



SPECIAL REPORT: MANUFACTURERS

2022 Wage and Benefit Survey Report North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 17, 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 ONLY INCLUDES DATA REPORTED BY ORGANIZATIONS WHO SELF-IDENTIFIED AS MANUFACTURERS.

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*	21	18.00	21.62	25.92	18.00	23.00
4.1.3	Administrative Assistant/Executive Secretary*	12	16.21	20.80	35.88	17.50	24.00
4.1.4	Purchasing Clerk*	6	17.00	22.21	31.68	18.44	23.57
4.1.5	Human Resources Assistant*	13	18.00	22.32	28.00	17.33	26.45
4.1.6	Customer Service Representative*	12	15.50	21.11	25.00	17.00	25.00
4.1.7	Telephone Operator/Receptionist	11	14.00	17.25	22.00	15.00	18.00
4.1.12	Document Control Specialist	6	20.72	23.00	25.00	-	-
4.1.13	Expeditor	5	17.00	25.00	39.87	25.00	25.00
4.1.15	Payroll Specialist*	7	17.00	23.23	30.21	20.00	24.20
4.1.17	Clerk, General	12	14.49	20.87	22.00	18.50	24.24
4.2.1	Engineering Technician - Level 1	5	16.00	20.77	26.78	-	-
4.2.2	Engineering Technician - Level 2	6	17.00	26.37	30.98	-	-
4.2.3	Engineering Technician - Level 3	5	22.50	24.84	32.83	-	-
4.2.4	Quality Control Technician - Level 1	17	14.59	20.00	25.80	17.88	21.50
4.2.5	Quality Control Technician - Level 2	10	16.39	21.81	27.25	20.86	23.29
4.2.6	Quality Control Technician - Level 3	14	19.00	24.46	30.14	21.60	26.40
4.2.8	Electronics Technician - Level 2	5	16.70	20.99	28.00	17.00	24.00
4.2.11	Drafter - CAD	6	19.31	25.23	36.20	-	-
4.2.14	PC Network Support Technician*	5	18.32	26.14	32.00	-	-

4.2.15	Lab Technician	14	19.00	25.51	32.55	21.52	28.00
4.3.4	Buyer - Level 1*	6	20.51	23.39	25.26	19.23	28.00
4.3.19	Material Planner*	5	-	-	-	20.50	26.00
4.4.66	Machine/CNC Programmer	9	19.67	38.00	42.21	30.00	45.00
4.5.1	Electrical/Electronic Assembler	7	13.89	16.70	20.25	15.00	21.00
4.5.2	Mechanical Assembler	5	15.00	16.00	24.17	15.00	21.00
4.5.3	Assembler, General	26	15.38	18.22	22.54	16.00	21.95
4.5.4	CNC Operator	15	16.50	20.82	29.67	18.13	25.00
4.5.5	Machine Tool Operator	5	18.14	20.75	26.87	17.05	24.25
4.5.6	Chemical Operator	6	15.75	27.90	36.41	23.30	35.10
4.5.8	Packaging Operator	10	14.70	18.63	27.19	18.26	21.00
4.5.9	Machine Molding Operator	10	15.70	18.21	22.31	17.00	21.00
4.5.10	Saw Operator	7	15.44	18.19	22.00	16.27	20.00
4.5.12	Production/Machine Operator	39	15.64	18.56	26.72	16.00	22.00
4.5.13	Tool and Die Maker	14	23.00	30.36	34.40	22.91	33.56
4.5.14	Tool Crib Attendant	8	18.34	21.06	23.79	18.50	23.29
4.5.15	Production Painter	6	15.46	18.39	25.50	16.95	19.94
4.5.16	Welder	13	18.40	20.29	25.00	17.50	24.25
4.5.17	Inspector	15	15.11	18.00	25.76	15.48	20.00
4.5.18	Production Scheduler*	5	20.48	24.25	34.44	21.41	26.50
4.5.19	Inventory/Material Planner*	5	20.00	21.11	23.79	19.08	21.81
4.5.21	Fabricator	9	18.00	20.00	32.00	17.25	23.91
4.6.1	Janitor	16	13.13	16.25	19.72	15.00	17.24
4.6.2	Electrician	7	26.20	31.20	39.33	28.00	34.59
4.6.3	Electrical and Control Mechanic	7	26.74	33.27	38.75	28.00	35.00

4.6.4	Multi-Craft Maintenance	32	24.75	28.33	34.10	23.55	33.38
4.6.5	General Building Maintenance	14	16.85	21.47	30.28	20.85	26.56
4.6.7	Maintenance Mechanic	20	19.84	27.34	36.27	23.39	29.85
4.6.9	Maintenance Planner	6	19.00	35.68	48.00	27.00	35.30
4.6.10	Maintenance Employees, General	10	17.00	22.58	33.75	18.25	29.33
4.7.1	Fork Lift Driver/Material Handler	34	16.37	19.11	22.10	17.00	20.78
4.7.2	Shipping and Receiving Clerk	38	15.76	19.00	24.37	16.00	22.00
4.7.3	Truck Driver, Tractor Trailer and Heavy	5	19.25	21.00	24.36	18.50	25.00
4.7.5	Stockroom Clerk	10	17.74	21.40	26.88	18.36	25.00
4.7.7	Warehouse Employees, General	14	16.50	19.15	22.59	18.00	20.75
4.8.1	Skilled Workers, Not Otherwise Classified	13	16.40	23.86	33.00	16.70	27.10
4.8.2	Semi-Skilled Workers, Not Otherwise Classified	11	16.00	16.96	21.77	15.00	20.00
4.8.3	Laborers/Helpers, Not Otherwise Classified	8	10.00	14.74	20.00	13.32	18.70
4.9.2	Production Supervisor*	8	21.60	25.39	34.82	20.52	32.75
4.9.6	Shipping and Receiving Supervisor*	5	-	-	-	25.00	30.00
4.9.8	Team Leader*	33	18.50	22.83	30.65	20.38	25.00
4.13.1	Intern	8	17.75	19.90	21.75	17.50	20.00

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>
4.1.1	Accounting Clerk*	11	40,000	45,000	57,680	39,625	56,000
4.1.3	Administrative Assistant/Executive Secretary*	13	35,557	45,468	68,000	40,420	58,633
4.1.4	Purchasing Clerk*	11	41,225	60,427	71,999	44,100	70,000
4.1.5	Human Resources Assistant*	5	43,000	44,000	50,139	-	-
4.1.6	Customer Service Representative*	8	45,000	56,129	70,000	46,150	75,650
4.1.15	Payroll Specialist*	9	49,157	64,000	73,000	50,989	71,500
4.2.14	PC Network Support Technician*	6	-	-	-	52,500	67,500
4.3.1	Accountant - Level 1	10	46,622	56,819	77,923	47,812	63,000
4.3.2	Accountant - Level 2	16	48,000	66,612	90,000	62,500	80,000
4.3.3	Accountant - Level 3	12	57,500	71,973	97,284	70,000	78,000
4.3.4	Buyer - Level 1*	8	42,000	54,579	74,381	50,000	63,335
4.3.5	Buyer - Level 2	11	56,655	68,000	80,000	61,760	85,000
4.3.6	Buyer - Level 3	11	52,278	72,649	82,792	70,500	85,000
4.3.8	Contracts Administrator - Level 2	5	54,249	84,646	155,000	-	-
4.3.9	Contracts Administrator - Level 3	6	80,000	98,025	133,688	-	-
4.3.10	HR Specialist/Generalist - Level 1	12	46,000	53,422	77,000	50,000	70,000
4.3.11	HR Specialist/Generalist - Level 2	13	57,276	66,360	77,183	55,000	80,000
4.3.12	HR Specialist/Generalist - Level 3	15	55,500	71,369	106,874	63,700	87,263
4.3.17	Technical Writer/Editor - Level 2	5	56,840	87,164	107,000	-	-
4.3.19	Material Planner*	15	56,500	75,698	92,325	53,725	81,125

4.3.23	Financial Analyst	9	54,302	92,000	157,497	70,900	95,600
4.3.28	Recruiter	6	52,999	80,000	86,819	-	-
4.3.29	Training Coordinator	6	60,000	70,878	89,448	55,941	89,435
4.3.30	Compensation/Benefits Specialist	6	52,020	57,750	100,000	-	-
4.4.1	Mechanical Engineer - Level 1	6	62,500	69,060	90,000	-	-
4.4.2	Mechanical Engineer - Level 2	5	71,500	79,008	90,000	-	-
4.4.3	Mechanical Engineer - Level 3	9	71,200	87,949	110,000	81,500	115,032
4.4.9	Electrical Design Engineer - Level 3	6	63,500	95,750	108,432	87,000	95,000
4.4.13	Industrial or Manufacturing Engineer - Level 1	7	57,100	67,581	75,000	56,800	80,000
4.4.14	Industrial or Manufacturing Engineer - Level 2	8	64,313	77,027	87,550	67,250	85,276
4.4.15	Industrial or Manufacturing Engineer - Level 3	15	78,000	84,000	107,500	69,000	102,070
4.4.16	Industrial or Manufacturing Engineer - Level 4	6	93,646	108,951	139,638	99,000	148,794
4.4.25	Quality Engineer - Level 1	6	55,000	68,205	127,500	60,250	80,760
4.4.26	Quality Engineer - Level 2	10	60,805	72,202	91,729	62,575	86,488
4.4.27	Quality Engineer - Level 3	12	68,850	85,584	108,329	70,946	95,000
4.4.28	Quality Engineer - Level 4	8	60,545	90,240	129,413	90,000	115,032
4.4.51	Project Manager - Level 3	8	57,300	106,810	124,963	73,640	120,000
4.4.56	Chemical Engineer	5	80,923	95,832	100,000	-	-
4.4.57	Safety Engineer	9	69,000	79,000	115,000	65,500	100,000
4.5.18	Production Scheduler*	11	48,880	68,500	85,000	57,500	74,085
4.5.19	Inventory/Material Planner	6	50,000	74,415	85,199	58,500	81,000
4.9.1	Accounting Supervisor	9	61,000	90,000	114,000	78,409	105,078
4.9.2	Production Supervisor*	37	47,952	69,250	92,000	55,152	85,000
4.9.3	Senior Production Supervisor	10	70,974	82,350	118,024	75,000	109,550
4.9.4	Quality Assurance Supervisor	17	57,906	79,464	105,000	60,100	90,131
4.9.5	Customer Service Supervisor	5	50,000	84,000	128,211	-	-

4.9.6	Shipping and Receiving Supervisor*	19	48,410	62,500	85,009	55,000	72,000
4.9.7	Maintenance Supervisor	22	67,626	80,150	94,340	65,000	87,677
4.10.2	Inside Sales Representative	8	40,500	57,564	83,380	50,000	75,000
4.10.4	Outside Sales Rep (commission)	9	52,022	82,558	-	61,697	95,058
4.10.5	Outside Sales Rep (non-commission)	5	-	-	-	80,000	90,000
4.10.8	Business Development Specialist	5	46,512	97,094	111,382	-	-
4.10.9	Business Development Manager	9	69,250	120,000	190,924	75,000	150,000
4.10.10	Marketing Manager or Director	8	67,500	107,237	137,208	95,000	108,724
4.11.1	Controller or Accounting Manager	36	85,000	113,754	160,000	92,326	125,000
4.11.2	Maintenance Manager	23	80,000	112,500	142,000	81,571	125,550
4.11.3	Production or Operations Manager	41	80,000	104,614	151,964	85,000	127,444
4.11.4	IT Manager	18	62,504	96,000	172,577	79,500	95,000
4.11.5	Logistics/Materials Manager	27	73,303	108,150	140,000	88,650	129,975
4.11.6	Project or Program Manager	14	77,900	119,960	163,998	100,000	147,500
4.11.7	Project or Program Director	6	77,694	175,877	242,462	-	-
4.11.8	Engineering Manager	23	90,506	130,000	165,000	100,000	150,000
4.11.9	Quality Control Manager	36	70,297	107,396	148,467	83,000	124,000
4.11.10	Human Resources Manager	36	76,000	97,110	150,000	82,000	120,000
4.11.11	Safety/Environmental Manager	19	67,600	110,000	161,850	76,923	125,000
4.11.13	Contracts Manager	5	97,219	147,030	185,702	-	-
4.11.14	Facilities Manager	10	69,743	109,157	189,697	90,000	134,800
4.11.15	Proposal Manager	5	69,000	95,039	181,651	80,000	130,000
4.11.16	Plant Manager	23	86,250	147,901	200,000	116,104	172,883
4.11.17	Purchasing Manager	20	65,809	98,473	124,424	75,000	122,424
4.11.18	Continuous Improvement Manager	6	65,280	116,600	149,000	92,200	135,800
4.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	14	90,000	136,728	250,000	113,250	150,000

4.12.2	Top Technical Exec (CTO/VP Technology)	5	130,000	210,000	304,477	-	-
4.12.4	Top Programs Exec (VP Programs)	7	157,784	195,000	312,182	190,000	200,824
4.12.5	Top Financial Exec (CFO)	16	120,000	193,600	325,000	150,000	187,200
4.12.6	Top Manufacturing/Production Exec	18	110,000	170,750	339,220	167,750	176,850
4.12.7	Top HR Exec (CHRO/VP HR)	11	113,000	142,100	200,000	145,000	185,845
4.12.9	Chief Operating Officer (COO)	9	106,172	175,000	250,000	170,000	180,000
4.12.11	CEO/President	27	124,319	220,000	440,000	185,000	246,480

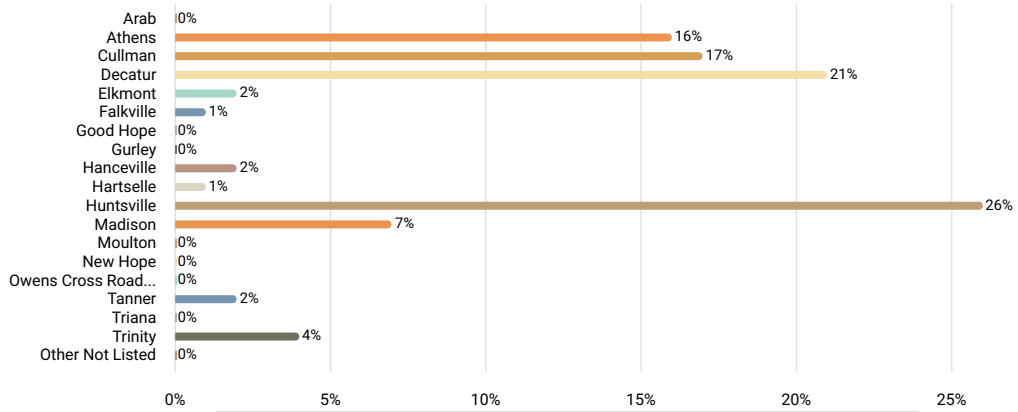
1. General Information

1.1. Company City

Answered 82 times

Skipped 0 times

Select one answer (drop down)



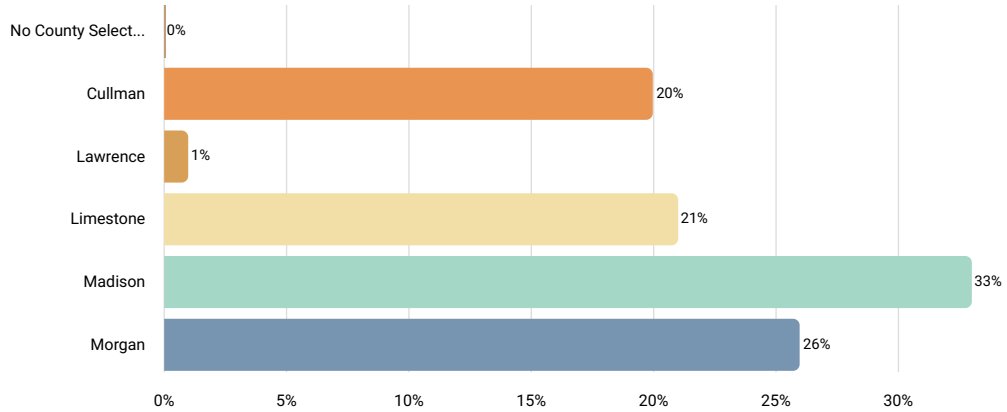
Results	%	N
Arab	0%	0
Athens	16%	13
Cullman	17%	14
Decatur	21%	17
Elkmont	2%	2
Falkville	1%	1
Good Hope	0%	0
Gurley	0%	0
Hanceville	2%	2
Hartselle	1%	1
Huntsville	26%	21
Madison	7%	6
Moulton	0%	0
New Hope	0%	0
Owens Cross Roads	0%	0
Tanner	2%	2
Triana	0%	0
Trinity	4%	3
Other Not Listed	0%	0

1.2. In which county is your company located?

Answered 82 times

Skipped 0 times

Select one answer (drop down)



Results	%	N
No County Selected	0%	0
Cullman	20%	16
Lawrence	1%	1
Limestone	21%	17
Madison	33%	27
Morgan	26%	21

1.3. Primary Products Produced

Answered 78 times

Skipped 4 times

Text input

Results	
networking and communications equipment	1
pet resin	1
automotive gaskets	1
high performance custom compounds resin	1
speciality alloys and components	1
hpdc automotive parts	1
medical and aerospace	1
agribusiness - soy bean meal, soy bean oils, soy bean oil blends	1
specialty alloy-based and additive powder materials	1
electrical wire/cabling	1
steel coil and sheets	1
pvc pipe	1
cabinet doors, drawer fronts, drawer boxes, countertops	1
fluoropolymers	1
wire harness and industrial controls	1
automotive sensors and actuators	1
custom expandable foam packaging, thermal shippers, building and construction products	1
uav aircrafts	1
precursor for carbon fiber	1
rollsealcooler and freezer doors, polarcool fans, contract wiring harness manufacturing, shade and sidewall systems	1
bed linens, home textiles, ppe	1
vocational rehabilitation/job coaching. sewing: safety harness, bags, packsacks. custodial and grounds. security, badge checking for building entry.	1
automobile tire cord and poly dip, automobile carpeting	1
metal buildings	1
corrugated sheets	1
manufacturing whiskey barrels	1
agriculture pumps	1
kitchen and bathroom products	1
protective clothing	1
defense industry engineering and manufacturing	1
osb, wood products	1
uv digital printers, engineering services	1
automotive supplier for large and small complex products for body in white	1
fabricated sheet metal products and assemblies	1
cars	1
aerospace	1
plastic automotive interior trim	1
diesel engines	1
fabricated steel	1
flat-rolled steel	1
sodium percarbonate	1
polymer parts	1
sharkbite, holdrite, pex pipe, valves, eastman	1
injected molded and urethane foams products for automotive, furniture and consumer goods markets.	1
aerospace structures	1
ceramic abrasives grains and powders	1
defense & aerospace	1
cable harness management, industrial wire, interconnect parts, mil-spec cable, mil-spec wire, mil-spec tubing	1
tier one automotive supplier	1
hand tools	1
office furniture	1

Results	Table of Contents
various decorated stamped metal	1
marine	1
metal stampings	1
automotive metal stamping and weld assembly	1
carbon fiber	1
ptfe fibers	1
seats for toyota and mazda	1
carbon brushes and assemblies	1
metallic hydraulic tube assembly fabricator	1
aerospace and defense manufacturing	1
custom rubber products	1
brake drums, hubs, rotors	1
locking devices and control panels for detention facilities	1
building materials	1
automotive components	1
automotive/off road products	1
top mount refrigerators	1
mobile shelters , environmental control systems, generators, and trailers	1
medical devices	1
processor of specialty copper tubing	1
sugar	1
steel home decor and apparel items	1
automotive seals	1
aluminum extrusion	1
fabrication and machine shop	1
printed circuit board assembly and box build assembly	1
rocket, hypersonic, and electric propulsive systems for space, defense, civil and commercial applications	1

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

Answered 82 times

Skipped 0 times

Text input

Results	
325211	4
336370	3
339999	3
31-33	3
326199	2
332119	2
333111	2
336111	2
336360	2
32	1
33	1
3252	1
3332	1
3363	1
3498	1
31491	1
311222	1
311999	1
314994	1
321219	1
322299	1
326122	1
326140	1
326191	1
326212	1
326291	1
327910	1
331111	1
331318	1
331421	1
331491	1
332311	1
332312	1
332510	1
332710	1
332812	1
332900	1
333611	1
333900	1
334210	1
334220	1
334290	1
334418	1
335220	1
335991	1
336340	1
336350	1
336390	1
336411	1
336419	1
337110	1

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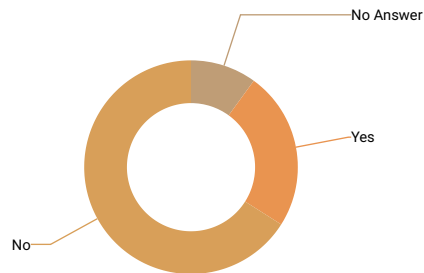
Results	
337214	1
339112	1
339113	1
339991	1
423510	1
423610	1
423990	1
441310	1
444110	1
541611	1
551114	1
561622	1
624310	1
3332216	1
314120; 313210; 339113	1
332710, 332721	1
325180 - sodium inorganic compounds, not specified elsewhere by process, manufacturing	1

1.5. Is your organization a government contractor?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



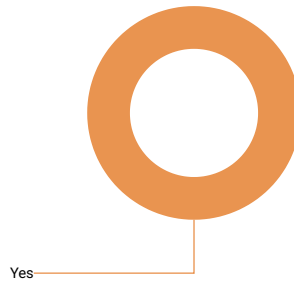
Results	%	N
No Answer	10%	8
Yes	24%	20
No	66%	54

1.6. Is your organization a manufacturer?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



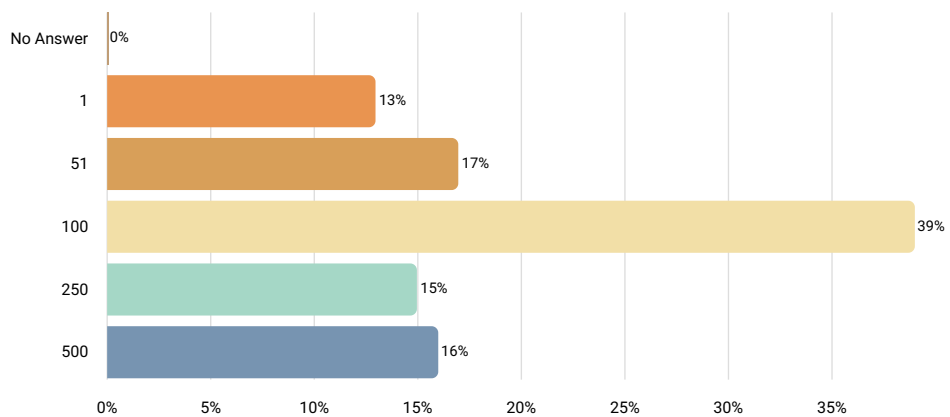
Results	%	N
No Answer	0%	0
Yes	100%	82
No	0%	0

1.7. Company Size

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	13%	11
51-99 Employees	17%	14
100-249 Employees	39%	32
250-499 Employees	15%	12
500+ Employees	16%	13

2. Company and HR Data

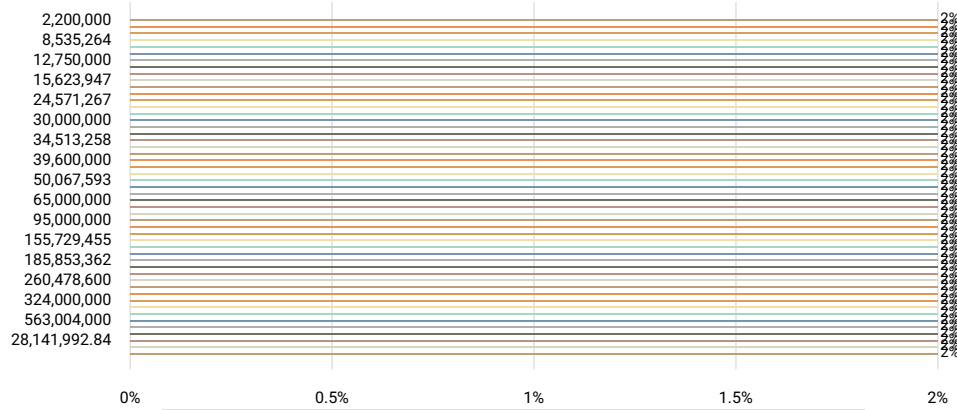
[Table of Contents](#)

2.1. Total Gross Revenue in 2021

Answered 51 times

Skipped 31 times

Number input



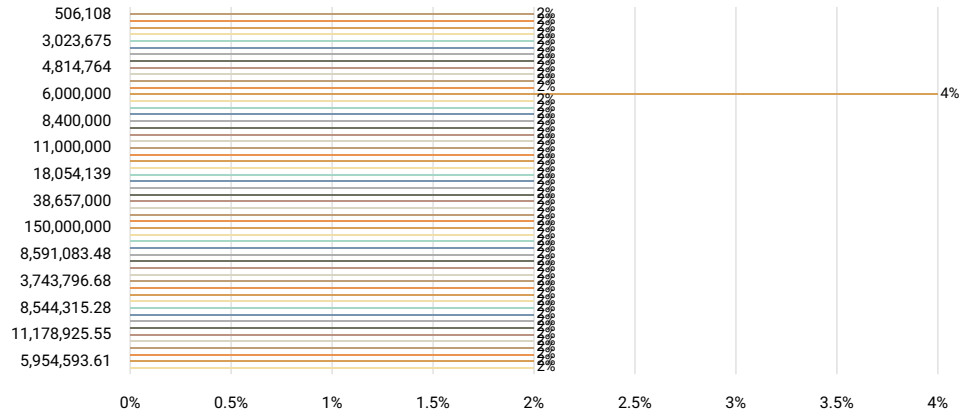
Statistics	
10th percentile	11,470,615
25th percentile	24,571,267
50th percentile	49,034,985
75th percentile	185,853,362
90th percentile	440,000,000
Mean	336,131,173.07
Median	49,034,985
Standard deviation	1,184,144,686.02
Total/sum	17,142,689,826.55

2.2. Total Gross Payroll in 2021

Answered 55 times

Skipped 27 times

Number input



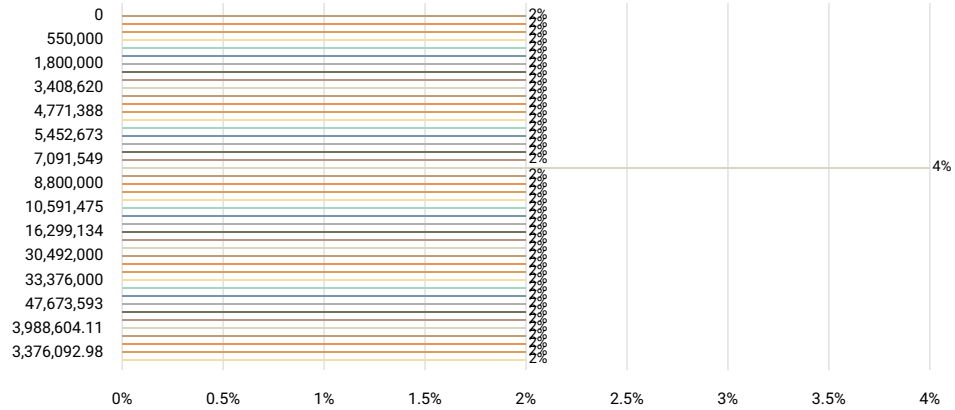
Statistics	
10th percentile	1,870,000
25th percentile	4,026,898
50th percentile	8,400,000
75th percentile	18,054,139
90th percentile	42,294,113.58
Mean	28,127,716.53
Median	8,400,000
Standard deviation	80,194,356.29
Total/sum	1,547,024,409.1

2.3. Total Budgeted Payroll for 2021

Answered 45 times

Skipped 37 times

Number input



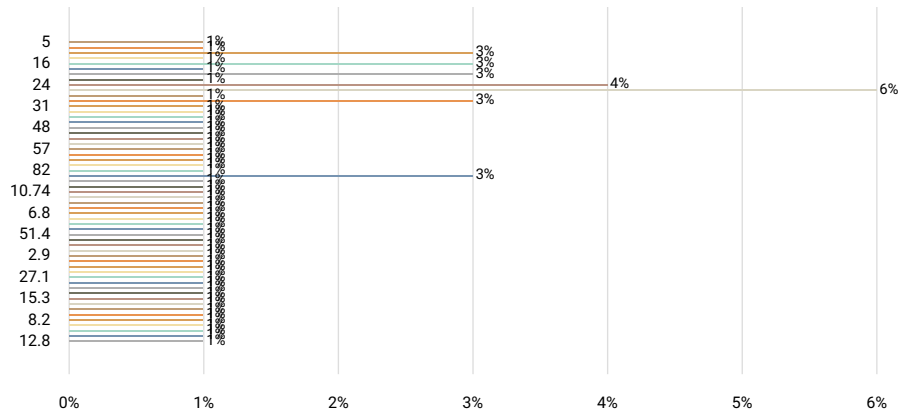
Statistics	
10th percentile	1,147,200
25th percentile	3,500,000
50th percentile	8,000,000
75th percentile	16,351,724
90th percentile	46,460,628
Mean	30,359,243.69
Median	8,000,000
Standard deviation	84,433,206.58
Total/sum	1,366,165,966.11

2.4. Overall Turnover Rate

Answered 67 times

Skipped 15 times

Number input



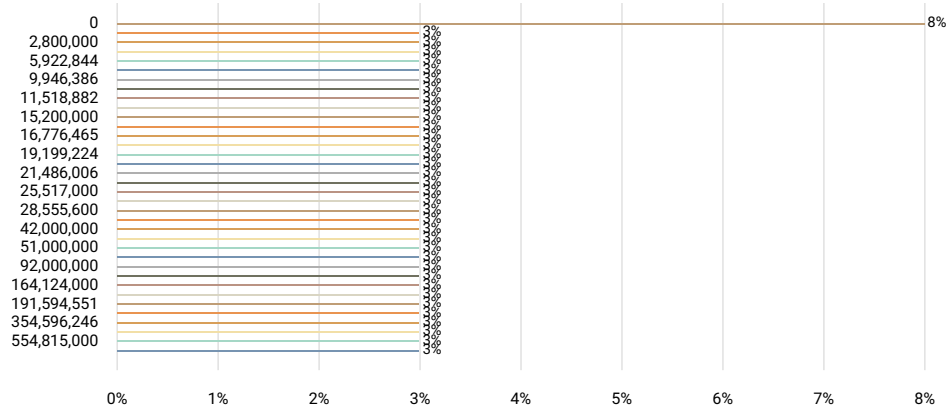
Statistics	
10th percentile	8.2
25th percentile	14.2
50th percentile	25
75th percentile	51
90th percentile	70.88
Mean	32.69
Median	25
Standard deviation	23.76
Total/sum	2,189.98

2.5. Total Operating Budget for 2021

Answered 38 times

Skipped 44 times

Number input



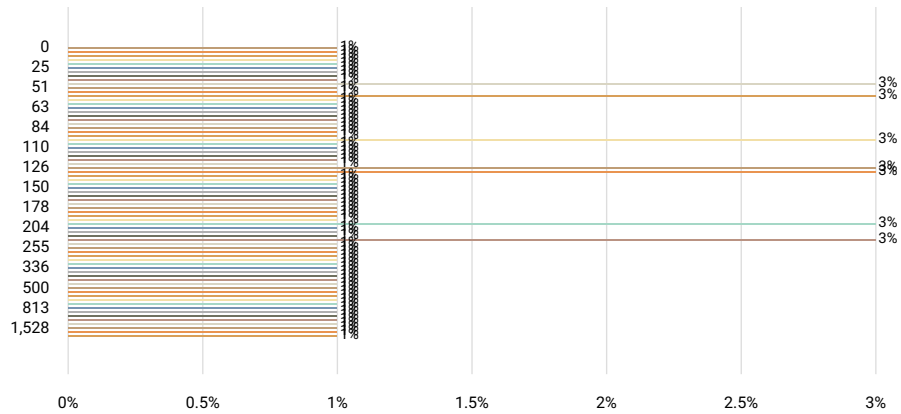
Statistics	
10th percentile	500,000
25th percentile	9,946,386
50th percentile	20,743,003
75th percentile	62,682,000
90th percentile	247,000,000
Mean	74,619,181.9
Median	20,743,003
Standard deviation	123,163,704.96
Total/sum	2,835,528,912.3

2.6. Number of Full-Time Employees (FTEs)

Answered 80 times

Skipped 2 times

Number input



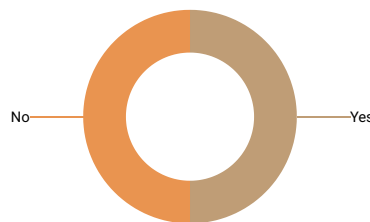
Statistics	
10th percentile	46
25th percentile	73
50th percentile	145
75th percentile	303
90th percentile	804
Mean	323.28
Median	145
Standard deviation	617.41
Total/sum	25,862

2.7. Are you planning a hiring campaign this year?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



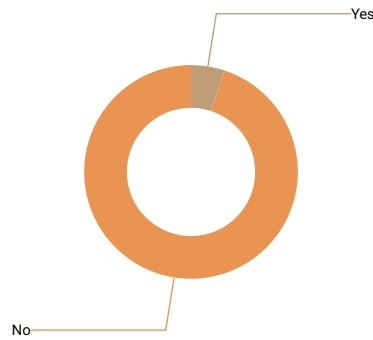
Results	%	N
Yes	48%	39
No	48%	39

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	5%	4
No	94%	77

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

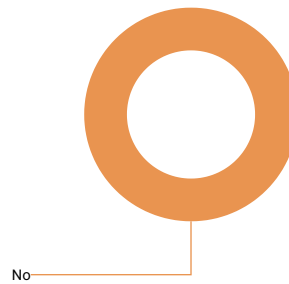
Answered 77 times

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%	77

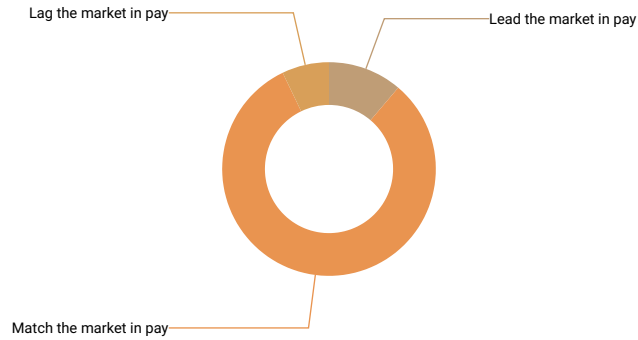
3. Pay Practices

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



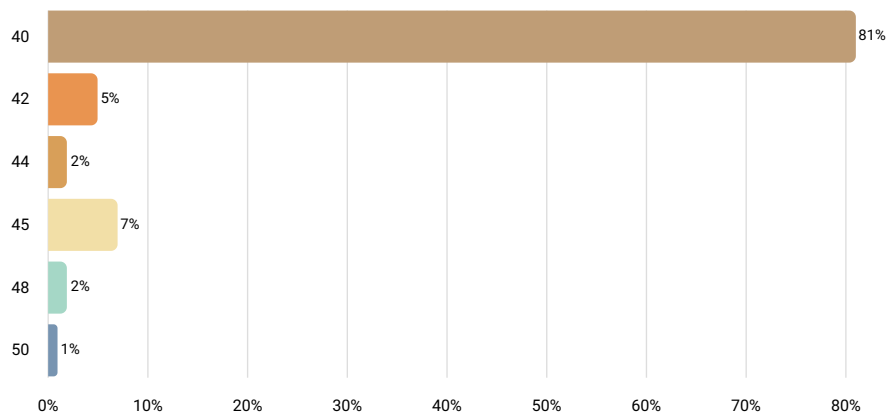
Results	%	N
Lead the market in pay	11%	9
Match the market in pay	80%	66
Lag the market in pay	7%	6

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

Answered 81 times

Skipped 1 times

Number input



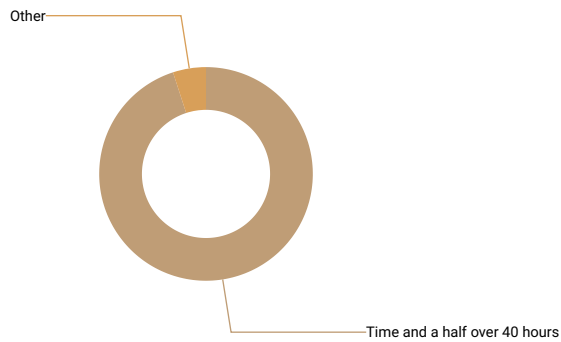
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	45
Mean	40.89
Median	40
Standard deviation	2.13
Total/sum	3,312

3.3. How do you calculate overtime hours?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



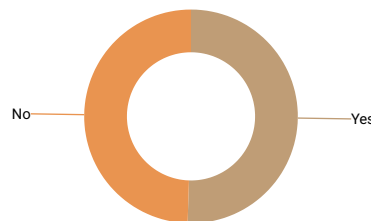
Results	%	N
Time and a half over 40 hours	95%	78
Time and a half over 80 hours	0%	0
Other	5%	4

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	50%	41
No	49%	40

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

Answered 38 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
quarterly bonus	1
annual bonus plan	1
attendance bonus up to \$1000 a year for hourly employees - profit sharing for all employees - semi annually when certain gross margins are met	1
2 bonuses a year	1
christmas bonus - if end of the year numbers are not achieved, the bonus is \$250 across the board; if numbers are achieved, the bonus is \$500	1
end of the year bonus	1
gainsharing based on earnings	1
double time for 7th day worked.	1
annual discretionary bonus.	1
holiday bonus: 2.08% 0-4 years, 3.12% 5 years	1
profit share	1
one quarterly bonus of \$250, aggregate for the year if any quarter is missed. profit sharing for all employees when earnings per share are met, employees received 1-3% of base salary in profit share if employed on last day of the year.	1
eligible for company profit sharing bonus after 2 years of employment.	1
the quarterly incentive payout is divided among employees based on their regular hours worked each period. the incentive payout is based on a set amount per employee per quarter. to calculate the total "starting point" for each quarter, take the headcount of eligible employees at the end of the period and multiply times the set amount. this is the total that the metrics results will be added to or subtracted from.	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
weekly production bonus paid as a percentage of base hourly rate depending on operating units production rates. all teammates receive profit sharing.	1
percentage based on employee level and the overall company and individual performance	1
profit sharing	1
performance premium	1
based on company profitability - same quarterly bonus for everyone in the company.	1
percentage of profits for the saint-gobain group as a whole along with 50% up to 10% total for site objectives. bonus is the percentage times the regular and overtime earnings.	1
quarterly bonus: 10% target based on plant kpis.	1
percentage determined each year. number of hours worked times determined percentage equals profit sharing bonus for that year.	1
return on profit made in the year	1
annual percentage bonuses based on income, performance and attendance.	1
referral bonus plan, christmas bonus	1
annual bonus based on company profitability	1
we pay bonus twice per year, profit based	1
attendance, referral, retention	1
quarterly bonus \$1,000 per employee, gross amount	1
bonuses are based on company profit.	1
monthly pay for performance program based on efficiency, productivity, and core values	1
after one employment year we offer 40 hours of pto, paid major holidays, and alabama bcbs insurance after 90 days.	1
referral and sign-on	1
profit sharing bonus paid the following month if company was profitable for previous month.	1
on occasion, if employees work the weekend, employees will receive a bonus if they volunteer.	1
attendance and quarterly goals	1

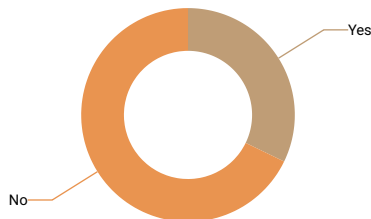
[Table of Contents](#)

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	28%	23
No	59%	48

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

Answered 21 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
some manager-based objectives	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
quarterly bonus	1
percentage of profit	1
end of the year bonus	1
5-10 percent of annual salary based on metrics	1
yearly bonus based on company performance	1
\$2000 performance bonus, profit sharing bonus if we meet our sales projections, commissions based on sales, paid 2x/year.	1
incentive compensation based on company financial performance and personal performance.	1
end of year profit share bonus.	1
percentage based on employee level and the overall company and individual performance	1
profit sharing	1
performance premium	1
percentage of profits for the saint-gobain group as a whole along with 50% up to 10% total for site objectives. bonus is the percentage times the regular and overtime earnings.	1
based on company profitability	1
we pay bonus twice per year, profit based	1
retention, attendance, referral	1
quarterly bonus \$1,000 per employee, gross amount	1
bonuses are based on company profit	1
discretionary bonus	1
quarterly goals	1

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	68%	56
No	28%	23

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

Answered 49 times

Skipped 7 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	
manager-based objectives	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
20%bonus	1
annual bonus plan and stock options	1
executives participate in the parent company bonus plan at targets ranging from 10% to 40% of base compensation.	1
profit sharing and bonus when certain company and personal goals are met.	1
2 bonuses a year.	1
executive bonus program; serp 401k	1
generally a 8% target for managers / executives, split between performance (4%) and a financial metric for the site (4%)	1
bonus based on percentage of salary	1
end of the year bonus	1
5-10 percent of annual salary based on metrics	1
profit sharing structure where they receive a percentage of the companies year end net income based on performance goals	1
annual bonus (lump-sum award), based upon meeting (or exceeding) company goals.	1
annual discretionary bonus.	1
holiday bonus: 2.08% 0-4 years, 3.12% 5 years. short term incentives and long term incentives	1
each participant in the manager / professional incentive plan is assigned a group of bonus scales called "value centers". value centers are created as a scale, a means to measure the actual results of the business against expectations, with the result expressed as a percentage. the more the actual results exceed expectations, the greater the value center percentage. value centers are based on either sva or net sales. each value center is weighted such that the combination, called a "grouping", of value centers must always total 100%. further breakdown of the grouping between the sva value centers and the net sales value centers total 75% and 25%, respectively. the result of the weighted scales is applied to a participant's bonus level to determine the amount of bonus earned in a given year	1
mbo bonus for executives	1
incentive compensation based on company financial and personal performance and a long term incentive plan	1
percentage of annual base pay	1
eligible for company profit sharing bonus after 2 years of employment.	1
end of year profit share bonus.	1
percentage based on employee level and the overall company and individual performance	1
profit sharing	1
performance bonus	1
depending upon position and level	1
annual performance-based bonus up to a percentage of their annual salary; percent is determined by the position	1
percentage of profits for the saint-gobain group as a whole along with 50% up to 10% total for site objectives. bonus is the percentage times the regular and overtime earnings.	1
short term incentive based on growth and profitability for the year	1
quarterly bonus: 10% target based on plant kpis.	1
management incentive plan for managers is12.5%. management incentive plan for supervisors and senior level positions is 7.5%.	1
annual percentage bonuses based on income, performance and established profit sharing percentages.	1
bonuses based on performance and typically a percentage of salary	1
based on company profitability	1
we pay bonus twice per year, profit based	1
referral (salaried), annual	1
quarterly bonus \$1,000 per employee, gross amount	1
bonuses are based on company profit	1
bonuses are based on the profit of the company, the tenure of the employee, the position that the employee holds, and the number of hours that the employee worked in the time during that quarter - this is for all employees.	1
members of our key executive staff have a bonus opportunity based on a combination of the company meeting the financial goals set by the corporate office and the individual achieving their own personal goals. the bonus percentage varies and is based on the position held within the company.	1
after 90 days we offer 40 hours of pto, paid major holidays, and alabama bcbs insurance.	1
defined target bonus percentages	1
% based on level. based on company performance, department performance and individual performance	1
profit sharing bonus paid to all salaried employees in the following quarter if company was profitable for previous quarter.	1

Results		Table of Contents
	paid 10% bonus	1
	quarterly goals	1
	% of profits	1
	bonus based on company performance	1
	short-term and long-term incentive plans	1

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	20%	16
No	77%	63

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

Answered 14 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
tier based	1
packaging operator 1-4 levels	1
maintenance positions are paid based on skill set. they can increase their compensation up to \$1.50 per hour at each level.	1
employees start off on a base level at a certain pay rate. after review of acquired skills, the employee is advanced to the next step; level-1, level-2, level-3, level-4 and possibly a level-5 pay rate. pay rates for each level are difference by about \$0.20 to \$0.60 sometimes a \$1.00 for levels 4 and 5. skills needed to acquire an increase to the next level are listed on a job skills matrix available to the employee.	1
maintenance and semi-skilled can earn higher hourly rates depending on education, training, and assessment tests	1
each level in production, shipping & maintenance have defined skills that must be obtained before a person can advance in level/pay.	1
maintenance roles (millwright and electrician) have skills-based pay program. pay increase is \$2.50 for level 1 to 2, and \$3.75 for level 2 to 3. skills are acquired through on-the-job training and competency in a task, not just completing once.	1
operations and maintenance positions are eligible for skill based increases. the increases range from 2% to 8%. increases are based on both a written test and observation of acquired skill.	1
all positions	1
6 month assessments are done for technicians and they have the potential for a pay increase based on demonstrated proficiency of skills on our skills matrix	1
apprenticeship program	1
experience based/skilled based	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
tool & die makers - 3 step increases above top out based on experience, knowledge and education - step 1= \$1.28 per hour increase, step 2 = \$3.36 per hour increase, step 3 = \$5.44 per hour increase	1

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

Answered 40 times

Skipped 42 times

Text area input

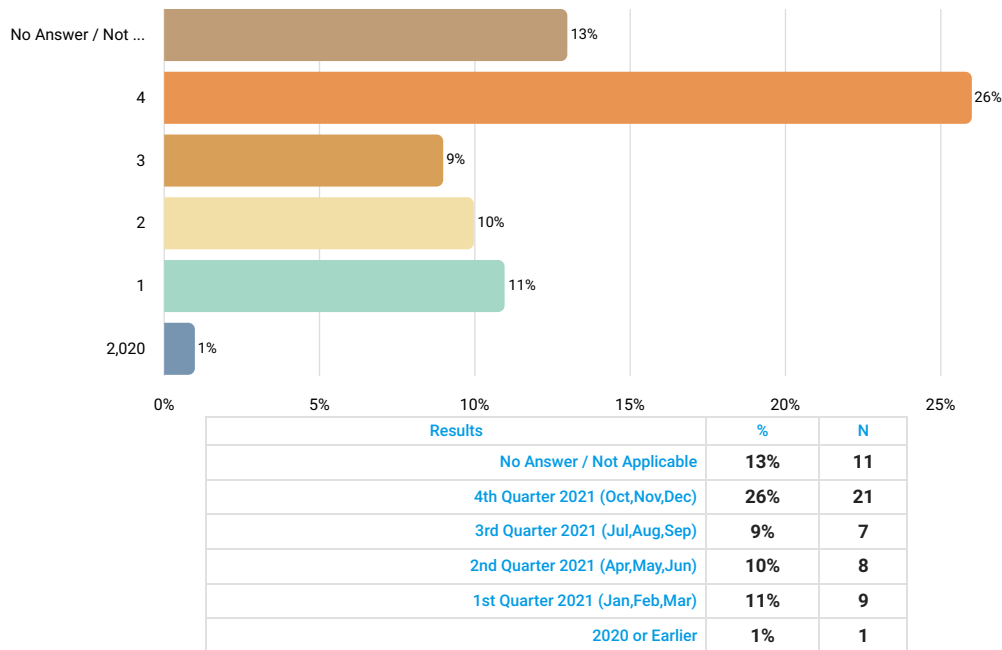
Results	
grades	3
tiers	2
tiers based on time in position, not skill	1
grades are established based on the complexity of machines being operated.	1
levels	1
employees are classified into three categories (1-dl) direct labor (2-id) indirect labor and (3-sga) sales and general administration. currently direct labor uses a skill based pay program. indirect labor and sga wages are affected by merit increases and performance reviews.	1
different levels in maintenance based on education and skill	1
op tech 1 (entry level), op tech 2, op tech 3 maintenance tech 4, maintenance tech 5, maintenance tech 6	1
senior, intermediate, beginner. beginner's are new employees and they get the starting base pay rate. as they advance, their classification changes and their pay is increased.	1
a corporate-wide system where levels exist within job titles, and pay grades are applied to each. pay grades are benchmarked geographically annually.	1
time employed, wage based on time in job for hourly production employees, increased for skilled trades are based on job classification (skill set)	1
assemblers and semi-skilled operators are reviewed every 90 days until they top out on the tier. skilled employees movement is based on merit. typically, if we adjust our wage scale, all tiers are adjusted.	1
pay scale based on production/performance/attendance standards and number of job certifications within the plant. eligible for \$.50 increase every three months based on qualifications.	1
for hourly positions we have a start rate, 1-year rate, 2-year rate.	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 grades of pay. each pay grade is a 5% increase over the previous. the same scale is used for hourly and salary teammates.	1
we have both grade levels and qualification based pay.	1
grades for hourly (1-6), levels for salary (c1, c2, d, etc.)	1
exempt, non-exempt, hourly	1
pay grades based on type of job. ie operators are level 2, supervisors are level 4. each grade has it's own pay range. employees receive annual merit increases.	1
classification of employees will be by position. there is no tiers or levels to the operators	1
tier 1 - employees hired prior to 2002 tier 2 - employees hires after 2002 wages are based on levels 1-3	1
grades - based on job requirements, education and experience	1
hourly and salary. hourly receives increases annually based on market review. salaried employees receive increases annually based on performance and market review	1
n/a	1
hourly associates are paid on a pay scale that has 4 levels these jobs are classified as production/support or skilled which includes maintenance and tool and die. inside each of the 4 levels, step progressions happen every 6 months for to years until the associate is topped out. annual raises are applied to the entire scale.	1
schedules	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
na	1
hourly positions are classified in different wage schedules.	1
experience based/skilled based	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
hourly employees pay based on grade; pay and labor grade increases based on skills	1
full-time employees	1
we have 3 tiers - tech i (skilled trades) tech ii (advanced production) tech iii (entry level production)	1
tiers (4 levels and each has an increase associated with it)	1
grades and career bands. career bands do not affect wages and wage increases, but grades do.	1

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

Answered 82 times

Skipped 0 times

Select one answer (drop down)

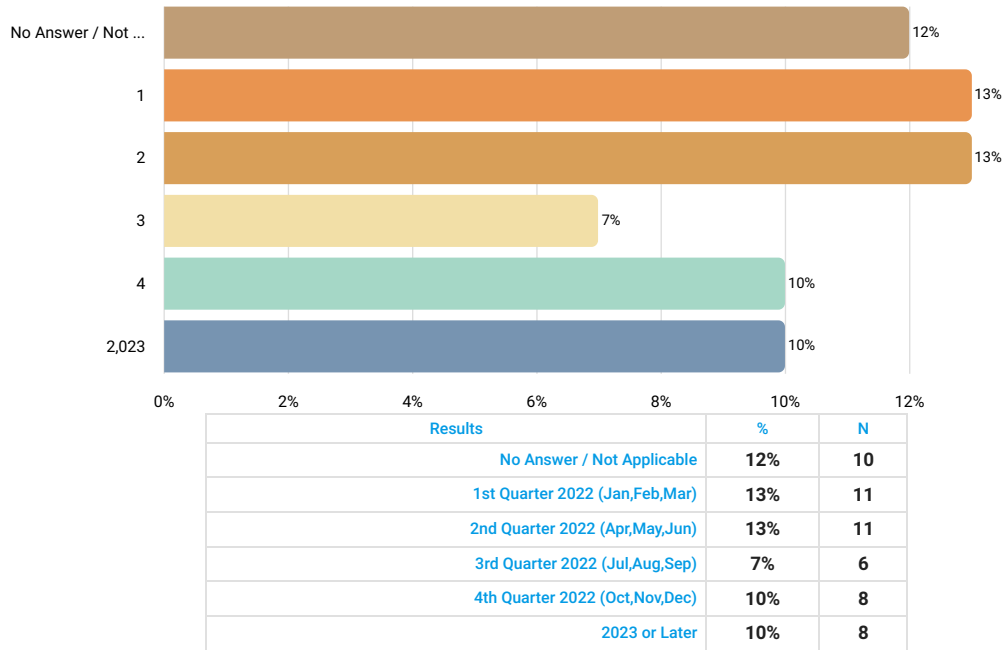


3.14. When is the next anticipated wage increase for hourly employees?

Answered 82 times

Skipped 0 times

Select one answer (drop down)



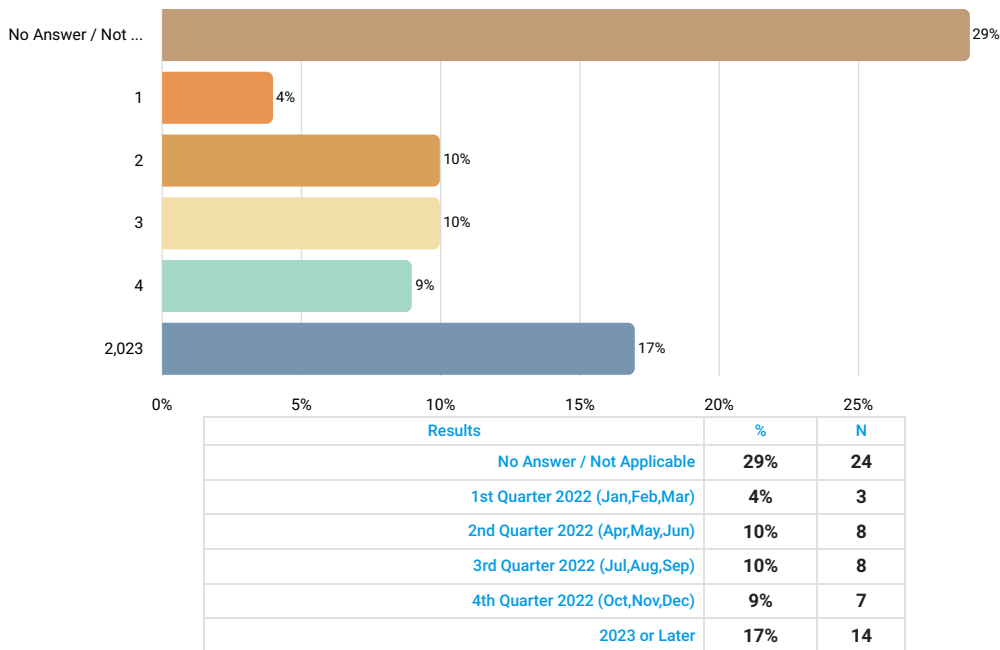
[Table of Contents](#)

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

Answered 82 times

Skipped 0 times

Select one answer (drop down)

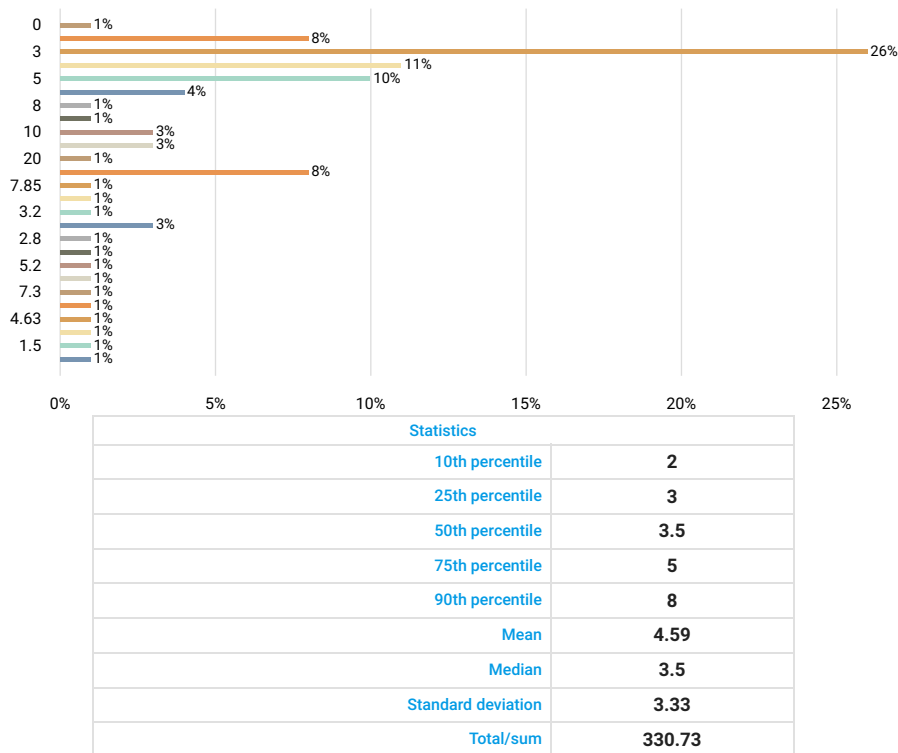


3.16. What was the average amount of your last pay increase as a percentage of base rates?

Answered 72 times

Skipped 10 times

Number input



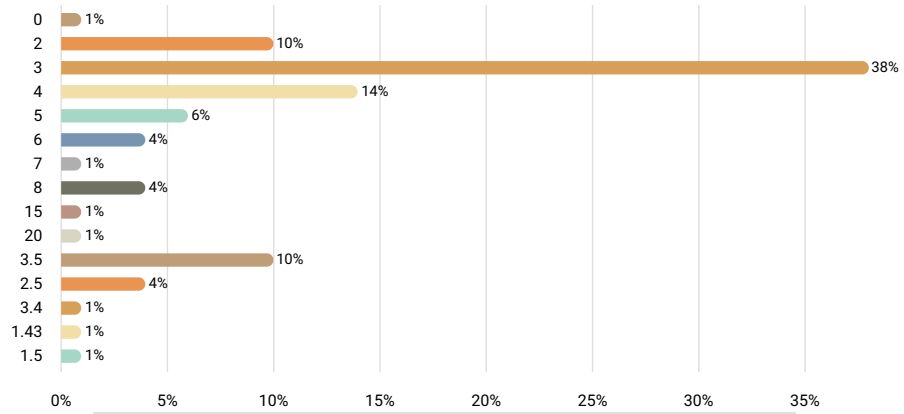
[Table of Contents](#)

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

Answered 71 times

Skipped 11 times

Number input



Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	6
Mean	3.91
Median	3
Standard deviation	2.78
Total/sum	277.33

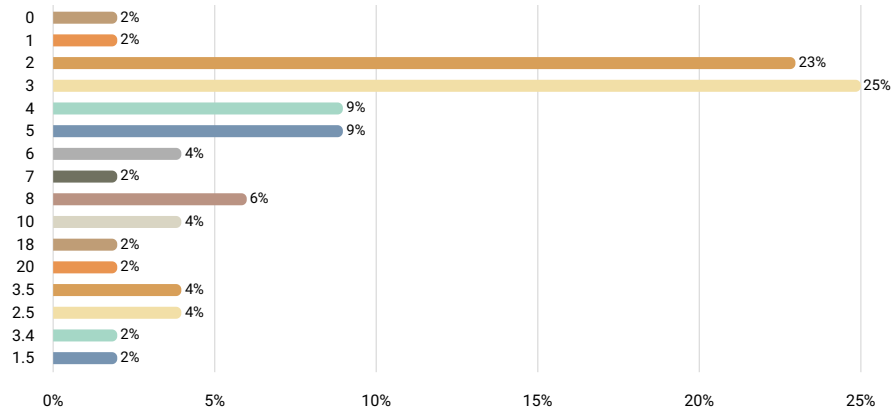
[Table of Contents](#)

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

Answered 53 times

Skipped 29 times

Number input



Statistics	
10th percentile	2
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	8
Mean	4.28
Median	3
Standard deviation	3.64
Total/sum	226.9

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

Answered 82 times

Skipped 0 times

Select multiple answers (checkboxes)

Results	N
1 Shift	30
2 Shifts	30
3 Shifts	29
10 Hour Shifts	25
12 Hour Shifts	31
Rotating Shifts	16
Swing Shifts	5
Other	13

3.20. Describe your shift pattern.

Answered 13 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

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

Results	
2 on 2 off 3 on 3 off every other weekend and swing from days to nights every two weeks & day shift	1
4 on/3 off (12 hr), 3 on/4 off (12 hr), and also reg 5x a week (8 hr)	1
12hr shifts, 2 days on, 2 days off. some 8 hour shifts.	1
for textile manufacturing, we offer a 9.5-10 hour day shift with some weekend work based on need. for face mask production, we offer four rotating 12 hour shifts when we are in full production. doesn't rotate days to nights, just rotates dates.	1
36 hour maintenance preventative team and small operations team, friday - sunday. primary schedule is monday - thursday 10 hour shift	1
day shift only - mfg. four 9 hour days and one 4 hour day = 40 hour week; distribution five 8 hour days	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
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
1st shift only, some monday - thursday 8.75 hr and fridays 5 hours, some monday - thursday 10 hrs	1
weekend-fri, sat, sun 12 hours	1
we have 8 hours shifts, a 12 hour weekend shift full-time and a 12 hour weekend shift part-time	1
1st 7-3, 2nd 3-11, weekend 12 hour days	1

3.21. Describe your rotating shift pattern.

Answered 12 times

Skipped 4 times

Text input

This question is applicable when the following conditions are met:

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

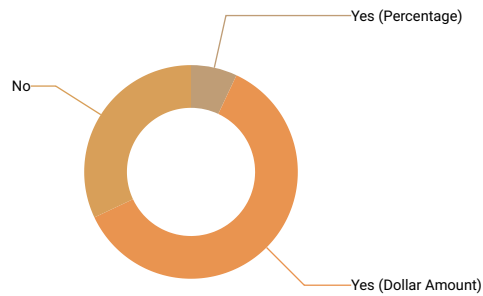
Results	
2 weeks days, 2 weeks nights	1
1 week days, 1 week nights	1
48/36	1
fixed dupont schedule with no rotation between day and night shift.	1
4 on/4 off - between 4 crews (a, b, c, d) - 2 day shifts, 2 night shifts.	1
4 on 4 off	1
technicians work rotating 12 hour shift. maintenance & support staff work straight days.	1
12 shift 5 days one week, 2 days the other week	1
m,t,w -th, f, sat employees rotate three days with an option to come on on w or th to make up to 40 hours. this allows employees to have 7 days off every other week.	1
we have 4 crews who work rotating 12 hour shifts (2 crews work 7 am - 7 pm and 2 crews work 7 pm - 7 am). day crews - they'll work sunday, wednesday and thursday one week and the next week, they'll work monday, tuesday, friday, and saturday. one night crew works every sunday, monday, tuesday, and every other saturday. the other night crew works every wednesday, thursday, friday, and every other saturday.	1
rotation every 4 weeks	1
2 on 2 off 3 on 2 off - continental schedule	1

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	7%	6
Yes (Dollar Amount)	61%	50
No	32%	26

3.23. Enter your 2nd shift premium percentage.

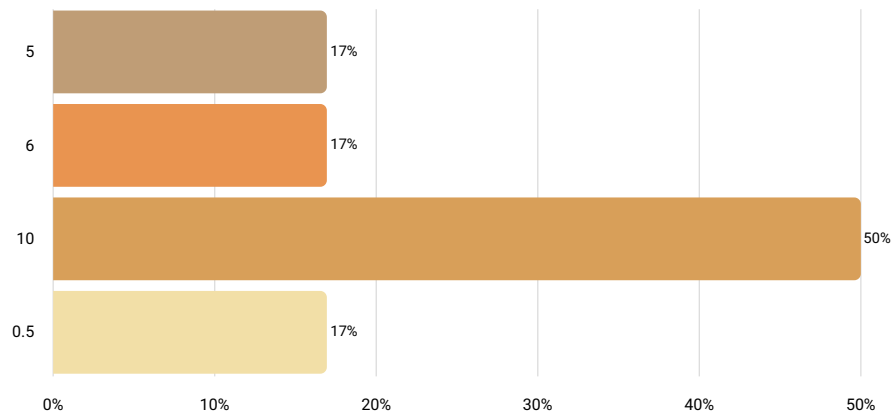
Answered 6 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	0.5
25th percentile	5
50th percentile	8
75th percentile	10
90th percentile	10
Mean	6.92
Median	8
Standard deviation	3.85
Total/sum	41.5

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

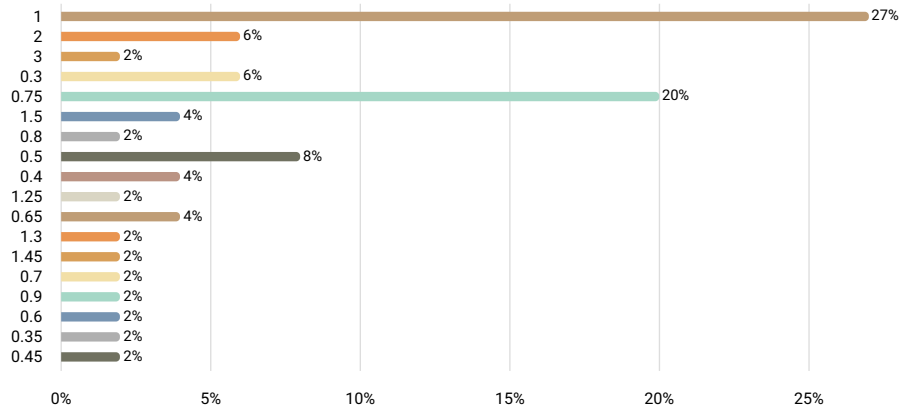
Answered 49 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



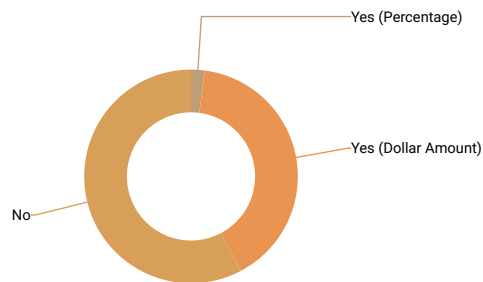
Statistics	
10th percentile	0.4
25th percentile	0.65
50th percentile	0.75
75th percentile	1
90th percentile	1.5
Mean	0.92
Median	0.75
Standard deviation	0.51
Total/sum	45.3

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	2%	2
Yes (Dollar Amount)	39%	32
No	56%	46

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

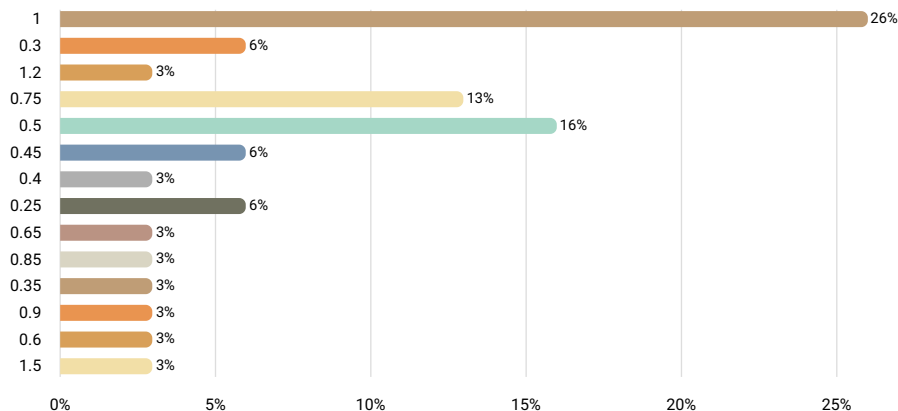
Answered 31 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



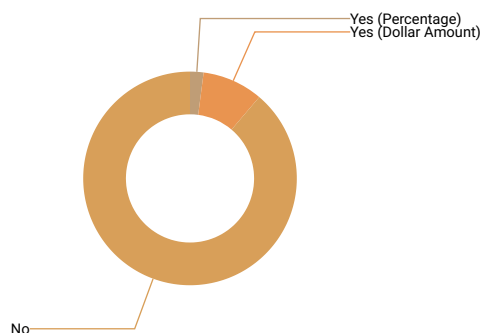
Statistics	
10th percentile	0.3
25th percentile	0.45
50th percentile	0.75
75th percentile	1
90th percentile	1
Mean	0.71
Median	0.75
Standard deviation	0.31
Total/sum	21.95

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	2%	2
Yes (Dollar Amount)	9%	7
No	87%	71

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

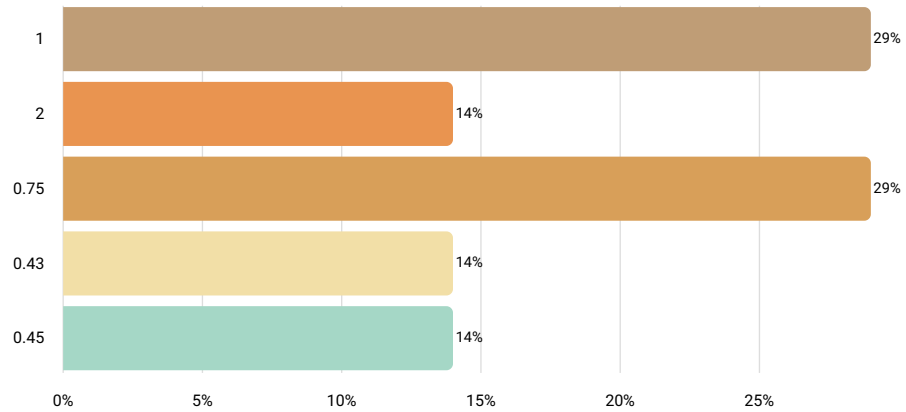
Answered 7 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



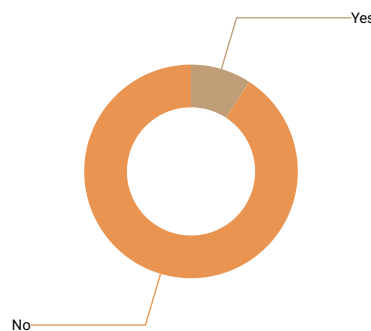
Statistics	
10th percentile	0.43
25th percentile	0.45
50th percentile	0.75
75th percentile	1
90th percentile	2
Mean	0.91
Median	0.75
Standard deviation	0.53
Total/sum	6.38

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	9%	7
No	89%	73

3.30. Please describe your additional shift differentials.

Answered 7 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

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

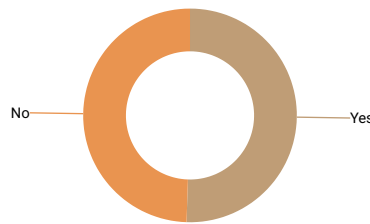
Results	
weekend differential of \$.50	1
40 hours pay for 36 hours worked for friday - sunday maintenance pm team and small operations team	1
time and a half for work on sunday's	1
overtime rate	1
maintenance weekend shift premium	1
supervisors and maintenance receive \$1.40 instead of the \$0.90 shift differential	1
\$1 an hour extra for being a press operator	1

3.31. Does your company have positions that are leveled?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



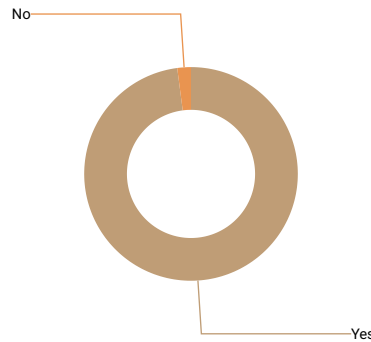
Results	%	N
Yes	49%	40
No	48%	39

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	78
No	2%	2

3.33. Number of employees in production

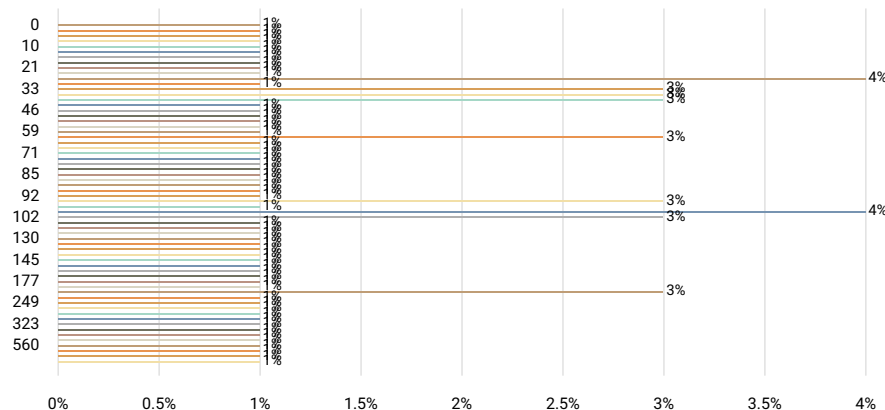
Answered 75 times

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	20
25th percentile	35
50th percentile	90
75th percentile	154
90th percentile	323
Mean	159.67
Median	90
Standard deviation	264.35
Total/sum	11,975

3.34. Average entry/hire hourly rate for production employees

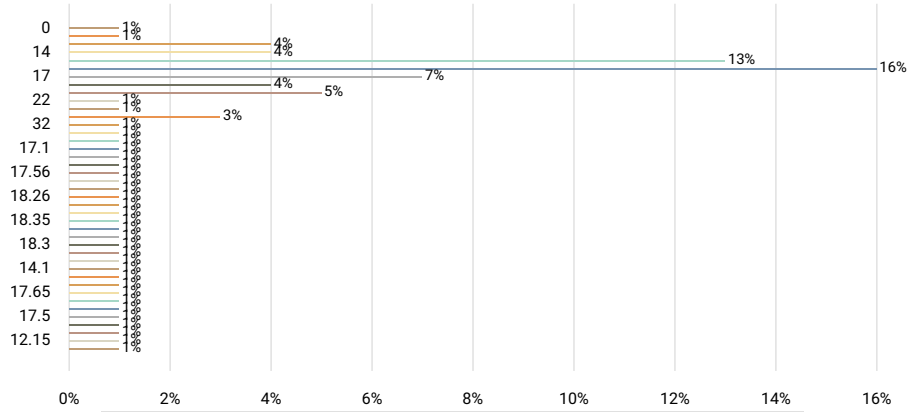
Answered 75 times

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	13.64
25th percentile	15
50th percentile	16
75th percentile	18.26
90th percentile	21.61
Mean	16.89
Median	16
Standard deviation	4.03
Total/sum	1,267

3.35. Average actual base rate for production employees

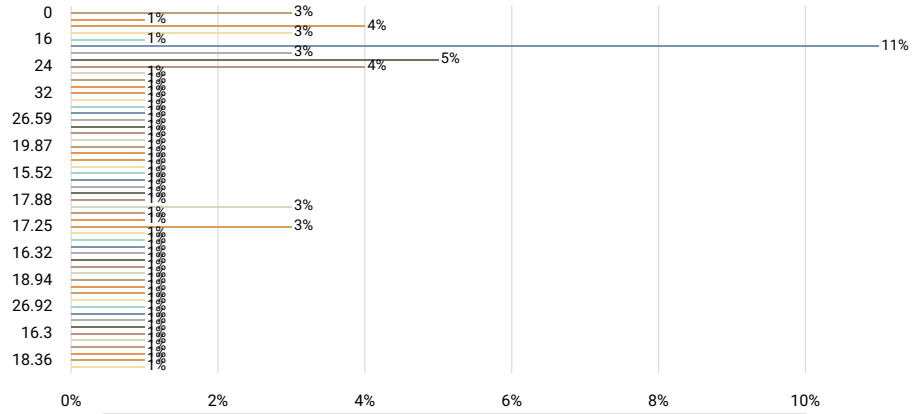
Answered 73 times

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	15
25th percentile	17
50th percentile	18.38
75th percentile	21.95
90th percentile	26.92
Mean	19.51
Median	18.38
Standard deviation	5.95
Total/sum	1,424.39

3.36. Number of employees in maintenance

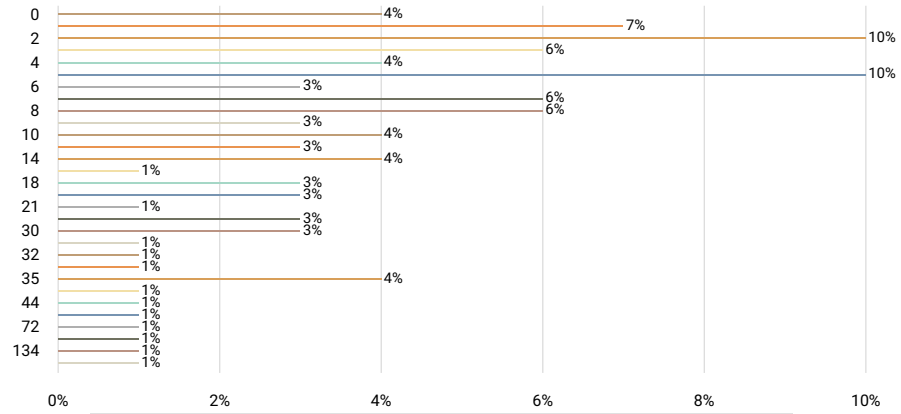
Answered 72 times

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	1
25th percentile	3
50th percentile	8
75th percentile	20
90th percentile	35
Mean	17.64
Median	8
Standard deviation	27.87
Total/sum	1,270

3.37. Average entry/hire hourly rate for maintenance employees

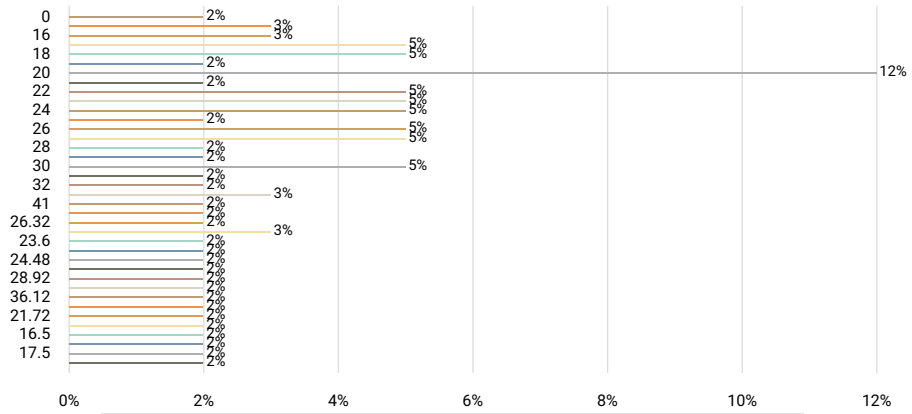
Answered 65 times

Skipped 13 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	17
25th percentile	20
50th percentile	23
75th percentile	27
90th percentile	30.87
Mean	23.29
Median	23
Standard deviation	6.13
Total/sum	1,513.8

3.38. Average actual base rate for maintenance employees

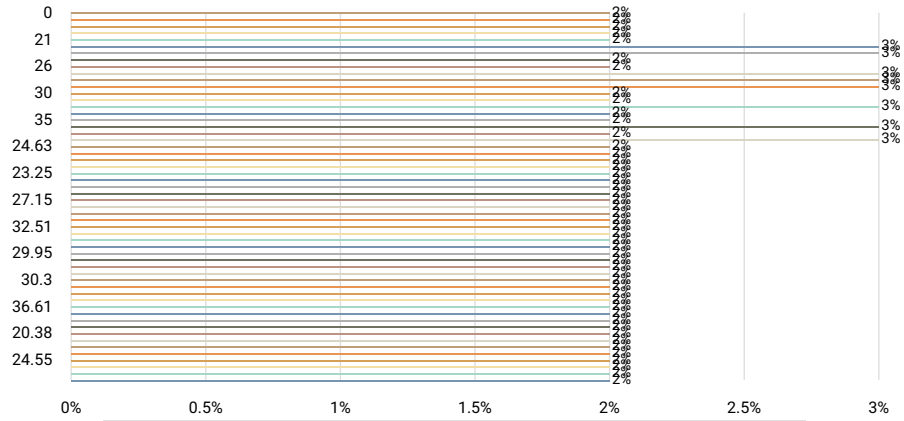
Answered 64 times

Skipped 14 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	20.9
25th percentile	24.39
50th percentile	27.77
75th percentile	30.87
90th percentile	35
Mean	27.57
Median	27.77
Standard deviation	6.26
Total/sum	1,764.21

3.39. Number of employees in warehouse

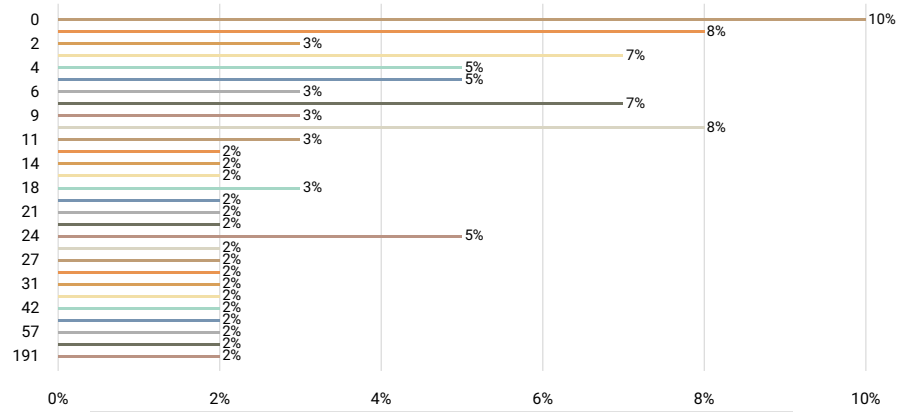
Answered 59 times

Skipped 19 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	3
50th percentile	9
75th percentile	21
90th percentile	38
Mean	16.83
Median	9
Standard deviation	29.29
Total/sum	993

3.40. Average entry/hire hourly rate for warehouse employees

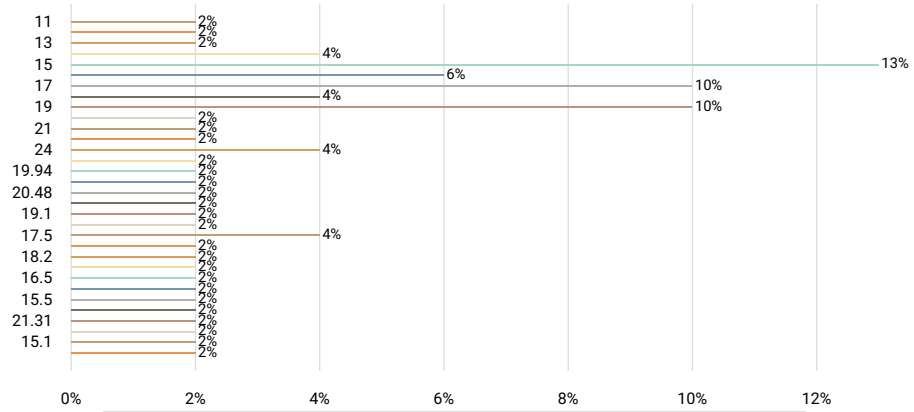
Answered 52 times

Skipped 26 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	21
Mean	17.42
Median	17.25
Standard deviation	2.89
Total/sum	905.97

3.41. Average actual base rate for warehouse employees

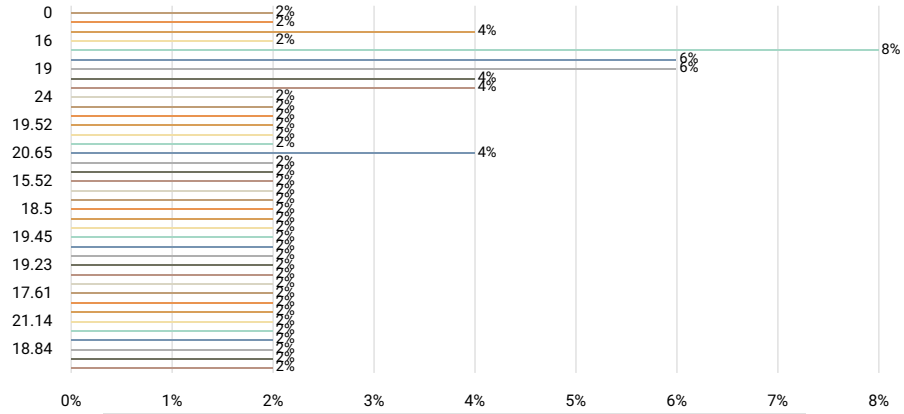
Answered 50 times

Skipped 28 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	15.76
25th percentile	17.75
50th percentile	19.25
75th percentile	21.1
90th percentile	24.42
Mean	19.43
Median	19.25
Standard deviation	4.63
Total/sum	971.5

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
Customer Service Representative
Telephone Operator/Receptionist
Document Control Specialist
Expeditor
Payroll Specialist
Clerk, General

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

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

4.1.1 Accounting Clerk

Job description

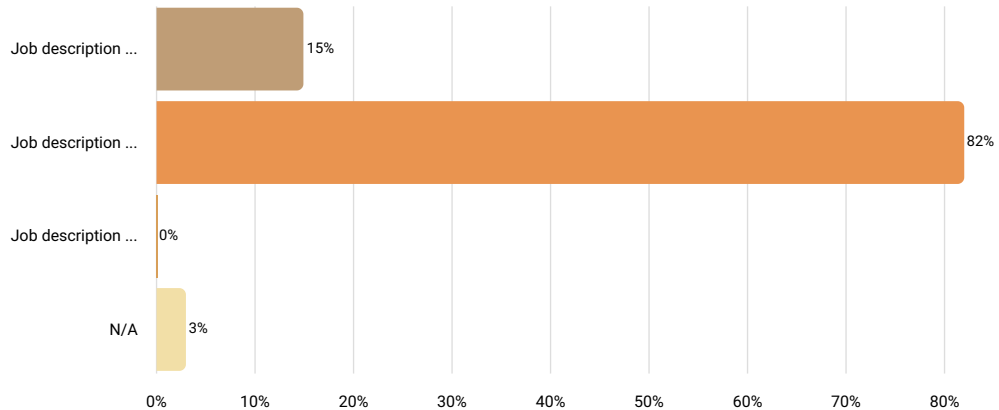
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying d primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to 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 33 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	5
Job description matches the position at your company very well	82%	27
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Job Title (if different than above)

Answered 16 times

Skipped 17 times

Text input

Results	
accounts payable clerk	2
accounting specialist	2
accounting associate	2
accountant	1
ap / ar clerk	1
accounts payable assistant / receptionist	1
accounts payable/receivable	1
office administrator	1
ap clerk/ar clerk	1
accounting support	1
accounting tech i & ii	1
accounts payable specialist	1
staff accountant	1

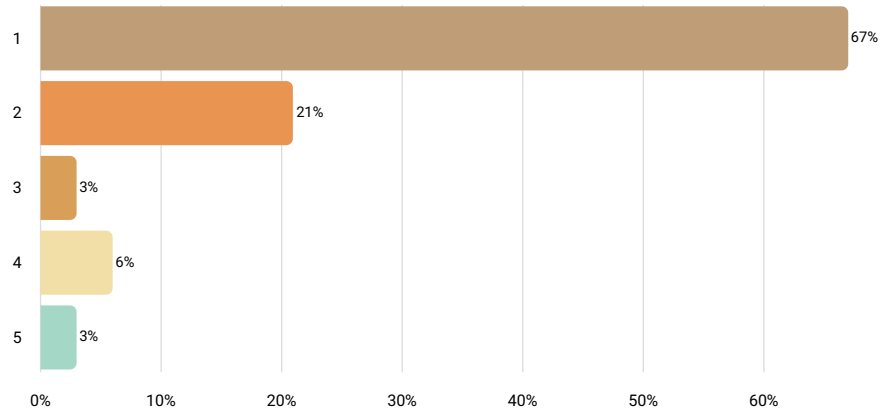
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Number of Employees Currently in This Position

Answered 33 times

Skipped 0 times

Number input



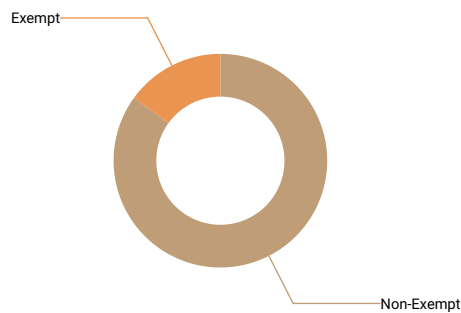
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.58
Median	1
Standard deviation	1.03
Total/sum	52

FLSA Status

Answered 33 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	85%	28
Exempt	15%	5

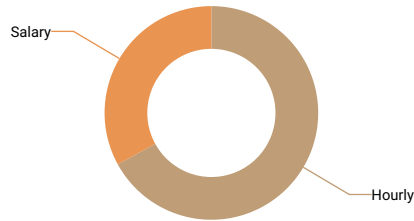
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 33 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	22
Salary	33%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	16	\$15.00	\$15.69	\$18.00	\$19.13	\$22.00	\$17.90	\$18.00	
Pay Range Maximum Rate	16	\$18.71	\$21.55	\$23.00	\$26.77	\$28.85	\$24.34	\$23.00	
Actual Lowest Base Rate	21	\$15.25	\$17.42	\$19.23	\$23.15	\$25.54	\$20.76	\$19.23	
Actual Average Base Rate	21	\$18.00	\$19.74	\$21.62	\$23.90	\$25.92	\$22.36	\$21.62	
Actual Highest Base Rate	21	\$20.00	\$22.00	\$23.15	\$24.64	\$27.00	\$23.54	\$23.15	
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	\$10,000.00	\$34,449.50	\$39,625.00	\$47,000.00	\$52,000.00	\$38,018.63	\$39,625.00	\$
Pay Range Maximum Salary	8	\$41,200.00	\$43,000.00	\$56,000.00	\$63,977.50	\$68,750.00	\$54,488.13	\$56,000.00	\$
Actual Lowest Base Salary	10	\$36,972.50	\$40,000.00	\$44,500.00	\$52,000.00	\$62,340.00	\$47,111.10	\$44,500.00	\$
Actual Average Base Salary	11	\$40,000.00	\$40,600.00	\$45,000.00	\$52,000.00	\$57,680.00	\$47,087.00	\$45,000.00	\$
Actual Highest Base Salary	10	\$36,972.50	\$41,200.00	\$44,500.00	\$52,000.00	\$62,340.00	\$47,231.10	\$44,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$1,000.00	\$1,429.00	\$2,000.00	\$5,000.00	\$1,809.67	\$1,429.00	\$

4.1.3 Administrative Assistant/Executive Secretary

Job description

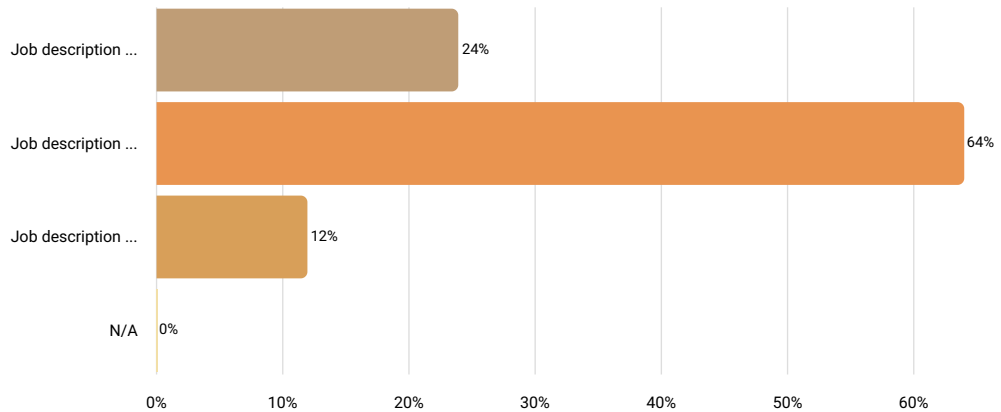
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical fun preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	6
Job description matches the position at your company very well	64%	16
Job description is perceptibly stronger than the position at your company	12%	3
N/A	0%	0

Job Title (if different than above)

Answered 12 times

Skipped 13 times

Text input

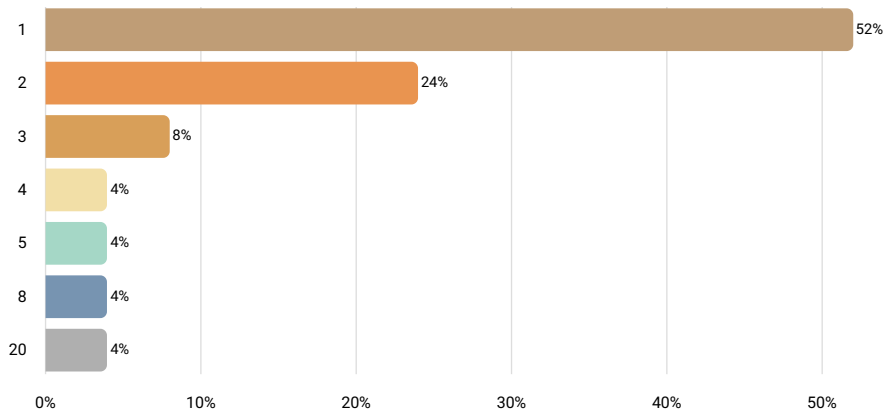
Results	
executive assistant	2
administrative assistant	1
sr. executive assistant	1
executive administrative assistant	1
administrative assistance/front desk receptionist/executive assistant	1
administrative clerk	1
assistant, administrative operations	1
administrative support, sales support admin	1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

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



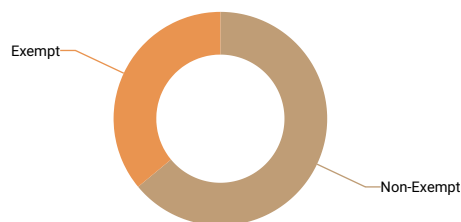
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2.72
Median	1
Standard deviation	3.95
Total/sum	68

FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	64%	16
Exempt	36%	9

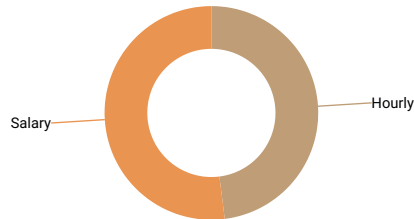
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	48%	12
Salary	52%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	8	\$14.00	\$14.50	\$17.50	\$24.06	\$33.00	\$19.89	\$17.50	
Pay Range Maximum Rate	8	\$17.00	\$20.55	\$24.00	\$29.37	\$46.39	\$26.40	\$24.00	
Actual Lowest Base Rate	12	\$14.82	\$16.50	\$20.25	\$28.19	\$34.28	\$22.45	\$20.25	
Actual Average Base Rate	12	\$16.21	\$18.94	\$20.80	\$28.76	\$35.88	\$23.80	\$20.80	
Actual Highest Base Rate	12	\$17.60	\$20.25	\$22.26	\$30.28	\$36.42	\$25.49	\$22.26	
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	10	\$28,475.00	\$31,200.00	\$40,420.40	\$45,000.00	\$57,200.00	\$40,863.68	\$40,420.40	\$
Pay Range Maximum Salary	10	\$36,082.50	\$40,000.00	\$58,633.60	\$77,566.00	\$80,800.00	\$58,859.82	\$58,633.60	\$
Actual Lowest Base Salary	13	\$31,200.00	\$38,480.00	\$45,468.80	\$63,000.00	\$68,000.00	\$51,075.12	\$45,468.80	\$
Actual Average Base Salary	13	\$35,557.60	\$40,600.00	\$45,468.80	\$63,000.00	\$68,000.00	\$52,437.63	\$45,468.80	\$
Actual Highest Base Salary	13	\$38,480.00	\$45,468.80	\$52,000.00	\$63,000.00	\$68,000.00	\$54,466.90	\$52,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$0.00	\$1,375.00	\$5,830.00	\$23,000.00	\$5,263.33	\$1,375.00	\$

4.1.4 Purchasing Clerk

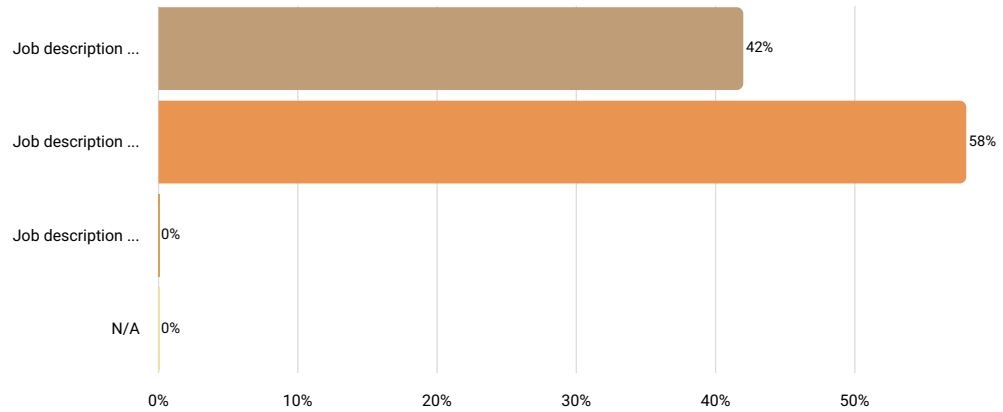
Job description Compile information and records to draw up purchase orders for procurement of materials and services.

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	42%	8
Job description matches the position at your company very well	58%	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 13 times

Skipped 6 times

Text input

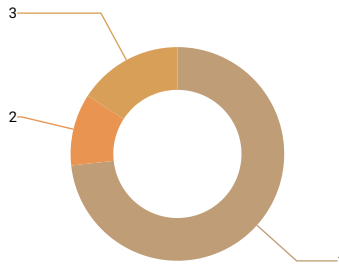
Results	
buyer	2
procurement specialist	1
purchasing coordinator	1
supply chain clerk	1
maintenance clerk	1
purchasing	1
inventory clerk (manufacturing - assistant quality control)	1
junior procurement specialist	1
commodity specialist	1
junior buyer; senior buyer	1
procurement coordinator	1
inventory specialist	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



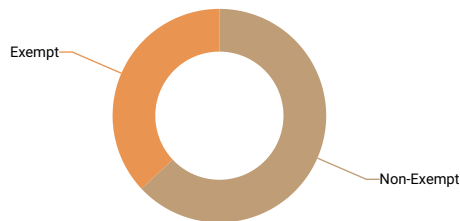
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.42
Median	1
Standard deviation	0.77
Total/sum	27

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



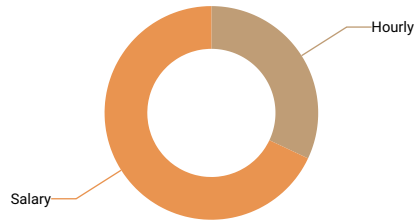
Results	%	N
Non-Exempt	63%	12
Exempt	37%	7

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	32%	6
Salary	68%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	6	\$16.00	\$16.00	\$18.44	\$20.00	\$23.41	\$18.71	\$18.44	
Pay Range Maximum Rate	6	\$18.00	\$20.00	\$23.57	\$25.15	\$35.14	\$24.24	\$23.57	
Actual Lowest Base Rate	6	\$16.00	\$16.00	\$21.96	\$25.15	\$31.68	\$22.12	\$21.96	
Actual Average Base Rate	6	\$17.00	\$20.00	\$22.21	\$27.15	\$31.68	\$23.37	\$22.21	
Actual Highest Base Rate	6	\$19.00	\$20.00	\$22.46	\$27.15	\$31.68	\$23.79	\$22.46	
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	11	\$40,000.00	\$42,000.00	\$44,100.00	\$68,000.00	\$71,475.00	\$51,264.82	\$44,100.00	\$
Pay Range Maximum Salary	11	\$44,985.00	\$50,000.00	\$70,000.00	\$75,000.00	\$80,000.00	\$66,425.91	\$70,000.00	\$
Actual Lowest Base Salary	12	\$36,699.00	\$41,612.50	\$48,625.00	\$64,200.00	\$71,999.98	\$50,714.50	\$48,625.00	\$
Actual Average Base Salary	11	\$41,225.00	\$42,000.00	\$60,427.00	\$71,475.00	\$71,999.98	\$58,279.63	\$60,427.00	\$
Actual Highest Base Salary	11	\$41,225.00	\$42,000.00	\$65,000.00	\$76,000.00	\$80,000.00	\$61,288.54	\$65,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.1.5 Human Resources Assistant

Job description

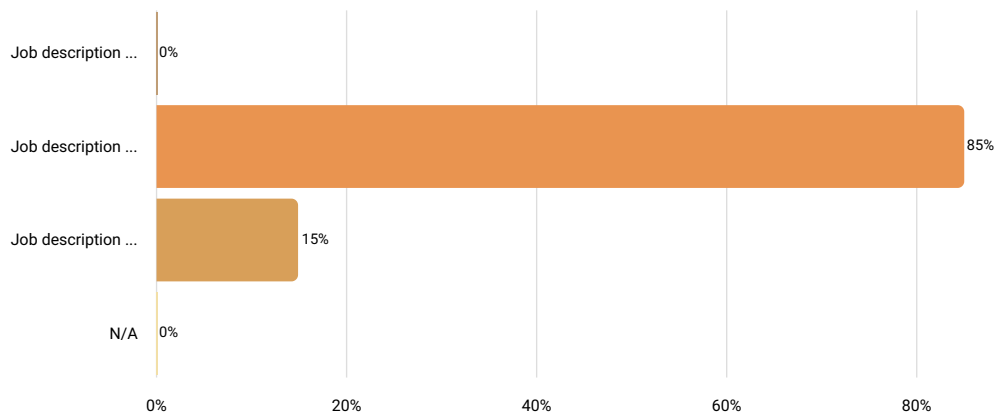
Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, super on ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee files a information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

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

Answered 20 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	85%	17
Job description is perceptibly stronger than the position at your company	15%	3
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 12 times

Text input

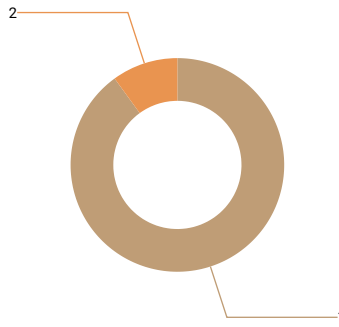
Results	
human resources coordinator	2
human resources specialist	1
n/a	1
hr clerk	1
senior administrative assistant	1
human resources associate	1
human resources support	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



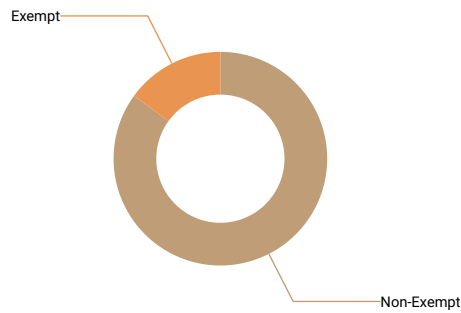
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1.5
Mean	1.1
Median	1
Standard deviation	0.31
Total/sum	22

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



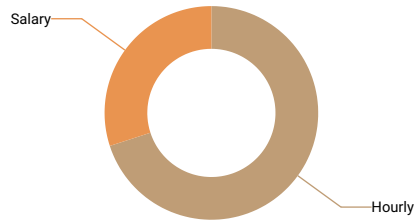
Results	%	N
Non-Exempt	85%	17
Exempt	15%	3

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	70%	14
Salary	30%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	14	\$13.58	\$15.38	\$17.33	\$20.00	\$28.00	\$18.57	\$17.33
Pay Range Maximum Rate	13	\$18.00	\$24.00	\$26.45	\$29.18	\$42.00	\$27.55	\$26.45
Actual Lowest Base Rate	13	\$13.58	\$18.00	\$21.63	\$25.00	\$28.00	\$22.05	\$21.63
Actual Average Base Rate	13	\$18.00	\$20.34	\$22.32	\$26.70	\$28.00	\$23.39	\$22.32
Actual Highest Base Rate	13	\$18.00	\$20.34	\$23.00	\$26.70	\$36.34	\$24.55	\$23.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$0.00	\$1.00	\$2.00	\$3.00	\$4.00	\$2.00	\$2.00
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	5	\$43,000.00	\$43,890.00	\$44,000.00	\$46,000.00	\$46,280.00	\$44,634.00	\$44,000.00
Actual Average Base Salary	5	\$43,000.00	\$43,890.00	\$44,000.00	\$46,280.00	\$50,139.96	\$45,461.99	\$44,000.00
Actual Highest Base Salary	5	\$43,000.00	\$43,890.00	\$44,000.00	\$46,280.00	\$50,139.96	\$45,461.99	\$44,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.1.6 Customer Service Representative

Job description

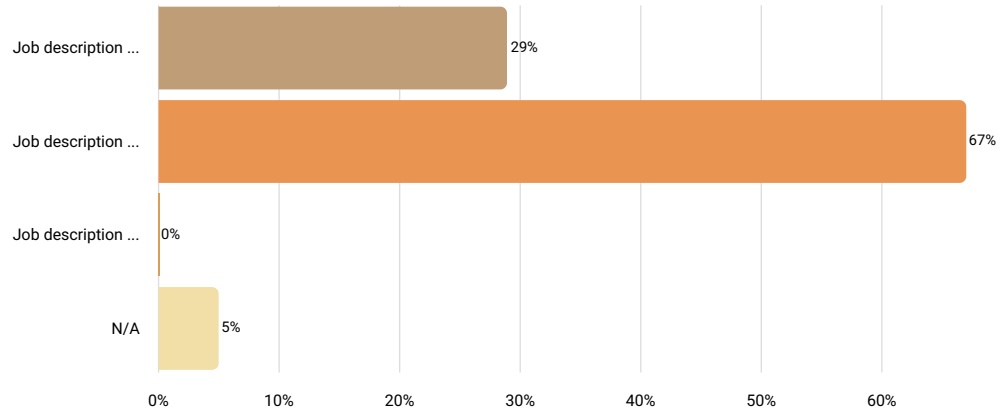
Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. Exclude individual duties are primarily sales or repair

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	6
Job description matches the position at your company very well	67%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	1

Job Title (if different than above)

Answered 5 times

Skipped 16 times

Text input

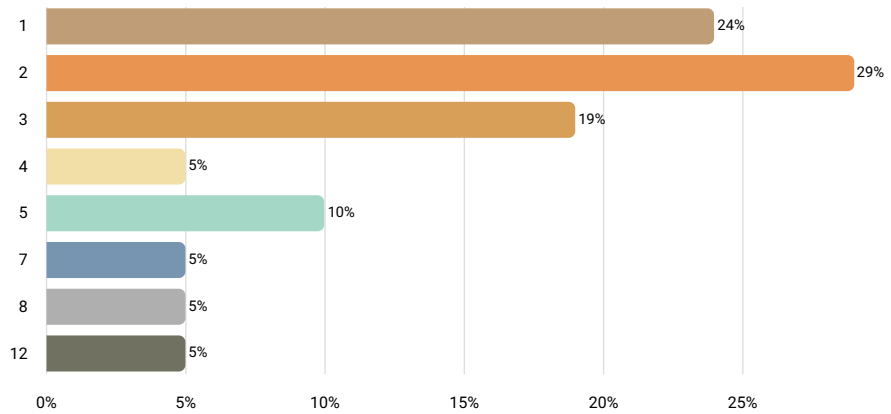
Results	
customer service representative	3
inside sales representative	1
customer service coordinator	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



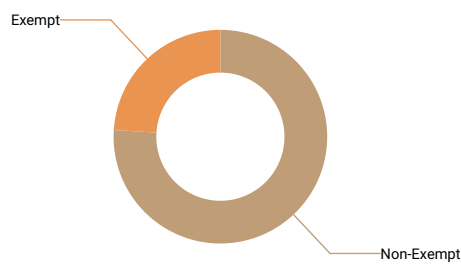
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	7
Mean	3.33
Median	2
Standard deviation	2.78
Total/sum	70

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	76%	16
Exempt	24%	5

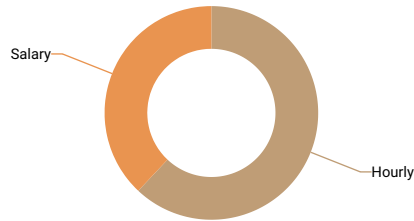
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Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	62%	13
Salary	38%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	\$14.00	\$15.50	\$17.00	\$21.75	\$25.61	\$18.66	\$17.00
Pay Range Maximum Rate	9	\$15.50	\$22.00	\$25.00	\$28.71	\$34.32	\$25.47	\$25.00
Actual Lowest Base Rate	13	\$15.50	\$16.00	\$19.37	\$22.26	\$25.00	\$19.43	\$19.37
Actual Average Base Rate	12	\$15.50	\$17.66	\$21.11	\$23.19	\$25.00	\$20.59	\$21.11
Actual Highest Base Rate	13	\$15.50	\$18.50	\$24.00	\$25.00	\$28.71	\$23.05	\$24.00
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	6	\$32,000.00	\$45,000.00	\$46,150.00	\$52,900.00	\$55,000.00	\$46,200.00	\$46,150.00
Pay Range Maximum Salary	6	\$45,000.00	\$47,925.88	\$75,650.00	\$81,500.00	\$85,000.00	\$68,454.31	\$75,650.00
Actual Lowest Base Salary	8	\$32,000.00	\$44,132.00	\$49,636.28	\$59,147.00	\$70,000.00	\$50,978.82	\$49,636.28
Actual Average Base Salary	8	\$45,000.00	\$47,456.48	\$56,129.50	\$59,730.00	\$70,000.00	\$55,203.99	\$56,129.50
Actual Highest Base Salary	8	\$45,000.00	\$51,859.94	\$63,437.00	\$71,000.00	\$78,500.00	\$62,011.74	\$63,437.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.1.7 Telephone Operator/Receptionist

Job description

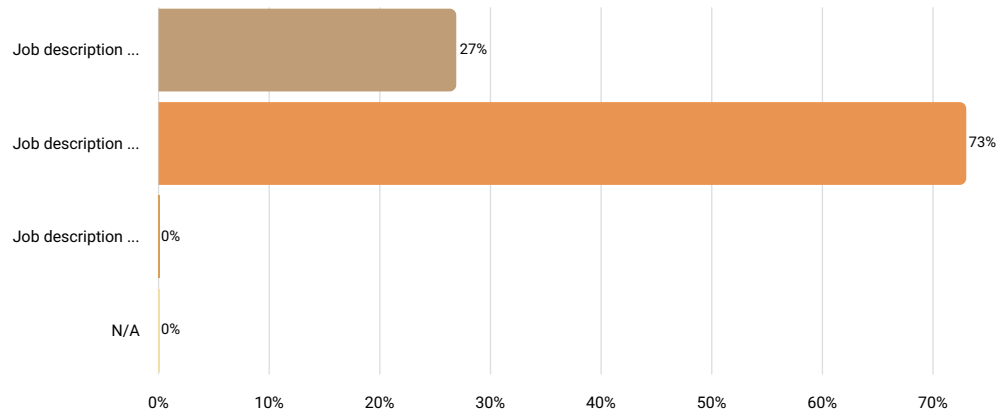
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities c establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



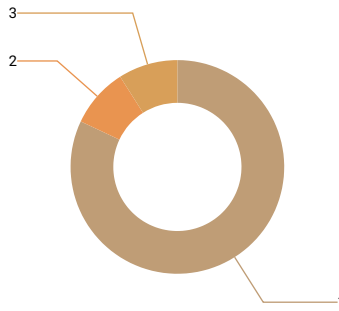
Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	3
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



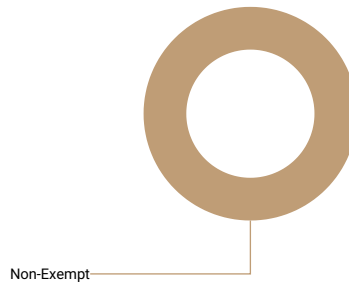
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.27
Median	1
Standard deviation	0.65
Total/sum	14

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

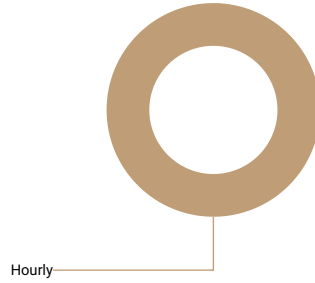
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Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	11
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	7	\$13.00	\$14.00	\$15.00	\$16.87	\$18.00	\$15.41	\$15.00
Pay Range Maximum Rate	7	\$16.00	\$16.00	\$18.00	\$22.00	\$25.15	\$19.59	\$18.00
Actual Lowest Base Rate	11	\$14.00	\$15.00	\$17.25	\$18.31	\$22.00	\$17.51	\$17.25
Actual Average Base Rate	11	\$14.00	\$15.00	\$17.25	\$18.31	\$22.00	\$17.83	\$17.25
Actual Highest Base Rate	11	\$15.00	\$16.00	\$17.25	\$18.31	\$22.00	\$18.06	\$17.25
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.1.12 Document Control Specialist

Job description

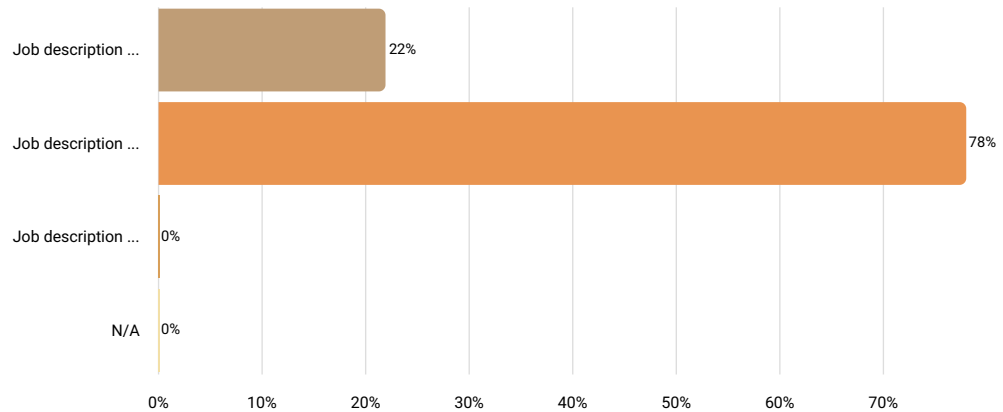
Assist with file migrations and audits, and perform administrative tasks as needed. Periodically responsible for training employees on records management and policies, which include documentation, retention, retrieval, destruction, and disaster recovery.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



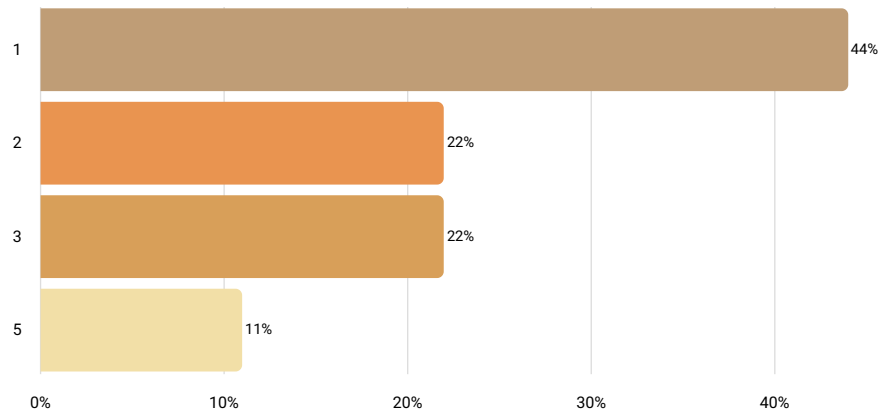
Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		78%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



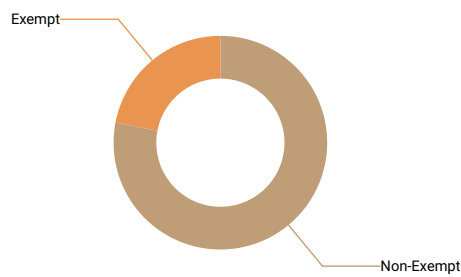
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.11
Median	2
Standard deviation	1.36
Total/sum	19

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

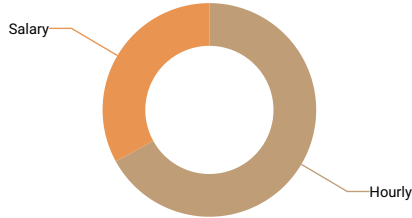
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Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	6
Salary	33%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	\$16.93	\$20.00	\$21.36	\$25.00	\$25.00	\$21.61	\$21.36
Actual Average Base Rate	6	\$20.72	\$21.47	\$23.00	\$25.00	\$25.00	\$23.03	\$23.00
Actual Highest Base Rate	6	\$20.72	\$25.00	\$25.00	\$25.00	\$26.90	\$24.60	\$25.00
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)								

4.1.13 Expeditor

Job description

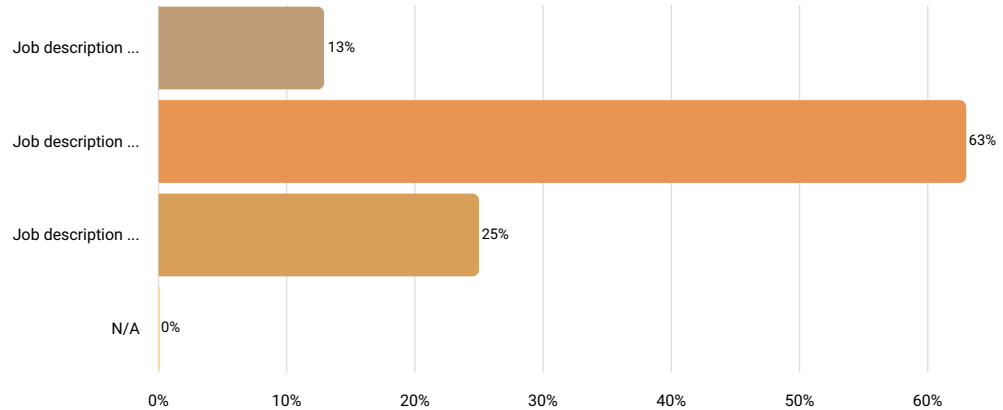
Facilitates the flow of materials to and from various work sites or departments. Work with vendors to secure the appropriate goods and coordinate delive
Responsible for inspecting materials for both quality and quantity.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



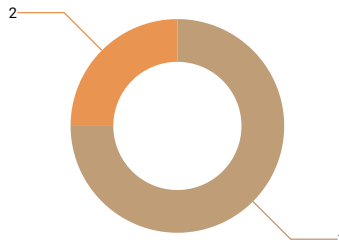
Results		%	N
Job description is perceptibly weaker than the position at your company		13%	1
Job description matches the position at your company very well		63%	5
Job description is perceptibly stronger than the position at your company		25%	2
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



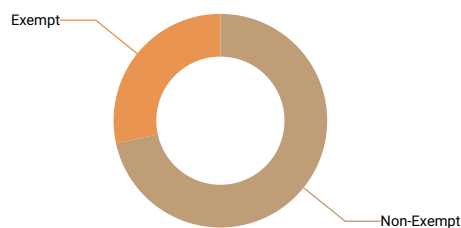
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1.25
Median	1
Standard deviation	0.46
Total/sum	10

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	63%	5
Exempt	25%	2

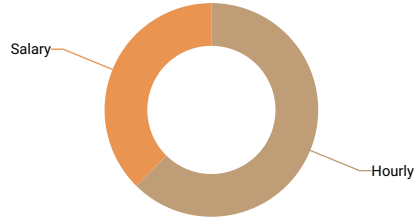
[Table of Contents](#)

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	St de
Pay Range Minimum Rate	5	\$15.00	\$17.00	\$25.00	\$26.00	\$39.87	\$24.57	\$25.00	\$
Pay Range Maximum Rate	5	\$20.00	\$22.00	\$25.00	\$26.00	\$39.87	\$26.57	\$25.00	\$
Actual Lowest Base Rate	5	\$17.00	\$20.00	\$25.00	\$26.00	\$39.87	\$25.57	\$25.00	\$
Actual Average Base Rate	5	\$17.00	\$20.00	\$25.00	\$26.00	\$39.87	\$25.57	\$25.00	\$
Actual Highest Base Rate	5	\$17.00	\$20.00	\$25.00	\$26.00	\$39.87	\$25.57	\$25.00	\$
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									

4.1.15 Payroll Specialist

Job description

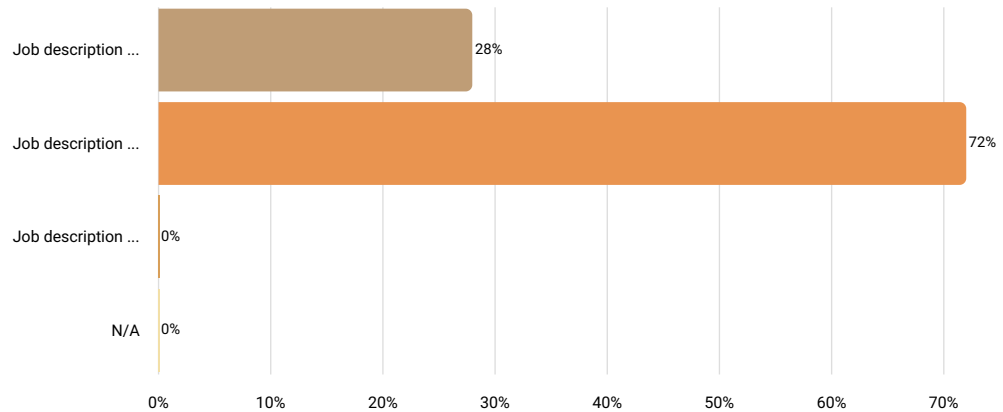
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses e assistance of a computer system.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	28%	5
Job description matches the position at your company very well	72%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 10 times

Text input

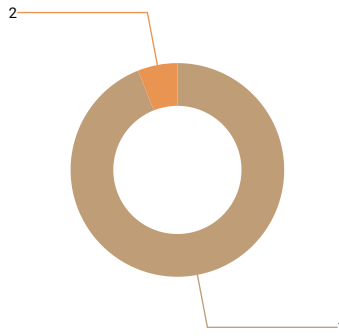
Results	
payroll assistant	1
accountant/payroll specialist	1
payroll/human resources specialist	1
payroll coordinator	1
payroll/hr administrator	1
payroll clerk iii	1
payroll and benefits specialist	1
payroll & benefits specialist	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



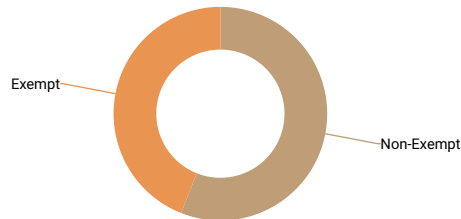
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.06
Median	1
Standard deviation	0.24
Total/sum	19

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



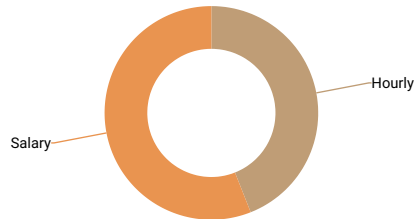
Results	%	N
Non-Exempt	56%	10
Exempt	44%	8

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	8
Salary	56%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	\$16.10	\$19.00	\$20.00	\$21.10	\$26.43	\$20.53	\$20.00
Pay Range Maximum Rate	5	\$19.00	\$23.23	\$24.20	\$25.00	\$32.56	\$24.80	\$24.20
Actual Lowest Base Rate	7	\$17.00	\$19.00	\$23.23	\$27.00	\$28.72	\$23.09	\$23.23
Actual Average Base Rate	7	\$17.00	\$19.00	\$23.23	\$27.00	\$30.21	\$23.31	\$23.23
Actual Highest Base Rate	7	\$17.00	\$19.00	\$23.23	\$27.00	\$31.69	\$23.52	\$23.23
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	10	\$49,030.00	\$50,000.00	\$50,989.50	\$60,000.00	\$61,549.50	\$53,863.80	\$50,989.50
Pay Range Maximum Salary	10	\$57,787.50	\$63,099.00	\$71,500.00	\$80,000.00	\$82,806.00	\$71,228.60	\$71,500.00
Actual Lowest Base Salary	9	\$49,157.68	\$58,006.00	\$64,000.00	\$65,000.00	\$73,000.00	\$62,064.74	\$64,000.00
Actual Average Base Salary	9	\$49,157.68	\$58,006.00	\$64,000.00	\$65,000.00	\$73,000.00	\$62,064.74	\$64,000.00
Actual Highest Base Salary	9	\$49,157.68	\$58,006.00	\$64,000.00	\$65,000.00	\$73,000.00	\$62,064.74	\$64,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$500.00	\$2,000.00	\$3,600.00	\$5,800.00	\$18,500.00	\$5,666.67	\$3,600.00

4.1.17 Clerk, General

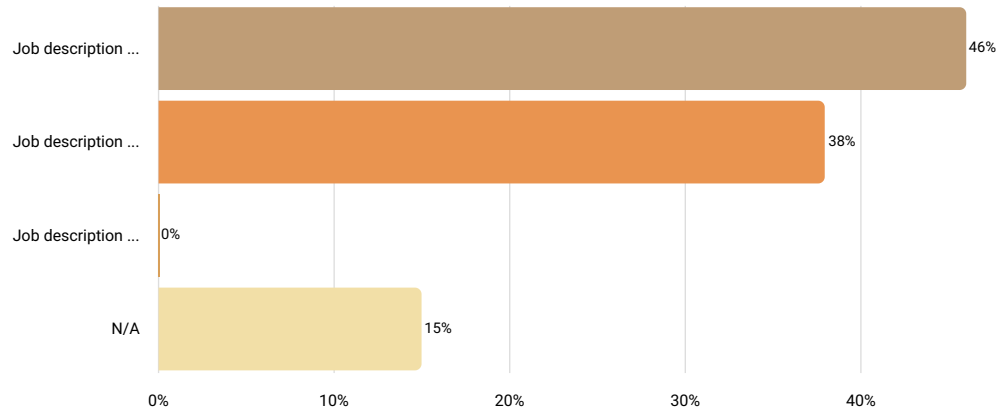
Job description Clerk positions who perform support/office work here that have not already been classified in an above category.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	46%	6	
Job description matches the position at your company very well	38%	5	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	15%	2	

Job Title (if different than above)

Answered 9 times

Skipped 4 times

Text input

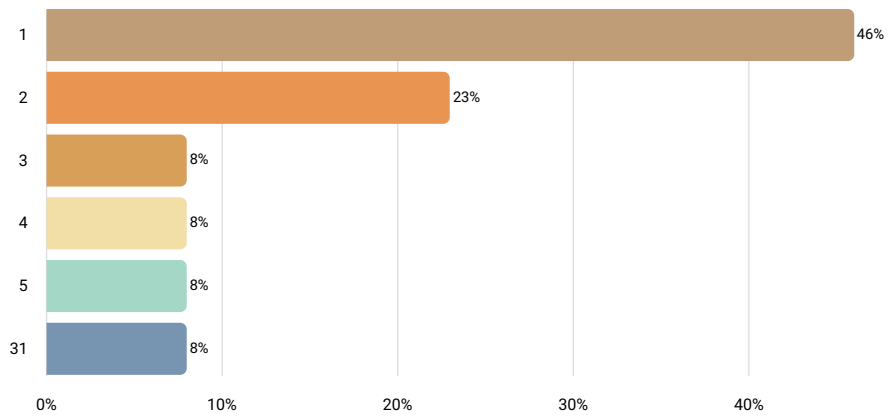
Results	
logistic clerk	1
administrative assistant i	1
it assistant; engineering clerk	1
rga clerk, rga coordinator	1
special process technician	1
outside sales coordinator	1
general affairs associate	1
clerk, shipping	1
administrative & clerical support	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



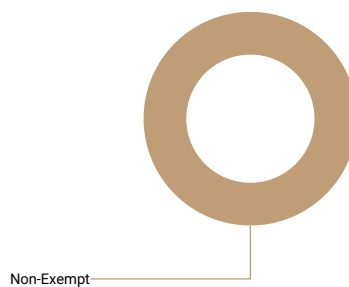
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	4.23
Median	2
Standard deviation	8.15
Total/sum	55

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

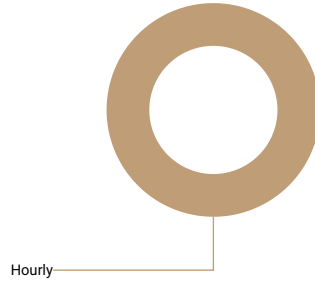
[Table of Contents](#)

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	9	\$12.57	\$15.00	\$18.50	\$19.11	\$24.52	\$17.82	\$18.50
Pay Range Maximum Rate	8	\$15.72	\$21.55	\$24.24	\$26.94	\$38.70	\$24.99	\$24.24
Actual Lowest Base Rate	12	\$14.49	\$15.23	\$17.75	\$21.43	\$22.00	\$18.33	\$17.75
Actual Average Base Rate	12	\$14.49	\$16.00	\$20.87	\$21.98	\$22.00	\$19.57	\$20.87
Actual Highest Base Rate	12	\$15.00	\$16.36	\$21.55	\$24.15	\$29.00	\$21.24	\$21.55
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 Technician Positions

The survey received sufficient data for the following job titles:

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

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

Electronics Technician - Level 1, Level 3
Computer Operator
Drafter - Manual
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.

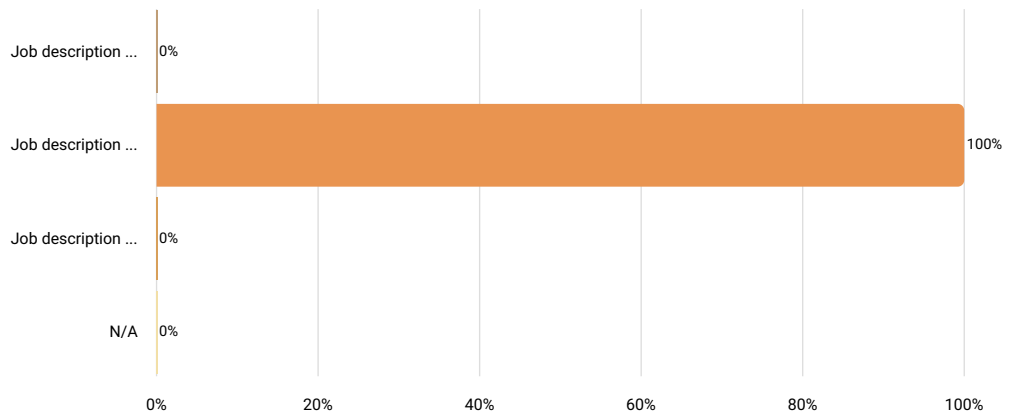
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



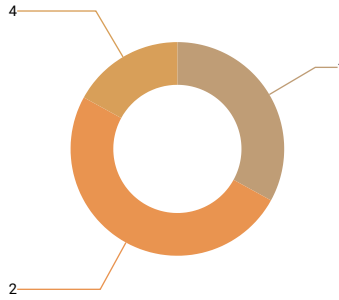
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



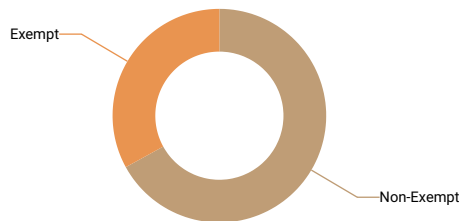
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	4
Mean	2
Median	2
Standard deviation	1.1
Total/sum	12

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	67%	4
Exempt	33%	2

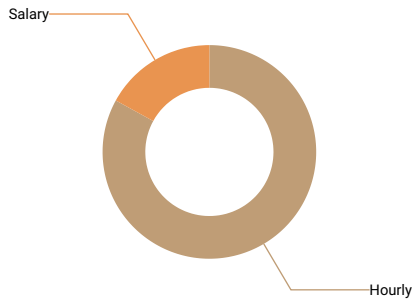
[Table of Contents](#)

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	\$16.00	\$18.00	\$20.00	\$22.00	\$23.90	\$19.98	\$20.00
Actual Average Base Rate	5	\$16.00	\$20.00	\$20.77	\$23.00	\$26.78	\$21.31	\$20.77
Actual Highest Base Rate	5	\$16.00	\$20.00	\$23.32	\$25.00	\$29.67	\$22.80	\$23.32
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)								

4.2.2 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.

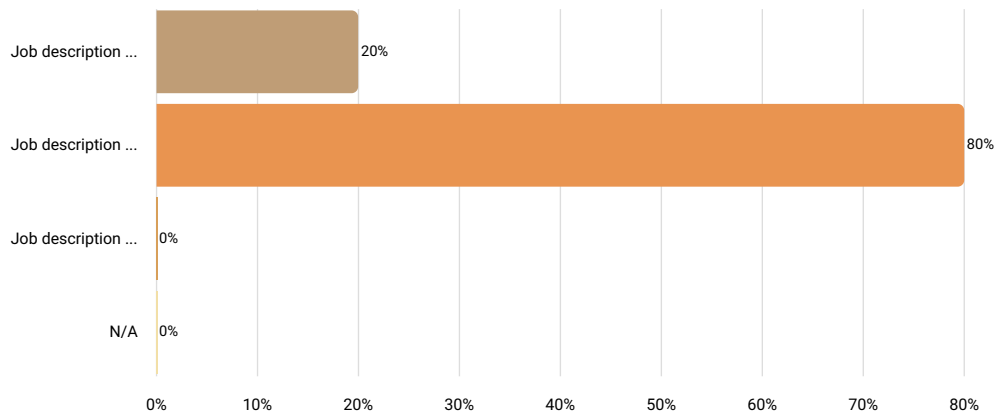
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



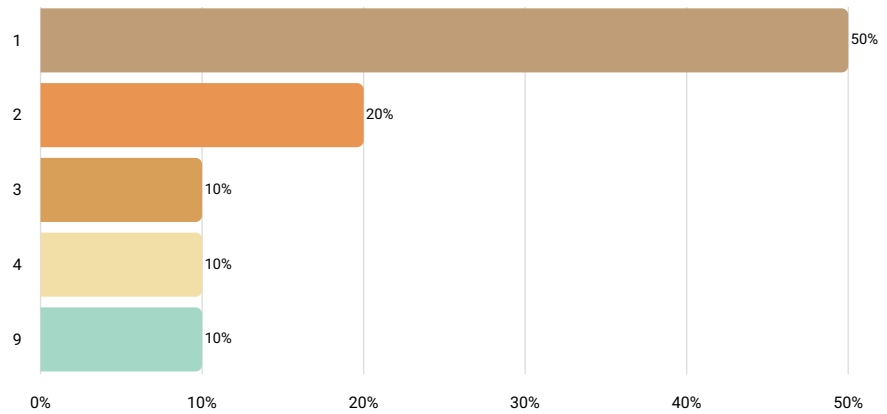
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	2
Job description matches the position at your company very well	80%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



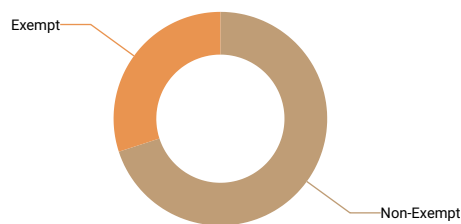
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	6.5
Mean	2.5
Median	1.5
Standard deviation	2.51
Total/sum	25

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



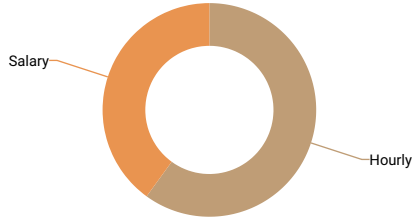
Results	%	N
Non-Exempt	70%	7
Exempt	30%	3

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	60%	6
Salary	40%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	\$15.50	\$21.63	\$24.28	\$30.00	\$221.00	\$56.11	\$24.28
Actual Average Base Rate	6	\$17.00	\$22.00	\$26.37	\$28.91	\$30.98	\$25.27	\$26.37
Actual Highest Base Rate	6	\$18.50	\$22.49	\$28.34	\$30.98	\$31.72	\$26.73	\$28.34
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.

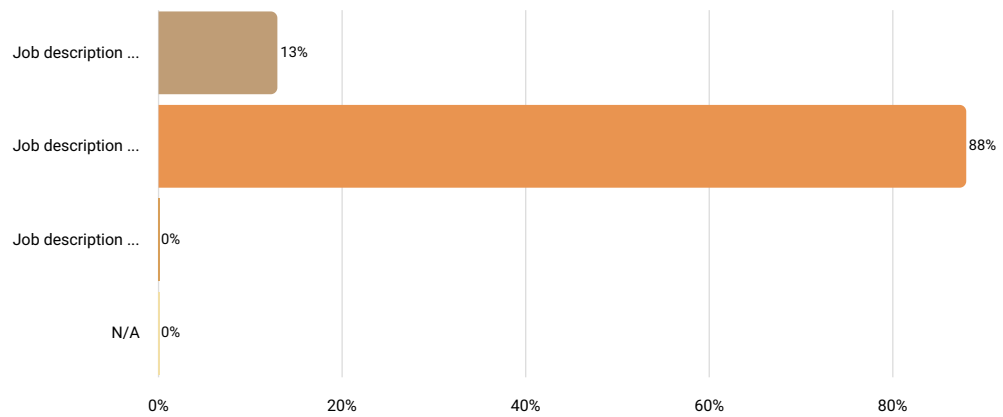
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



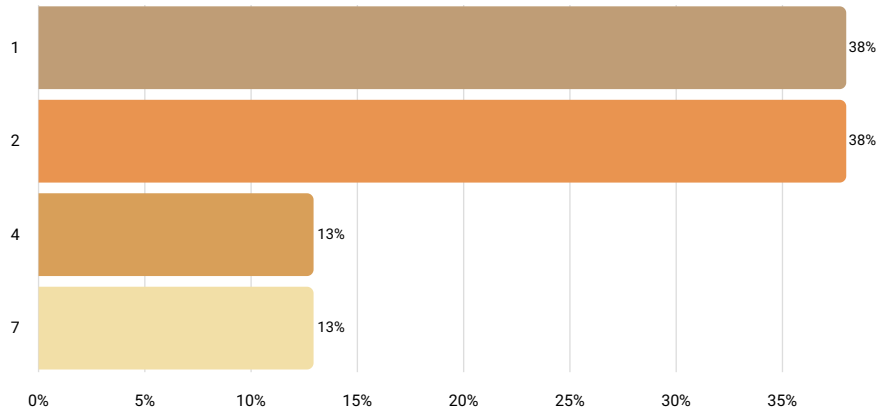
Results		%	N
Job description is perceptibly weaker than the position at your company		13%	1
Job description matches the position at your company very well		88%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



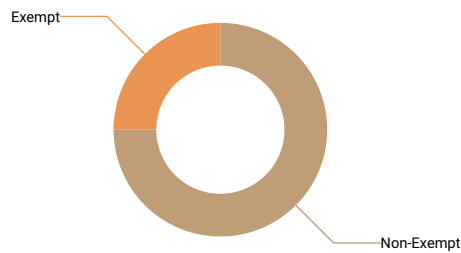
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	7
Mean	2.5
Median	2
Standard deviation	2.07
Total/sum	20

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

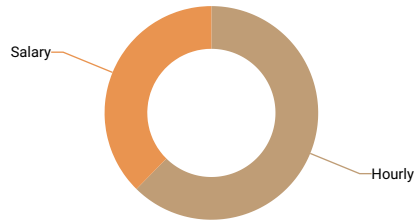
[Table of Contents](#)

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	S d
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$19.00	\$23.91	\$24.00	\$25.00	\$32.83	\$24.95	\$24.00	
Actual Average Base Rate	5	\$22.50	\$23.00	\$24.84	\$31.39	\$32.83	\$26.91	\$24.84	
Actual Highest Base Rate	5	\$25.96	\$26.74	\$28.00	\$32.83	\$35.53	\$29.81	\$28.00	
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)									

4.2.4 Quality Control Technician - Level 1

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

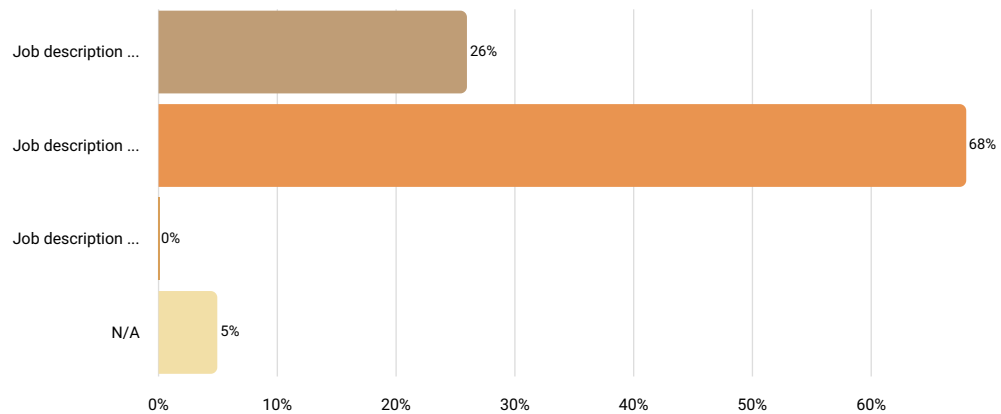
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	26%	5
Job description matches the position at your company very well	68%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	1

Job Title (if different than above)

Answered 10 times

Skipped 9 times

Text input

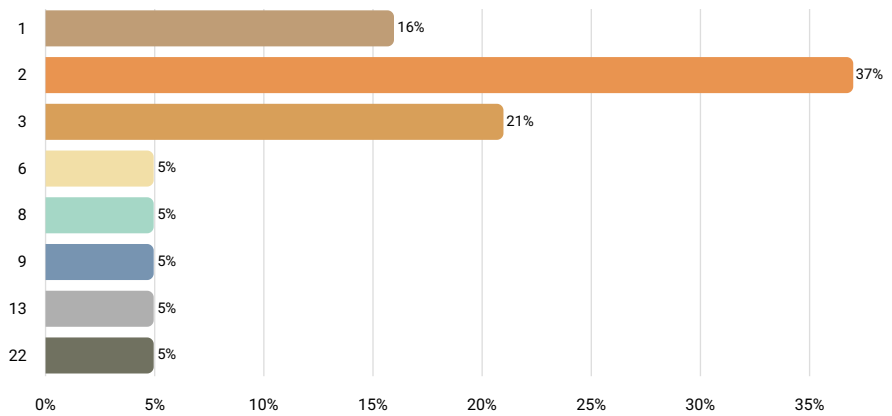
Results	N
quality assurance technician	2
quality inspector	2
lab tech	1
associate quality inspector	1
si - quality	1
quality technician	1
quality clerk	1
electrical quality inspector i and mechanical quality inspector i	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



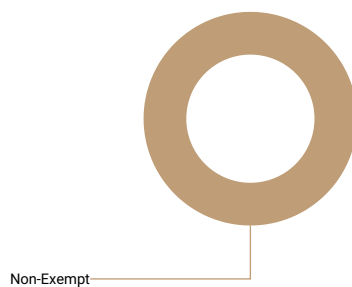
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	6
90th percentile	13
Mean	4.58
Median	2
Standard deviation	5.28
Total/sum	87

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



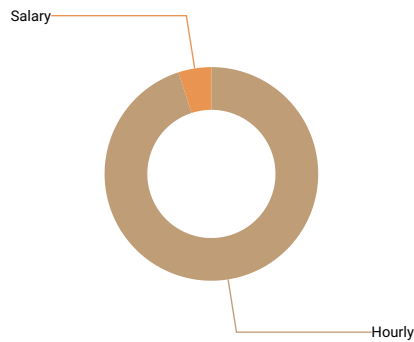
Results	%	N
Non-Exempt	100%	19
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	95%	18
Salary	5%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	17	\$15.00	\$16.00	\$17.88	\$20.00	\$22.50	\$18.05	\$17.88
Pay Range Maximum Rate	17	\$17.00	\$18.00	\$21.50	\$23.00	\$32.00	\$21.92	\$21.50
Actual Lowest Base Rate	17	\$15.00	\$16.00	\$17.51	\$20.25	\$24.15	\$18.84	\$17.51
Actual Average Base Rate	17	\$14.59	\$16.50	\$20.00	\$21.32	\$25.80	\$19.84	\$20.00
Actual Highest Base Rate	17	\$15.59	\$17.00	\$20.00	\$22.50	\$26.00	\$20.64	\$20.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$3.00	\$3.00	\$4.00	\$4.00	\$7.00	\$4.00	\$4.00
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.2.5 Quality Control Technician - Level 2

Job description

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

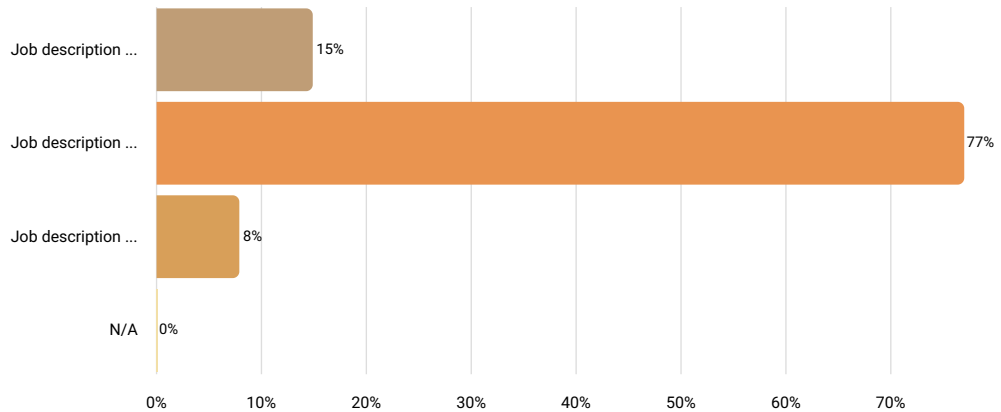
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 6 times

Text input

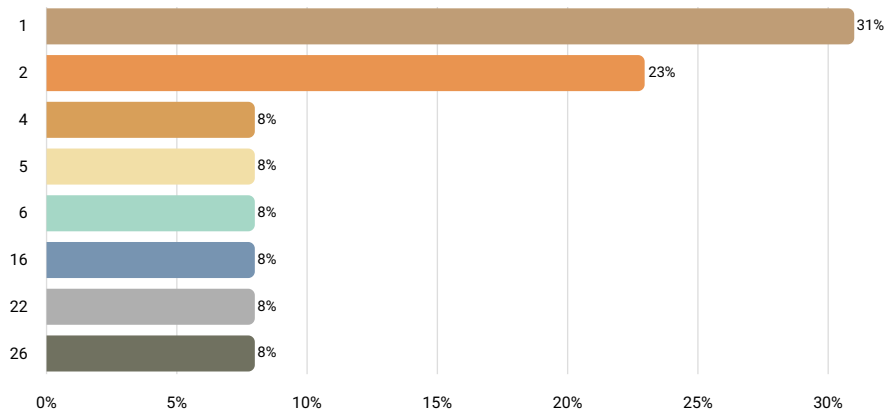
Results		
quality technician		3
inspector ii quality		1
quality assurance technician ii		1
auditor		1
electrical quality inspector ii & mechanical quality inspector ii		1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



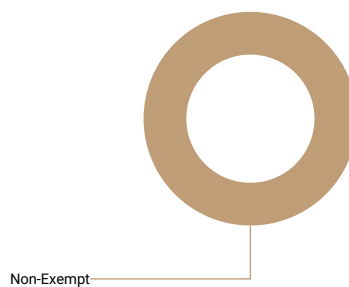
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	22
Mean	6.85
Median	2
Standard deviation	8.66
Total/sum	89

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

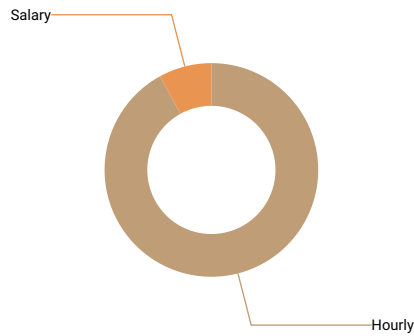
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	12
Salary	8%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	\$15.00	\$15.10	\$20.86	\$21.42	\$23.48	\$19.44	\$20.86
Pay Range Maximum Rate	11	\$20.80	\$21.20	\$23.29	\$26.10	\$30.37	\$24.96	\$23.29
Actual Lowest Base Rate	11	\$15.33	\$18.00	\$21.00	\$24.00	\$24.50	\$21.03	\$21.00
Actual Average Base Rate	10	\$16.39	\$19.00	\$21.81	\$24.24	\$27.25	\$21.99	\$21.81
Actual Highest Base Rate	10	\$17.64	\$20.00	\$22.81	\$24.50	\$31.42	\$23.46	\$22.81
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								

4.2.6 Quality Control Technician - Level 3

Job description

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

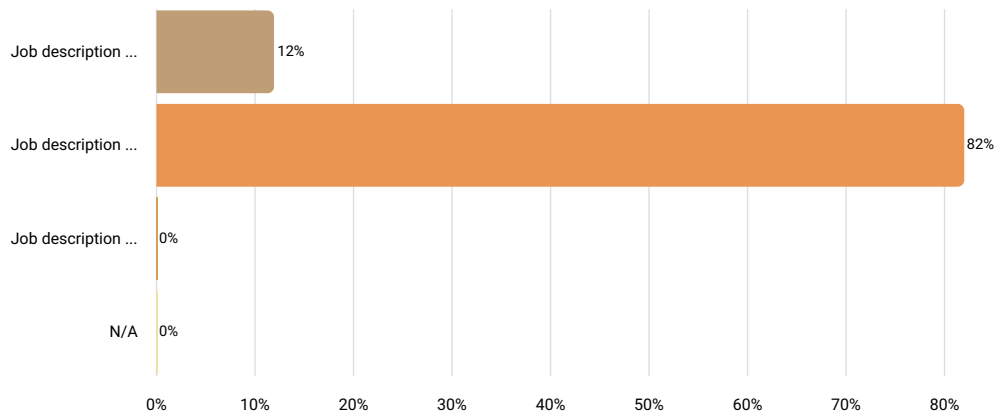
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 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

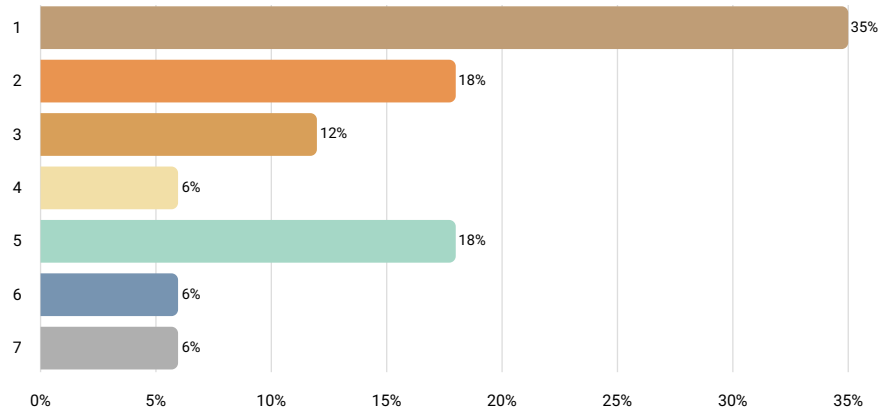
Results	
quality inspector	2
qa technician	1
senior quality inspector	1
quality control technician	1
quality assurance technician iii	1
quality resource	1
senior quality technician	1
quality lead	1
electrical quality inspector iii & ac quality control inspector	1
qa coordinator	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



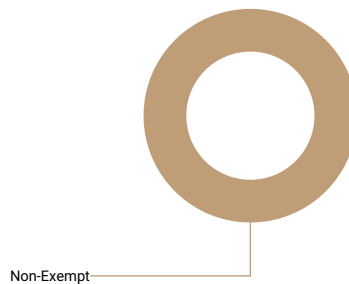
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	6
Mean	2.94
Median	2
Standard deviation	2.01
Total/sum	50

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



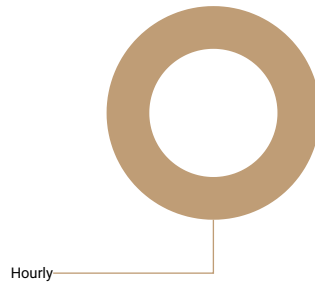
Results	%	N
Non-Exempt	100%	17
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	17
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	13	\$14.00	\$16.00	\$21.60	\$26.62	\$27.60	\$21.55	\$21.60
Pay Range Maximum Rate	13	\$19.00	\$24.00	\$26.40	\$31.37	\$41.40	\$28.49	\$26.40
Actual Lowest Base Rate	14	\$17.50	\$19.10	\$20.57	\$25.00	\$29.72	\$22.47	\$20.57
Actual Average Base Rate	14	\$19.00	\$19.62	\$24.46	\$27.50	\$30.14	\$24.55	\$24.46
Actual Highest Base Rate	14	\$19.10	\$20.00	\$26.16	\$29.72	\$35.00	\$26.16	\$26.16
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$3.00	\$4.00	\$4.00	\$4.00	\$6.00	\$4.20	\$4.00
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.

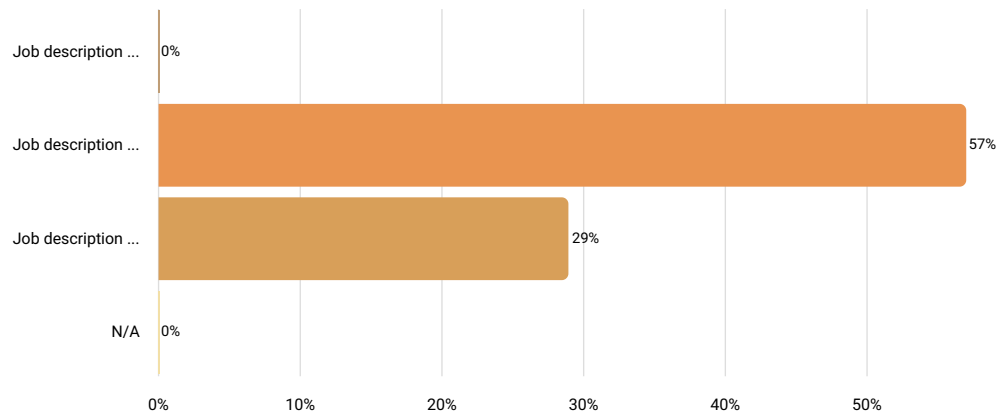
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



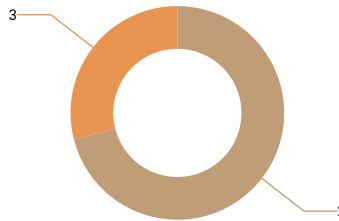
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	29%	2
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



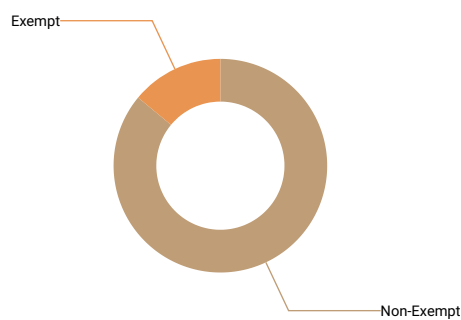
Statistics	
10th percentile	2
25th percentile	2
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2.29
Median	2
Standard deviation	0.49
Total/sum	16

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



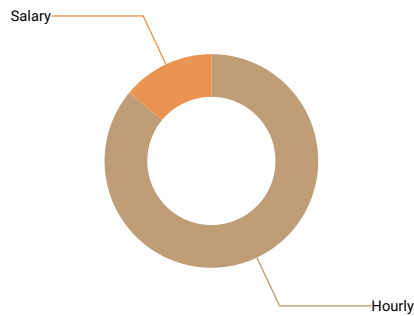
Results	%	N
Non-Exempt	86%	6
Exempt	14%	1

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	\$15.50	\$16.00	\$17.00	\$26.62	\$28.00	\$20.62	\$17.00
Pay Range Maximum Rate	5	\$19.50	\$22.00	\$24.00	\$34.27	\$35.00	\$26.95	\$24.00
Actual Lowest Base Rate	5	\$16.50	\$18.00	\$19.92	\$24.00	\$24.77	\$20.64	\$19.92
Actual Average Base Rate	5	\$16.70	\$19.00	\$20.99	\$26.13	\$28.00	\$22.16	\$20.99
Actual Highest Base Rate	5	\$16.90	\$20.00	\$22.65	\$27.00	\$32.00	\$23.71	\$22.65
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								

4.2.11 Drafter - CAD

Job description

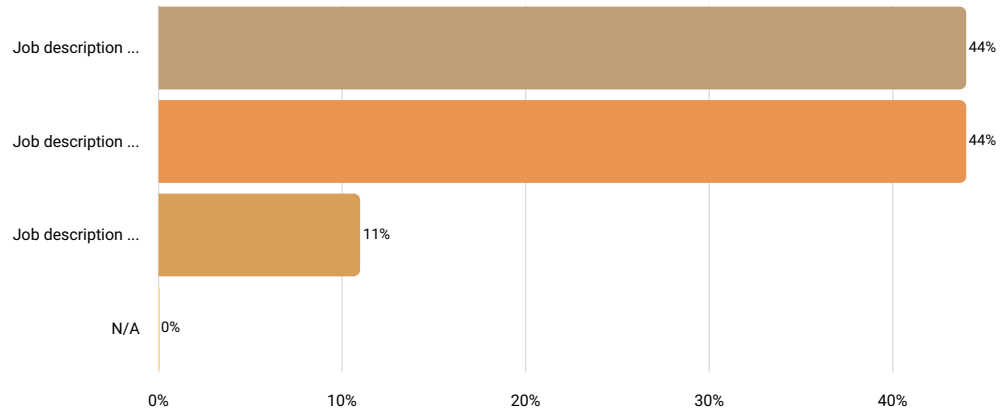
Prepare detailed working diagrams of machinery and mechanical devices and/or electrical parts, including dimensions, fastening methods, and other engineering information with CAD equipment.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



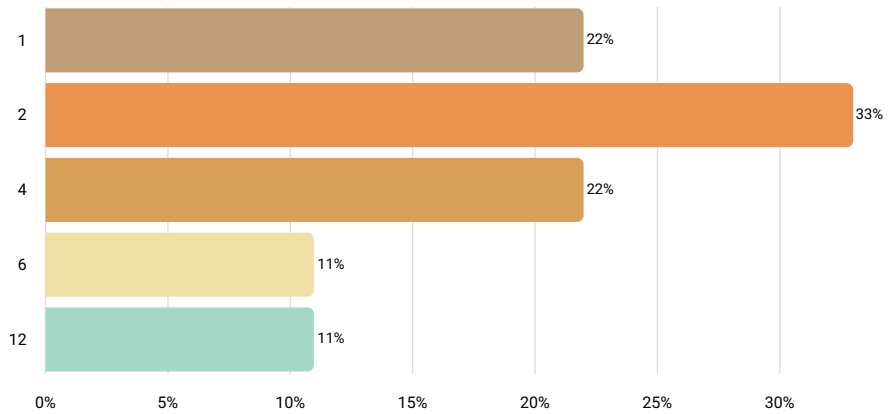
Results		
	%	N
Job description is perceptibly weaker than the position at your company	44%	4
Job description matches the position at your company very well	44%	4
Job description is perceptibly stronger than the position at your company	11%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



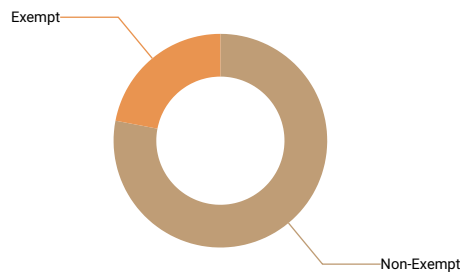
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	12
Mean	3.78
Median	2
Standard deviation	3.49
Total/sum	34

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

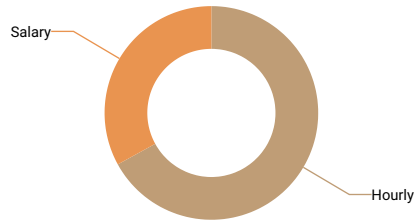
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	6
Salary	33%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	\$16.00	\$18.00	\$23.92	\$25.89	\$36.20	\$23.99	\$23.92
Actual Average Base Rate	6	\$19.31	\$20.00	\$25.23	\$28.37	\$36.20	\$25.72	\$25.23
Actual Highest Base Rate	6	\$22.00	\$24.25	\$26.40	\$31.13	\$36.20	\$27.73	\$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								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

4.2.14 PC Network Support Technician

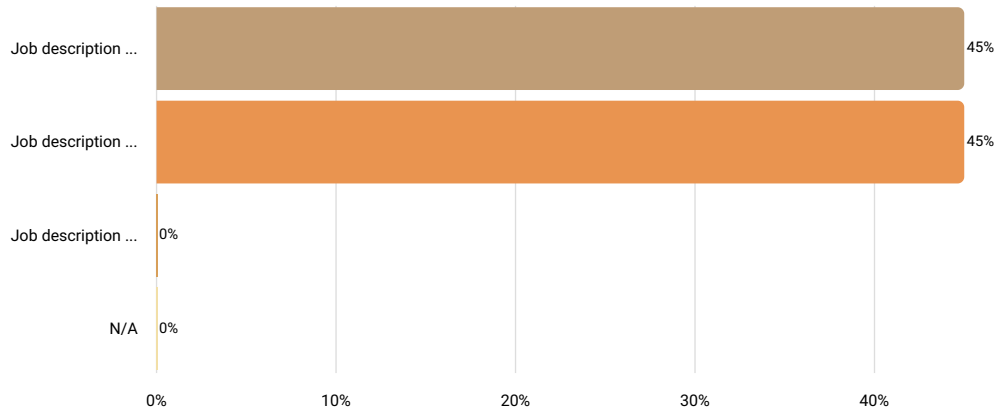
Job description Provide support to internal customers in the installation and upgrade of desktop computers.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 8 times

Skipped 3 times

Text input

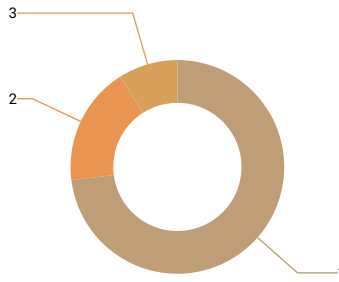
Results	
it analyst	1
computer technician	1
it support specialist	1
desktop support technician	1
it support technician	1
pc technician	1
it administrator	1
systems specialist ii	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



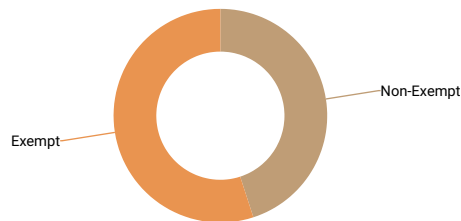
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.36
Median	1
Standard deviation	0.67
Total/sum	15

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

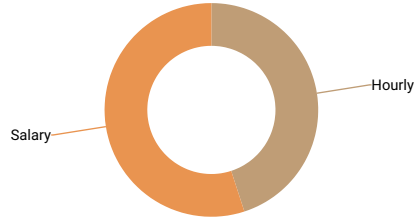
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	45%	5
Salary	55%	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	5	\$18.32	\$21.50	\$22.34	\$29.79	\$30.87	\$24.56	\$22.34
Actual Average Base Rate	5	\$18.32	\$22.00	\$26.14	\$30.87	\$32.00	\$25.87	\$26.14
Actual Highest Base Rate	5	\$18.32	\$22.50	\$29.93	\$30.87	\$36.25	\$27.57	\$29.93
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary	6	\$40,000.00	\$44,500.00	\$52,500.00	\$55,000.00	\$57,930.00	\$50,405.00	\$52,500.00
Pay Range Maximum Salary	6	\$50,000.00	\$57,930.00	\$67,500.00	\$99,900.00	\$111,500.00	\$75,721.67	\$67,500.00
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

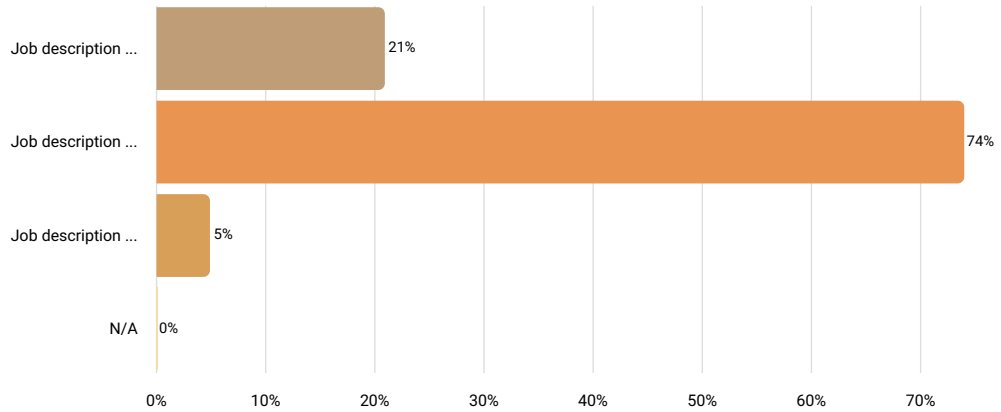
Job description Perform chemical and/or physical analysis for quality control, research and/or development. Assists in compiling and analyzing r

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	4
Job description matches the position at your company very well	74%	14
Job description is perceptibly stronger than the position at your company	5%	1
	N/A	0

Job Title (if different than above)

Answered 11 times

Skipped 8 times

Text input

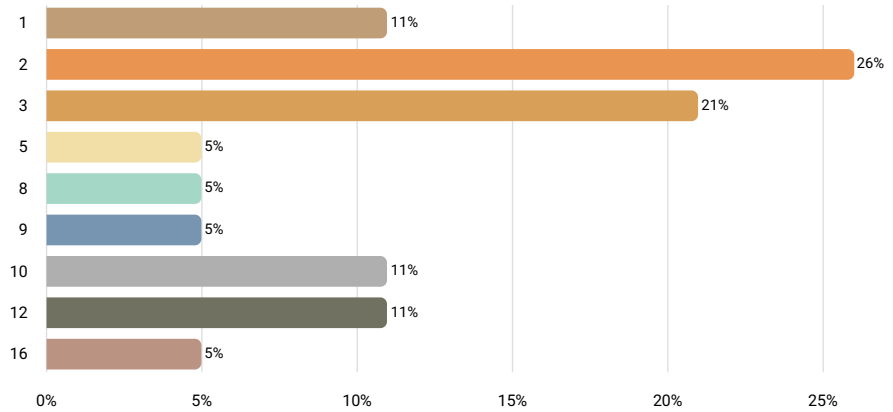
Results	
quality technician	1
metrology technician, metallurgical technician, cmm technician	1
quality chem lab technician or met lab technician	1
lab technician	1
quality associates/quality specialist	1
cmm	1
lab analyst	1
qa technician	1
methods technician i - ii	1
lead technician	1
hazmat coordinator and phoscoat technician	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



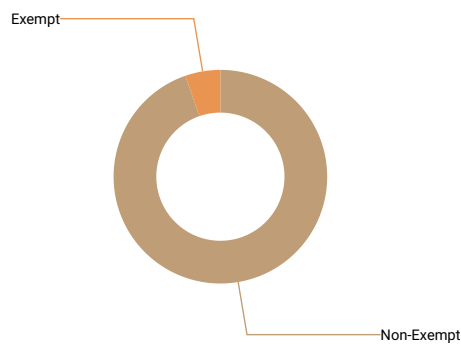
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	10
90th percentile	12
Mean	5.58
Median	3
Standard deviation	4.6
Total/sum	106

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



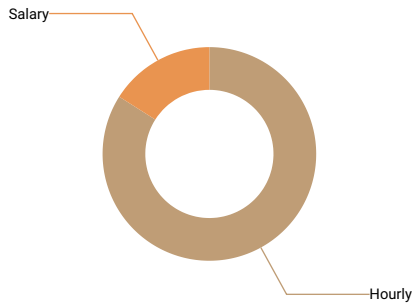
Results	%	N
Non-Exempt	89%	17
Exempt	5%	1

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	84%	16
Salary	16%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	15	\$16.00	\$17.00	\$21.52	\$24.30	\$27.57	\$21.08	\$21.52
Pay Range Maximum Rate	15	\$19.00	\$25.00	\$28.00	\$32.63	\$34.50	\$27.80	\$28.00
Actual Lowest Base Rate	15	\$17.00	\$18.55	\$23.58	\$27.21	\$28.86	\$22.99	\$23.58
Actual Average Base Rate	14	\$19.00	\$21.78	\$25.51	\$30.00	\$32.55	\$43.69	\$25.51
Actual Highest Base Rate	15	\$19.00	\$23.84	\$28.00	\$32.00	\$34.50	\$27.10	\$28.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	\$0.00	\$2.00	\$4.00	\$5.00	\$5.00	\$3.38	\$4.00
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)								

4.3 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 2
Contracts Administrator - Level 3

Human Resources Specialist/Generalist - Level 1
Human Resources Specialist/Generalist - Level 2
Human Resources Specialist/Generalist - Level 3
Technical Writer/Editor - Level 2
Material Planner
Financial Analyst
Recruiter
Training Coordinator
Compensation/Benefits Specialist

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

Contracts Administrator - Level 1
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
Staff Assistant
Office Manager
Legal Counsel
Configuration Management Analyst
Military Analyst
PR/Public Affairs Representative
Property Management 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.

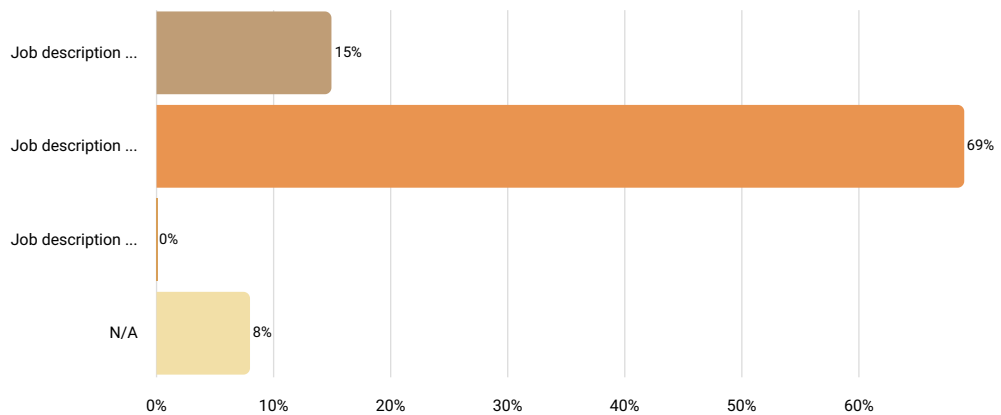
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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	15%	2
Job description matches the position at your company very well	69%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

Job Title (if different than above)

Answered 7 times

Skipped 6 times

Text input

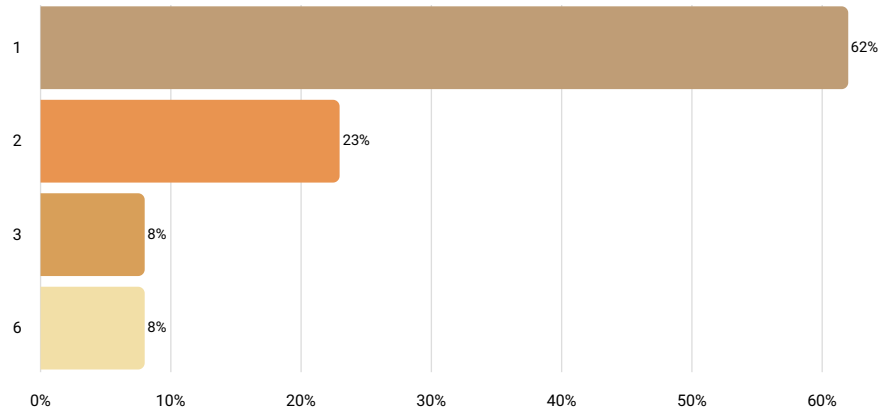
Results	
staff accountant	1
cost accountant; associate accountant	1
accounts payable; accounts receivable	1
ar/ap specialist	1
accountant	1
admin, accounting	1
analyst, general accounting	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



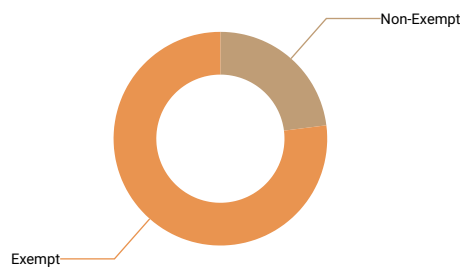
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.77
Median	1
Standard deviation	1.42
Total/sum	23

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



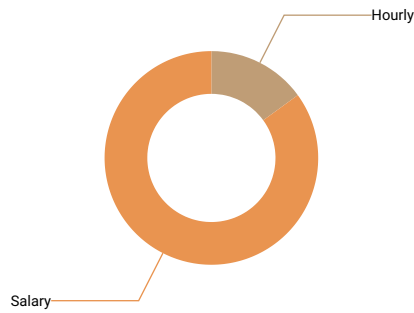
Results	%	N
Non-Exempt	23%	3
Exempt	77%	10

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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									
Pay Range Minimum Salary	8	\$38,690.00	\$45,000.00	\$47,812.50	\$53,958.50	\$60,500.00	\$49,091.50	\$47,812.50	\$
Pay Range Maximum Salary	8	\$46,125.00	\$54,180.00	\$63,000.00	\$78,502.35	\$96,500.00	\$66,748.71	\$63,000.00	\$
Actual Lowest Base Salary	11	\$45,900.00	\$46,125.00	\$55,000.00	\$61,672.00	\$65,000.00	\$55,092.91	\$55,000.00	\$
Actual Average Base Salary	10	\$46,622.50	\$47,362.51	\$56,819.09	\$61,672.00	\$77,923.90	\$58,176.55	\$56,819.09	\$
Actual Highest Base Salary	10	\$46,622.50	\$48,825.00	\$56,819.09	\$61,672.00	\$87,500.00	\$60,738.02	\$56,819.09	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

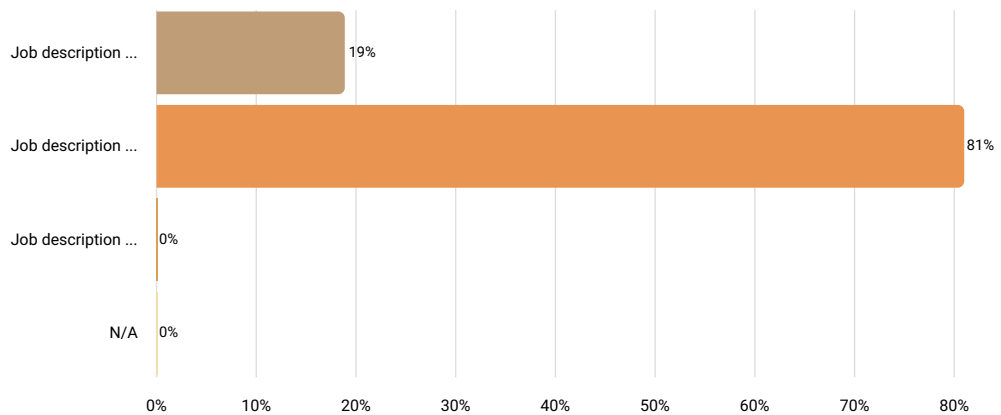
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	3
Job description matches the position at your company very well	81%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 10 times

Skipped 6 times

Text input

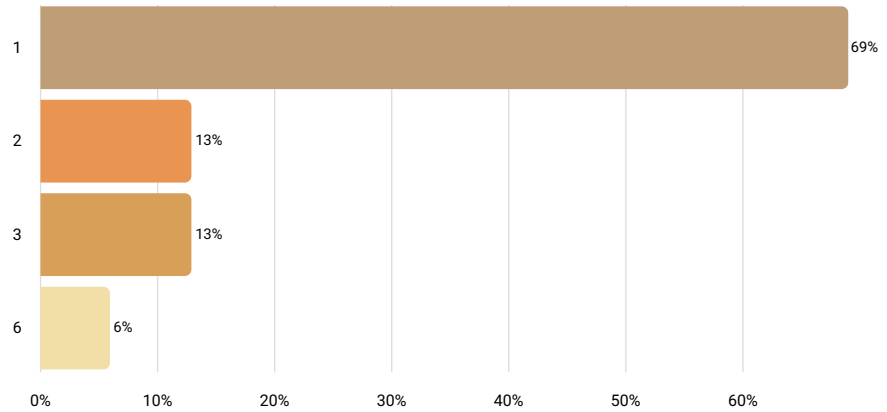
Results	
staff accountant	3
cost accountant	1
assistant controller	1
accountant	1
accounting clerk	1
accounting specialist	1
plant accountant	1
sr analyst, general accounting	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



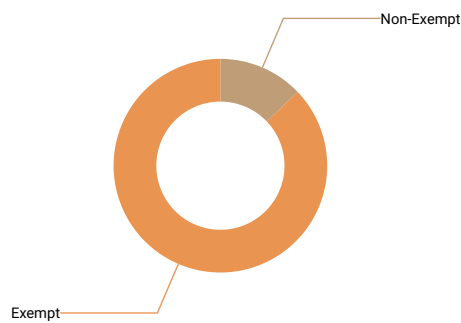
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.69
Median	1
Standard deviation	1.35
Total/sum	27

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	13%	2
Exempt	88%	14

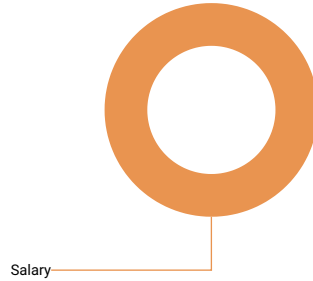
[Table of Contents](#)

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	12	\$50,000.00	\$52,500.00	\$62,500.00	\$67,650.00	\$70,426.72	\$60,885.56	\$62,500.00	\$
Pay Range Maximum Salary	12	\$70,000.00	\$76,013.00	\$80,000.00	\$98,359.31	\$118,500.00	\$86,305.30	\$80,000.00	\$
Actual Lowest Base Salary	16	\$48,000.00	\$54,870.00	\$64,250.04	\$71,000.00	\$90,000.00	\$65,636.89	\$64,250.04	\$
Actual Average Base Salary	16	\$48,000.00	\$61,875.04	\$66,612.00	\$78,307.50	\$90,000.00	\$69,034.93	\$66,612.00	\$
Actual Highest Base Salary	16	\$48,000.00	\$64,250.04	\$70,000.00	\$83,450.00	\$93,705.00	\$72,098.06	\$70,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$800.00	\$6,930.00	\$8,000.00	\$8,800.00	\$4,906.00	\$6,930.00	\$

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.

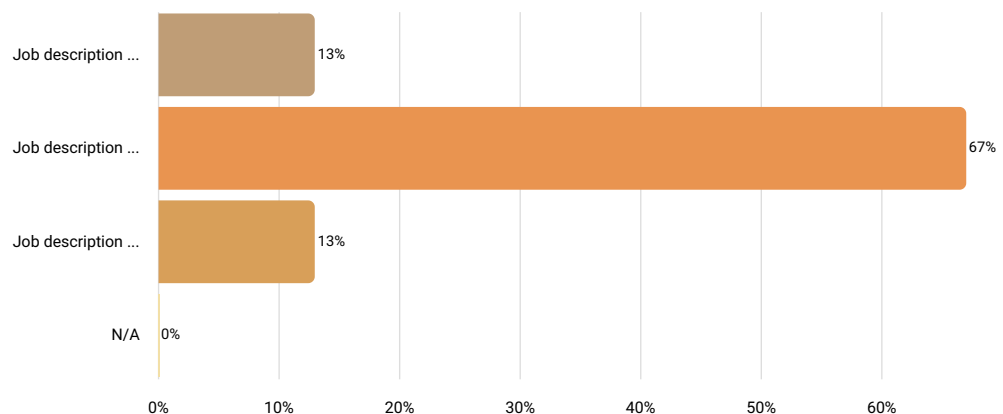
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 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	67%	10
Job description is perceptibly stronger than the position at your company	13%	2
N/A	0%	0

Job Title (if different than above)

Answered 11 times

Skipped 4 times

Text input

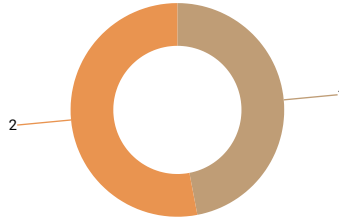
Results	
senior accountant	3
cost control	1
ap/ar clerk	1
financial analyst	1
sr. staff accountant	1
plant accountant	1
accounting specialist	1
accountant iii	1
sr analyst, general accounting	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



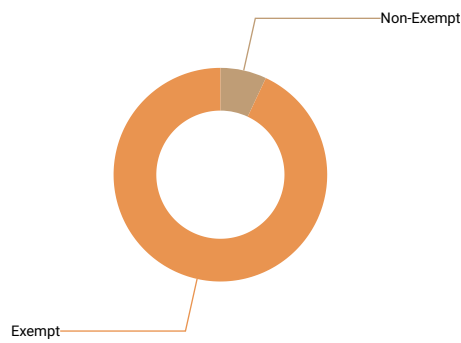
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	2
Mean	1.53
Median	2
Standard deviation	0.52
Total/sum	23

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



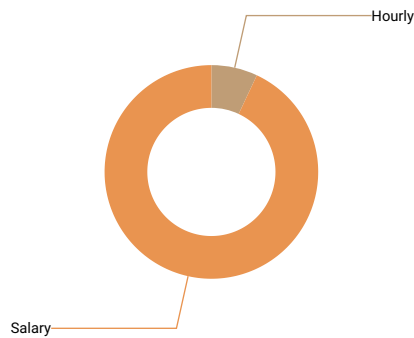
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

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									
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	11	\$50,000.00	\$51,000.00	\$70,000.00	\$80,000.00	\$83,000.00	\$66,583.24	\$70,000.00	\$
Pay Range Maximum Salary	11	\$58,924.26	\$64,000.00	\$78,000.00	\$118,795.00	\$120,000.00	\$87,913.10	\$78,000.00	\$
Actual Lowest Base Salary	12	\$50,000.00	\$56,500.00	\$62,612.13	\$76,853.80	\$86,147.50	\$67,945.01	\$62,612.13	\$
Actual Average Base Salary	12	\$57,500.00	\$58,000.00	\$71,973.50	\$87,777.30	\$97,284.66	\$74,274.15	\$71,973.50	\$
Actual Highest Base Salary	12	\$58,000.00	\$58,462.13	\$75,400.00	\$95,882.40	\$108,421.82	\$78,466.97	\$75,400.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$0.00	\$3,000.00	\$4,000.00	\$15,000.00	\$4,400.00	\$3,000.00	\$

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.

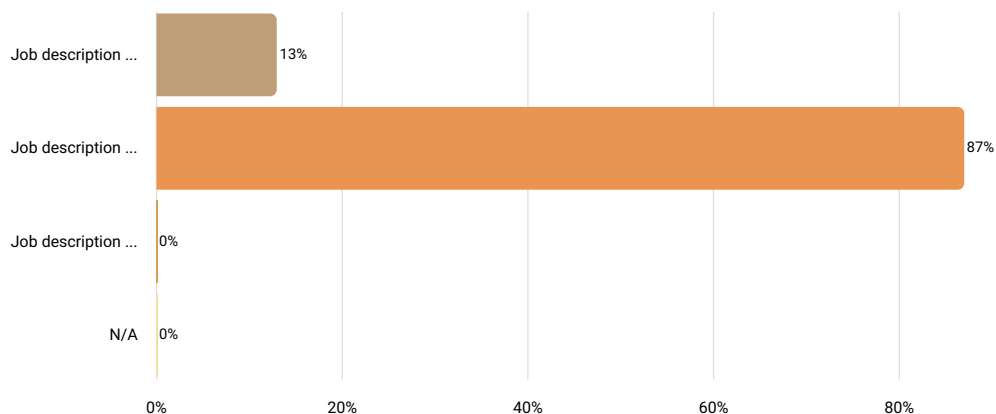
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.

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

Answered 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 8 times

Skipped 7 times

Text input

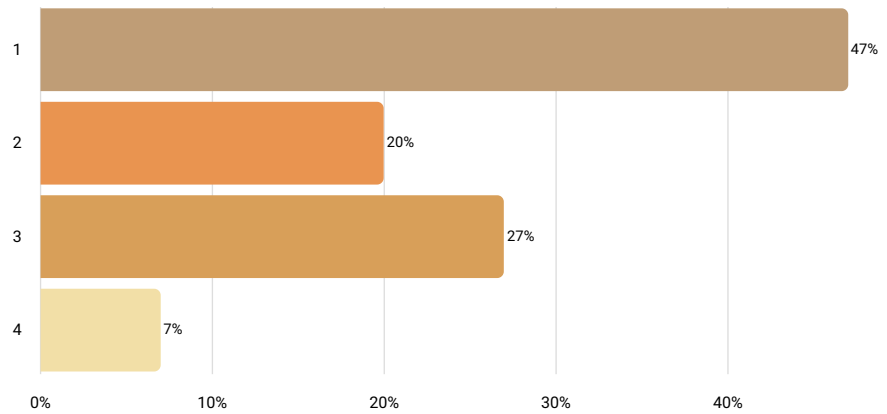
Results	
buyer	2
purchasing agent	1
associate buyer	1
junior procurement specialist	1
buyer associate	1
procurement specialist i	1
purchasing agent/buyer	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



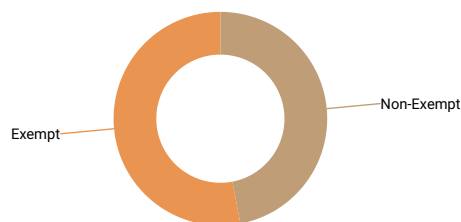
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	3
Mean	1.93
Median	2
Standard deviation	1.03
Total/sum	29

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



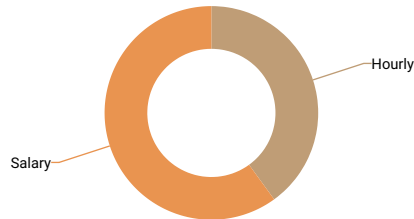
Results	%	N
Non-Exempt	47%	7
Exempt	53%	8

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	6
Salary	60%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	5	\$16.00	\$17.00	\$19.23	\$22.00	\$26.29	\$20.10	\$19.23	
Pay Range Maximum Rate	5	\$21.63	\$22.00	\$28.00	\$29.00	\$32.74	\$26.67	\$28.00	
Actual Lowest Base Rate	6	\$19.23	\$19.81	\$23.39	\$24.54	\$25.00	\$22.56	\$23.39	
Actual Average Base Rate	6	\$20.51	\$20.73	\$23.39	\$25.00	\$25.26	\$23.05	\$23.39	
Actual Highest Base Rate	6	\$21.63	\$21.65	\$23.39	\$25.00	\$25.98	\$23.51	\$23.39	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	7	\$40,000.00	\$42,000.00	\$50,000.00	\$53,274.33	\$55,304.00	\$48,225.48	\$50,000.00	\$
Pay Range Maximum Salary	8	\$42,000.00	\$57,500.00	\$63,335.85	\$70,999.99	\$102,707.00	\$66,047.33	\$63,335.85	\$
Actual Lowest Base Salary	8	\$42,000.00	\$47,500.00	\$50,690.00	\$65,499.99	\$74,381.00	\$55,470.12	\$50,690.00	\$
Actual Average Base Salary	8	\$42,000.00	\$49,440.00	\$54,579.99	\$65,499.99	\$74,381.00	\$56,927.62	\$54,579.99	\$
Actual Highest Base Salary	8	\$42,000.00	\$50,953.00	\$57,580.00	\$66,197.48	\$74,381.00	\$58,230.24	\$57,580.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$0.00	\$0.00	\$5,500.00	\$5,900.00	\$2,280.00	\$0.00	\$

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.

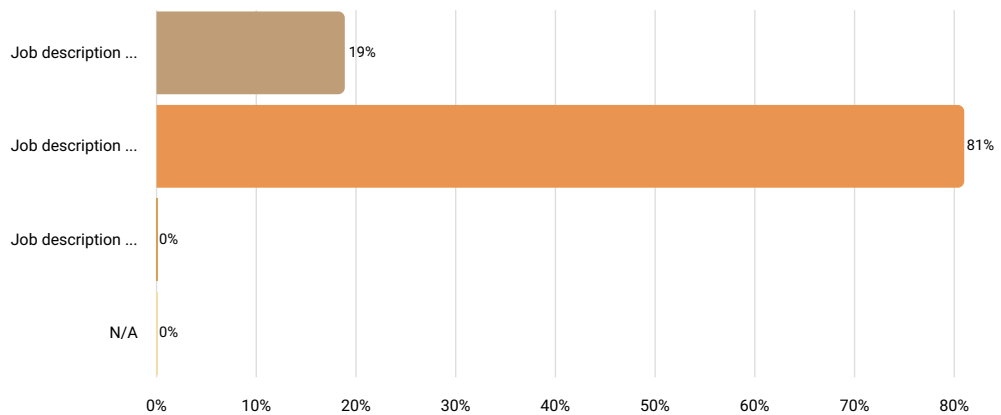
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	3
Job description matches the position at your company very well	81%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 9 times

Text input

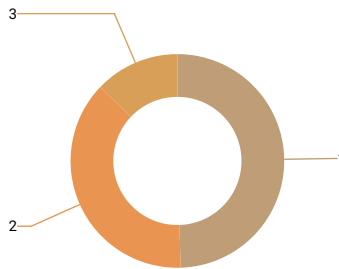
Results	
purchasing manager	1
purchasing associate	1
buyer	1
procurement specialist	1
junior buyer	1
procurement specialist ii & aviation procurement specialist ii	1
purchasing agent/buyer	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



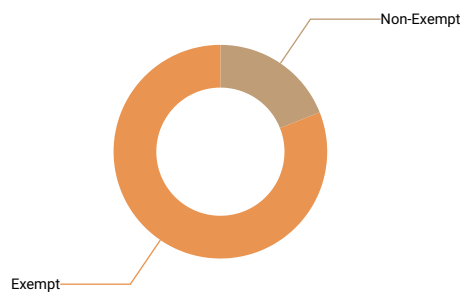
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	3
Mean	1.63
Median	1.5
Standard deviation	0.72
Total/sum	26

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



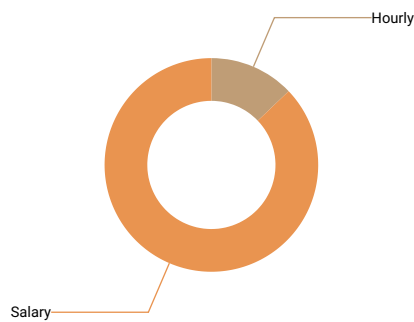
Results	%	N
Non-Exempt	19%	3
Exempt	81%	13

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	88%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	9	\$42,000.00	\$50,000.00	\$61,760.00	\$65,000.00	\$75,000.00	\$58,806.67	\$61,760.00	\$
Pay Range Maximum Salary	9	\$60,000.00	\$70,000.00	\$85,000.00	\$85,000.00	\$90,000.00	\$78,133.44	\$85,000.00	\$
Actual Lowest Base Salary	11	\$54,730.00	\$57,200.20	\$65,000.00	\$74,426.00	\$80,000.00	\$65,549.75	\$65,000.00	\$
Actual Average Base Salary	11	\$56,655.00	\$57,200.20	\$68,000.00	\$74,426.00	\$80,000.00	\$66,918.68	\$68,000.00	\$
Actual Highest Base Salary	11	\$57,200.20	\$58,580.00	\$69,160.00	\$74,426.00	\$80,000.00	\$67,617.93	\$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.

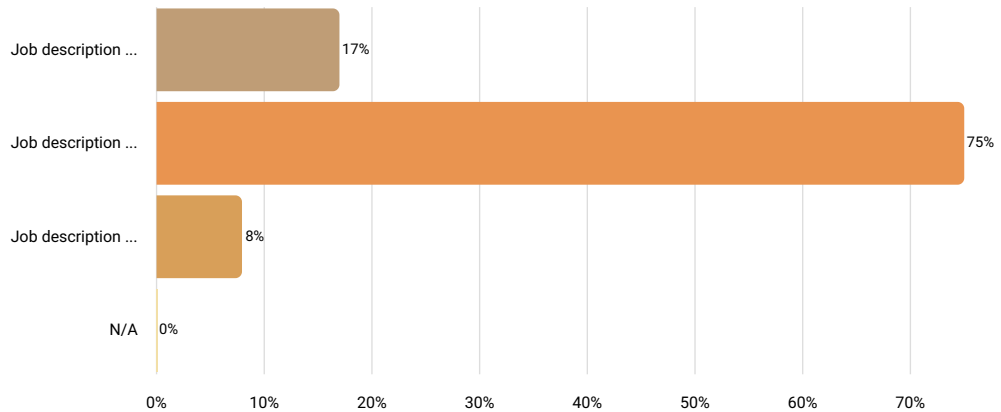
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

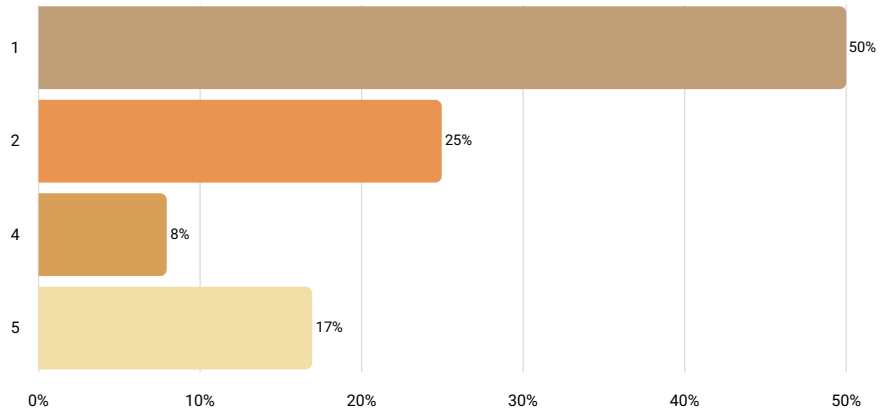
Results	
senior buyer	3
sr. buyer	1
procurement specialist iii & aviation procurement specialist iii	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



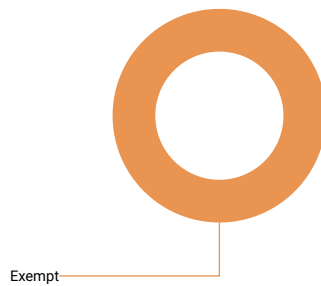
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	5
Mean	2.17
Median	1.5
Standard deviation	1.59
Total/sum	26

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



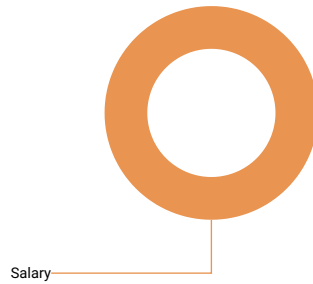
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

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	5	\$42,000.00	\$45,000.00	\$70,500.00	\$79,289.60	\$86,000.00	\$64,557.92	\$70,500.00	\$
Pay Range Maximum Salary	5	\$59,000.00	\$75,000.00	\$85,000.00	\$98,612.80	\$100,000.00	\$83,522.56	\$85,000.00	\$
Actual Lowest Base Salary	11	\$42,000.00	\$63,653.98	\$68,838.00	\$80,000.00	\$80,426.54	\$67,589.20	\$68,838.00	\$
Actual Average Base Salary	11	\$52,278.00	\$63,653.98	\$72,649.95	\$82,680.00	\$82,792.99	\$70,670.03	\$72,649.95	\$
Actual Highest Base Salary	11	\$59,000.00	\$63,653.98	\$75,299.90	\$85,013.63	\$91,998.40	\$74,580.29	\$75,299.90	\$
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.

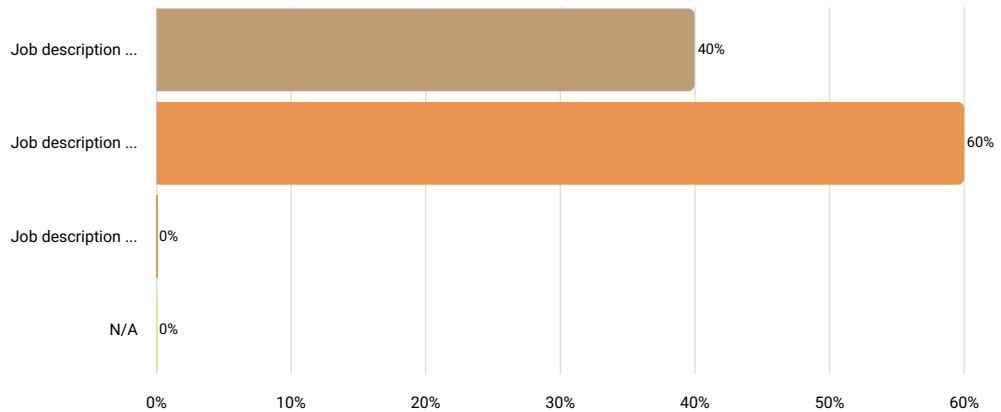
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



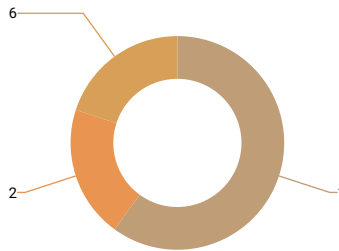
Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	2
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



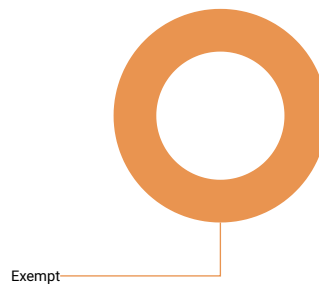
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2.2
Median	1
Standard deviation	2.17
Total/sum	11

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

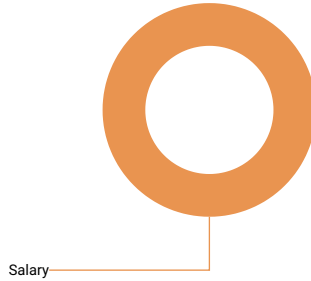
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Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$52,499.98	\$74,414.94	\$84,646.00	\$91,945.00	\$145,000.00	\$89,701.18	\$84,646.00
Actual Average Base Salary	5	\$54,249.50	\$74,414.94	\$84,646.00	\$95,106.26	\$155,000.00	\$92,683.34	\$84,646.00
Actual Highest Base Salary	5	\$56,000.00	\$74,414.94	\$84,646.00	\$101,000.00	\$165,000.00	\$96,212.19	\$84,646.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

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.

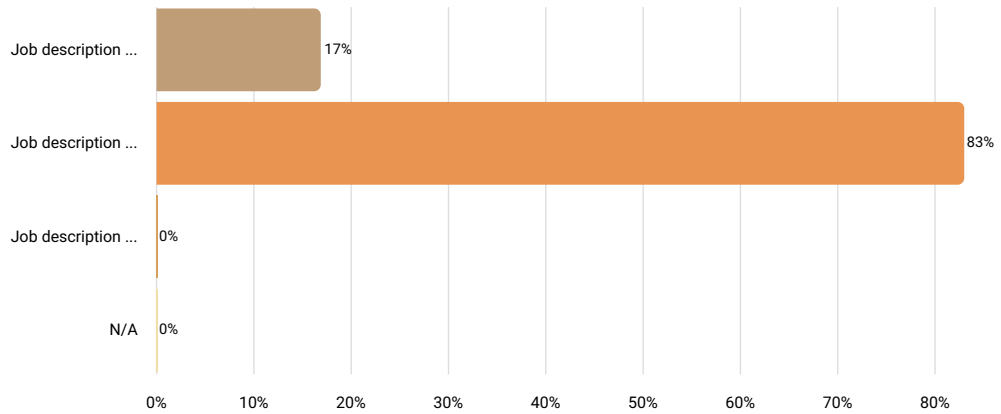
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



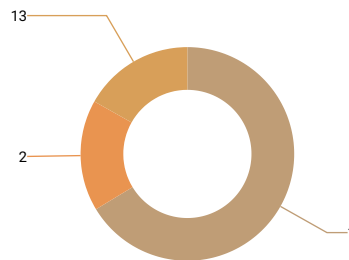
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



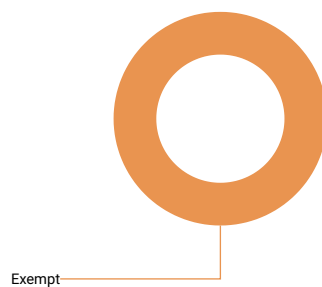
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	13
Mean	3.17
Median	1
Standard deviation	4.83
Total/sum	19

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

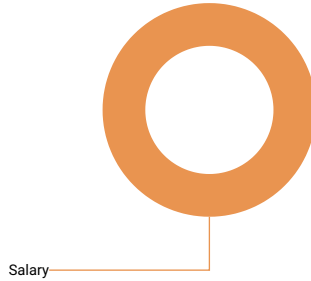
[Table of Contents](#)

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	\$80,000.18	\$80,953.60	\$98,025.05	\$107,360.23	\$121,700.00	\$97,677.35	\$98,025.05
Actual Average Base Salary	6	\$80,000.18	\$87,235.20	\$98,025.05	\$107,360.23	\$133,688.56	\$100,722.38	\$98,025.05
Actual Highest Base Salary	6	\$80,000.18	\$90,000.00	\$99,773.05	\$107,360.23	\$160,453.27	\$106,226.63	\$99,773.05
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.

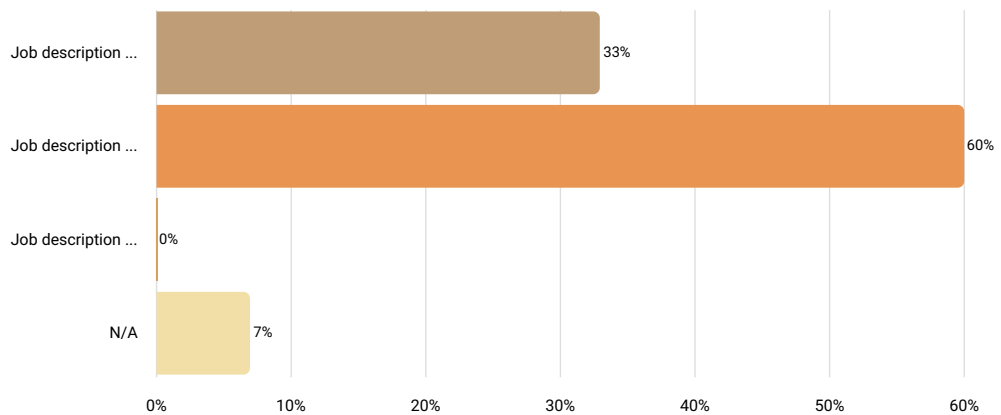
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 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	60%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

Job Title (if different than above)

Answered 5 times

Skipped 10 times

Text input

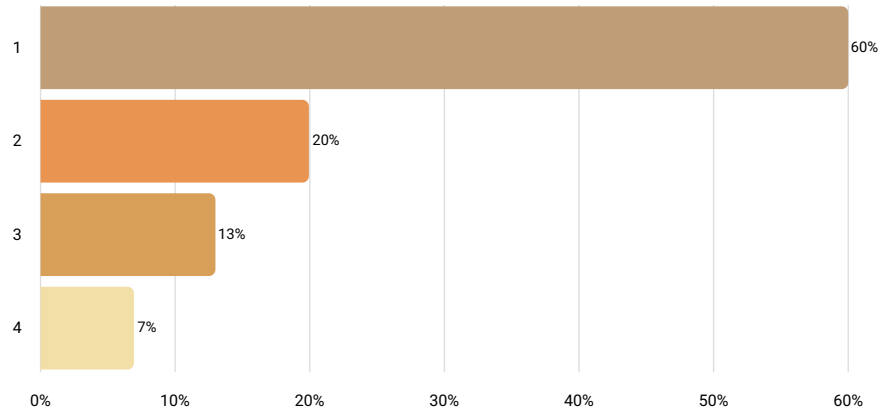
Results	
hr coordinator	1
human resources specialist (basic)	1
hr generalist	1
hr specialist	1
analyst, human resources generalist	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



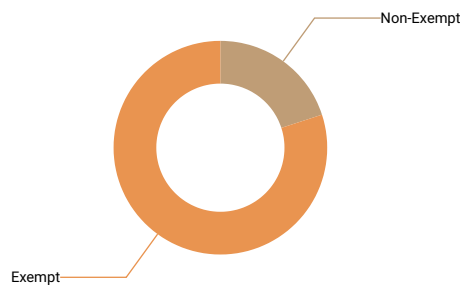
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.67
Median	1
Standard deviation	0.98
Total/sum	25

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



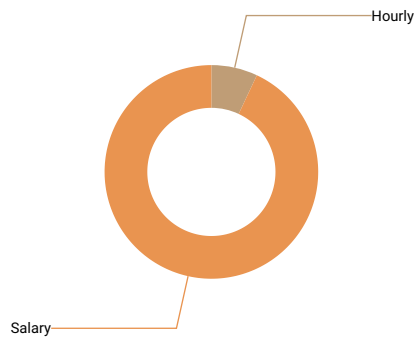
Results	%	N
Non-Exempt	20%	3
Exempt	80%	12

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	13	\$33,000.00	\$42,500.00	\$50,000.00	\$59,600.00	\$60,500.00	\$47,836.08	\$50,000.00	\$
Pay Range Maximum Salary	13	\$48,360.00	\$50,000.00	\$70,000.00	\$80,000.00	\$89,400.00	\$67,061.82	\$70,000.00	\$
Actual Lowest Base Salary	12	\$42,500.00	\$46,135.50	\$50,922.50	\$62,100.00	\$74,000.00	\$55,176.33	\$50,922.50	\$
Actual Average Base Salary	12	\$46,000.00	\$46,390.50	\$53,422.50	\$69,550.00	\$77,000.00	\$58,935.50	\$53,422.50	\$
Actual Highest Base Salary	12	\$46,000.00	\$48,395.00	\$54,672.50	\$71,000.00	\$89,400.00	\$61,719.58	\$54,672.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$0.00	\$800.00	\$2,000.00	\$3,000.00	\$12,500.00	\$3,037.22	\$2,000.00	\$

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.

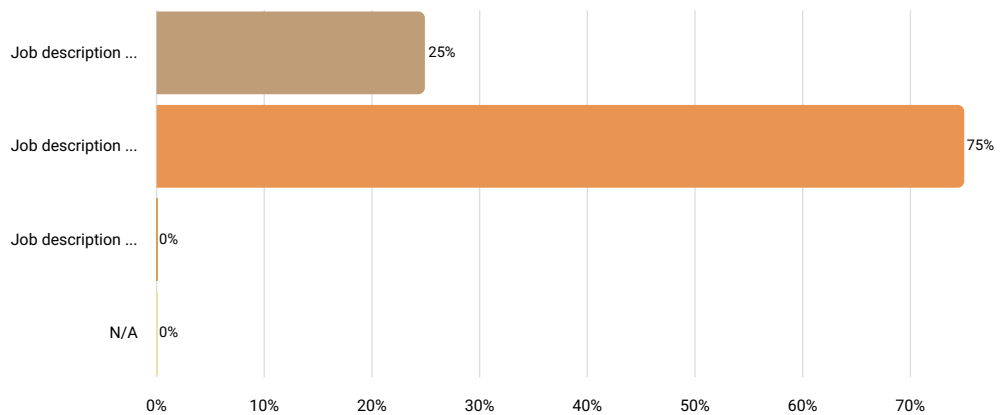
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 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

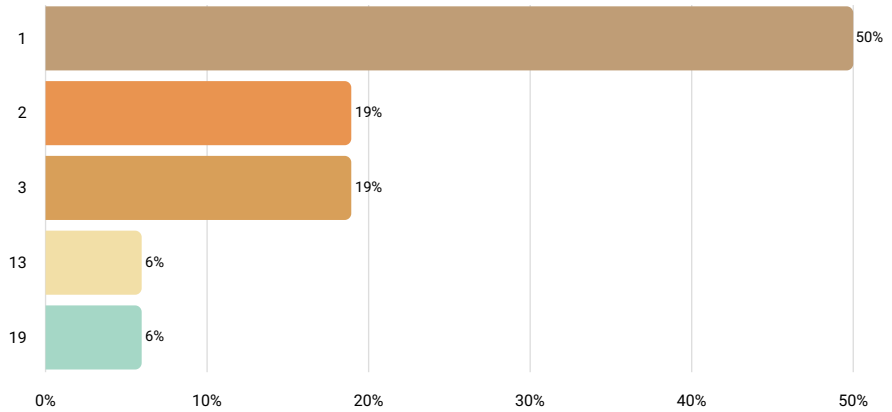
Results	
hr specialist	2
human resource generalist	1
hr generalist	1
human resource specialist	1
human resourcesspecialist (intermediate)	1
hr generalist ii	1
sr analyst, human resources generalist	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



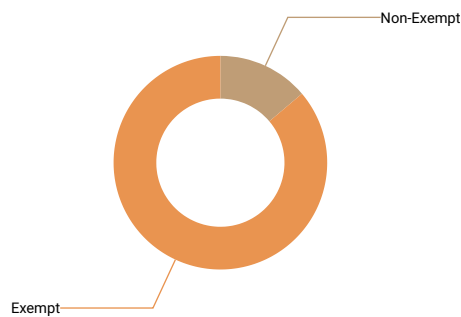
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	13
Mean	3.44
Median	1.5
Standard deviation	5.09
Total/sum	55

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



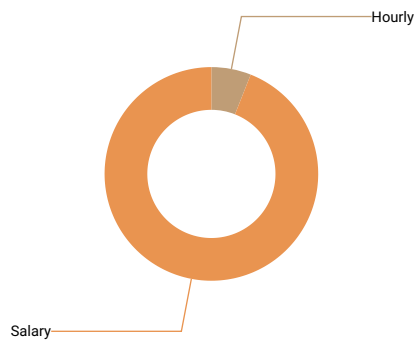
Results	%	N
Non-Exempt	13%	2
Exempt	81%	13

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									
Pay Range Minimum Salary	13	\$50,000.00	\$51,665.00	\$55,000.00	\$62,000.00	\$77,968.00	\$58,536.68	\$55,000.00	\$
Pay Range Maximum Salary	13	\$64,388.00	\$75,000.00	\$80,000.00	\$86,153.60	\$128,419.00	\$86,316.20	\$80,000.00	\$
Actual Lowest Base Salary	13	\$50,000.00	\$55,999.00	\$62,500.00	\$67,000.00	\$74,256.00	\$63,939.62	\$62,500.00	\$
Actual Average Base Salary	13	\$57,276.27	\$57,641.00	\$66,360.83	\$67,514.00	\$77,183.00	\$67,161.37	\$66,360.83	\$
Actual Highest Base Salary	13	\$57,641.00	\$61,588.80	\$66,560.00	\$67,514.00	\$93,705.00	\$70,806.51	\$66,560.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$0.00	\$650.00	\$6,174.00	\$6,700.00	\$2,362.33	\$650.00	\$

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.

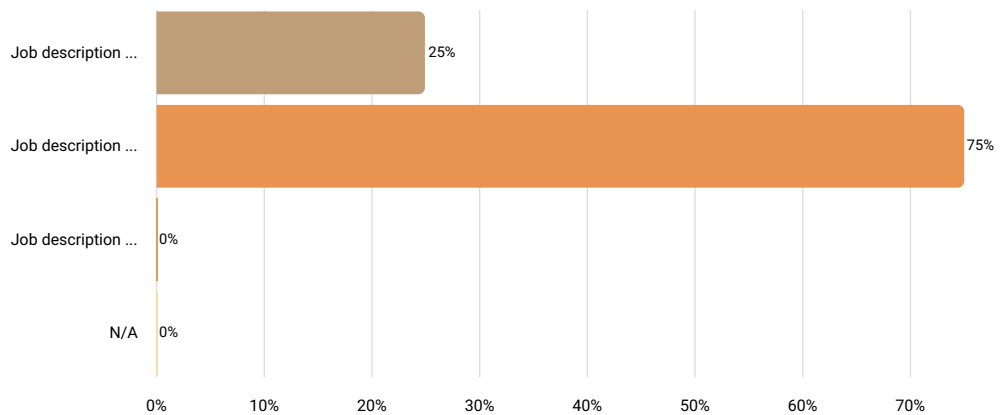
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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	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 6 times

Skipped 10 times

Text input

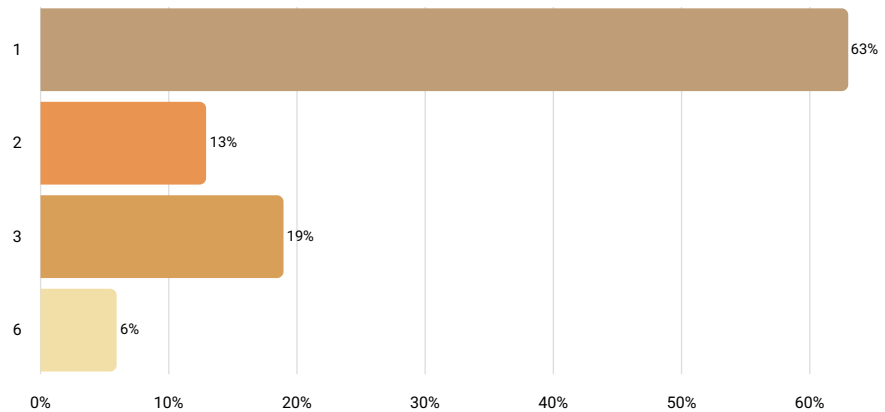
Results	
senior human resource generalist	1
payroll/hr specialist	1
human resource specialist/analyst (advanced)	1
hr generalist iii	1
hr representative	1
specialist, human resources generalist	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



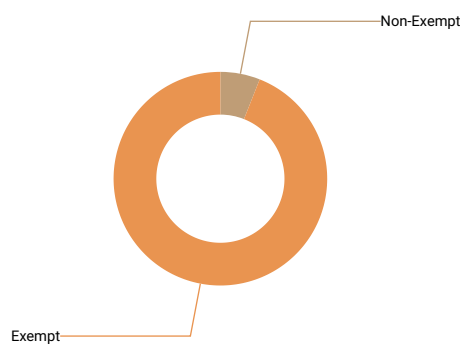
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	3
Mean	1.81
Median	1
Standard deviation	1.38
Total/sum	29

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



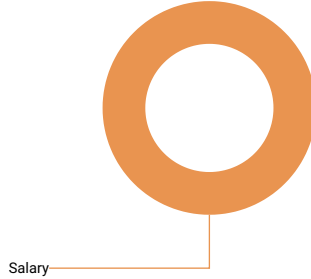
Results	%	N
Non-Exempt	6%	1
Exempt	94%	15

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	13	\$50,000.00	\$55,000.00	\$63,700.00	\$84,281.60	\$98,389.00	\$68,461.43	\$63,700.00	\$
Pay Range Maximum Salary	13	\$63,000.00	\$70,000.00	\$87,263.00	\$128,750.00	\$162,052.00	\$101,711.40	\$87,263.00	\$
Actual Lowest Base Salary	15	\$55,000.00	\$56,649.00	\$71,369.62	\$88,000.00	\$93,705.00	\$75,869.84	\$71,369.62	\$
Actual Average Base Salary	15	\$55,500.00	\$66,828.00	\$71,369.62	\$91,520.00	\$106,874.50	\$78,888.29	\$71,369.62	\$
Actual Highest Base Salary	15	\$55,500.00	\$70,000.00	\$80,000.00	\$93,600.00	\$128,750.00	\$82,593.24	\$80,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$750.00	\$4,500.00	\$8,750.00	\$10,000.00	\$4,750.00	\$4,500.00	\$

4.3.17 Technical Writer/Editor - Level 2

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.

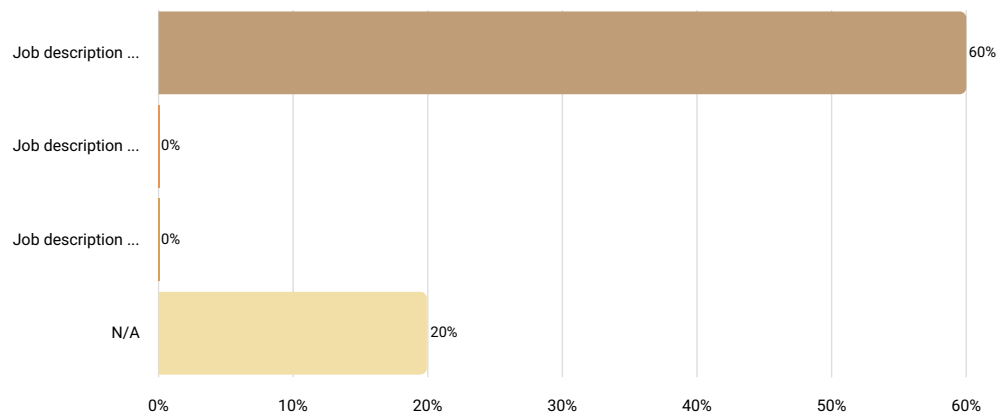
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



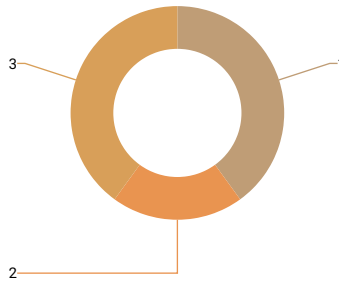
Results		
	%	N
Job description is perceptibly weaker than the position at your company	60%	3
Job description matches the position at your company very well	0%	0
Job description is perceptibly stronger than the position at your company	0%	0
N/A	20%	1

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



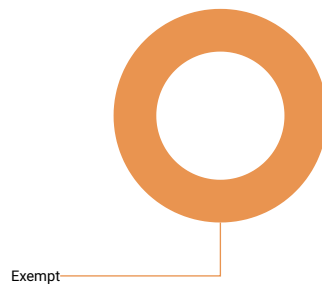
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2
Median	2
Standard deviation	1
Total/sum	10

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

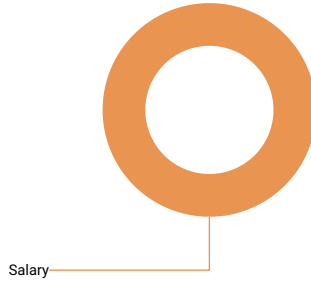
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Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$43,680.00	\$65,000.00	\$80,005.00	\$81,577.60	\$107,000.00	\$75,452.52	\$80,005.00
Actual Average Base Salary	5	\$56,840.00	\$65,000.00	\$87,164.52	\$93,246.40	\$107,000.00	\$81,850.18	\$87,164.52
Actual Highest Base Salary	5	\$65,000.00	\$70,000.00	\$94,640.95	\$102,148.80	\$107,000.00	\$87,757.95	\$94,640.95
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.3.19 Material Planner

Job description

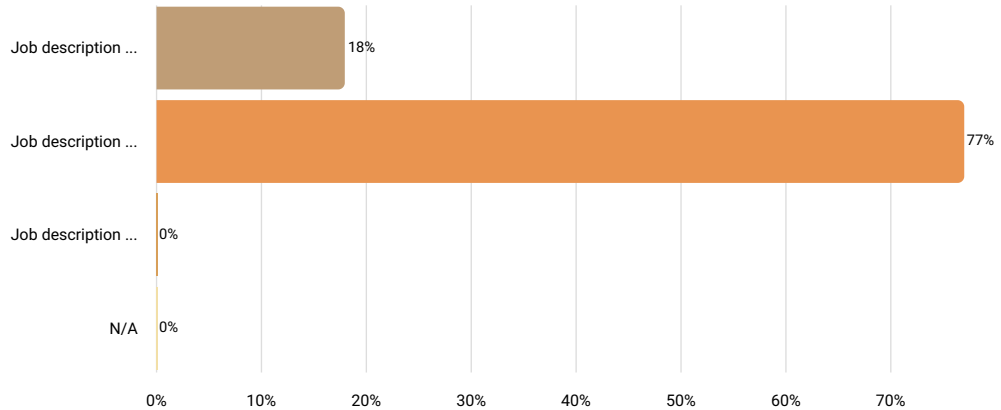
Monitor, schedule and coordinate movement of material for production throughout the facility. Coordinates with purchasing, production and other depart efficient movement and delivery of material. Typically has a B.S. degree or equivalent experience.

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	4
Job description matches the position at your company very well	77%	17
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 13 times

Skipped 9 times

Text input

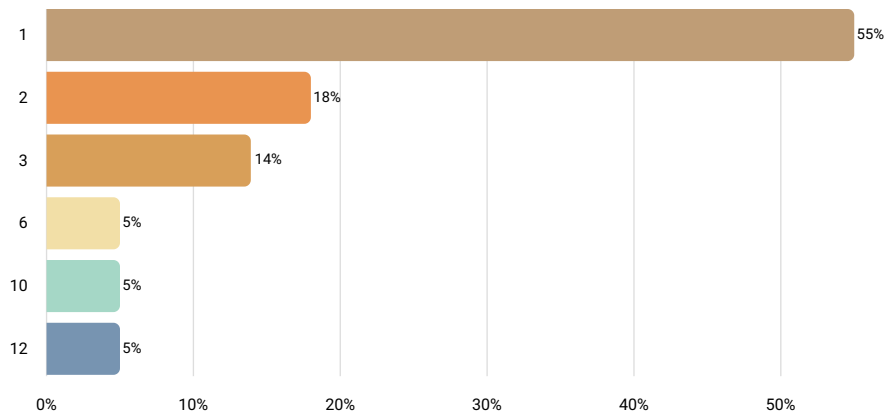
Results	
	1
operations planning analyst	1
production planner	1
material manager	1
analyst-materials	1
planning generalist	1
mill planner	1
npi material planner	1
materials coordinator	1
production support specialist	1
scheduler/planner	1
production coordinator i - iii	1
production scheduler	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



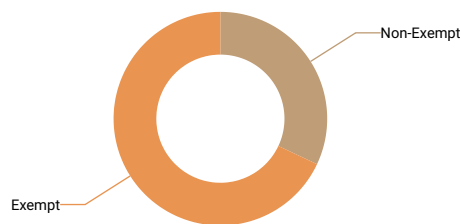
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	6
Mean	2.59
Median	1
Standard deviation	2.99
Total/sum	57

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



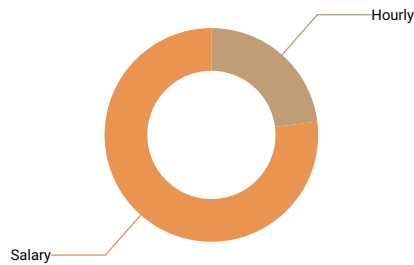
Results	%	N
Non-Exempt	32%	7
Exempt	68%	15

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	23%	5
Salary	77%	17

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	\$20.00	\$20.00	\$20.50	\$22.82	\$26.00	\$21.86	\$20.50
Pay Range Maximum Rate	5	\$21.00	\$21.61	\$26.00	\$30.00	\$53.77	\$30.48	\$26.00
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	12	\$40,062.00	\$48,950.00	\$53,725.00	\$63,300.00	\$70,000.00	\$55,042.00	\$53,725.00 \$
Pay Range Maximum Salary	12	\$65,000.00	\$74,869.00	\$81,125.00	\$87,500.00	\$110,900.00	\$83,807.33	\$81,125.00 \$
Actual Lowest Base Salary	15	\$52,000.00	\$64,203.95	\$68,640.00	\$80,000.00	\$81,000.00	\$69,060.58	\$68,640.00 \$
Actual Average Base Salary	15	\$56,500.00	\$67,300.00	\$75,698.92	\$80,010.00	\$92,325.00	\$74,480.69	\$75,698.92 \$
Actual Highest Base Salary	15	\$65,000.00	\$70,000.00	\$80,000.00	\$90,000.00	\$102,978.20	\$80,598.67	\$80,000.00 \$
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.3.23 Financial Analyst

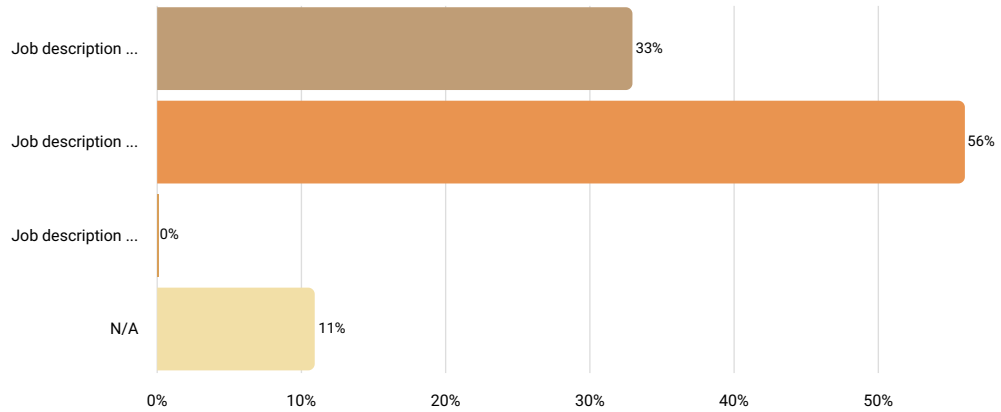
Job description Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	33%	3	
Job description matches the position at your company very well	56%	5	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	11%	1	

Job Title (if different than above)

Answered 5 times

Skipped 4 times

Text input

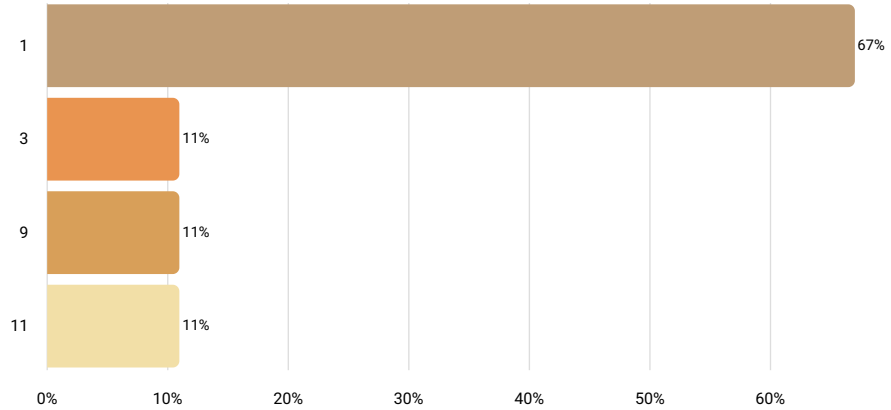
Results	
financial analyst	1
sr financial analyst	1
senior financial analyst	1
project control analyst ii - iv & project finance analyst i, iii, & iv	1
purchasing/risk manager	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



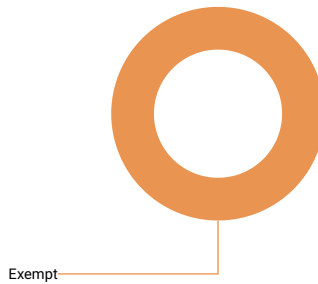
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	11
Mean	3.22
Median	1
Standard deviation	3.93
Total/sum	29

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

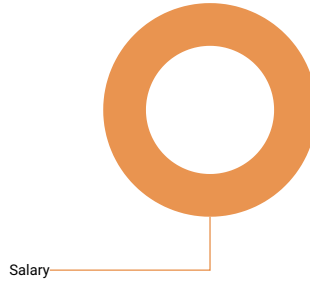
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Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	6	\$55,000.00	\$57,324.80	\$70,900.00	\$74,962.33	\$150,000.00	\$79,847.86	\$70,900.00	\$35,384.8
Pay Range Maximum Salary	6	\$76,960.00	\$86,778.27	\$95,600.00	\$124,009.60	\$160,000.00	\$106,491.31	\$95,600.00	\$30,759.5
Actual Lowest Base Salary	9	\$54,302.00	\$64,875.20	\$86,778.27	\$95,000.00	\$157,497.60	\$85,463.00	\$86,778.27	\$31,848.7
Actual Average Base Salary	9	\$54,302.00	\$73,345.00	\$92,000.00	\$96,713.91	\$157,497.60	\$91,250.35	\$92,000.00	\$28,879.1
Actual Highest Base Salary	9	\$54,302.00	\$86,778.27	\$92,000.00	\$96,713.91	\$157,497.60	\$97,202.38	\$92,000.00	\$29,332.3

4.3.28 Recruiter

Job description

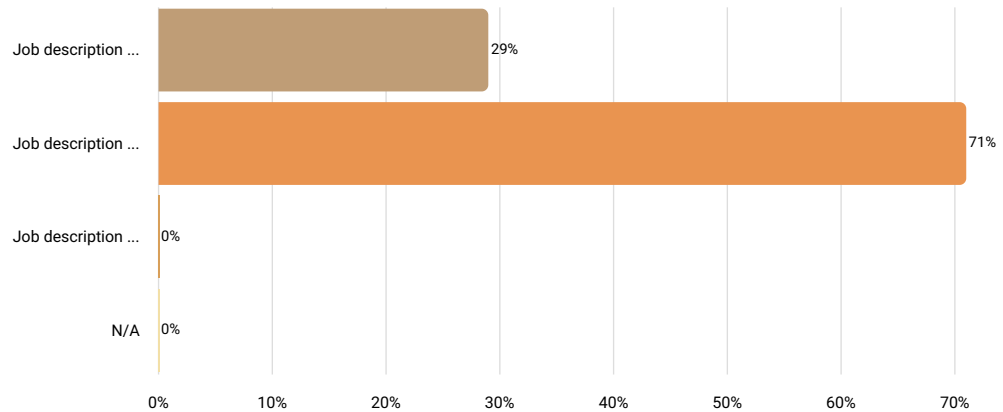
Partners with hiring managers to determine staffing needs. Screen resumes, perform in-person and phone interviews with candidates, negotiate job offer job openings and the organization through various hiring channels.

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

Answered 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

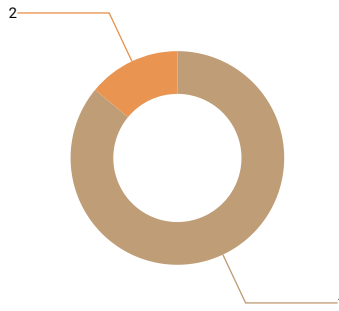
Results	
talent acquisition specialist	2
recruiting specialist	1
recruiter iii	1
senior talent acquisition specialist	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



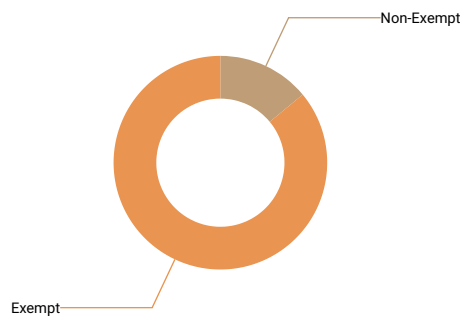
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.14
Median	1
Standard deviation	0.38
Total/sum	8

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



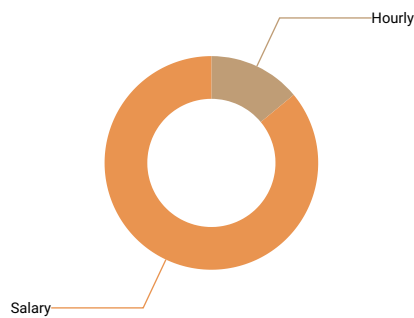
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

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									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$51,992.49	\$52,999.00	\$80,000.00	\$85,800.00	\$86,819.20	\$72,935.12	\$80,000.00	\$
Actual Average Base Salary	6	\$52,999.00	\$63,568.25	\$80,000.00	\$85,800.00	\$86,819.20	\$74,864.41	\$80,000.00	\$
Actual Highest Base Salary	6	\$52,999.00	\$75,144.00	\$80,000.00	\$85,800.00	\$86,819.20	\$76,793.70	\$80,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.29 Training Coordinator

Job description

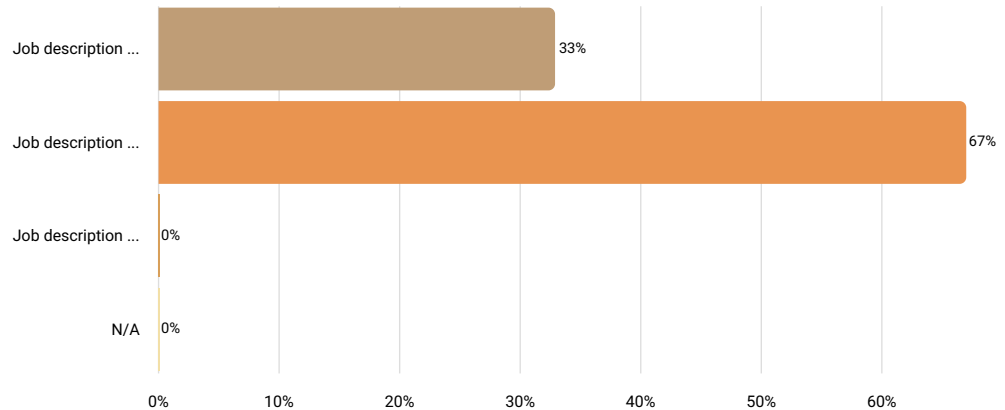
Communicate with managers to identify training needs and map out development plans for teams and individuals. Facilitate training when needed.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



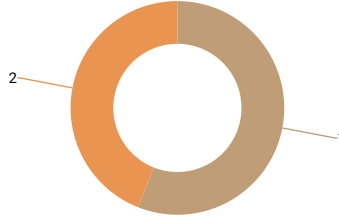
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	3
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



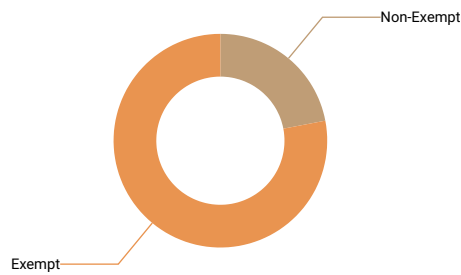
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.44
Median	1
Standard deviation	0.53
Total/sum	13

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



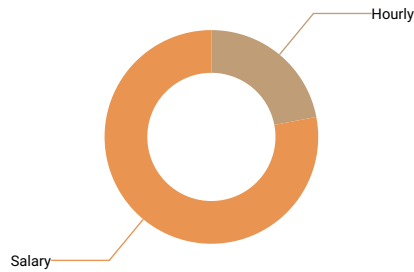
Results	%	N
Non-Exempt	22%	2
Exempt	78%	7

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	6	\$50,000.00	\$55,000.00	\$55,941.20	\$60,000.00	\$61,940.00	\$56,470.40	\$55,941.20	\$
Pay Range Maximum Salary	6	\$65,000.00	\$85,000.00	\$89,435.20	\$95,000.00	\$115,032.00	\$89,817.07	\$89,435.20	\$
Actual Lowest Base Salary	6	\$56,700.00	\$59,404.80	\$60,884.88	\$79,000.00	\$89,448.32	\$67,720.48	\$60,884.88	\$
Actual Average Base Salary	6	\$60,000.00	\$61,769.76	\$70,878.60	\$79,700.00	\$89,448.32	\$72,112.55	\$70,878.60	\$
Actual Highest Base Salary	6	\$60,000.00	\$61,769.76	\$81,404.80	\$85,000.00	\$89,448.32	\$76,504.61	\$81,404.80	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.30 Compensation/Benefits Specialist

Job description

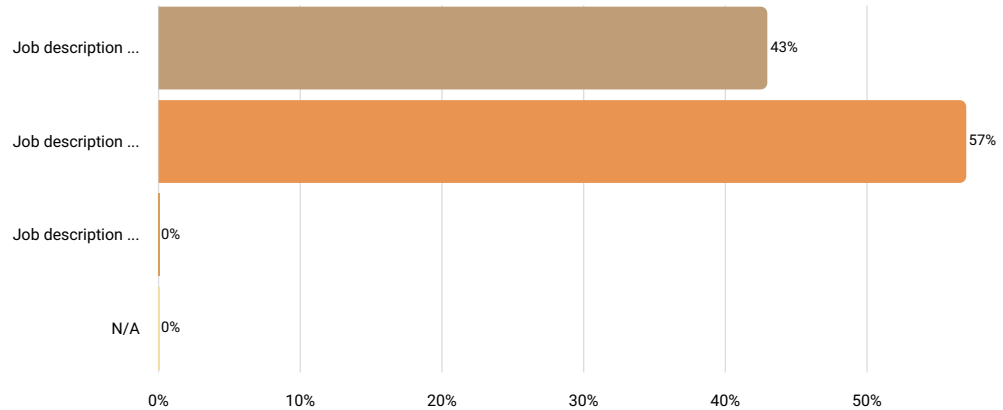
Involved in the design and administration of the company's compensation and benefits plans which includes developing salary ranges and overseeing me and budgets. Communicates with employees regarding company policies and procedures related to compensation and benefits.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



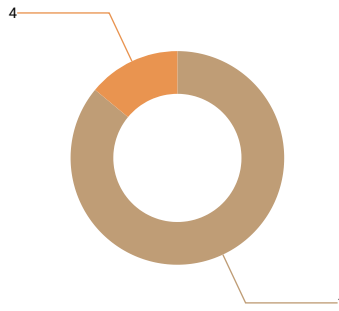
Results		
	%	N
Job description is perceptibly weaker than the position at your company	43%	3
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



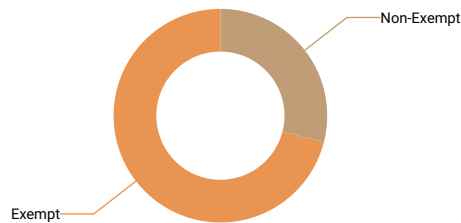
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.43
Median	1
Standard deviation	1.13
Total/sum	10

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



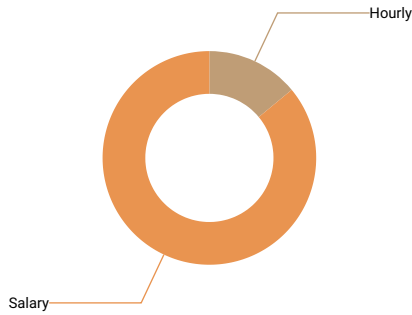
Results	%	N
Non-Exempt	29%	2
Exempt	71%	5

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate								
Actual Average Base Rate								
Actual Highest Base Rate								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	6	\$52,020.00	\$53,500.00	\$56,349.99	\$58,000.00	\$100,000.00	\$62,703.33	\$56,349.99 \$
Actual Average Base Salary	6	\$52,020.00	\$53,500.00	\$57,750.00	\$70,633.56	\$100,000.00	\$65,275.59	\$57,750.00 \$
Actual Highest Base Salary	6	\$52,020.00	\$53,500.00	\$57,750.00	\$95,000.00	\$100,000.00	\$69,336.67	\$57,750.00 \$
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 1-3
Electrical Design Engineer - Level 3
Industrial or Manufacturing Engineer - Level 1-4
Quality Engineer - Level 1-4
Project Manager - Level 3
Chemical Engineer
Safety Engineer
Machine/CNC Programmer

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

Mechanical Engineer - Level 4-6
Electrical Design Engineer - Level 1-2, 4-6
Industrial or Manufacturing Engineer - Level 5-6
Aeronautical Design Engineer - Level 1-6
Quality Engineer - Level 5-6
Software Engineer - Level 1-6
System Design Engineer - Level 1-6
Info Assurance/Security Engineer - Level 1-6
Project Manager - Level 1-2, 4-6
Chemist
Materials Engineer
Technical Support Engineer
Environmental Engineer
Avionics Integration Engineer
Logistics Engineer
System Administrator or Network Analyst
Network Engineer
Program Analyst
Software Developer
System Analyst
Business Analyst
Web Developer
Principal Investigator
MIS Programmer or Analyst
Database Analyst
Information System Security Officer/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.

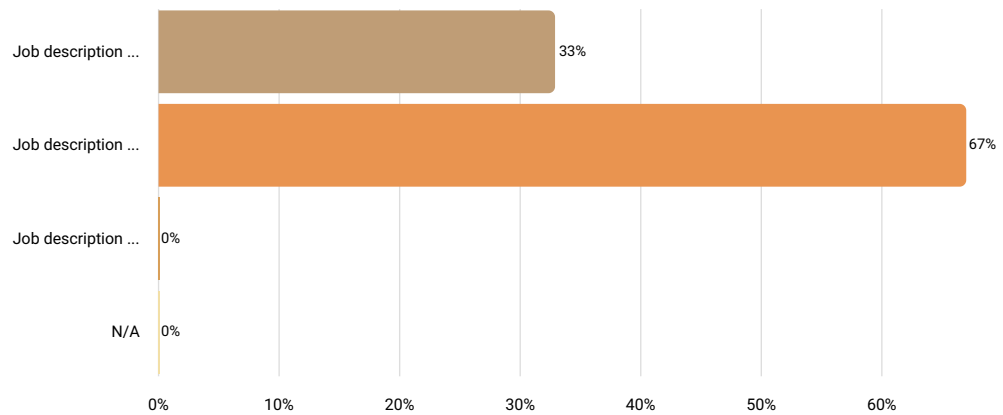
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



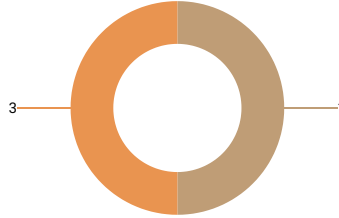
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	2
Job description matches the position at your company very well		67%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



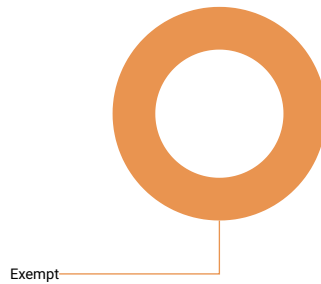
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2
Median	2
Standard deviation	1.1
Total/sum	12

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

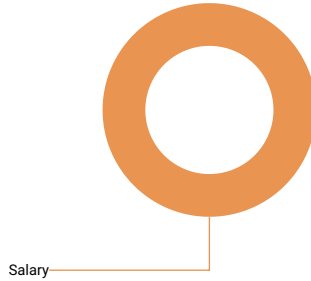
[Table of Contents](#)

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	\$62,000.00	\$62,500.00	\$67,500.00	\$78,000.00	\$86,000.00	\$70,583.33	\$67,500.00	\$
Actual Average Base Salary	6	\$62,500.00	\$64,750.00	\$69,060.00	\$78,000.00	\$90,000.00	\$72,228.33	\$69,060.00	\$
Actual Highest Base Salary	6	\$62,500.00	\$67,500.00	\$70,620.00	\$78,000.00	\$94,000.00	\$73,873.33	\$70,620.00	\$
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.

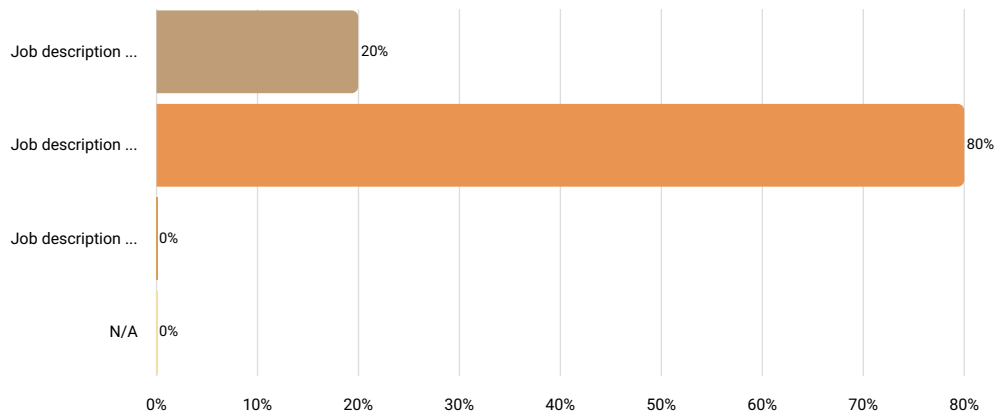
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



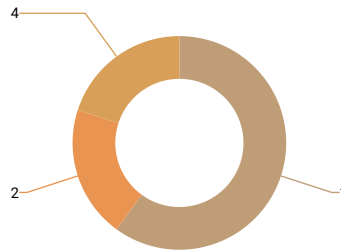
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



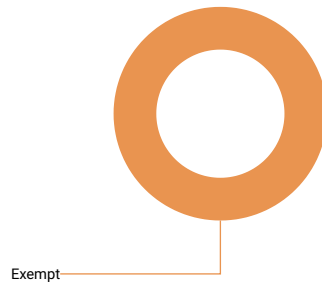
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.8
Median	1
Standard deviation	1.3
Total/sum	9

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

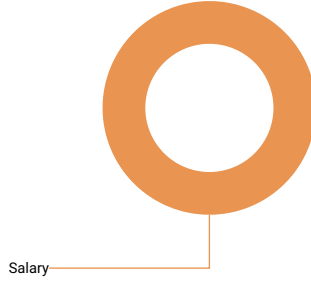
[Table of Contents](#)

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	\$70,000.00	\$74,880.00	\$79,008.00	\$85,000.00	\$90,000.00	\$79,777.60	\$79,008.00	\$
Actual Average Base Salary	5	\$71,500.00	\$74,880.00	\$79,008.00	\$85,030.00	\$90,000.00	\$80,083.60	\$79,008.00	\$
Actual Highest Base Salary	5	\$73,000.00	\$74,880.00	\$79,008.00	\$85,200.00	\$90,000.00	\$80,417.60	\$79,008.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

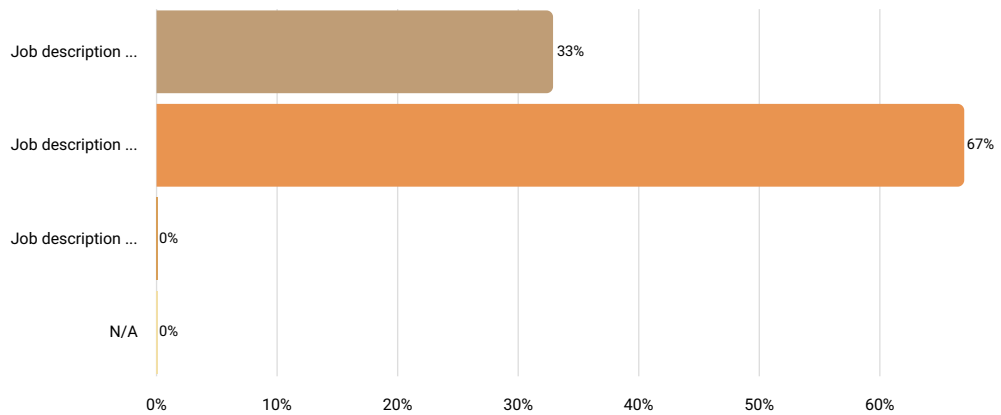
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



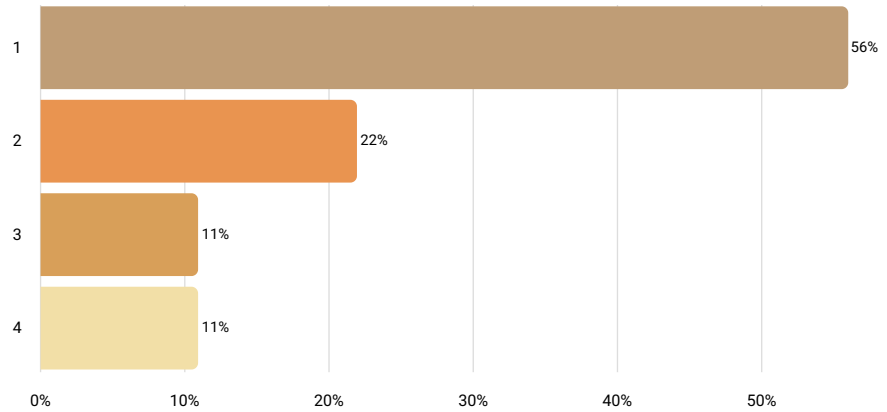
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	3
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



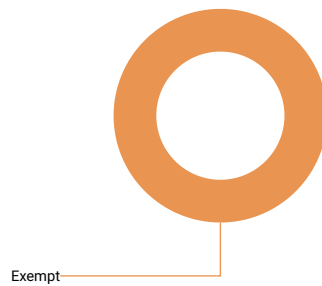
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.78
Median	1
Standard deviation	1.09
Total/sum	16

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

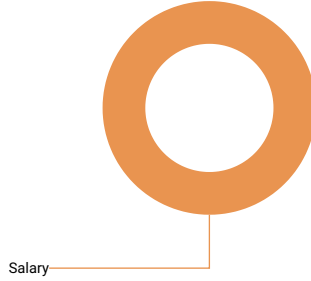
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	7	\$45,000.00	\$61,940.00	\$81,500.00	\$92,650.00	\$94,515.20	\$76,943.60	\$81,500.00	\$
Pay Range Maximum Salary	7	\$81,577.00	\$83,000.00	\$95,000.00	\$115,032.00	\$125,350.00	\$101,414.26	\$95,000.00	\$
Actual Lowest Base Salary	9	\$71,200.00	\$83,000.00	\$85,000.00	\$96,512.00	\$110,000.00	\$89,067.96	\$85,000.00	\$
Actual Average Base Salary	9	\$71,200.00	\$83,000.00	\$87,949.64	\$101,836.80	\$110,000.00	\$91,145.12	\$87,949.64	\$
Actual Highest Base Salary	9	\$71,200.00	\$83,000.00	\$87,949.64	\$107,161.60	\$115,360.00	\$92,972.03	\$87,949.64	\$
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.

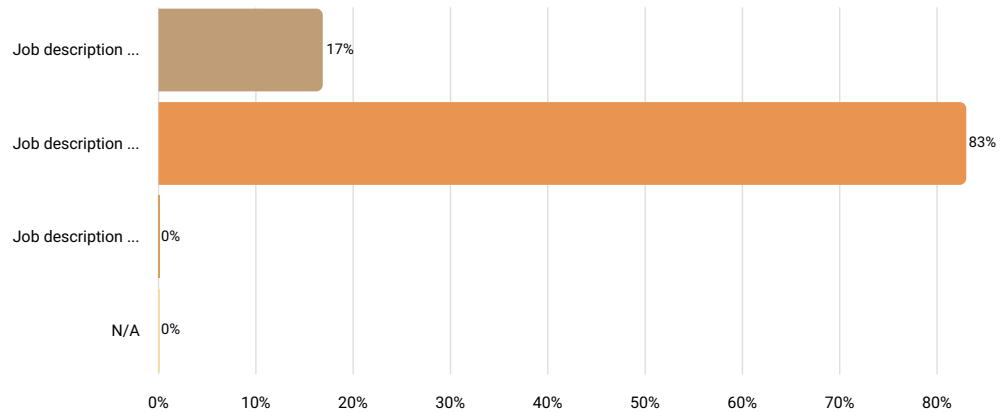
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



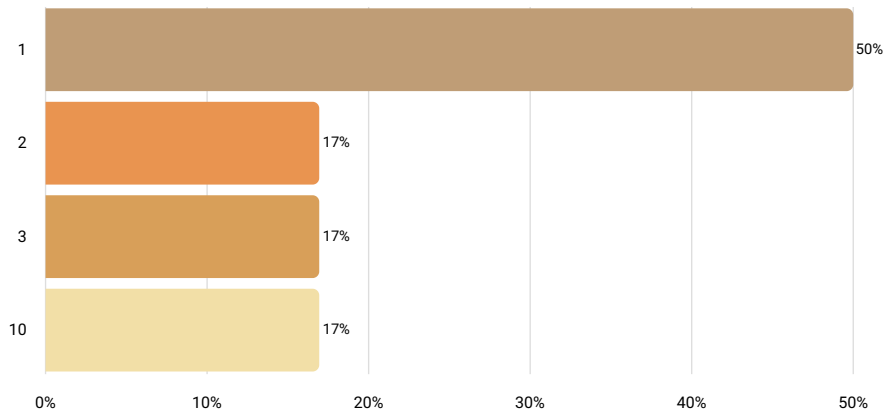
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



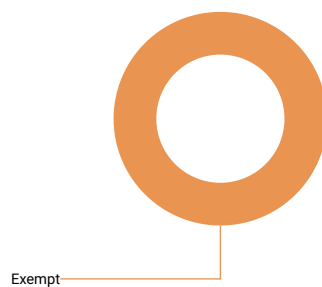
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	10
Mean	3
Median	1.5
Standard deviation	3.52
Total/sum	18

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

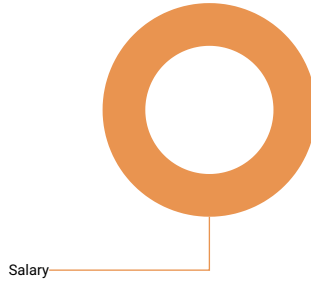
[Table of Contents](#)

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	5	\$55,000.00	\$62,000.00	\$87,000.00	\$94,500.00	\$96,200.00	\$78,940.00	\$87,000.00	\$
Pay Range Maximum Salary	5	\$85,000.00	\$94,500.00	\$95,000.00	\$100,000.00	\$117,499.20	\$98,399.84	\$95,000.00	\$
Actual Lowest Base Salary	6	\$63,500.00	\$65,000.00	\$85,251.64	\$92,185.60	\$94,500.00	\$80,948.15	\$85,251.64	\$
Actual Average Base Salary	6	\$63,500.00	\$79,800.00	\$95,750.00	\$102,502.40	\$108,432.74	\$90,955.86	\$95,750.00	\$
Actual Highest Base Salary	6	\$63,500.00	\$79,800.00	\$96,250.00	\$112,798.40	\$124,528.49	\$95,521.15	\$96,250.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.13 Industrial or Manufacturing Engineer - Level 1

Job description

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

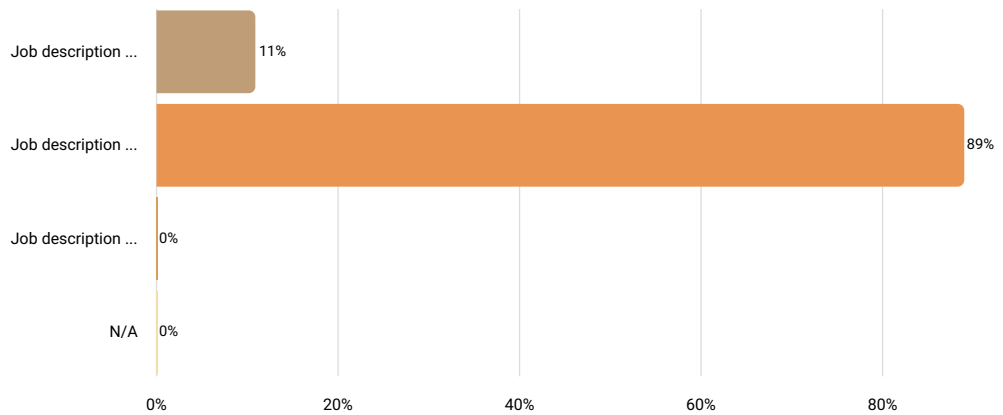
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



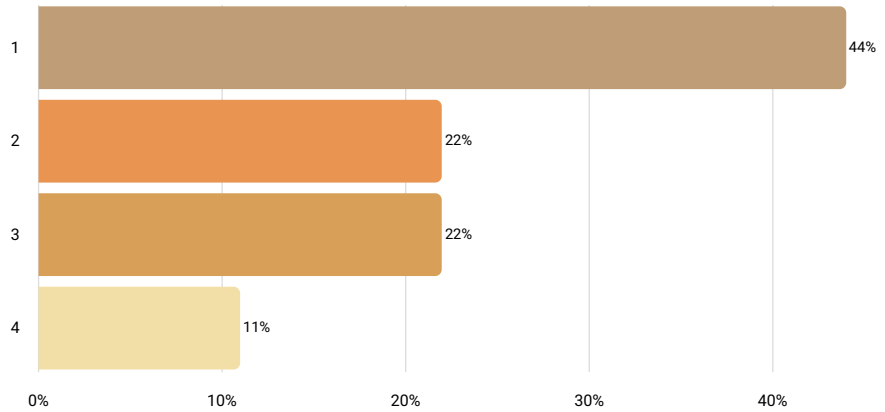
Results		%	N
Job description is perceptibly weaker than the position at your company		11%	1
Job description matches the position at your company very well		89%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



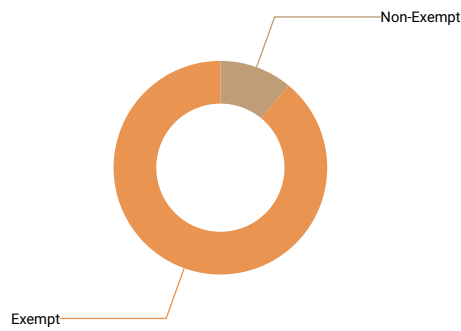
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2
Median	2
Standard deviation	1.12
Total/sum	18

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



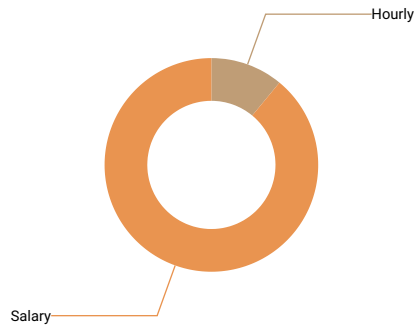
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

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	7	\$44,500.00	\$45,000.00	\$56,800.00	\$60,500.00	\$67,000.00	\$55,257.14	\$56,800.00	\$
Pay Range Maximum Salary	7	\$60,000.00	\$65,800.00	\$80,000.00	\$96,500.00	\$99,900.00	\$80,314.29	\$80,000.00	\$
Actual Lowest Base Salary	6	\$57,000.00	\$57,100.00	\$64,686.96	\$70,000.00	\$75,000.00	\$64,745.65	\$64,686.96	\$
Actual Average Base Salary	7	\$57,100.00	\$60,000.00	\$67,581.25	\$70,000.00	\$75,000.00	\$65,793.60	\$67,581.25	\$
Actual Highest Base Salary	7	\$57,100.00	\$62,373.92	\$68,162.50	\$75,000.00	\$78,000.00	\$67,948.06	\$68,162.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.14 Industrial or Manufacturing Engineer - Level 2

Job description

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

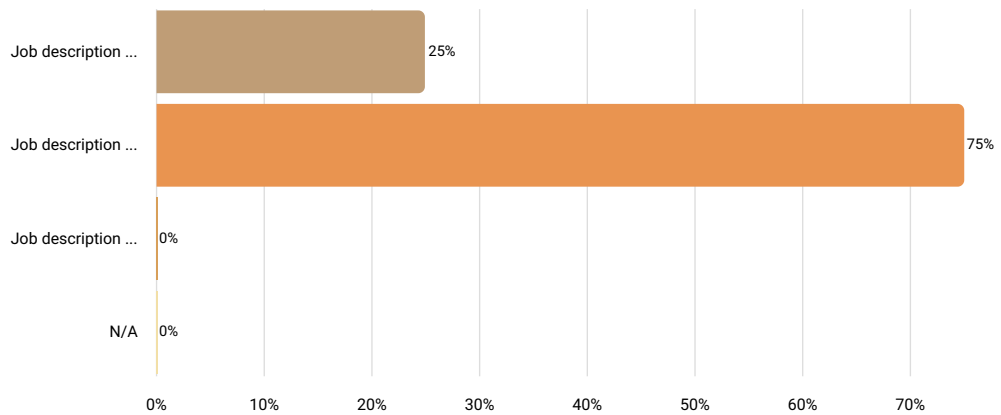
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

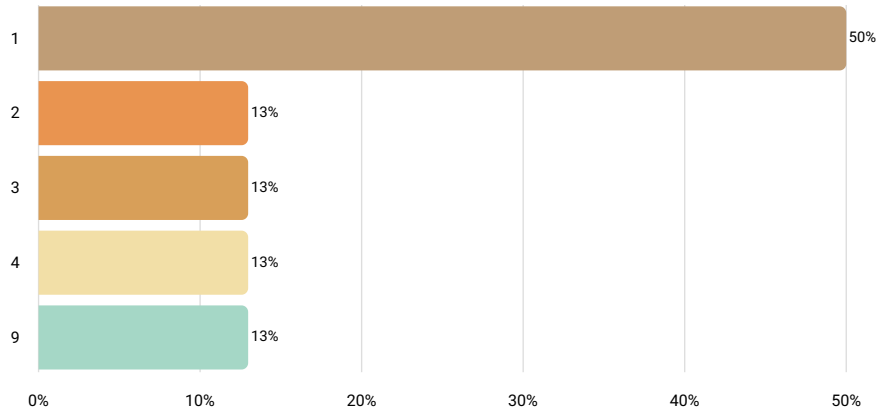
Results	
materials and process engineer	1
manufacturing engineer	1
manufacturing engineer ii - electrical	1
process engineer	1
engineer, manufacturing	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



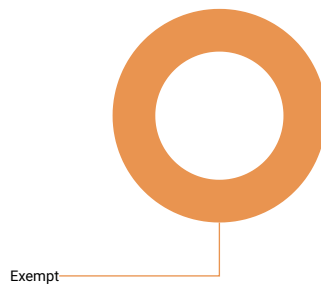
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3.5
90th percentile	9
Mean	2.75
Median	1.5
Standard deviation	2.76
Total/sum	22

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

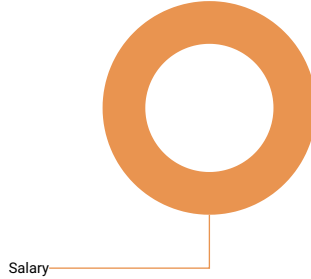
[Table of Contents](#)

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	8	\$57,008.00	\$61,363.50	\$67,250.00	\$76,053.90	\$76,700.00	\$67,880.35	\$67,250.00	\$
Pay Range Maximum Salary	8	\$70,000.00	\$74,698.00	\$85,276.50	\$95,723.10	\$118,500.00	\$87,486.90	\$85,276.50	\$
Actual Lowest Base Salary	8	\$57,008.00	\$64,740.00	\$77,027.60	\$82,400.00	\$87,550.00	\$74,111.65	\$77,027.60	\$
Actual Average Base Salary	8	\$64,313.00	\$66,700.50	\$77,027.60	\$84,922.88	\$87,550.00	\$76,145.62	\$77,027.60	\$
Actual Highest Base Salary	8	\$68,000.00	\$70,853.00	\$77,027.60	\$84,975.00	\$95,526.60	\$78,654.72	\$77,027.60	\$
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, inventory, logistics and material flow, cost analysis, and production coordination.

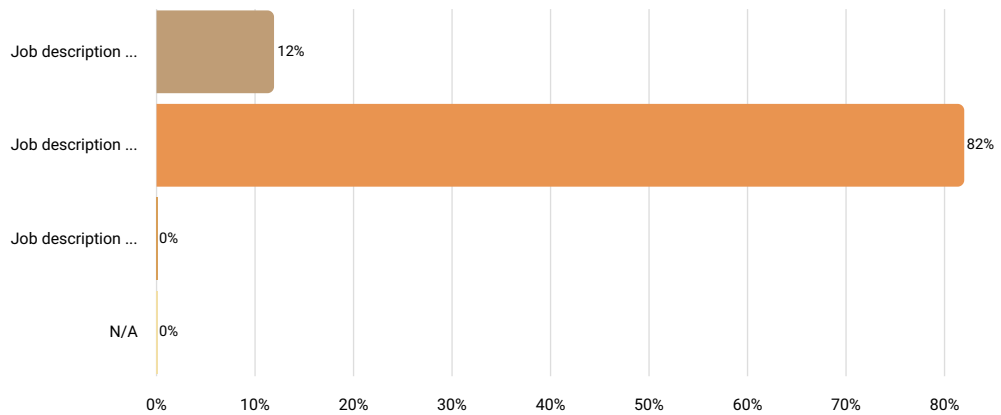
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 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 7 times

Skipped 10 times

Text input

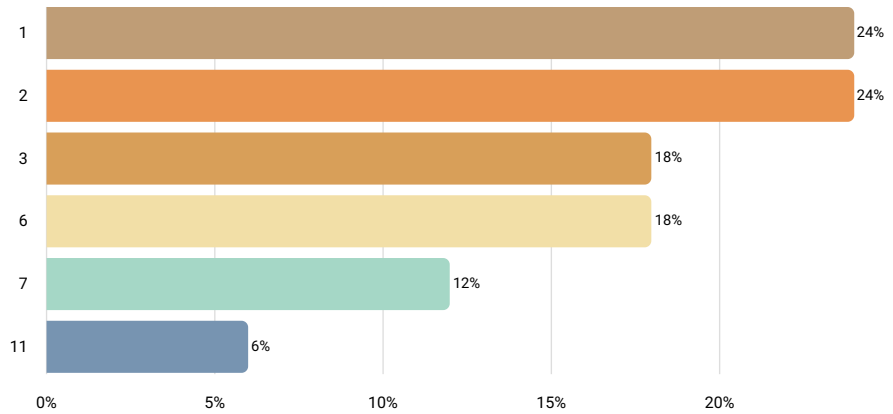
Results	
process engineer	2
me	1
material and processes engineer	1
manufacturing engineer iii - electrical, manufacturing engineer iii - machine shop, manufacturing engineer - mechanical	1
process and controls engineer	1
sr engineer, manufacturing	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



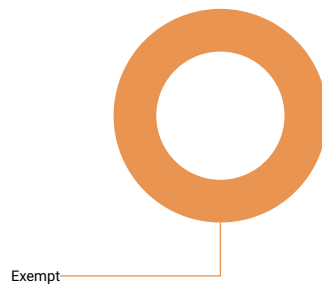
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	7
Mean	3.76
Median	3
Standard deviation	2.88
Total/sum	64

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



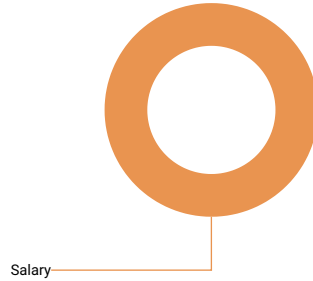
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

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	14	\$56,100.00	\$61,000.00	\$69,000.00	\$76,220.00	\$90,500.00	\$70,247.25	\$69,000.00	\$
Pay Range Maximum Salary	14	\$85,000.00	\$91,791.00	\$102,070.61	\$122,387.20	\$134,800.00	\$106,923.88	\$102,070.61	\$
Actual Lowest Base Salary	15	\$70,000.00	\$74,800.00	\$79,000.00	\$91,686.40	\$105,000.00	\$83,547.10	\$79,000.00	\$
Actual Average Base Salary	15	\$78,000.00	\$78,333.00	\$84,000.00	\$100,963.20	\$107,500.00	\$88,336.26	\$84,000.00	\$
Actual Highest Base Salary	15	\$79,000.00	\$84,000.00	\$91,791.00	\$107,161.60	\$110,000.00	\$93,771.19	\$91,791.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$8,000.00	\$8,400.00	\$8,500.00	\$10,600.00	\$7,100.00	\$8,400.00	\$

4.4.16 Industrial or Manufacturing Engineer - Level 4

Job description

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

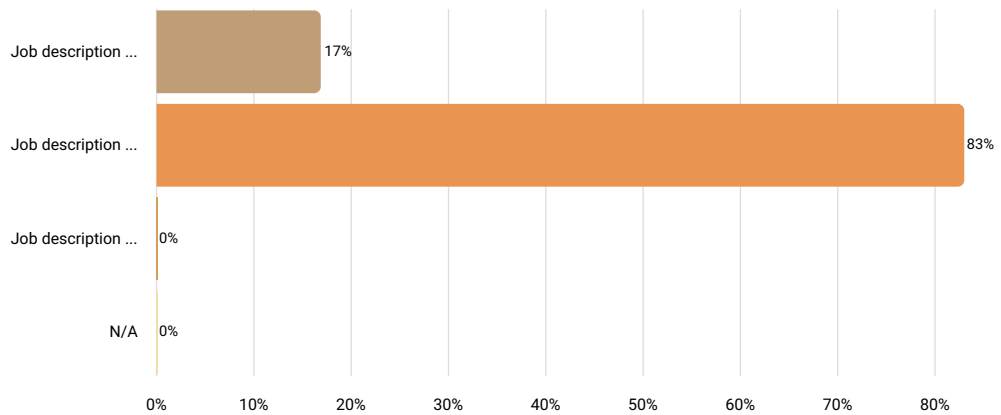
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



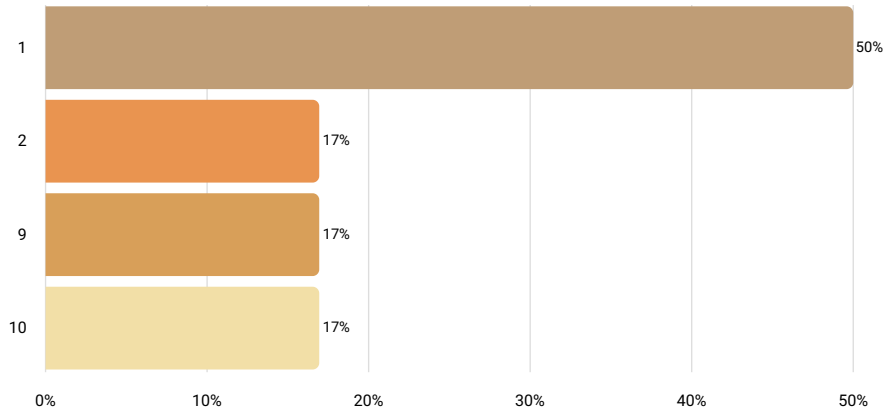
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



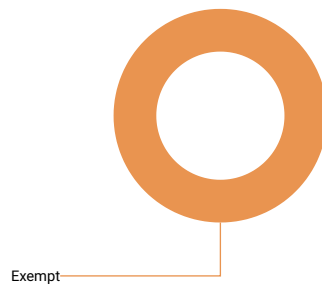
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	9
90th percentile	10
Mean	4
Median	1.5
Standard deviation	4.29
Total/sum	24

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



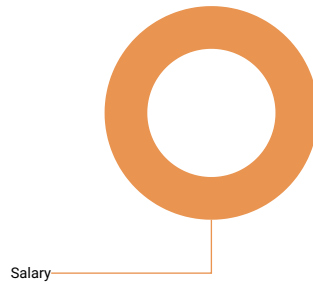
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

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	
Pay Range Minimum Salary	6	\$63,500.00	\$80,340.00	\$99,000.00	\$113,110.40	\$117,052.65	\$95,333.84	\$99,000.00	\$
Pay Range Maximum Salary	6	\$104,000.00	\$112,000.00	\$148,794.80	\$158,365.35	\$171,000.00	\$140,492.49	\$148,794.80	\$
Actual Lowest Base Salary	6	\$80,340.00	\$98,000.00	\$108,951.20	\$118,900.00	\$139,638.00	\$109,130.07	\$108,951.20	\$
Actual Average Base Salary	6	\$93,646.00	\$101,000.00	\$108,951.20	\$133,330.00	\$139,638.00	\$114,252.73	\$108,951.20	\$
Actual Highest Base Salary	6	\$104,000.00	\$105,000.00	\$112,451.20	\$139,638.00	\$146,160.00	\$119,950.07	\$112,451.20	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.25 Quality Engineer - Level 1

Job description

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

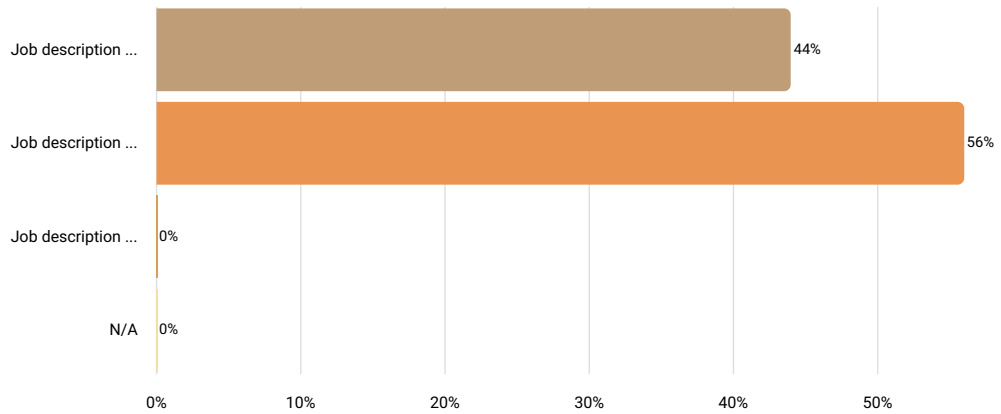
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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

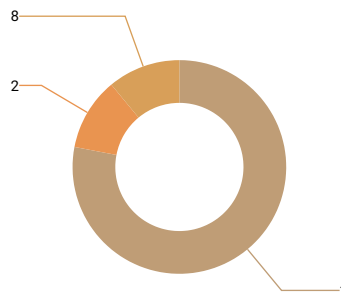
Results	
quality assurance specialist	2
quality engineer	1
quality engineer i	1
associate engineer, quality	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



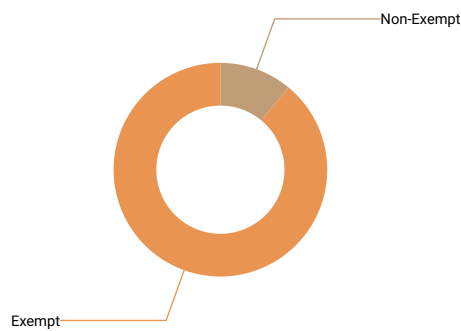
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	8
Mean	1.89
Median	1
Standard deviation	2.32
Total/sum	17

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



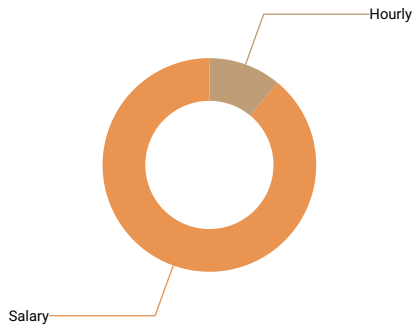
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

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									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	8	\$45,000.00	\$50,000.00	\$60,250.00	\$71,572.76	\$102,000.00	\$63,830.69	\$60,250.00	\$
Pay Range Maximum Salary	8	\$60,000.00	\$65,000.00	\$80,760.00	\$95,750.00	\$153,000.00	\$87,002.50	\$80,760.00	\$
Actual Lowest Base Salary	7	\$10,000.00	\$50,000.00	\$61,300.00	\$82,004.00	\$102,000.00	\$62,202.00	\$61,300.00	\$
Actual Average Base Salary	6	\$55,000.00	\$55,000.00	\$68,205.00	\$82,004.00	\$127,500.00	\$75,985.67	\$68,205.00	\$
Actual Highest Base Salary	6	\$55,000.00	\$60,000.00	\$68,205.00	\$82,004.00	\$153,000.00	\$81,069.00	\$68,205.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.26 Quality Engineer - Level 2

Job description

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

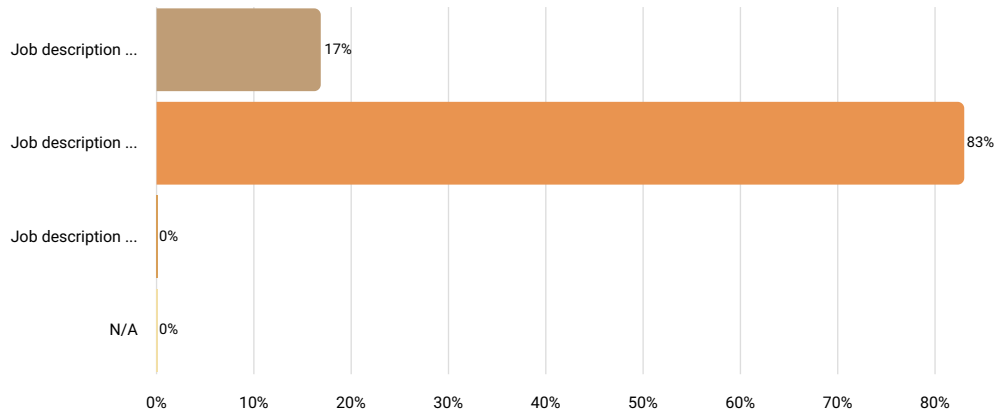
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 6 times

Text input

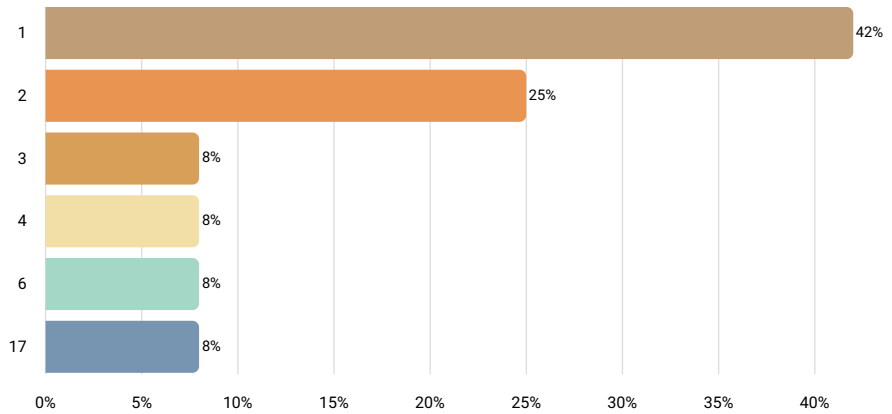
Results	
supplier / operational quality engineer	1
quality analyst	1
quality engineer/specialist	1
quality engineer ii	1
quality specialist	1
engineer, quality	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



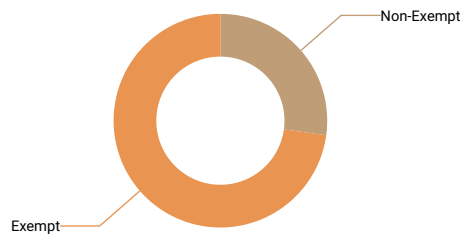
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3.5
90th percentile	6
Mean	3.42
Median	2
Standard deviation	4.54
Total/sum	41

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



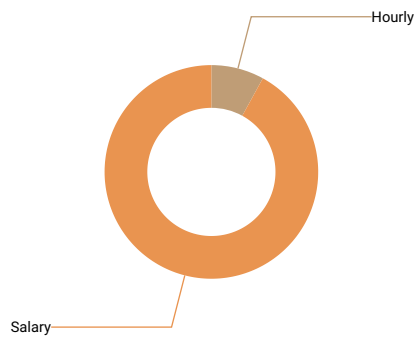
Results	%	N
Non-Exempt	25%	3
Exempt	67%	8

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									
Pay Range Minimum Salary	10	\$50,000.00	\$52,221.00	\$62,575.00	\$69,500.00	\$78,644.50	\$62,816.00	\$62,575.00	\$
Pay Range Maximum Salary	10	\$70,000.00	\$75,000.00	\$86,488.00	\$96,760.00	\$126,517.00	\$91,235.90	\$86,488.00	\$
Actual Lowest Base Salary	10	\$47,110.50	\$55,000.00	\$67,500.00	\$79,750.00	\$87,206.55	\$67,217.45	\$67,500.00	\$
Actual Average Base Salary	10	\$60,805.00	\$68,850.00	\$72,202.50	\$80,000.00	\$91,729.05	\$74,382.71	\$72,202.50	\$
Actual Highest Base Salary	10	\$70,000.00	\$70,700.00	\$76,905.00	\$80,204.80	\$93,536.55	\$78,381.89	\$76,905.00	\$
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

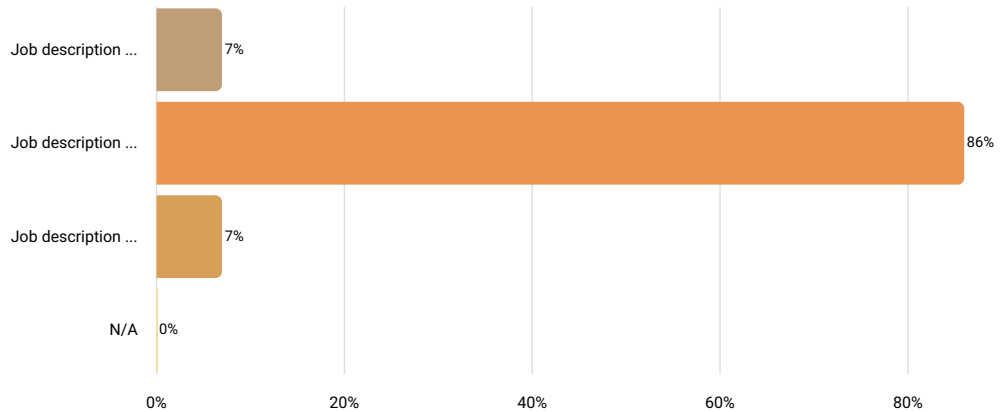
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



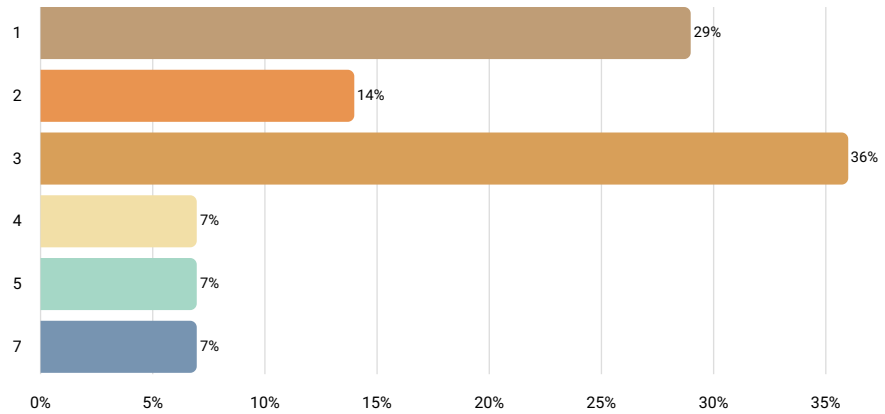
Results		
	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	86%	12
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



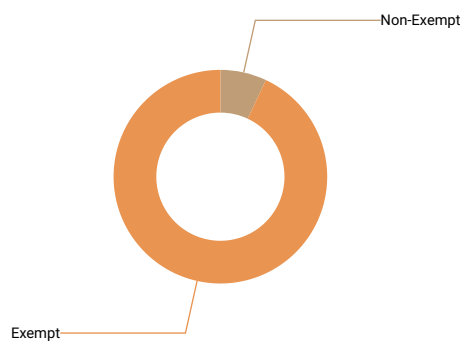
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	3
90th percentile	5
Mean	2.79
Median	3
Standard deviation	1.72
Total/sum	39

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

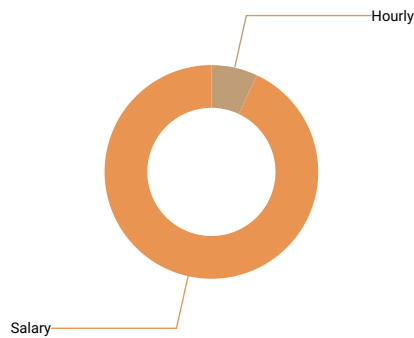
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

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								
Pay Range Minimum Salary	11	\$61,000.00	\$62,800.00	\$70,946.00	\$81,857.00	\$83,000.00	\$71,463.91	\$70,946.00
Pay Range Maximum Salary	11	\$78,589.00	\$80,000.00	\$95,000.00	\$110,747.30	\$113,514.00	\$96,713.66	\$95,000.00
Actual Lowest Base Salary	13	\$62,800.00	\$70,000.00	\$82,756.88	\$90,000.00	\$97,565.00	\$80,991.76	\$82,756.88
Actual Average Base Salary	12	\$68,850.00	\$76,750.00	\$85,584.00	\$95,366.46	\$108,329.50	\$86,838.78	\$85,584.00
Actual Highest Base Salary	12	\$70,700.00	\$83,340.00	\$88,495.50	\$102,226.13	\$112,000.00	\$90,810.27	\$88,495.50
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$5,000.00	\$5,611.00	\$7,800.00	\$8,168.00	\$5,315.80	\$5,611.00

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

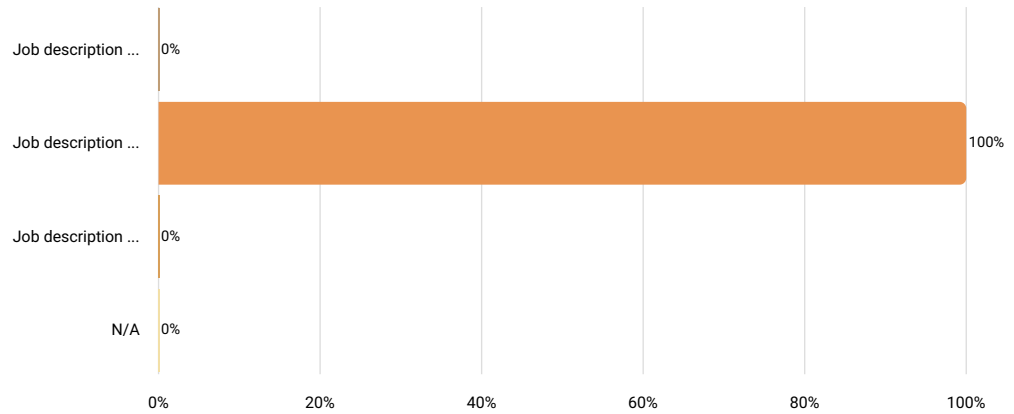
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



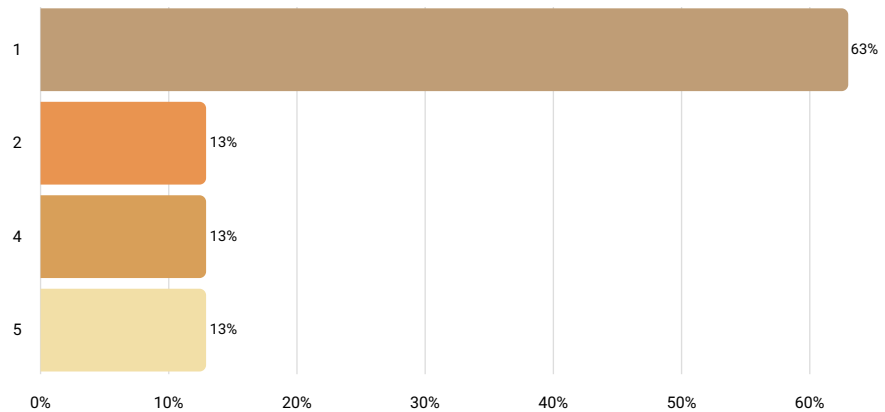
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	8
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



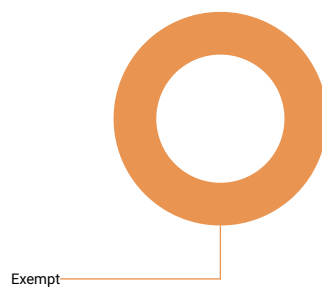
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	1.6
Total/sum	16

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

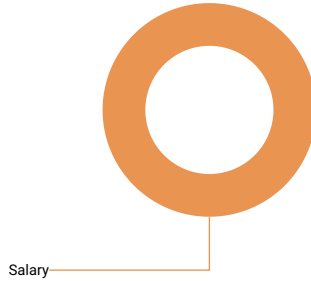
[Table of Contents](#)

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	Standard dev
Pay Range Minimum Salary	5	\$55,000.00	\$61,940.00	\$90,000.00	\$92,000.00	\$100,000.00	\$79,788.00	\$90,000.00	\$19,968.
Pay Range Maximum Salary	5	\$75,000.00	\$90,000.00	\$115,032.00	\$138,000.00	\$171,000.00	\$117,806.40	\$115,032.00	\$38,244.
Actual Lowest Base Salary	8	\$60,545.00	\$75,987.00	\$90,240.00	\$115,070.00	\$120,850.00	\$92,998.63	\$90,240.00	\$22,550.
Actual Average Base Salary	8	\$60,545.00	\$78,119.00	\$90,240.00	\$118,830.64	\$129,413.00	\$95,542.16	\$90,240.00	\$25,065.
Actual Highest Base Salary	8	\$60,545.00	\$78,487.50	\$92,679.00	\$119,736.25	\$137,025.00	\$97,421.94	\$92,679.00	\$26,741.

4.4.51 Project Manager - Level 3

Job description

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

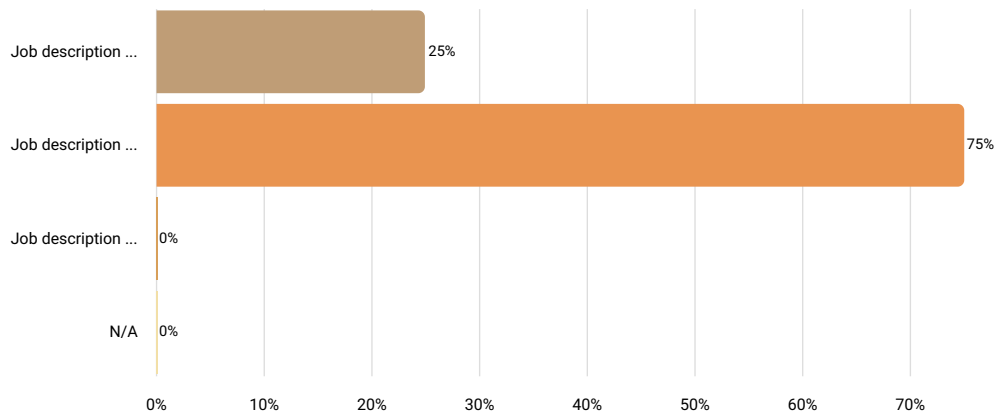
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



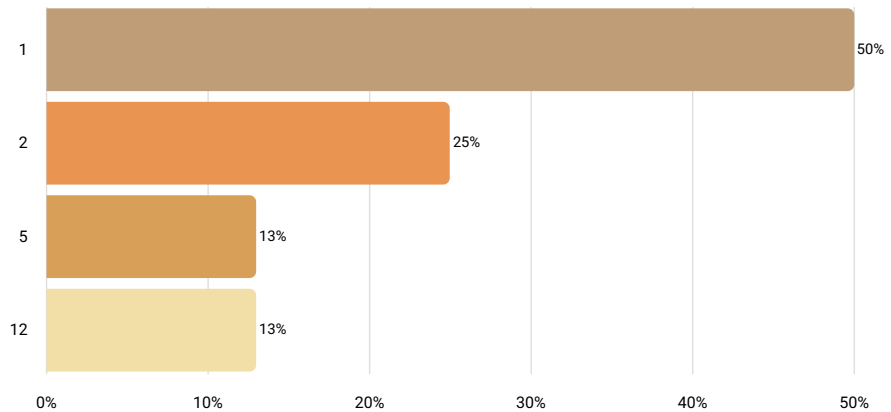
Results		%	N
Job description is perceptibly weaker than the position at your company		25%	2
Job description matches the position at your company very well		75%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



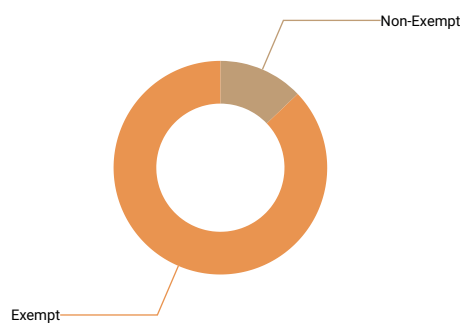
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3.5
90th percentile	12
Mean	3.13
Median	1.5
Standard deviation	3.83
Total/sum	25

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



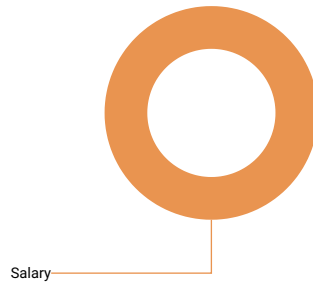
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$45,000.00	\$60,000.00	\$73,640.00	\$95,000.00	\$100,000.00	\$74,546.67	\$73,640.00	\$
Pay Range Maximum Salary	6	\$75,000.00	\$80,000.00	\$120,000.00	\$130,000.00	\$171,000.00	\$116,000.00	\$120,000.00	\$
Actual Lowest Base Salary	8	\$57,300.00	\$62,500.00	\$90,462.21	\$106,605.00	\$124,963.28	\$87,674.71	\$90,462.21	\$
Actual Average Base Salary	8	\$57,300.00	\$65,000.00	\$106,810.39	\$114,902.38	\$124,963.28	\$94,461.10	\$106,810.39	\$
Actual Highest Base Salary	8	\$57,300.00	\$67,500.00	\$112,924.47	\$124,041.64	\$131,712.00	\$99,743.03	\$112,924.47	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.56 Chemical Engineer

Job description

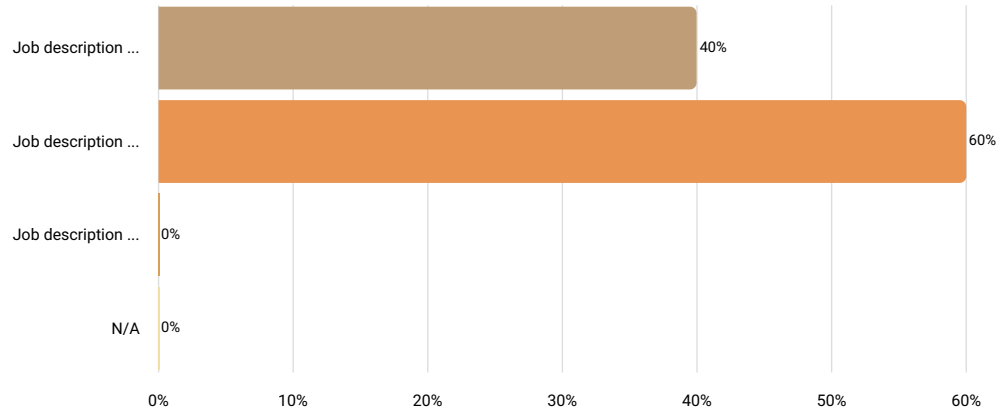
Design chemical plant equipment and devise processes for manufacturing chemicals and products by applying principles and technology of chemistry, p engineering.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



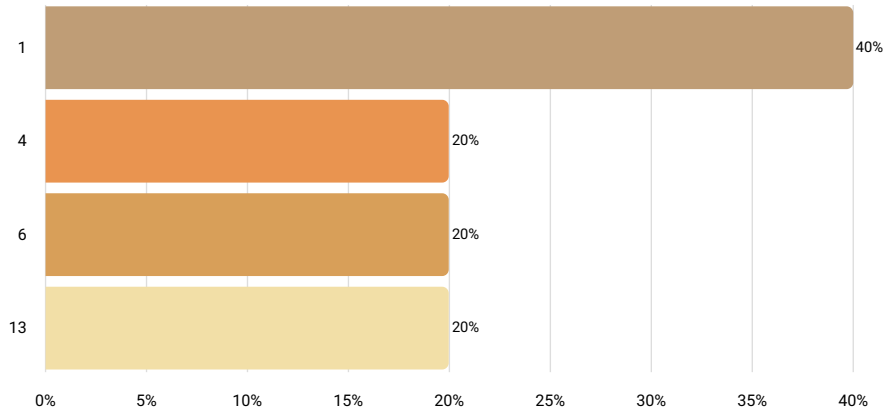
Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	2
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



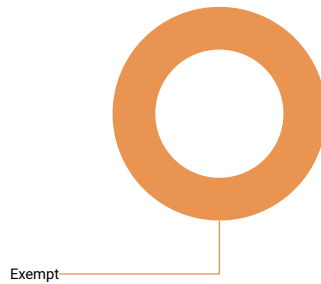
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	6
90th percentile	13
Mean	5
Median	4
Standard deviation	4.95
Total/sum	25

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

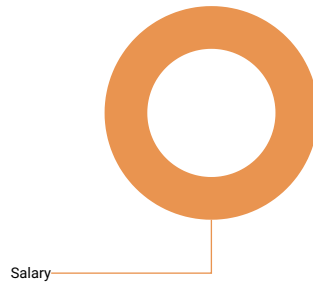
[Table of Contents](#)

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 deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$70,000.00	\$72,000.00	\$78,000.00	\$95,832.00	\$98,000.00	\$82,766.40	\$78,000.00	\$13,270.1
Actual Average Base Salary	5	\$80,923.00	\$94,000.00	\$95,832.00	\$98,000.00	\$100,000.00	\$93,751.00	\$95,832.00	\$7,517.5
Actual Highest Base Salary	5	\$93,500.00	\$95,832.00	\$98,000.00	\$119,000.00	\$137,000.00	\$108,666.40	\$98,000.00	\$18,828.7

4.4.57 Safety Engineer

Job description

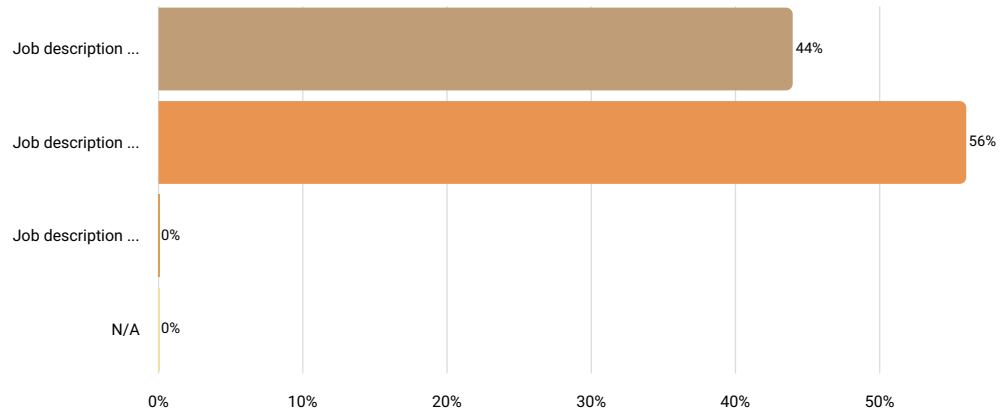
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety la

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

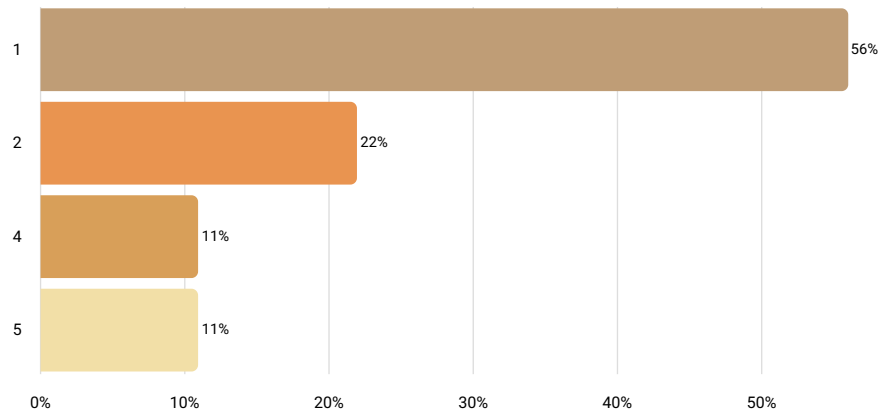
Results	
ehs specialist	1
health & safety specialist	1
psm safety engineer	1
safety specialist	1
safety & health specialist	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



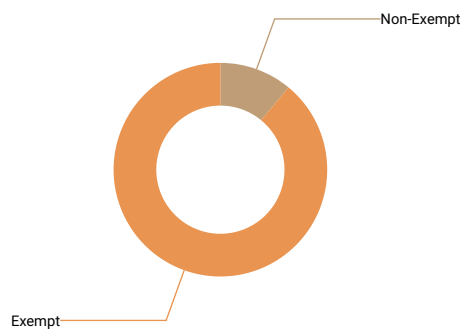
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	1.5
Total/sum	18

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

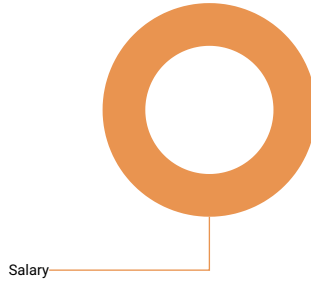
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	8	\$49,600.00	\$55,970.00	\$65,500.00	\$74,500.00	\$90,963.00	\$66,562.88	\$65,500.00	\$
Pay Range Maximum Salary	8	\$72,467.00	\$79,500.00	\$100,000.00	\$115,766.00	\$149,822.00	\$101,602.63	\$100,000.00	\$
Actual Lowest Base Salary	9	\$55,500.00	\$67,204.80	\$77,000.00	\$80,000.00	\$115,000.00	\$77,856.09	\$77,000.00	\$
Actual Average Base Salary	9	\$69,000.00	\$76,000.00	\$79,000.00	\$86,039.20	\$115,000.00	\$83,498.24	\$79,000.00	\$
Actual Highest Base Salary	9	\$72,467.00	\$77,000.00	\$80,000.00	\$104,873.60	\$115,000.00	\$88,426.73	\$80,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.66 Machine/CNC Programmer

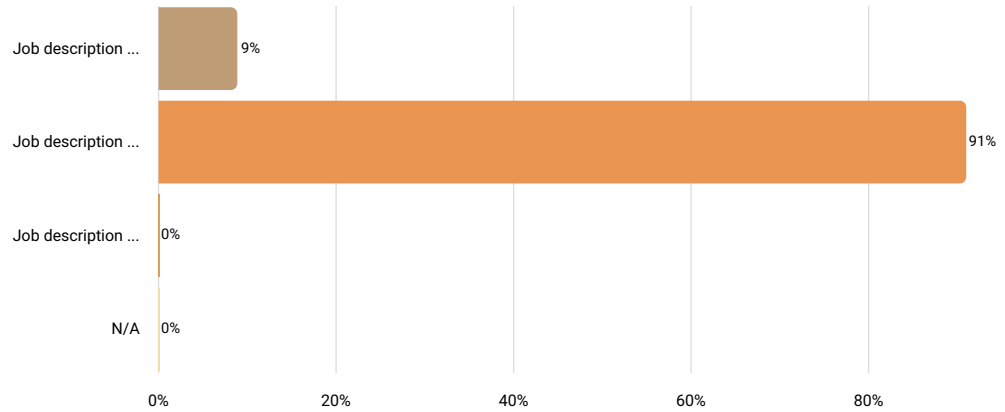
Job description Program computer-controlled machines or robots to perform one or more machine functions.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



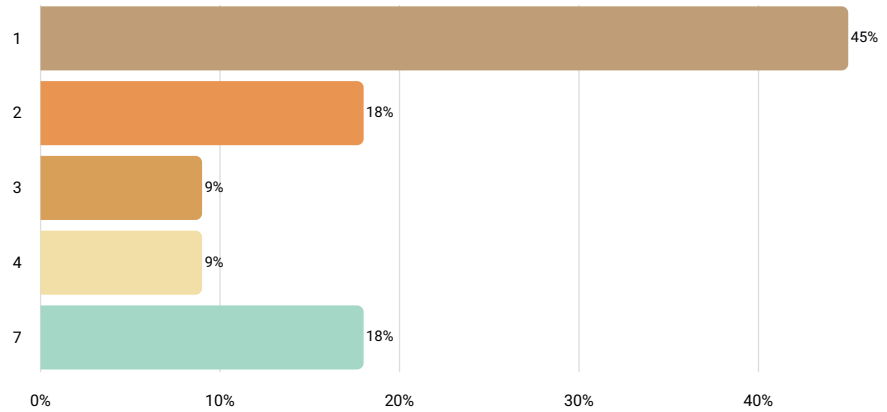
Results		%	N
Job description is perceptibly weaker than the position at your company		9%	1
Job description matches the position at your company very well		91%	10
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



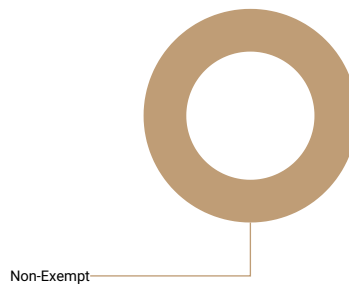
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	7
Mean	2.73
Median	2
Standard deviation	2.33
Total/sum	30

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



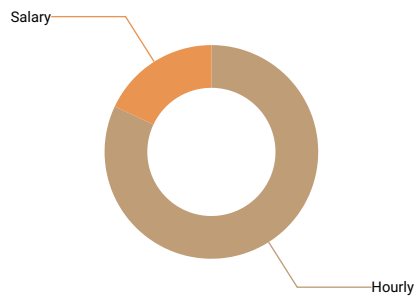
Results	%	N
Non-Exempt	100%	11
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	82%	9
Salary	18%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	7	\$19.00	\$24.80	\$30.00	\$35.00	\$42.00	\$30.83	\$30.00
Pay Range Maximum Rate	7	\$22.50	\$24.80	\$45.00	\$50.00	\$51.95	\$39.61	\$45.00
Actual Lowest Base Rate	9	\$19.00	\$29.00	\$32.12	\$35.00	\$42.21	\$32.00	\$32.12
Actual Average Base Rate	9	\$19.67	\$32.12	\$38.00	\$40.00	\$42.21	\$34.90	\$38.00
Actual Highest Base Rate	9	\$22.50	\$32.12	\$42.00	\$42.21	\$45.15	\$37.09	\$42.00
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)								

4.5 Production Positions

The survey received sufficient data for the following job titles:

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

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

Chemical Plant and Systems Operator
Crane Operator
Cost Estimator
Metal Finishing Technician

4.5.1 Electrical/Electronic Assembler

Job description

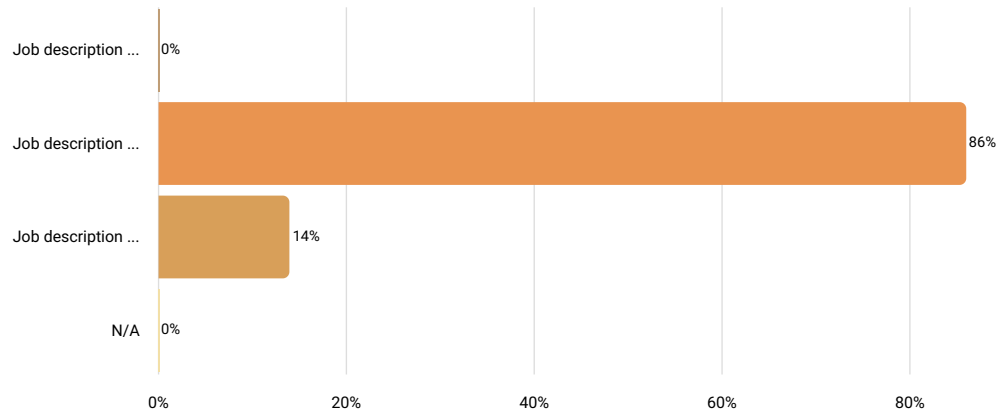
Assembles electrical or electronic systems and support structures; install components, units, subassemblies, wiring, and assembly casings, using rivets, soldering and micro-welding equipment.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



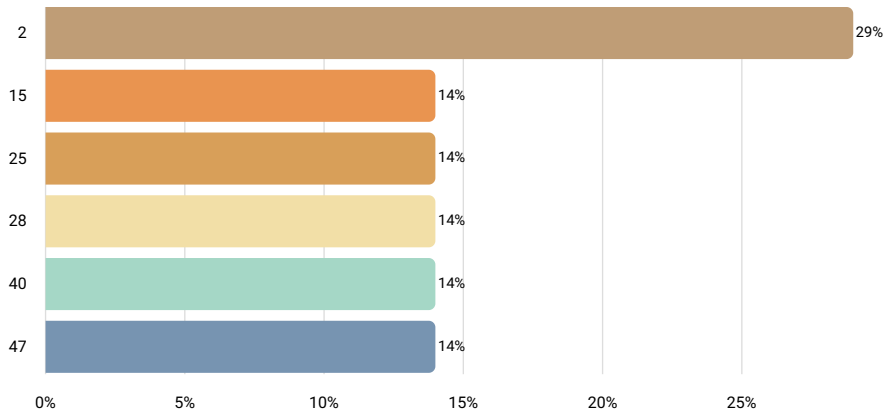
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		86%	6
Job description is perceptibly stronger than the position at your company		14%	1
	N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



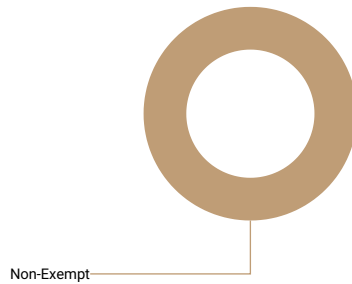
Statistics	
10th percentile	2
25th percentile	2
50th percentile	25
75th percentile	40
90th percentile	47
Mean	22.71
Median	25
Standard deviation	17.51
Total/sum	159

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

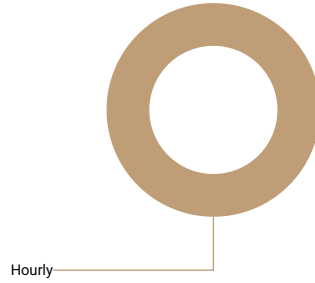
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Is this position paid an hourly rate or annual salary?

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	\$11.00	\$14.00	\$15.00	\$15.00	\$15.50	\$14.10	\$15.00
Pay Range Maximum Rate	5	\$19.50	\$20.64	\$21.00	\$22.00	\$28.46	\$22.32	\$21.00
Actual Lowest Base Rate	7	\$11.00	\$12.74	\$15.00	\$16.50	\$19.50	\$14.82	\$15.00
Actual Average Base Rate	7	\$13.89	\$15.22	\$16.70	\$18.37	\$20.25	\$16.80	\$16.70
Actual Highest Base Rate	7	\$16.90	\$18.00	\$18.65	\$22.00	\$22.93	\$19.66	\$18.65
If there is a step progression in place, enter the number of steps. If not, leave blank.								

4.5.2 Mechanical Assembler

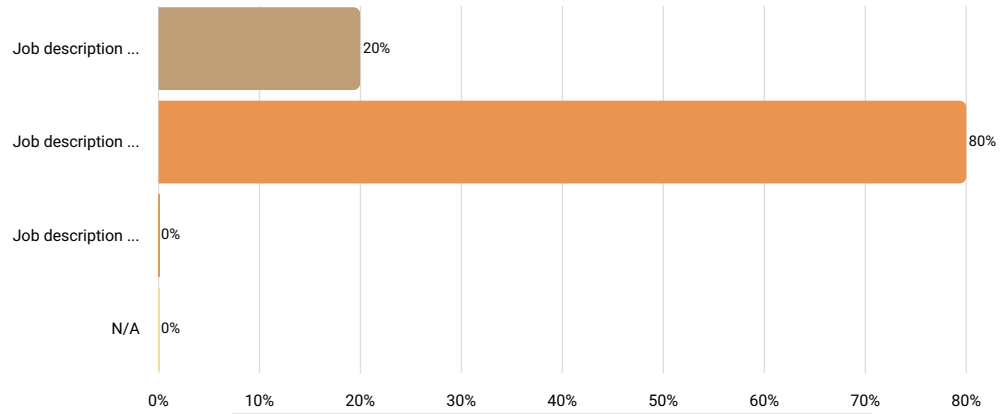
Job description Assembles small mechanical parts and subassemblies. Combines subassemblies into final assemblies.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



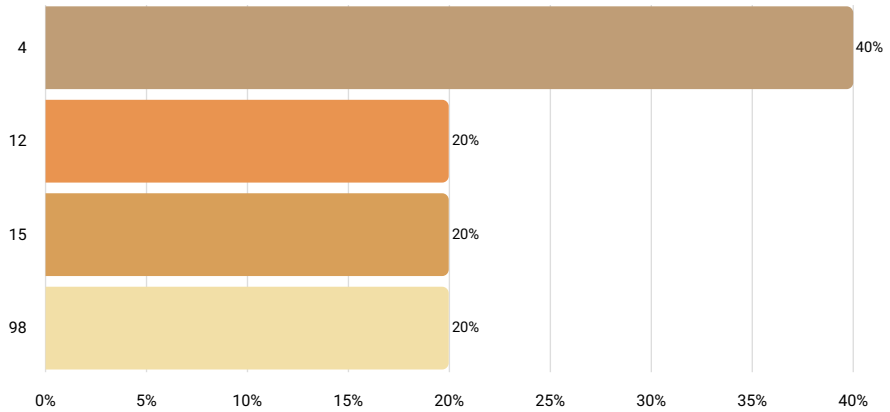
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



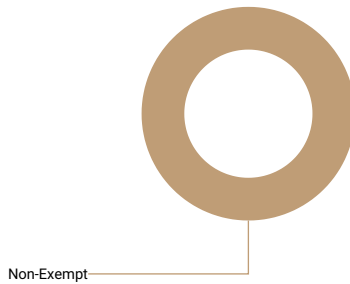
Statistics	
10th percentile	4
25th percentile	4
50th percentile	12
75th percentile	15
90th percentile	98
Mean	26.6
Median	12
Standard deviation	40.21
Total/sum	133

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



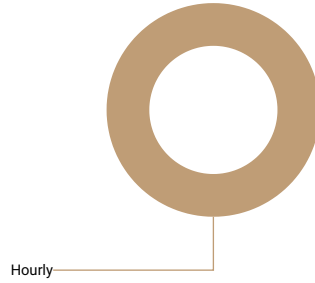
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	\$13.00	\$13.98	\$15.00	\$15.50	\$21.16	\$15.73	\$15.00
Pay Range Maximum Rate	5	\$16.45	\$19.50	\$21.00	\$22.00	\$32.63	\$22.32	\$21.00
Actual Lowest Base Rate	5	\$13.00	\$13.98	\$15.00	\$16.50	\$20.10	\$15.72	\$15.00
Actual Average Base Rate	5	\$15.00	\$15.20	\$16.00	\$17.94	\$24.17	\$17.66	\$16.00
Actual Highest Base Rate	5	\$16.84	\$18.00	\$19.52	\$22.00	\$27.30	\$20.73	\$19.52
If there is a step progression in place, enter the number of steps. If not, leave blank.								

4.5.3 Assembler, General

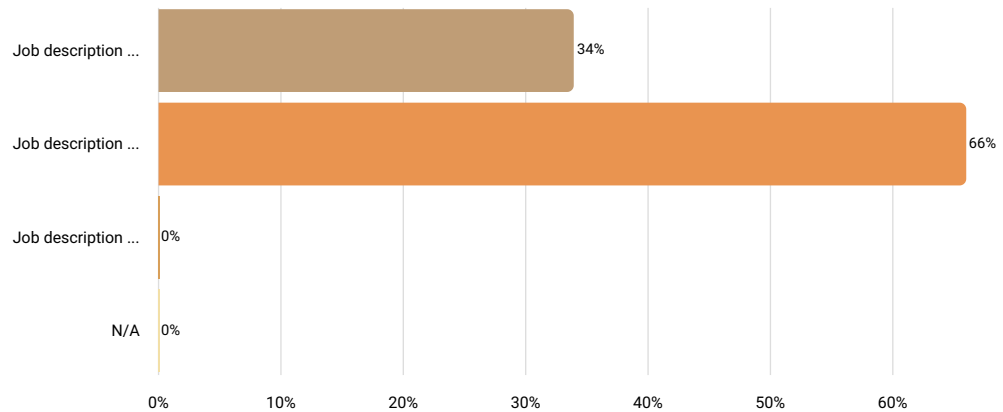
Job description Use this job title for assembly workers other than electrical/electronic or mechanical assemblers.

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	34%	10	
Job description matches the position at your company very well	66%	19	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Job Title (if different than above)

Answered 16 times

Skipped 13 times

Text input

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

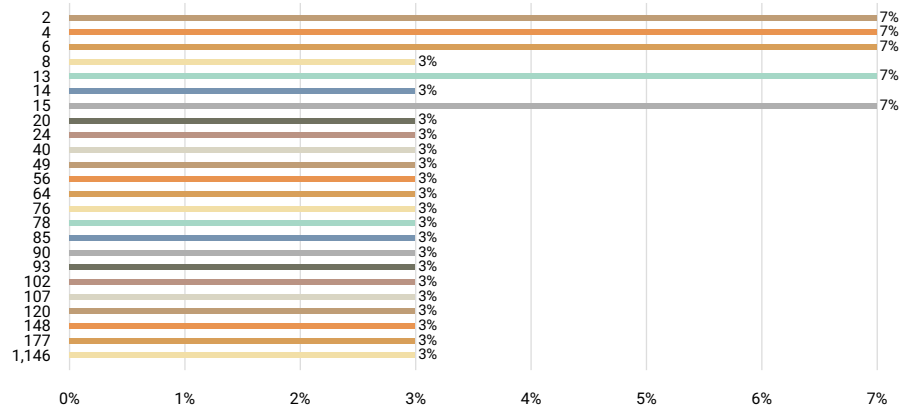
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



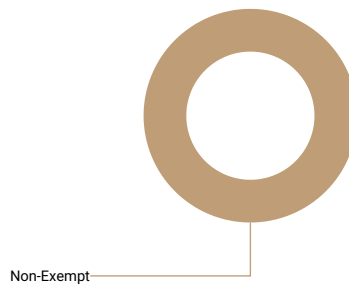
Statistics	
10th percentile	4
25th percentile	13
50th percentile	40
75th percentile	90
90th percentile	148
Mean	88.86
Median	40
Standard deviation	208.99
Total/sum	2,577

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



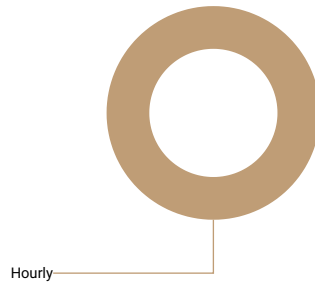
Results	%	N
Non-Exempt	100%	29
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	29
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	27	\$13.00	\$14.10	\$16.00	\$17.50	\$19.66	\$16.10	\$16.00
Pay Range Maximum Rate	27	\$16.00	\$18.50	\$21.95	\$23.79	\$25.65	\$21.42	\$21.95
Actual Lowest Base Rate	26	\$13.90	\$14.60	\$16.00	\$17.25	\$19.24	\$16.50	\$16.00
Actual Average Base Rate	26	\$15.38	\$16.49	\$18.22	\$19.45	\$22.54	\$18.47	\$18.22
Actual Highest Base Rate	25	\$18.00	\$18.50	\$20.00	\$22.00	\$25.52	\$21.05	\$20.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	15	\$2.00	\$3.00	\$4.00	\$5.00	\$9.00	\$4.67	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	7	\$0.00	\$0.00	\$2,000.00	\$3,431.00	\$3,500.00	\$1,761.57	\$2,000.00

4.5.4 CNC Operator

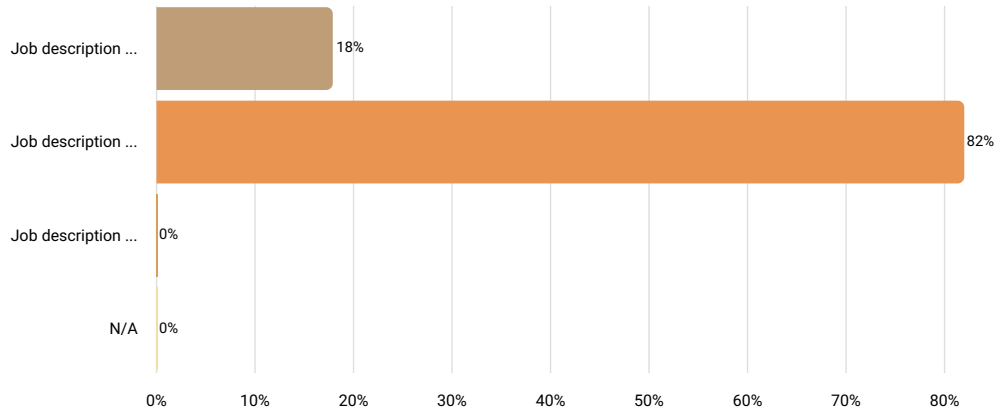
Job description Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

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

Answered 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	82%	14
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Job Title (if different than above)

Answered 6 times

Skipped 11 times

Text input

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

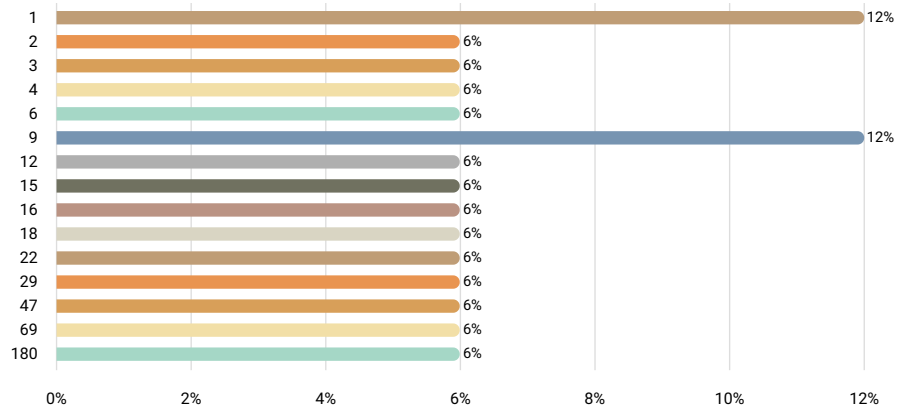
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



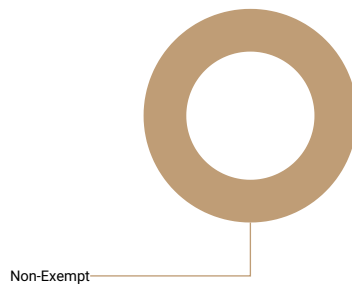
Statistics	
10th percentile	1
25th percentile	4
50th percentile	12
75th percentile	22
90th percentile	69
Mean	26.06
Median	12
Standard deviation	43.54
Total/sum	443

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



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

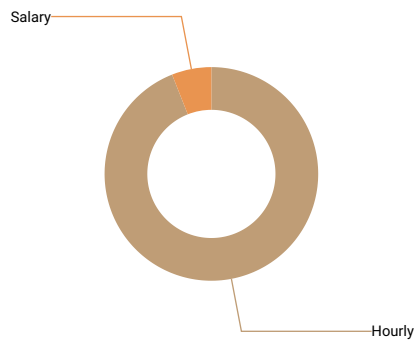
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	16
Salary	6%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	16	\$15.00	\$15.00	\$18.13	\$20.60	\$21.54	\$17.99	\$18.13
Pay Range Maximum Rate	16	\$19.75	\$21.06	\$25.00	\$34.00	\$41.75	\$27.82	\$25.00
Actual Lowest Base Rate	15	\$15.42	\$16.00	\$18.00	\$21.31	\$24.27	\$19.11	\$18.00
Actual Average Base Rate	15	\$16.50	\$18.00	\$20.82	\$25.99	\$29.67	\$22.06	\$20.82
Actual Highest Base Rate	15	\$16.72	\$21.00	\$24.00	\$31.77	\$35.00	\$25.25	\$24.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$3.00	\$4.00	\$4.00	\$5.00	\$5.00	\$4.20	\$4.00
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)								

4.5.5 Machine Tool Operator

Job description

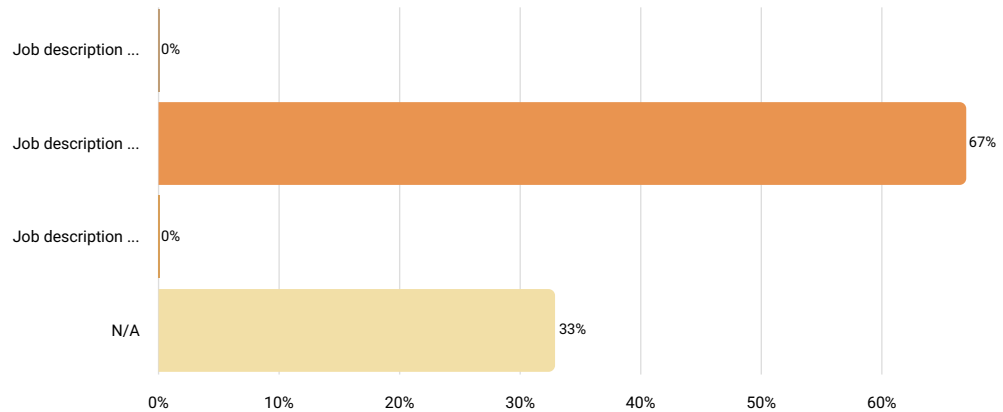
Set up, operate, or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone, or polish r work pieces.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



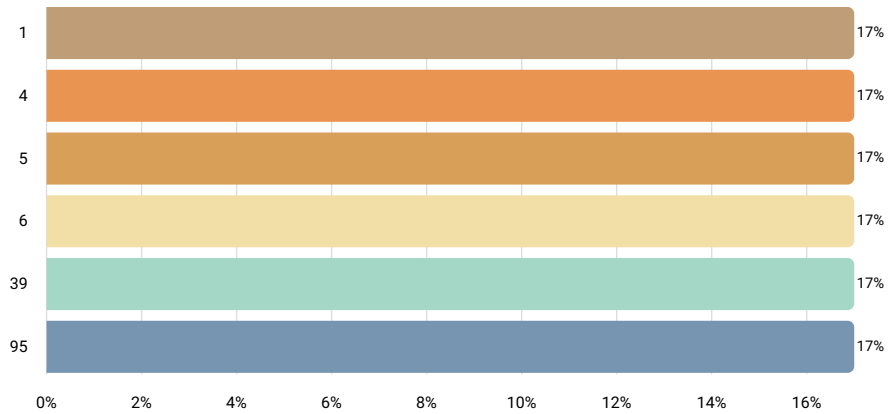
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		67%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		33%	2

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



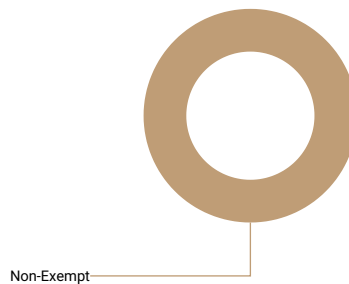
Statistics	
10th percentile	1
25th percentile	4
50th percentile	5.5
75th percentile	39
90th percentile	95
Mean	25
Median	5.5
Standard deviation	37.08
Total/sum	150

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

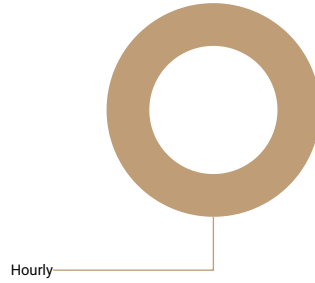
[Table of Contents](#)

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	\$15.00	\$17.00	\$17.05	\$20.50	\$20.52	\$17.85	\$17.05
Pay Range Maximum Rate	6	\$19.00	\$22.00	\$24.25	\$26.45	\$31.62	\$24.60	\$24.25
Actual Lowest Base Rate								
Actual Average Base Rate	5	\$18.14	\$20.00	\$20.75	\$24.00	\$26.87	\$21.95	\$20.75
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)								

4.5.6 Chemical Operator

Job description

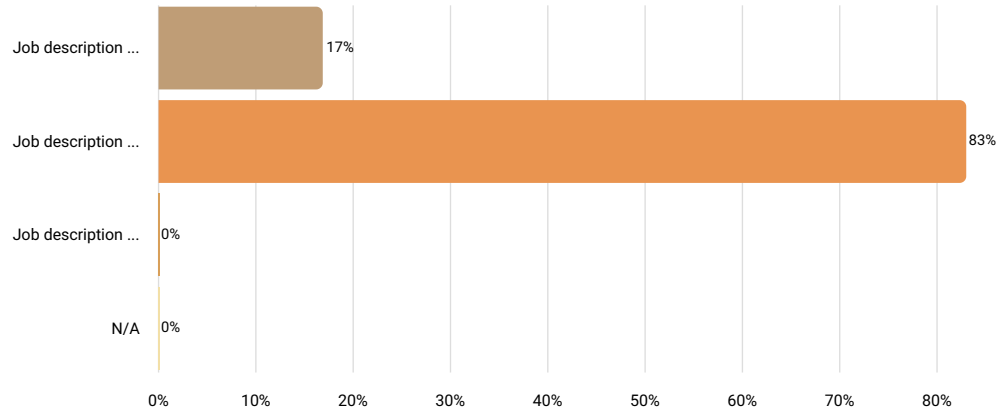
Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devu steam-jacketed kettles, and reactor vessels. Exclude "Chemical Plant and System Operators".

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



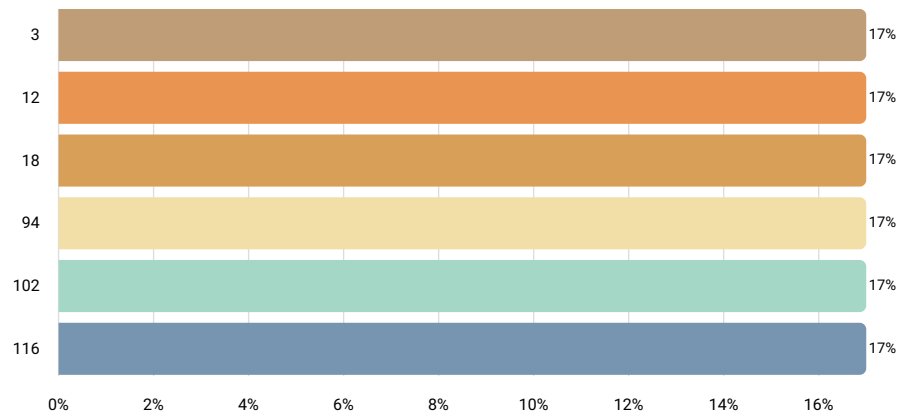
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



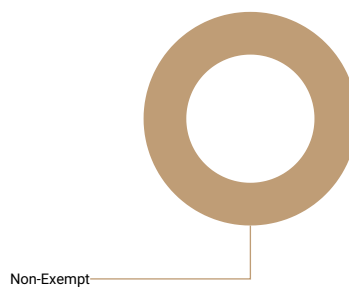
Statistics	
10th percentile	3
25th percentile	12
50th percentile	56
75th percentile	102
90th percentile	116
Mean	57.5
Median	56
Standard deviation	51.64
Total/sum	345

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



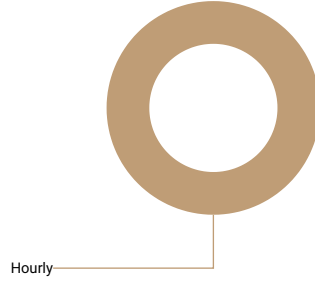
Results	%	N
Non-Exempt	83%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$14.50	\$19.47	\$23.30	\$24.00	\$26.84	\$21.90	\$23.30
Pay Range Maximum Rate	6	\$22.00	\$31.75	\$35.10	\$36.00	\$36.00	\$32.66	\$35.10
Actual Lowest Base Rate	6	\$14.50	\$22.00	\$23.30	\$24.00	\$26.84	\$22.32	\$23.30
Actual Average Base Rate	6	\$15.75	\$24.63	\$27.90	\$30.41	\$36.41	\$27.17	\$27.90
Actual Highest Base Rate	6	\$16.39	\$28.00	\$31.55	\$36.00	\$40.20	\$30.62	\$31.55
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$4.00	\$4.00	\$5.00	\$5.00	\$10.00	\$5.60	\$5.00
Average Incentive Bonus or Other Bonus (Annual)								

4.5.8 Packaging Operator

Job description

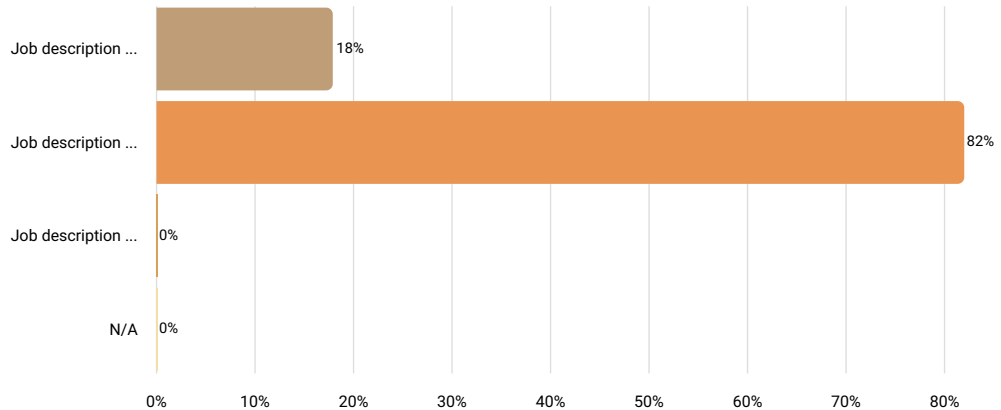
Operate or tend machines to prepare industrial or consumer products for storage or shipment. Include cannery workers who pack food products.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

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

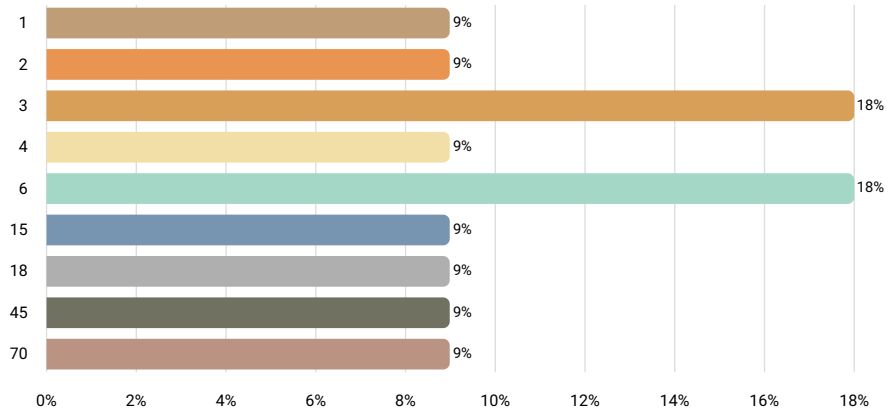
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



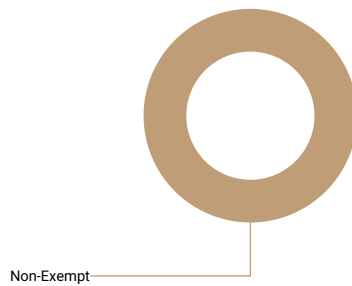
Statistics	
10th percentile	2
25th percentile	3
50th percentile	6
75th percentile	18
90th percentile	45
Mean	15.73
Median	6
Standard deviation	22.05
Total/sum	173

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

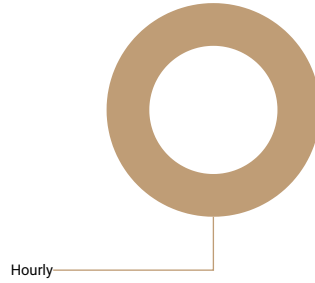
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	11
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	\$11.00	\$15.73	\$18.26	\$19.63	\$24.02	\$17.62	\$18.26
Pay Range Maximum Rate	9	\$16.19	\$18.26	\$21.00	\$23.00	\$32.51	\$21.64	\$21.00
Actual Lowest Base Rate	10	\$12.64	\$17.00	\$17.88	\$19.63	\$22.28	\$17.86	\$17.88
Actual Average Base Rate	10	\$14.70	\$17.40	\$18.63	\$20.50	\$27.19	\$19.63	\$18.63
Actual Highest Base Rate	10	\$16.95	\$18.00	\$19.31	\$23.00	\$32.06	\$21.69	\$19.31
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.5.9 Molding Machine Operator

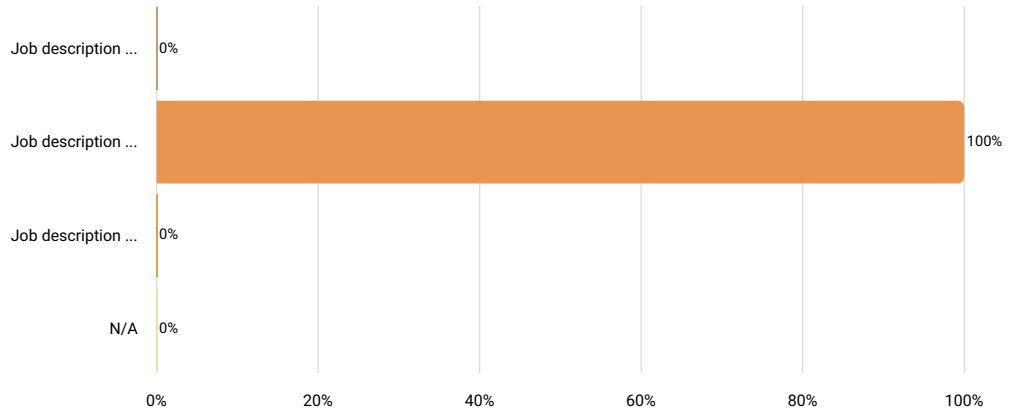
Job description Set up, operate, or tend metal or plastic molding, casting, or coremaking machines to mold or cast metal or thermoplastic parts o

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 4 times

Text input

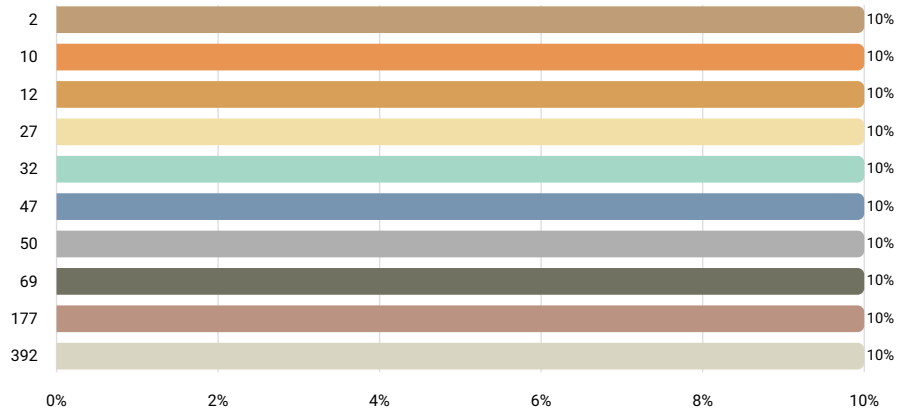
Results	
die cast operator	1
production operator	1
molding operator	1
plastic manufacturing technician	1
press operator	1
tech ii step 5 setup operator	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



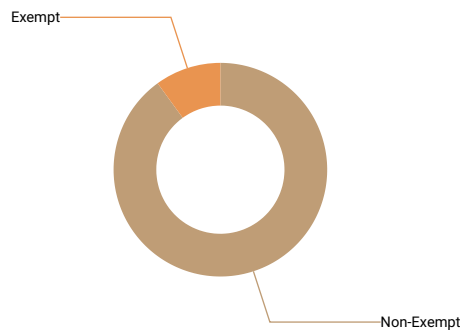
Statistics	
10th percentile	6
25th percentile	12
50th percentile	39.5
75th percentile	69
90th percentile	284.5
Mean	81.8
Median	39.5
Standard deviation	119.98
Total/sum	818

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

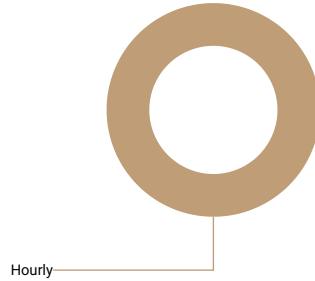
[Table of Contents](#)

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	9	\$14.10	\$15.75	\$17.00	\$17.50	\$18.36	\$16.53	\$17.00
Pay Range Maximum Rate	9	\$18.75	\$19.75	\$21.00	\$21.28	\$26.00	\$21.14	\$21.00
Actual Lowest Base Rate	9	\$12.74	\$15.62	\$17.00	\$18.00	\$23.00	\$16.90	\$17.00
Actual Average Base Rate	10	\$15.70	\$17.26	\$18.21	\$20.00	\$22.31	\$18.61	\$18.21
Actual Highest Base Rate	9	\$18.65	\$19.00	\$20.89	\$21.85	\$25.27	\$20.82	\$20.89
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$2.00	\$3.00	\$5.00	\$5.00	\$8.00	\$4.60	\$5.00
Average Incentive Bonus or Other Bonus (Annual)								

4.5.10 Saw Operator

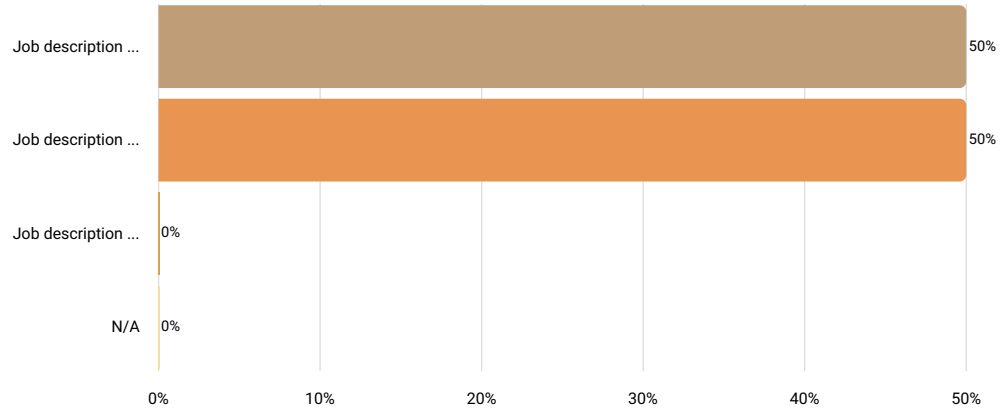
Job description Operates machines to cut various types of material to specifications.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



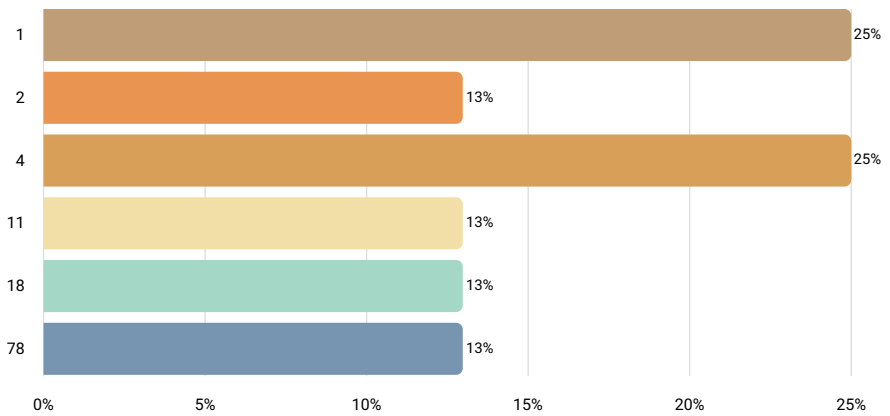
Results		%	N
Job description is perceptibly weaker than the position at your company		50%	4
Job description matches the position at your company very well		50%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



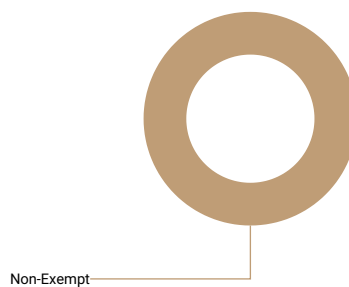
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	4
75th percentile	14.5
90th percentile	78
Mean	14.88
Median	4
Standard deviation	26.18
Total/sum	119

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

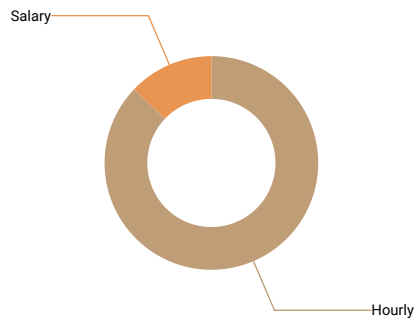
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	7
Salary	13%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	7	\$13.64	\$15.00	\$16.27	\$18.00	\$20.23	\$16.45	\$16.27
Pay Range Maximum Rate	7	\$16.39	\$19.14	\$20.00	\$22.50	\$25.00	\$20.47	\$20.00
Actual Lowest Base Rate	7	\$14.96	\$15.50	\$17.50	\$20.23	\$22.00	\$17.88	\$17.50
Actual Average Base Rate	7	\$15.44	\$17.50	\$18.19	\$20.23	\$22.00	\$18.62	\$18.19
Actual Highest Base Rate	7	\$16.39	\$17.50	\$20.00	\$21.50	\$22.00	\$19.66	\$20.00
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)								

4.5.12 Production/Machine Operator

Job description

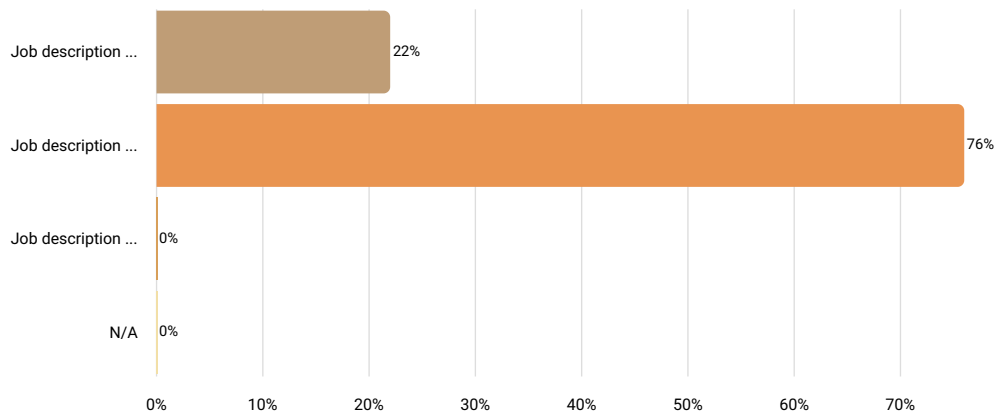
All other operators not included in previous Operator categories. Operates more than one classification of machines. May assist with machine set up, pac completion of finished products as well as inspecting work.

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

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	9
Job description matches the position at your company very well	76%	31
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 20 times

Skipped 21 times

Text input

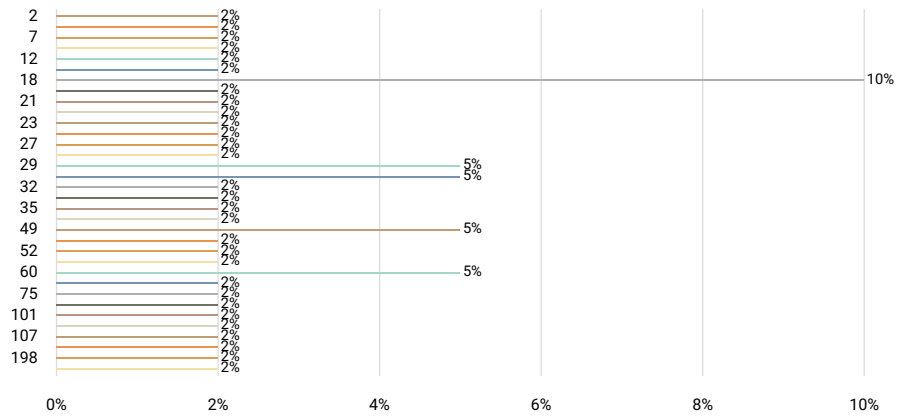
Results	
operator	3
machine operator	3
assistant operator	1
production technician	1
operator (multiple grades and roles)	1
packer	1
production level 2 & 3	1
operator technician i and ii	1
machinist	1
press operator, dryer operator, strapper operator, waferizer operator, t & g operator, techshield operator	1
press operator	1
aerospace technician	1
machine operator or smt operator	1
manufacturing technician	1
end finish, form, robotic bender/machine shop	1
production team member	1

Number of Employees Currently in This Position

Answered 41 times

Skipped 0 times

Number input



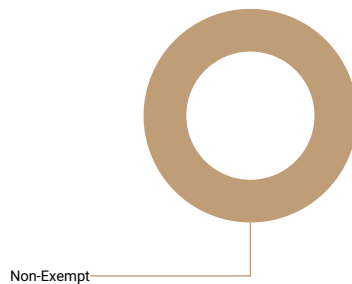
Statistics	
10th percentile	12
25th percentile	20
50th percentile	30
75th percentile	60
90th percentile	105
Mean	48.2
Median	30
Standard deviation	45.89
Total/sum	1,976

FLSA Status

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	98%	40
Exempt	0%	0

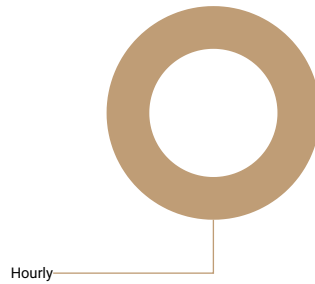
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	41
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	38	\$13.78	\$15.00	\$16.00	\$18.70	\$20.00	\$16.58	\$16.00
Pay Range Maximum Rate	38	\$18.38	\$19.50	\$22.00	\$25.00	\$35.00	\$23.43	\$22.00
Actual Lowest Base Rate	38	\$13.25	\$15.00	\$16.00	\$18.87	\$20.78	\$16.63	\$16.00
Actual Average Base Rate	39	\$15.64	\$16.83	\$18.56	\$21.00	\$26.72	\$19.45	\$18.56
Actual Highest Base Rate	38	\$17.69	\$19.00	\$21.30	\$25.00	\$32.50	\$23.03	\$21.30
If there is a step progression in place, enter the number of steps. If not, leave blank.	22	\$2.00	\$2.00	\$4.00	\$6.00	\$8.00	\$26.68	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	10	\$0.00	\$450.00	\$988.00	\$2,141.00	\$3,250.00	\$1,324.60	\$988.00

4.5.13 Tool and Die Maker

Job description

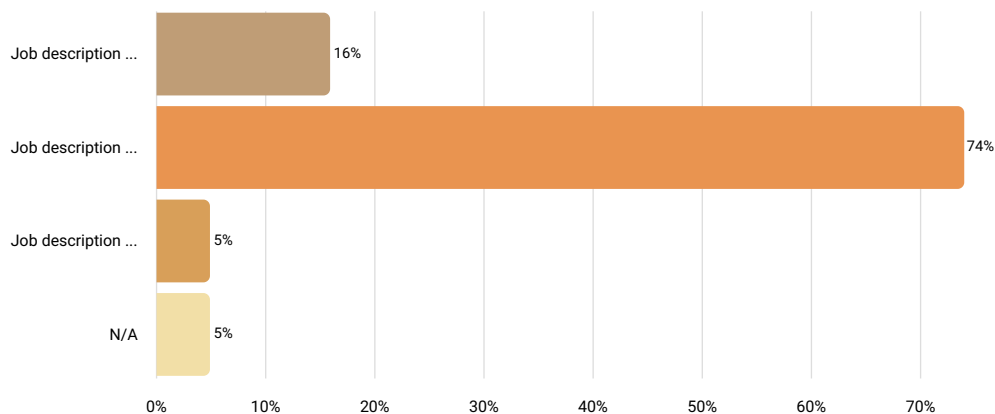
Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures and machinists' hand tools.

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	3
Job description matches the position at your company very well	74%	14
Job description is perceptibly stronger than the position at your company	5%	1
N/A	5%	1

Job Title (if different than above)

Answered 12 times

Skipped 7 times

Text input

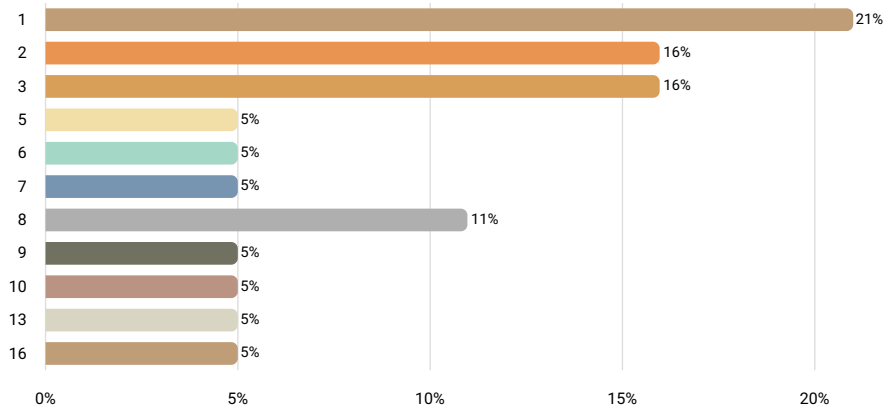
Results	
tooling technician	1
mold repair fixture fabricator	1
tool and die	1
mold maker, tooling technician, tooling trainee	1
fabrication tech - tool & die iii	1
tool maker	1
mold repair	1
automation engineer	1
toolmaker ii	1
tool & die maker/machinist	1
die maintenance team member	1
tool & die maker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

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



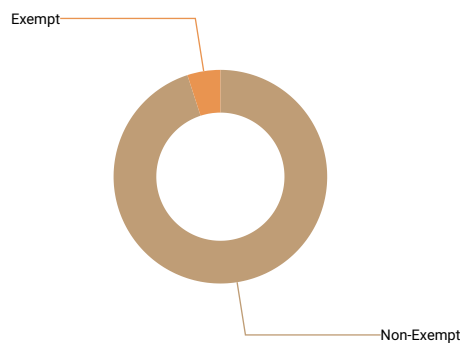
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	8
90th percentile	13
Mean	5.32
Median	3
Standard deviation	4.41
Total/sum	101

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



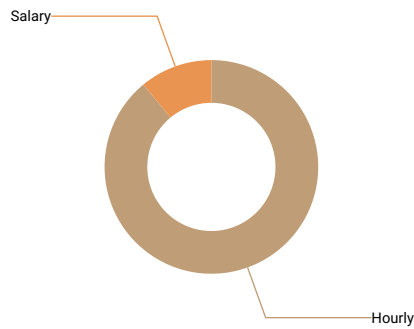
Results	%	N
Non-Exempt	95%	18
Exempt	5%	1

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	89%	17
Salary	11%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	16	\$15.00	\$20.03	\$22.91	\$27.23	\$30.83	\$23.08	\$22.91
Pay Range Maximum Rate	16	\$27.31	\$30.34	\$33.56	\$35.00	\$37.95	\$32.38	\$33.56
Actual Lowest Base Rate	13	\$19.50	\$22.00	\$25.83	\$31.50	\$31.77	\$26.23	\$25.83
Actual Average Base Rate	14	\$23.00	\$28.00	\$30.36	\$33.00	\$34.40	\$29.29	\$30.36
Actual Highest Base Rate	13	\$24.00	\$29.25	\$32.25	\$34.98	\$35.00	\$30.99	\$32.25
If there is a step progression in place, enter the number of steps. If not, leave blank.	10	\$2.00	\$4.00	\$6.00	\$9.00	\$10.50	\$6.00	\$6.00
Average Incentive Bonus or Other Bonus (Annual)	5	\$0.00	\$0.00	\$1,359.00	\$4,365.00	\$4,784.00	\$2,101.60	\$1,359.00
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)								

4.5.14 Tool Crib Attendant

Job description

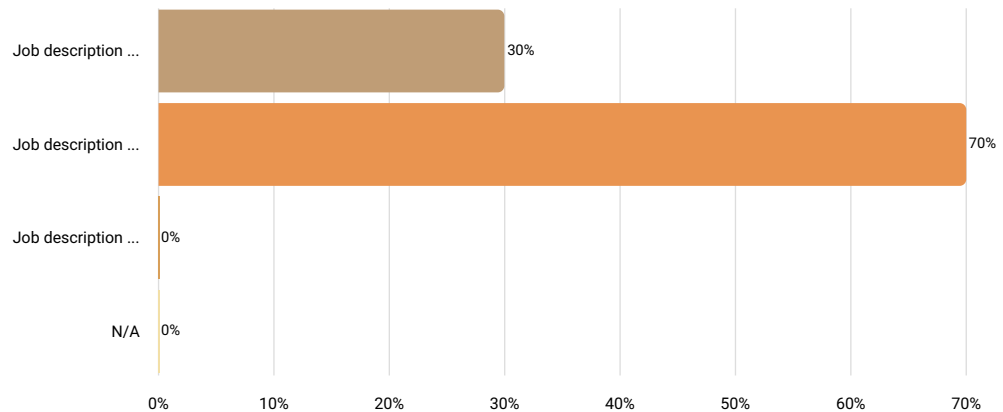
Receives, stores and issues all tools including dies and measurement tools; keeps up with inventory of tools and inspects tools for wear and defects.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 3 times

Text input

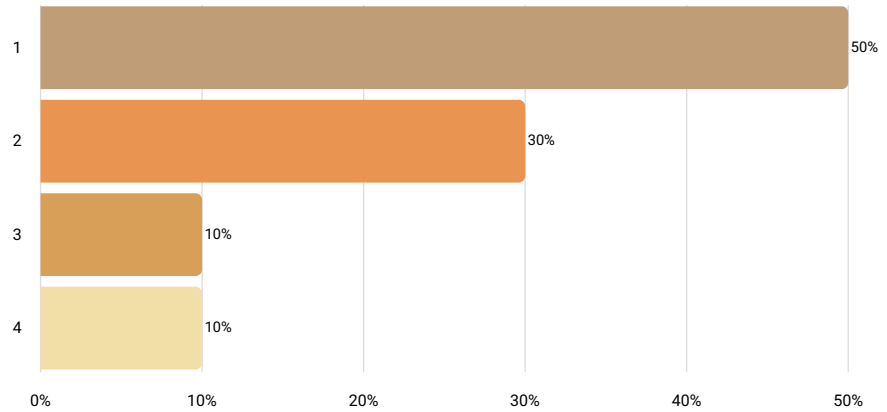
Results	
mro crib attendant	2
tool crib clerk	1
inventory control coordinator	1
aviation tool & parts attendant	1
purchasing associate	1
inventory control technician	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



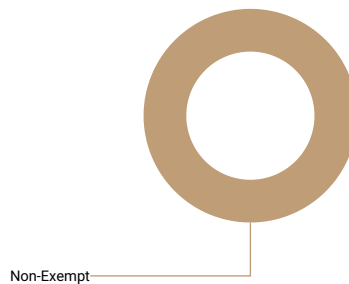
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	3.5
Mean	1.8
Median	1.5
Standard deviation	1.03
Total/sum	18

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

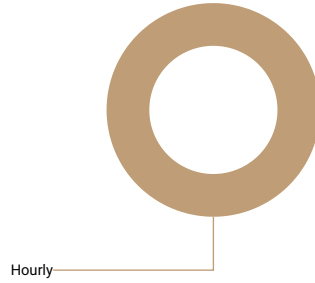
[Table of Contents](#)

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	9	\$15.38	\$17.00	\$18.50	\$20.98	\$23.79	\$19.02	\$18.50
Pay Range Maximum Rate	9	\$20.98	\$21.71	\$23.29	\$23.79	\$30.00	\$23.85	\$23.29
Actual Lowest Base Rate	8	\$17.20	\$17.75	\$19.49	\$21.06	\$23.00	\$19.60	\$19.49
Actual Average Base Rate	8	\$18.34	\$20.17	\$21.06	\$23.12	\$23.79	\$21.35	\$21.06
Actual Highest Base Rate	8	\$18.92	\$20.37	\$21.56	\$23.40	\$28.71	\$22.29	\$21.56
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.5.15 Production Painter

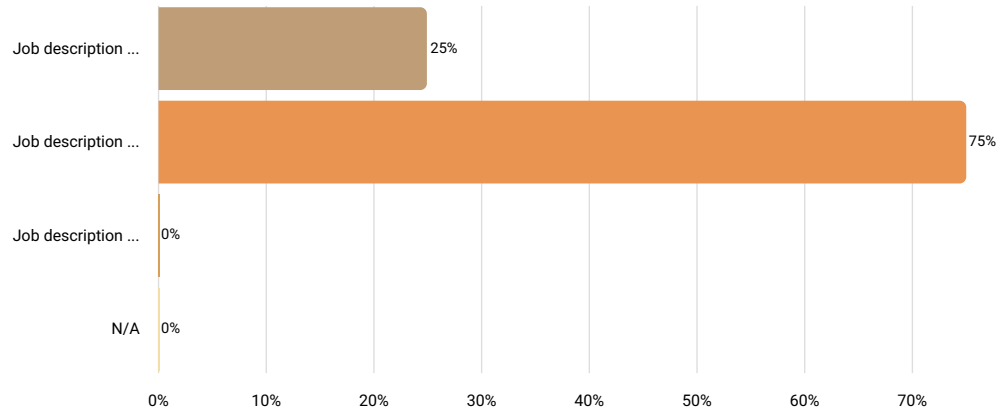
Job description Operate or tend painting machines to paint surfaces of various types of equipment, wood, metal or other fabricated items.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



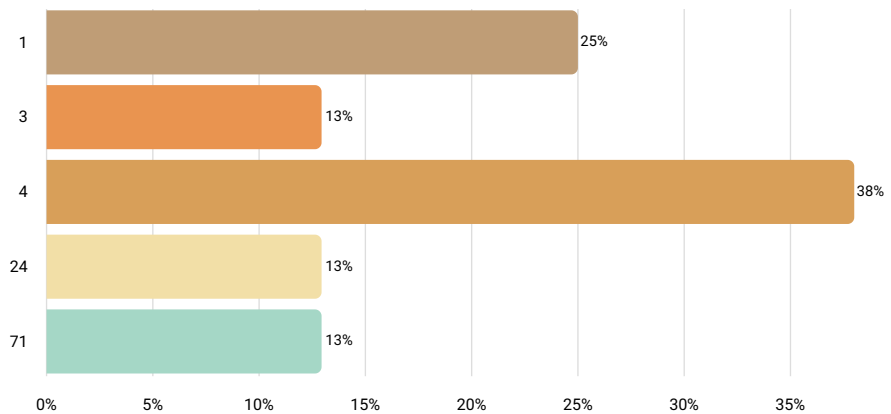
Results		%	N
Job description is perceptibly weaker than the position at your company		25%	2
Job description matches the position at your company very well		75%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



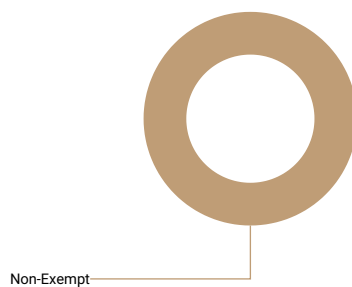
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	14
90th percentile	71
Mean	14
Median	4
Standard deviation	24.23
Total/sum	112

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

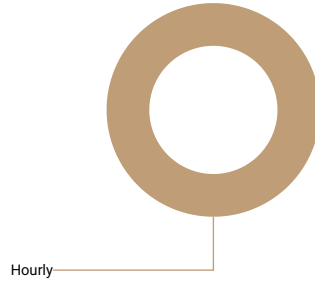
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	\$11.00	\$15.50	\$16.95	\$20.05	\$22.75	\$17.34	\$16.95
Pay Range Maximum Rate	8	\$18.00	\$18.53	\$19.94	\$25.12	\$34.21	\$22.42	\$19.94
Actual Lowest Base Rate	7	\$15.46	\$15.50	\$17.26	\$19.11	\$22.75	\$17.83	\$17.26
Actual Average Base Rate	6	\$15.46	\$15.50	\$18.39	\$22.78	\$25.50	\$19.34	\$18.39
Actual Highest Base Rate	7	\$15.46	\$15.50	\$19.50	\$25.00	\$27.00	\$20.09	\$19.50
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$2.00	\$3.00	\$3.00	\$4.00	\$5.00	\$3.40	\$3.00
Average Incentive Bonus or Other Bonus (Annual)								

4.5.16 Welder

Job description

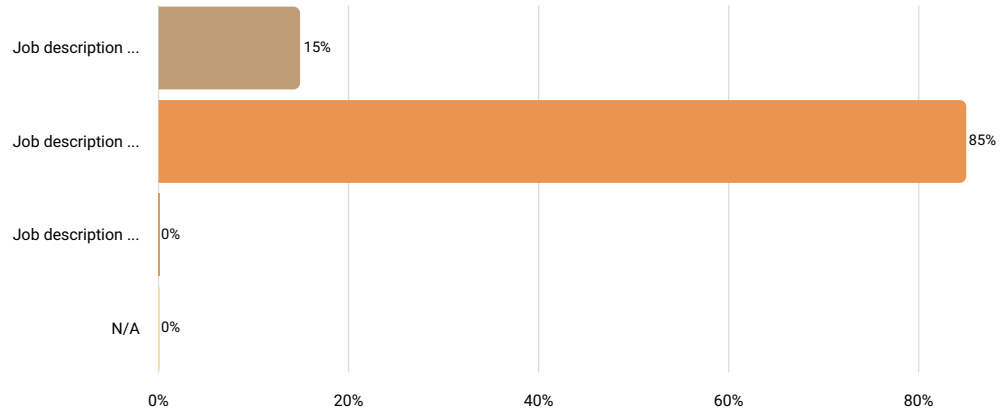
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabrica products.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



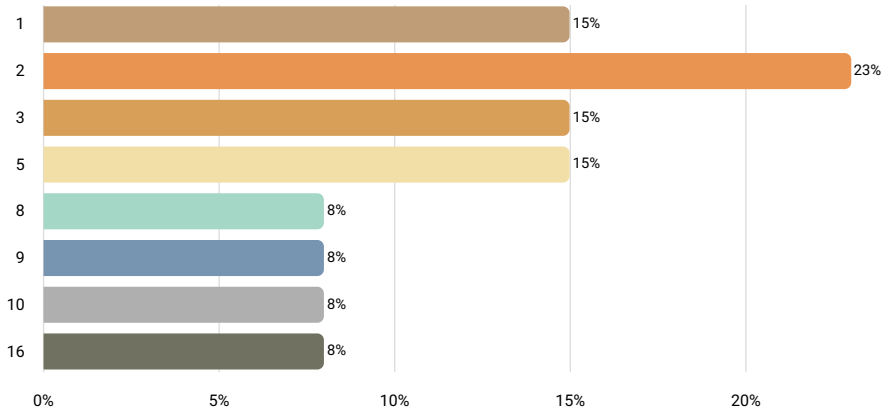
Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	85%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



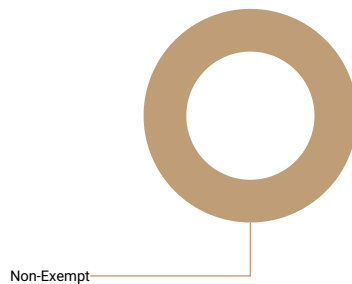
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	8
90th percentile	10
Mean	5.15
Median	3
Standard deviation	4.45
Total/sum	67

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

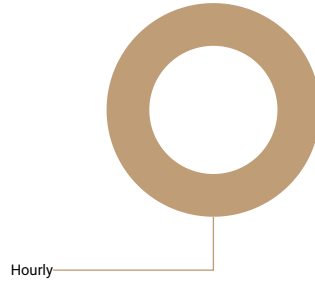
[Table of Contents](#)

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	12	\$16.00	\$16.63	\$17.50	\$19.00	\$23.00	\$18.58	\$17.50
Pay Range Maximum Rate	12	\$22.00	\$22.63	\$24.25	\$29.87	\$30.50	\$25.67	\$24.25
Actual Lowest Base Rate	13	\$15.50	\$17.35	\$18.13	\$22.00	\$24.10	\$19.49	\$18.13
Actual Average Base Rate	13	\$18.40	\$19.22	\$20.29	\$24.10	\$25.00	\$21.37	\$20.29
Actual Highest Base Rate	12	\$21.83	\$22.88	\$23.50	\$25.05	\$29.00	\$23.69	\$23.50
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$1.00	\$3.00	\$4.00	\$4.00	\$5.00	\$3.57	\$4.00
Average Incentive Bonus or Other Bonus (Annual)								

4.5.17 Inspector

Job description

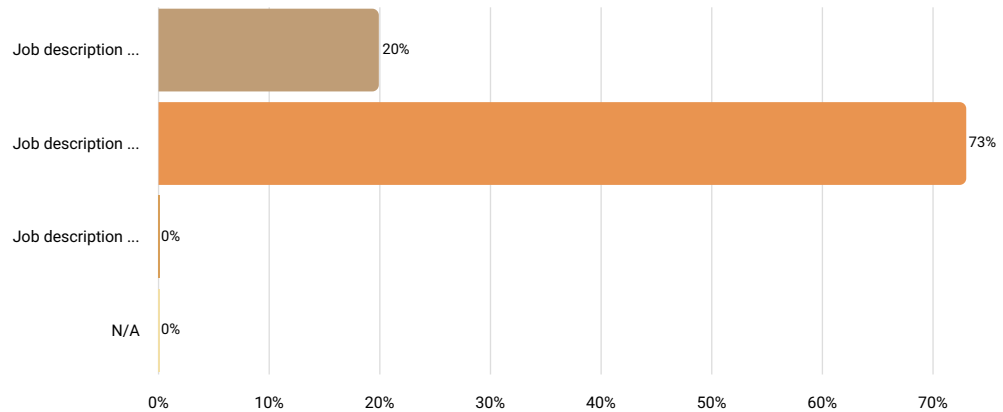
Inspect, test, sort, sample, or weigh raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	3
Job description matches the position at your company very well	73%	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 10 times

Text input

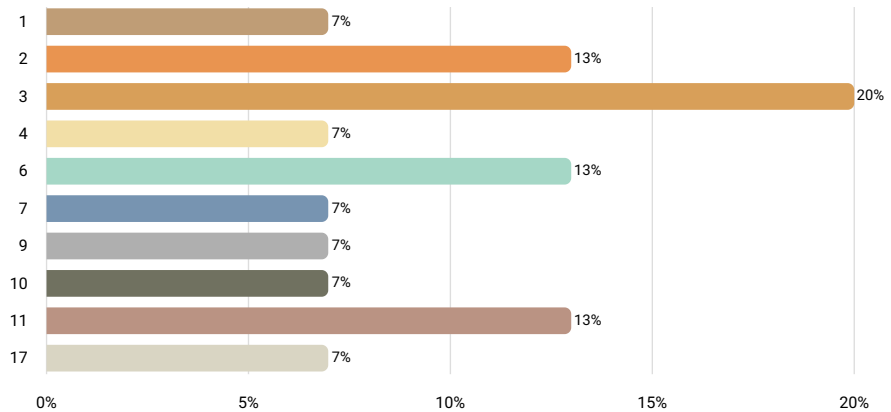
Results	
quality control/inspector	1
quality auditor	1
hirel qc inspector or qc inspector	1
aircraft quality control inspector	1
qc technician & qc auditor	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



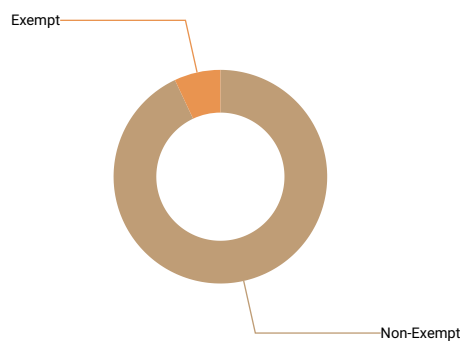
Statistics	
10th percentile	2
25th percentile	3
50th percentile	6
75th percentile	10
90th percentile	11
Mean	6.33
Median	6
Standard deviation	4.5
Total/sum	95

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



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

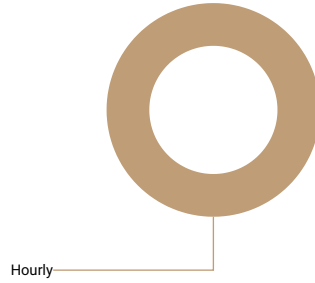
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	15
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	14	\$11.00	\$12.50	\$15.48	\$17.00	\$22.67	\$16.32	\$15.48
Pay Range Maximum Rate	14	\$16.39	\$17.00	\$20.00	\$25.00	\$26.00	\$22.36	\$20.00
Actual Lowest Base Rate	15	\$12.85	\$15.00	\$16.39	\$17.00	\$25.76	\$17.53	\$16.39
Actual Average Base Rate	15	\$15.11	\$15.96	\$18.00	\$21.35	\$25.76	\$19.36	\$18.00
Actual Highest Base Rate	15	\$15.96	\$17.00	\$20.00	\$25.00	\$28.00	\$20.99	\$20.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$4.00	\$4.00	\$4.00	\$4.00	\$5.00	\$4.20	\$4.00
Average Incentive Bonus or Other Bonus (Annual)								

4.5.18 Production Scheduler

Job description

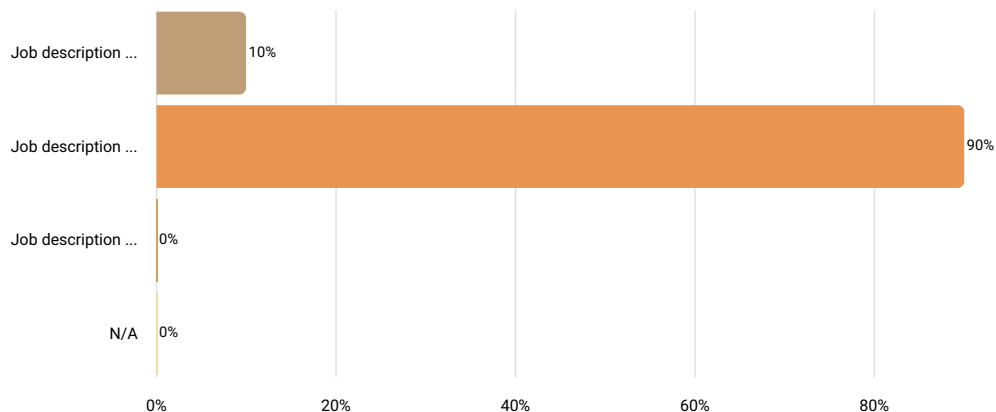
Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates;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

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	2
Job description matches the position at your company very well	90%	19
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 12 times

Skipped 9 times

Text input

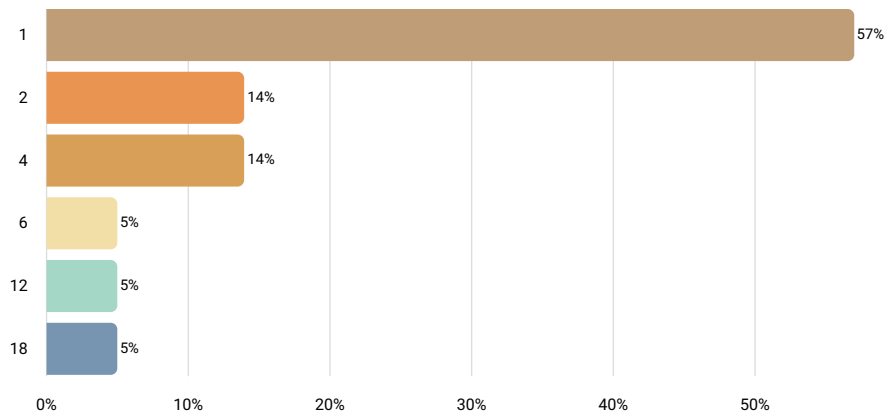
Results	
master scheduler	2
operations coordinator	1
production planner	1
production control analyst	1
global planner	1
plant scheduler	1
scheduler planner	1
material planner	1
project coordinator i - iii	1
production control coordinator	1
production analyst	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



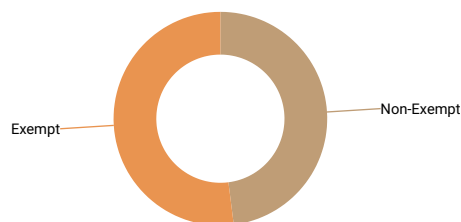
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	6
Mean	3.14
Median	1
Standard deviation	4.29
Total/sum	66

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



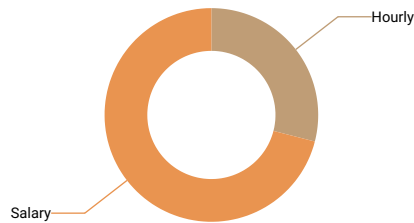
Results	%	N
Non-Exempt	48%	10
Exempt	52%	11

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	6
Salary	71%	15

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$17.00	\$19.45	\$21.41	\$23.00	\$23.00	\$20.88	\$21.41
Pay Range Maximum Rate	6	\$21.50	\$22.00	\$26.50	\$35.00	\$53.77	\$30.88	\$26.50
Actual Lowest Base Rate	5	\$20.48	\$21.00	\$23.00	\$26.78	\$34.63	\$25.18	\$23.00
Actual Average Base Rate	5	\$20.48	\$22.84	\$24.25	\$35.50	\$36.44	\$27.90	\$24.25
Actual Highest Base Rate	5	\$20.48	\$24.68	\$26.00	\$36.36	\$41.33	\$29.77	\$26.00
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	12	\$37,100.00	\$41,470.00	\$57,500.00	\$66,750.00	\$69,700.00	\$55,726.67	\$57,500.00
Pay Range Maximum Salary	12	\$57,750.00	\$66,750.00	\$74,085.00	\$78,500.00	\$94,300.00	\$74,700.00	\$74,085.00
Actual Lowest Base Salary	11	\$48,880.00	\$60,440.00	\$68,000.00	\$83,640.00	\$85,000.00	\$67,599.73	\$68,000.00
Actual Average Base Salary	11	\$48,880.00	\$60,440.00	\$68,500.00	\$83,640.00	\$85,000.00	\$68,484.64	\$68,500.00
Actual Highest Base Salary	11	\$57,750.00	\$60,440.00	\$68,500.00	\$83,640.00	\$85,000.00	\$70,740.64	\$68,500.00
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$2,000.00	\$5,668.00	\$9,818.00	\$10,000.00	\$5,301.71	\$5,668.00

4.5.19 Inventory/Material Planner

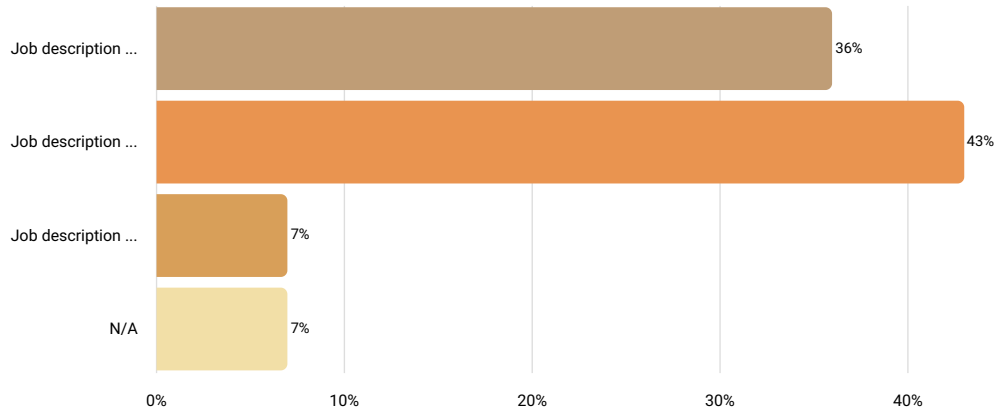
Job description Tracks inventory related information including receipts, disbursement, balances, prices and costs. Reconciles inventory discrepar

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	36%	5
Job description matches the position at your company very well	43%	6
Job description is perceptibly stronger than the position at your company	7%	1
N/A	7%	1

Job Title (if different than above)

Answered 9 times

Skipped 5 times

Text input

Results	
logistics concept planner	1
inventory control clerk	1
cost and inventory control specialist	1
inventory control coordinator	1
plant planner	1
production controller	1
purchasing coordinator or inventory control coordinator	1
inventory clerk i - iii	1
business unit materials manager	1

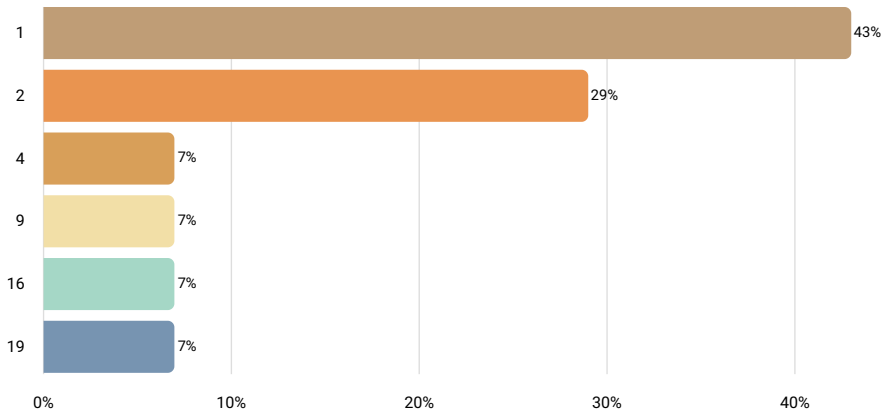
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



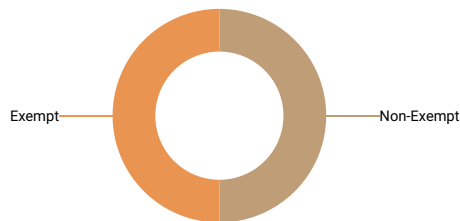
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	16
Mean	4.43
Median	2
Standard deviation	5.96
Total/sum	62

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	50%	7
Exempt	50%	7

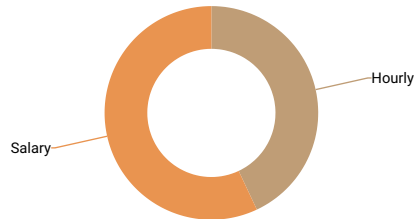
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	43%	6
Salary	57%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$17.00	\$18.29	\$19.08	\$21.63	\$23.79	\$19.81	\$19.08
Pay Range Maximum Rate	6	\$21.00	\$21.00	\$21.81	\$23.79	\$29.60	\$23.17	\$21.81
Actual Lowest Base Rate	5	\$17.00	\$18.00	\$19.32	\$21.63	\$23.79	\$19.95	\$19.32
Actual Average Base Rate	5	\$20.00	\$20.39	\$21.11	\$21.63	\$23.79	\$21.38	\$21.11
Actual Highest Base Rate	5	\$21.00	\$21.44	\$21.63	\$23.79	\$25.11	\$22.59	\$21.63
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	\$37,500.00	\$41,800.00	\$58,500.00	\$75,000.00	\$76,169.00	\$57,911.50	\$58,500.00 \$
Pay Range Maximum Salary	6	\$65,000.00	\$74,250.00	\$81,000.00	\$100,000.00	\$103,051.50	\$84,050.25	\$81,000.00 \$
Actual Lowest Base Salary	6	\$41,800.00	\$50,000.00	\$74,415.00	\$80,211.00	\$85,199.00	\$67,673.33	\$74,415.00 \$
Actual Average Base Salary	6	\$50,000.00	\$52,493.00	\$74,415.00	\$83,001.00	\$85,199.00	\$69,920.50	\$74,415.00 \$
Actual Highest Base Salary	6	\$50,000.00	\$65,000.00	\$74,415.00	\$85,199.00	\$85,696.00	\$72,454.17	\$74,415.00 \$
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.5.21 Fabricator

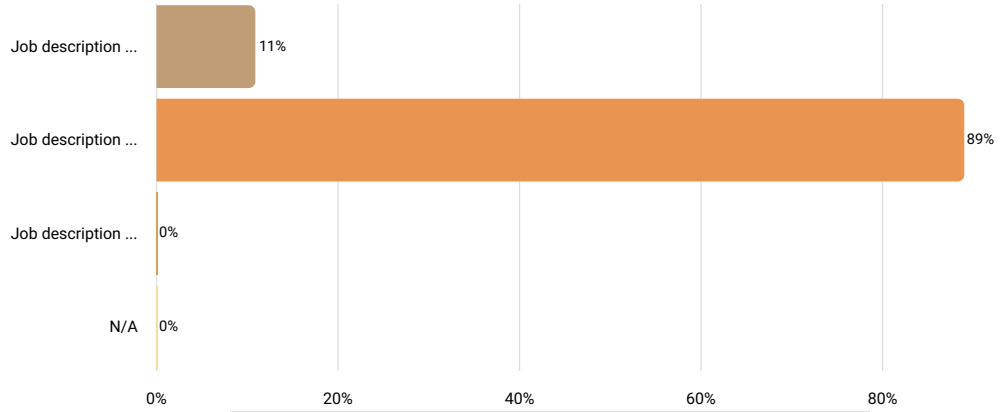
Job description Fabricate, position, align, and fit parts of structural metal products.

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

Answered 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	

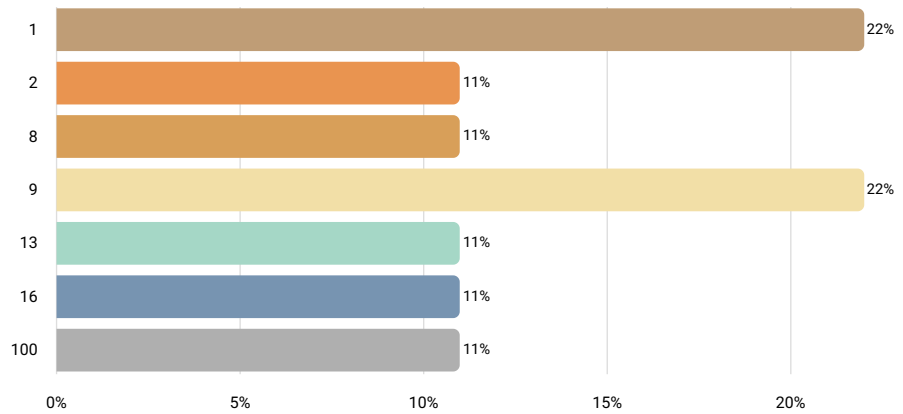
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



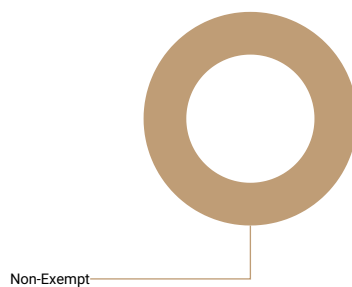
Statistics	
10th percentile	1
25th percentile	2
50th percentile	9
75th percentile	13
90th percentile	100
Mean	17.67
Median	9
Standard deviation	31.32
Total/sum	159

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

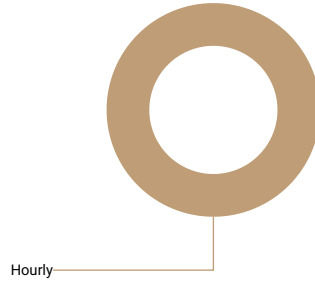
[Table of Contents](#)

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	8	\$16.00	\$16.50	\$17.25	\$19.03	\$32.00	\$19.20	\$17.25
Pay Range Maximum Rate	8	\$19.00	\$21.40	\$23.91	\$26.16	\$48.80	\$26.34	\$23.91
Actual Lowest Base Rate	8	\$15.00	\$15.50	\$16.86	\$20.27	\$32.00	\$19.03	\$16.86
Actual Average Base Rate	9	\$18.00	\$19.26	\$20.00	\$22.11	\$32.00	\$21.64	\$20.00
Actual Highest Base Rate	8	\$20.00	\$22.25	\$24.02	\$28.66	\$32.00	\$25.23	\$24.02
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.6 Maintenance Positions

The survey received sufficient data for the following job titles:

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

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

Laborer
Security Guard

4.6.1 Janitor

Job description

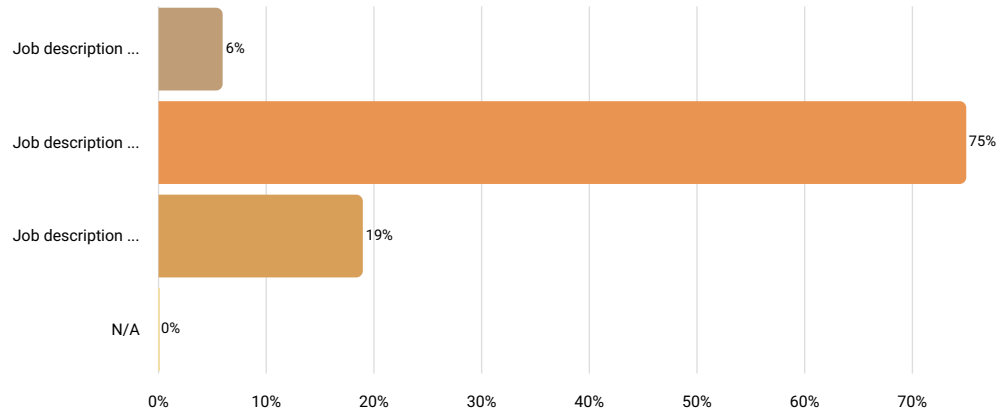
Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and rer
Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow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

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



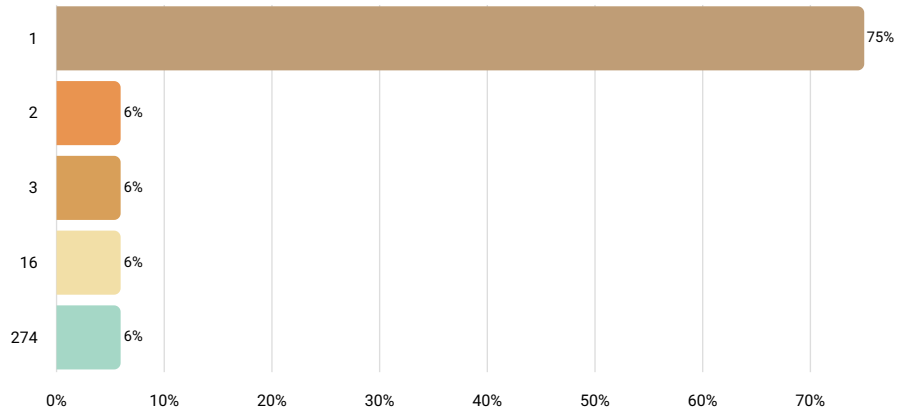
Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	75%	12
Job description is perceptibly stronger than the position at your company	19%	3
N/A	0%	0

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



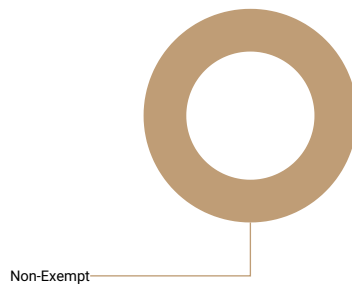
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	16
Mean	19.19
Median	1
Standard deviation	68.05
Total/sum	307

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



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

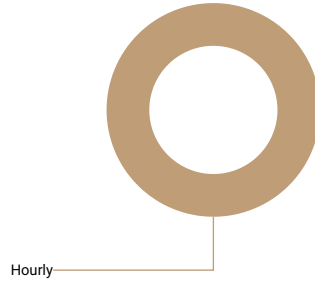
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	16
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	15	\$10.50	\$13.00	\$15.00	\$16.00	\$17.25	\$14.62	\$15.00
Pay Range Maximum Rate	15	\$13.75	\$15.82	\$17.24	\$20.35	\$21.00	\$17.66	\$17.24
Actual Lowest Base Rate	16	\$11.00	\$14.34	\$16.25	\$17.53	\$19.72	\$15.90	\$16.25
Actual Average Base Rate	16	\$13.13	\$14.68	\$16.25	\$18.16	\$19.72	\$16.31	\$16.25
Actual Highest Base Rate	16	\$13.75	\$15.38	\$16.25	\$18.16	\$20.00	\$16.61	\$16.25
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.6.2 Electrician

Job description

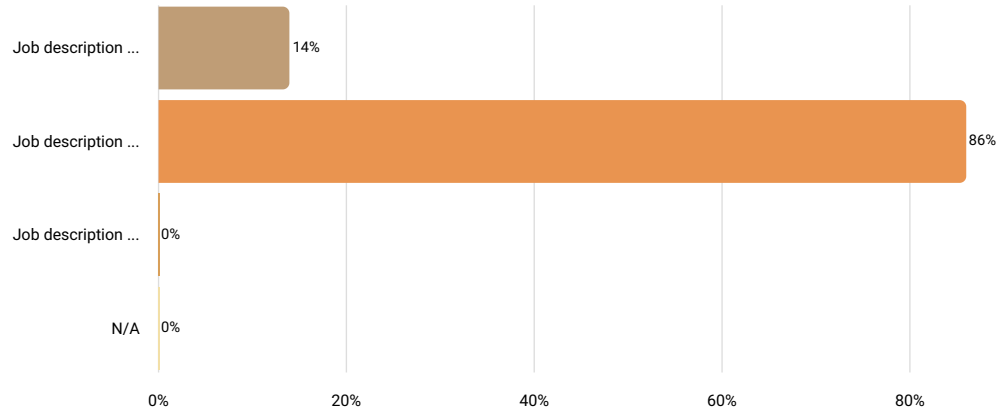
Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas using hand tools and testing instruments in or d power for lighting, equipment and machines.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



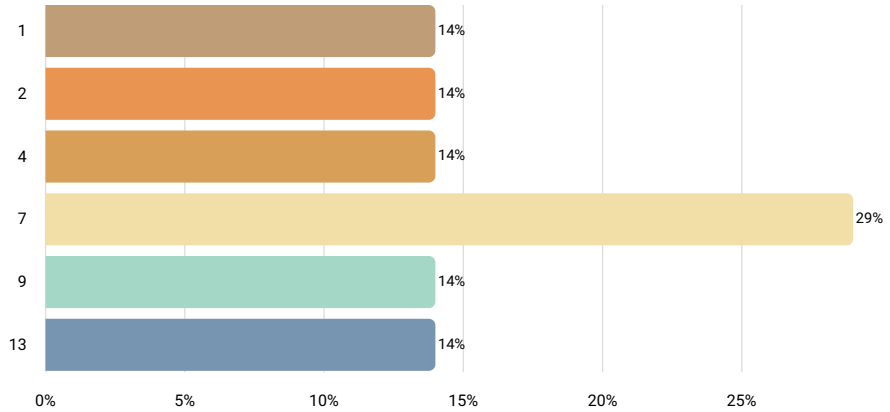
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



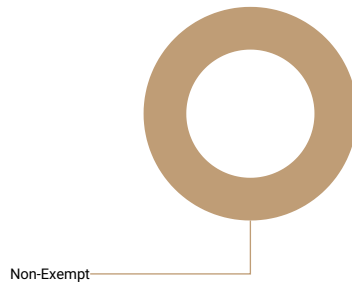
Statistics	
10th percentile	1
25th percentile	2
50th percentile	7
75th percentile	9
90th percentile	13
Mean	6.14
Median	7
Standard deviation	4.18
Total/sum	43

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

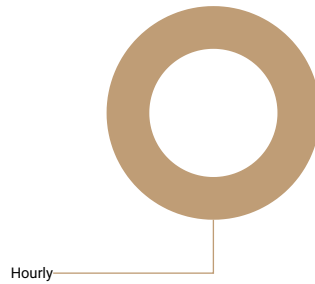
[Table of Contents](#)

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	6	\$17.00	\$18.00	\$28.00	\$30.85	\$34.98	\$26.14	\$28.00
Pay Range Maximum Rate	6	\$30.00	\$33.50	\$34.59	\$40.50	\$50.00	\$37.20	\$34.59
Actual Lowest Base Rate	7	\$17.00	\$26.20	\$27.41	\$33.00	\$34.98	\$28.06	\$27.41
Actual Average Base Rate	7	\$26.20	\$27.40	\$31.20	\$36.50	\$39.33	\$31.87	\$31.20
Actual Highest Base Rate	7	\$26.20	\$28.00	\$33.55	\$40.50	\$49.25	\$35.14	\$33.55
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.6.3 Electrical and Control Mechanic

Job description

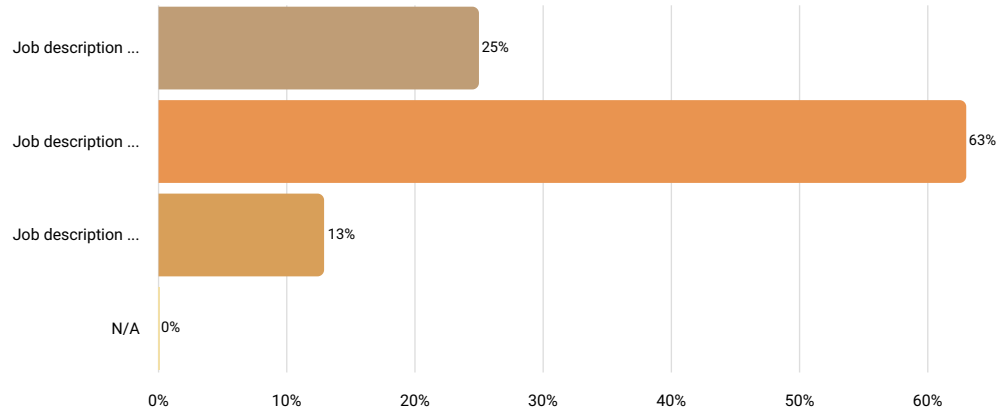
Performs a variety of electrical trade functions including installation, maintenance and repair of equipment or electrical systems. Also maintains computer production control systems.

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

Answered 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	13%	1
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 2 times

Text input

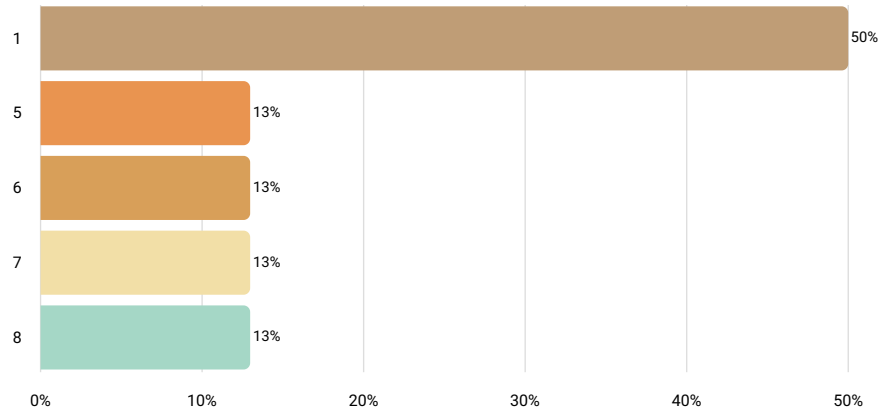
Results	
lead electrician	1
maintenance technician	1
maintenance i&e technician; maintenance control technician	1
instrument & electrical technician	1
maintenance technician 5	1
plant controls engineer	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



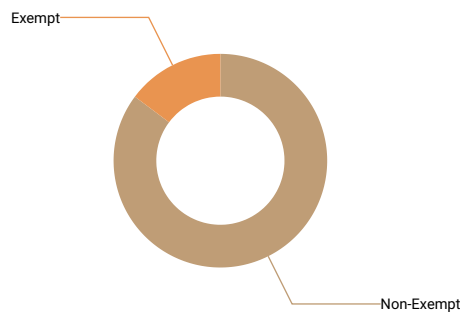
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6.5
90th percentile	8
Mean	3.75
Median	3
Standard deviation	3.06
Total/sum	30

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	75%	6
Exempt	13%	1

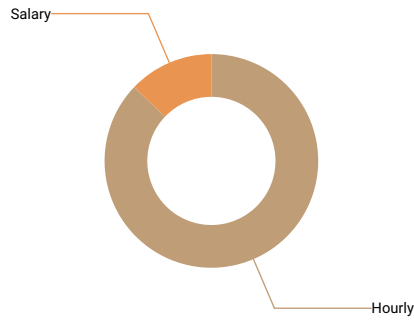
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	7
Salary	13%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	7	\$20.00	\$26.00	\$28.00	\$33.44	\$35.70	\$29.04	\$28.00
Pay Range Maximum Rate	7	\$30.00	\$32.00	\$35.00	\$38.00	\$38.75	\$34.67	\$35.00
Actual Lowest Base Rate	7	\$26.74	\$28.00	\$33.27	\$35.70	\$38.75	\$32.12	\$33.27
Actual Average Base Rate	7	\$26.74	\$29.92	\$33.27	\$38.22	\$38.75	\$33.41	\$33.27
Actual Highest Base Rate	7	\$26.74	\$31.28	\$33.70	\$38.22	\$38.75	\$34.09	\$33.70
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$1.00	\$1.00	\$4.00	\$4.00	\$5.00	\$3.00	\$4.00
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)								

4.6.4 Multi-Craft Maintenance

Job description

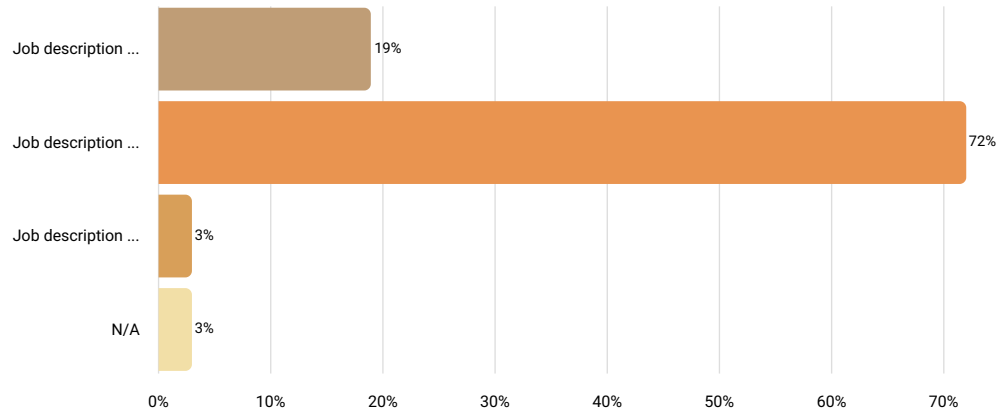
Perform work involving the skills of two or more maintenance or craft occupations for upkeep of machines and mechanical equipment. Duties may involve boiler making; insulating; welding; machining; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment. Journeymen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

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

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	6
Job description matches the position at your company very well	72%	23
Job description is perceptibly stronger than the position at your company	3%	1
N/A	3%	1

Job Title (if different than above)

Answered 16 times

Skipped 16 times

Text input

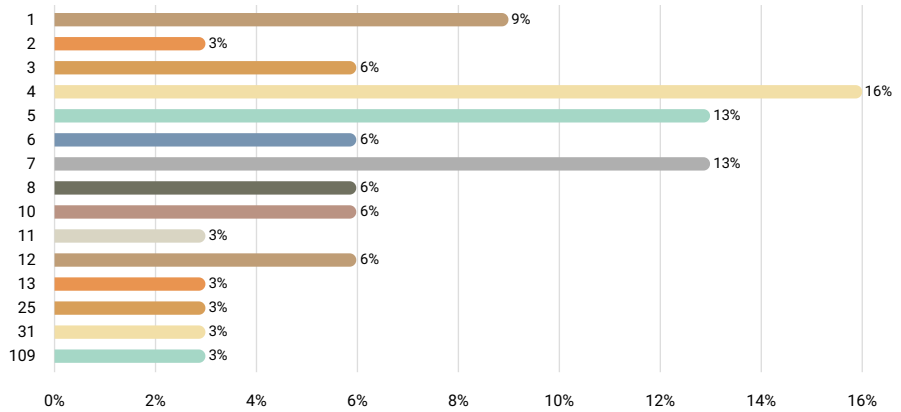
Results	
maintenance technician	5
maintenance 1-3	1
maintenance mechanic	1
maintenance technician 4 and 5	1
electro mechanical skill level 1-4	1
maintenance associate	1
maintenance mechanic iii	1
equipment specialist	1
aircraft mechanic ii	1
we have 2 job titles in this category - maintenance technician i and maintenance technician ii	1
welding maintenance/stamping maintenance team member	1
mentor/trainer maintenance technician	1

Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



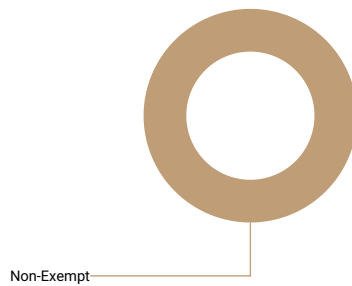
Statistics	
10th percentile	2
25th percentile	4
50th percentile	6
75th percentile	10
90th percentile	13
Mean	10.63
Median	6
Standard deviation	19.04
Total/sum	340

FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



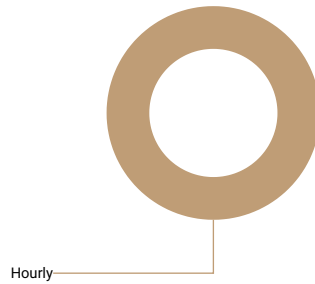
Results	%	N
Non-Exempt	94%	30
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	32
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	30	\$17.75	\$21.35	\$23.55	\$26.29	\$30.00	\$23.85	\$23.55
Pay Range Maximum Rate	30	\$25.90	\$30.00	\$33.38	\$35.60	\$38.70	\$32.94	\$33.38
Actual Lowest Base Rate	32	\$22.11	\$23.86	\$25.59	\$29.47	\$30.00	\$26.30	\$25.59
Actual Average Base Rate	32	\$24.75	\$26.53	\$28.33	\$30.63	\$34.10	\$28.90	\$28.33
Actual Highest Base Rate	32	\$26.20	\$28.88	\$32.25	\$34.18	\$37.50	\$31.95	\$32.25
If there is a step progression in place, enter the number of steps. If not, leave blank.	21	\$1.00	\$3.00	\$4.00	\$6.00	\$6.00	\$4.48	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	9	\$0.00	\$450.00	\$1,868.81	\$3,500.00	\$7,000.00	\$2,434.53	\$1,868.81

4.6.5 General Building Maintenance

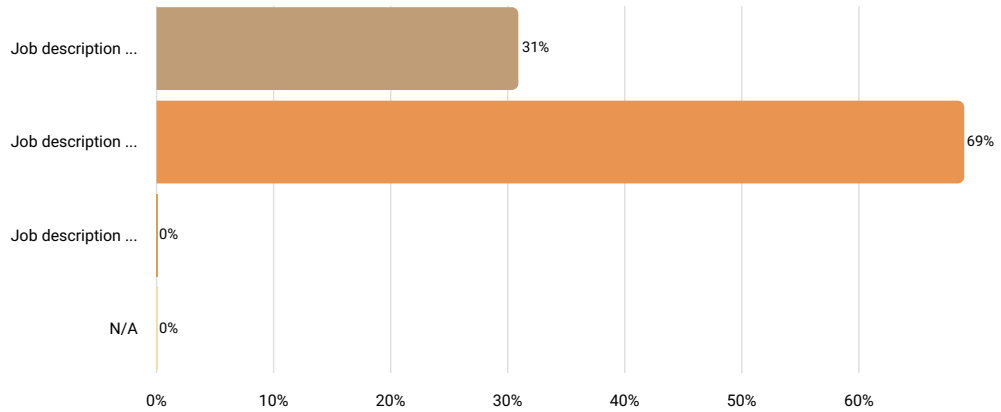
Job description Repairs and maintains physical structures. Requires knowledge of more than one craft area such as carpentry, painting, plasterin

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

Answered 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 11 times

Skipped 5 times

Text input

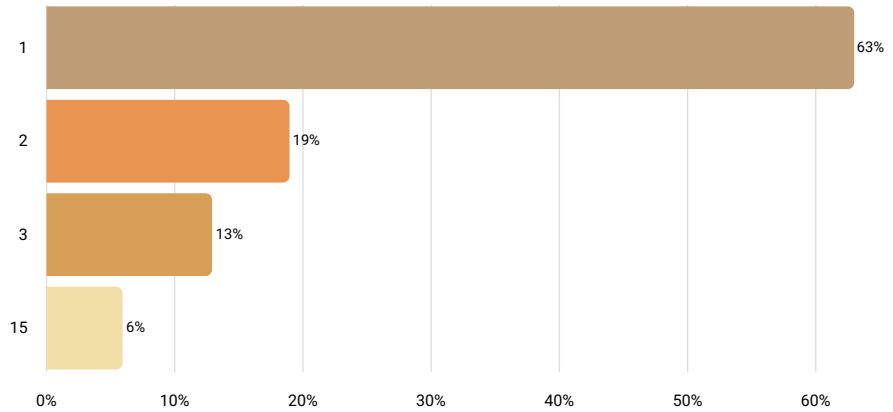
Results	
civil technician	1
facilities maintenance technician	1
facilities technician	1
maintenance technician	1
facilities maintenance	1
maintenance mechanic	1
maintenance specialist	1
maintenance tech ii & iv	1
facilities specialist	1
facilities maintenance mechanic	1
building & grounds associate	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



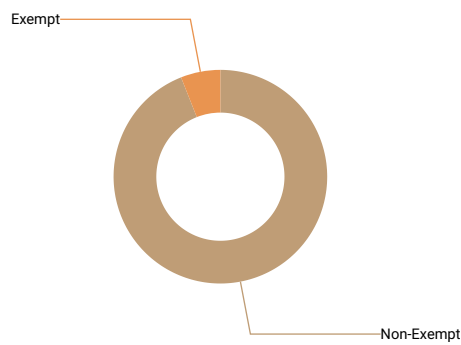
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2.31
Median	1
Standard deviation	3.46
Total/sum	37

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



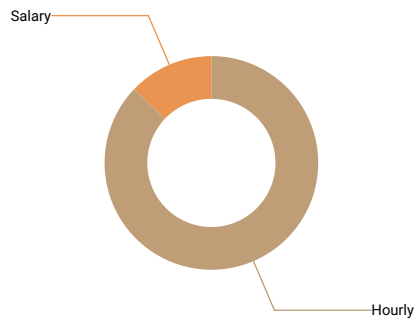
Results	%	N
Non-Exempt	94%	15
Exempt	6%	1

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	14
Salary	13%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	12	\$15.00	\$16.93	\$20.85	\$23.50	\$24.53	\$20.13	\$20.85
Pay Range Maximum Rate	12	\$17.28	\$20.38	\$26.56	\$30.00	\$30.72	\$25.76	\$26.56
Actual Lowest Base Rate	14	\$15.00	\$18.00	\$20.85	\$26.00	\$28.20	\$21.73	\$20.85
Actual Average Base Rate	14	\$16.85	\$19.41	\$21.47	\$26.50	\$30.28	\$22.67	\$21.47
Actual Highest Base Rate	14	\$16.85	\$20.75	\$23.19	\$27.00	\$30.72	\$23.60	\$23.19
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)								

4.6.7 Maintenance Mechanic

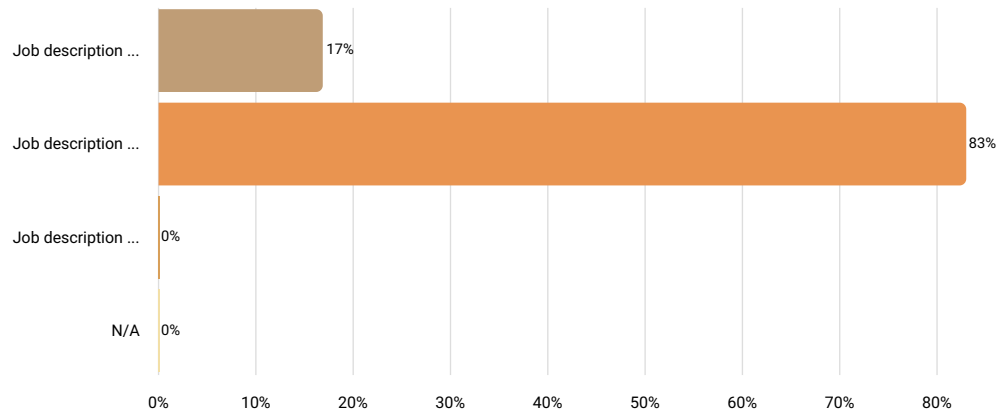
Job description Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	4
Job description matches the position at your company very well	83%	20
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Job Title (if different than above)

Answered 7 times

Skipped 17 times

Text input

Results	
maintenance technician	2
maintenance mechanic (manufacturing equipment)	1
millwright	1
maintenance ii	1
general maintenance mechanic	1
maintenance mechanic	1

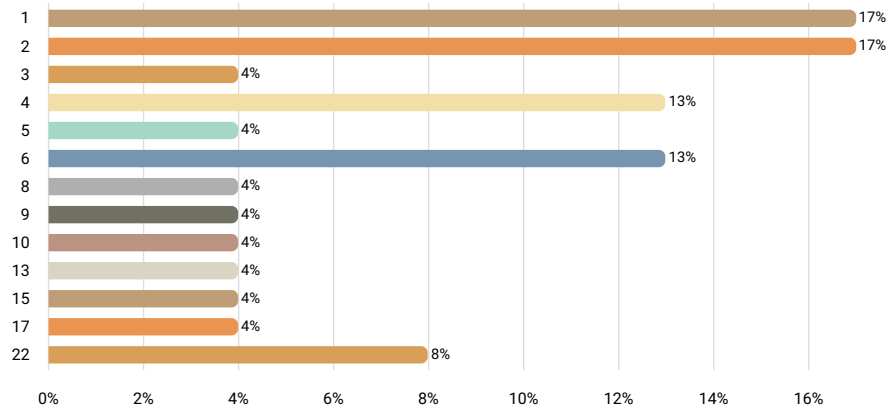
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



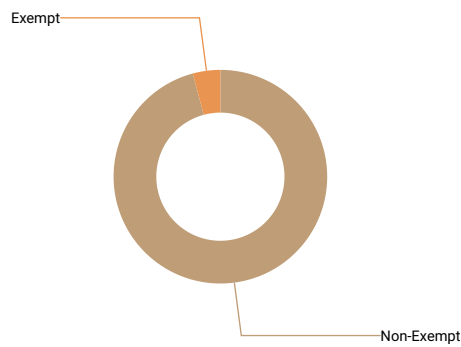
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4.5
75th percentile	9.5
90th percentile	17
Mean	6.92
Median	4.5
Standard deviation	6.45
Total/sum	166

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



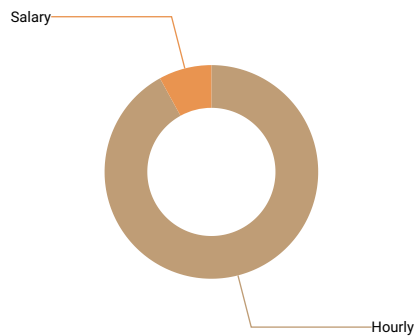
Results	%	N
Non-Exempt	92%	22
Exempt	4%	1

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	22
Salary	8%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	20	\$16.63	\$18.00	\$23.39	\$26.92	\$28.85	\$22.51	\$23.39
Pay Range Maximum Rate	20	\$23.13	\$25.81	\$29.85	\$36.60	\$41.74	\$31.37	\$29.85
Actual Lowest Base Rate	19	\$16.00	\$23.68	\$24.81	\$27.03	\$33.00	\$24.82	\$24.81
Actual Average Base Rate	20	\$19.84	\$24.72	\$27.34	\$32.42	\$36.27	\$28.06	\$27.34
Actual Highest Base Rate	19	\$19.75	\$24.81	\$30.72	\$37.50	\$49.27	\$43.54	\$30.72
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$1.00	\$3.00	\$4.00	\$5.00	\$7.00	\$3.86	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	6	\$1,000.00	\$1,110.00	\$2,014.50	\$5,909.00	\$6,500.00	\$3,091.33	\$2,014.50
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)								

4.6.9 Maintenance Planner

Job description

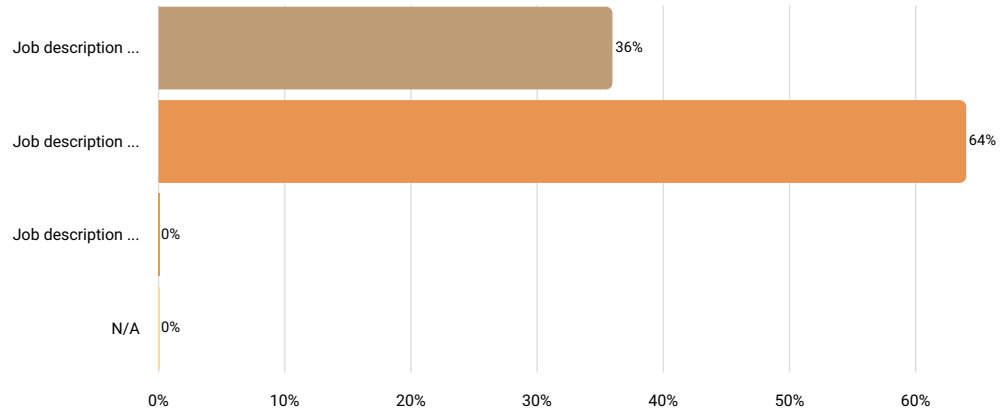
Schedules and plans the work of electricians and mechanics. Develops job plans that include the labor, tools, materials and procedures for repairs on all equipment and general facility maintenance.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



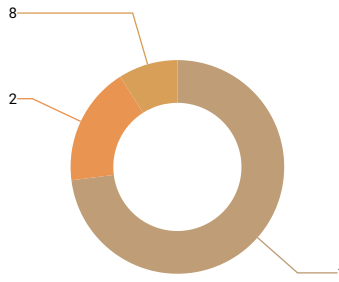
Results		
	%	N
Job description is perceptibly weaker than the position at your company	36%	4
Job description matches the position at your company very well	64%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



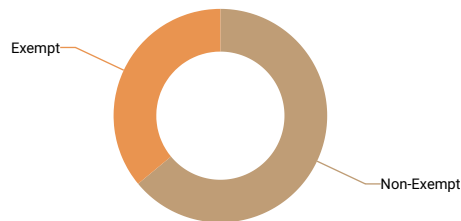
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.82
Median	1
Standard deviation	2.09
Total/sum	20

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

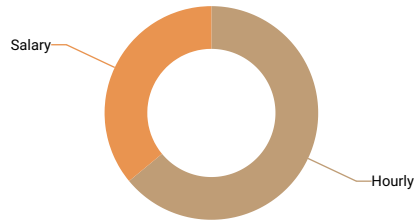
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$19.00	\$23.50	\$27.00	\$31.37	\$32.00	\$26.57	\$27.00
Pay Range Maximum Rate	5	\$19.00	\$32.25	\$35.30	\$40.00	\$50.00	\$35.31	\$35.30
Actual Lowest Base Rate	6	\$19.00	\$29.90	\$35.68	\$38.82	\$48.00	\$34.51	\$35.68
Actual Average Base Rate	6	\$19.00	\$29.90	\$35.68	\$41.85	\$48.00	\$35.02	\$35.68
Actual Highest Base Rate	6	\$19.00	\$29.90	\$35.68	\$44.92	\$48.00	\$35.53	\$35.68
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)								

4.6.10 Maintenance Employees, General

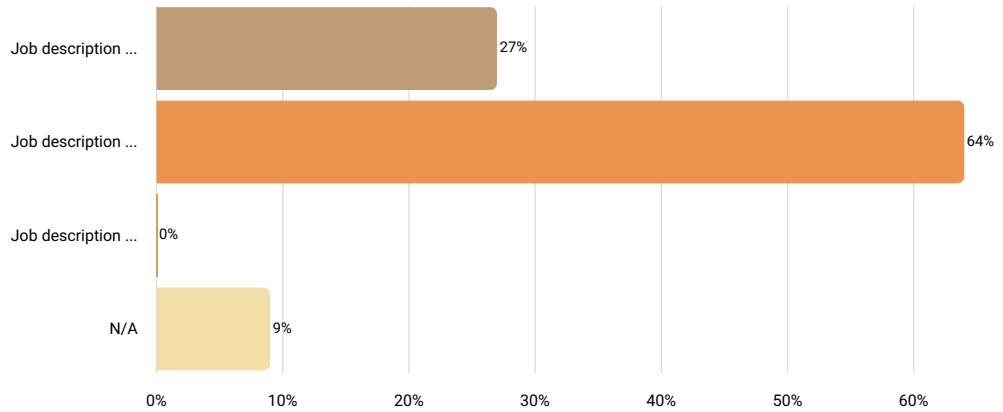
Job description Use this job title for maintenance workers other than those listed.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



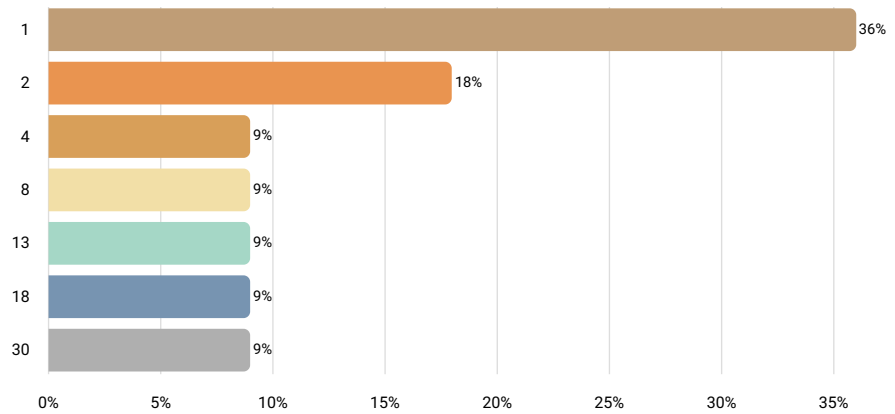
Results		%	N
Job description is perceptibly weaker than the position at your company	27%	3	
Job description matches the position at your company very well	64%	7	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	9%	1	

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



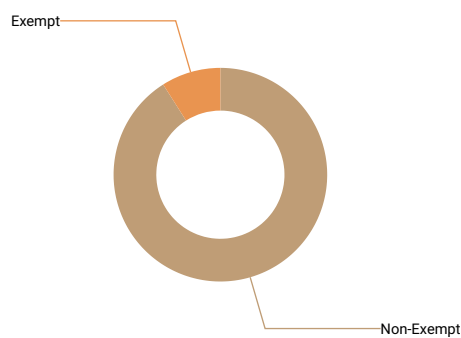
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	13
90th percentile	18
Mean	7.36
Median	2
Standard deviation	9.43
Total/sum	81

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



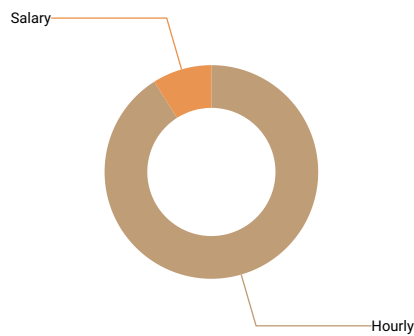
Results	%	N
Non-Exempt	91%	10
Exempt	9%	1

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	91%	10
Salary	9%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	\$12.00	\$15.50	\$18.25	\$24.70	\$27.50	\$19.55	\$18.25
Pay Range Maximum Rate	8	\$18.00	\$19.25	\$29.33	\$36.48	\$40.75	\$28.61	\$29.33
Actual Lowest Base Rate	9	\$16.00	\$17.00	\$18.64	\$23.15	\$26.00	\$19.99	\$18.64
Actual Average Base Rate	10	\$17.00	\$18.64	\$22.58	\$27.00	\$33.75	\$23.60	\$22.58
Actual Highest Base Rate	9	\$17.00	\$18.64	\$23.15	\$30.00	\$41.92	\$24.86	\$23.15
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)								

4.7 Material Handling and Transportation Positions

The survey received sufficient data for the following job titles:

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

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

Truck Driver, Light and Delivery Services
Locomotive Material Handler

4.7.1 Fork Lift Driver/Material Handler

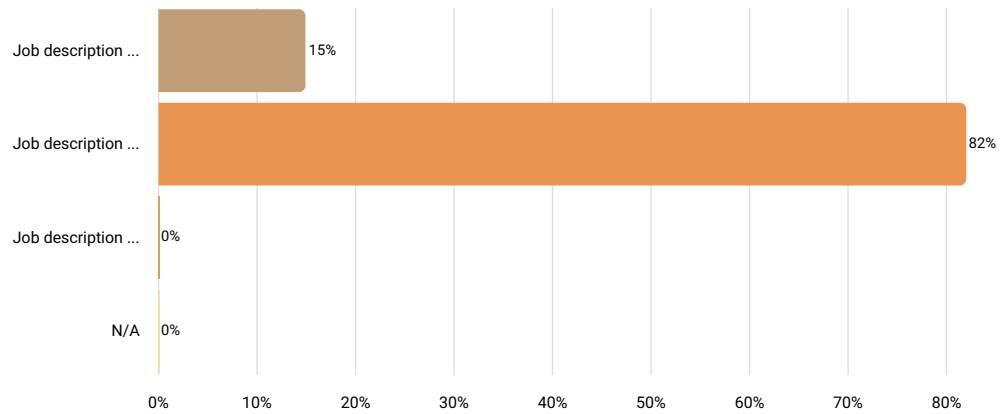
Job description Move freight, stock, or other materials. Does not include locomotive material handlers.

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	5
Job description matches the position at your company very well	82%	28
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 18 times

Skipped 16 times

Text input

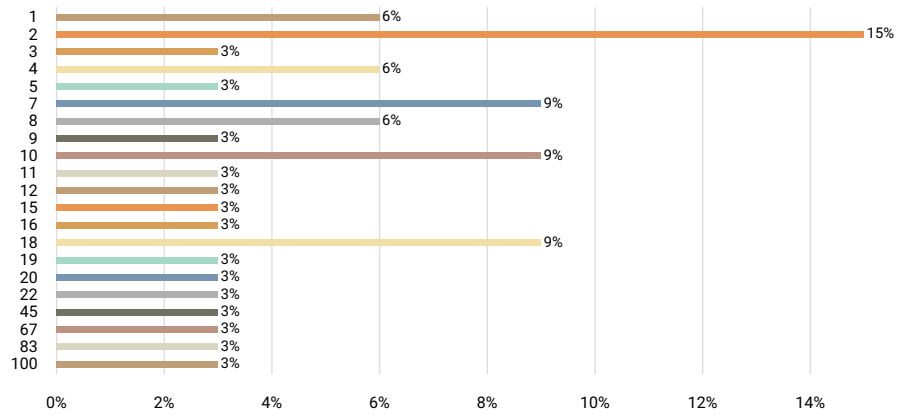
Results	
material handler	6
material handler osbl operator	1
operator i	1
packaging operator	1
production technician	1
operation technician i	1
forklift driver	1
tugger operator	1
material handling	1
material handler iii	1
yard associate, material handler	1
conveyance team member	1
shipping and receiving	1

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



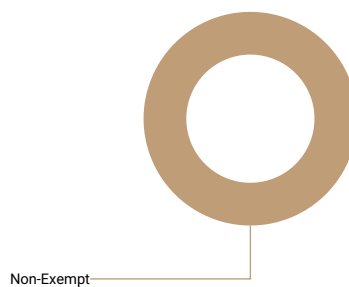
Statistics	
10th percentile	2
25th percentile	4
50th percentile	9.5
75th percentile	18
90th percentile	45
Mean	16.71
Median	9.5
Standard deviation	23.11
Total/sum	568

FLSA Status

Answered 34 times

Skipped 0 times

Select one answer (radio button)



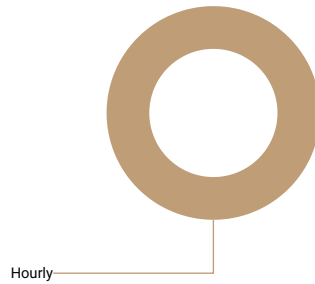
Results	%	N
Non-Exempt	94%	32
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	34
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	30	\$13.85	\$15.10	\$17.00	\$19.00	\$20.51	\$17.00	\$17.00
Pay Range Maximum Rate	30	\$17.38	\$18.50	\$20.78	\$22.27	\$25.82	\$20.89	\$20.78
Actual Lowest Base Rate	33	\$15.00	\$16.00	\$17.50	\$19.27	\$22.00	\$17.84	\$17.50
Actual Average Base Rate	34	\$16.37	\$17.79	\$19.11	\$19.75	\$22.10	\$18.96	\$19.11
Actual Highest Base Rate	33	\$17.00	\$18.50	\$20.00	\$22.00	\$25.61	\$20.86	\$20.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	18	\$1.00	\$2.00	\$3.00	\$5.00	\$8.00	\$3.67	\$3.00
Average Incentive Bonus or Other Bonus (Annual)	8	\$0.00	\$225.00	\$900.00	\$3,078.00	\$7,000.00	\$1,925.75	\$900.00

4.7.2 Shipping and Receiving Clerk

Job description

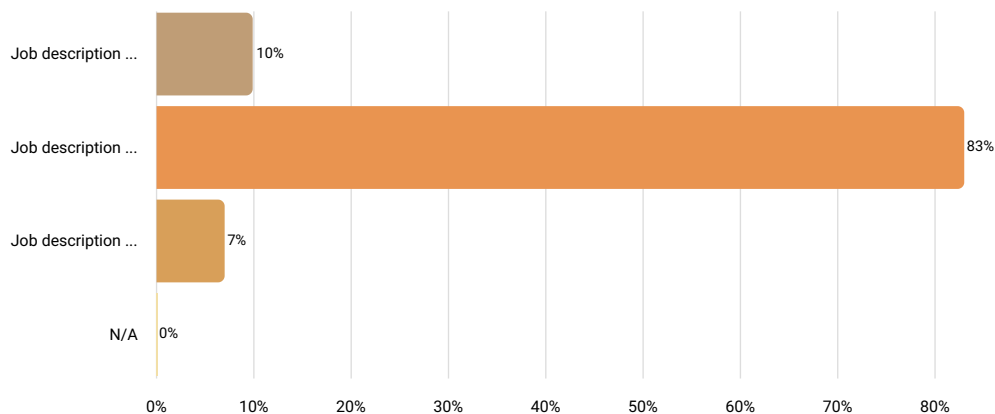
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 42 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	4
Job description matches the position at your company very well	83%	35
Job description is perceptibly stronger than the position at your company	7%	3
N/A	0%	0

Job Title (if different than above)

Answered 16 times

Skipped 26 times

Text input

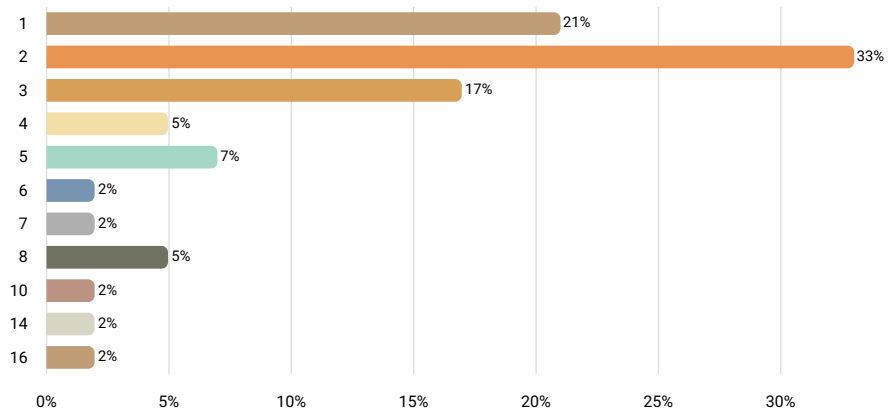
Results	
shipping clerk	2
shipping/receiving clerk	1
warehouse clerk	1
shipping & receiving associate	1
shipping and receiving clerk	1
shipping clerk, receiving (2 positions)	1
shipping/receiving supervisor	1
shipping/receiving coordinator	1
materials coordinator	1
material handler	1
logistics specialist	1
utility	1
receiving clerk	1
inventory clerk i - iii	1
logistic coordinator	1

Number of Employees Currently in This Position

Answered 42 times

Skipped 0 times

Number input



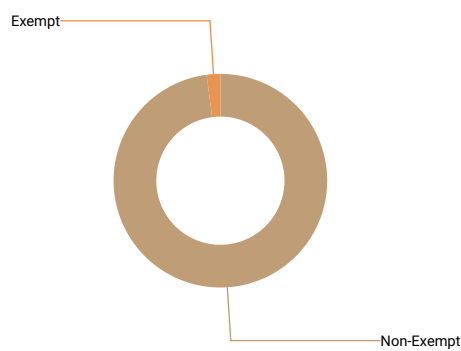
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	8
Mean	3.57
Median	2
Standard deviation	3.37
Total/sum	150

FLSA Status

Answered 42 times

Skipped 0 times

Select one answer (radio button)



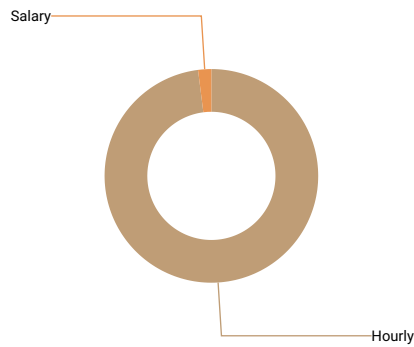
Results	%	N
Non-Exempt	95%	40
Exempt	2%	1

Is this position paid an hourly rate or annual salary?

Answered 42 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	98%	41
Salary	2%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	34	\$13.00	\$14.70	\$16.00	\$20.52	\$21.50	\$17.37	\$16.00
Pay Range Maximum Rate	35	\$16.88	\$18.50	\$22.00	\$25.00	\$29.60	\$22.41	\$22.00
Actual Lowest Base Rate	37	\$14.49	\$16.00	\$18.00	\$20.20	\$23.00	\$18.48	\$18.00
Actual Average Base Rate	38	\$15.76	\$16.87	\$19.00	\$21.00	\$24.37	\$19.62	\$19.00
Actual Highest Base Rate	37	\$16.50	\$18.10	\$21.05	\$24.00	\$26.73	\$21.23	\$21.05
If there is a step progression in place, enter the number of steps. If not, leave blank.	12	\$2.00	\$3.50	\$4.00	\$5.00	\$6.00	\$4.17	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	9	\$0.00	\$0.00	\$1,500.00	\$4,000.00	\$4,051.00	\$1,934.44	\$1,500.00
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

4.7.3 Truck Driver, Tractor Trailer and Heavy

Job description

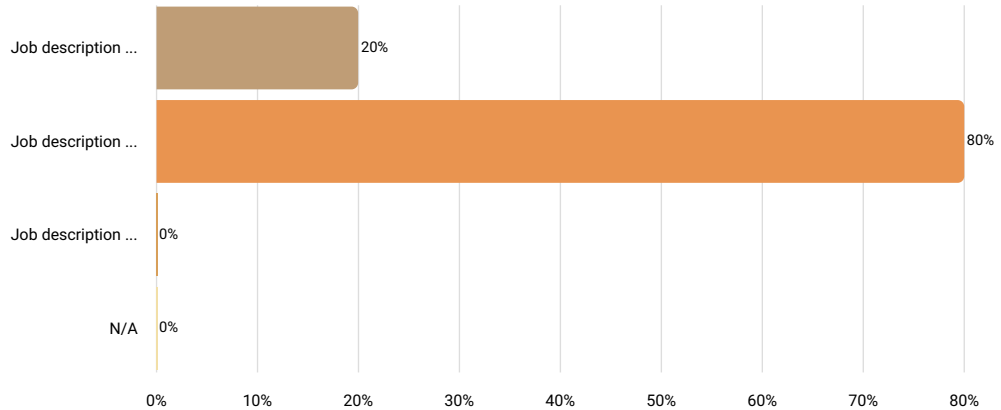
Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



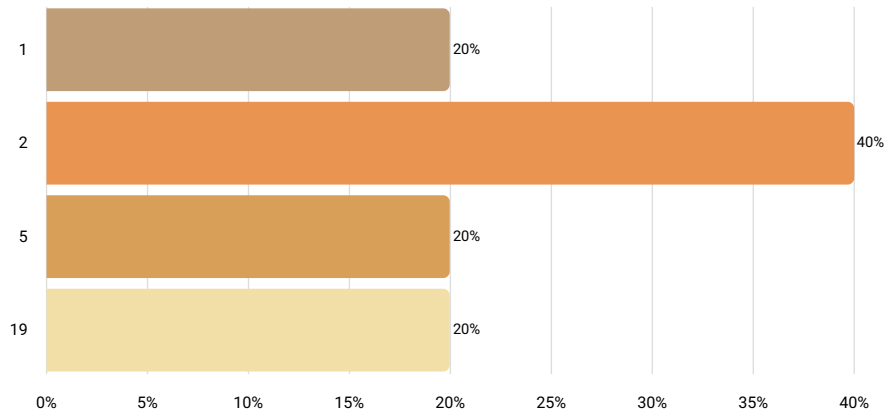
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



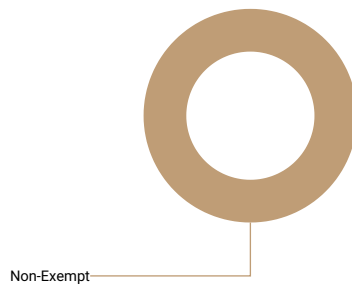
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	5
90th percentile	19
Mean	5.8
Median	2
Standard deviation	7.53
Total/sum	29

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

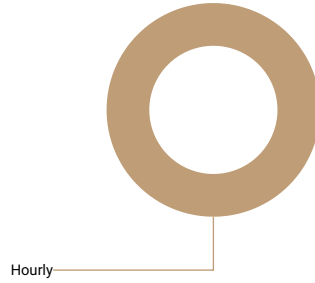
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Is this position paid an hourly rate or annual salary?

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	St de
Pay Range Minimum Rate	5	\$16.50	\$18.00	\$18.50	\$20.00	\$21.00	\$18.80	\$18.50	\$
Pay Range Maximum Rate	5	\$20.00	\$24.00	\$25.00	\$28.00	\$29.00	\$25.20	\$25.00	\$
Actual Lowest Base Rate	5	\$16.50	\$18.35	\$18.50	\$21.00	\$21.00	\$19.07	\$18.50	\$
Actual Average Base Rate	5	\$19.25	\$19.50	\$21.00	\$22.00	\$24.36	\$21.22	\$21.00	\$
Actual Highest Base Rate	5	\$20.00	\$21.00	\$22.50	\$24.00	\$28.39	\$23.18	\$22.50	\$
Average Incentive Bonus or Other Bonus (Annual)									

4.7.5 Stockroom Clerk

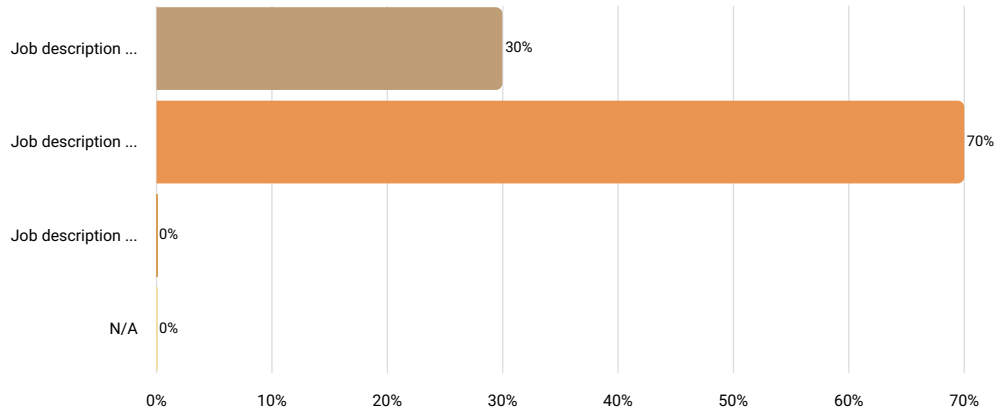
Job description Receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 4 times

Text input

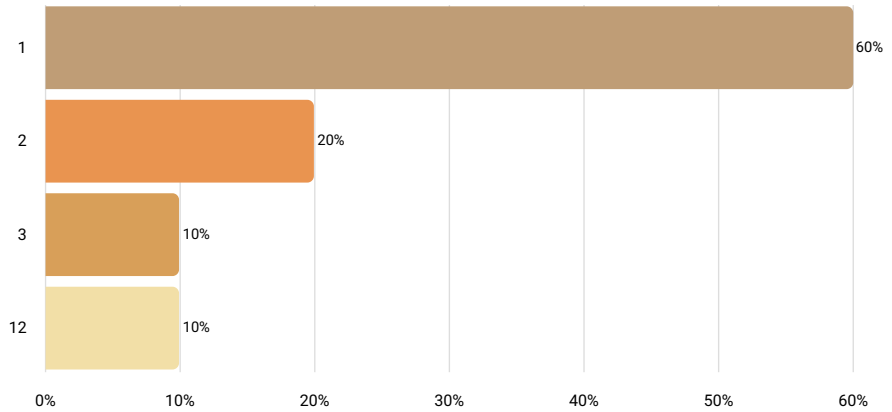
Results	
mro storeroom technician	1
storeroom clerk	1
inventory clerk	1
operator	1
yard associate	1
tool room attendant	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



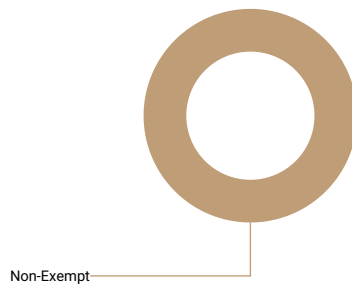
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	7.5
Mean	2.5
Median	1
Standard deviation	3.41
Total/sum	25

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

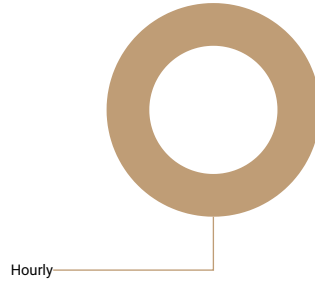
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Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	\$15.00	\$17.00	\$18.36	\$19.00	\$26.00	\$18.78	\$18.36
Pay Range Maximum Rate	9	\$18.10	\$20.13	\$25.00	\$26.00	\$30.00	\$23.48	\$25.00
Actual Lowest Base Rate	10	\$16.38	\$18.10	\$19.35	\$25.65	\$26.88	\$20.99	\$19.35
Actual Average Base Rate	10	\$17.74	\$18.10	\$21.40	\$25.90	\$26.88	\$21.70	\$21.40
Actual Highest Base Rate	10	\$18.23	\$19.00	\$22.30	\$26.00	\$26.95	\$22.55	\$22.30
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.7.7 Warehouse Employees, General

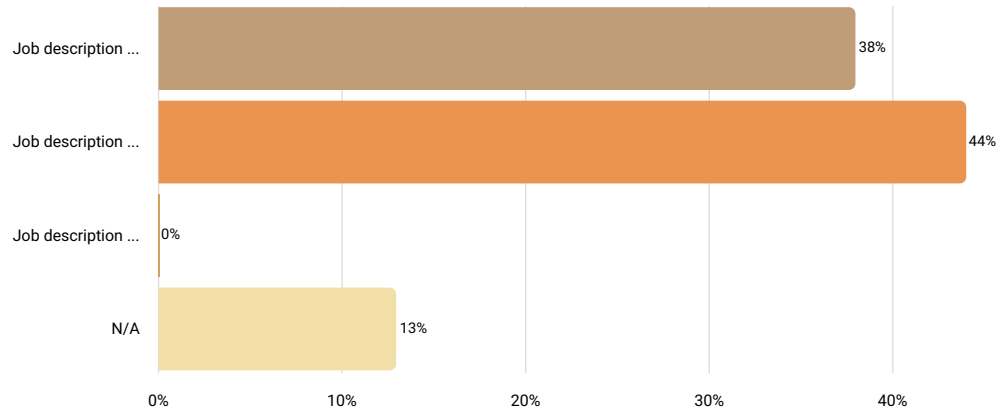
Job description Use this job title for warehouse workers other than those listed.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		38%	6
Job description matches the position at your company very well		44%	7
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	13%	2

Job Title (if different than above)

Answered 13 times

Skipped 3 times

Text input

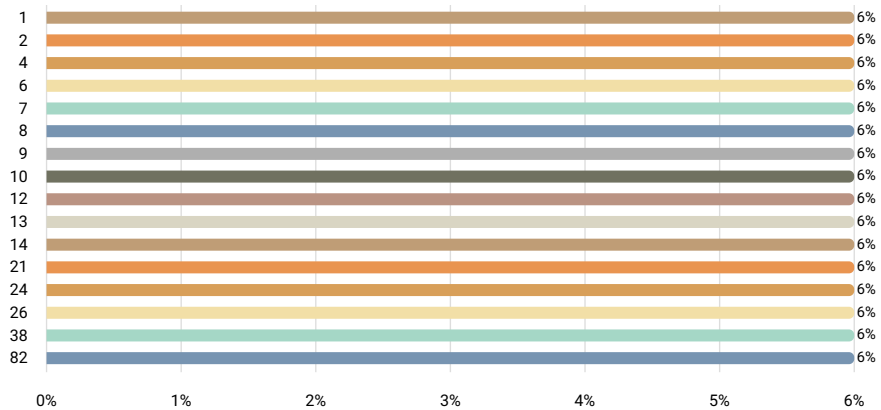
Results	
material handler	2
warehouse operator	1
distribution operator	1
warehouse operator; storeroom operator	1
crate and pallet builder	1
shipping technician	1
certified warehouse worker	1
warehouse associates	1
distribution associate	1
warehouse associate	1
dock and warehouse associate	1
material technicians	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



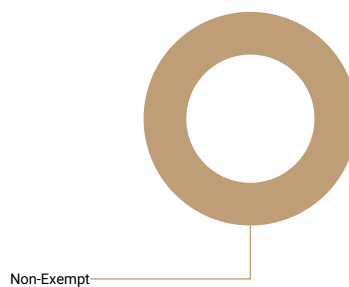
Statistics	
10th percentile	2
25th percentile	6.5
50th percentile	11
75th percentile	22.5
90th percentile	38
Mean	17.31
Median	11
Standard deviation	19.88
Total/sum	277

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



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

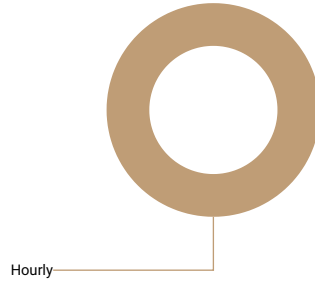
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Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	16
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	15	\$12.00	\$16.00	\$18.00	\$19.35	\$21.95	\$17.55	\$18.00
Pay Range Maximum Rate	15	\$17.25	\$20.00	\$20.75	\$25.00	\$30.65	\$22.76	\$20.75
Actual Lowest Base Rate	14	\$14.61	\$16.75	\$17.50	\$19.00	\$21.95	\$18.01	\$17.50
Actual Average Base Rate	14	\$16.50	\$17.65	\$19.15	\$19.77	\$22.59	\$19.69	\$19.15
Actual Highest Base Rate	14	\$17.00	\$19.00	\$20.46	\$25.00	\$30.65	\$22.38	\$20.46
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$1.00	\$3.00	\$3.00	\$4.00	\$4.00	\$3.14	\$3.00
Average Incentive Bonus or Other Bonus (Annual)								

4.8 Manufacturing Not Otherwise Classified

The survey received sufficient data for the following job titles:

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

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

4.8.1 Skilled Workers, Not Otherwise Classified

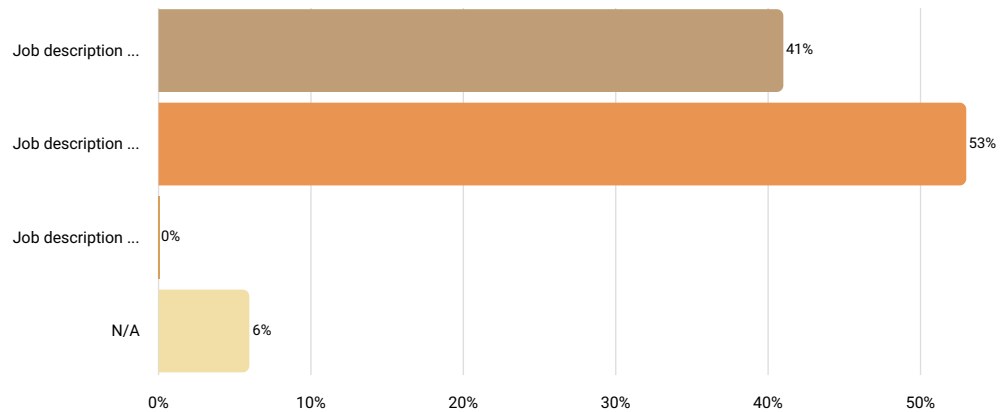
Job description Include any skilled production workers that have not been classified in any other area of this survey.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	41%	7
Job description matches the position at your company very well	53%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

Job Title (if different than above)

Answered 13 times

Skipped 4 times

Text input

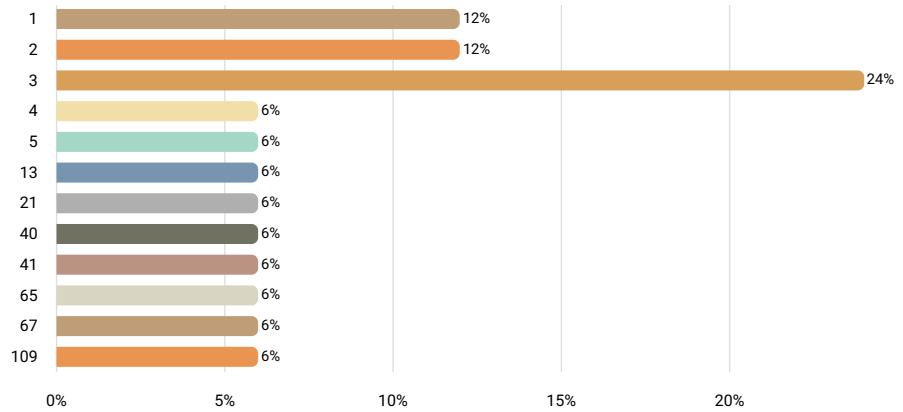
Results	
process specialist/utility specialist	1
composite technicians / operation technicians	1
leadman/fitter/machine operator/welder/welding inspector	1
production/machine operators	1
ndi level 3	1
production test technicians	1
phosphate	1
methods technician i - quality, methods technician i - electrical, methods technician ii - electrical	1
production laborers	1
technician	1
samples technician	1
maintenance director	1
machinist	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



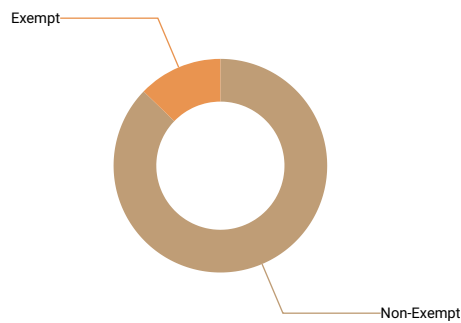
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	40
90th percentile	67
Mean	22.53
Median	4
Standard deviation	31.57
Total/sum	383

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	82%	14
Exempt	12%	2

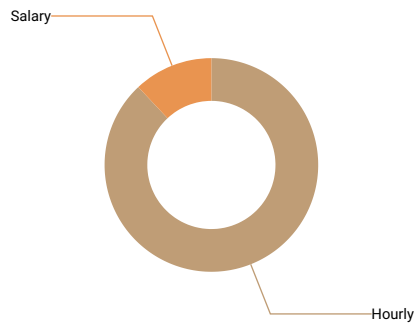
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	15
Salary	12%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	14	\$13.00	\$14.72	\$16.70	\$22.00	\$26.29	\$18.76	\$16.70
Pay Range Maximum Rate	14	\$19.30	\$22.50	\$27.10	\$36.10	\$38.00	\$29.01	\$27.10
Actual Lowest Base Rate	13	\$13.64	\$15.44	\$16.40	\$23.58	\$26.29	\$19.49	\$16.40
Actual Average Base Rate	13	\$16.40	\$18.00	\$23.86	\$25.52	\$33.00	\$23.29	\$23.86
Actual Highest Base Rate	13	\$16.40	\$22.00	\$26.19	\$35.00	\$38.00	\$27.69	\$26.19
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$3.00	\$3.00	\$3.50	\$5.00	\$6.00	\$4.00	\$3.50
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								

4.8.2 Semi-Skilled Workers, Not Otherwise Classified

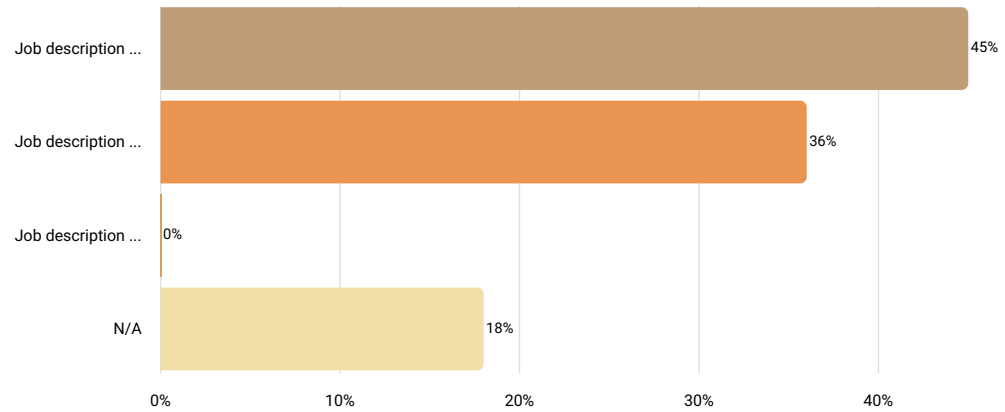
Job description This category includes semi-skilled production workers that were not classified in any other job title in this survey.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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	36%	4	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	18%	2	

Job Title (if different than above)

Answered 10 times

Skipped 1 times

Text input

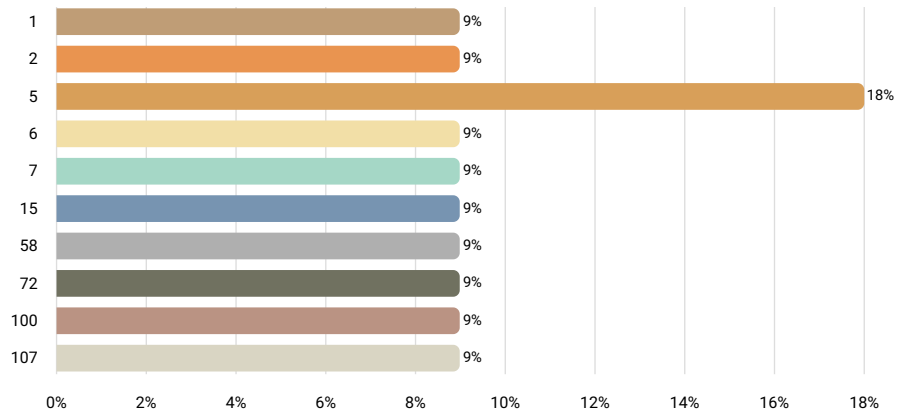
Results	
seamstress, cut table	1
quality in-process inspectors (hourly)	1
technicians	1
painter	1
operation technician i and ii	1
sewing machine operator; production admin	1
conformal coating and parylene process operators	1
set-up	1
sewer	1
tech ii step 6 setup operator	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



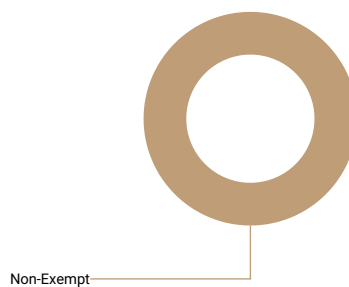
Statistics	
10th percentile	2
25th percentile	5
50th percentile	7
75th percentile	72
90th percentile	100
Mean	34.36
Median	7
Standard deviation	41.68
Total/sum	378

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

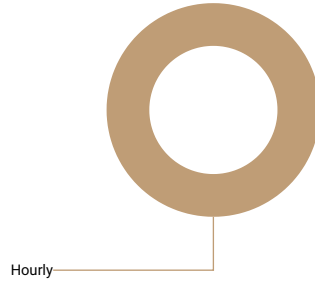
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	11
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	11	\$11.00	\$12.00	\$15.00	\$17.38	\$18.00	\$14.60	\$15.00
Pay Range Maximum Rate	11	\$18.00	\$18.50	\$20.00	\$22.00	\$23.00	\$19.80	\$20.00
Actual Lowest Base Rate	11	\$13.50	\$13.90	\$16.50	\$17.38	\$17.50	\$15.38	\$16.50
Actual Average Base Rate	11	\$16.00	\$16.50	\$16.96	\$18.87	\$21.77	\$17.61	\$16.96
Actual Highest Base Rate	11	\$16.50	\$17.83	\$18.52	\$22.00	\$23.00	\$19.09	\$18.52
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$1.00	\$4.00	\$5.00	\$6.00	\$6.00	\$4.40	\$5.00
Average Incentive Bonus or Other Bonus (Annual)								

4.8.3 Laborers/Helpers, Not Otherwise Classified

Job description

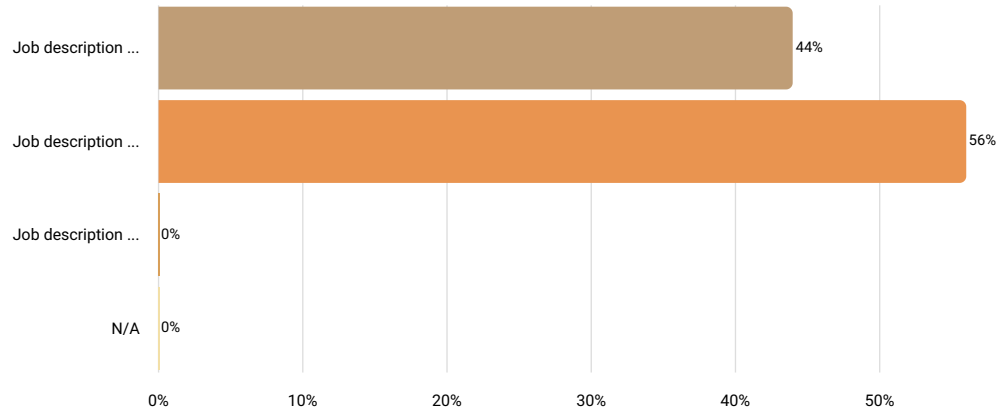
Include those who perform non-skilled work inside or outside the facility that are not included in the Laborer category under Maintenance or who do not fall into any of the other categories within this survey.

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 7 times

Skipped 2 times

Text input

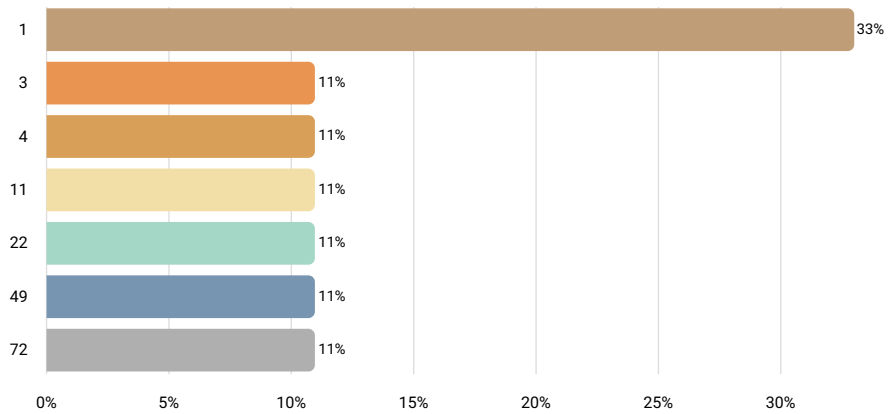
Results	
prep worker	1
seamstress	1
sewing machine operator	1
helper/loader	1
prog operator	1
production helper	1
shipping floater	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



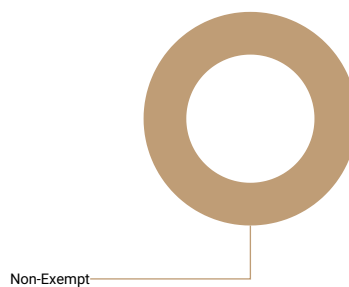
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	22
90th percentile	72
Mean	18.22
Median	4
Standard deviation	25.57
Total/sum	164

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

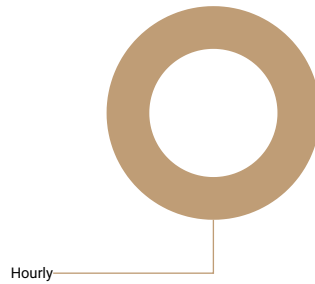
[Table of Contents](#)

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	8	\$7.50	\$11.00	\$13.32	\$16.75	\$18.00	\$13.46	\$13.32
Pay Range Maximum Rate	8	\$14.00	\$15.70	\$18.70	\$19.50	\$22.00	\$17.98	\$18.70
Actual Lowest Base Rate	8	\$9.50	\$12.00	\$14.11	\$16.25	\$20.00	\$14.28	\$14.11
Actual Average Base Rate	8	\$10.00	\$12.68	\$14.74	\$18.00	\$20.00	\$15.10	\$14.74
Actual Highest Base Rate	8	\$13.75	\$14.05	\$16.19	\$19.50	\$20.00	\$16.65	\$16.19
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.9 First Level Supervisory Positions

The survey received sufficient data for the following job titles:

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

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

4.9.1 Accounting Supervisor

Job description

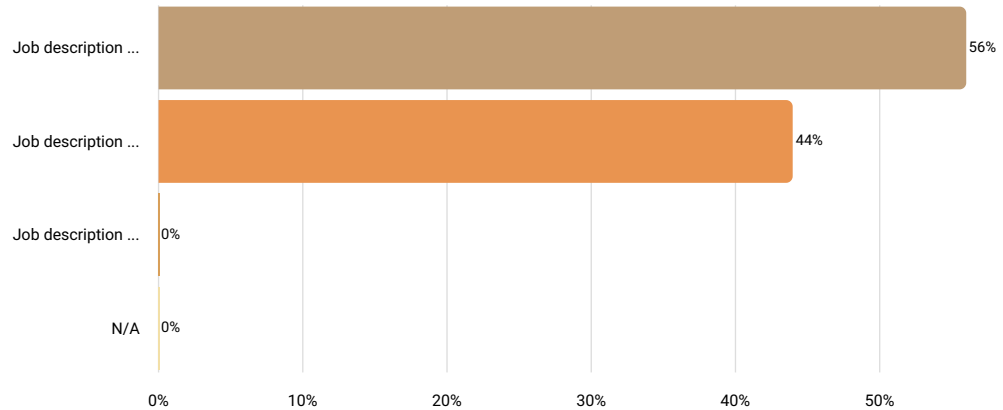
First Line Supervisor responsible for overseeing workers engaged in maintaining accounting records and processing transactions. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	56%	5
Job description matches the position at your company very well	44%	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 3 times

Text input

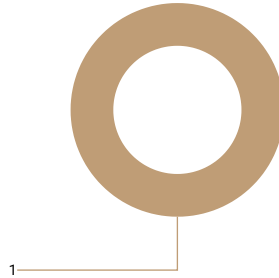
Results	
accounting manager	2
assistant controller	1
sr. accounting specialist	1
payroll supervisor iii	1
accounting assistant manager	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



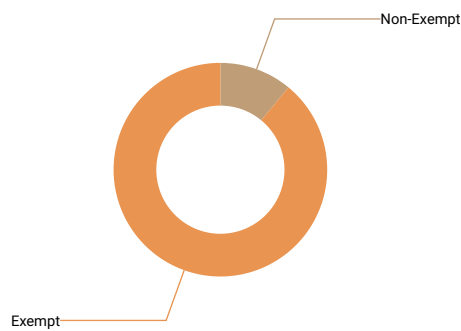
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	9

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



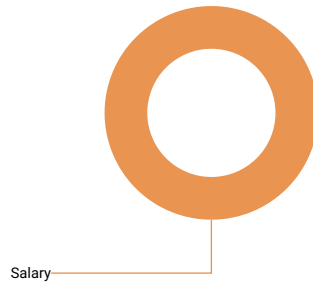
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	6	\$60,000.00	\$61,000.00	\$78,409.60	\$91,117.18	\$106,555.00	\$79,248.56	\$78,409.60	\$
Pay Range Maximum Salary	6	\$63,500.00	\$95,000.00	\$105,078.40	\$116,291.18	\$120,000.00	\$100,824.66	\$105,078.40	\$
Actual Lowest Base Salary	9	\$58,500.00	\$86,819.20	\$90,000.00	\$105,456.00	\$114,000.00	\$89,786.94	\$90,000.00	\$
Actual Average Base Salary	9	\$61,000.00	\$86,819.20	\$90,000.00	\$105,456.00	\$114,000.00	\$90,064.72	\$90,000.00	\$
Actual Highest Base Salary	9	\$63,500.00	\$86,819.20	\$90,000.00	\$105,456.00	\$114,000.00	\$90,342.50	\$90,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.9.2 Production Supervisor

Job description

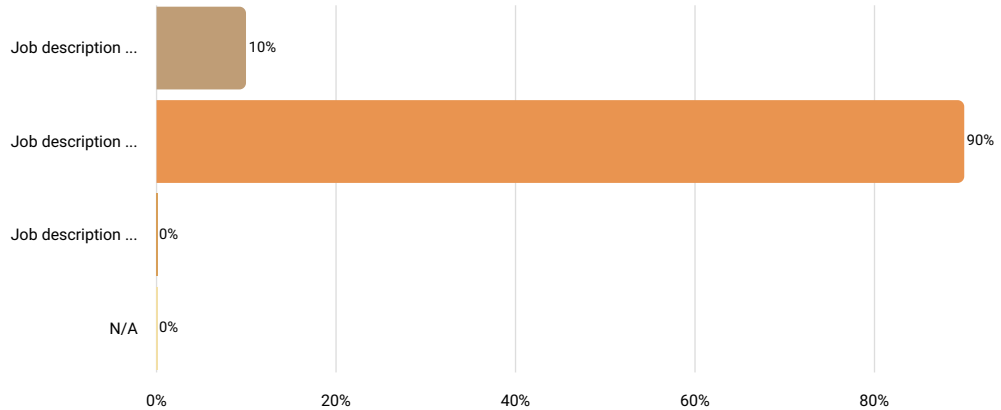
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company procedures. Responsible for the performance of the assigned work unit.

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

Answered 49 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	5
Job description matches the position at your company very well	90%	44
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 17 times

Skipped 32 times

Text input

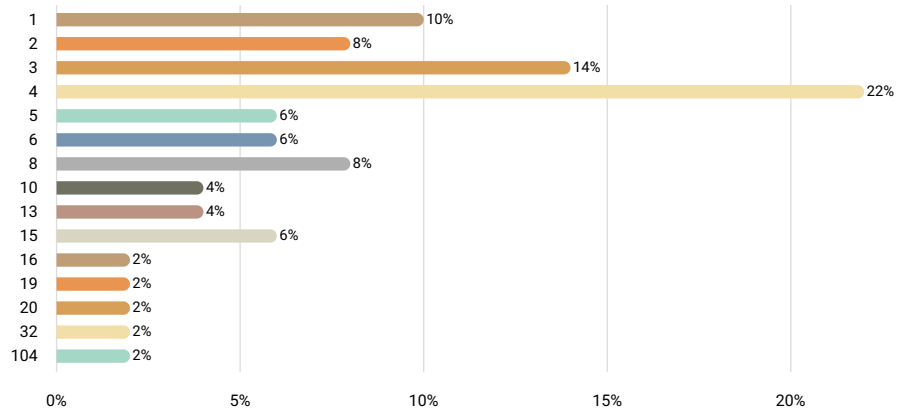
Results	
operations supervisor	2
deputy production supervisor	1
area manager	1
foreman	1
team leader	1
shift supervisor-molding	1
assembly lead	1
supervisor	1
shift supervisor	1
molding supervisor, assembly supervisor, foam supervisor	1
manufacturing supervisor	1
group leader or front line supervisor	1
production supervisor i-iii	1
shift supervisor, millwork production supervisor	1
group leader	1
supervisor, manufacturing & production planning	1

Number of Employees Currently in This Position

Answered 49 times

Skipped 0 times

Number input



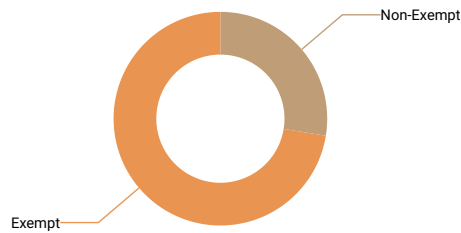
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	8
90th percentile	16
Mean	8.67
Median	4
Standard deviation	15.2
Total/sum	425

FLSA Status

Answered 49 times

Skipped 0 times

Select one answer (radio button)



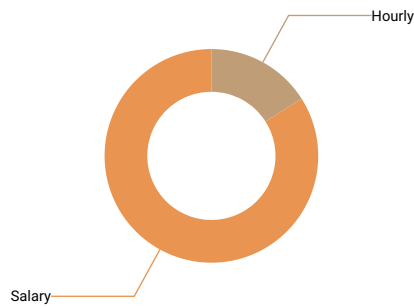
Results	%	N
Non-Exempt	27%	13
Exempt	71%	35

Is this position paid an hourly rate or annual salary?

Answered 49 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	16%	8
Salary	84%	41

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	\$15.00	\$17.50	\$20.52	\$25.00	\$26.10	\$20.89	\$20.52
Pay Range Maximum Rate	8	\$25.00	\$30.50	\$32.75	\$35.50	\$50.96	\$34.18	\$32.75
Actual Lowest Base Rate	8	\$17.00	\$19.57	\$22.73	\$25.00	\$33.00	\$23.07	\$22.73
Actual Average Base Rate	8	\$21.60	\$22.88	\$25.39	\$27.98	\$34.82	\$26.12	\$25.39
Actual Highest Base Rate	8	\$22.44	\$25.70	\$30.94	\$33.74	\$36.81	\$30.00	\$30.94
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary	34	\$47,500.00	\$50,000.00	\$55,152.00	\$63,000.00	\$71,900.00	\$57,286.23	\$55,152.00
Pay Range Maximum Salary	34	\$64,000.00	\$72,000.00	\$85,000.00	\$102,707.00	\$118,500.00	\$86,884.87	\$85,000.00
Actual Lowest Base Salary	36	\$42,500.00	\$55,500.10	\$62,000.00	\$71,377.50	\$87,550.00	\$63,686.74	\$62,000.00
Actual Average Base Salary	37	\$47,952.00	\$64,000.00	\$69,250.00	\$81,324.57	\$92,000.00	\$70,810.02	\$69,250.00
Actual Highest Base Salary	36	\$54,080.00	\$67,234.83	\$77,000.00	\$96,630.00	\$106,925.46	\$80,255.70	\$77,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	18	\$500.00	\$3,500.00	\$5,500.00	\$7,000.00	\$9,000.00	\$5,100.28	\$5,500.00

4.9.3 Senior Production Supervisor

Job description

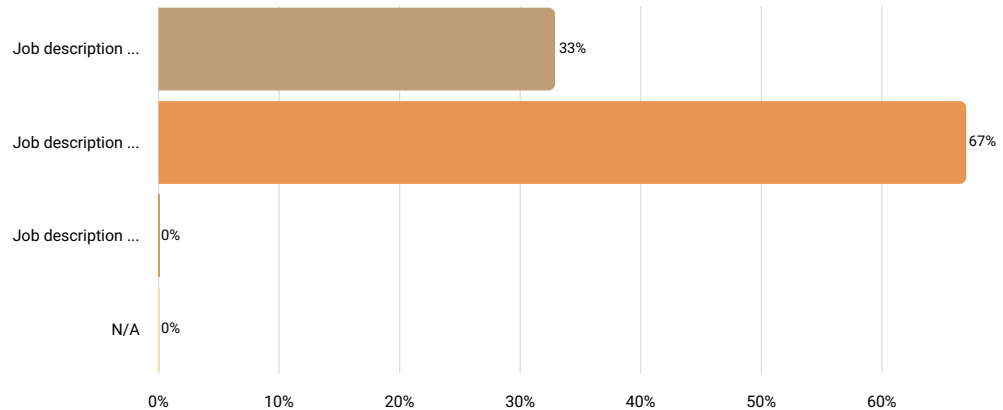
Experienced supervisor typically responsible for overseeing two or more production units or highly complex or large production units. May work through to accomplish production functions and supervise staff. Determines work assignments, evaluates work and administers company policies and procedures for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

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

Answered 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 7 times

Skipped 5 times

Text input

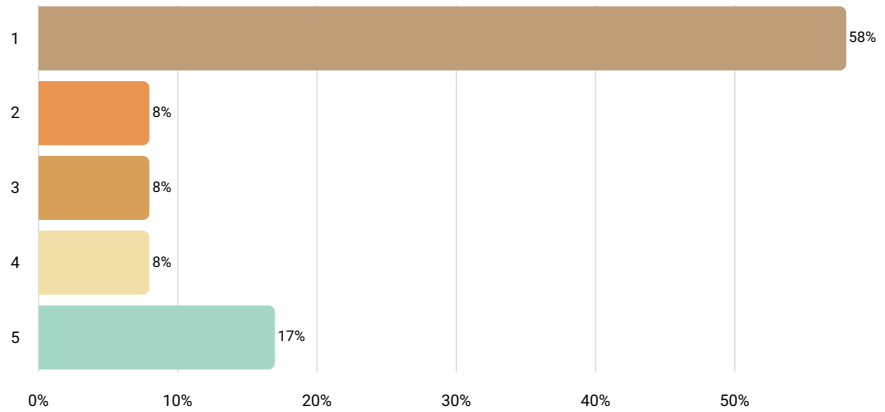
Results	
assistant plant manager	1
area supervisor	1
senior manufacturing supervisor	1
plant production supervisor and maintenance supervisor	1
director of production control, manufacturing quality director, mechanical program manager, aviation quality manager, production control manager	1
production superintendent	1
extrusion process champion	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



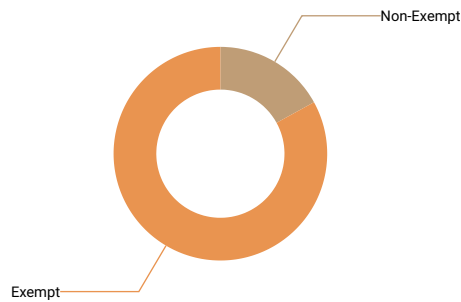
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3.5
90th percentile	5
Mean	2.17
Median	1
Standard deviation	1.64
Total/sum	26

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



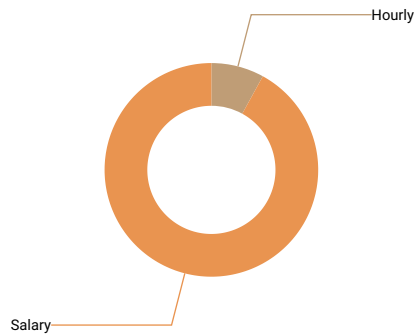
Results	%	N
Non-Exempt	17%	2
Exempt	83%	10

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	10	\$58,250.00	\$70,000.00	\$75,000.00	\$76,790.00	\$96,334.40	\$75,365.88	\$75,000.00	\$
Pay Range Maximum Salary	10	\$85,500.00	\$95,000.00	\$109,550.00	\$111,500.00	\$158,447.10	\$112,349.42	\$109,550.00	\$
Actual Lowest Base Salary	10	\$64,300.00	\$76,000.00	\$79,800.00	\$104,998.40	\$109,601.47	\$85,378.13	\$79,800.00	\$
Actual Average Base Salary	10	\$70,974.00	\$77,380.00	\$82,350.00	\$104,998.40	\$118,024.10	\$89,267.46	\$82,350.00	\$
Actual Highest Base Salary	10	\$72,490.00	\$79,600.00	\$86,500.00	\$104,998.40	\$130,450.81	\$93,658.00	\$86,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,600.00	\$7,914.00	\$8,800.00	\$10,000.00	\$14,500.00	\$8,962.80	\$8,800.00	\$

4.9.4 Quality Assurance Supervisor

Job description

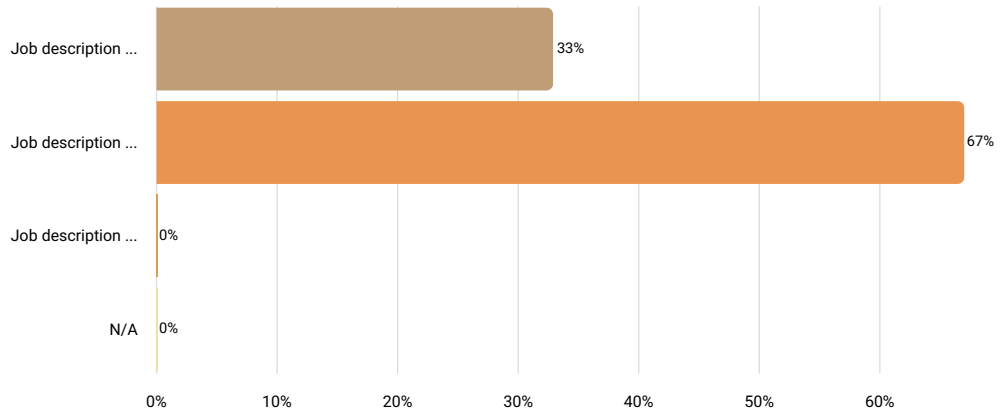
First Line Supervisor responsible for overseeing workers engaged in testing and inspecting the quality of products. Compiles and evaluates data pertaining to standards. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the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

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
Job description is perceptibly weaker than the position at your company	33%	6
Job description matches the position at your company very well	67%	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 10 times

Skipped 8 times

Text input

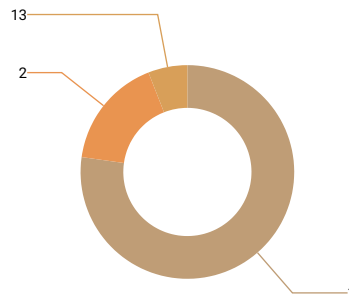
Results	
quality ndt	1
lab supervisor	1
quality manager	1
qc supervisor janitorial, and qc supervisor grounds	1
product liability supervisor	1
quality control supervisor	1
group leader	1
quality director	1
lab services manager	1
supervisor, test & inspection	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



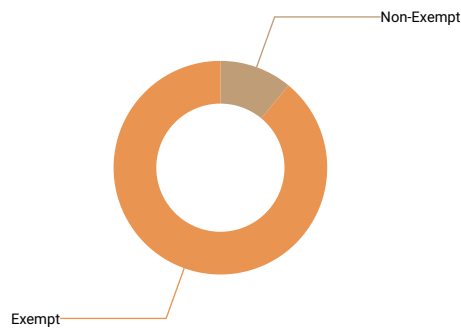
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.83
Median	1
Standard deviation	2.81
Total/sum	33

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



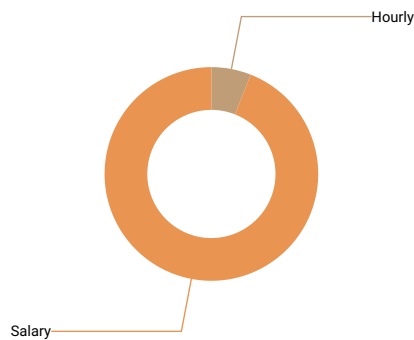
Results	%	N
Non-Exempt	11%	2
Exempt	89%	16

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	1
Salary	94%	17

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	14	\$47,500.00	\$55,000.00	\$60,100.00	\$70,000.00	\$80,000.00	\$62,493.86	\$60,100.00	\$
Pay Range Maximum Salary	14	\$72,000.00	\$80,000.00	\$90,131.50	\$113,484.80	\$125,361.00	\$95,513.63	\$90,131.50	\$
Actual Lowest Base Salary	17	\$55,161.00	\$63,960.00	\$79,464.49	\$97,000.00	\$104,000.00	\$79,623.35	\$79,464.49	\$
Actual Average Base Salary	17	\$57,906.00	\$64,321.40	\$79,464.49	\$97,510.40	\$105,000.00	\$80,819.88	\$79,464.49	\$
Actual Highest Base Salary	17	\$58,500.00	\$64,321.40	\$80,000.00	\$97,510.40	\$113,000.00	\$82,326.35	\$80,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$500.00	\$5,000.00	\$6,000.00	\$12,000.00	\$15,000.00	\$7,485.71	\$6,000.00	\$

4.9.5 Customer Service Supervisor

Job description

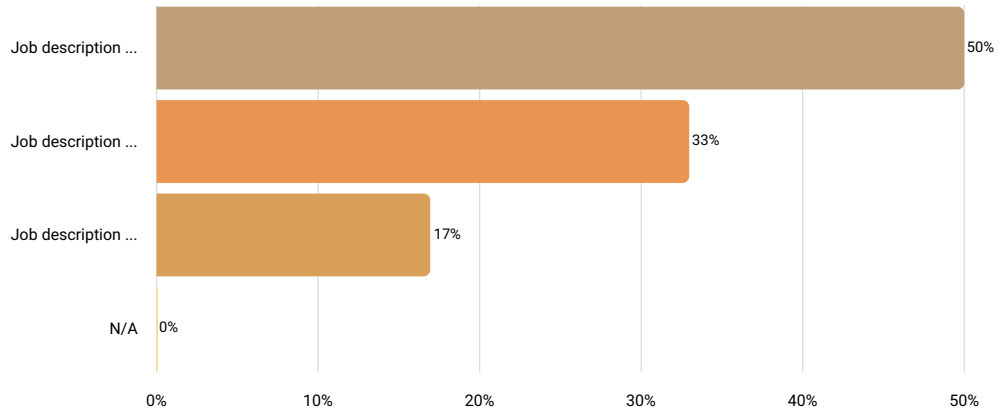
First Line Supervisor response for overseeing workers in order to ensure that customers get the best service possible. Coordinates with other departmen this goal is met.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



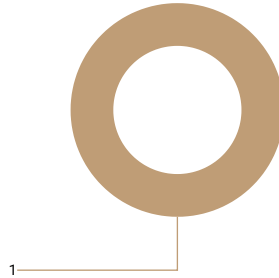
Results		%	N
Job description is perceptibly weaker than the position at your company		50%	3
Job description matches the position at your company very well		33%	2
Job description is perceptibly stronger than the position at your company		17%	1
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



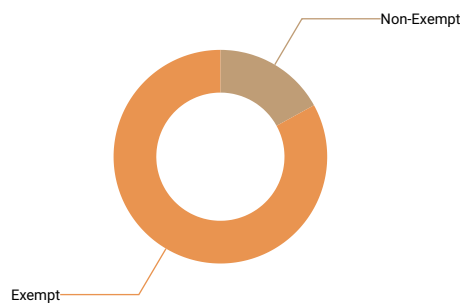
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	6

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



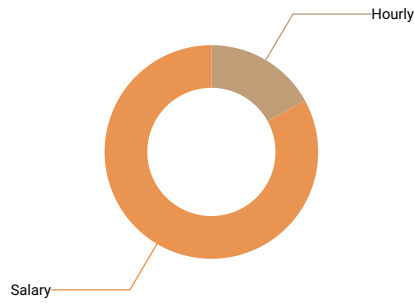
Results	%	N
Non-Exempt	17%	1
Exempt	83%	5

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	\$50,000.00	\$77,250.00	\$84,000.00	\$92,206.40	\$128,211.00	\$86,333.48	\$84,000.00	\$
Actual Average Base Salary	5	\$50,000.00	\$77,250.00	\$84,000.00	\$92,206.40	\$128,211.00	\$86,333.48	\$84,000.00	\$
Actual Highest Base Salary	5	\$50,000.00	\$77,250.00	\$84,000.00	\$92,206.40	\$128,211.00	\$86,333.48	\$84,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.9.6 Shipping and Receiving Supervisor

Job description

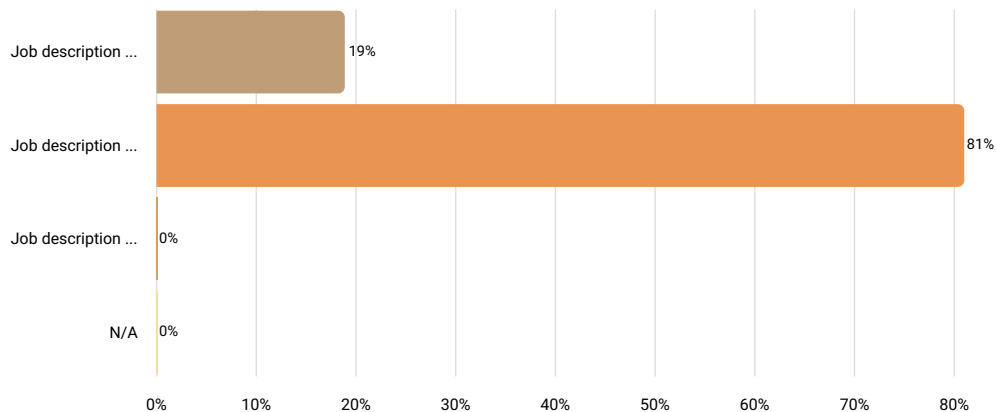
First Line Supervisor responsible for overseeing workers engaged in the shipping or receiving of products which could include the storage and warehouse and raw materials. Include Warehouse and/or Material Supervisors here.

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

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	5
Job description matches the position at your company very well	81%	22
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 15 times

Skipped 12 times

Text input

Results	
shipping supervisor	2
material handling supervisor	1
logistics supervisor	1
operations supervisor	1
warehouse supervisor	1
material control coordinator	1
transportation manager	1
shift supervisor-logistics	1
distribution supervisor	1
materials supervisor	1
shipping & receiving lead	1
warehouse supervisor ii	1
dock supervisor, warehouse supervisor	1
conveyance group leader	1

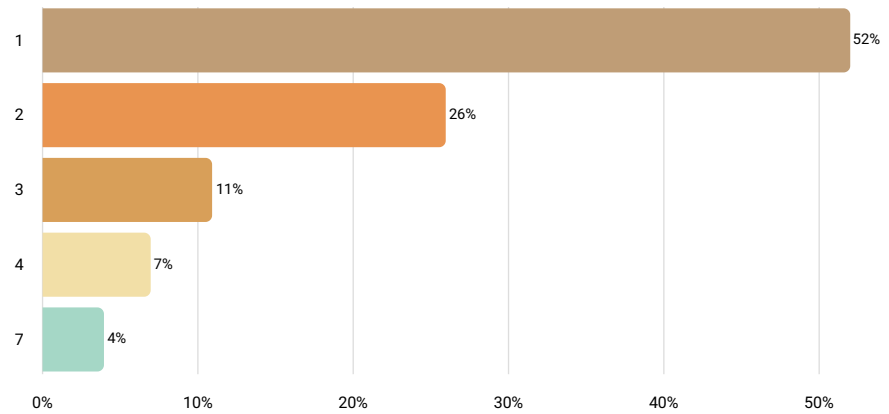
[Table of Contents](#)

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



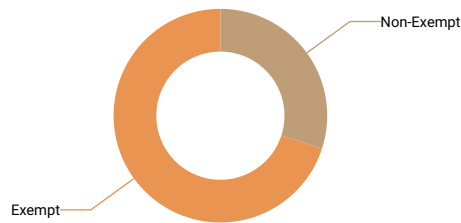
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.93
Median	1
Standard deviation	1.38
Total/sum	52

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



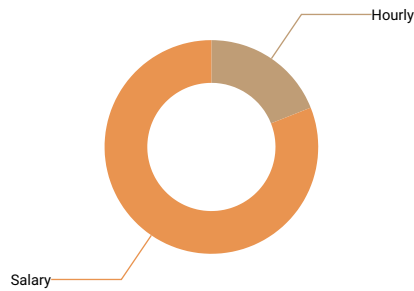
Results	%	N
Non-Exempt	30%	8
Exempt	70%	19

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	19%	5
Salary	81%	22

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	5	\$20.00	\$20.60	\$25.00	\$26.16	\$30.00	\$24.35	\$25.00	
Pay Range Maximum Rate	5	\$25.00	\$26.16	\$30.00	\$33.00	\$33.65	\$29.56	\$30.00	
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	18	\$47,500.00	\$52,000.00	\$55,000.00	\$60,000.00	\$63,000.00	\$55,987.56	\$55,000.00	\$
Pay Range Maximum Salary	17	\$52,020.00	\$60,000.00	\$72,000.00	\$88,000.00	\$92,925.00	\$74,819.31	\$72,000.00	\$
Actual Lowest Base Salary	19	\$48,410.00	\$55,000.00	\$60,000.00	\$68,000.00	\$85,009.60	\$62,547.03	\$60,000.00	\$
Actual Average Base Salary	19	\$48,410.00	\$55,000.00	\$62,500.00	\$72,971.00	\$85,009.60	\$63,992.45	\$62,500.00	\$
Actual Highest Base Salary	19	\$48,410.00	\$55,000.00	\$64,000.00	\$78,790.00	\$89,000.00	\$67,283.59	\$64,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$2,250.00	\$6,000.00	\$10,000.00	\$13,600.00	\$6,262.50	\$6,000.00	\$

4.9.7 Maintenance Supervisor

Job description

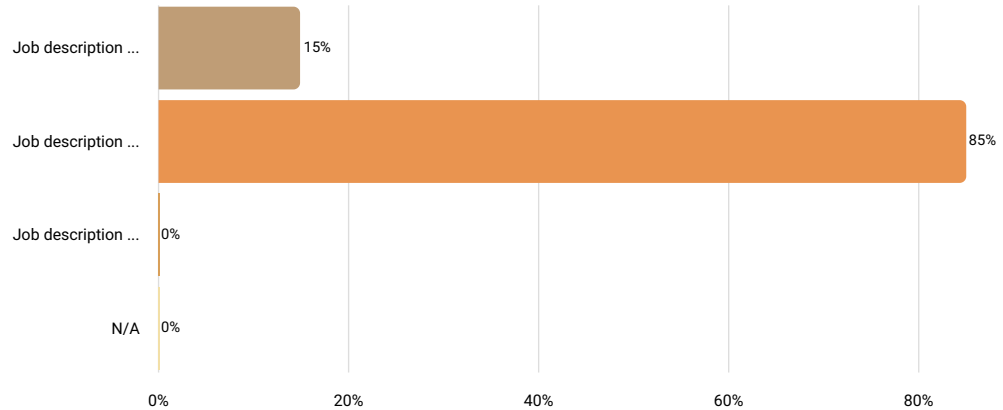
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and ad company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 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	85%	23
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 9 times

Skipped 18 times

Text input

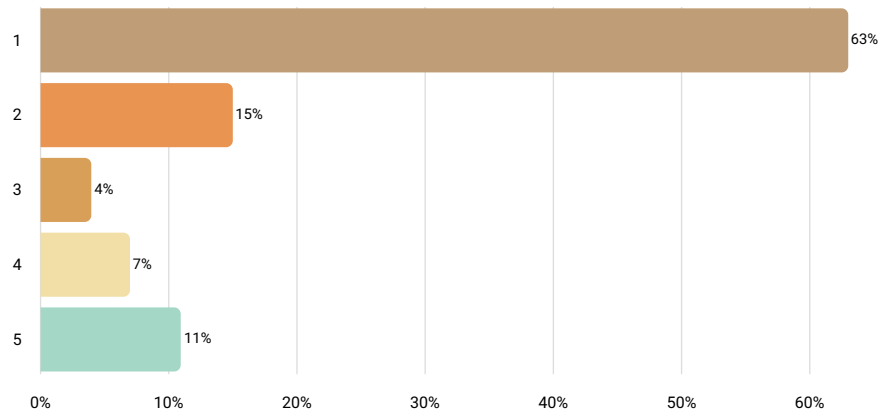
Results	
maintenance supervisor	2
maintenance i&e supervisor; maintenance mechanical supervisor; maintenance supervisor	1
supervisor, grounds maintenance	1
maintenance team leader	1
shift supervisor-maintenance	1
general maintenance mechanic lead	1
facilities & maintenance manager	1
maintenance group leader	1

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



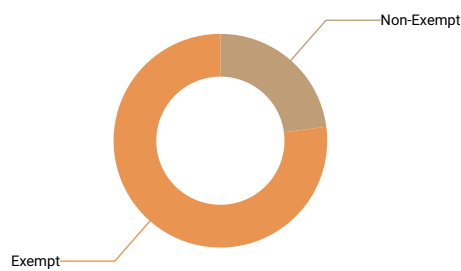
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	1.89
Median	1
Standard deviation	1.42
Total/sum	51

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



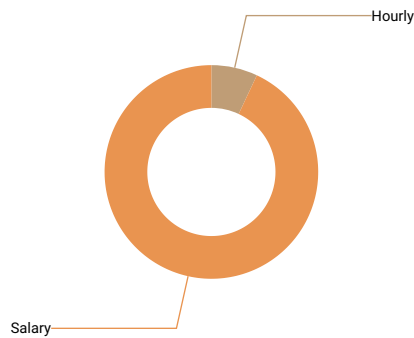
Results	%	N
Non-Exempt	22%	6
Exempt	74%	20

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	2
Salary	93%	25

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	19	\$51,665.00	\$52,900.00	\$65,000.00	\$75,000.00	\$85,181.25	\$65,775.91	\$65,000.00	\$
Pay Range Maximum Salary	19	\$79,300.00	\$80,000.00	\$87,677.00	\$105,000.00	\$116,500.00	\$92,492.42	\$87,677.00	\$
Actual Lowest Base Salary	22	\$56,817.00	\$70,000.00	\$80,150.00	\$90,492.00	\$94,000.00	\$78,817.30	\$80,150.00	\$
Actual Average Base Salary	22	\$67,626.00	\$72,160.00	\$80,150.00	\$92,553.32	\$94,340.00	\$81,262.54	\$80,150.00	\$
Actual Highest Base Salary	22	\$67,626.00	\$72,160.00	\$82,750.00	\$94,000.00	\$100,000.00	\$84,002.70	\$82,750.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$2,050.00	\$2,500.00	\$8,000.00	\$9,000.00	\$10,000.00	\$6,924.27	\$8,000.00	\$

4.9.8 Team Leader

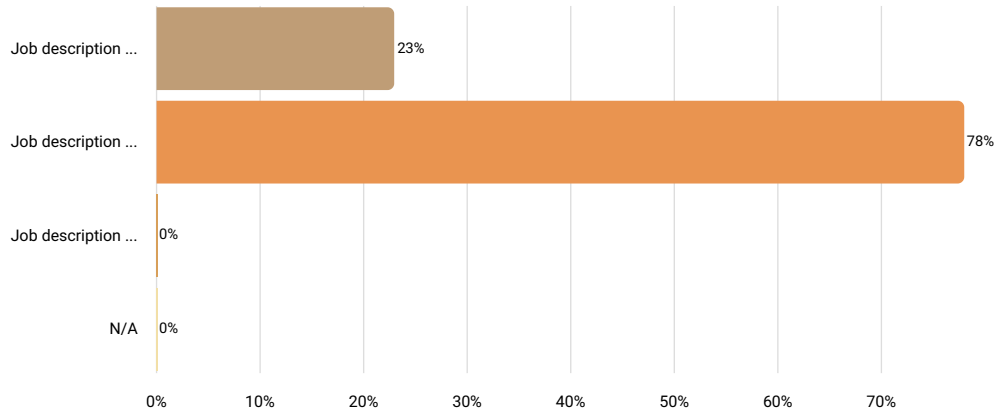
Job description Include workers here that oversee particular areas of work, but may or may not have evaluative responsibility for assigned work u

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

Answered 40 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	9
Job description matches the position at your company very well	78%	31
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Job Title (if different than above)

Answered 20 times

Skipped 20 times

Text input

Results	
production team leader	2
process leads	1
maintenance lead, production lead, warehouse lead	1
supervisor	1
facilities lead	1
lead technician	1
team lead	1
advanced analyst/team lead; intermediate specialist/team lead; advanced trainer/team lead; communications team lead	1
team leader	1
cell leader	1
group leader	1
distribution or manufacturing lead	1
order management supervisor, order pulling supervisor, processing supervisor, quality supervisor, trucks supervisor	1
apt leader	1
plant team lead	1
zone leader	1
electrical assembler iii lead, electrical quality inspector iii lead, inventory clerk iii lead, machinist iii lead, mechanical qa iii lead	1
leads, supervisors	1
team leader and group leader	1

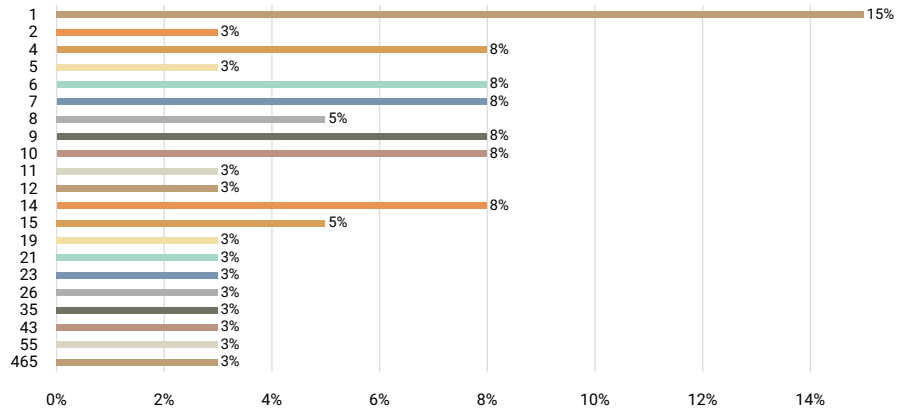
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Number of Employees Currently in This Position

Answered 40 times

Skipped 0 times

Number input



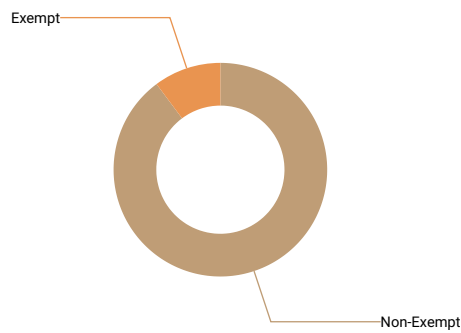
Statistics	
10th percentile	1
25th percentile	4.5
50th percentile	9
75th percentile	14.5
90th percentile	30.5
Mean	22.98
Median	9
Standard deviation	72.59
Total/sum	919

FLSA Status

Answered 40 times

Skipped 0 times

Select one answer (radio button)



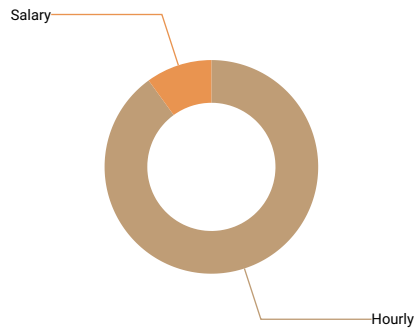
Results	%	N
Non-Exempt	88%	35
Exempt	10%	4

Is this position paid an hourly rate or annual salary?

Answered 40 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	36
Salary	10%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	30	\$16.70	\$18.00	\$20.38	\$23.00	\$26.74	\$20.95	\$20.38
Pay Range Maximum Rate	30	\$21.65	\$23.00	\$25.00	\$32.51	\$37.05	\$27.75	\$25.00
Actual Lowest Base Rate	33	\$17.00	\$18.00	\$20.25	\$23.17	\$30.19	\$21.61	\$20.25
Actual Average Base Rate	33	\$18.50	\$20.25	\$22.83	\$25.65	\$30.65	\$23.82	\$22.83
Actual Highest Base Rate	32	\$19.00	\$21.94	\$25.53	\$31.90	\$34.00	\$26.39	\$25.53
If there is a step progression in place, enter the number of steps. If not, leave blank.	14	\$1.00	\$4.00	\$4.50	\$8.00	\$9.00	\$5.36	\$4.50
Average Incentive Bonus or Other Bonus (Annual)	9	\$0.00	\$1,050.00	\$2,856.00	\$3,500.00	\$5,000.00	\$2,411.56	\$2,856.00
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)								

4.10 Sales and Marketing Positions

The survey received sufficient data for the following job titles:

Inside Sales Representative
Outside Sales Rep (commission)
Outside Sales Rep (non-commission)
Sales Manager
Business Development Specialist
Business Development Manager
Marketing Manager or Director

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

Marketing Representative
PR or Community Relations Representative
Sales Office Assistant

4.10.2 Inside Sales Representative

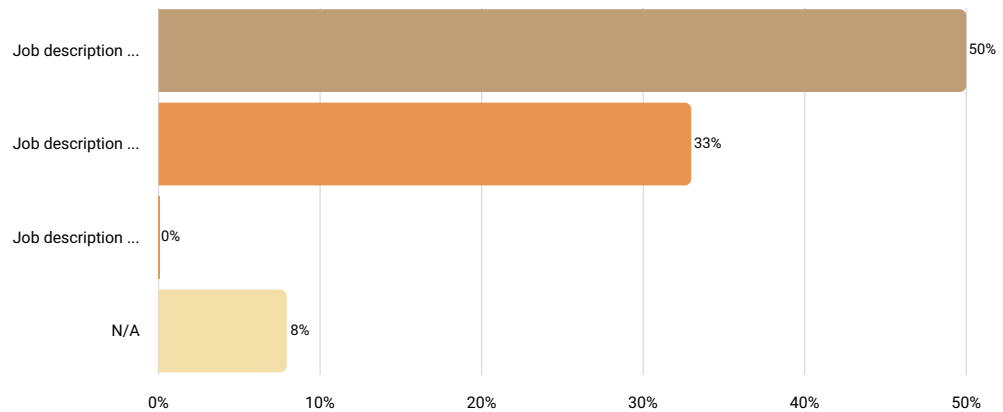
Job description Markets and sells products to customers over the telephone. Closes sales and also refers sales calls to outside sales representa

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	50%	6
Job description matches the position at your company very well	33%	4
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

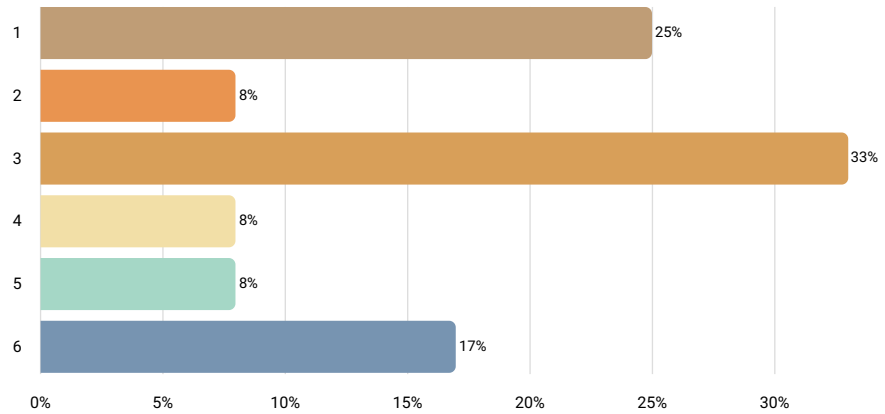
Results	
customer service representative	1
sales service managers	1
sales technician	1
sales and service manager	1
inside sales representative	1
sales and purchasing specialist	1
crm sales administrator	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



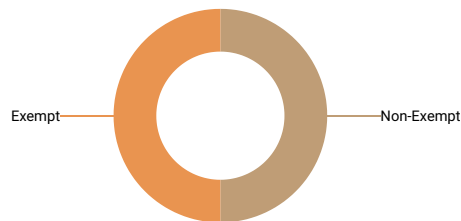
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3
75th percentile	4.5
90th percentile	6
Mean	3.17
Median	3
Standard deviation	1.8
Total/sum	38

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



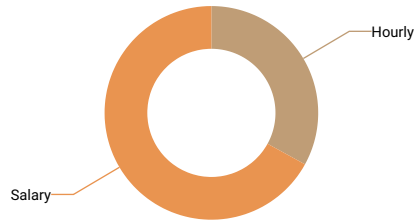
Results	%	N
Non-Exempt	50%	6
Exempt	50%	6

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	4
Salary	67%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$38,000.00	\$45,000.00	\$50,000.00	\$50,000.00	\$52,900.00	\$47,700.00	\$50,000.00	\$
Pay Range Maximum Salary	7	\$45,000.00	\$59,000.00	\$75,000.00	\$80,000.00	\$80,000.00	\$69,757.14	\$75,000.00	\$
Actual Lowest Base Salary	8	\$40,500.00	\$47,677.50	\$51,729.60	\$53,950.00	\$61,880.00	\$51,136.78	\$51,729.60	\$
Actual Average Base Salary	8	\$40,500.00	\$55,664.00	\$57,564.80	\$62,052.00	\$83,380.20	\$59,305.23	\$57,564.80	\$
Actual Highest Base Salary	8	\$40,500.00	\$60,440.00	\$63,750.00	\$67,005.42	\$143,053.69	\$70,743.07	\$63,750.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.4 Outside Sales Rep (commission)

Job description

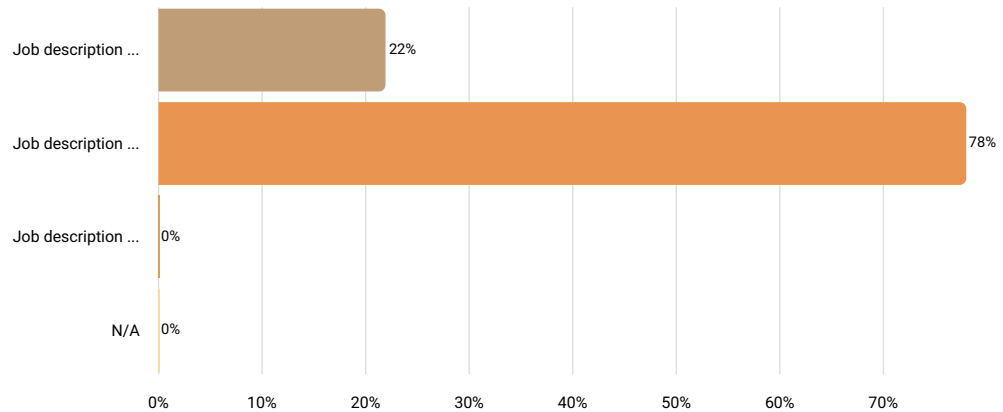
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically rec degree and 2-4 years of sales related experience. Opportunity to earn a commission on products or services sold.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

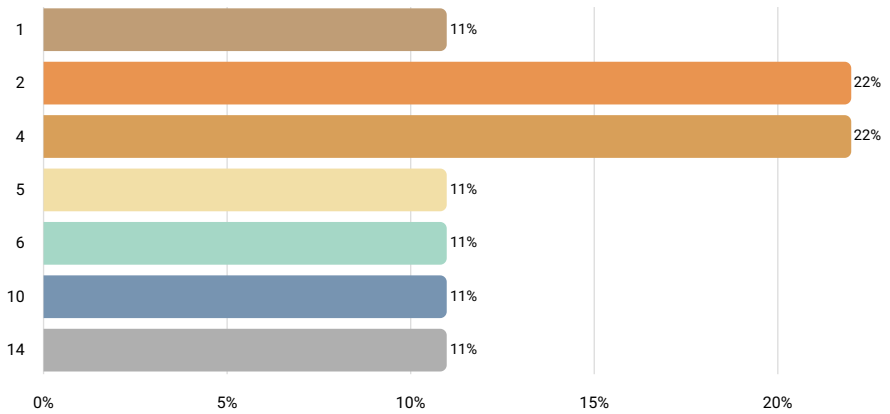
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Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



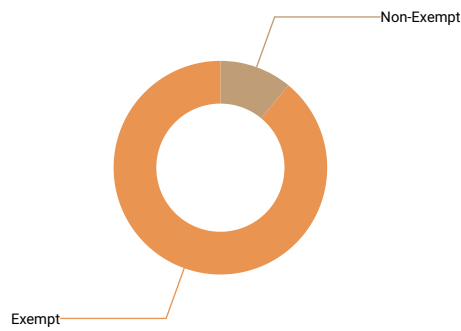
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	14
Mean	5.33
Median	4
Standard deviation	4.21
Total/sum	48

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

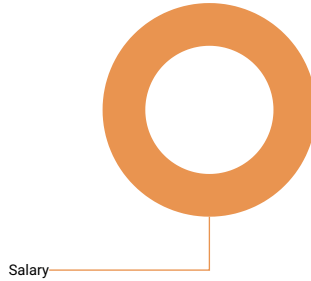
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Pay Range Minimum Salary	8	\$21,800.00	\$43,000.00	\$61,697.50	\$72,500.00	\$300,000.00	\$84,524.38	\$61,697.50	\$68,802.50
Pay Range Maximum Salary	8	\$55,000.00	\$60,667.50	\$95,058.00	\$137,500.00	\$2,300,000.00	\$367,681.38	\$95,058.00	\$70,000.00
Actual Lowest Base Salary	9	\$21,800.00	\$50,000.00	\$63,335.00	\$80,000.00	\$313,000.00	\$87,789.46	\$63,335.00	\$68,802.50
Actual Average Base Salary	9	\$52,022.93	\$64,864.48	\$82,558.00	\$105,970.00	\$785,720.00	\$156,499.16	\$82,558.00	\$20,000.00
Actual Highest Base Salary	9	\$55,000.00	\$80,017.60	\$100,116.00	\$125,000.00	\$2,300,000.00	\$340,826.45	\$100,116.00	\$70,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.5 Outside Sales Rep (non-commission)

Job description

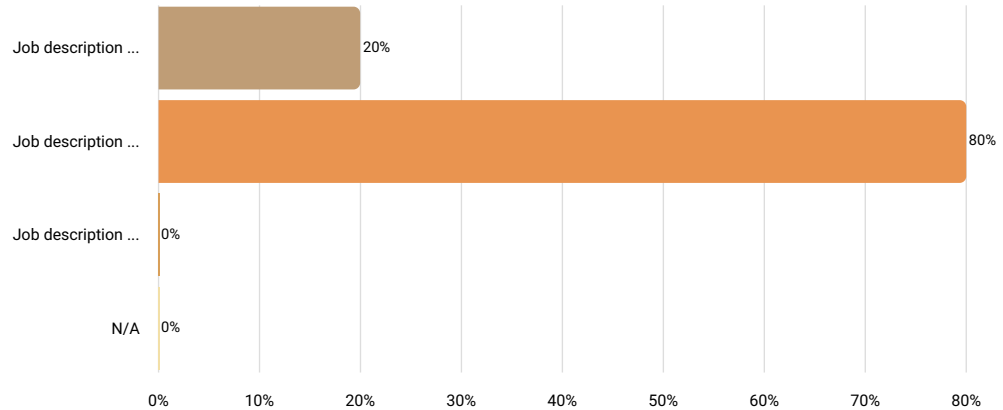
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically rec degree and 2-4 years of sales related experience. No commission opportunities.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



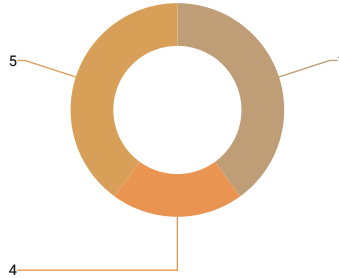
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



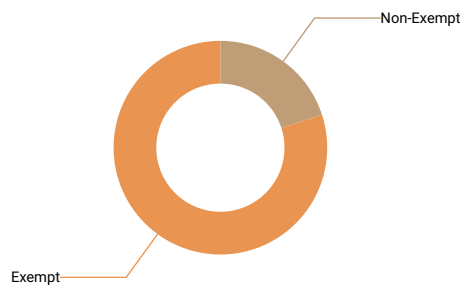
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	5
90th percentile	5
Mean	3.2
Median	4
Standard deviation	2.05
Total/sum	16

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

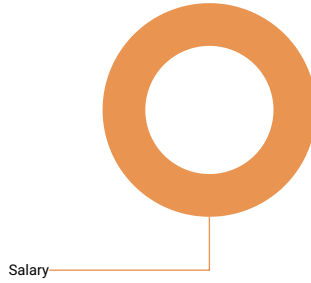
[Table of Contents](#)

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	\$42,000.00	\$50,000.00	\$80,000.00	\$80,000.00	\$82,645.97	\$66,929.19	\$80,000.00	\$
Pay Range Maximum Salary	5	\$50,000.00	\$55,000.00	\$90,000.00	\$120,000.00	\$128,211.00	\$88,642.20	\$90,000.00	\$
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.7 Sales Manager

Job description

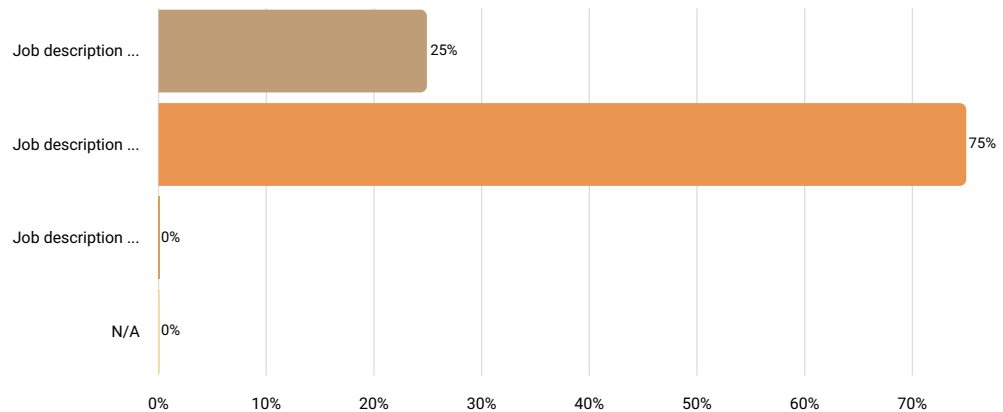
Manages sales division to ensure the achievement of sales goals. Serves as the principal liaison to major accounts and monitors and develops sales sta

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	3
Job description matches the position at your company very well	75%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

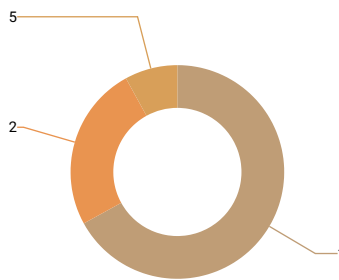
Results	
sales operations manager	1
manager of sales and marketing	1
manager of sales services, regional sales manger	1
sales director	1
inside sales manager	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



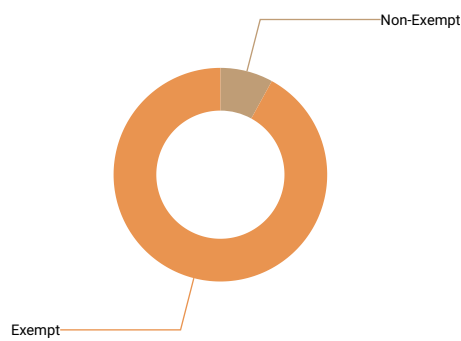
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.58
Median	1
Standard deviation	1.16
Total/sum	19

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



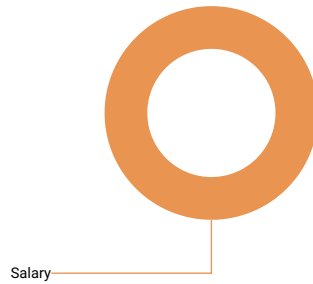
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Pay Range Minimum Salary	10	\$58,700.00	\$65,000.00	\$92,500.00	\$113,000.00	\$165,000.00	\$99,575.96	\$92,500.00	\$44,000.00
Pay Range Maximum Salary	10	\$72,079.78	\$99,227.00	\$116,250.00	\$132,700.00	\$175,000.00	\$119,858.66	\$116,250.00	\$32,000.00
Actual Lowest Base Salary	12	\$69,740.00	\$83,896.78	\$105,000.00	\$142,500.00	\$200,000.00	\$158,546.13	\$105,000.00	\$19,000.00
Actual Average Base Salary	12	\$79,159.55	\$90,617.00	\$116,550.00	\$146,274.00	\$200,000.00	\$177,192.88	\$116,550.00	\$20,000.00
Actual Highest Base Salary	12	\$79,159.55	\$90,617.00	\$119,350.00	\$154,750.00	\$200,000.00	\$191,600.31	\$119,350.00	\$20,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$10,305.00	\$11,725.00	\$20,000.00	\$45,000.00	\$102,000.00	\$34,838.33	\$20,000.00	\$30,000.00

4.10.8 Business Development Specialist

Job description

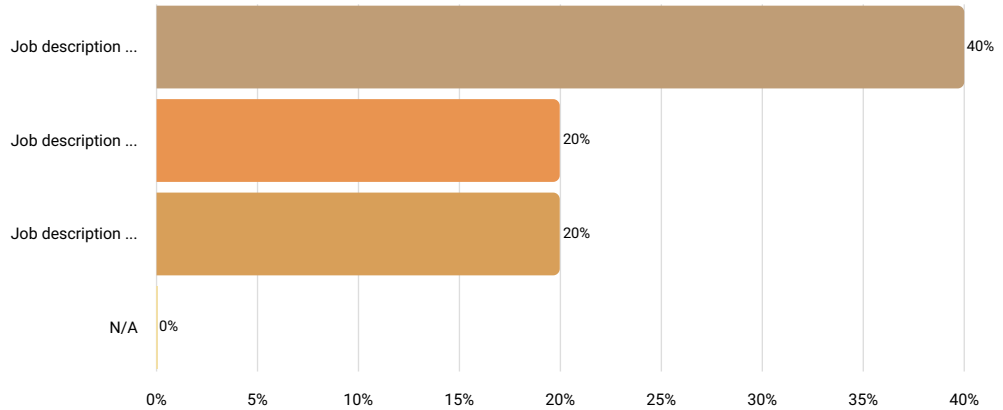
Responsible for creating effective business plans for their company. Analyze business processes and identify opportunities to generate additional revenue

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



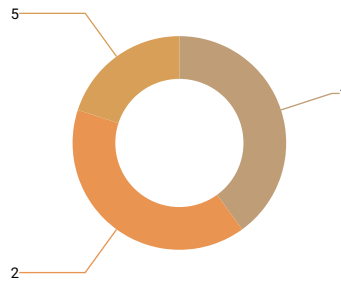
Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	2
Job description matches the position at your company very well	20%	1
Job description is perceptibly stronger than the position at your company	20%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



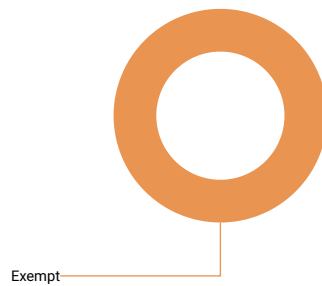
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	5
Mean	2.2
Median	2
Standard deviation	1.64
Total/sum	11

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

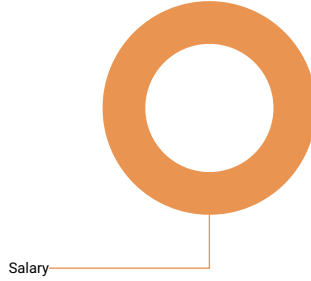
[Table of Contents](#)

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	\$45,000.00	\$64,875.20	\$96,000.00	\$99,000.00	\$110,946.00	\$83,164.24	\$96,000.00 \$
Actual Average Base Salary	5	\$46,512.56	\$96,000.00	\$97,094.40	\$99,000.00	\$111,382.00	\$89,997.79	\$97,094.40 \$
Actual Highest Base Salary	5	\$48,025.12	\$96,000.00	\$99,000.00	\$111,818.00	\$124,633.60	\$95,895.34	\$99,000.00 \$
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.10.9 Business Development Manager

Job description

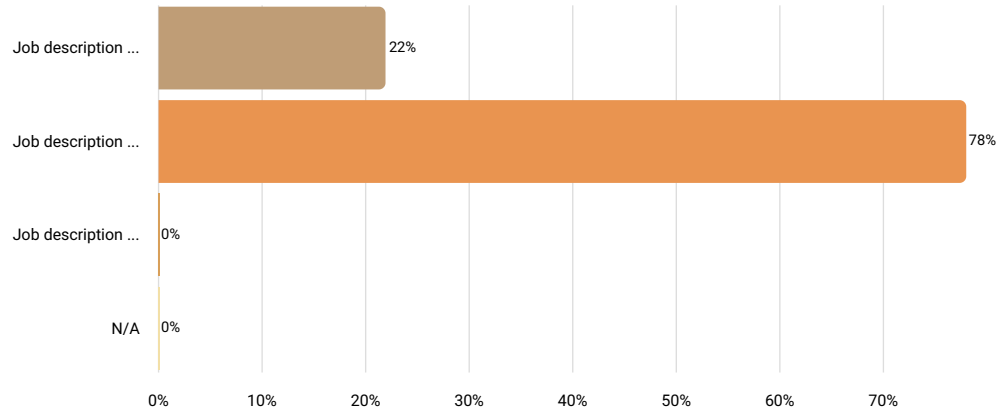
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with ma customers.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



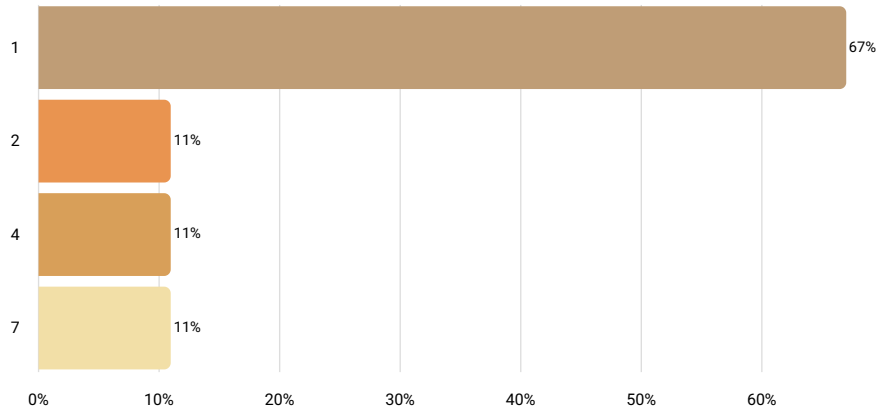
Results		%	N
Job description is perceptibly weaker than the position at your company	22%	2	
Job description matches the position at your company very well	78%	7	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



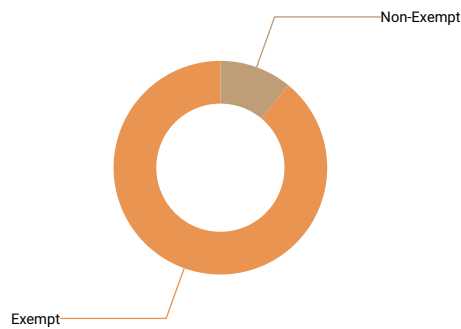
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	7
Mean	2.11
Median	1
Standard deviation	2.09
Total/sum	19

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

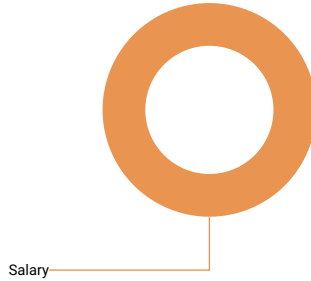
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$50,000.00	\$53,000.00	\$75,000.00	\$103,500.00	\$147,071.00	\$85,714.20	\$75,000.00	\$
Pay Range Maximum Salary	5	\$120,000.00	\$140,000.00	\$150,000.00	\$183,393.60	\$198,978.00	\$158,474.32	\$150,000.00	\$
Actual Lowest Base Salary	9	\$58,500.00	\$80,000.00	\$104,436.80	\$120,000.00	\$190,924.29	\$112,979.12	\$104,436.80	\$
Actual Average Base Salary	9	\$69,250.00	\$95,000.00	\$120,000.00	\$132,059.20	\$190,924.29	\$122,803.72	\$120,000.00	\$
Actual Highest Base Salary	9	\$80,000.00	\$80,000.00	\$120,000.00	\$168,417.60	\$190,924.29	\$130,465.77	\$120,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.10 Marketing Manager or Director

Job description

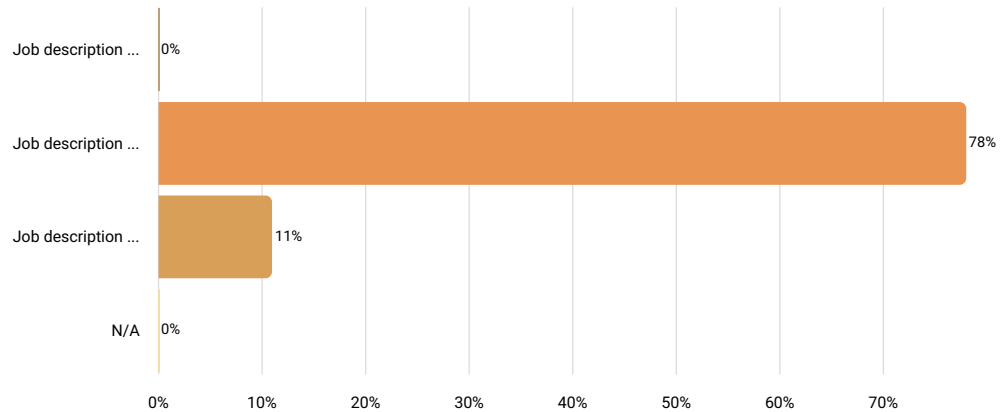
Directs and manages the marketing function of the company including supervising marketing staff, developing promotional material, preparing marketing working with sales team to ensure marketing plans are met and sales goals are reached.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



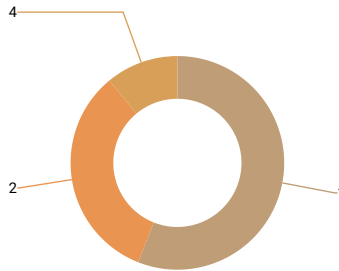
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		78%	7
Job description is perceptibly stronger than the position at your company		11%	1
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



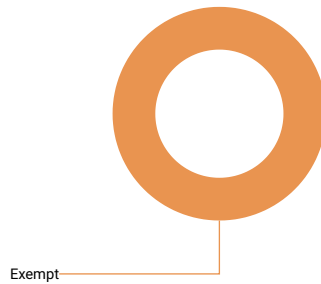
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.67
Median	1
Standard deviation	1
Total/sum	15

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

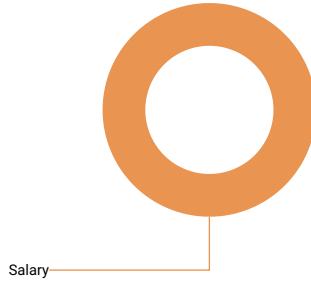
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$67,500.00	\$94,000.00	\$95,000.00	\$108,000.00	\$114,420.80	\$95,784.16	\$95,000.00	\$
Pay Range Maximum Salary	5	\$67,500.00	\$94,000.00	\$108,724.00	\$120,000.00	\$149,760.00	\$107,996.80	\$108,724.00	\$
Actual Lowest Base Salary	8	\$67,500.00	\$81,000.00	\$98,480.00	\$111,562.00	\$115,000.00	\$95,573.00	\$98,480.00	\$
Actual Average Base Salary	8	\$67,500.00	\$89,000.00	\$107,237.00	\$114,700.00	\$137,208.53	\$103,322.82	\$107,237.00	\$
Actual Highest Base Salary	8	\$67,500.00	\$97,000.00	\$109,362.00	\$114,700.00	\$179,724.23	\$111,168.53	\$109,362.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11 Management/Director Positions

The survey received sufficient data for the following job titles:

Controller or Accounting Manager
Maintenance Manager
Production or Operations Manager
IT Manager
Logistics/Materials Manager
Project or Program Manager
Project or Program Director
Engineering Manager
Quality Control Manager
Human Resources Manager
Safety/Environmental Manager
Contracts Manager
Facilities Manager
Proposal Manager
Plant Manager
Purchasing Manager
Continuous Improvement Manager

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

Administrative Manager

4.11.1 Controller or Accounting Manager

Job description

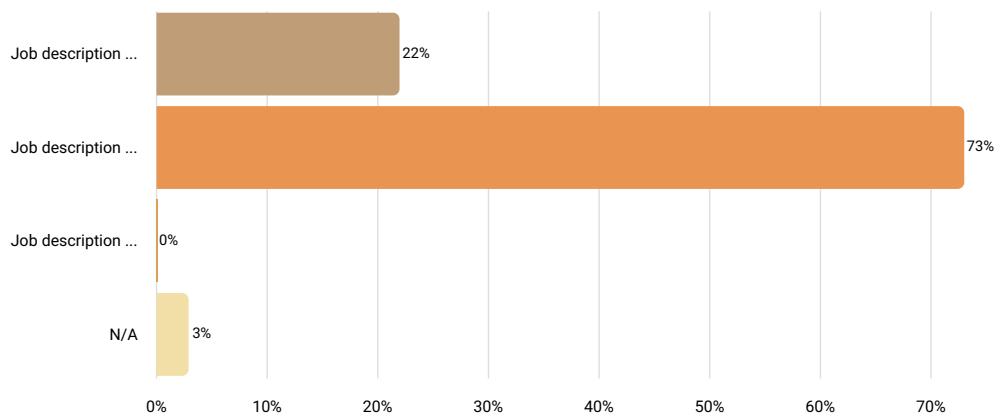
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and acc to staff. Responsible for financial reporting and analysis for the company.

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

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	8
Job description matches the position at your company very well	73%	27
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Job Title (if different than above)

Answered 17 times

Skipped 20 times

Text input

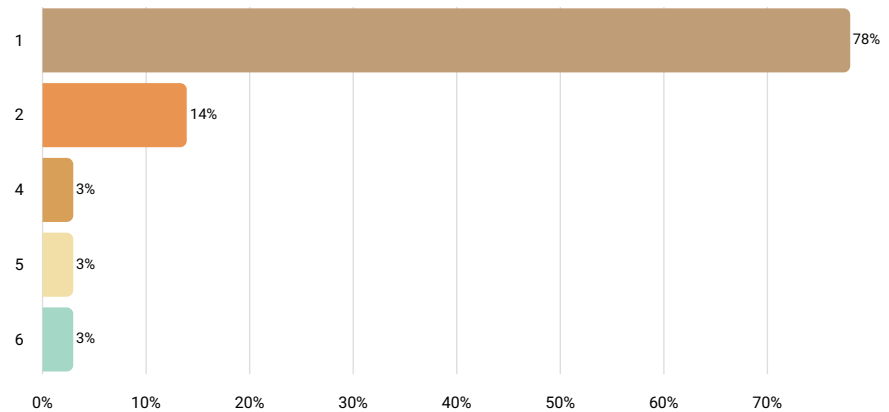
Results	
plant controller	3
finance manager	2
finance analyst	1
controller, credit manager, director of financial planning, director of financial reporting, tax, & audit, accounting manager	1
business manager	1
plant acctg & admin mgr, huntsville	1
vp finance	1
controller	1
operations controller	1
director finance	1
corporate controller & director of treasury & financial planning	1
controller and co-controller/credit manager	1
accounting manager	1
plant accounting manager	1

Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



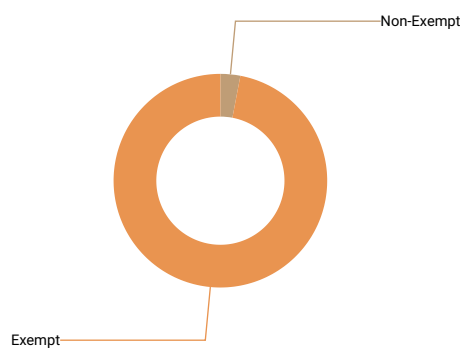
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.46
Median	1
Standard deviation	1.14
Total/sum	54

FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



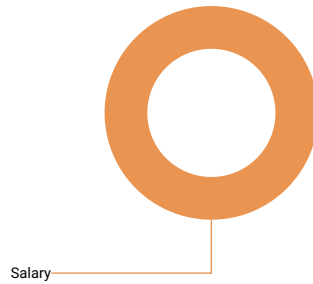
Results	%	N
Non-Exempt	3%	1
Exempt	97%	36

Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	37

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	25	\$60,000.00	\$80,000.00	\$92,326.00	\$100,000.00	\$136,315.00	\$93,318.75	\$92,326.00	\$
Pay Range Maximum Salary	25	\$92,326.00	\$112,000.00	\$125,000.00	\$152,000.00	\$200,000.00	\$138,313.14	\$125,000.00	\$
Actual Lowest Base Salary	36	\$82,472.00	\$92,633.00	\$109,075.00	\$125,500.00	\$160,000.00	\$113,696.43	\$109,075.00	\$
Actual Average Base Salary	36	\$85,000.00	\$93,720.00	\$113,754.00	\$134,238.00	\$160,000.00	\$117,543.42	\$113,754.00	\$
Actual Highest Base Salary	36	\$85,000.00	\$93,720.00	\$117,500.00	\$146,000.00	\$176,650.00	\$124,389.11	\$117,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	15	\$2,939.00	\$7,000.00	\$15,000.00	\$25,000.00	\$32,000.00	\$15,546.93	\$15,000.00	\$

4.11.2 Maintenance Manager

Job description

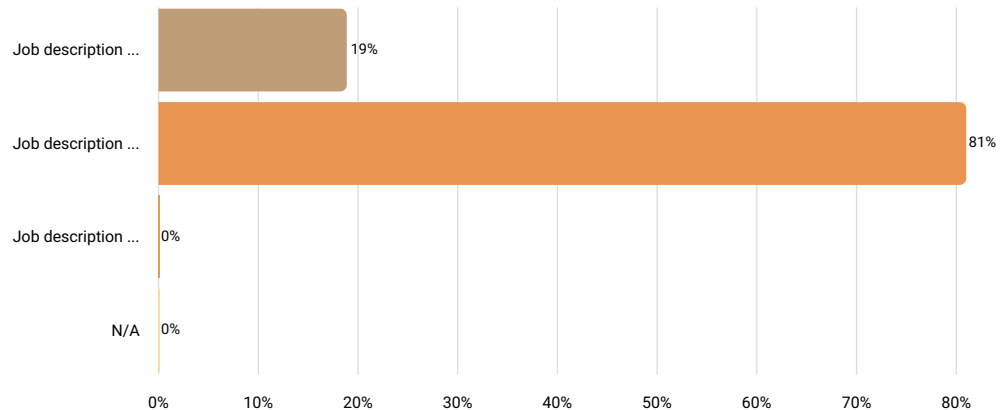
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages plant maintenance shutdowns/outages.

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	5
Job description matches the position at your company very well	81%	21
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 19 times

Text input

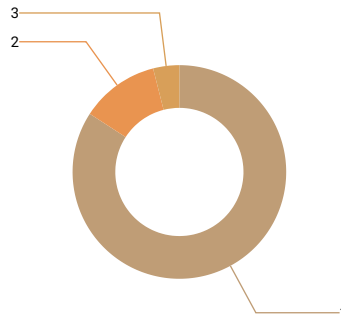
Results	
maintenance manager	2
maintenance and engineering manager	1
mgr-plant engineering & maintenance	1
maintenance superintendent	1
lead industrialization manager	1
leader, operations engineering team	1

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



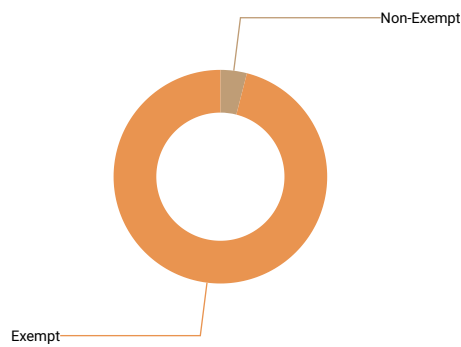
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.19
Median	1
Standard deviation	0.49
Total/sum	31

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



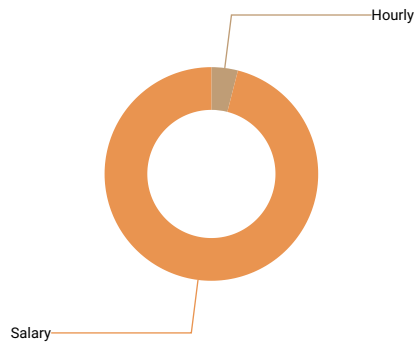
Results	%	N
Non-Exempt	4%	1
Exempt	96%	25

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	25

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	20	\$65,125.00	\$74,100.00	\$81,571.00	\$102,000.00	\$124,450.00	\$90,261.22	\$81,571.00	\$
Pay Range Maximum Salary	20	\$100,380.00	\$109,900.20	\$125,550.00	\$157,222.00	\$203,600.00	\$137,074.62	\$125,550.00	\$
Actual Lowest Base Salary	23	\$80,000.00	\$100,000.00	\$111,800.40	\$129,000.00	\$142,000.00	\$114,086.89	\$111,800.40	\$
Actual Average Base Salary	23	\$80,000.00	\$104,000.00	\$112,500.00	\$129,000.00	\$142,000.00	\$115,501.21	\$112,500.00	\$
Actual Highest Base Salary	23	\$87,700.00	\$105,000.00	\$119,999.88	\$129,000.00	\$142,000.00	\$117,565.56	\$119,999.88	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$1,000.00	\$9,350.00	\$12,000.00	\$18,900.00	\$20,000.00	\$12,386.36	\$12,000.00	\$

4.11.3 Production or Operations Manager

Job description

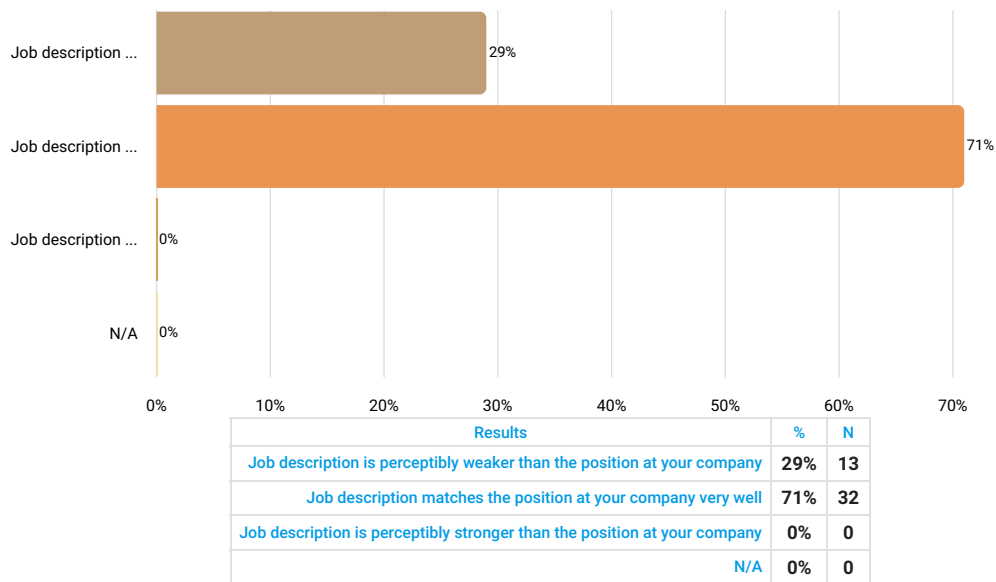
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is r

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

Answered 45 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 17 times

Skipped 28 times

Text input

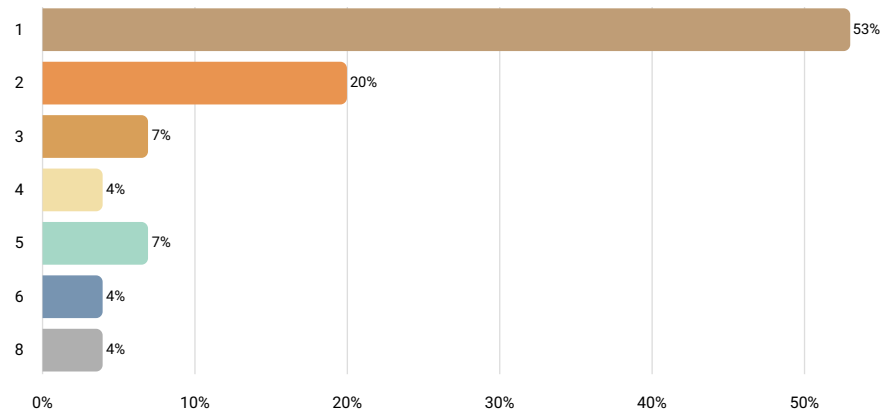
Results	
production manager	5
production supervisor	2
production manager /operations manager	1
shop manager, grounds	1
mgr-manufacturing	1
plant operations superintendent	1
director of operations ; & other position is director of manufacturing (each separate functions held by separate people)	1
manufacturing manager	1
apu manager	1
senior production manager	1
director of programs, project control manager, director of engineering, director of maintenance, Isf contracts director	1
manager, production support	1

Number of Employees Currently in This Position

Answered 45 times

Skipped 0 times

Number input



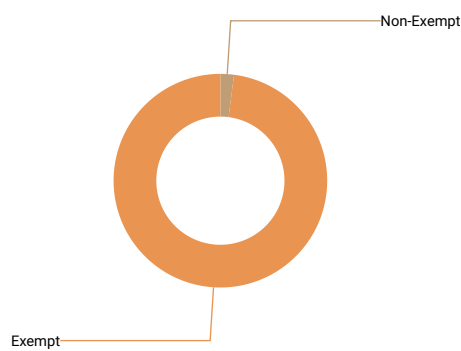
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2.27
Median	1
Standard deviation	1.92
Total/sum	102

FLSA Status

Answered 45 times

Skipped 0 times

Select one answer (radio button)



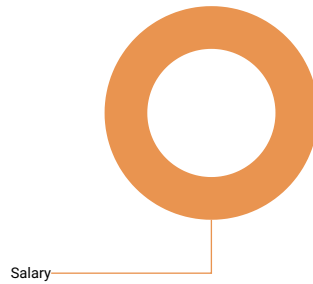
Results	%	N
Non-Exempt	2%	1
Exempt	96%	43

Is this position paid an hourly rate or annual salary?

Answered 45 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	45

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	36	\$66,000.00	\$79,350.00	\$85,000.00	\$97,811.00	\$123,900.00	\$88,784.33	\$85,000.00	\$
Pay Range Maximum Salary	36	\$84,000.00	\$111,000.00	\$127,444.00	\$153,625.00	\$185,800.00	\$131,968.67	\$127,444.00	\$
Actual Lowest Base Salary	41	\$74,880.00	\$86,000.00	\$98,404.00	\$125,000.00	\$148,954.00	\$105,847.71	\$98,404.00	\$
Actual Average Base Salary	41	\$80,000.00	\$92,500.00	\$104,614.80	\$135,000.00	\$151,964.80	\$112,644.85	\$104,614.80	\$
Actual Highest Base Salary	41	\$84,000.00	\$95,000.00	\$112,756.80	\$142,000.00	\$161,650.00	\$119,646.45	\$112,756.80	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	22	\$600.00	\$8,944.00	\$12,750.00	\$20,000.00	\$26,800.00	\$14,038.91	\$12,750.00	\$

4.11.4 IT Manager

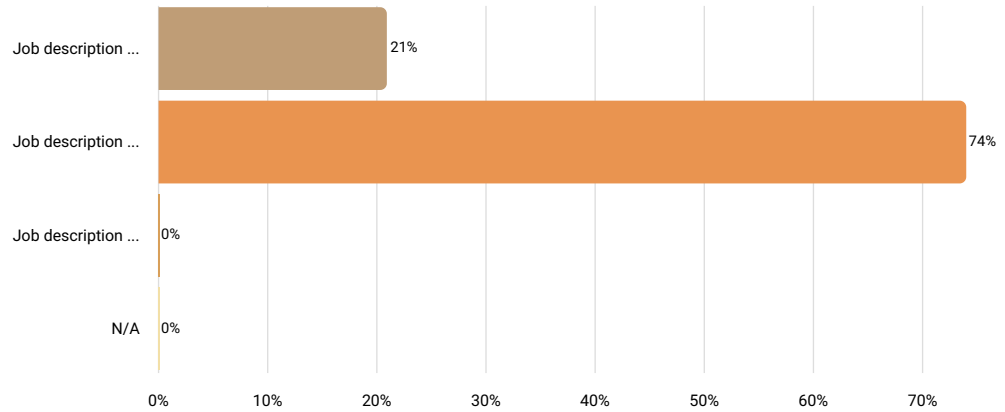
Job description Directs all computer operations that include one or more of the following: programming, network and technical support and syste

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	4
Job description matches the position at your company very well	74%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 13 times

Text input

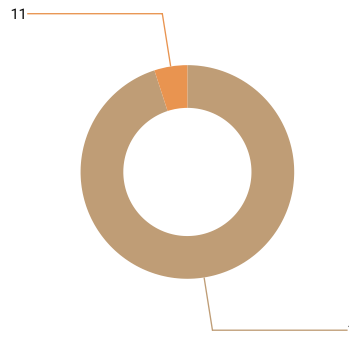
Results	
it assistant	1
director of it	1
corporate it director	1
information technology supervisor	1
it director	1
sr manager, it architecture & vendor relations management	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



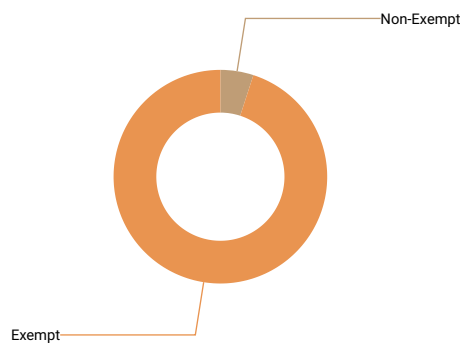
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.53
Median	1
Standard deviation	2.29
Total/sum	29

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



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

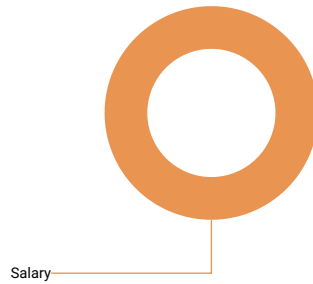
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	19

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	12	\$63,700.00	\$73,900.00	\$79,500.00	\$91,400.00	\$120,500.00	\$88,664.16	\$79,500.00	\$
Pay Range Maximum Salary	13	\$70,000.00	\$83,169.90	\$95,000.00	\$154,600.00	\$205,500.00	\$116,143.41	\$95,000.00	\$
Actual Lowest Base Salary	18	\$62,504.00	\$80,000.00	\$96,000.00	\$116,000.00	\$172,577.60	\$102,252.07	\$96,000.00	\$
Actual Average Base Salary	18	\$62,504.00	\$80,000.00	\$96,000.00	\$117,500.00	\$172,577.60	\$104,412.98	\$96,000.00	\$
Actual Highest Base Salary	18	\$62,504.00	\$80,000.00	\$96,000.00	\$117,500.00	\$187,775.00	\$108,528.95	\$96,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$6,257.00	\$11,000.00	\$12,000.00	\$15,000.00	\$15,000.00	\$11,851.40	\$12,000.00	\$

4.11.5 Logistics/Materials Manager

Job description

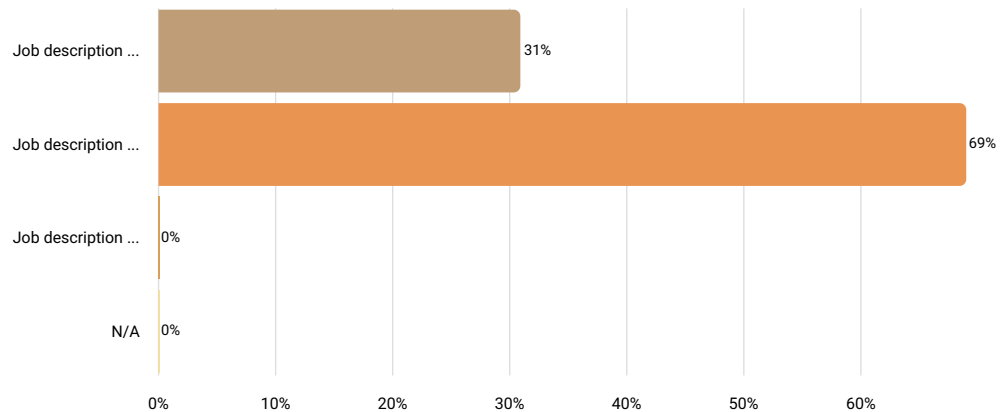
Manages aspects related to logistics including distribution, inventory, warehousing and transportation. Include Material and Traffic Managers in this cate

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	31%	9
Job description matches the position at your company very well	69%	20
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 13 times

Skipped 16 times

Text input

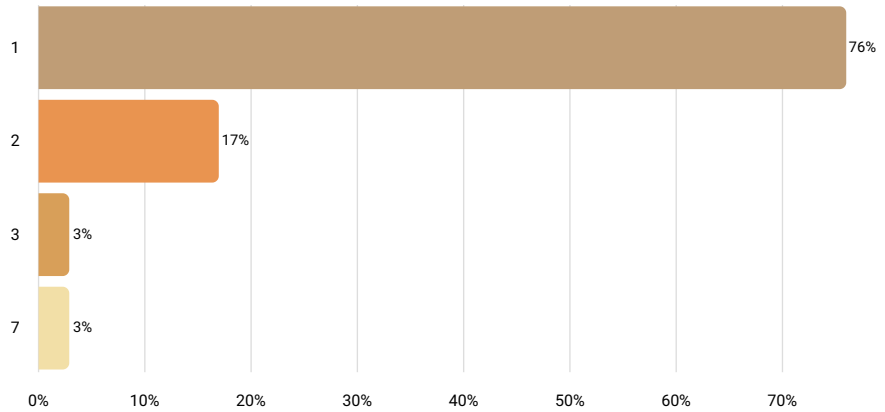
Results	
materials manager	3
production control manager	2
distribution manager	1
mgr-logistics	1
planning director; logistics director; distribution manager	1
material and production logistics manager	1
supply chain director & supply chain manager	1
logistics manager	1
conveyance manager	1
director supply chain	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



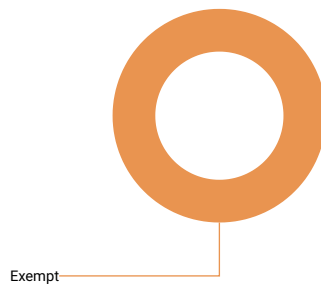
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.45
Median	1
Standard deviation	1.18
Total/sum	42

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



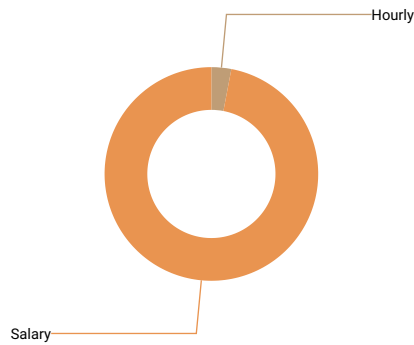
Results	%	N
Non-Exempt	0%	0
Exempt	97%	28

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	3%	1
Salary	97%	28

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	22	\$70,000.00	\$75,000.00	\$88,650.00	\$102,000.00	\$125,000.00	\$91,706.62	\$88,650.00	\$
Pay Range Maximum Salary	22	\$92,000.00	\$117,000.00	\$129,975.00	\$152,000.00	\$200,000.00	\$137,608.95	\$129,975.00	\$
Actual Lowest Base Salary	27	\$72,000.00	\$88,524.00	\$100,000.00	\$118,600.00	\$125,000.00	\$104,990.86	\$100,000.00	\$
Actual Average Base Salary	27	\$73,303.00	\$92,000.00	\$108,150.00	\$120,782.00	\$140,000.00	\$109,682.59	\$108,150.00	\$
Actual Highest Base Salary	27	\$75,000.00	\$92,000.00	\$114,763.00	\$130,951.00	\$160,291.00	\$116,672.62	\$114,763.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$1,000.00	\$8,900.00	\$11,263.00	\$20,000.00	\$50,000.00	\$16,773.86	\$11,263.00	\$

4.11.6 Project or Program Manager

Job description

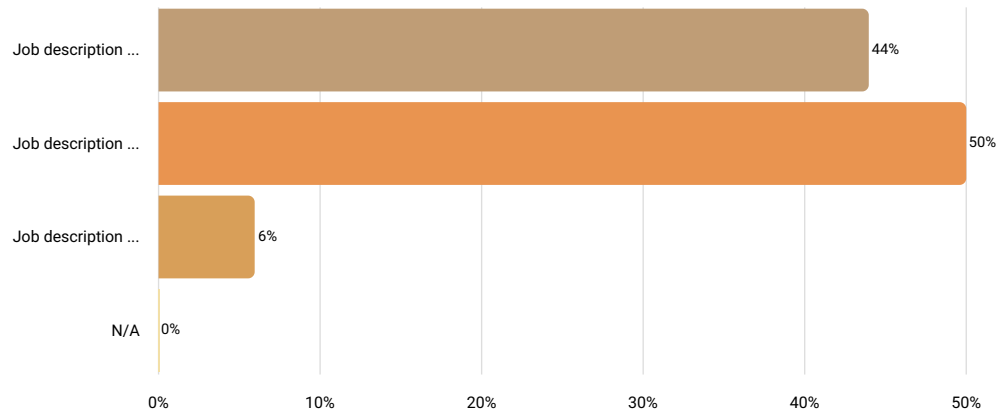
Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the p budget and workload.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	44%	7
Job description matches the position at your company very well	50%	8
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Job Title (if different than above)

Answered 9 times

Skipped 7 times

Text input

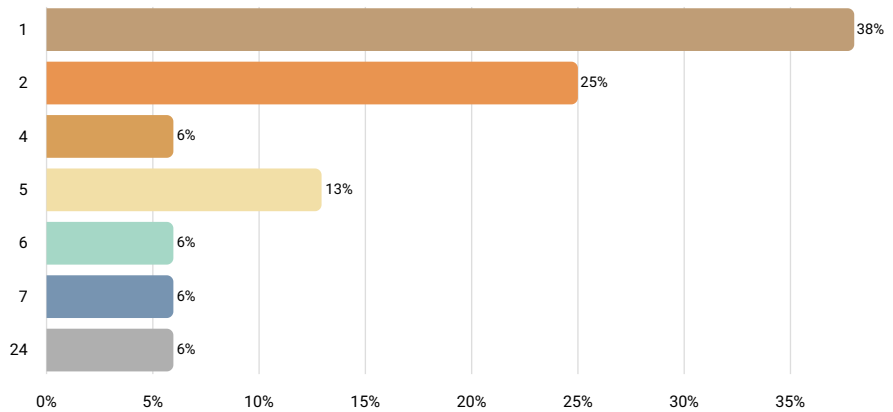
Results	
program manager	2
project engineer manager	1
assistant project manager i, assistant project manager ii, assistant project manager iii	1
technical lead/program manager	1
program management office manager	1
maintenance and project manager	1
program manager i-iv & aviation program manager	1
project manager	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



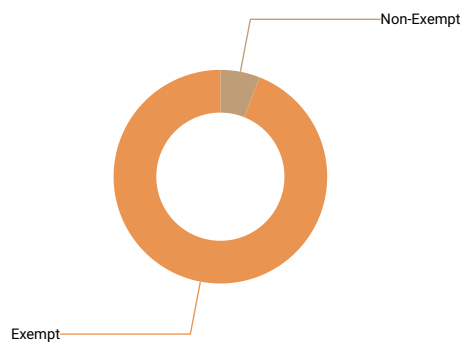
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	7
Mean	4.06
Median	2
Standard deviation	5.69
Total/sum	65

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



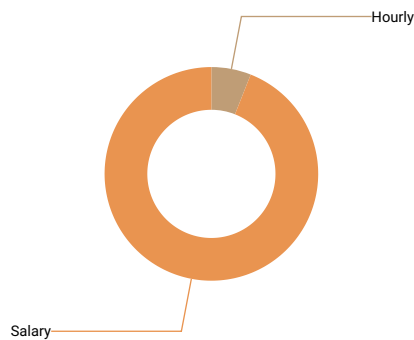
Results	%	N
Non-Exempt	6%	1
Exempt	94%	15

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									
Pay Range Minimum Salary	12	\$55,000.00	\$75,500.00	\$100,000.00	\$110,955.65	\$119,921.00	\$98,689.69	\$100,000.00	\$
Pay Range Maximum Salary	12	\$119,921.00	\$125,000.00	\$147,500.00	\$164,945.60	\$194,506.00	\$146,132.74	\$147,500.00	\$
Actual Lowest Base Salary	14	\$65,000.00	\$80,000.00	\$117,460.50	\$137,754.24	\$163,998.00	\$114,774.10	\$117,460.50	\$
Actual Average Base Salary	14	\$77,900.00	\$107,363.00	\$119,960.50	\$159,225.35	\$163,998.00	\$124,295.67	\$119,960.50	\$
Actual Highest Base Salary	13	\$80,000.00	\$119,921.00	\$136,822.40	\$160,000.00	\$185,000.14	\$137,353.59	\$136,822.40	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$800.00	\$15,000.00	\$16,000.00	\$22,800.00	\$11,371.43	\$15,000.00	\$

4.11.7 Project or Program Director

Job description

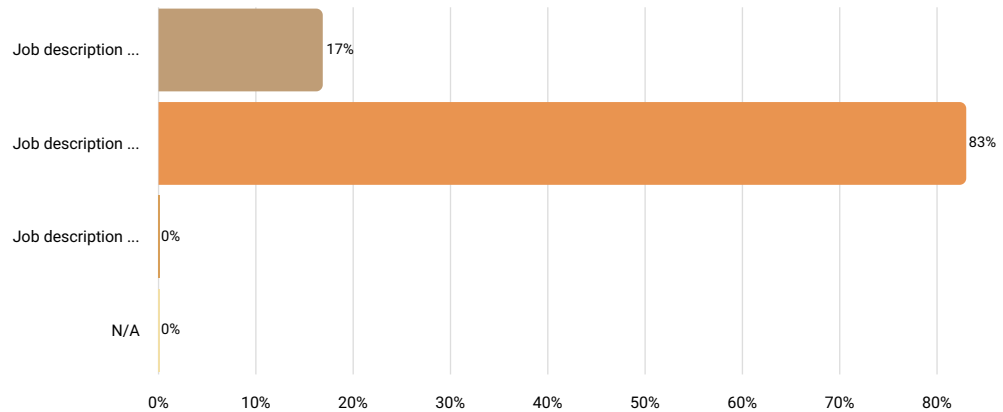
Plans, organizes, directs, coordinates, and controls the activities of the program in support of company goals to obtain optimum efficiency and economy. Analyses and reports project economics including costs, operational budgets, staffing requirements, resources, and risk.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



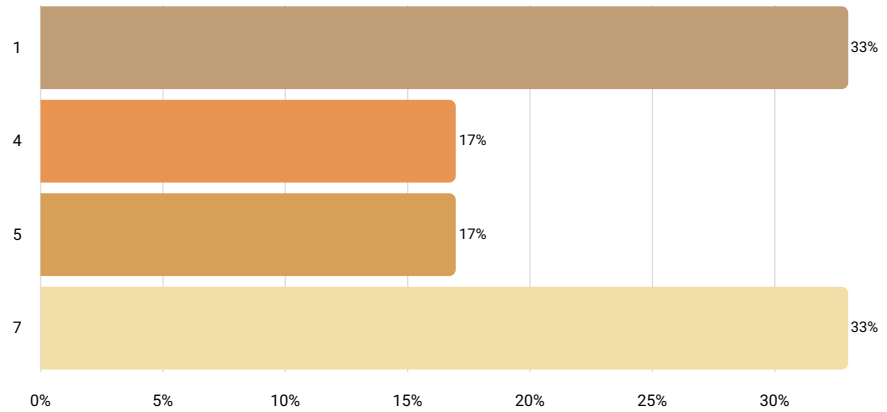
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



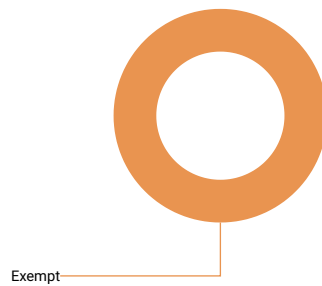
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4.5
75th percentile	7
90th percentile	7
Mean	4.17
Median	4.5
Standard deviation	2.71
Total/sum	25

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

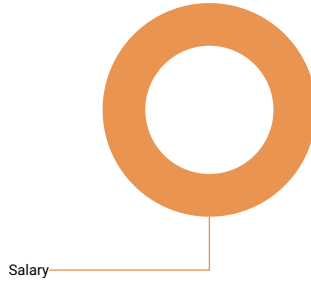
[Table of Contents](#)

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	\$65,591.00	\$130,000.00	\$171,852.79	\$224,952.00	\$242,462.22	\$167,785.13	\$171,852.79
Actual Average Base Salary	6	\$77,694.00	\$150,000.00	\$175,877.50	\$237,117.98	\$242,462.22	\$176,504.87	\$175,877.50
Actual Highest Base Salary	6	\$89,279.00	\$165,000.00	\$189,269.87	\$242,462.22	\$284,000.00	\$193,213.49	\$189,269.87
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.11.8 Engineering Manager

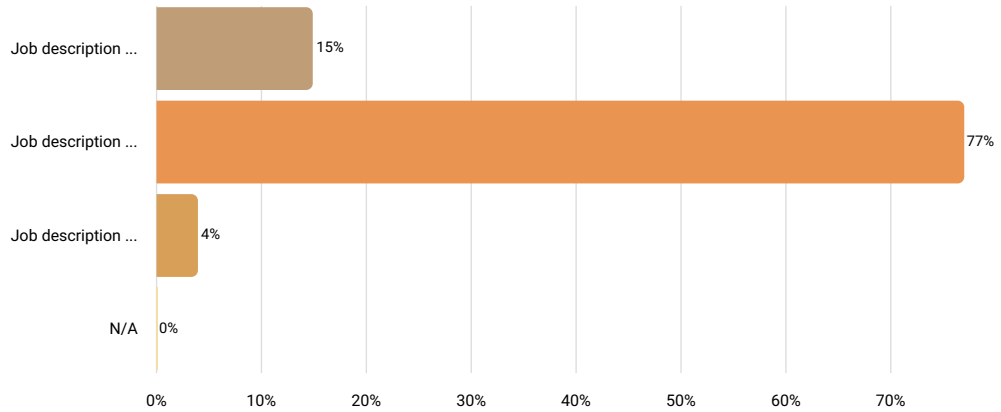
Job description Provide management to members of technical, engineering and/or research business units. Responsible for unit performance.

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

Answered 26 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		77%	20
Job description is perceptibly stronger than the position at your company		4%	1
	N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 21 times

Text input

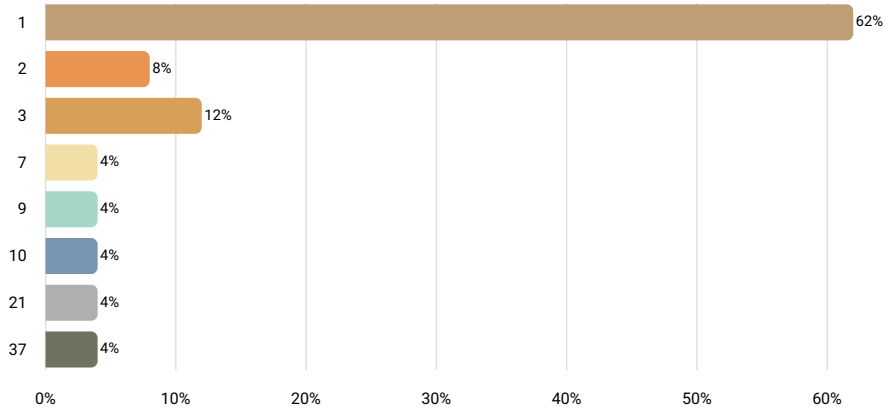
Results	
manager of engineering, customer and technical services	1
manager of technical services, senior project engineer	1
mgr-quality and process engineering	1
manufacturing engineering manager	1
engineering manager	1

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



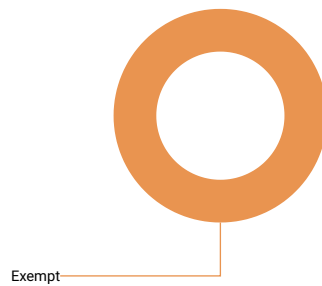
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	10
Mean	4.35
Median	1
Standard deviation	8
Total/sum	113

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



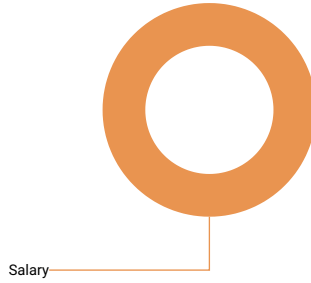
Results	%	N
Non-Exempt	0%	0
Exempt	100%	26

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	26

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	19	\$70,000.00	\$77,000.00	\$100,000.00	\$125,000.00	\$135,238.00	\$105,125.12	\$100,000.00	\$
Pay Range Maximum Salary	19	\$110,000.00	\$125,000.00	\$150,000.00	\$174,444.00	\$200,000.00	\$152,272.76	\$150,000.00	\$
Actual Lowest Base Salary	23	\$80,085.00	\$102,000.00	\$125,037.00	\$135,000.00	\$153,800.00	\$119,320.91	\$125,037.00	\$
Actual Average Base Salary	23	\$90,506.00	\$110,000.00	\$130,000.00	\$153,800.00	\$165,000.00	\$128,022.97	\$130,000.00	\$
Actual Highest Base Salary	23	\$90,506.00	\$113,227.00	\$130,219.00	\$165,000.00	\$181,481.00	\$136,689.92	\$130,219.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$5,000.00	\$7,225.00	\$15,100.00	\$17,100.00	\$25,000.00	\$14,222.36	\$15,100.00	\$

4.11.9 Quality Control Manager

Job description

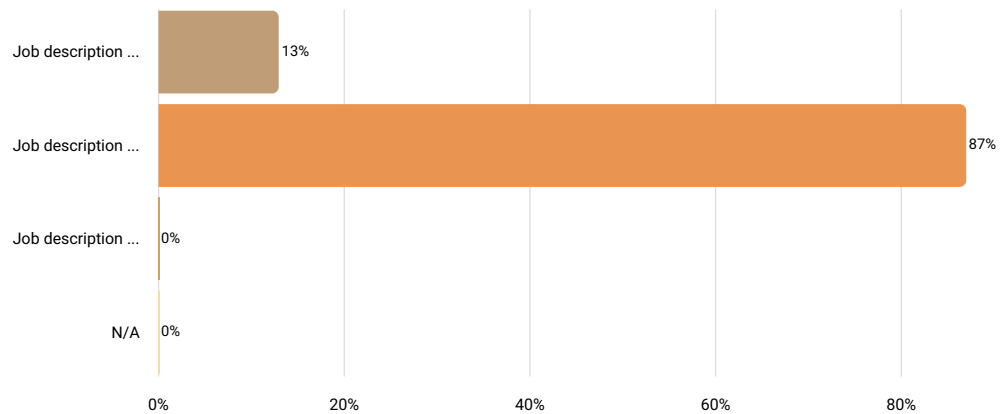
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedure: with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 39 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	5
Job description matches the position at your company very well	87%	34
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 15 times

Skipped 24 times

Text input

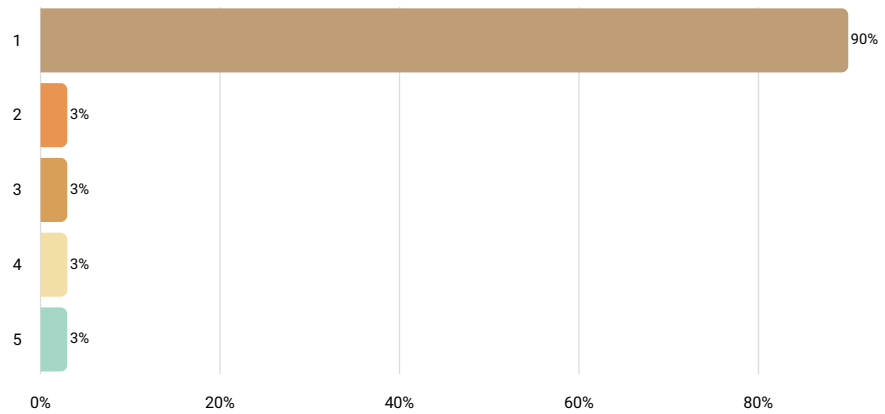
Results	
quality manager	6
quality assurance manager	2
quality control manager	1
quality and r&d manager	1
supplier quality manager	1
manager of quality and front end operations	1
corporate quality director	1
qc manager	1
manager, quality & mission assurance	1

Number of Employees Currently in This Position

Answered 39 times

Skipped 0 times

Number input



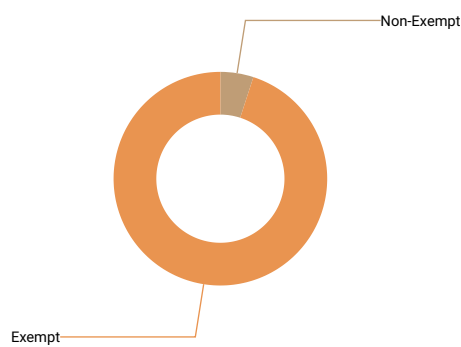
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.26
Median	1
Standard deviation	0.85
Total/sum	49

FLSA Status

Answered 39 times

Skipped 0 times

Select one answer (radio button)



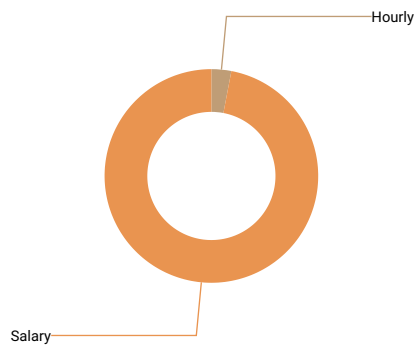
Results	%	N
Non-Exempt	5%	2
Exempt	95%	37

Is this position paid an hourly rate or annual salary?

Answered 39 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	3%	1
Salary	97%	38

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	25	\$60,000.00	\$70,000.00	\$83,000.00	\$100,000.00	\$125,000.00	\$89,609.82	\$83,000.00	\$
Pay Range Maximum Salary	25	\$85,000.00	\$102,000.00	\$124,000.00	\$155,900.00	\$205,000.00	\$134,918.39	\$124,000.00	\$
Actual Lowest Base Salary	36	\$68,440.00	\$87,500.00	\$106,168.00	\$124,100.00	\$148,467.95	\$105,922.74	\$106,168.00	\$
Actual Average Base Salary	36	\$70,297.00	\$90,500.00	\$107,396.00	\$124,100.00	\$148,467.95	\$108,272.09	\$107,396.00	\$
Actual Highest Base Salary	36	\$70,297.00	\$90,500.00	\$107,396.00	\$129,500.00	\$154,502.40	\$110,468.04	\$107,396.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$600.00	\$8,000.00	\$12,164.00	\$15,000.00	\$26,800.00	\$13,166.29	\$12,164.00	\$

4.11.10 Human Resources Manager

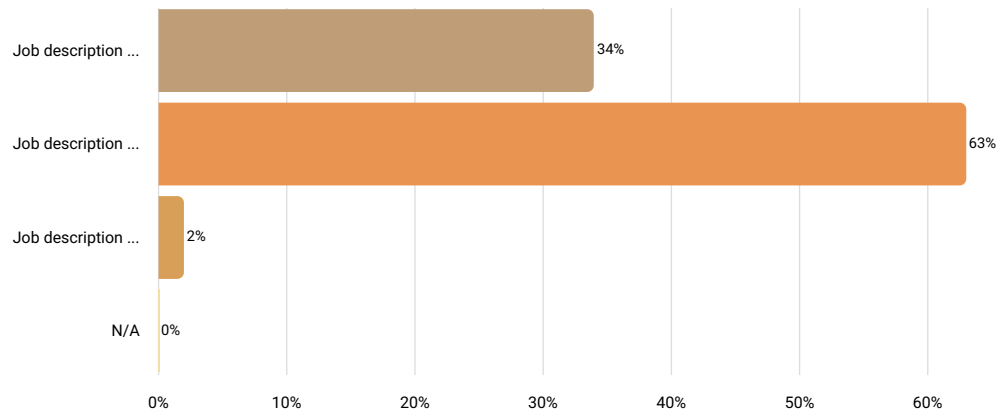
Job description Manages one or more functions within the Human Resource area.

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

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	34%	14
Job description matches the position at your company very well	63%	26
Job description is perceptibly stronger than the position at your company	2%	1
N/A	0%	0

Job Title (if different than above)

Answered 13 times

Skipped 28 times

Text input

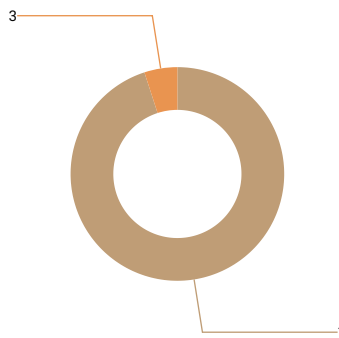
Results	
human resources manager	2
director of human resources	2
hr manager	2
human resources director	1
hr/safety manager	1
mgr-human resources, huntsville	1
corporate h.r. manager	1
director hr	1
direct of human resources	1
employee relations manager	1

Number of Employees Currently in This Position

Answered 41 times

Skipped 0 times

Number input



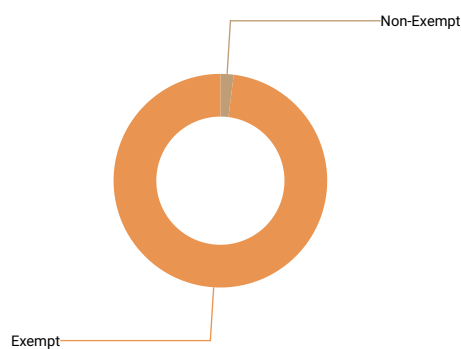
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.1
Median	1
Standard deviation	0.44
Total/sum	45

FLSA Status

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	2%	1
Exempt	98%	40

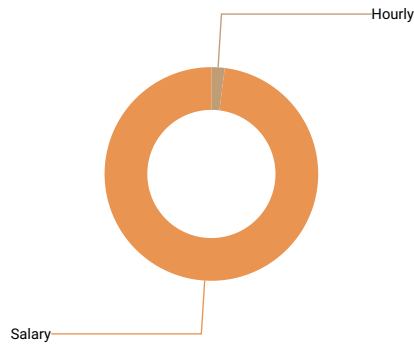
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	2%	1
Salary	98%	40

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	25	\$61,600.00	\$68,000.00	\$82,000.00	\$110,000.00	\$140,000.00	\$93,000.44	\$82,000.00	\$
Pay Range Maximum Salary	25	\$76,000.00	\$100,000.00	\$120,000.00	\$160,000.00	\$224,931.20	\$132,686.09	\$120,000.00	\$
Actual Lowest Base Salary	36	\$68,000.00	\$80,066.00	\$97,110.00	\$125,503.20	\$145,000.00	\$104,543.04	\$97,110.00	\$
Actual Average Base Salary	36	\$76,000.00	\$82,566.00	\$97,110.00	\$126,753.20	\$150,000.00	\$105,884.76	\$97,110.00	\$
Actual Highest Base Salary	36	\$76,000.00	\$85,000.00	\$97,110.00	\$126,753.20	\$150,000.00	\$106,337.28	\$97,110.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	17	\$0.00	\$6,654.00	\$9,065.00	\$15,000.00	\$27,000.00	\$11,908.94	\$9,065.00	\$

4.11.11 Safety/Environmental Manager

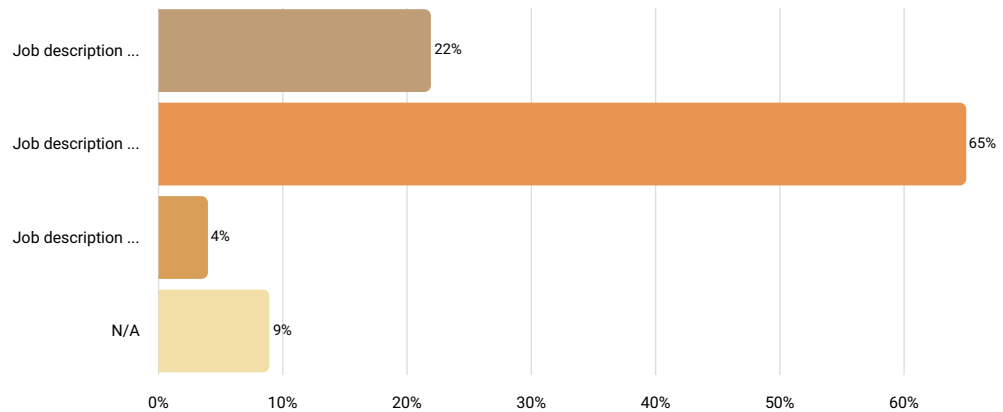
Job description Responsible for compliance with safety and environmental standards throughout the facility.

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	5
Job description matches the position at your company very well	65%	15
Job description is perceptibly stronger than the position at your company	4%	1
N/A	9%	2

Job Title (if different than above)

Answered 10 times

Skipped 13 times

Text input

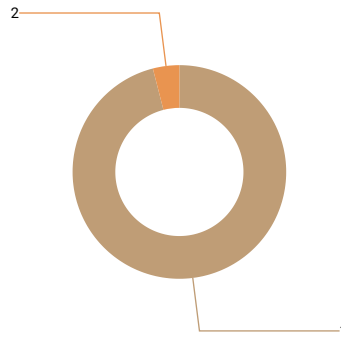
Results	
ehs manager	3
combine with hr	1
safety director	1
safety and security manager	1
mgr-environmental health & safety	1
environmental & sustainability sr. manager	1
security, safety, environmental manager	1
health & safety specialist	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



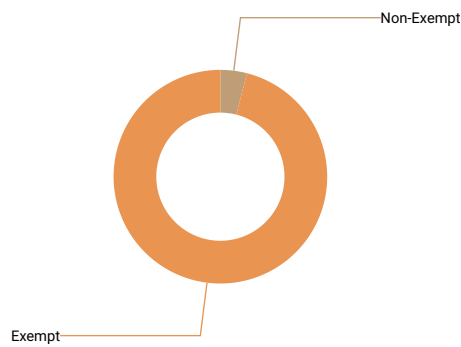
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.04
Median	1
Standard deviation	0.21
Total/sum	24

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



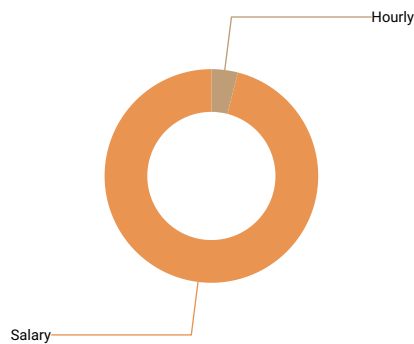
Results	%	N
Non-Exempt	4%	1
Exempt	96%	22

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	22

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									
Pay Range Minimum Salary	17	\$65,000.00	\$70,000.00	\$76,923.00	\$97,000.00	\$114,713.00	\$85,362.59	\$76,923.00	\$
Pay Range Maximum Salary	17	\$74,630.00	\$100,000.00	\$125,000.00	\$145,600.00	\$160,700.00	\$123,986.65	\$125,000.00	\$
Actual Lowest Base Salary	19	\$67,600.00	\$84,244.00	\$110,000.00	\$114,800.00	\$161,850.00	\$106,892.99	\$110,000.00	\$
Actual Average Base Salary	19	\$67,600.00	\$84,244.00	\$110,000.00	\$114,800.00	\$161,850.00	\$106,392.94	\$110,000.00	\$
Actual Highest Base Salary	19	\$67,600.00	\$84,244.00	\$110,000.00	\$114,800.00	\$161,850.00	\$106,498.20	\$110,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	10	\$1,750.00	\$5,000.00	\$10,000.00	\$22,400.00	\$38,000.00	\$14,675.60	\$10,000.00	\$

4.11.13 Contracts Manager

Job description

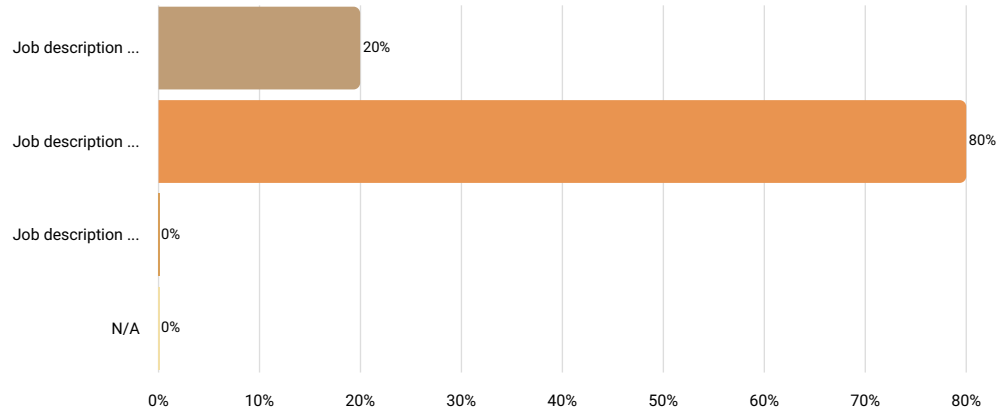
Serve as the key point of contact between a business and third parties/government to ensure timely review and approval of any variations. Provide record and negotiate directly with the government, customer attorneys, or purchasing staff to craft a final document that is satisfactory to all parties.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



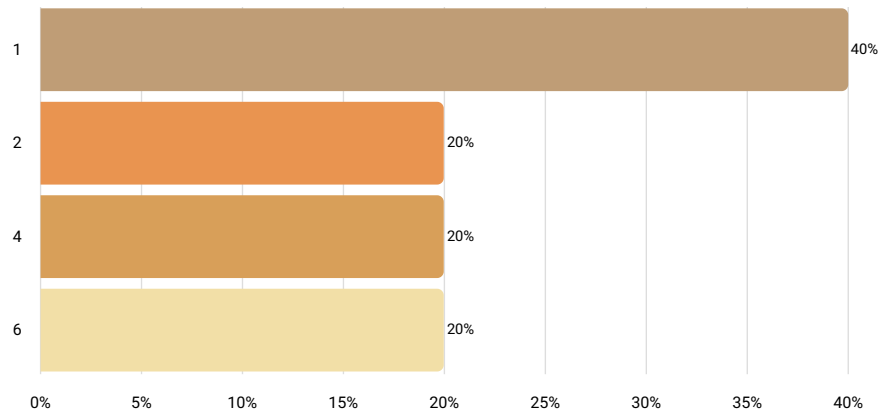
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



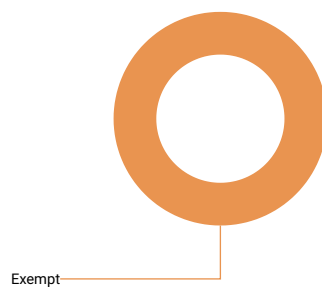
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	6
Mean	2.8
Median	2
Standard deviation	2.17
Total/sum	14

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



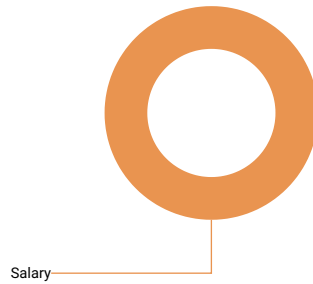
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	5	\$62,393.00	\$113,065.41	\$131,682.00	\$161,166.49	\$185,702.40	\$130,801.86	\$131,682.00
Actual Average Base Salary	5	\$97,219.00	\$131,682.00	\$147,030.18	\$167,959.12	\$185,702.40	\$145,918.54	\$147,030.18
Actual Highest Base Salary	5	\$131,682.00	\$159,094.00	\$178,190.00	\$180,994.95	\$185,702.40	\$167,132.67	\$178,190.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.11.14 Facilities Manager

Job description

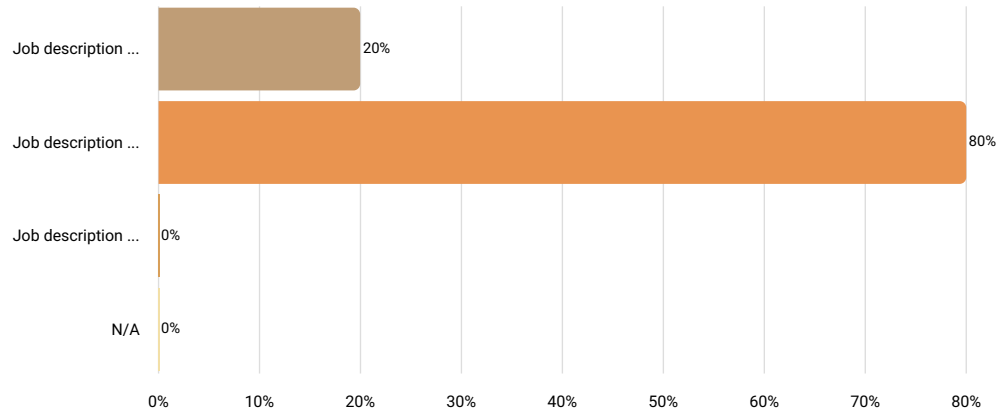
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



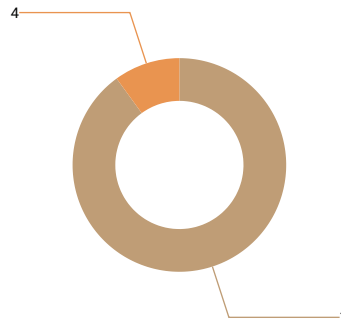
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	2
Job description matches the position at your company very well	80%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



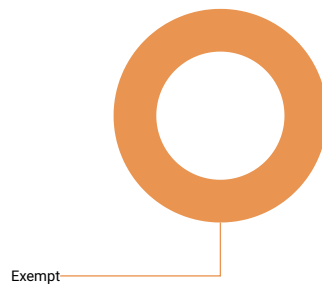
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2.5
Mean	1.3
Median	1
Standard deviation	0.95
Total/sum	13

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

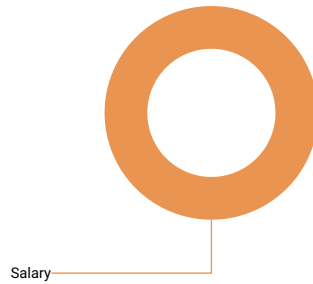
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Is this position paid an hourly rate or annual salary?

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	\$56,000.00	\$56,100.00	\$90,000.00	\$144,500.00	\$145,000.00	\$97,096.37	\$90,000.00	\$
Pay Range Maximum Salary	7	\$84,000.00	\$118,475.00	\$134,800.00	\$240,000.00	\$246,000.00	\$155,406.14	\$134,800.00	\$
Actual Lowest Base Salary	10	\$69,743.00	\$80,069.00	\$103,510.80	\$123,593.60	\$189,697.05	\$113,566.11	\$103,510.80	\$
Actual Average Base Salary	10	\$69,743.00	\$80,069.00	\$109,157.80	\$123,593.60	\$189,697.05	\$114,695.51	\$109,157.80	\$
Actual Highest Base Salary	10	\$69,743.00	\$80,069.00	\$117,937.40	\$134,946.92	\$189,697.05	\$117,630.44	\$117,937.40	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.15 Proposal Manager

Job description

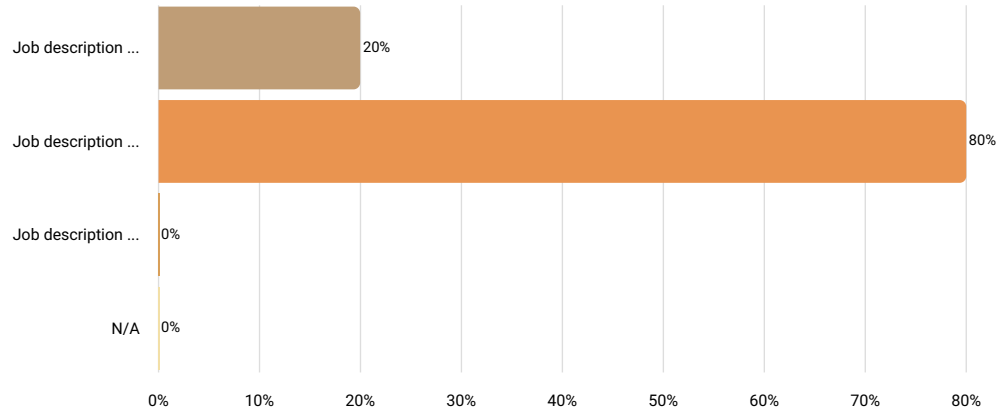
Ensure that all of the company's proposals are fully executed from start to finish. Perform and delegate tasks required to complete a proposal, such as w and other efforts associated with the process.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



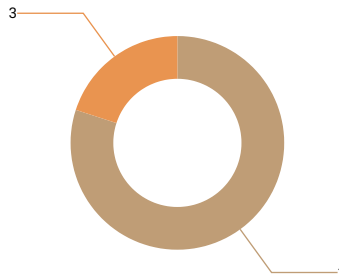
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



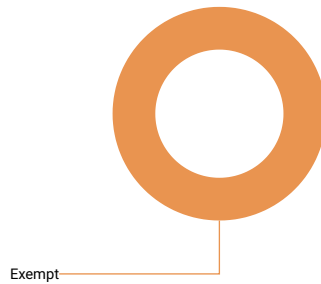
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.4
Median	1
Standard deviation	0.89
Total/sum	7

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

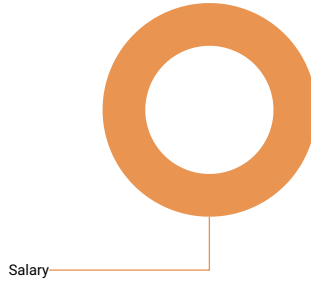
[Table of Contents](#)

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	\$69,628.00	\$80,000.00	\$120,500.00	\$129,771.20	\$91,979.84	\$80,000.00	\$
Pay Range Maximum Salary	5	\$80,000.00	\$100,000.00	\$130,000.00	\$166,400.00	\$205,500.00	\$136,380.00	\$130,000.00	\$
Actual Lowest Base Salary	5	\$69,000.00	\$69,628.00	\$90,000.00	\$159,390.40	\$181,651.74	\$113,934.03	\$90,000.00	\$
Actual Average Base Salary	5	\$69,000.00	\$90,000.00	\$95,039.00	\$159,390.40	\$181,651.74	\$119,016.23	\$95,039.00	\$
Actual Highest Base Salary	5	\$69,000.00	\$90,000.00	\$130,000.00	\$159,390.40	\$181,651.74	\$126,008.43	\$130,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.16 Plant Manager

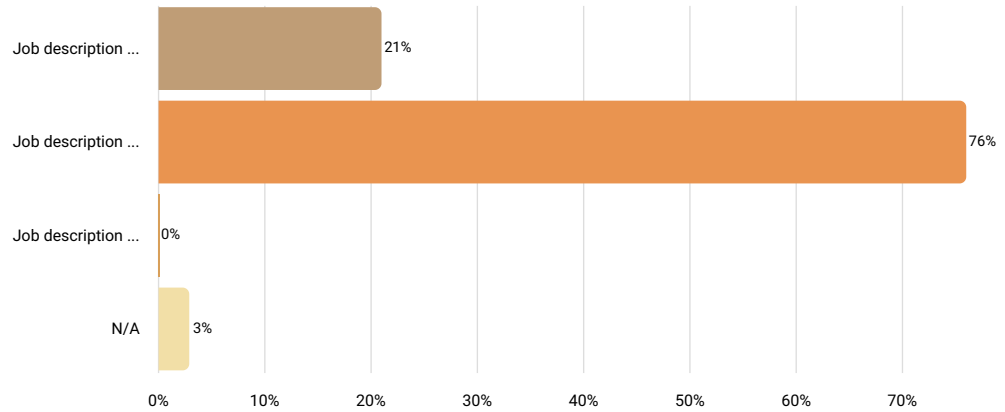
Job description Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		21%	6
Job description matches the position at your company very well		76%	22
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	3%	1

Job Title (if different than above)

Answered 9 times

Skipped 20 times

Text input

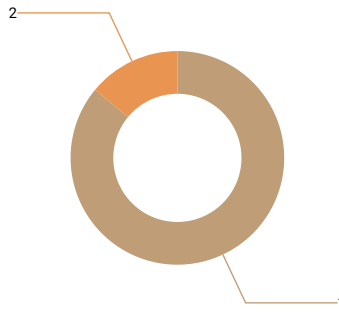
Results		N
general manager		3
plant manager		2
assistant plant manager		1
senior manager decatur operations		1
warehouse manager		1
millwork plant manager, truss plant manager		1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



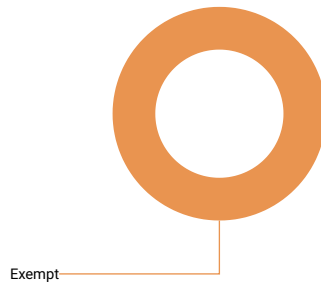
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.14
Median	1
Standard deviation	0.35
Total/sum	33

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	97%	28

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	29

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	21	\$80,000.00	\$100,000.00	\$116,104.00	\$147,901.00	\$160,000.00	\$121,813.57	\$116,104.00	\$
Pay Range Maximum Salary	22	\$90,000.00	\$138,151.00	\$172,883.00	\$218,819.00	\$240,000.00	\$171,825.37	\$172,883.00	\$
Actual Lowest Base Salary	23	\$80,000.00	\$115,500.00	\$147,516.00	\$185,000.00	\$200,000.00	\$146,534.70	\$147,516.00	\$
Actual Average Base Salary	23	\$86,250.00	\$122,750.00	\$147,901.00	\$185,000.00	\$200,000.00	\$148,012.79	\$147,901.00	\$
Actual Highest Base Salary	23	\$92,500.00	\$124,385.00	\$147,901.00	\$185,000.00	\$200,000.00	\$148,817.14	\$147,901.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$17,000.00	\$20,000.00	\$27,500.00	\$50,000.00	\$67,500.00	\$36,796.71	\$27,500.00	\$

4.11.17 Purchasing Manager

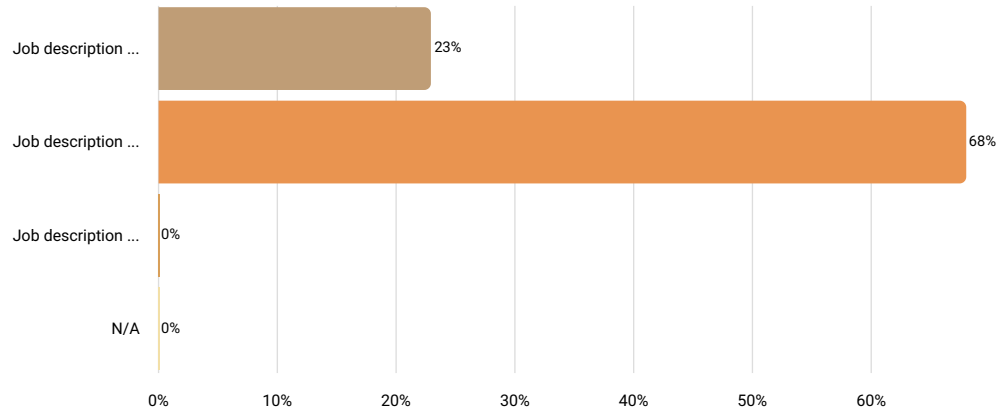
Job description Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	5
Job description matches the position at your company very well	68%	15
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Job Title (if different than above)

Answered 7 times

Skipped 15 times

Text input

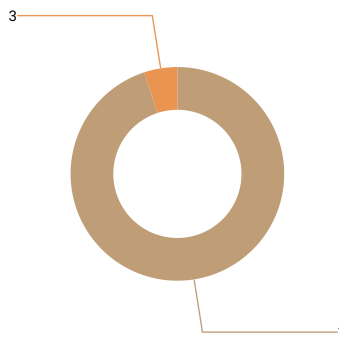
Results	
purchasing manager	1
director of planning and purchasing	1
purchasing agent	1
senior manager supply chain	1
procurement manager	1
sales/purchasing manager	1
tactical supply chain manager	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



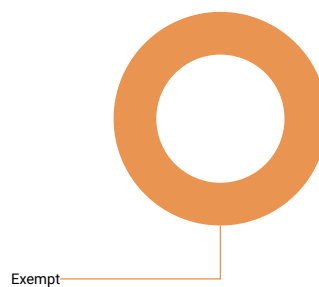
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.09
Median	1
Standard deviation	0.43
Total/sum	24

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



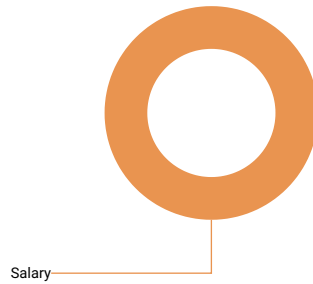
Results	%	N
Non-Exempt	0%	0
Exempt	100%	22

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	22

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	16	\$64,800.00	\$69,125.00	\$75,000.00	\$98,200.00	\$124,848.00	\$84,268.63	\$75,000.00	\$
Pay Range Maximum Salary	16	\$73,000.00	\$96,100.00	\$122,424.00	\$135,050.00	\$152,000.00	\$118,498.81	\$122,424.00	\$
Actual Lowest Base Salary	20	\$65,809.50	\$74,900.00	\$96,878.00	\$112,500.00	\$124,424.00	\$94,518.76	\$96,878.00	\$
Actual Average Base Salary	20	\$65,809.50	\$74,900.00	\$98,473.33	\$115,228.80	\$124,424.00	\$95,404.53	\$98,473.33	\$
Actual Highest Base Salary	20	\$65,809.50	\$74,900.00	\$98,473.33	\$115,228.80	\$128,424.00	\$96,513.86	\$98,473.33	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$0.00	\$2,000.00	\$12,000.00	\$20,000.00	\$36,176.00	\$14,223.44	\$12,000.00	\$

4.11.18 Continuous Improvement Manager

Job description

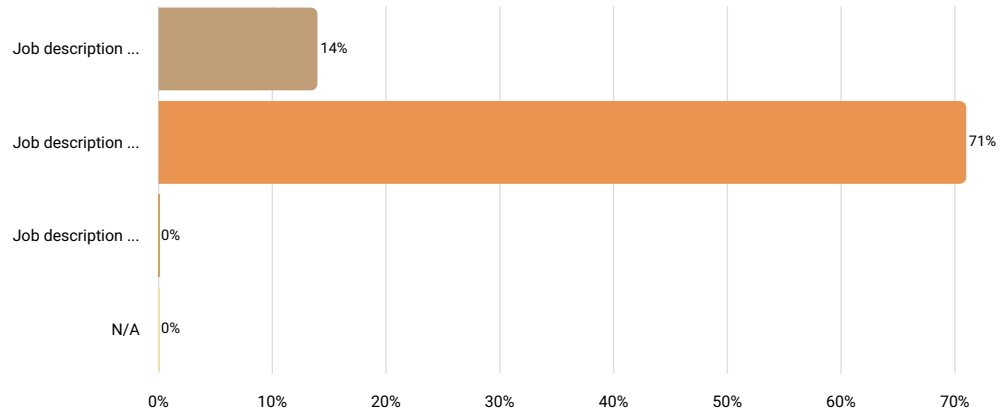
Monitor and improve organizational processes. Research, analyze, and map out all workflows, remove waste and low-value activities, and recommend so

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



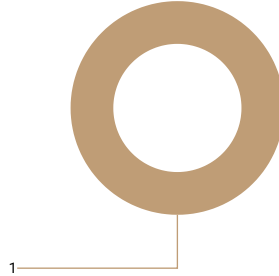
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



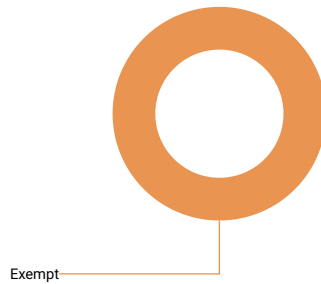
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	7

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

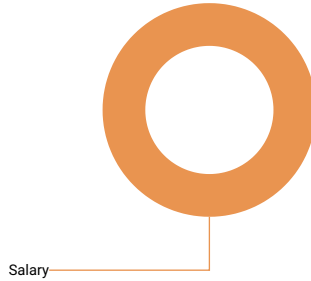
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	6	\$80,242.00	\$82,900.00	\$92,200.00	\$95,000.00	\$135,000.00	\$96,257.00	\$92,200.00	\$
Pay Range Maximum Salary	6	\$120,000.00	\$128,388.00	\$135,800.00	\$145,000.00	\$207,200.00	\$145,364.67	\$135,800.00	\$
Actual Lowest Base Salary	6	\$65,280.00	\$103,740.00	\$116,600.14	\$130,000.00	\$142,000.00	\$112,370.05	\$116,600.14	\$
Actual Average Base Salary	6	\$65,280.00	\$103,740.00	\$116,600.14	\$142,000.00	\$149,000.00	\$115,536.71	\$116,600.14	\$
Actual Highest Base Salary	6	\$65,280.00	\$103,740.00	\$116,600.14	\$142,000.00	\$168,000.00	\$118,703.38	\$116,600.14	\$
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)
Chief Operating Officer (COO)
CEO/President

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

Top Quality Assurance Exec (VP Quality)
Top Contracts Executive
Chief Administrative Officer (VP Admin)

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

Job description

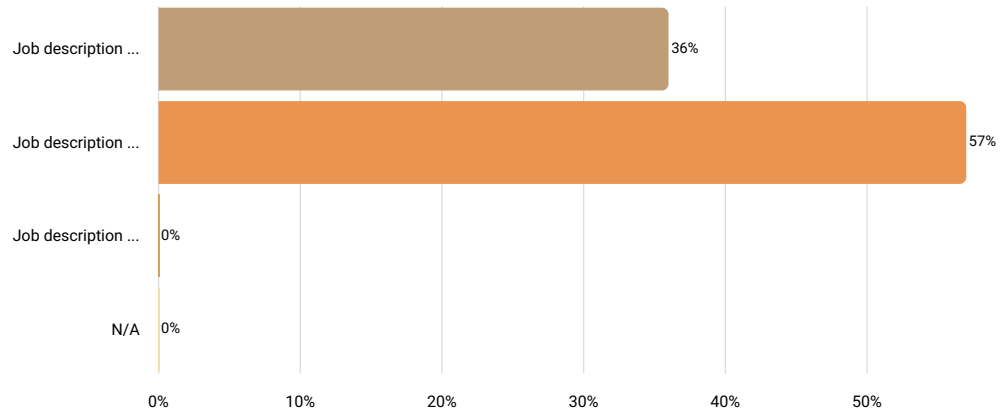
Leader of the entire sales/marketing/business development function of the organization. Responsible for managing all brands, distribution channels, and sales for the organization. They are responsible for developing the strategic sales plans based on company goals that will promote sales growth and customer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

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	36%	5
Job description matches the position at your company very well	57%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 9 times

Skipped 5 times

Text input

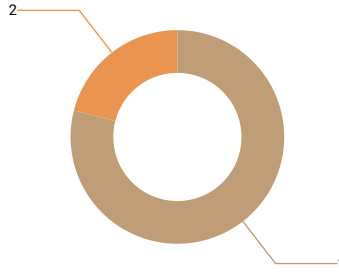
Results	
vp of business development	2
director of sales	2
vp of sales and marketing	1
vice president of product marketing	1
vp marketing & sales operations; exec. vp	1
vp operation	1
sr. director of sales and marketing	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



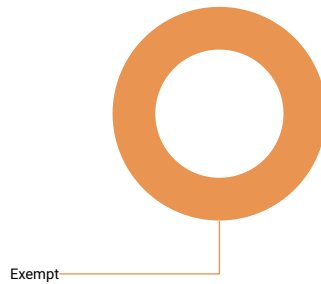
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.21
Median	1
Standard deviation	0.43
Total/sum	17

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



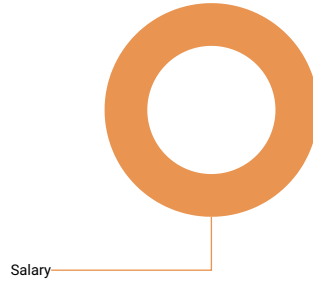
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

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	10	\$82,500.00	\$90,000.00	\$113,250.00	\$130,000.00	\$175,134.40	\$119,676.88	\$113,250.00	\$
Pay Range Maximum Salary	10	\$100,000.00	\$130,000.00	\$150,000.00	\$200,000.00	\$277,495.20	\$168,969.04	\$150,000.00	\$
Actual Lowest Base Salary	14	\$90,000.00	\$110,000.00	\$136,728.00	\$185,000.00	\$250,000.00	\$156,441.09	\$136,728.00	\$
Actual Average Base Salary	14	\$90,000.00	\$115,600.00	\$136,728.00	\$210,000.00	\$250,000.00	\$162,659.44	\$136,728.00	\$
Actual Highest Base Salary	14	\$90,000.00	\$120,000.00	\$136,728.00	\$236,891.20	\$250,000.00	\$168,520.73	\$136,728.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$0.00	\$18,518.00	\$40,000.00	\$85,100.00	\$250,000.00	\$64,916.78	\$40,000.00	\$

4.12.2 Top Technical Exec (CTO/VP Technology)

Job description

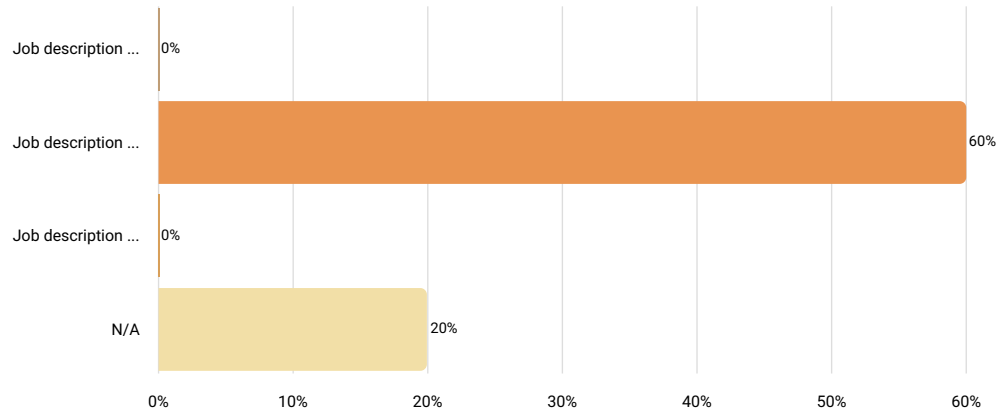
Leader of the entire technical function of the organization, including IT. Guides and directs the technical strategy and function including the work of all tec

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



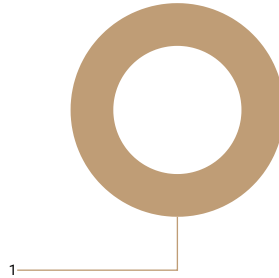
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	20%	1

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



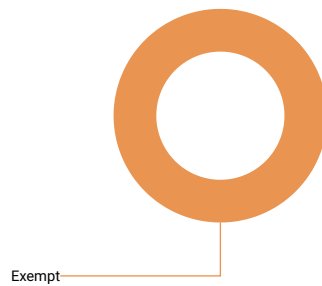
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	5

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

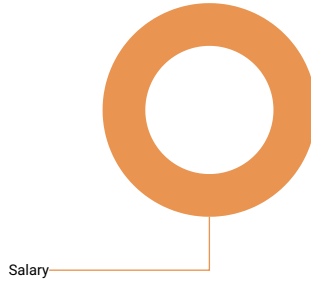
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Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$130,000.00	\$150,000.00	\$210,000.00	\$222,809.00	\$304,477.15	\$203,457.23	\$210,000.00
Actual Average Base Salary	5	\$130,000.00	\$150,000.00	\$210,000.00	\$222,809.00	\$304,477.15	\$203,457.23	\$210,000.00
Actual Highest Base Salary	5	\$130,000.00	\$150,000.00	\$210,000.00	\$222,809.00	\$304,477.15	\$203,457.23	\$210,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

4.12.4 Top Programs Exec (VP Programs)

Job description

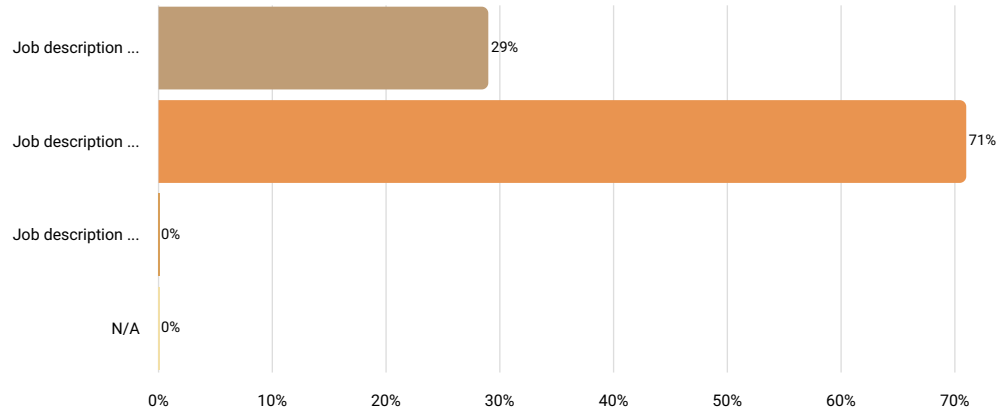
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency ar operations.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



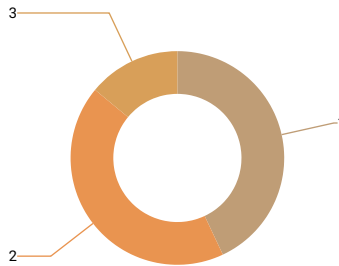
Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



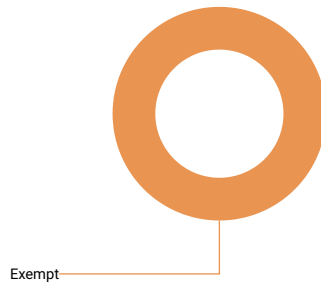
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	1.71
Median	2
Standard deviation	0.76
Total/sum	12

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



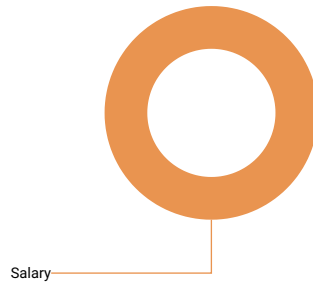
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	5	\$114,460.00	\$137,030.40	\$190,000.00	\$200,000.00	\$218,000.00	\$171,898.08	\$190,000.00	\$
Pay Range Maximum Salary	5	\$143,075.00	\$200,000.00	\$200,824.00	\$210,000.00	\$392,000.00	\$229,179.80	\$200,824.00	\$
Actual Lowest Base Salary	7	\$150,228.84	\$169,998.00	\$190,000.00	\$234,004.00	\$294,000.00	\$202,673.21	\$190,000.00	\$
Actual Average Base Salary	7	\$157,784.42	\$169,998.00	\$195,000.00	\$234,004.00	\$312,182.84	\$207,778.69	\$195,000.00	\$
Actual Highest Base Salary	7	\$165,340.00	\$169,998.00	\$200,000.00	\$234,004.00	\$339,700.52	\$214,217.73	\$200,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.12.5 Top Financial Exec (CFO)

Job description

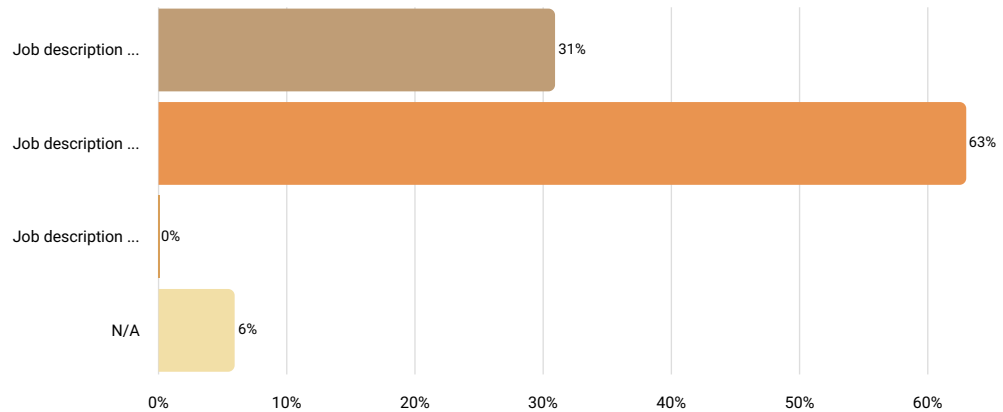
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product out with the organization's strategic objectives.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



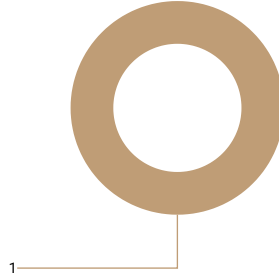
Results		
	%	N
Job description is perceptibly weaker than the position at your company	31%	5
Job description matches the position at your company very well	63%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



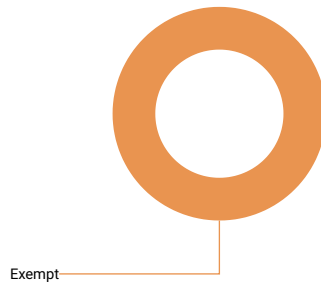
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		16

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



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

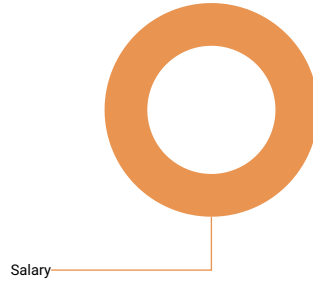
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Is this position paid an hourly rate or annual salary?

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	\$108,000.00	\$116,500.00	\$150,000.00	\$187,200.00	\$243,360.00	\$161,431.82	\$150,000.00	\$
Pay Range Maximum Salary	11	\$150,000.00	\$174,700.00	\$187,200.00	\$230,000.00	\$258,500.00	\$203,119.85	\$187,200.00	\$
Actual Lowest Base Salary	16	\$120,000.00	\$148,477.50	\$193,600.00	\$250,244.80	\$325,000.00	\$206,299.70	\$193,600.00	\$
Actual Average Base Salary	16	\$120,000.00	\$148,477.50	\$193,600.00	\$250,244.80	\$325,000.00	\$206,299.70	\$193,600.00	\$
Actual Highest Base Salary	16	\$120,000.00	\$148,477.50	\$193,600.00	\$250,244.80	\$325,000.00	\$206,299.70	\$193,600.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$1,000.00	\$14,853.00	\$30,000.00	\$48,000.00	\$96,000.00	\$36,194.78	\$30,000.00	\$

4.12.6 Top Manufacturing/Production Executive

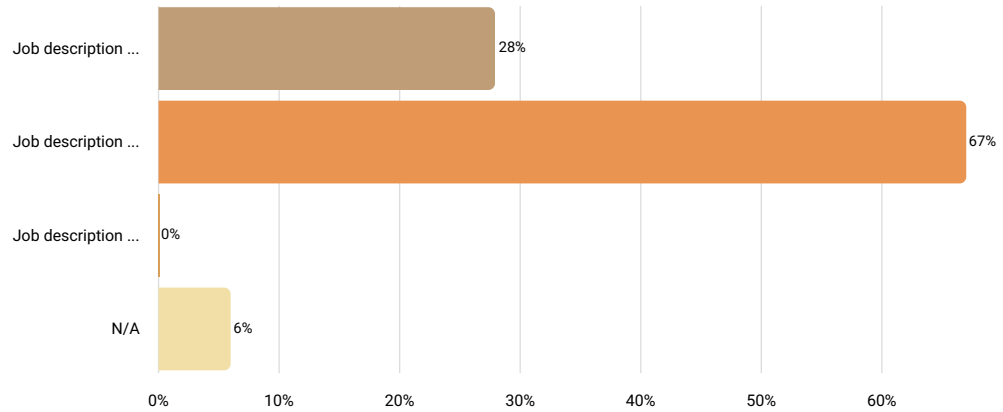
Job description Leader of the entire production/manufacturing function of the organization. Manages all plant and production managers and staf

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	28%	5	
Job description matches the position at your company very well	67%	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 11 times

Skipped 7 times

Text input

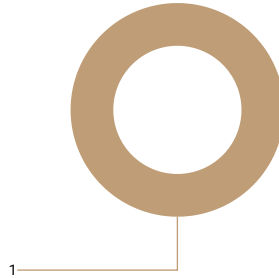
Results	
plant manager	1
director, manufacturing/business development	1
director of manufacturing	1
vp manufacturing	1
corporate operations manager	1
vice president of operations	1
vp - manufacturing	1
director of operations	1
vp operations	1
vp/general manager	1
svp, defense business unit	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



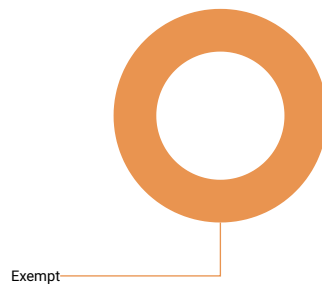
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	18

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	18

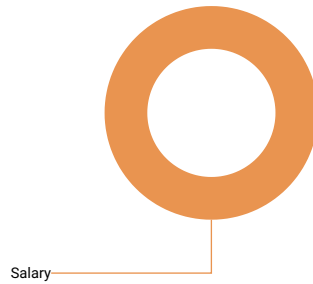
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Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	18

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Pay Range Minimum Salary	12	\$99,050.00	\$120,000.00	\$167,750.00	\$189,519.20	\$210,000.00	\$163,482.37	\$167,750.00	\$50,000.00
Pay Range Maximum Salary	12	\$140,000.00	\$152,286.00	\$176,850.00	\$251,848.00	\$279,000.00	\$216,330.67	\$176,850.00	\$110,000.00
Actual Lowest Base Salary	18	\$110,000.00	\$130,000.00	\$170,750.00	\$210,000.00	\$339,220.55	\$189,044.89	\$170,750.00	\$80,000.00
Actual Average Base Salary	18	\$110,000.00	\$130,000.00	\$170,750.00	\$210,000.00	\$339,220.55	\$189,044.89	\$170,750.00	\$80,000.00
Actual Highest Base Salary	18	\$110,000.00	\$130,000.00	\$170,750.00	\$210,000.00	\$339,220.55	\$189,044.89	\$170,750.00	\$80,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,000.00	\$6,000.00	\$48,400.00	\$65,000.00	\$323,000.00	\$81,966.67	\$48,400.00	\$110,000.00

4.12.7 Top HR Exec (CHRO/VP HR)

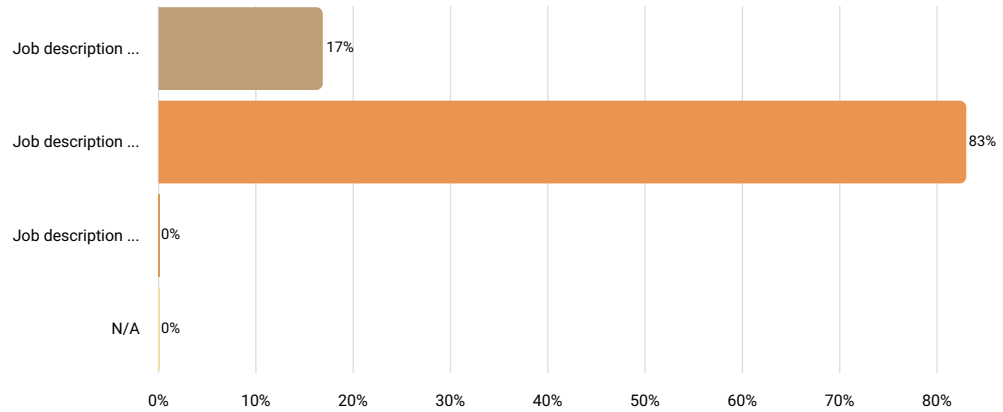
Job description Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

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

Job Title (if different than above)

Answered 7 times

Skipped 5 times

Text input

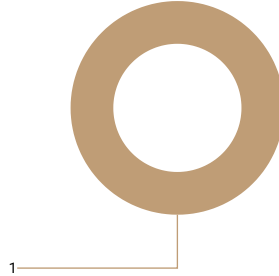
Results	
director of human resources	4
hr director	1
human resources director	1
sr director of human resources	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



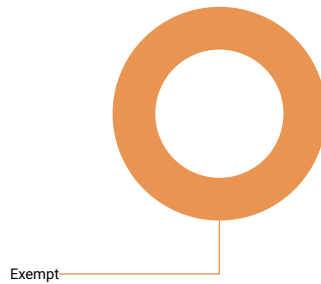
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	12

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



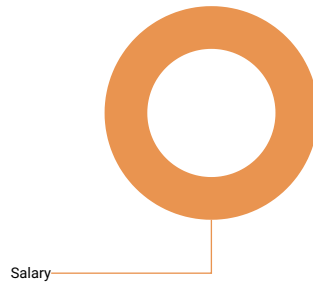
Results	%	N
Non-Exempt	0%	0
Exempt	92%	11

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	8	\$80,000.00	\$107,230.00	\$145,000.00	\$173,064.00	\$184,265.00	\$139,356.63	\$145,000.00	\$
Pay Range Maximum Salary	8	\$145,000.00	\$150,000.00	\$185,845.00	\$237,114.60	\$256,800.00	\$193,464.90	\$185,845.00	\$
Actual Lowest Base Salary	11	\$113,000.00	\$134,000.00	\$142,100.00	\$190,000.00	\$200,000.00	\$158,291.60	\$142,100.00	\$
Actual Average Base Salary	11	\$113,000.00	\$134,000.00	\$142,100.00	\$190,000.00	\$200,000.00	\$158,291.60	\$142,100.00	\$
Actual Highest Base Salary	11	\$113,000.00	\$134,000.00	\$142,100.00	\$190,000.00	\$200,000.00	\$158,291.60	\$142,100.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,000.00	\$6,000.00	\$33,000.00	\$36,000.00	\$41,660.00	\$24,451.43	\$33,000.00	\$

4.12.9 Chief Operating Officer (COO)

Job description

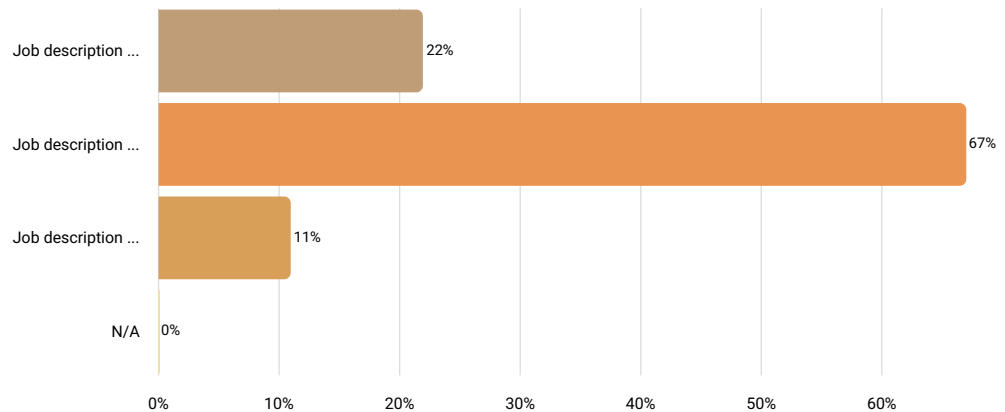
Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 4 times

Text input

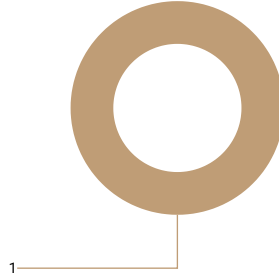
Results	
vice president of operations	2
managing director	1
director of operations	1
vp of operations	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



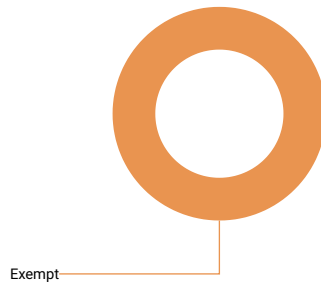
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	9

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

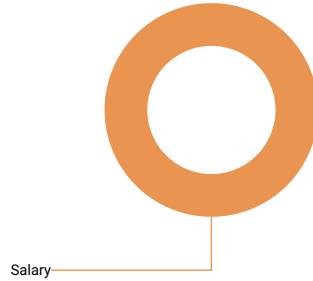
[Table of Contents](#)

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Pay Range Minimum Salary	7	\$100,000.00	\$120,000.00	\$170,000.00	\$193,536.50	\$250,000.00	\$161,219.50	\$170,000.00	\$50,000.00
Pay Range Maximum Salary	7	\$130,000.00	\$165,000.00	\$180,000.00	\$250,000.00	\$261,843.50	\$195,977.64	\$180,000.00	\$40,000.00
Actual Lowest Base Salary	9	\$106,172.00	\$135,000.00	\$175,000.00	\$232,107.00	\$250,000.00	\$182,031.00	\$175,000.00	\$50,000.00
Actual Average Base Salary	9	\$106,172.00	\$135,000.00	\$175,000.00	\$232,107.00	\$250,000.00	\$182,031.00	\$175,000.00	\$50,000.00
Actual Highest Base Salary	9	\$106,172.00	\$135,000.00	\$175,000.00	\$232,107.00	\$250,000.00	\$182,031.00	\$175,000.00	\$50,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$14,500.00	\$30,500.00	\$110,000.00	\$510,000.00	\$102,500.00	\$30,500.00	\$100,000.00

4.12.11 CEO/President

Job description

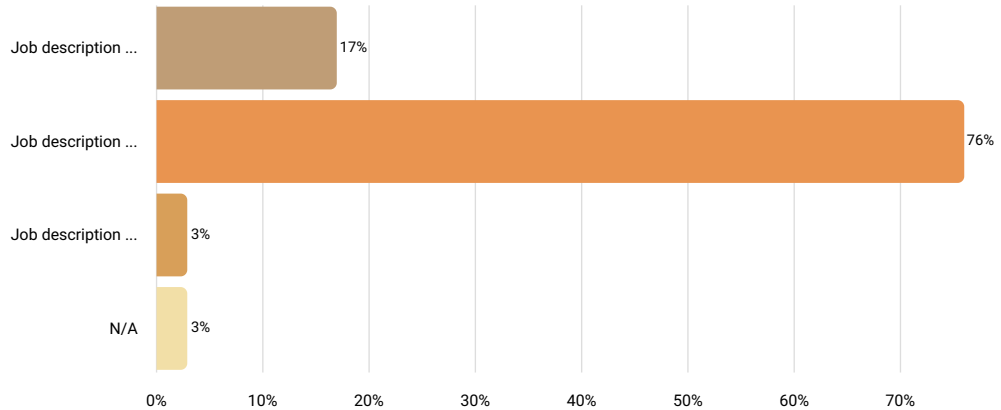
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	5
Job description matches the position at your company very well	76%	22
Job description is perceptibly stronger than the position at your company	3%	1
N/A	3%	1

Job Title (if different than above)

Answered 7 times

Skipped 22 times

Text input

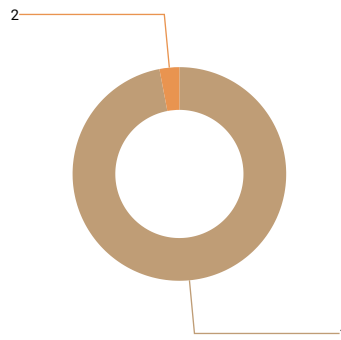
Results	
president	2
ceo/cto	1
same	1
division president	1
ceo	1
president/ceo	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



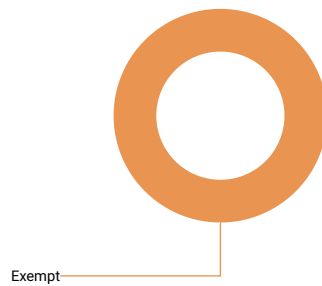
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.03
Median	1
Standard deviation	0.19
Total/sum	30

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



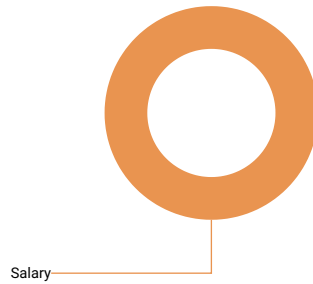
Results	%	N
Non-Exempt	0%	0
Exempt	97%	28

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	29

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Pay Range Minimum Salary	17	\$100,000.00	\$150,000.00	\$185,000.00	\$275,000.00	\$440,000.00	\$214,007.76	\$185,000.00	\$1
Pay Range Maximum Salary	17	\$130,000.00	\$170,000.00	\$246,480.00	\$403,478.40	\$440,000.00	\$269,332.85	\$246,480.00	\$1
Actual Lowest Base Salary	27	\$124,319.00	\$153,300.00	\$220,000.00	\$330,000.00	\$440,000.00	\$255,098.83	\$220,000.00	\$1
Actual Average Base Salary	27	\$124,319.00	\$153,300.00	\$220,000.00	\$330,000.00	\$440,000.00	\$257,302.53	\$220,000.00	\$1
Actual Highest Base Salary	27	\$124,319.00	\$165,000.00	\$220,000.00	\$330,000.00	\$440,000.00	\$259,960.84	\$220,000.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	16	\$0.00	\$32,368.00	\$57,500.00	\$102,000.00	\$189,400.00	\$122,166.00	\$57,500.00	\$2

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

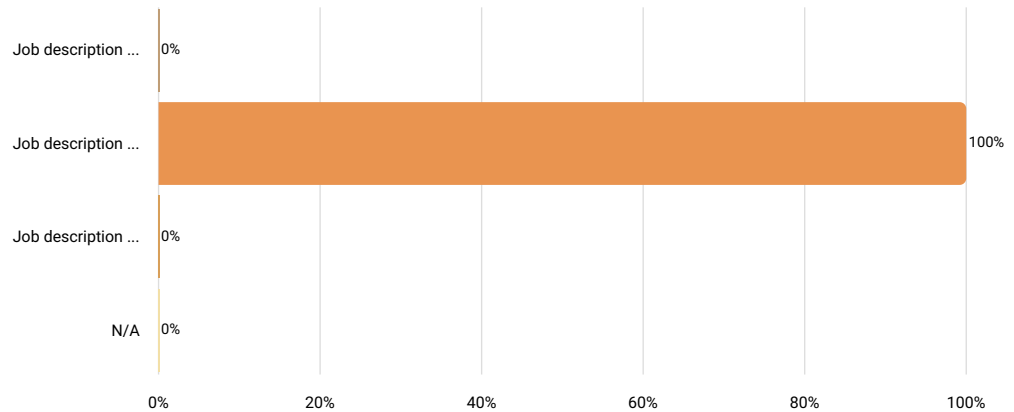
refers to a one-term work assignment, most often in the summer, but not always. Internships can be full- or part-time, paid or unpaid, depending on the career field.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



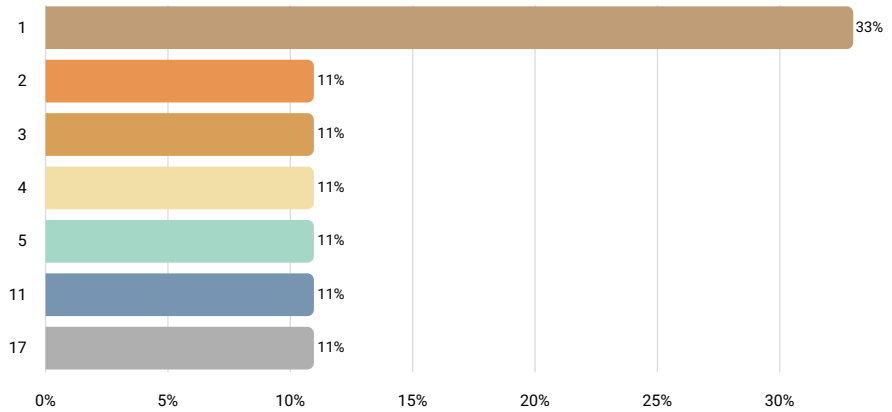
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



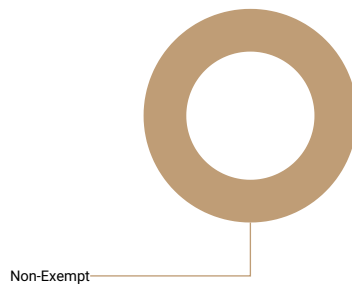
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	17
Mean	5
Median	3
Standard deviation	5.5
Total/sum	45

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



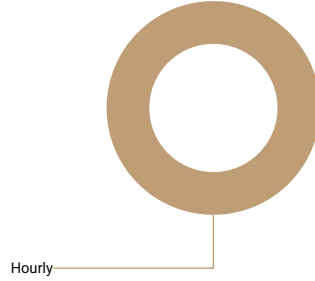
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	9
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$15.00	\$15.50	\$17.50	\$20.00	\$190.00	\$45.92	\$17.50
Pay Range Maximum Rate	6	\$18.00	\$20.00	\$20.00	\$20.00	\$24.00	\$20.33	\$20.00
Actual Lowest Base Rate	8	\$15.00	\$16.25	\$19.40	\$20.00	\$21.75	\$18.51	\$19.40
Actual Average Base Rate	8	\$17.75	\$19.00	\$19.90	\$20.30	\$21.75	\$19.74	\$19.90
Actual Highest Base Rate	8	\$18.50	\$19.40	\$20.00	\$21.88	\$25.00	\$20.76	\$20.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

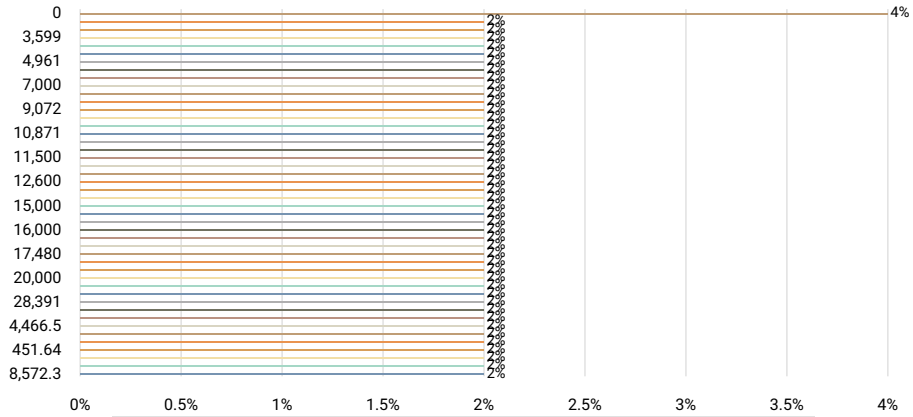
5. General Benefit Information

5.1. Average Benefit Cost Per Employee

Answered 47 times

Skipped 35 times

Number input



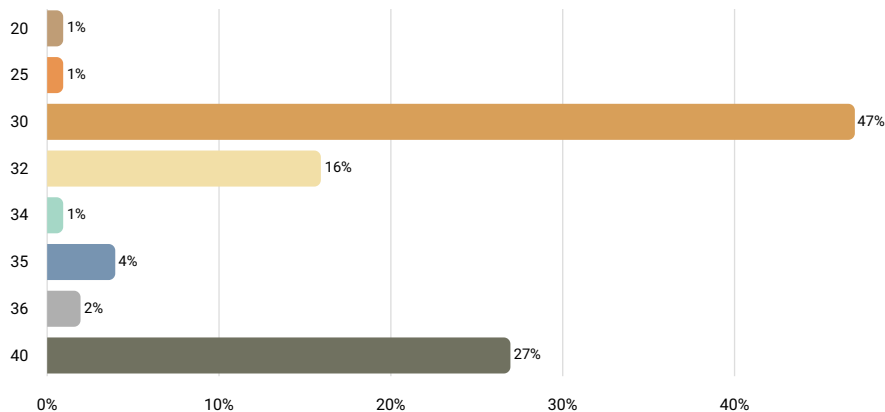
Statistics	
10th percentile	2,500
25th percentile	5,000
50th percentile	11,004
75th percentile	16,000
90th percentile	20,000
Mean	12,329.18
Median	11,004
Standard deviation	10,370.24
Total/sum	579,471.68

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

Answered 81 times

Skipped 1 times

Number input



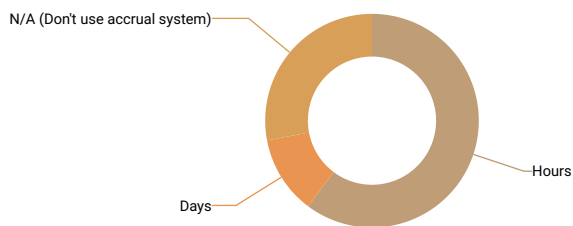
Statistics	
10th percentile	30
25th percentile	30
50th percentile	32
75th percentile	40
90th percentile	40
Mean	33.23
Median	32
Standard deviation	4.6
Total/sum	2,692

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hours	56%	46
Days	11%	9
N/A (Don't use accrual system)	26%	21

5.4. Types of Benefits Offered

Answered 77 times

Skipped 5 times

Select multiple answers per row for multiple rows (checkboxes)

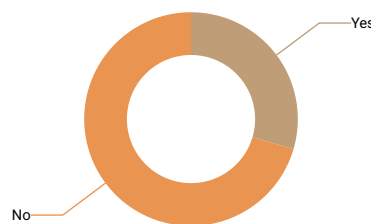
	Offered for FTE	Offered for Part-Time	Self Insured
Medical	97%	13%	32%
Dental	97%	13%	22%
Vision	95%	13%	14%
Prescription Drug Plan	92%	13%	26%
Life Insurance	97%	12%	4%
Health Spending/Savings Account	58%	10%	8%
Dependent Plan	68%	9%	6%
Pension Plan (Defined Benefit)	9%	4%	1%
401(k) Plan	95%	22%	1%
PTO (includes sick, vacation, etc.)	69%	9%	1%
Sick Leave	35%	10%	1%
Vacation	70%	14%	1%
Family/Parental Leave	44%	6%	
Bereavement	88%	13%	1%
Jury Duty Leave	94%	17%	1%
Personal Leave	45%	8%	
Short-term Disability	96%	10%	8%
Long-term Disability	88%	9%	1%
Salary Continuation Plan	17%	4%	
Education Assistance/Tuition Reimbursement	65%	8%	1%
Employee Assistance Plan	71%	16%	1%
Flex Time	19%	12%	
Telework/Remote Work	38%	6%	

5.5. Does your company offer any benefit(s) not listed above?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	21
No	62%	51

5.6. Please describe the benefit(s) at your company that are not included in the matrix above.

Answered 19 times

Skipped 2 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"

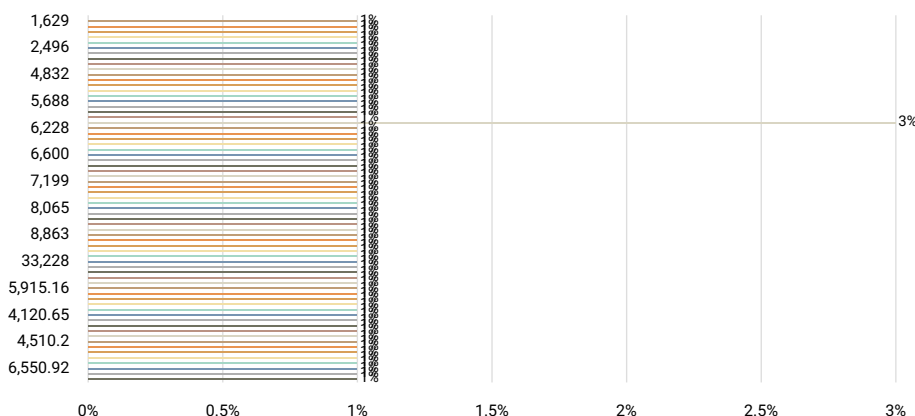
Results	
flexible spending account	2
company cars for managers and above	1
employee health clinic	1
pet insurance, legal, identity theft, critical illness, hospital indemnity	1
"added benefit" pet insurance / legal insurance id theft / auto & home / hearing	1
telemedicine program available 24/7 at no cost to employees.	1
stock purchase plan	1
vehicle purchase program	1
cancer, critical illness, and accident coverage.	1
employee stock purchase program (profit sharing)	1
adoption, onsite wellness	1
wellness reimbursement plan	1
critical illness and accident program	1
pet insurance, id protection	1
grief counseling, digital estate planning, will preparation services, travel assistance, ad&d coverage	1
accident, child fsa, critical illness, legal assistance, tricare supplement, gap insurance	1
critical illness, hospital indemnity, nicotine cessation program	1
home and auto, legal services, voluntary benefits (hospital indemnity, accident, critical illness)	1

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

Answered 69 times

Skipped 13 times

Number input



Statistics	
10th percentile	2,412
25th percentile	4,992
50th percentile	6,343
75th percentile	7,585.56
90th percentile	8,863
Mean	6,534.88
Median	6,343
Standard deviation	4,006.64
Total/sum	450,906.39

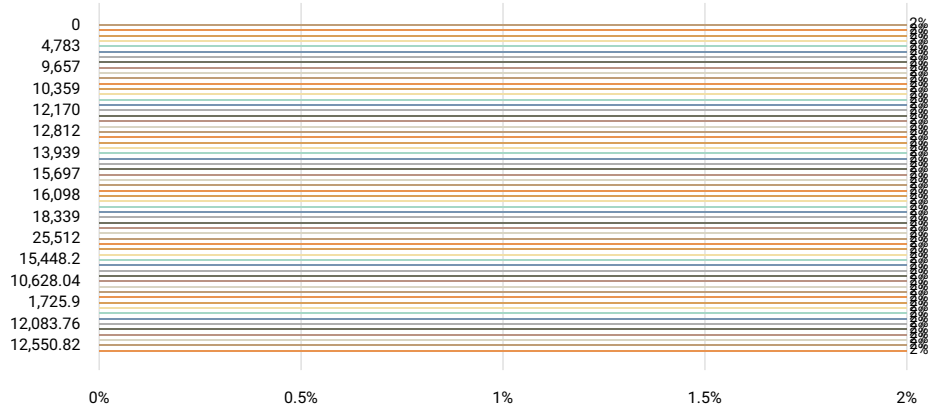
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5.8. Medical Coverage (Individual +1) Total Cost Per Employee (Annual)

Answered 62 times

Skipped 20 times

Number input



Statistics	
10th percentile	6,612
25th percentile	10,132.44
50th percentile	12,610.84
75th percentile	15,697
90th percentile	18,339
Mean	13,218.49
Median	12,610.84
Standard deviation	7,303.67
Total/sum	819,546.1

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

Answered 67 times

Skipped 15 times

Number input



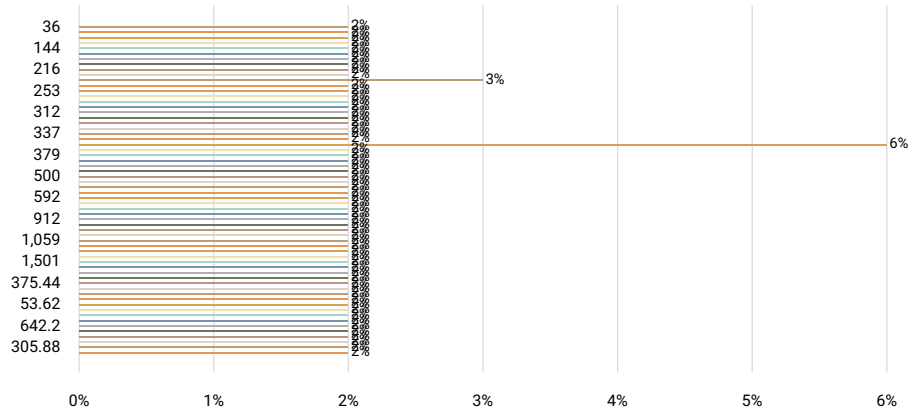
Statistics	
10th percentile	8,640
25th percentile	15,144.96
50th percentile	17,895
75th percentile	21,477.12
90th percentile	25,000
Mean	18,590.72
Median	17,895
Standard deviation	9,892.35
Total/sum	1,245,578.12

5.10. Dental Coverage Total Cost Per Employee (Annual)

Answered 66 times

Skipped 16 times

Number input



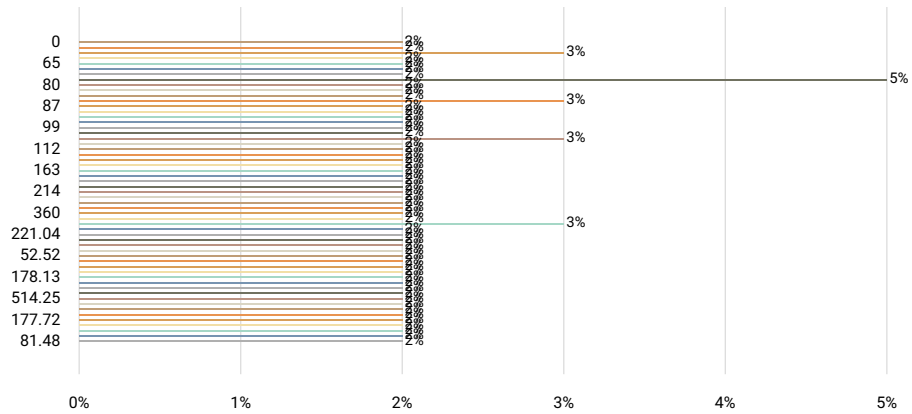
Statistics	
10th percentile	180
25th percentile	265.44
50th percentile	348
75th percentile	588
90th percentile	1,059
Mean	476.13
Median	348
Standard deviation	343.49
Total/sum	31,424.81

5.11. Vision Coverage Total Cost Per Employee (Annual)

Answered 63 times

Skipped 19 times

Number input



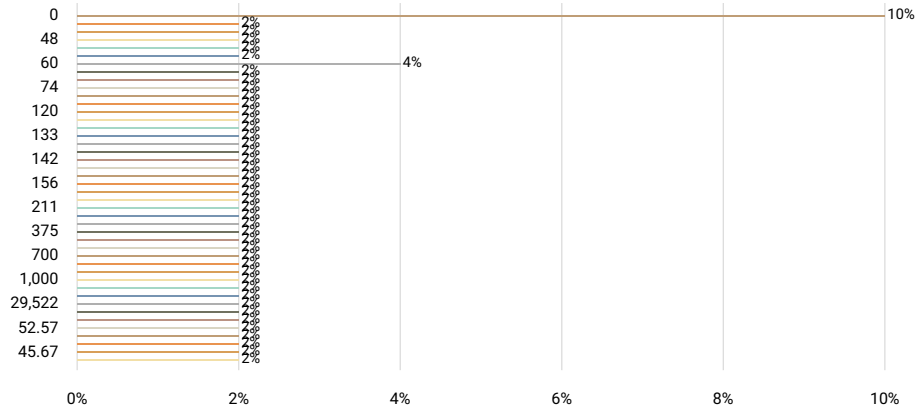
Statistics	
10th percentile	52.52
25th percentile	77.76
50th percentile	98.28
75th percentile	178.13
90th percentile	360
Mean	152.64
Median	98.28
Standard deviation	156.05
Total/sum	9,616.25

5.12. Life Insurance Total Cost Per Employee (Annual)

Answered 49 times

Skipped 33 times

Number input



Statistics	
10th percentile	0
25th percentile	57
50th percentile	137
75th percentile	300
90th percentile	2,230
Mean	6,847.09
Median	137
Standard deviation	35,196.64
Total/sum	335,507.31

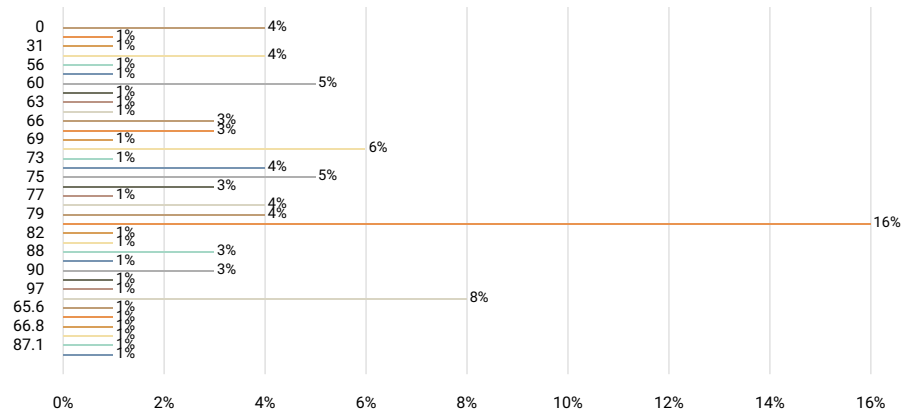
[Table of Contents](#)

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

Answered 77 times

Skipped 5 times

Number input



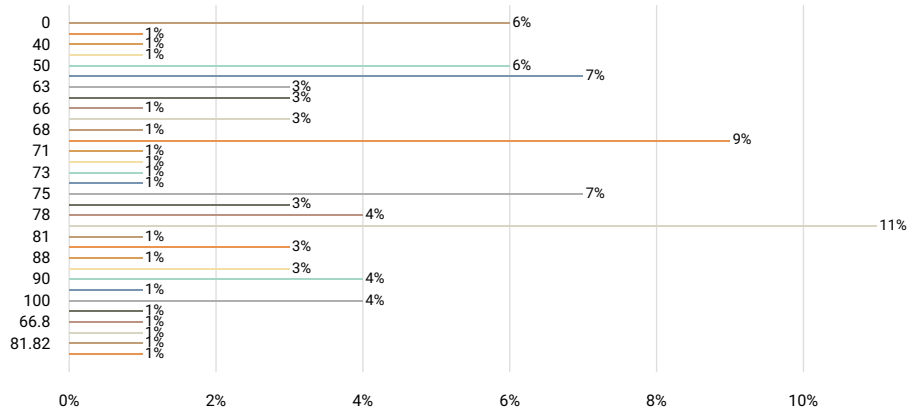
Statistics	
10th percentile	50
25th percentile	66
50th percentile	75
75th percentile	80
90th percentile	96
Mean	71.88
Median	75
Standard deviation	20.33
Total/sum	5,534.4

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

Answered 70 times

Skipped 12 times

Number input



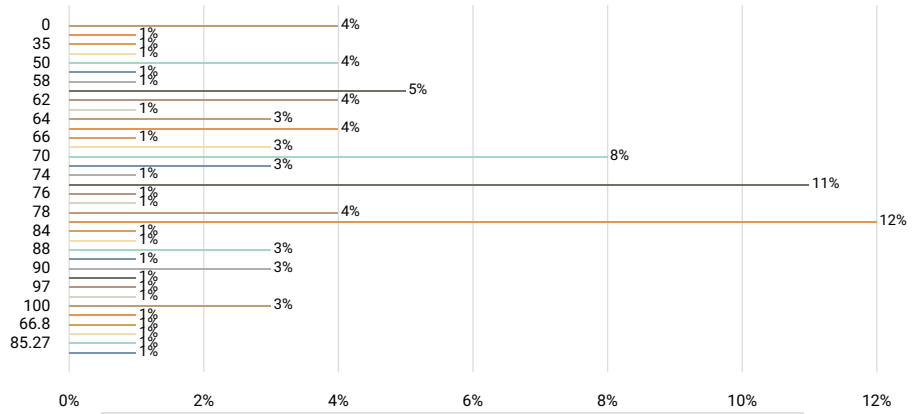
Statistics	
10th percentile	48.5
25th percentile	63
50th percentile	72.75
75th percentile	80
90th percentile	89.5
Mean	68.49
Median	72.75
Standard deviation	22.01
Total/sum	4,794.02

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

Answered 75 times

Skipped 7 times

Number input



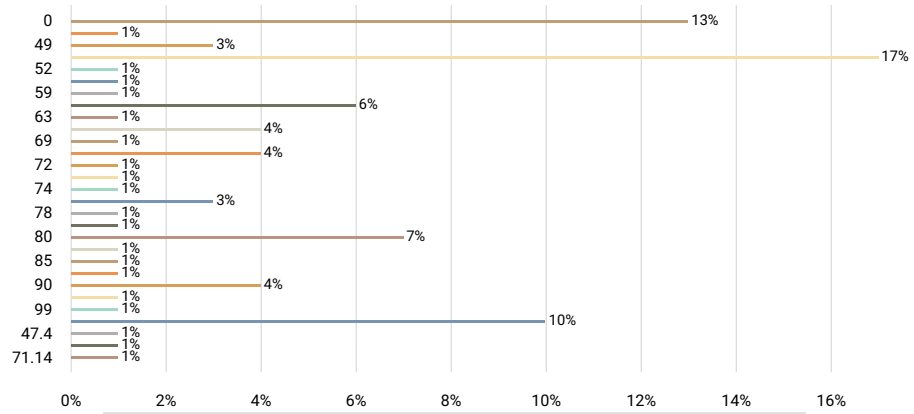
Statistics	
10th percentile	50
25th percentile	63
50th percentile	74
75th percentile	80
90th percentile	89
Mean	69.21
Median	74
Standard deviation	20.22
Total/sum	5,190.57

5.16. Dental Coverage Percentage Paid By Employer (Annual)

Answered 69 times

Skipped 13 times

Number input



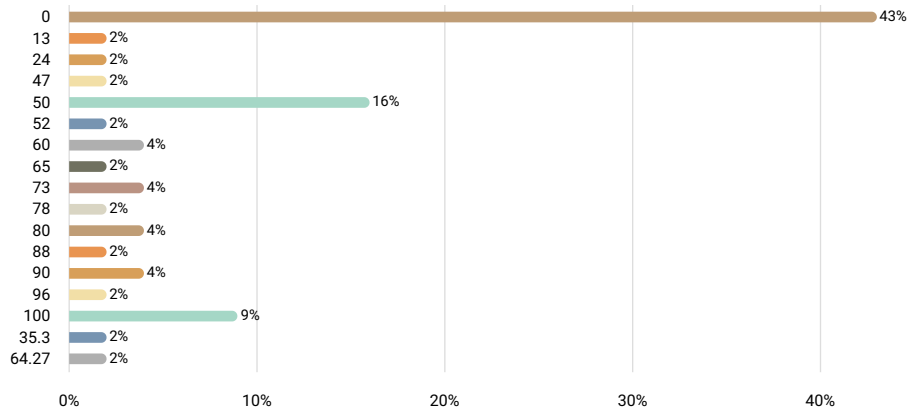
Statistics	
10th percentile	0
25th percentile	50
50th percentile	65
75th percentile	80
90th percentile	100
Mean	61.09
Median	65
Standard deviation	29.01
Total/sum	4,215.24

5.17. Vision Coverage Percentage Paid By Employer (Annual)

Answered 56 times

Skipped 26 times

Number input



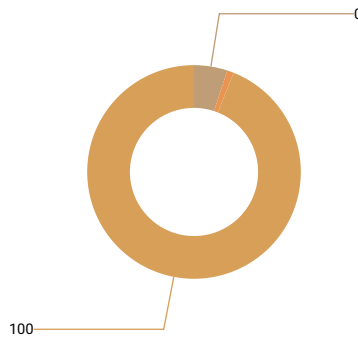
Statistics	
10th percentile	0
25th percentile	0
50th percentile	48.5
75th percentile	69
90th percentile	96
Mean	37.83
Median	48.5
Standard deviation	37.54
Total/sum	2,118.57

5.18. Life Insurance Percentage Paid By Employer (Annual)

Answered 73 times

Skipped 9 times

Number input



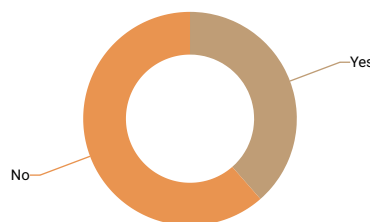
Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	94.11
Median	100
Standard deviation	23.08
Total/sum	6,870

5.19. Do you offer any health and fitness incentives?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	37%	30
No	59%	48

5.20. Please describe your health and fitness incentives.

Answered 29 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"

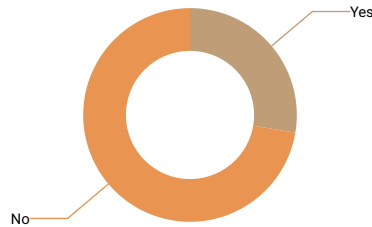
Results	
free gym membership for ee	1
will reimburse \$25/month to employees that visit a gym 4 or more times per month.	1
walking step bonus	1
incentives for non-smoker and for getting a wellness physical annually	1
virgin pulse	1
if the employee works out at least 12 times a month they receive \$30.	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
participants in our wellness program receive lower medical rates	1
wellness program with gift card incentive for annual physical and dental checkup.	1
keeping up with daily steps and sleep patterns. recording annual health care visits and vaccinations.	1
virgin pulse program. up to 600.00 annually for achieving healthy objectives. 200.00 for spouse/partner.	1
pto days and cash bonuses, for people that lose most weight during a prescribed period.	1
benefit-eligible associates can earn up to \$300 in choose well credits, which are lump sum taxable dollars applied directly to your paycheck. medical plan contribution discount for 2022; save up to \$600 per year if you enroll in a kohler medical plan (up to \$1200 per year if you have an enrolled spouse and both participate)	1
wellness incentive for completing an annual health screening/physical with a doctor. employees receive \$200 into an fsa or \$500 into an hsa, spouses also eligible for incentive. must be covered by company medical plan because that is how it is tracked.	1
wellness checks (once per year) with principal - individual receives a stipen (\$50) for submitting qualifying wellness check	1
discount at local gym.	1
reimburse up to \$25 per month	1
health/wellness reimbursements	1
no upcharge when yearly check up completed	1
discount on health insurance if you have a physical with your doctor. also fun prizes for participation in wellness activities (t-shirts, etc.)	1
\$50 is deposited monthly into employee account to be used toward reimbursement of health and fitness related items purchased on or before 12/31. any unused balance does not roll over to the following year.	1
livewell program	1
discounted premium rate for wellness program	1
up to \$300 annually based on activities and achievement of points	1
employees get a discount on their health insurance by getting an annual check-up and by certifying that they are non-tobacco users	1
discount on fitness center memberships	1
pay 1/2 of basic gym membership provided employee visits gym a minimum of 3 times per month	1
member of the active and fit group. fitness centers can only charge our employees \$25 per month for monthly membership	1
up to \$200 available annually for various health and fitness activities	1

5.21. Does your company have a severance policy?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	21
No	68%	56

5.22. Please describe your severance policy criteria.

Answered 18 times

Skipped 3 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
based on years of service	1
length of service	1
at least two weeks	1
must be a salaried employee.	1
for salary only, on an individual basis	1
1 year of service with the company to qualify.	1
1 week of pay for each year of service up to a max of 26 weeks.	1
severance is paid when a position is eliminated or other extenuating circumstances exist. severance is 2 weeks of pay per year of employment.	1
1 week of pay based on each year of service	1
2 week non-compete severance package if notice is given.	1
depending on seniority/position	1
non-executive - one week for each completed year of service with a minimum of 2 weeks and maximum of 6 weeks with less than 10 years and 10 weeks for more than 10 years of service. executive - one week for each completed year of service with a minimum of 6 weeks and a maximum of 24 weeks. must have completed 2 years of service to be eligible.	1
based upon position and service	1
seniority	1
depending on the person/position and situation. 2 weeks severance	1
employees are paid a severance based on their number of years of service.	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

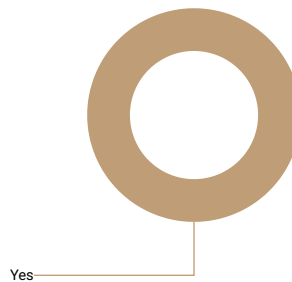
6. Medical Coverage

6.1. Does your company offer medical coverage?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	82
No	0%	0

6.2. Type of Medical Coverage Plan(s) Offered

Answered 79 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
PPO	78
HMO	2
EPO	0
POS	0
HDHP	29

6.3. Medical Coverage Plan Provider(s)

Answered 81 times

Skipped 1 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	5
Blue Cross Blue Shield	69
Cigna	6
Humana	0
United Healthcare	3
Viva Health	0
Other Not Listed	4

6.4. When do employees become eligible for coverage?

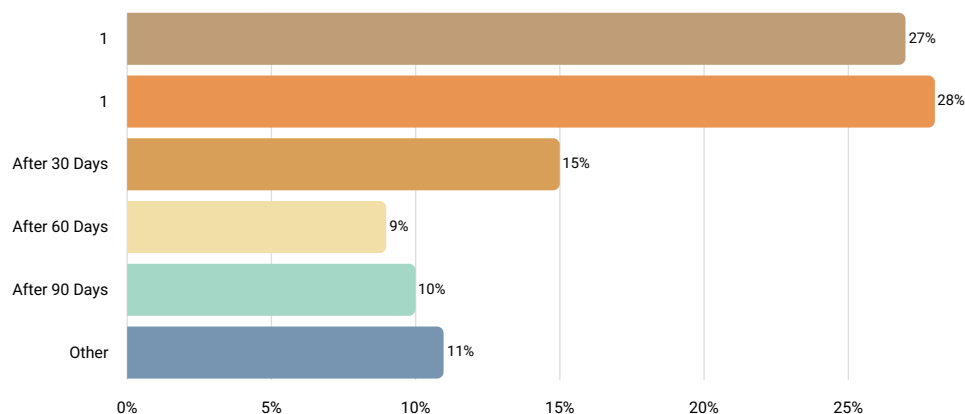
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
1st Day of Employment	27%	22
1st of Month After Date of Hire	28%	23
After 30 Days	15%	12
After 60 Days	9%	7
After 90 Days	10%	8
Other	11%	9

6.5. Other Eligibility Period

Answered 8 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
first day of month following 30 days of employment	1
1st of the month following 30 days of employment	1
1st of month following the 60th day	1
1st of month following 60 days after hire date but before 91st	1
1st of month following 30 days of employment	1
beginning of 2nd full calendar month of employment	1
1st of the month following 30 day from hire date	1
management only	1

6.6. Deductible Amount

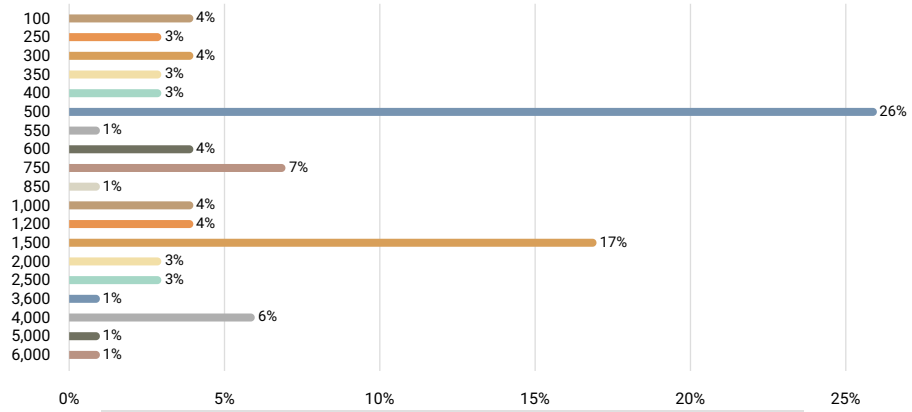
Answered 69 times

Skipped 13 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	300
25th percentile	500
50th percentile	750
75th percentile	1,500
90th percentile	3,600
Mean	1,207.97
Median	750
Standard deviation	1,227.76
Total/sum	83,350

6.7. Copay Amount (after deductible)

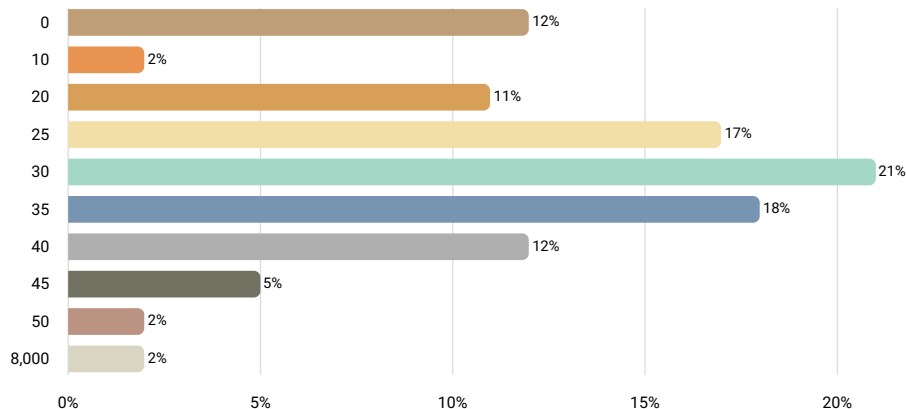
Answered 66 times

Skipped 16 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	0
25th percentile	25
50th percentile	30
75th percentile	35
90th percentile	40
Mean	148.03
Median	30
Standard deviation	981.46
Total/sum	9,770

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

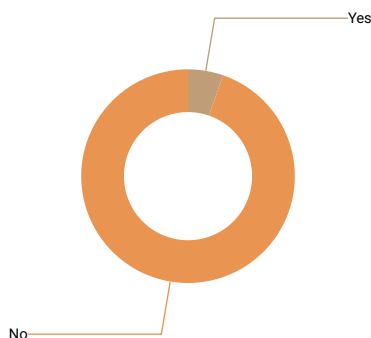
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	5%	4
No	89%	73

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

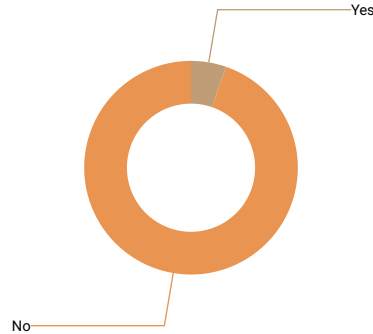
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	5%	4
No	89%	73

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

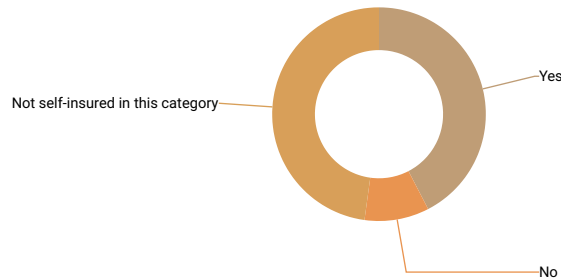
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	39%	32
No	9%	7
Not self-insured in this category	44%	36

6.11. Is there a tobacco use surcharge?

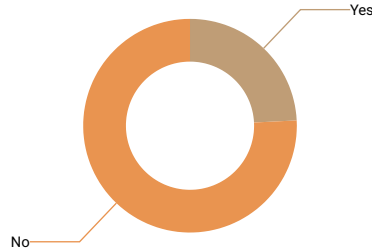
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	23%	19
No	72%	59

6.12. Do you offer medical coverage for domestic partners?

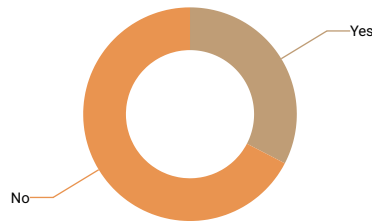
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	30%	25
No	62%	51

6.13. What are the requirements for receiving coverage?

Answered 20 times

Skipped 11 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Do you offer medical coverage for domestic partners?" has Selected button "Yes"

Results	
proof of residence with employee	1
common law partners	1
proper paper work	1
work full time, eligible after 90 days	1
must meet the definition of domestic partner based on the state of residence	1
married or same dwelling or joint taxes	1
have to prove they are married	1
must be married.	1
spouse or registered domestic partner	1
proof of relationship	1
registered partner of same or opposite sex	1
complete and attestation and provide documents showing joint ownership.	1
legal	1
proof of dependency	1
employee must sign affidavit attesting to the domestic partner relationship and provide documentation supporting the relationship (such as rental agreement, mortgage, or lease listing both as tenants/mortgagees plus one of following: property tax receipt, homeowner's or renters insurance, church tithing statement, automobile title or registration listing co-owners, loan agreement showing both names as co-borrowers, credit card statements listing both names as cardholders, 2 separate current billings, one in each spouse's name sent to the same address, or current car title or registration for each spouse's car showing the same address).	1
affidavit	1
proof of domestic partners are live at same address, bills in both names, mortgage in both names, etc.	1
legally married	1
marriage certificate	1
registered domestic partnership in a state or jurisdiction that recognizes domestic partnerships	1

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

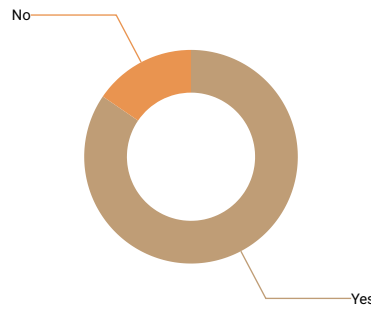
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	82%	67
No	15%	12

6.15. Is there a spousal surcharge?

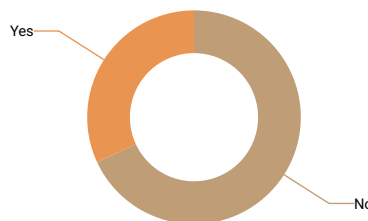
Answered 70 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
No	64%	45
Yes	30%	21

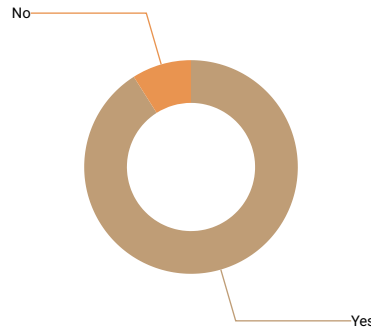
7. Prescription Drug Plan

7.1. Does your company offer a Prescription Drug Plan?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	91%	75
No	9%	7

7.2. Type of Prescription Plan(s) Offered

Answered 70 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	62
80/20	9
Other	4

7.3. Prescription Plan Provider(s)

Answered 73 times

Skipped 2 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	3
Anthem	1
Blue Cross Blue Shield	42
Cigna	6
CVS Caremark	8
Humana	0
United Healthcare	1
Viva Health	0
Other	16

7.4. Other Prescription Plan Provider

Answered 15 times

Skipped 3 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	4
proact	2
rx benefits	1
escripts	1
optum rx	1
some common prescriptions are free through our wellness clinic.	1
proact / paydhealth	1
optumrx	1
rxbenefits	1
megallan	1
rx benefits - express script	1

7.5. When do employees become eligible for coverage?

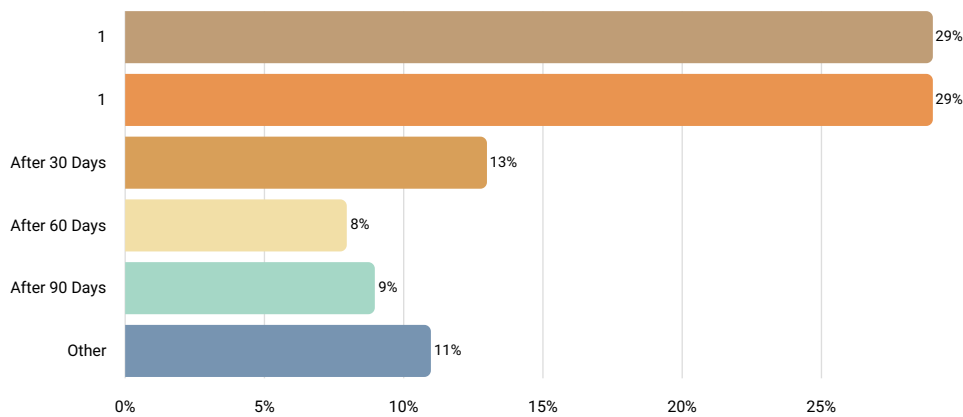
Answered 75 times

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	29%	22
1st of Month After Date of Hire	29%	22
After 30 Days	13%	10
After 60 Days	8%	6
After 90 Days	9%	7
Other	11%	8

7.6. Other Eligibility Period

Answered 7 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

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

Results	
first day of month following 30 days of employment	1
1st of the month following 30 days of employment	1
1st of month following the 60th day	1
1st of month following 60 days after hire date but before 91st	1
1st of month following 30 days of employment	1
beginning of 2nd full calendar month of employment	1
1st of the month following 30 days from hire date	1

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

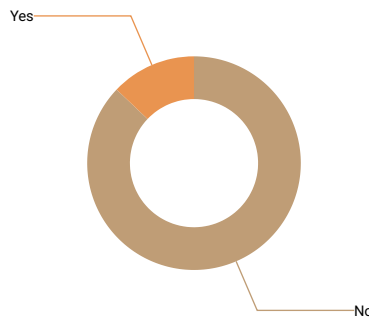
Answered 75 times

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	81%	61
Yes	12%	9

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

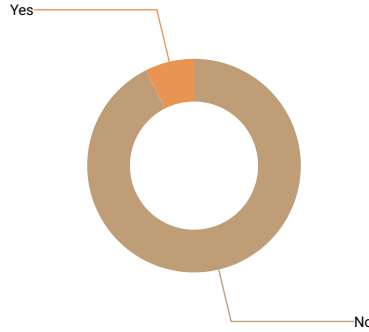
Answered 75 times

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	87%	65
Yes	7%	5

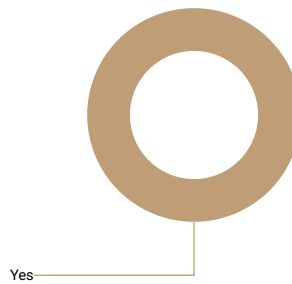
8. Dental Coverage

8.1. Does your company offer Dental Coverage?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	82
No	0%	0

8.2. Type(s) of Dental Coverage Offered

Answered 75 times

Skipped 7 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	71
DHMO	4
Other	2

8.3. Dental Plan Provider(s)

Answered 80 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	4
Blue Cross Blue Shield	26
Cigna	4
Concordia	1
Delta Dental	24
Metlife	4
Principal	8
United Healthcare	1
Other	12

8.4. Other Dental Plan Provider

Answered 12 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

Results	
guardian	3
unum	2
the standard	2
standard insurance	1
dentemax	1
southland	1
unum (starmount/always care benefits)	1
ameritas	1

8.5. When do employee become eligible for coverage?

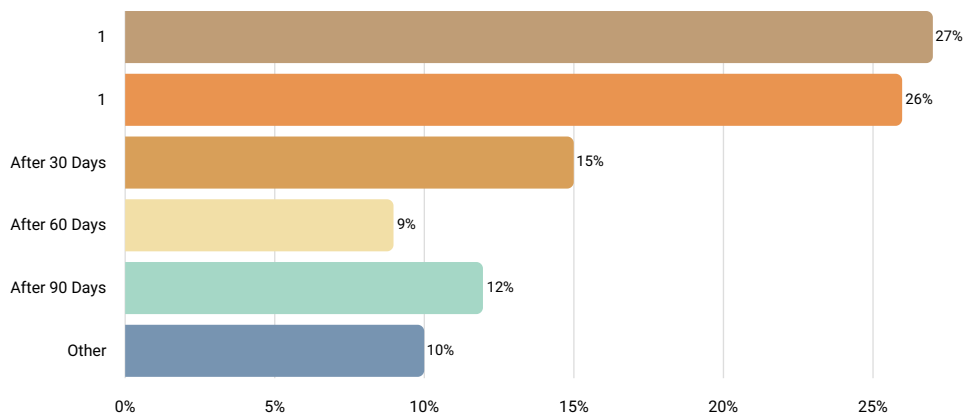
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
1st Day of Employment	27%	22
1st of Month After Date of Hire	26%	21
After 30 Days	15%	12
After 60 Days	9%	7
After 90 Days	12%	10
Other	10%	8

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

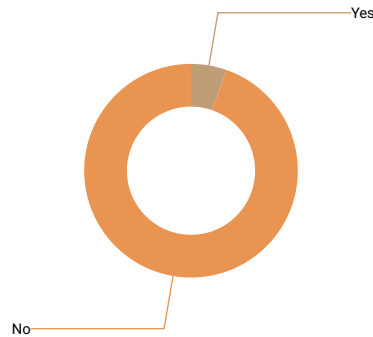
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	5%	4
No	88%	72

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

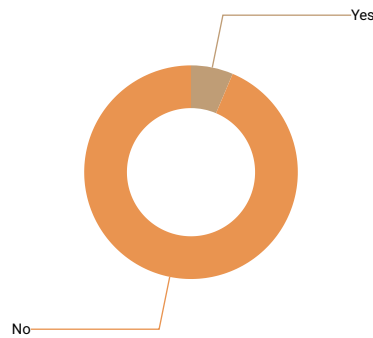
Answered 82 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	6%	5
No	88%	72

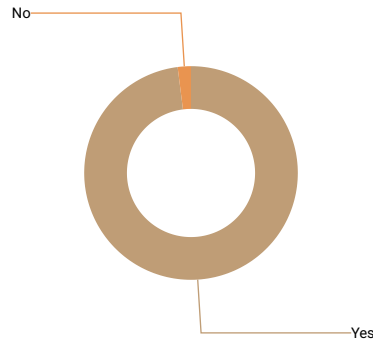
9. Vision Coverage

9.1. Does your company offer Vision Coverage?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	80
No	2%	2

9.2. Vision Plan Provider(s)

Answered 80 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Aetna	0
Blue Cross Blue Shield	7
Cigna	1
Eyemed	14
Guardian	3
Humana	0
Metlife	1
Principal	6
Superior Vision	4
United Healthcare	4
VSP	42
Other	7

9.3. Other Vision Plan Provider

Answered 7 times

Skipped 0 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	
vision benefis of america	1
vsp	1
mutual of omaha	1
davis vision direct	1
avesis	1
davis vision	1
unum (starmount/always care benefits)	1

9.4. When do employees become eligible for coverage?

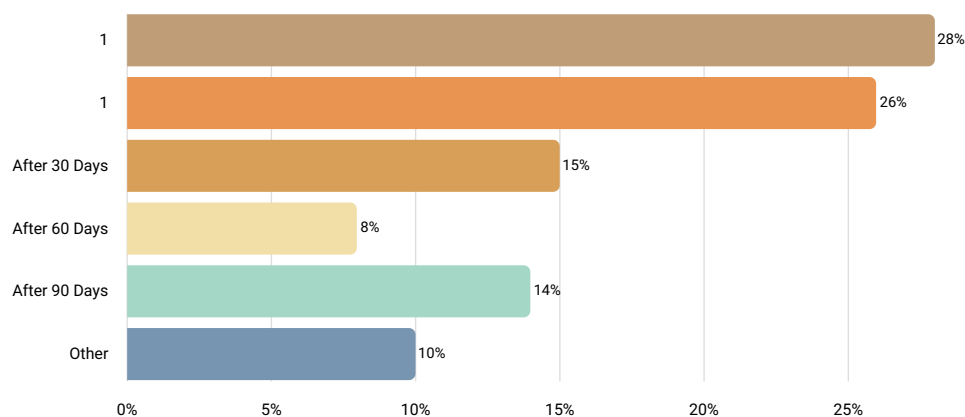
Answered 80 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results		%	N
1st Day of Employment		28%	22
1st of Month After Date of Hire		26%	21
After 30 Days		15%	12
After 60 Days		8%	6
After 90 Days		14%	11
Other		10%	8

9.5. Other Vision Eligibility Period

Answered 7 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"
- "When do employees become eligible for coverage?" has Selected button "Other"

Results	
1st of month following 30th day of employment	1
1st of the month following 30 days of employment	1
1st of the month following the 60th day	1
1st of month following 60 days after hire date but before 91st day	1
1st of month following 30 days of employment	1
beginning of 2nd full calendar month of employment	1
1st of the month following 30 days from hire date	1

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

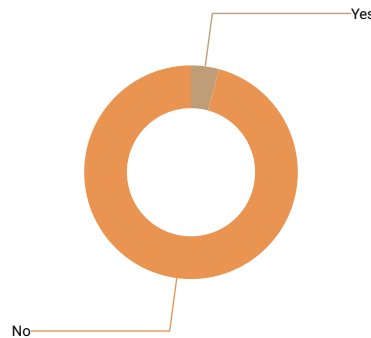
Answered 80 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	4%	3
No	90%	72

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

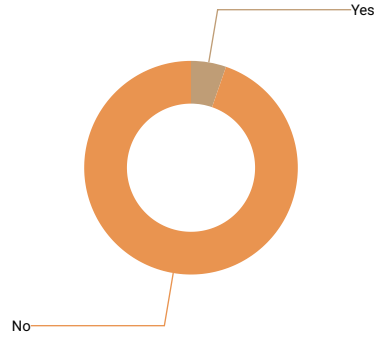
Answered 80 times

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	5%	4
No	89%	71

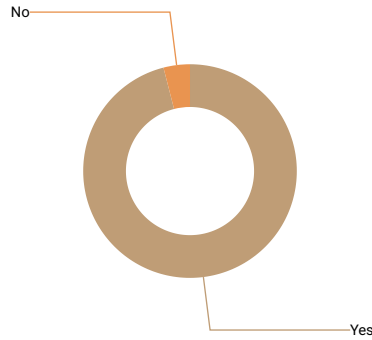
10. Life Insurance

10.1. Does your company offer Life Insurance?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	96%	79
No	4%	3

10.2. Type(s) of Life Insurance Offered

Answered 73 times

Skipped 6 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	64
Whole Life Insurance	10
Other	4

10.3. Coverage Amount

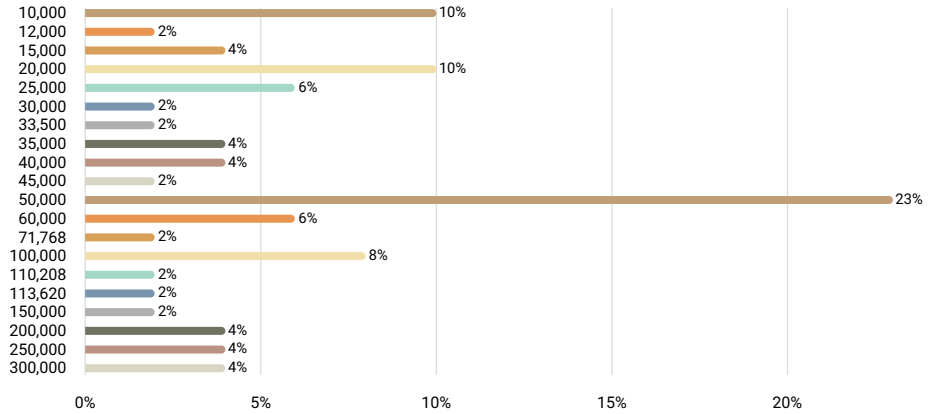
Answered 52 times

Skipped 27 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	12,000
25th percentile	22,500
50th percentile	50,000
75th percentile	85,884
90th percentile	200,000
Mean	70,213.38
Median	50,000
Standard deviation	73,673.42
Total/sum	3,651,096

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

Answered 77 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Yes, Self	68
Yes, Spouse/Partner	71
Yes, Dependents	73

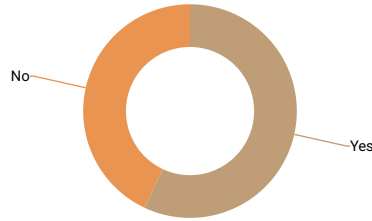
11. Health Spending/Savings Account

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	57%	47
No	43%	35

11.2. Is this benefit earned or given?

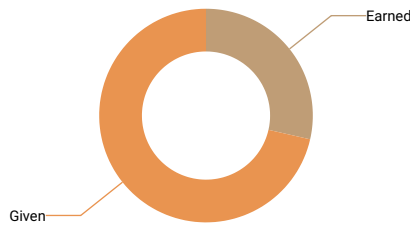
Answered 47 times

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	28%	13
Given	70%	33

11.3. What is required for eligibility?

Answered 13 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	11
FTE Status	5
Other	0

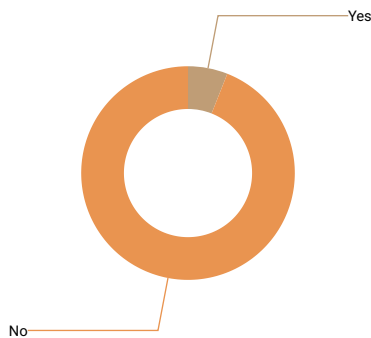
12. Pension Plan (Defined Benefit)

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	6%	5
No	94%	77

12.2. When do employees become eligible?

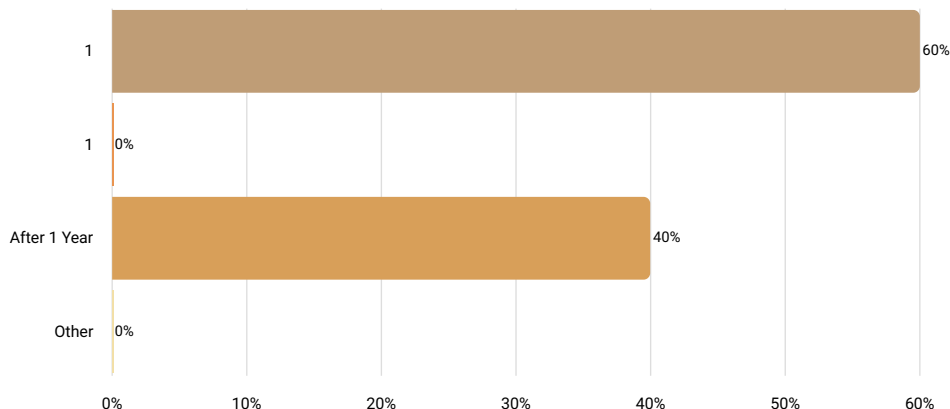
Answered 5 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
1st Day of Employment	60%	3
1st of Month After Date of Hire	0%	0
After 1 Year	40%	2
Other	0%	0

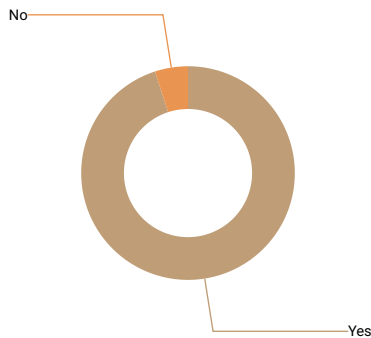
13. 401(k) Plan

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	78
No	5%	4

13.2. When do employees become eligible?

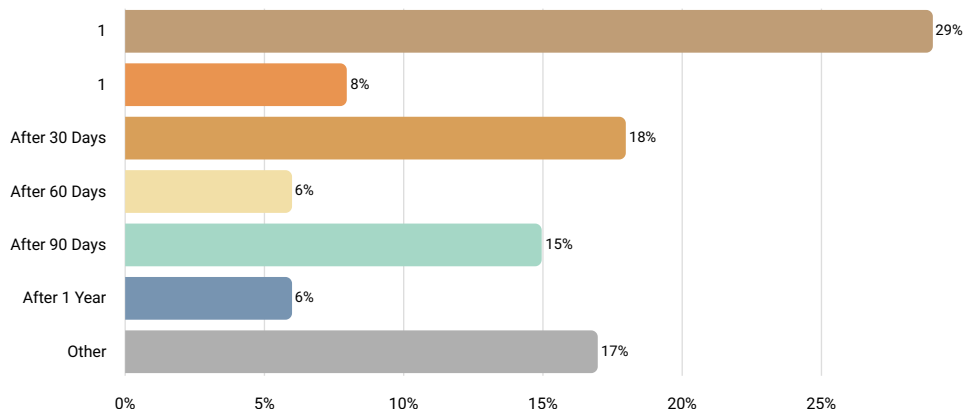
Answered 78 times

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	29%	23
1st of Month After Date of Hire	8%	6
After 30 Days	18%	14
After 60 Days	6%	5
After 90 Days	15%	12
After 1 Year	6%	5
Other	17%	13

13.3. Other 401(k) Eligibility Period

Answered 12 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

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

Results	
after 6 months	3
1st of the month following 30 days of employment	1
after 6 months first opening quarter	1
6 months	1
plan entry date is on the first day of the month after eligibility requirements are met	1
after 1 year of service and attained age of 21	1
1st of month following 30 days of employment	1
1st of the month following 6 months from hire date	1
1st of quarter following 6 months of service	1
after 6 months with enrollment dates in july and jan	1

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

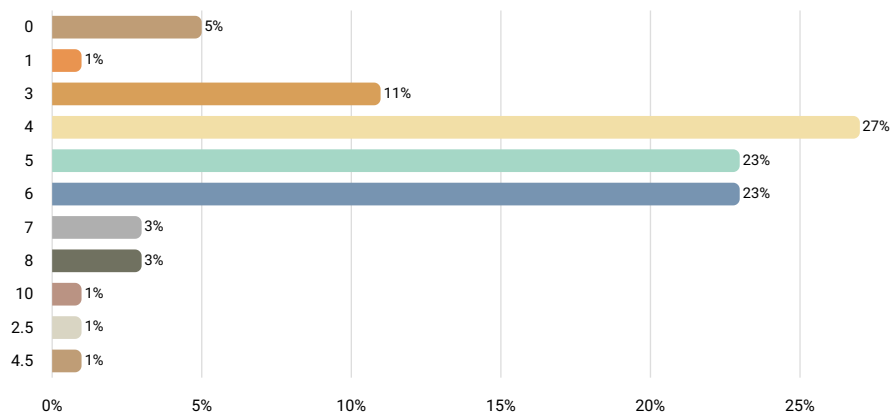
Answered 74 times

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	5
75th percentile	6
90th percentile	6
Mean	4.58
Median	5
Standard deviation	1.77
Total/sum	339

13.5. Is there a vesting period for employer contributions?

Answered 78 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	51%	40
No	47%	37

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

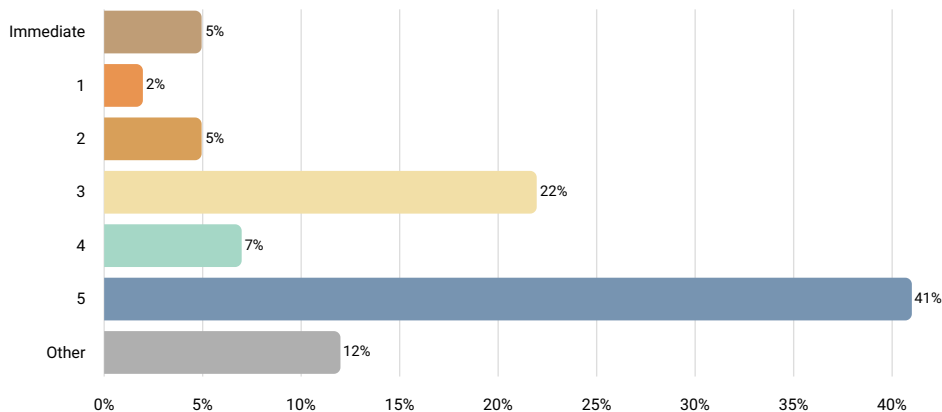
Answered 41 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Immediate	5%	2
1 Year	2%	1
2 Years	5%	2
3 Years	22%	9
4 Years	7%	3
5 Years	41%	17
Other	12%	5

13.7. Is there a vesting schedule?

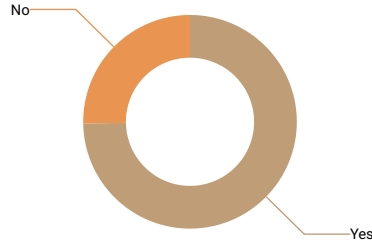
Answered 41 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	71%	29
No	24%	10

13.8. Describe the vesting schedule.

Answered 27 times

Skipped 4 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	
0-1 years 20%; 1-2 years 40%; 2-3 years 60%; 3-4 years 80%; 4-5+ 100%	1
1 year 20% - 2 years 40% - 3 years 60% - 4 years 80% - 5 years 100%	1
2 years 20%, 3 years 40%, 4 years 60%, 5 years 80% and 6 years 100%	1
1 yr - 20%, 2 - 40%, 3 - 60%, 4 - 80%, 5 - 100%	1
less than 2 years - 0% 2 years but less than 3 - 50% 3 years but less than 4 - 60% 4 years but less than 5 - 75% 5 years or more -100%	1
based on years of service	1
20% after 1 year, 40% after 2 years, 60% after 3 years, 80% after 4 years, 100% after 5 years of service.	1
1 yr 20%, 2 yr 40%. 3 yr 60%, 4 yr 80%, 5+ yrs 100%	1
4 years, 25% each year	1
tiered up to 6 years	1
2 year cliff	1
employees are fully vested after 2 years with 1000 hours worked in each year.	1
20% after 1 year 40% after 2 years 60% after 3 years 80 % after 4 years 100% at 5 years	1
after 1 year 0% after 2 years 20% after 3 years 40% after 4 years 60% after 5 years 80% after 6 years 100%	1
20% per year for 5 years	1
under 2 years 0% 2 years 20% 3 years 40% 4 years 60% 5 or more 100%	1
20% per year	1
33.3% each year	1
20% each year; employees 60+ are automatically 100% vested	1
0-2 year 0% / 2 yrs20% /3 yrs 40% / 4 yrs 60% / 5 yrs 80% / 6 yrs 100%	1
5 years	1
20% each year	1
2 years 20%, 3 years 40%, 4 years 60%, 5 years 80%, 6 years 100%	1
20% per year.	1
25% after each year continuous service; fully vested after 4 years continuous service	1
0-2 years = 25%, 3+ years = 100%	1
25% each year	1

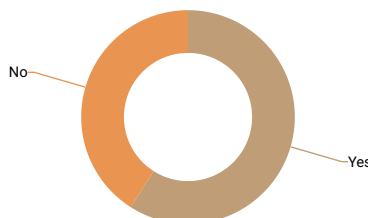
14. PTO (Paid Time Off)

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	59%	48
No	41%	34

14.2. Annual Amount of PTO in Days

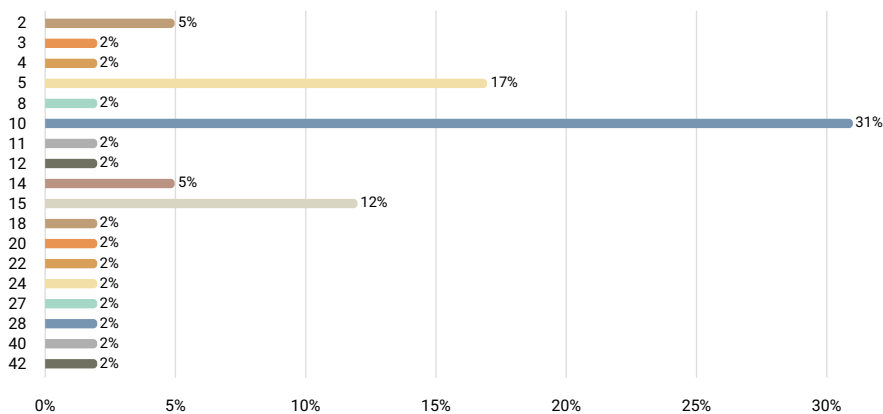
Answered 42 times

Skipped 6 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	5
25th percentile	5
50th percentile	10
75th percentile	15
90th percentile	24
Mean	12.64
Median	10
Standard deviation	8.97
Total/sum	531

14.3. How is PTO accrued?

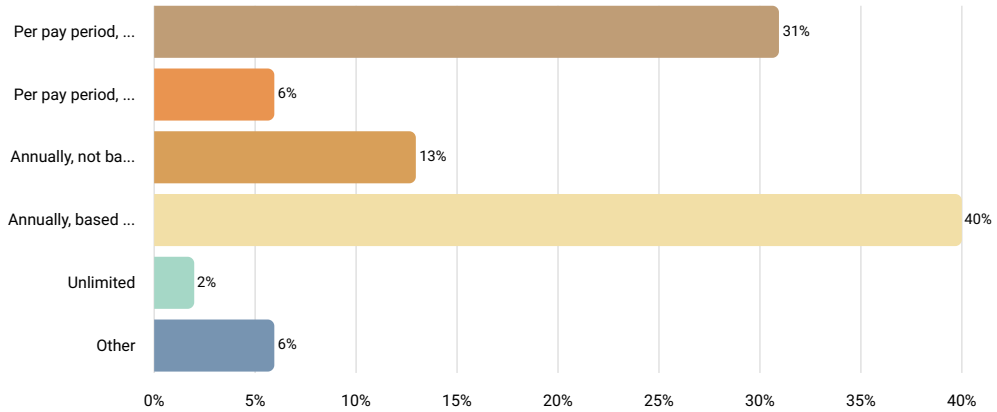
Answered 48 times

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	31%	15
Per pay period, based on hours worked	6%	3
Annually, not based on years of service	13%	6
Annually, based on years of service	40%	19
Unlimited	2%	1
Other	6%	3

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

Answered 41 times

Skipped 7 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Sick Leave	10
Vacation	11
Holidays	31
Personal Leave	15

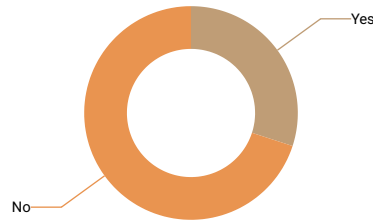
15. Sick Leave

15.1. Does your company offer Sick Leave?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	30%	25
No	70%	57

15.2. Annual Amount of Sick Leave in Days

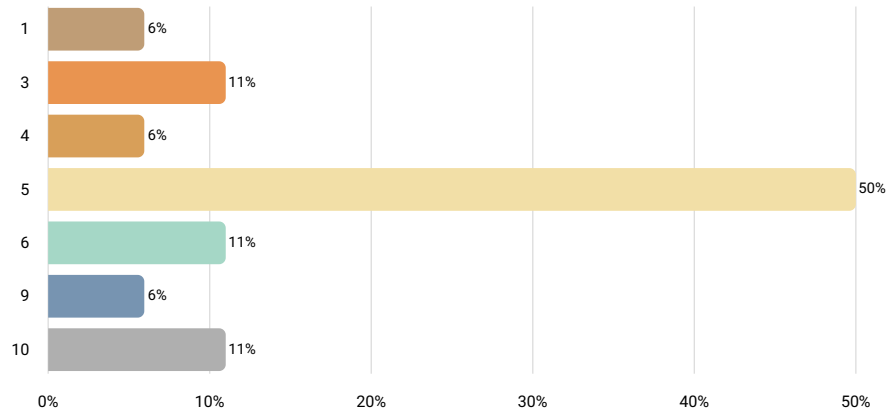
Answered 18 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	3
25th percentile	5
50th percentile	5
75th percentile	6
90th percentile	10
Mean	5.39
Median	5
Standard deviation	2.3
Total/sum	97

15.3. How is Sick Leave accrued?

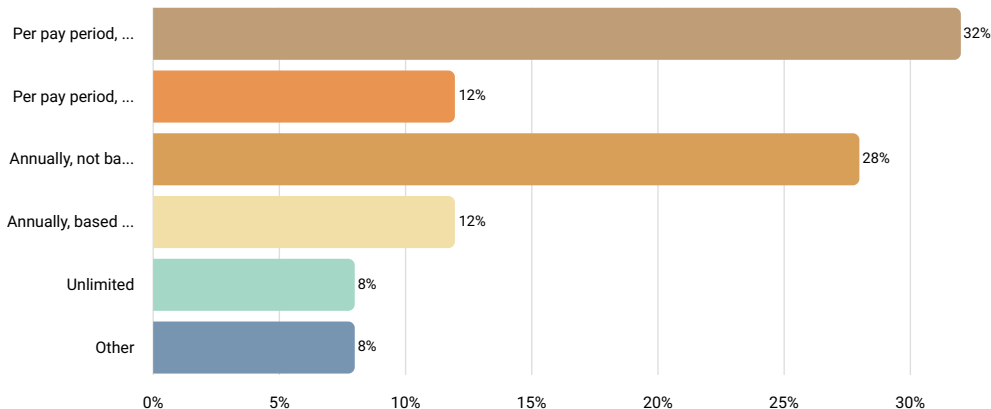
Answered 25 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Per pay period, flat rate	32%	8
Per pay period, based on hours worked	12%	3
Annually, not based on years of service	28%	7
Annually, based on years of service	12%	3
Unlimited	8%	2
Other	8%	2

15.4. Paid out at termination?

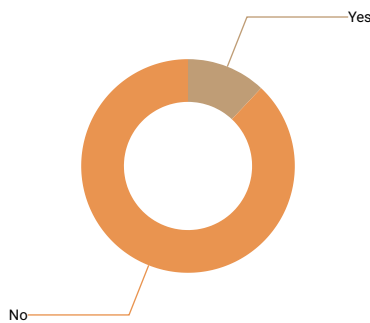
Answered 25 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	12%	3
No	88%	22

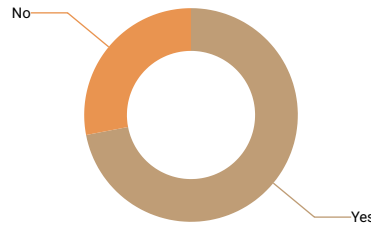
16. Vacation

16.1. Does your company offer Vacation Leave?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	72%	59
No	28%	23

16.2. Annual Amount of Vacation Leave in Days

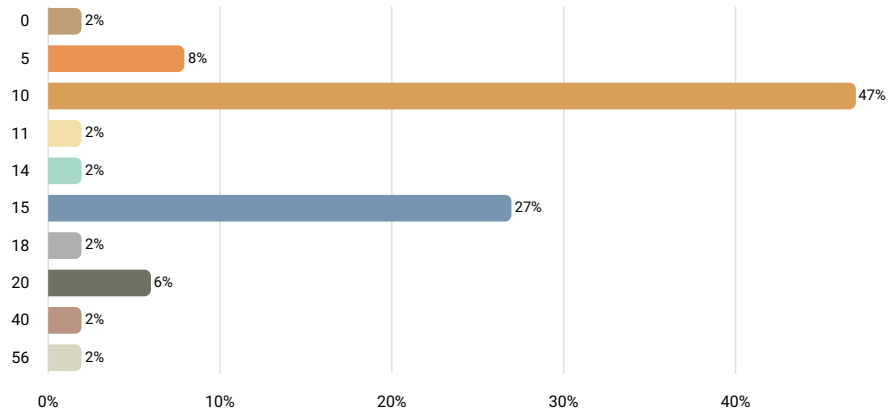
Answered 49 times

Skipped 10 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	5
25th percentile	10
50th percentile	10
75th percentile	15
90th percentile	20
Mean	13.14
Median	10
Standard deviation	8.46
Total/sum	644

16.3. How is Vacation Leave accrued?

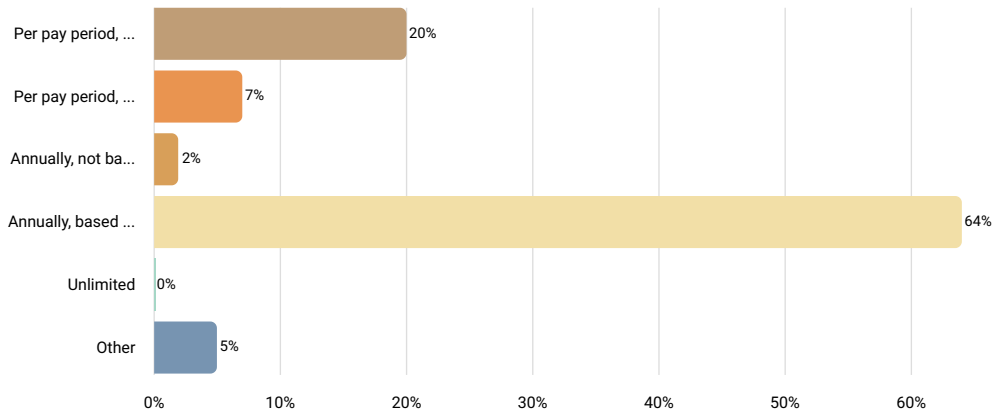
Answered 59 times

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	20%	12
Per pay period, based on hours worked	7%	4
Annually, not based on years of service	2%	1
Annually, based on years of service	64%	38
Unlimited	0%	0
Other	5%	3

16.4. Paid out at termination?

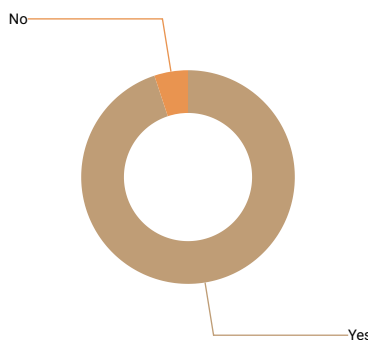
Answered 59 times

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	93%	55
No	5%	3

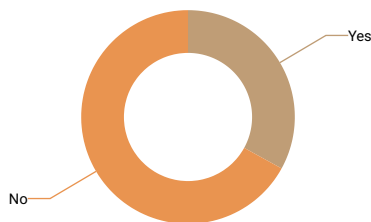
17. Personal Leave

17.1. Does your company offer Personal Leave?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	33%	27
No	67%	55

17.2. Annual Amount of Personal Leave in Days

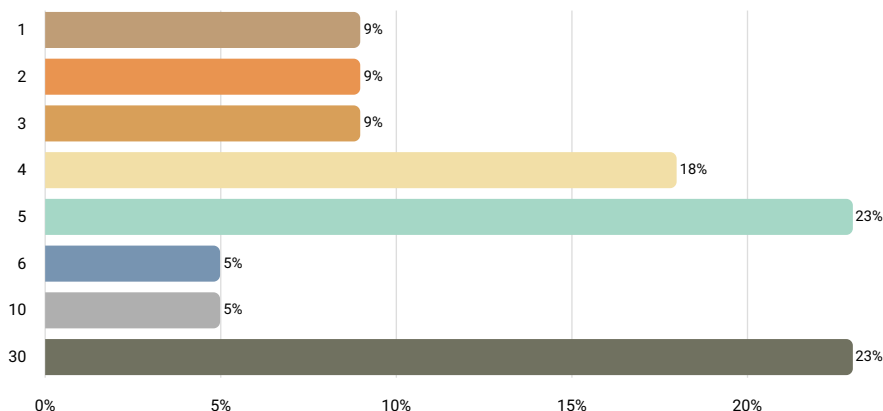
Answered 22 times

Skipped 5 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	5
75th percentile	10
90th percentile	30
Mean	9.95
Median	5
Standard deviation	11.28
Total/sum	219

17.3. How is Personal Leave accrued?

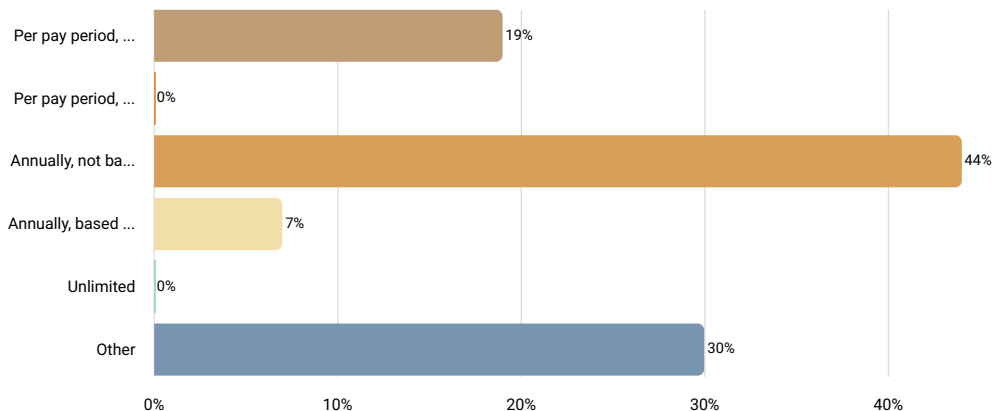
Answered 27 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Per pay period, flat rate	19%	5
Per pay period, based on hours worked	0%	0
Annually, not based on years of service	44%	12
Annually, based on years of service	7%	2
Unlimited	0%	0
Other	30%	8

17.4. Other Personal Leave Accrual Rate

Answered 6 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
up to 30 days max unpaid	1
this is based on an as need basis - unpaid	1
must be hired 30 days. only one personal leave every 2 years	1
quarterly	1
bereavement leave - five days for immediate family	1
not accrued and is unpaid	1

17.5. Paid out at termination?

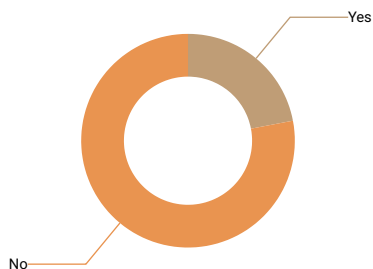
Answered 27 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	22%	6
No	78%	21

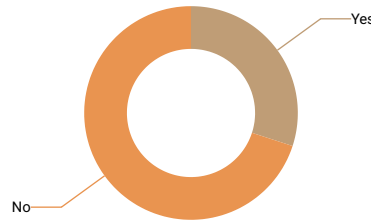
18. Paid Family Leave

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	30%	25
No	70%	57

18.2. Annual Amount of Paid Family Leave in Weeks

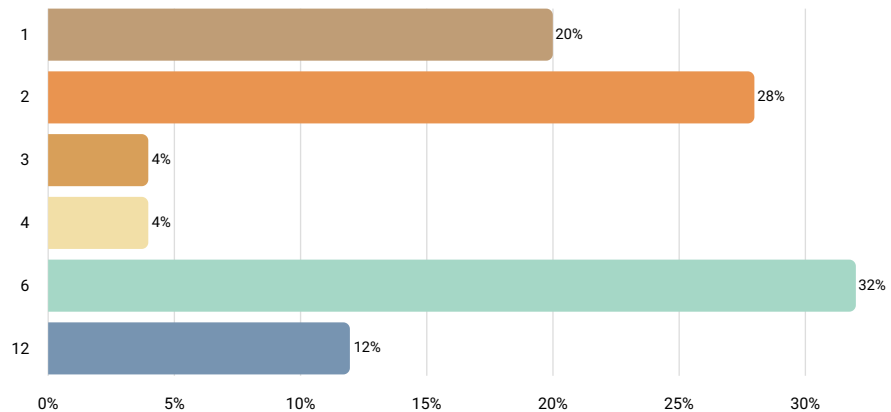
Answered 25 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	12
Mean	4.4
Median	3
Standard deviation	3.5
Total/sum	110

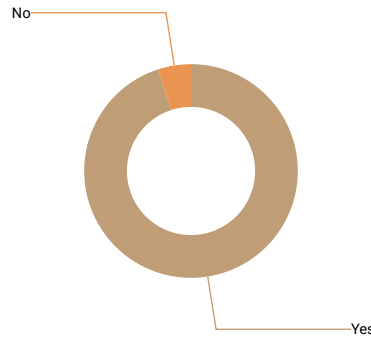
19. Short-term Disability

19.1. Does your company offer Short-Term Disability?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	78
No	5%	4

19.2. Short-term Disability Coverage Amount

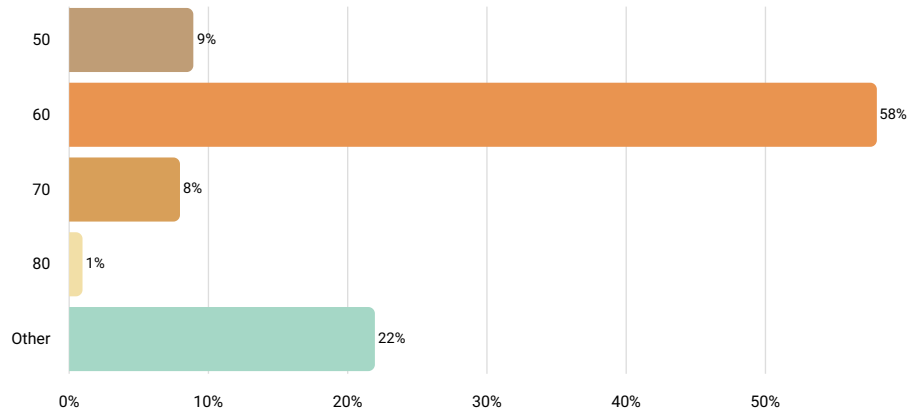
Answered 78 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
50% of Income	9%	7
60% of Income	58%	45
70% of Income	8%	6
80% of Income	1%	1
Other	22%	17

19.3. Other Short-term Disability Coverage Amount

Answered 15 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 Amount" has Selected button "Other"

Results	
66 2/3%	1
\$525 weekly for hourly	1
100% first 8 weeks, 60% up to 26 weeks.	1
75% of base salary	1
0-9 years of service - 60% of base pay / 10+ years of service 100% of base pay	1
50% less than year of service. 100% after year of service	1
60% of base pay, maximum of \$350 per week	1
66.66	1
80% after 13 weeks	1
based on years of service	1
100%	1
tiered up to 100%	1
based on years of service. less than 1 yr - 3 yrs = 8 wks @ 100% & 17 wks @ 60%; 4 yrs = 10 wks @ 100% & 15 wks @ 60%; 5 yrs = 12 wks @ 100% & 13 wks @ 60%; 6 yrs = 14 wks @ 100% & 11 wks @ 60%; 7 yrs = 16 wks @ 100% & 9 wks @ 60%; 8 yrs = 18 wks @ 100% & 7 wks @ 60%; 9 yrs = 22 wks @ 100% & 3 wks @ 60%; 10 years + = 25 wks @ 100%	1
\$150 weekly for hourly employees	1
66 2/3 %	1

19.4. Coverage Waiting Period Days

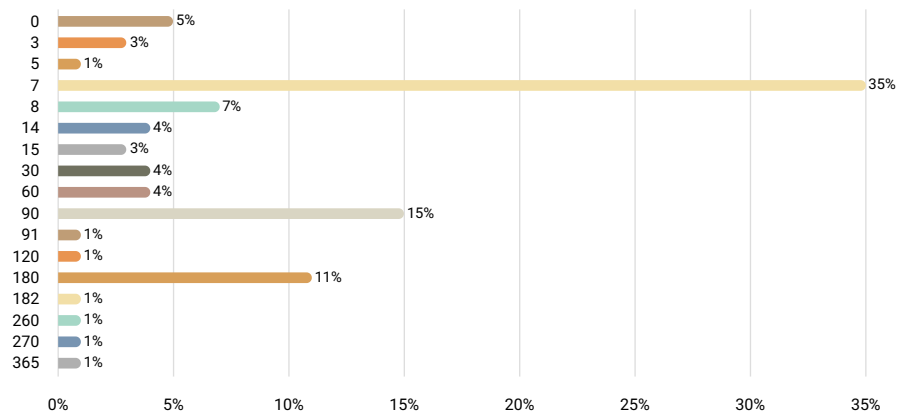
Answered 74 times

Skipped 4 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	8
75th percentile	90
90th percentile	180
Mean	58.01
Median	8
Standard deviation	78.07
Total/sum	4,293

19.5. Short-term Disability Coverage Term

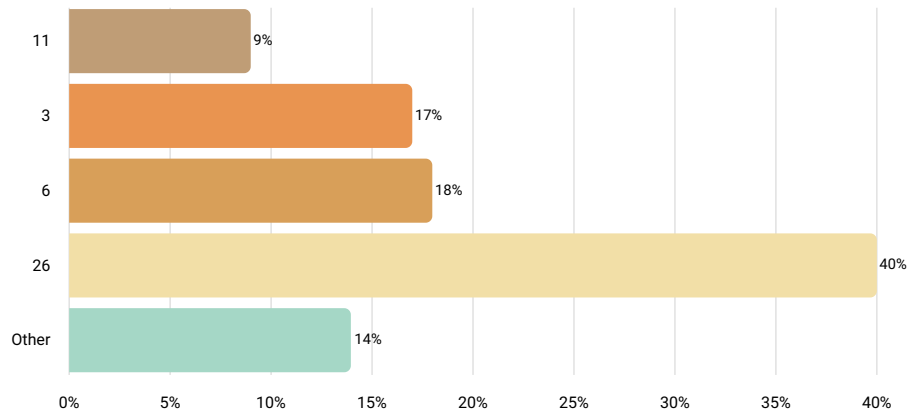
Answered 78 times

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	9%	7
3 months	17%	13
6 months	18%	14
26 weeks	40%	31
Other	14%	11

19.6. Other Short-term Disability Coverage Term

Answered 9 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	N
13 weeks	6
12 weeks	2
60 weeks (for full-time hourly employees)	1

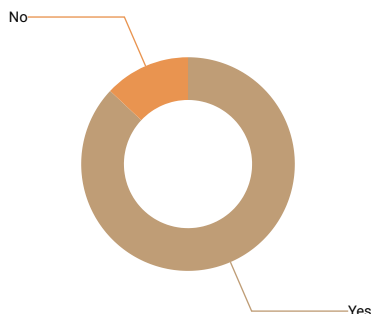
20. Long-term Disability

20.1. Does your company offer Long-Term Disability?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	87%	71
No	13%	11

20.2. Long-term Disability Coverage Amount

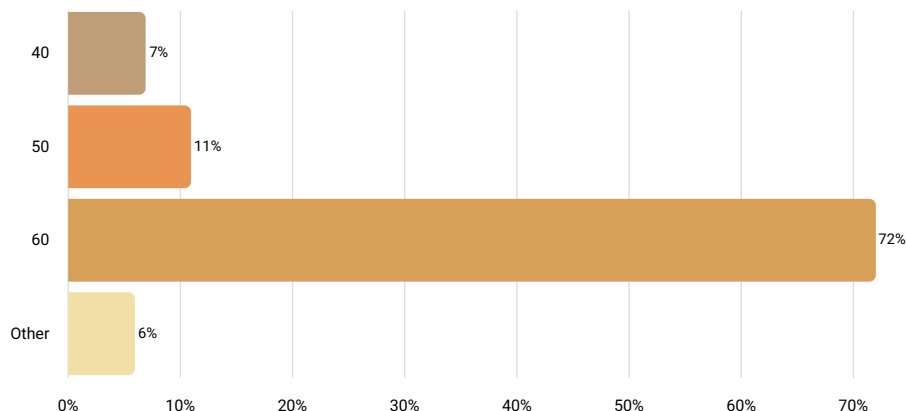
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
40% of Income	7%	5
50% of Income	11%	8
60% of Income	72%	51
Other	6%	4

20.3. Coverage Waiting Period Days

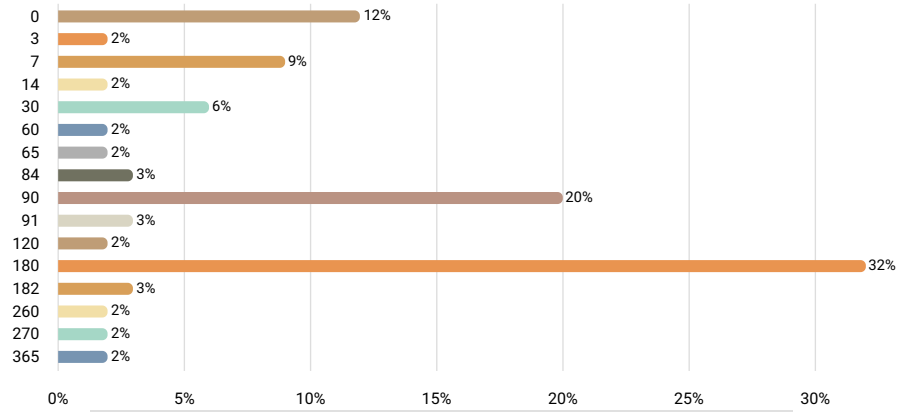
Answered 66 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	0
25th percentile	30
50th percentile	90
75th percentile	180
90th percentile	180
Mean	105.8
Median	90
Standard deviation	82.63
Total/sum	6,983

20.4. Long-term Disability Coverage Term

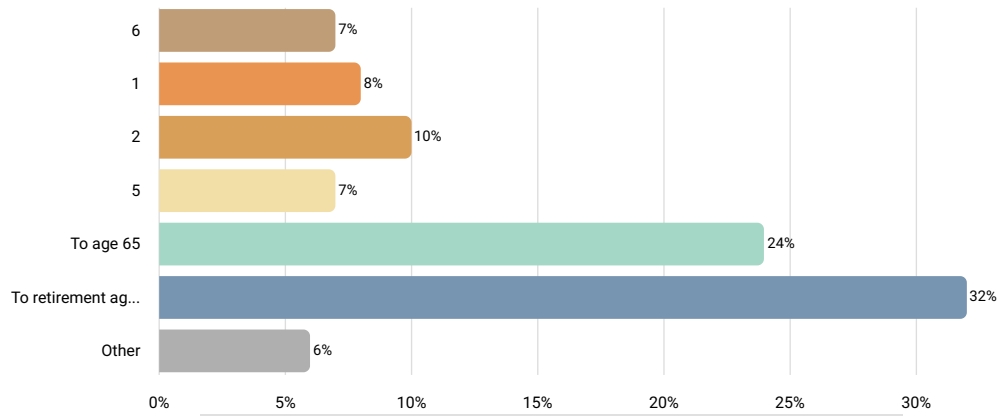
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
6 months	7%	5
1 year	8%	6
2 years	10%	7
5 years	7%	5
To age 65	24%	17
To retirement age	32%	23
Other	6%	4

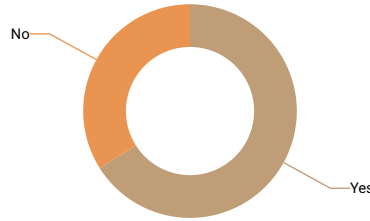
21. Education Assistance/Tuition Reimbursement

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

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	66%	54
No	34%	28

21.2. Education/Tuition Eligibility Requirements

Answered 53 times

Skipped 1 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	45
FTE	38
Minimum grade/score	41
Other	3

21.3. Percentage of Reimbursement

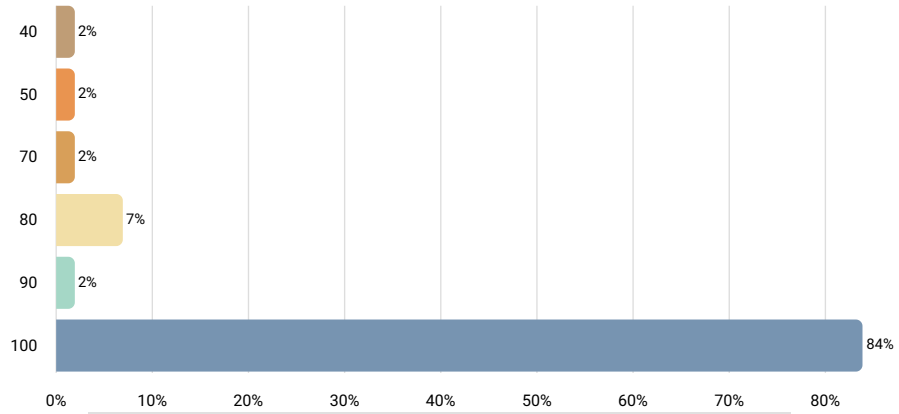
Answered 43 times

Skipped 11 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	80
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	95.12
Median	100
Standard deviation	13.16
Total/sum	4,090

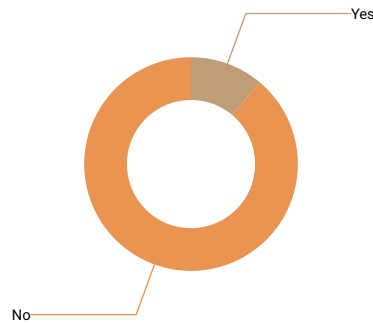
22. Flex-Time

22.1. Does your company offer Flex-Time?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	11%	9
No	88%	72

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

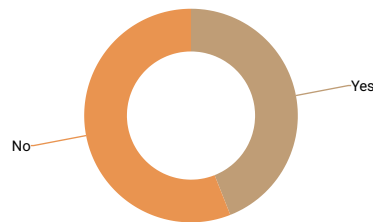
Answered 9 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	44%	4
No	56%	5

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

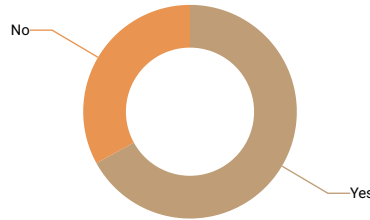
Answered 9 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	67%	6
No	33%	3

22.4. Describe your Flex-Time Policy.

Answered 6 times

Skipped 0 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	
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
depends on role	1
we offer flex schedules. 9 hour days with every other friday off and 10 hour days with every friday off.	1
per manager's discretion	1
non-manufacturing employees can alter their hours - manufacturing employees have the opportunity to change shifts	1

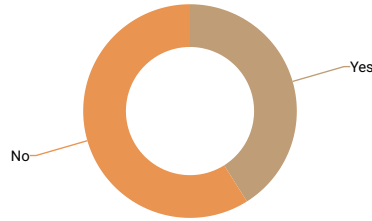
23. Remote/Telework

23.1. Does your company offer remote work, also referred to as telework?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	39%	32
No	56%	46

23.2. Please describe your remote/telework policy.

Answered 28 times

Skipped 4 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	
we have a mix of schedules including fully remote and hybrid.	1
for non-essential positions, approval by supervisor to work remote and we have hybrid	1
extremely limited for regional positions	1
remote/hybrid work is allowed dependent upon position; however, expectation to come onsite as needed	1
no formal policy yet. is used mostly in accounting/finance.	1
manager decision	1
dependent upon position	1
only drafting and some engineering jobs are hybrid/remote. very few hybrid jobs.	1
office personnel, typically customer service/ hr / sales / scheduling are allowed to work remotely if there are weather issues, child care issues, etc. its the acceptance, not the rule.	1
occasionally available with approval depending on work load, responsibilities, situation, etc.	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
we have no written policy. salaried and non-exempt office are allowed to work from home via internet with permission.	1
as needed based on employee circumstances.	1
fulltime telework is not an option but working remote periodically is allowed.	1
salaried (office staff): two remote days allowed per week	1
up to 50% with manager approval	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
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
manager discretion.	1
limited to positions not requiring face to face contact (positions accounting/purchasing)	1
remote work is available for certain positions; however, this is a small percentage.	1
only available to administrative/executive positions; remote work as needed	1
customer service and some office staff/management	1
for non-manufacturing employees - work from home 3 days in the office days, flexible schedule, or as needed	1
only when necessary	1
available with management approval based on business need	1

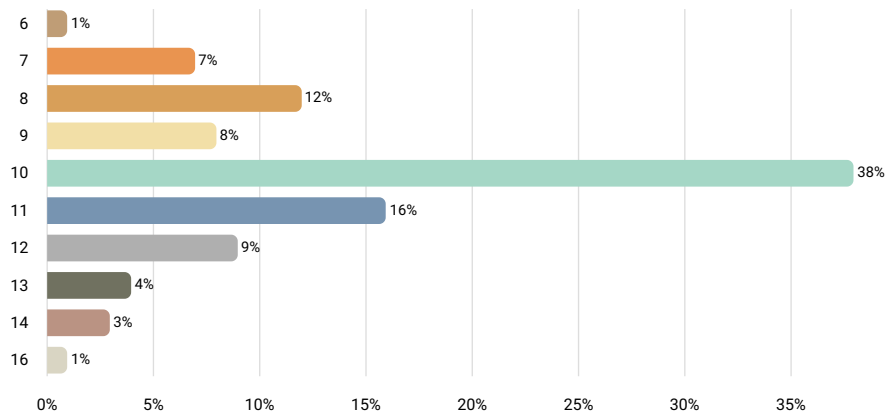
24. Holidays

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

Answered 74 times

Skipped 8 times

Number input



Statistics	
10th percentile	8
25th percentile	9
50th percentile	10
75th percentile	11
90th percentile	12
Mean	10.08
Median	10
Standard deviation	1.8
Total/sum	746

24.2. Annual Holidays Offered

Answered 82 times

Skipped 0 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	81
Martin Luther King, Jr. Day	20
Presidents' Day	9
Good Friday	45
Easter	2
Memorial Day	80
Independence Day	81
Labor Day	81
Veterans Day	6
Thanksgiving Day	82
Day after Thanksgiving	71
Christmas Eve	60
Christmas Day	82
New Year's Eve	39
Floating	32
Others Not Listed	27

24.3. List other holidays.

Answered 27 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	
birthday	2
juneteenth	2
floating	1
all days between christmas day and new years day	1
hourly birthday	1
floating holiday	1
columbus day, and juneteenth	1
2 personal holidays	1
2nd day at labor day, juneteenth	1
new year's eve day, personal day	1
entire week from christmas through new year's day	1
2 holidays during summer shutdown and 5 more shut down holidays during the last couple of weeks in december	1
1 flexible holiday determined and scheduled by company.	1
days between christmas and new years	1
personal holiday	1
we consider christmas eve through new years day holidays.	1
from christmas eve to after new years day	1
2 floating	1
shutdown holidays (4 total in july and december)	1
3 extra days during christmas	1
the rest of the holidays cover time at the end of the year when the facility closes.	1
2nd floating day	1
employee's birthday	1
july & december shutdown	1
the whole week between christmas and new year's eve	1

25. COVID-19 Impact

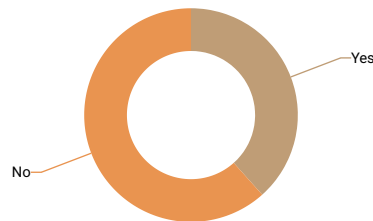
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25.1. Did your company make changes to operations/production, staffing, wages and/or benefits in 2021 as a result of the COVID-19 pandemic?

Answered 82 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	38%	31
No	61%	50

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

Answered 31 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	26
Layoffs/Furlough	9
Wage Changes	14
Benefits Changes	5

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

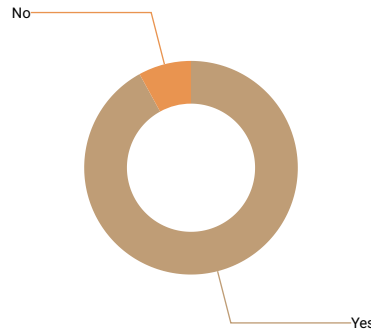
Answered 26 times

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	92%	24
No	8%	2

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

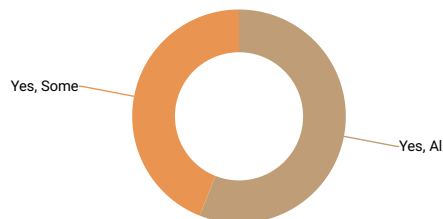
Answered 9 times

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 "Layoffs/Furlough" checked



Results	%	N
Yes, All	56%	5
Yes, Some	44%	4
No	0%	0

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

Answered 5 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Did your company make changes to operations/production, staffing, wages and/or benefits in 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	0
Prescription Drug Plan	0
Dental	0
Vision	0
Life Insurance	0
HSA	0
Pension (Defined Benefit)	0
401(k) Plan	1
PTO	1
Sick Leave	2
Vacation Leave	1
Personal Leave	0
Paid Family Leave	1
Short-term Disability	1
Long-term Disability	0
Education/Tuition Reimbursement	0
Flex-Time	1
Remote/Telework	3

END OF REPORT

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

The 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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