer - Level 4	7	93,750	123,017	170,476	-	-
4.4.7	Electrical Design Engineer - Level 1	8	61,208	71,156	74,568	-	-
4.4.8	Electrical Design Engineer - Level 2	14	71,308	87,647	109,540	65,200	114,264
4.4.9	Electrical Design Engineer - Level 3	14	89,544	104,727	132,624	87,000	130,000
4.4.10	Electrical Design Engineer - Level 4	8	102,679	156,979	178,412	90,000	171,121
4.4.11	Electrical Design Engineer - Level 5	8	116,000	158,508	206,887	133,000	197,600
4.4.12	Electrical Design Engineer - Level 6	7	145,806	166,108	177,912	-	-
4.4.15	Industrial or Manufacturing Engineer - Level 3	5	-	-	-	76,200	118,600
4.4.27	Quality Engineer - Level 3	5	84,078	98,469	108,329	-	-
4.4.28	Quality Engineer - Level 4	5	60,545	90,480	129,413	-	-
4.4.37	Software Engineer - Level 1	12	60,591	73,129	79,568	54,419	74,439
4.4.38	Software Engineer - Level 2	12	82,379	85,672	94,662	62,400	90,729
4.4.39	Software Engineer - Level 3	12	93,784	102,386	119,041	76,003	120,000
4.4.40	Software Engineer - Level 4	15	100,666	135,939	156,478	98,800	150,000
4.4.41	Software Engineer - Level 5	10	131,215	152,904	174,160	112,000	176,529
4.4.42	Software Engineer - Level 6	7	107,684	148,645	162,575	-	-
4.4.43	System Design Engineer - Level 1	8	55,000	72,829	77,800	46,800	75,000

4.4.44	System Design Engineer - Level 2	10	59,000	84,864	114,400	-	-
4.4.45	System Design Engineer - Level 3	8	71,000	107,819	151,410	-	-
4.4.46	System Design Engineer - Level 4	11	125,487	141,065	151,180	112,000	144,772
4.4.47	System Design Engineer - Level 5	7	142,301	153,000	179,129	-	-
4.4.52	Project Manager - Level 4	7	80,000	127,310	159,975	107,814	136,851
4.4.57	Safety Engineer	5	68,700	75,500	165,000	-	-
4.4.67	System Admin/Network Analyst	7	86,154	117,624	143,686	65,492	147,548
4.4.68	Information System Security Officer/Analyst	6	45,500	112,796	143,447	52,143	140,599
4.4.70	Network Engineer	5	66,560	108,264	145,000	-	-
4.4.71	Program Analyst	7	70,000	103,189	218,400	-	-
4.4.73	Software Developer	6	88,925	98,535	141,065	61,800	131,838
4.4.74	System Analyst*	6	70,000	112,833	161,195	-	-
4.4.75	Business Analyst	5	65,580	81,976	155,334	-	-
4.4.76	Web Developer	7	64,000	81,744	154,530	-	-
4.9.1	Accounting Supervisor	6	61,000	79,000	101,709	-	-
4.9.2	Production Supervisor	10	48,939	75,800	93,204	57,652	86,050
4.9.3	Senior Production Supervisor	5	74,348	113,349	122,699	75,000	111,500
4.9.4	Quality Assurance Supervisor	8	57,906	79,732	98,009	67,250	93,853
4.9.6	Shipping and Receiving Supervisor	6	47,216	74,679	98,800	60,000	85,000
4.9.7	Maintenance Supervisor	7	57,273	72,160	107,000	57,652	82,500
4.9.8	Team Leader*	7	49,000	98,201	171,595	56,000	122,500
4.10.8	Business Development Specialist	5	46,512	85,000	99,000	-	-
4.10.9	Business Development Manager	10	73,249	130,029	188,623	100,000	183,393
4.11.1	Controller or Accounting Manager	23	87,588	124,342	170,622	90,000	150,000
4.11.3	Production or Operations Manager	13	95,000	106,750	151,964	94,466	137,121
4.11.4	IT Manager	13	65,000	110,000	147,962	90,000	137,800

4.11.5	Logistics/Materials Manager	6	73,303	112,402	158,800	83,807	141,475
4.11.6	Project or Program Manager	22	77,900	125,093	170,216	95,000	147,500
4.11.7	Project or Program Director	9	77,694	165,206	237,117	130,000	182,700
4.11.8	Engineering Manager	16	117,000	157,147	185,746	96,966	172,222
4.11.9	Quality Control Manager	11	91,000	120,000	154,502	81,500	161,000
4.11.10	Human Resources Manager	20	78,074	93,069	133,355	89,575	119,300
4.11.11	Safety/Environmental Manager	5	46,629	90,000	129,000	69,000	142,000
4.11.13	Contracts Manager	15	90,001	123,920	167,959	90,000	145,000
4.11.14	Facilities Manager	9	65,000	105,597	-	97,780	139,568
4.11.15	Proposal Manager	10	79,500	107,519	180,825	85,000	131,170
4.11.16	Plant Manager	5	-	-	-	115,000	218,819
4.11.17	Purchasing Manager	10	60,000	109,450	129,838	74,000	132,750
4.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	6	90,000	167,500	236,891	127,500	175,000
4.12.2	Top Technical Exec (CTO/VP Technology)	7	130,000	195,000	304,477	170,600	215,000
4.12.4	Top Programs Exec (VP Programs)	14	169,494	203,660	250,016	167,337	205,412
4.12.5	Top Financial Exec (CFO)	14	109,273	167,500	245,481	120,000	180,000
4.12.6	Top Manufacturing/Production Exec	6	110,000	201,813	435,424	191,838	210,000
4.12.7	Top HR Exec (CHRO/VP HR)	11	110,000	138,000	185,515	112,550	171,690
4.12.8	Top Contracts Executive	7	145,000	190,000	315,577	190,000	217,339
4.12.9	Chief Operating Officer (COO)	12	135,000	192,292	271,764	164,600	235,144
4.12.10	Chief Administrative Officer (VP Admin)	7	135,000	153,000	304,610	125,000	177,684
4.12.11	CEO/President	27	180,000	238,305	450,000	186,000	250,016

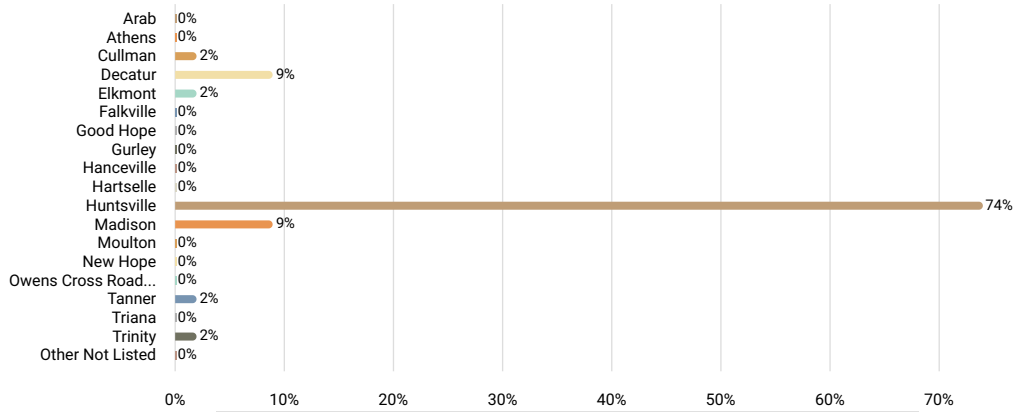
1. General Information

1.1. Company City

Answered 53 times

Skipped 0 times

Select one answer (drop down)



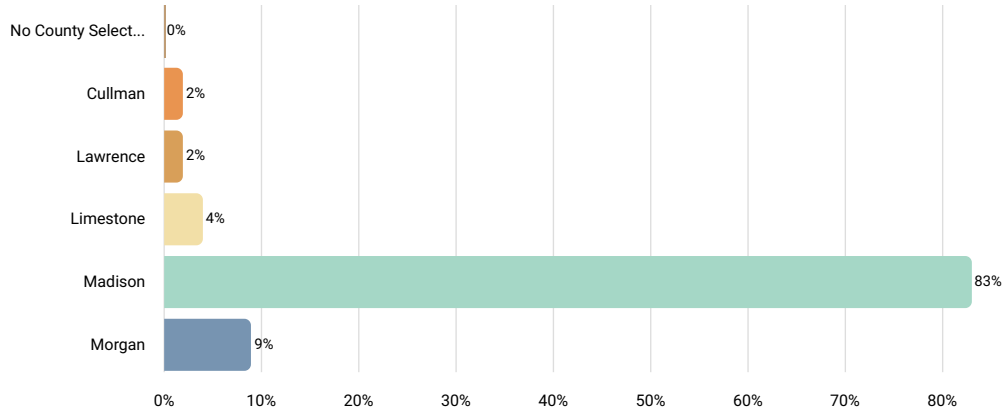
Results	%	N
Arab	0%	0
Athens	0%	0
Cullman	2%	1
Decatur	9%	5
Elkmont	2%	1
Falkville	0%	0
Good Hope	0%	0
Gurley	0%	0
Hanceville	0%	0
Hartselle	0%	0
Huntsville	74%	39
Madison	9%	5
Moulton	0%	0
New Hope	0%	0
Owens Cross Roads	0%	0
Tanner	2%	1
Triana	0%	0
Trinity	2%	1
Other Not Listed	0%	0

1.2. In which county is your company located?

Answered 53 times

Skipped 0 times

Select one answer (drop down)



Results	%	N
No County Selected	0%	0
Cullman	2%	1
Lawrence	2%	1
Limestone	4%	2
Madison	83%	44
Morgan	9%	5

1.3. Primary Products Produced

Answered 46 times

Skipped 7 times

Text input

Results	
engineering services	5
computer and engineering services	1
networking and communications equipment	1
speciality alloys and components	1
agribusiness - soy bean meal, soy bean oils, soy bean oil blends	1
research and development, engineering and life sciences	1
system & software engineering, test & evaluation, configuration & data management, process & project management, learning & training, software assurance and research and development	1
engineering, software development and logistics services	1
uav aircrafts	1
precursor for carbon fiber	1
vocational rehabilitation/job coaching. sewing: safety harness, bags, packsacks. custodial and grounds. security, badge checking for building entry.	1
government services	1
engineering and analysis services	1
software and systems engineering	1
manufacturing whiskey barrels	1
defense industry engineering and manufacturing	1
uv digital printers, engineering services	1
aerospace	1
engineering & programmatic services	1
staffing/personnel	1
fabricated steel	1
technical services	1
highly technical engineering services	1
services	1
defense & aerospace	1
cable harness management, industrial wire, interconnect parts, mil-spec cable, mil-spec wire, mil-spec tubing	1
facility and security engineering solutions	1
government defense contractor: supports department of defense	1
hand tools	1
carbon fiber	1
aerospace and defense manufacturing	1
education and research	1
top mount refrigerators	1
mobile shelters , environmental control systems, generators, and trailers	1
biotechnology research	1
aircraft maintenance and modification	1
defense	1
printed circuit board assembly and box build assembly	1
government contractor	1
software and technical and professional services	1
rocket, hypersonic, and electric propulsive systems for space, defense, civil and commercial applications	1
engineering, program management and logistics services to the government	1

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1.4. What is the NAICS (North American Industry Classification System) code for your business:

Answered 53 times

Skipped 0 times

Text input

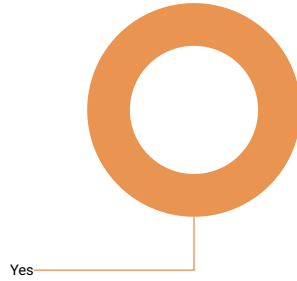
Results	
541330	13
541715	6
541611	2
541713	2
541714	2
541	1
3252	1
31491	1
54175	1
311222	1
325211	1
331491	1
332312	1
333611	1
334210	1
334220	1
334290	1
334418	1
335220	1
336411	1
339999	1
423610	1
423990	1
541511	1
541513	1
541712	1
541990	1
551114	1
611310	1
624310	1
3332216	1
541330, 541715, 541511	1
332710, 332721	1

1.5. Is your organization a government contractor?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



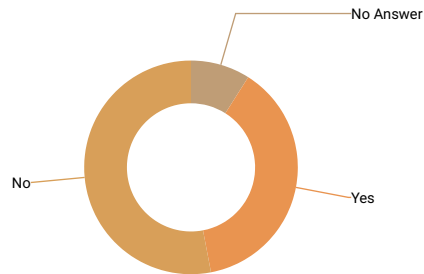
Results	%	N
No Answer	0%	0
Yes	100%	53
No	0%	0

1.6. Is your organization a manufacturer?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



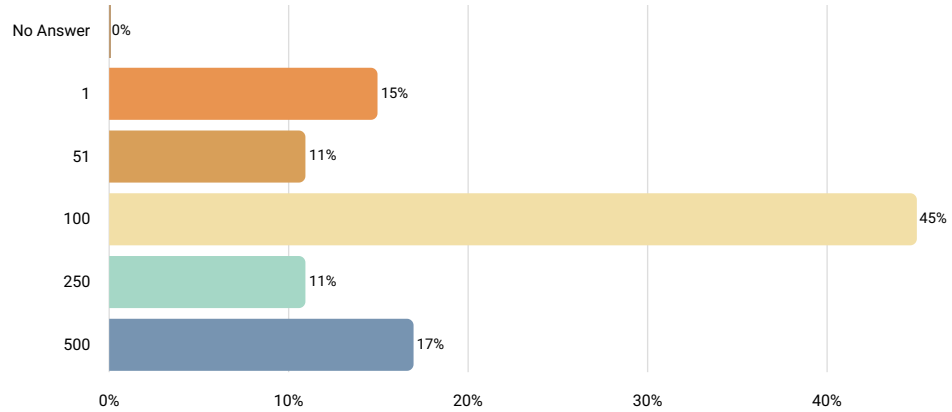
Results	%	N
No Answer	9%	5
Yes	38%	20
No	53%	28

1.7. Company Size

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	15%	8
51-99 Employees	11%	6
100-249 Employees	45%	24
250-499 Employees	11%	6
500+ Employees	17%	9

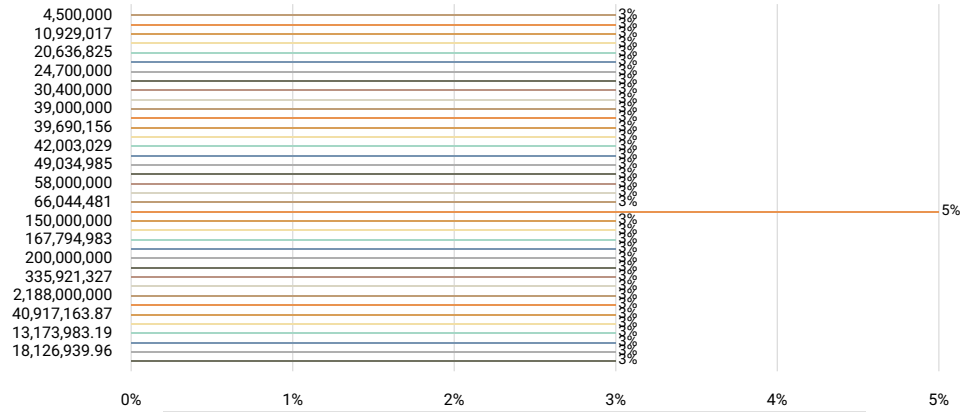
2. Company and HR Data

2.1. Total Gross Revenue in 2021

Answered 39 times

Skipped 14 times

Number input



Statistics	
10th percentile	5,069,810
25th percentile	20,636,825
50th percentile	40,917,163.87
75th percentile	95,000,000
90th percentile	322,000,000
Mean	136,281,144.84
Median	40,917,163.87
Standard deviation	355,395,916.35
Total/sum	5,314,964,648.77

2.2. Total Gross Payroll in 2021

Answered 38 times

Skipped 15 times

Number input



Statistics	
10th percentile	3,500,404.2
25th percentile	6,919,735.85
50th percentile	13,877,135
75th percentile	26,334,820
90th percentile	72,114,024
Mean	38,099,368.81
Median	13,877,135
Standard deviation	93,097,614.84
Total/sum	1,447,776,014.71

2.3. Total Budgeted Payroll for 2021

Answered 34 times

Skipped 19 times

Number input



Statistics	
10th percentile	3,500,404.2
25th percentile	8,100,000
50th percentile	15,459,567
75th percentile	26,913,268
90th percentile	65,141,957
Mean	37,872,941.36
Median	15,459,567
Standard deviation	90,583,659.16
Total/sum	1,287,680,006.09

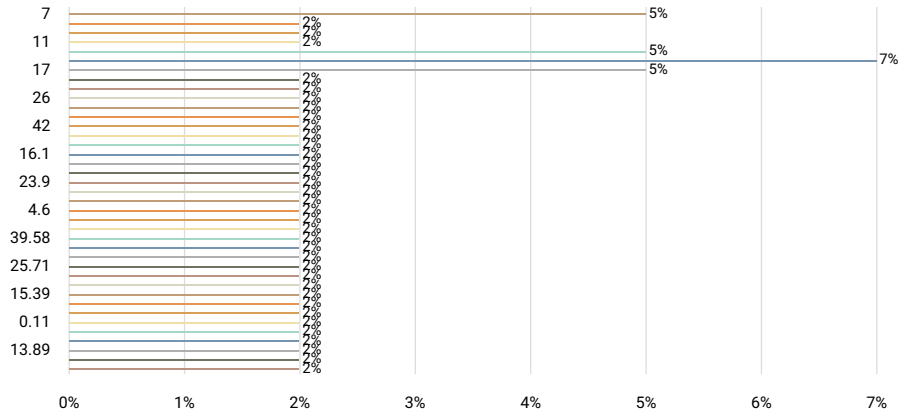
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2.4. Overall Turnover Rate

Answered 44 times

Skipped 9 times

Number input



Statistics	
10th percentile	7
25th percentile	10.95
50th percentile	15.15
75th percentile	23.95
90th percentile	42
Mean	19.66
Median	15.15
Standard deviation	14.09
Total/sum	864.94

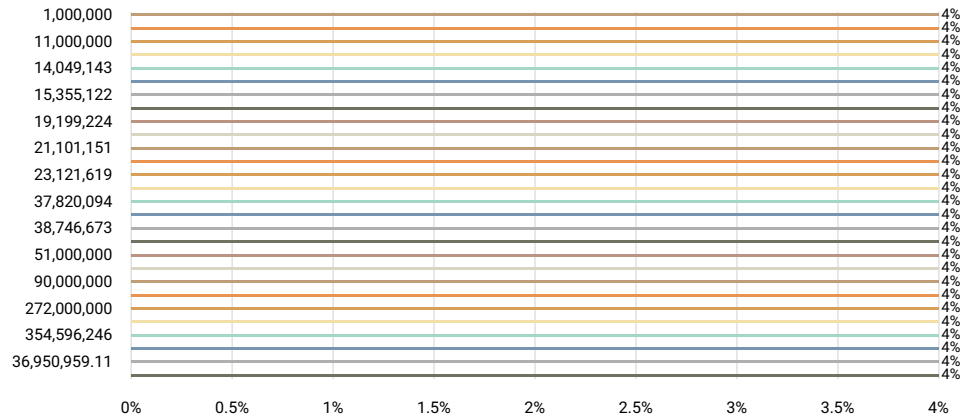
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2.5. Total Operating Budget for 2021

Answered 28 times

Skipped 25 times

Number input



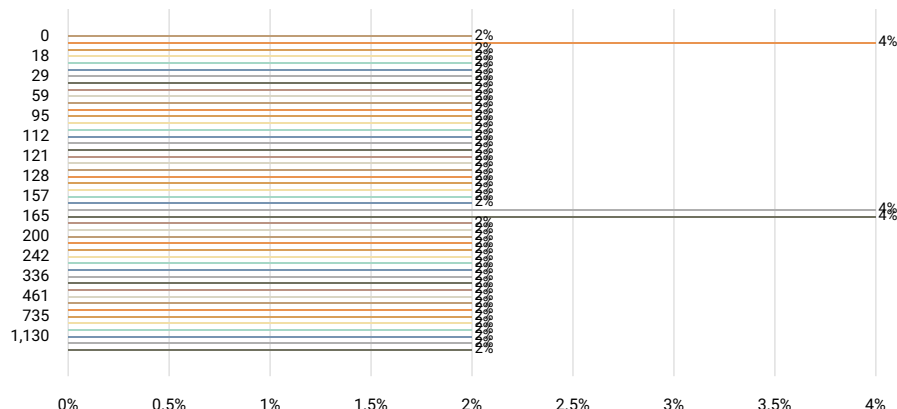
Statistics	
10th percentile	2,500,000
25th percentile	14,927,561
50th percentile	23,086,312
75th percentile	49,263,680.5
90th percentile	272,000,000
Mean	62,045,661.13
Median	23,086,312
Standard deviation	92,972,559.12
Total/sum	1,737,278,511.55

2.6. Number of Full-Time Employees (FTEs)

Answered 51 times

Skipped 2 times

Number input



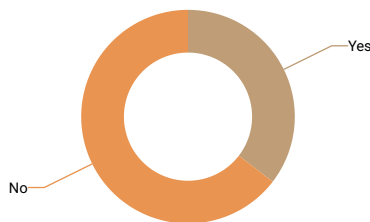
Statistics	
10th percentile	24
25th percentile	69
50th percentile	157
75th percentile	330
90th percentile	735
Mean	341.82
Median	157
Standard deviation	720.09
Total/sum	17,433

2.7. Are you planning a hiring campaign this year?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



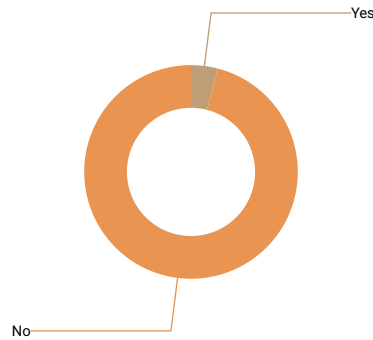
Results	%	N
Yes	34%	18
No	62%	33

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	4%	2
No	96%	51

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

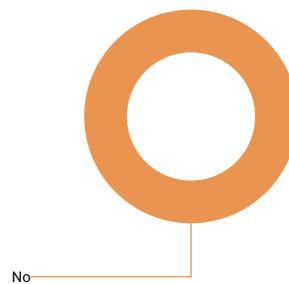
Answered 51 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	0%	0
No	100%	51

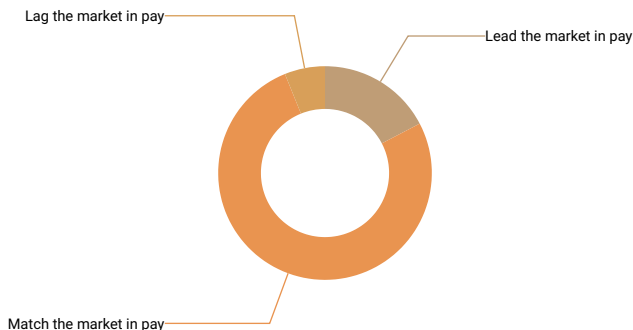
3. Pay Practices

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



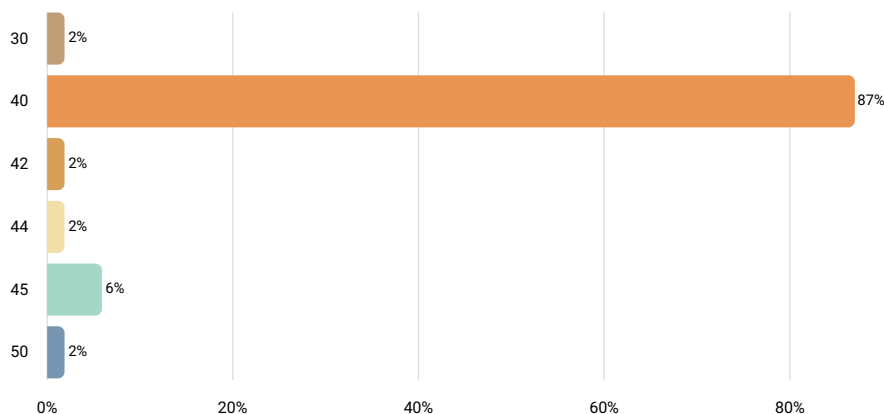
Results	%	N
Lead the market in pay	17%	9
Match the market in pay	75%	40
Lag the market in pay	6%	3

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

Answered 52 times

Skipped 1 times

Number input



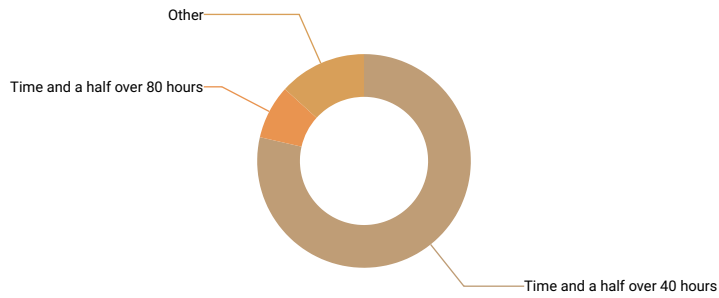
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	42
Mean	40.4
Median	40
Standard deviation	2.37
Total/sum	2,101

3.3. How do you calculate overtime hours?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Time and a half over 40 hours	77%	41
Time and a half over 80 hours	8%	4
Other	13%	7

3.4. Describe how you calculate overtime hours.

Answered 5 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	
any hours over 8 in a day and anything over 40 per week	1
non-exempt receive time and a half x regular rate of pay. must be pre-approved by upper management. "straight time" pay for exempt employees that exceed 40 hours in their workweek.	1
time worked over 40 hrs. per week is counted as comp time, useable and/or payable at employee's request. paid out at year-end.	1
time over 40 hours in a work week (except where state law or specific contracts specify otherwise)	1
time and a half over 160	1

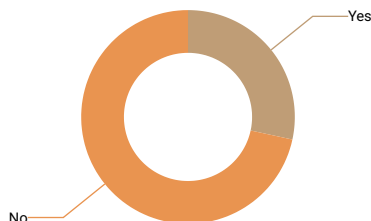
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3.5. Do you offer any incentive, bonus, or profit-sharing options specifically for production/maintenance emp

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	23%	12
No	58%	31

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

Answered 11 times

Skipped 1 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 bonus	1
bonuses can be provided for performance.	1
end of the year bonus	1
holiday bonus: 2.08% 0-4 years, 3.12% 5 years	1
current gas card incentive for employees working at least 30 hours per week. end of year profit share for full-time employees. has averaged 3 weeks for past 5 years.	1
yearly bonuses average 5% and profit share is 401k non elective contribution of 11% for all employees. spot bonuses are also given throughout the year.	1
percentage determined each year. number of hours worked times determined percentage equals profit sharing bonus for that year.	1
bonuses are based on company profit.	1
referral and sign-on	1
annual discretionary profit sharing into retirement plans (401(k) and esop); annual performance bonus; referral bonus; spot bonus; sars; phantom stock.	1
it is profit sharing and it is for all employees. it is 3% that goes into employees 401k accounts.	1

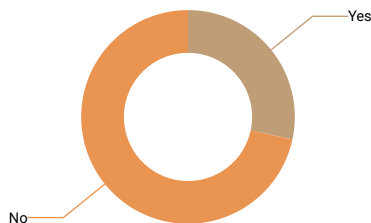
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3.7. Do you offer any incentive, bonus, or profit-sharing options specifically for process E&I employees?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	21%	11
No	53%	28

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

Answered 10 times

Skipped 1 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	
some manager-based objectives	1
quarterly bonus	1
spot bonuses based on commendations above and beyond; annual performance bonuses.	1
end of year bonuses and profit sharing	1
end of the year bonus	1
incentive compensation based on company financial performance and personal performance.	1
end of year profit share bonus.	1
bonuses are based on company profit	1
discretionary bonus	1
annual discretionary profit sharing into retirement plans (401(k) and esop); annual performance bonus; referral bonus; spot bonus; sars; phantom stock.	1

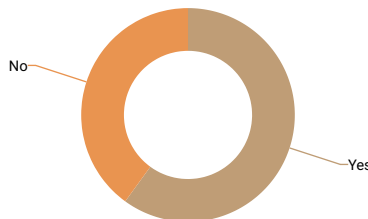
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3.9. Do you offer any incentive, bonus, or profit-sharing options specifically for executive employees :

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	57%	30
No	38%	20

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

Answered 24 times

Skipped 6 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"

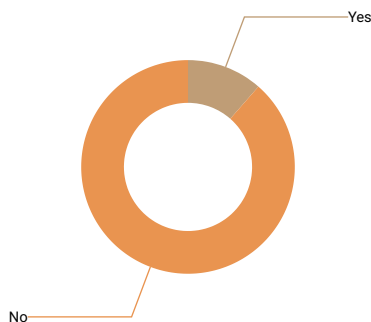
Results	
discretionary	2
manager-based objectives	1
annual, end-of-year performance bonuses.	1
bonuses can be provided for performance.	1
end of the year bonus	1
annual bonus (lump-sum award), based upon meeting (or exceeding) company goals.	1
executives may receive bonuses based on business revenue and business development opportunities	1
holiday bonus: 2.08% 0-4 years, 3.12% 5 years. short term incentives and long term incentives	1
incentive compensation based on company financial and personal performance and a long term incentive plan	1
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
end of year profit share bonus.	1
yearly bonuses average 5% and profit share is 401k non elective contribution of 11% for all employees. spot bonuses are also given throughout the year.	1
short term incentive based on growth and profitability for the year	1
management incentive plan for managers is 12.5%. management incentive plan for supervisors and senior level positions is 7.5%.	1
bonuses are based on company profit	1
quarterly bonuses as appropriate.	1
defined target bonus percentages	1
annual discretionary profit sharing into retirement plans (401(k) and esop); annual performance bonus; referral bonus; spot bonus; sars; phantom stock.	1
directors and above receive an mbo percentage bonus.	1
bonus based on company performance	1
discretionary based on performance.	1
executive staff has a bonus plan that factors in many elements of company and individual performance to include financial performance, management performance, collaboration activities, new business growth to mention a few. executive staff is also eligible for sars (stock appreciation rights) which are valued and grow based off company value and growth.	1
short-term and long-term incentive plans	1

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	11%	6
No	85%	45

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

Answered 5 times

Skipped 1 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	
packaging operator 1-4 levels	1
employees that are working on direct projects are classified by labor categories. the categories are based on education, skill set, experience.	1
we have a pay for knowledge skills based pay program in place for our hourly production employees. skills are defined for entry level, level 1, 2, 3, and 4. each job title/function is assigned to a pay grade, and each pay grade has a progression of wages. employees are able to move up in wages as they increase their skill level in their pay grade.	1
radiance follows a salary admin structure that uses years of experience and education level to classify employees to a specific labor category.	1
we work with labor categories aligned with contract requirements. these are determined by years of experience and required skills.	1

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

Answered 27 times

Skipped 26 times

Text area input

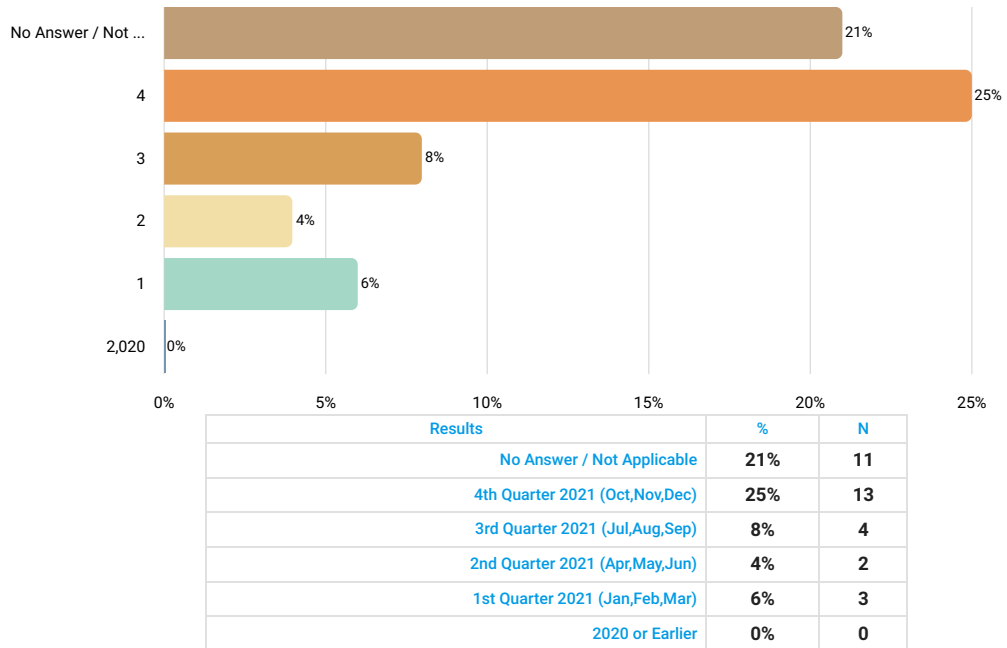
Results	
grades	2
our classification systems follows labor categories specified by our federal government and dod clients.	1
labor categories begin at associate 1 through subject matter expert 4.	1
we have entry level, junior and senior level positions.	1
40 hr ft, 30 hr ft, 20 hr pt, casual (variable hour) and seasonal; 40 and 30 hour participate in performance based pay increase programs	1
we have three classes of employees. full-time (40 hours a week), part-time employees (less than 40 hours a week), and provisional employees (varied work schedules).	1
op tech 1 (entry level), op tech 2, op tech 3 maintenance tech 4, maintenance tech 5, maintenance tech 6	1
a corporate-wide system where levels exist within job titles, and pay grades are applied to each. pay grades are benchmarked geographically annually.	1
none at this time. wages and increases are determined by market data combined with employee performance	1
a - skilled employee. b - intermediate. c - entry-level. employees are eligible for increases as they move up in tiers. some positions, such as operators, can earn more by becoming qualified on more than one piece of equipment.	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
example; analyst 7,8,9,10,11,12 with grades 7,8,9,10,11,12. we have a min, mid, and max pay band.	1
engineers/analysts/scientist and tech staff position have levels. range for each level is based on experience and education	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
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 have payzones, which are utilized similar to pay ranges.	1
informal classification based on level of education and experience.	1
all of our hourly production employee job titles are assigned to a pay grade. we have 6 pay grades. job titles are categorized into these 6 pay grades based on similar skill levels. (i.e. job functions that do not require complex skills would fall into pay grade 1). each pay grade has a wage rate progression from entry level up to level 4; therefore, each pay grade has 5 levels, each with a wage rate assigned to it.	1
labor categories based upon years of experience and degree if required.	1
each labor category has different grades and salary ranges.	1
we use job levels. each job level has a set salary range.	1
we are in the process of defining our compensation structure. planned structure will include 12 grades and designated job functions with job families (6 levels)	1
levels. levels are based on education and years of experience and mimics the structure our customers dictate	1
peopletec's compensation structure classifies employees by job family and individual job titles based on relative skills and experience. each job title is broken down into 3-10 levels according to education, years of related experience, and increased responsibilities. each level is associated with one of our 12 salary grades. employee compensation is determined by the specific education, experience, and skill level as defined by the advertised job description or their organic advancement through job title levels.	1
grades and career bands. career bands do not affect wages and wage increases, but grades do.	1
levels	1

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

Answered 53 times

Skipped 0 times

Select one answer (drop down)

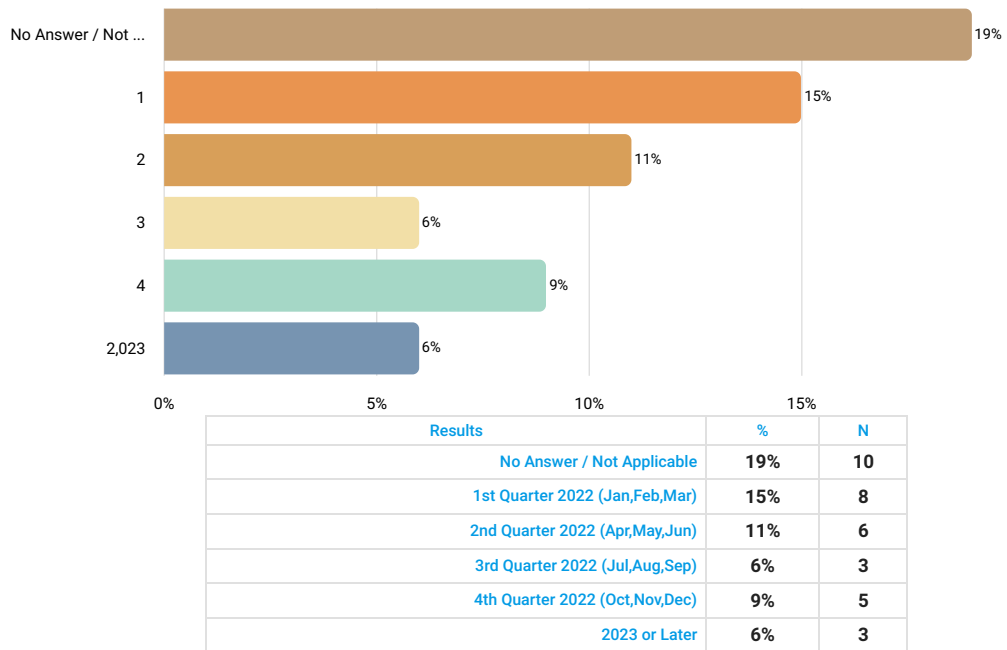


3.15. When is the next anticipated wage increase for hourly employees?

Answered 53 times

Skipped 0 times

Select one answer (drop down)



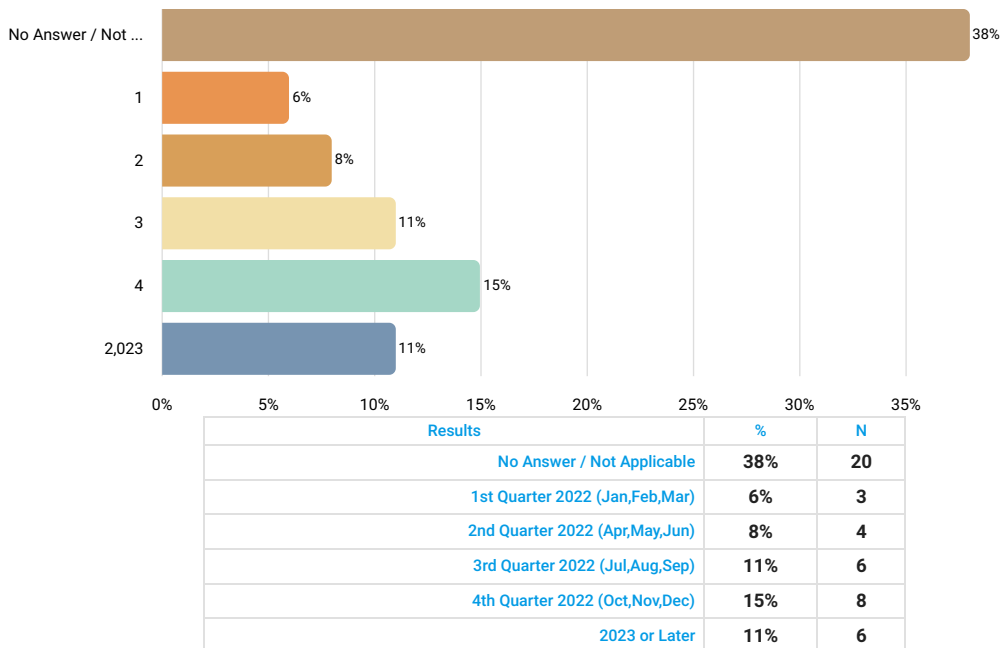
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3.16. If applicable, when is the next anticipated change in your pay RANGE for hourly employees :

Answered 53 times

Skipped 0 times

Select one answer (drop down)

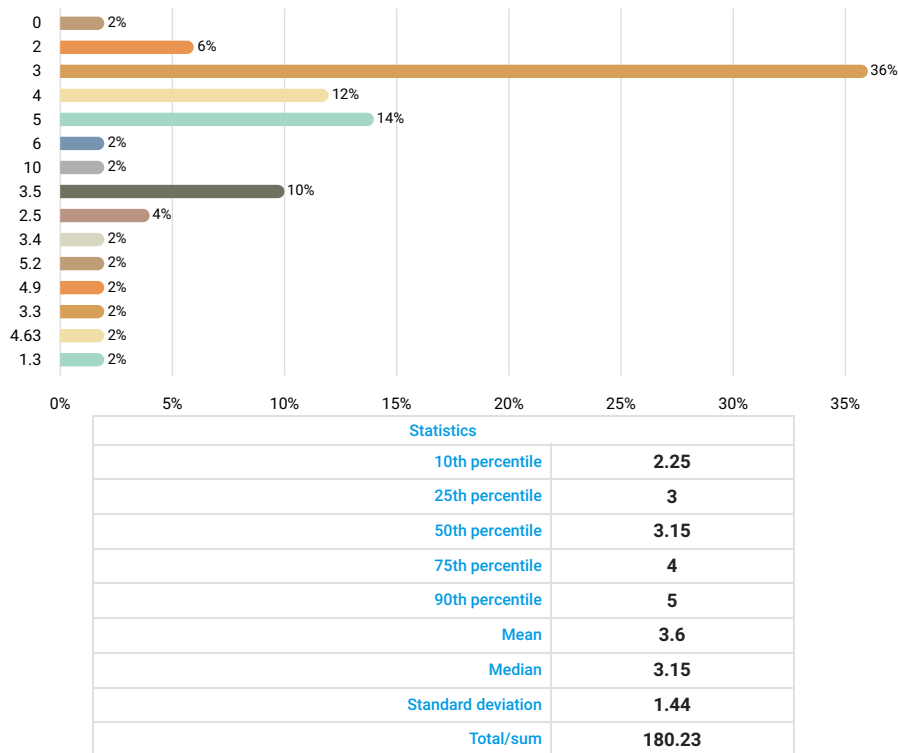


3.17. What was the average amount of your last pay increase as a percentage of base rates?

Answered 50 times

Skipped 3 times

Number input



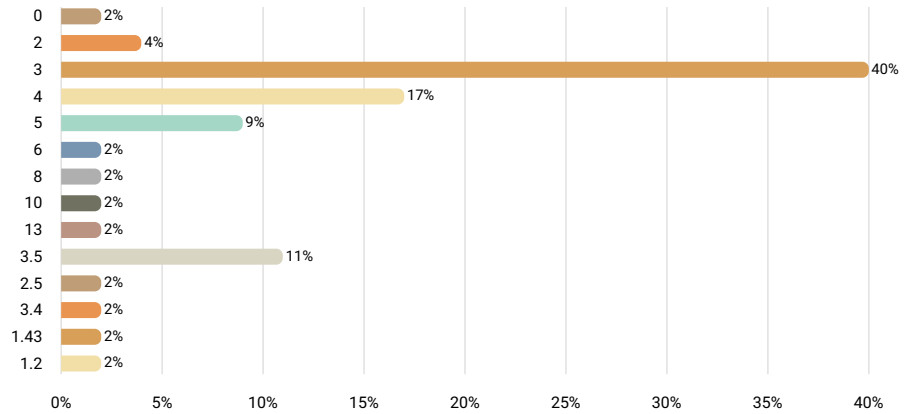
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3.18. What is your estimate of the average amount of the next pay increase, as a percentage of base rates?

Answered 47 times

Skipped 6 times

Number input



Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	5
Mean	3.75
Median	3
Standard deviation	2.08
Total/sum	176.03

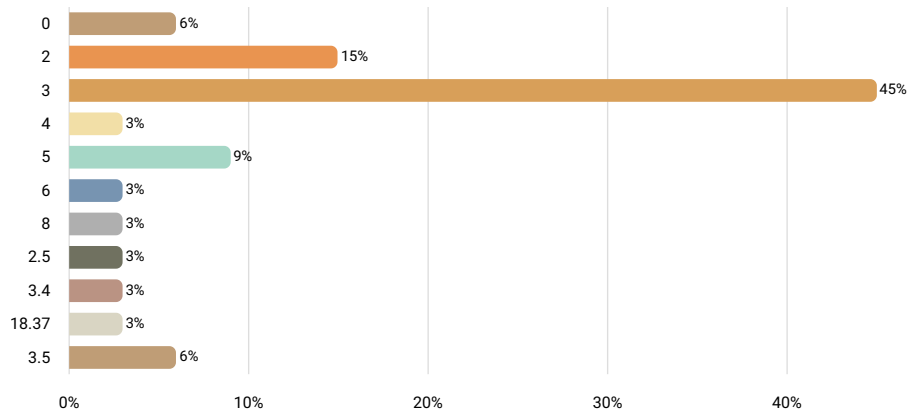
[Table of Contents](#)

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

Answered 33 times

Skipped 20 times

Number input



Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	3.5
90th percentile	5
Mean	3.61
Median	3
Standard deviation	3.03
Total/sum	119.27

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

Answered 52 times

Skipped 1 times

Select multiple answers (checkboxes)

Results	N
1 Shift	32
2 Shifts	9
3 Shifts	8
10 Hour Shifts	5
12 Hour Shifts	7
Rotating Shifts	2
Swing Shifts	1
Other	10

3.21. Describe your shift pattern.

Answered 9 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

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

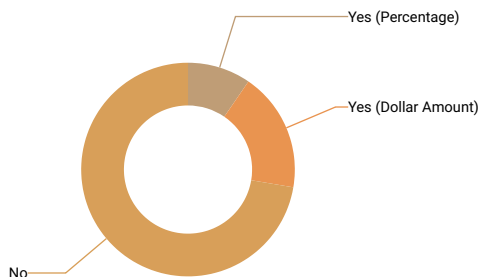
Results	
4 on/3 off (12 hr), 3 on/4 off (12 hr), and also reg 5x a week (8 hr)	1
36 hour maintenance preventative team and small operations team, friday - sunday. primary schedule is monday - thursday 10 hour shift	1
9/80 work week, 1 shift	1
one shift - normalized 8/9 hour shift for the majority of the corporate staff; 4/10's for manufacturing production staff(this does not include overtime - which is available to them when it is constituted by work needs)	1
one shift - days	1
we have multiple shifts, but the most common is the the 980 schedule = week 1 - 9 hour days/m-th, f/8 hour day; week, 2 - 9 hour days/m-th, f/off day	1
day shift only	1
1 shift. normal business hours 7am-4pm m-f	1
1st shift 8 hours per day 5 days per week	1

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	9%	5
Yes (Dollar Amount)	17%	9
No	68%	36

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

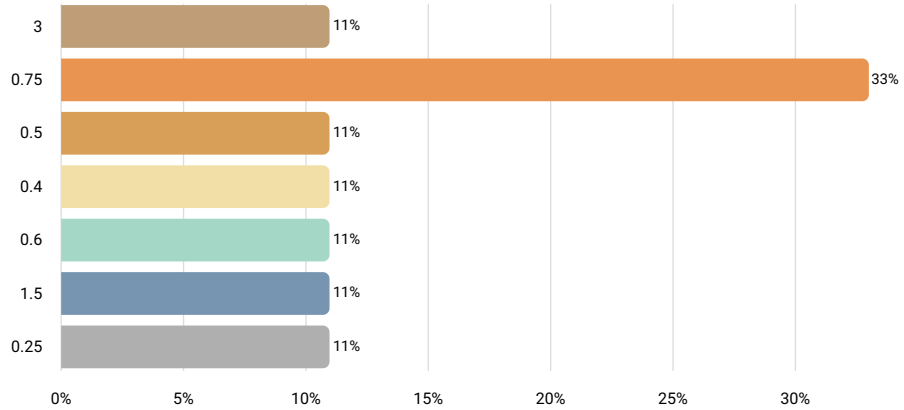
Answered 9 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



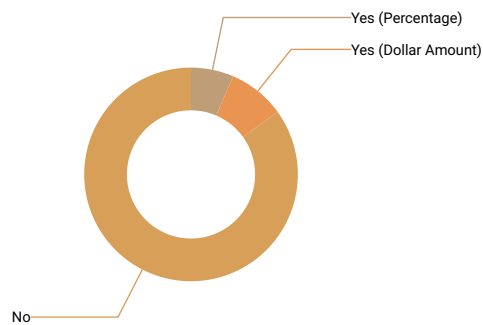
Statistics	
10th percentile	0.25
25th percentile	0.5
50th percentile	0.75
75th percentile	0.75
90th percentile	3
Mean	0.94
Median	0.75
Standard deviation	0.85
Total/sum	8.5

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



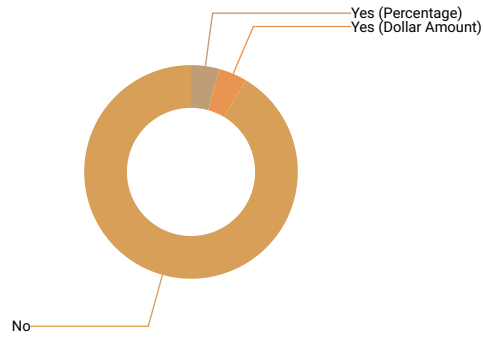
Results	%	N
Yes (Percentage)	6%	3
Yes (Dollar Amount)	8%	4
No	79%	42

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



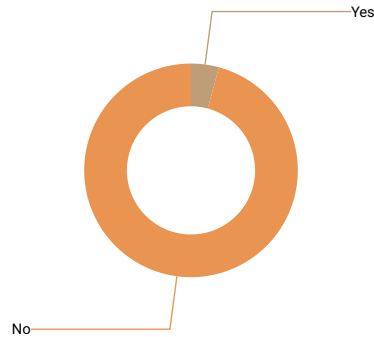
Results	%	N
Yes (Percentage)	4%	2
Yes (Dollar Amount)	4%	2
No	85%	45

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



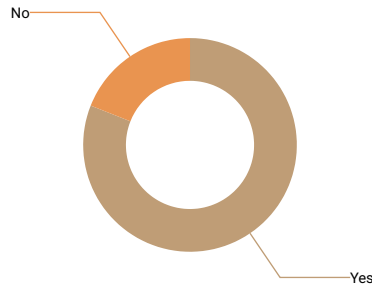
Results	%	N
Yes	4%	2
No	91%	48

3.27. Does your company have positions that are leveled?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



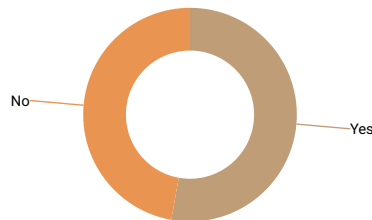
Results	%	N
Yes	81%	43
No	19%	10

3.28. Does your company have Production, Maintenance, and/or Warehouse positions?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	47%	25
No	42%	22

3.29. Number of employees in production

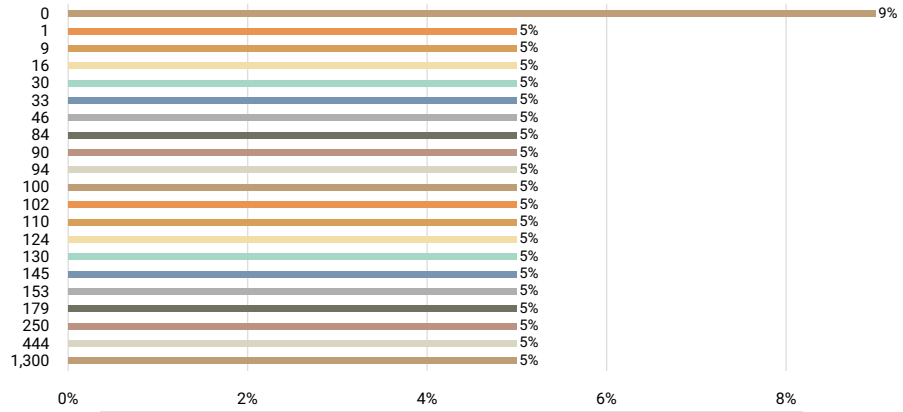
Answered 22 times

Skipped 3 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	1
25th percentile	30
50th percentile	97
75th percentile	145
90th percentile	250
Mean	156.36
Median	97
Standard deviation	274.42
Total/sum	3,440

3.30. Average entry/hire hourly rate for production employees

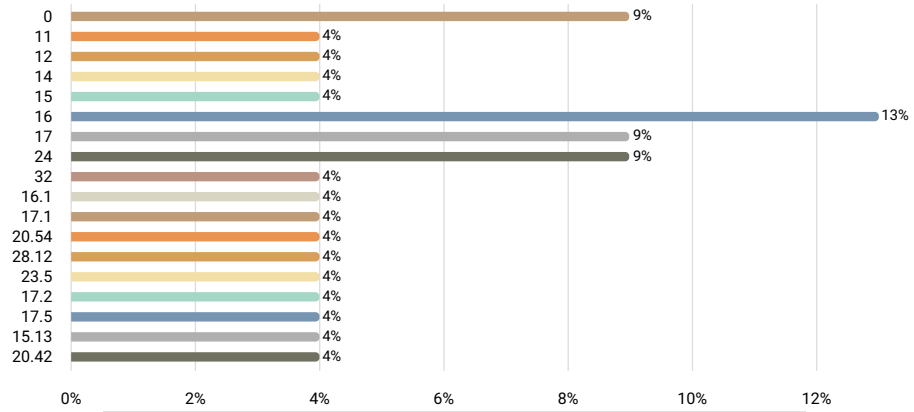
Answered 23 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	11
25th percentile	15
50th percentile	17
75th percentile	20.54
90th percentile	24
Mean	16.94
Median	17
Standard deviation	7.3
Total/sum	389.61

3.31. Average actual base rate for production employees

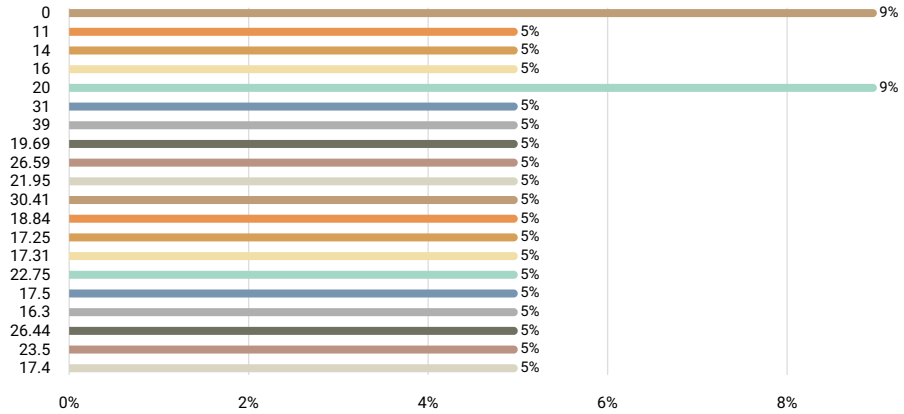
Answered 22 times

Skipped 3 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	11
25th percentile	16.3
50th percentile	19.27
75th percentile	23.5
90th percentile	30.41
Mean	19.41
Median	19.27
Standard deviation	8.91
Total/sum	426.93

3.32. Number of employees in maintenance

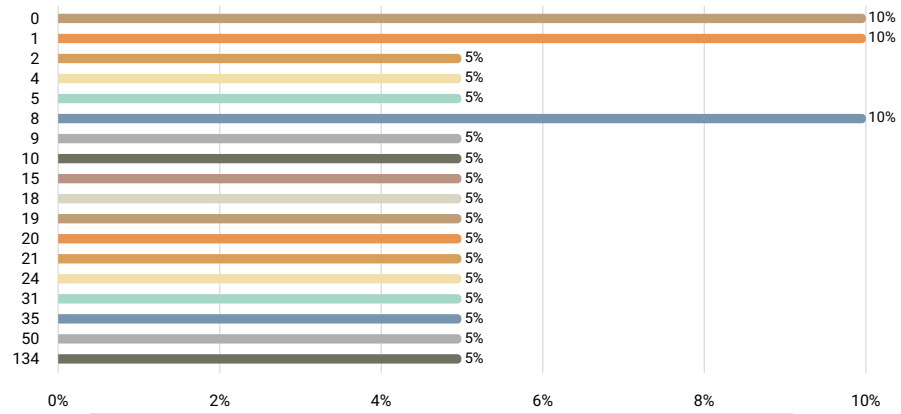
Answered 21 times

Skipped 4 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	1
25th percentile	4
50th percentile	10
75th percentile	21
90th percentile	35
Mean	19.76
Median	10
Standard deviation	29.26
Total/sum	415

3.33. Average entry/hire hourly rate for maintenance employees

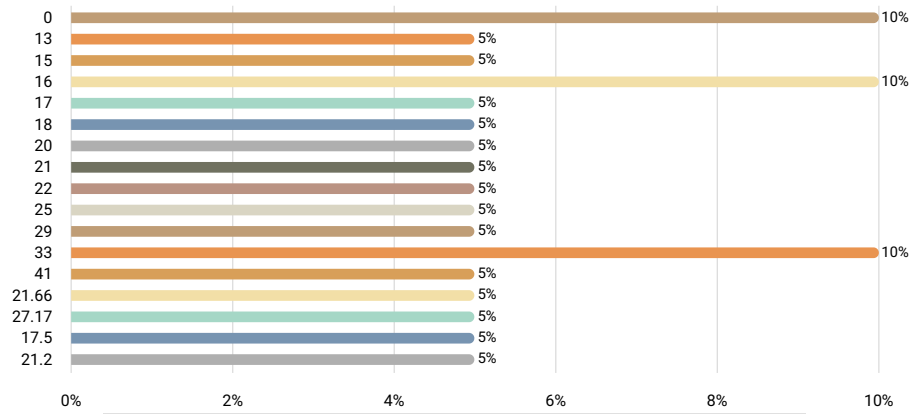
Answered 20 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	6.5
25th percentile	16
50th percentile	20.5
75th percentile	26.09
90th percentile	33
Mean	20.33
Median	20.5
Standard deviation	9.92
Total/sum	406.53

3.34. Average actual base rate for maintenance employees

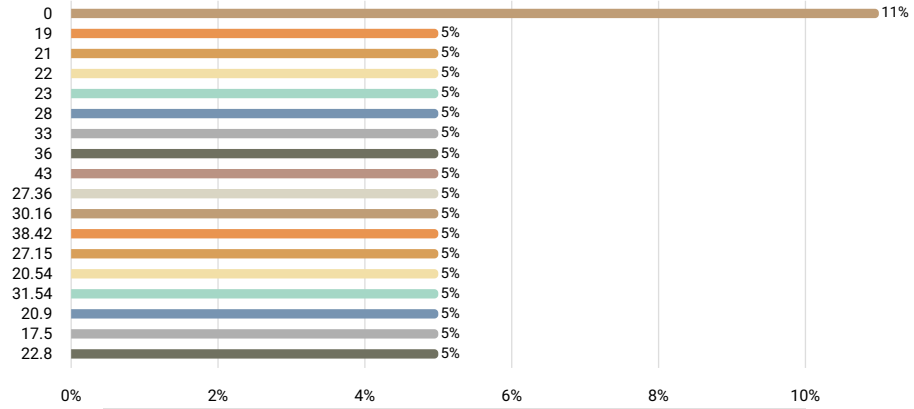
Answered 19 times

Skipped 6 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	20.54
50th percentile	23
75th percentile	31.54
90th percentile	38.42
Mean	24.28
Median	23
Standard deviation	11.01
Total/sum	461.37

3.35. Number of employees in warehouse

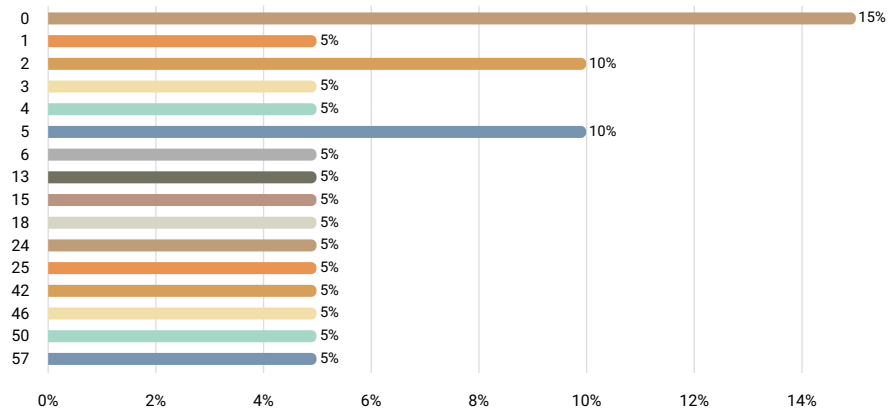
Answered 20 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	2
50th percentile	5.5
75th percentile	24.5
90th percentile	48
Mean	15.9
Median	5.5
Standard deviation	18.65
Total/sum	318

3.36. Average entry/hire hourly rate for warehouse employees

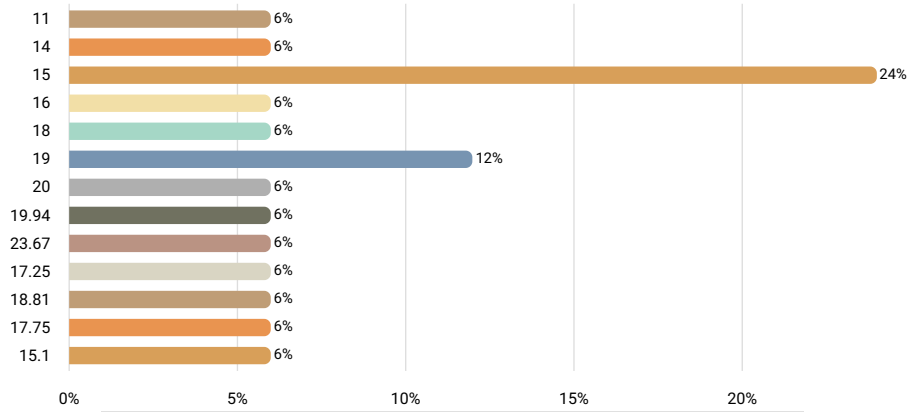
Answered 17 times

Skipped 8 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	14
25th percentile	15
50th percentile	17.25
75th percentile	19
90th percentile	20
Mean	17.03
Median	17.25
Standard deviation	2.96
Total/sum	289.52

3.37. Average actual base rate for warehouse employees

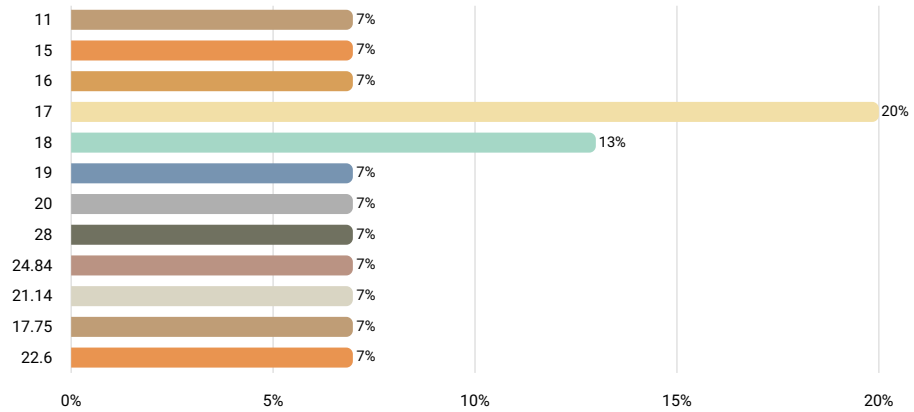
Answered 15 times

Skipped 10 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	15
25th percentile	17
50th percentile	18
75th percentile	21.14
90th percentile	24.84
Mean	18.82
Median	18
Standard deviation	4.12
Total/sum	282.33

4. 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.

4.1 Support Staff Positions

The survey received sufficient data for the following job titles:

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

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

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

4.1.1 Accounting Clerk

Job description

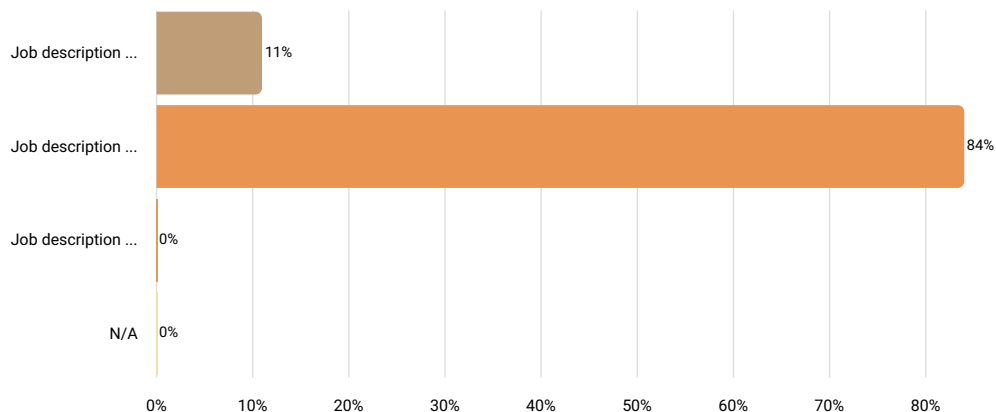
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying d primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to 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 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	2
Job description matches the position at your company very well	84%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 10 times

Skipped 9 times

Text input

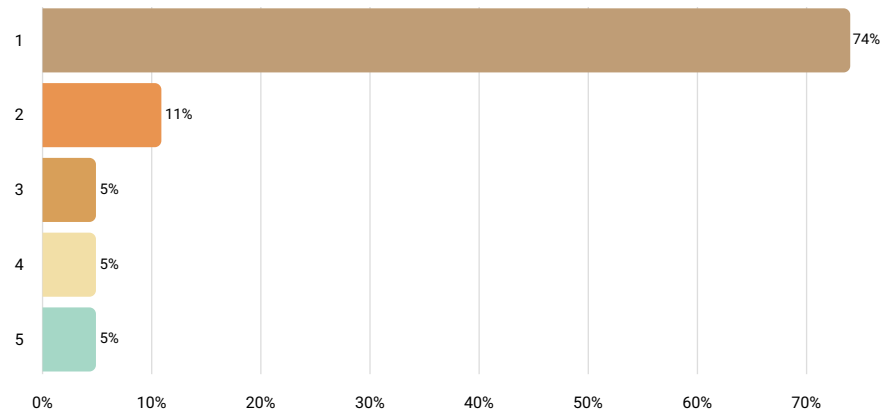
Results	
accounting associate	2
accounts payable clerk	1
accounts payable assistant / receptionist	1
accounting specialist	1
payroll administrator	1
accounting support	1
accounting tech i & ii	1
accounting assistant/technician	1
accounting assistant	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



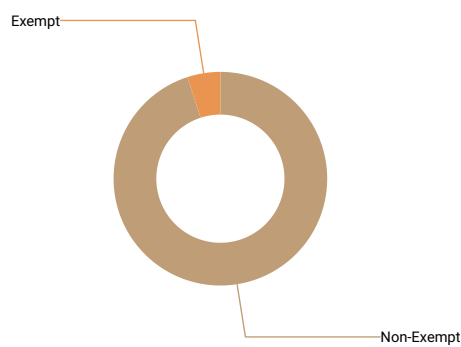
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.58
Median	1
Standard deviation	1.17
Total/sum	30

FLSA Status

Answered 19 times

Skipped 0 times

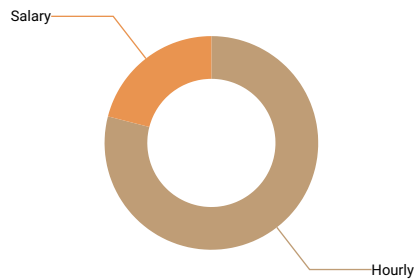
Select one answer (radio button)



Results	%	N
Non-Exempt	95%	18
Exempt	5%	1

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	79%	15
Salary	21%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	\$14.97	\$16.00	\$19.23	\$21.55	\$22.33	\$19.14	\$19.23
Pay Range Maximum Rate	9	\$18.71	\$22.33	\$25.00	\$28.00	\$47.29	\$26.64	\$25.00
Actual Lowest Base Rate	14	\$17.00	\$17.42	\$19.70	\$23.15	\$28.00	\$20.75	\$19.70
Actual Average Base Rate	13	\$18.00	\$20.00	\$21.62	\$23.15	\$28.00	\$22.01	\$21.62
Actual Highest Base Rate	12	\$20.00	\$20.85	\$23.38	\$26.32	\$28.95	\$24.13	\$23.38
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)	5	\$0.00	\$200.00	\$750.00	\$1,000.00	\$1,473.00	\$684.60	\$750.00
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.1.3 Administrative Assistant/Executive Secretary

Job description

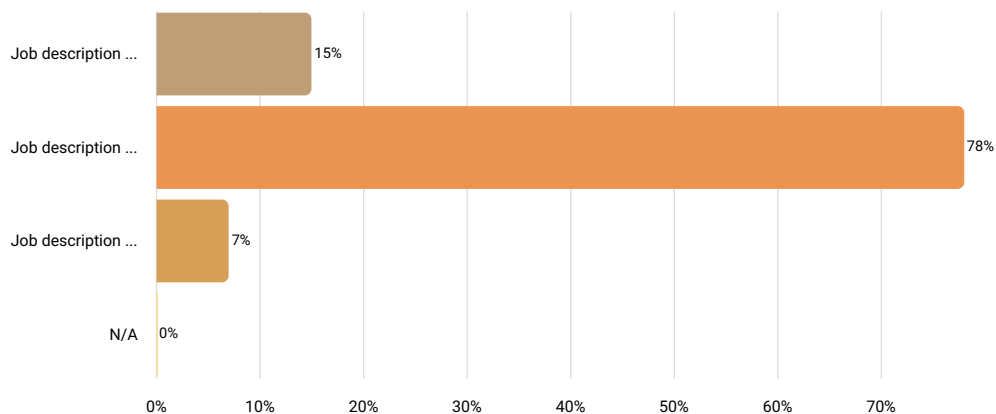
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical fun preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

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

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	4
Job description matches the position at your company very well	78%	21
Job description is perceptibly stronger than the position at your company	7%	2
N/A	0%	0

Job Title (if different than above)

Answered 14 times

Skipped 13 times

Text input

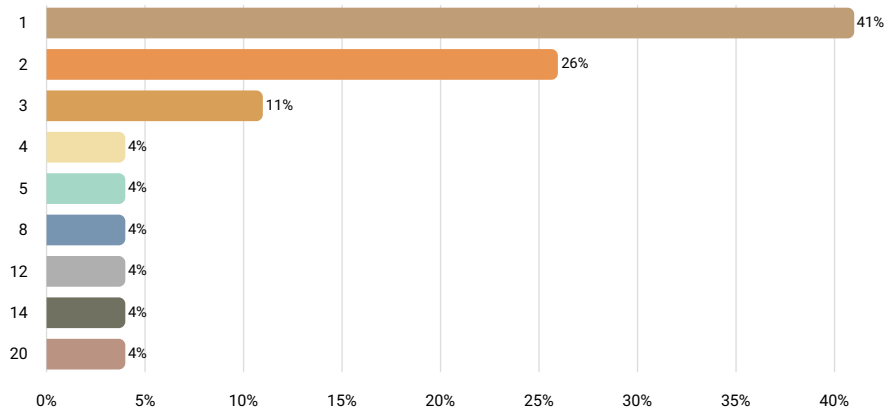
Results	
executive assistant	4
administrative assistant	2
administrative specialist	1
administrative assistance/front desk receptionist/executive assistant	1
administrative support, sales support admin	1
system test/analyst (entry-sme)	1
administration assistant i, administrative assistant i - quality, & admin/facility assistant ii	1
executive administrative asst, executive administrative spec, administrative specialist	1
administrator specialist	1
sr executive assistant	1

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



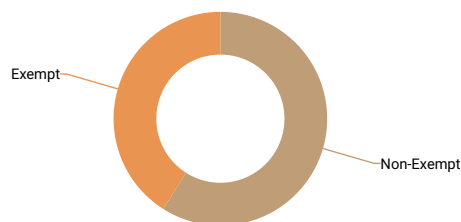
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	12
Mean	3.59
Median	2
Standard deviation	4.65
Total/sum	97

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	59%	16
Exempt	41%	11

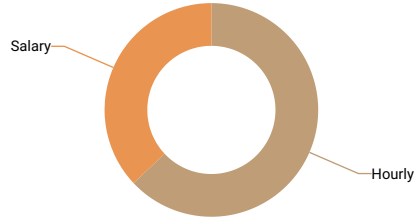
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	63%	17
Salary	37%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	13	\$14.00	\$15.00	\$18.00	\$21.92	\$29.00	\$19.15	\$18.00	
Pay Range Maximum Rate	13	\$20.00	\$24.75	\$25.73	\$35.00	\$46.39	\$30.52	\$25.73	
Actual Lowest Base Rate	17	\$14.82	\$18.00	\$21.00	\$26.44	\$34.28	\$22.73	\$21.00	
Actual Average Base Rate	17	\$16.21	\$19.87	\$23.37	\$28.03	\$35.88	\$24.56	\$23.37	
Actual Highest Base Rate	17	\$17.60	\$21.15	\$24.75	\$32.03	\$36.42	\$26.89	\$24.75	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$26,950.00	\$30,996.18	\$37,907.00	\$45,151.00	\$65,000.00	\$40,007.29	\$37,907.00	\$
Pay Range Maximum Salary	8	\$33,685.00	\$50,536.00	\$71,283.00	\$133,844.60	\$208,000.00	\$94,126.53	\$71,283.00	\$
Actual Lowest Base Salary	10	\$29,075.00	\$40,000.00	\$51,439.00	\$61,006.00	\$73,544.00	\$51,096.37	\$51,439.00	\$
Actual Average Base Salary	10	\$33,775.00	\$42,049.00	\$60,482.37	\$77,116.00	\$97,500.00	\$61,119.41	\$60,482.37	\$
Actual Highest Base Salary	10	\$39,200.00	\$50,000.00	\$67,743.00	\$91,800.00	\$118,882.00	\$73,829.17	\$67,743.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$500.00	\$1,200.00	\$2,000.00	\$2,300.00	\$1,200.00	\$1,200.00	\$

4.1.4 Purchasing Clerk

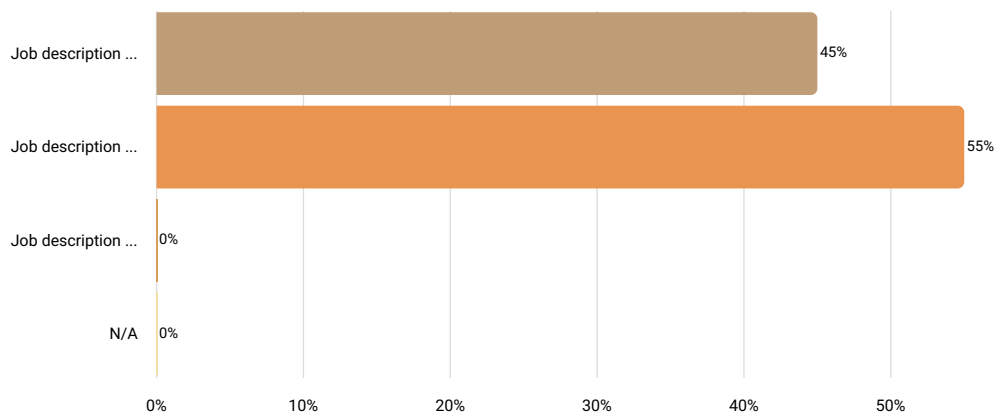
Job description Compile information and records to draw up purchase orders for procurement of materials and services.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 4 times

Text input

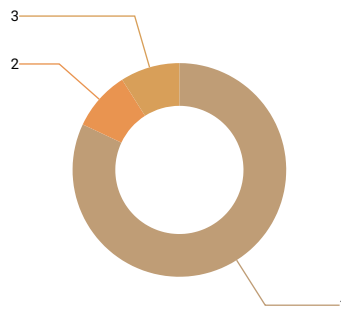
Results	
buyer	2
inventory clerk (manufacturing - assistant quality control)	1
junior procurement specialist	1
entry program control analyst	1
procurement coordinator	1
procurement officer i	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



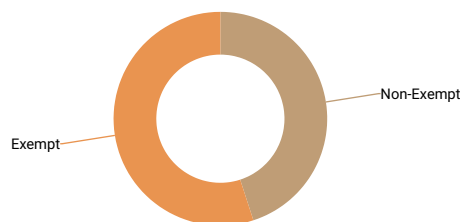
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.27
Median	1
Standard deviation	0.65
Total/sum	14

FLSA Status

Answered 11 times

Skipped 0 times

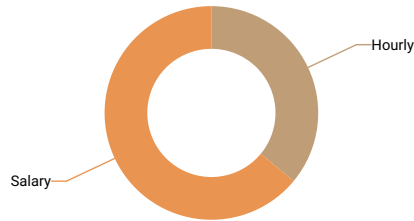
Select one answer (radio button)



Results	%	N
Non-Exempt	45%	5
Exempt	55%	6

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	
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 Bonus (Annual)									
Pay Range Minimum Salary	6	\$32,242.00	\$35,990.00	\$42,850.00	\$71,999.98	\$75,000.00	\$50,155.33	\$42,850.00	\$
Pay Range Maximum Salary	6	\$42,000.00	\$44,985.00	\$58,569.49	\$83,200.00	\$95,000.00	\$63,720.66	\$58,569.49	\$
Actual Lowest Base Salary	7	\$10,000.00	\$36,800.00	\$42,000.00	\$63,024.00	\$71,999.98	\$46,366.43	\$42,000.00	\$
Actual Average Base Salary	6	\$38,635.00	\$41,225.00	\$50,758.00	\$63,024.00	\$71,999.98	\$52,733.33	\$50,758.00	\$
Actual Highest Base Salary	6	\$40,656.00	\$41,225.00	\$50,758.00	\$63,024.00	\$71,999.98	\$53,070.16	\$50,758.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$0.00	\$300.00	\$500.00	\$1,500.00	\$460.00	\$300.00	

4.1.5 Human Resources Assistant

Job description

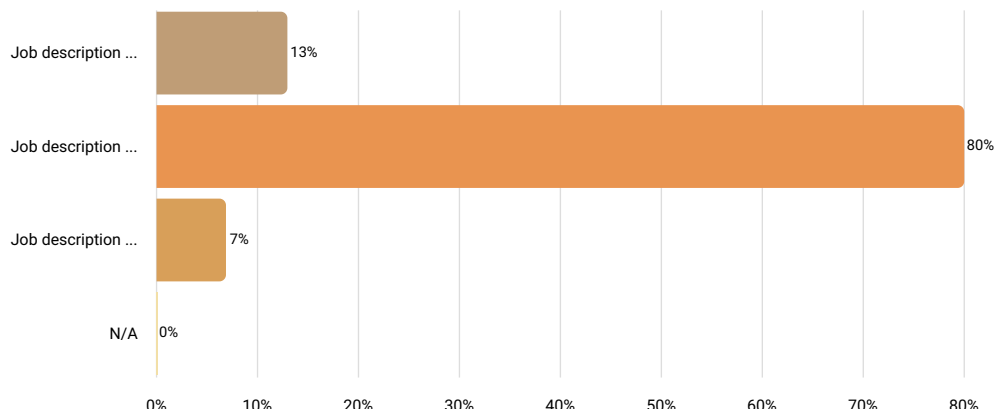
Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee files and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

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	80%	12
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 8 times

Text input

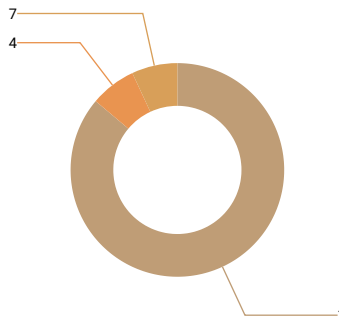
Results	
human resources assistant	1
n/a	1
hr administrator, national account rep, onsite account rep, recruiting coordinator, sr.national acct rep	1
human resources coordinator	1
human resources assistant i	1
coordinator	1
human resources support	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



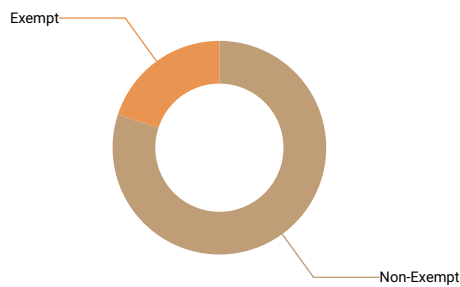
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.6
Median	1
Standard deviation	1.68
Total/sum	24

FLSA Status

Answered 15 times

Skipped 0 times

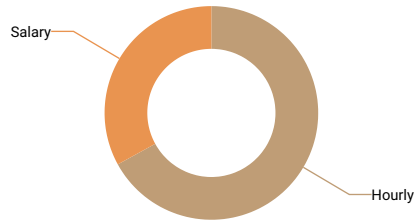
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	67%	10
Salary	33%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	\$13.50	\$15.13	\$15.91	\$22.00	\$29.30	\$18.61	\$15.91
Pay Range Maximum Rate	7	\$13.50	\$18.50	\$28.00	\$32.13	\$46.39	\$27.25	\$28.00
Actual Lowest Base Rate	9	\$13.00	\$16.00	\$18.00	\$20.41	\$36.34	\$20.51	\$18.00
Actual Average Base Rate	9	\$13.25	\$16.00	\$18.00	\$21.47	\$36.34	\$20.35	\$18.00
Actual Highest Base Rate	8	\$13.50	\$17.00	\$19.25	\$26.94	\$36.34	\$22.03	\$19.25
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)	5	\$0.00	\$0.00	\$300.00	\$1,000.00	\$1,339.00	\$527.80	\$300.00
Pay Range Minimum Salary	5	\$24,224.00	\$34,500.00	\$38,000.00	\$40,000.00	\$47,840.00	\$36,912.80	\$38,000.00
Pay Range Maximum Salary	5	\$33,914.00	\$48,000.00	\$60,320.00	\$64,700.00	\$76,000.00	\$56,586.80	\$60,320.00
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.1.7 Telephone Operator/Receptionist

Job description

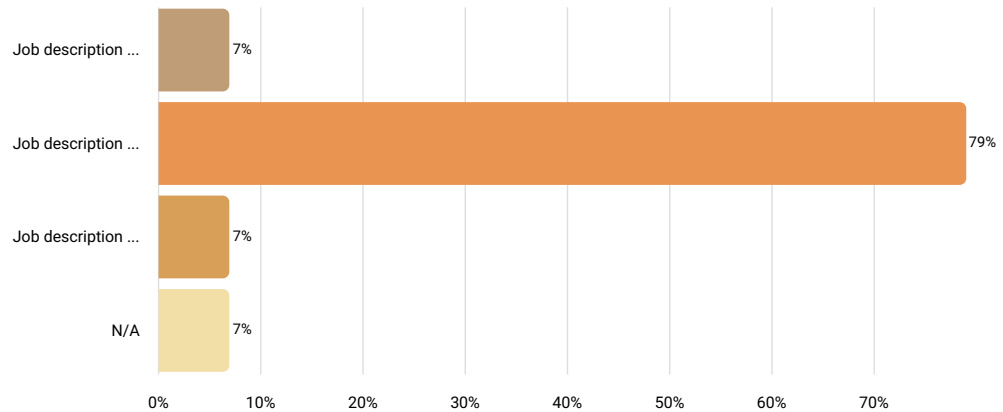
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities c establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



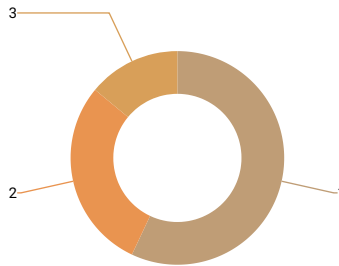
Results		
	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	79%	11
Job description is perceptibly stronger than the position at your company	7%	1
N/A	7%	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



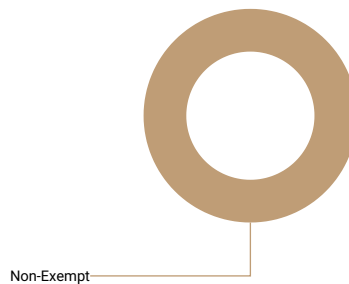
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.57
Median	1
Standard deviation	0.76
Total/sum	22

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



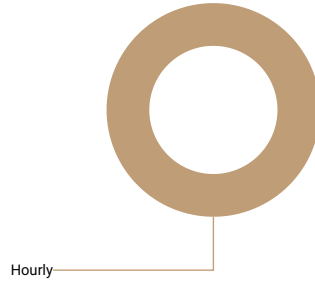
Results	%	N
Non-Exempt	100%	14
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	14
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	\$8.25	\$11.57	\$13.00	\$15.00	\$19.38	\$13.16	\$13.00
Pay Range Maximum Rate	9	\$15.00	\$16.00	\$19.38	\$22.00	\$26.00	\$19.35	\$19.38
Actual Lowest Base Rate	14	\$12.00	\$13.00	\$15.49	\$17.68	\$19.38	\$15.23	\$15.49
Actual Average Base Rate	14	\$12.56	\$13.50	\$17.62	\$19.00	\$19.38	\$16.51	\$17.62
Actual Highest Base Rate	14	\$12.80	\$13.50	\$17.77	\$19.38	\$21.15	\$17.12	\$17.77
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.1.15 Payroll Specialist

Job description

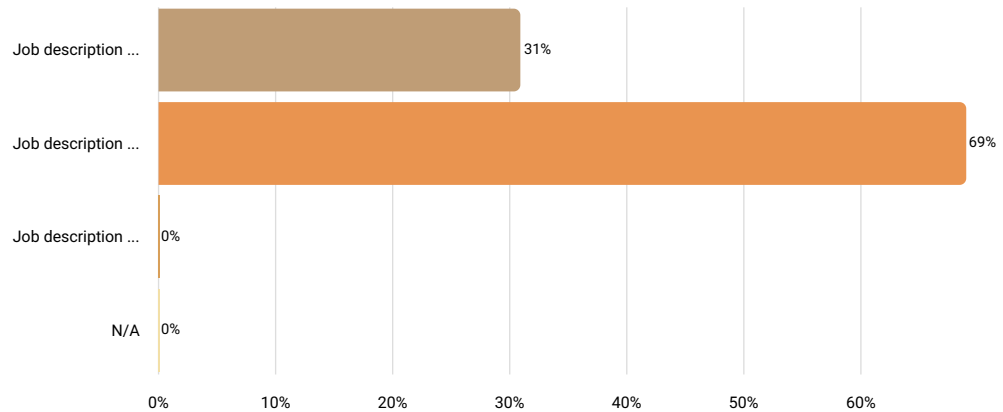
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses e assistance of a computer system.

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

Answered 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 7 times

Skipped 6 times

Text input

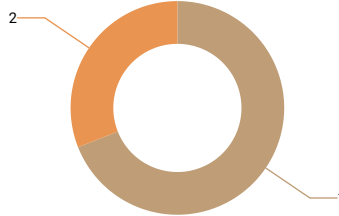
Results	
staff accountant	1
payroll assistant	1
accountant/payroll specialist	1
payroll financial analyst	1
payroll/hr administrator	1
payroll clerk iii	1
sr. payroll accountant	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



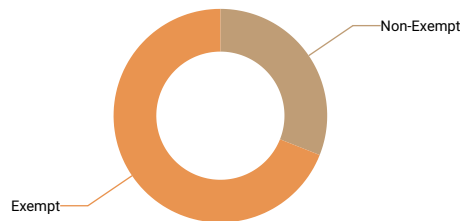
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.31
Median	1
Standard deviation	0.48
Total/sum	17

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

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	
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	8	\$37,453.00	\$49,030.00	\$56,000.00	\$60,000.00	\$101,000.00	\$58,564.13	\$56,000.00	\$
Pay Range Maximum Salary	8	\$56,179.00	\$60,037.50	\$74,000.00	\$79,500.00	\$101,000.00	\$73,031.75	\$74,000.00	\$
Actual Lowest Base Salary	9	\$45,000.00	\$49,157.68	\$53,560.00	\$67,000.00	\$101,000.00	\$61,413.08	\$53,560.00	\$
Actual Average Base Salary	9	\$49,157.68	\$51,778.00	\$65,000.00	\$67,000.00	\$101,000.00	\$64,055.08	\$65,000.00	\$
Actual Highest Base Salary	9	\$49,157.68	\$53,560.00	\$65,000.00	\$73,000.00	\$101,000.00	\$66,141.63	\$65,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.1.17 Clerk, General

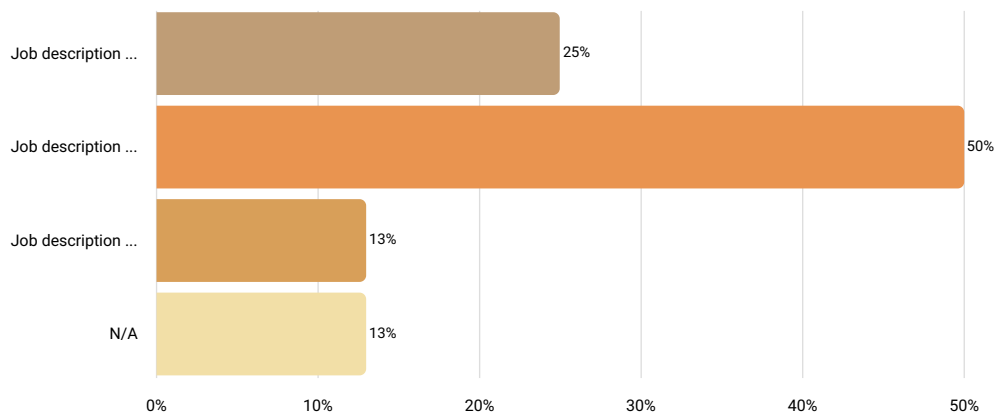
Job description Clerk positions who perform support/office work here that have not already been classified in an above category.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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	50%	4
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

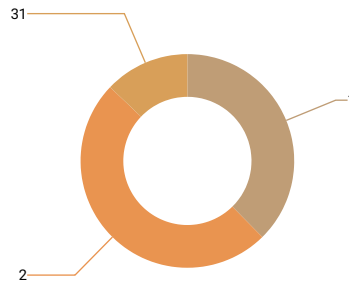
Results	
receptionist	1
administrative assistant i	1
pc network support i, summer file clerk	1
special process technician	1
administrative & clerical support	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



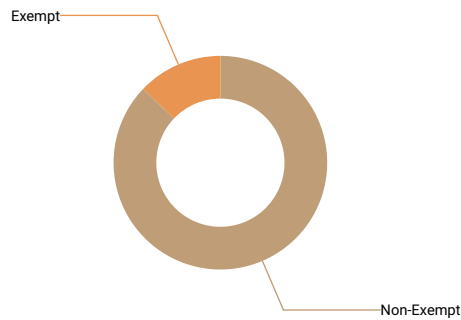
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	31
Mean	5.25
Median	2
Standard deviation	10.42
Total/sum	42

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



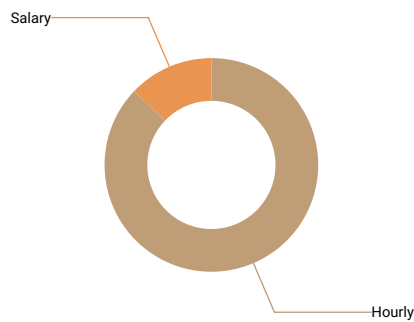
Results	%	N
Non-Exempt	88%	7
Exempt	13%	1

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	7
Salary	13%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$10.00	\$12.57	\$14.50	\$18.59	\$24.52	\$15.78	\$14.50
Pay Range Maximum Rate	6	\$15.72	\$19.00	\$22.57	\$23.49	\$38.70	\$23.68	\$22.57
Actual Lowest Base Rate	7	\$10.50	\$12.57	\$15.00	\$17.00	\$25.60	\$15.87	\$15.00
Actual Average Base Rate	7	\$14.14	\$14.25	\$15.00	\$21.96	\$27.30	\$17.81	\$15.00
Actual Highest Base Rate	7	\$15.00	\$15.71	\$18.00	\$29.00	\$30.31	\$20.57	\$18.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.2 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 3
Electronics Technician - Level 2, Level 3
Lab Technician

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

Computer Operator
Quality Control Technician - Level 2
Electronics Technician - Level 1
Drafter - Manual
Drafter - CAD
PC Network Support Technician
Data Entry Operator
Field Services Engineer
Graphics Sec/Tech Illustrator
Non-Destructive Testing (NDT) Technician

4.2.1 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.

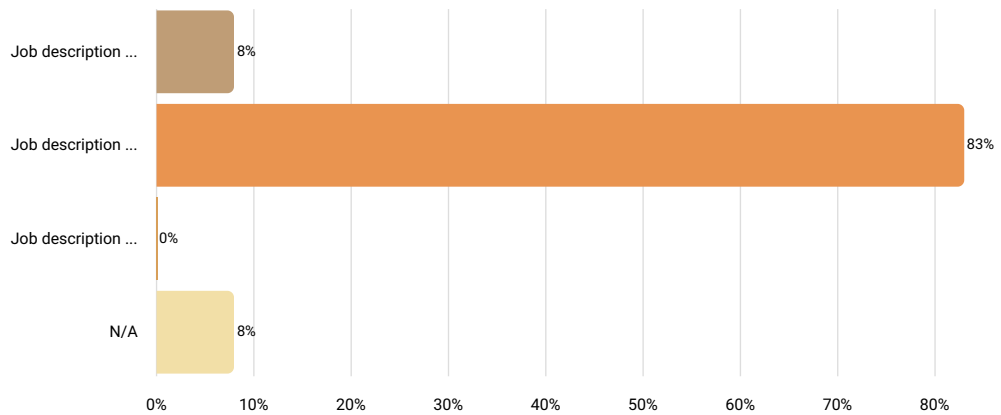
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



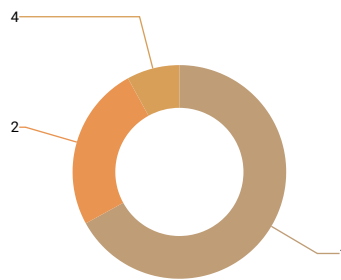
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



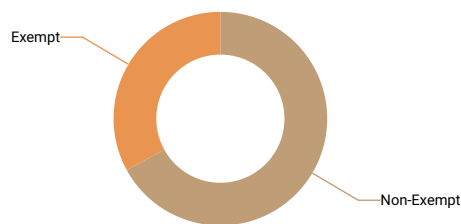
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.5
Median	1
Standard deviation	0.9
Total/sum	18

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



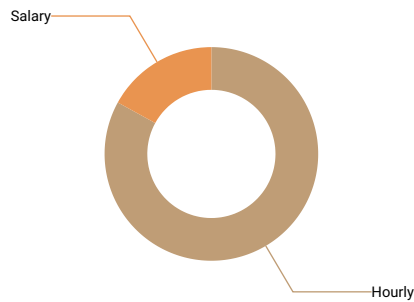
Results	%	N
Non-Exempt	67%	8
Exempt	33%	4

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	Standard Deviation
Pay Range Minimum Rate	6	\$15.98	\$16.00	\$17.00	\$20.00	\$30.50	\$19.41	\$17.00	
Pay Range Maximum Rate	6	\$16.00	\$18.33	\$22.98	\$34.50	\$42.38	\$26.19	\$22.98	
Actual Lowest Base Rate	9	\$0.00	\$16.00	\$18.02	\$20.00	\$34.50	\$18.28	\$18.02	
Actual Average Base Rate	10	\$8.00	\$16.66	\$20.00	\$23.00	\$32.27	\$19.90	\$20.00	
Actual Highest Base Rate	9	\$0.00	\$18.02	\$20.00	\$23.32	\$34.50	\$19.46	\$20.00	
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.2.2 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.

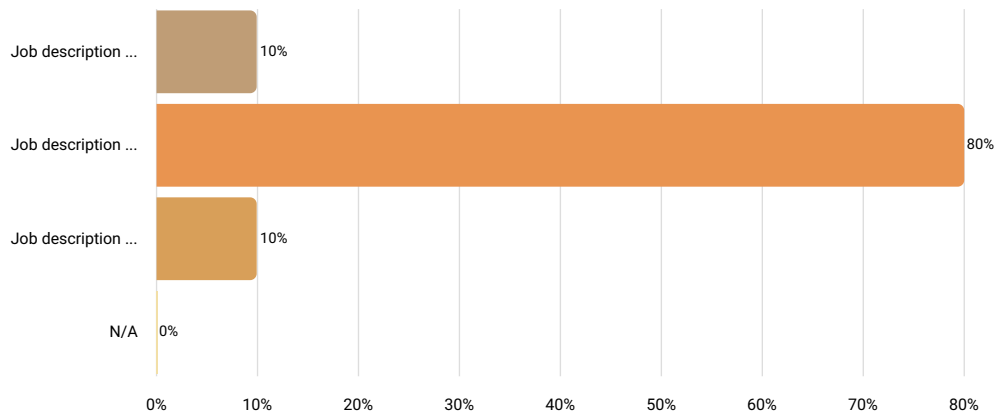
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 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

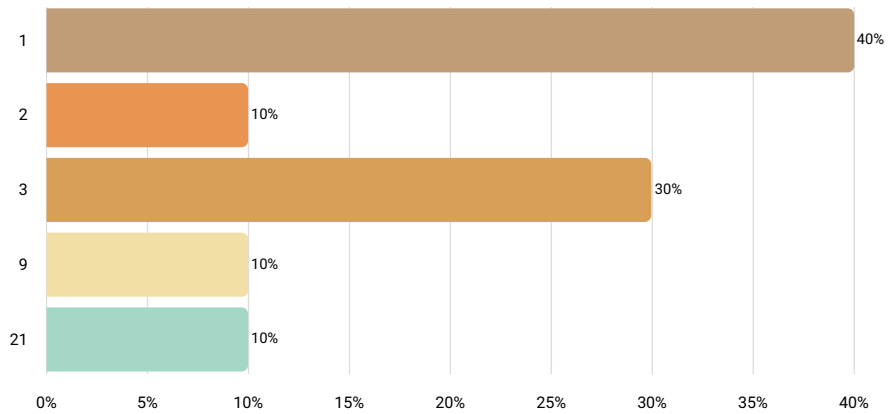
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



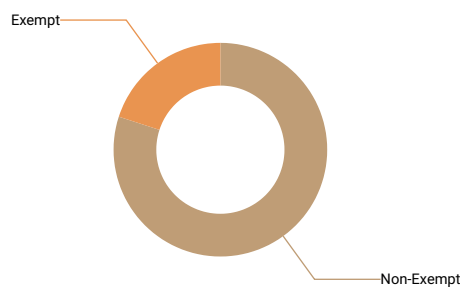
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	3
90th percentile	15
Mean	4.5
Median	2.5
Standard deviation	6.28
Total/sum	45

FLSA Status

Answered 10 times

Skipped 0 times

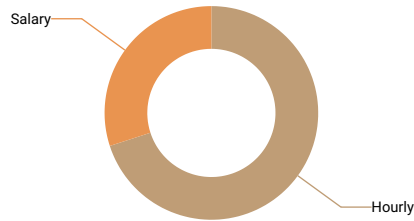
Select one answer (radio button)



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	70%	7
Salary	30%	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	7	\$18.00	\$22.77	\$25.33	\$30.00	\$221.00	\$52.83	\$25.33
Actual Average Base Rate	7	\$19.11	\$23.12	\$27.30	\$29.18	\$30.98	\$26.28	\$27.30
Actual Highest Base Rate	7	\$21.97	\$23.81	\$29.18	\$30.98	\$31.72	\$27.73	\$29.18
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.2.3 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.

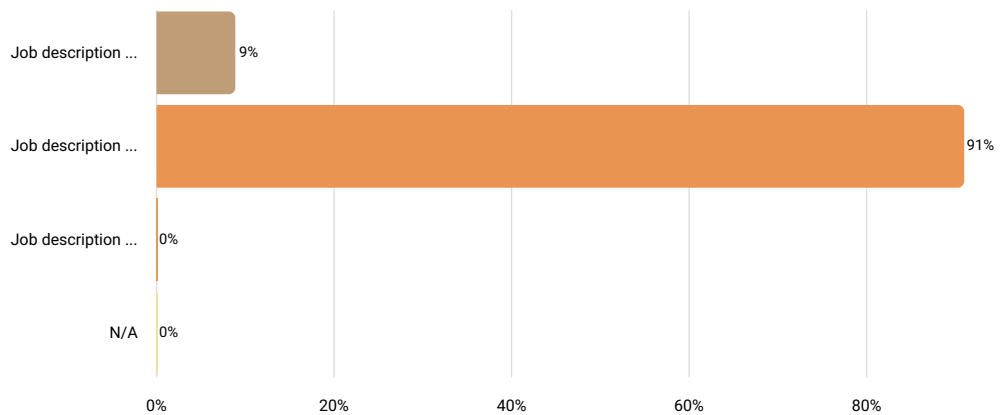
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



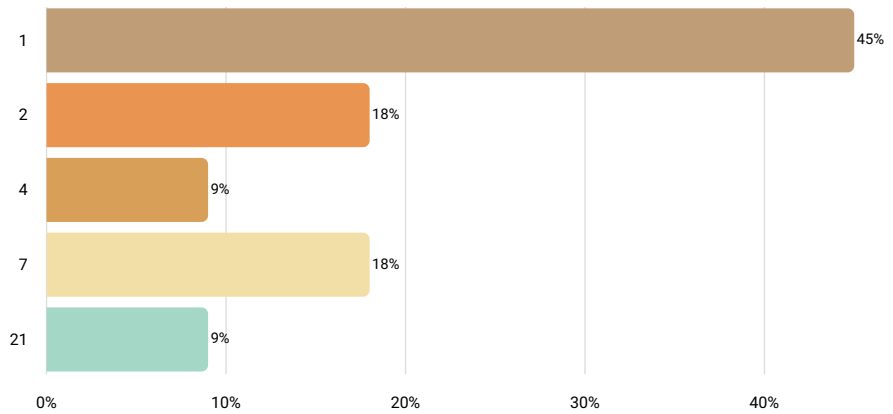
Results		%	N
Job description is perceptibly weaker than the position at your company		9%	1
Job description matches the position at your company very well		91%	10
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



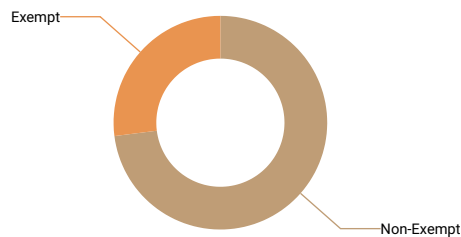
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	7
Mean	4.36
Median	2
Standard deviation	5.99
Total/sum	48

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



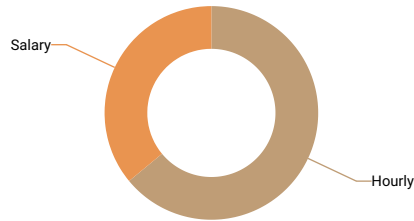
Results	%	N
Non-Exempt	73%	8
Exempt	27%	3

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	64%	7
Salary	36%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	\$18.00	\$21.00	\$23.91	\$42.31	\$43.82	\$29.81	\$23.91
Pay Range Maximum Rate	5	\$25.96	\$28.00	\$28.63	\$48.81	\$50.74	\$36.43	\$28.63
Actual Lowest Base Rate	6	\$19.00	\$21.00	\$23.96	\$32.83	\$42.31	\$27.18	\$23.96
Actual Average Base Rate	6	\$22.50	\$24.79	\$28.12	\$32.83	\$42.31	\$29.78	\$28.12
Actual Highest Base Rate	6	\$25.96	\$26.74	\$34.18	\$36.91	\$42.31	\$33.38	\$34.18
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.2.4 Quality Control Technician - Level 1

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

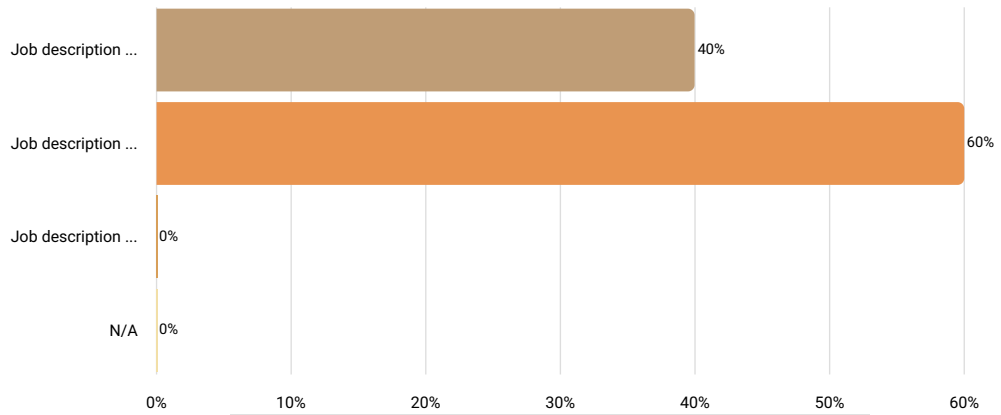
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

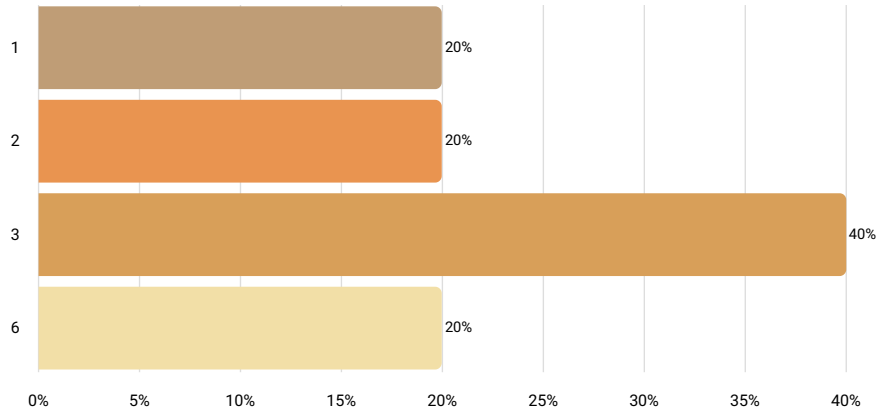
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



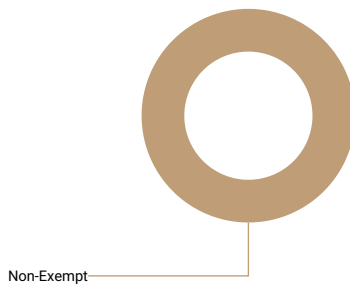
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	3
90th percentile	6
Mean	3
Median	3
Standard deviation	1.87
Total/sum	15

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



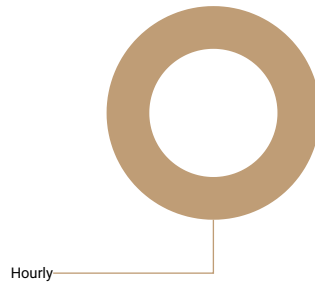
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	\$17.00	\$17.51	\$20.00	\$21.00	\$21.94	\$19.49	\$20.00
Actual Average Base Rate	5	\$17.50	\$20.00	\$21.00	\$21.32	\$22.12	\$20.39	\$21.00
Actual Highest Base Rate	5	\$18.00	\$20.00	\$21.00	\$22.26	\$23.30	\$20.91	\$21.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.2.6 Quality Control Technician - Level 3

Job description

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

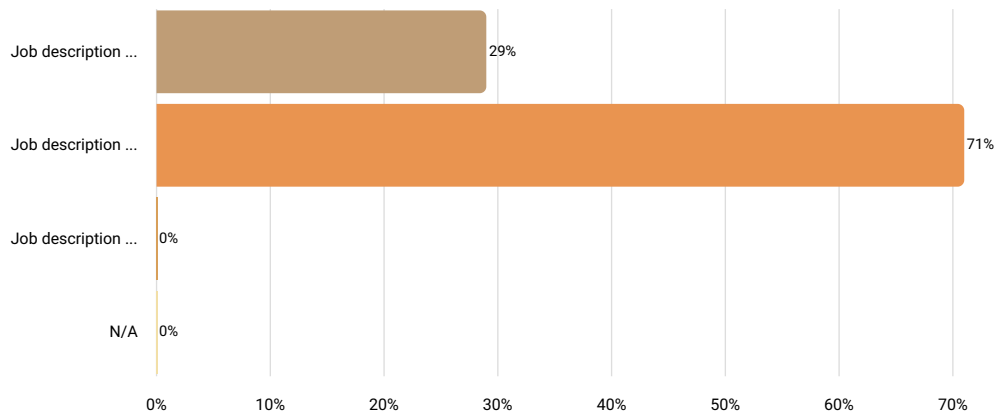
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

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

Job Title (if different than above)

Answered 6 times

Skipped 1 times

Text input

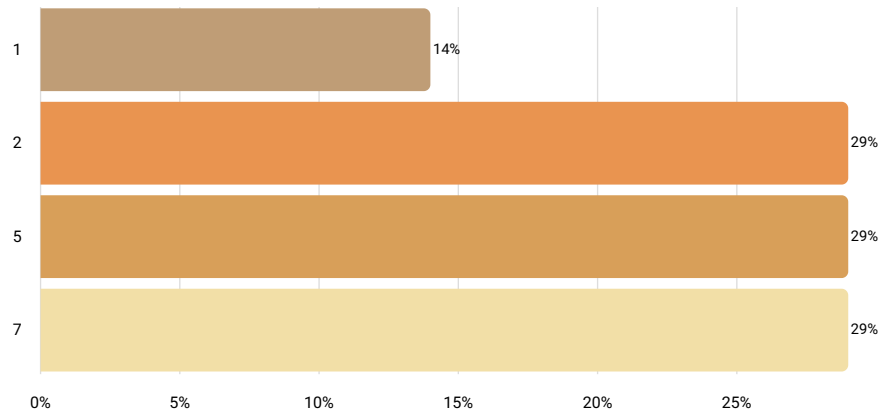
Results	
qa technician	1
senior quality inspector	1
quality lead	1
electrical quality inspector iii & ac quality control inspector	1
quality inspector	1
quality inspector iv	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



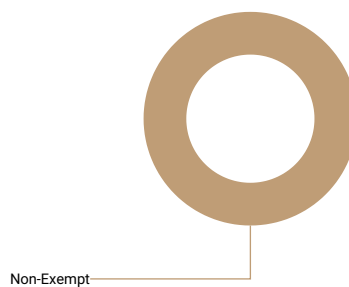
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	7
90th percentile	7
Mean	4.14
Median	5
Standard deviation	2.48
Total/sum	29

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

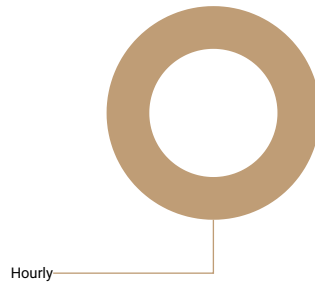
[Table of Contents](#)

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								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	\$20.00	\$21.14	\$21.99	\$23.14	\$25.00	\$22.25	\$21.99
Actual Average Base Rate	5	\$22.50	\$24.00	\$25.03	\$25.28	\$30.14	\$25.39	\$25.03
Actual Highest Base Rate	5	\$24.00	\$27.41	\$28.80	\$31.81	\$34.00	\$29.20	\$28.80
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.2.8 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.

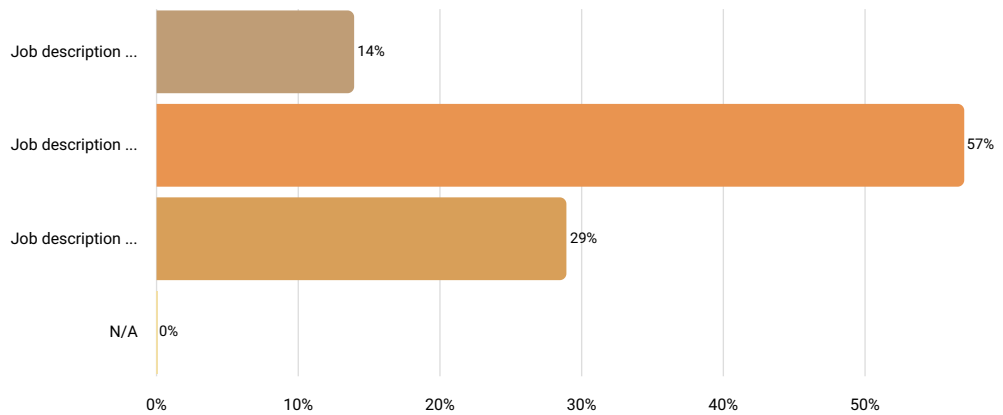
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



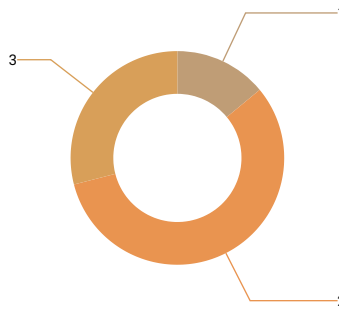
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	29%	2
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



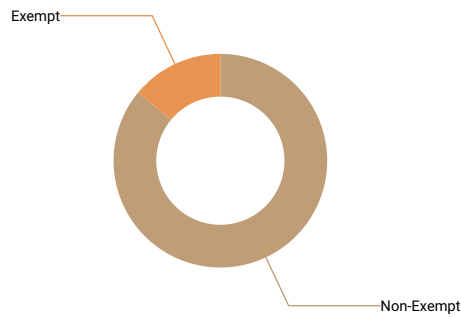
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2.14
Median	2
Standard deviation	0.69
Total/sum	15

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



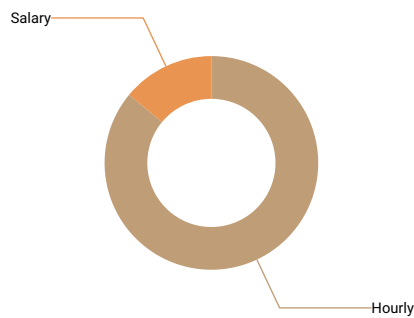
Results	%	N
Non-Exempt	86%	6
Exempt	14%	1

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
Pay Range Minimum Rate	5	\$10.00	\$15.50	\$16.00	\$26.62	\$28.00	\$19.22	\$16.00
Pay Range Maximum Rate	5	\$10.00	\$19.50	\$24.00	\$34.27	\$35.00	\$24.55	\$24.00
Actual Lowest Base Rate	6	\$16.50	\$18.00	\$21.96	\$24.77	\$26.92	\$21.69	\$21.96
Actual Average Base Rate	6	\$16.70	\$19.00	\$23.56	\$26.92	\$28.00	\$22.96	\$23.56
Actual Highest Base Rate	6	\$16.90	\$20.00	\$24.83	\$29.00	\$32.00	\$24.59	\$24.83
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.2.9 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.

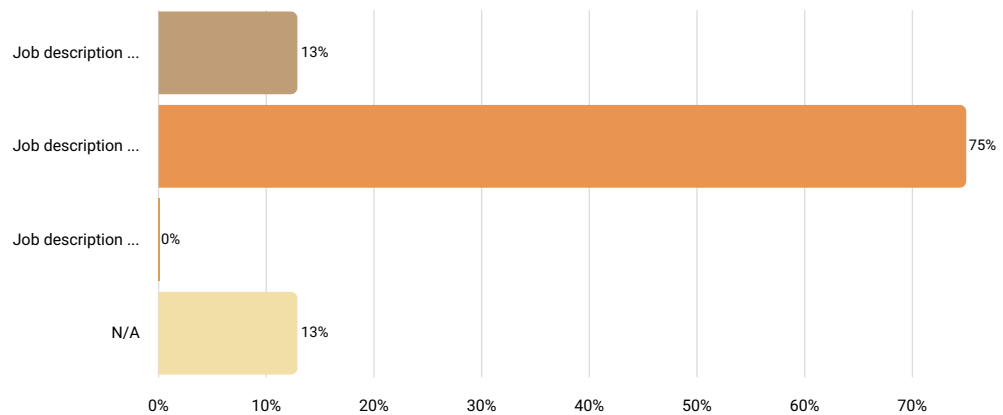
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



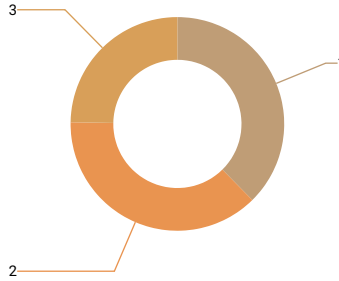
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



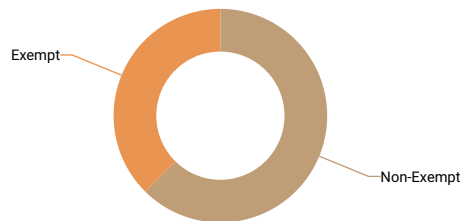
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2.5
90th percentile	3
Mean	1.88
Median	2
Standard deviation	0.83
Total/sum	15

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

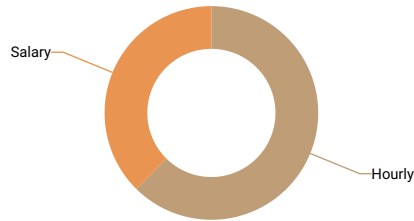
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	63%	5
Salary	38%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	\$25.00	\$25.00	\$29.50	\$32.44	\$39.93	\$30.37	\$29.50
Actual Average Base Rate								
Actual Highest Base Rate	5	\$28.45	\$30.50	\$31.25	\$32.44	\$39.93	\$32.51	\$31.25
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.2.15 Lab Technician

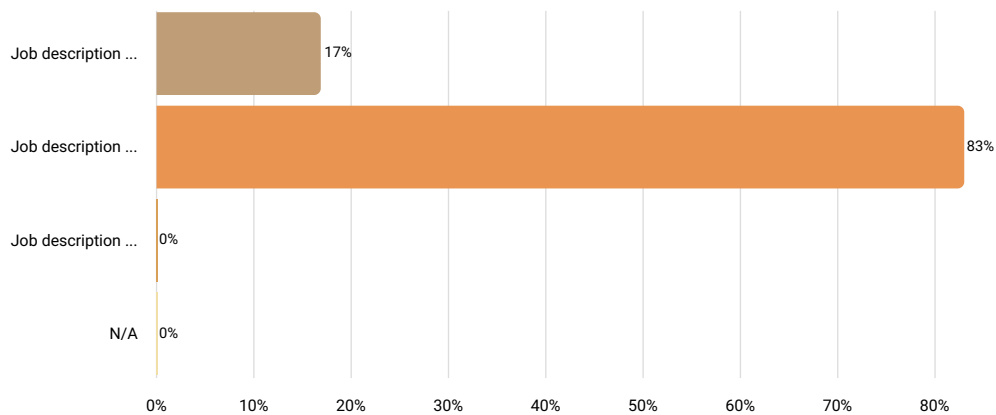
Job description Perform chemical and/or physical analysis for quality control, research and/or development. Assists in compiling and analyzing r

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 1 times

Text input

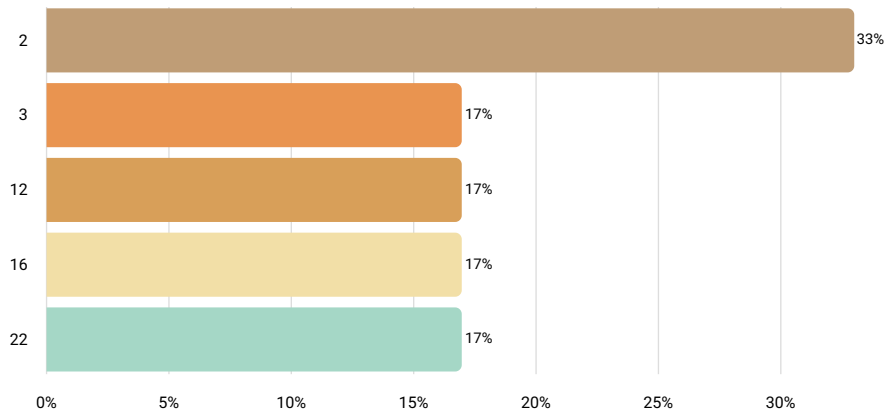
Results	
quality associates/quality specialist	1
qa technician	1
methods technician i - ii	1
lead technician	1
research associate	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



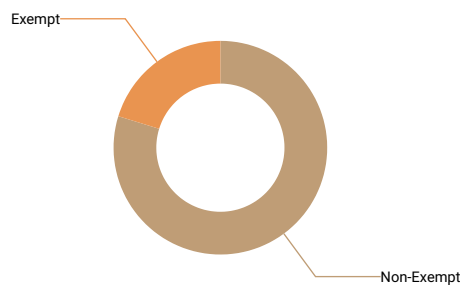
Statistics	
10th percentile	2
25th percentile	2
50th percentile	7.5
75th percentile	16
90th percentile	22
Mean	9.5
Median	7.5
Standard deviation	8.48
Total/sum	57

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



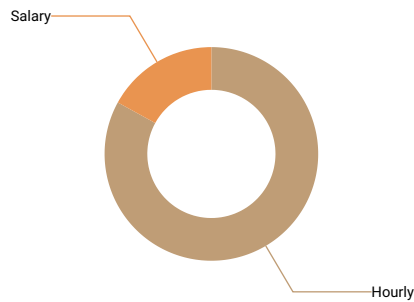
Results	%	N
Non-Exempt	67%	4
Exempt	17%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	\$16.00	\$18.00	\$21.52	\$23.50	\$27.57	\$21.32	\$21.52
Pay Range Maximum Rate	5	\$25.00	\$26.00	\$32.63	\$33.98	\$34.50	\$30.42	\$32.63
Actual Lowest Base Rate	5	\$18.00	\$18.55	\$23.50	\$23.58	\$31.73	\$23.07	\$23.50
Actual Average Base Rate	5	\$19.00	\$21.78	\$25.52	\$32.50	\$32.55	\$26.27	\$25.52
Actual Highest Base Rate	5	\$20.00	\$25.00	\$28.57	\$33.98	\$34.50	\$28.41	\$28.57
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

4.3 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 1
Security Administrator/FSO - Level 2
Security Administrator/FSO - Level 3
Technical Writer/Editor - Level 1
Technical Writer/Editor - Level 3
Material Planner
Office Manager
Configuration Management Analyst
Financial Analyst
Recruiter

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

Technical Writer/Editor - Level 2
Staff Assistant
Legal Counsel
Military Analyst
PR/Public Affairs Representative
Property Management Specialist
Training Coordinator
Compensation/Benefits Specialist

4.3.1 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.

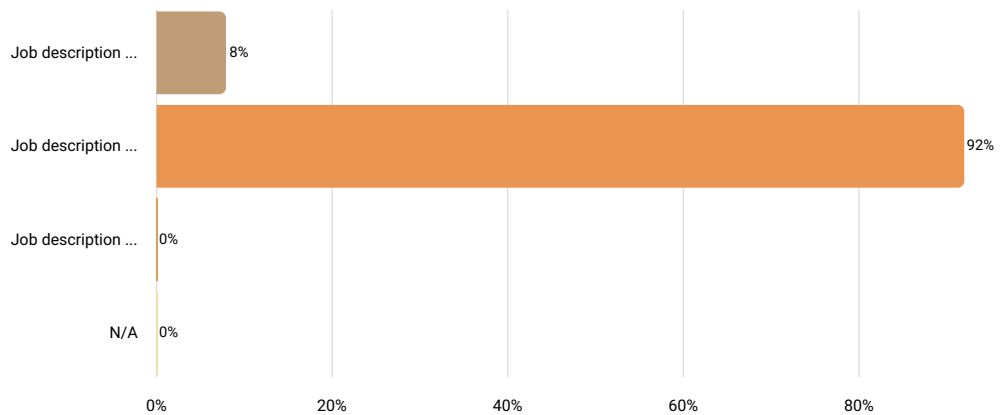
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 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 7 times

Skipped 6 times

Text input

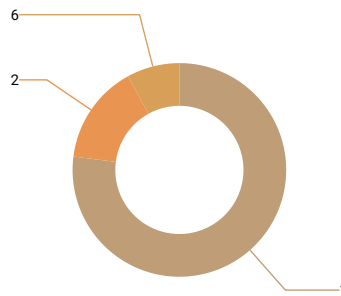
Results	
staff accountant	2
accountant 4	1
accountant i	1
associate accountant	1
accounting specialist	1
analyst, general accounting	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



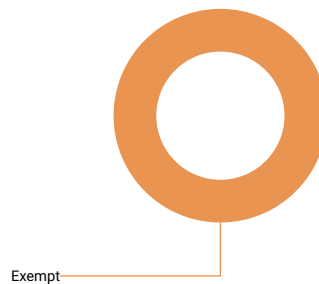
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.54
Median	1
Standard deviation	1.39
Total/sum	20

FLSA Status

Answered 13 times

Skipped 0 times

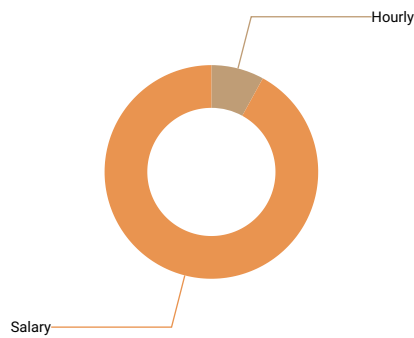
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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 Bonus (Annual)									
Pay Range Minimum Salary	9	\$20,800.00	\$35,000.00	\$42,468.80	\$47,740.50	\$60,500.00	\$41,965.59	\$42,468.80	\$
Pay Range Maximum Salary	8	\$40,000.00	\$44,698.00	\$66,293.00	\$81,668.35	\$118,887.30	\$68,025.75	\$66,293.00	\$
Actual Lowest Base Salary	12	\$35,568.00	\$41,387.50	\$50,310.00	\$58,149.58	\$60,000.00	\$50,022.50	\$50,310.00	\$
Actual Average Base Salary	12	\$38,000.00	\$44,887.50	\$55,370.50	\$58,574.09	\$63,000.00	\$53,003.75	\$55,370.50	\$
Actual Highest Base Salary	12	\$39,936.00	\$44,887.50	\$55,370.50	\$58,574.09	\$66,000.00	\$53,781.76	\$55,370.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$500.00	\$1,500.00	\$1,730.00	\$2,300.00	\$3,000.00	\$1,806.00	\$1,730.00	

4.3.2 Accountant - Level 2

Job description

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

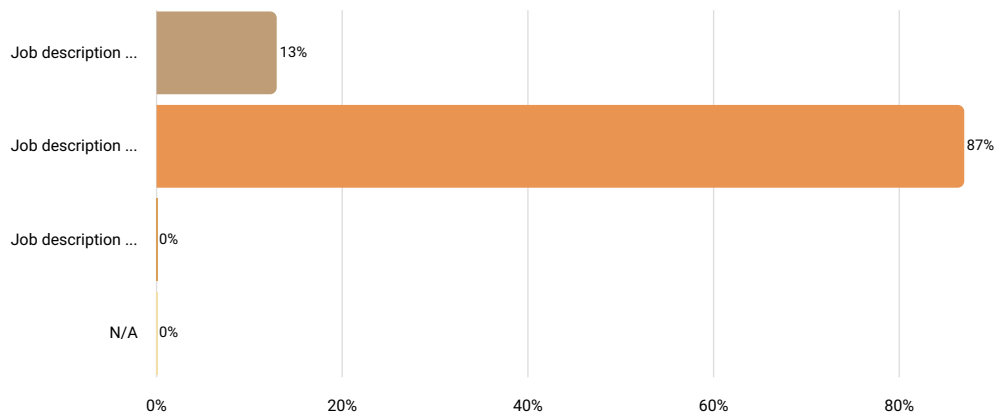
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	87%	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 5 times

Skipped 10 times

Text input

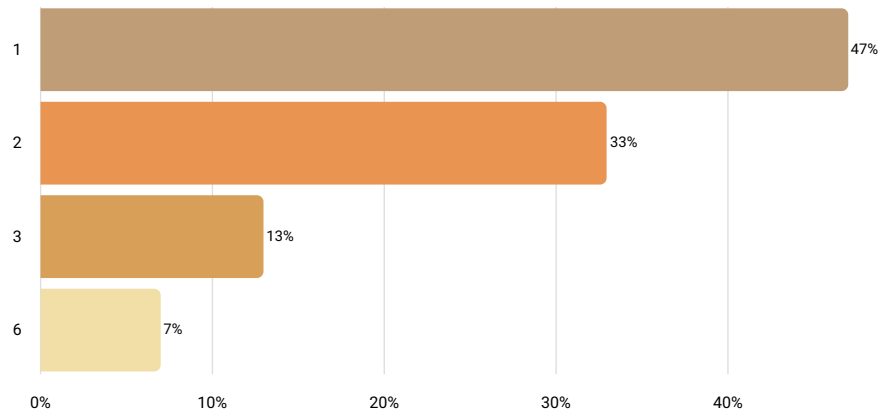
Results	
staff accountant	2
accountant ii	1
accounting specialist	1
sr analyst, general accounting	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



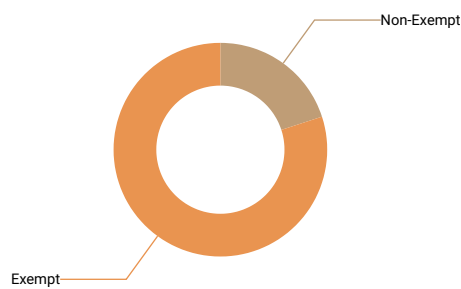
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	1.93
Median	2
Standard deviation	1.33
Total/sum	29

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



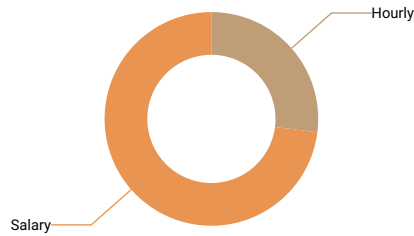
Results	%	N
Non-Exempt	20%	3
Exempt	80%	12

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	4
Salary	73%	11

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$32,242.00	\$42,826.95	\$53,405.85	\$60,400.00	\$69,500.00	\$51,875.95	\$53,405.85	\$
Pay Range Maximum Salary	8	\$42,139.00	\$61,480.54	\$77,500.00	\$101,890.00	\$146,057.10	\$83,742.15	\$77,500.00	\$
Actual Lowest Base Salary	11	\$45,000.00	\$51,459.20	\$56,600.00	\$62,129.00	\$63,000.08	\$58,119.30	\$56,600.00	\$
Actual Average Base Salary	11	\$48,000.00	\$56,600.00	\$63,000.08	\$65,197.50	\$67,724.00	\$61,962.04	\$63,000.08	\$
Actual Highest Base Salary	11	\$48,000.00	\$56,600.00	\$63,000.08	\$74,278.00	\$76,900.00	\$65,608.46	\$63,000.08	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$1,700.00	\$2,000.00	\$2,300.00	\$3,000.00	\$1,800.00	\$2,000.00	\$

4.3.3 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.

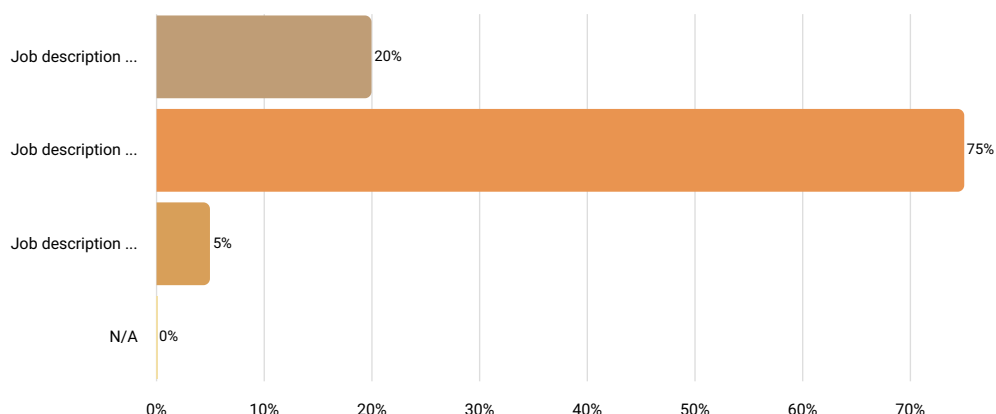
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	4
Job description matches the position at your company very well	75%	15
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 8 times

Text input

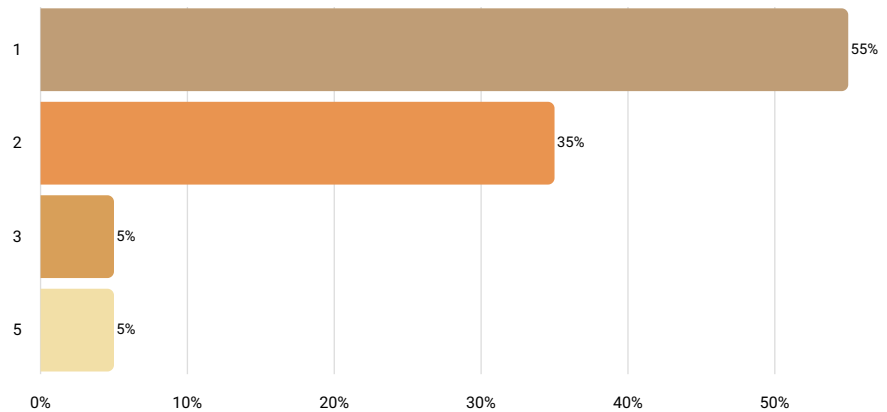
Results	
senior accountant	2
corporate accountant	1
staff accountant	1
sr. accountant	1
financial analyst	1
accounting analyst	1
accountant 1	1
accountant iii	1
accounts receivable/travel; senior accountant; budget specialist; accounting specialist	1
accountant iv, accountant v	1
sr analyst, general accounting	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



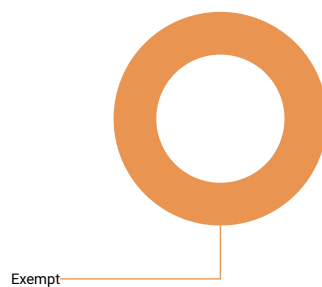
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2.5
Mean	1.65
Median	1
Standard deviation	0.99
Total/sum	33

FLSA Status

Answered 20 times

Skipped 0 times

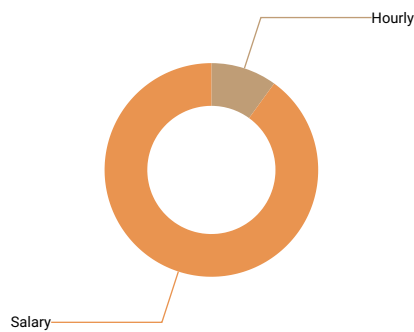
Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	20

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	10%	2
Salary	90%	18

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	13	\$43,680.00	\$60,000.00	\$80,000.00	\$87,000.00	\$101,000.00	\$74,919.28	\$80,000.00	\$
Pay Range Maximum Salary	13	\$85,000.00	\$96,324.80	\$101,000.00	\$124,800.00	\$164,300.00	\$113,324.44	\$101,000.00	\$
Actual Lowest Base Salary	17	\$46,607.00	\$70,720.00	\$83,200.00	\$94,500.00	\$109,260.74	\$81,516.70	\$83,200.00	\$
Actual Average Base Salary	17	\$46,888.00	\$72,000.00	\$94,500.00	\$99,840.00	\$113,079.23	\$87,118.95	\$94,500.00	\$
Actual Highest Base Salary	17	\$47,162.00	\$79,000.00	\$94,764.80	\$108,201.60	\$137,700.00	\$92,001.47	\$94,764.80	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$0.00	\$2,678.00	\$8,000.00	\$9,300.00	\$3,596.86	\$2,678.00	\$

4.3.4 Buyer - Level 1

Job description

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

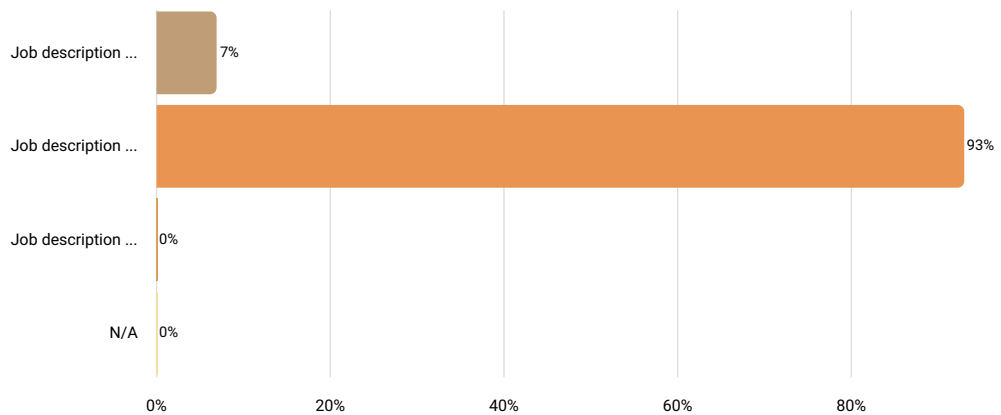
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	93%	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 7 times

Text input

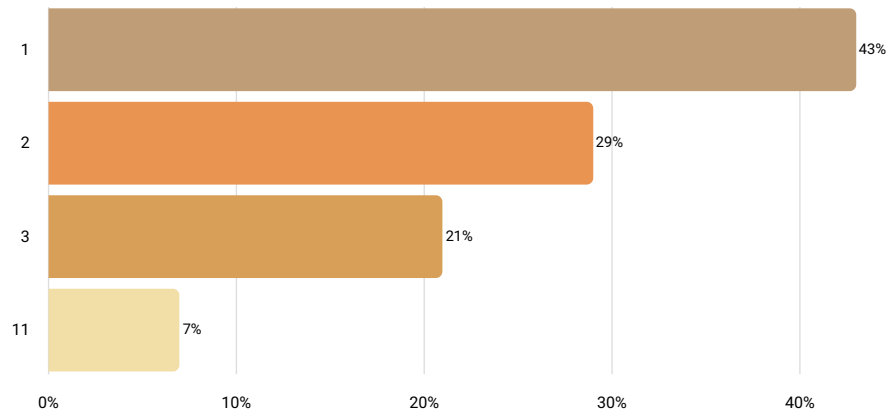
Results	
acquisition specialist/budget analyst	1
purchasing agent	1
associate buyer	1
junior procurement specialist	1
purchasing administrator 3	1
buyer associate	1
procurement specialist i	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



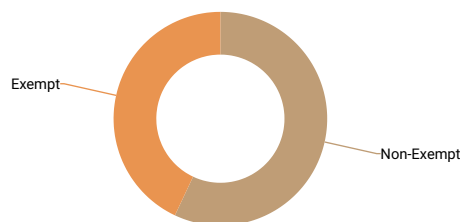
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2.43
Median	2
Standard deviation	2.59
Total/sum	34

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)

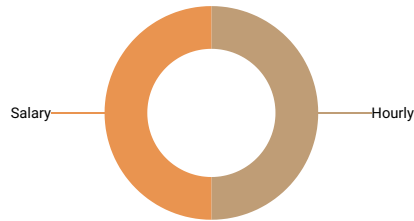


Results	%	N
Non-Exempt	57%	8
Exempt	43%	6

[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	50%	7
Salary	50%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	5	\$16.00	\$19.23	\$22.00	\$24.00	\$26.29	\$21.50	\$22.00	
Pay Range Maximum Rate	5	\$21.63	\$22.00	\$28.00	\$30.00	\$32.74	\$26.87	\$28.00	
Actual Lowest Base Rate	7	\$19.23	\$19.81	\$23.46	\$24.54	\$27.00	\$22.97	\$23.46	
Actual Average Base Rate	7	\$20.51	\$20.73	\$23.78	\$25.30	\$27.48	\$23.72	\$23.78	
Actual Highest Base Rate	7	\$21.63	\$21.65	\$23.78	\$27.09	\$27.96	\$24.44	\$23.78	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	5	\$39,520.00	\$40,000.00	\$42,000.00	\$50,000.00	\$55,304.00	\$45,364.80	\$42,000.00	\$
Pay Range Maximum Salary	6	\$42,000.00	\$55,000.00	\$62,660.00	\$71,999.98	\$102,707.00	\$66,171.16	\$62,660.00	\$
Actual Lowest Base Salary	7	\$42,000.00	\$48,000.00	\$50,000.00	\$71,999.98	\$74,381.00	\$55,323.00	\$50,000.00	\$
Actual Average Base Salary	7	\$42,000.00	\$48,880.00	\$54,464.99	\$71,999.98	\$74,381.00	\$56,675.14	\$54,464.99	\$
Actual Highest Base Salary	7	\$42,000.00	\$50,000.00	\$59,862.00	\$71,999.98	\$74,381.00	\$58,649.14	\$59,862.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.5 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.

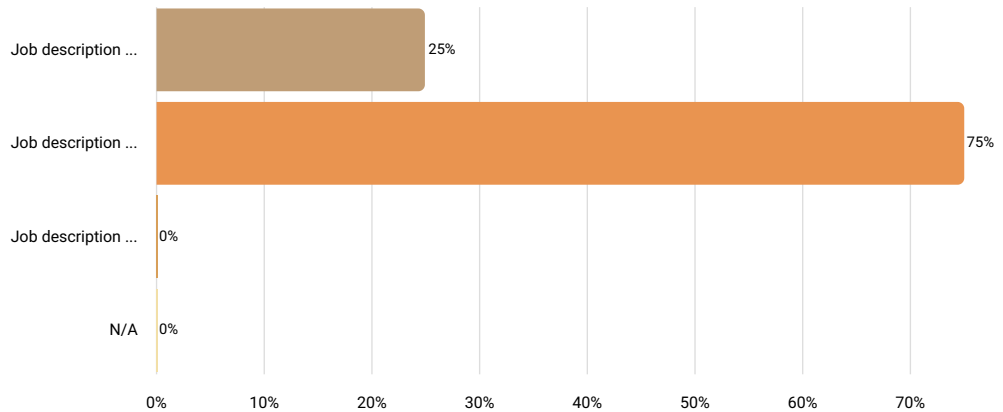
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 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

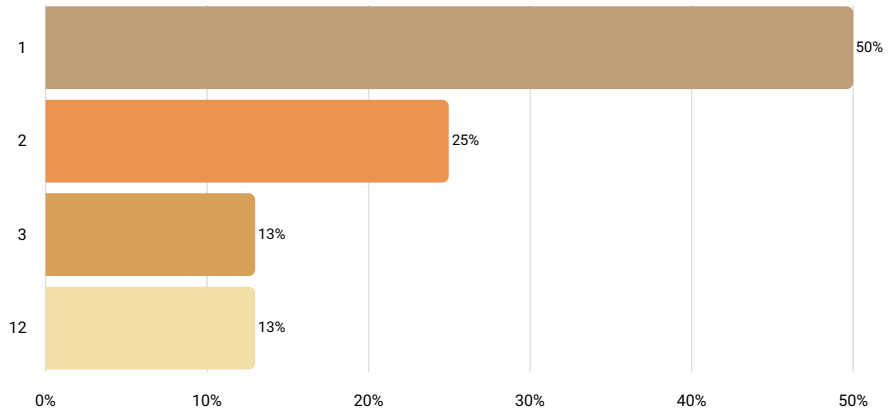
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



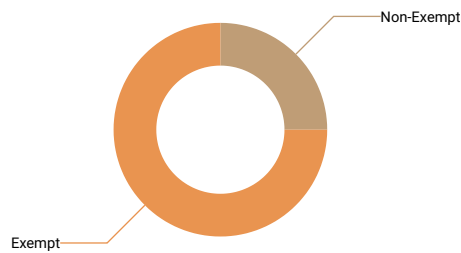
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2.5
90th percentile	12
Mean	2.88
Median	1.5
Standard deviation	3.76
Total/sum	23

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



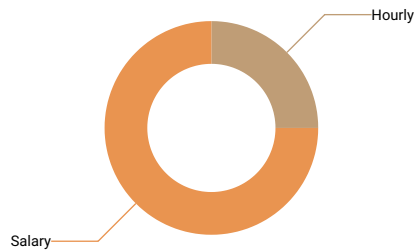
Results	%	N
Non-Exempt	25%	2
Exempt	75%	6

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
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	5	\$42,000.00	\$53,123.20	\$55,500.00	\$65,000.00	\$65,000.00	\$56,124.64	\$55,500.00
Pay Range Maximum Salary	5	\$70,000.00	\$79,684.80	\$80,000.00	\$85,000.00	\$86,000.00	\$80,136.96	\$80,000.00
Actual Lowest Base Salary	5	\$54,891.00	\$61,360.00	\$66,500.00	\$70,000.00	\$80,000.00	\$66,550.20	\$66,500.00
Actual Average Base Salary	5	\$54,891.00	\$65,260.00	\$66,500.00	\$70,000.00	\$80,000.00	\$67,330.20	\$66,500.00
Actual Highest Base Salary	5	\$54,891.00	\$66,500.00	\$69,160.00	\$70,000.00	\$80,000.00	\$68,110.20	\$69,160.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.3.6 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.

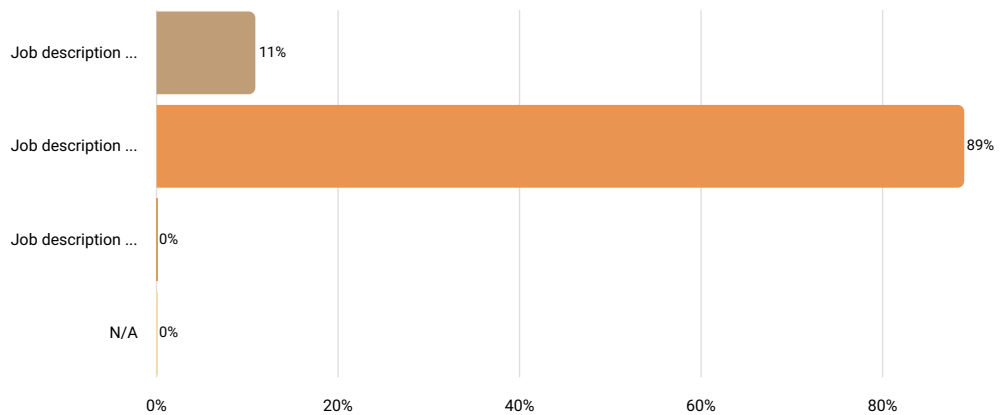
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 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		89%	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 4 times

Text input

Results		
senior buyer		1
sr. buyer		1
procurement specialist iii & aviation procurement specialist iii		1
buyer		1
also includes buyer iv		1

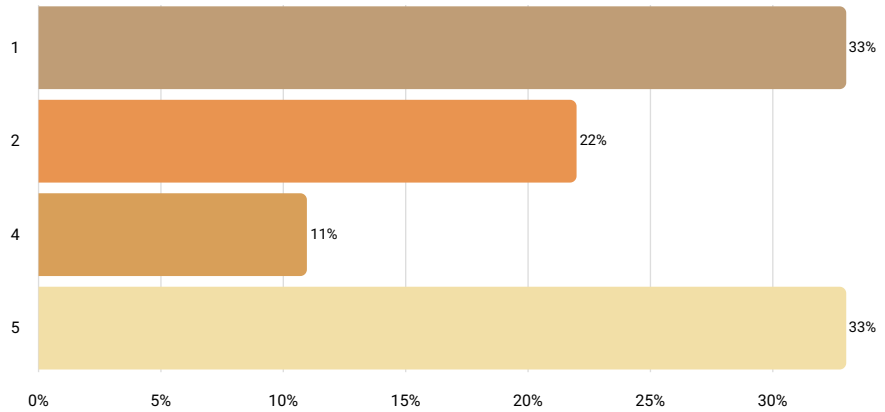
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



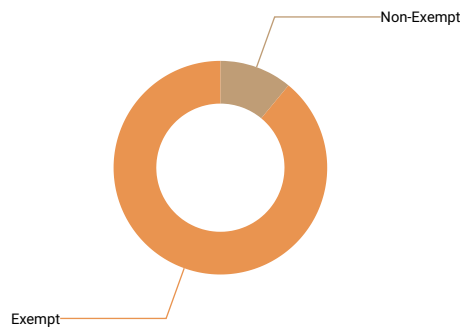
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	5
Mean	2.89
Median	2
Standard deviation	1.83
Total/sum	26

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



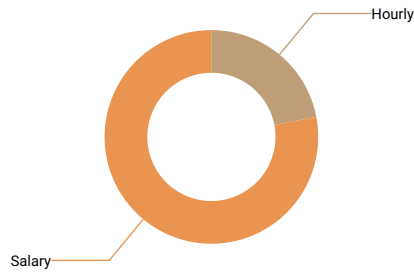
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

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	
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 Bonus (Annual)									
Pay Range Minimum Salary	5	\$42,000.00	\$45,000.00	\$54,336.20	\$70,500.00	\$79,289.60	\$58,225.16	\$54,336.20	\$1
Pay Range Maximum Salary	5	\$59,000.00	\$75,000.00	\$85,000.00	\$98,612.80	\$167,689.20	\$97,060.40	\$85,000.00	\$4
Actual Lowest Base Salary	7	\$42,000.00	\$68,250.00	\$78,124.80	\$82,680.00	\$85,000.00	\$72,188.48	\$78,124.80	\$1
Actual Average Base Salary	7	\$52,278.00	\$68,250.00	\$82,680.00	\$85,072.00	\$88,419.00	\$77,139.65	\$82,680.00	\$1
Actual Highest Base Salary	7	\$59,000.00	\$68,250.00	\$85,013.63	\$91,998.40	\$104,979.38	\$83,394.20	\$85,013.63	\$1

4.3.7 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.

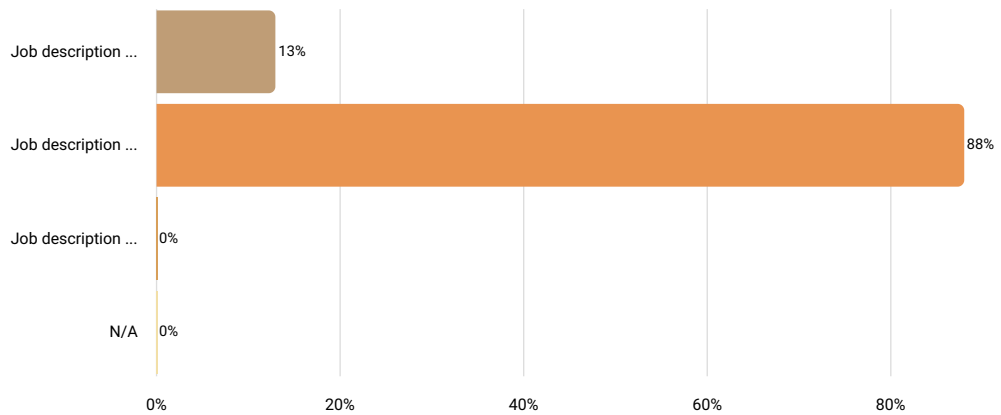
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



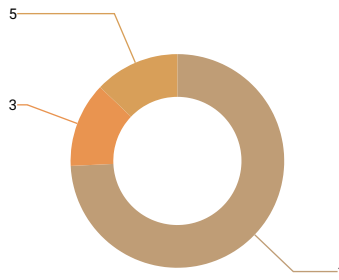
Results		%	N
Job description is perceptibly weaker than the position at your company		13%	1
Job description matches the position at your company very well		88%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



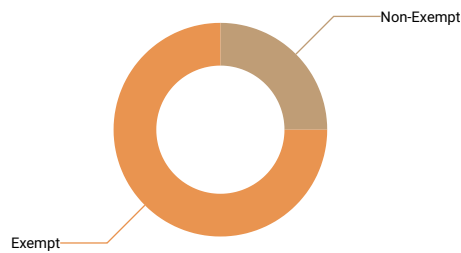
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	1.75
Median	1
Standard deviation	1.49
Total/sum	14

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

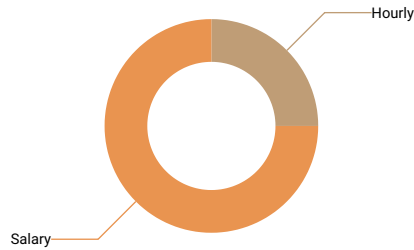
[Table of Contents](#)

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									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$50,000.00	\$51,480.00	\$61,165.00	\$75,000.00	\$105,000.00	\$67,301.67	\$61,165.00	\$
Actual Average Base Salary	6	\$51,480.00	\$53,450.00	\$63,249.00	\$75,000.00	\$105,000.00	\$68,571.33	\$63,249.00	\$
Actual Highest Base Salary	6	\$51,480.00	\$55,486.00	\$67,146.50	\$82,332.00	\$105,000.00	\$71,431.83	\$67,146.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.8 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.

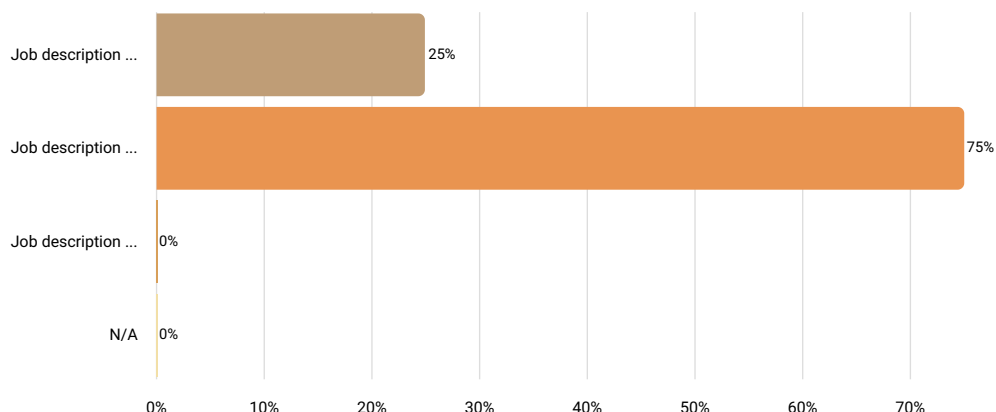
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 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	75%	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 8 times

Text input

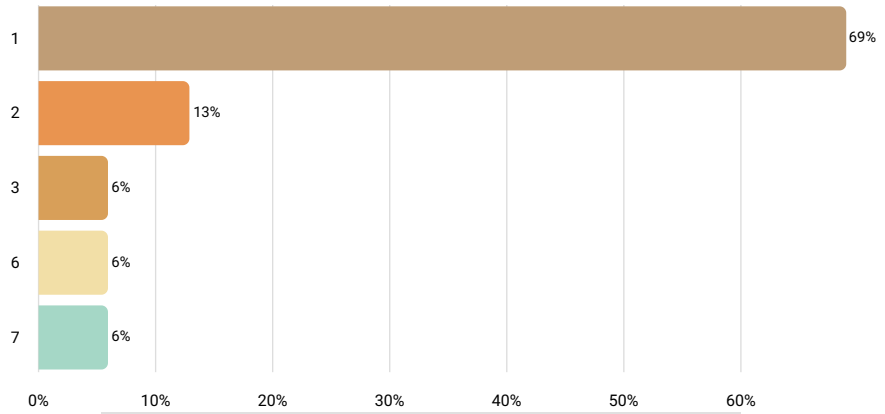
Results	
subcontracts administrator	1
contracts administrator	1
contracts specialist	1
contract specialist	1
contracts administrator 2	1
contract administrator	1
subcontracts administrator ii	1
sr analyst, contract administration	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



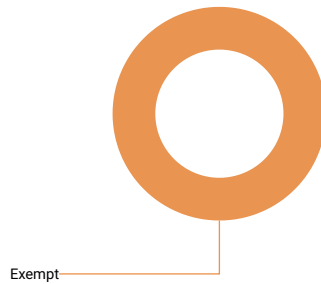
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	1.94
Median	1
Standard deviation	1.88
Total/sum	31

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



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

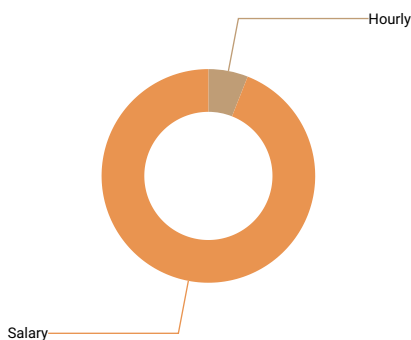
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	1
Salary	94%	15

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	10	\$36,640.00	\$52,499.98	\$58,177.60	\$60,000.00	\$68,342.00	\$55,581.92	\$58,177.60	\$
Pay Range Maximum Salary	10	\$58,000.00	\$71,000.00	\$76,968.00	\$87,172.80	\$110,080.00	\$81,030.08	\$76,968.00	\$
Actual Lowest Base Salary	15	\$52,499.98	\$55,000.00	\$69,000.00	\$84,646.00	\$91,945.00	\$70,952.33	\$69,000.00	\$
Actual Average Base Salary	15	\$54,249.50	\$60,000.00	\$74,414.94	\$84,828.00	\$95,106.26	\$73,867.25	\$74,414.94	\$
Actual Highest Base Salary	15	\$56,000.00	\$66,228.00	\$74,414.94	\$85,000.00	\$105,000.00	\$80,348.40	\$74,414.94	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$0.00	\$2,300.00	\$9,000.00	\$10,000.00	\$3,685.71	\$2,300.00	\$

4.3.9 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.

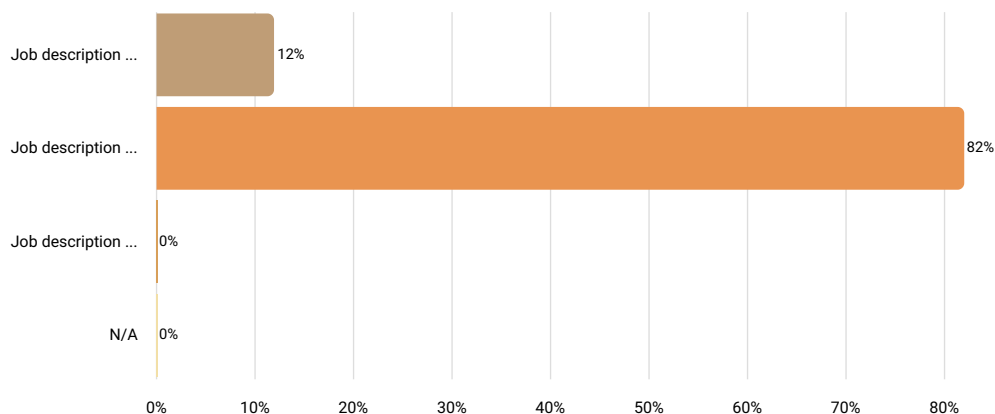
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 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	82%	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 11 times

Skipped 6 times

Text input

Results	
contracts administrator	1
senior contract specialist	1
sr. contracts specialist	1
contracts administrator 1	1
contracts administrator iii, subcontracts administrator iii,	1
contract and grants specialist iii	1
senior contracts administrator	1
contracts administrator; sr. subcontracts administrator; senior contracts administrator; contract analyst; subcontracts administrator; senior contract security specialist	1
contract administrator iii, iv	1
senior contracts manager	1
specialist, contract administration	1

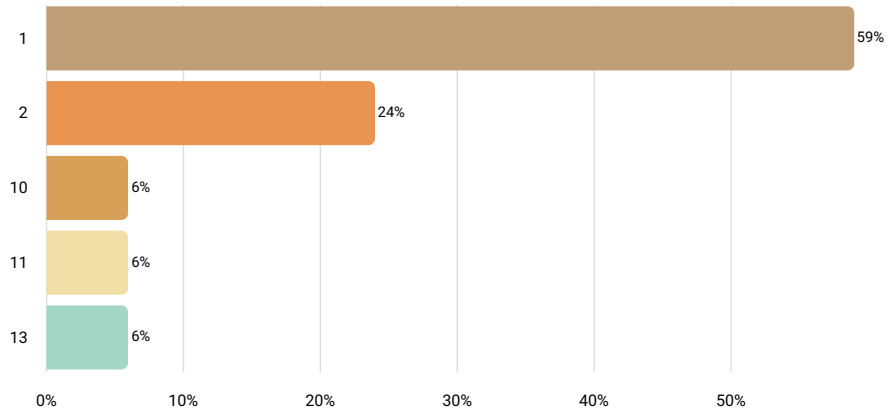
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



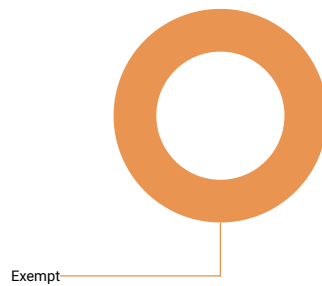
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	11
Mean	3.06
Median	1
Standard deviation	4.01
Total/sum	52

FLSA Status

Answered 17 times

Skipped 0 times

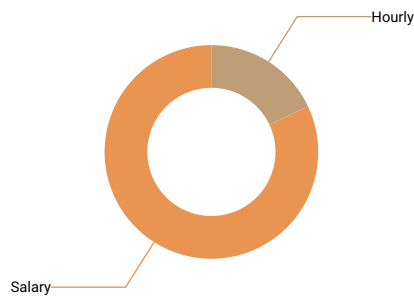
Select one answer (radio button)



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	18%	3
Salary	82%	14

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$43,680.00	\$49,850.00	\$75,000.00	\$95,000.00	\$100,000.00	\$70,885.57	\$75,000.00	\$
Pay Range Maximum Salary	7	\$74,774.00	\$99,403.20	\$114,400.00	\$171,000.00	\$191,560.95	\$125,162.59	\$114,400.00	\$
Actual Lowest Base Salary	14	\$70,720.00	\$80,000.18	\$92,067.50	\$105,000.00	\$121,700.00	\$92,141.79	\$92,067.50	\$
Actual Average Base Salary	14	\$80,000.18	\$87,235.20	\$100,625.00	\$112,310.82	\$124,592.00	\$99,892.98	\$100,625.00	\$
Actual Highest Base Salary	14	\$80,000.18	\$93,496.00	\$104,436.00	\$124,592.00	\$154,500.00	\$111,090.26	\$104,436.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.10 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.

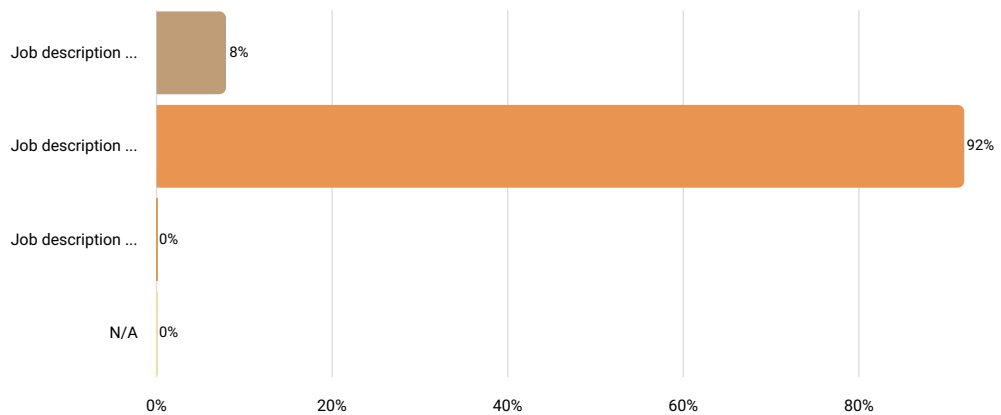
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



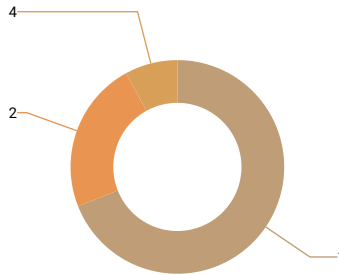
Results		%	N
Job description is perceptibly weaker than the position at your company		8%	1
Job description matches the position at your company very well		92%	12
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



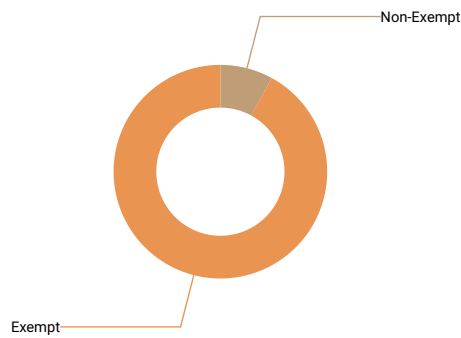
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.46
Median	1
Standard deviation	0.88
Total/sum	19

FLSA Status

Answered 13 times

Skipped 0 times

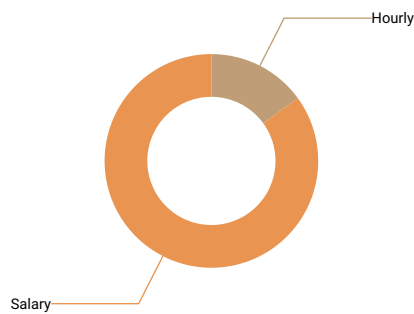
Select one answer (radio button)



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	15%	2
Salary	85%	11

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	10	\$38,467.73	\$40,000.00	\$41,234.40	\$44,000.00	\$54,250.00	\$43,440.43	\$41,234.40	\$
Pay Range Maximum Salary	10	\$49,180.00	\$50,000.00	\$55,000.00	\$90,000.00	\$107,693.65	\$67,729.09	\$55,000.00	\$
Actual Lowest Base Salary	11	\$40,000.00	\$41,200.00	\$46,000.00	\$55,000.00	\$60,000.00	\$49,074.45	\$46,000.00	\$
Actual Average Base Salary	11	\$41,200.00	\$42,848.00	\$46,250.00	\$56,000.00	\$60,000.00	\$50,620.82	\$46,250.00	\$
Actual Highest Base Salary	11	\$41,200.00	\$42,848.00	\$46,790.00	\$60,000.00	\$63,000.00	\$51,621.64	\$46,790.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$0.00	\$868.00	\$1,500.00	\$1,769.00	\$834.17	\$868.00	

4.3.11 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.

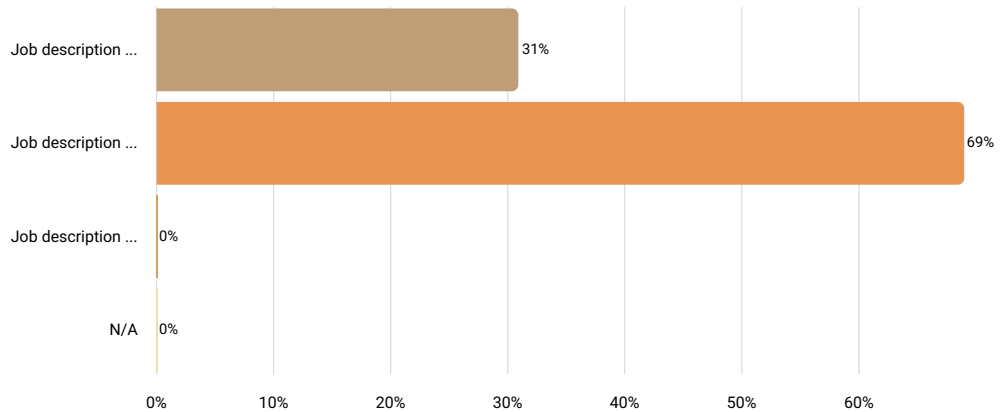
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 6 times

Text input

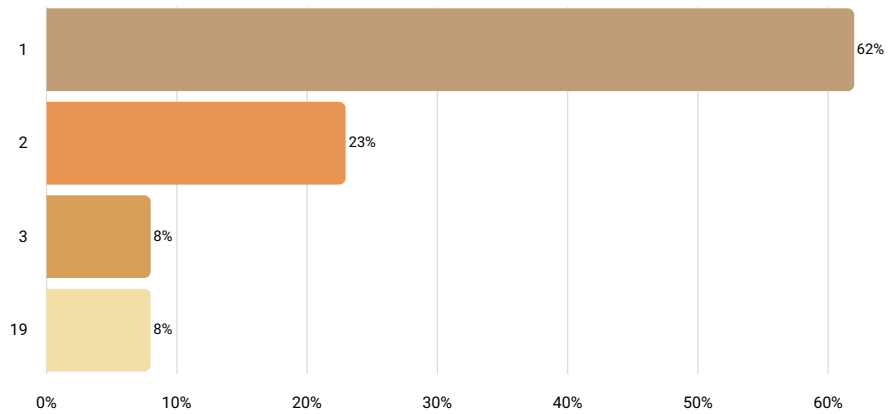
Results	
human resources generalist	1
human resource coordinator	1
human resource specialist	1
human resourcespecialist (intermediate)	1
human resources administrator 2	1
hr generalist ii	1
sr analyst, human resources generalist	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



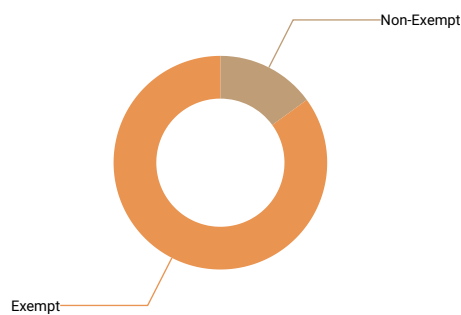
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2.77
Median	1
Standard deviation	4.92
Total/sum	36

FLSA Status

Answered 13 times

Skipped 0 times

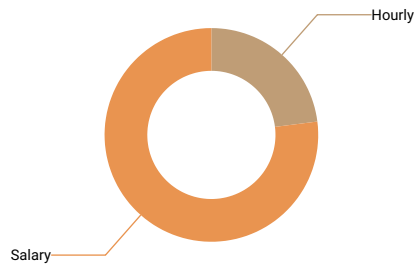
Select one answer (radio button)



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	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 Bonus (Annual)									
Pay Range Minimum Salary	8	\$47,548.00	\$51,832.50	\$55,499.50	\$64,862.40	\$83,000.00	\$59,367.10	\$55,499.50	\$
Pay Range Maximum Salary	8	\$64,580.00	\$76,591.00	\$83,890.00	\$90,076.80	\$143,000.00	\$88,586.95	\$83,890.00	\$
Actual Lowest Base Salary	9	\$55,999.00	\$57,641.00	\$65,245.81	\$77,263.00	\$100,000.00	\$69,020.42	\$65,245.81	\$
Actual Average Base Salary	9	\$56,180.00	\$66,360.83	\$68,500.00	\$79,331.00	\$109,313.17	\$72,904.39	\$68,500.00	\$
Actual Highest Base Salary	9	\$56,180.00	\$66,560.00	\$75,067.00	\$85,280.00	\$115,000.00	\$77,160.98	\$75,067.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$0.00	\$500.00	\$2,300.00	\$4,000.00	\$1,360.00	\$500.00	\$

4.3.12 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.

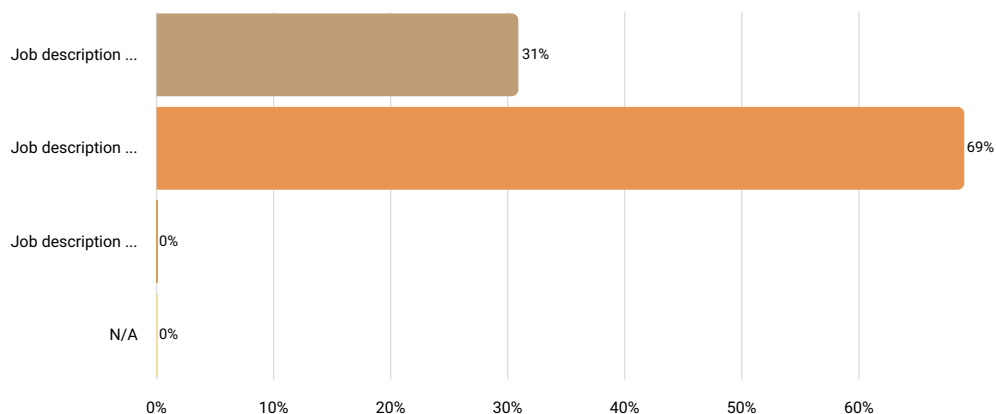
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 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 8 times

Skipped 8 times

Text input

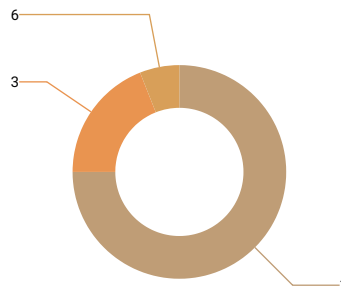
Results	
senior hr leader	1
human resource specialist/analyst (advanced)	1
sr. human resources generalist	1
sr.hr/ benefits administrator	1
hr generalist iii	1
hr generalist; senior hr generalist; lead hr generalist	1
senior human resources generalist	1
specialist, human resources generalist	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



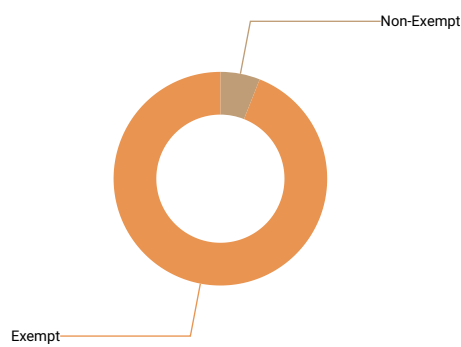
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.69
Median	1
Standard deviation	1.4
Total/sum	27

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



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

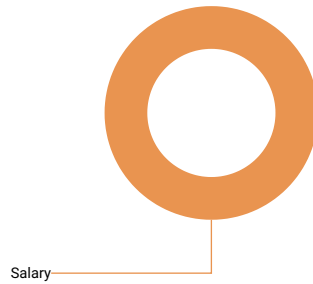
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	16

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	11	\$50,000.00	\$54,200.00	\$65,563.62	\$84,281.60	\$84,999.00	\$68,300.86	\$65,563.62	\$
Pay Range Maximum Salary	12	\$72,000.00	\$87,181.50	\$100,000.00	\$121,875.00	\$171,000.00	\$109,284.49	\$100,000.00	\$
Actual Lowest Base Salary	16	\$49,920.00	\$66,281.00	\$77,626.76	\$90,272.00	\$93,000.00	\$77,114.29	\$77,626.76	\$
Actual Average Base Salary	16	\$52,000.00	\$70,576.75	\$77,626.76	\$92,260.00	\$106,874.50	\$81,882.28	\$77,626.76	\$
Actual Highest Base Salary	16	\$52,000.00	\$70,980.56	\$82,626.76	\$99,300.00	\$128,750.00	\$86,381.91	\$82,626.76	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.13 Security Administrator/FSO - Level 1

Job description

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

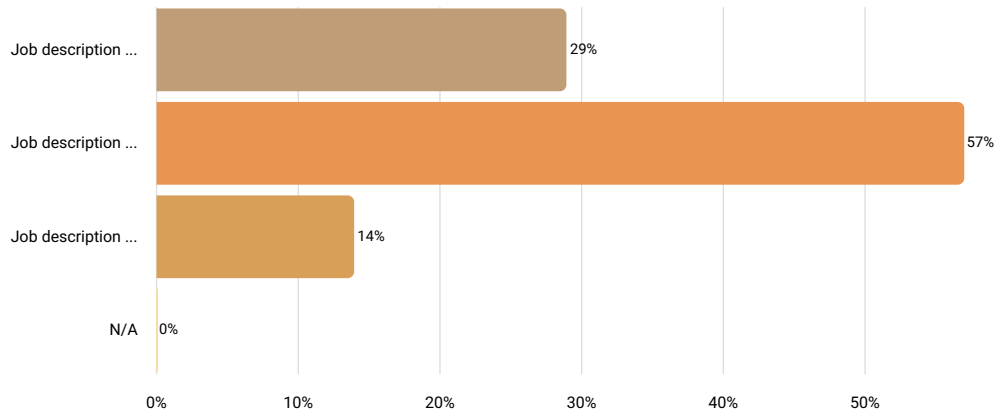
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.

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

Answered 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 6 times

Skipped 1 times

Text input

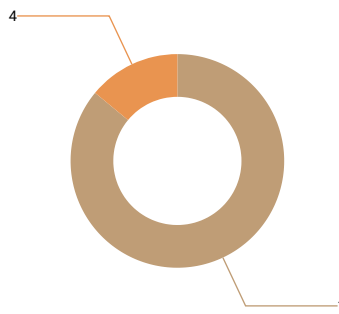
Results	
fso	2
coordinator administrative services/security administrator	1
assistant facility security officer	1
security guard	1
assistant facility sec officer	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



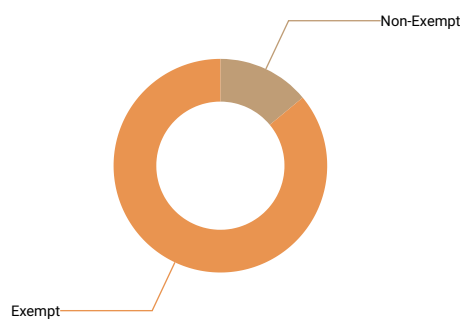
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.43
Median	1
Standard deviation	1.13
Total/sum	10

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



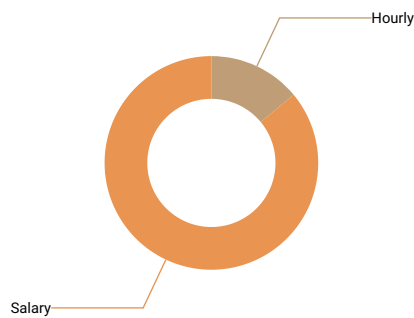
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$15,080.00	\$49,999.00	\$58,250.00	\$66,050.00	\$109,000.00	\$59,438.17	\$58,250.00	\$
Actual Average Base Salary	6	\$15,080.00	\$50,000.00	\$58,250.00	\$66,050.00	\$109,000.00	\$59,438.33	\$58,250.00	\$
Actual Highest Base Salary	6	\$15,080.00	\$50,000.00	\$58,250.00	\$66,050.00	\$109,000.00	\$59,438.33	\$58,250.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.14 Security Administrator/FSO - Level 2

Job description

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

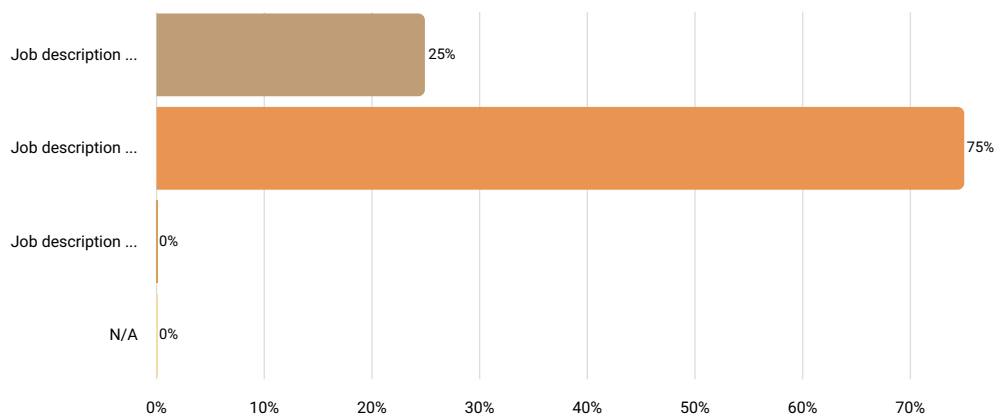
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 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 5 times

Skipped 3 times

Text input

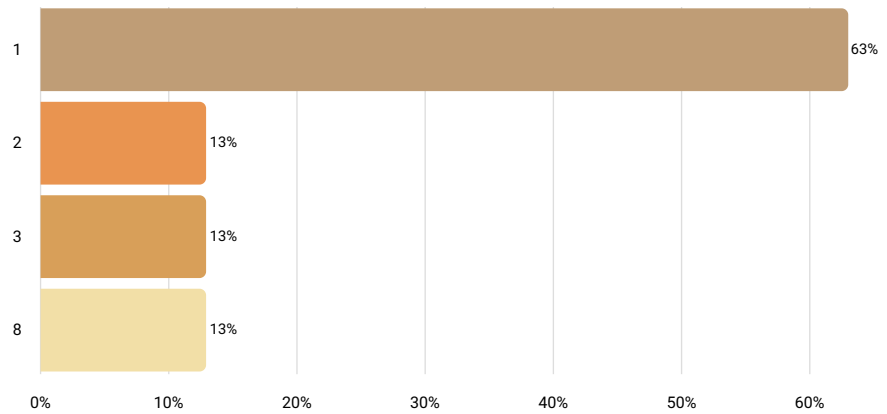
Results		
security administrator 2		1
security guard		1
facility security		1
security/admin specialist; security specialist; corp facility security officer		1
analyst, security information system mgmt		1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



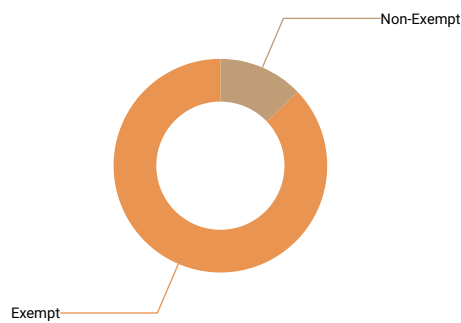
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	8
Mean	2.25
Median	1
Standard deviation	2.43
Total/sum	18

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



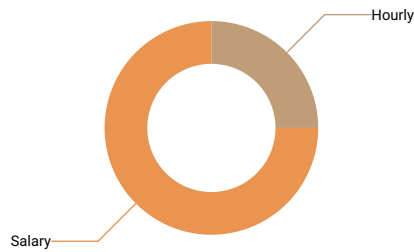
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$62,010.00	\$68,265.60	\$75,092.00	\$88,000.00	\$94,286.40	\$77,124.33	\$75,092.00	\$
Actual Average Base Salary	6	\$62,010.00	\$68,265.60	\$84,092.00	\$90,443.67	\$94,286.40	\$80,531.61	\$84,092.00	\$
Actual Highest Base Salary	6	\$62,010.00	\$68,265.60	\$84,092.00	\$94,286.40	\$130,000.00	\$87,124.33	\$84,092.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.15 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.

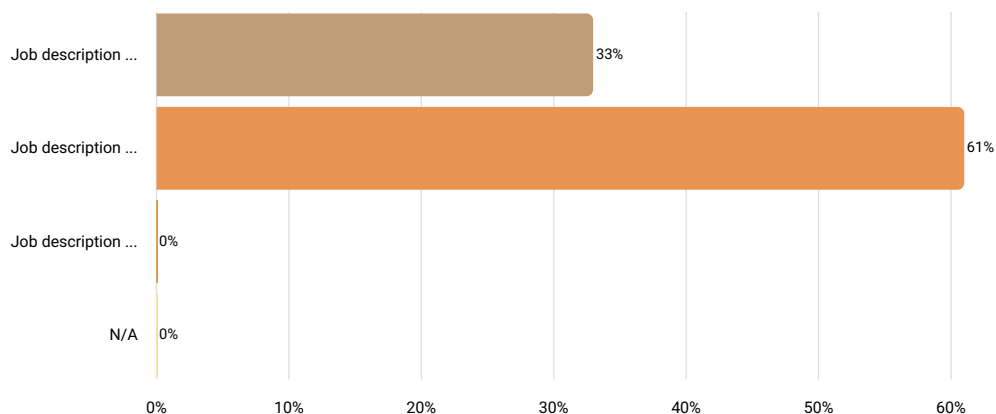
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	6
Job description matches the position at your company very well	61%	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 11 times

Text input

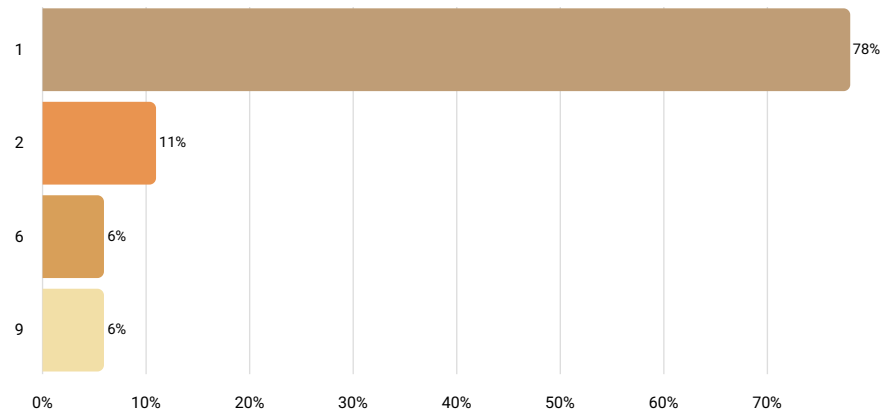
Results	
director of hr and security	1
facility security officer	1
security guard or security guard lead	1
director of security	1
security specialist; mrc security specialist; cpso/csso; special security rep; phys sec spcs/comse custodian	1
site fso	1
sr specialist, security information systems mgmt	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



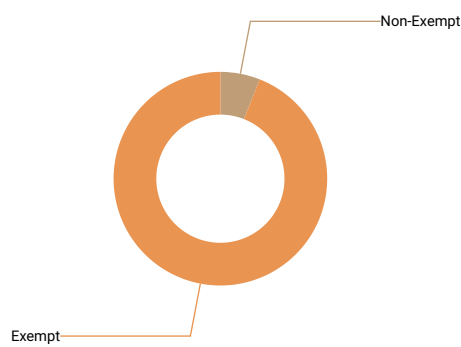
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	6
Mean	1.83
Median	1
Standard deviation	2.15
Total/sum	33

FLSA Status

Answered 18 times

Skipped 0 times

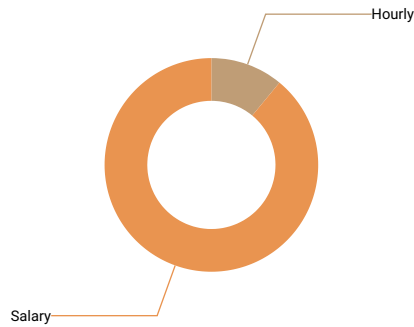
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	11%	2
Salary	89%	16

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									
Pay Range Minimum Salary	11	\$60,272.00	\$62,400.00	\$81,000.00	\$97,780.00	\$104,000.00	\$81,839.82	\$81,000.00	\$
Pay Range Maximum Salary	11	\$81,000.00	\$100,000.00	\$115,000.00	\$164,300.00	\$186,828.60	\$129,359.33	\$115,000.00	\$
Actual Lowest Base Salary	16	\$62,400.00	\$71,336.80	\$98,390.00	\$113,370.00	\$130,000.00	\$94,842.51	\$98,390.00	\$
Actual Average Base Salary	16	\$62,566.40	\$82,360.00	\$98,390.00	\$113,370.00	\$130,000.00	\$99,291.94	\$98,390.00	\$
Actual Highest Base Salary	16	\$70,096.00	\$82,360.00	\$100,000.00	\$114,514.30	\$130,000.00	\$102,729.89	\$100,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$1,000.00	\$2,000.00	\$2,300.00	\$8,500.00	\$2,760.00	\$2,000.00	\$

4.3.16 Technical Writer/Editor - Level 1

Job description

Work with technical staff to make products easier to use and thus need fewer instructions. Organize and write supporting documents for products. Use p drawings, diagrams, animation, and charts that increase users' understanding.

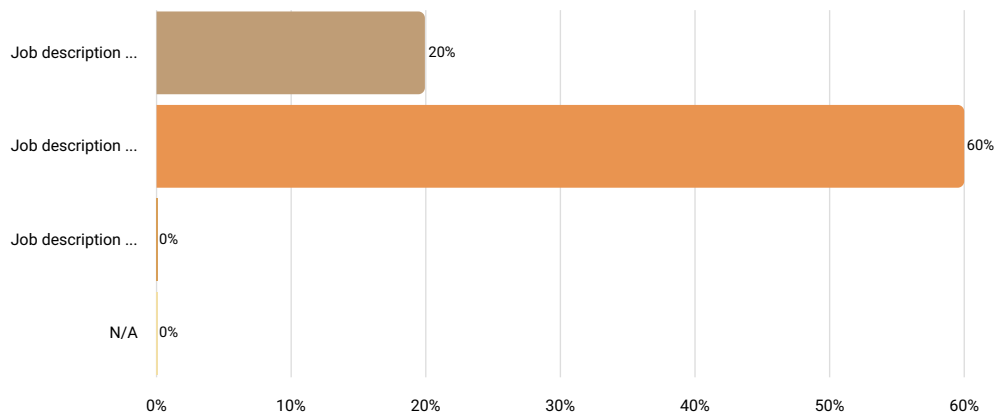
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 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	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

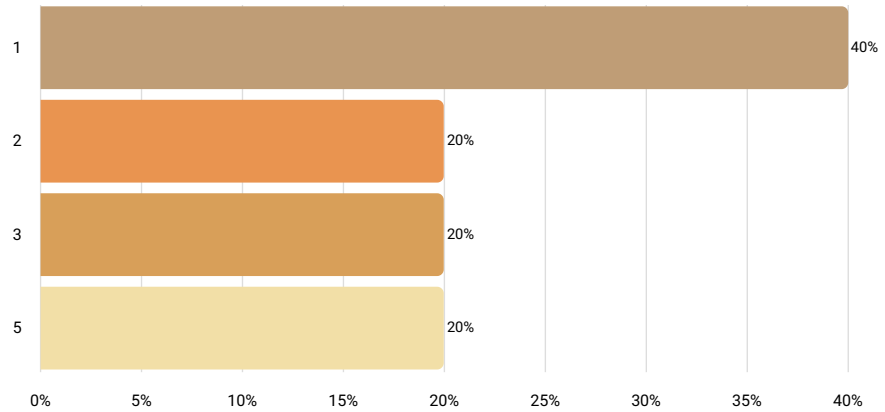
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



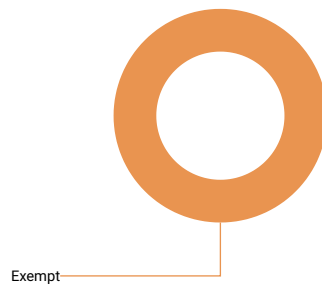
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.4
Median	2
Standard deviation	1.67
Total/sum	12

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

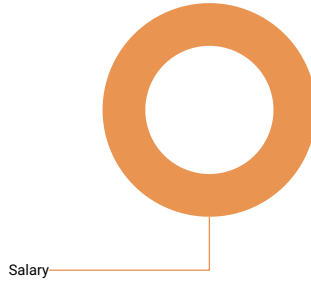
[Table of Contents](#)

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	
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$54,837.00	\$55,000.00	\$55,761.43	\$60,882.00	\$75,821.40	\$60,460.37	\$55,761.43	\$
Actual Average Base Salary	5	\$54,837.00	\$55,000.00	\$62,107.91	\$62,941.00	\$76,072.60	\$62,191.70	\$62,107.91	\$
Actual Highest Base Salary	5	\$54,837.00	\$55,000.00	\$65,000.00	\$67,778.19	\$76,323.80	\$63,787.80	\$65,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.18 Technical Writer/Editor - Level 3

Job description

Work with technical staff to make products easier to use and thus need fewer instructions. Organize and write supporting documents for products. Use p drawings, diagrams, animation, and charts that increase users' understanding.

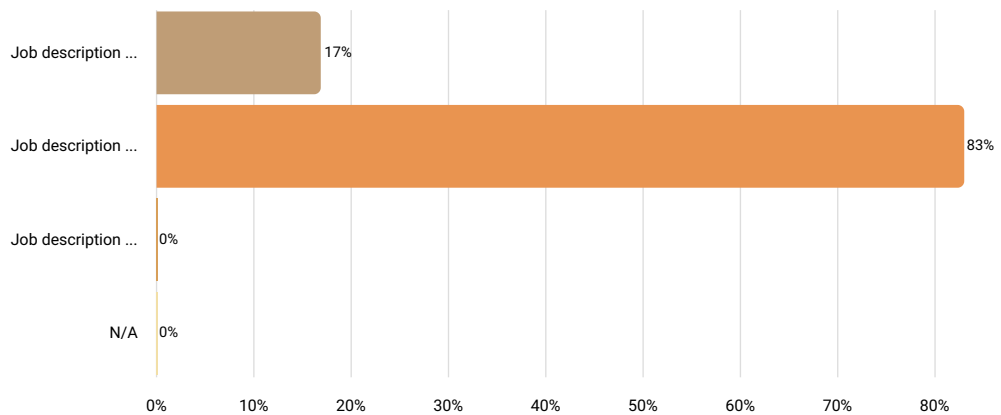
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



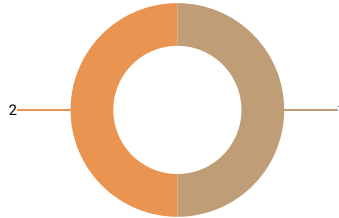
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



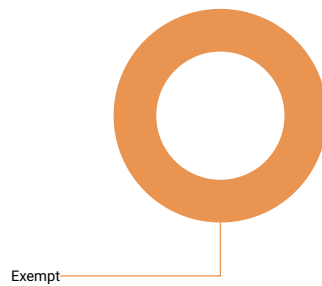
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	2
Mean	1.5
Median	1.5
Standard deviation	0.55
Total/sum	9

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



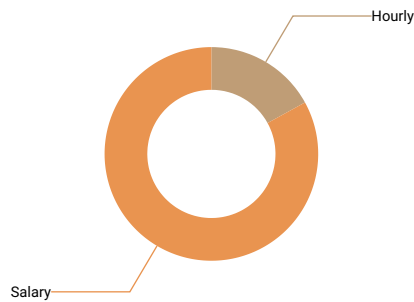
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

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	
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 Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$50,000.00	\$75,000.00	\$80,000.00	\$80,264.00	\$118,221.26	\$80,697.05	\$80,000.00	\$
Actual Average Base Salary	5	\$53,500.00	\$80,000.00	\$82,000.00	\$82,632.00	\$118,221.26	\$83,270.65	\$82,000.00	\$
Actual Highest Base Salary	5	\$57,000.00	\$80,000.00	\$85,000.00	\$90,000.00	\$118,221.26	\$86,044.25	\$85,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.19 Material Planner

Job description

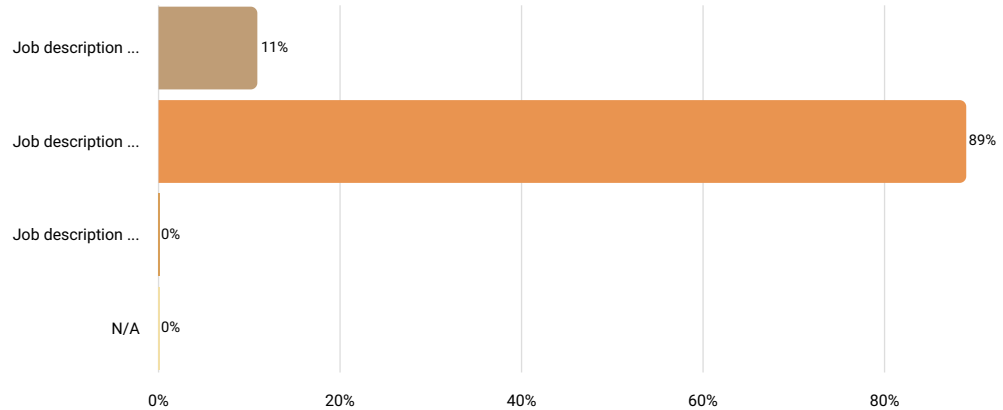
Monitor, schedule and coordinate movement of material for production throughout the facility. Coordinates with purchasing, production and other depart efficient movement and delivery of material. Typically has a B.S. degree or equivalent experience.

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

Answered 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		89%	8
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	0%	0

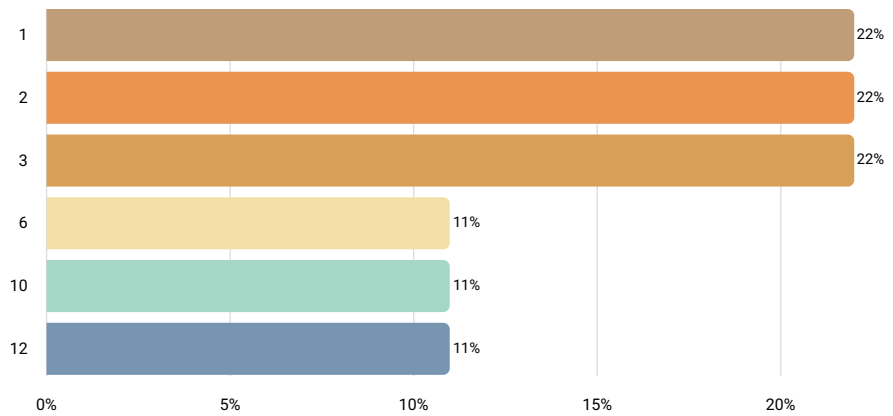
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



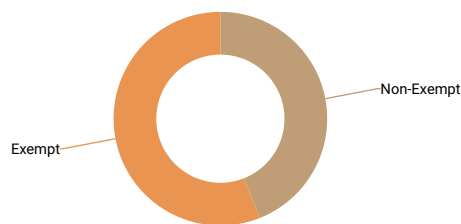
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	12
Mean	4.44
Median	3
Standard deviation	4.03
Total/sum	40

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



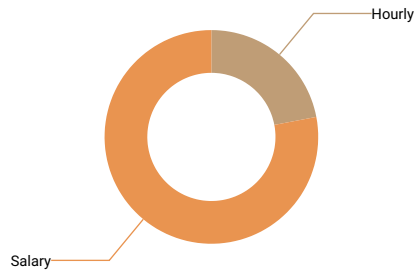
Results	%	N
Non-Exempt	44%	4
Exempt	56%	5

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	
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 Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$40,062.00	\$52,000.00	\$64,601.98	\$65,000.00	\$68,640.00	\$59,150.99	\$64,601.98	\$
Actual Average Base Salary	6	\$51,250.00	\$56,500.00	\$70,192.32	\$75,698.92	\$84,489.00	\$68,053.76	\$70,192.32	\$
Actual Highest Base Salary	6	\$63,000.00	\$65,000.00	\$73,625.00	\$102,978.20	\$103,979.00	\$80,367.87	\$73,625.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.21 Office Manager

Job description

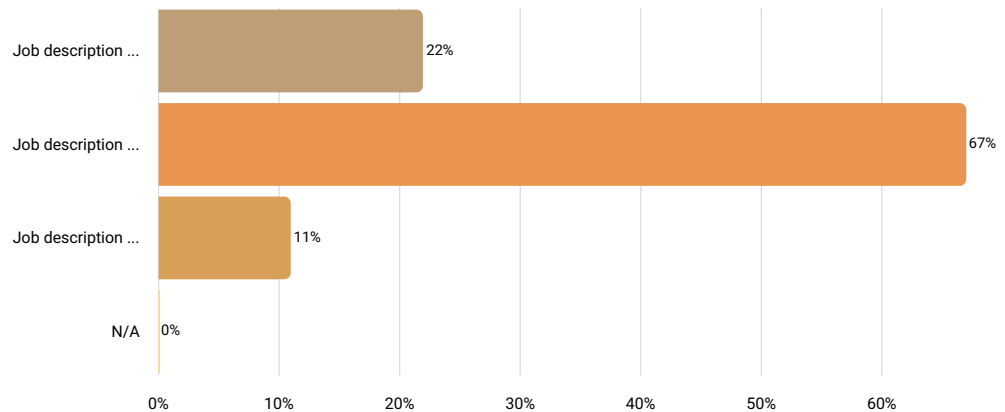
Perform various business functions in various business administration areas including accounting, marketing, human resources, purchasing, security, tra

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



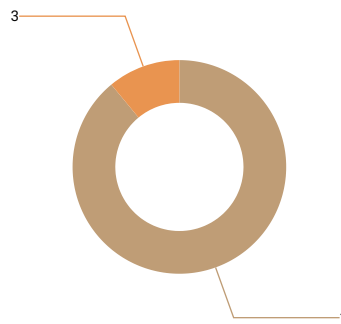
Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		67%	6
Job description is perceptibly stronger than the position at your company		11%	1
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



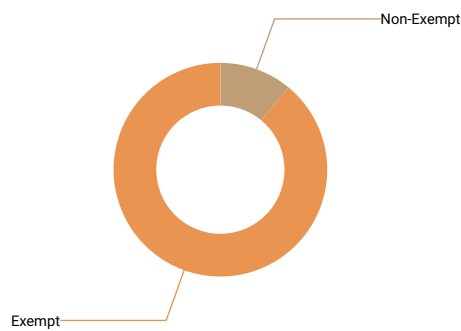
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.22
Median	1
Standard deviation	0.67
Total/sum	11

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



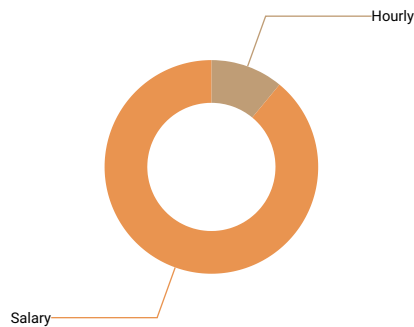
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	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									
Pay Range Minimum Salary	5	\$32,242.00	\$52,000.00	\$52,000.00	\$63,564.80	\$70,000.00	\$53,961.36	\$52,000.00	\$
Pay Range Maximum Salary	5	\$45,139.00	\$72,800.00	\$78,000.00	\$87,713.60	\$110,000.00	\$78,730.52	\$78,000.00	\$
Actual Lowest Base Salary	8	\$35,788.00	\$46,020.00	\$67,132.00	\$93,869.70	\$124,654.40	\$71,810.73	\$67,132.00	\$
Actual Average Base Salary	8	\$40,040.00	\$49,269.40	\$68,650.60	\$93,869.70	\$124,654.40	\$73,534.23	\$68,650.60	\$
Actual Highest Base Salary	8	\$40,040.00	\$57,157.80	\$68,650.60	\$93,869.70	\$124,654.40	\$75,506.33	\$68,650.60	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.22 Configuration Management Analyst

Job description

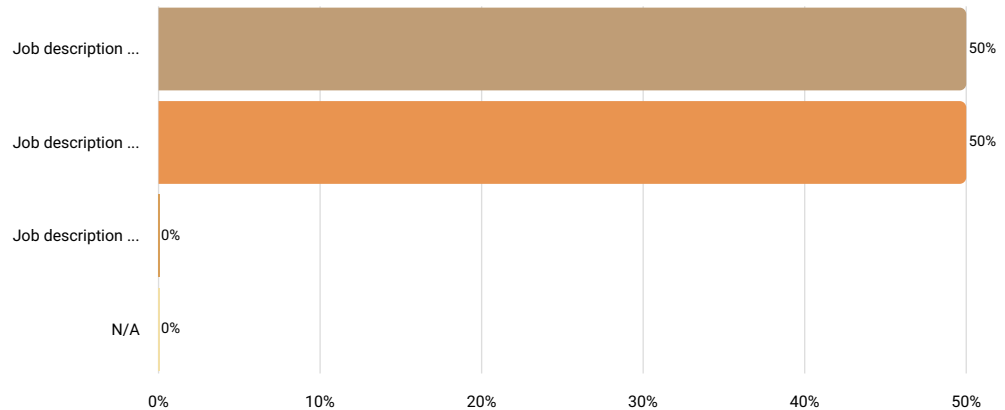
Performs duties related to change, release, and build management. Identifies errors in the build and release process; recommends improvements.

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

Answered 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	50%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 4 times

Text input

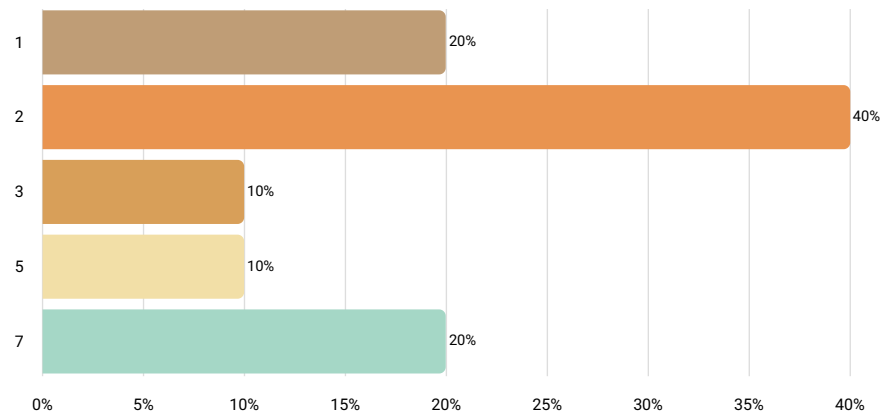
Results	
configuration management analyst	1
configuration analyst i & aviation configuration manager	1
configuration manager	1
configuration analyst; configuration analyst lead	1
configuration management	1
documentation specialist	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



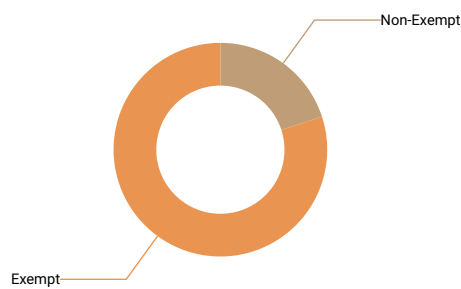
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	5
90th percentile	7
Mean	3.2
Median	2
Standard deviation	2.3
Total/sum	32

FLSA Status

Answered 10 times

Skipped 0 times

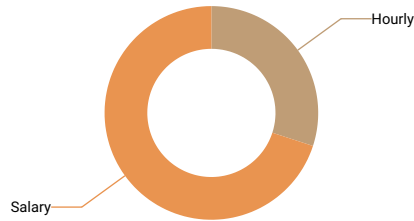
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	30%	3
Salary	70%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	7	\$49,920.00	\$54,457.00	\$67,935.40	\$91,827.00	\$145,000.00	\$78,457.80	\$67,935.40	\$
Actual Average Base Salary	7	\$49,920.00	\$67,935.40	\$84,472.00	\$115,637.00	\$150,249.00	\$89,823.20	\$84,472.00	\$
Actual Highest Base Salary	7	\$49,920.00	\$67,935.40	\$91,827.00	\$142,329.00	\$155,449.00	\$99,812.77	\$91,827.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.23 Financial Analyst

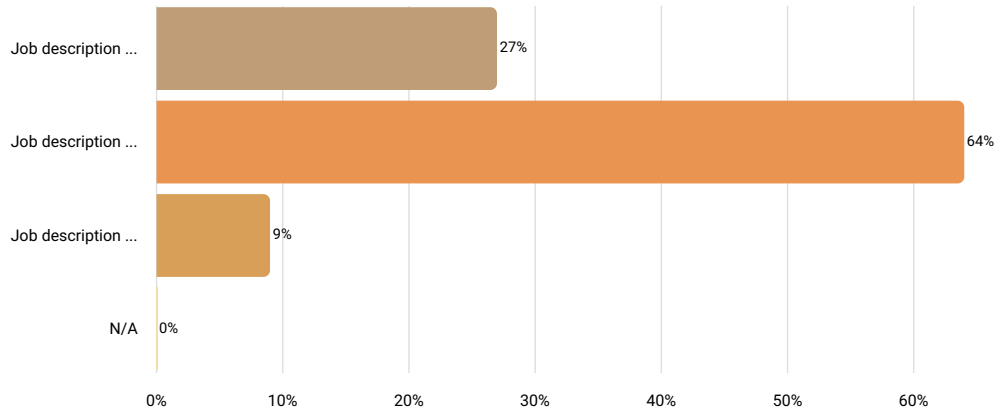
Job description Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



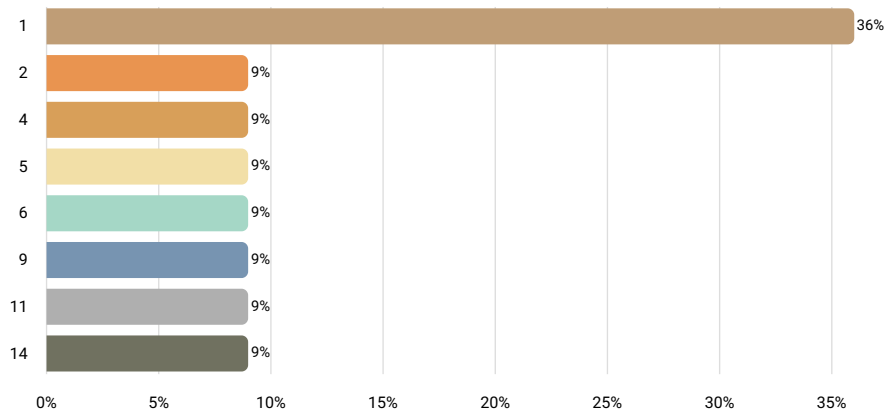
Results		%	N
Job description is perceptibly weaker than the position at your company		27%	3
Job description matches the position at your company very well		64%	7
Job description is perceptibly stronger than the position at your company		9%	1
N/A		0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



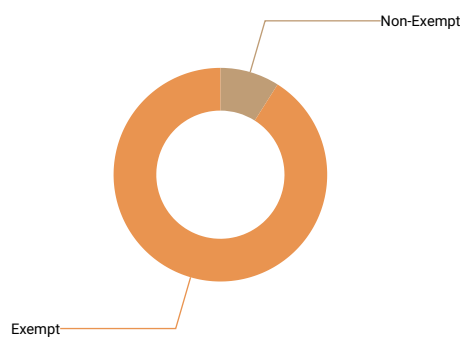
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	9
90th percentile	11
Mean	5
Median	4
Standard deviation	4.56
Total/sum	55

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



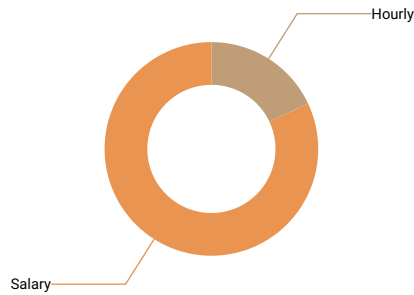
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

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	
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 Bonus (Annual)									
Pay Range Minimum Salary	7	\$55,000.00	\$56,000.00	\$60,000.00	\$69,555.20	\$80,000.00	\$62,554.29	\$60,000.00	\$
Pay Range Maximum Salary	7	\$75,000.00	\$85,000.00	\$104,332.80	\$124,009.60	\$158,000.00	\$107,334.63	\$104,332.80	\$
Actual Lowest Base Salary	9	\$49,691.20	\$62,000.00	\$63,024.00	\$65,000.00	\$94,494.00	\$67,453.82	\$63,024.00	\$
Actual Average Base Salary	9	\$62,000.00	\$68,702.40	\$76,162.66	\$94,494.00	\$96,782.40	\$78,283.94	\$76,162.66	\$
Actual Highest Base Salary	9	\$62,000.00	\$86,153.60	\$94,494.00	\$100,256.00	\$125,569.60	\$92,752.58	\$94,494.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.28 Recruiter

Job description

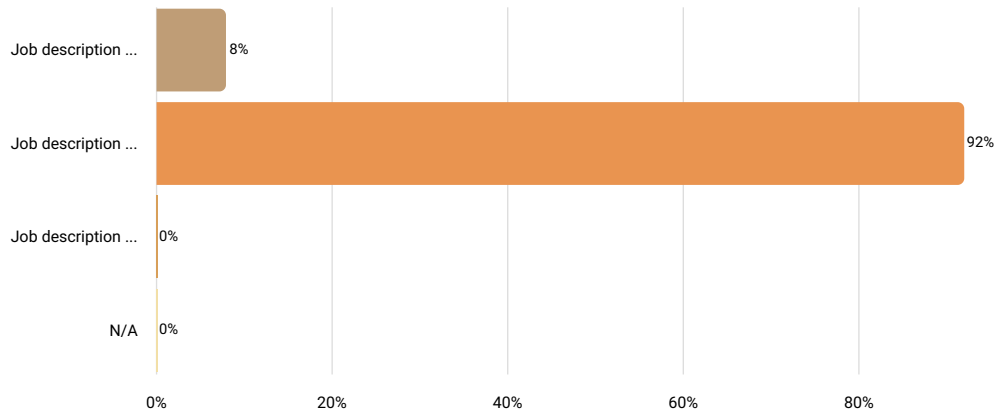
Partners with hiring managers to determine staffing needs. Screen resumes, perform in-person and phone interviews with candidates, negotiate job offer job openings and the organization through various hiring channels.

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

Answered 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 5 times

Skipped 8 times

Text input

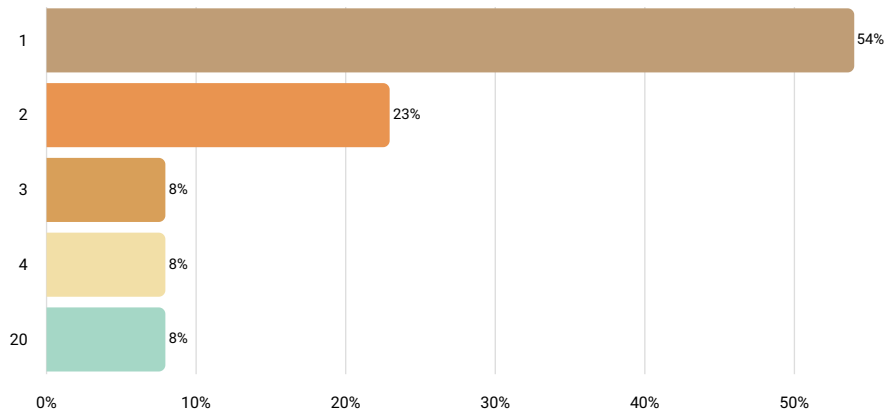
Results	
lead technical recruiter	1
jr. recruiter, technical recruiter 1-3, sr. technical recruiter, engineer recruiter 1-3, sr. engineering recruiter	1
talent acquisition specialist	1
recruiter iii	1
lead recruiter; technical recruiter	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



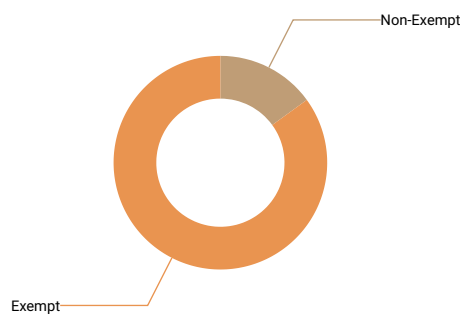
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	3.08
Median	1
Standard deviation	5.17
Total/sum	40

FLSA Status

Answered 13 times

Skipped 0 times

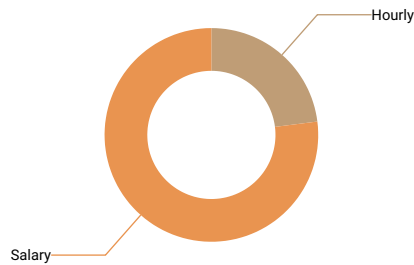
Select one answer (radio button)



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	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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	9	\$32,887.90	\$47,800.00	\$54,336.20	\$62,545.00	\$86,340.80	\$57,234.43	\$54,336.20	\$
Pay Range Maximum Salary	9	\$60,000.00	\$80,582.78	\$108,076.80	\$118,600.00	\$186,828.60	\$106,820.24	\$108,076.80	\$
Actual Lowest Base Salary	10	\$42,500.00	\$50,000.00	\$65,033.50	\$80,155.00	\$84,431.60	\$64,607.77	\$65,033.50	\$
Actual Average Base Salary	10	\$54,894.00	\$55,000.00	\$69,317.63	\$82,044.00	\$92,890.94	\$70,971.41	\$69,317.63	\$
Actual Highest Base Salary	10	\$60,000.00	\$75,067.00	\$79,201.50	\$82,044.00	\$102,412.10	\$79,748.22	\$79,201.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4 Professional Technical Positions

The survey received sufficient data for the following job titles:

Mechanical Engineer - Level 1-4
Electrical Design Engineer - Level 1-6
Industrial or Manufacturing Engineer - Level 3
Quality Engineer - Level 3-4
Software Engineer - Level 1-6
System Design Engineer - Level 1-5
Project Manager - Level 4
Safety Engineer
System Administrator or Network Analyst
Network Engineer
Information System Security Officer/Analyst
Program Analyst
Software Developer
System Analyst
Business Analyst
Web Developer

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

Mechanical Engineer - Level 5-6
Industrial or Manufacturing Engineer - Level 1-2, 4-6
Aeronautical Design Engineer - Level 1-6
Quality Engineer - Level 1-2, 5-6
Info Assurance/Security Engineer - Level 1-6
System Design Engineer - Level 6
Project Manager - Level 1-3, 5-6
Chemical Engineer
Chemist
Materials Engineer
Machine/CNC Programmer
Technical Support Engineer
Environmental Engineer
Avionics Integration Engineer
Logistics Engineer
Principal Investigator
MIS Programmer or Analyst
Database Analyst
Intelligence Analyst

4.4.1 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.

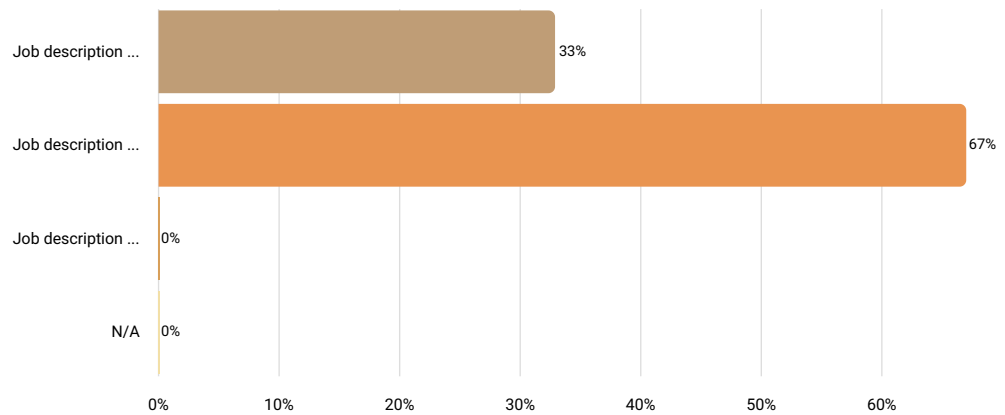
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	3
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

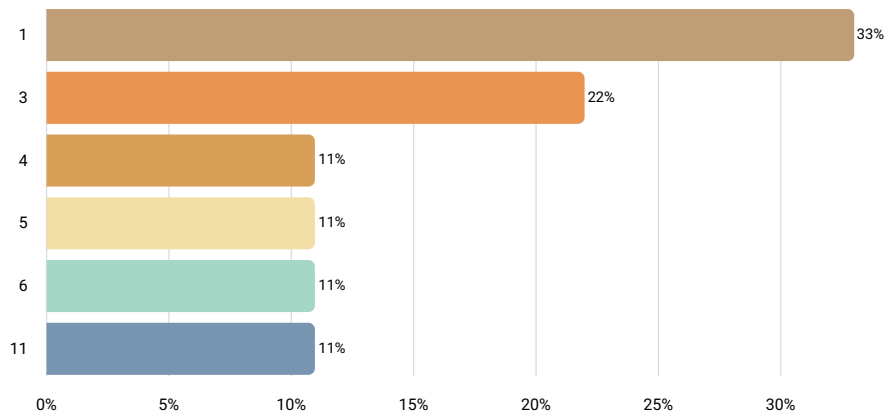
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



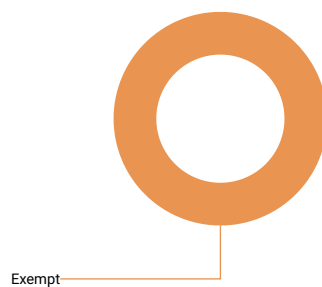
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	11
Mean	3.89
Median	3
Standard deviation	3.22
Total/sum	35

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



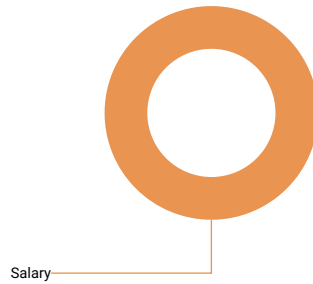
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

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	
Pay Range Minimum Salary	5	\$32,280.00	\$43,700.00	\$57,291.65	\$62,000.00	\$62,400.00	\$51,534.33	\$57,291.65	\$
Pay Range Maximum Salary	5	\$67,500.00	\$68,700.00	\$80,870.00	\$83,200.00	\$102,536.70	\$80,561.34	\$80,870.00	\$
Actual Lowest Base Salary	9	\$61,800.00	\$63,318.00	\$70,000.00	\$73,500.00	\$78,000.00	\$69,255.75	\$70,000.00	\$
Actual Average Base Salary	9	\$64,750.00	\$68,430.00	\$70,000.00	\$73,500.00	\$79,206.00	\$71,359.28	\$70,000.00	\$
Actual Highest Base Salary	9	\$67,500.00	\$71,240.00	\$73,872.00	\$75,489.56	\$80,870.00	\$73,970.17	\$73,872.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.2 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.

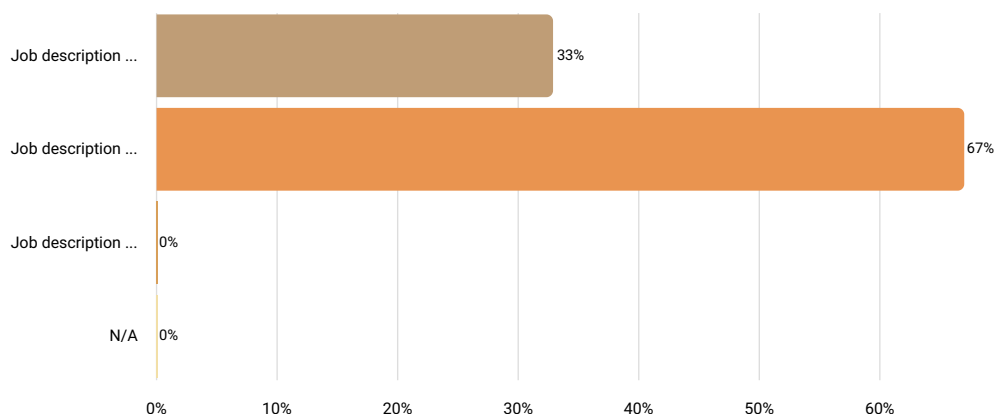
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	4
Job description matches the position at your company very well	67%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

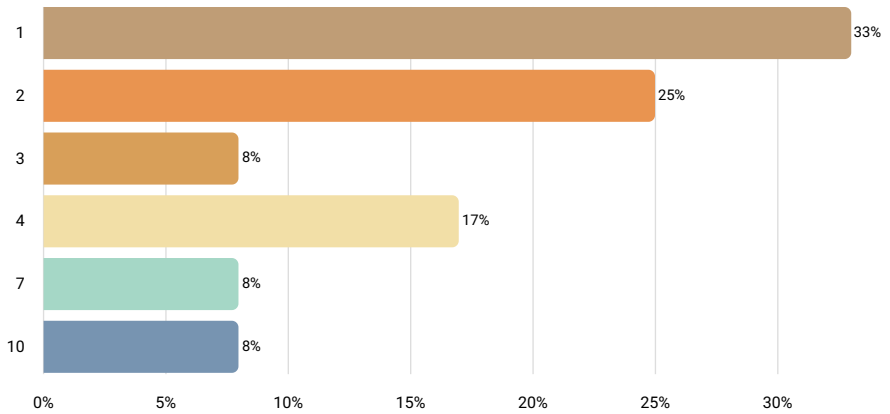
Results	
mechanical engineer - level 2; and other person is in the software engineer ii position	1
junior mechanical engineer	1
mechanical engineer 5	1
mechanical engineer; lead r&d mechanical engineer	1
aerothermal engineer	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



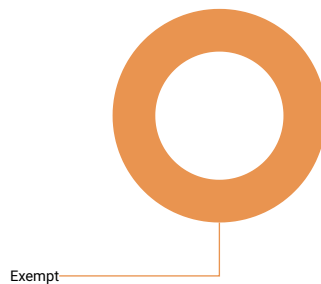
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	7
Mean	3.17
Median	2
Standard deviation	2.79
Total/sum	38

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



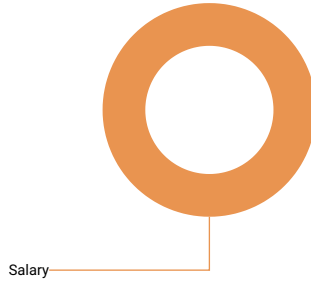
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

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	
Pay Range Minimum Salary	7	\$43,680.00	\$56,200.00	\$65,000.00	\$85,000.00	\$91,568.00	\$67,407.14	\$65,000.00	\$
Pay Range Maximum Salary	7	\$73,000.00	\$76,000.00	\$91,568.00	\$118,600.00	\$119,238.00	\$96,348.29	\$91,568.00	\$
Actual Lowest Base Salary	11	\$74,880.00	\$76,024.00	\$79,851.00	\$85,000.00	\$86,340.00	\$80,219.98	\$79,851.00	\$
Actual Average Base Salary	12	\$74,880.00	\$78,509.50	\$85,412.00	\$90,784.00	\$96,197.00	\$85,007.16	\$85,412.00	\$
Actual Highest Base Salary	12	\$74,880.00	\$79,081.50	\$87,640.00	\$98,579.00	\$110,032.00	\$90,456.75	\$87,640.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$1,000.00	\$1,046.00	\$5,000.00	\$8,800.00	\$3,169.20	\$1,046.00	\$

4.4.3 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.

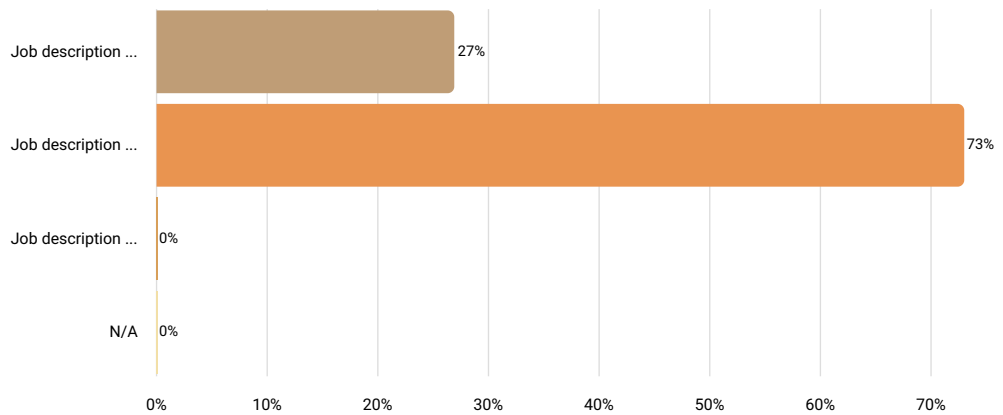
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



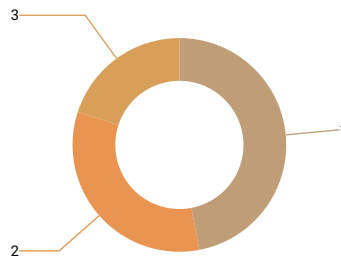
Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	4
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



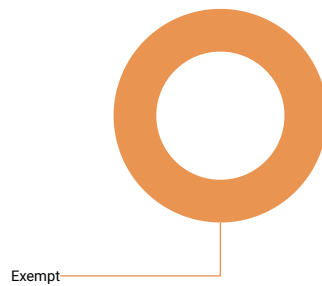
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	1.73
Median	2
Standard deviation	0.8
Total/sum	26

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



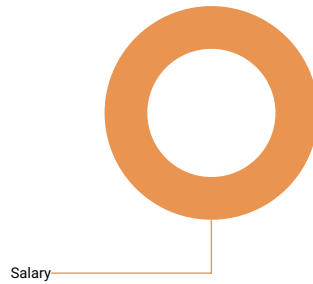
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

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	
Pay Range Minimum Salary	9	\$52,000.00	\$69,569.45	\$80,000.00	\$83,000.00	\$104,000.00	\$78,502.74	\$80,000.00	\$
Pay Range Maximum Salary	9	\$81,577.00	\$95,000.00	\$114,940.80	\$136,918.95	\$164,300.00	\$115,509.75	\$114,940.80	\$
Actual Lowest Base Salary	15	\$81,577.00	\$84,373.00	\$98,000.00	\$109,179.00	\$120,200.00	\$98,091.44	\$98,000.00	\$
Actual Average Base Salary	15	\$81,577.00	\$85,102.67	\$101,836.80	\$117,619.00	\$132,000.00	\$102,700.81	\$101,836.80	\$
Actual Highest Base Salary	15	\$81,577.00	\$85,500.00	\$106,723.00	\$134,552.00	\$138,819.00	\$107,907.48	\$106,723.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$750.00	\$5,175.00	\$10,000.00	\$11,000.00	\$5,350.00	\$5,175.00	\$

4.4.4 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.

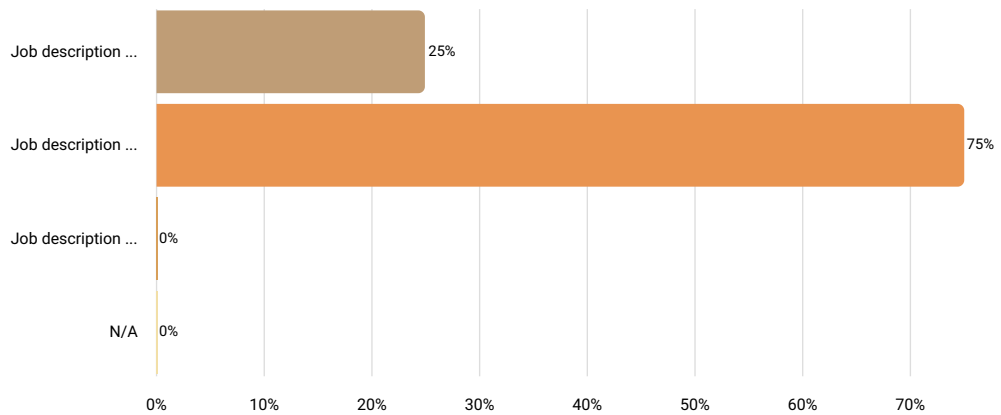
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



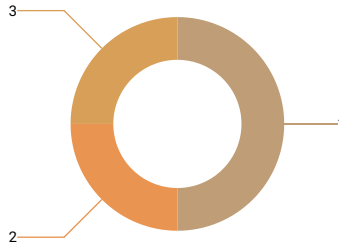
Results		%	N
Job description is perceptibly weaker than the position at your company		25%	2
Job description matches the position at your company very well		75%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



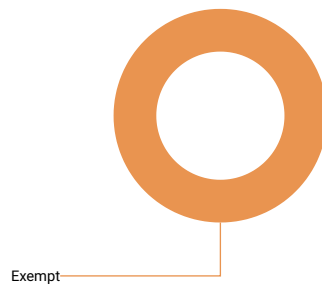
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2.5
90th percentile	3
Mean	1.75
Median	1.5
Standard deviation	0.89
Total/sum	14

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

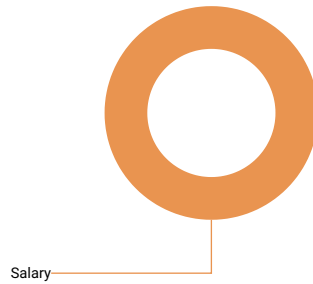
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Is this position paid an hourly rate or annual salary?

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
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	7	\$90,000.00	\$91,075.00	\$118,353.25	\$149,968.00	\$170,476.00	\$125,159.13	\$118,353.25
Actual Average Base Salary	7	\$93,750.00	\$114,588.00	\$123,017.00	\$158,000.00	\$170,476.00	\$131,405.41	\$123,017.00
Actual Highest Base Salary	7	\$97,500.00	\$114,588.00	\$141,653.64	\$169,041.00	\$170,476.00	\$137,468.56	\$141,653.64
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.4.7 Electrical Design Engineer - Level 1

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

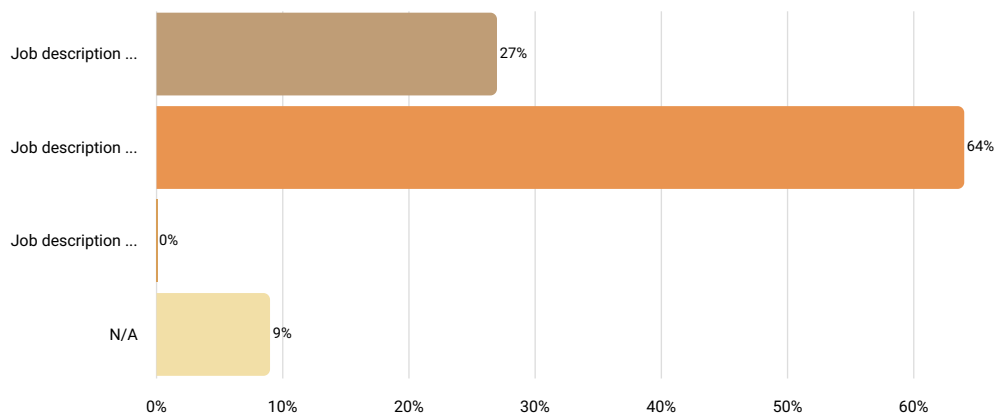
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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	9%	1	

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

Results	
entry level electrical engineer	1
entry electrical engineer	1
electrical engineer 6	1
engineer i	1
engineer, entry	1
r&d electrical engineer; entrylvl microelect vulner eng; microelectronics security eng	1

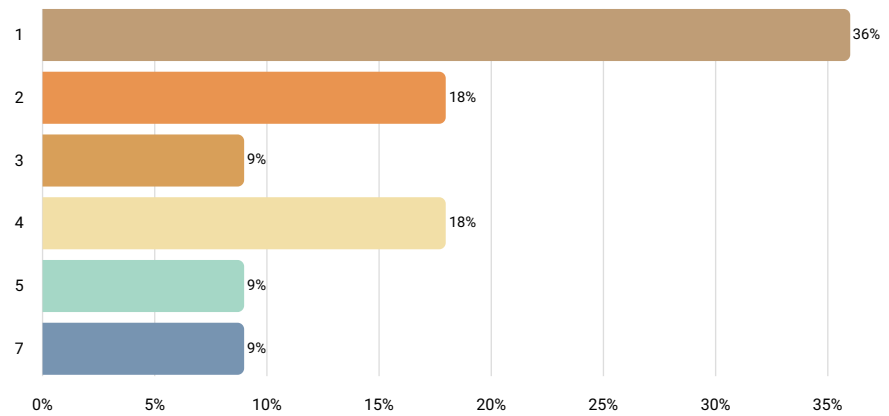
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



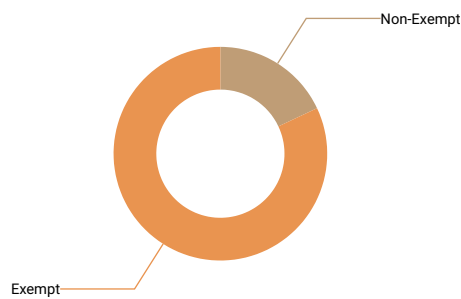
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	5
Mean	2.82
Median	2
Standard deviation	1.99
Total/sum	31

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

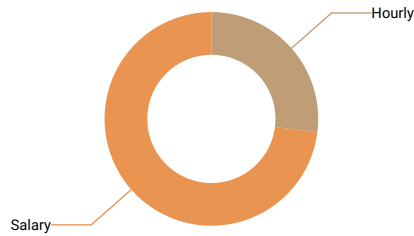
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	\$61,208.00	\$64,650.00	\$67,288.00	\$70,000.00	\$74,568.00	\$67,547.71	\$67,288.00	\$
Actual Average Base Salary	8	\$61,208.00	\$68,394.00	\$71,156.00	\$71,929.76	\$74,568.00	\$69,841.94	\$71,156.00	\$
Actual Highest Base Salary	8	\$61,208.00	\$69,644.00	\$73,964.50	\$76,220.00	\$77,862.21	\$72,340.90	\$73,964.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.8 Electrical Design Engineer - Level 2

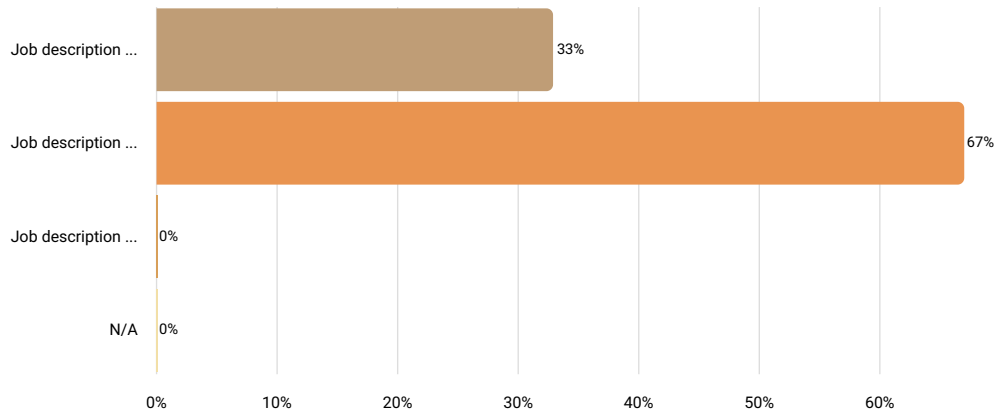
Job description

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



Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	5
Job description matches the position at your company very well	67%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 6 times
 Skipped 9 times
 Text input

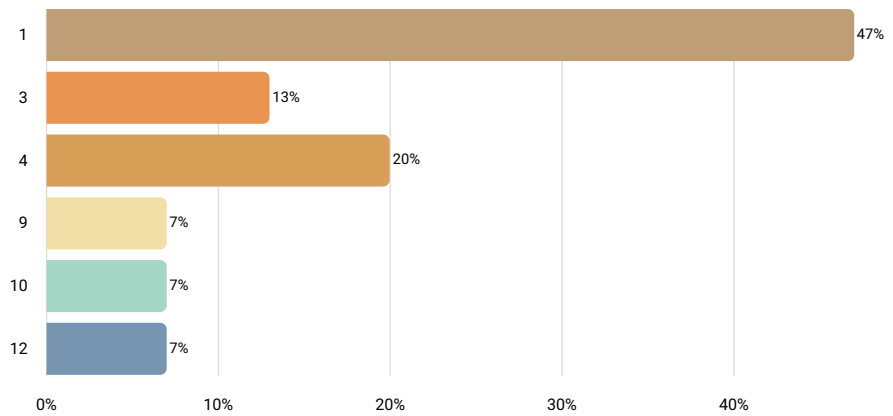
Results	
engineer - engineer/scientist	1
electrical engineer	1
junior electrical engineer	1
electrical engineer 5	1
engineer, mid	1
electrical engineer; senior r&d electrical engineer	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



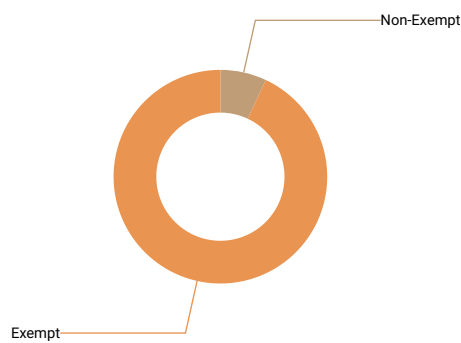
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	10
Mean	3.73
Median	3
Standard deviation	3.67
Total/sum	56

FLSA Status

Answered 15 times

Skipped 0 times

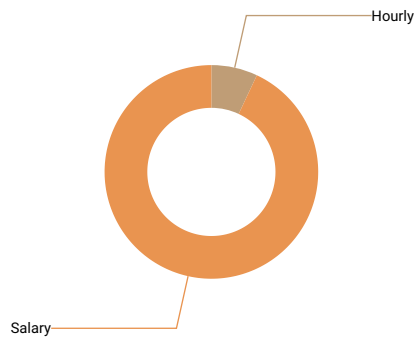
Select one answer (radio button)



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	7%	1
Salary	93%	14

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									
Pay Range Minimum Salary	6	\$43,680.00	\$56,200.00	\$65,200.98	\$71,308.00	\$80,308.00	\$63,649.66	\$65,200.98	\$
Pay Range Maximum Salary	6	\$71,308.00	\$90,000.00	\$114,264.00	\$119,238.00	\$122,129.00	\$105,200.50	\$114,264.00	\$
Actual Lowest Base Salary	13	\$71,308.00	\$74,256.00	\$80,640.00	\$83,616.00	\$104,400.00	\$82,542.43	\$80,640.00	\$
Actual Average Base Salary	14	\$71,308.00	\$78,967.20	\$87,647.07	\$104,400.00	\$109,540.00	\$89,500.79	\$87,647.07	\$
Actual Highest Base Salary	14	\$71,308.00	\$80,100.00	\$91,357.61	\$109,540.00	\$115,502.00	\$93,992.30	\$91,357.61	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.9 Electrical Design Engineer - Level 3

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

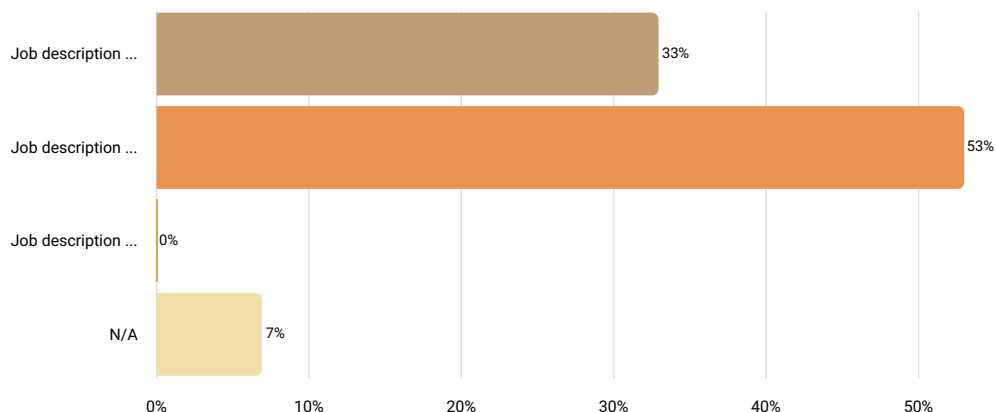
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		33%	5
Job description matches the position at your company very well		53%	8
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	7%	1

Job Title (if different than above)

Answered 8 times

Skipped 7 times

Text input

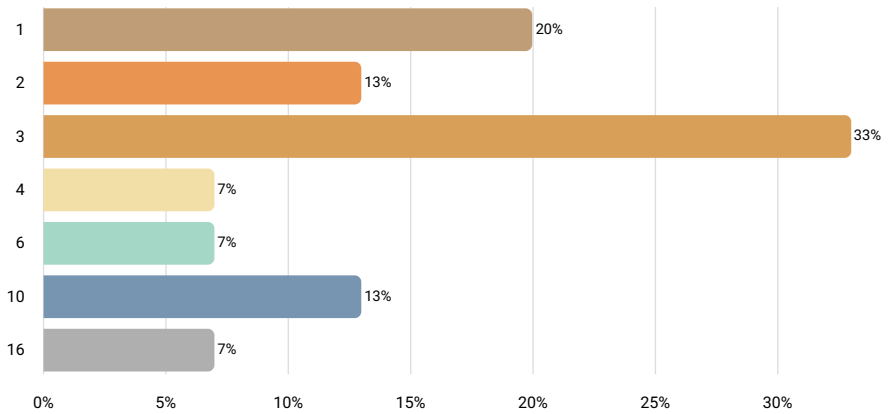
Results	
electrical engineer - engineer/scientist	1
senior electrical engineer	1
electrical engineer	1
electrical engineer 4	1
engineer, senior	1
electrical engineer iii	1
senior electrical engineer; r&d electrical engineer; semiconductor m&d test eng; senior r&d electrical engineer	1
test engineer	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



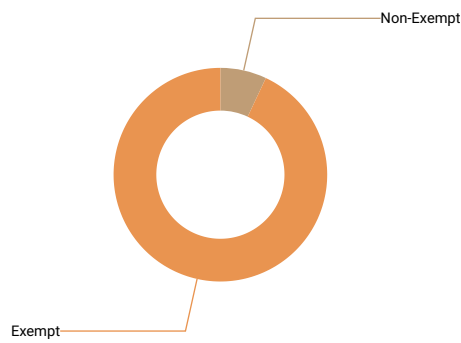
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	10
Mean	4.53
Median	3
Standard deviation	4.27
Total/sum	68

FLSA Status

Answered 15 times

Skipped 0 times

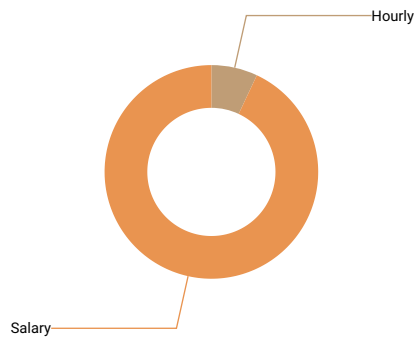
Select one answer (radio button)



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	7%	1
Salary	93%	14

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									
Pay Range Minimum Salary	9	\$52,000.00	\$69,569.45	\$87,000.00	\$96,200.00	\$104,000.00	\$83,671.49	\$87,000.00	\$
Pay Range Maximum Salary	9	\$85,000.00	\$100,000.00	\$130,000.00	\$136,918.95	\$164,300.00	\$124,079.79	\$130,000.00	\$
Actual Lowest Base Salary	14	\$65,000.00	\$85,000.00	\$93,342.80	\$115,793.00	\$122,484.00	\$96,975.38	\$93,342.80	\$
Actual Average Base Salary	14	\$89,544.00	\$97,000.00	\$104,727.40	\$130,967.00	\$132,624.26	\$109,452.66	\$104,727.40	\$
Actual Highest Base Salary	13	\$94,500.00	\$102,752.00	\$123,427.20	\$136,704.00	\$147,784.00	\$118,853.02	\$123,427.20	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.10 Electrical Design Engineer - Level 4

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

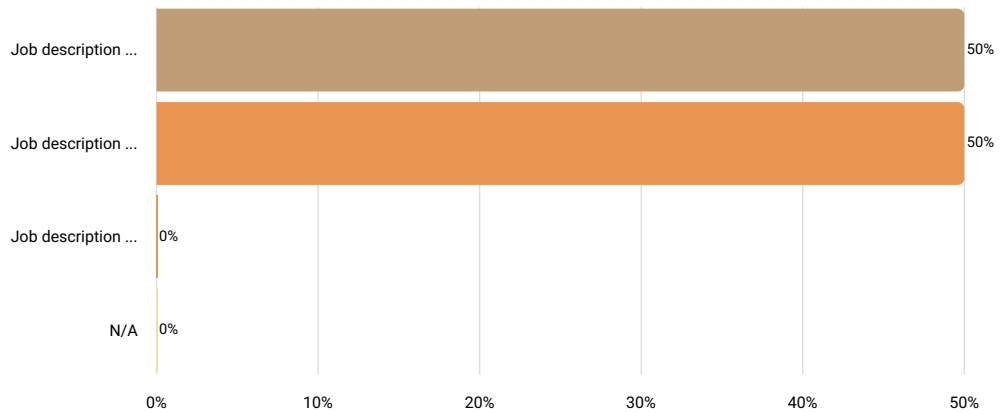
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techni

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Skipped 2 times

Text input

Results	
electrical engineer - engineer/scientist	1
principal electrical engineer	1
senior electrical engineer	1
electrical engineer 3	1
engineer, principal	1
sr. test development engineer	1

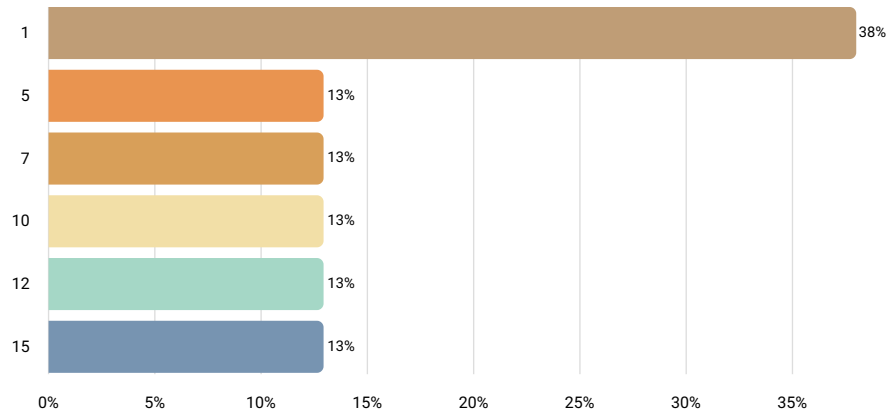
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



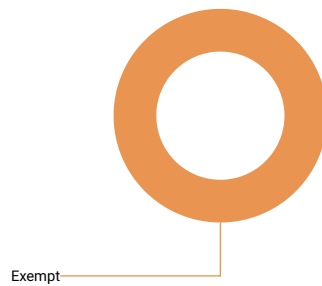
Statistics	
10th percentile	1
25th percentile	1
50th percentile	6
75th percentile	11
90th percentile	15
Mean	6.5
Median	6
Standard deviation	5.45
Total/sum	52

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

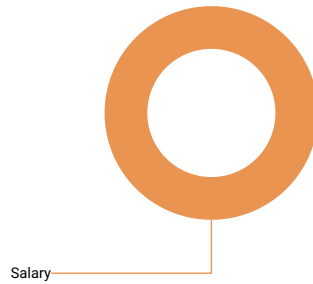
[Table of Contents](#)

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	
Pay Range Minimum Salary	5	\$49,920.00	\$85,000.00	\$90,000.00	\$129,937.00	\$140,000.00	\$98,971.40	\$90,000.00	\$
Pay Range Maximum Salary	5	\$105,000.00	\$115,000.00	\$171,121.00	\$188,048.00	\$250,000.00	\$165,833.80	\$171,121.00	\$
Actual Lowest Base Salary	8	\$90,000.00	\$108,172.80	\$144,976.00	\$155,505.50	\$170,560.00	\$134,733.58	\$144,976.00	\$
Actual Average Base Salary	8	\$102,679.00	\$119,716.42	\$156,979.00	\$166,280.00	\$178,412.00	\$145,880.23	\$156,979.00	\$
Actual Highest Base Salary	8	\$103,500.00	\$134,563.42	\$163,659.00	\$170,840.50	\$212,472.00	\$156,762.23	\$163,659.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.11 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 9 times

Skipped 0 times

Select one answer (radio button)



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

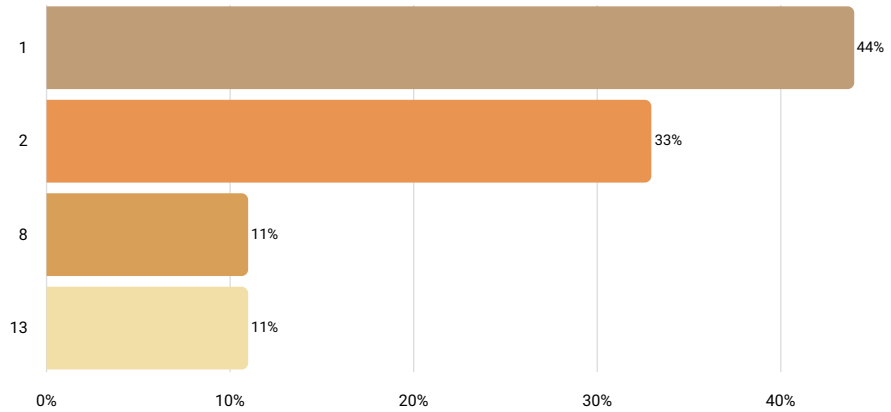
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



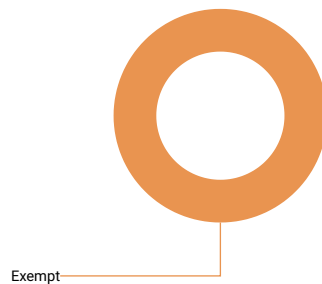
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	13
Mean	3.44
Median	2
Standard deviation	4.22
Total/sum	31

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



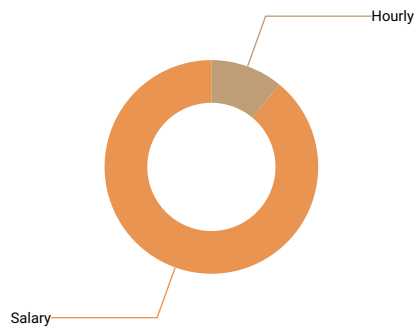
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	\$52,000.00	\$82,688.00	\$133,000.00	\$135,200.00	\$156,707.00	\$111,919.00	\$133,000.00	\$
Pay Range Maximum Salary	5	\$133,000.00	\$195,905.85	\$197,600.00	\$200,782.00	\$208,000.00	\$187,057.57	\$197,600.00	\$
Actual Lowest Base Salary	8	\$116,000.00	\$134,776.00	\$146,358.48	\$176,435.50	\$183,722.00	\$151,857.75	\$146,358.48	\$
Actual Average Base Salary	8	\$116,000.00	\$134,776.00	\$158,508.76	\$183,307.50	\$206,887.00	\$159,508.94	\$158,508.76	\$
Actual Highest Base Salary	8	\$116,000.00	\$134,776.00	\$172,159.00	\$195,252.00	\$225,014.00	\$168,173.50	\$172,159.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$2,300.00	\$3,043.00	\$10,000.00	\$12,000.00	\$14,000.00	\$8,268.60	\$10,000.00	\$

4.4.12 Electrical Design Engineer - Level 6

Job description

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

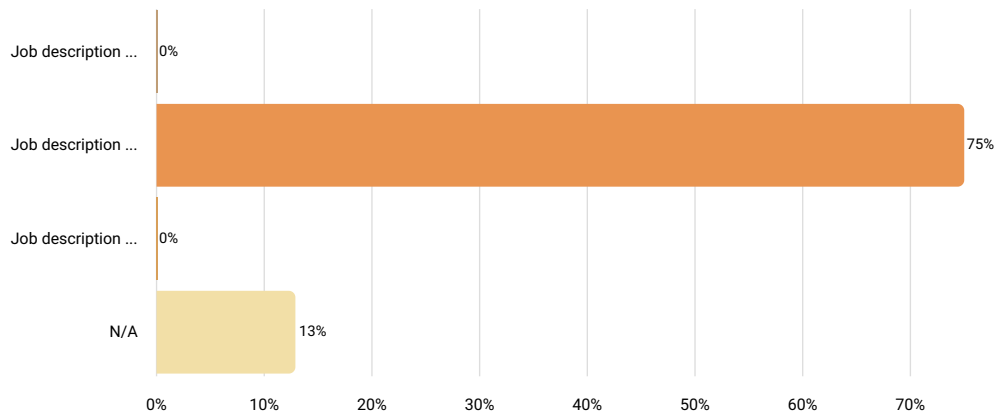
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typical Ph.D. in area of specialization.

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	0%	0
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	13%	1

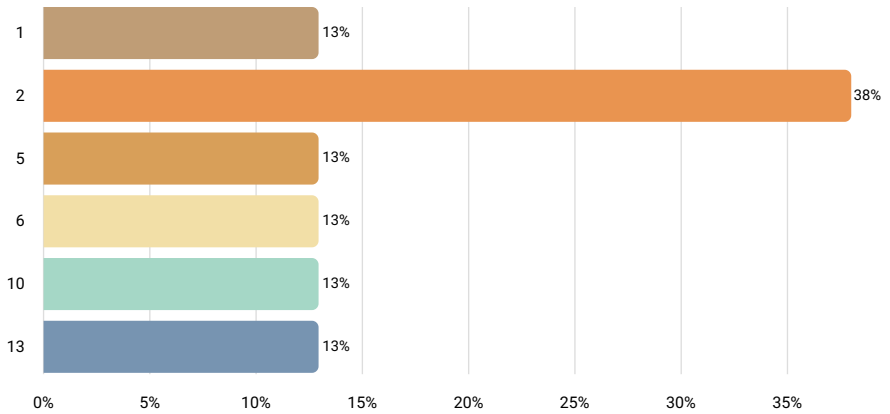
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



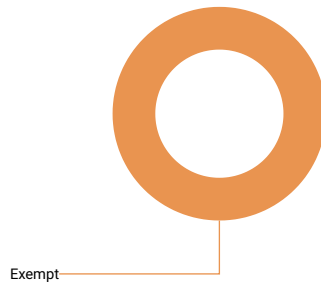
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	8
90th percentile	13
Mean	5.13
Median	3.5
Standard deviation	4.36
Total/sum	41

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



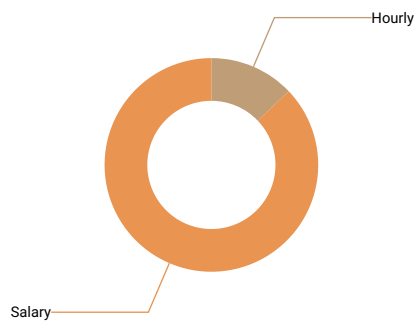
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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	
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	\$128,125.00	\$135,000.00	\$141,000.00	\$149,905.00	\$171,000.00	\$143,542.69	\$141,000.00	\$
Actual Average Base Salary	7	\$145,806.00	\$145,998.73	\$166,108.00	\$171,000.00	\$177,912.00	\$161,375.20	\$166,108.00	\$
Actual Highest Base Salary	7	\$148,590.00	\$166,400.00	\$173,000.00	\$195,470.00	\$205,920.00	\$178,960.00	\$173,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.15 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.

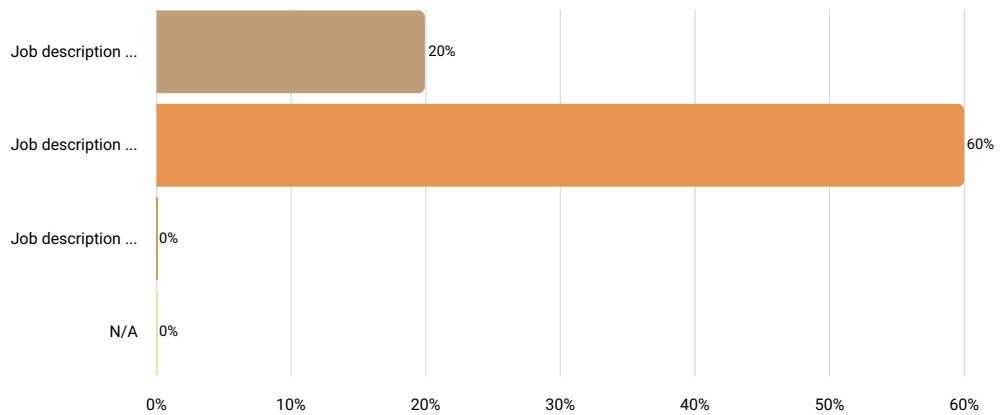
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



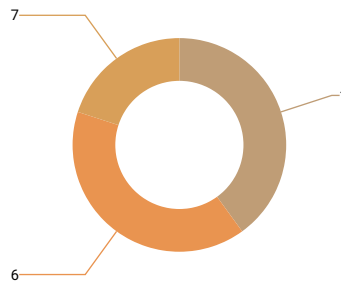
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



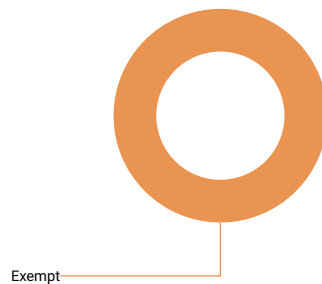
Statistics	
10th percentile	1
25th percentile	1
50th percentile	6
75th percentile	6
90th percentile	7
Mean	4.2
Median	6
Standard deviation	2.95
Total/sum	21

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

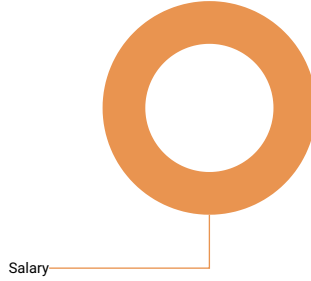
[Table of Contents](#)

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	
Pay Range Minimum Salary	5	\$55,000.00	\$56,200.00	\$76,220.00	\$83,000.00	\$90,500.00	\$72,184.00	\$76,220.00	\$
Pay Range Maximum Salary	5	\$91,791.00	\$111,500.00	\$118,600.00	\$122,387.20	\$143,000.00	\$117,455.64	\$118,600.00	\$
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.27 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

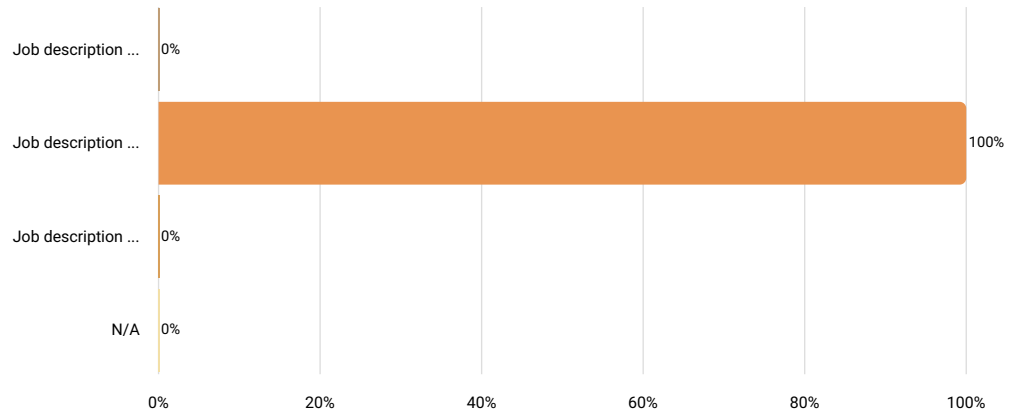
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 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

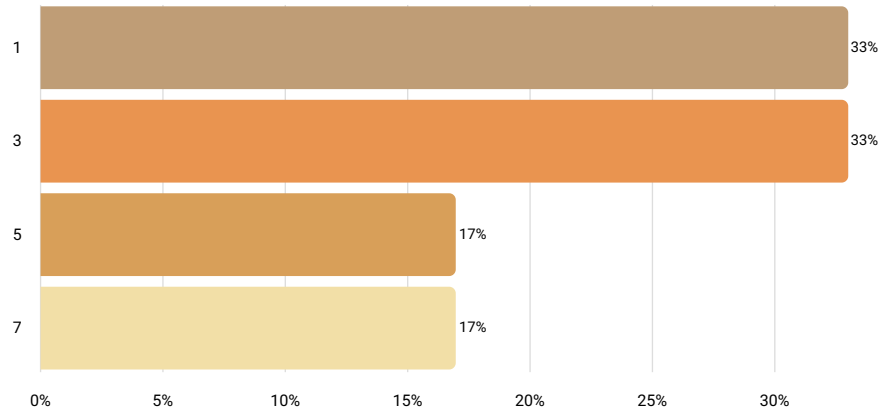
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



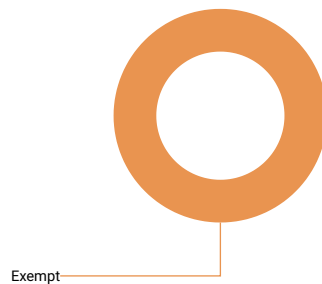
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	7
Mean	3.33
Median	3
Standard deviation	2.34
Total/sum	20

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



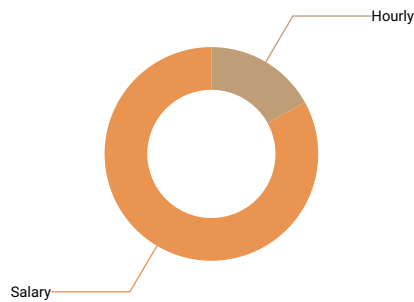
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

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 dev
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	\$82,756.88	\$83,096.00	\$86,500.00	\$103,000.00	\$106,000.00	\$92,270.58	\$86,500.00	\$11,309.
Actual Average Base Salary	5	\$84,078.00	\$87,090.00	\$98,469.91	\$103,000.00	\$108,329.50	\$96,193.48	\$98,469.91	\$10,349.
Actual Highest Base Salary	5	\$85,000.00	\$89,491.00	\$103,000.00	\$110,921.26	\$112,000.00	\$100,082.45	\$103,000.00	\$12,325.

4.4.28 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

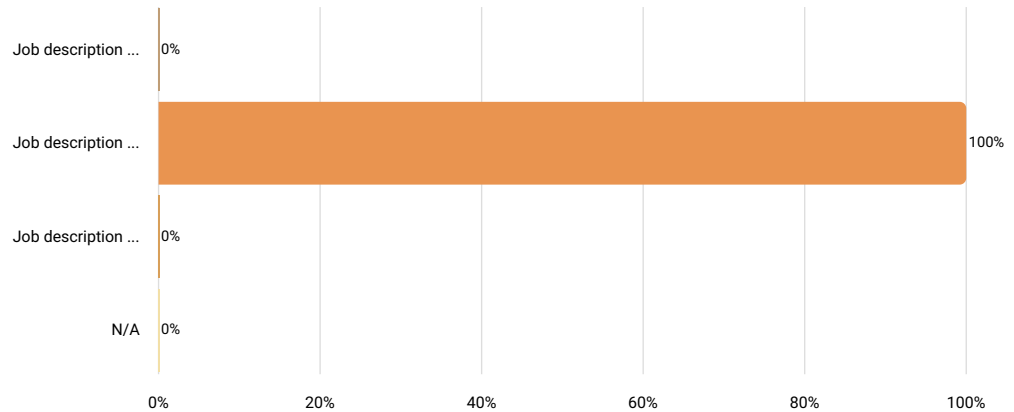
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



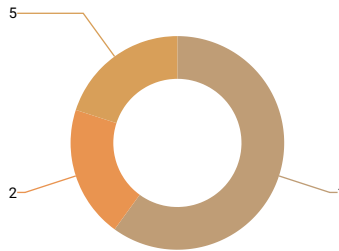
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	5
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



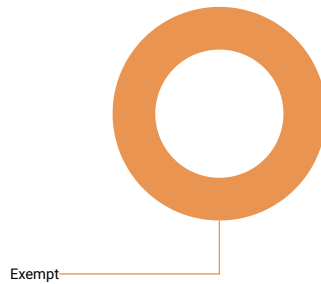
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	1.73
Total/sum	10

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

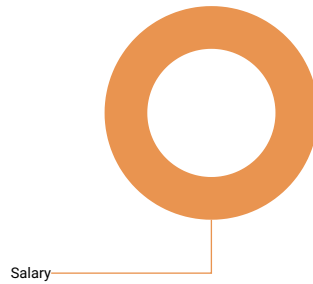
[Table of Contents](#)

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 devi
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$60,545.00	\$90,000.00	\$90,480.00	\$115,140.00	\$120,850.00	\$95,403.00	\$90,480.00	\$24,008.3
Actual Average Base Salary	5	\$60,545.00	\$90,000.00	\$90,480.00	\$122,661.27	\$129,413.00	\$98,619.85	\$90,480.00	\$27,912.6
Actual Highest Base Salary	5	\$60,545.00	\$90,000.00	\$90,480.00	\$124,472.50	\$137,025.00	\$100,504.50	\$90,480.00	\$30,478.7

4.4.37 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.

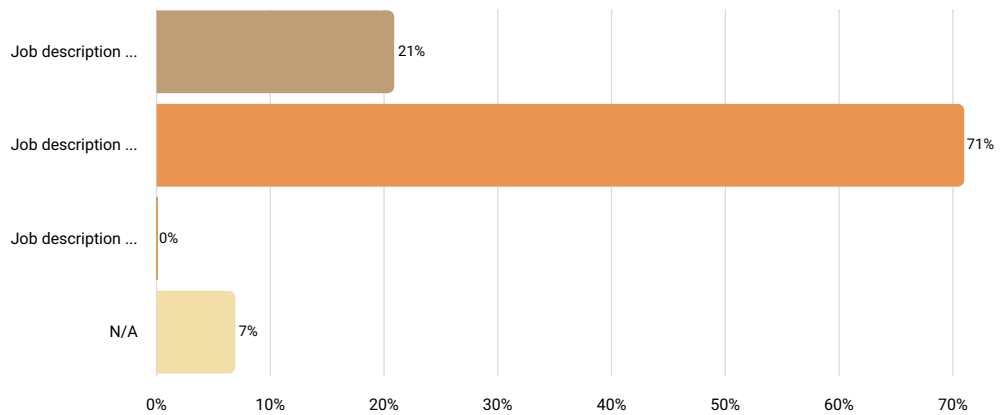
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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	7%	1

Job Title (if different than above)

Answered 6 times

Skipped 8 times

Text input

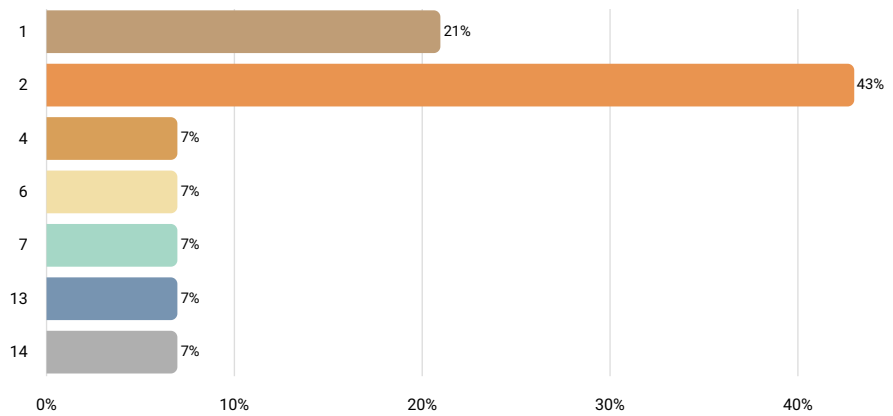
Results	
jr. software engineer	1
software engineer i	1
scientist, entry level	1
test engineer i	1
computer scientist i - itsc	1
software engineer; jr. software engineer	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



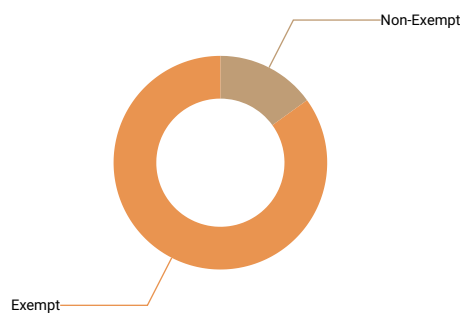
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	6
90th percentile	13
Mean	4.21
Median	2
Standard deviation	4.34
Total/sum	59

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



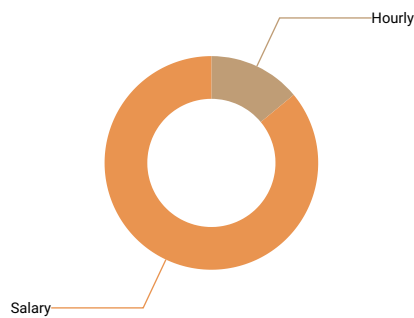
Results	%	N
Non-Exempt	14%	2
Exempt	79%	11

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$43,700.00	\$49,052.00	\$54,419.43	\$57,793.43	\$65,000.00	\$53,903.71	\$54,419.43	\$
Pay Range Maximum Salary	8	\$63,835.20	\$70,595.20	\$74,439.00	\$100,002.35	\$118,600.00	\$84,063.54	\$74,439.00	\$
Actual Lowest Base Salary	12	\$57,346.85	\$60,725.60	\$68,028.00	\$72,520.50	\$74,200.00	\$66,416.05	\$68,028.00	\$
Actual Average Base Salary	12	\$60,591.00	\$65,484.60	\$73,129.50	\$76,120.32	\$79,568.00	\$71,399.57	\$73,129.50	\$
Actual Highest Base Salary	12	\$61,547.20	\$67,617.60	\$75,465.00	\$83,008.00	\$97,000.00	\$76,900.73	\$75,465.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.38 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.

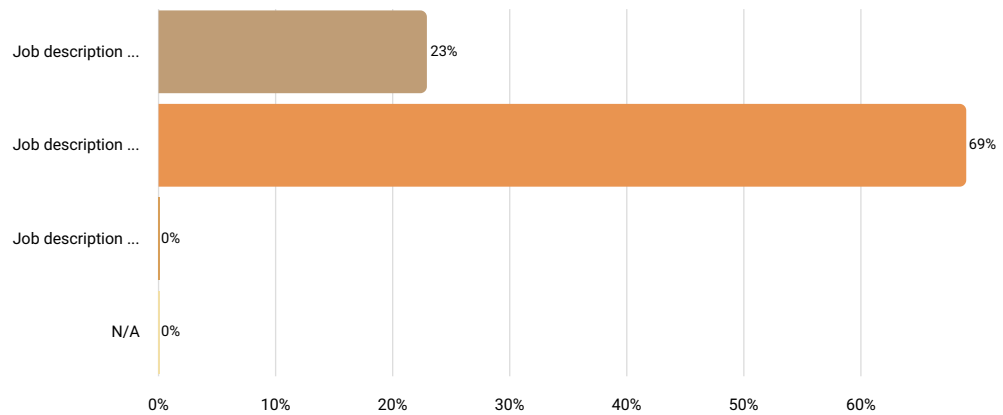
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 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 6 times

Skipped 7 times

Text input

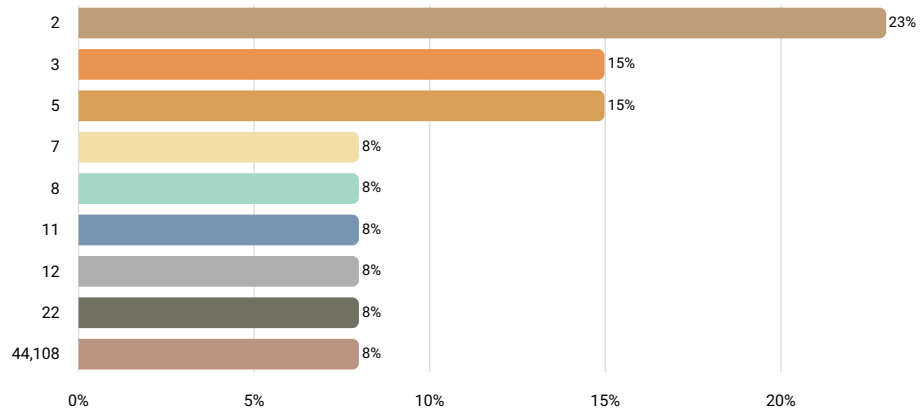
Results	
software engineer ii; database developer ii	1
software engineer 5	1
scientist, mid level	1
test engineer ii	1
computer scientist ii - itsc	1
jr. software engineer; software engineer; lead r&d software engineer; embedded software engineer	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



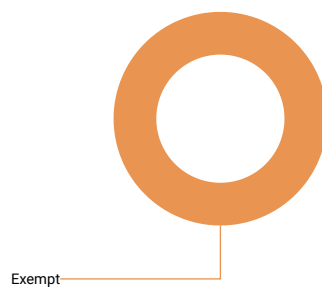
Statistics	
10th percentile	2
25th percentile	3
50th percentile	5
75th percentile	11
90th percentile	22
Mean	3,399.23
Median	5
Standard deviation	12,231.46
Total/sum	44,190

FLSA Status

Answered 13 times

Skipped 0 times

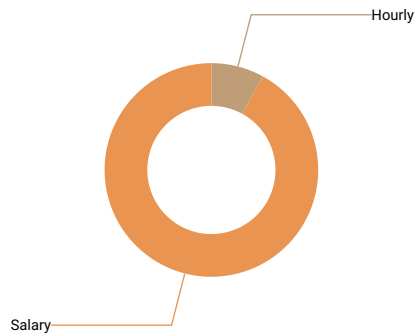
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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 Bonus (Annual)									
Pay Range Minimum Salary	9	\$43,680.00	\$60,401.95	\$62,400.00	\$70,574.40	\$81,224.00	\$64,292.37	\$62,400.00	\$
Pay Range Maximum Salary	9	\$85,425.60	\$89,611.00	\$90,729.00	\$118,600.00	\$129,267.00	\$100,385.62	\$90,729.00	\$
Actual Lowest Base Salary	12	\$73,774.82	\$74,471.18	\$80,830.40	\$85,727.00	\$87,549.00	\$79,535.91	\$80,830.40	\$
Actual Average Base Salary	12	\$82,379.25	\$82,619.05	\$85,672.00	\$90,341.50	\$94,662.00	\$86,489.47	\$85,672.00	\$
Actual Highest Base Salary	12	\$87,000.00	\$89,603.50	\$91,779.00	\$94,899.58	\$104,956.00	\$93,999.41	\$91,779.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$739.00	\$2,300.00	\$5,000.00	\$7,000.00	\$9,000.00	\$4,807.80	\$5,000.00	\$

4.4.39 Software Engineer - Level 3

Job description

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

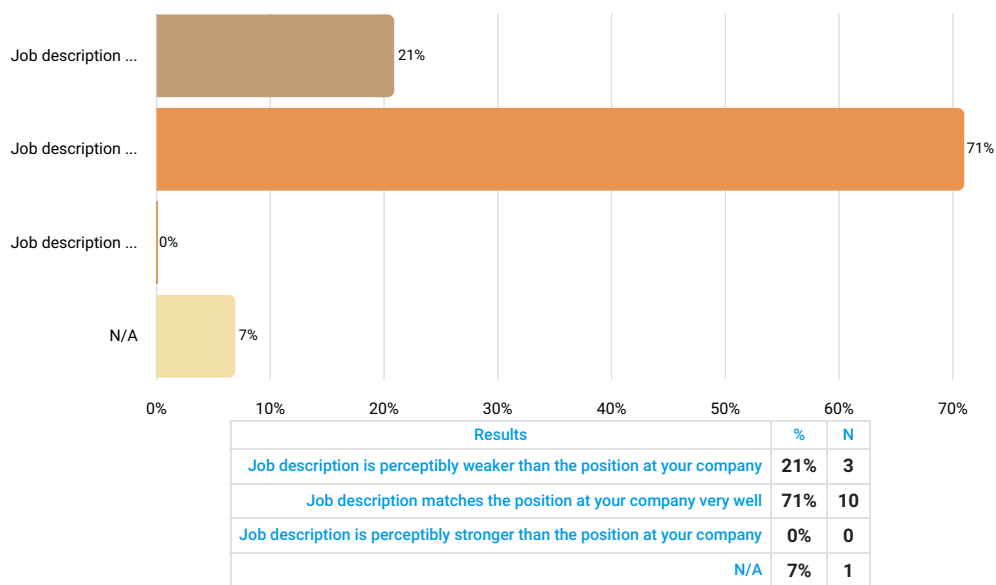
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 7 times

Skipped 7 times

Text input

Results	
senior software engineer	2
member technical staff	1
software engineer 4	1
scientist, senior	1
computer scientist iii - itsc	1
software engineer; software engineer team lead; senior software engineer; secure software research eng	1

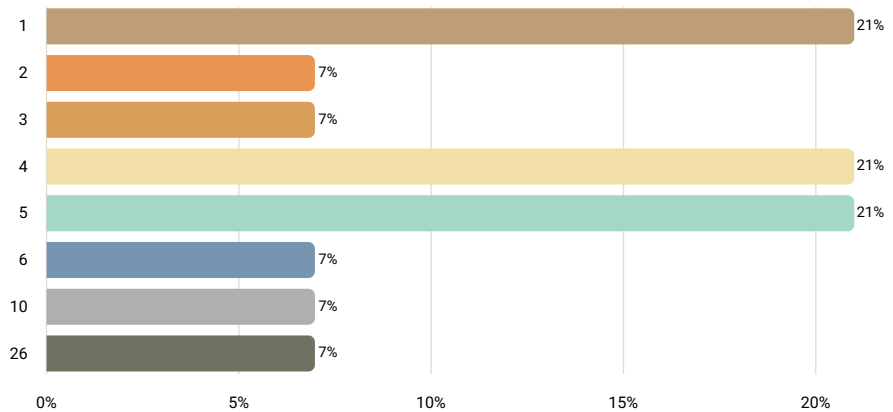
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



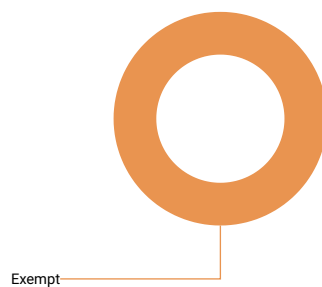
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	5
90th percentile	10
Mean	5.5
Median	4
Standard deviation	6.37
Total/sum	77

FLSA Status

Answered 14 times

Skipped 0 times

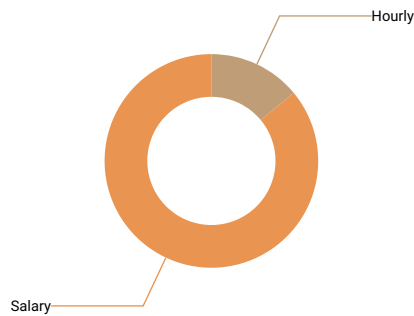
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	14%	2
Salary	86%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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 Bonus (Annual)									
Pay Range Minimum Salary	7	\$52,000.00	\$56,200.00	\$76,003.20	\$105,000.00	\$107,723.00	\$78,482.81	\$76,003.20	\$
Pay Range Maximum Salary	7	\$93,600.00	\$105,458.00	\$120,000.00	\$136,918.95	\$166,383.00	\$123,194.28	\$120,000.00	\$
Actual Lowest Base Salary	12	\$80,000.00	\$90,303.81	\$93,446.50	\$103,880.00	\$111,654.00	\$95,877.94	\$93,446.50	\$
Actual Average Base Salary	12	\$93,784.92	\$97,623.50	\$102,386.81	\$116,697.25	\$119,041.30	\$106,838.10	\$102,386.81	\$
Actual Highest Base Salary	12	\$97,760.00	\$104,383.50	\$119,923.50	\$136,059.47	\$142,594.39	\$120,286.31	\$119,923.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$798.00	\$2,300.00	\$5,000.00	\$9,900.00	\$10,000.00	\$5,599.60	\$5,000.00	\$

4.4.40 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.

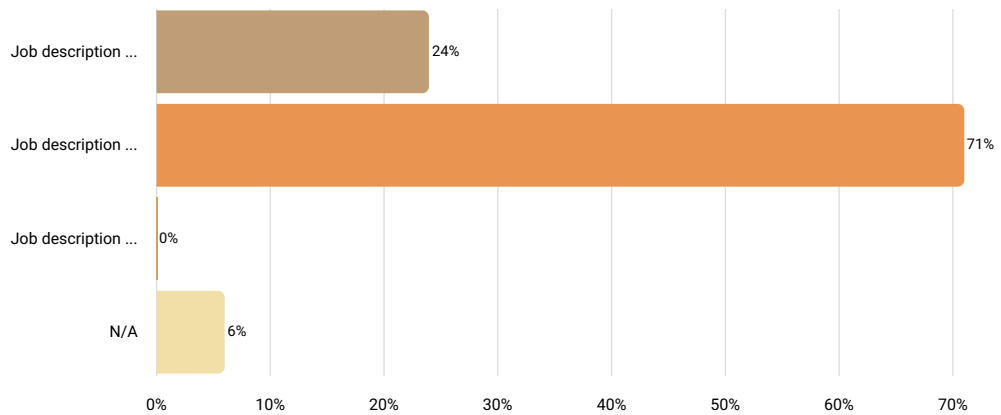
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	4
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	6%	1

Job Title (if different than above)

Answered 9 times

Skipped 8 times

Text input

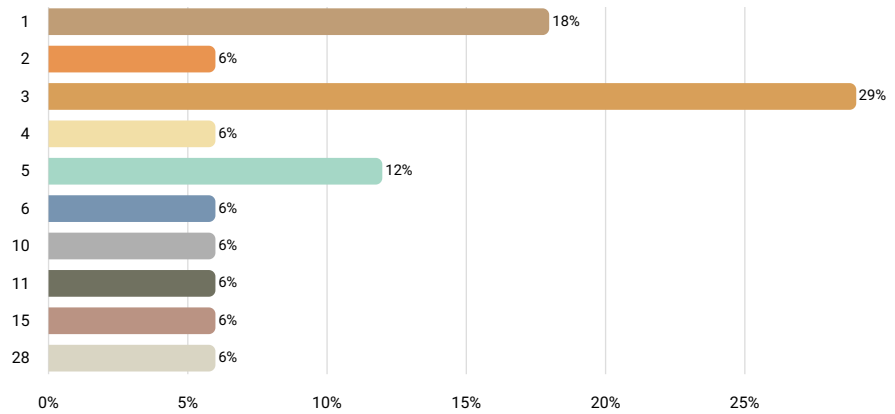
Results	
advanced senior software engineer	1
member senior technical staff	1
principal software engineer	1
software engineer 3	1
scientist, principal	1
computer scientist iv - itsc	1
senior engineer - g4	1
software engineer; senior software engineer	1
specialist engineer, engineering	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



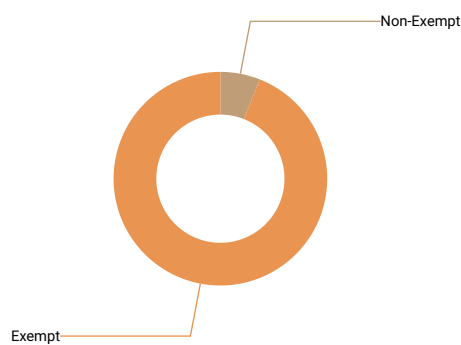
Statistics	
10th percentile	1
25th percentile	3
50th percentile	3
75th percentile	6
90th percentile	15
Mean	6.12
Median	3
Standard deviation	6.84
Total/sum	104

FLSA Status

Answered 17 times

Skipped 0 times

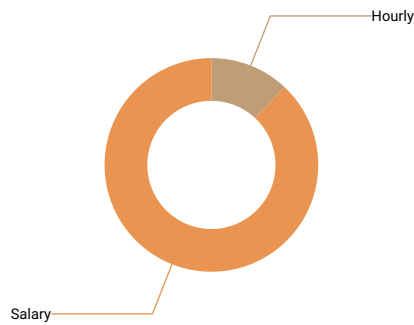
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	12%	2
Salary	88%	15

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	11	\$77,896.20	\$77,905.15	\$98,800.00	\$130,000.00	\$135,000.00	\$101,146.76	\$98,800.00	\$
Pay Range Maximum Salary	11	\$108,707.00	\$130,000.00	\$150,000.00	\$164,300.00	\$196,085.00	\$150,957.22	\$150,000.00	\$
Actual Lowest Base Salary	14	\$86,628.00	\$97,000.00	\$127,380.86	\$135,000.00	\$150,529.60	\$118,992.29	\$127,380.86	\$
Actual Average Base Salary	14	\$100,666.00	\$122,218.00	\$135,939.03	\$149,968.00	\$156,478.40	\$132,749.14	\$135,939.03	\$
Actual Highest Base Salary	14	\$111,676.00	\$130,000.00	\$151,652.50	\$162,302.40	\$170,182.13	\$145,842.93	\$151,652.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$2,300.00	\$3,800.00	\$4,678.00	\$10,000.00	\$12,000.00	\$6,555.60	\$4,678.00	\$

4.4.41 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.

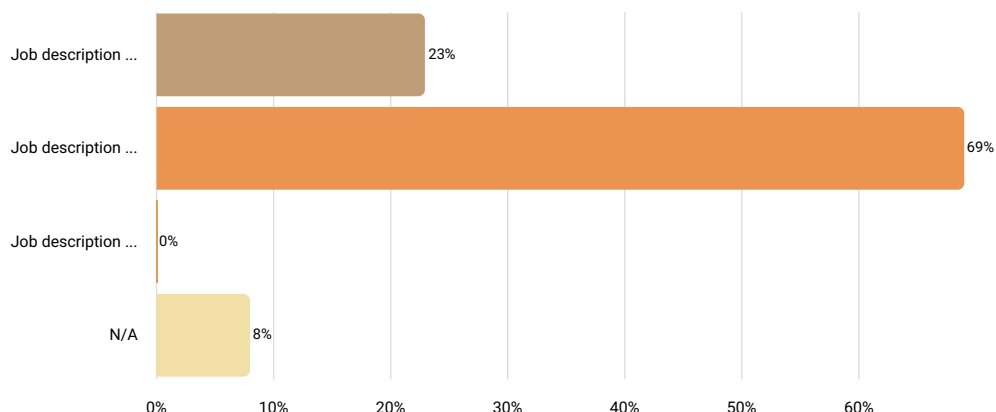
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 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	8%	1

Job Title (if different than above)

Answered 7 times

Skipped 6 times

Text input

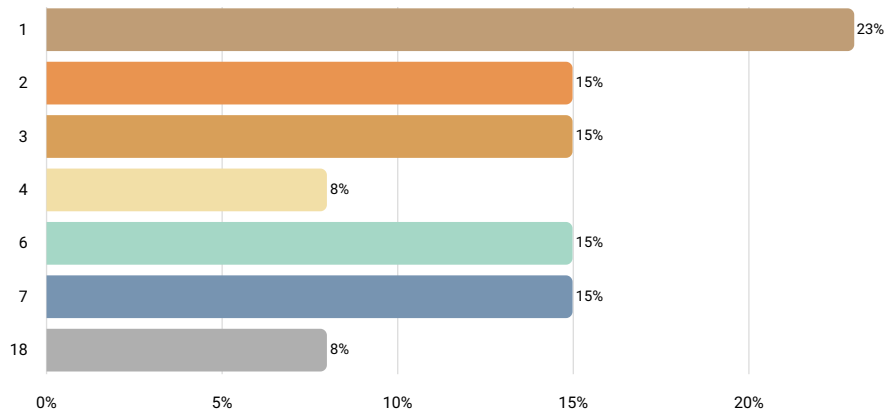
Results	
principal software engineer	2
member senior technical staff	1
software engineer 2	1
scientist, subject matter expert (sme)	1
subject matter expert	1
staff software engineer; sft iv&v analy firing sys inti; sft iv&v/airworthiness eng; software wmi analyst; software test analyst	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



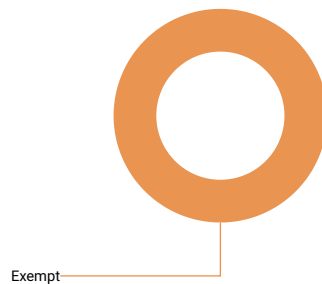
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	7
Mean	4.69
Median	3
Standard deviation	4.59
Total/sum	61

FLSA Status

Answered 13 times

Skipped 0 times

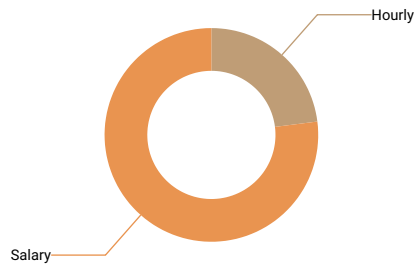
Select one answer (radio button)



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	
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 Bonus (Annual)									
Pay Range Minimum Salary	7	\$52,000.00	\$57,915.80	\$112,000.00	\$150,000.00	\$151,091.00	\$107,400.97	\$112,000.00	\$
Pay Range Maximum Salary	7	\$130,000.00	\$164,300.00	\$176,529.00	\$200,000.00	\$270,400.00	\$186,962.12	\$176,529.00	\$
Actual Lowest Base Salary	10	\$104,302.00	\$119,246.40	\$141,228.51	\$162,323.00	\$169,806.33	\$140,400.01	\$141,228.51	\$
Actual Average Base Salary	10	\$131,215.17	\$144,296.00	\$152,904.70	\$171,714.00	\$174,160.41	\$154,788.15	\$152,904.70	\$
Actual Highest Base Salary	10	\$137,508.80	\$154,918.00	\$175,302.90	\$181,105.00	\$190,817.50	\$169,557.84	\$175,302.90	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,279.00	\$2,300.00	\$10,500.00	\$12,000.00	\$13,500.00	\$7,915.80	\$10,500.00	\$

4.4.42 Software Engineer - Level 6

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.

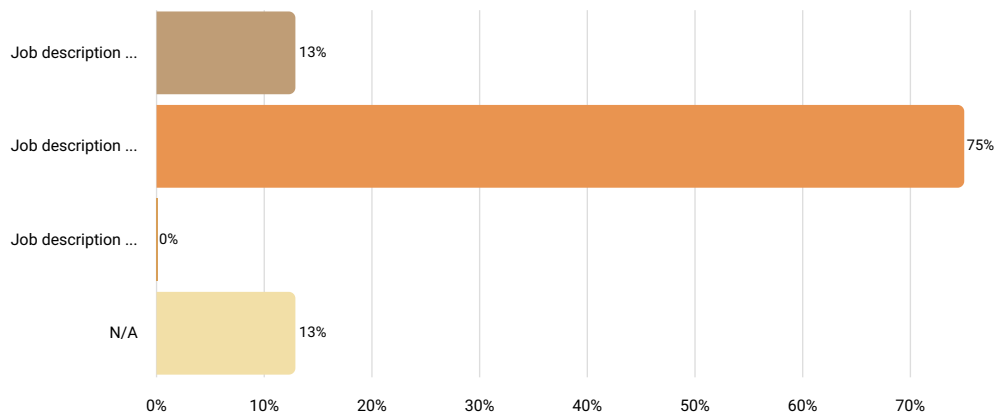
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typical Ph.D. in area of specialization.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



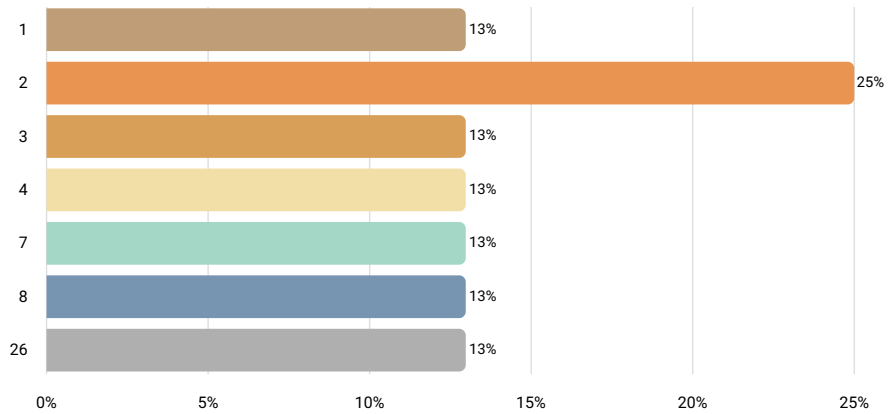
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



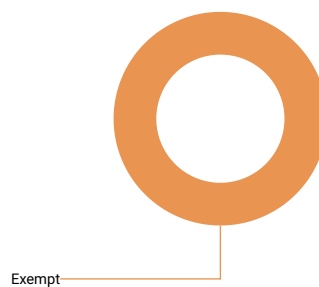
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	7.5
90th percentile	26
Mean	6.63
Median	3.5
Standard deviation	8.21
Total/sum	53

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



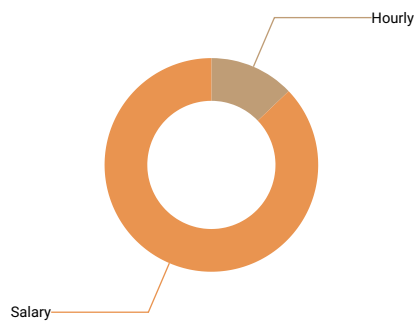
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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	
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 Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	\$88,250.00	\$91,000.00	\$121,000.00	\$143,400.00	\$159,896.17	\$118,690.05	\$121,000.00	\$
Actual Average Base Salary	7	\$107,684.00	\$110,500.00	\$148,645.70	\$159,896.17	\$162,575.00	\$139,298.12	\$148,645.70	\$
Actual Highest Base Salary	7	\$130,000.00	\$135,000.00	\$159,896.17	\$181,750.00	\$226,169.00	\$162,756.48	\$159,896.17	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.43 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.

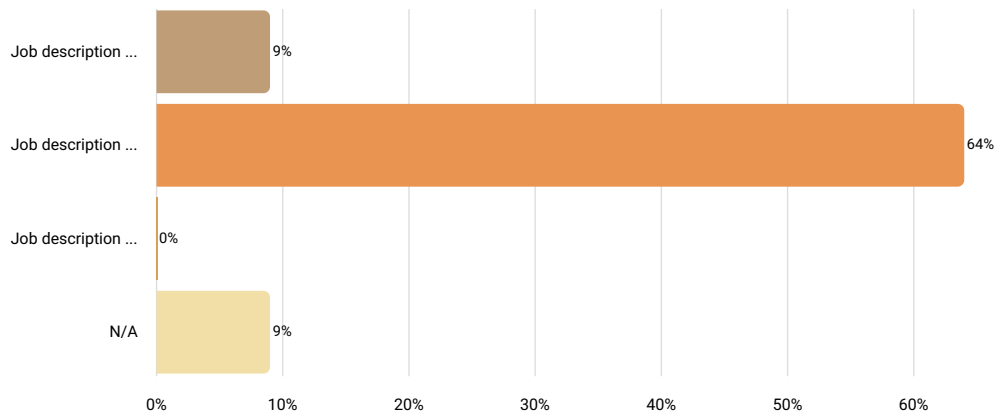
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

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

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

Results	
jr systems engineer	1
systems engineer i	1
entry level systems engineer	1
engineer i	1
reverse engineer	1
engineer/scientist 1	1

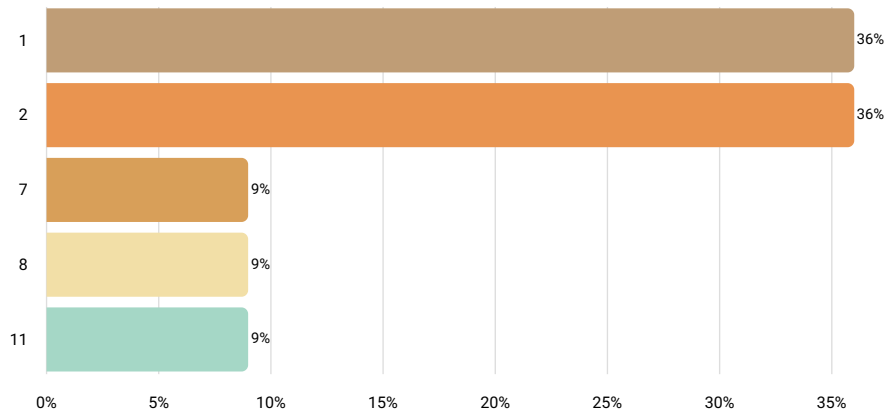
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



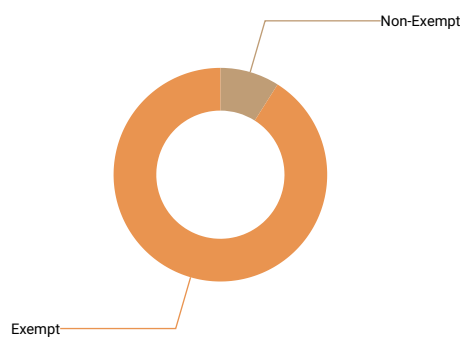
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	8
Mean	3.45
Median	2
Standard deviation	3.5
Total/sum	38

FLSA Status

Answered 11 times

Skipped 0 times

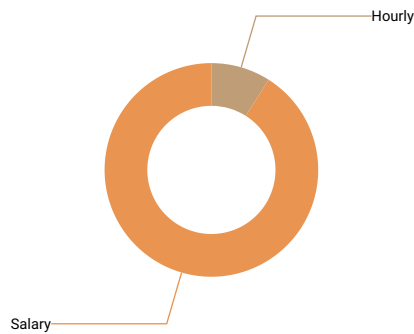
Select one answer (radio button)



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	9%	1
Salary	91%	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									
Pay Range Minimum Salary	5	\$43,700.00	\$45,000.00	\$46,800.00	\$57,291.65	\$65,000.00	\$51,558.33	\$46,800.00	\$
Pay Range Maximum Salary	5	\$65,000.00	\$67,600.00	\$75,000.00	\$83,200.00	\$102,536.70	\$78,667.34	\$75,000.00	\$
Actual Lowest Base Salary	9	\$49,000.00	\$59,826.85	\$69,523.00	\$70,220.80	\$75,600.00	\$65,157.22	\$69,523.00	\$
Actual Average Base Salary	8	\$55,000.00	\$65,628.27	\$72,829.00	\$75,611.60	\$77,800.00	\$70,117.22	\$72,829.00	\$
Actual Highest Base Salary	9	\$55,000.00	\$67,000.00	\$72,380.00	\$79,800.00	\$83,241.60	\$72,380.63	\$72,380.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.44 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.

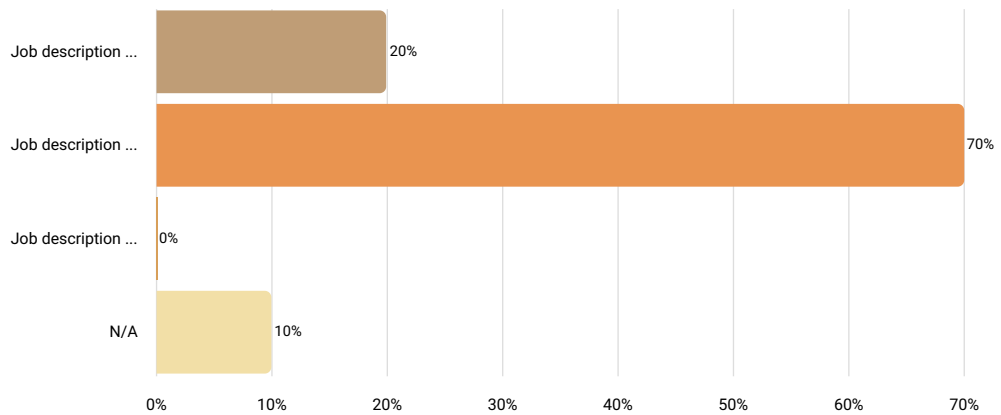
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 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	0%	0
N/A	10%	1

Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

Results	
systems engineer	2
engineer ii	1
reverse engineer	1
engineer/scientist 2	1

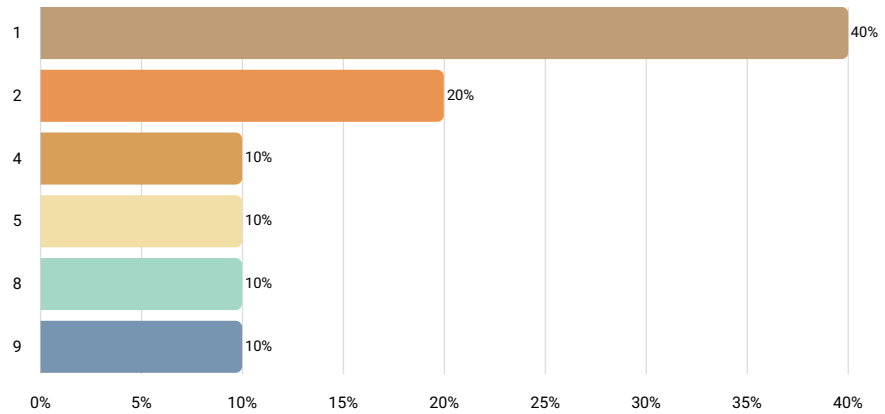
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



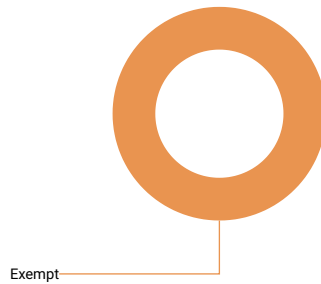
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	8.5
Mean	3.4
Median	2
Standard deviation	3.03
Total/sum	34

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

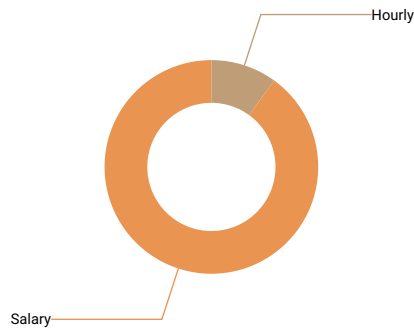
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

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									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	9	\$57,000.00	\$77,569.00	\$80,000.00	\$86,100.00	\$114,400.00	\$81,965.52	\$80,000.00	\$
Actual Average Base Salary	9	\$59,000.00	\$80,000.00	\$84,864.00	\$90,277.37	\$114,400.00	\$86,213.52	\$84,864.00	\$
Actual Highest Base Salary	9	\$69,000.00	\$80,000.00	\$93,844.42	\$94,500.00	\$114,400.00	\$91,088.58	\$93,844.42	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.45 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.

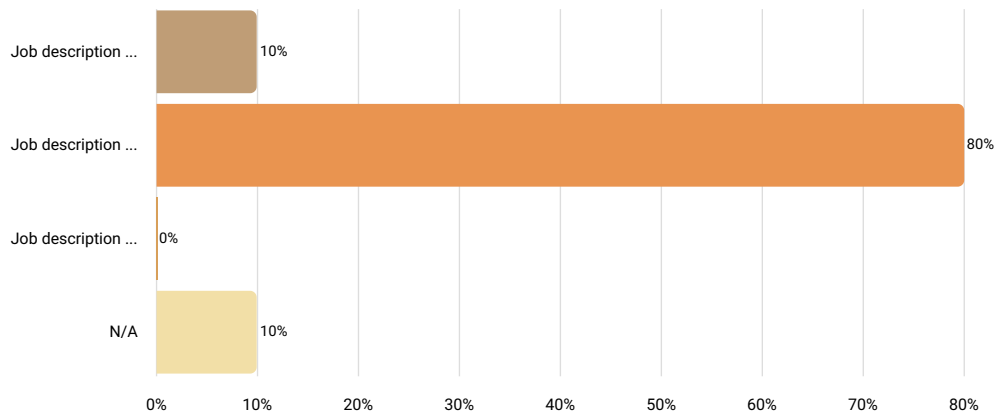
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 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	10%	1

Job Title (if different than above)

Answered 6 times

Skipped 4 times

Text input

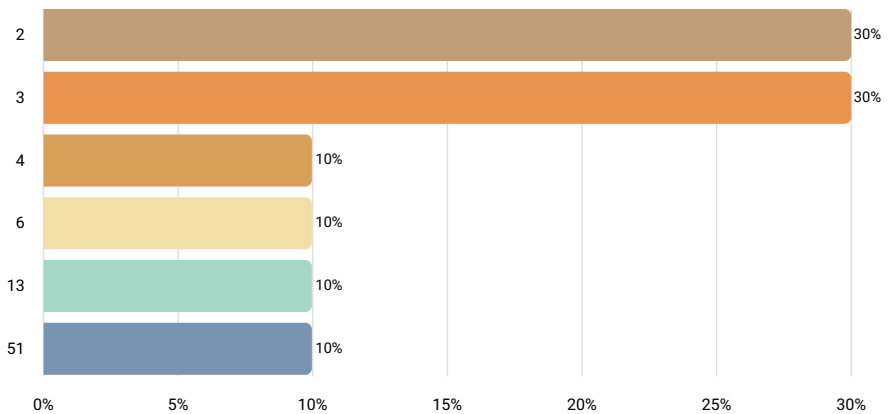
Results	
systems engineer	2
senior system engineer	1
engineer iii	1
reverse engineer	1
engineer/scientist3	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



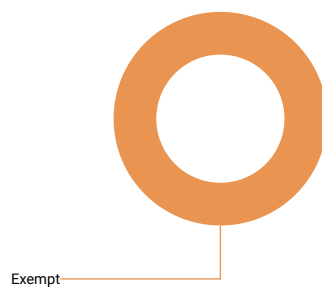
Statistics	
10th percentile	2
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	32
Mean	8.9
Median	3
Standard deviation	15.16
Total/sum	89

FLSA Status

Answered 10 times

Skipped 0 times

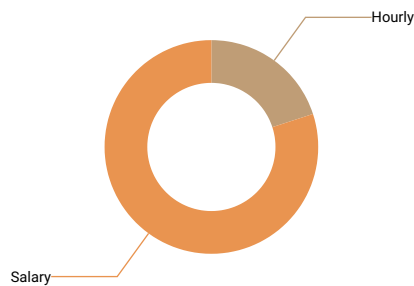
Select one answer (radio button)



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	20%	2
Salary	80%	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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	8	\$50,984.00	\$75,500.00	\$93,021.23	\$100,380.00	\$112,561.00	\$87,668.43	\$93,021.23	\$
Actual Average Base Salary	8	\$71,000.00	\$93,953.99	\$107,819.50	\$125,674.50	\$151,410.00	\$109,663.25	\$107,819.50	\$
Actual Highest Base Salary	8	\$82,000.00	\$102,474.26	\$116,460.00	\$146,997.00	\$165,176.00	\$122,379.81	\$116,460.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.46 System Design Engineer - Level 4

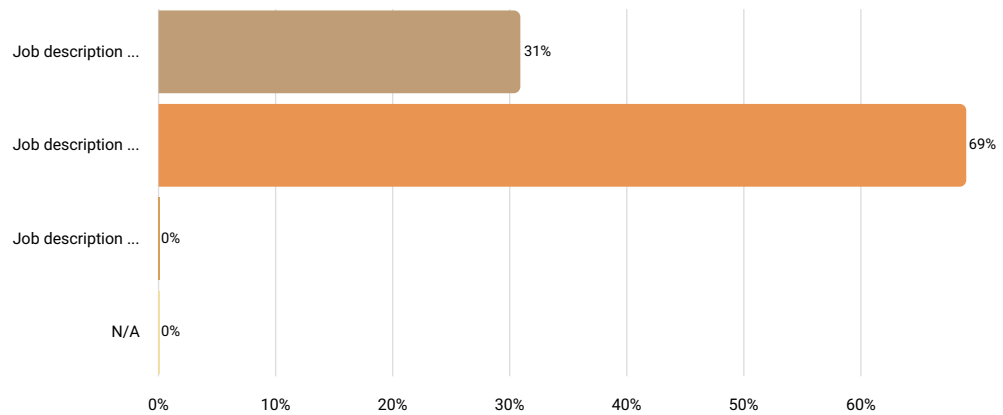
Job description

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

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

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

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



Results		
	%	N
Job description is perceptibly weaker than the position at your company	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 7 times
 Skipped 6 times
 Text input

Results	
sr. systems engineer	1
advanced senior systems engineer	1
principal systems engineer	1
senior systems engineer	1
system test/engineer, principal	1
enterprise infrastructure architect iv	1
engineer iv	1

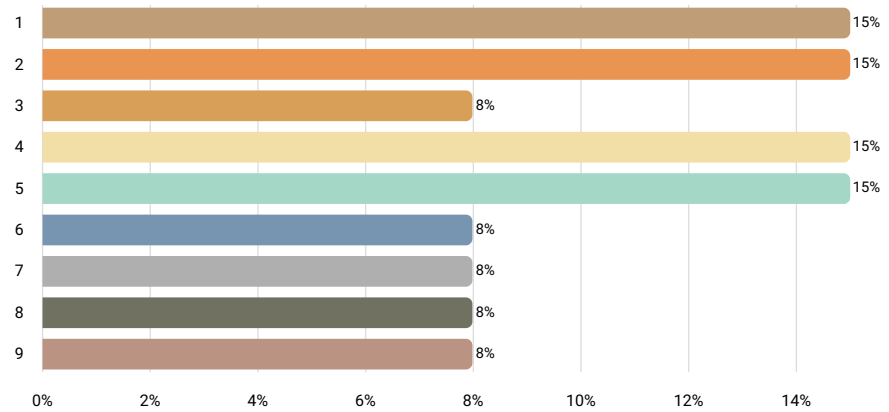
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



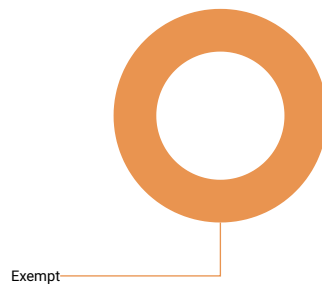
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	8
Mean	4.38
Median	4
Standard deviation	2.6
Total/sum	57

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



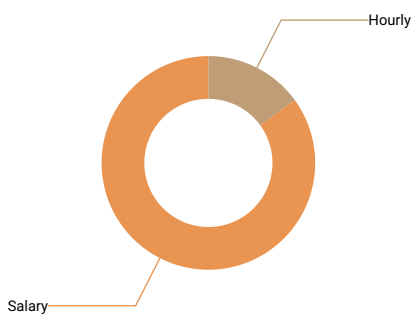
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	2
Salary	85%	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 Bonus (Annual)									
Pay Range Minimum Salary	6	\$90,000.00	\$98,800.00	\$112,000.00	\$130,540.80	\$141,960.00	\$114,216.80	\$112,000.00	\$14,500.00
Pay Range Maximum Salary	6	\$120,000.00	\$130,000.00	\$144,772.00	\$164,300.00	\$174,894.00	\$146,456.33	\$144,772.00	\$20,000.00
Actual Lowest Base Salary	11	\$106,392.00	\$120,000.00	\$138,985.60	\$150,334.94	\$153,940.00	\$1028,099.46	\$138,985.60	\$2,900.00
Actual Average Base Salary	11	\$125,487.11	\$128,655.54	\$141,065.60	\$149,266.00	\$151,180.26	\$137,735.48	\$141,065.60	\$1,000.00
Actual Highest Base Salary	11	\$130,000.00	\$135,552.15	\$152,150.57	\$163,696.00	\$165,152.34	\$148,781.33	\$152,150.57	\$1,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.47 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.

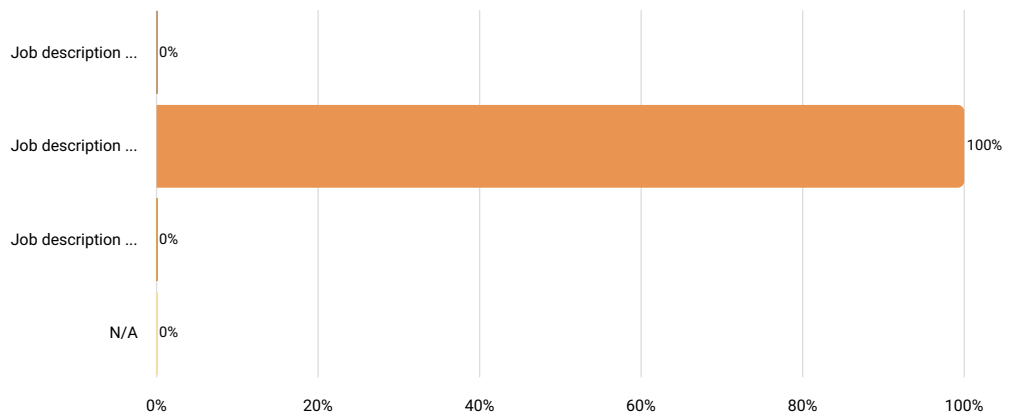
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

Results	
principal systems engineer	2
member senior technical staff	1
scientist/tech staff ii, scientist/tech staff iii	1
system test/engineer, sme	1
engineer v	1

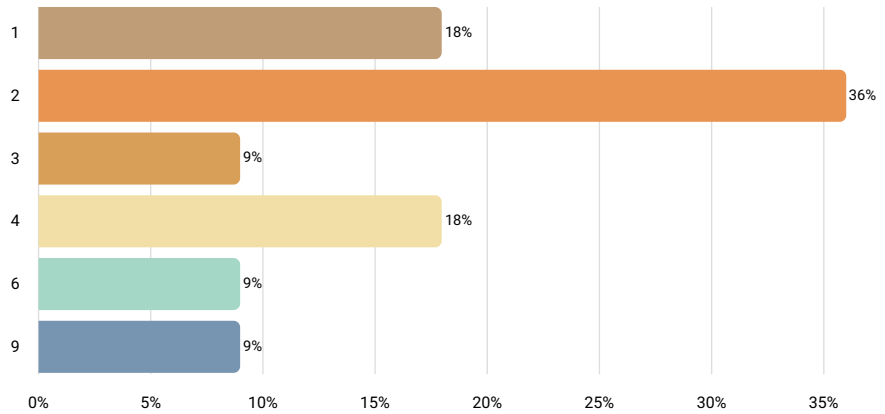
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



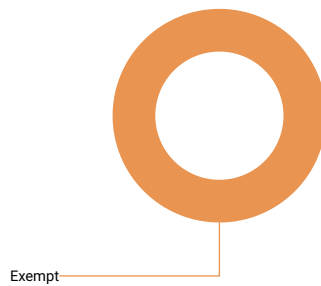
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	6
Mean	3.27
Median	2
Standard deviation	2.41
Total/sum	36

FLSA Status

Answered 11 times

Skipped 0 times

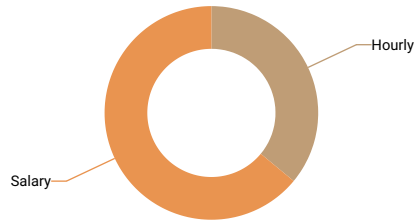
Select one answer (radio button)



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	
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 Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	\$124,574.56	\$131,185.60	\$143,888.47	\$155,000.00	\$179,129.00	\$146,383.09	\$143,888.47	\$
Actual Average Base Salary	7	\$142,301.33	\$148,626.40	\$153,000.00	\$158,580.00	\$179,129.00	\$155,590.49	\$153,000.00	\$
Actual Highest Base Salary	7	\$150,000.00	\$153,000.00	\$166,067.20	\$174,504.20	\$179,129.00	\$165,494.91	\$166,067.20	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.52 Project Manager - Level 4

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.

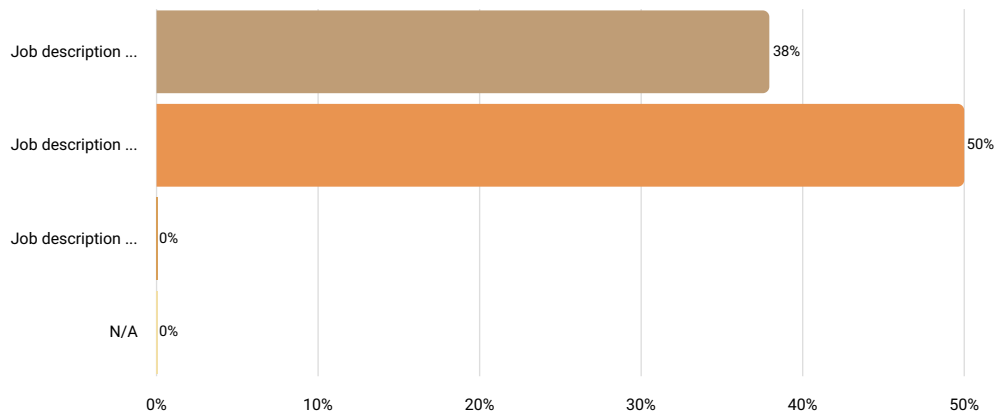
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Job Title (if different than above)

Answered 5 times

Skipped 3 times

Text input

Results		N
manager		1
program analyst iv		1
project manager		1
program manager		1
specialist engineer, project/product		1

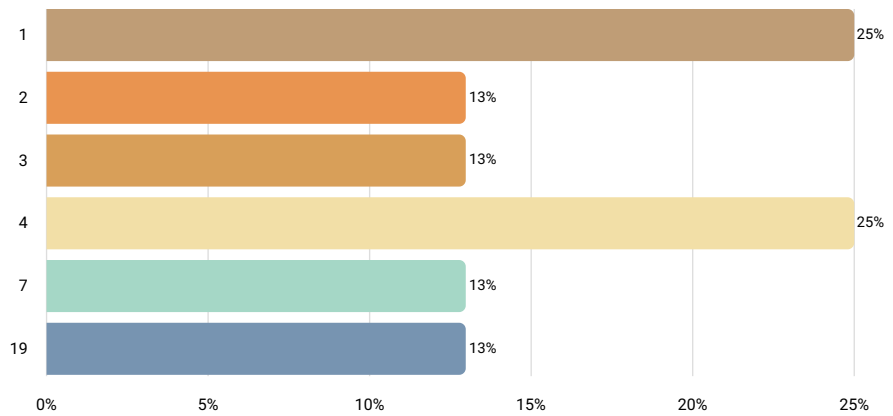
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



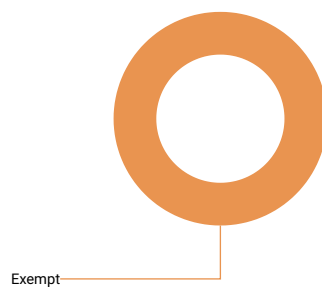
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3.5
75th percentile	5.5
90th percentile	19
Mean	5.13
Median	3.5
Standard deviation	5.94
Total/sum	41

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



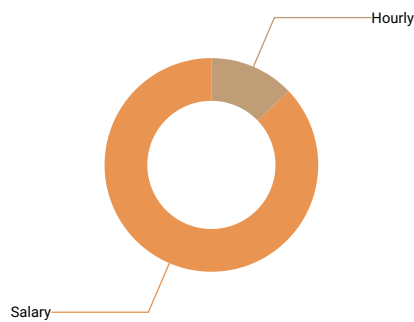
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	6	\$65,000.00	\$90,000.00	\$107,814.50	\$120,000.00	\$120,500.00	\$101,854.83	\$107,814.50	\$
Pay Range Maximum Salary	6	\$85,000.00	\$120,000.00	\$136,851.50	\$197,600.00	\$205,500.00	\$146,967.17	\$136,851.50	\$
Actual Lowest Base Salary	7	\$72,000.00	\$94,000.00	\$127,310.00	\$143,692.00	\$159,221.00	\$121,702.71	\$127,310.00	\$
Actual Average Base Salary	7	\$80,000.00	\$100,000.00	\$127,310.00	\$152,975.00	\$159,221.00	\$127,568.53	\$127,310.00	\$
Actual Highest Base Salary	7	\$85,000.00	\$122,000.00	\$148,000.00	\$165,239.00	\$166,860.00	\$139,090.00	\$148,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.57 Safety Engineer

Job description

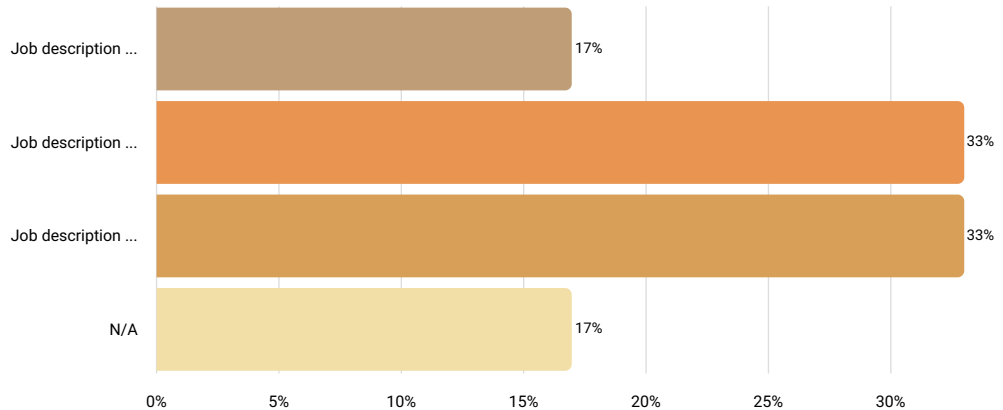
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety law

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



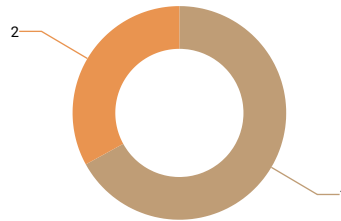
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	33%	2
Job description is perceptibly stronger than the position at your company	33%	2
N/A	17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



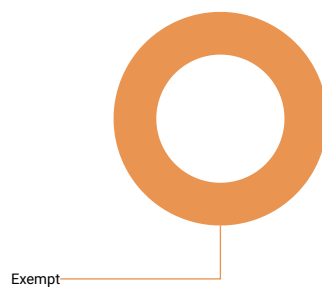
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.33
Median	1
Standard deviation	0.52
Total/sum	8

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



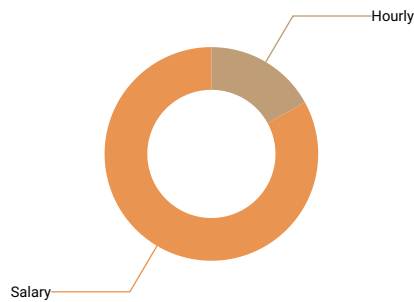
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

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 deviat
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	\$62,400.00	\$63,000.00	\$66,000.00	\$77,000.00	\$165,000.00	\$86,680.00	\$66,000.00	\$44,174.79
Actual Average Base Salary	5	\$68,700.00	\$70,233.00	\$75,500.00	\$77,000.00	\$165,000.00	\$91,286.60	\$75,500.00	\$41,353.35
Actual Highest Base Salary	5	\$72,467.00	\$75,000.00	\$77,000.00	\$88,000.00	\$165,000.00	\$95,493.40	\$77,000.00	\$39,304.96

4.4.67 System Administrator or Network Analyst

Job description

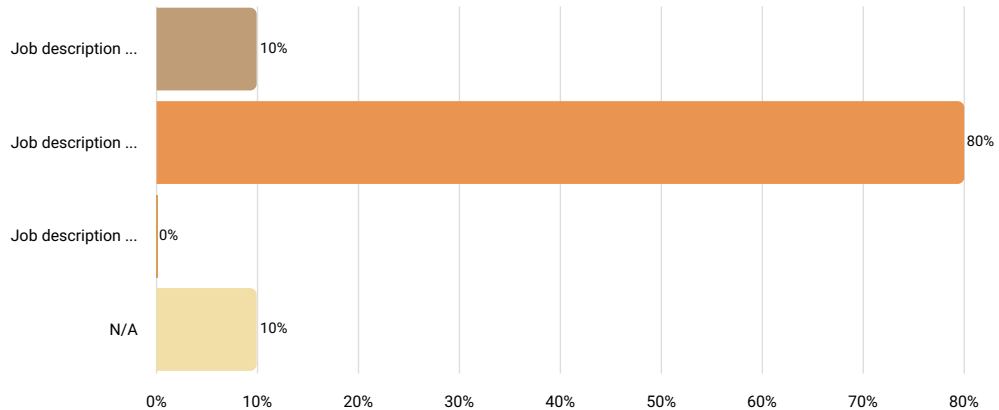
Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network. 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 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	10%	1

Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

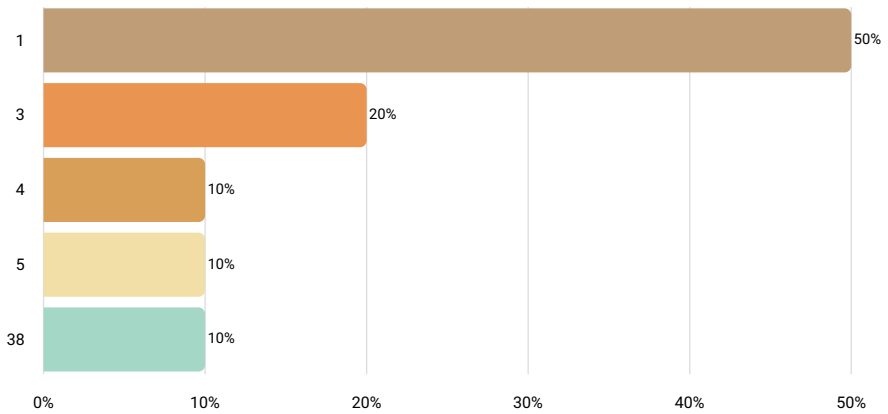
Results	
information assurance administrator	1
information system analyst	1
system administrator ii	1
it system administrator; sr it network administrator; junior systems administrator; it network & sys administrator; systems administrator	1
linux system administrator	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



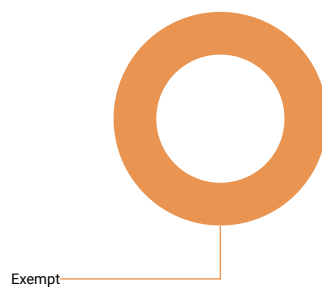
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	21.5
Mean	5.8
Median	2
Standard deviation	11.41
Total/sum	58

FLSA Status

Answered 10 times

Skipped 0 times

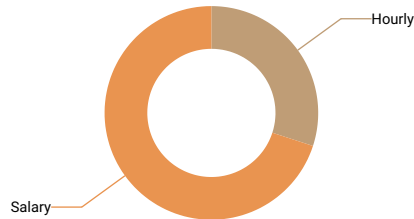
Select one answer (radio button)



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	
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 Bonus (Annual)									
Pay Range Minimum Salary	6	\$33,280.00	\$41,147.35	\$65,492.00	\$83,803.20	\$104,000.00	\$65,535.76	\$65,492.00	\$
Pay Range Maximum Salary	6	\$109,803.20	\$130,000.00	\$147,548.00	\$164,300.00	\$166,240.00	\$144,239.87	\$147,548.00	\$
Actual Lowest Base Salary	7	\$50,984.00	\$73,798.00	\$102,308.71	\$139,133.00	\$143,686.00	\$102,041.50	\$102,308.71	\$
Actual Average Base Salary	7	\$86,154.00	\$86,756.80	\$117,624.00	\$139,133.00	\$143,686.00	\$113,270.58	\$117,624.00	\$
Actual Highest Base Salary	7	\$86,756.80	\$97,520.00	\$139,133.00	\$151,410.00	\$156,262.72	\$127,484.65	\$139,133.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.69 Information System Security Officer/Analyst

Job description

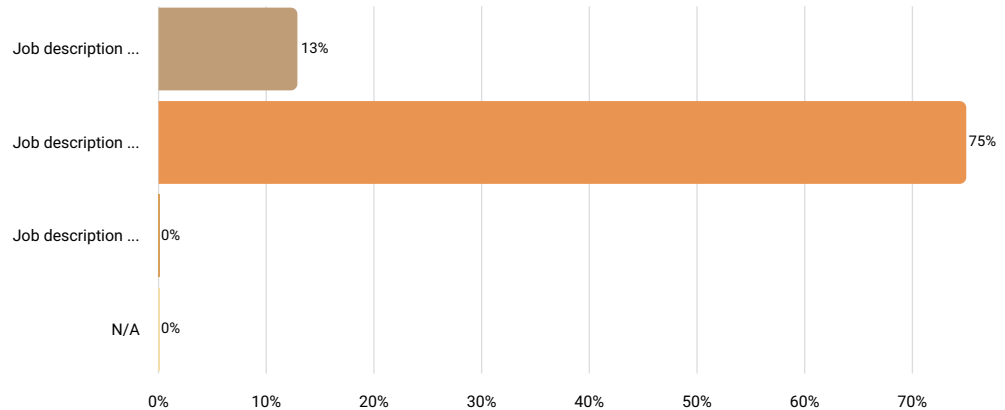
Research, develop, implement, test, and review an organization's information security in order to protect information and prevent unauthorized access.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



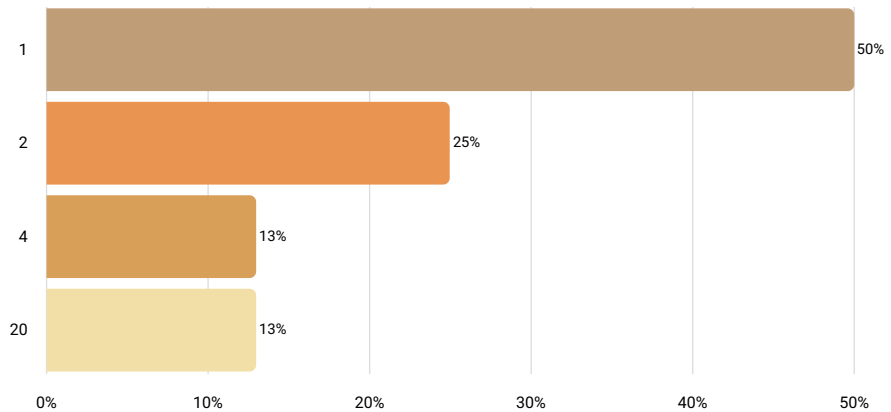
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



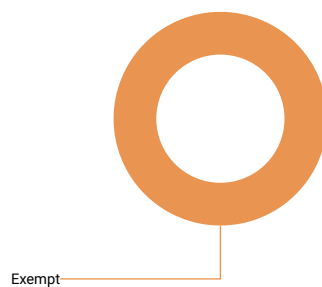
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	20
Mean	4
Median	1.5
Standard deviation	6.55
Total/sum	32

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



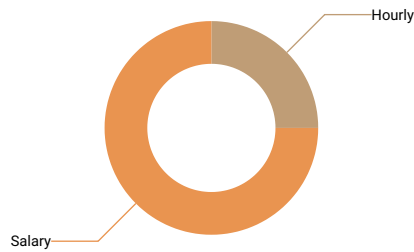
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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	
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	\$40,000.00	\$43,680.00	\$52,143.00	\$74,118.00	\$104,000.00	\$61,014.00	\$52,143.00	\$
Pay Range Maximum Salary	6	\$50,000.00	\$110,000.00	\$140,599.43	\$152,000.00	\$164,300.00	\$126,249.81	\$140,599.43	\$
Actual Lowest Base Salary	6	\$45,000.00	\$55,000.00	\$92,059.00	\$123,712.00	\$125,000.00	\$88,805.00	\$92,059.00	\$
Actual Average Base Salary	6	\$45,000.00	\$82,000.00	\$112,796.00	\$125,000.00	\$143,447.00	\$103,506.50	\$112,796.00	\$
Actual Highest Base Salary	6	\$45,000.00	\$110,000.00	\$130,000.00	\$152,000.00	\$163,183.00	\$121,697.17	\$130,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.70 Network Engineer

Job description

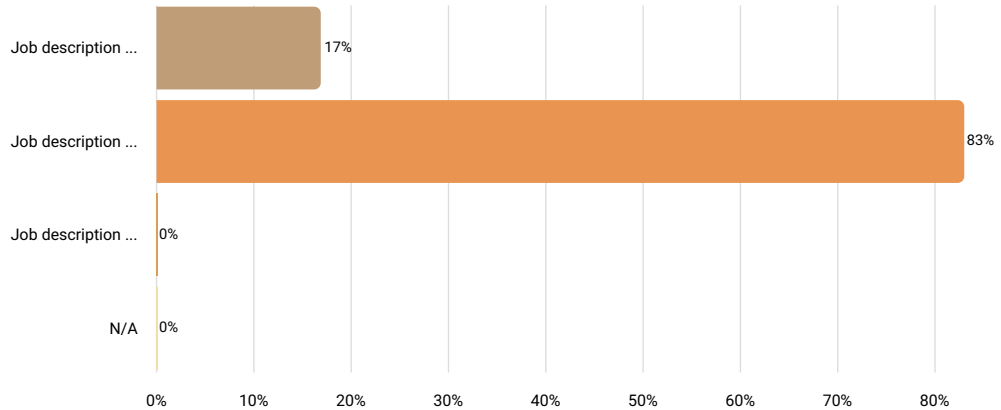
Maintain and administer computer networks and related computing environments including systems software, applications software, hardware, and con1
Protect data, software, and hardware by coordinating, planning, and implementing network security measures.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



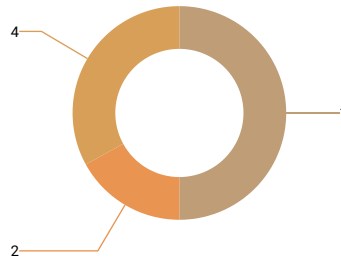
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



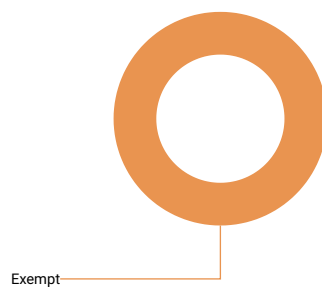
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	4
Mean	2.17
Median	1.5
Standard deviation	1.47
Total/sum	13

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



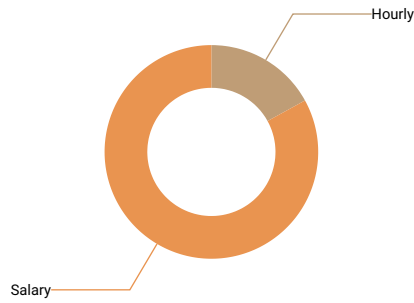
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

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 dev
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	\$66,560.00	\$71,316.60	\$108,058.00	\$108,264.00	\$145,000.00	\$99,839.72	\$108,058.00	\$32,011.
Actual Average Base Salary	5	\$66,560.00	\$88,761.68	\$108,264.00	\$130,583.00	\$145,000.00	\$107,833.74	\$108,264.00	\$31,489.
Actual Highest Base Salary	5	\$66,560.00	\$105,941.00	\$108,264.00	\$145,000.00	\$155,000.00	\$116,153.00	\$108,264.00	\$35,239.

4.4.72 Program Analyst

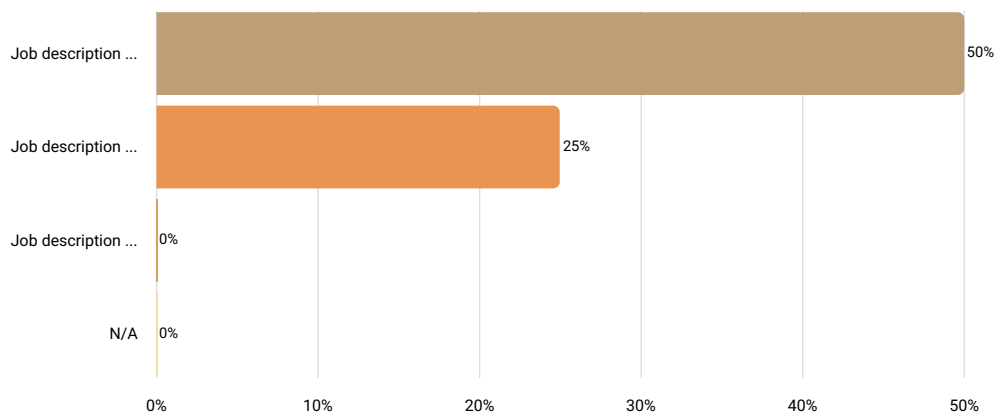
Job description Accomplishes software requirements by developing and maintaining applications and databases.

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	25%	2	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Job Title (if different than above)

Answered 5 times

Skipped 3 times

Text input

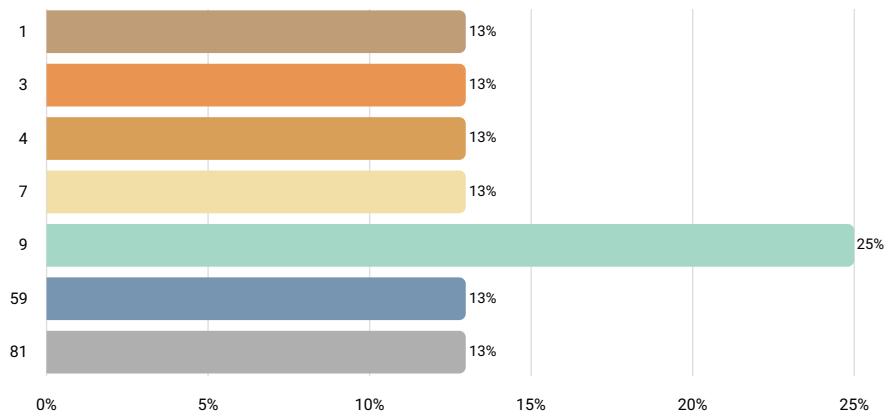
Results		
program analyst or senior program analyst		1
senior program analyst, program analyst		1
analyst (entry-sme)		1
system support specialist iii		1
all source analyst; budget analyst, business program analyst, cyber security analyst, depo jr. program analyst, ground station ops analyst, hardware monitor iv&v analyst, imagery analyst, iv&v process analyst, jr. program analyst, management analyst, operations & program analyst, operations support specialist, operationsacquisition analyst, program analyst, program analyst/scheduler, program control analyst, project analyst, project coordinator, project integrator, project specialist, resource management analyst, security analyst, senior evm analyst, senior program analyst, senior space program analyst, space program analyst, sr operations & program analysis, sr operations& program analysis, sr. ops & program analyst, tech analyst/spec iii test analyst		1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



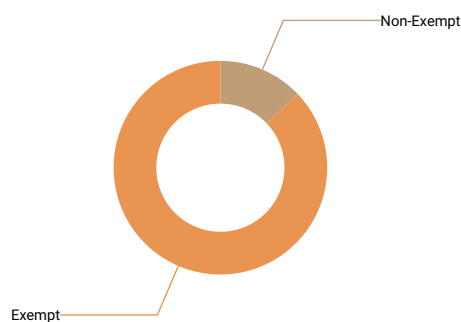
Statistics	
10th percentile	1
25th percentile	3.5
50th percentile	8
75th percentile	34
90th percentile	81
Mean	21.63
Median	8
Standard deviation	30.56
Total/sum	173

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



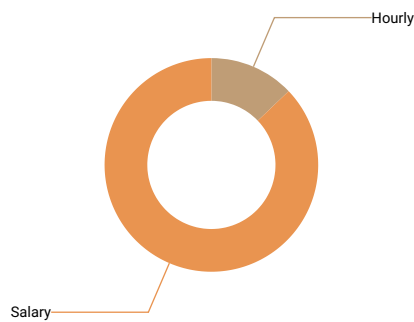
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	7	\$48,000.00	\$56,009.00	\$65,000.00	\$103,560.85	\$107,952.00	\$76,500.48	\$65,000.00	\$
Actual Average Base Salary	7	\$70,000.00	\$90,928.97	\$103,189.44	\$114,432.36	\$218,400.00	\$115,247.94	\$103,189.44	\$
Actual Highest Base Salary	6	\$97,136.00	\$110,890.00	\$124,171.88	\$150,072.00	\$196,903.20	\$133,890.82	\$124,171.88	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.73 Software Developer

Job description

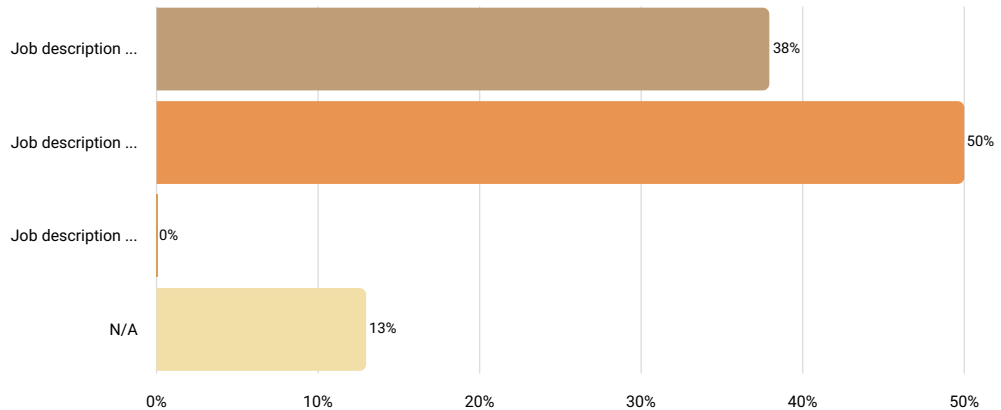
Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, comm aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. 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 8 times

Skipped 0 times

Select one answer (radio button)



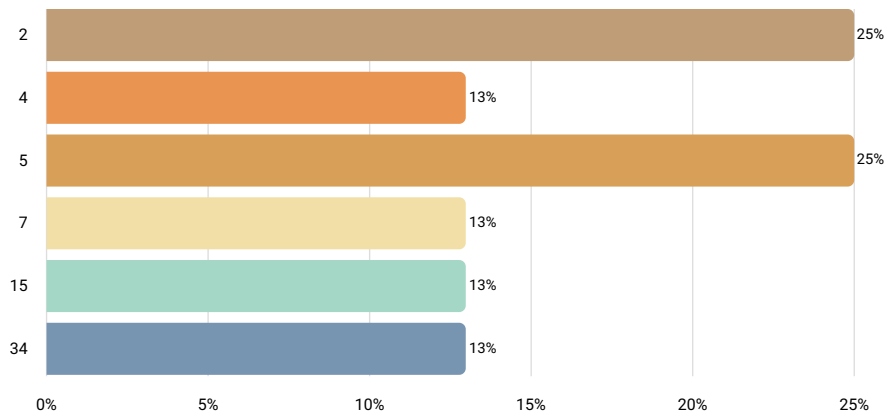
Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	3
Job description matches the position at your company very well	50%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



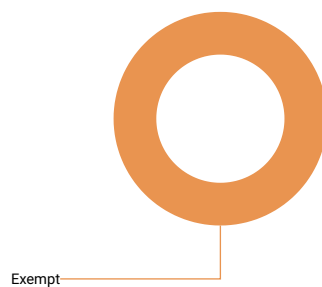
Statistics	
10th percentile	2
25th percentile	3
50th percentile	5
75th percentile	11
90th percentile	34
Mean	9.25
Median	5
Standard deviation	10.82
Total/sum	74

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



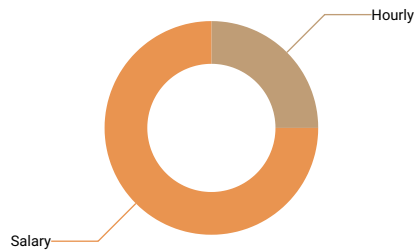
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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	
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	5	\$43,231.00	\$60,000.00	\$61,800.00	\$95,000.00	\$130,540.80	\$78,114.36	\$61,800.00	\$
Pay Range Maximum Salary	5	\$110,000.00	\$120,000.00	\$131,838.00	\$154,544.00	\$192,112.00	\$141,698.80	\$131,838.00	\$
Actual Lowest Base Salary	6	\$61,800.00	\$62,000.00	\$71,824.00	\$100,138.00	\$138,985.60	\$84,428.60	\$71,824.00	\$
Actual Average Base Salary	6	\$88,925.00	\$90,625.60	\$98,535.35	\$108,744.00	\$141,065.60	\$104,405.15	\$98,535.35	\$
Actual Highest Base Salary	6	\$97,850.00	\$106,090.00	\$122,801.60	\$143,145.60	\$192,112.00	\$130,800.13	\$122,801.60	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

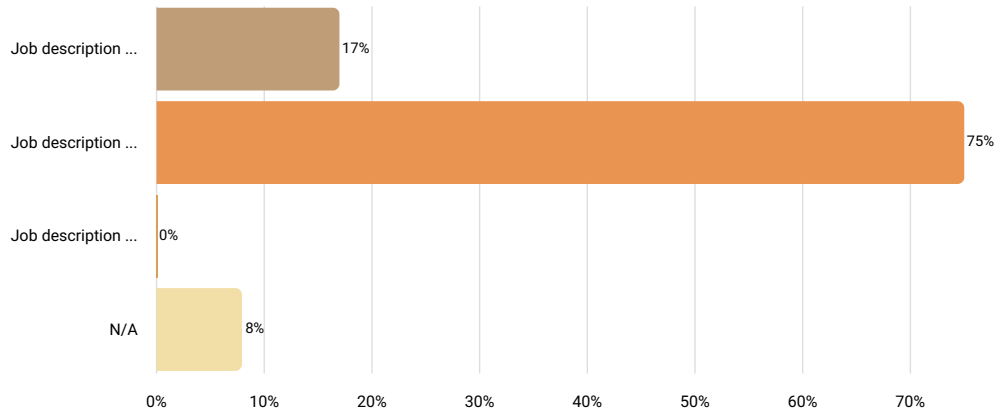
4.4.74 System Analyst

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 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	8%	1

Job Title (if different than above)

Answered 7 times
 Skipped 5 times
 Text input

Results	
member technical staff	1
system analyst iv	1
analyst i-vii	1
system test/analyst (entry-sme)	1
analyst	1
integrated sys analysis op Id	1
platform integrator	1

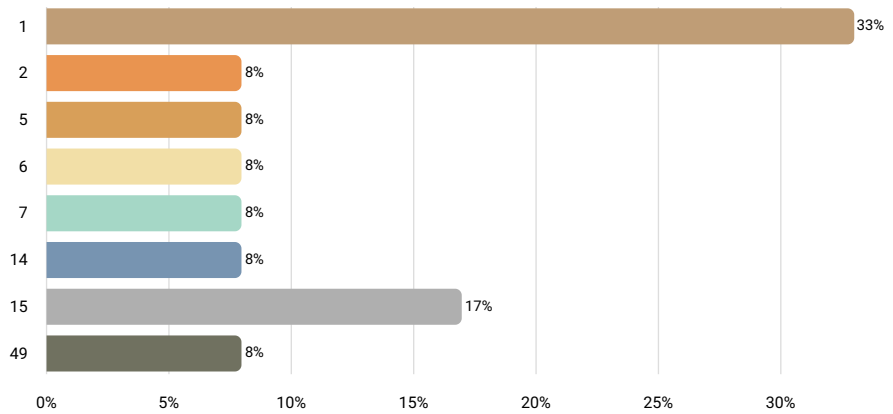
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



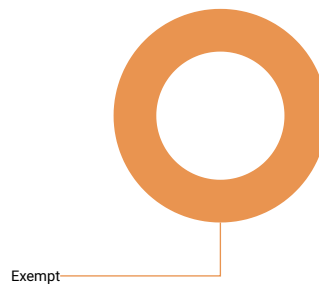
Statistics	
10th percentile	1
25th percentile	1
50th percentile	5.5
75th percentile	14.5
90th percentile	15
Mean	9.75
Median	5.5
Standard deviation	13.57
Total/sum	117

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)

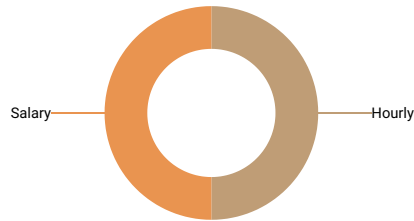


Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	50%	6
Salary	50%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	6	\$17.12	\$27.00	\$29.66	\$36.00	\$49.38	\$31.47	\$29.66	
Pay Range Maximum Rate	6	\$36.00	\$62.50	\$88.30	\$99.87	\$102.50	\$79.58	\$88.30	
Actual Lowest Base Rate	6	\$22.25	\$27.90	\$34.21	\$36.00	\$62.90	\$36.25	\$34.21	
Actual Average Base Rate	6	\$36.00	\$51.79	\$56.00	\$63.82	\$74.55	\$56.36	\$56.00	
Actual Highest Base Rate	6	\$36.00	\$72.72	\$82.34	\$86.20	\$98.00	\$76.27	\$82.34	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$61,006.00	\$69,680.00	\$73,074.40	\$112,008.00	\$161,195.00	\$91,672.97	\$73,074.40	\$
Actual Average Base Salary	6	\$70,000.00	\$110,000.00	\$112,833.50	\$114,504.00	\$161,195.00	\$113,561.00	\$112,833.50	\$
Actual Highest Base Salary	6	\$70,000.00	\$112,008.00	\$150,841.20	\$161,195.00	\$169,522.00	\$135,734.57	\$150,841.20	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.75 Business Analyst

Job description

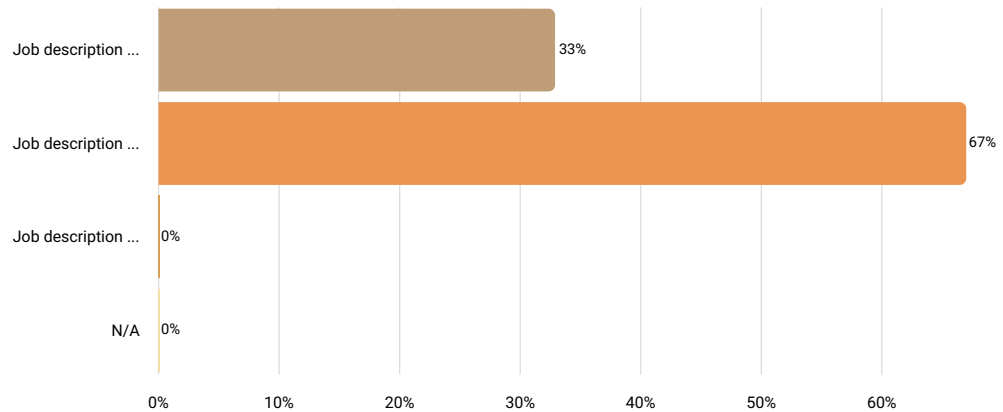
Analyze and document business processes or systems, assessing the business model or its integration with technology. May also guide the organization processes, products, services and software through data analysis.

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 5 times

Skipped 1 times

Text input

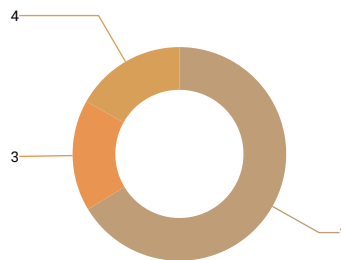
Results	
consulting bus analyst	1
business development/technicalspecialist	1
budget analyst	1
business operations manager	1
program integrator	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



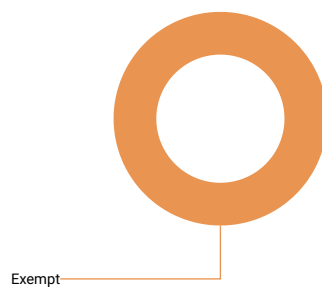
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	1.83
Median	1
Standard deviation	1.33
Total/sum	11

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



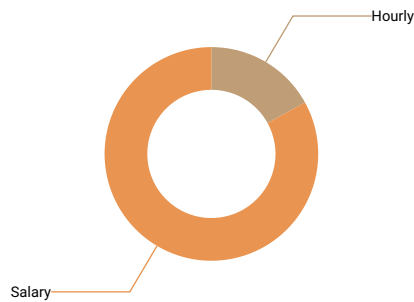
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

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	
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 Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$56,160.00	\$70,075.20	\$75,469.00	\$81,452.00	\$155,334.40	\$87,698.12	\$75,469.00	\$
Actual Average Base Salary	5	\$65,580.00	\$75,469.00	\$81,452.00	\$123,520.80	\$155,334.40	\$100,271.24	\$81,452.00	\$
Actual Highest Base Salary	5	\$75,000.00	\$75,469.00	\$81,452.00	\$155,334.40	\$168,313.60	\$111,113.80	\$81,452.00	\$

4.4.76 Web Developer

Job description

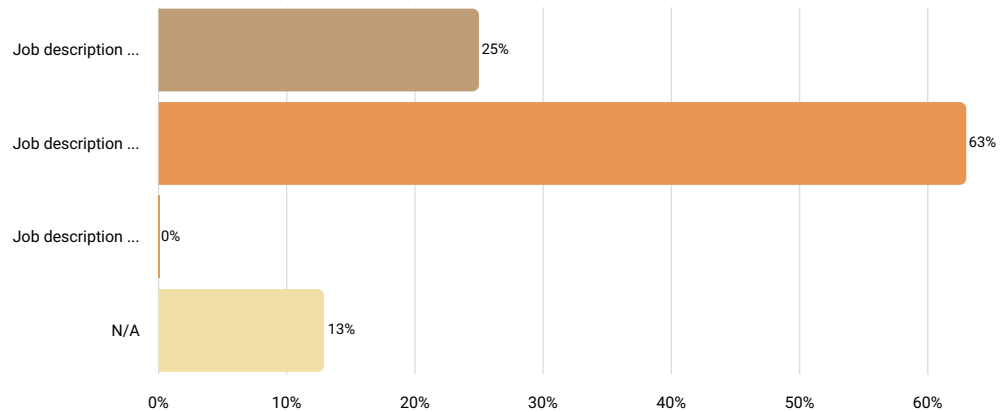
Responsible for designing, coding, and modifying websites, from layout to function and according to a client's specifications. Strive to create visually app that feature user-friendly design and clear navigation.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



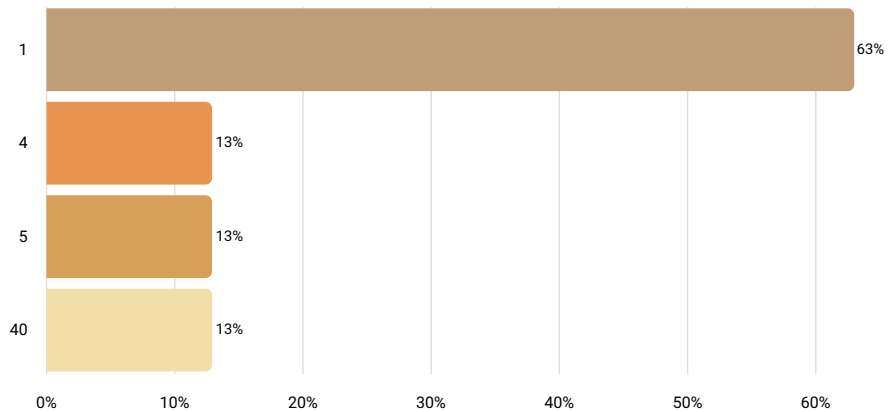
Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	2
Job description matches the position at your company very well	63%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



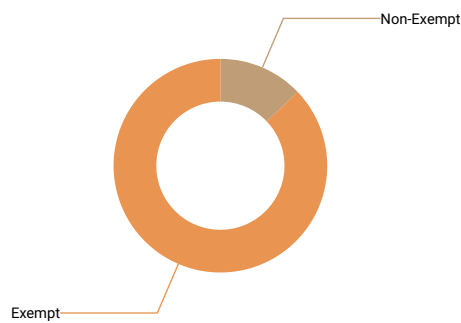
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4.5
90th percentile	40
Mean	6.75
Median	1
Standard deviation	13.53
Total/sum	54

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



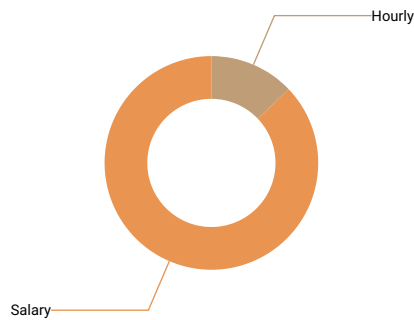
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	\$41,200.00	\$60,500.00	\$72,390.00	\$86,000.00	\$154,530.00	\$80,052.00	\$72,390.00	\$
Actual Average Base Salary	7	\$64,000.00	\$69,345.00	\$81,744.00	\$93,994.87	\$154,530.00	\$88,785.12	\$81,744.00	\$
Actual Highest Base Salary	7	\$64,000.00	\$81,744.00	\$91,800.00	\$124,317.54	\$154,530.00	\$101,341.65	\$91,800.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.5 Production Positions

The survey received sufficient data for the following job titles:

Electrical/Electronic Assembler
Mechanical Assembler
Assembler, General
CNC Operator
Production/Machine Operator

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

Machine Tool Operator
Chemical Operator
Packaging Operator
Molding Machine Operator
Saw Operator
Chemical Plant and Systems Operator
Crane Operator
Cost Estimator
Metal Finishing Technician
Tool and Die Maker
Tool Crib Attendant
Production Painter
Welder
Inspector
Production Scheduler
Inventory/Material Planner
Fabricator

4.5.1 Electrical/Electronic Assembler

Job description

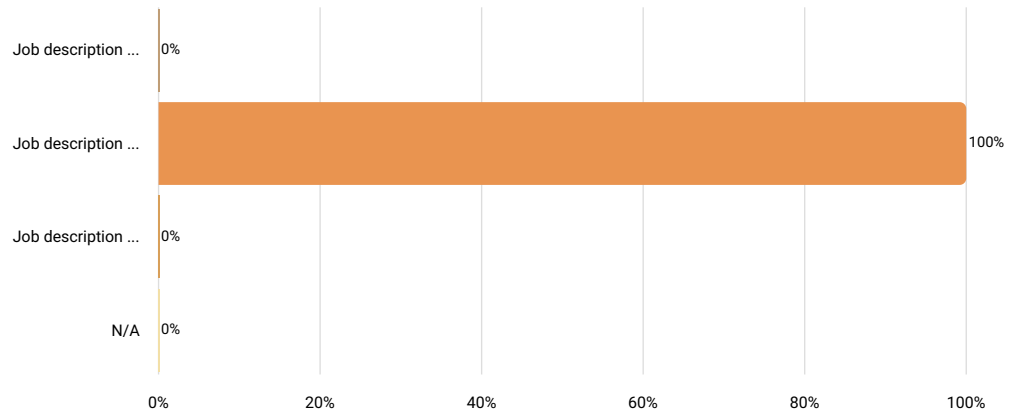
Assembles electrical or electronic systems and support structures; install components, units, subassemblies, wiring, and assembly casings, using rivets, soldering and micro-welding equipment.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



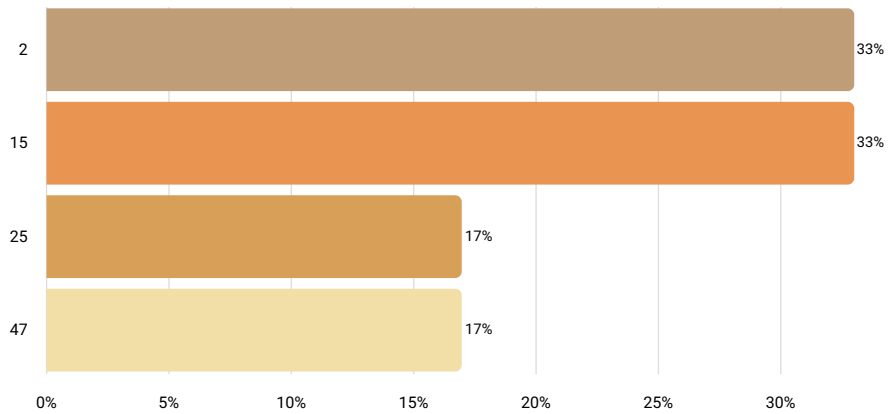
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



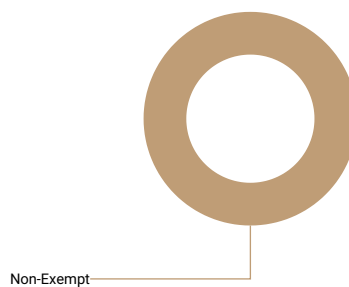
Statistics	
10th percentile	2
25th percentile	2
50th percentile	15
75th percentile	25
90th percentile	47
Mean	17.67
Median	15
Standard deviation	16.85
Total/sum	106

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

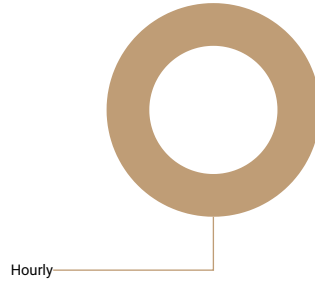
[Table of Contents](#)

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	\$14.00	\$15.00	\$15.75	\$18.00	\$19.50	\$16.33	\$15.75
Actual Average Base Rate	6	\$16.16	\$16.70	\$17.69	\$20.25	\$24.20	\$18.78	\$17.69
Actual Highest Base Rate	6	\$16.90	\$18.00	\$21.50	\$22.93	\$27.32	\$21.36	\$21.50
If there is a step progression in place, enter the number of steps. If not, leave blank.								

4.5.2 Mechanical Assembler

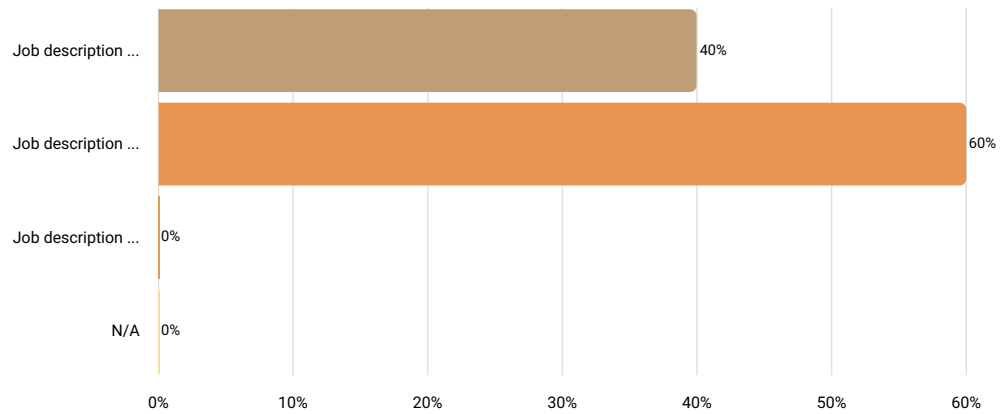
Job description Assembles small mechanical parts and subassemblies. Combines subassemblies into final assemblies.

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

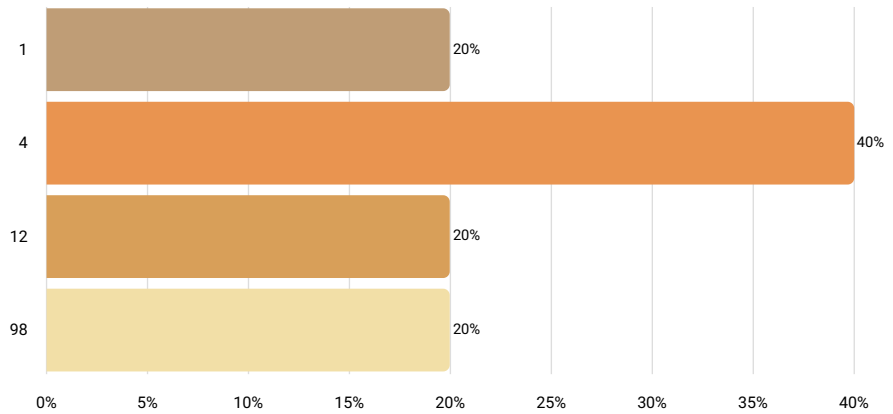
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



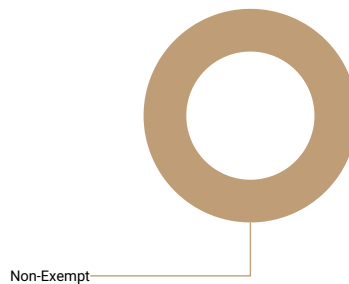
Statistics	
10th percentile	1
25th percentile	4
50th percentile	4
75th percentile	12
90th percentile	98
Mean	23.8
Median	4
Standard deviation	41.68
Total/sum	119

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

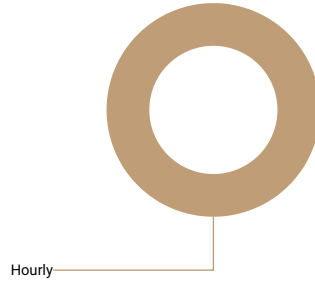
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	\$13.00	\$15.00	\$16.50	\$18.52	\$20.10	\$16.62	\$16.50
Actual Average Base Rate	5	\$15.00	\$16.00	\$17.94	\$18.52	\$24.17	\$18.33	\$17.94
Actual Highest Base Rate	5	\$18.00	\$18.52	\$19.52	\$22.00	\$27.30	\$21.07	\$19.52
If there is a step progression in place, enter the number of steps. If not, leave blank.								

4.5.3 Assembler, General

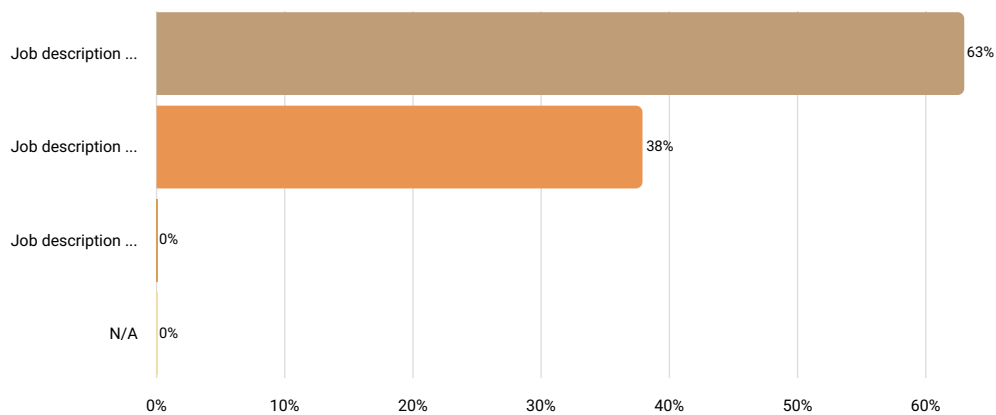
Job description Use this job title for assembly workers other than electrical/electronic or mechanical assemblers.

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

Answered 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		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 5 times

Skipped 3 times

Text input

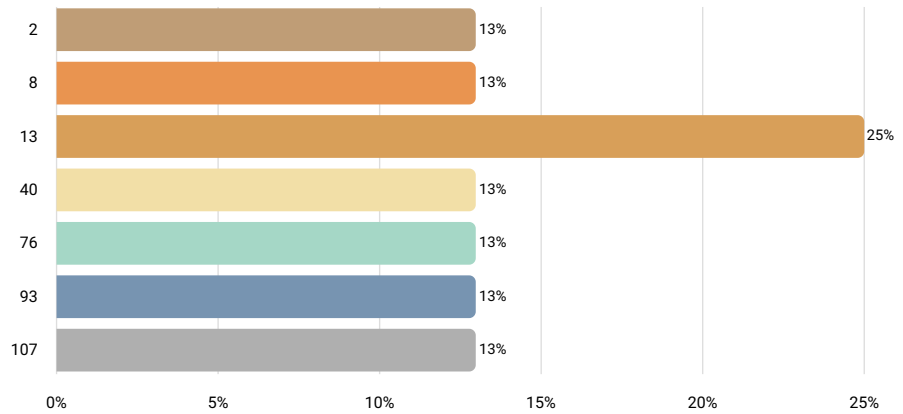
Results		
utility		1
operator technician i and ii		1
solderer		1
production associate		1
tech - electrical assembly i - ii		1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



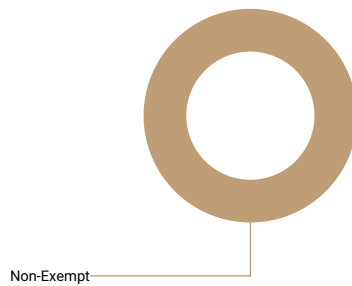
Statistics	
10th percentile	2
25th percentile	10.5
50th percentile	26.5
75th percentile	84.5
90th percentile	107
Mean	44
Median	26.5
Standard deviation	42.07
Total/sum	352

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



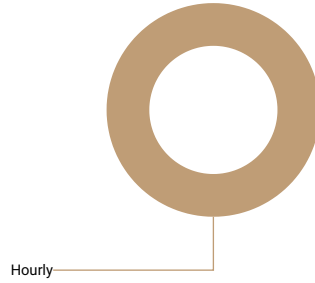
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

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	\$13.00	\$13.90	\$16.00	\$19.66	\$20.54	\$16.44	\$16.00
Pay Range Maximum Rate	7	\$16.00	\$18.50	\$22.00	\$25.00	\$31.69	\$22.45	\$22.00
Actual Lowest Base Rate	7	\$13.90	\$14.25	\$15.35	\$19.24	\$20.54	\$16.47	\$15.35
Actual Average Base Rate	7	\$15.42	\$16.35	\$18.87	\$21.95	\$22.54	\$18.72	\$18.87
Actual Highest Base Rate	7	\$18.00	\$18.50	\$22.00	\$25.52	\$29.39	\$22.48	\$22.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$2.00	\$3.00	\$3.00	\$5.00	\$5.00	\$3.60	\$3.00
Average Incentive Bonus or Other Bonus (Annual)								

4.5.4 CNC Operator

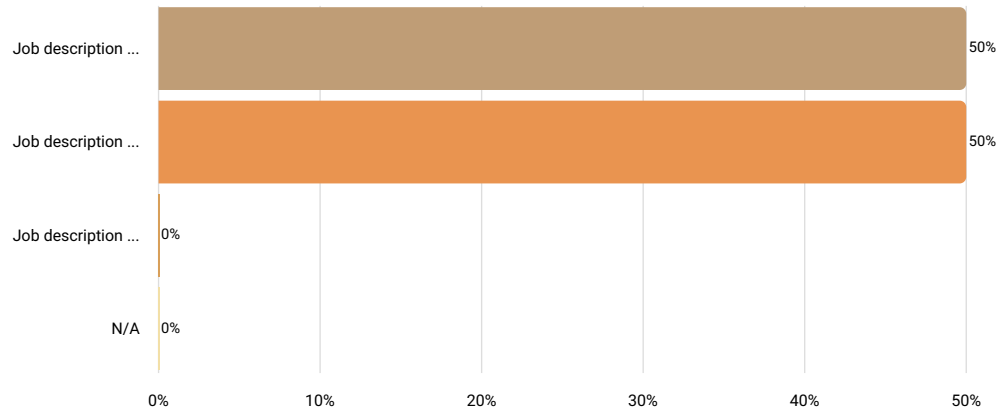
Job description Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

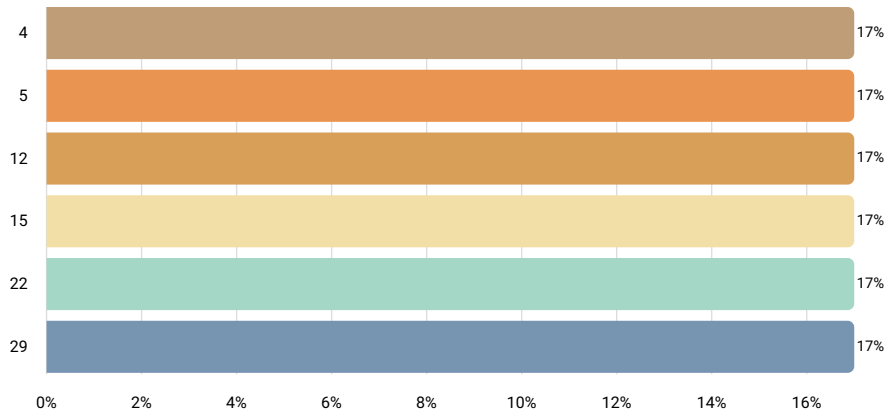
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



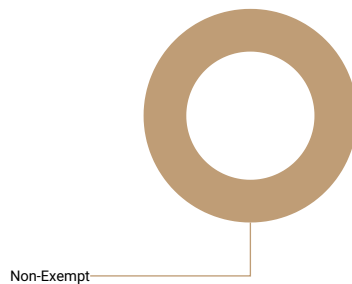
Statistics	
10th percentile	4
25th percentile	5
50th percentile	13.5
75th percentile	22
90th percentile	29
Mean	14.5
Median	13.5
Standard deviation	9.73
Total/sum	87

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

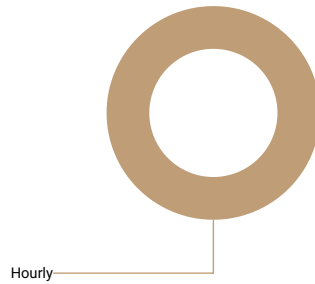
[Table of Contents](#)

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	\$16.00	\$17.55	\$19.00	\$21.20	\$21.54	\$19.05	\$19.00
Pay Range Maximum Rate	6	\$21.00	\$22.00	\$33.38	\$46.87	\$60.00	\$36.10	\$33.38
Actual Lowest Base Rate	5	\$16.00	\$19.00	\$19.00	\$19.44	\$24.27	\$19.54	\$19.00
Actual Average Base Rate	5	\$18.00	\$20.74	\$22.47	\$24.27	\$26.21	\$22.34	\$22.47
Actual Highest Base Rate	5	\$21.00	\$22.00	\$24.27	\$33.90	\$60.23	\$32.28	\$24.27
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.5.12 Production/Machine Operator

Job description

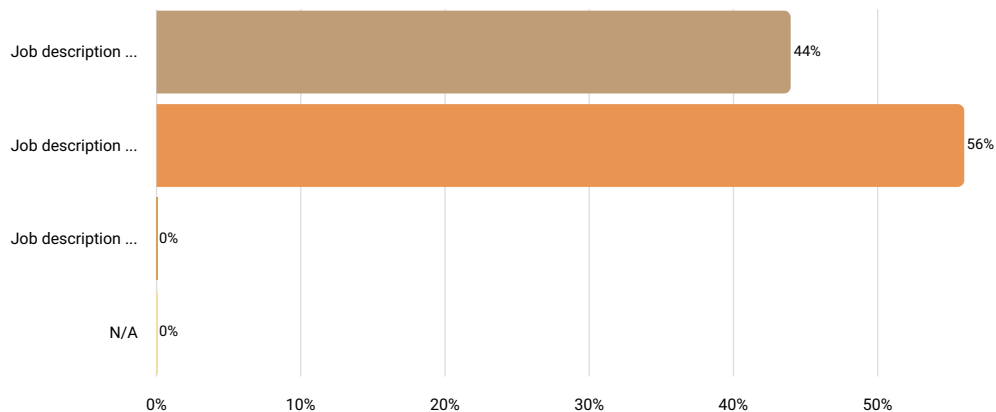
All other operators not included in previous Operator categories. Operates more than one classification of machines. May assist with machine set up, pac completion of finished products as well as inspecting work.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	44%	4
Job description matches the position at your company very well	56%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 4 times

Text input

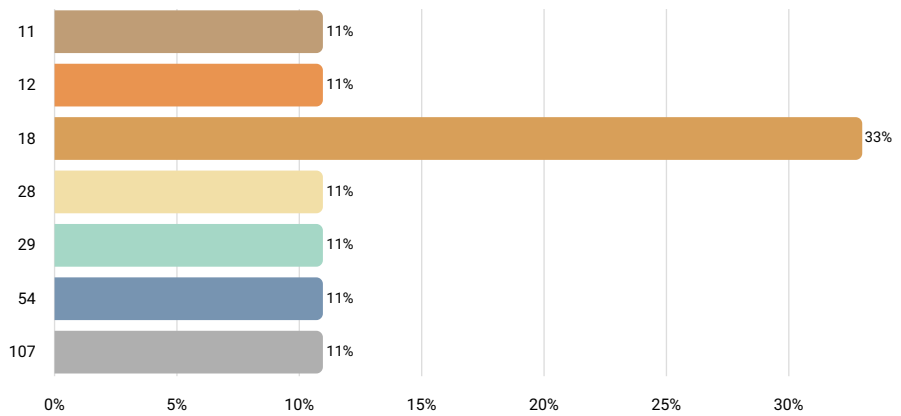
Results	
assistant operator	1
operator technician i and ii	1
machine operator or smt operator	1
machine operator	1
machinist i, ii, iii, iv	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



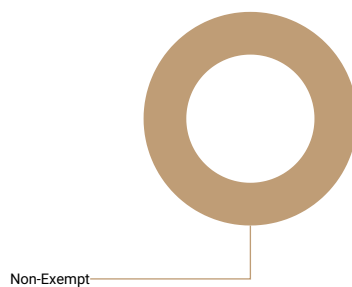
Statistics	
10th percentile	11
25th percentile	18
50th percentile	18
75th percentile	29
90th percentile	107
Mean	32.78
Median	18
Standard deviation	30.74
Total/sum	295

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

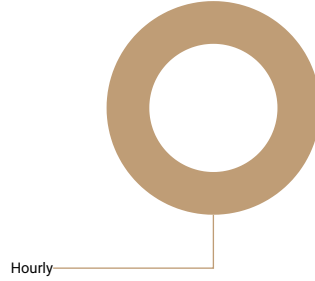
[Table of Contents](#)

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	7	\$15.00	\$15.00	\$15.50	\$20.00	\$23.65	\$17.31	\$15.50
Pay Range Maximum Rate	7	\$19.50	\$20.00	\$22.00	\$26.20	\$42.50	\$25.17	\$22.00
Actual Lowest Base Rate	8	\$15.00	\$15.19	\$15.63	\$18.25	\$23.65	\$17.10	\$15.63
Actual Average Base Rate	8	\$16.47	\$17.21	\$19.12	\$22.92	\$27.93	\$20.36	\$19.12
Actual Highest Base Rate	8	\$18.00	\$20.48	\$24.10	\$29.24	\$42.50	\$26.02	\$24.10
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$1.00	\$2.00	\$4.00	\$5.00	\$5.00	\$3.40	\$4.00
Average Incentive Bonus or Other Bonus (Annual)								

4.6 Maintenance Positions

The survey received sufficient data for the following job titles:

Janitor
Multi-Craft Maintenance
General Building Maintenance

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

Electrician
Electrical and Control Mechanic
Laborer
Maintenance Mechanic
Security Guard
Maintenance Planner
Maintenance Employees, General

4.6.1 Janitor

Job description

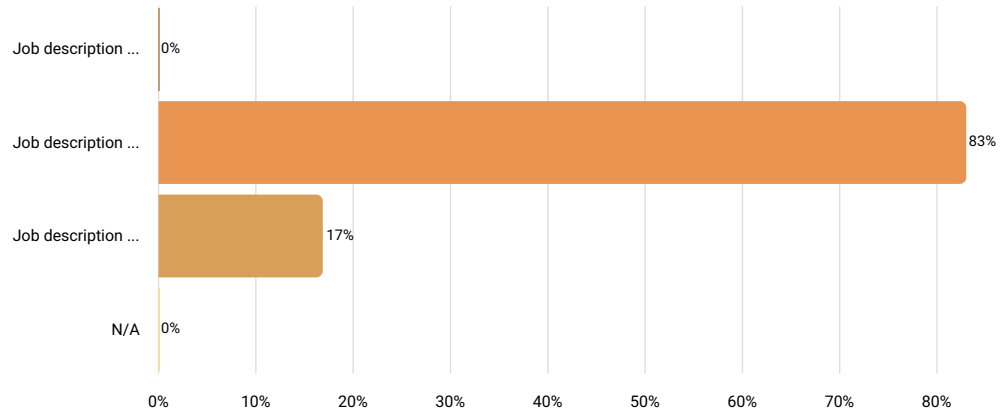
Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and rer
Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow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

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



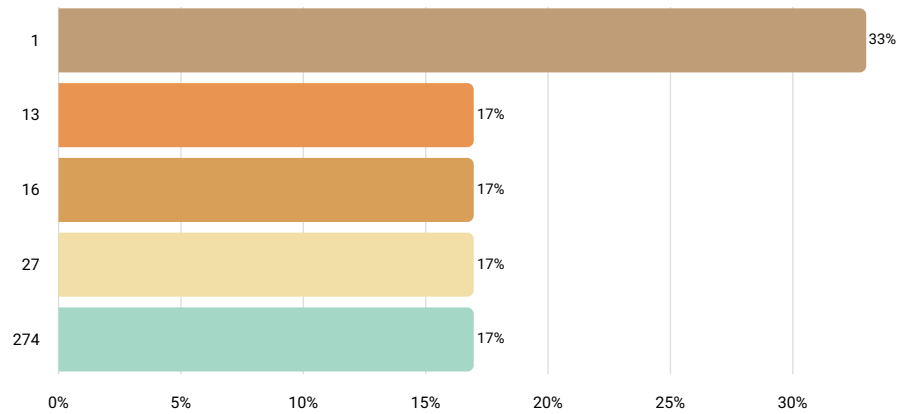
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	17%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



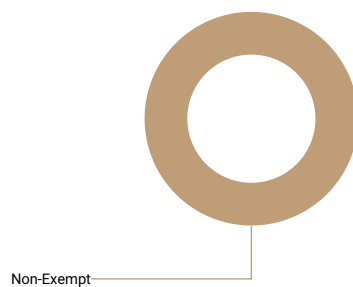
Statistics	
10th percentile	1
25th percentile	1
50th percentile	14.5
75th percentile	27
90th percentile	274
Mean	55.33
Median	14.5
Standard deviation	107.57
Total/sum	332

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

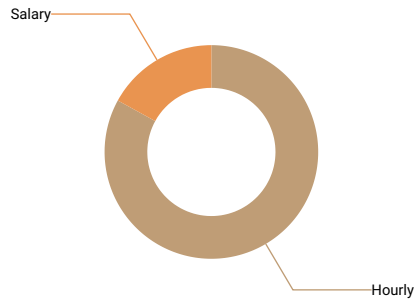
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$10.50	\$13.00	\$13.00	\$16.50	\$20.48	\$14.70	\$13.00	\$
Actual Average Base Rate	5	\$13.13	\$14.45	\$16.37	\$16.50	\$20.48	\$16.19	\$16.37	\$
Actual Highest Base Rate	5	\$15.00	\$15.82	\$16.50	\$19.75	\$20.48	\$17.51	\$16.50	\$
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

4.6.4 Multi-Craft Maintenance

Job description

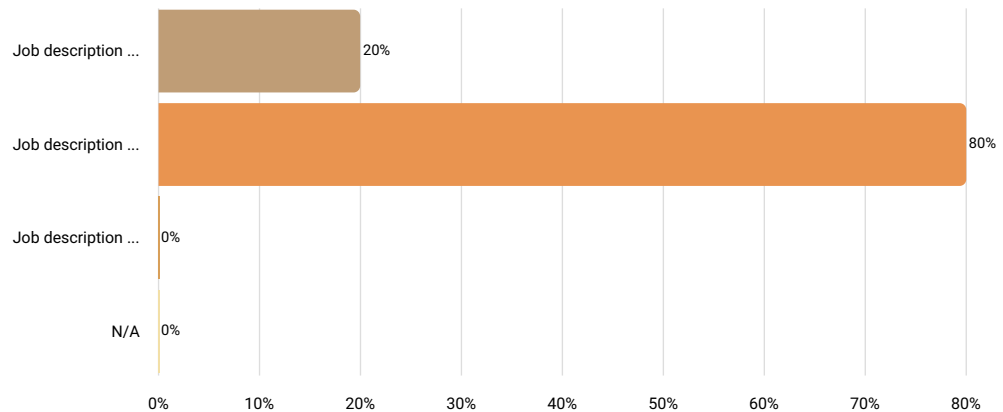
Perform work involving the skills of two or more maintenance or craft occupations for upkeep of machines and mechanical equipment. Duties may involve boiler making; insulating; welding; machining; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment. Journeyman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

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



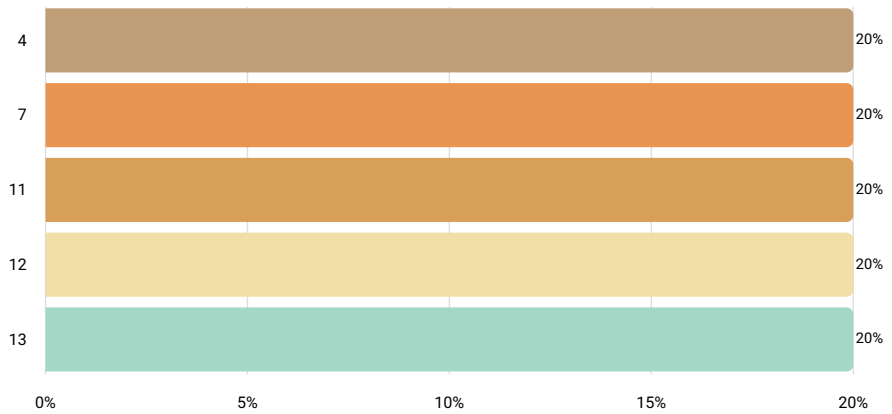
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



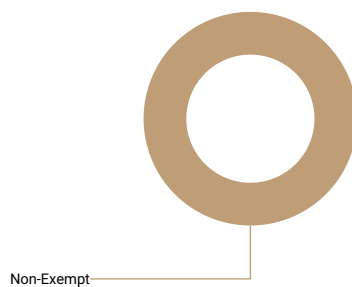
Statistics	
10th percentile	4
25th percentile	7
50th percentile	11
75th percentile	12
90th percentile	13
Mean	9.4
Median	11
Standard deviation	3.78
Total/sum	47

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

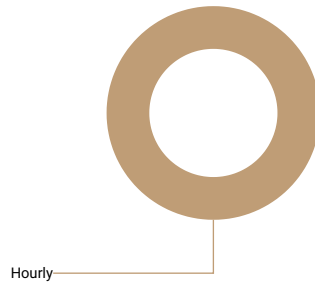
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Is this position paid an hourly rate or annual salary?

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	\$17.50	\$24.68	\$25.00	\$32.00	\$33.96	\$26.63	\$25.00
Pay Range Maximum Rate	5	\$22.50	\$30.16	\$32.00	\$38.75	\$48.80	\$34.44	\$32.00
Actual Lowest Base Rate	5	\$17.50	\$25.00	\$25.42	\$30.16	\$37.62	\$27.14	\$25.42
Actual Average Base Rate	5	\$21.93	\$27.15	\$31.06	\$31.64	\$37.62	\$29.88	\$31.06
Actual Highest Base Rate	5	\$27.50	\$31.06	\$31.28	\$38.75	\$38.99	\$33.52	\$31.28
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$1.00	\$3.00	\$3.00	\$3.00	\$5.00	\$3.00	\$3.00
Average Incentive Bonus or Other Bonus (Annual)								

4.6.5 General Building Maintenance

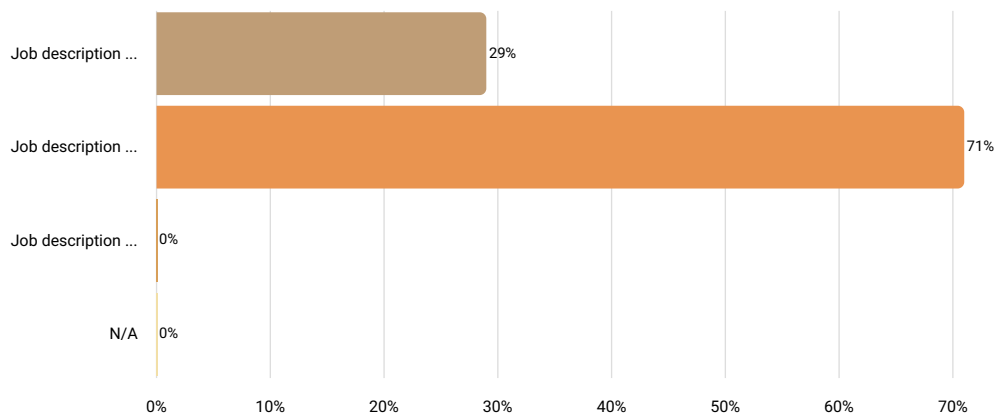
Job description Repairs and maintains physical structures. Requires knowledge of more than one craft area such as carpentry, painting, plasterin

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

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

Job Title (if different than above)

Answered 5 times

Skipped 2 times

Text input

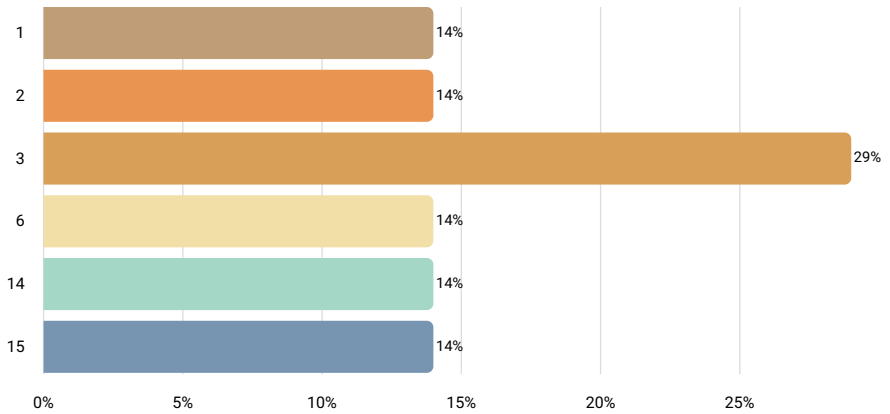
Results		N
building manager		1
maintenance mechanic		1
maintenance specialist		1
maintenance tech ii & iv		1
facilities technician; facilities lead		1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



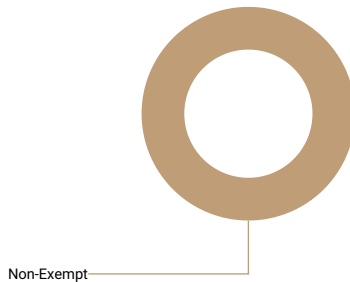
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	14
90th percentile	15
Mean	6.29
Median	3
Standard deviation	5.82
Total/sum	44

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

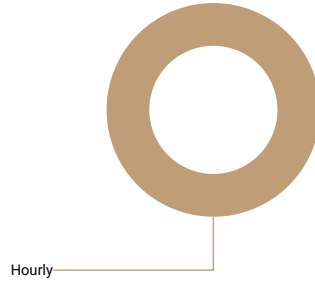
[Table of Contents](#)

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	5	\$13.43	\$16.00	\$18.00	\$22.00	\$24.53	\$18.79	\$18.00
Pay Range Maximum Rate	5	\$23.52	\$30.00	\$30.00	\$39.46	\$40.00	\$32.60	\$30.00
Actual Lowest Base Rate	7	\$13.43	\$17.32	\$19.75	\$26.55	\$28.20	\$20.46	\$19.75
Actual Average Base Rate	7	\$17.80	\$20.36	\$25.66	\$28.20	\$30.28	\$24.60	\$25.66
Actual Highest Base Rate	7	\$21.48	\$23.42	\$28.20	\$34.00	\$38.49	\$28.74	\$28.20
If there is a step progression in place, enter the number of steps. If not, leave blank.								

4.7 Material Handling and Transportation Positions

The survey received sufficient data for the following job titles:

Fork Lift Driver/Material Handler
Shipping and Receiving Clerk
Stockroom Clerk

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

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

4.7.1 Fork Lift Driver/Material Handler

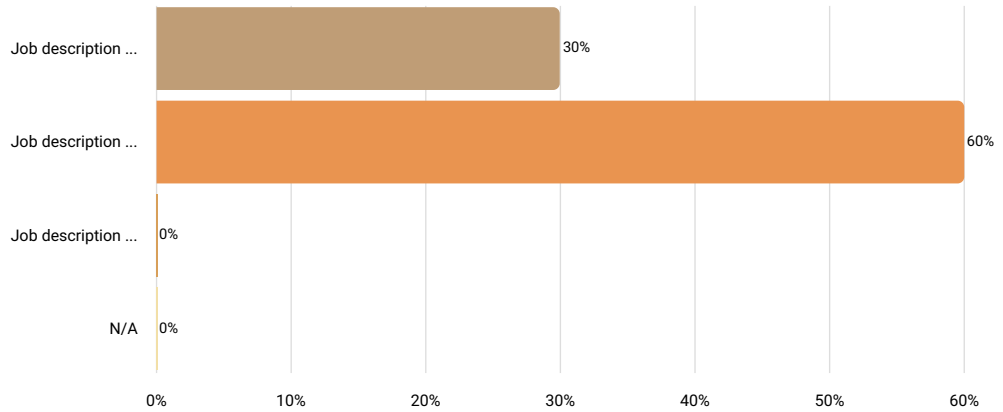
Job description Move freight, stock, or other materials. Does not include locomotive material handlers.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



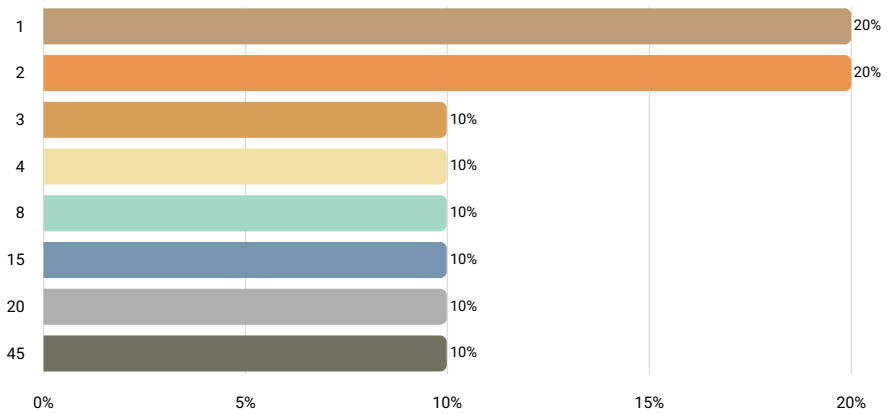
Results		%	N
Job description is perceptibly weaker than the position at your company		30%	3
Job description matches the position at your company very well		60%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



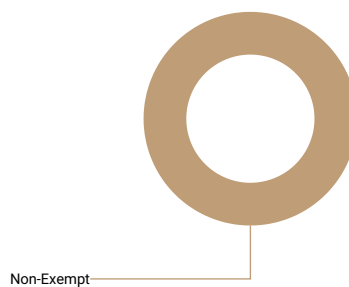
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	15
90th percentile	32.5
Mean	10.1
Median	3.5
Standard deviation	13.86
Total/sum	101

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

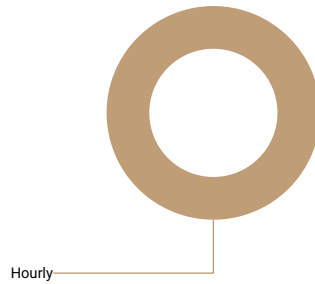
[Table of Contents](#)

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	\$14.70	\$15.00	\$17.50	\$19.94	\$48.07	\$20.96	\$17.50
Pay Range Maximum Rate	8	\$18.50	\$20.00	\$23.31	\$26.36	\$48.00	\$25.73	\$23.31
Actual Lowest Base Rate	10	\$14.98	\$15.83	\$19.00	\$21.77	\$23.17	\$18.86	\$19.00
Actual Average Base Rate	10	\$16.74	\$17.16	\$19.99	\$21.77	\$24.13	\$20.09	\$19.99
Actual Highest Base Rate	10	\$17.74	\$19.26	\$21.70	\$22.84	\$25.90	\$21.49	\$21.70
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$0.00	\$0.00	\$3.00	\$4.00	\$5.00	\$2.43	\$3.00
Average Incentive Bonus or Other Bonus (Annual)								

4.7.2 Shipping and Receiving Clerk

Job description

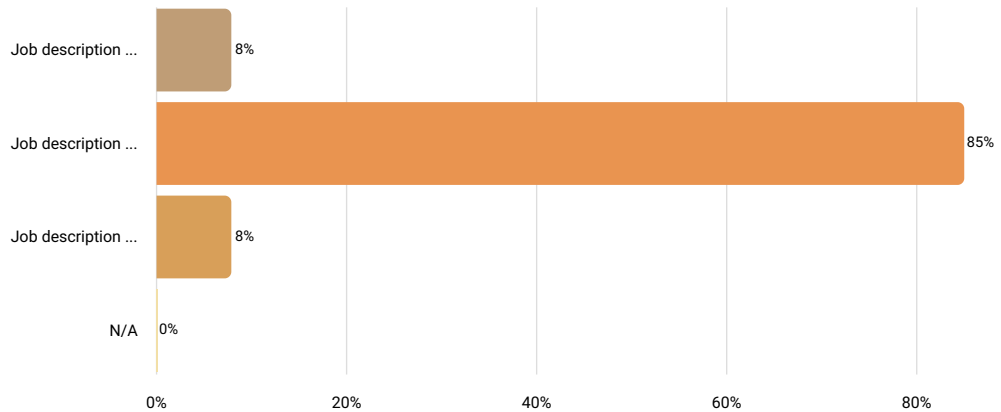
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 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	85%	11
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

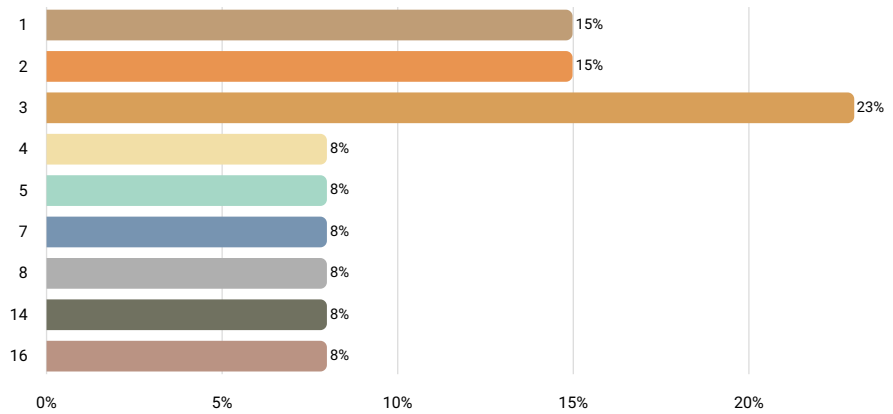
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



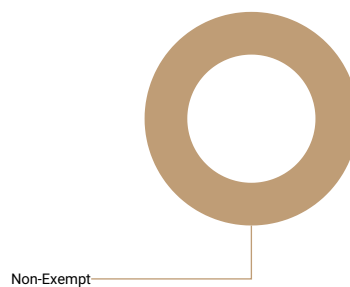
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	7
90th percentile	14
Mean	5.31
Median	3
Standard deviation	4.8
Total/sum	69

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

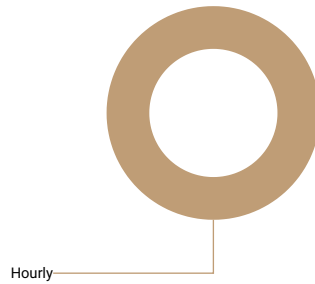
[Table of Contents](#)

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	7	\$14.70	\$15.00	\$16.00	\$19.00	\$21.20	\$17.03	\$16.00
Pay Range Maximum Rate	8	\$18.00	\$18.25	\$20.10	\$24.00	\$29.60	\$21.54	\$20.10
Actual Lowest Base Rate	12	\$15.00	\$16.42	\$17.50	\$18.81	\$20.00	\$17.72	\$17.50
Actual Average Base Rate	12	\$16.50	\$16.82	\$18.50	\$20.20	\$21.50	\$18.72	\$18.50
Actual Highest Base Rate	12	\$16.55	\$17.75	\$22.29	\$23.50	\$24.31	\$21.07	\$22.29
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.7.5 Stockroom Clerk

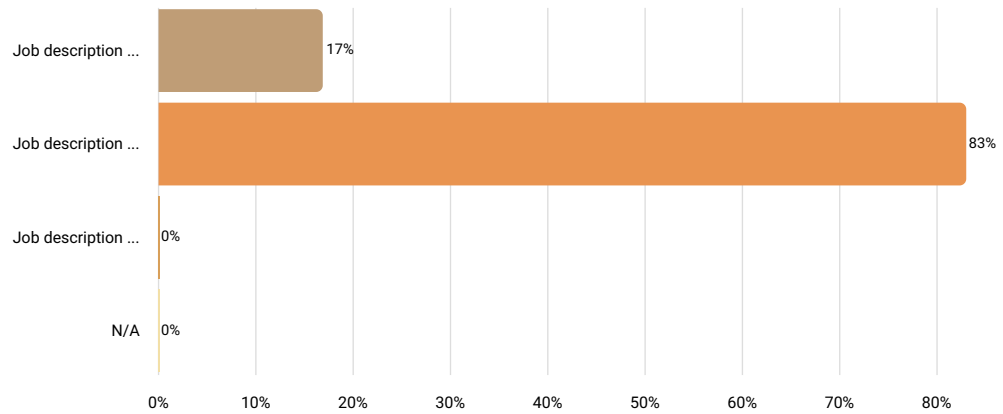
Job description Receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

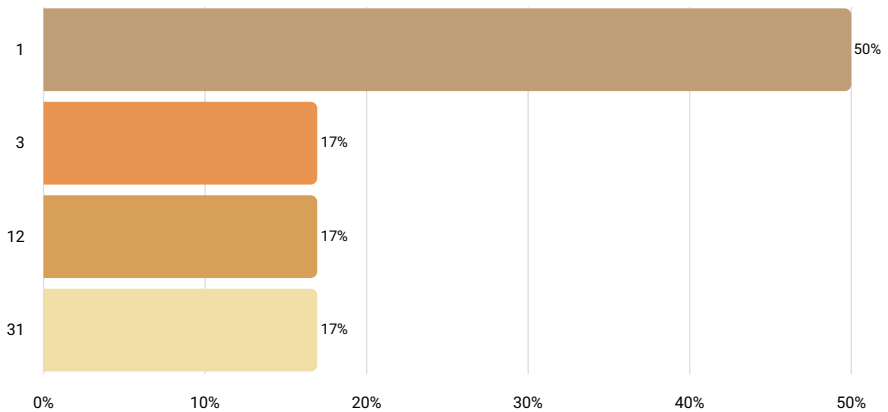
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



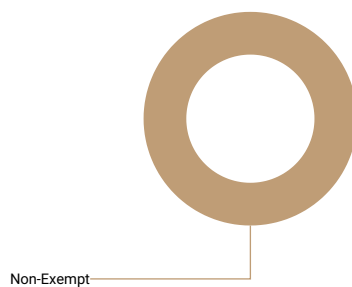
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	12
90th percentile	31
Mean	8.17
Median	2
Standard deviation	11.97
Total/sum	49

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

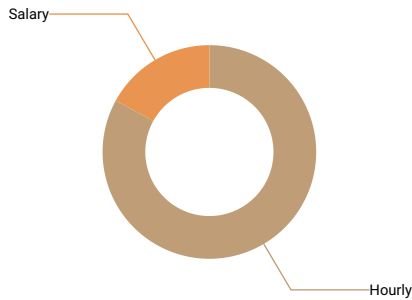
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	\$15.75	\$16.25	\$19.23	\$22.60	\$27.75	\$20.32	\$19.23
Actual Average Base Rate	5	\$17.49	\$18.38	\$19.23	\$22.60	\$27.75	\$21.09	\$19.23
Actual Highest Base Rate	5	\$19.23	\$22.00	\$22.60	\$25.43	\$27.75	\$23.40	\$22.60
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

4.8 Manufacturing Not Otherwise Classified

The survey received sufficient data for the following job titles:

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

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

4.9 First Level Supervisory Positions

The survey received sufficient data for the following job titles:

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

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

Customer Service Supervisor

4.9.1 Accounting Supervisor

Job description

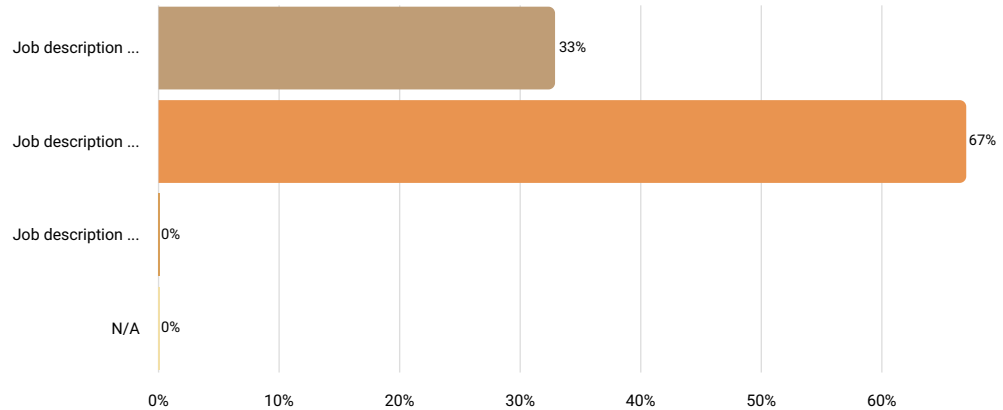
First Line Supervisor responsible for overseeing workers engaged in maintaining accounting records and processing transactions. Determines work assign evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



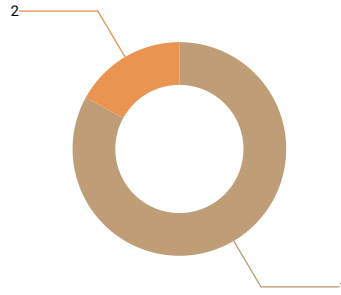
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



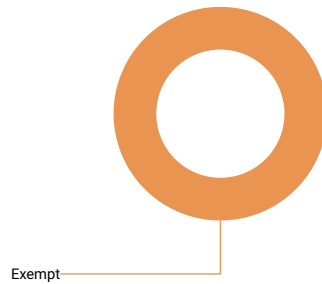
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.17
Median	1
Standard deviation	0.41
Total/sum	7

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

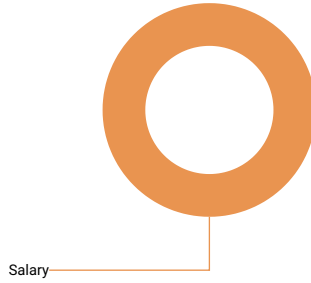
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$58,500.00	\$68,752.29	\$79,000.00	\$86,819.20	\$96,586.00	\$78,109.58	\$79,000.00	\$
Actual Average Base Salary	6	\$61,000.00	\$68,752.29	\$79,000.00	\$86,819.20	\$101,709.00	\$79,380.08	\$79,000.00	\$
Actual Highest Base Salary	6	\$63,500.00	\$68,752.29	\$79,000.00	\$86,819.20	\$106,831.00	\$80,650.42	\$79,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.9.2 Production Supervisor

Job description

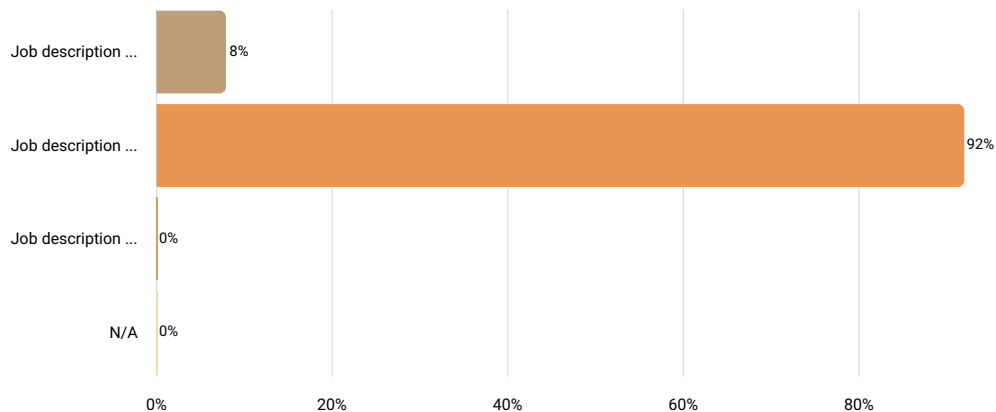
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company procedures. Responsible for the performance of the assigned work unit.

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

Answered 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 6 times

Skipped 7 times

Text input

Results	
team leader	1
assembly lead	1
manufacturing supervisor	1
production supervisor i-iii	1
supervisor, production planning	1
supervisor, manufacturing & production planning	1

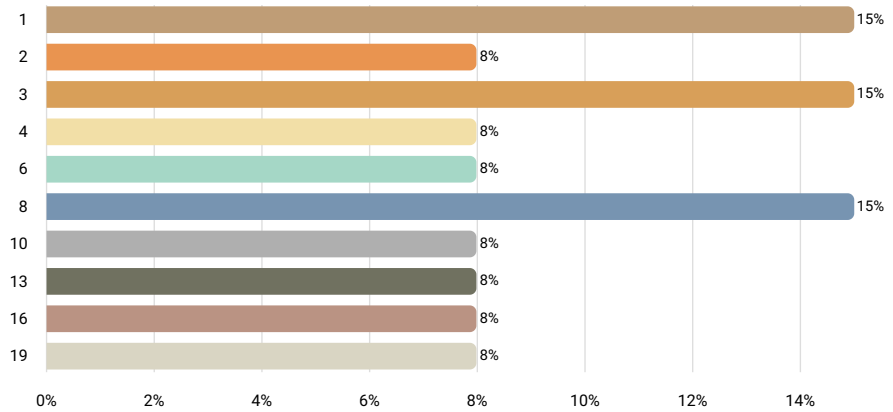
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



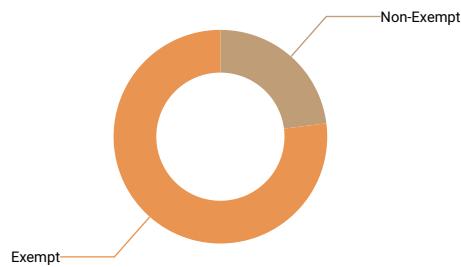
Statistics	
10th percentile	1
25th percentile	3
50th percentile	6
75th percentile	10
90th percentile	16
Mean	7.23
Median	6
Standard deviation	5.85
Total/sum	94

FLSA Status

Answered 13 times

Skipped 0 times

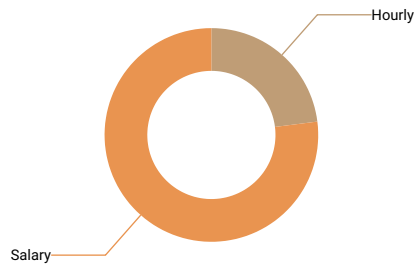
Select one answer (radio button)



Results	%	N
Non-Exempt	23%	3
Exempt	77%	10

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$35,990.00	\$54,600.00	\$57,652.00	\$64,750.00	\$80,000.00	\$58,749.25	\$57,652.00	\$
Pay Range Maximum Salary	8	\$44,985.00	\$77,500.00	\$86,050.00	\$110,603.50	\$120,000.00	\$89,161.50	\$86,050.00	\$
Actual Lowest Base Salary	10	\$46,904.50	\$60,000.00	\$63,720.65	\$85,000.00	\$86,525.00	\$66,911.93	\$63,720.65	\$
Actual Average Base Salary	10	\$48,939.32	\$65,000.00	\$75,800.29	\$91,531.00	\$93,204.23	\$75,014.77	\$75,800.29	\$
Actual Highest Base Salary	10	\$50,389.34	\$75,000.00	\$88,152.00	\$99,143.78	\$116,581.73	\$86,338.99	\$88,152.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.9.3 Senior Production Supervisor

Job description

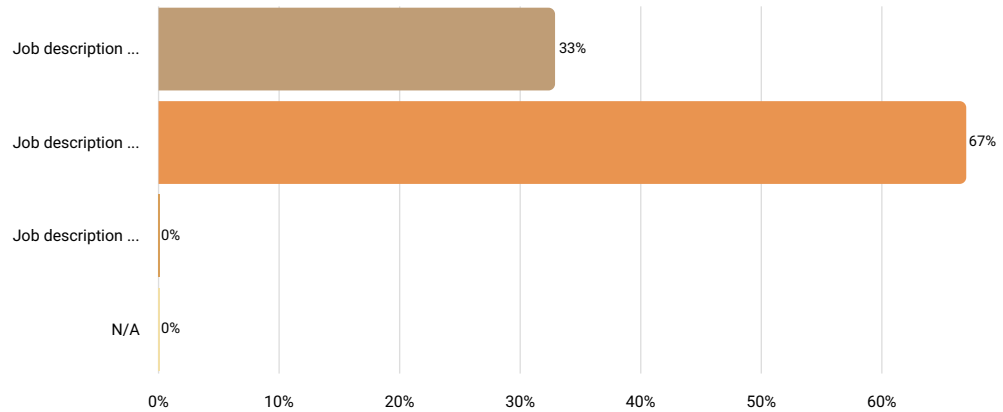
Experienced supervisor typically responsible for overseeing two or more production units or highly complex or large production units. May work through to accomplish production functions and supervise staff. Determines work assignments, evaluates work and administers company policies and procedures for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

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



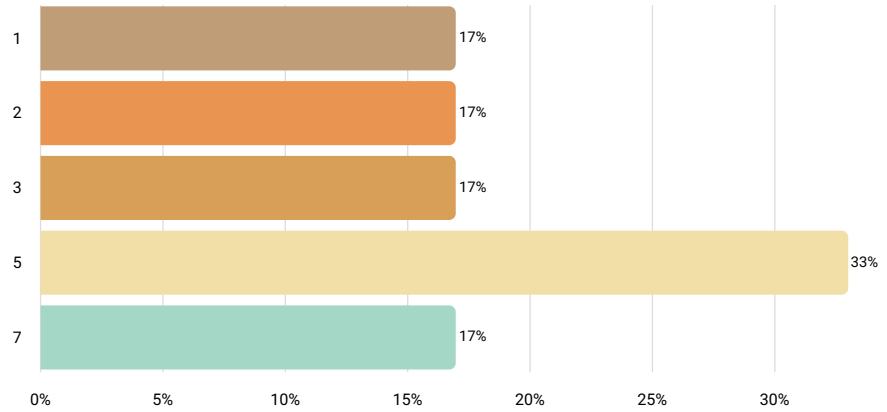
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	2
Job description matches the position at your company very well		67%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



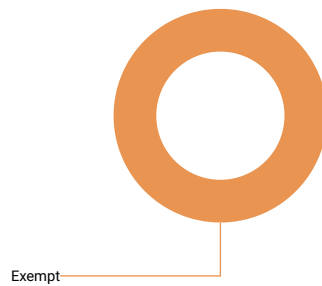
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	5
90th percentile	7
Mean	3.83
Median	4
Standard deviation	2.23
Total/sum	23

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

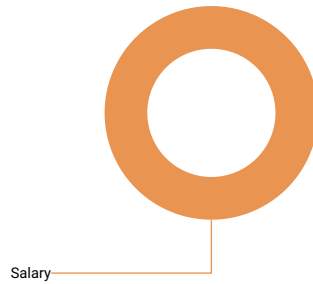
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard dev
Pay Range Minimum Salary	5	\$55,500.00	\$61,000.00	\$75,000.00	\$76,790.00	\$102,668.80	\$74,191.76	\$75,000.00	\$18,314.
Pay Range Maximum Salary	5	\$86,000.00	\$95,000.00	\$111,500.00	\$142,611.00	\$174,283.20	\$121,878.84	\$111,500.00	\$36,378.
Actual Lowest Base Salary	5	\$61,000.00	\$76,000.00	\$107,014.00	\$109,200.00	\$110,002.93	\$92,643.39	\$107,014.00	\$22,695.
Actual Average Base Salary	5	\$74,348.00	\$81,800.00	\$113,349.00	\$115,289.00	\$122,699.20	\$101,497.04	\$113,349.00	\$21,824.
Actual Highest Base Salary	5	\$80,000.00	\$85,000.00	\$116,695.22	\$137,607.00	\$144,206.40	\$112,701.72	\$116,695.22	\$29,434.

4.9.4 Quality Assurance Supervisor

Job description

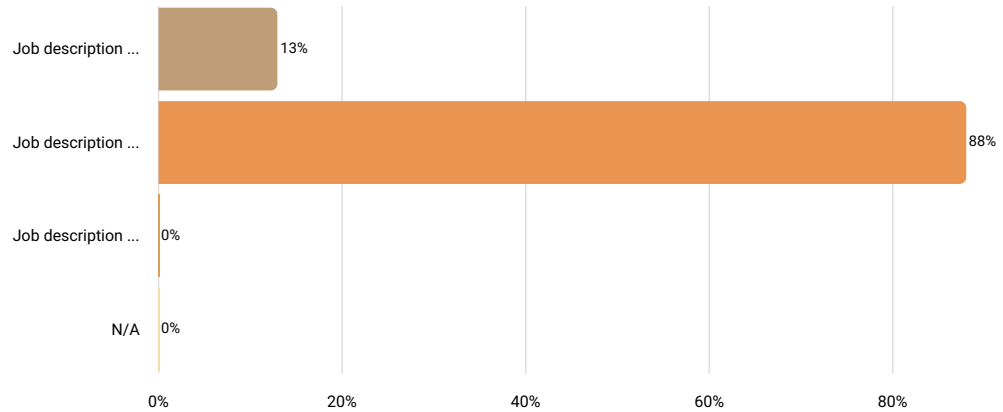
First Line Supervisor responsible for overseeing workers engaged in testing and inspecting the quality of products. Compiles and evaluates data pertaining standards. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the as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

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 2 times

Text input

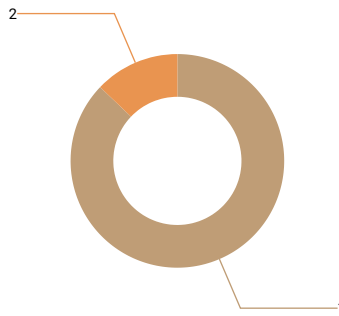
Results	
lab supervisor	1
qc supervisor janitorial, and qc supervisor grounds	1
quality control supervisor	1
supervisor, quality	1
lab services manager	1
supervisor, test & inspection	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



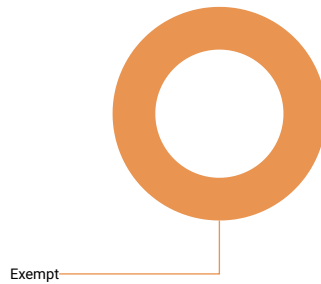
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.13
Median	1
Standard deviation	0.35
Total/sum	9

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

[Table of Contents](#)

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	
Pay Range Minimum Salary	6	\$41,590.00	\$55,304.00	\$67,250.00	\$70,000.00	\$88,608.00	\$65,000.33	\$67,250.00	\$
Pay Range Maximum Salary	6	\$60,075.00	\$80,000.00	\$93,853.50	\$113,484.80	\$118,500.00	\$93,294.47	\$93,853.50	\$
Actual Lowest Base Salary	8	\$55,161.00	\$68,044.00	\$79,732.25	\$90,395.00	\$98,009.60	\$78,689.14	\$79,732.25	\$
Actual Average Base Salary	8	\$57,906.00	\$68,044.00	\$79,732.25	\$90,395.00	\$98,009.60	\$79,032.26	\$79,732.25	\$
Actual Highest Base Salary	8	\$60,652.00	\$68,044.00	\$79,732.25	\$90,395.00	\$98,009.60	\$79,375.51	\$79,732.25	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.9.6 Shipping and Receiving Supervisor

Job description

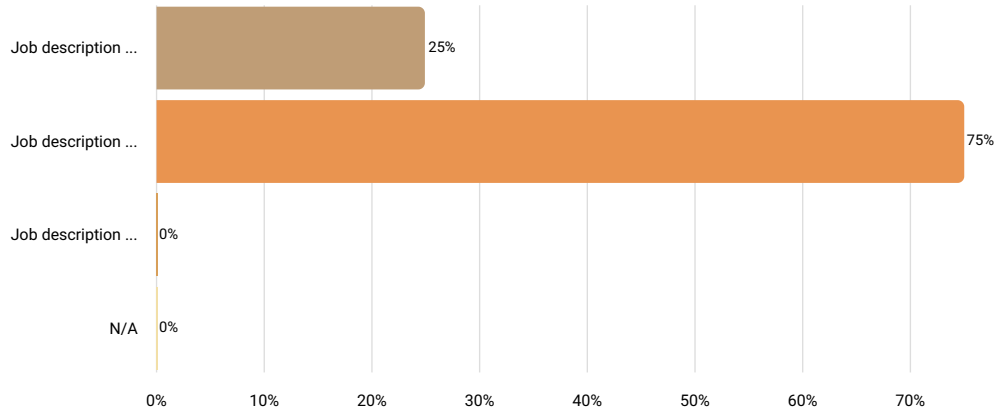
First Line Supervisor responsible for overseeing workers engaged in the shipping or receiving of products which could include the storage and warehouse and raw materials. Include Warehouse and/or Material Supervisors here.

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

Answered 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 6 times

Skipped 2 times

Text input

Results	
material control coordinator	1
shipping supervisor	1
shipping & receiving lead	1
warehouse supervisor ii	1
materials manager	1
supervisor, warehouse	1

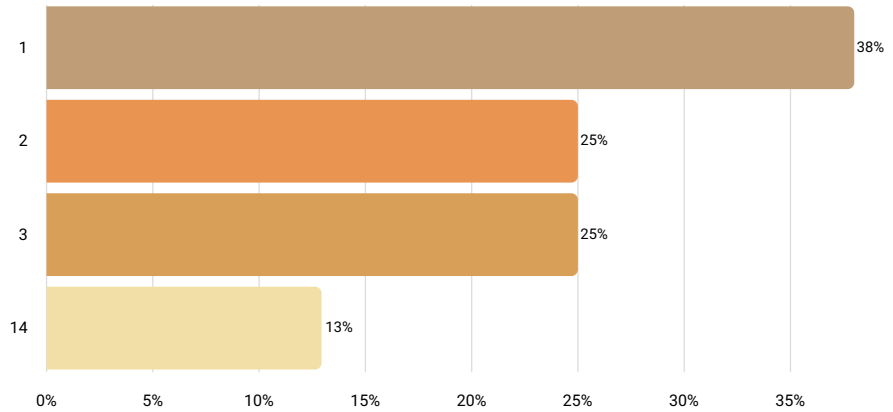
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



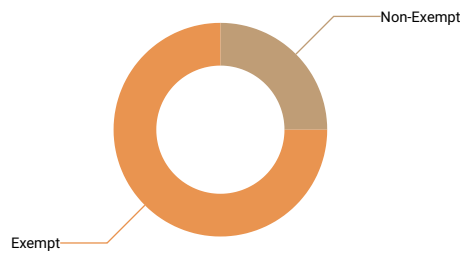
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	14
Mean	3.38
Median	2
Standard deviation	4.37
Total/sum	27

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



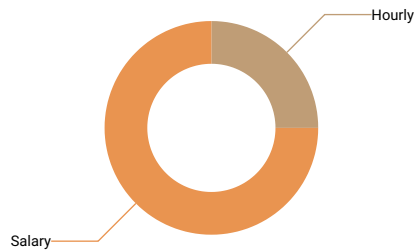
Results	%	N
Non-Exempt	25%	2
Exempt	75%	6

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	
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	\$45,000.00	\$52,894.40	\$60,000.00	\$60,000.00	\$61,940.00	\$55,966.88	\$60,000.00	\$
Pay Range Maximum Salary	5	\$55,000.00	\$66,000.00	\$85,000.00	\$92,851.20	\$115,032.00	\$82,776.64	\$85,000.00	\$
Actual Lowest Base Salary	6	\$46,956.00	\$60,000.00	\$69,654.00	\$85,009.60	\$98,800.00	\$71,678.93	\$69,654.00	\$
Actual Average Base Salary	6	\$47,216.52	\$63,306.00	\$74,679.50	\$85,009.60	\$98,800.00	\$73,948.52	\$74,679.50	\$
Actual Highest Base Salary	6	\$47,737.56	\$76,388.00	\$84,015.80	\$95,920.00	\$98,800.00	\$81,146.19	\$84,015.80	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.9.7 Maintenance Supervisor

Job description

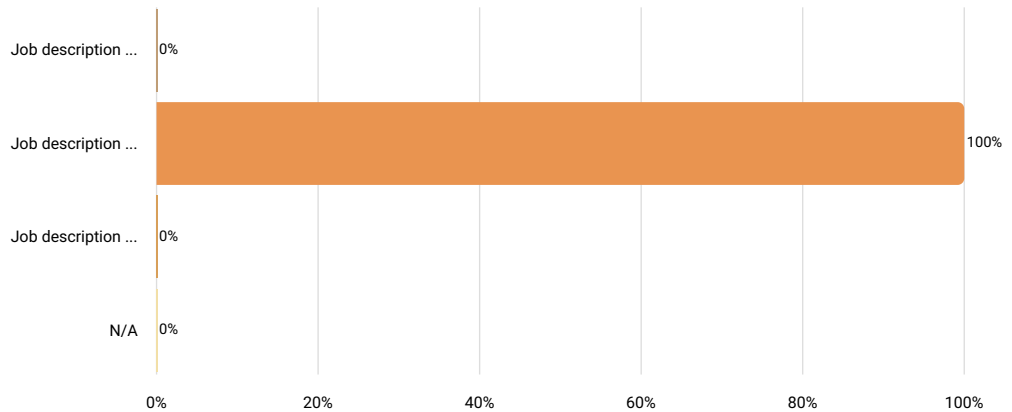
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and ad company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 3 times

Text input

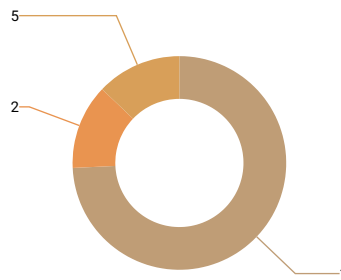
Results	
supervisor, grounds maintenance	1
maintenance team leader	1
general maintenance mechanic lead	1
supervisor, maintenance	1
facilities manager	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



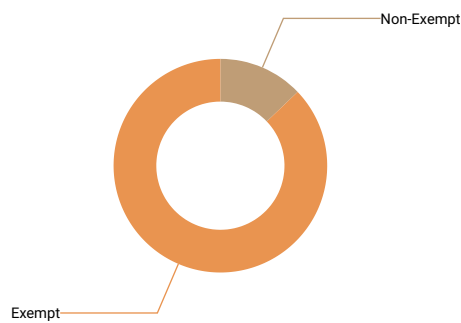
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	5
Mean	1.63
Median	1
Standard deviation	1.41
Total/sum	13

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

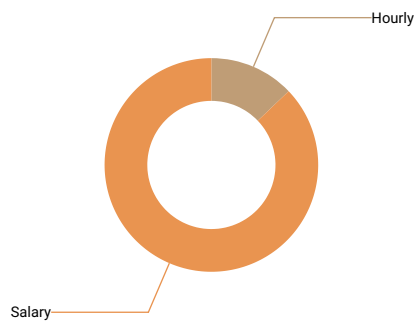
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Is this position paid an hourly rate or annual salary?

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	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Pay Range Minimum Salary	6	\$45,318.00	\$51,665.00	\$57,652.00	\$65,000.00	\$80,000.00	\$59,547.83	\$57,652.00	\$
Pay Range Maximum Salary	6	\$64,580.00	\$67,977.00	\$82,500.00	\$102,707.00	\$120,000.00	\$86,710.67	\$82,500.00	\$
Actual Lowest Base Salary	7	\$51,000.00	\$60,000.00	\$72,160.00	\$94,000.00	\$107,000.00	\$78,285.71	\$72,160.00	\$
Actual Average Base Salary	7	\$57,273.00	\$60,000.00	\$72,160.00	\$94,000.00	\$107,000.00	\$79,181.86	\$72,160.00	\$
Actual Highest Base Salary	7	\$60,000.00	\$63,614.00	\$72,160.00	\$94,000.00	\$107,000.00	\$80,087.71	\$72,160.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.9.8 Team Leader

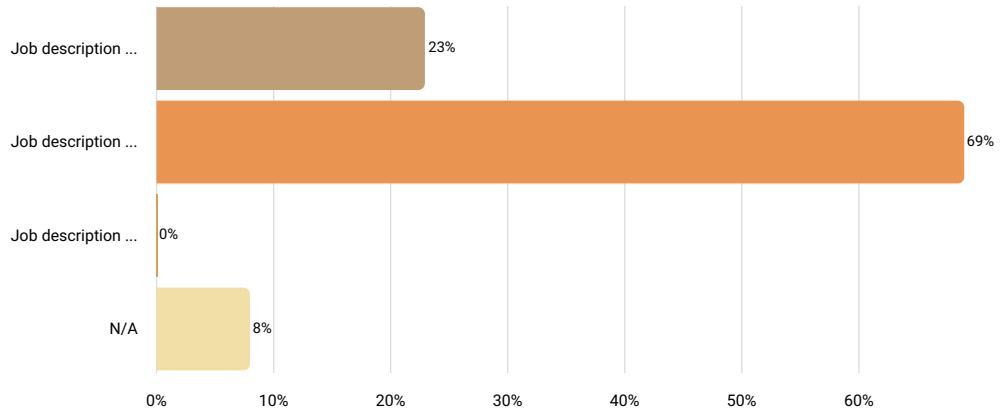
Job description Include workers here that oversee particular areas of work, but may or may not have evaluative responsibility for assigned work u

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

Answered 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	8%	1	

Job Title (if different than above)

Answered 7 times

Skipped 6 times

Text input

Results	
facilities lead	1
lead technician	1
advanced analyst/team lead; intermediate specialist/team lead; advanced trainer/team lead; communications team lead	1
order management supervisor, order pulling supervisor, processing supervisor, quality supervisor, trucks supervisor	1
plant team lead	1
electrical assembler iii lead, electrical quality inspector iii lead, inventory clerk iii lead, machinist iii lead, mechanical qa iii lead	1
lethality site lead; dynamics/field support lead; team lead btn sys sw iv&v; cyber security lead; lrdv iv&i project tech lead; security verification tech lead; lead senior technician; amsil project lead	1

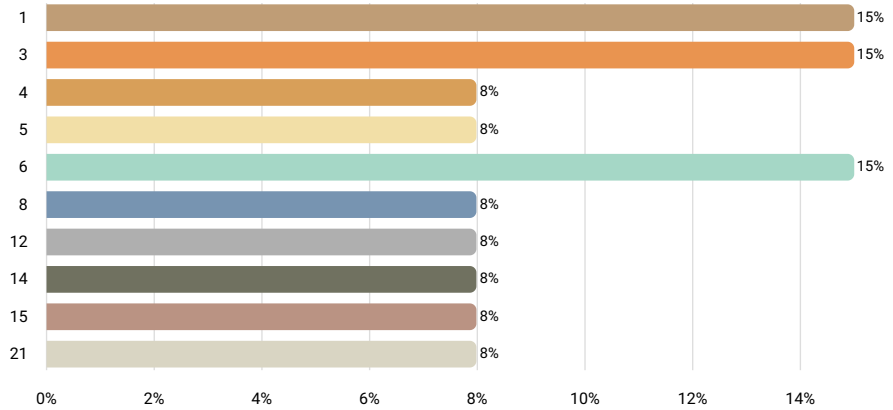
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



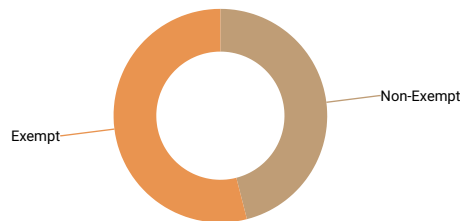
Statistics	
10th percentile	1
25th percentile	3
50th percentile	6
75th percentile	12
90th percentile	15
Mean	7.62
Median	6
Standard deviation	6.12
Total/sum	99

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)

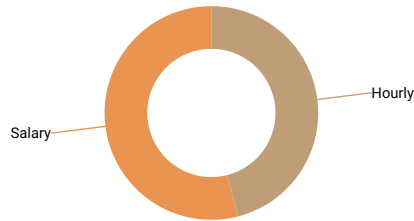


Results	%	N
Non-Exempt	46%	6
Exempt	54%	7

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Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	46%	6
Salary	54%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	\$16.40	\$18.00	\$21.00	\$24.41	\$26.16	\$21.19	\$21.00
Pay Range Maximum Rate	5	\$24.00	\$25.00	\$26.40	\$34.48	\$53.92	\$32.76	\$26.40
Actual Lowest Base Rate	5	\$16.60	\$18.00	\$19.81	\$21.00	\$25.00	\$20.08	\$19.81
Actual Average Base Rate	5	\$18.50	\$21.02	\$22.83	\$24.40	\$28.66	\$23.08	\$22.83
Actual Highest Base Rate	5	\$19.00	\$24.00	\$26.40	\$29.39	\$36.65	\$27.09	\$26.40
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary	7	\$44,085.70	\$45,000.00	\$56,000.00	\$100,000.00	\$104,000.00	\$67,877.96	\$56,000.00 \$
Pay Range Maximum Salary	7	\$60,075.00	\$80,000.00	\$122,500.00	\$228,800.00	\$247,217.51	\$142,370.36	\$122,500.00 \$
Actual Lowest Base Salary	7	\$47,737.56	\$49,000.00	\$61,734.40	\$118,768.00	\$141,366.00	\$78,057.99	\$61,734.40 \$
Actual Average Base Salary	7	\$49,000.00	\$58,131.93	\$98,201.00	\$145,158.43	\$171,595.00	\$100,555.77	\$98,201.00 \$
Actual Highest Base Salary	7	\$49,000.00	\$63,000.00	\$122,500.00	\$187,502.00	\$196,800.00	\$117,768.29	\$122,500.00 \$
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.10 Sales and Marketing Positions

The survey received sufficient data for the following job titles:

Business Development Specialist
Business Development Manager

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

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

4.10.8 Business Development Specialist

Job description

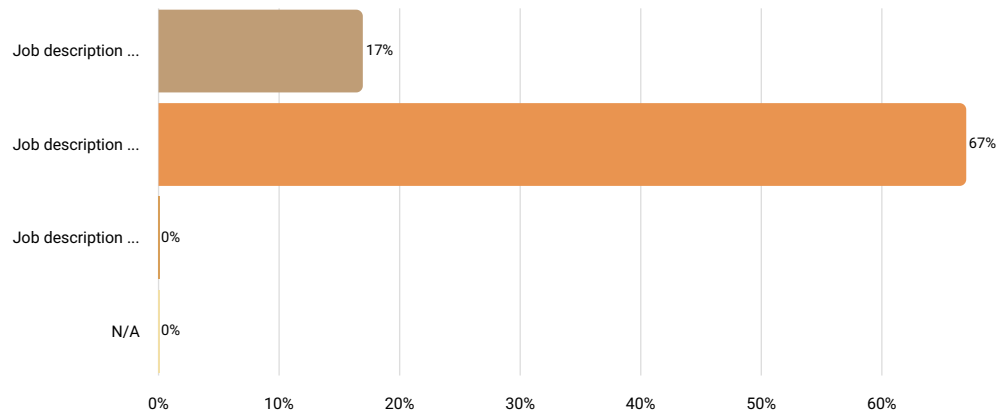
Responsible for creating effective business plans for their company. Analyze business processes and identify opportunities to generate additional revenue

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



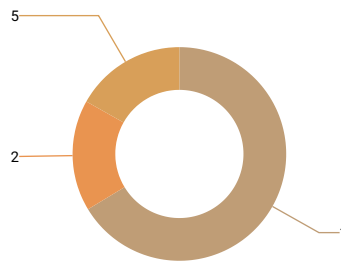
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



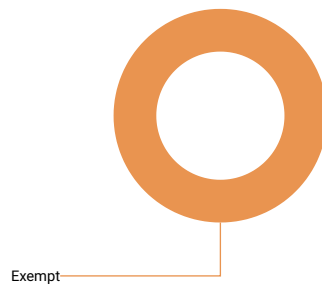
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	1.83
Median	1
Standard deviation	1.6
Total/sum	11

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	67%	4

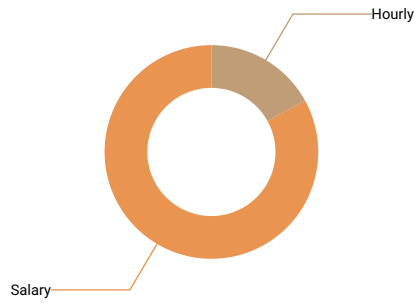
[Table of Contents](#)

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	
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 Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$45,000.00	\$64,875.20	\$73,000.00	\$85,000.00	\$99,000.00	\$73,375.04	\$73,000.00	\$2
Actual Average Base Salary	5	\$46,512.56	\$73,000.00	\$85,000.00	\$97,094.40	\$99,000.00	\$80,121.39	\$85,000.00	\$2
Actual Highest Base Salary	5	\$48,025.12	\$73,000.00	\$85,000.00	\$99,000.00	\$124,633.60	\$85,931.74	\$85,000.00	\$2

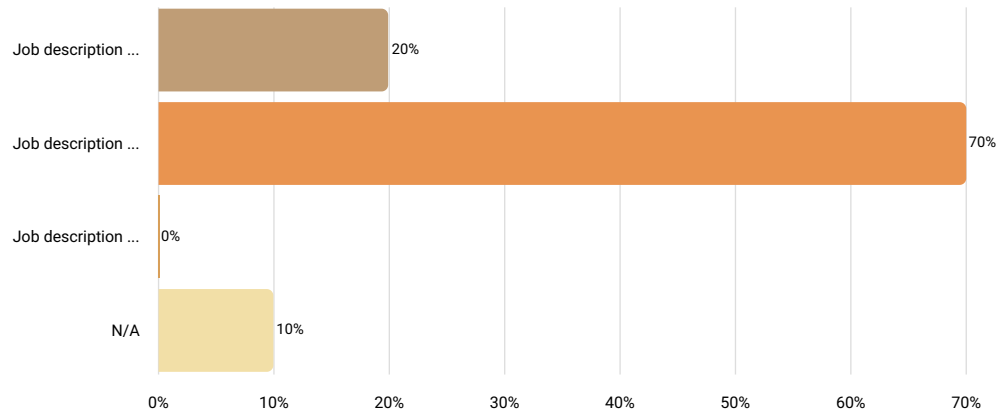
4.10.9 Business Development Manager

Job description

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

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

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



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	2
Job description matches the position at your company very well	70%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	10%	1

Job Title (if different than above)

Answered 5 times
 Skipped 5 times
 Text input

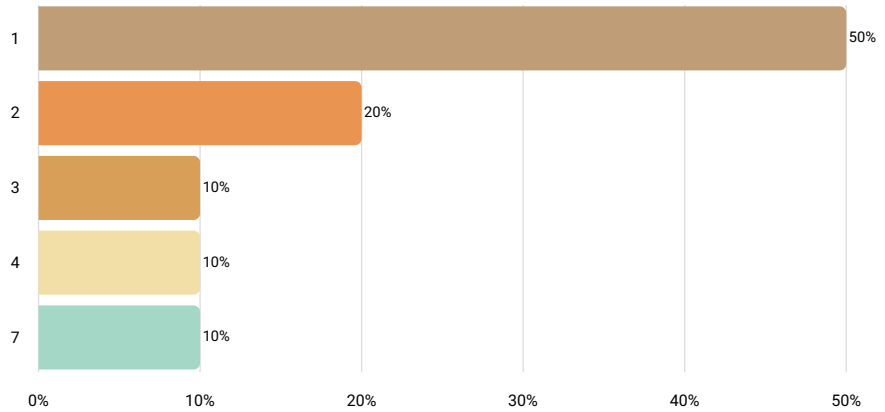
Results	
business development director	1
director of business development	1
business development manager & sr. aviation program manager	1
product line manager	1
senior business manager; operations & business manager	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



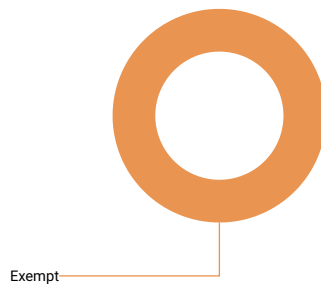
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	5.5
Mean	2.3
Median	1.5
Standard deviation	1.95
Total/sum	23

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



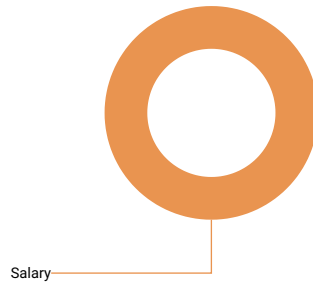
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

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	
Pay Range Minimum Salary	7	\$47,653.90	\$53,000.00	\$100,000.00	\$126,217.00	\$135,200.00	\$91,567.01	\$100,000.00	\$
Pay Range Maximum Salary	7	\$105,557.43	\$120,000.00	\$183,393.60	\$228,800.00	\$235,144.00	\$171,636.57	\$183,393.60	\$
Actual Lowest Base Salary	10	\$67,874.56	\$84,000.00	\$120,718.40	\$162,750.00	\$180,887.65	\$122,966.22	\$120,718.40	\$
Actual Average Base Salary	10	\$73,249.50	\$119,000.00	\$130,029.60	\$170,851.00	\$188,623.15	\$134,965.55	\$130,029.60	\$
Actual Highest Base Salary	10	\$78,624.50	\$137,000.00	\$166,633.80	\$176,700.00	\$200,409.15	\$152,684.99	\$166,633.80	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,063.00	\$2,317.00	\$11,000.00	\$17,000.00	\$37,000.00	\$13,396.67	\$11,000.00	\$

4.11 Management/Director Positions

The survey received sufficient data for the following job titles:

Controller or Accounting 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

Proposal Manager

Plant Manager

Purchasing Manager

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

Maintenance Manager

Administrative Manager

Continuous Improvement Manager

4.11.1 Controller or Accounting Manager

Job description

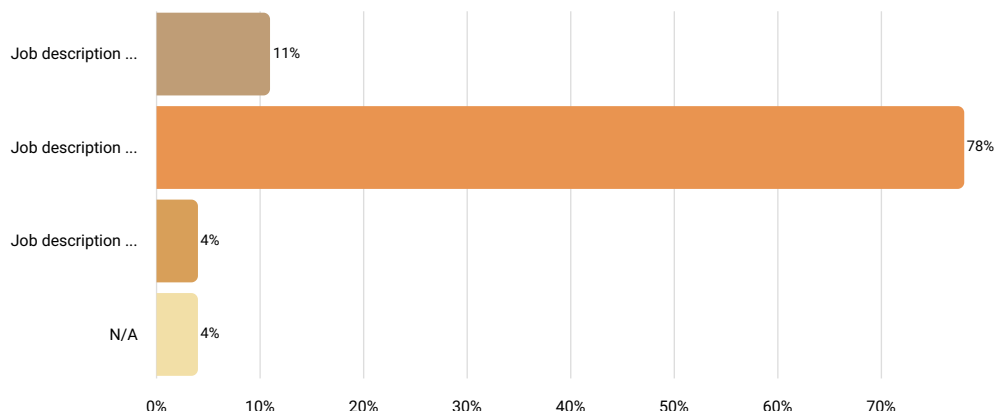
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and acc to staff. Responsible for financial reporting and analysis for the company.

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

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	3
Job description matches the position at your company very well	78%	21
Job description is perceptibly stronger than the position at your company	4%	1
N/A	4%	1

Job Title (if different than above)

Answered 12 times

Skipped 15 times

Text input

Results	
controller	2
comptroller	1
business manager	1
accounting manager 1	1
manager	1
senior accountant	1
plant controller	1
corporate controller & director of treasury & financial planning	1
plant accounting manager	1
avp, director of accounting	1
plant accountant	1

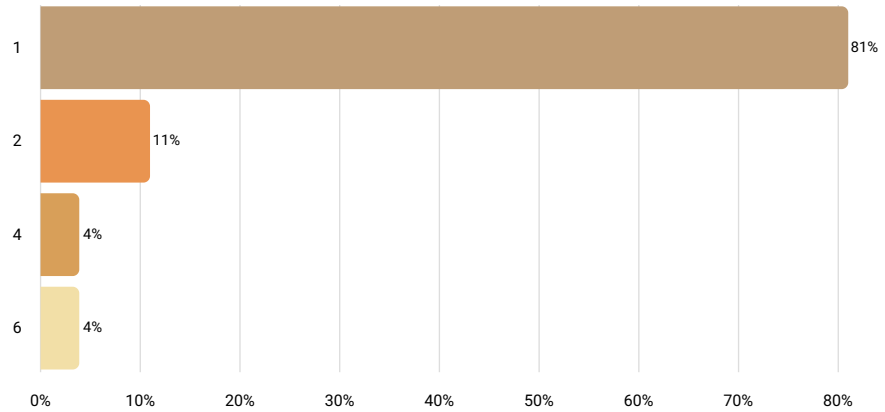
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



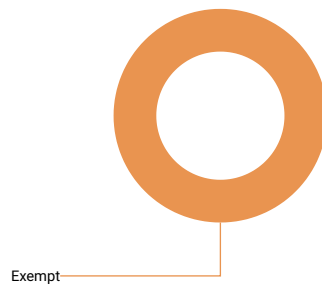
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.41
Median	1
Standard deviation	1.12
Total/sum	38

FLSA Status

Answered 27 times

Skipped 0 times

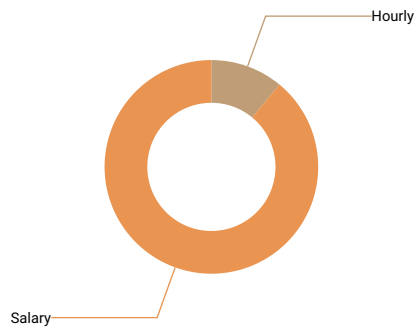
Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	96%	26

Is this position paid an hourly rate or annual salary?

Answered 27 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	11%	3
Salary	89%	24

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	17	\$70,000.00	\$78,000.00	\$90,000.00	\$106,130.20	\$139,276.80	\$96,144.69	\$90,000.00	\$
Pay Range Maximum Salary	17	\$90,000.00	\$124,862.40	\$150,000.00	\$171,000.00	\$228,800.00	\$151,177.30	\$150,000.00	\$
Actual Lowest Base Salary	23	\$87,588.80	\$90,000.00	\$115,000.00	\$149,000.00	\$165,360.00	\$121,106.47	\$115,000.00	\$
Actual Average Base Salary	23	\$87,588.80	\$95,056.00	\$124,342.00	\$149,000.00	\$170,622.40	\$125,958.01	\$124,342.00	\$
Actual Highest Base Salary	23	\$87,588.80	\$95,056.00	\$130,000.00	\$165,000.00	\$180,003.20	\$135,447.33	\$130,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$0.00	\$1,788.00	\$4,000.00	\$10,000.00	\$20,000.00	\$6,385.78	\$4,000.00	\$

4.11.3 Production or Operations Manager

Job description

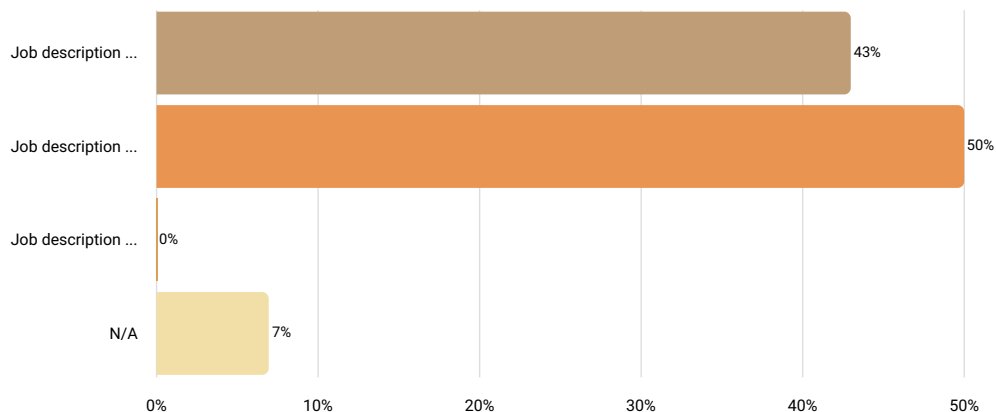
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is n

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

Answered 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	50%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

Job Title (if different than above)

Answered 11 times

Skipped 3 times

Text input

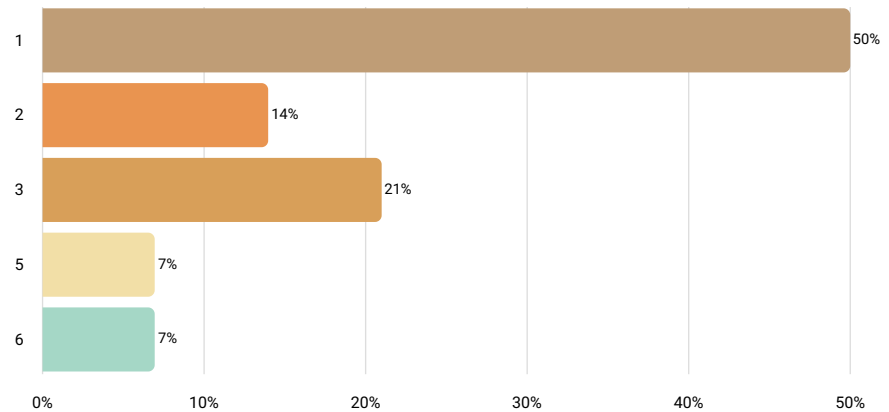
Results	
production manager	2
business director	1
production manager /operations manager	1
shop manager, grounds	1
director of operations ; & other position is director of manufacturing (each separate functions held by separate people)	1
manufacturing manager	1
director of programs, project control manager, director of engineering, director of maintenance, Isf contracts director	1
sc industrial dev div mgr	1
supervisor, electrical; supervisor, mechanical; supervisor, production control	1
manager, production support	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



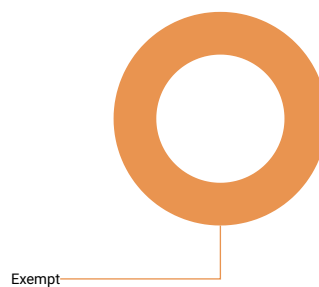
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	5
Mean	2.21
Median	1.5
Standard deviation	1.63
Total/sum	31

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



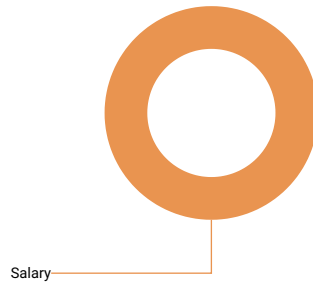
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

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	
Pay Range Minimum Salary	12	\$83,000.00	\$84,500.00	\$94,466.00	\$105,832.50	\$116,214.45	\$94,458.90	\$94,466.00	\$
Pay Range Maximum Salary	12	\$102,252.80	\$117,500.00	\$137,121.00	\$168,222.00	\$184,595.25	\$141,035.57	\$137,121.00	\$
Actual Lowest Base Salary	13	\$79,763.00	\$86,000.00	\$98,404.00	\$118,638.00	\$148,954.00	\$103,681.05	\$98,404.00	\$
Actual Average Base Salary	13	\$95,000.00	\$102,252.80	\$106,750.00	\$131,977.74	\$151,964.80	\$114,909.87	\$106,750.00	\$
Actual Highest Base Salary	13	\$102,000.00	\$105,956.00	\$118,638.00	\$148,954.00	\$155,498.56	\$126,353.63	\$118,638.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$0.00	\$4,800.00	\$14,000.00	\$23,000.00	\$7,766.67	\$4,800.00	\$

4.11.4 IT Manager

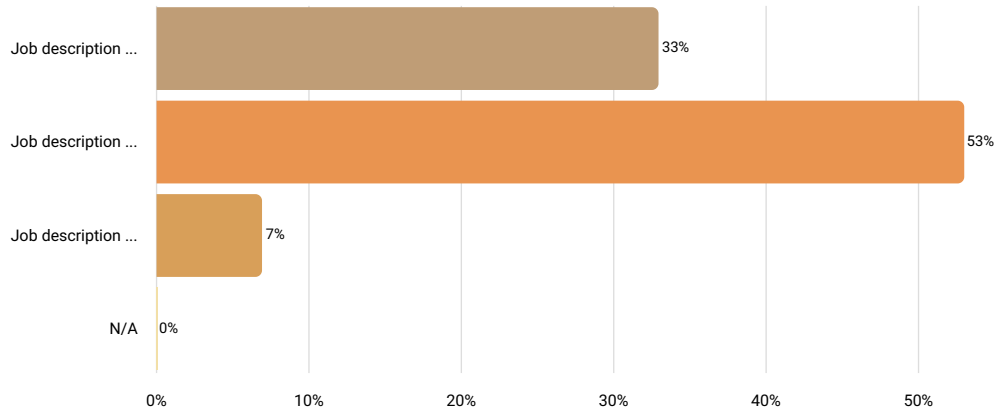
Job description Directs all computer operations that include one or more of the following: programming, network and technical support and syste

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	33%	5	
Job description matches the position at your company very well	53%	8	
Job description is perceptibly stronger than the position at your company	7%	1	
N/A	0%	0	

Job Title (if different than above)

Answered 6 times

Skipped 9 times

Text input

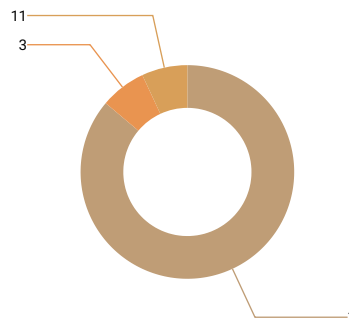
Results	
it lead	1
it assistant	1
it manage	1
it director	1
director of corporate information technology	1
sr manager, it architecture & vendor relations management	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



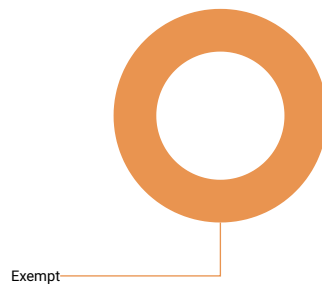
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.8
Median	1
Standard deviation	2.6
Total/sum	27

FLSA Status

Answered 15 times

Skipped 0 times

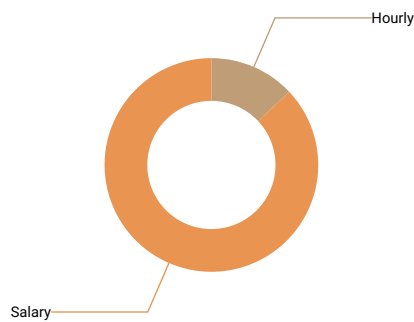
Select one answer (radio button)



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	
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	\$56,000.00	\$62,857.00	\$90,000.00	\$120,500.00	\$172,000.00	\$100,595.22	\$90,000.00	\$
Pay Range Maximum Salary	10	\$40,000.00	\$97,630.00	\$137,800.00	\$175,000.00	\$211,097.20	\$132,442.44	\$137,800.00	\$
Actual Lowest Base Salary	13	\$62,504.00	\$75,545.00	\$104,000.00	\$115,206.26	\$172,577.60	\$108,835.19	\$104,000.00	\$
Actual Average Base Salary	13	\$65,000.00	\$93,083.00	\$110,000.00	\$147,962.93	\$172,577.60	\$115,739.40	\$110,000.00	\$
Actual Highest Base Salary	13	\$65,000.00	\$93,083.00	\$115,206.26	\$160,000.00	\$187,775.00	\$124,566.00	\$115,206.26	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.5 Logistics/Materials Manager

Job description

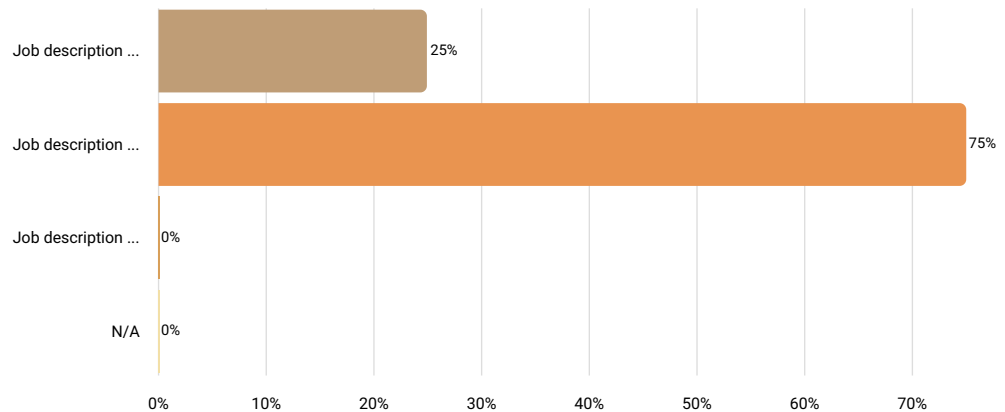
Manages aspects related to logistics including distribution, inventory, warehousing and transportation. Include Material and Traffic Managers in this cate

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

Answered 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

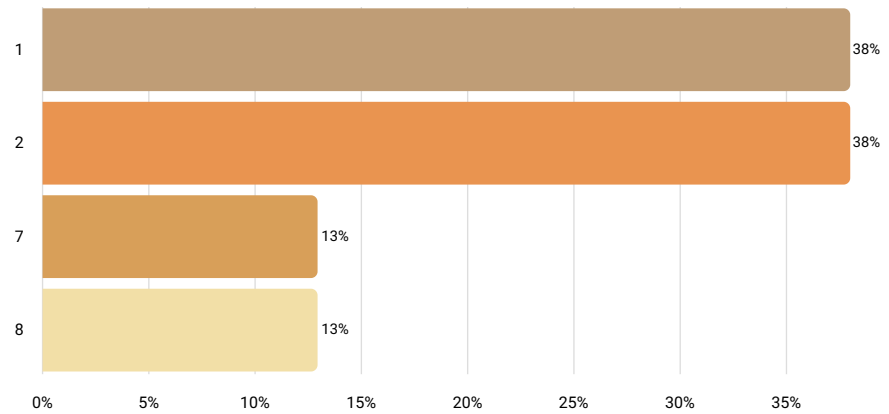
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



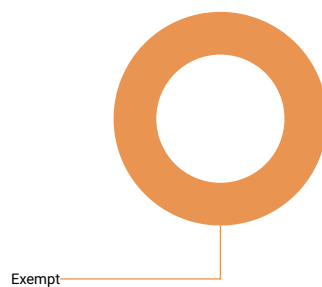
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4.5
90th percentile	8
Mean	3
Median	2
Standard deviation	2.83
Total/sum	24

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



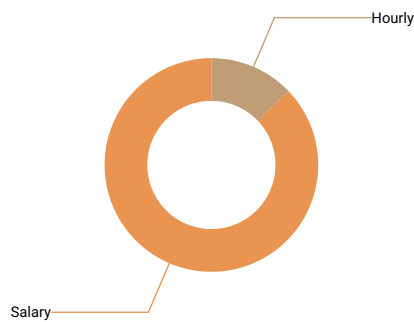
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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	
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	\$66,000.00	\$70,000.00	\$83,807.00	\$108,825.60	\$120,500.00	\$88,823.27	\$83,807.00	\$
Pay Range Maximum Salary	6	\$116,245.00	\$125,000.00	\$141,475.50	\$195,208.00	\$205,500.00	\$154,150.67	\$141,475.50	\$
Actual Lowest Base Salary	6	\$66,000.00	\$88,524.00	\$95,756.45	\$123,600.00	\$124,779.20	\$99,069.35	\$95,756.45	\$
Actual Average Base Salary	6	\$73,303.00	\$88,524.00	\$112,402.00	\$134,888.00	\$158,800.00	\$113,386.50	\$112,402.00	\$
Actual Highest Base Salary	6	\$88,524.00	\$97,804.00	\$137,973.90	\$160,291.00	\$194,000.00	\$136,094.47	\$137,973.90	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.6 Project or Program Manager

Job description

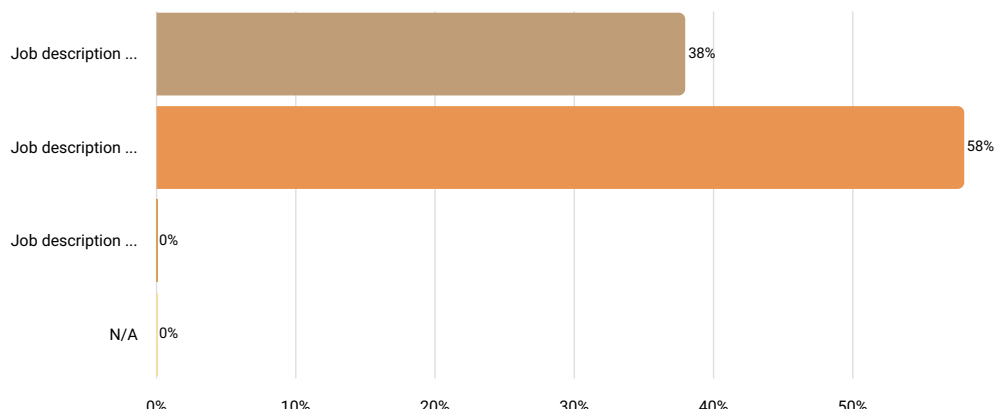
Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the p budget and workload.

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	10
Job description matches the position at your company very well	58%	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 14 times

Skipped 12 times

Text input

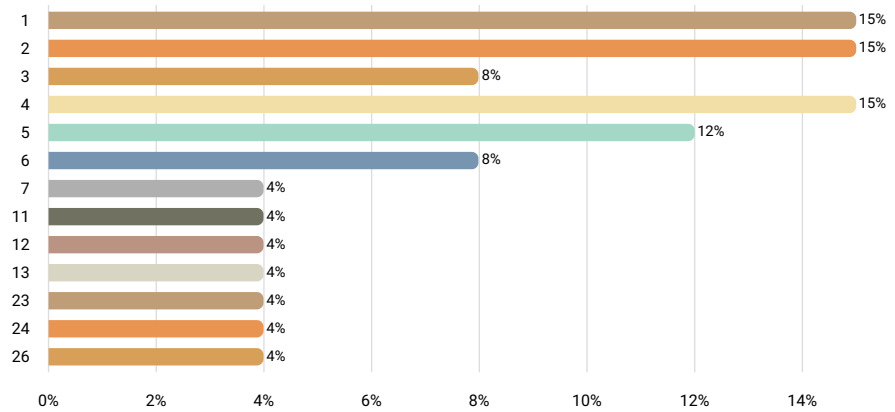
Results	
program manager	3
project engineer	1
senior project manager	1
assistant project manager i, assistant project manager ii, assistant project manager iii	1
technical lead/program manager	1
manager	1
project manager, senior	1
program manager i-iv & aviation program manager	1
senior management	1
advanced projects div manager, all-source intel division mgr, cyber analysis div manager, cyber program manager, de support division manager, ew&cyber defeat div mgr, hpm & pulsed power div manager, intel research&analysis div mg, miel security div manager, mielanalysis/assurtech div mgr, missile defense div manager, mission support division mgr, mrc support division manager, operations manager, optical sciences division mgr, peo support division mgr, procurement manager, program control sector manager, program mgr of product system, sa&t division manager, security manager, senior space program manager, space technologies div manager, weapon sys cyber op, ops mgr, weapons analysis op manager	1
program manager i, ii	1
project manager	1

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



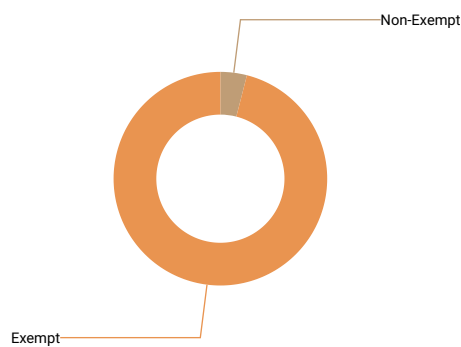
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	7
90th percentile	23
Mean	6.81
Median	4
Standard deviation	7.23
Total/sum	177

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)

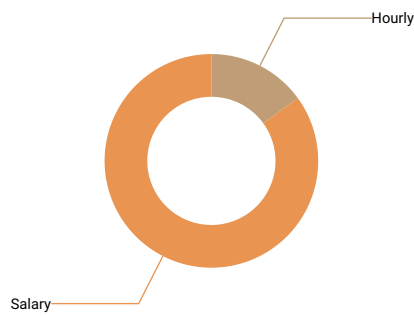


Results	%	N
Non-Exempt	4%	1
Exempt	96%	25

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Is this position paid an hourly rate or annual salary?

Answered 26 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	15%	4
Salary	85%	22

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 Bonus (Annual)									
Pay Range Minimum Salary	16	\$45,318.00	\$60,500.00	\$95,000.00	\$113,014.50	\$115,000.00	\$91,731.34	\$95,000.00	\$
Pay Range Maximum Salary	16	\$74,630.00	\$125,000.00	\$147,500.00	\$171,534.00	\$195,000.00	\$152,497.08	\$147,500.00	\$
Actual Lowest Base Salary	22	\$65,000.00	\$85,176.00	\$112,625.00	\$137,754.24	\$163,998.00	\$111,680.81	\$112,625.00	\$
Actual Average Base Salary	22	\$77,900.00	\$107,363.00	\$125,093.50	\$159,221.00	\$170,216.80	\$129,509.21	\$125,093.50	\$
Actual Highest Base Salary	21	\$115,960.00	\$123,431.00	\$152,935.13	\$185,000.14	\$210,953.60	\$153,261.99	\$152,935.13	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$400.00	\$11,000.00	\$15,000.00	\$18,000.00	\$8,850.00	\$11,000.00	\$

4.11.7 Project or Program Director

Job description

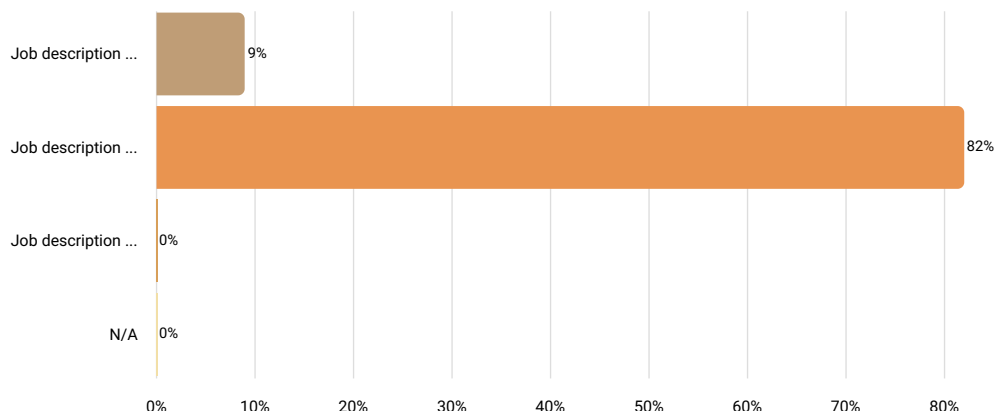
Plans, organizes, directs, coordinates, and controls the activities of the program in support of company goals to obtain optimum efficiency and economy. Analyses and reports project economics including costs, operational budgets, staffing requirements, resources, and risk.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	82%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

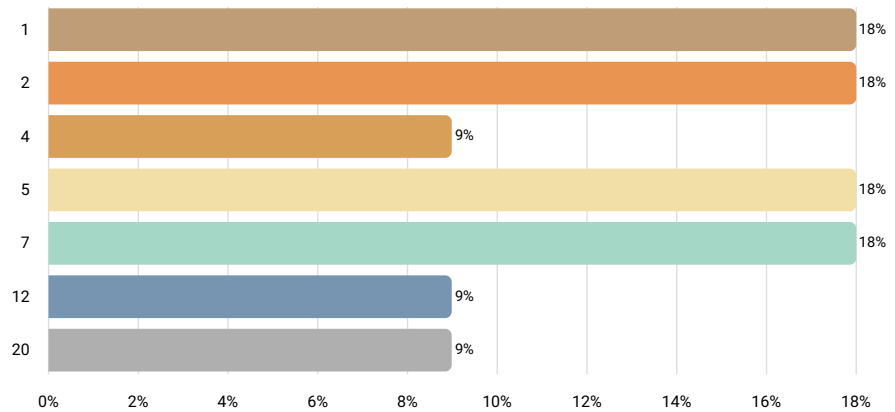
Results	
director	1
technical director	1
project manager i, project manager ii, and project manager iii	1
assistant vice president; assistant vp of operations; assistant vp, scs&t ;avp, intel/sensors operations; avp, s&ti strategic programs deputy director; dir of business operations; dir. of it infrastructure; director of corporate it, director of corporate security; director of isr trainers div, director of r&d; director, aviation eng div; director, strategic operations; radiance u associate director	1
program manager iii	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



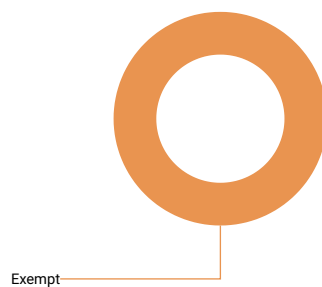
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	7
90th percentile	12
Mean	6
Median	5
Standard deviation	5.67
Total/sum	66

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



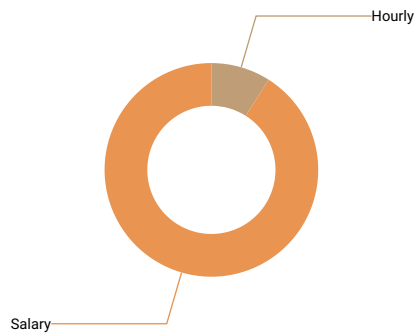
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

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	
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	\$51,665.00	\$54,336.20	\$130,000.00	\$145,000.00	\$175,000.00	\$117,928.74	\$130,000.00	\$
Pay Range Maximum Salary	7	\$107,135.00	\$170,000.00	\$182,700.00	\$246,000.00	\$316,178.10	\$197,430.44	\$182,700.00	\$
Actual Lowest Base Salary	10	\$66,920.50	\$121,342.00	\$139,059.50	\$178,705.59	\$229,611.20	\$147,123.00	\$139,059.50	\$
Actual Average Base Salary	9	\$77,694.00	\$155,000.00	\$165,206.00	\$186,754.99	\$237,117.98	\$172,406.13	\$165,206.00	\$
Actual Highest Base Salary	10	\$119,698.00	\$175,000.00	\$182,745.00	\$210,000.00	\$259,135.20	\$187,899.61	\$182,745.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.8 Engineering Manager

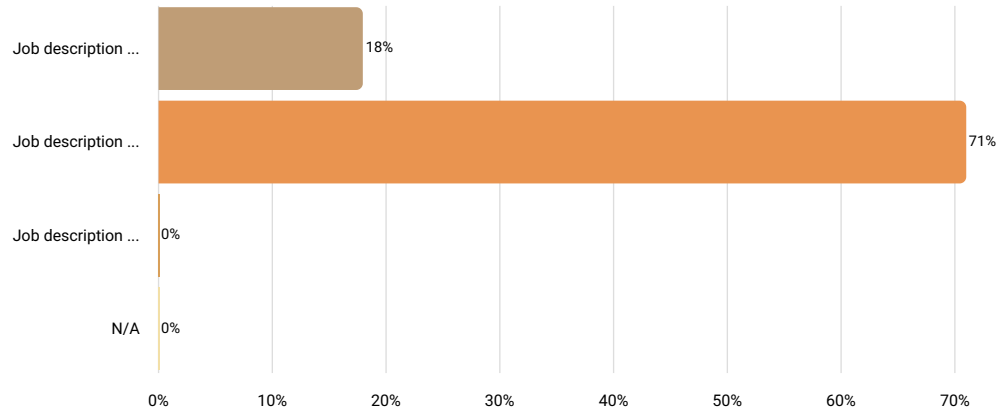
Job description Provide management to members of technical, engineering and/or research business units. Responsible for unit performance.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



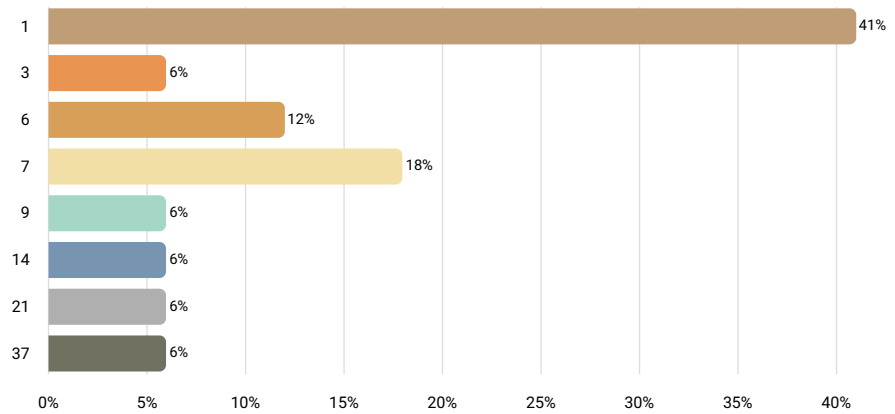
Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	3
Job description matches the position at your company very well	71%	12
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



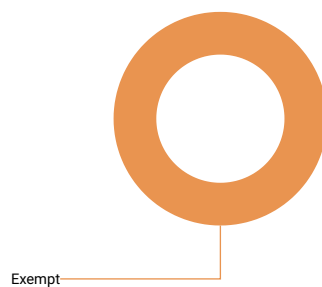
Statistics	
10th percentile	1
25th percentile	1
50th percentile	6
75th percentile	7
90th percentile	21
Mean	7.29
Median	6
Standard deviation	9.41
Total/sum	124

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



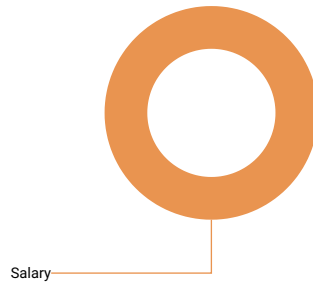
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	17

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	12	\$57,291.65	\$72,500.00	\$96,966.00	\$123,828.50	\$130,000.00	\$95,280.82	\$96,966.00	\$
Pay Range Maximum Salary	12	\$150,000.00	\$156,144.50	\$172,222.00	\$200,000.00	\$205,500.00	\$181,841.62	\$172,222.00	\$
Actual Lowest Base Salary	16	\$77,000.00	\$110,655.28	\$135,204.00	\$151,975.00	\$176,654.40	\$130,047.43	\$135,204.00	\$
Actual Average Base Salary	16	\$117,000.00	\$132,704.00	\$157,147.09	\$171,411.93	\$185,746.00	\$151,657.66	\$157,147.09	\$
Actual Highest Base Salary	16	\$130,000.00	\$147,087.00	\$178,760.70	\$192,079.49	\$230,547.00	\$171,461.07	\$178,760.70	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$10,998.00	\$16,500.00	\$21,500.00	\$25,000.00	\$15,374.50	\$16,500.00	\$

4.11.9 Quality Control Manager

Job description

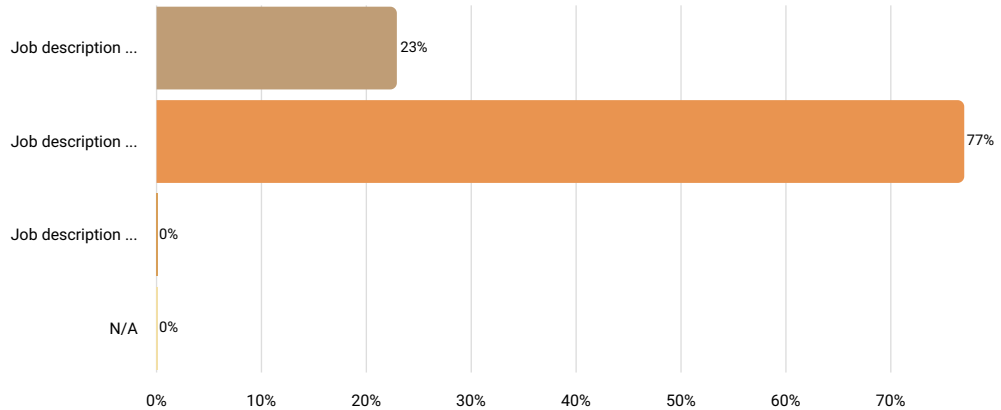
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedures with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 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 8 times

Skipped 5 times

Text input

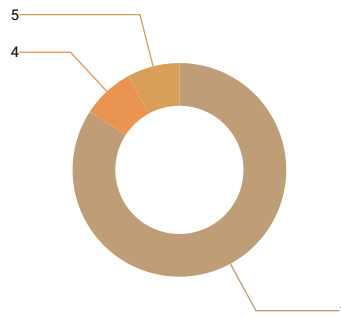
Results	
quality manager	3
corporate quality director	1
software quality and safety manager	1
manager, quality	1
director of quality	1
manager, quality & mission assurance	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



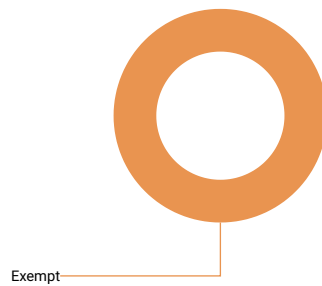
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.54
Median	1
Standard deviation	1.33
Total/sum	20

FLSA Status

Answered 13 times

Skipped 0 times

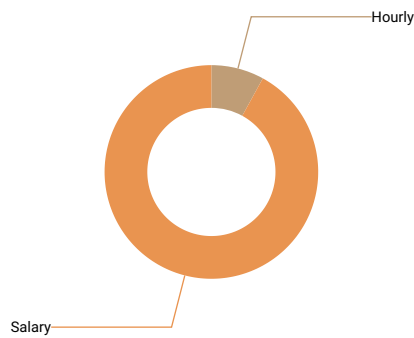
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	\$58,130.00	\$64,948.50	\$81,500.00	\$107,216.00	\$154,918.40	\$90,047.18	\$81,500.00	\$
Pay Range Maximum Salary	8	\$72,660.00	\$122,500.00	\$161,000.00	\$189,722.00	\$223,100.80	\$155,275.60	\$161,000.00	\$
Actual Lowest Base Salary	11	\$59,897.00	\$91,000.00	\$120,000.00	\$148,467.95	\$150,800.00	\$113,780.34	\$120,000.00	\$
Actual Average Base Salary	11	\$91,000.00	\$92,288.00	\$120,000.00	\$148,467.95	\$154,502.40	\$118,927.65	\$120,000.00	\$
Actual Highest Base Salary	11	\$91,000.00	\$92,288.00	\$136,431.40	\$154,502.40	\$163,514.67	\$124,965.04	\$136,431.40	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$10.00	\$600.00	\$13,500.00	\$15,000.00	\$20,000.00	\$9,822.00	\$13,500.00	\$

4.11.10 Human Resources Manager

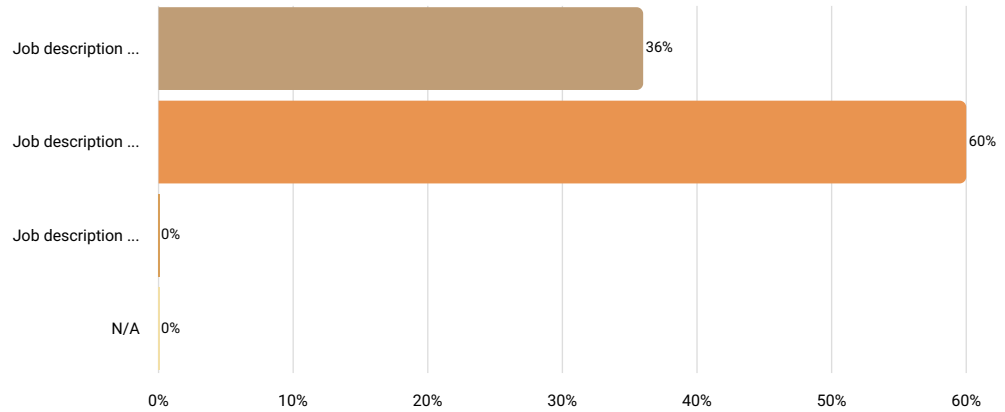
Job description Manages one or more functions within the Human Resource area.

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	36%	9
Job description matches the position at your company very well	60%	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 11 times

Skipped 14 times

Text input

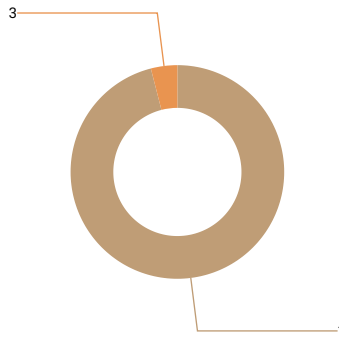
Results	
director of human resources	4
director, human resources and community outreach	1
hr lead	1
director of hr and security	1
human resources manager	1
professional services manager, national accounts manager, hr compliance manager	1
director of hr	1
employee relations manager	1

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



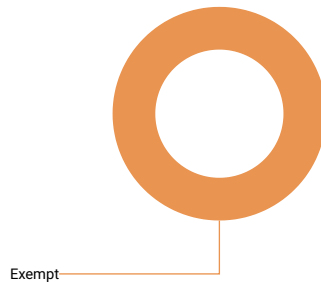
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.08
Median	1
Standard deviation	0.4
Total/sum	27

FLSA Status

Answered 25 times

Skipped 0 times

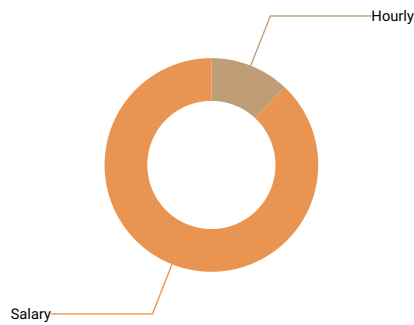
Select one answer (radio button)



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	12%	3
Salary	88%	22

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	16	\$56,200.00	\$68,000.00	\$89,575.50	\$105,355.00	\$144,500.00	\$91,242.95	\$89,575.50	\$
Pay Range Maximum Salary	16	\$85,000.00	\$95,000.00	\$119,300.00	\$169,842.00	\$224,931.20	\$134,820.98	\$119,300.00	\$
Actual Lowest Base Salary	20	\$72,575.00	\$83,200.00	\$89,796.00	\$116,919.50	\$133,053.88	\$99,226.75	\$89,796.00	\$
Actual Average Base Salary	20	\$78,074.75	\$84,100.00	\$93,069.50	\$120,000.00	\$133,355.64	\$102,001.94	\$93,069.50	\$
Actual Highest Base Salary	20	\$78,575.00	\$85,000.00	\$93,069.50	\$122,500.00	\$136,084.81	\$103,529.87	\$93,069.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$0.00	\$0.00	\$5,000.00	\$8,500.00	\$12,000.00	\$6,040.36	\$5,000.00	\$

4.11.11 Safety/Environmental Manager

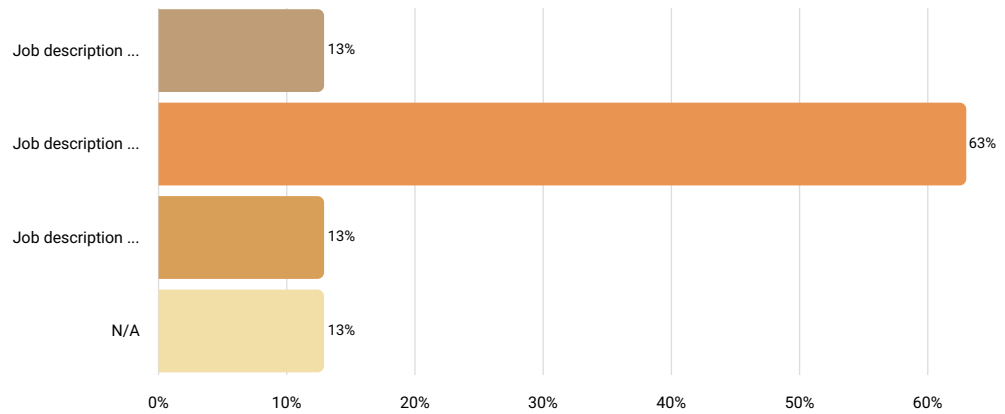
Job description Responsible for compliance with safety and environmental standards throughout the facility.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



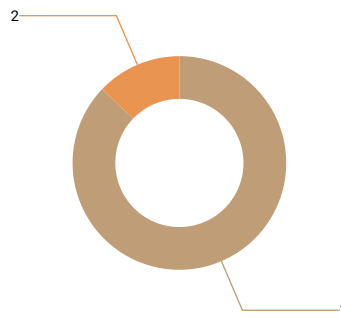
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	63%	5
Job description is perceptibly stronger than the position at your company	13%	1
N/A	13%	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



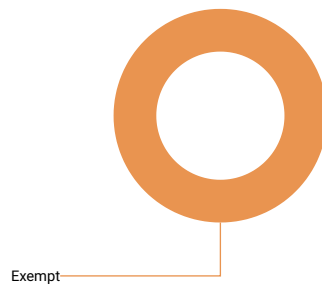
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.13
Median	1
Standard deviation	0.35
Total/sum	9

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



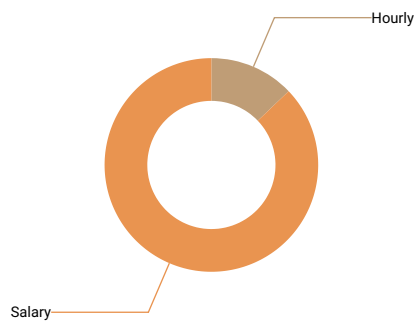
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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	
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	\$54,336.00	\$59,705.00	\$69,000.00	\$84,623.00	\$88,000.00	\$70,777.33	\$69,000.00	\$
Pay Range Maximum Salary	6	\$74,630.00	\$102,000.00	\$142,000.00	\$157,157.00	\$167,689.00	\$130,912.67	\$142,000.00	\$
Actual Lowest Base Salary	5	\$58,130.00	\$84,244.00	\$90,000.00	\$114,791.00	\$129,000.00	\$95,233.00	\$90,000.00	\$
Actual Average Base Salary	5	\$46,629.00	\$84,244.00	\$90,000.00	\$114,791.00	\$129,000.00	\$92,932.80	\$90,000.00	\$
Actual Highest Base Salary	5	\$46,629.00	\$84,244.00	\$90,000.00	\$114,791.00	\$129,000.00	\$92,932.80	\$90,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.13 Contracts Manager

Job description

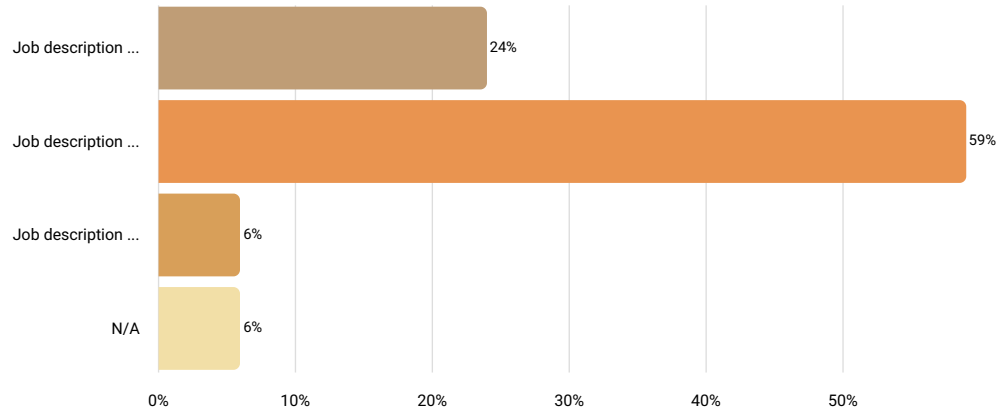
Serve as the key point of contact between a business and third parties/government to ensure timely review and approval of any variations. Provide recom and negotiate directly with the government, customer attorneys, or purchasing staff to craft a final document that is satisfactory to all parties.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	4
Job description matches the position at your company very well	59%	10
Job description is perceptibly stronger than the position at your company	6%	1
N/A	6%	1

Job Title (if different than above)

Answered 6 times

Skipped 11 times

Text input

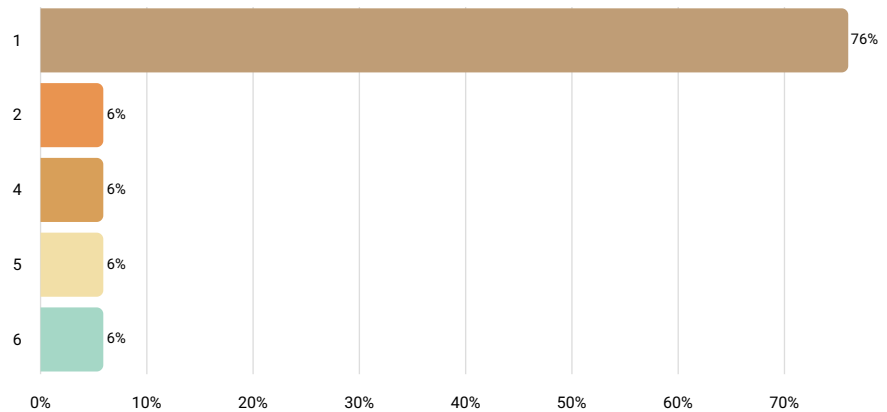
Results	
contracts director	2
contracts manager	1
contracts administration director	1
assistant vp contracts	1
sr manager, contract administration	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



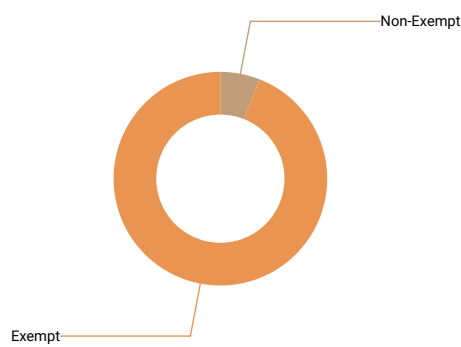
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	5
Mean	1.76
Median	1
Standard deviation	1.6
Total/sum	30

FLSA Status

Answered 17 times

Skipped 0 times

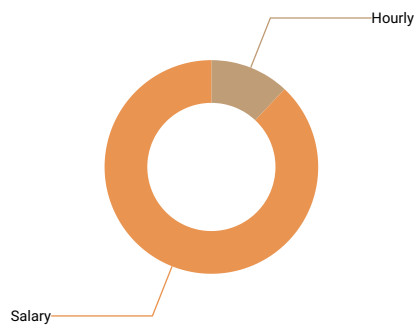
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	12%	2
Salary	88%	15

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	11	\$56,200.00	\$62,393.00	\$90,000.00	\$120,000.00	\$120,500.00	\$91,345.80	\$90,000.00	\$
Pay Range Maximum Salary	11	\$115,000.00	\$118,600.00	\$145,000.00	\$189,883.20	\$191,560.95	\$150,432.74	\$145,000.00	\$
Actual Lowest Base Salary	15	\$85,854.00	\$90,001.00	\$113,065.41	\$147,160.00	\$161,166.49	\$119,366.55	\$113,065.41	\$
Actual Average Base Salary	15	\$90,001.00	\$99,100.80	\$123,920.00	\$147,160.00	\$167,959.12	\$126,042.43	\$123,920.00	\$
Actual Highest Base Salary	15	\$90,001.00	\$105,000.00	\$135,000.00	\$159,094.00	\$180,994.95	\$134,705.20	\$135,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$500.00	\$6,000.00	\$7,000.00	\$9,000.00	\$15,000.00	\$7,416.67	\$7,000.00	\$

4.11.14 Facilities Manager

Job description

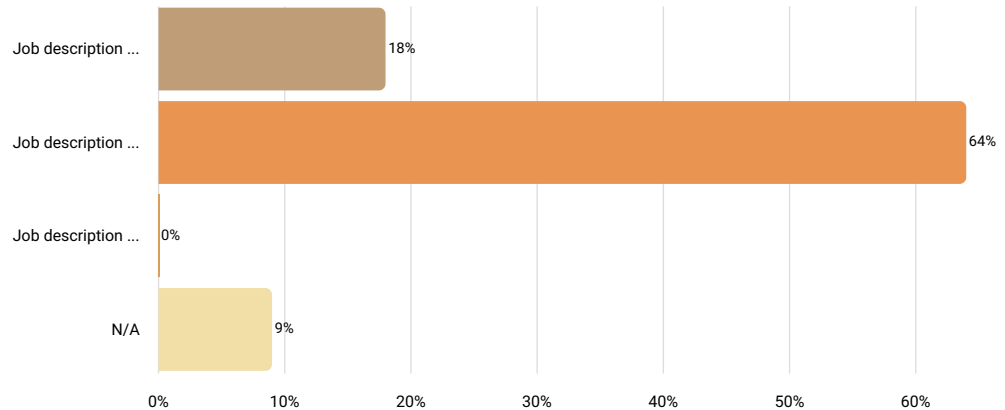
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



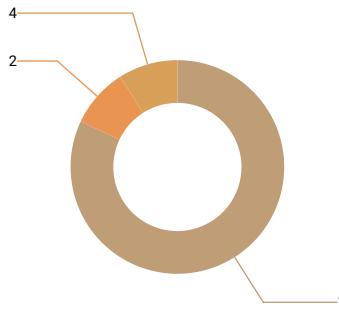
Results		%	N
Job description is perceptibly weaker than the position at your company		18%	2
Job description matches the position at your company very well		64%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		9%	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



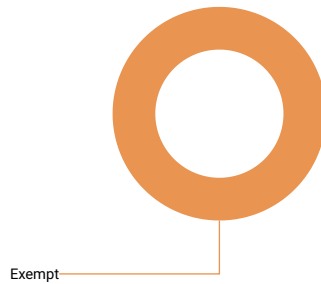
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.36
Median	1
Standard deviation	0.92
Total/sum	15

FLSA Status

Answered 11 times

Skipped 0 times

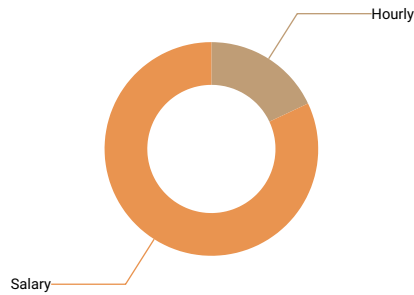
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	18%	2
Salary	82%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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 Bonus (Annual)									
Pay Range Minimum Salary	7	\$56,000.00	\$60,272.00	\$97,780.00	\$106,560.95	\$144,500.00	\$90,088.36	\$97,780.00	\$3
Pay Range Maximum Salary	7	\$75,000.00	\$79,898.00	\$139,568.00	\$191,560.95	\$246,000.00	\$143,206.71	\$139,568.00	\$6
Actual Lowest Base Salary	9	\$65,000.00	\$74,501.00	\$94,303.60	\$123,593.60	\$200,394.10	\$109,811.48	\$94,303.60	\$4
Actual Average Base Salary	9	\$65,000.00	\$74,501.00	\$105,597.60	\$160,127.00	\$1,200,827.00	\$231,066.37	\$105,597.60	\$3
Actual Highest Base Salary	9	\$70,576.00	\$74,501.00	\$120,827.00	\$134,946.92	\$200,394.10	\$115,105.18	\$120,827.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.15 Proposal Manager

Job description

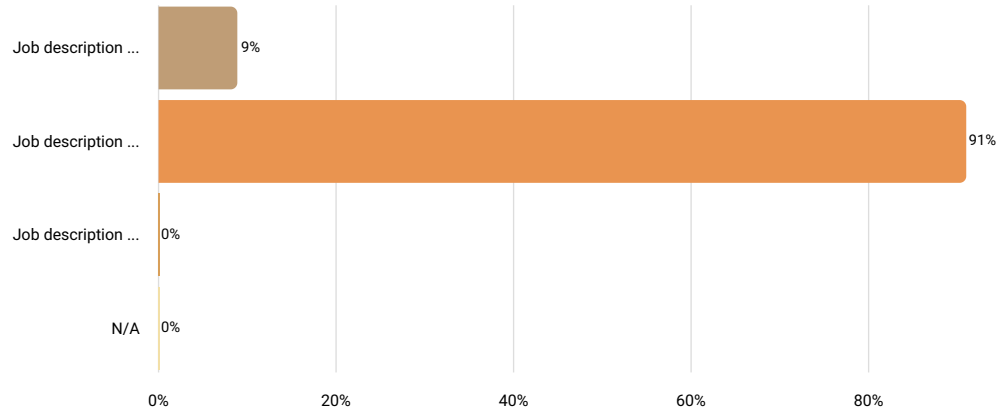
Ensure that all of the company's proposals are fully executed from start to finish. Perform and delegate tasks required to complete a proposal, such as w and other efforts associated with the process.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



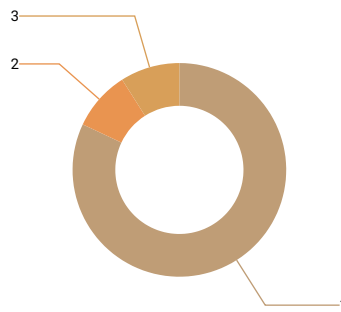
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



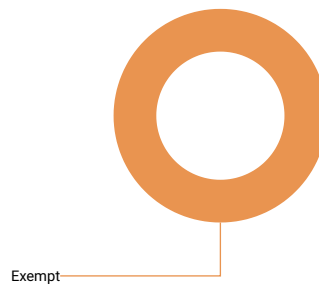
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.27
Median	1
Standard deviation	0.65
Total/sum	14

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



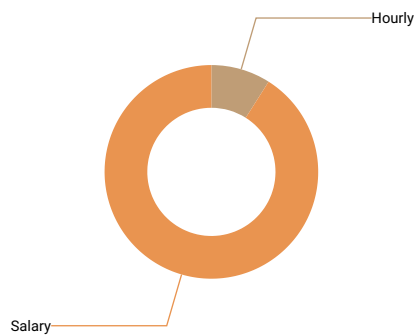
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

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	
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	\$60,000.00	\$69,628.00	\$85,000.00	\$120,500.00	\$129,771.20	\$91,076.74	\$85,000.00	\$
Pay Range Maximum Salary	8	\$80,000.00	\$110,000.00	\$131,170.00	\$173,200.00	\$205,500.00	\$139,280.00	\$131,170.00	\$
Actual Lowest Base Salary	10	\$69,314.00	\$90,000.00	\$101,600.00	\$159,390.40	\$180,825.87	\$116,287.01	\$101,600.00	\$
Actual Average Base Salary	10	\$79,500.00	\$90,000.00	\$107,519.50	\$159,390.40	\$180,825.87	\$119,975.71	\$107,519.50	\$
Actual Highest Base Salary	10	\$79,500.00	\$90,000.00	\$125,000.00	\$159,390.40	\$180,825.87	\$124,619.51	\$125,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.16 Plant Manager

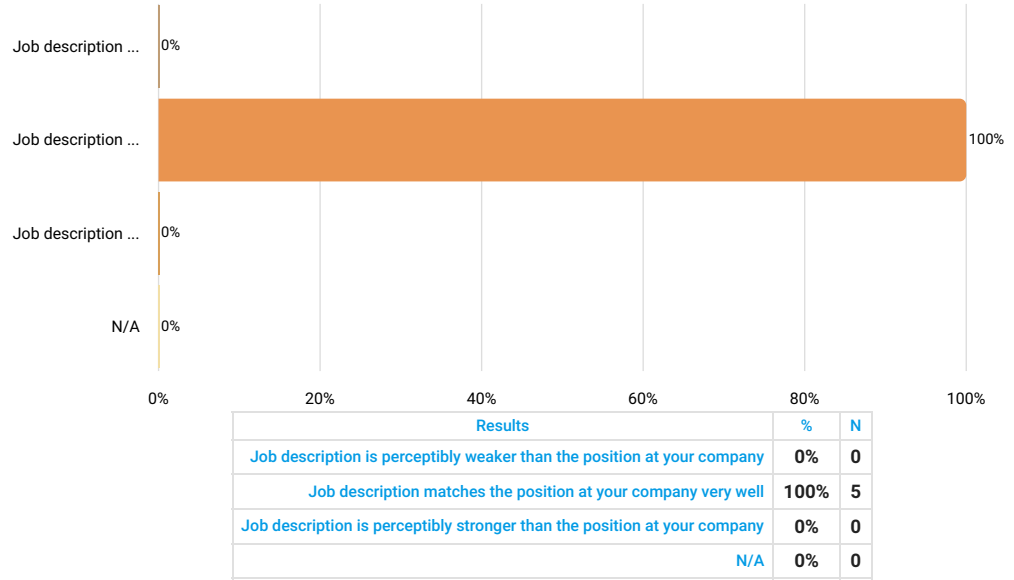
Job description Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)

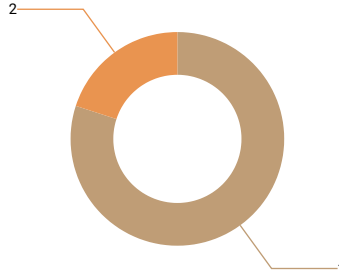


Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



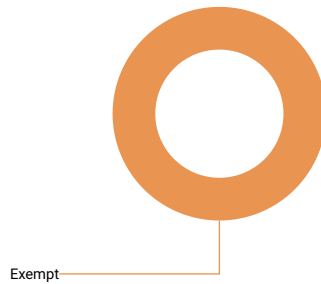
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.2
Median	1
Standard deviation	0.45
Total/sum	6

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

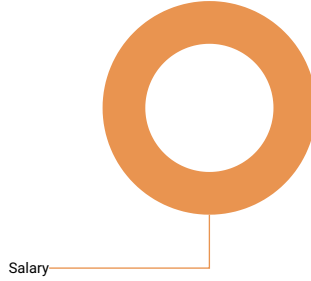
[Table of Contents](#)

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	
Pay Range Minimum Salary	5	\$60,000.00	\$70,000.00	\$115,000.00	\$117,825.00	\$155,000.00	\$103,565.00	\$115,000.00	\$
Pay Range Maximum Salary	5	\$90,000.00	\$90,000.00	\$218,819.00	\$230,000.00	\$240,000.00	\$173,763.80	\$218,819.00	\$
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.17 Purchasing Manager

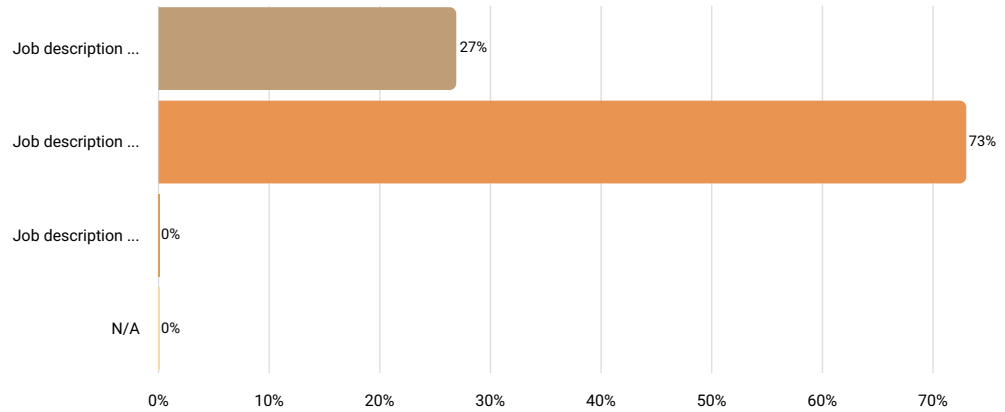
Job description Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



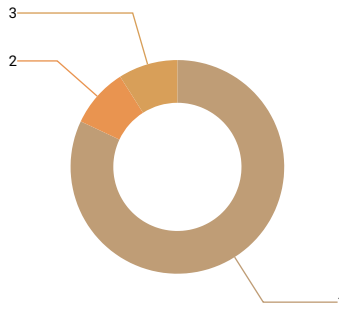
Results		%	N
Job description is perceptibly weaker than the position at your company		27%	3
Job description matches the position at your company very well		73%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



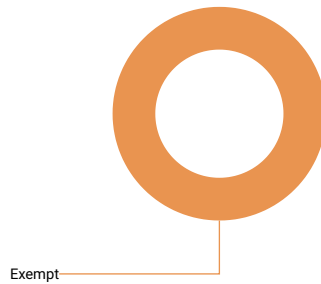
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.27
Median	1
Standard deviation	0.65
Total/sum	14

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



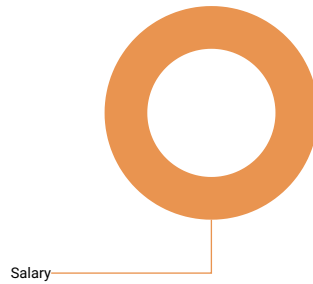
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

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	
Pay Range Minimum Salary	8	\$40,000.00	\$67,500.00	\$74,000.00	\$94,500.00	\$117,000.00	\$78,625.00	\$74,000.00	\$
Pay Range Maximum Salary	8	\$65,000.00	\$100,000.00	\$132,750.00	\$155,000.00	\$164,300.00	\$125,600.00	\$132,750.00	\$
Actual Lowest Base Salary	10	\$60,000.00	\$78,520.00	\$105,663.83	\$117,457.60	\$129,838.00	\$100,073.73	\$105,663.83	\$
Actual Average Base Salary	10	\$60,000.00	\$78,520.00	\$109,450.00	\$119,471.36	\$129,838.00	\$101,897.16	\$109,450.00	\$
Actual Highest Base Salary	10	\$60,000.00	\$78,520.00	\$109,709.50	\$121,760.00	\$139,787.00	\$104,167.73	\$109,709.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.12 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 (VP Programs)
Top Financial Exec (CFO)
Top Manufacturing/Production Executive
Top HR Exec (CHRO/VP HR)
Top Contracts Executive
Chief Operating Officer (COO)
Chief Administrative Officer (VP Admin)
CEO/President

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

Top Quality Assurance Exec (VP Quality)

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

Job description

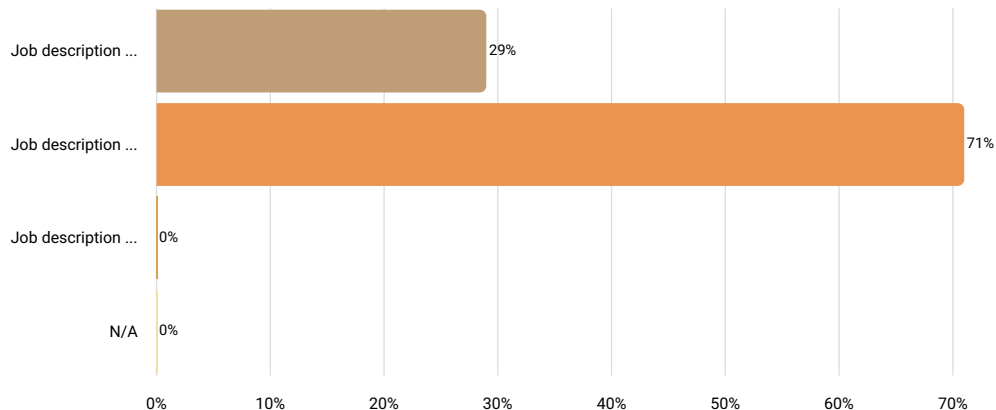
Leader of the entire sales/marketing/business development function of the organization. Responsible for managing all brands, distribution channels, and sales for the organization. They are responsible for developing the strategic sales plans based on company goals that will promote sales growth and customer satisfaction for the organization.

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

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

Job Title (if different than above)

Answered 6 times

Skipped 1 times

Text input

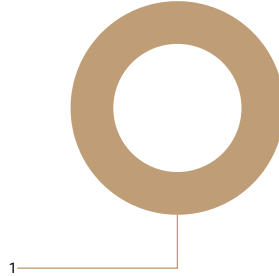
Results	
vp of business development	2
vp, corporate development	1
director of sales	1
executive vp of strategic growth	1
sr. director of sales and marketing	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



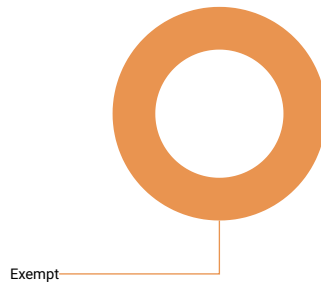
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	7

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



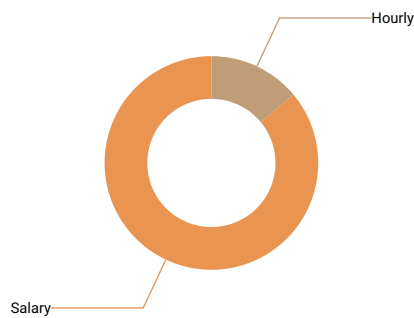
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

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	
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	\$90,000.00	\$110,000.00	\$127,500.00	\$150,113.60	\$170,268.80	\$129,230.40	\$127,500.00	\$
Pay Range Maximum Salary	6	\$110,000.00	\$130,000.00	\$175,000.00	\$240,198.40	\$304,990.40	\$189,198.13	\$175,000.00	\$
Actual Lowest Base Salary	6	\$90,000.00	\$110,000.00	\$167,500.00	\$229,944.00	\$236,891.20	\$166,972.53	\$167,500.00	\$
Actual Average Base Salary	6	\$90,000.00	\$110,000.00	\$167,500.00	\$229,944.00	\$236,891.20	\$166,972.53	\$167,500.00	\$
Actual Highest Base Salary	6	\$90,000.00	\$110,000.00	\$167,500.00	\$229,944.00	\$236,891.20	\$166,972.53	\$167,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$0.00	\$0.00	\$40,000.00	\$55,300.00	\$19,060.00	\$0.00	\$

4.12.2 Top Technical Exec (CTO/VP Technology)

Job description

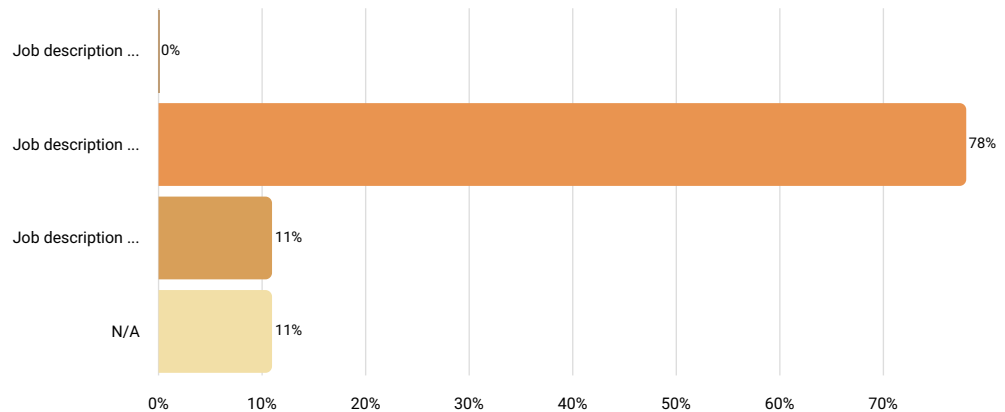
Leader of the entire technical function of the organization, including IT. Guides and directs the technical strategy and function including the work of all tec

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



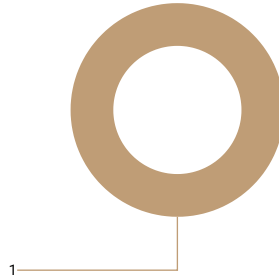
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	78%	7
Job description is perceptibly stronger than the position at your company	11%	1
N/A	11%	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



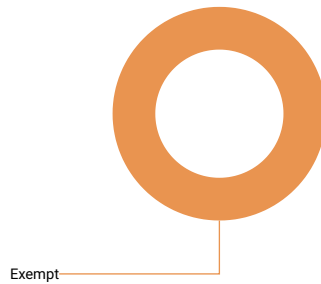
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	9

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



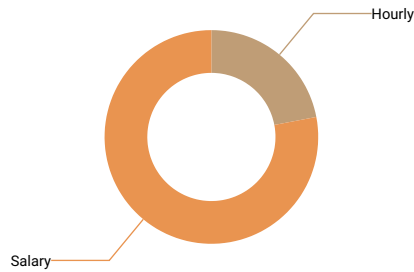
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$115,000.00	\$135,844.80	\$170,600.00	\$180,000.00	\$210,000.00	\$162,288.96	\$170,600.00	\$
Pay Range Maximum Salary	5	\$160,000.00	\$210,000.00	\$215,000.00	\$217,339.20	\$228,800.00	\$206,227.84	\$215,000.00	\$
Actual Lowest Base Salary	7	\$130,000.00	\$153,025.00	\$195,000.00	\$222,809.00	\$304,477.15	\$198,509.74	\$195,000.00	\$
Actual Average Base Salary	7	\$130,000.00	\$153,025.60	\$195,000.00	\$222,809.00	\$304,477.15	\$198,509.82	\$195,000.00	\$
Actual Highest Base Salary	7	\$130,000.00	\$153,025.60	\$195,000.00	\$222,809.00	\$304,477.15	\$198,509.82	\$195,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.12.4 Top Programs Exec (VP Programs)

Job description

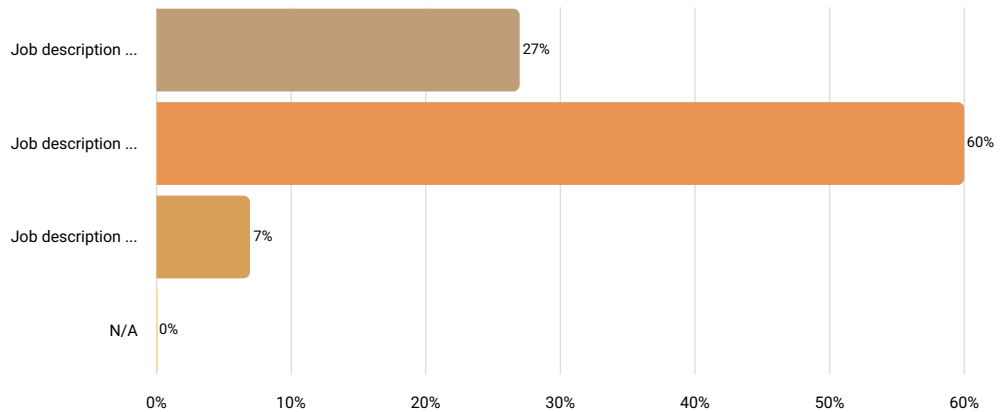
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency ar operations.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 8 times

Text input

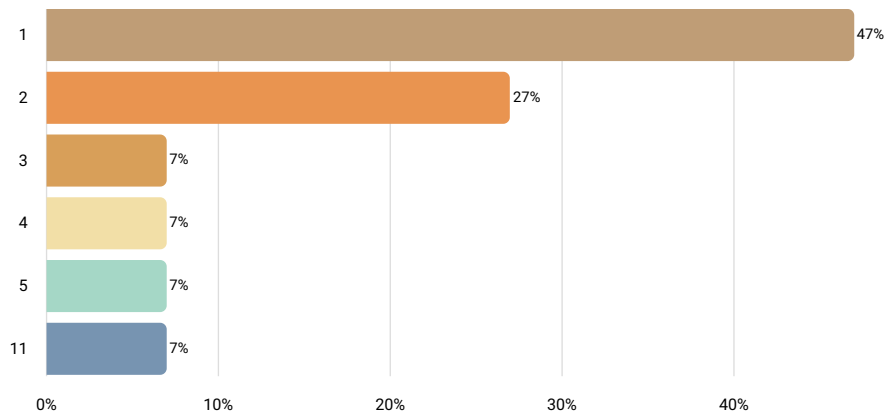
Results	
vice president, vocational services	1
chief technology office (cto); other position is vp, government solutions	1
vp of finance, vp of engineering, vp of program development, vp of business development	1
director of programs	1
vice president of services	1
business group lead - also chief technical officer	1
vp operations	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



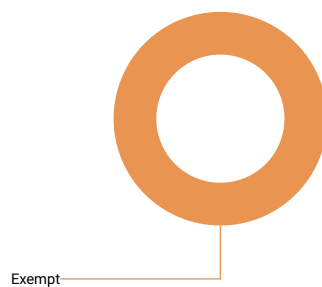
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.53
Median	2
Standard deviation	2.64
Total/sum	38

FLSA Status

Answered 15 times

Skipped 0 times

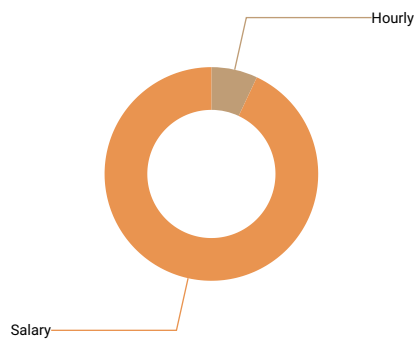
Select one answer (radio button)



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	
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	\$125,745.20	\$150,000.00	\$167,337.50	\$200,000.00	\$234,008.00	\$174,418.14	\$167,337.50	\$
Pay Range Maximum Salary	10	\$171,537.50	\$200,000.00	\$205,412.00	\$250,016.00	\$327,911.00	\$230,973.70	\$205,412.00	\$
Actual Lowest Base Salary	14	\$150,228.84	\$180,000.00	\$195,004.00	\$234,004.00	\$250,016.00	\$203,755.32	\$195,004.00	\$
Actual Average Base Salary	14	\$169,494.40	\$180,481.60	\$203,660.80	\$234,004.00	\$250,016.00	\$210,898.24	\$203,660.80	\$
Actual Highest Base Salary	14	\$180,000.00	\$188,988.80	\$218,918.00	\$236,000.00	\$250,016.00	\$220,954.78	\$218,918.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$20.00	\$9,250.00	\$21,700.00	\$65,000.00	\$17,536.67	\$9,250.00	\$

4.12.5 Top Financial Exec (CFO)

Job description

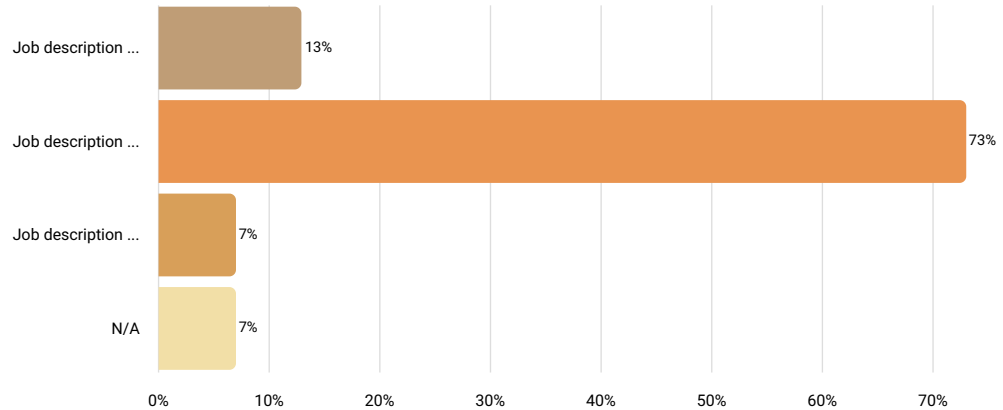
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product out with the organization's strategic objectives.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



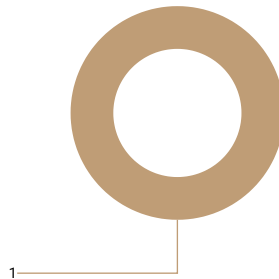
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	7%	1
N/A	7%	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



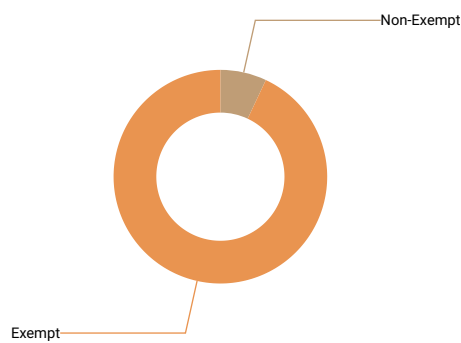
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	15

FLSA Status

Answered 15 times

Skipped 0 times

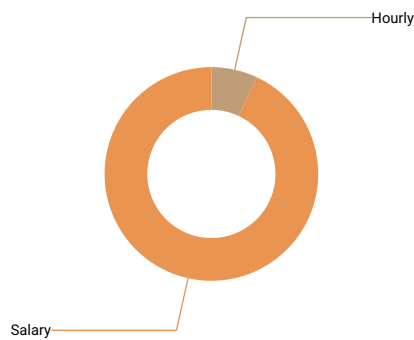
Select one answer (radio button)



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	7%	1
Salary	93%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	11	\$98,345.43	\$99,264.00	\$120,000.00	\$160,000.00	\$166,400.00	\$134,831.17	\$120,000.00	\$
Pay Range Maximum Salary	11	\$137,683.60	\$150,000.00	\$180,000.00	\$213,288.00	\$312,000.00	\$196,314.65	\$180,000.00	\$
Actual Lowest Base Salary	14	\$109,273.00	\$132,000.00	\$165,700.00	\$177,740.00	\$245,481.60	\$177,886.29	\$165,700.00	\$
Actual Average Base Salary	14	\$109,273.00	\$132,000.00	\$167,500.00	\$190,424.00	\$245,481.60	\$179,602.29	\$167,500.00	\$
Actual Highest Base Salary	14	\$109,273.00	\$132,000.00	\$170,182.40	\$214,448.00	\$245,481.60	\$183,461.14	\$170,182.40	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$0.00	\$3,278.00	\$12,000.00	\$30,000.00	\$158,500.00	\$28,808.67	\$12,000.00	\$

4.12.6 Top Manufacturing/Production Executive

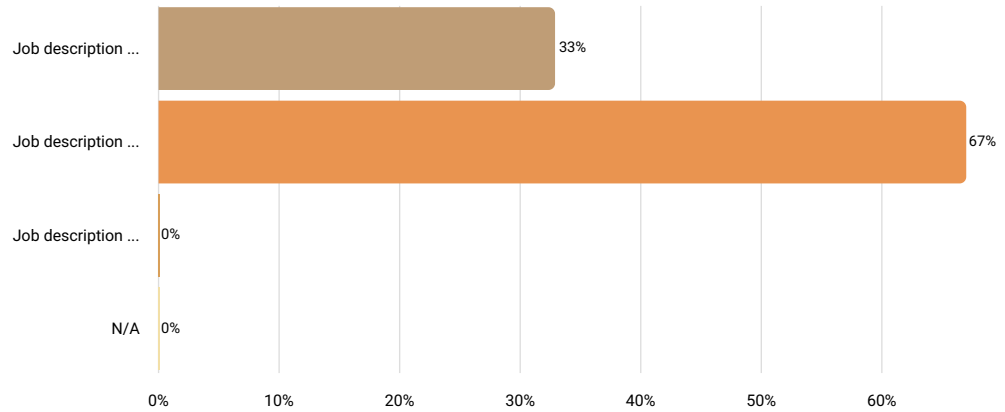
Job description Leader of the entire production/manufacturing function of the organization. Manages all plant and production managers and staf

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



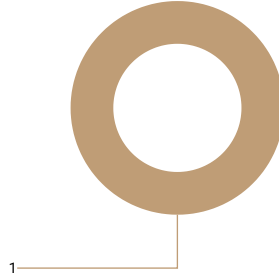
Results		%	N
Job description is perceptibly weaker than the position at your company	33%	33%	2
Job description matches the position at your company very well	67%	67%	4
Job description is perceptibly stronger than the position at your company	0%	0%	0
N/A	0%	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



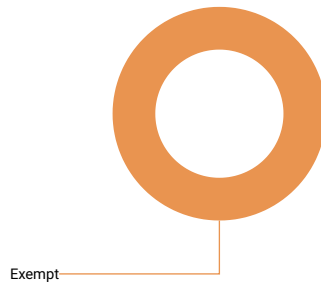
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		6

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



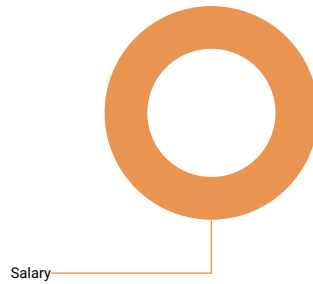
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Pay Range Minimum Salary	5	\$85,000.00	\$99,050.00	\$191,838.40	\$210,000.00	\$286,000.00	\$174,377.68	\$191,838.40	\$88,000.00
Pay Range Maximum Salary	5	\$130,000.00	\$148,572.00	\$210,000.00	\$246,896.00	\$515,000.00	\$250,093.60	\$210,000.00	\$130,000.00
Actual Lowest Base Salary	6	\$110,000.00	\$112,000.00	\$201,813.60	\$339,220.55	\$435,424.26	\$233,378.67	\$201,813.60	\$110,000.00
Actual Average Base Salary	6	\$110,000.00	\$112,000.00	\$201,813.60	\$339,220.55	\$435,424.26	\$233,378.67	\$201,813.60	\$110,000.00
Actual Highest Base Salary	6	\$110,000.00	\$112,000.00	\$201,813.60	\$339,220.55	\$435,424.26	\$233,378.67	\$201,813.60	\$110,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.12.7 Top HR Exec (CHRO/VP HR)

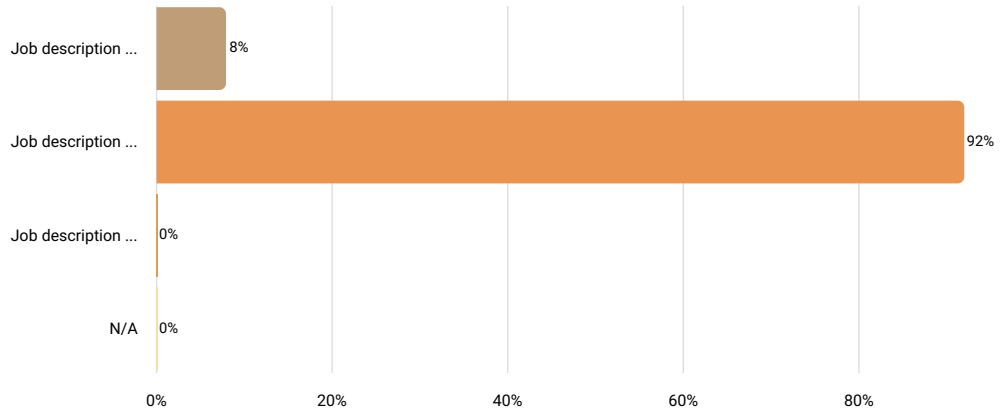
Job description Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 5 times

Text input

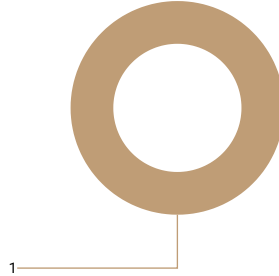
Results	
director of human resources	2
vp, human resources	1
chief people and culture officer	1
director of hr	1
associate vice president - hr	1
sr director of human resources	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



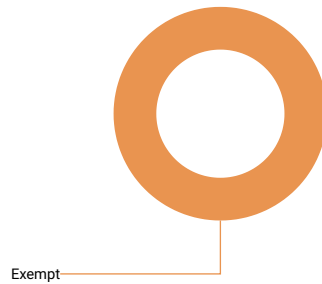
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		12

FLSA Status

Answered 12 times

Skipped 0 times

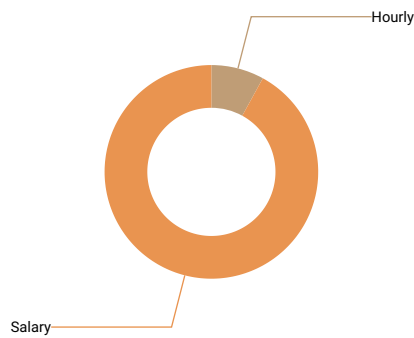
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	8%	1
Salary	92%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$80,000.00	\$100,000.00	\$112,550.88	\$119,246.40	\$174,928.00	\$115,308.75	\$112,550.88	\$
Pay Range Maximum Salary	7	\$145,000.00	\$150,000.00	\$171,690.00	\$178,859.20	\$224,931.20	\$172,247.95	\$171,690.00	\$
Actual Lowest Base Salary	11	\$110,000.00	\$112,551.00	\$138,000.00	\$178,913.00	\$185,515.20	\$144,537.78	\$138,000.00	\$
Actual Average Base Salary	11	\$110,000.00	\$112,551.00	\$138,000.00	\$178,913.00	\$185,515.20	\$144,537.78	\$138,000.00	\$
Actual Highest Base Salary	11	\$110,000.00	\$112,551.00	\$138,000.00	\$178,913.00	\$185,515.20	\$144,537.78	\$138,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$2,188.50	\$9,500.00	\$16,900.00	\$33,000.00	\$11,272.13	\$9,500.00	\$

4.12.8 Top Contracts Executive

Job description

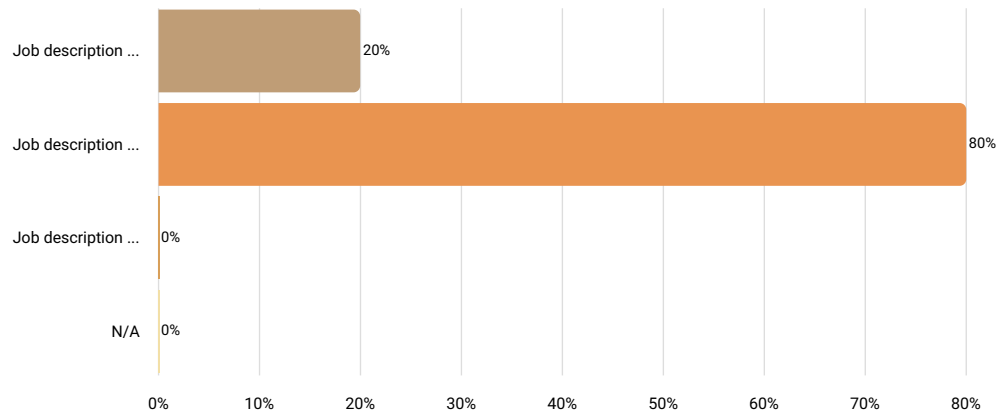
Leader of the entire contracts function of the organization. Serves as the conduit between government customers and the organization to secure and exe

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 6 times

Skipped 4 times

Text input

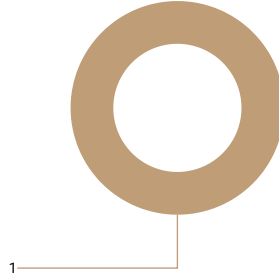
Results	
contracts administrator	1
vp, contracts	1
director of contracts	1
president tmg & tsg	1
asst vp, contracts & grants	1
vice president of contracts	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



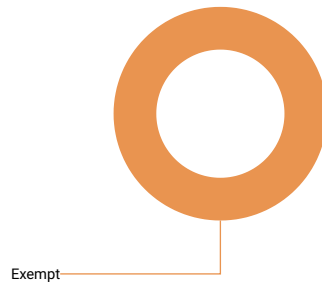
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		10

FLSA Status

Answered 10 times

Skipped 0 times

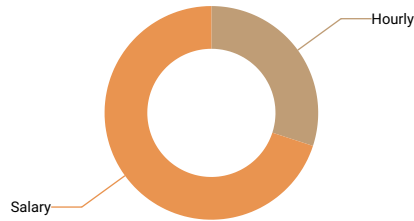
Select one answer (radio button)



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	St. Dev.
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	\$133,078.00	\$135,844.80	\$190,000.00	\$250,016.00	\$312,504.00	\$204,288.56	\$190,000.00	\$7
Pay Range Maximum Salary	5	\$190,000.00	\$190,112.00	\$217,339.20	\$250,016.00	\$626,204.80	\$294,734.40	\$217,339.20	\$1
Actual Lowest Base Salary	7	\$145,000.00	\$154,460.00	\$190,000.00	\$250,016.00	\$315,577.60	\$203,883.20	\$190,000.00	\$6
Actual Average Base Salary	7	\$145,000.00	\$154,460.00	\$190,000.00	\$250,016.00	\$315,577.60	\$203,883.20	\$190,000.00	\$6
Actual Highest Base Salary	7	\$145,000.00	\$154,460.00	\$190,000.00	\$250,016.00	\$315,577.60	\$203,883.20	\$190,000.00	\$6
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.12.9 Chief Operating Officer (COO)

Job description

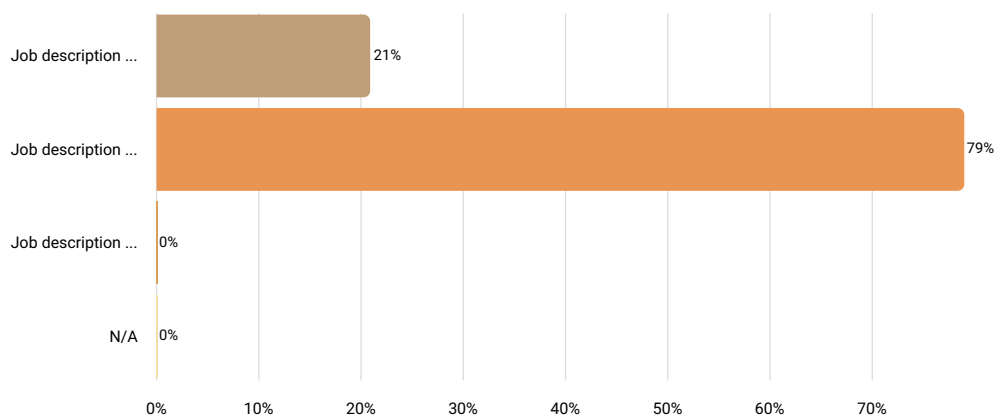
Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 9 times

Text input

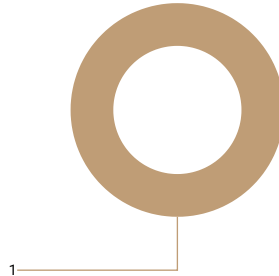
Results	
chief operations officer	1
vp professional services	1
director of operations	1
chief growth officer	1
chief operating and financial officer	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



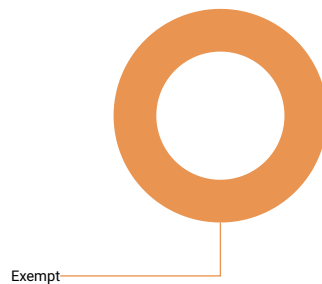
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		14

FLSA Status

Answered 14 times

Skipped 0 times

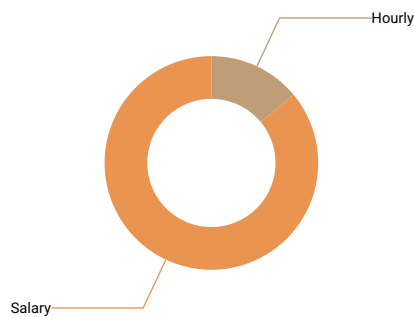
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	14%	2
Salary	86%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	11	\$112,550.88	\$120,000.00	\$164,600.00	\$219,082.00	\$250,000.00	\$163,322.99	\$164,600.00	\$
Pay Range Maximum Salary	11	\$165,000.00	\$165,000.00	\$235,144.00	\$262,995.00	\$300,000.00	\$231,563.29	\$235,144.00	\$
Actual Lowest Base Salary	12	\$135,000.00	\$161,340.00	\$192,292.00	\$250,000.00	\$262,995.00	\$200,625.12	\$192,292.00	\$
Actual Average Base Salary	12	\$135,000.00	\$161,340.00	\$192,292.00	\$256,497.50	\$271,764.80	\$202,438.85	\$192,292.00	\$
Actual Highest Base Salary	12	\$135,000.00	\$161,340.00	\$192,292.00	\$256,497.50	\$280,758.40	\$204,669.25	\$192,292.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$1,747.50	\$22,229.00	\$40,000.00	\$200,000.00	\$40,994.13	\$22,229.00	\$

4.12.10 Chief Administrative Officer (VP Admin)

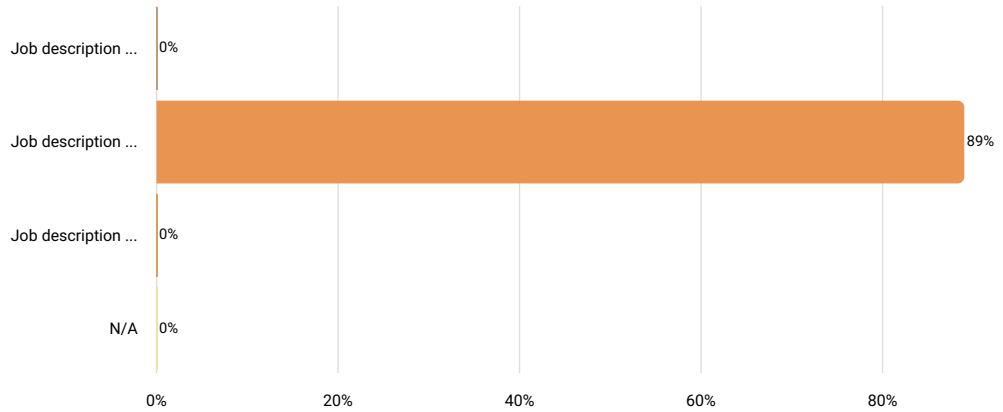
Job description Leader of numerous branches of the business, typically including finance, sales, human resources, and marketing.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



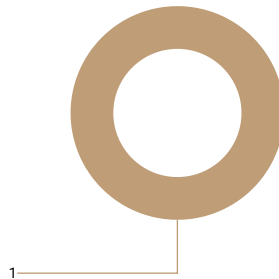
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		89%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



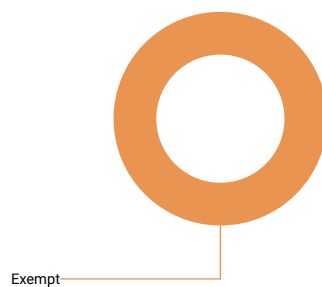
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	9

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



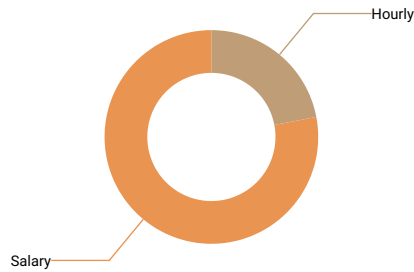
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	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									
Pay Range Minimum Salary	5	\$60,320.00	\$105,976.00	\$125,000.00	\$125,000.00	\$175,000.00	\$118,259.20	\$125,000.00	\$
Pay Range Maximum Salary	5	\$150,000.00	\$175,000.00	\$177,684.00	\$245,000.00	\$262,995.00	\$202,135.80	\$177,684.00	\$
Actual Lowest Base Salary	7	\$135,000.00	\$138,000.00	\$153,000.00	\$262,995.00	\$304,610.00	\$193,232.71	\$153,000.00	\$
Actual Average Base Salary	7	\$135,000.00	\$138,000.00	\$153,000.00	\$262,995.00	\$304,610.00	\$193,232.71	\$153,000.00	\$
Actual Highest Base Salary	7	\$135,000.00	\$138,000.00	\$153,000.00	\$262,995.00	\$304,610.00	\$193,232.71	\$153,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$13,800.00	\$25,000.00	\$40,000.00	\$75,000.00	\$200,000.00	\$70,760.00	\$40,000.00	\$

4.12.11 CEO/President

Job description

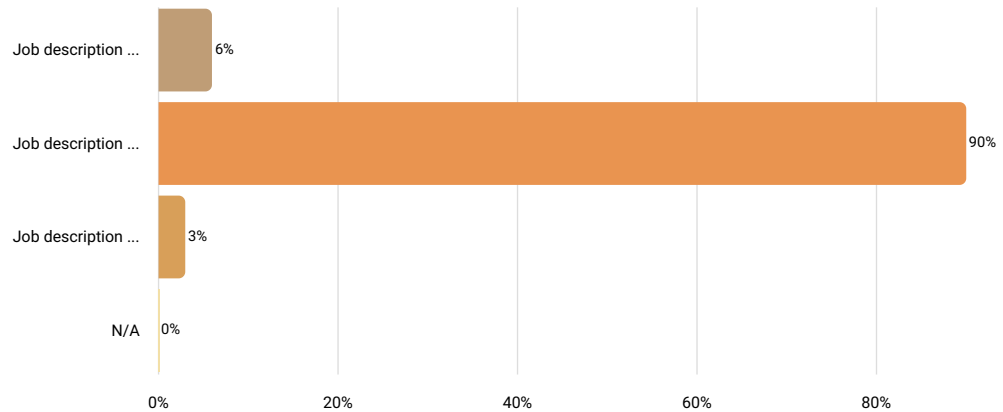
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

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

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	2
Job description matches the position at your company very well	90%	28
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 23 times

Text input

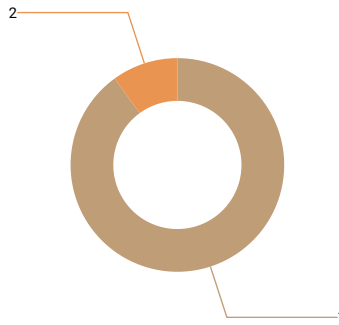
Results	
president/ceo	2
president and ceo	1
ceo/president	1
ceo/cto	1
same	1
ceo	1
ceo and president	1

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



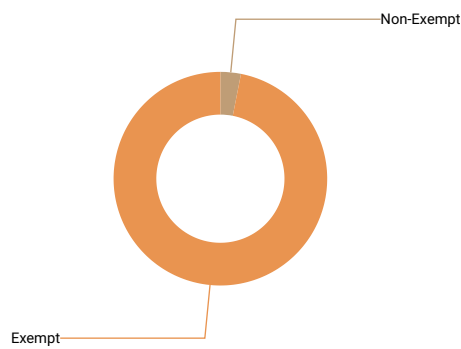
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.1
Median	1
Standard deviation	0.3
Total/sum	34

FLSA Status

Answered 31 times

Skipped 0 times

Select one answer (radio button)



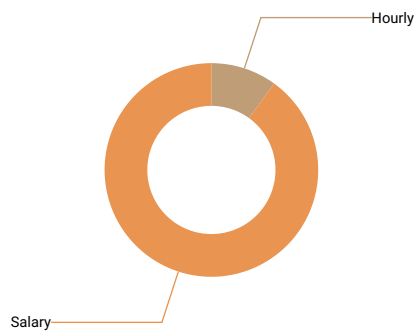
Results	%	N
Non-Exempt	3%	1
Exempt	94%	29

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	3
Salary	90%	28

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	19	\$130,676.00	\$147,518.15	\$186,000.00	\$250,000.00	\$440,000.00	\$214,059.13	\$186,000.00	\$98,000.00
Pay Range Maximum Salary	19	\$206,525.40	\$246,480.00	\$250,016.00	\$400,000.00	\$450,000.00	\$300,707.56	\$250,016.00	\$80,000.00
Actual Lowest Base Salary	27	\$171,336.00	\$200,000.00	\$238,305.60	\$330,000.00	\$450,000.00	\$278,970.23	\$238,305.60	\$100,000.00
Actual Average Base Salary	27	\$180,000.00	\$206,169.00	\$238,305.60	\$350,001.60	\$450,000.00	\$283,812.93	\$238,305.60	\$100,000.00
Actual Highest Base Salary	27	\$180,000.00	\$219,377.00	\$240,000.00	\$350,001.60	\$450,000.00	\$289,294.30	\$240,000.00	\$100,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$0.00	\$5,141.00	\$24,885.00	\$50,000.00	\$175,000.00	\$54,565.07	\$24,885.00	\$75,000.00

4.13 Internship and Co-Op Positions

The survey received sufficient data for the following job titles:

Intern

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

Co-Op

4.13.2 Intern

Job description

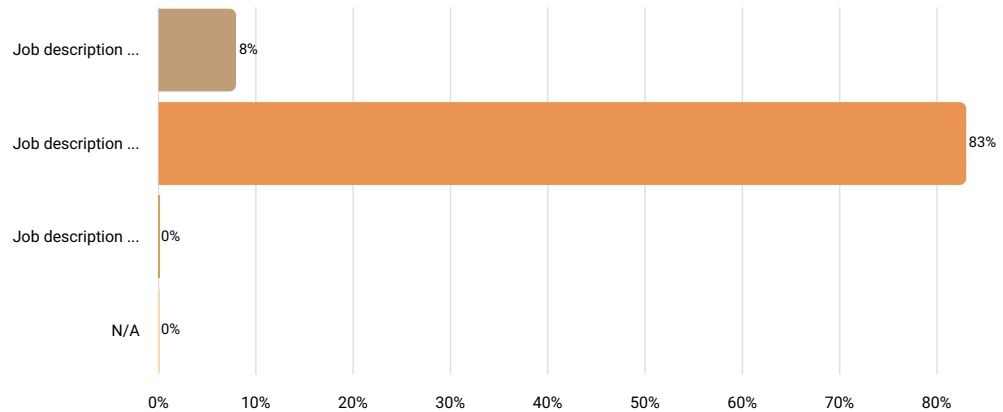
refers to a one-term work assignment, most often in the summer, but not always. Internships can be full- or part-time, paid or unpaid, depending on the en career field.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



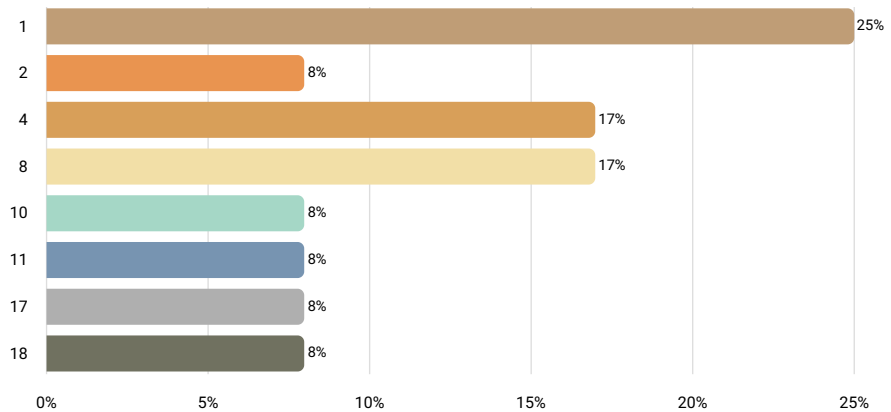
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



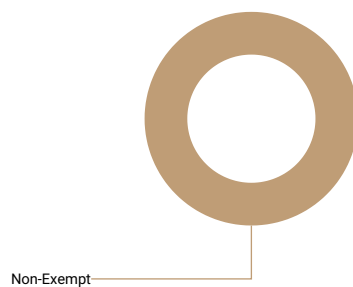
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	6
75th percentile	10.5
90th percentile	17
Mean	7.08
Median	6
Standard deviation	6.02
Total/sum	85

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

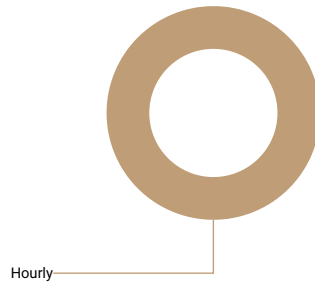
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	12
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	\$12.28	\$15.00	\$15.00	\$20.00	\$21.00	\$16.81	\$15.00
Pay Range Maximum Rate	9	\$17.00	\$20.00	\$24.00	\$25.00	\$57.16	\$25.91	\$24.00
Actual Lowest Base Rate	12	\$15.00	\$15.00	\$16.25	\$20.00	\$20.00	\$17.19	\$16.25
Actual Average Base Rate	12	\$16.00	\$17.63	\$19.90	\$20.41	\$21.00	\$18.91	\$19.90
Actual Highest Base Rate	12	\$17.00	\$19.90	\$21.50	\$24.50	\$25.00	\$21.87	\$21.50
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

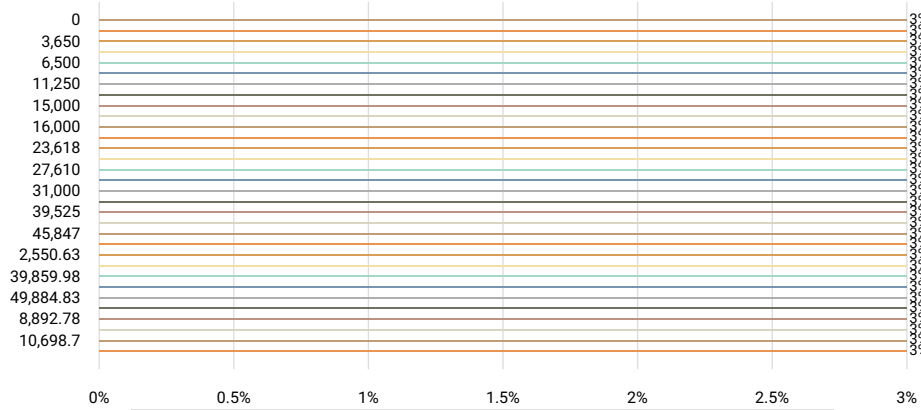
5. General Benefit Information

5.1. Average Benefit Cost Per Employee

Answered 32 times

Skipped 21 times

Number input



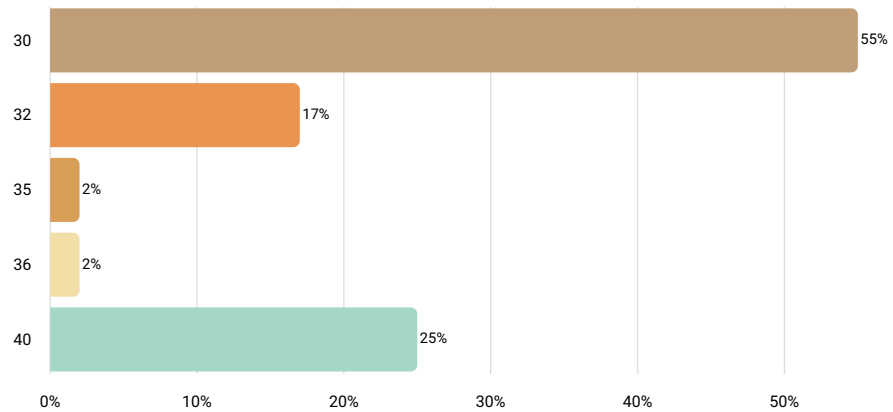
Statistics	
10th percentile	3,650
25th percentile	8,318.1
50th percentile	15,721.5
75th percentile	34,500
90th percentile	45,847
Mean	21,813.36
Median	15,721.5
Standard deviation	17,551.97
Total/sum	698,027.49

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

Answered 53 times

Skipped 0 times

Number input



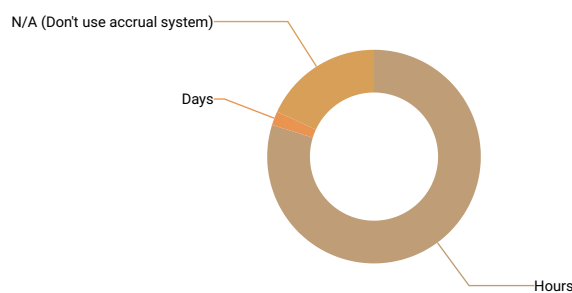
Statistics	
10th percentile	30
25th percentile	30
50th percentile	30
75th percentile	36
90th percentile	40
Mean	33
Median	30
Standard deviation	4.21
Total/sum	1,749

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hours	75%	40
Days	2%	1
N/A (Don't use accrual system)	17%	9

5.4. Types of Benefits Offered

Answered 51 times

Skipped 2 times

Select multiple answers per row for multiple rows (checkboxes)

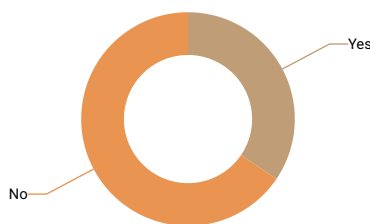
	Offered for FTE	Offered for Part-Time	Self Insured
Medical	100%	12%	25%
Dental	100%	10%	22%
Vision	94%	8%	10%
Prescription Drug Plan	92%	10%	22%
Life Insurance	98%	8%	4%
Health Spending/Savings Account	71%	12%	4%
Dependent Plan	69%	8%	6%
Pension Plan (Defined Benefit)	8%	6%	
401(k) Plan	98%	41%	
PTO (includes sick, vacation, etc.)	75%	18%	
Sick Leave	31%	16%	
Vacation	49%	16%	
Family/Parental Leave	39%	8%	
Bereavement	84%	22%	
Jury Duty Leave	92%	27%	
Personal Leave	33%	12%	
Short-term Disability	98%	10%	2%
Long-term Disability	98%	10%	
Salary Continuation Plan	6%		
Education Assistance/Tuition Reimbursement	88%	8%	2%
Employee Assistance Plan	73%	16%	
Flex Time	51%	16%	
Telework/Remote Work	75%	35%	

5.5. Does your company offer any benefit(s) not listed above?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	30%	16
No	57%	30

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5.6. Please describe the benefit(s) at your company that are not included in the matrix above.

Answered 16 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer any benefit(s) not listed above?" has Selected button "Yes"

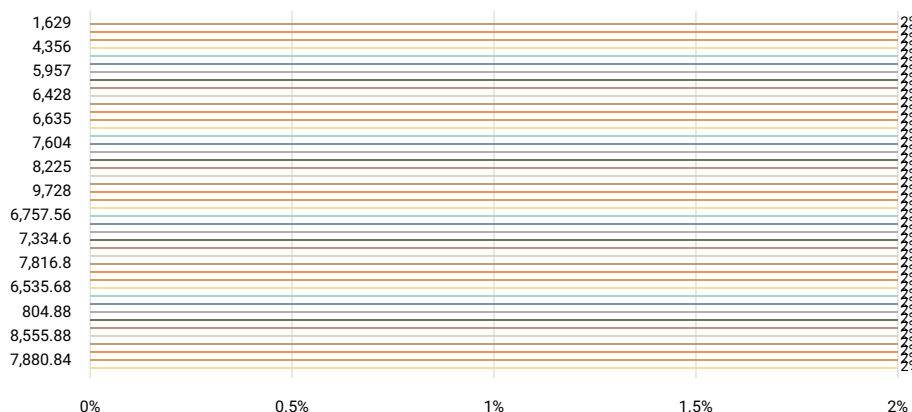
Results	
esop	2
voluntary benefits as follows are offered: fsa for unreimbursed medical and dependent child care legal shield identity theft protection life insurance with a long term care rider aflac policies	1
cancer, critical illness, accident	1
legal insurance, critical illness, accident	1
legal club, christmas club, healthperx (teledoc), short term care, long term care, adoption benefit, elder care benefit	1
cancer, critical illness, and accident coverage.	1
we pay exempt employees for every hour worked. if they work 90 hours in a pay period, they can get paid straight time for the 10 hours or deposit the 10 hours into comp time bank. all earned leave is paid out once you hit the max accrual rate.	1
voluntary life and all state cancer, critical illness, and accident	1
accident, child fsa, critical illness, legal assistance, tricare supplement, gap insurance	1
critical illness, hospital indemnity, nicotine cessation program	1
flexible spending account (fsa), critical illness, pet insurance, health clinics, student loan refinancing, retirement planning services, telehealth, profit sharing (esop)	1
military leave--168 hours/year for drills, annual training	1
we offer an hra (health reimbursement) - \$500 a year to be used for a wide variety of items (gym membership, fitness equipment, financial counseling, pet grooming, sports equipment, etc.)	1
employee stock ownership plan	1
voluntary/supplemental life insurance, cancer indemnity insurance, ad&d insurance, financial advisory services, employee stock ownership plan (esop), legal benefits; credit monitoring, bereavement support/after-loss concierge service, paid military leave, discount programs, telemedicine, e-learning program, employee resource groups	1

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

Answered 44 times

Skipped 9 times

Number input



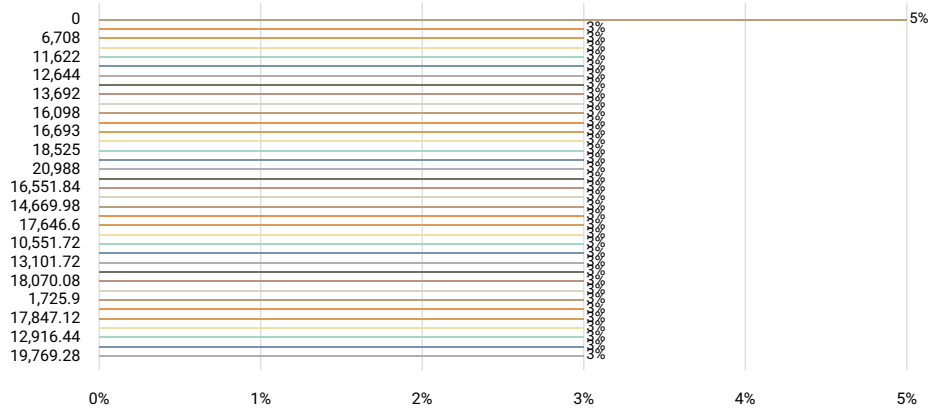
Statistics	
10th percentile	3,362
25th percentile	6,007.42
50th percentile	6,696.28
75th percentile	8,212.5
90th percentile	9,412.35
Mean	7,022.88
Median	6,696.28
Standard deviation	3,146.78
Total/sum	309,006.66

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

Answered 38 times

Skipped 15 times

Number input



Statistics	
10th percentile	1,907
25th percentile	10,628.04
50th percentile	13,614.72
75th percentile	17,646.6
90th percentile	19,557
Mean	13,238.02
Median	13,614.72
Standard deviation	5,676.1
Total/sum	503,044.67

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

Answered 44 times

Skipped 9 times

Number input



Statistics	
10th percentile	9,732
25th percentile	15,454.98
50th percentile	19,201.66
75th percentile	22,344.98
90th percentile	25,749.84
Mean	18,539.4
Median	19,201.66
Standard deviation	6,256.51
Total/sum	815,733.55

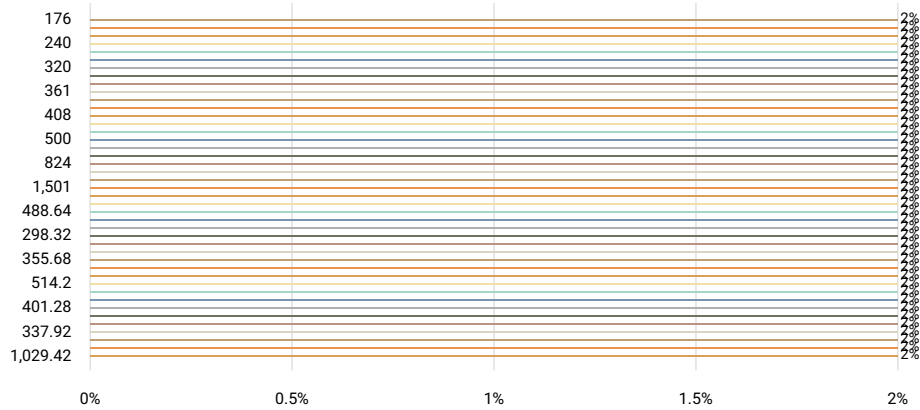
[Table of Contents](#)

5.10. Dental Coverage Total Cost Per Employee (Annual)

Answered 43 times

Skipped 10 times

Number input



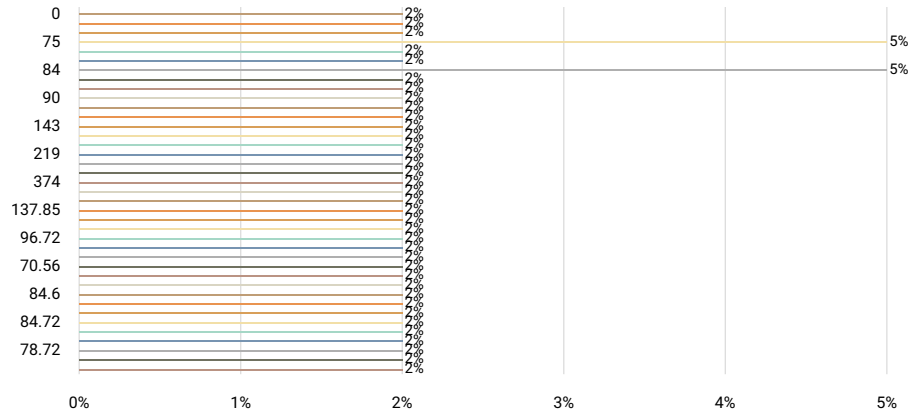
Statistics	
10th percentile	183
25th percentile	320
50th percentile	393.6
75th percentile	514.2
90th percentile	931
Mean	807.67
Median	393.6
Standard deviation	1,942.88
Total/sum	34,729.77

5.11. Vision Coverage Total Cost Per Employee (Annual)

Answered 41 times

Skipped 12 times

Number input



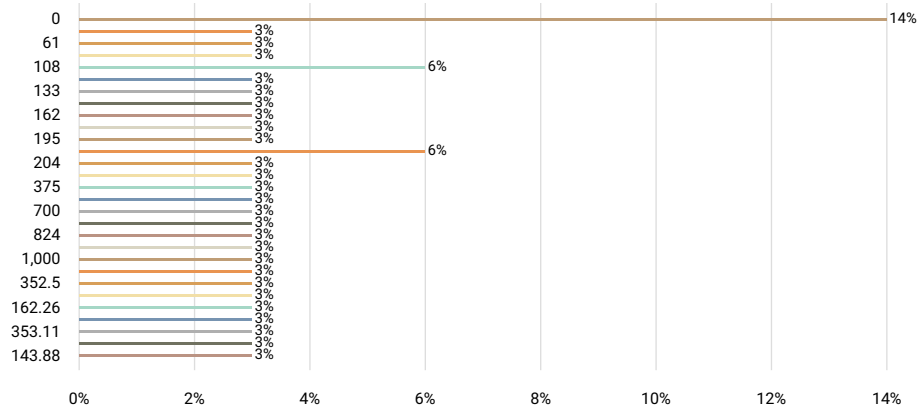
Statistics	
10th percentile	70.56
25th percentile	83
50th percentile	96.72
75th percentile	142.92
90th percentile	237
Mean	175.15
Median	96.72
Standard deviation	361.19
Total/sum	7,181.06

5.12. Life Insurance Total Cost Per Employee (Annual)

Answered 35 times

Skipped 18 times

Number input



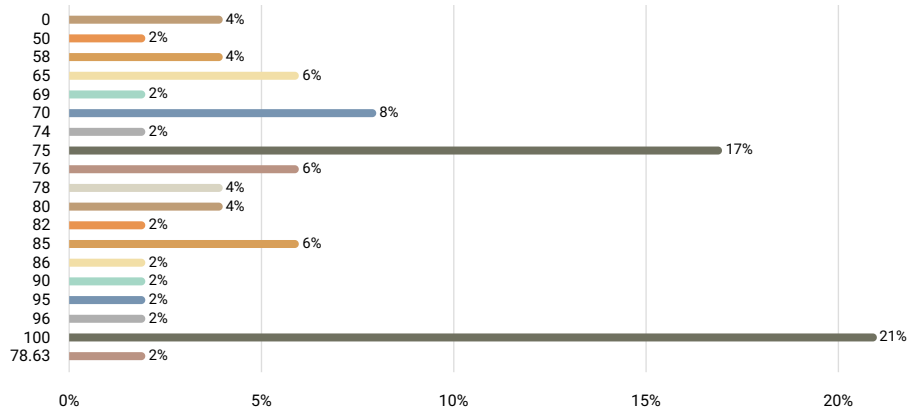
Statistics	
10th percentile	0
25th percentile	108
50th percentile	195
75th percentile	387.59
90th percentile	824
Mean	405.63
Median	195
Standard deviation	842.26
Total/sum	14,197.14

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

Answered 48 times

Skipped 5 times

Number input



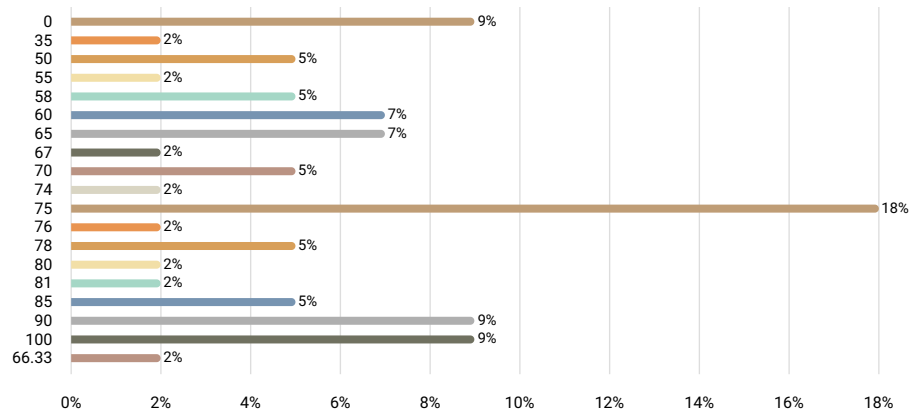
Statistics	
10th percentile	58
25th percentile	70
50th percentile	76
75th percentile	92.5
90th percentile	100
Mean	77.3
Median	76
Standard deviation	20.89
Total/sum	3,710.63

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

Answered 44 times

Skipped 9 times

Number input



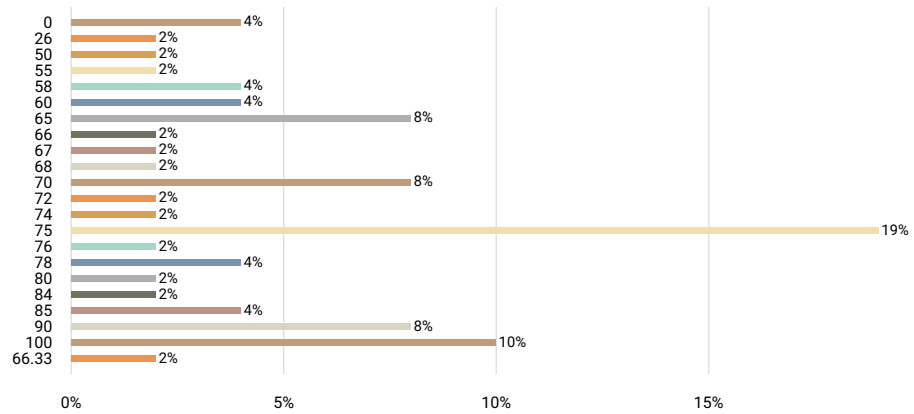
Statistics	
10th percentile	35
25th percentile	60
50th percentile	75
75th percentile	80.5
90th percentile	90
Mean	67.08
Median	75
Standard deviation	25.7
Total/sum	2,951.33

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

Answered 48 times

Skipped 5 times

Number input



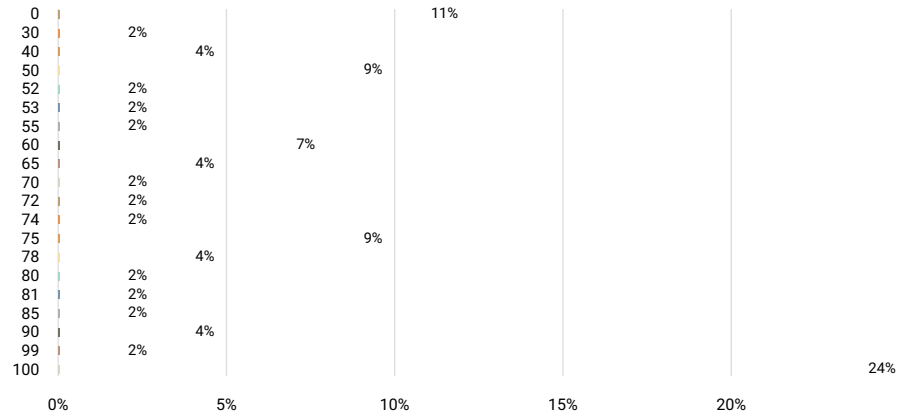
Statistics	
10th percentile	55
25th percentile	65
50th percentile	75
75th percentile	82
90th percentile	100
Mean	71.28
Median	75
Standard deviation	20.71
Total/sum	3,421.33

5.16. Dental Coverage Percentage Paid By Employer (Annual)

Answered 46 times

Skipped 7 times

Number input



Statistics	
10th percentile	0
25th percentile	50
50th percentile	74.5
75th percentile	99
90th percentile	100
Mean	66.89
Median	74.5
Standard deviation	30.72
Total/sum	3,077

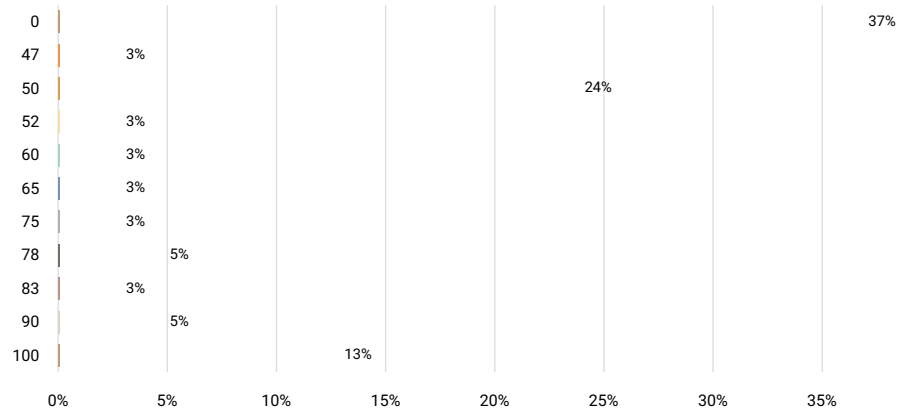
[Table of Contents](#)

5.17. Vision Coverage Percentage Paid By Employer (Annual)

Answered 38 times

Skipped 15 times

Number input



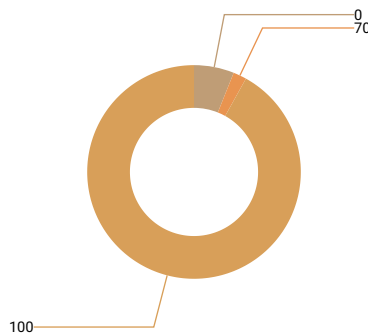
Statistics	
10th percentile	0
25th percentile	0
50th percentile	50
75th percentile	78
90th percentile	100
Mean	43.89
Median	50
Standard deviation	37.81
Total/sum	1,668

5.18. Life Insurance Percentage Paid By Employer (Annual)

Answered 47 times

Skipped 6 times

Number input



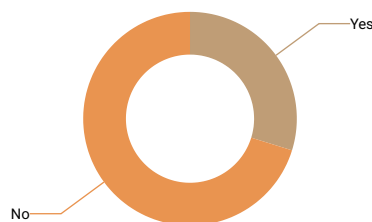
Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	92.98
Median	100
Standard deviation	24.93
Total/sum	4,370

5.19. Do you offer any health and fitness incentives?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	28%	15
No	66%	35

5.20. Please describe your health and fitness incentives.

Answered 14 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

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

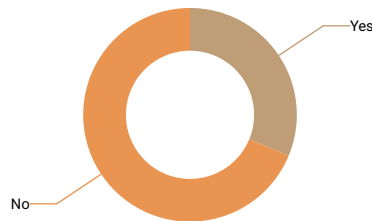
Results	
free gym membership for ee	1
discounts provided with gyms, dieting programs and safe footwear.	1
if the employee works out at least 12 times a month they receive \$30.	1
pareto wellness clinic (now one medical). annual wellness incentive \$250 (low plan) or \$400 (high plan) for completing hra (health risk assessment), biometric screening, and follow-up visit.	1
virgin pulse program. up to 600.00 annually for achieving healthy objectives. 200.00 for spouse/partner.	1
wellness checks (once per year) with principal - individual receives a stipen (\$50) for submitting qualifying wellness check	1
discounted premium rate for wellness program	1
wellness incentive: \$50 for completing biometric, \$50/\$100 for completing wellness plan activity requirements	1
on-site gym	1
discount on fitness center memberships	1
fitness room and gym equipment	1
hra - health reimbursement account as noted above	1
\$100 annually	1
up to \$200 available annually for various health and fitness activities	1

5.21. Does your company have a severance policy?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	30%	16
No	66%	35

5.22. Please describe your severance policy criteria.

Answered 12 times

Skipped 4 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
if given a package, it is one week of pay per one year of service.	1
pay 2-4 weeks of severance based on tenure	1
determined on a case by case basis.	1
at least two weeks	1
for salary only, on an individual basis	1
1 week of pay for each year of service up to a max of 26 weeks.	1
2 week non-compete severance package if notice is given.	1
2 weeks payout with involuntary separation and executed severance agreement	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
seniority	1
it is based on years of service to determine how many weeks of pay you receive.	1
if an eligible employee executes a severance agreement and general release, then the employee will be eligible to receive separation pay. the amount of separation pay will be five weeks' pay (as defined in the plan) plus one additional week's pay for each full or partial year of service, up to a maximum of thirty weeks' pay. also medical, dental, and vision coverage are continued for 180 days if they sign the severance agreement. ay non-union employee who is laid off is eligible for severance.	1

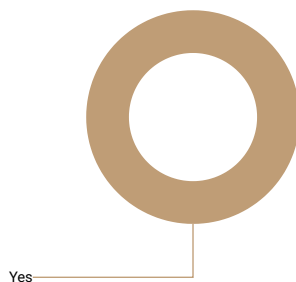
6. Medical Coverage

6.1. Does your company offer medical coverage?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	53
No	0%	0

6.2. Type of Medical Coverage Plan(s) Offered

Answered 51 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
PPO	51
HMO	2
EPO	0
POS	0
HDHP	18

6.3. Medical Coverage Plan Provider(s)

Answered 51 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Aetna	2
Blue Cross Blue Shield	45
Cigna	2
Humana	0
United Healthcare	3
Viva Health	0
Other Not Listed	2

6.4. When do employees become eligible for coverage?

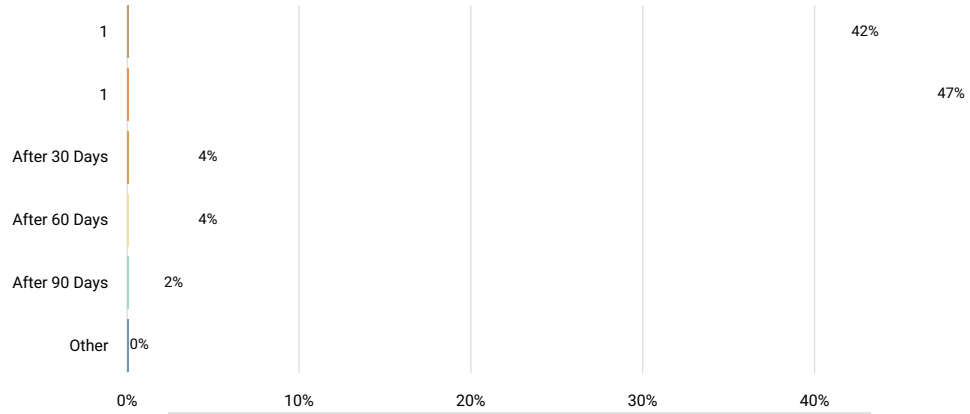
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
1st Day of Employment	42%	22
1st of Month After Date of Hire	47%	25
After 30 Days	4%	2
After 60 Days	4%	2
After 90 Days	2%	1
Other	0%	0

6.5. Deductible Amount

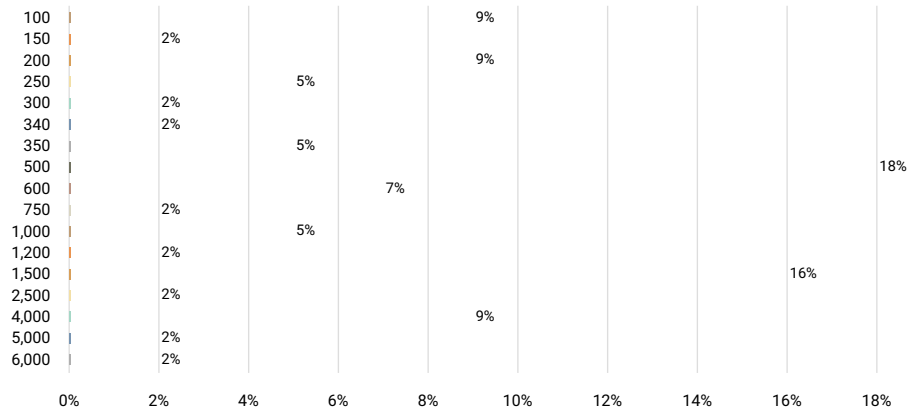
Answered 44 times

Skipped 9 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	150
25th percentile	275
50th percentile	500
75th percentile	1,500
90th percentile	4,000
Mean	1,203.18
Median	500
Standard deviation	1,456.21
Total/sum	52,940

6.6. Copay Amount (after deductible)

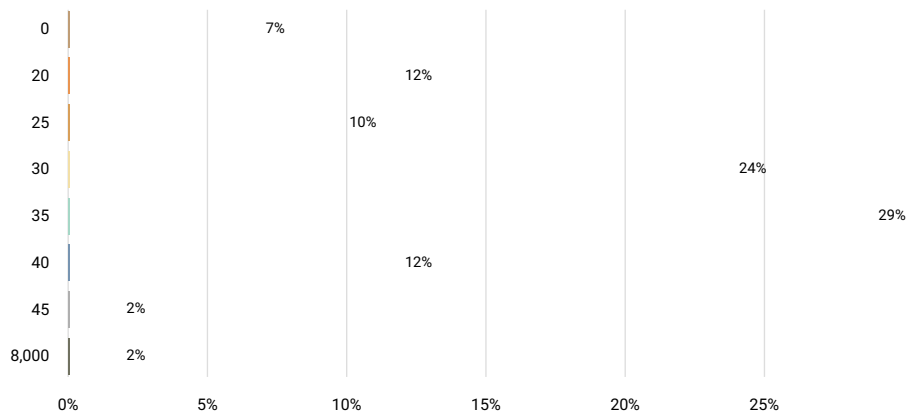
Answered 41 times

Skipped 12 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	20
25th percentile	25
50th percentile	30
75th percentile	35
90th percentile	40
Mean	223.54
Median	30
Standard deviation	1,244.88
Total/sum	9,165

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

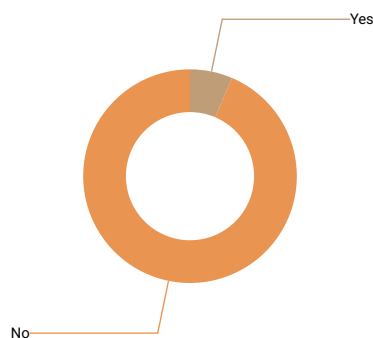
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	6%	3
No	87%	46

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

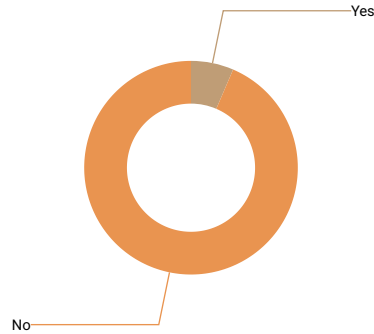
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	6%	3
No	87%	46

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

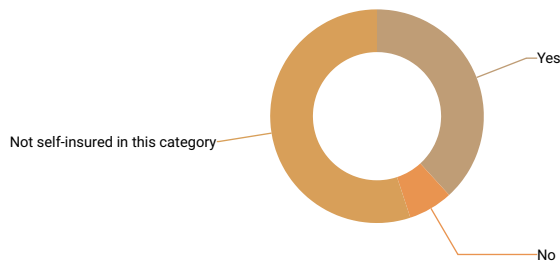
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	34%	18
No	6%	3
Not self-insured in this category	49%	26

6.10. Is there a tobacco use surcharge?

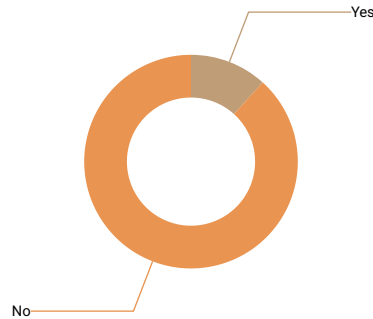
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	11%	6
No	83%	44

6.11. Do you offer medical coverage for domestic partners?

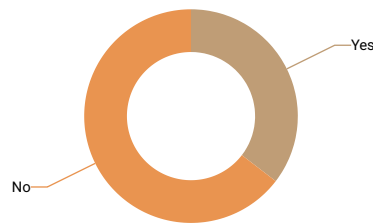
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	34%	18
No	62%	33

6.12. What are the requirements for receiving coverage?

Answered 13 times
 Skipped 7 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"

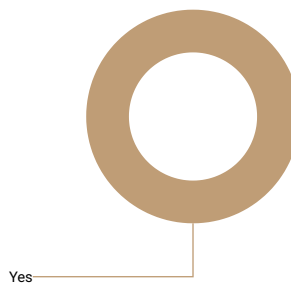
Results	
must be qualified dependent	1
must be a dependent or spouse to the employee.	1
proper paper work	1
proof of domestic partnership	1
married or same dwelling or joint taxes	1
registered partner of same or opposite sex	1
requirements align with all required affordable care act standards. no additional proof necessary.	1
full time employees = 100%, part time = 75%	1
affidavit	1
must be a legal domestic partner	1
marriage certificate	1
must be a full time employee (averaging 30 hours or more per week)	1
registered domestic partnership in a state or jurisdiction that recognizes domestic partnerships	1

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

Answered 53 times
 Skipped 0 times
 Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	100%	53
No	0%	0

6.14. Is there a spousal surcharge?

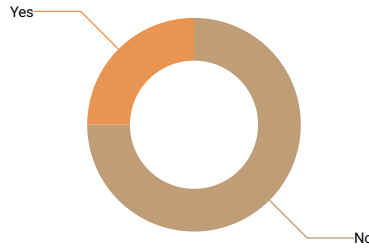
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
No	75%	40
Yes	25%	13

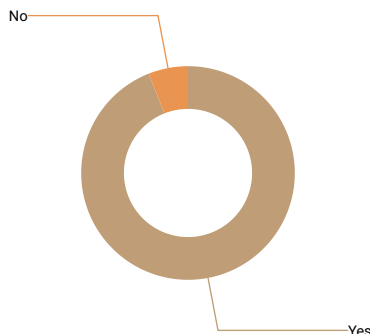
7. Prescription Drug Plan

7.1. Does your company offer a Prescription Drug Plan?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	94%	50
No	6%	3

7.2. Type of Prescription Plan(s) Offered

Answered 45 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
Tiered	41
80/20	4
Other	1

7.3. Prescription Plan Provider(s)

Answered 49 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Aetna	1
Anthem	1
Blue Cross Blue Shield	33
Cigna	2
CVS Caremark	6
Humana	0
United Healthcare	1
Viva Health	0
Other	8

7.4. Other Prescription Plan Provider

Answered 8 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

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

Results	
express scripts	3
rx benefits	1
escripts	1
some common prescriptions are free through our wellness clinic.	1
proact	1
cvs caremark network administered by rxbenefits	1

7.5. When do employees become eligible for coverage?

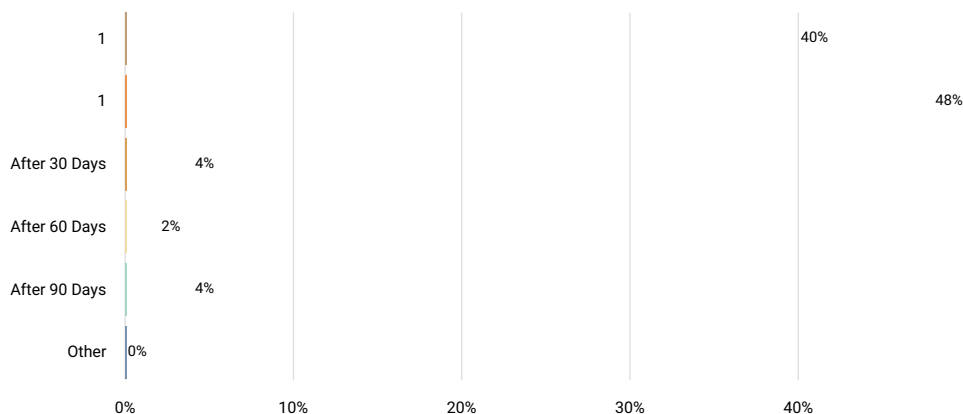
Answered 50 times

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	40%	20
1st of Month After Date of Hire	48%	24
After 30 Days	4%	2
After 60 Days	2%	1
After 90 Days	4%	2
Other	0%	0

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

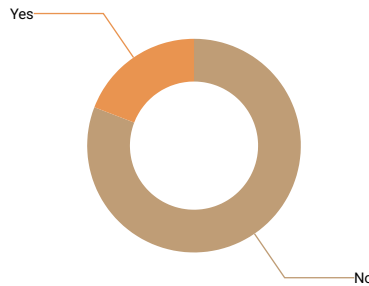
Answered 50 times

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	76%	38
Yes	18%	9

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

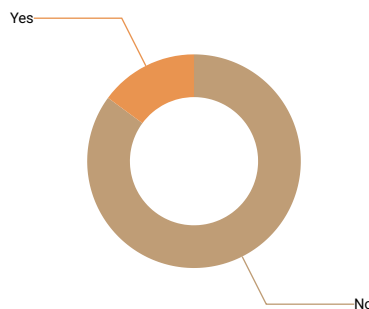
Answered 50 times

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	80%	40
Yes	14%	7

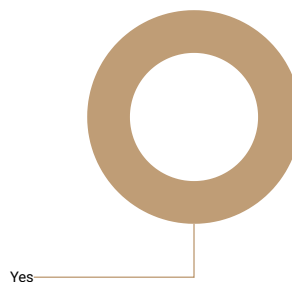
8. Dental Coverage

8.1. Does your company offer Dental Coverage?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	53
No	0%	0

8.2. Type(s) of Dental Coverage Offered

Answered 50 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
PPO	48
DHMO	3
Other	1

8.3. Dental Plan Provider(s)

Answered 51 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Aetna	2
Blue Cross Blue Shield	17
Cigna	0
Concordia	4
Delta Dental	12
Metlife	1
Principal	4
United Healthcare	1
Other	10

8.4. Other Dental Plan Provider

Answered 10 times
 Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

Results	
guardian	5
lincoln	2
principal	1
united concordia	1
ameritas	1

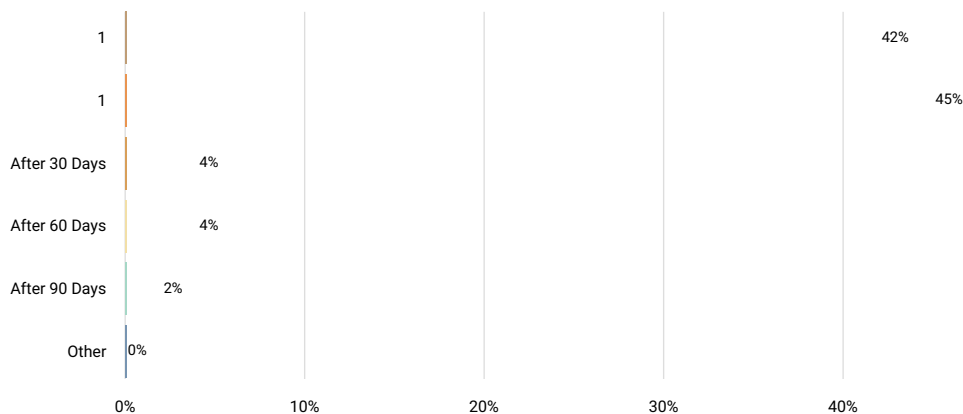
8.5. When do employee become eligible for coverage?

Answered 53 times
 Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
1st Day of Employment	42%	22
1st of Month After Date of Hire	45%	24
After 30 Days	4%	2
After 60 Days	4%	2
After 90 Days	2%	1
Other	0%	0

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

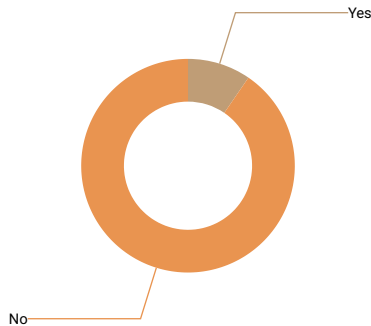
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	9%	5
No	85%	45

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

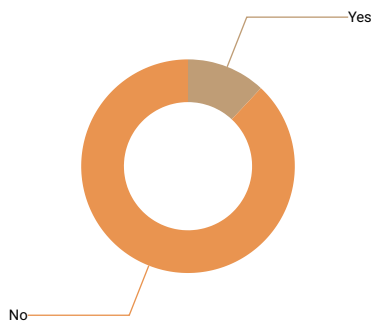
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	11%	6
No	81%	43

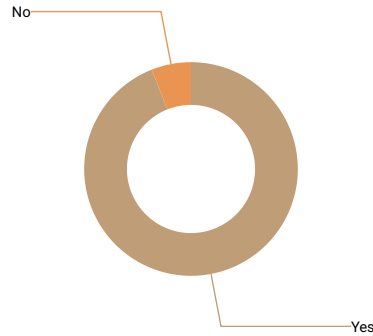
9. Vision Coverage

9.1. Does your company offer Vision Coverage?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	94%	50
No	6%	3

9.2. Vision Plan Provider(s)

Answered 49 times

Skipped 1 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	0
Cigna	0
Eyemed	3
Guardian	3
Humana	1
Metlife	0
Principal	6
Superior Vision	3
United Healthcare	1
VSP	29
Other	6

9.3. Other Vision Plan Provider

Answered 6 times
 Skipped 1 times
 Text input

This question is applicable when the following conditions are met:

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

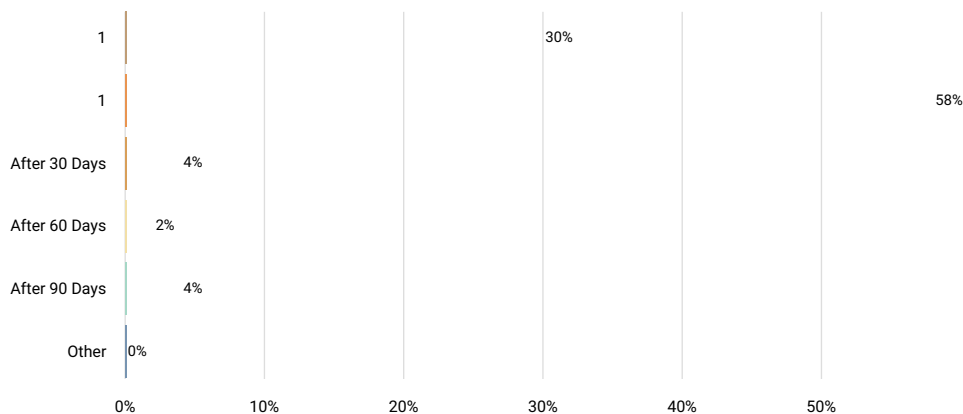
Results	
lincoln	2
nva	1
guardian	1
ameritas	1
davis vision	1

9.4. When do employees become eligible for coverage?

Answered 50 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	30%	15
1st of Month After Date of Hire	58%	29
After 30 Days	4%	2
After 60 Days	2%	1
After 90 Days	4%	2
Other	0%	0

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

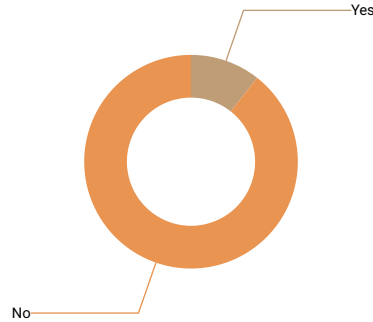
Answered 50 times

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%	5
No	84%	42

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

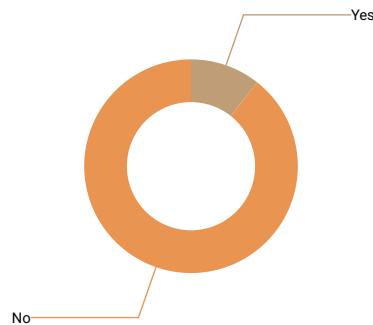
Answered 50 times

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%	5
No	84%	42

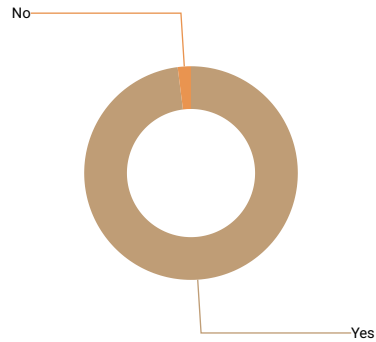
10. Life Insurance

10.1. Does your company offer Life Insurance?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	52
No	2%	1

10.2. Type(s) of Life Insurance Offered

Answered 47 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
Term Life Insurance	45
Whole Life Insurance	3
Other	1

10.3. Coverage Amount

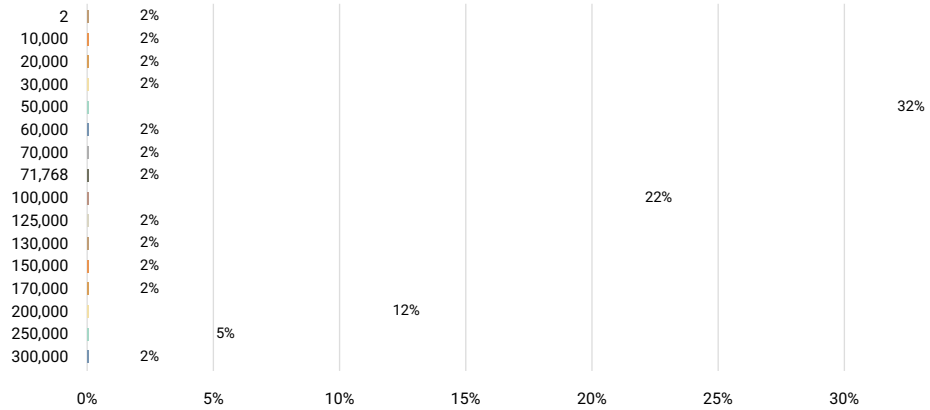
Answered 41 times

Skipped 11 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	50,000
25th percentile	50,000
50th percentile	100,000
75th percentile	130,000
90th percentile	200,000
Mean	102,116.34
Median	100,000
Standard deviation	72,273.44
Total/sum	4,186,770

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

Answered 49 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Yes, Self	46
Yes, Spouse/Partner	46
Yes, Dependents	47

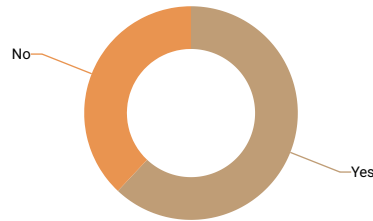
11. Health Spending/Savings Account

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	62%	33
No	38%	20

11.2. Is this benefit earned or given?

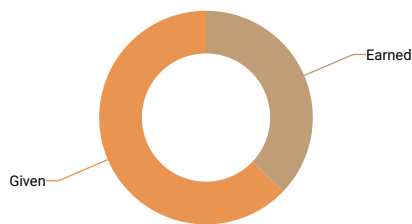
Answered 33 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Earned	36%	12
Given	61%	20

11.3. What is required for eligibility?

Answered 12 times

Skipped 1 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	7
FTE Status	6
Other	1

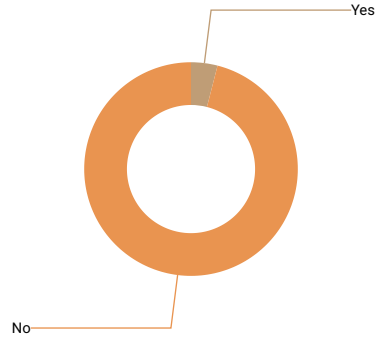
12. Pension Plan (Defined Benefit)

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	4%	2
No	96%	51

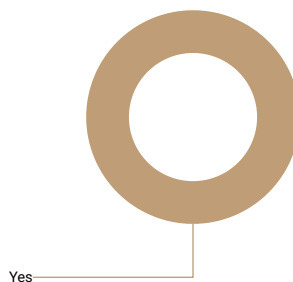
13. 401(k) Plan

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	53
No	0%	0

13.2. When do employees become eligible?

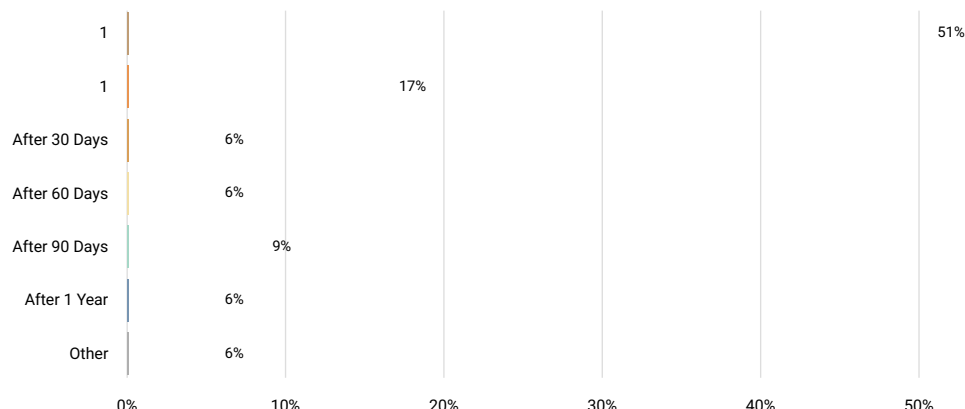
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
1st Day of Employment	51%	27
1st of Month After Date of Hire	17%	9
After 30 Days	6%	3
After 60 Days	6%	3
After 90 Days	9%	5
After 1 Year	6%	3
Other	6%	3

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

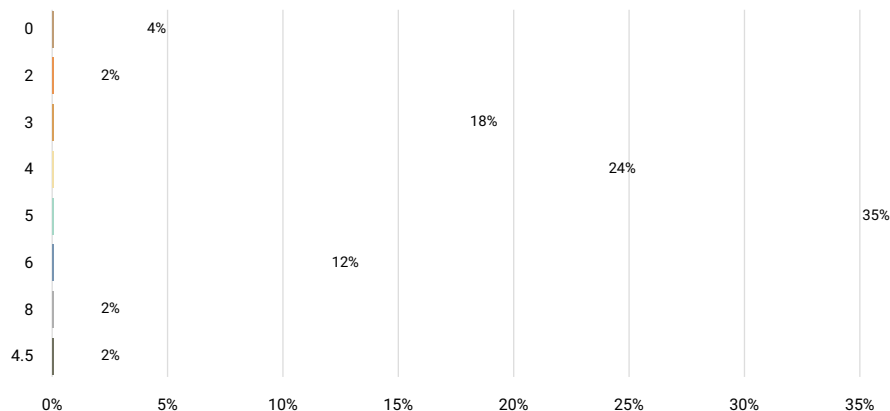
Answered 49 times

Skipped 4 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	4.5
75th percentile	5
90th percentile	6
Mean	4.3
Median	4.5
Standard deviation	1.43
Total/sum	210.5

13.4. Is there a vesting period for employer contributions?

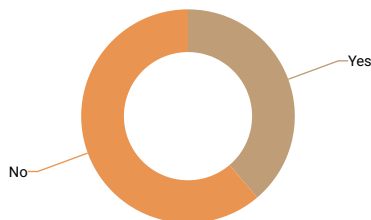
Answered 53 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	38%	20
No	60%	32

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

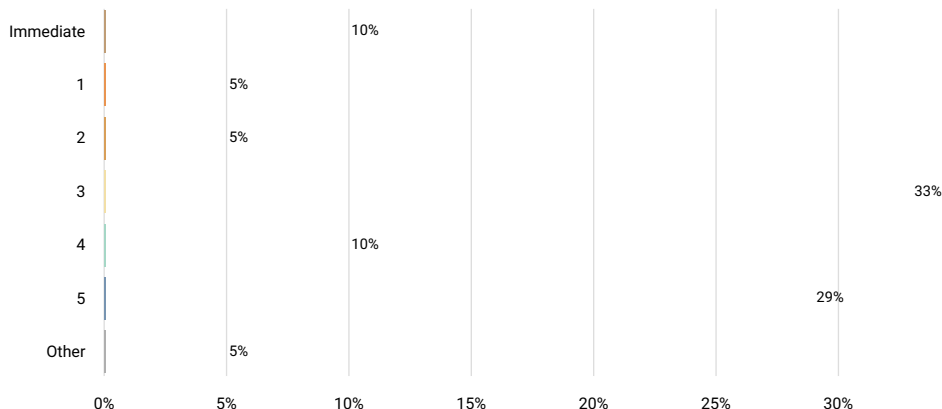
Answered 21 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Immediate	10%	2
1 Year	5%	1
2 Years	5%	1
3 Years	33%	7
4 Years	10%	2
5 Years	29%	6
Other	5%	1

13.6. Is there a vesting schedule?

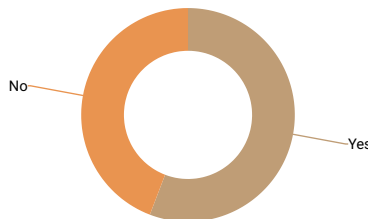
Answered 21 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	48%	10
No	38%	8

13.7. Describe the vesting schedule.

Answered 10 times

Skipped 3 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% after 1 year, 40% after 2 years, 60% after 3 years, 80% after 4 years, 100% after 5 years of service.	1
4 years, 25% each year	1
1/3 each year	1
20% a year	1
20% per year	1
20% + each year starting at year one and reaching 100% in year five.	1
20% each year; employees 60+ are automatically 100% vested	1
5 years	1
0-1 0% /1-2 33.33% /2-3 66.66% /3+ 100%	1
after 1 year, a person is 100% vested at 6 years.	1

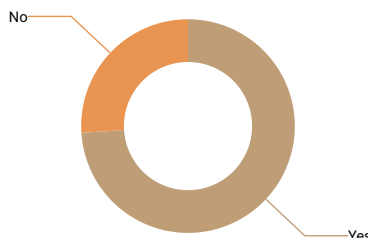
14. PTO (Paid Time Off)

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	74%	39
No	26%	14

14.2. Annual Amount of PTO in Days

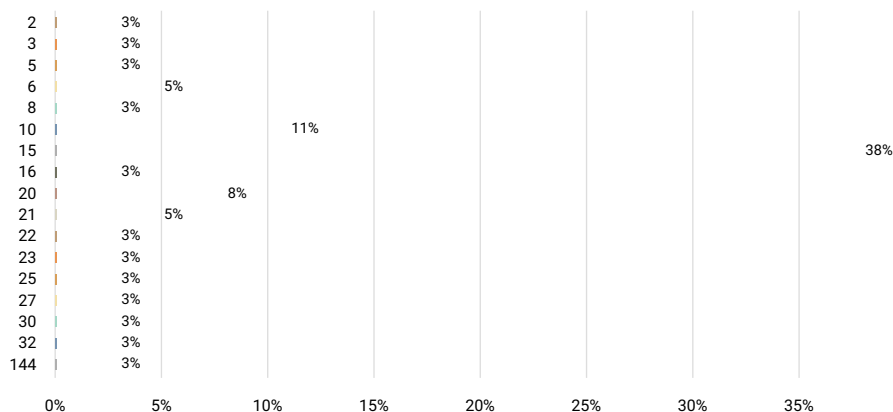
Answered 37 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	6
25th percentile	10
50th percentile	15
75th percentile	20
90th percentile	27
Mean	18.95
Median	15
Standard deviation	22.24
Total/sum	701

14.3. How is PTO accrued?

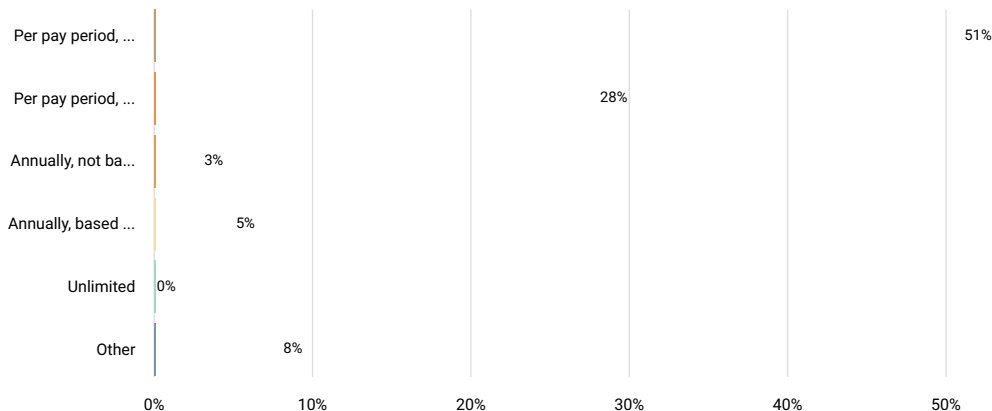
Answered 39 times

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	51%	20
Per pay period, based on hours worked	28%	11
Annually, not based on years of service	3%	1
Annually, based on years of service	5%	2
Unlimited	0%	0
Other	8%	3

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

Answered 34 times

Skipped 5 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Sick Leave	3
Vacation	7
Holidays	31
Personal Leave	6

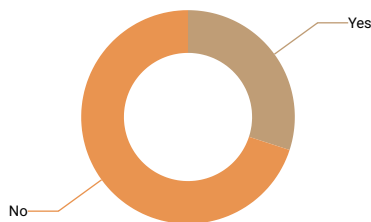
15. Sick Leave

15.1. Does your company offer Sick Leave?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	30%	16
No	70%	37

15.2. Annual Amount of Sick Leave in Days

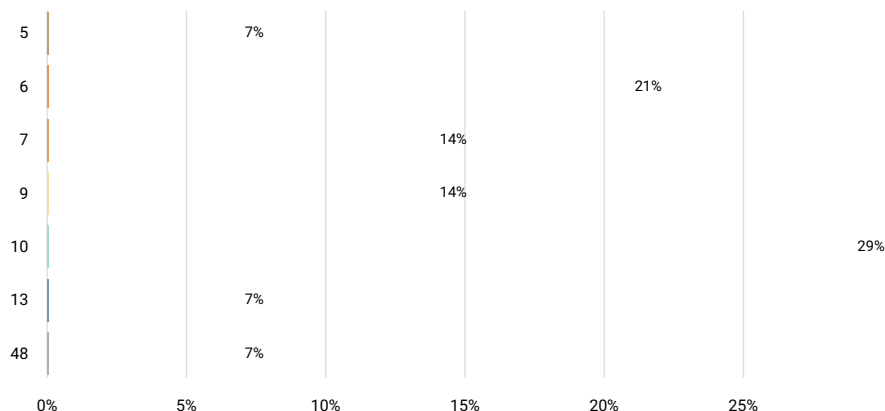
Answered 14 times

Skipped 2 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	6
25th percentile	6
50th percentile	9
75th percentile	10
90th percentile	13
Mean	11.14
Median	9
Standard deviation	10.84
Total/sum	156

15.3. How is Sick Leave accrued?

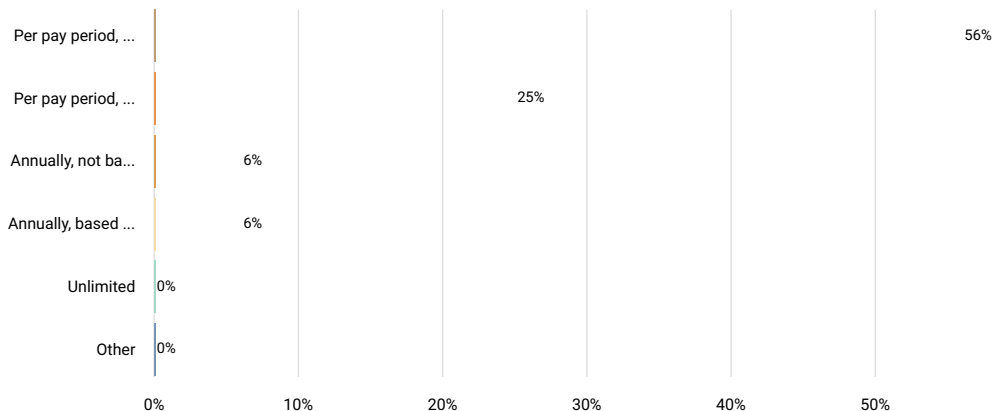
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Per pay period, flat rate	56%	9
Per pay period, based on hours worked	25%	4
Annually, not based on years of service	6%	1
Annually, based on years of service	6%	1
Unlimited	0%	0
Other	0%	0

15.4. Paid out at termination?

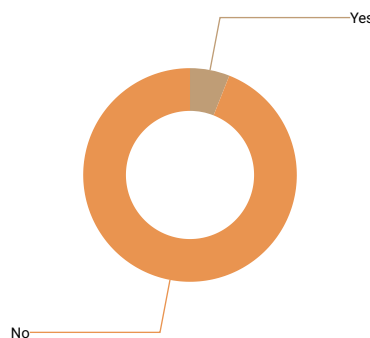
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	6%	1
No	94%	15

16. Vacation

16.1. Does your company offer Vacation Leave?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	47%	25
No	53%	28

16.2. Annual Amount of Vacation Leave in Days

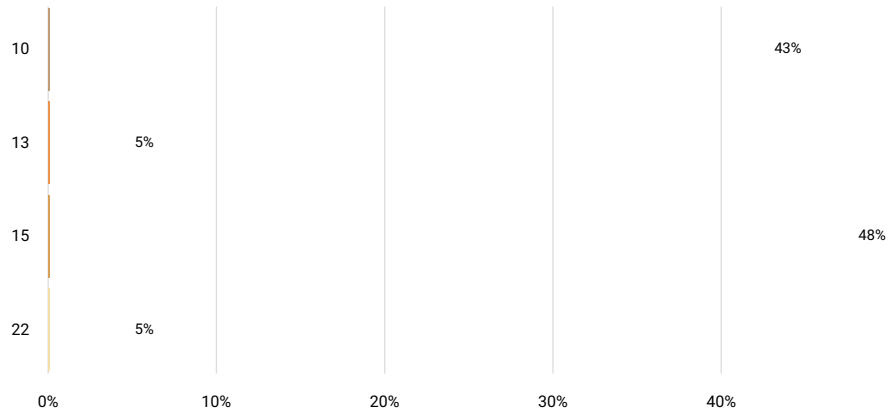
Answered 21 times

Skipped 4 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	10
25th percentile	10
50th percentile	15
75th percentile	15
90th percentile	15
Mean	13.1
Median	15
Standard deviation	3.18
Total/sum	275

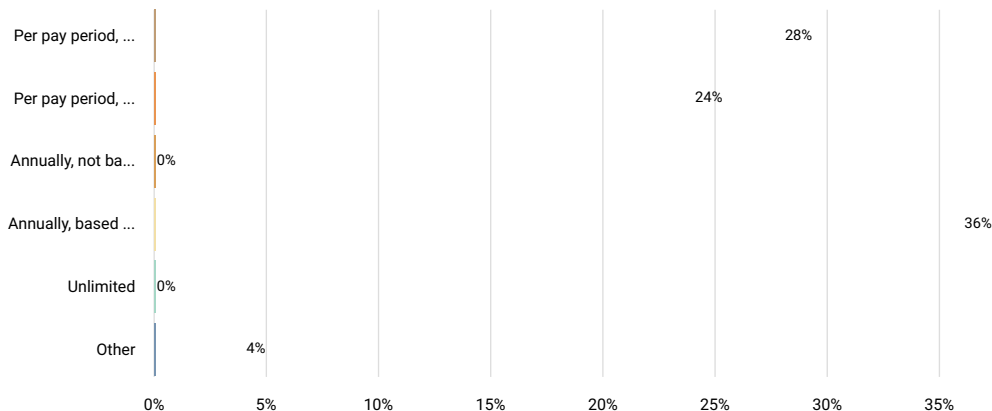
16.3. How is Vacation Leave accrued?

Answered 25 times
 Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Per pay period, flat rate	28%	7
Per pay period, based on hours worked	24%	6
Annually, not based on years of service	0%	0
Annually, based on years of service	36%	9
Unlimited	0%	0
Other	4%	1

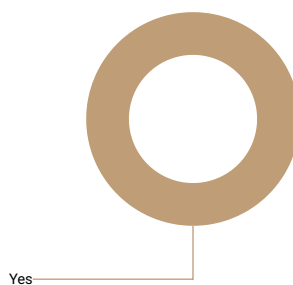
16.4. Paid out at termination?

Answered 25 times
 Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	96%	24
No	0%	0

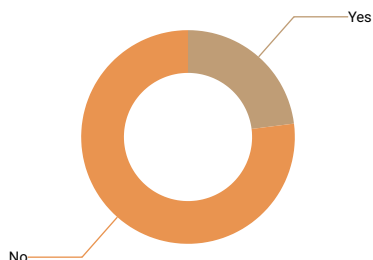
17. Personal Leave

17.1. Does your company offer Personal Leave?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	23%	12
No	77%	41

17.2. Annual Amount of Personal Leave in Days

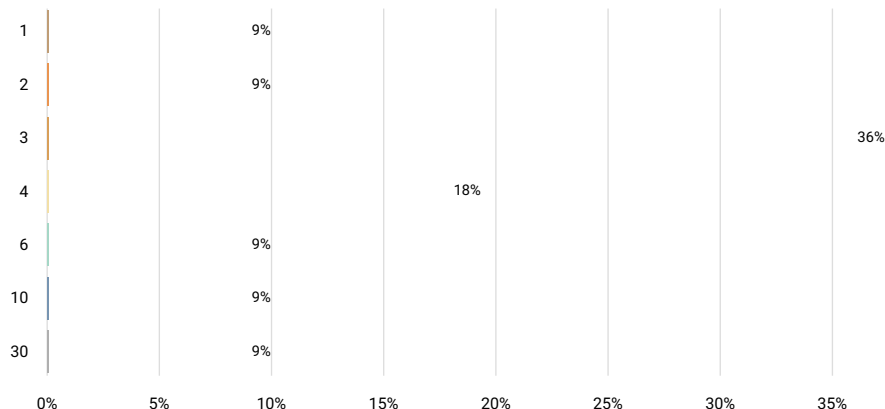
Answered 11 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	6
90th percentile	10
Mean	6.27
Median	3
Standard deviation	8.22
Total/sum	69

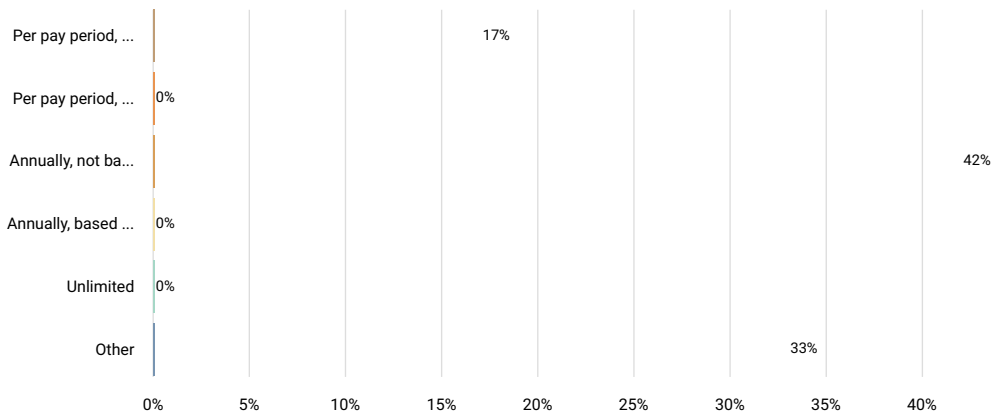
17.3. How is Personal Leave accrued?

Answered 12 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	17%	2
Per pay period, based on hours worked	0%	0
Annually, not based on years of service	42%	5
Annually, based on years of service	0%	0
Unlimited	0%	0
Other	33%	4

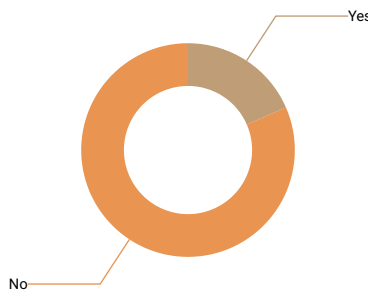
17.4. Paid out at termination?

Answered 12 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	17%	2
No	75%	9

18. Paid Family Leave

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	14
No	74%	39

18.2. Annual Amount of Paid Family Leave in Weeks

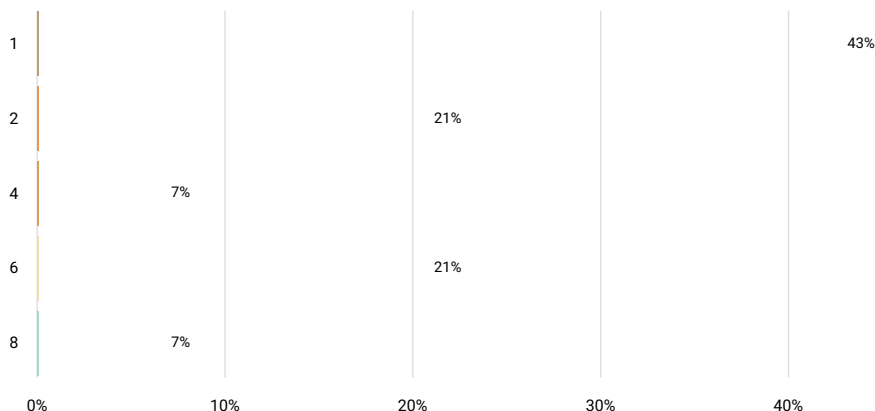
Answered 14 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	6
Mean	3
Median	2
Standard deviation	2.48
Total/sum	42

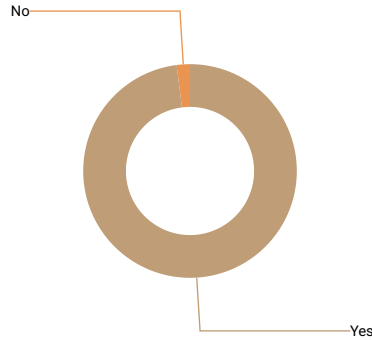
19. Short-term Disability

19.1. Does your company offer Short-Term Disability?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	52
No	2%	1

19.2. Short-term Disability Coverage Amount

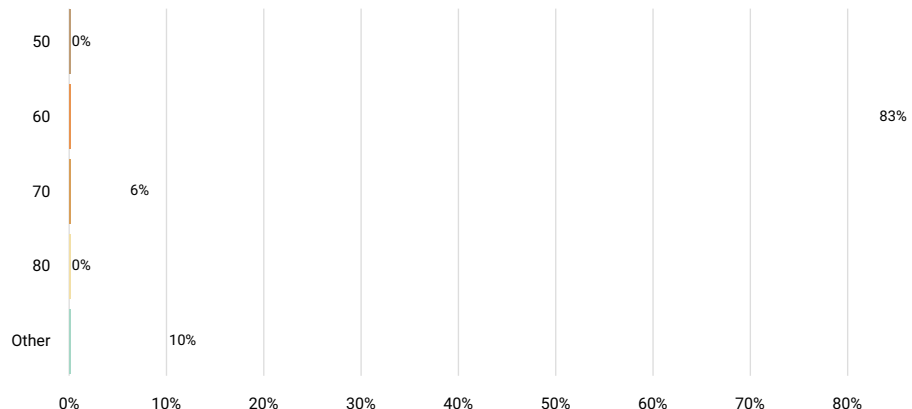
Answered 52 times

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	0%	0
60% of Income	83%	43
70% of Income	6%	3
80% of Income	0%	0
Other	10%	5

19.3. Coverage Waiting Period Days

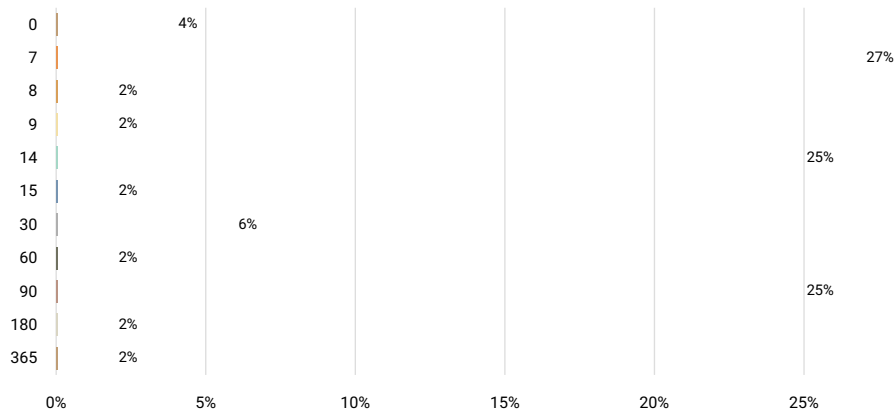
Answered 51 times

Skipped 1 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	7
25th percentile	7
50th percentile	14
75th percentile	90
90th percentile	90
Mean	42.69
Median	14
Standard deviation	61.3
Total/sum	2,177

19.4. Short-term Disability Coverage Term

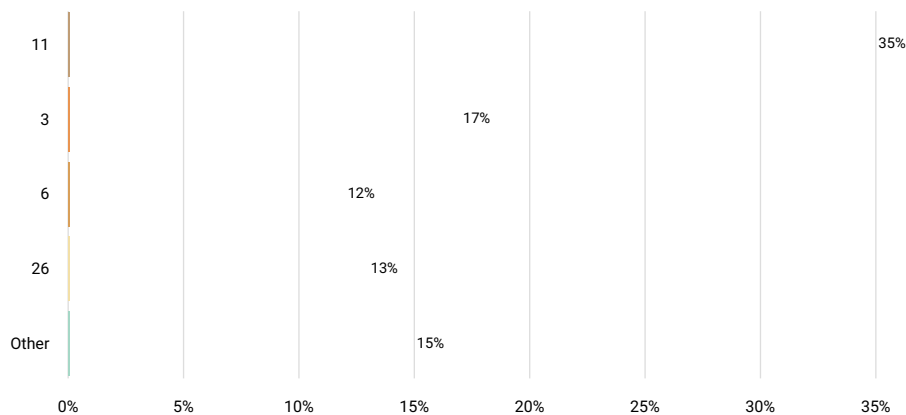
Answered 52 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
11 weeks	35%	18
3 months	17%	9
6 months	12%	6
26 weeks	13%	7
Other	15%	8

19.5. Other Short-term Disability Coverage Term

Answered 8 times

Skipped 4 times

Text input

This question is applicable when the following conditions are met:

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

Results	
13 weeks	4
13	1
60 weeks (for full-time hourly employees)	1
12 weeks	1
3 months	1

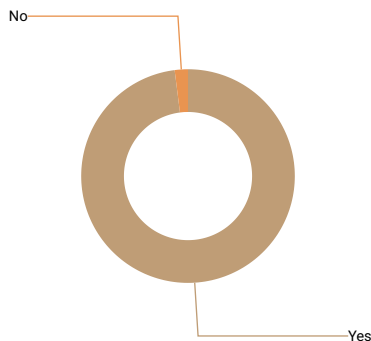
20. Long-term Disability

20.1. Does your company offer Long-Term Disability?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	52
No	2%	1

20.2. Long-term Disability Coverage Amount

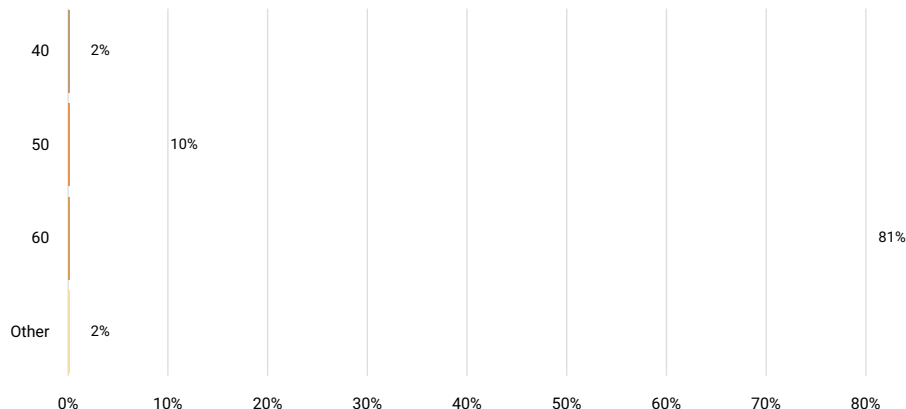
Answered 52 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
40% of Income	2%	1
50% of Income	10%	5
60% of Income	81%	42
Other	2%	1

20.3. Coverage Waiting Period Days

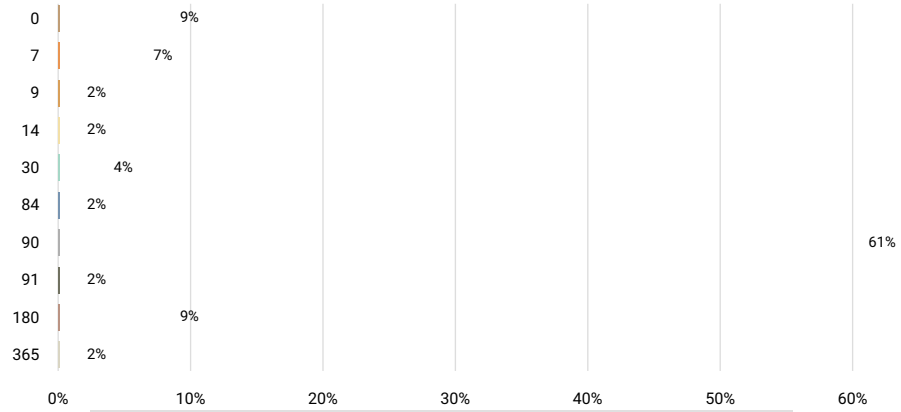
Answered 46 times

Skipped 6 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	84
50th percentile	90
75th percentile	90
90th percentile	180
Mean	84.43
Median	90
Standard deviation	63.11
Total/sum	3,884

20.4. Long-term Disability Coverage Term

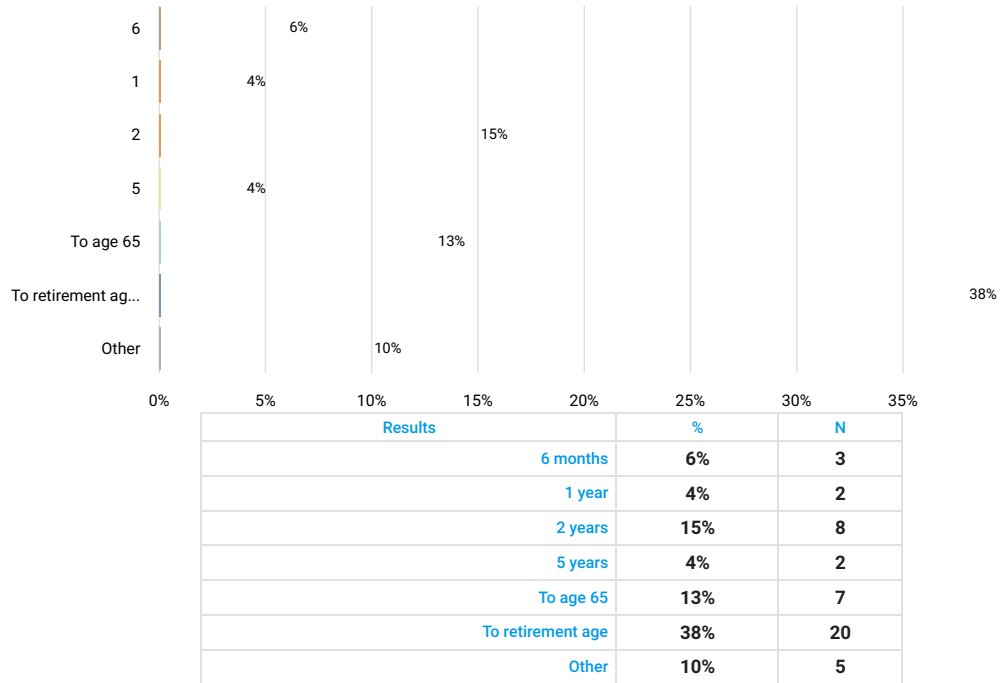
Answered 52 times

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"



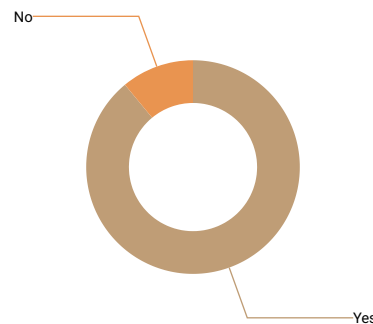
21. Education Assistance/Tuition Reimbursement

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	89%	47
No	11%	6

21.2. Education/Tuition Eligibility Requirements

Answered 45 times

Skipped 2 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	36
FTE	35
Minimum grade/score	37
Other	5

21.3. Percentage of Reimbursement

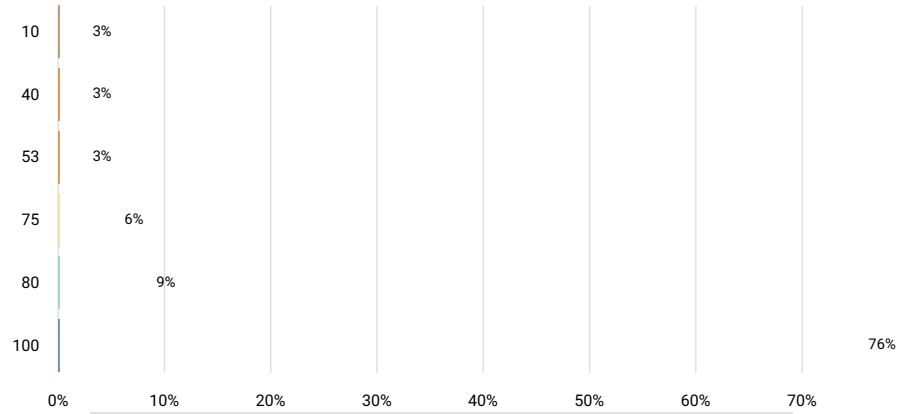
Answered 34 times

Skipped 13 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	75
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	90.97
Median	100
Standard deviation	20.29
Total/sum	3,093

22. Flex-Time

22.1. Does your company offer Flex-Time?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	53%	28
No	47%	25

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

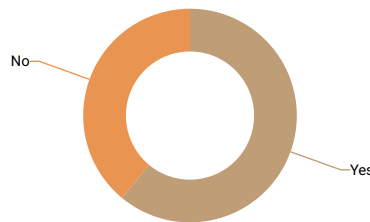
Answered 28 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	61%	17
No	39%	11

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

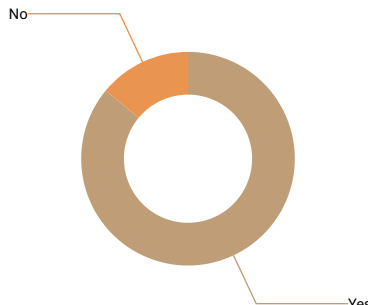
Answered 28 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	86%	24
No	14%	4

22.4. Describe your Flex-Time Policy.

Answered 21 times

Skipped 3 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	
manager/mission approved.	1
flexible work hours over a pay period	1
employee may flex time within a week for personal absences in lieu of pto.	1
80 hours in 2 weeks	1
work schedule adjustments may be made to accommodate personal needs if it does not interfere with customer schedules.	1
some employees may work an alternate work schedule to have every other friday off.	1
offer a modified full-time status with a reduced work hour requirement for employees. full-time: average 30 hours or more / week modified full-time: average 25 to 29 hours / week flexible work schedule for exempt employees in 2 week pay period. employees may create their own schedule as long as they meet established goals.	1
employees may flex time before/after core hours	1
flex-time for manufacturing production staff to allow for 4/10's and ability to off-set shift start time	1
employees can flex-time as their needs require for whatever reason they deem necessary as long as the duties are being performed	1
employees can work flex schedules including 4-10's, 9/80, etc.	1
work with your supervisor on the optimum work schedule covering core hours.	1
we call ours comp time. every hour you work you are either paid for or can deposit into your comp bank and use it like accrued pto leave.	1
varies depending on the position and need.	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
we offer flex schedules. 9 hour days with every other friday off and 10 hour days with every friday off.	1
employees may work flex-time hours if approved by customer.	1
per manager's discretion	1
exempt employees can flex their time within a pay period.	1
depending on position, responsibility and mission/customer requirements, we allow team members to flex their time within pay periods.	1
hours can be flexed within a 2 week pay period to equal 40 hours. for example 45 hours worked in week one and 35 hours worked in week two.	1

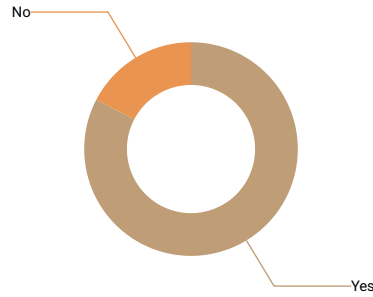
23. Remote/Telework

23.1. Does your company offer remote work, also referred to as telework?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	81%	43
No	17%	9

23.2. Please describe your remote/telework policy.

Answered 37 times

Skipped 6 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer remote work, also referred to as telework?" has Selected button "Yes"

Results	
remote work is possible on an as-needed basis or allowed by government customer.	1
we have a mix of schedules including fully remote and hybrid.	1
telework is available for employees in certain position categories.	1
extremely limited for regional positions	1
telecommuting is a voluntary work alternative that may be appropriate for some employees and some jobs. all telecommuting arrangements are made on a case-by-case basis, focusing first on the business needs of the organization. telecommuting is not an entitlement; it is not a company benefit, and it does not change the terms and conditions of employment with cssa.	1
based on customer need but available as hybrid or completely remote	1
remote/telework is permitted only as projects/customer needs are being met.	1
certain positions that meet certain criteria may be eligible for telework.	1
hybrid work schedule based on approval of manager	1
work remotely based on customer need and individual work responsibilities	1
telecommuting can be informal, such as working from home for a short-term project or on the road during business travel, or a formal, set schedule of working away from the office. management and hr will evaluate the suitability of such an arrangement, reviewing employee suitability, job responsibilities, equipment needs, tax and other legal implications. any telecommuting arrangement will be on a trial basis for the first three months.	1
some full time work from home, some on a hybrid telework where they work 2 days onsite and 3 days at home weekly. limited remote telework where the employee lives out of state.	1
remote/telework policy is geared towards our government services employees and is based upon the agency to which they are assigned.	1
as needed based on employee circumstances.	1
telework can be short-term, long-term or other special arrangement can can include working from home, a hybrid work schedule of both telework and on-site work, during business travel, or other arrangements.	1
local employees can work a hybrid schedule with a couple days in the office a week.	1
those who are able to can work from home with their supervisor's consent.	1
our owners prefer minimal telework. we do a hybrid schedule for employees on the arsenal and for our hq staff we only offer telework on a as needed day here or there basis.	1
hybrid work - all employees are require to work on-site on occasion. frequency is determined by job role/responsibilities, prime/government stipulation, or manager discretion.	1
varies depending on need and position.	1
depends on position and manager approval	1
hybrid--telework on mondays and fridays; in office on t/w/th. have some employees who work in other states who work 100% remote.	1
as needed or directed by customer.	1
telework is on a case by case, department by department basis. work demands, business requirements and customer requirements will dictate telework flexibility.	1
all employees are required to sign a work at home policy/procedure. hourly time is tracked closely. each manager is responsible for setting additional expectations.	1
employees may telework as approved by customers.	1
if an employee would like to work from home and they can do successfully- we will consider remote work.	1
remote work is available for certain positions; however, this is a small percentage.	1
employees can submit a request to their supervisor and include their work schedule and how many days they plan to telework.	1
employees submit a request to their supervisor, group manager and hr for approval.	1
remote work is offered. it is determined by the employee's manager.	1
only when necessary	1
depending on position and mission/customer requirements, we allow a blended approach to onsite and remote work.	1
remote/telework is handled on a case by case basis or as dictated by the terms of our work contract with our end customer.	1
telework is permitted as business conditions and customer requirements allow.	1
available with management approval based on business need	1
per government agreement with each employee based upon their health needs	1

24. Holidays

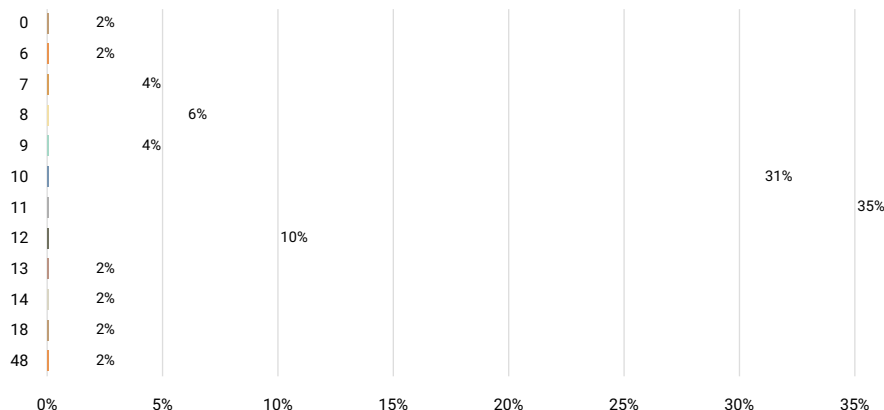
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24.1. How many total holidays are given in a year?

Answered 52 times

Skipped 1 times

Number input



Statistics	
10th percentile	8
25th percentile	10
50th percentile	11
75th percentile	11
90th percentile	12
Mean	11.02
Median	11
Standard deviation	5.71
Total/sum	573

24.2. Annual Holidays Offered

Answered 51 times

Skipped 2 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	50
Martin Luther King, Jr. Day	30
Presidents' Day	25
Good Friday	8
Easter	1
Memorial Day	51
Independence Day	50
Labor Day	51
Veterans Day	25
Thanksgiving Day	51
Day after Thanksgiving	26
Christmas Eve	21
Christmas Day	50
New Year's Eve	17
Floating	14
Others Not Listed	29

24.3. List other holidays.

Answered 29 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

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

Results	
juneteenth	8
columbus day	3
juneteenth and columbus day	1
floating	1
hourly birthday	1
juneteenth, columbus day	1
columbus day, and juneteenth	1
columbus day and juneteenth	1
2nd day at labor day, juneteenth	1
entire week from christmas through new year's day	1
floating / juneteenth	1
columbus day, juneteenth	1
we offer paid holidays for the time from christmas eve through new years day. we are closed for these days.	1
2 floating	1
the rest of the holidays cover time at the end of the year when the facility closes.	1
5 day of spring break, and the 5 work week days between christmas and new years day	1
juneteenth; christmas day through new year's day	1
we give the week between christmas day and new year's day. we call this our winter shut down	1
1. juneteenth, 2. columbus day	1
the whole week between christmas and new year's eve	1

25. COVID-19 Impact

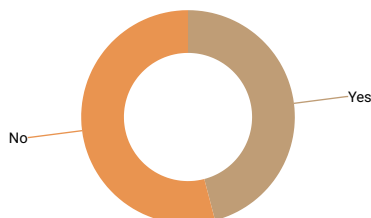
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25.1. Did your company make changes to operations/production, staffing, wages and/or benefits in 2021 as a result of the COVID-19 pandemic?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	45%	24
No	53%	28

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

Answered 24 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Did your company make changes to operations/production, staffing, wages and/or benefits in 2021 as a direct result of the COVID-19 pandemic?" has button "Yes"

Results	N
Changes to Operations/Production	18
Layoffs/Furlough	2
Wage Changes	3
Benefits Changes	5

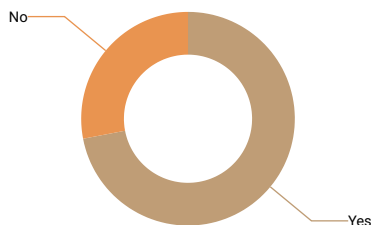
25.3. Has your company returned to full/normal operations?

Answered 18 times
 Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Did your company make changes to operations/production, staffing, wages and/or benefits in 2021 as a direct result of the COVID-19 pandemic?" has button "Yes"
- "In what way(s) was your workforce impacted?" has "Changes to Operations/Production" checked



Results	%	N
Yes	72%	13
No	28%	5

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

Answered 5 times
 Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Did your company make changes to operations/production, staffing, wages and/or benefits in 2021 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	2
Prescription Drug Plan	1
Dental	0
Vision	0
Life Insurance	0
HSA	1
Pension (Defined Benefit)	0
401(k) Plan	0
PTO	0
Sick Leave	1
Vacation Leave	0
Personal Leave	0
Paid Family Leave	0
Short-term Disability	0
Long-term Disability	0
Education/Tuition Reimbursement	0
Flex-Time	0
Remote/Telework	5

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 2022 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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