



2022 Wage and Benefit Survey Report

North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 13, 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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1. Introduction and Guidelines

APPLICABLE DATA

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

SAFE HARBOR

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

- using a third-party administrator, Horizon Point Consulting, Inc.
- collecting data from the last quarter of the previous year (or as of 01/01/2022)
- 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.

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>
6.1.1	Accounting Clerk*	33	17.63	21.62	28.00	18.00	24.77
6.1.3	Administrative Assistant/Executive Secretary*	28	16.21	23.95	34.19	18.00	25.73
6.1.4	Purchasing Clerk*	9	17.00	23.50	31.68	19.73	25.15
6.1.5	Human Resources Assistant*	23	14.96	21.47	31.46	16.00	27.88
6.1.6	Customer Service Representative*	15	14.83	20.41	25.00	16.66	25.35
6.1.7	Telephone Operator/Receptionist	24	13.00	17.53	22.00	15.00	19.60
6.1.12	Document Control Specialist*	6	20.72	23.00	25.00	-	-
6.1.13	Expeditor	5	17.00	25.00	39.87	25.00	25.00
6.1.15	Payroll Specialist*	11	19.00	25.00	31.36	20.00	27.65
6.1.17	Clerk, General	18	14.25	17.50	22.00	15.00	23.00
6.2.1	Engineering Technician - Level 1	13	16.00	20.77	30.04	20.00	30.72
6.2.2	Engineering Technician - Level 2	11	19.11	27.30	29.45	21.50	30.75
6.2.3	Engineering Technician - Level 3*	7	22.50	24.84	42.31	22.46	29.31
6.2.4	Quality Control Technician - Level 1	18	14.59	20.50	25.80	17.88	21.50
6.2.5	Quality Control Technician - Level 2	11	17.45	21.84	24.50	21.00	23.65
6.2.6	Quality Control Technician - Level 3	16	19.00	24.97	33.50	21.60	26.40
6.2.7	Electronics Technician - Level 1	6	15.00	19.76	30.43	16.37	24.86
6.2.8	Electronics Technician - Level 2	6	16.70	23.56	28.00	16.50	23.00
6.2.9	Electronics Technician - Level 3	5	19.00	30.00	39.93	18.00	25.00

6.2.11	Drafter - CAD*	8	19.31	25.30	42.85	25.61	-
6.2.14	PC Network Support Technician*	10	19.16	24.06	31.67	18.16	32.00
6.2.15	Lab Technician	17	14.61	25.52	32.55	21.51	28.12
6.3.2	Accountant - Level 2*	5	24.99	26.43	32.57	-	-
6.3.4	Buyer - Level 1*	9	19.15	23.78	27.48	19.23	28.00
6.3.10	HR Specialist/Generalist - Level 1*	8	16.50	23.06	35.24	20.96	30.71
6.3.11	HR Specialist/Generalist - Level 2*	5	12.60	24.05	31.36	-	-
6.3.19	Material Planner*	5	-	-	-	20.50	26.00
6.4.66	Machine/CNC Programmer	10	22.24	36.88	42.11	30.00	45.00
6.4.74	System Analyst*	6	36.00	56.00	74.55	29.66	88.30
6.5.1	Electrical/Electronic Assembler	9	13.89	17.00	31.23	15.00	21.50
6.5.2	Mechanical Assembler	7	15.00	17.94	26.42	15.25	21.50
6.5.3	Assembler, General	26	15.38	18.22	22.54	16.00	21.95
6.5.4	CNC Operator	16	16.50	21.52	29.67	18.70	25.00
6.5.5	Machine Tool Operator	5	18.14	20.00	20.75	17.05	24.25
6.5.6	Chemical Operator	6	15.75	27.90	36.41	23.30	35.10
6.5.8	Packaging Operator	10	14.70	18.63	27.19	18.26	21.00
6.5.9	Machine Molding Operator	10	15.70	18.21	22.31	17.00	21.28
6.5.10	Saw Operator	8	15.44	18.80	22.00	16.63	20.12
6.5.12	Production/Machine Operator	40	15.73	18.60	25.24	16.00	22.00
6.5.13	Tool and Die Maker	14	23.00	30.36	34.40	22.91	33.56
6.5.14	Tool Crib Attendant	8	18.34	21.06	23.79	18.50	23.29
6.5.15	Production Painter	9	15.46	22.78	25.50	16.97	22.02
6.5.16	Welder	15	18.40	21.75	28.31	17.50	25.00
6.5.17	Inspector	15	15.11	18.00	25.76	15.48	20.00

6.5.18	Production Scheduler*	7	20.48	25.38	75.61	22.82	27.00
6.5.19	Inventory/Material Planner*	6	15.87	20.75	21.63	18.70	21.63
6.5.21	Fabricator	9	18.00	20.00	32.00	17.25	23.91
6.6.1	Janitor	22	12.71	16.00	19.72	13.55	17.37
6.6.2	Electrician	9	26.20	31.20	39.33	26.08	34.59
6.6.3	Electrical and Control Mechanic	7	26.74	33.27	38.75	28.00	35.00
6.6.4	Multi-Craft Maintenance	33	24.75	28.55	34.10	23.10	34.00
6.6.5	General Building Maintenance	19	15.00	22.50	30.28	17.50	25.41
6.6.6	Laborer	6	10.00	16.66	17.57	15.00	17.36
6.6.7	Maintenance Mechanic	23	20.89	27.13	36.03	23.10	30.00
6.6.8	Security Guard	5	13.76	14.88	17.44	-	-
6.6.9	Maintenance Planner	7	19.00	35.00	48.00	25.25	35.65
6.6.10	Maintenance Employees, General	12	17.00	22.40	33.20	18.25	29.33
6.7.1	Fork Lift Driver/Material Handler	37	16.37	19.21	22.10	17.00	20.90
6.7.2	Shipping and Receiving Clerk	41	16.29	19.00	24.17	16.00	22.00
6.7.3	Truck Driver, Tractor Trailer and Heavy	6	19.25	21.50	24.36	18.54	25.50
6.7.4	Truck Driver, Light and Delivery Services	5	12.00	18.00	20.00	-	-
6.7.5	Stockroom Clerk	13	18.00	20.20	26.00	18.34	25.08
6.7.7	Warehouse Employees, General	15	16.38	18.85	22.59	17.50	20.63
6.8.1	Skilled Workers, Not Otherwise Classified	16	16.40	23.92	33.00	16.70	28.33
6.8.2	Semi-Skilled Workers, Not Otherwise Classified	13	11.40	16.96	21.77	14.50	19.40
6.8.3	Laborers/Helpers, Not Otherwise Classified	10	10.50	14.74	20.56	13.00	18.50
6.9.2	Production Supervisor*	9	15.61	25.00	34.82	20.44	32.50
6.9.6	Shipping and Receiving Supervisor*	5	23.15	25.00	31.25	25.00	30.00
6.9.8	Team Leader*	35	18.30	22.80	30.65	20.25	25.00

6.10.2	Inside Sales Representative*	5	16.67	18.50	22.87	-	-
6.11.6	Project or Program Manager*	6	24.75	58.61	97.29	40.87	72.33
6.13.1	Intern	17	14.00	19.00	21.75	15.50	20.00

Summary of Wage Rates by Position (Salary)

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Summary of Wage Rates (Hourly)

Item Code	Position Title	N	Average Actual Base Salary (in dollars)			Pay Range (in dollars)	
			Low <i>10th Percentile</i>	Midpoint <i>50th Percentile</i>	High <i>90th Percentile</i>	Minimum <i>Midpoint</i>	Maximum <i>Midpoint</i>
6.1.1	Accounting Clerk*	13	33,945	45,000	57,680	41,250	60,000
6.1.3	Administrative Assistant/Executive Secretary*	25	38,000	56,152	85,000	41,303	66,133
6.1.4	Purchasing Clerk*	14	38,635	59,971	71,999	43,900	70,000
6.1.5	Human Resources Assistant*	8	37,598	44,100	55,000	38,750	54,250
6.1.6	Customer Service Representative*	8	45,000	56,129	70,000	46,150	75,650
6.1.12	Document Control Specialist	5	51,000	65,000	68,103	-	-
6.1.15	Payroll Specialist*	18	51,000	63,809	80,000	52,000	73,000
6.2.3	Engineering Technician - Level 3*	5	84,035	97,520	162,530	68,700	92,500
6.2.11	Drafter - CAD*	5	52,900	78,374	81,993	60,000	100,505
6.2.14	PC Network Support Technician*	7	42,827	60,000	70,788	44,500	70,000
6.2.17	Graphics Sec/Tech Illustrator	5	60,000	84,372	90,914	56,650	100,000
6.3.1	Accountant - Level 1	24	44,775	54,350	64,334	45,000	66,000
6.3.2	Accountant - Level 2*	27	48,000	64,478	88,000	53,543	80,000
6.3.3	Accountant - Level 3	32	57,500	80,452	101,000	70,000	90,000
6.3.4	Buyer - Level 1*	12	48,880	54,847	71,999	50,000	65,000
6.3.5	Buyer - Level 2	13	54,891	66,500	80,000	61,760	80,000
6.3.6	Buyer - Level 3	12	52,278	76,324	85,072	62,418	91,806
6.3.7	Contracts Administrator - Level 1	7	51,480	60,000	105,000	-	-
6.3.8	Contracts Administrator - Level 2	16	54,249	75,645	105,000	58,240	78,936
6.3.9	Contracts Administrator - Level 3	16	80,000	100,625	124,592	78,332	114,400

6.3.10	HR Specialist/Generalist - Level 1*	20	41,850	53,422	76,335	46,000	65,000
6.3.11	HR Specialist/Generalist - Level 2*	17	56,180	66,560	83,004	54,060	80,000
6.3.12	HR Specialist/Generalist - Level 3	27	55,500	75,000	105,000	61,000	91,571
6.3.13	Security Admin/FSO - Level 1	7	15,080	52,249	109,000	47,740	66,836
6.3.14	Security Admin/FSO - Level 2	6	62,010	84,092	94,286	-	-
6.3.15	Security Admin/FSO - Level 3	17	62,566	100,000	155,000	83,000	119,900
6.3.16	Technical Writer/Editor - Level 1	5	54,837	62,107	76,072	-	-
6.3.17	Technical Writer/Editor - Level 2	6	56,840	88,399	107,000	78,000	116,500
6.3.18	Technical Writer/Editor - Level 3	6	53,500	81,000	118,221	-	-
6.3.19	Material Planner*	16	56,500	77,041	92,325	53,725	81,125
6.3.20	Staff Assistant	5	33,836	48,800	73,809	-	-
6.3.21	Office Manager	10	40,523	60,299	116,196	52,000	72,800
6.3.22	Configuration Management Analyst	8	49,920	88,149	150,249	57,412	88,136
6.3.23	Financial Analyst	17	62,000	79,580	96,782	63,514	98,606
6.3.24	Legal Counsel	8	83,500	123,642	284,440	-	-
6.3.28	Recruiter	18	52,999	77,179	86,819	56,200	91,200
6.3.29	Training Coordinator	8	60,000	70,878	89,448	55,091	90,688
6.3.30	Compensation/Benefits Specialist	9	-	57,500	100,000	49,500	70,000
6.4.1	Mechanical Engineer - Level 1	11	64,750	70,000	79,206	57,291	80,870
6.4.2	Mechanical Engineer - Level 2	13	74,880	85,030	96,197	67,500	88,784
6.4.3	Mechanical Engineer - Level 3	17	78,312	101,836	132,000	80,000	114,940
6.4.4	Mechanical Engineer - Level 4	8	93,750	125,196	170,476	77,896	156,040
6.4.7	Electrical Design Engineer - Level 1	9	52,015	71,045	74,568	-	-
6.4.8	Electrical Design Engineer - Level 2	14	71,308	87,647	109,540	65,200	114,264
6.4.9	Electrical Design Engineer - Level 3	15	79,800	104,030	132,624	86,500	123,749
6.4.10	Electrical Design Engineer - Level 4	8	102,679	156,979	178,412	90,000	171,121

6.4.11	Electrical Design Engineer - Level 5	8	116,000	158,508	206,887	133,000	197,600
6.4.12	Electrical Design Engineer - Level 6	7	145,806	166,108	177,912	-	-
6.4.13	Industrial or Manufacturing Engineer - Level 1	7	57,100	67,581	75,000	56,800	80,000
6.4.14	Industrial or Manufacturing Engineer - Level 2	8	64,313	77,027	87,550	67,250	85,276
6.4.15	Industrial or Manufacturing Engineer - Level 3	16	78,000	83,232	107,500	68,000	106,000
6.4.16	Industrial or Manufacturing Engineer - Level 4	6	93,646	108,951	139,638	99,000	148,794
6.4.21	Aeronautical Design Engineer - Level 3	5	80,272	94,237	112,586	-	-
6.4.25	Quality Engineer - Level 1	6	55,000	68,205	127,500	60,250	80,760
6.4.26	Quality Engineer - Level 2	11	61,110	74,405	94,413	62,575	86,488
6.4.27	Quality Engineer - Level 3	13	68,850	87,090	108,329	70,000	95,000
6.4.28	Quality Engineer - Level 4	8	60,545	90,240	129,413	90,000	115,032
6.4.37	Software Engineer - Level 1	13	60,591	72,500	79,568	54,419	74,439
6.4.38	Software Engineer - Level 2	13	75,000	85,536	94,662	64,775	90,364
6.4.39	Software Engineer - Level 3	12	93,784	102,386	119,041	76,003	120,000
6.4.40	Software Engineer - Level 4	15	95,086	133,356	156,478	98,800	150,000
6.4.41	Software Engineer - Level 5	10	131,215	152,904	174,160	108,000	174,064
6.4.42	Software Engineer - Level 6	7	107,684	148,645	162,575	-	-
6.4.43	System Design Engineer - Level 1	8	55,000	72,829	77,800	46,800	75,000
6.4.44	System Design Engineer - Level 2	10	68,315	83,633	106,326	60,401	82,000
6.4.45	System Design Engineer - Level 3	9	71,000	104,889	151,410	69,569	136,918
6.4.46	System Design Engineer - Level 4	12	123,420	138,442	151,180	115,334	154,544
6.4.47	System Design Engineer - Level 5	8	108,250	151,432	179,129	124,800	164,300
6.4.48	System Design Engineer - Level 6	5	115,000	153,274	176,334	-	-
6.4.49	Project Manager - Level 1	5	55,000	79,695	169,670	66,113	98,431
6.4.51	Project Manager - Level 3	10	61,150	106,810	131,685	73,640	125,000
6.4.52	Project Manager - Level 4	10	90,000	125,655	156,098	107,814	136,851

6.4.53	Project Manager - Level 5	5	111,650	155,000	220,608	104,000	175,000
6.4.56	Chemical Engineer	6	80,923	94,916	100,000	-	-
6.4.57	Safety Engineer	12	69,000	78,000	115,000	65,500	100,000
6.4.61	Materials Engineer	5	66,000	100,000	127,500	-	-
6.4.67	System Admin/Network Analyst	13	67,000	86,756	139,133	62,319	116,723
6.4.68	Information System Security Officer/Analyst	10	45,500	107,008	134,233	57,212	127,500
6.4.70	Network Engineer	6	36,400	98,512	145,000	-	-
6.4.71	Program Analyst	7	70,000	103,189	218,400	-	-
6.4.73	Software Developer	8	72,000	92,512	141,065	60,000	120,000
6.4.74	System Analyst*	10	63,797	107,500	137,849	64,253	102,623
6.4.75	Business Analyst	6	65,580	81,976	155,334	-	-
6.4.76	Web Developer	7	64,000	81,744	154,530	45,318	152,000
6.5.18	Production Scheduler*	11	48,880	68,500	85,000	57,500	74,085
6.5.19	Inventory/Material Planner	7	50,000	70,000	85,199	55,000	82,000
6.9.1	Accounting Supervisor	18	67,641	87,409	106,555	70,000	100,000
6.9.2	Production Supervisor*	38	47,952	69,763	92,000	55,152	85,000
6.9.3	Senior Production Supervisor	11	74,348	82,900	115,289	75,000	109,550
6.9.4	Quality Assurance Supervisor	18	57,906	77,172	105,000	60,100	90,131
6.9.5	Customer Service Supervisor	8	39,520	80,625	128,211	71,739	101,899
6.9.6	Shipping and Receiving Supervisor*	21	52,000	63,306	89,000	55,000	78,500
6.9.7	Maintenance Supervisor	27	57,273	81,390	99,000	60,000	87,677
6.9.8	Team Leader*	8	40,500	99,818	196,800	51,700	108,000
6.10.2	Inside Sales Representative*	10	45,250	57,564	72,802	49,000	72,500
6.10.4	Outside Sales Rep (commission)	10	52,886	79,279	105,970	61,697	95,058
6.10.5	Outside Sales Rep (non-commission)	5	-	-	-	80,000	90,000
6.10.6	Marketing Representative	5	46,941	54,000	84,583	-	-

6.10.7	Sales Manager	15	60,000	115,600	200,000	84,579	112,500
6.10.8	Business Development Specialist	8	46,512	96,547	111,382	-	-
6.10.9	Business Development Manager	19	69,250	120,000	186,322	75,398	140,000
6.10.10	Marketing Manager or Director	14	54,000	104,530	137,208	90,000	101,362
6.11.1	Controller or Accounting Manager	60	83,500	113,754	172,811	87,500	127,500
6.11.2	Maintenance Manager	26	77,525	110,900	142,000	80,000	125,000
6.11.3	Production or Operations Manager	49	72,342	104,000	155,000	85,000	125,750
6.11.4	IT Manager	33	65,000	106,480	147,962	79,500	120,000
6.11.5	Logistics/Materials Manager	29	72,000	107,541	140,000	86,150	129,169
6.11.6	Project or Program Manager*	29	58,353	119,921	170,216	100,000	144,173
6.11.7	Project or Program Director	13	55,520	165,000	237,117	127,500	178,850
6.11.8	Engineering Manager	32	102,000	132,609	175,730	100,000	156,144
6.11.9	Quality Control Manager	40	70,348	107,396	144,267	84,000	124,500
6.11.10	Human Resources Manager	54	77,150	95,001	136,107	89,151	118,600
6.11.11	Environmental Manager	23	67,600	110,000	154,000	76,261	125,000
6.11.13	Contracts Manager	16	90,001	123,351	167,959	90,000	145,000
6.11.14	Facilities Manager	19	65,000	112,632	200,394	87,719	131,578
6.11.15	Proposal Manager	11	90,000	120,000	180,000	85,000	131,170
6.11.16	Plant Manager	25	86,250	146,900	200,000	116,104	168,285
6.11.17	Purchasing Manager	25	64,144	104,946	124,848	77,000	124,848
6.11.18	Continuous Improvement Manager	6	65,280	116,600	149,000	92,200	135,800
6.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	18	80,000	136,728	250,000	110,000	150,617
6.12.2	Top Technical Exec (CTO/VP Technology)	9	130,000	195,000	400,000	170,600	215,000
6.12.4	Top Programs Exec (VP Programs)	19	98,333	195,000	250,016	150,000	200,412
6.12.5	Top Financial Exec (CFO)	30	110,636	174,682	256,754	127,608	185,000
6.12.6	Top Manufacturing/Production Exec	18	110,000	170,750	339,220	166,500	187,200

6.12.7	Top HR Exec (CHRO/VP HR)	23	109,000	140,000	200,000	109,263	165,287
6.12.8	Top Contracts Executive	9	100,000	190,000	315,577	162,922	203,725
6.12.9	Chief Operating Officer (COO)	25	116,484	190,000	271,764	132,684	207,780
6.12.10	Chief Administrative Officer (VP Admin)	10	92,500	146,500	283,802	107,463	176,342
6.12.11	CEO/President	57	106,000	220,000	424,370	180,000	250,000

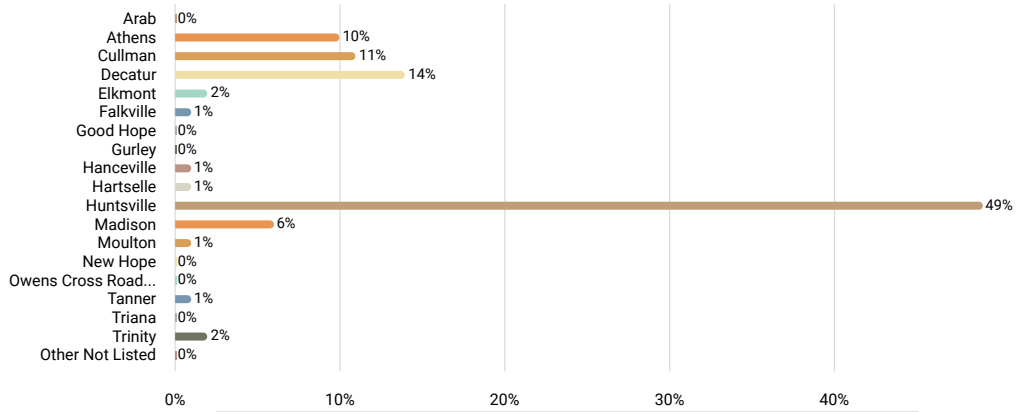
1. General Information

1.1. Company City

Answered 138 times

Skipped 0 times

Select one answer (drop down)



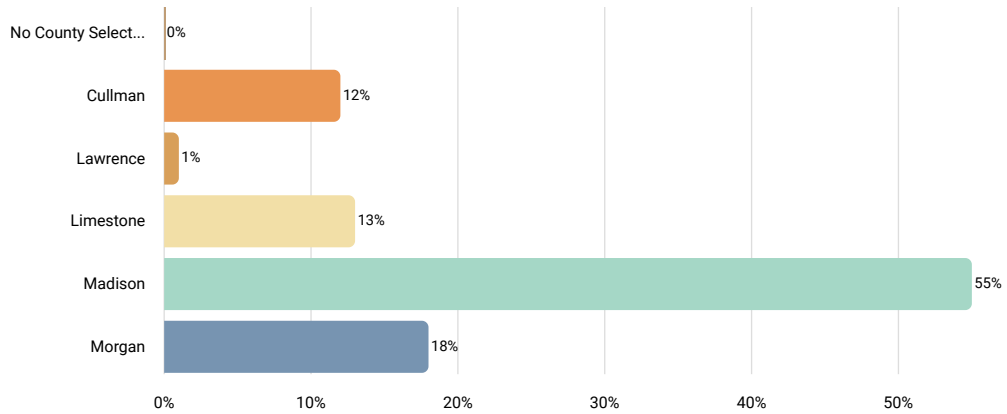
Results	%	N
Arab	0%	0
Athens	10%	14
Cullman	11%	15
Decatur	14%	20
Elkmont	2%	3
Falkville	1%	1
Good Hope	0%	0
Gurley	0%	0
Hanceville	1%	2
Hartselle	1%	1
Huntsville	49%	68
Madison	6%	8
Moulton	1%	1
New Hope	0%	0
Owens Cross Roads	0%	0
Tanner	1%	2
Triana	0%	0
Trinity	2%	3
Other Not Listed	0%	0

1.2. In which county is your company located?

Answered 138 times

Skipped 0 times

Select one answer (drop down)



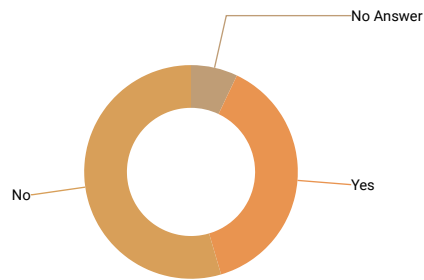
Results	%	N
No County Selected	0%	0
Cullman	12%	17
Lawrence	1%	2
Limestone	13%	18
Madison	55%	76
Morgan	18%	25

1.5. Is your organization a government contractor?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



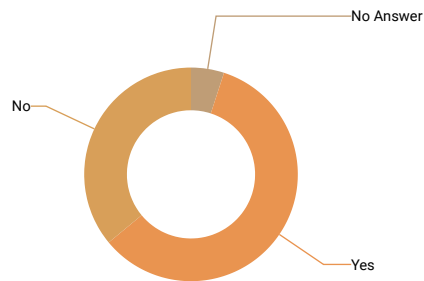
Results	%	N
No Answer	7%	10
Yes	38%	53
No	54%	75

1.6. Is your organization a manufacturer?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



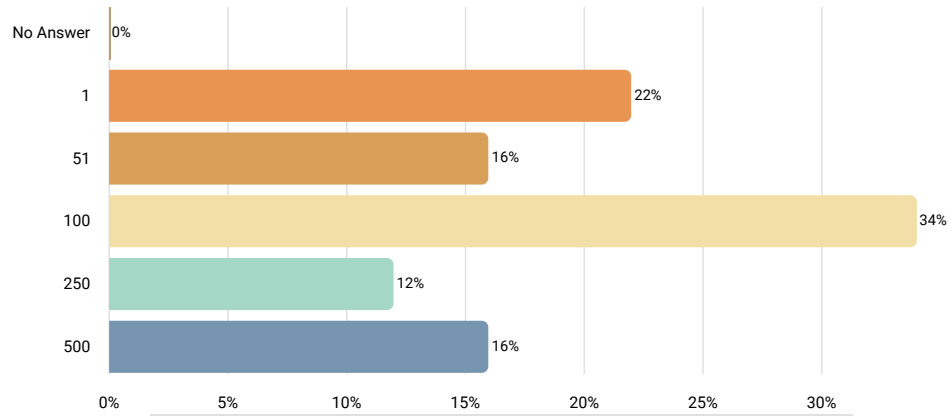
Results	%	N
No Answer	5%	7
Yes	59%	82
No	36%	49

1.7. Company Size

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	22%	31
51-99 Employees	16%	22
100-249 Employees	34%	47
250-499 Employees	12%	16
500+ Employees	16%	22

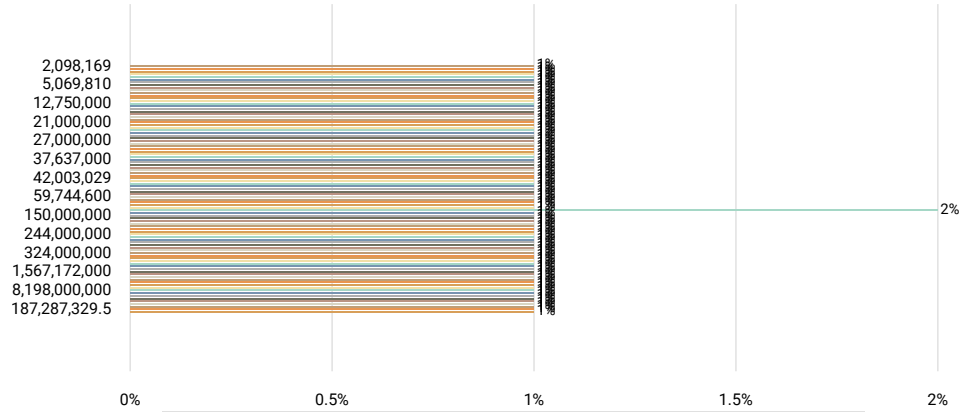
2. Company and HR Data

2.1. Total Gross Revenue in 2021

Answered 94 times

Skipped 44 times

Number input



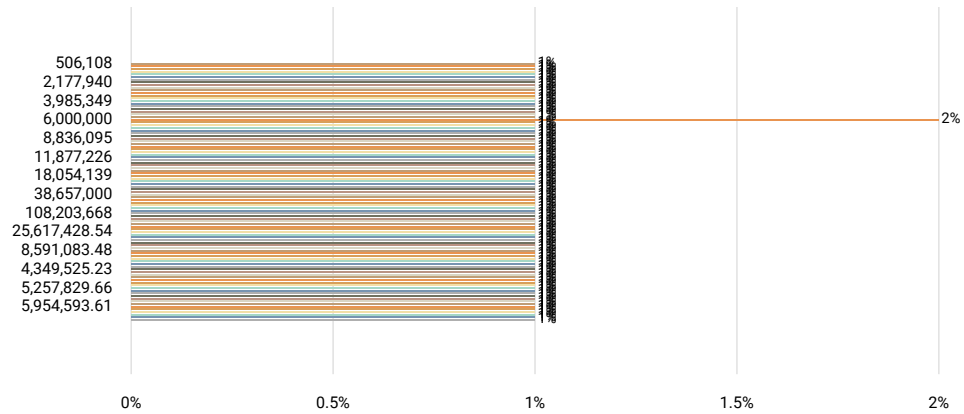
Statistics	
10th percentile	4,500,000
25th percentile	15,000,000
50th percentile	39,232,412.5
75th percentile	156,900,706
90th percentile	335,921,327
Mean	283,523,971.33
Median	39,232,412.5
Standard deviation	1,067,716,490.12
Total/sum	26,651,253,305.31

2.2. Total Gross Payroll in 2021

Answered 98 times

Skipped 40 times

Number input



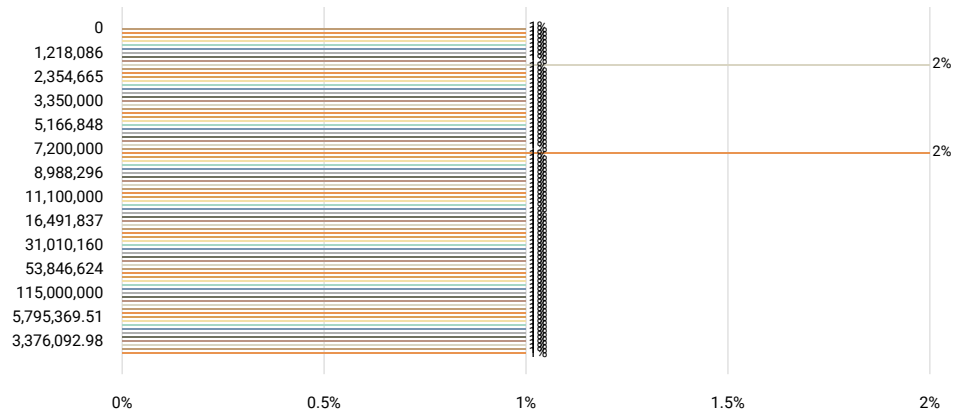
Statistics	
10th percentile	1,859,728.94
25th percentile	3,743,796.68
50th percentile	8,713,589.24
75th percentile	23,738,221
90th percentile	65,797,717
Mean	34,452,970.88
Median	8,713,589.24
Standard deviation	100,227,825.79
Total/sum	3,376,391,146.66

2.3. Total Budgeted Payroll for 2021

Answered 84 times

Skipped 54 times

Number input



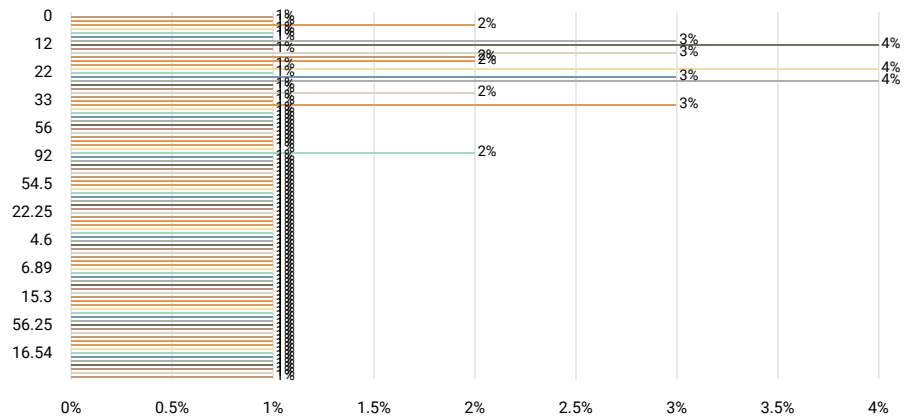
Statistics	
10th percentile	1,799,411
25th percentile	3,392,356.49
50th percentile	8,846,895
75th percentile	25,356,634
90th percentile	65,141,957
Mean	37,378,895.55
Median	8,846,895
Standard deviation	102,271,580.59
Total/sum	3,139,827,226.42

2.4. Overall Turnover Rate

Answered 113 times

Skipped 25 times

Number input



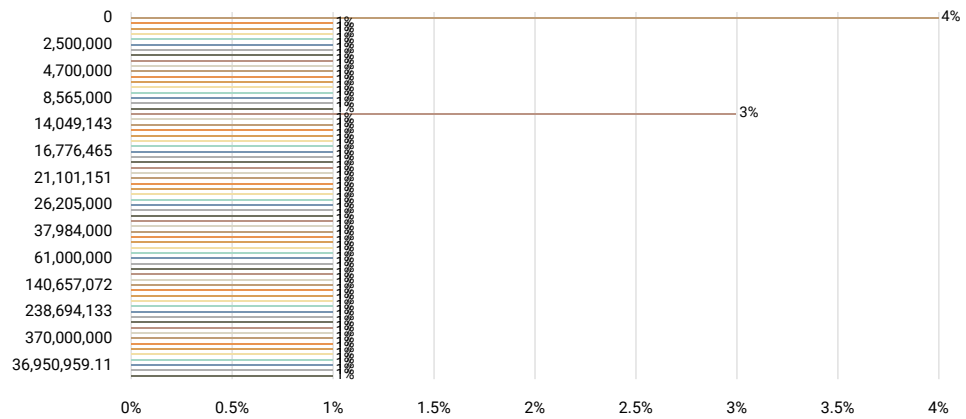
Statistics	
10th percentile	7
25th percentile	12
50th percentile	19
75th percentile	34.6
90th percentile	56.25
Mean	26.58
Median	19
Standard deviation	21.09
Total/sum	3,003.67

2.5. Total Operating Budget for 2021

Answered 71 times

Skipped 67 times

Number input



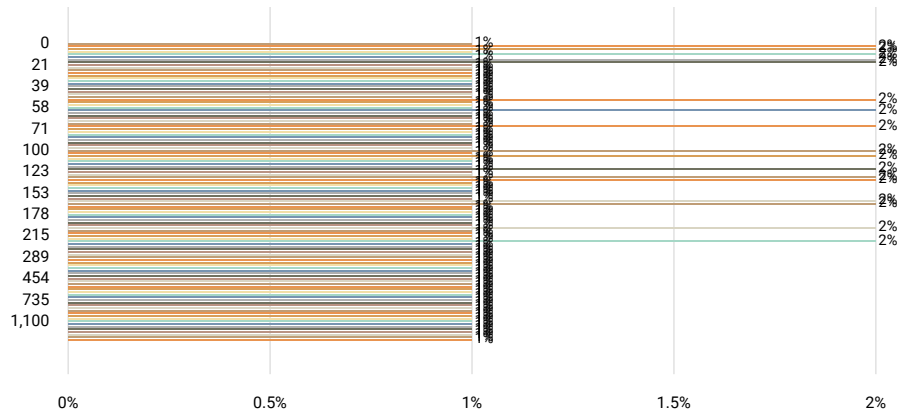
Statistics	
10th percentile	1,802,594.88
25th percentile	5,000,000
50th percentile	20,000,000
75th percentile	61,000,000
90th percentile	238,694,133
Mean	69,702,929.71
Median	20,000,000
Standard deviation	119,393,695.41
Total/sum	4,948,908,009.61

2.6. Number of Full-Time Employees (FTEs)

Answered 130 times

Skipped 8 times

Number input



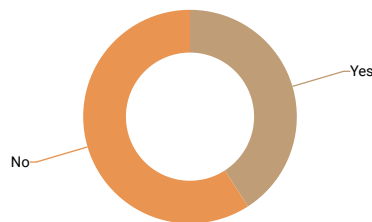
Statistics	
10th percentile	19.5
25th percentile	59
50th percentile	128
75th percentile	276
90th percentile	804
Mean	365.41
Median	128
Standard deviation	855.59
Total/sum	47,503

2.7. Are you planning a hiring campaign this year?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



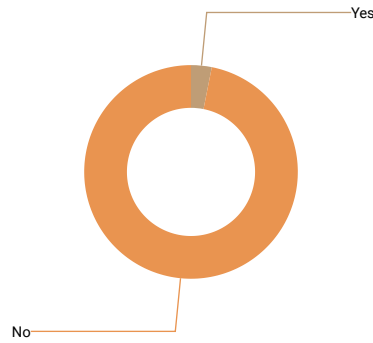
Results	%	N
Yes	38%	52
No	55%	76

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	3%	4
No	93%	128

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

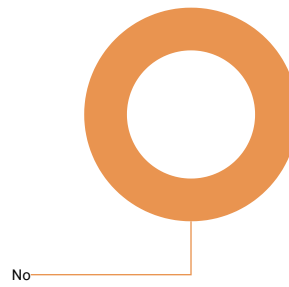
Answered 128 times

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%	128

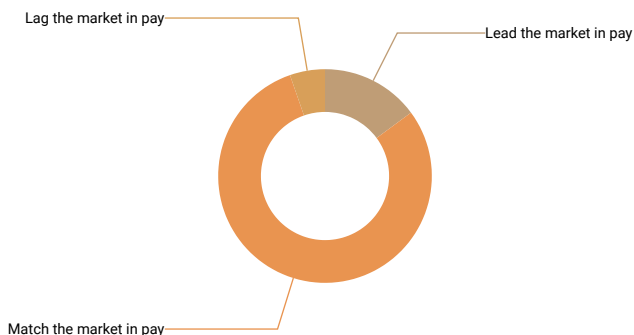
3. Pay Practices

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



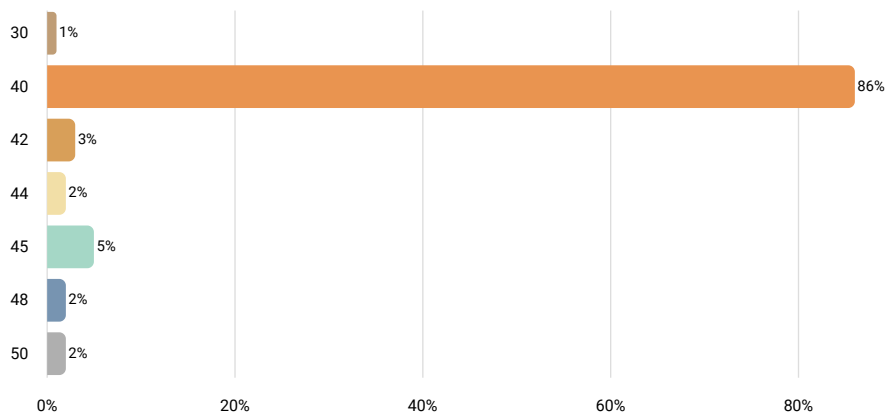
Results	%	N
Lead the market in pay	14%	20
Match the market in pay	75%	104
Lag the market in pay	5%	7

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

Answered 131 times

Skipped 7 times

Number input



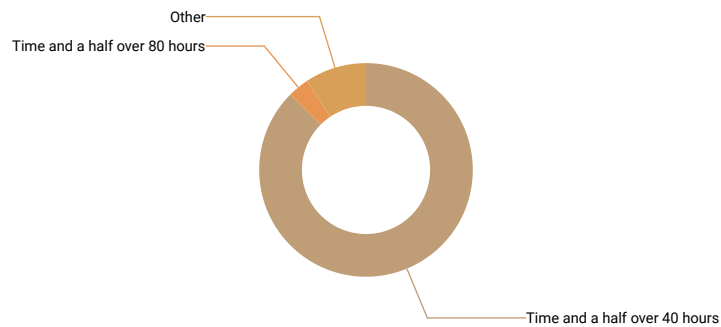
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	42
Mean	40.59
Median	40
Standard deviation	2.16
Total/sum	5,317

3.3. How do you calculate overtime hours?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Time and a half over 40 hours	84%	116
Time and a half over 80 hours	3%	4
Other	9%	12

3.4. Describe how you calculate overtime hours.

Answered 8 times

Skipped 4 times

Text area input

This question is applicable when the following conditions are met:

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

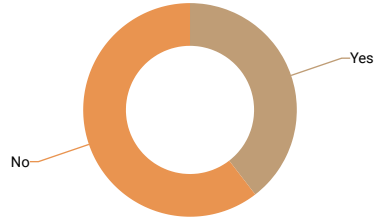
Results	
any hours over 8 in a day and anything over 40 per week	1
time and a half for anything over 8 hours per day	1
time over 8 hours a day	1
non-exempt receive time and a half x regular rate of pay. must be pre-approved by upper management. "straight time" pay for exempt employees that exceed 40 hours in their workweek.	1
time worked over 40 hrs. per week is counted as comp time, useable and/or payable at employee's request. paid out at year-end.	1
we do a bi monthly pay - time is submitted from the 1st-15 and 16-end of month. time and a half is paid for any hours worked in addition to the regular hours for that time period. some pay periods have 80 hours, some have 88 and some have 96.	1
time over 40 hours in a work week (except where state law or specific contracts specify otherwise)	1
time and a half over 160	1

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	34%	47
No	52%	72

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

Answered 44 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"

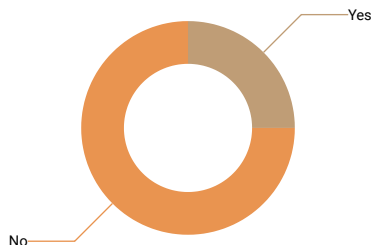
Results	
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
discretionary bonuses paid annually based on performance.	1
quarterly bonus	1
annual bonus plan	1
attendance bonus up to \$1000 a year for hourly employees - profit sharing for all employees - semi annually when certain gross margins are met	1
2 bonuses a year	1
attendance bonus of \$1.00 per hour worked per month	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
bonuses can be provided for performance.	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
yearly bonuses average 5% and profit share is 401k non elective contribution of 11% for all employees. spot bonuses are also given throughout the year.	1
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
annual discretionary profit sharing into retirement plans (401(k) and esop); annual performance bonus; referral bonus; spot bonus; sars; phantom stock.	1
it is profit sharing and it is for all employees. it is 3% that goes into employees 401k accounts.	1
attendance and quarterly goals	1

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	19%	26
No	57%	78

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

Answered 24 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"

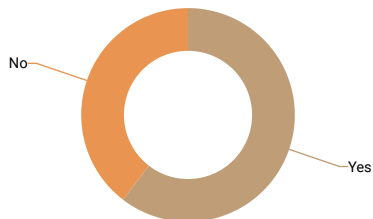
Results	
some manager-based objectives	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
quarterly bonus	1
spot bonuses based on commendations above and beyond; annual performance bonuses.	1
end of year bonuses and profit sharing	1
percentage of profit	1
end of 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
annual discretionary profit sharing into retirement plans (401(k) and esop); annual performance bonus; referral bonus; spot bonus; sars; phantom stock.	1
quarterly goals	1

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	55%	76
No	36%	50

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

Answered 66 times

Skipped 10 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
discretionary	2
manager-based objectives	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
discretionary bonuses paid annually based on performance.	1
20%bonus	1
annual bonus plan and stock options	1
annual, end-of-year performance bonuses.	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
bonuses can be provided for performance.	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 opportunity based on the organization's performance	1
annual bonus (lump-sum award), based upon meeting (or exceeding) company goals.	1
annual discretionary bonus.	1
executives may receive bonuses based on business revenue and business development opportunities	1
holiday bonus: 2.08% 0-4 years, 3.12% 5 years. short term incentives and long term incentives	1
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
executive staff participate in the corporate bonus pool. all employees participate in the profit-sharing. all employees are eligible for bonuses, based on performance.	1
end of year profit share bonus.	1
yearly bonuses average 5% and profit share is 401k non elective contribution of 11% for all employees. spot bonuses are also given throughout the year.	1
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 is 12.5%. 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

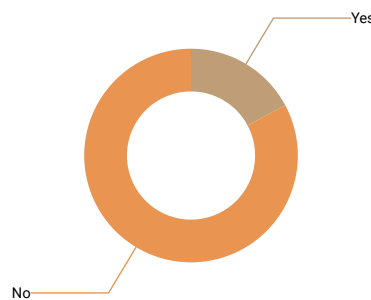
Results	
quarterly bonus \$1,000 per employee, gross amount	1
bonuses are based on company profit	1
bonuses are based on the profit of the company, the tenure of the employee, the position that the employee holds, and the number of hours that the employee worked in the time during that quarter - this 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
quarterly bonuses as appropriate.	1
after 90 days we offer 40 hours of pto, paid major holidays, and alabama bcbs insurance.	1
defined target bonus percentages	1
car allowance, cell phone allowance	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
annual discretionary profit sharing into retirement plans (401(k) and esop); annual performance bonus; referral bonus; spot bonus; sars; phantom stock.	1
directors and above receive an mbo percentage bonus.	1
employee stock options	1
aip 10% bonus	1
quarterly goals	1
% of profits	1
bonus based on company performance	1
discretionary based on performance.	1
executive staff has a bonus plan that factors in many elements of company and individual performance to include financial performance, management performance, collaboration activities, new business growth to mention a few. executive staff is also eligible for sars (stock appreciation rights) which are valued and grow based off company value and growth.	1
short-term and long-term incentive plans	1
short-term and long-term incentives are available for our executive team	1

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	16%	22
No	77%	106

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

Answered 20 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
bonus paid when passing the cpa exam	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
water pollution control utility worker. ~5% - 3 months +500 hours+cdl; ~5%- 9 months +1500 hours+cdl +ic; ~5% -2950 hours +cdl+ic	1
employees that are working on direct projects are classified by labor categories. the categories are based on education, skill set, experience.	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
apprenticeship programs	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
radiance follows a salary admin structure that uses years of experience and education level to classify employees to a specific labor category.	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
we work with labor categories aligned with contract requirements. these are determined by years of experience and required skills.	1

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

Answered 69 times

Skipped 69 times

Text area input

Results	
grades	3
tiers	3
levels	2
n/a	2
tiers based on time in position, not skill	1
our classification systems follows labor categories specified by our federal government and dod clients.	1
grades are established based on the complexity of machines being operated.	1
grades and steps	1
labor categories begin at associate 1 through subject matter expert 4.	1
we have entry level, junior and senior level positions.	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
levels 1-3 for each job title and pay schedule for each level	1
exempt salary ranges - non-exempt step system	1
pay grades	1
different levels in maintenance based on education and skill	1
40 hr ft, 30 hr ft, 20 hr pt, casual (variable hour) and seasonal; 40 and 30 hour participate in performance based pay increase programs	1
we have three classes of employees. full-time (40 hours a week), part-time employees (less than 40 hours a week), and provisional employees (varied work schedules).	1
op tech 1 (entry level), op tech 2, op tech 3 maintenance tech 4, maintenance tech 5, maintenance tech 6	1
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
none at this time. wages and increases are determined by market data combined with employee performance	1
a - skilled employee. b - intermediate. c - entry-level. employees are eligible for increases as they move up in tiers. some positions, such as operators, can earn more by becoming qualified on more than one piece of equipment.	1
we have three tracks, with two levels each (executives and non-executives). t-track (technical track) goes from t0 to t7, c-track (corporate track) goes from c0 to c9, and m-track (management track) goes from m3 to m7.	1
example; analyst 7,8,9,10,11,12 with grades 7,8,9,10,11,12. we have a min, mid, and max pay band.	1
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
engineers/analysts/scientist and tech staff position have levels. range for each level is based on experience and education	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
we adhere to all fair labor standards act classification processes. in addition, we utilize a 5 tier category level classification for each position: entry, mid, senior, principal and sme.	1
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
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
we have payzones, which are utilized similar to pay ranges.	1

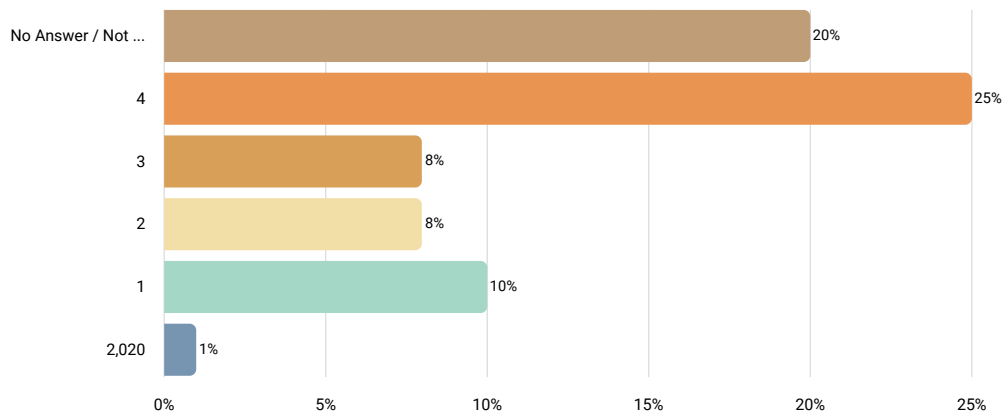
Results	
na	1
hourly positions are classified in different wage schedules.	1
experience based/skilled based	1
informal classification based on level of education and experience.	1
all of our hourly production employee job titles are assigned to a pay grade. we have 6 pay grades. job titles are categorized into these 6 pay grades based on similar skill levels. (i.e. job functions that do not require complex skills would fall into pay grade 1). each pay grade has a wage rate progression from entry level up to level 4; therefore, each pay grade has 5 levels, each with a wage rate assigned to it.	1
hourly employees pay based on grade; pay and labor grade increases based on skills	1
labor categories based upon years of experience and degree if required.	1
each labor category has different grades and salary ranges.	1
full-time employees	1
we use job levels. each job level has a set salary range.	1
levels, counselors, managers, and executives	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
classification and wages are based on contract labor categories and rates for each contract.	1
we are in the process of defining our compensation structure. planned structure will include 12 grades and designated job functions with job families (6 levels)	1
levels. levels are based on education and years of experience and mimics the structure our customers dictate	1
peopletec's compensation structure classifies employees by job family and individual job titles based on relative skills and experience. each job title is broken down into 3-10 levels according to education, years of related experience, and increased responsibilities. each level is associated with one of our 12 salary grades. employee compensation is determined by the specific education, experience, and skill level as defined by the advertised job description or their organic advancement through job title levels.	1
grades and career bands. career bands do not affect wages and wage increases, but grades do.	1
positions are assigned a specific grade. steps within the grades are based on years of service. ex: entry level employees start at step 1. at 10 years of service they will be at step 10.	1
we have levels of employee which includes support, professional, management, and executive	1

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

Answered 138 times

Skipped 0 times

Select one answer (drop down)



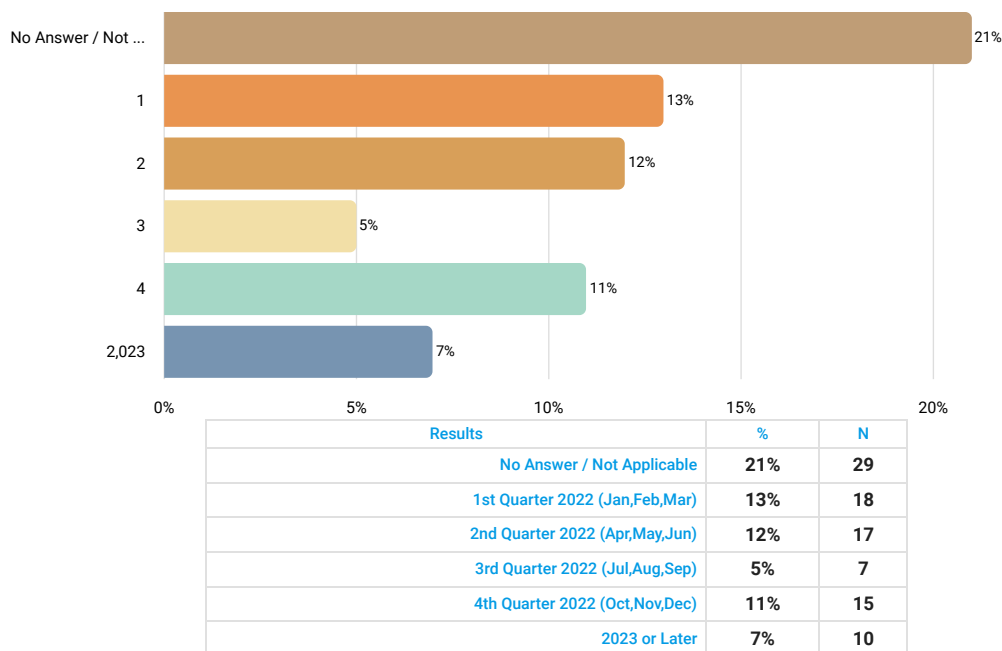
Results	%	N
No Answer / Not Applicable	20%	27
4th Quarter 2021 (Oct,Nov,Dec)	25%	35
3rd Quarter 2021 (Jul,Aug,Sep)	8%	11
2nd Quarter 2021 (Apr,May,Jun)	8%	11
1st Quarter 2021 (Jan,Feb,Mar)	10%	14
2020 or Earlier	1%	1

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

Answered 138 times

Skipped 0 times

Select one answer (drop down)

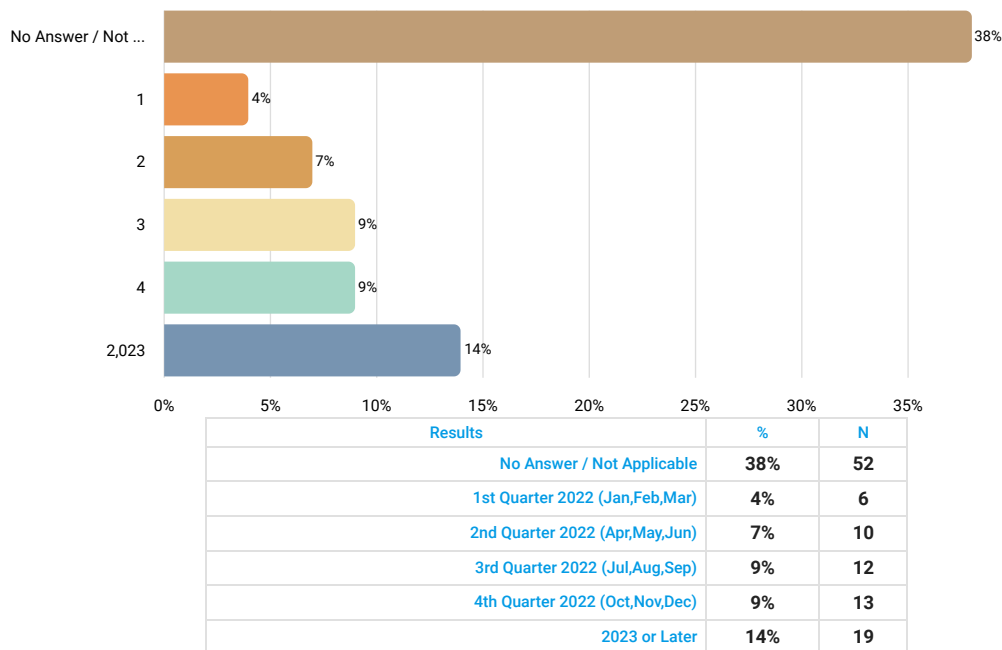


3.16. If applicable, when is the next anticipated change in your pay RANGE for hourly employees?

Answered 138 times

Skipped 0 times

Select one answer (drop down)

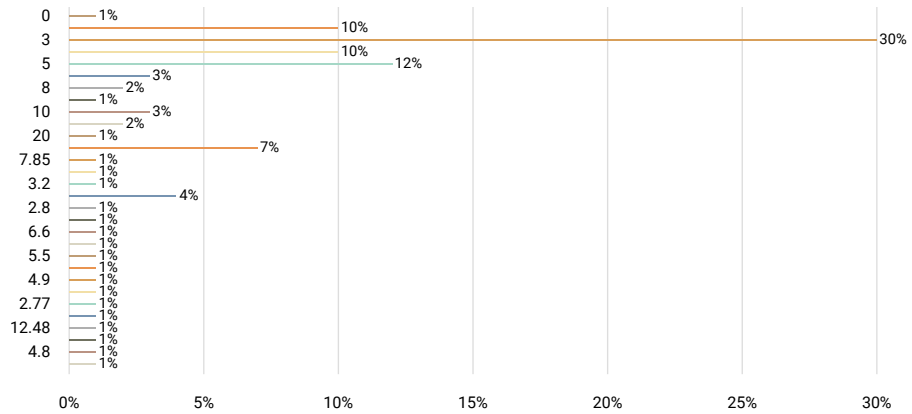


3.17. What was the average amount of your last pay increase as a percentage of base rates?

Answered 118 times

Skipped 20 times

Number input



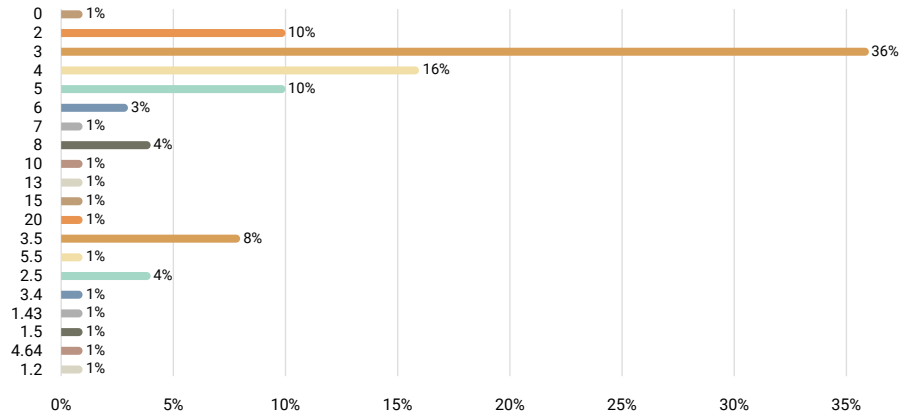
Statistics	
10th percentile	2
25th percentile	3
50th percentile	3.25
75th percentile	5
90th percentile	7.85
Mean	4.29
Median	3.25
Standard deviation	2.87
Total/sum	506.33

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

Answered 114 times

Skipped 24 times

Number input



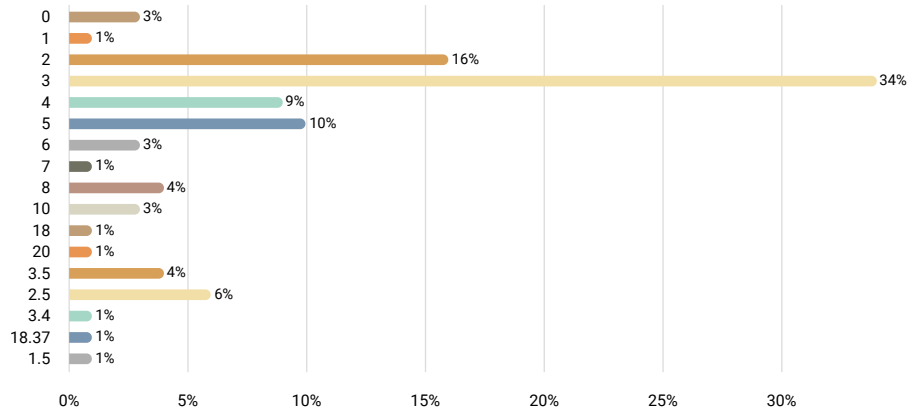
Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	6
Mean	3.94
Median	3
Standard deviation	2.54
Total/sum	448.67

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

Answered 79 times

Skipped 59 times

Number input



Statistics	
10th percentile	2
25th percentile	2.5
50th percentile	3
75th percentile	4
90th percentile	8
Mean	4.09
Median	3
Standard deviation	3.47
Total/sum	323.27

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

Answered 130 times

Skipped 8 times

Select multiple answers (checkboxes)

Results	N
1 Shift	69
2 Shifts	35
3 Shifts	35
10 Hour Shifts	31
12 Hour Shifts	36
Rotating Shifts	18
Swing Shifts	5
Other	20

3.21. Describe your shift pattern.

Answered 18 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

Results	
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
public safety works 24 on 48 off	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
one shift - days	1
we have multiple shifts, but the most common is the the 980 schedule = week 1 - 9 hour days/m-th, f/8 hour day; week, 2 - 9 hour days/m-th, f/off day	1
day shift only	1
1 shift. normal business hours 7am-4pm m-f	1
1st shift 8 hours per day 5 days per week	1
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

3.22. Describe your rotating shift pattern.

Answered 14 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

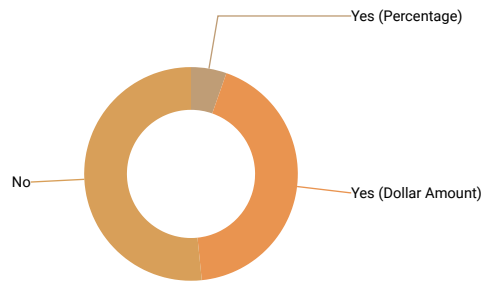
Results	
2 weeks days, 2 weeks nights	1
1 on 2 off for some depts	1
1 week days, 1 week nights	1
48/36	1
fixed dupont schedule with no rotation between day and night shift.	1
4 on/4 off - between 4 crews (a, b, c, d) - 2 day shifts, 2 night shifts.	1
4 on 4 off	1
technicians work rotating 12 hour shift. 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
some departments require employees to work various shifts depending on staffing needs and shortages.	1

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	5%	7
Yes (Dollar Amount)	40%	55
No	48%	66

3.24. Enter your 2nd shift premium percentage.

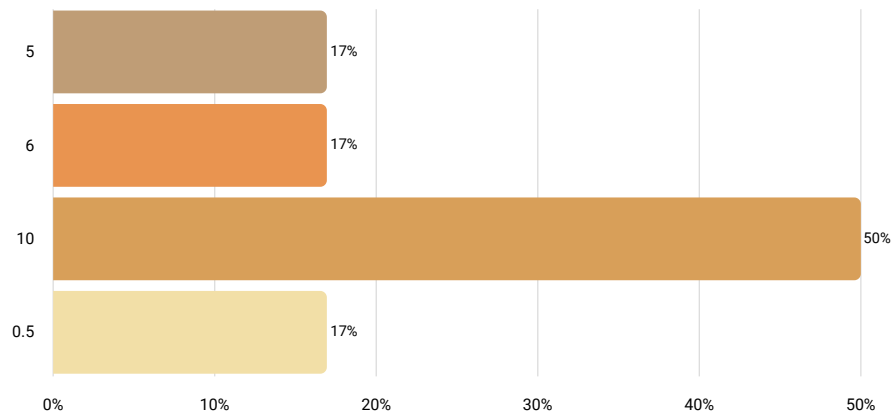
Answered 6 times

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 (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

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

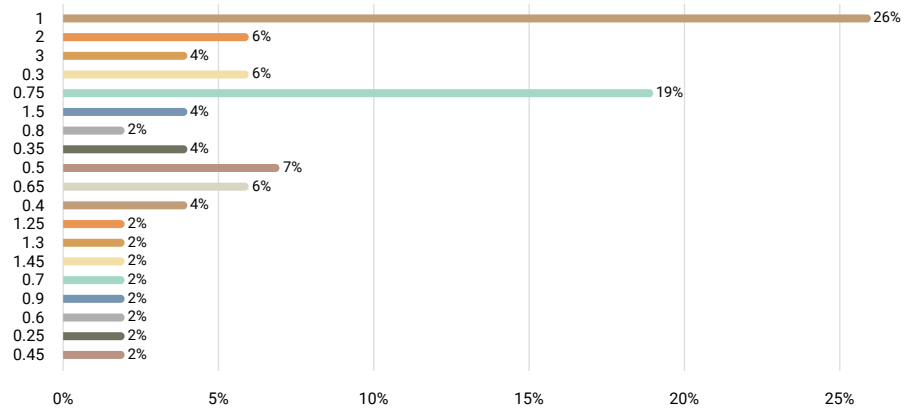
Answered 54 times

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)"



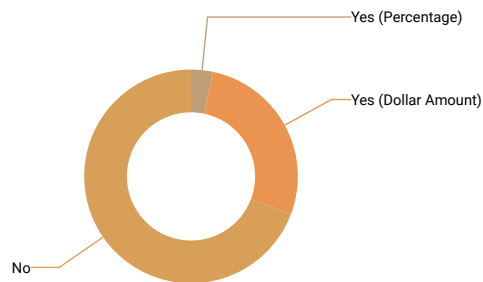
Statistics	
10th percentile	0.35
25th percentile	0.6
50th percentile	0.75
75th percentile	1
90th percentile	1.5
Mean	0.94
Median	0.75
Standard deviation	0.58
Total/sum	50.55

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	3%	4
Yes (Dollar Amount)	25%	34
No	63%	87

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

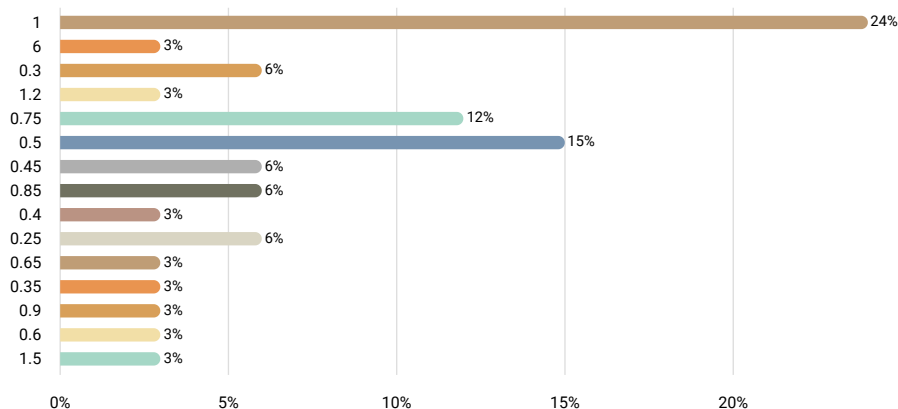
Answered 33 times

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)"



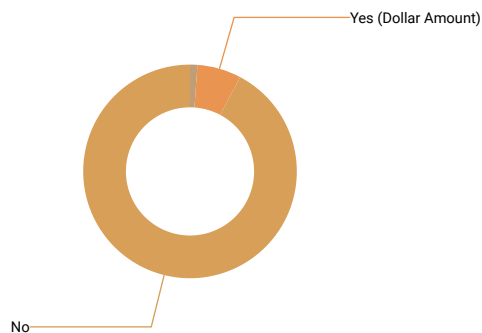
Statistics	
10th percentile	0.3
25th percentile	0.5
50th percentile	0.75
75th percentile	1
90th percentile	1
Mean	0.87
Median	0.75
Standard deviation	0.97
Total/sum	28.8

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	1%	2
Yes (Dollar Amount)	6%	8
No	83%	115

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

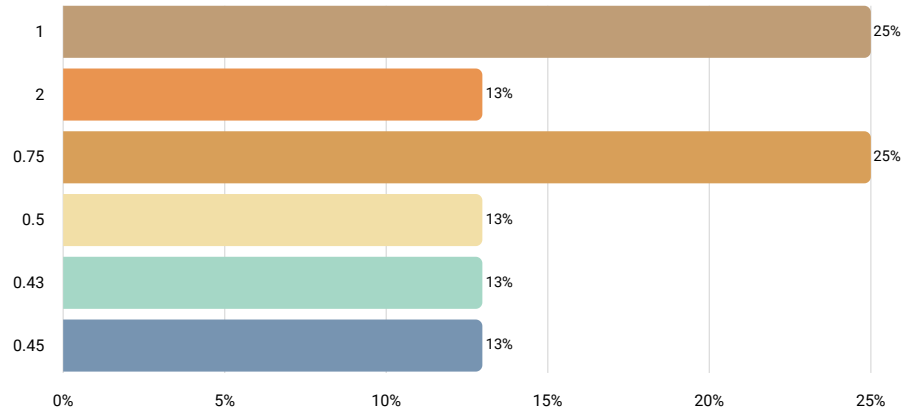
Answered 8 times

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)"



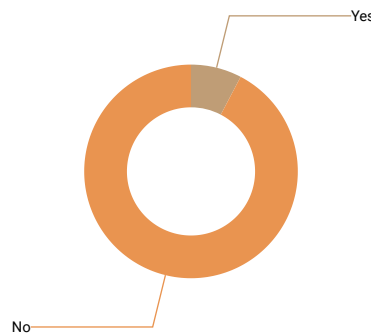
Statistics	
10th percentile	0.43
25th percentile	0.48
50th percentile	0.75
75th percentile	1
90th percentile	2
Mean	0.86
Median	0.75
Standard deviation	0.51
Total/sum	6.88

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	7%	10
No	84%	116

3.31. Please describe your additional shift differentials.

Answered 10 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"

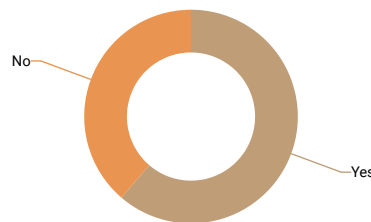
Results	
weekend differential of \$.50	1
standby and call duty pay for workers called in or on-call	1
weekend shift- \$10.00 or \$11.00; plus premium- 20%; prn- 10% or 20%	1
40 hours pay for 36 hours worked for friday - sunday maintenance pm team and small operations team	1
time and a half for work on sunday's	1
overtime rate	1
maintenance weekend shift premium	1
supervisors and maintenance receive \$1.40 instead of the \$.90 shift differential	1
\$1 an hour extra for being a press operator	1
hazard and hardship pay	1

3.32. Does your company have positions that are leveled?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



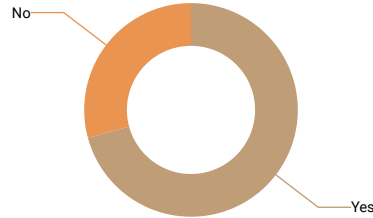
Results	%	N
Yes	57%	78
No	36%	50

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	63%	87
No	26%	36

3.34. Number of employees in production

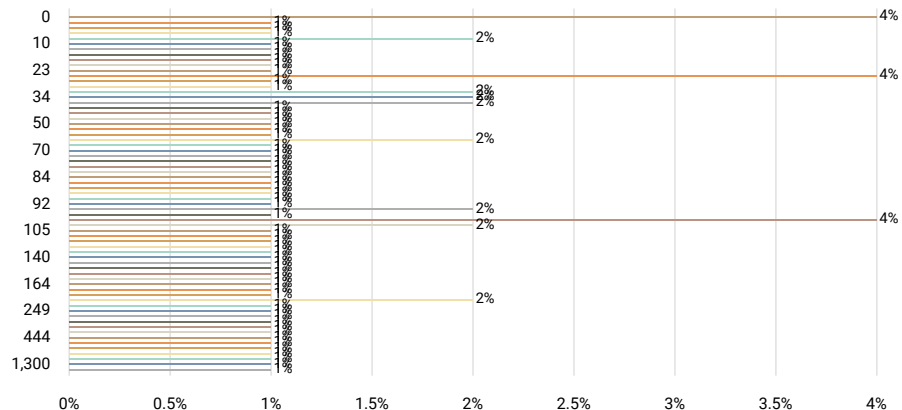
Answered 81 times

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	10
25th percentile	33
50th percentile	85
75th percentile	145
90th percentile	298
Mean	149.27
Median	85
Standard deviation	257.03
Total/sum	12,091

3.35. Average entry/hire hourly rate for production employees

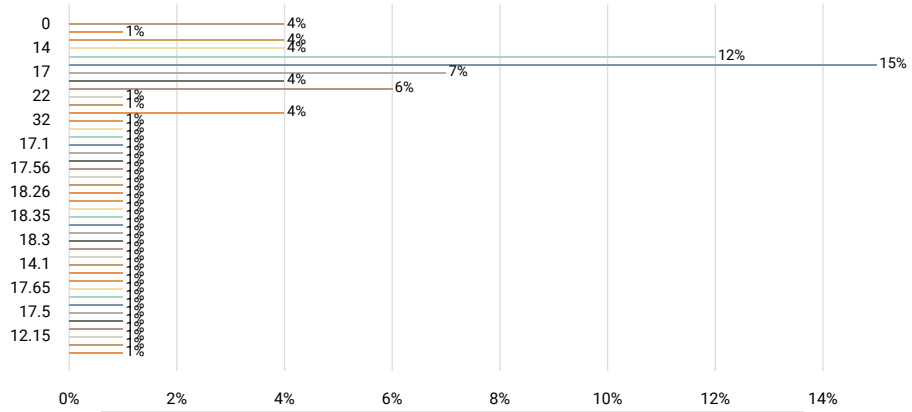
Answered 81 times

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	13.25
25th percentile	15
50th percentile	16.1
75th percentile	18.3
90th percentile	21.61
Mean	16.65
Median	16.1
Standard deviation	4.8
Total/sum	1,348.42

3.36. Average actual base rate for production employees

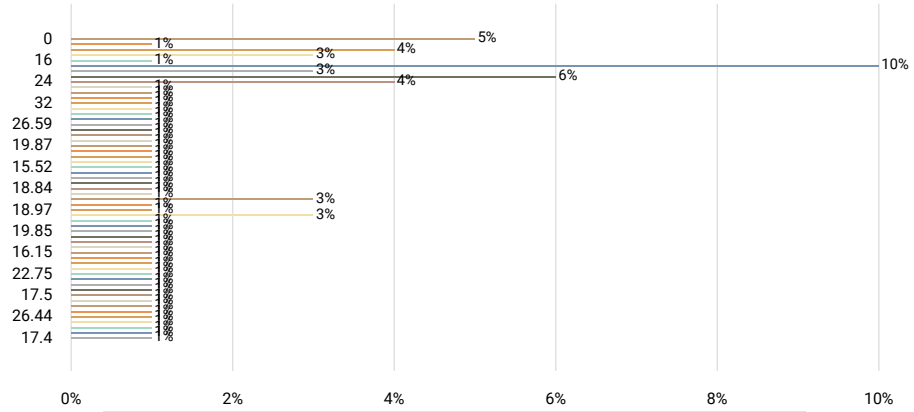
Answered 79 times

Skipped 8 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	14
25th percentile	16.92
50th percentile	18.84
75th percentile	23.5
90th percentile	26.92
Mean	19.23
Median	18.84
Standard deviation	6.6
Total/sum	1,519.08

3.37. Number of employees in maintenance

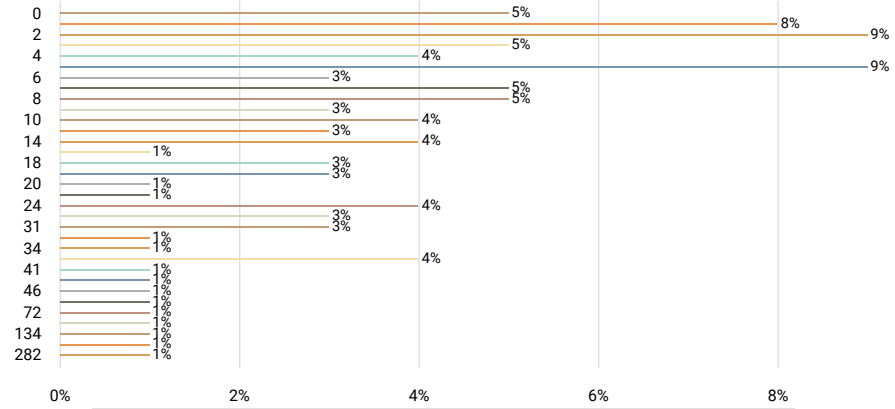
Answered 79 times

Skipped 8 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	3
50th percentile	8
75th percentile	24
90th percentile	44
Mean	21.19
Median	8
Standard deviation	40.14
Total/sum	1,674

3.38. Average entry/hire hourly rate for maintenance employees

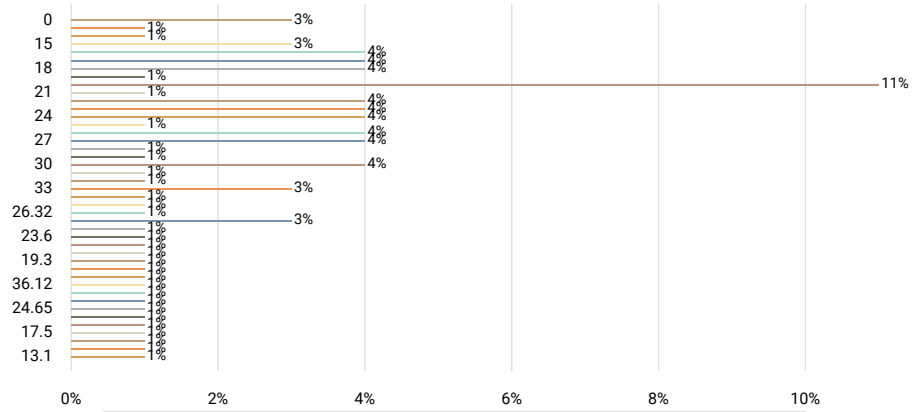
Answered 72 times

Skipped 15 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	16
25th percentile	18
50th percentile	22
75th percentile	26.66
90th percentile	30
Mean	22.29
Median	22
Standard deviation	6.87
Total/sum	1,604.63

3.39. Average actual base rate for maintenance employees

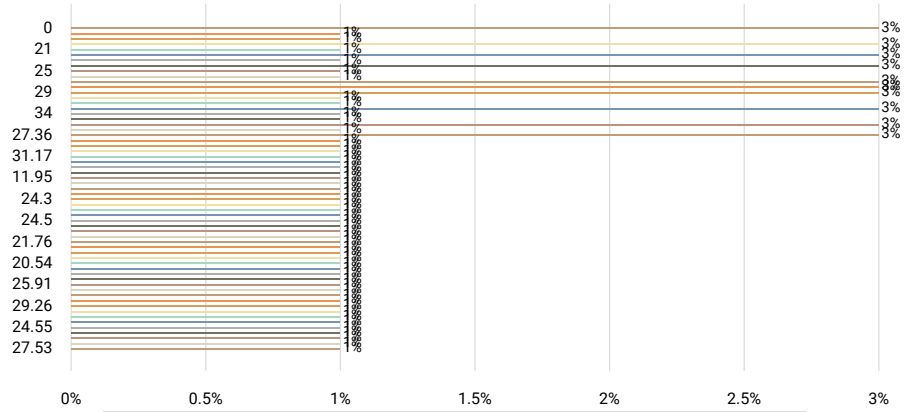
Answered 71 times

Skipped 16 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	23
50th percentile	27.25
75th percentile	30.75
90th percentile	34
Mean	26.5
Median	27.25
Standard deviation	7.2
Total/sum	1,881.7

3.40. Number of employees in warehouse

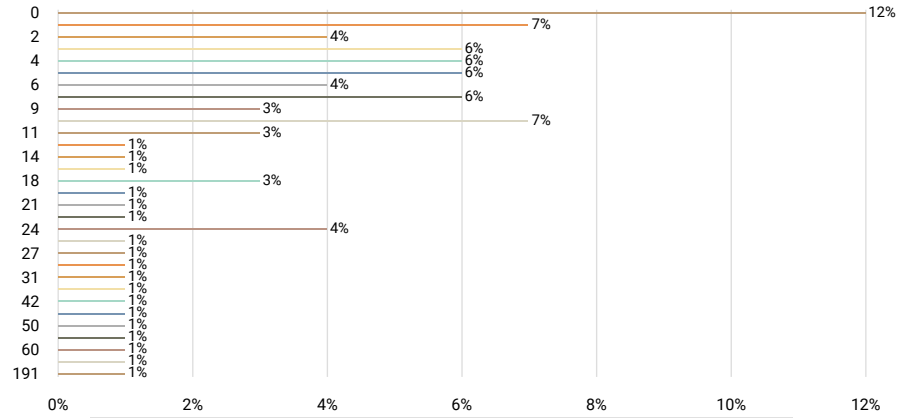
Answered 67 times

Skipped 20 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	8
75th percentile	21
90th percentile	42
Mean	16.72
Median	8
Standard deviation	28.58
Total/sum	1,120

3.41. Average entry/hire hourly rate for warehouse employees

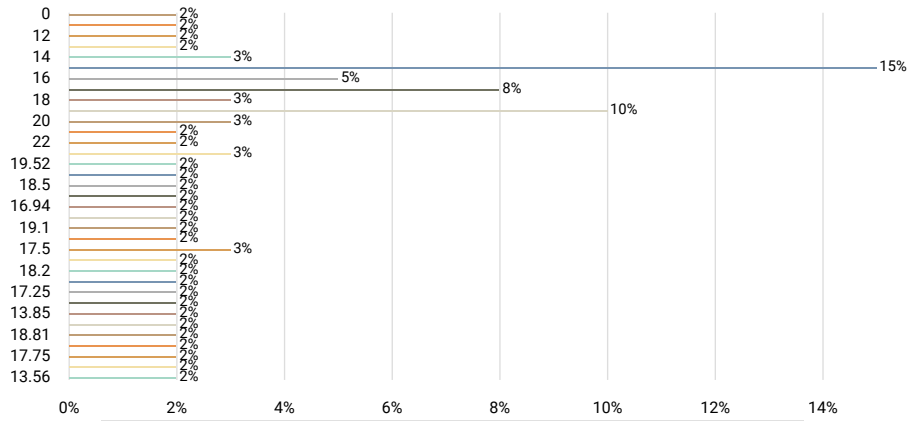
Answered 59 times

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	13.56
25th percentile	15
50th percentile	17
75th percentile	19
90th percentile	21
Mean	17.03
Median	17
Standard deviation	3.63
Total/sum	1,004.72

3.42. Average actual base rate for warehouse employees

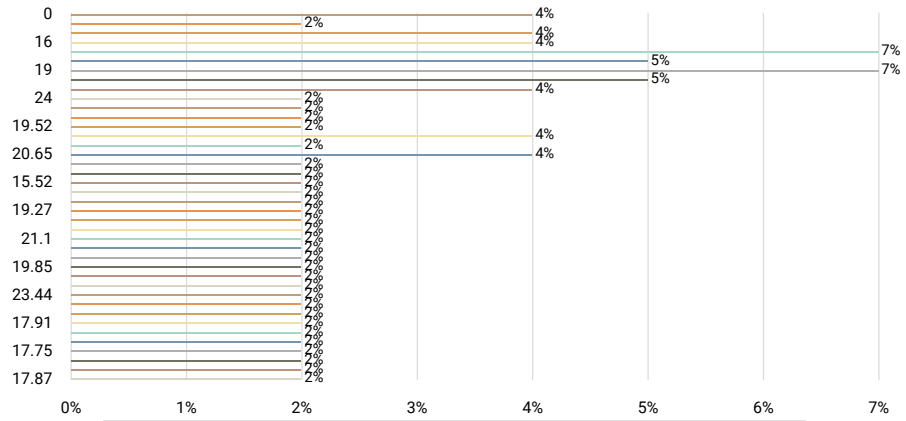
Answered 56 times

Skipped 31 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	15.52
25th percentile	17.38
50th percentile	19.12
75th percentile	21.02
90th percentile	24
Mean	19.03
Median	19.12
Standard deviation	5.13
Total/sum	1,065.74

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
Security Assistant
Clerk, General

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

Secretary
Benefits Clerk
Collections Clerk
Contracts Assistant
Dispatcher
Messenger/Courier

Accounting Clerk

Job description

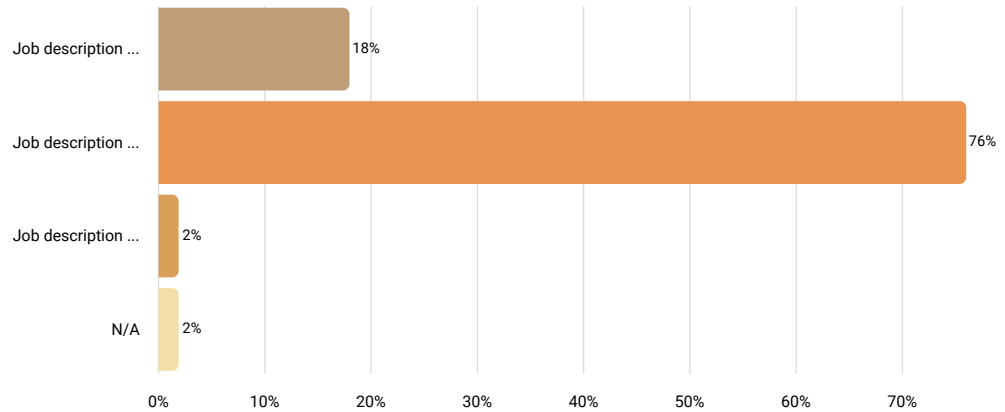
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying d primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to 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 49 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	9
Job description matches the position at your company very well	76%	37
Job description is perceptibly stronger than the position at your company	2%	1
N/A	2%	1

Job Title (if different than above)

Answered 24 times

Skipped 25 times

Text input

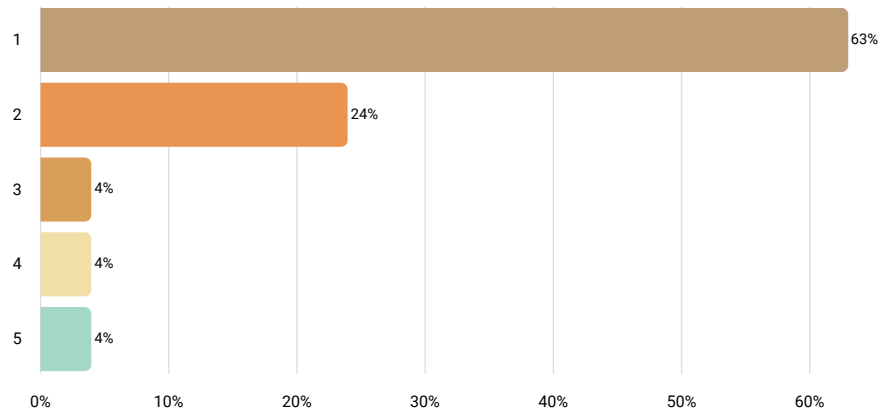
Results	
accounting specialist	3
accounting associate	3
accounts payable clerk	2
accounting assistant	2
accountant	1
ap / ar clerk	1
accounts payable assistant / receptionist	1
accounts receivable specialist	1
accounts payable/receivable	1
office administrator	1
payroll administrator	1
ap clerk/ar clerk	1
accounting support	1
accounting tech i & ii	1
accounting assistant/technician	1
accounts payable specialist	1
staff accountant	1
accounting clerk i, ii, iii	1

Number of Employees Currently in This Position

Answered 49 times

Skipped 0 times

Number input



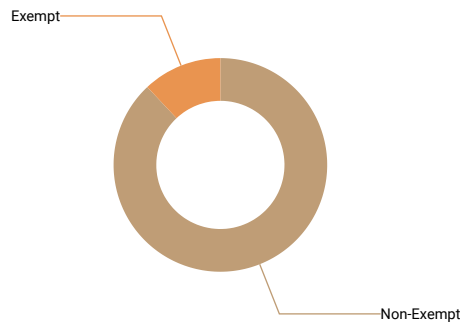
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.61
Median	1
Standard deviation	1.04
Total/sum	79

FLSA Status

Answered 49 times

Skipped 0 times

Select one answer (radio button)



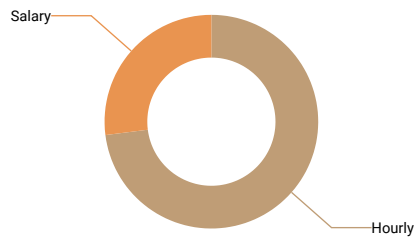
Results	%	N
Non-Exempt	88%	43
Exempt	12%	6

Is this position paid an hourly rate or annual salary?

Answered 49 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	73%	36
Salary	27%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	26	\$13.10	\$15.38	\$18.00	\$19.23	\$22.00	\$17.69	\$18.00	
Pay Range Maximum Rate	26	\$18.71	\$22.00	\$24.77	\$28.00	\$31.93	\$25.67	\$24.77	
Actual Lowest Base Rate	34	\$14.00	\$17.16	\$19.17	\$23.15	\$27.00	\$20.36	\$19.17	
Actual Average Base Rate	33	\$17.63	\$19.74	\$21.62	\$23.90	\$28.00	\$22.16	\$21.62	
Actual Highest Base Rate	32	\$18.63	\$21.50	\$23.24	\$25.60	\$28.00	\$23.69	\$23.24	
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$1.00	\$2.00	\$3.00	\$3.00	\$4.00	\$2.67	\$3.00	
Average Incentive Bonus or Other Bonus (Annual)	9	\$0.00	\$200.00	\$1,000.00	\$3,109.00	\$5,000.00	\$1,836.89	\$1,000.00	\$
Pay Range Minimum Salary	9	\$10,000.00	\$35,000.00	\$41,250.00	\$44,000.00	\$52,000.00	\$38,649.89	\$41,250.00	\$
Pay Range Maximum Salary	9	\$41,200.00	\$44,000.00	\$60,000.00	\$65,000.00	\$83,200.00	\$57,678.33	\$60,000.00	\$
Actual Lowest Base Salary	12	\$33,945.00	\$40,000.00	\$44,500.00	\$54,324.50	\$57,680.00	\$46,646.67	\$44,500.00	\$
Actual Average Base Salary	13	\$33,945.00	\$40,600.00	\$45,000.00	\$52,000.00	\$57,680.00	\$46,662.00	\$45,000.00	\$
Actual Highest Base Salary	12	\$33,945.00	\$40,600.00	\$44,500.00	\$54,324.50	\$57,680.00	\$46,746.67	\$44,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$500.00	\$1,320.00	\$2,000.00	\$5,000.00	\$1,622.57	\$1,320.00	\$

Administrative Assistant/Executive Secretary

Job description

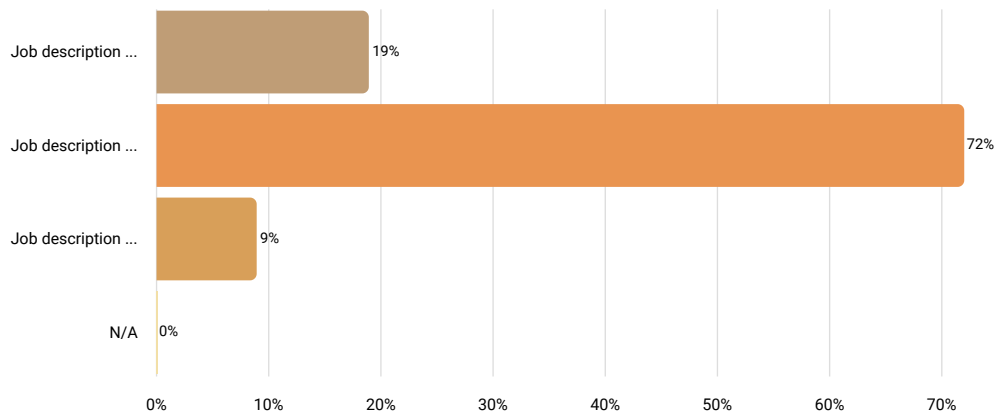
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical fun preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	10
Job description matches the position at your company very well	72%	38
Job description is perceptibly stronger than the position at your company	9%	5
N/A	0%	0

Job Title (if different than above)

Answered 27 times

Skipped 26 times

Text input

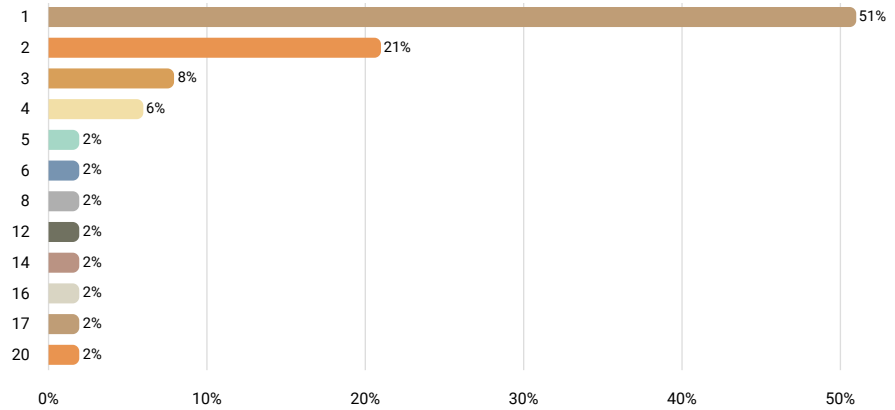
Results	
executive assistant	10
administrative assistant	2
sr. executive assistant	1
administrative aides	1
administrative specialist	1
executive office and communications assistant	1
executive administrative assistant	1
administrative assistance/front desk receptionist/executive assistant	1
administrative clerk	1
assistant, administrative operations	1
administrative support, sales support admin	1
system test/analyst (entry-sme)	1
administration assistant i, administrative assistant i - quality, & admin/facility assistant ii	1
guest service specialist	1
executive administrative asst, executive administrative spec, administrative specialist	1
administrator specialist	1
sr executive assistant	1

Number of Employees Currently in This Position

Answered 53 times

Skipped 0 times

Number input



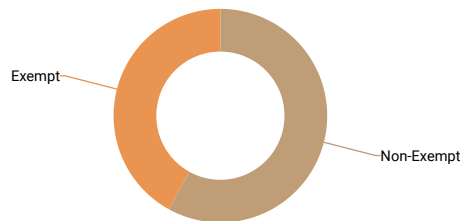
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	8
Mean	3.23
Median	1
Standard deviation	4.41
Total/sum	171

FLSA Status

Answered 53 times

Skipped 0 times

Select one answer (radio button)



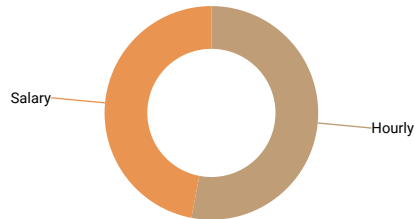
Results	%	N
Non-Exempt	58%	31
Exempt	42%	22

Is this position paid an hourly rate or annual salary?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	53%	28
Salary	47%	25

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	21	\$14.00	\$15.00	\$18.00	\$21.92	\$29.00	\$19.20	\$18.00	
Pay Range Maximum Rate	21	\$20.00	\$22.11	\$25.73	\$35.00	\$40.00	\$29.45	\$25.73	
Actual Lowest Base Rate	28	\$14.00	\$17.50	\$20.67	\$25.60	\$33.20	\$22.22	\$20.67	
Actual Average Base Rate	28	\$16.21	\$19.94	\$23.95	\$29.18	\$34.19	\$24.53	\$23.95	
Actual Highest Base Rate	28	\$17.60	\$21.05	\$24.88	\$32.84	\$35.18	\$26.81	\$24.88	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	5	\$0.00	\$500.00	\$1,000.00	\$1,200.00	\$2,100.00	\$960.00	\$1,000.00	
Pay Range Minimum Salary	20	\$30,396.18	\$35,024.00	\$41,303.40	\$48,079.10	\$57,200.00	\$42,537.51	\$41,303.40	\$
Pay Range Maximum Salary	20	\$39,240.00	\$50,000.00	\$66,133.60	\$79,657.50	\$133,844.60	\$74,719.12	\$66,133.60	\$
Actual Lowest Base Salary	25	\$32,136.00	\$40,000.00	\$53,000.00	\$62,088.00	\$77,126.00	\$52,696.58	\$53,000.00	\$
Actual Average Base Salary	25	\$38,000.00	\$44,491.00	\$56,152.72	\$66,000.00	\$85,000.00	\$57,690.72	\$56,152.72	\$
Actual Highest Base Salary	25	\$38,480.00	\$46,400.00	\$58,300.00	\$70,000.00	\$91,800.00	\$63,480.71	\$58,300.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$0.00	\$0.00	\$2,000.00	\$5,399.00	\$5,830.00	\$3,861.73	\$2,000.00	\$

Purchasing Clerk

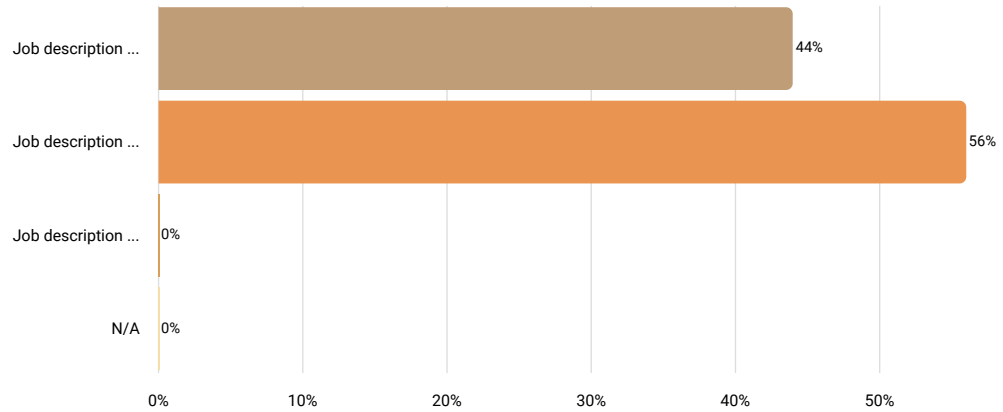
Job description Compile information and records to draw up purchase orders for procurement of materials and services.

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	44%	11
Job description matches the position at your company very well	56%	14
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Job Title (if different than above)

Answered 17 times

Skipped 8 times

Text input

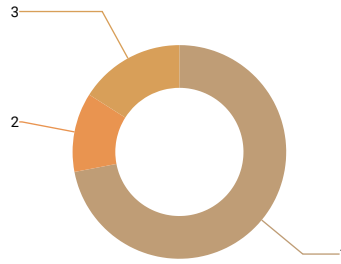
Results	
buyer	3
procurement specialist	1
purchasing coordinator	1
supply chain clerk	1
maintenance clerk	1
purchasing	1
inventory clerk (manufacturing - assistant quality control)	1
junior procurement specialist	1
entry program control analyst	1
commodity specialist	1
junior buyer; senior buyer	1
procurement coordinator	1
procurement officer i	1
inventory specialist	1
procurement analyst	1

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



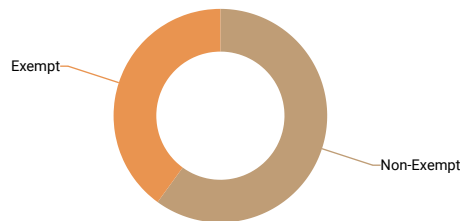
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.44
Median	1
Standard deviation	0.77
Total/sum	36

FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



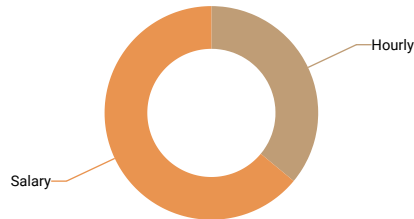
Results	%	N
Non-Exempt	60%	15
Exempt	40%	10

Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	9
Salary	64%	16

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	8	\$16.00	\$16.44	\$19.73	\$21.71	\$25.00	\$19.59	\$19.73	
Pay Range Maximum Rate	8	\$18.00	\$21.00	\$25.15	\$33.12	\$40.00	\$27.07	\$25.15	
Actual Lowest Base Rate	9	\$16.00	\$20.00	\$23.00	\$25.15	\$31.68	\$22.50	\$23.00	
Actual Average Base Rate	9	\$17.00	\$20.44	\$23.50	\$26.29	\$31.68	\$23.39	\$23.50	
Actual Highest Base Rate	9	\$19.00	\$20.44	\$23.91	\$26.29	\$31.68	\$23.72	\$23.91	
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	14	\$35,990.00	\$42,000.00	\$43,900.00	\$68,000.00	\$71,999.98	\$51,061.07	\$43,900.00	\$
Pay Range Maximum Salary	14	\$44,985.00	\$50,000.00	\$70,000.00	\$80,000.00	\$95,000.00	\$68,144.57	\$70,000.00	\$
Actual Lowest Base Salary	15	\$36,699.00	\$41,225.00	\$50,000.00	\$63,024.00	\$71,999.98	\$51,194.27	\$50,000.00	\$
Actual Average Base Salary	14	\$38,635.00	\$42,000.00	\$59,971.50	\$66,000.00	\$71,999.98	\$57,303.64	\$59,971.50	\$
Actual Highest Base Salary	14	\$40,656.00	\$42,000.00	\$63,012.00	\$71,999.98	\$80,000.00	\$59,812.14	\$63,012.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$0.00	\$400.00	\$1,500.00	\$5,000.00	\$1,216.67	\$400.00	\$

Human Resources Assistant

Job description

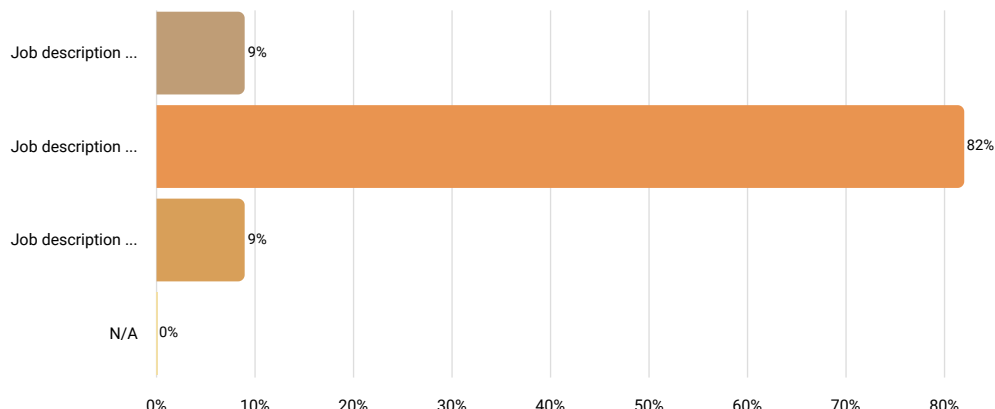
Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervision ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee files a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

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	3
Job description matches the position at your company very well	82%	28
Job description is perceptibly stronger than the position at your company	9%	3
N/A	0%	0

Job Title (if different than above)

Answered 16 times

Skipped 18 times

Text input

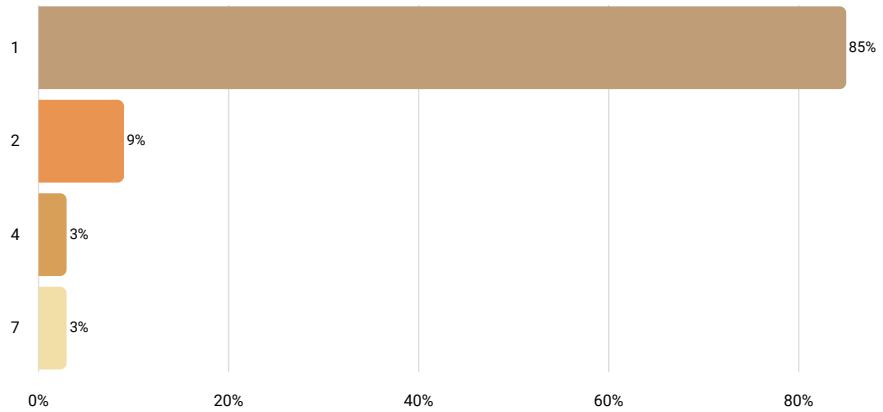
Results	
human resources coordinator	2
human resources assistant	1
hr admin assistant	1
human resources specialist	1
human resource clerk	1
hr generalist support coordinator	1
n/a	1
hr administrator, national account rep, onsite account rep, recruiting coordinator, sr.national acct rep	1
hr clerk	1
senior administrative assistant	1
human resources assistant i	1
human resources associate	1
coordinator	1
human resources support	1
hr representative	1

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



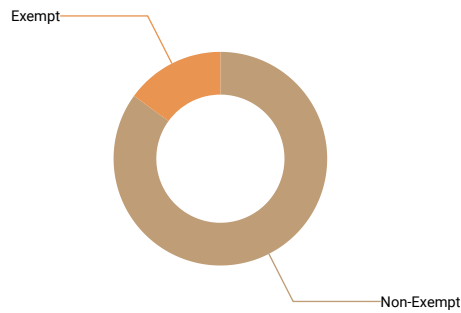
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.35
Median	1
Standard deviation	1.15
Total/sum	46

FLSA Status

Answered 34 times

Skipped 0 times

Select one answer (radio button)



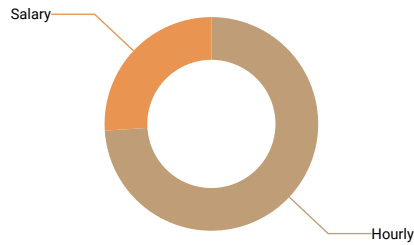
Results	%	N
Non-Exempt	85%	29
Exempt	15%	5

Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	74%	25
Salary	26%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	21	\$13.58	\$15.38	\$16.00	\$19.47	\$24.70	\$17.94	\$16.00
Pay Range Maximum Rate	19	\$18.00	\$21.10	\$27.88	\$30.00	\$42.00	\$27.43	\$27.88
Actual Lowest Base Rate	23	\$14.50	\$16.00	\$20.41	\$24.70	\$28.00	\$21.22	\$20.41
Actual Average Base Rate	23	\$14.96	\$16.00	\$21.47	\$26.70	\$31.46	\$22.22	\$21.47
Actual Highest Base Rate	22	\$15.43	\$18.50	\$22.50	\$26.70	\$36.34	\$23.90	\$22.50
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$0.00	\$0.00	\$2.00	\$3.00	\$4.00	\$1.86	\$2.00
Average Incentive Bonus or Other Bonus (Annual)	5	\$0.00	\$0.00	\$300.00	\$1,000.00	\$1,339.00	\$527.80	\$300.00
Pay Range Minimum Salary	7	\$24,224.00	\$34,500.00	\$38,750.00	\$40,000.00	\$47,840.00	\$37,616.29	\$38,750.00
Pay Range Maximum Salary	7	\$33,914.00	\$48,000.00	\$54,250.00	\$64,700.00	\$76,000.00	\$55,312.00	\$54,250.00
Actual Lowest Base Salary	8	\$37,598.00	\$41,350.00	\$43,945.00	\$46,140.00	\$55,000.00	\$44,433.50	\$43,945.00
Actual Average Base Salary	8	\$37,598.00	\$43,445.00	\$44,100.00	\$48,209.98	\$55,000.00	\$45,513.50	\$44,100.00
Actual Highest Base Salary	8	\$37,598.00	\$43,445.00	\$45,140.00	\$49,419.98	\$55,000.00	\$46,076.00	\$45,140.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

Customer Service Representative

Job description

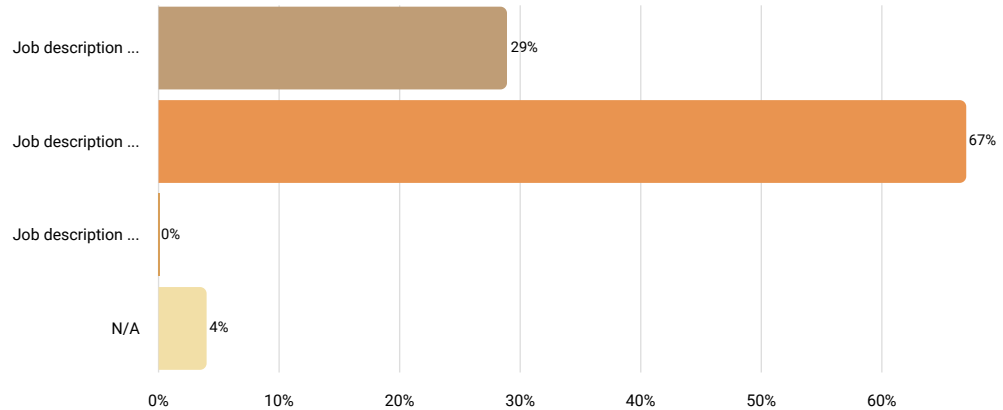
Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. Exclude individual duties are primarily sales or repair

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	7
Job description matches the position at your company very well	67%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	4%	1

Job Title (if different than above)

Answered 6 times

Skipped 18 times

Text input

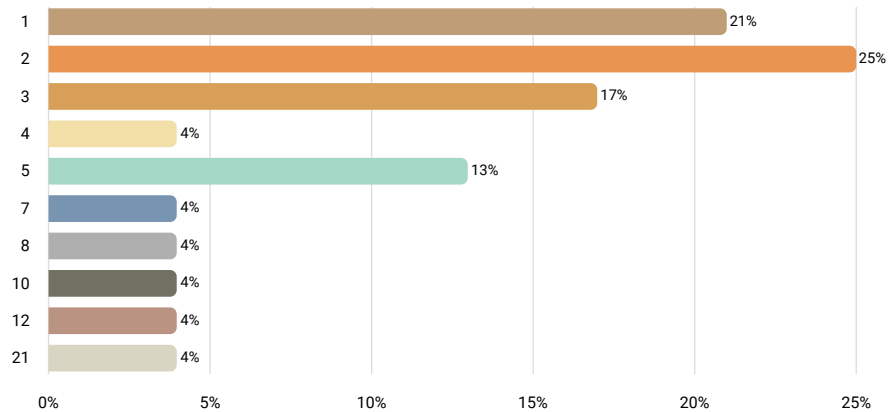
Results	
customer service representative	3
development administrative manager ; event lead	1
inside sales representative	1
customer service coordinator	1

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



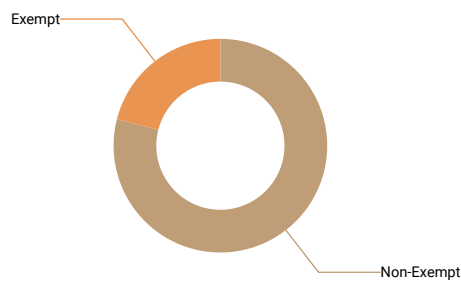
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	10
Mean	4.42
Median	3
Standard deviation	4.6
Total/sum	106

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



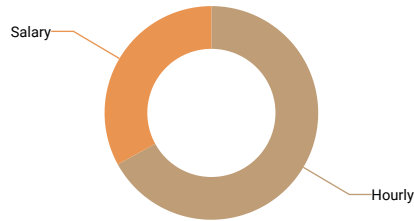
Results	%	N
Non-Exempt	79%	19
Exempt	21%	5

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	16
Salary	33%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	12	\$14.00	\$14.75	\$16.66	\$21.55	\$22.73	\$17.52	\$16.66
Pay Range Maximum Rate	12	\$19.00	\$22.00	\$25.35	\$28.36	\$32.00	\$25.17	\$25.35
Actual Lowest Base Rate	16	\$14.00	\$15.92	\$17.72	\$21.95	\$25.00	\$18.56	\$17.72
Actual Average Base Rate	15	\$14.83	\$16.82	\$20.41	\$22.28	\$25.00	\$20.04	\$20.41
Actual Highest Base Rate	16	\$15.50	\$18.75	\$24.00	\$25.44	\$28.71	\$23.04	\$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)								

Telephone Operator/Receptionist

Job description

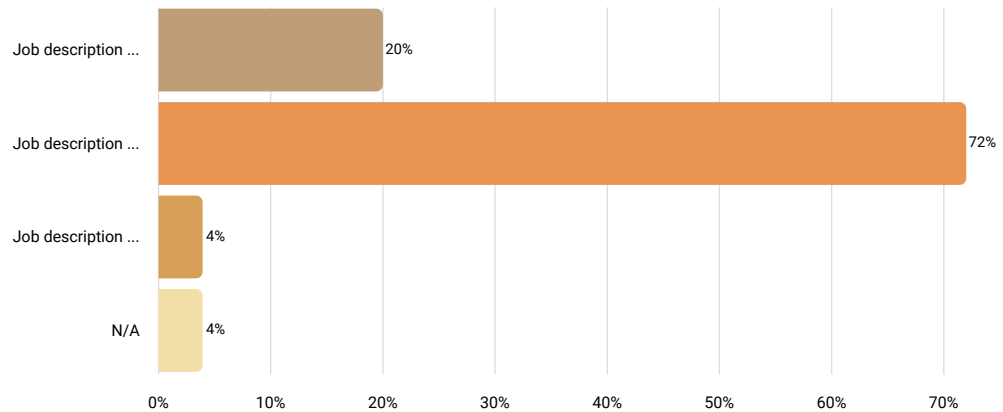
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities c establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	5
Job description matches the position at your company very well	72%	18
Job description is perceptibly stronger than the position at your company	4%	1
N/A	4%	1

Job Title (if different than above)

Answered 10 times

Skipped 15 times

Text input

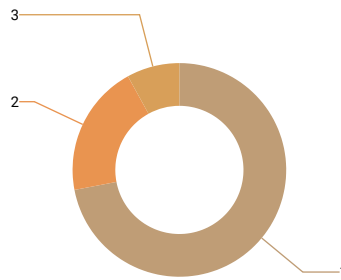
Results	
receptionist	6
resource desk coordinator	1
receptionist/security asst; receptionist/security assistant; receptionist	1
clerical assistant	1
receptionist/typist	1

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



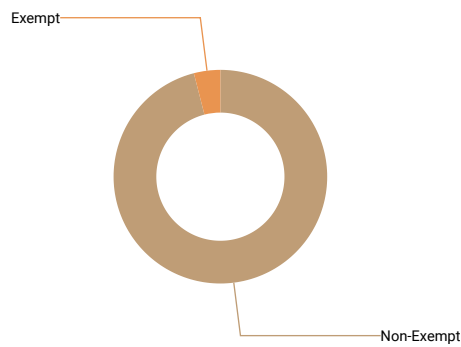
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.36
Median	1
Standard deviation	0.64
Total/sum	34

FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



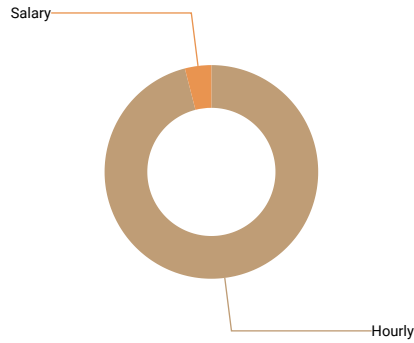
Results	%	N
Non-Exempt	96%	24
Exempt	4%	1

Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	96%	24
Salary	4%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	17	\$10.00	\$12.16	\$15.00	\$16.87	\$18.00	\$14.44	\$15.00
Pay Range Maximum Rate	17	\$15.00	\$18.00	\$19.60	\$22.00	\$25.59	\$19.97	\$19.60
Actual Lowest Base Rate	24	\$12.33	\$13.75	\$16.58	\$18.85	\$22.00	\$16.61	\$16.58
Actual Average Base Rate	24	\$13.00	\$14.50	\$17.53	\$19.19	\$22.00	\$17.47	\$17.53
Actual Highest Base Rate	24	\$13.00	\$15.50	\$17.53	\$19.85	\$22.00	\$17.84	\$17.53
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$0.00	\$0.00	\$0.00	\$3.00	\$4.00	\$1.17	\$0.00
Average Incentive Bonus or Other Bonus (Annual)	8	\$0.00	\$350.00	\$875.00	\$3,075.50	\$3,700.00	\$1,537.63	\$875.00
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)								

Document Control Specialist

Job description

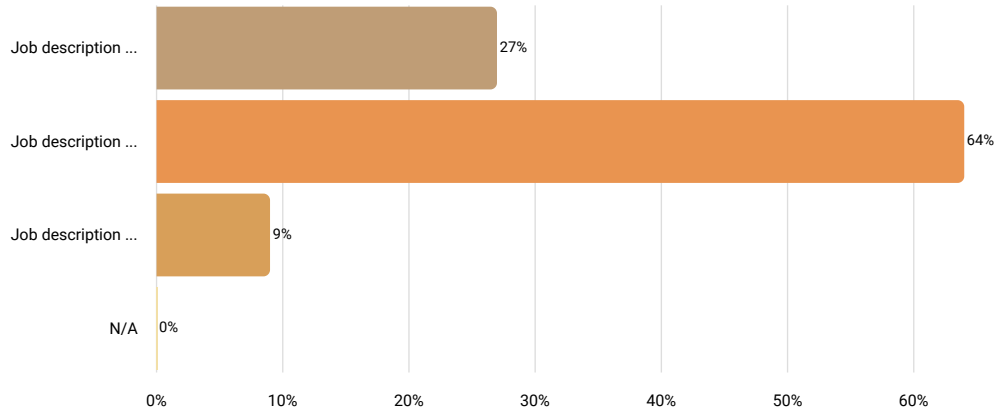
Assist with file migrations and audits, and perform administrative tasks as needed. Periodically responsible for training employees on records management and policies, which include documentation, retention, retrieval, destruction, and disaster recovery.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



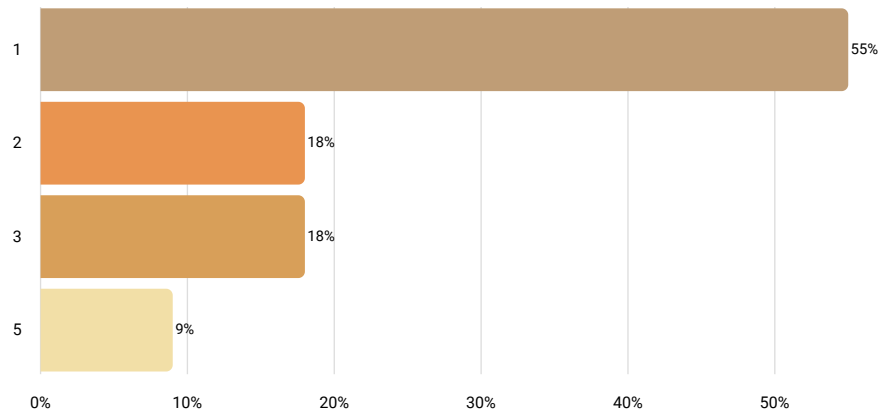
Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	3
Job description matches the position at your company very well	64%	7
Job description is perceptibly stronger than the position at your company	9%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



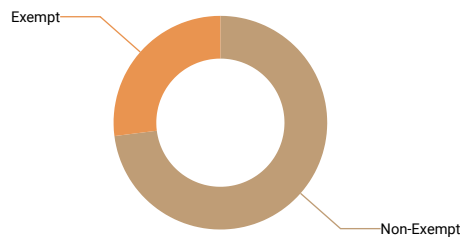
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	3
Mean	1.91
Median	1
Standard deviation	1.3
Total/sum	21

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



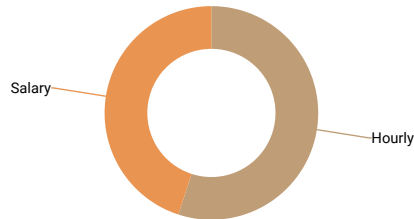
Results	%	N
Non-Exempt	73%	8
Exempt	27%	3

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	55%	6
Salary	45%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	\$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	5	\$42,000.00	\$55,000.00	\$65,000.00	\$65,083.20	\$68,103.00	\$59,037.24	\$65,000.00	\$
Actual Average Base Salary	5	\$51,000.00	\$55,000.00	\$65,000.00	\$65,083.20	\$68,103.00	\$60,837.24	\$65,000.00	\$
Actual Highest Base Salary	5	\$55,000.00	\$55,000.00	\$65,000.00	\$65,083.20	\$68,103.00	\$61,637.24	\$65,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Job description

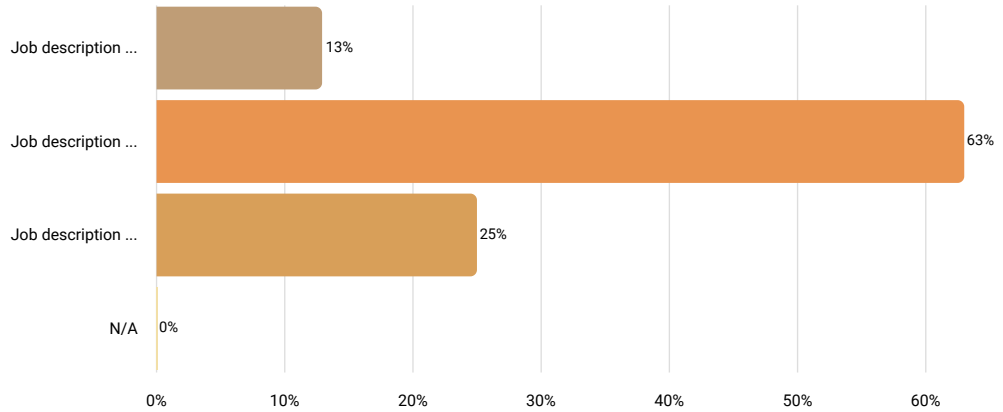
Facilitates the flow of materials to and from various work sites or departments. Work with vendors to secure the appropriate goods and coordinate delive
Responsible for inspecting materials for both quality and quantity.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



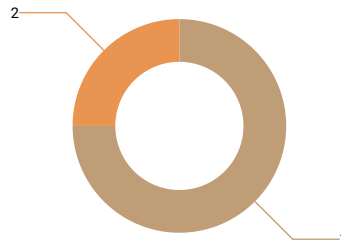
Results		%	N
Job description is perceptibly weaker than the position at your company		13%	1
Job description matches the position at your company very well		63%	5
Job description is perceptibly stronger than the position at your company		25%	2
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



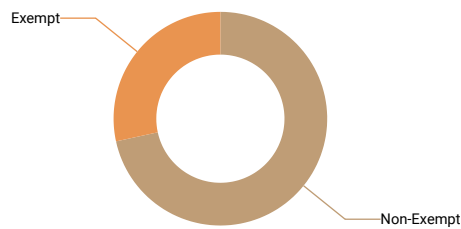
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1.25
Median	1
Standard deviation	0.46
Total/sum	10

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



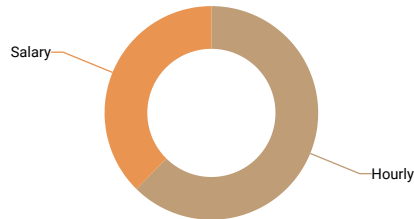
Results	%	N
Non-Exempt	63%	5
Exempt	25%	2

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									

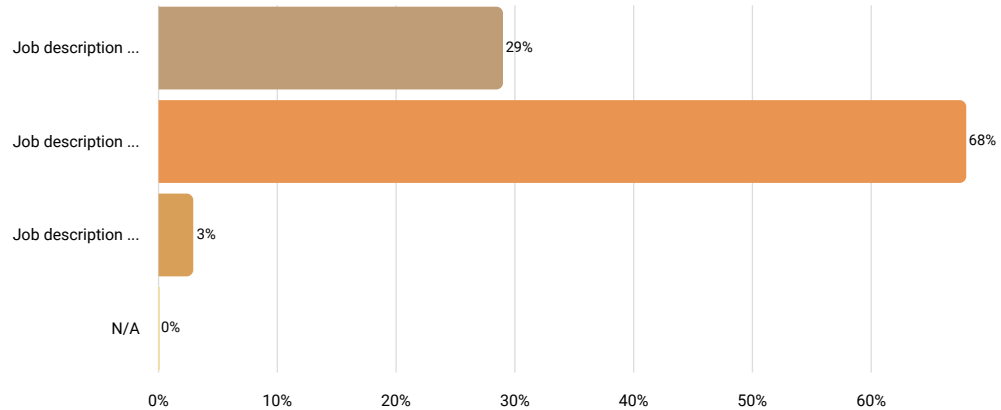
Payroll Specialist

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



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	9
Job description matches the position at your company very well	68%	21
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Job Title (if different than above)

Answered 16 times
 Skipped 15 times
 Text input

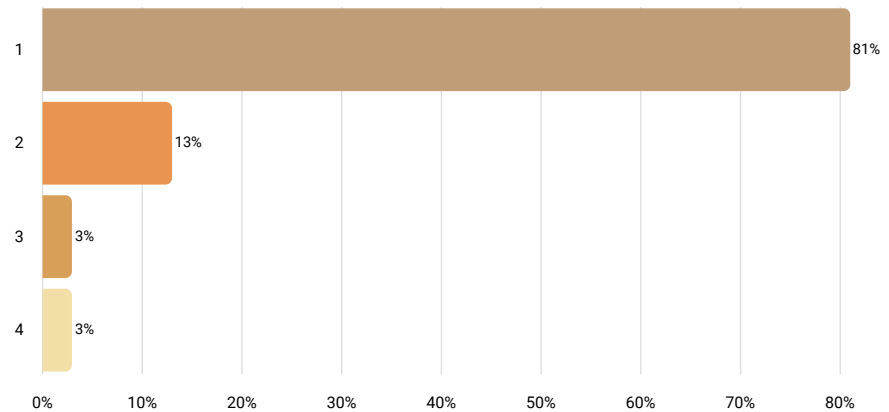
Results	
payroll assistant	2
staff accountant	1
payroll/retirement benefits specialist	1
accountant/payroll specialist	1
payroll administrator	1
payroll financial analyst	1
payroll/human resources specialist	1
payroll coordinator	1
payroll/hr administrator	1
payroll clerk iii	1
sr. payroll accountant	1
payroll and benefits specialist	1
payroll & benefits specialist	1
payroll supervisor	1
payroll consultant	1

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



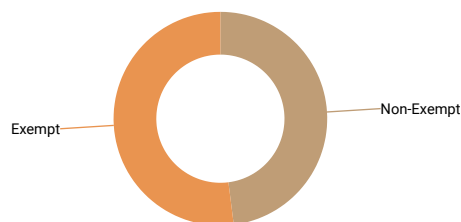
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.29
Median	1
Standard deviation	0.69
Total/sum	40

FLSA Status

Answered 31 times

Skipped 0 times

Select one answer (radio button)



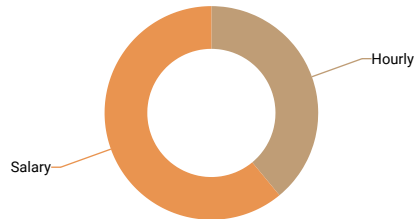
Results	%	N
Non-Exempt	48%	15
Exempt	52%	16

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	39%	12
Salary	61%	19

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	9	\$16.10	\$19.00	\$20.00	\$26.15	\$31.36	\$21.79	\$20.00	
Pay Range Maximum Rate	9	\$19.00	\$24.20	\$27.65	\$31.36	\$41.80	\$28.43	\$27.65	
Actual Lowest Base Rate	11	\$18.73	\$19.00	\$24.00	\$28.72	\$31.36	\$24.48	\$24.00	
Actual Average Base Rate	11	\$19.00	\$21.71	\$25.00	\$30.21	\$31.36	\$25.09	\$25.00	
Actual Highest Base Rate	11	\$19.00	\$21.71	\$26.44	\$31.36	\$31.69	\$25.70	\$26.44	
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	17	\$42,577.60	\$50,000.00	\$52,000.00	\$60,000.00	\$63,099.00	\$55,536.84	\$52,000.00	\$
Pay Range Maximum Salary	17	\$56,179.00	\$63,099.00	\$73,000.00	\$80,000.00	\$85,612.00	\$72,364.01	\$73,000.00	\$
Actual Lowest Base Salary	18	\$45,000.00	\$51,000.00	\$60,552.50	\$65,820.00	\$80,000.00	\$61,134.15	\$60,552.50	\$
Actual Average Base Salary	18	\$51,000.00	\$54,631.20	\$63,809.20	\$65,820.00	\$80,000.00	\$63,676.13	\$63,809.20	\$
Actual Highest Base Salary	18	\$51,000.00	\$55,557.00	\$64,500.00	\$73,000.00	\$80,000.00	\$65,730.43	\$64,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$500.00	\$2,000.00	\$3,200.00	\$5,800.00	\$18,500.00	\$5,055.56	\$3,200.00	\$

Security Assistant

Job description

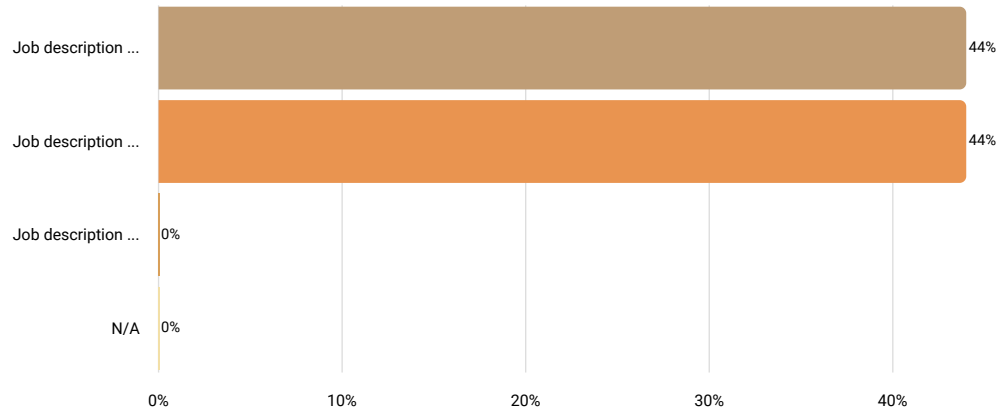
Issues and maintains access cards and keys, supervision of security and/or clerical support staff, monitors alarm systems, prepares clearance forms, and security documents and other data in either hard copy or computerized formats.

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	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 3 times

Text input

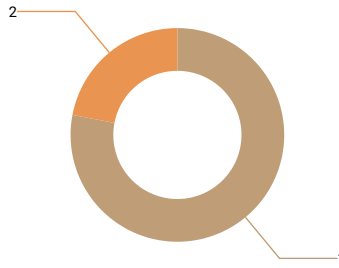
Results	
security officer	1
security analyst	1
executive assistant/afso	1
security coordinator	1
admin/facility assistant ii	1
specialist, security ind & compliance	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



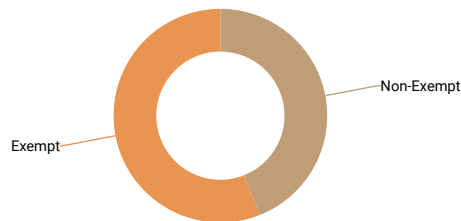
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.22
Median	1
Standard deviation	0.44
Total/sum	11

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



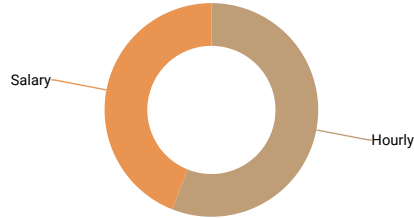
Results	%	N
Non-Exempt	44%	4
Exempt	56%	5

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	56%	5
Salary	44%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	\$19.53	\$26.32	\$33.97	\$47.96	\$50.00	\$35.56	\$33.97
Actual Average Base Rate	5	\$19.83	\$33.97	\$40.22	\$47.96	\$50.00	\$38.40	\$40.22
Actual Highest Base Rate	5	\$20.72	\$33.97	\$40.22	\$47.96	\$50.00	\$38.57	\$40.22
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)								

Clerk, General

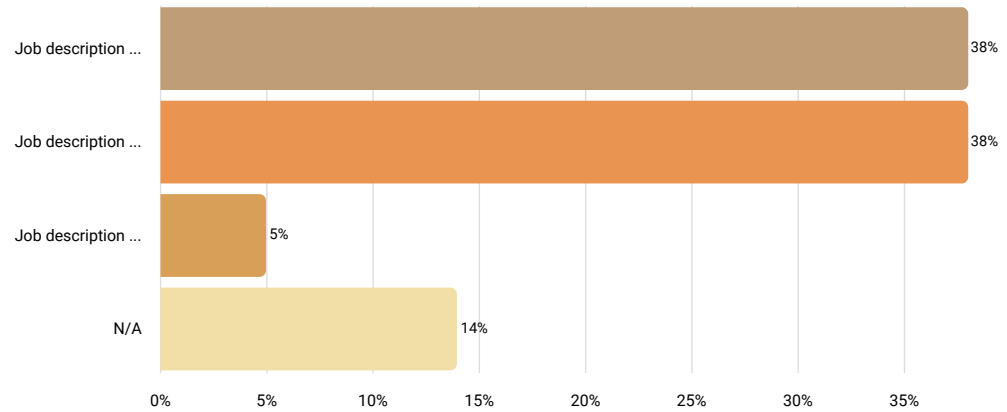
Job description Clerk positions who perform support/office work here that have not already been classified in an above category.

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		38%	8
Job description matches the position at your company very well		38%	8
Job description is perceptibly stronger than the position at your company		5%	1
	N/A	14%	3

Job Title (if different than above)

Answered 14 times

Skipped 7 times

Text input

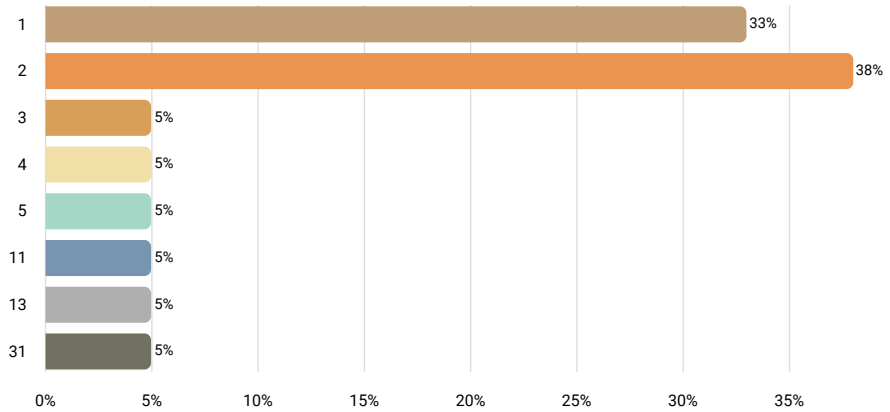
Results	
logistic clerk	1
receptionist	1
general clerk ii	1
project clerk, safety clerk, etc.	1
guest services administrative coordinator ; retail services administrative coordinator	1
administrative assistant i	1
it assistant; engineering clerk	1
pc network support i, summer file clerk	1
rga clerk, 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 21 times

Skipped 0 times

Number input



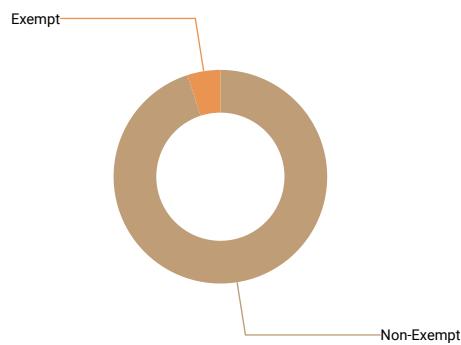
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	11
Mean	4.29
Median	2
Standard deviation	6.91
Total/sum	90

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



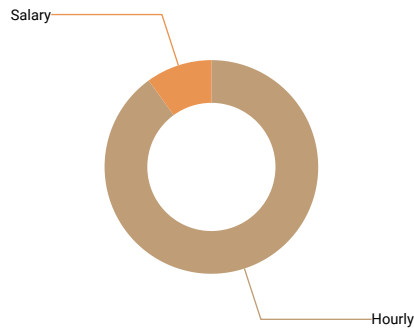
Results	%	N
Non-Exempt	95%	20
Exempt	5%	1

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	19
Salary	10%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	14	\$12.16	\$14.00	\$15.00	\$18.59	\$21.75	\$16.11	\$15.00
Pay Range Maximum Rate	13	\$15.72	\$21.10	\$23.00	\$25.50	\$27.88	\$23.45	\$23.00
Actual Lowest Base Rate	18	\$12.16	\$14.49	\$15.98	\$20.00	\$22.00	\$16.87	\$15.98
Actual Average Base Rate	18	\$14.25	\$15.00	\$17.50	\$21.82	\$22.00	\$18.39	\$17.50
Actual Highest Base Rate	18	\$15.00	\$15.71	\$20.30	\$24.30	\$29.00	\$20.95	\$20.30
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$1.00	\$2.00	\$2.00	\$4.00	\$4.00	\$2.60	\$2.00
Average Incentive Bonus or Other Bonus (Annual)	5	\$0.00	\$300.00	\$608.00	\$3,450.00	\$17,000.00	\$4,271.60	\$608.00
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 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 1, Level 2, Level 3
Drafter - CAD
PC Network Support Technician
Lab Technician
Graphics Sec/Tech Illustrator

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

Computer Operator
Drafter - Manual
Data Entry Operator
Field Services Engineer
Non-Destructive Testing (NDT) Technician

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.

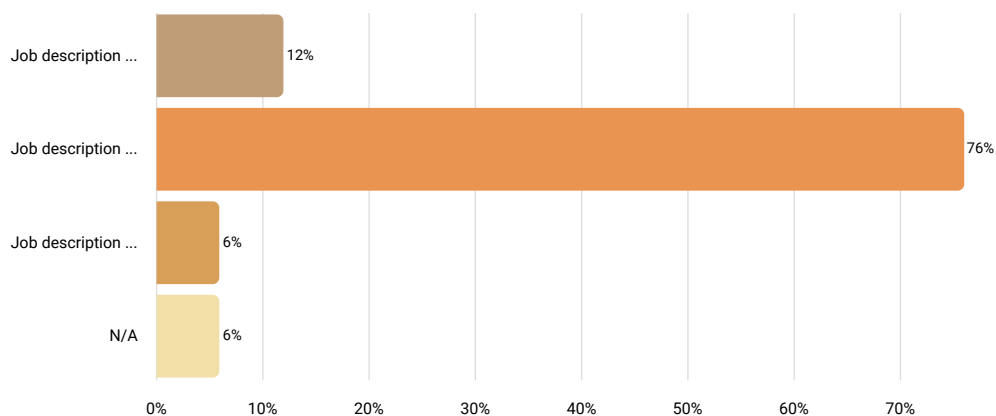
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 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	76%	13
Job description is perceptibly stronger than the position at your company	6%	1
N/A	6%	1

Job Title (if different than above)

Answered 8 times

Skipped 9 times

Text input

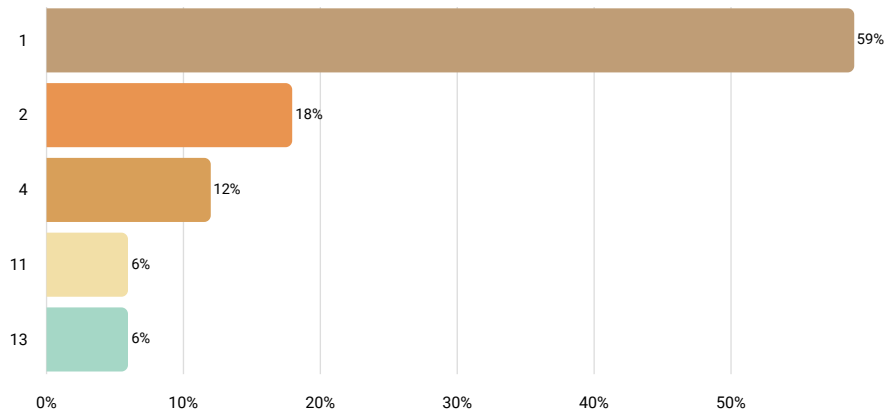
Results	
engineering technician	2
engineering aide	2
member technical staff	1
entry engineering technician	1
engineer	1
r&d engineering aide	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



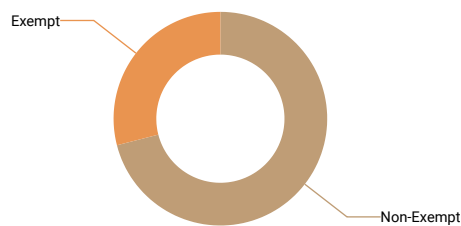
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	11
Mean	2.82
Median	1
Standard deviation	3.61
Total/sum	48

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



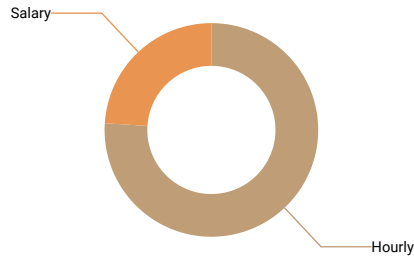
Results	%	N
Non-Exempt	71%	12
Exempt	29%	5

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	76%	13
Salary	24%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	\$15.98	\$16.00	\$20.00	\$23.90	\$30.50	\$20.70	\$20.00
Pay Range Maximum Rate	9	\$16.00	\$20.95	\$30.72	\$35.27	\$42.38	\$29.22	\$30.72
Actual Lowest Base Rate	12	\$15.98	\$17.00	\$20.00	\$22.95	\$25.50	\$19.58	\$20.00
Actual Average Base Rate	13	\$16.00	\$18.02	\$20.77	\$26.40	\$30.04	\$21.36	\$20.77
Actual Highest Base Rate	12	\$16.00	\$18.17	\$21.66	\$27.59	\$32.21	\$21.88	\$21.66
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)								

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.

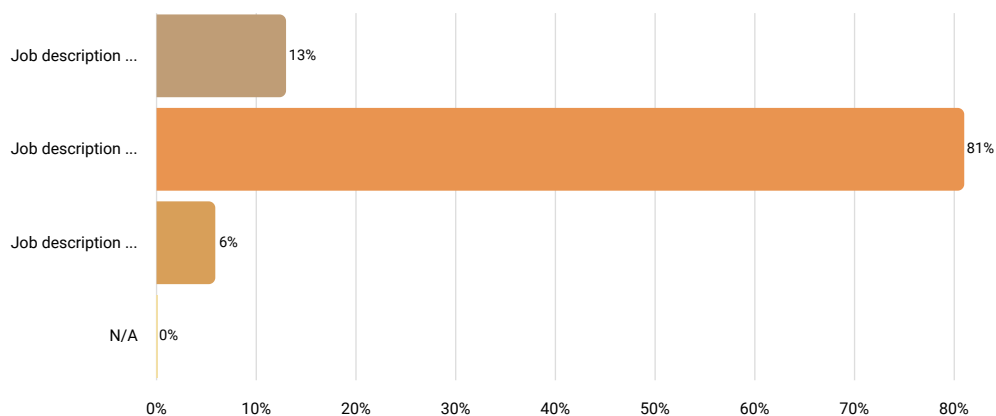
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	81%	13
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 9 times

Text input

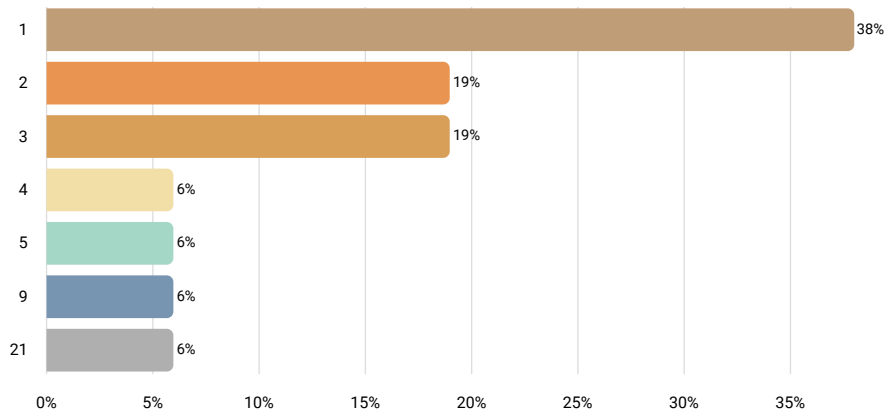
Results	
technician	1
designer	1
engineering tech ii	1
engineer	1
technician ii	1
engineering technician	1
engineering aide	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



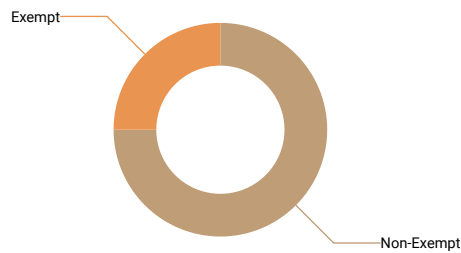
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3.5
90th percentile	9
Mean	3.75
Median	2
Standard deviation	5.05
Total/sum	60

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



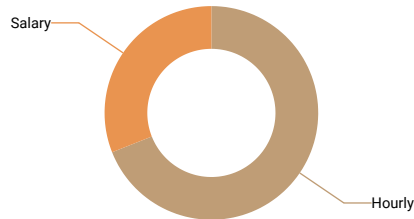
Results	%	N
Non-Exempt	75%	12
Exempt	25%	4

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	69%	11
Salary	31%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	\$17.75	\$18.00	\$21.50	\$23.14	\$26.25	\$21.16	\$21.50
Pay Range Maximum Rate	8	\$20.00	\$22.75	\$30.75	\$34.95	\$42.50	\$29.93	\$30.75
Actual Lowest Base Rate	11	\$18.00	\$21.63	\$23.55	\$29.18	\$30.00	\$41.36	\$23.55
Actual Average Base Rate	11	\$19.11	\$22.00	\$27.30	\$29.18	\$29.45	\$25.44	\$27.30
Actual Highest Base Rate	11	\$21.97	\$22.49	\$29.18	\$30.98	\$31.72	\$27.26	\$29.18
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

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.

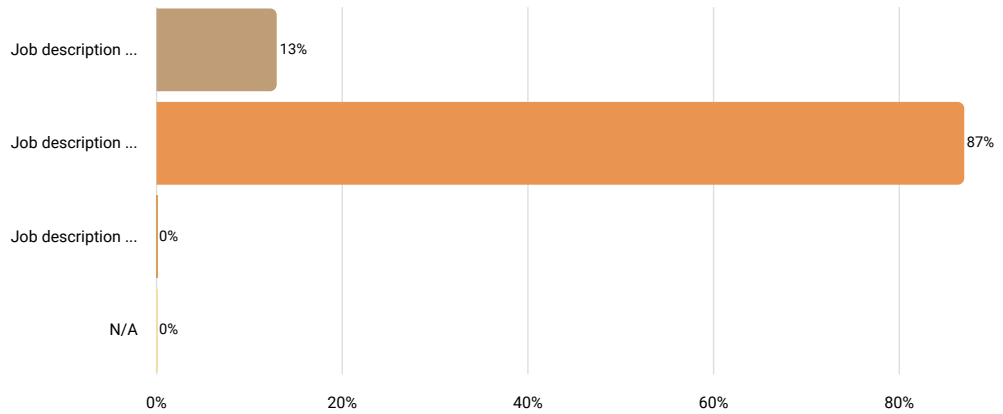
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



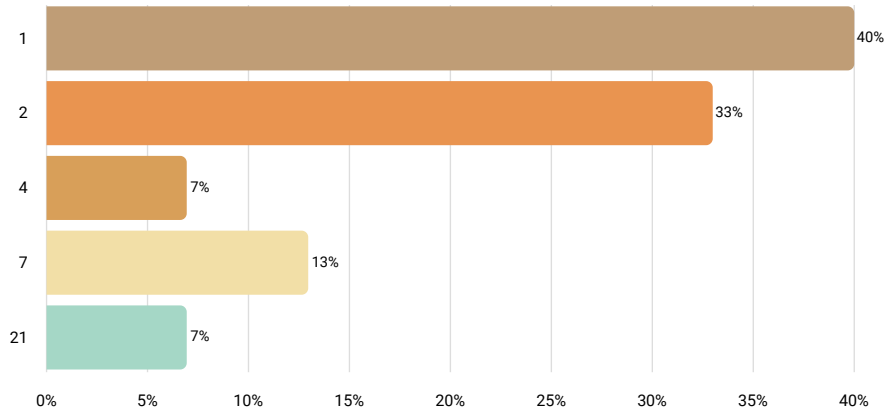
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	87%	13
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0%

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



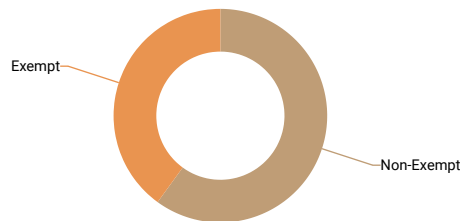
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	7
Mean	3.67
Median	2
Standard deviation	5.21
Total/sum	55

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



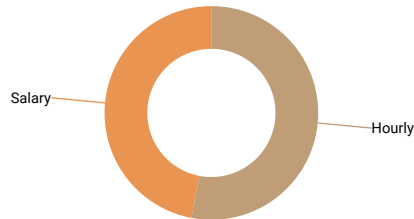
Results	%	N
Non-Exempt	60%	9
Exempt	40%	6

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	53%	8
Salary	47%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	6	\$18.00	\$18.00	\$22.46	\$42.31	\$43.82	\$27.84	\$22.46	
Pay Range Maximum Rate	6	\$25.96	\$28.00	\$29.31	\$48.81	\$50.74	\$35.36	\$29.31	
Actual Lowest Base Rate	7	\$19.00	\$21.00	\$24.00	\$32.83	\$42.31	\$26.86	\$24.00	
Actual Average Base Rate	7	\$22.50	\$23.00	\$24.84	\$32.83	\$42.31	\$28.81	\$24.84	
Actual Highest Base Rate	7	\$25.96	\$26.74	\$32.83	\$36.91	\$42.31	\$32.61	\$32.83	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	6	\$38,000.00	\$62,000.00	\$68,700.00	\$80,000.00	\$97,115.00	\$69,085.83	\$68,700.00	\$
Pay Range Maximum Salary	6	\$76,000.00	\$80,000.00	\$92,500.00	\$120,000.00	\$142,621.00	\$100,603.50	\$92,500.00	\$
Actual Lowest Base Salary	5	\$83,000.00	\$84,035.95	\$97,520.00	\$124,841.00	\$158,516.80	\$109,582.75	\$97,520.00	\$
Actual Average Base Salary	5	\$84,035.95	\$90,000.00	\$97,520.00	\$124,841.00	\$162,530.90	\$111,785.57	\$97,520.00	\$
Actual Highest Base Salary	5	\$84,035.95	\$97,520.00	\$118,000.00	\$124,841.00	\$166,545.00	\$118,188.39	\$118,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$2,100.00	\$2,400.00	\$8,000.00	\$17,050.00	\$5,325.00	\$2,400.00	\$

Quality Control Technician - Level 1

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

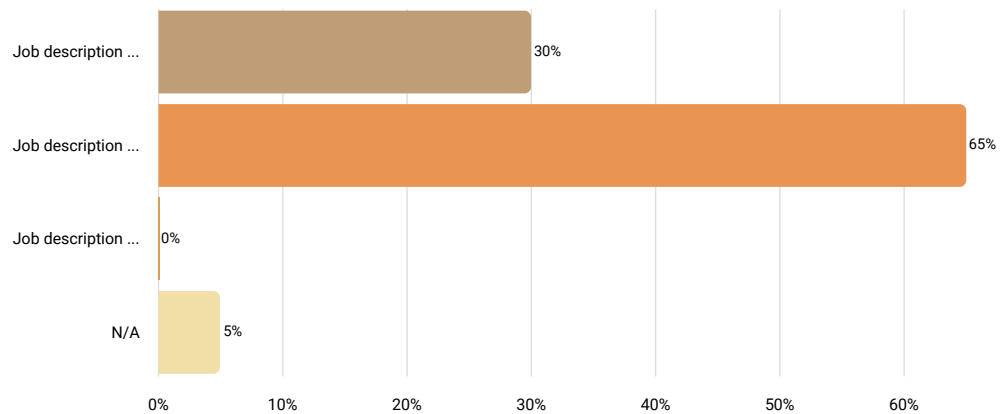
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	30%	6
Job description matches the position at your company very well	65%	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 11 times

Skipped 9 times

Text input

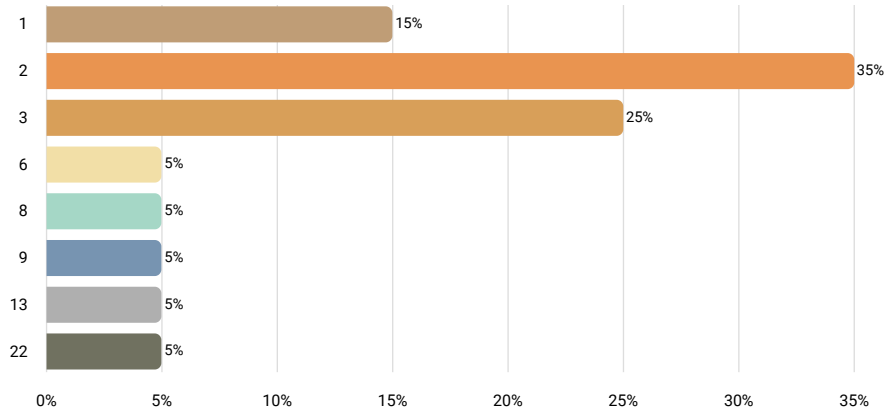
Results	N
quality assurance technician	2
quality inspector	2
lab tech	1
associate quality inspector	1
si - quality	1
quality technician	1
quality clerk	1
electrical quality inspector i and mechanical quality inspector i	1
quality inspector i	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



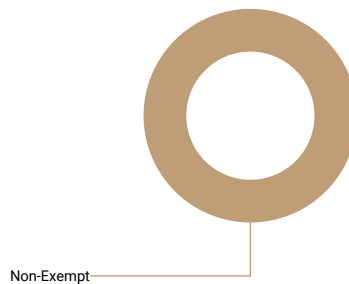
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2.5
75th percentile	4.5
90th percentile	11
Mean	4.5
Median	2.5
Standard deviation	5.16
Total/sum	90

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



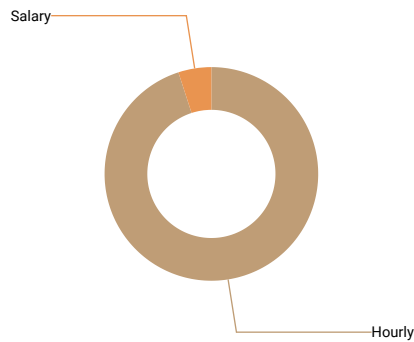
Results	%	N
Non-Exempt	100%	20
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	95%	19
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	18	\$15.00	\$16.00	\$18.76	\$21.00	\$24.15	\$19.01	\$18.76
Actual Average Base Rate	18	\$14.59	\$16.50	\$20.50	\$22.12	\$25.80	\$19.96	\$20.50
Actual Highest Base Rate	18	\$15.59	\$17.00	\$20.50	\$22.50	\$26.00	\$20.73	\$20.50
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)								

Quality Control Technician - Level 2

Job description

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

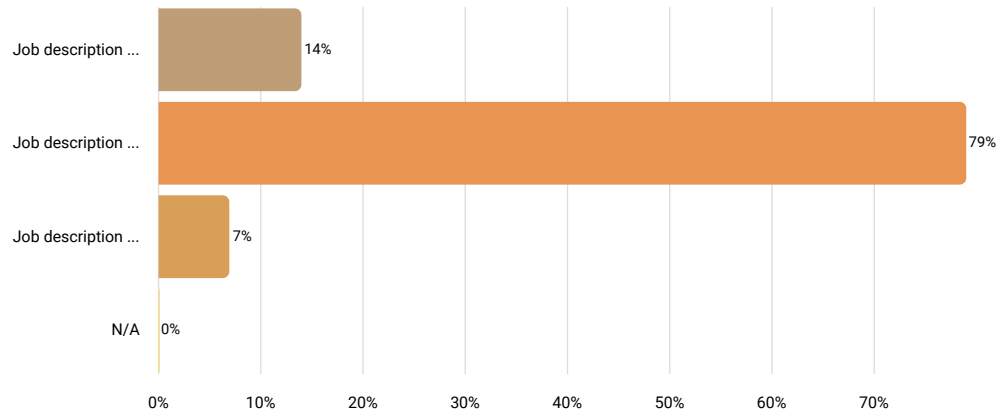
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	2
Job description matches the position at your company very well	79%	11
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 6 times

Text input

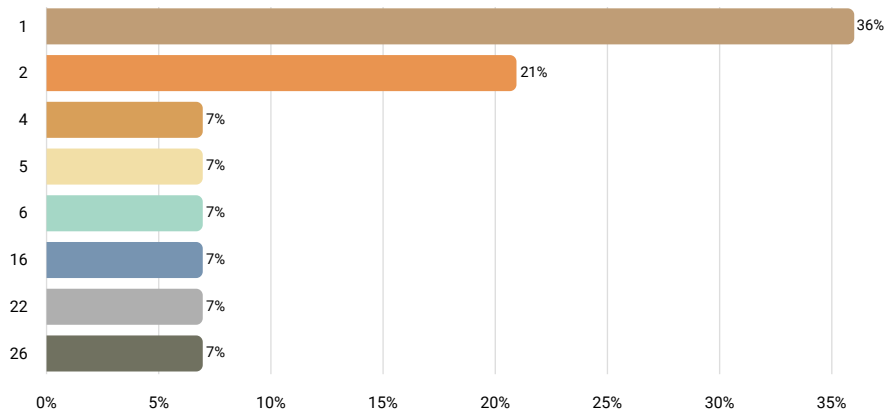
Results		
quality technician		3
quality control I-2		1
inspector ii quality		1
quality assurance technician ii		1
auditor		1
electrical quality inspector ii & mechanical quality inspector ii		1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



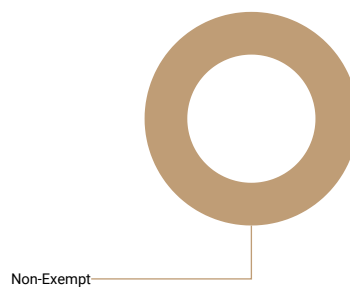
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	22
Mean	6.43
Median	2
Standard deviation	8.46
Total/sum	90

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



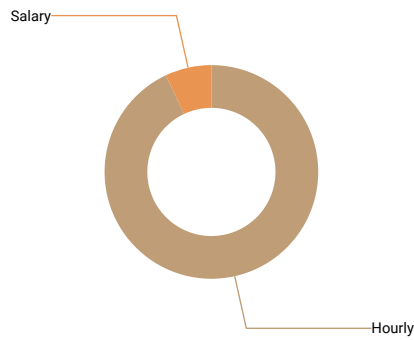
Results	%	N
Non-Exempt	100%	14
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	13
Salary	7%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	11	\$15.00	\$15.10	\$21.00	\$22.45	\$24.00	\$19.85	\$21.00
Pay Range Maximum Rate	12	\$20.80	\$21.60	\$23.65	\$25.55	\$30.37	\$24.88	\$23.65
Actual Lowest Base Rate	12	\$15.33	\$19.06	\$21.00	\$24.00	\$24.50	\$21.28	\$21.00
Actual Average Base Rate	11	\$17.45	\$19.00	\$21.84	\$24.24	\$24.50	\$22.17	\$21.84
Actual Highest Base Rate	11	\$19.95	\$20.00	\$22.93	\$24.50	\$30.00	\$23.51	\$22.93
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								

Quality Control Technician - Level 3

Job description

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

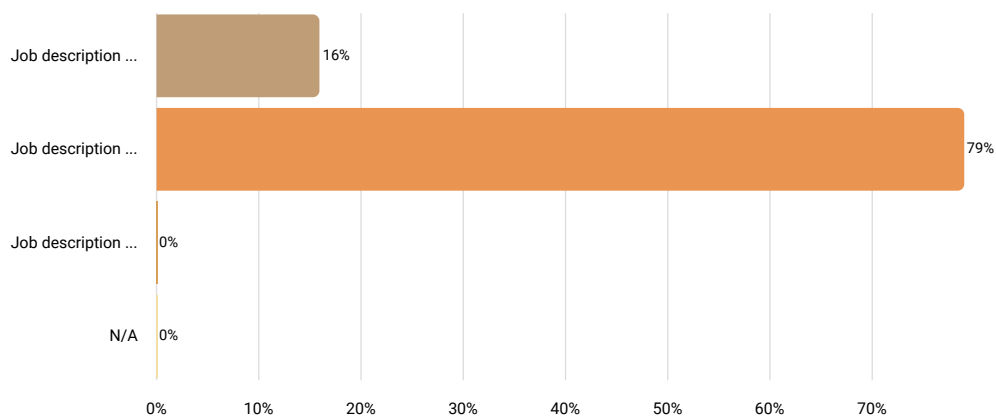
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 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	79%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 13 times

Skipped 6 times

Text input

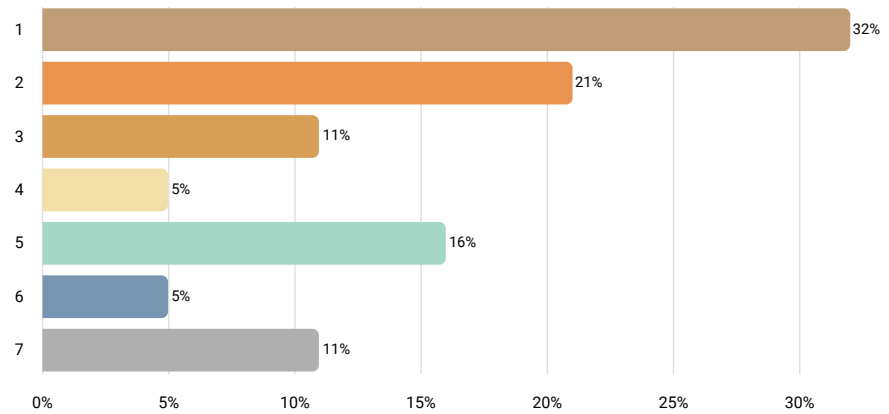
Results	
quality inspector	2
qa technician	1
quality control - I2	1
senior quality inspector	1
quality control technician	1
quality assurance technician iii	1
quality resource	1
senior quality technician	1
quality lead	1
electrical quality inspector iii & ac quality control inspector	1
qa coordinator	1
quality inspector iv	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



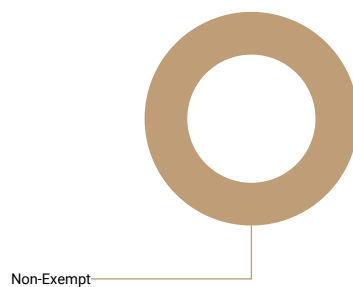
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	7
Mean	3.11
Median	2
Standard deviation	2.13
Total/sum	59

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



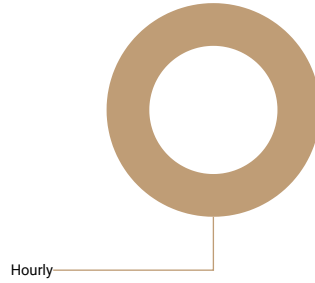
Results	%	N
Non-Exempt	100%	19
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	19
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	16	\$17.50	\$19.30	\$21.56	\$26.25	\$32.00	\$23.03	\$21.56
Actual Average Base Rate	16	\$19.00	\$19.86	\$24.97	\$28.61	\$33.50	\$25.14	\$24.97
Actual Highest Base Rate	16	\$19.10	\$20.35	\$27.46	\$32.91	\$35.00	\$27.07	\$27.46
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)								

Electronics Technician - Level 1

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.

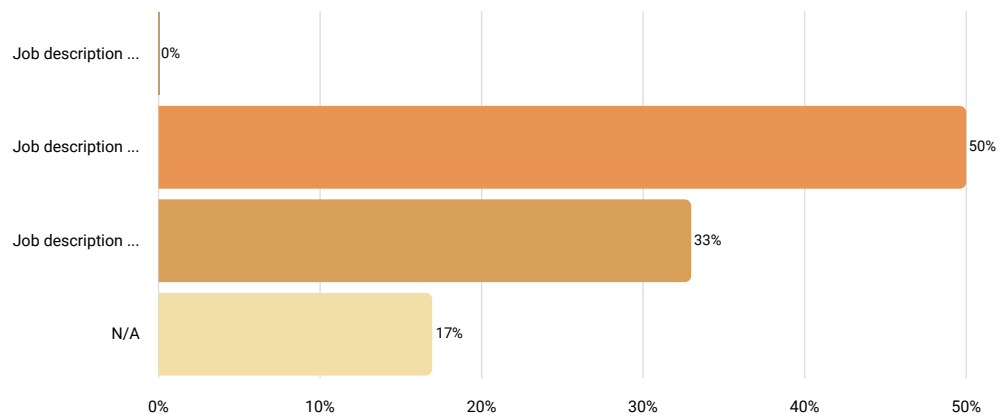
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



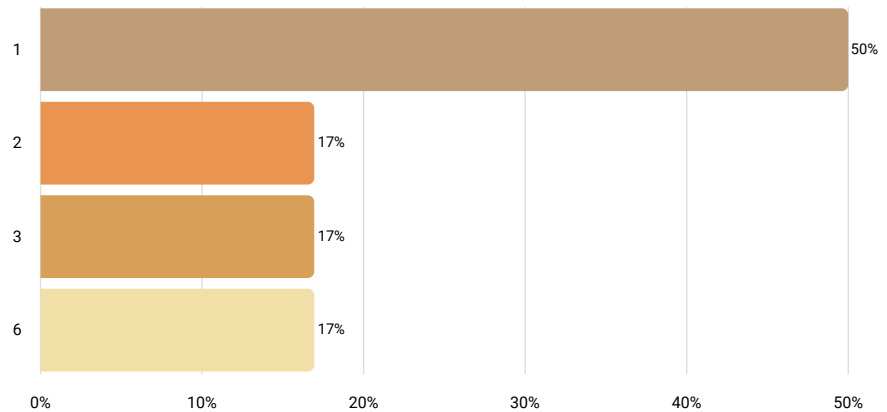
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		50%	3
Job description is perceptibly stronger than the position at your company		33%	2
N/A		17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



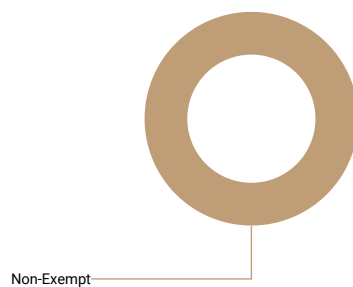
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	6
Mean	2.33
Median	1.5
Standard deviation	1.97
Total/sum	14

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



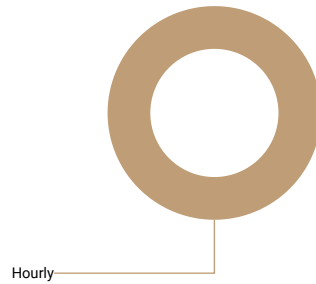
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	\$12.00	\$14.00	\$16.37	\$21.70	\$27.49	\$18.31	\$16.37
Pay Range Maximum Rate	5	\$15.00	\$20.00	\$24.86	\$28.24	\$43.92	\$26.40	\$24.86
Actual Lowest Base Rate	6	\$15.00	\$15.30	\$19.76	\$23.00	\$27.49	\$20.05	\$19.76
Actual Average Base Rate	6	\$15.00	\$17.34	\$19.76	\$23.00	\$30.43	\$20.88	\$19.76
Actual Highest Base Rate	6	\$15.00	\$19.51	\$20.00	\$23.00	\$33.48	\$21.83	\$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)								

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.

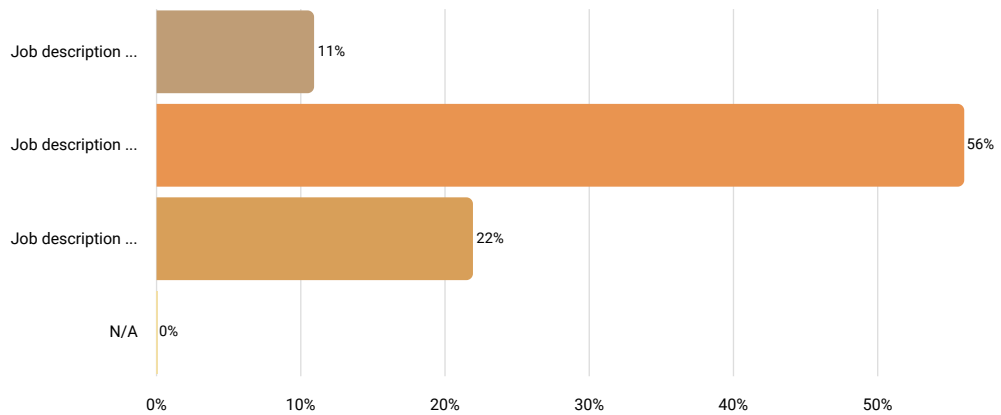
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 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	56%	5
Job description is perceptibly stronger than the position at your company	22%	2
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 4 times

Text input

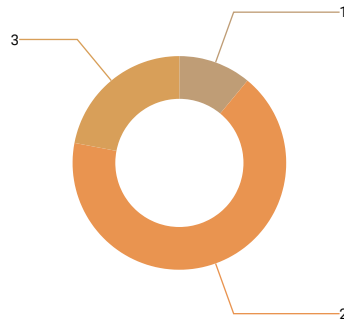
Results	
electrical technician 4	1
electronics tech ii	1
electrical assembly	1
electrician engineer	1
test technician	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



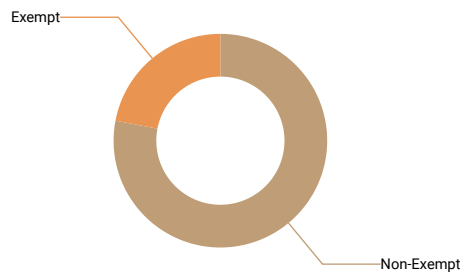
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	2
90th percentile	3
Mean	2.11
Median	2
Standard deviation	0.6
Total/sum	19

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



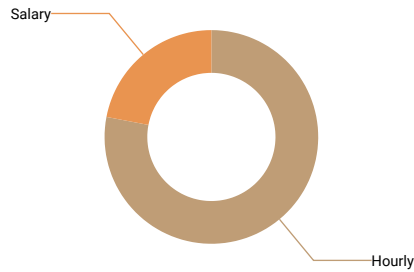
Results	%	N
Non-Exempt	78%	7
Exempt	22%	2

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	78%	7
Salary	22%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$10.00	\$15.50	\$16.50	\$26.62	\$28.00	\$18.85	\$16.50
Pay Range Maximum Rate	6	\$10.00	\$19.50	\$23.00	\$34.27	\$35.00	\$24.13	\$23.00
Actual Lowest Base Rate	6	\$16.50	\$18.00	\$21.96	\$24.77	\$26.92	\$21.69	\$21.96
Actual Average Base Rate	6	\$16.70	\$19.00	\$23.56	\$26.92	\$28.00	\$22.96	\$23.56
Actual Highest Base Rate	6	\$16.90	\$20.00	\$24.83	\$29.00	\$32.00	\$24.59	\$24.83
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								

Electronics Technician - Level 3

Job description

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

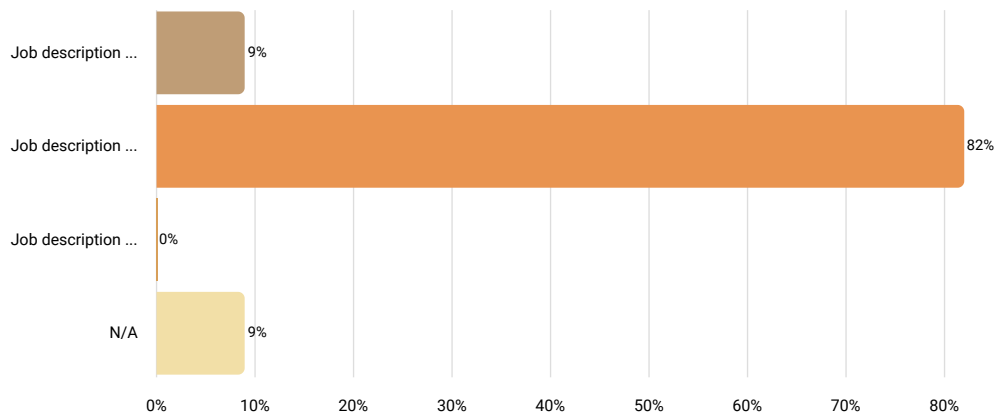
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



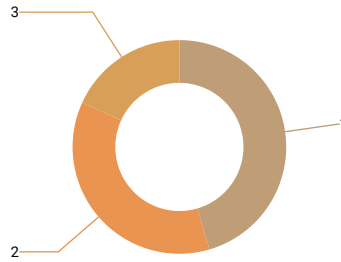
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	82%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	9%	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



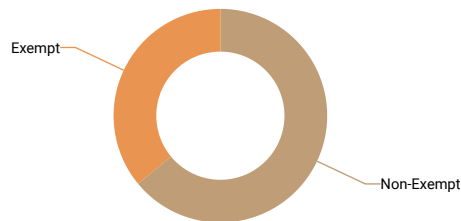
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	1.73
Median	2
Standard deviation	0.79
Total/sum	19

FLSA Status

Answered 11 times

Skipped 0 times

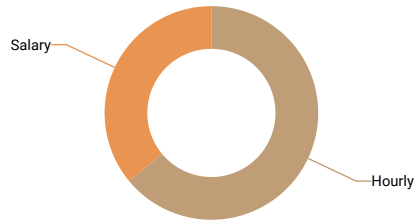
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	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	\$16.00	\$18.00	\$18.00	\$25.00	\$32.44	\$21.89	\$18.00
Pay Range Maximum Rate	5	\$16.00	\$22.00	\$25.00	\$35.00	\$40.00	\$27.60	\$25.00
Actual Lowest Base Rate	6	\$19.00	\$25.00	\$27.25	\$32.44	\$39.93	\$28.48	\$27.25
Actual Average Base Rate	5	\$19.00	\$26.75	\$30.00	\$32.44	\$39.93	\$29.62	\$30.00
Actual Highest Base Rate	6	\$19.00	\$28.45	\$30.88	\$32.44	\$39.93	\$30.26	\$30.88
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)								

Drafter - CAD

Job description

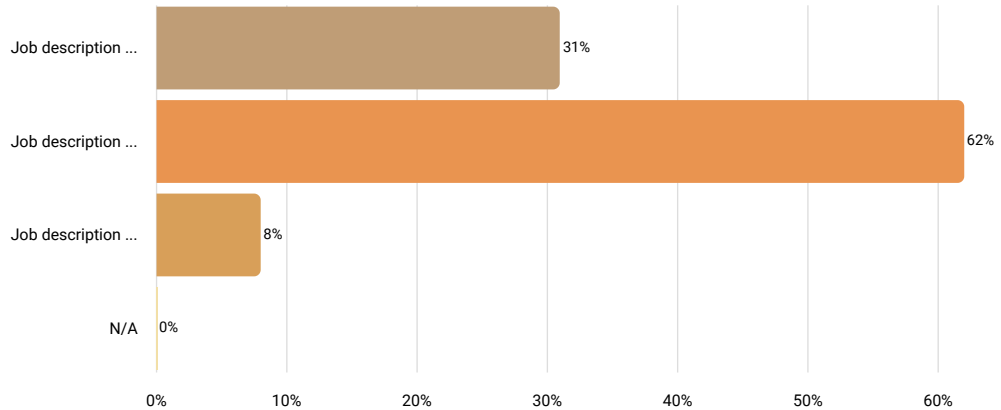
Prepare detailed working diagrams of machinery and mechanical devices and/or electrical parts, including dimensions, fastening methods, and other engineering information with CAD equipment.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	31%	4
Job description matches the position at your company very well	62%	8
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 7 times

Text input

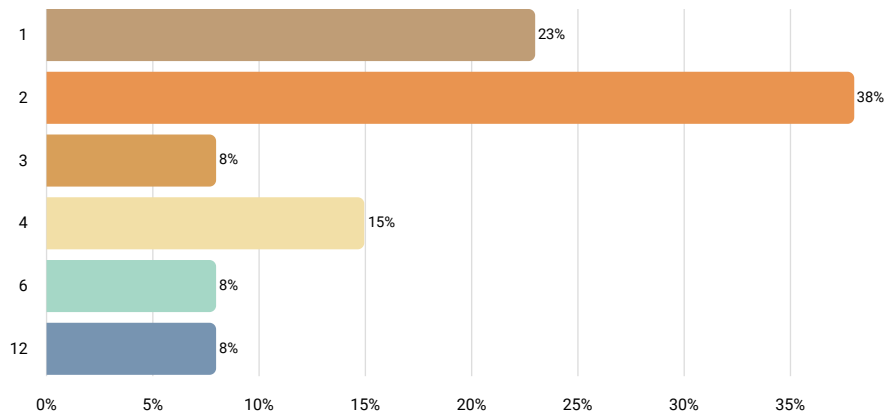
Results	
designer, sr	1
mechanical designers	1
design drafter	1
draftsman	1
cad designer iii	1
cad designer	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



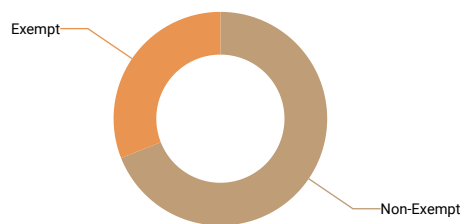
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	6
Mean	3.23
Median	2
Standard deviation	3
Total/sum	42

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



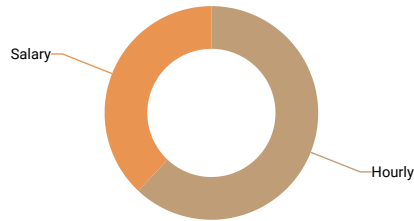
Results	%	N
Non-Exempt	69%	9
Exempt	31%	4

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	62%	8
Salary	38%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	\$16.00	\$18.00	\$25.61	\$26.84	\$28.55	\$23.00	\$25.61
Pay Range Maximum Rate								
Actual Lowest Base Rate	8	\$16.00	\$20.12	\$24.92	\$31.05	\$40.84	\$26.12	\$24.92
Actual Average Base Rate	8	\$19.31	\$22.29	\$25.30	\$32.29	\$42.85	\$27.74	\$25.30
Actual Highest Base Rate	8	\$22.00	\$24.73	\$26.40	\$33.67	\$44.87	\$29.56	\$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	5	\$41,583.36	\$41,600.00	\$60,000.00	\$75,398.00	\$77,168.00	\$59,149.87	\$60,000.00 \$
Pay Range Maximum Salary	5	\$57,679.94	\$99,996.00	\$100,505.60	\$102,000.00	\$105,557.00	\$93,147.71	\$100,505.60 \$
Actual Lowest Base Salary	5	\$41,583.36	\$41,600.00	\$62,712.00	\$78,374.40	\$80,080.00	\$60,869.95	\$62,712.00 \$
Actual Average Base Salary	5	\$52,900.22	\$68,016.00	\$78,374.40	\$80,080.00	\$81,993.60	\$72,272.84	\$78,374.40 \$
Actual Highest Base Salary	5	\$57,679.94	\$78,374.40	\$80,080.00	\$99,996.00	\$101,275.20	\$83,481.11	\$80,080.00 \$
Average Incentive Bonus or Other Cash Bonus (Annual)								

PC Network Support Technician

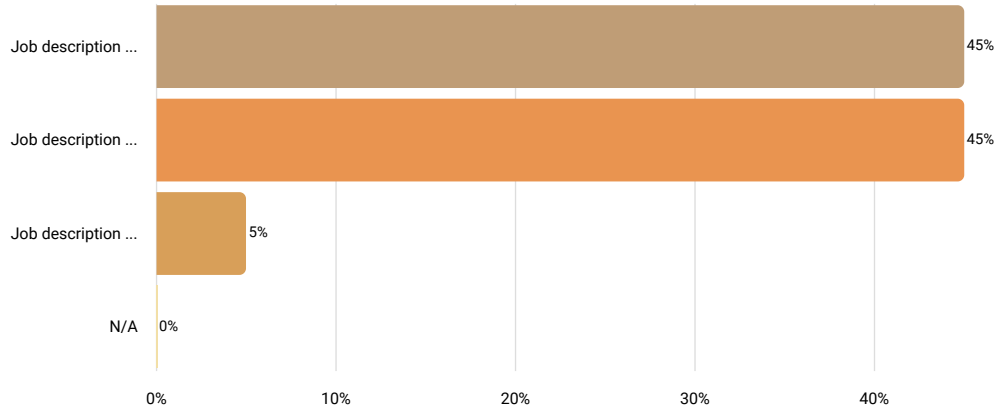
Job description Provide support to internal customers in the installation and upgrade of desktop computers.

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	45%	9	
Job description matches the position at your company very well	45%	9	
Job description is perceptibly stronger than the position at your company	5%	1	
N/A	0%	0	

Job Title (if different than above)

Answered 15 times

Skipped 5 times

Text input

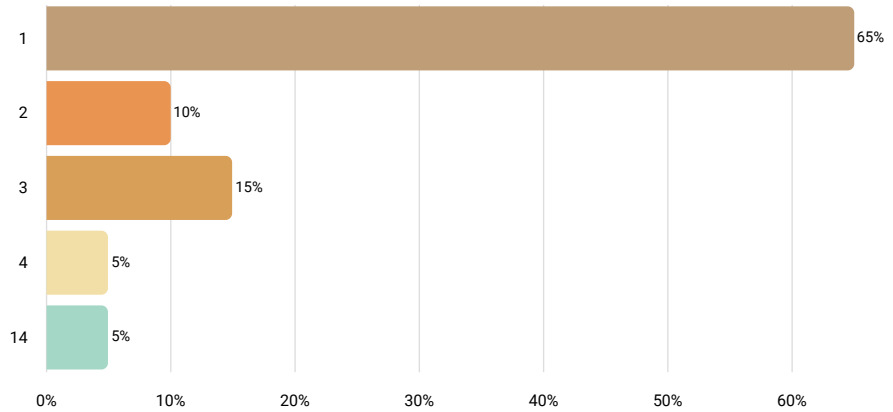
Results	
it analyst	1
it specialist i	1
it technician ii	1
it coordinator	1
computer technician	1
network support tech	1
technician ii - is	1
it support specialist	1
desktop support technician	1
it support technician	1
pc technician	1
it administrator	1
systems specialist ii	1
desktop support specialist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

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



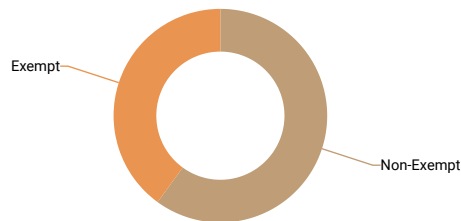
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	3.5
Mean	2.2
Median	1
Standard deviation	2.93
Total/sum	44

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



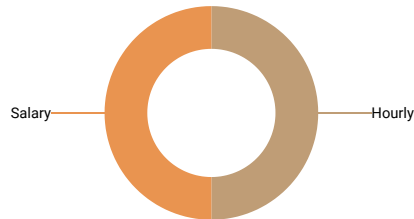
Results	%	N
Non-Exempt	60%	12
Exempt	40%	8

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	10
Salary	50%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	8	\$15.00	\$15.33	\$18.16	\$22.97	\$25.77	\$19.21	\$18.16	
Pay Range Maximum Rate	7	\$18.32	\$28.00	\$32.00	\$33.24	\$34.00	\$29.83	\$32.00	
Actual Lowest Base Rate	10	\$16.13	\$18.32	\$21.18	\$29.79	\$31.05	\$22.71	\$21.18	
Actual Average Base Rate	10	\$19.16	\$20.85	\$24.06	\$30.87	\$31.67	\$24.96	\$24.06	
Actual Highest Base Rate	10	\$19.16	\$20.85	\$28.72	\$30.97	\$33.85	\$26.87	\$28.72	
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	9	\$36,940.80	\$40,000.00	\$44,500.00	\$55,000.00	\$57,930.00	\$47,007.87	\$44,500.00	\$
Pay Range Maximum Salary	9	\$50,000.00	\$62,712.00	\$70,000.00	\$83,200.00	\$111,500.00	\$74,471.33	\$70,000.00	\$
Actual Lowest Base Salary	7	\$42,806.40	\$50,000.00	\$60,000.00	\$65,000.00	\$70,788.00	\$58,074.91	\$60,000.00	\$
Actual Average Base Salary	7	\$42,827.20	\$50,000.00	\$60,000.00	\$65,000.00	\$70,788.00	\$58,077.89	\$60,000.00	\$
Actual Highest Base Salary	7	\$47,715.20	\$50,000.00	\$60,000.00	\$65,000.00	\$70,788.00	\$58,776.17	\$60,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$1,265.00	\$1,266.00	\$2,000.00	\$4,800.00	\$1,866.20	\$1,266.00	\$

Lab Technician

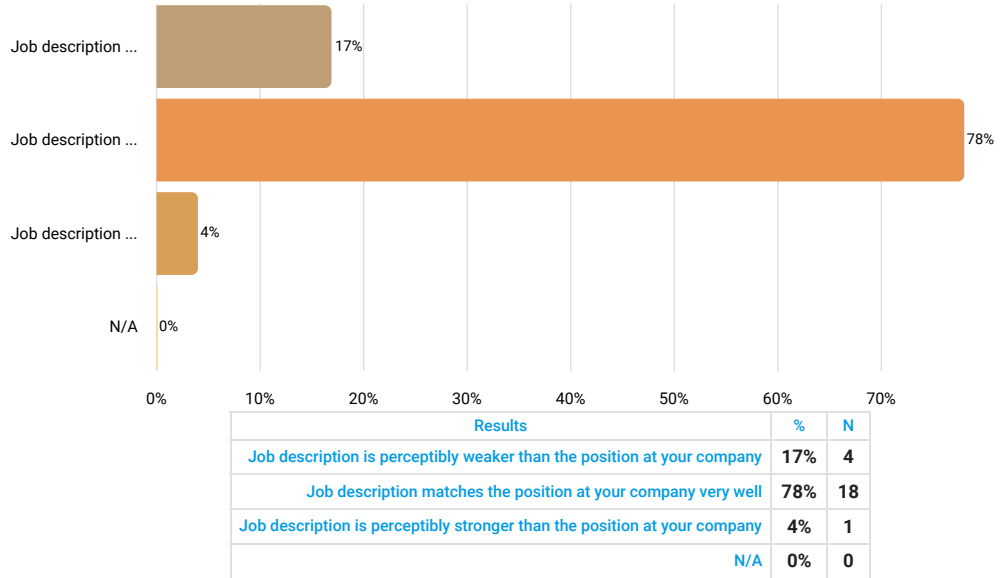
Job description Perform chemical and/or physical analysis for quality control, research and/or development. Assists in compiling and analyzing r

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 14 times

Skipped 9 times

Text input

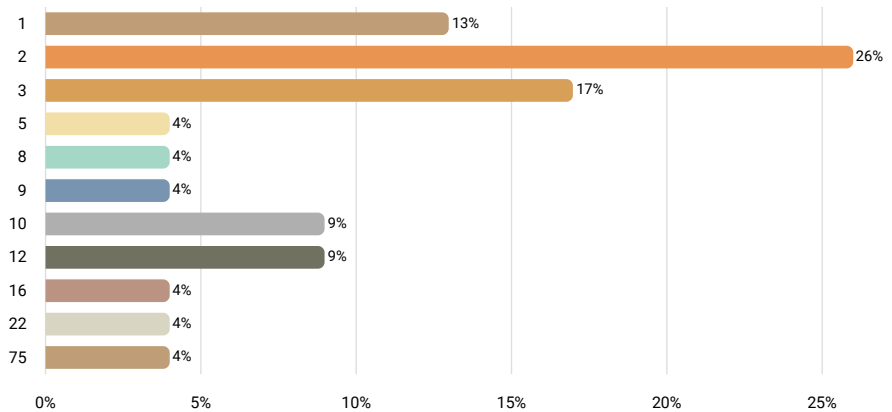
Results	
quality technician	1
metrology technician, metallurgical technician, cmm technician	1
quality chem lab technician or met lab technician	1
lab technician	1
quality associates/quality specialist	1
butterfly specialist ; plant recorder	1
medical laboratory scientist	1
cmm	1
lab analyst	1
qa technician	1
methods technician i - ii	1
lead technician	1
research associate	1
hazmat coordinator and phoscoat technician	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



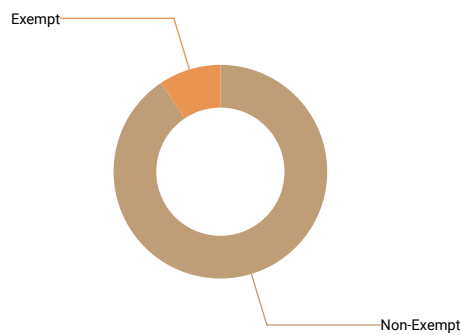
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	10
90th percentile	16
Mean	8.96
Median	3
Standard deviation	15.43
Total/sum	206

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



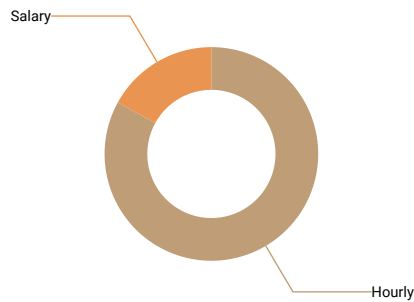
Results	%	N
Non-Exempt	87%	20
Exempt	9%	2

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	19
Salary	17%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	18	\$12.75	\$17.00	\$21.51	\$23.50	\$27.57	\$20.65	\$21.51
Pay Range Maximum Rate	18	\$18.00	\$25.00	\$28.12	\$33.98	\$35.34	\$27.88	\$28.12
Actual Lowest Base Rate	18	\$13.00	\$18.55	\$23.25	\$26.19	\$28.86	\$22.24	\$23.25
Actual Average Base Rate	17	\$14.61	\$21.78	\$25.52	\$30.00	\$32.55	\$40.35	\$25.52
Actual Highest Base Rate	18	\$16.54	\$23.84	\$28.12	\$33.98	\$35.34	\$27.30	\$28.12
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)								

Graphics Sec/Tech Illustrator

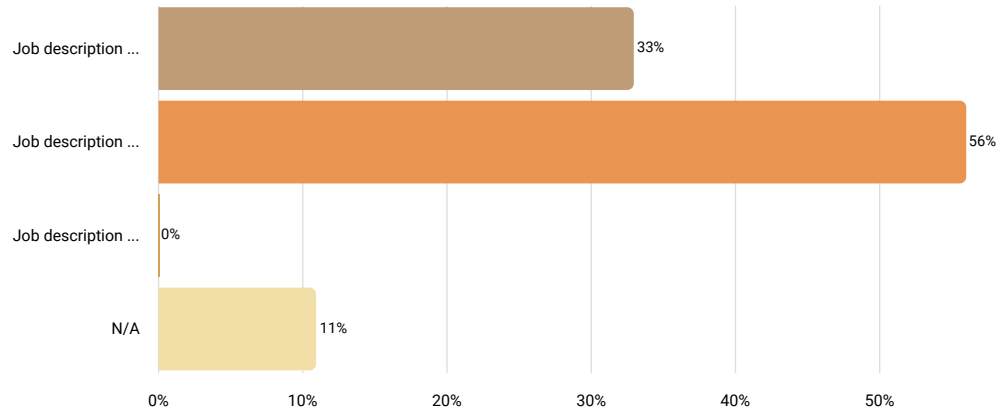
Job description Design and create visual representations for the products and services. Render illustrations for use in technical publications and

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

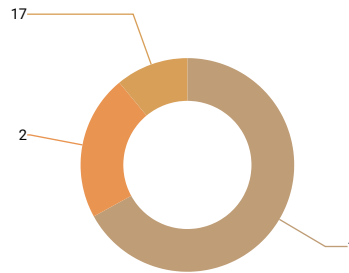
Results		
graphic designer		2
digital content coordinator		1
graphics designer		1
3d artist		1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



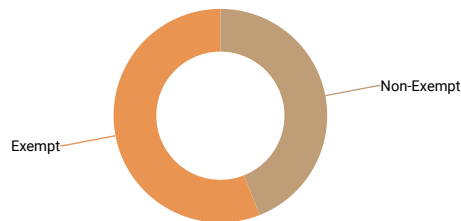
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	17
Mean	3
Median	1
Standard deviation	5.27
Total/sum	27

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



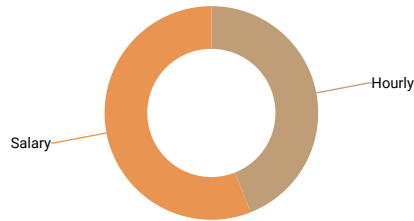
Results	%	N
Non-Exempt	44%	4
Exempt	56%	5

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	4
Salary	56%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	5	\$36,109.00	\$56,200.00	\$56,650.00	\$75,000.00	\$80,000.00	\$60,791.80	\$56,650.00	\$
Pay Range Maximum Salary	5	\$66,404.00	\$90,000.00	\$100,000.00	\$108,000.00	\$118,600.00	\$96,600.80	\$100,000.00	\$
Actual Lowest Base Salary	5	\$56,650.00	\$60,000.00	\$80,269.56	\$84,136.00	\$90,914.00	\$74,393.91	\$80,269.56	\$
Actual Average Base Salary	5	\$60,000.00	\$70,296.00	\$84,372.28	\$89,024.00	\$90,914.00	\$78,921.26	\$84,372.28	\$
Actual Highest Base Salary	5	\$60,000.00	\$88,475.00	\$90,914.00	\$93,912.00	\$98,000.24	\$86,260.25	\$90,914.00	\$
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 1
Contracts Administrator - Level 2
Contracts Administrator - Level 3
Human Resources Specialist/Generalist - Level 1
Human Resources Specialist/Generalist - Level 2
Human Resources Specialist/Generalist - Level 3
Security Administrator/FSO - Level 1
Security Administrator/FSO - Level 2
Security Administrator/FSO - Level 3
Technical Writer/Editor - Level 1
Technical Writer/Editor - Level 2
Technical Writer/Editor - Level 3
Material Planner
Staff Assistant
Office Manager
Legal Counsel
Configuration Management Analyst
Financial Analyst
Recruiter
Training Coordinator
Compensation/Benefits Specialist

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

Military Analyst
PR/Public Affairs Representative
Property Management Specialist

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.

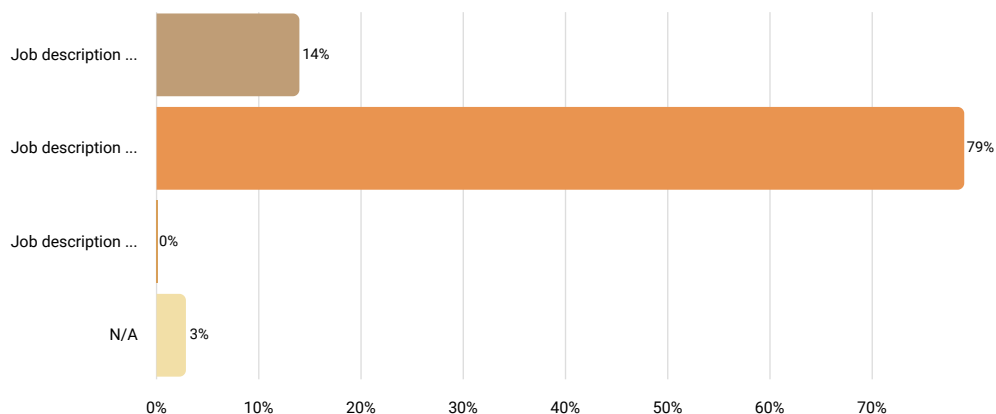
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	4
Job description matches the position at your company very well	79%	23
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 13 times

Text input

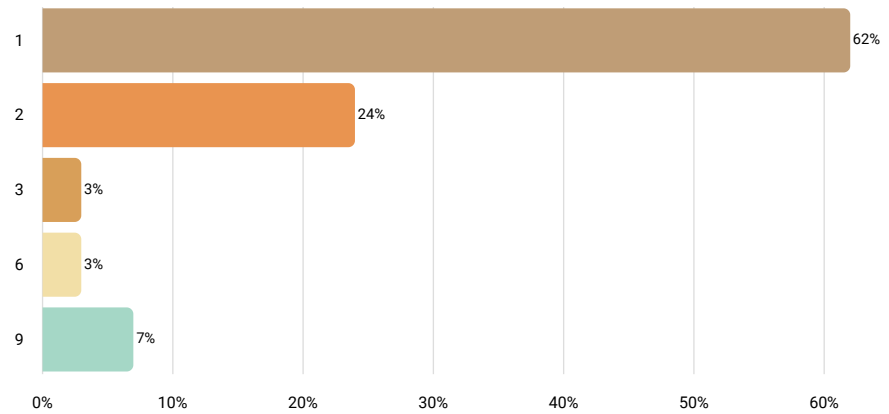
Results	
staff accountant	3
accountant i	2
intern	1
cost accountant; associate accountant	1
accounts payable; accounts receivable	1
ar/ap specialist	1
accountant 4	1
accountant	1
admin, accounting	1
associate accountant	1
accounting specialist	1
analyst, general accounting	1
consultant	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



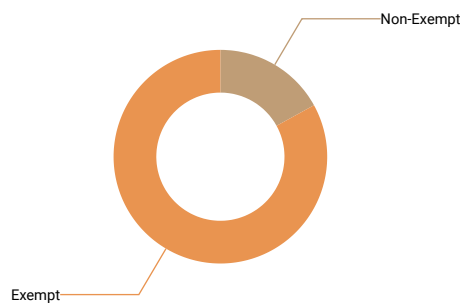
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2.03
Median	1
Standard deviation	2.18
Total/sum	59

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



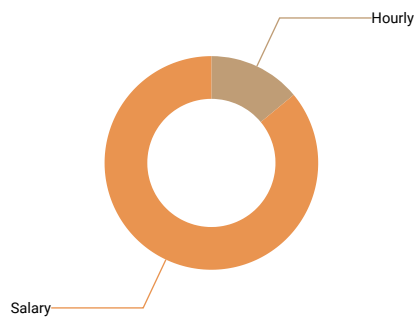
Results	%	N
Non-Exempt	17%	5
Exempt	83%	24

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	4
Salary	86%	25

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	\$32,155.50	\$40,103.40	\$45,000.00	\$53,958.50	\$60,250.00	\$45,578.10	\$45,000.00	\$
Pay Range Maximum Salary	19	\$41,036.00	\$58,406.40	\$66,000.00	\$78,561.60	\$96,500.00	\$67,649.92	\$66,000.00	\$
Actual Lowest Base Salary	25	\$38,000.00	\$45,000.00	\$50,000.00	\$60,000.00	\$64,334.40	\$51,603.74	\$50,000.00	\$
Actual Average Base Salary	24	\$44,775.00	\$46,622.50	\$54,350.24	\$60,500.00	\$64,334.40	\$54,704.45	\$54,350.24	\$
Actual Highest Base Salary	24	\$44,775.00	\$46,622.50	\$57,451.00	\$61,336.00	\$79,000.00	\$58,056.67	\$57,451.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$500.00	\$1,500.00	\$2,300.00	\$3,000.00	\$11,000.00	\$2,925.56	\$2,300.00	\$

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.

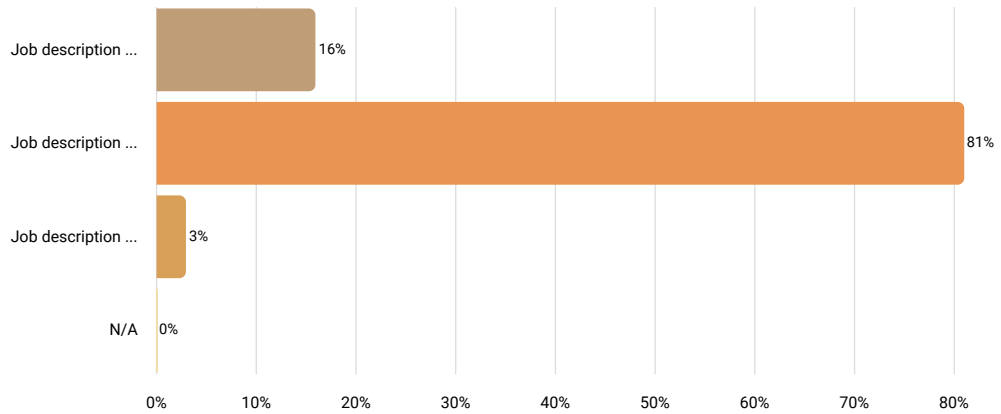
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	5
Job description matches the position at your company very well	81%	26
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Job Title (if different than above)

Answered 16 times

Skipped 16 times

Text input

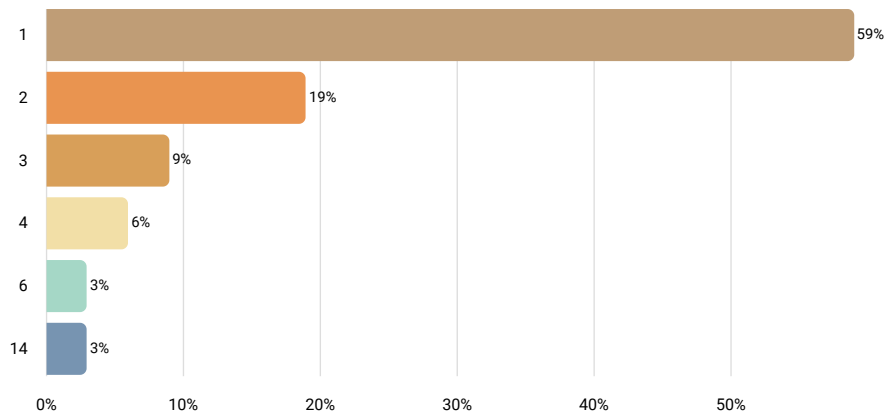
Results	
staff accountant	5
accountant ii	2
accounting specialist	2
cost accountant	1
assistant controller	1
accountant	1
accounting clerk	1
plant accountant	1
sr analyst, general accounting	1
senior consultant	1

Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



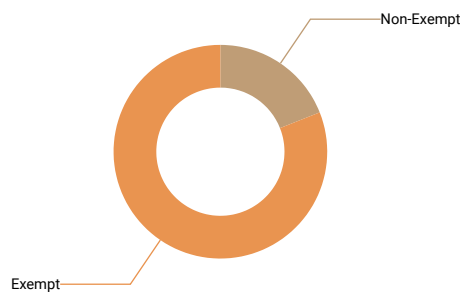
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2.13
Median	1
Standard deviation	2.47
Total/sum	68

FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



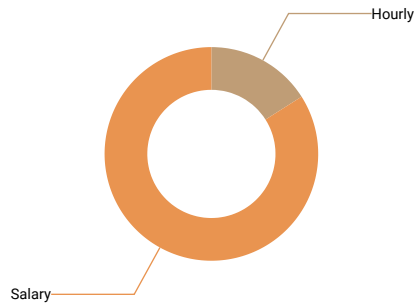
Results	%	N
Non-Exempt	19%	6
Exempt	81%	26

Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	16%	5
Salary	84%	27

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	\$21.46	\$24.00	\$25.00	\$29.81	\$32.57	\$26.57	\$25.00	
Actual Average Base Rate	5	\$24.99	\$25.00	\$26.43	\$29.81	\$32.57	\$27.76	\$26.43	
Actual Highest Base Rate	5	\$25.00	\$27.49	\$28.85	\$29.81	\$32.57	\$28.74	\$28.85	
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	21	\$42,577.60	\$47,653.90	\$53,543.69	\$65,000.00	\$70,426.72	\$55,609.96	\$53,543.69	\$
Pay Range Maximum Salary	21	\$50,000.00	\$72,217.60	\$80,000.00	\$96,718.62	\$118,500.00	\$82,629.22	\$80,000.00	\$
Actual Lowest Base Salary	27	\$46,246.90	\$51,500.00	\$62,000.00	\$68,000.00	\$83,000.00	\$61,716.56	\$62,000.00	\$
Actual Average Base Salary	27	\$48,000.00	\$56,600.00	\$64,478.91	\$68,000.00	\$88,000.00	\$64,556.68	\$64,478.91	\$
Actual Highest Base Salary	27	\$48,000.00	\$59,668.00	\$68,000.00	\$74,278.00	\$93,705.00	\$68,333.01	\$68,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$800.00	\$1,000.00	\$2,300.00	\$6,930.00	\$8,000.00	\$3,411.82	\$2,300.00	\$

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.

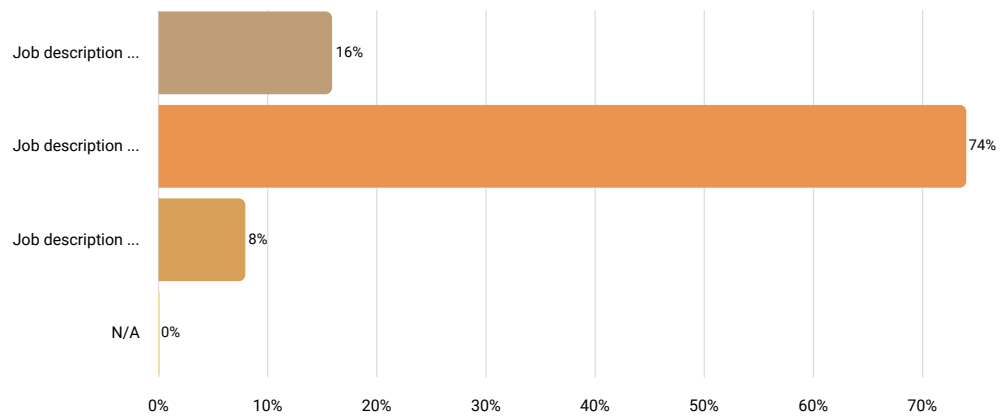
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 38 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	6
Job description matches the position at your company very well	74%	28
Job description is perceptibly stronger than the position at your company	8%	3
N/A	0%	0

Job Title (if different than above)

Answered 27 times

Skipped 11 times

Text input

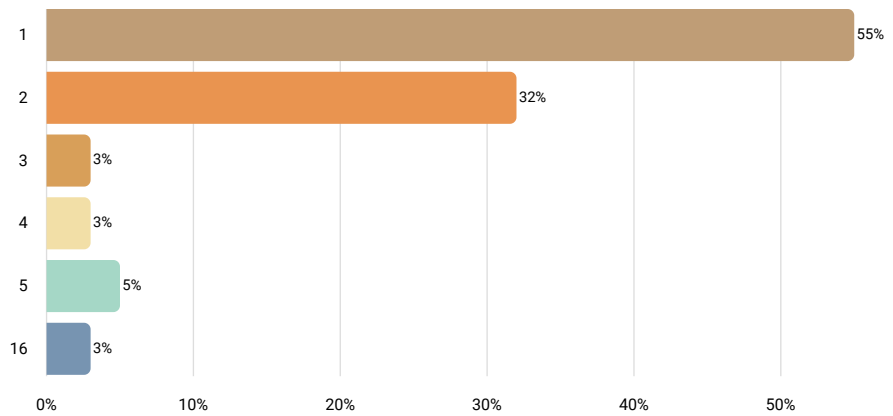
Results	
senior accountant	7
corporate accountant	1
staff accountant	1
accountant iii	1
cost control	1
ap/ar clerk	1
sr. accountant	1
financial analyst	1
sr. staff accountant	1
plant accountant	1
accounting analyst	1
accountant 1	1
accounting specialist	1
accountant iii	1
accounts receivable/travel; senior accountant; budget specialist; accounting specialist	1
accountant iv, accountant v	1
director of accounting & payroll	1
accounting/payroll	1
sr analyst, general accounting	1
accounting consultant	1
managing consultant	1

Number of Employees Currently in This Position

Answered 38 times

Skipped 0 times

Number input



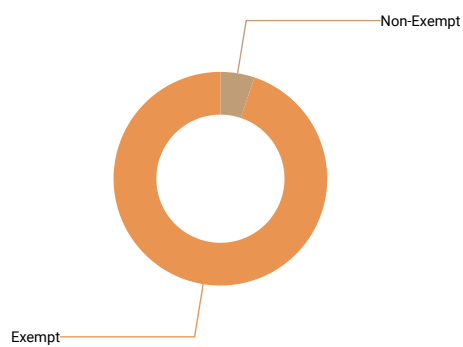
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2.05
Median	1
Standard deviation	2.55
Total/sum	78

FLSA Status

Answered 38 times

Skipped 0 times

Select one answer (radio button)



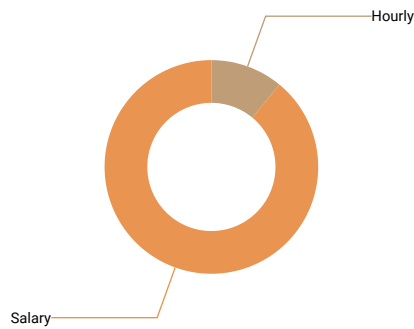
Results	%	N
Non-Exempt	5%	2
Exempt	92%	35

Is this position paid an hourly rate or annual salary?

Answered 38 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	4
Salary	89%	34

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	25	\$43,680.00	\$51,650.90	\$70,000.00	\$83,200.00	\$90,000.00	\$68,555.76	\$70,000.00	\$
Pay Range Maximum Salary	25	\$58,924.26	\$75,000.00	\$90,000.00	\$108,160.00	\$143,000.00	\$96,626.41	\$90,000.00	\$
Actual Lowest Base Salary	32	\$50,000.00	\$58,000.00	\$71,360.00	\$89,624.50	\$100,000.00	\$74,758.92	\$71,360.00	\$
Actual Average Base Salary	32	\$57,500.00	\$66,187.50	\$80,452.50	\$96,492.73	\$101,000.00	\$79,987.73	\$80,452.50	\$
Actual Highest Base Salary	32	\$58,000.00	\$70,358.08	\$85,113.60	\$99,920.00	\$108,421.82	\$84,112.99	\$85,113.60	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$0.00	\$0.00	\$2,839.00	\$5,000.00	\$9,300.00	\$3,834.14	\$2,839.00	\$

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.

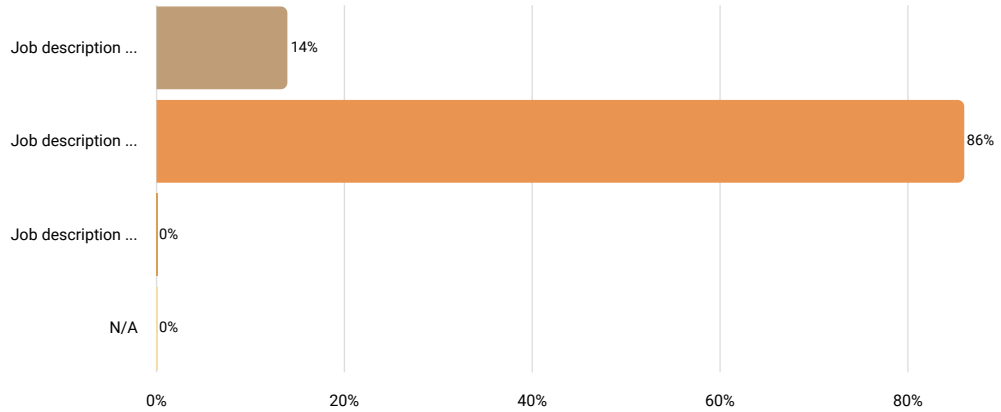
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	3
Job description matches the position at your company very well	86%	19
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 11 times

Skipped 11 times

Text input

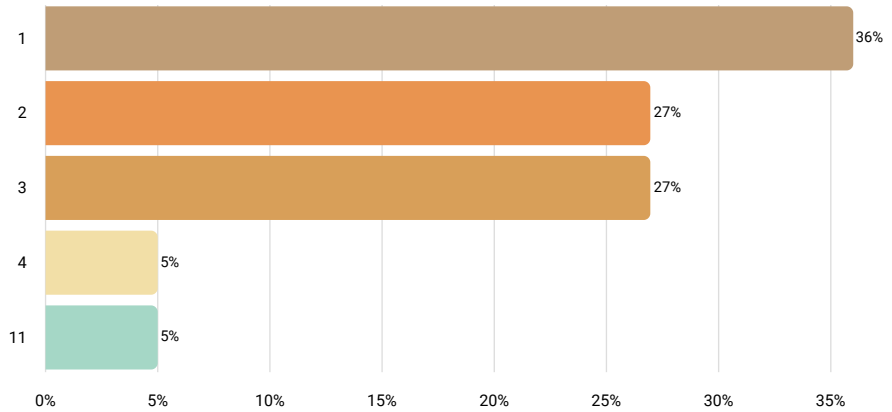
Results	
buyer	2
acquisition specialist/budget analyst	1
purchasing agent	1
associate buyer	1
junior procurement specialist	1
purchasing administrator 3	1
buyer associate	1
procurement specialist i	1
purchasing agent/buyer	1
procurement specialist	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



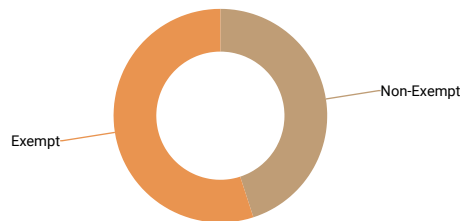
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2.41
Median	2
Standard deviation	2.13
Total/sum	53

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



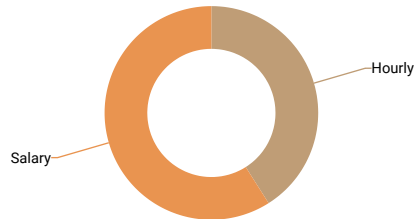
Results	%	N
Non-Exempt	45%	10
Exempt	55%	12

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	41%	9
Salary	59%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	7	\$15.65	\$16.00	\$19.23	\$24.00	\$26.29	\$20.02	\$19.23	
Pay Range Maximum Rate	7	\$21.63	\$22.00	\$28.00	\$30.00	\$32.74	\$27.10	\$28.00	
Actual Lowest Base Rate	9	\$16.13	\$19.81	\$23.46	\$24.54	\$27.00	\$22.44	\$23.46	
Actual Average Base Rate	9	\$19.15	\$20.73	\$23.78	\$25.26	\$27.48	\$23.36	\$23.78	
Actual Highest Base Rate	9	\$21.63	\$22.00	\$23.78	\$25.98	\$27.96	\$24.23	\$23.78	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	11	\$40,000.00	\$42,000.00	\$50,000.00	\$53,274.33	\$55,304.00	\$48,794.08	\$50,000.00	\$
Pay Range Maximum Salary	12	\$55,000.00	\$60,160.00	\$65,000.00	\$73,252.49	\$91,353.00	\$68,296.39	\$65,000.00	\$
Actual Lowest Base Salary	12	\$47,000.00	\$48,440.00	\$52,228.50	\$58,089.50	\$71,999.98	\$54,616.42	\$52,228.50	\$
Actual Average Base Salary	12	\$48,880.00	\$50,000.00	\$54,847.50	\$59,156.00	\$71,999.98	\$56,488.50	\$54,847.50	\$
Actual Highest Base Salary	12	\$50,000.00	\$50,953.00	\$59,431.00	\$66,197.48	\$74,381.00	\$59,186.48	\$59,431.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$0.00	\$0.00	\$5,500.00	\$5,900.00	\$1,985.71	\$0.00	\$

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.

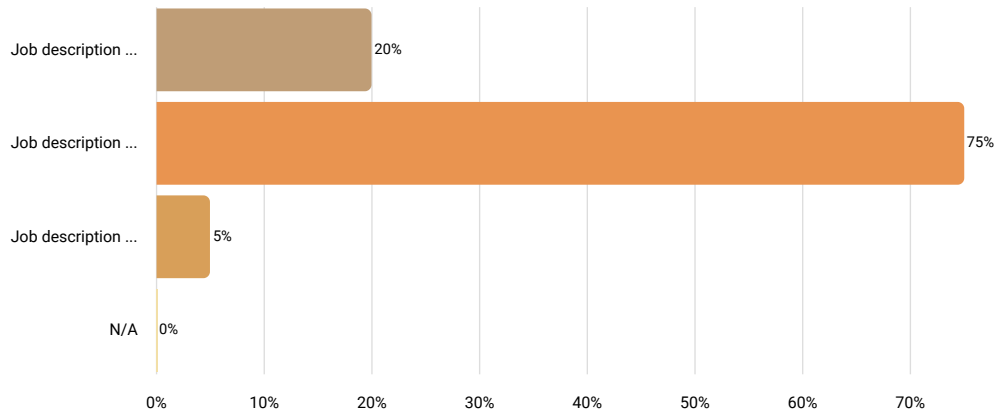
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non assignments.

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	4
Job description matches the position at your company very well	75%	15
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 13 times

Text input

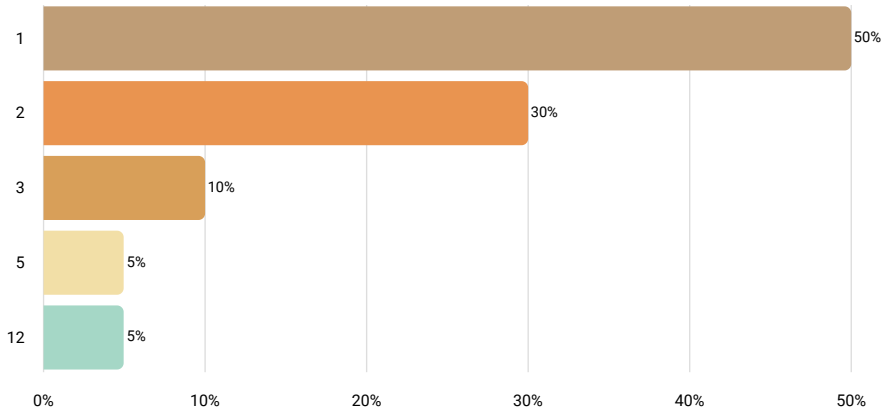
Results	
purchasing manager	1
purchasing associate	1
buyer	1
procurement specialist	1
junior buyer	1
procurement specialist ii & aviation procurement specialist ii	1
purchasing agent/buyer	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



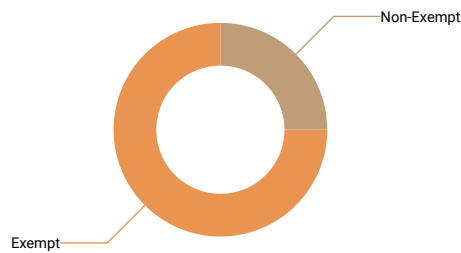
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	4
Mean	2.25
Median	1.5
Standard deviation	2.51
Total/sum	45

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



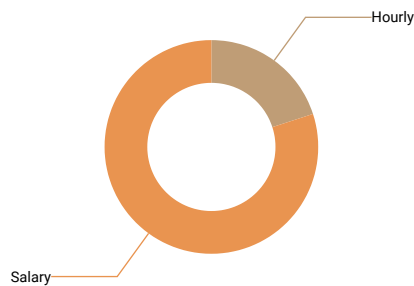
Results	%	N
Non-Exempt	25%	5
Exempt	75%	15

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	4
Salary	80%	16

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate								
Actual Average Base Rate								
Actual Highest Base Rate								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary	11	\$50,000.00	\$50,000.00	\$61,760.00	\$65,000.00	\$65,000.00	\$58,853.02	\$61,760.00
Pay Range Maximum Salary	11	\$70,000.00	\$70,000.00	\$80,000.00	\$85,000.00	\$86,000.00	\$78,444.16	\$80,000.00
Actual Lowest Base Salary	13	\$54,730.00	\$57,200.20	\$65,000.00	\$70,000.00	\$80,000.00	\$64,802.94	\$65,000.00
Actual Average Base Salary	13	\$54,891.00	\$57,200.20	\$66,500.00	\$70,000.00	\$80,000.00	\$65,961.27	\$66,500.00
Actual Highest Base Salary	13	\$54,891.00	\$58,580.00	\$68,000.00	\$72,100.00	\$80,000.00	\$66,552.94	\$68,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

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.

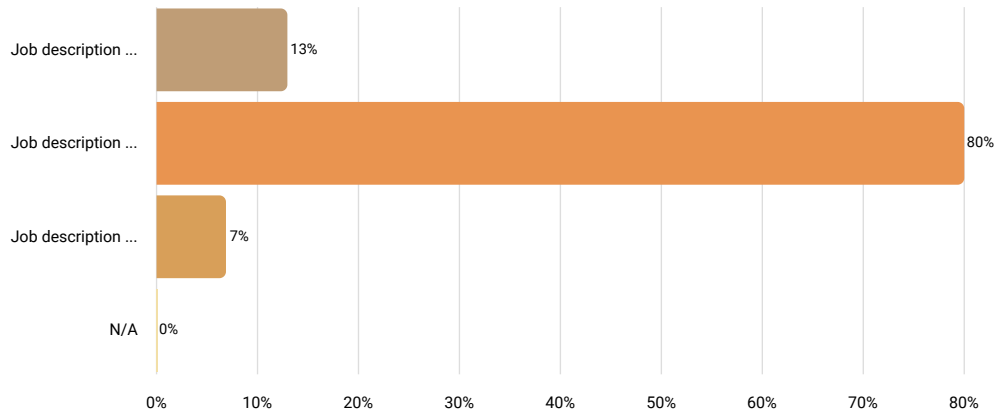
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 8 times

Text input

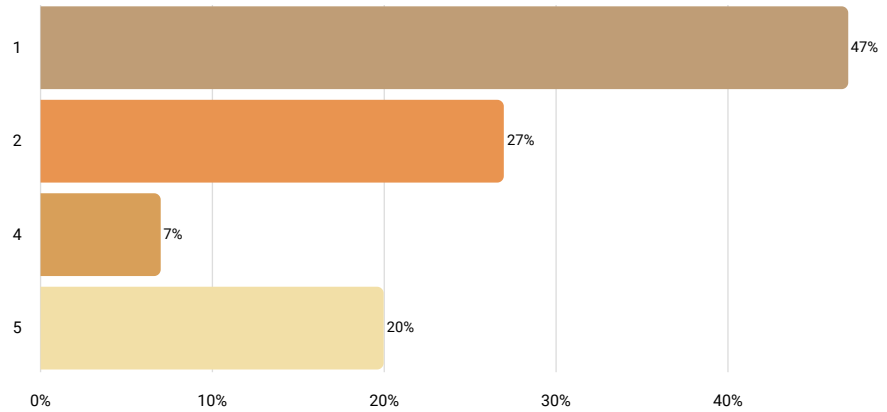
Results	
senior buyer	3
sr. buyer	1
procurement specialist iii & aviation procurement specialist iii	1
buyer	1
also includes buyer iv	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



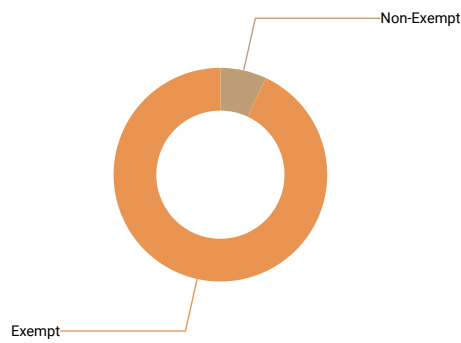
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	5
Mean	2.27
Median	2
Standard deviation	1.62
Total/sum	34

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



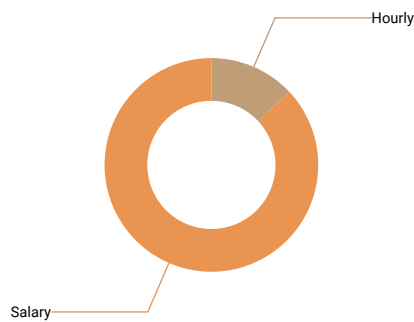
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	\$42,000.00	\$45,000.00	\$62,418.10	\$79,289.60	\$86,000.00	\$62,854.30	\$62,418.10	\$
Pay Range Maximum Salary	6	\$59,000.00	\$75,000.00	\$91,806.40	\$100,000.00	\$167,689.20	\$97,550.33	\$91,806.40	\$
Actual Lowest Base Salary	12	\$42,000.00	\$65,624.92	\$69,419.00	\$80,213.27	\$82,680.00	\$69,040.10	\$69,419.00	\$
Actual Average Base Salary	12	\$52,278.00	\$65,624.92	\$76,324.98	\$82,736.50	\$85,072.00	\$72,149.11	\$76,324.98	\$
Actual Highest Base Salary	12	\$59,000.00	\$65,624.92	\$77,649.95	\$88,425.82	\$91,998.40	\$76,018.43	\$77,649.95	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Contracts Administrator - Level 1

Job description

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

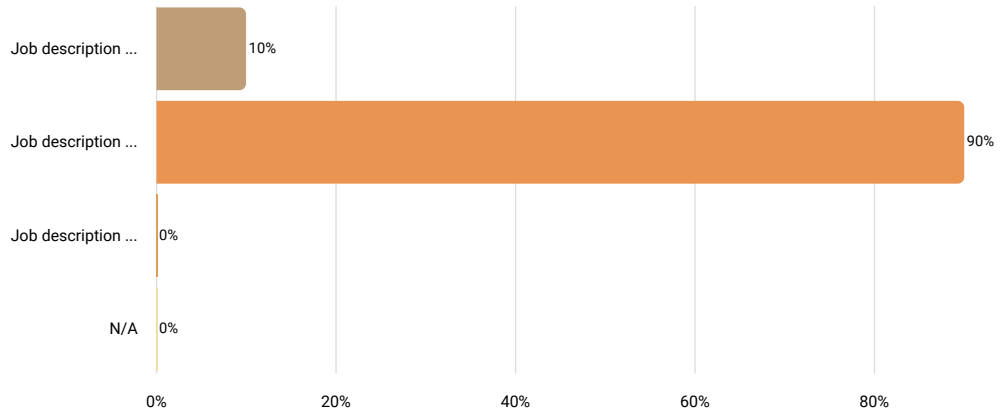
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	1
Job description matches the position at your company very well	90%	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 5 times

Text input

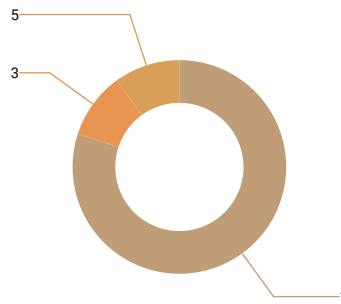
Results	
contracts specialist	1
estimator	1
associate contract admin	1
analyst, contract administration	1
grants manager	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



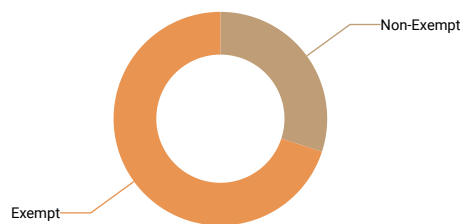
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.6
Median	1
Standard deviation	1.35
Total/sum	16

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



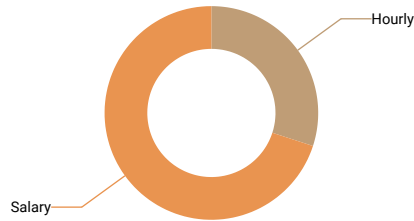
Results	%	N
Non-Exempt	30%	3
Exempt	70%	7

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	\$50,000.00	\$51,480.00	\$60,000.00	\$75,000.00	\$105,000.00	\$66,258.57	\$60,000.00	\$
Actual Average Base Salary	7	\$51,480.00	\$53,450.00	\$60,000.00	\$75,000.00	\$105,000.00	\$67,346.86	\$60,000.00	\$
Actual Highest Base Salary	7	\$51,480.00	\$55,486.00	\$60,000.00	\$82,332.00	\$105,000.00	\$69,798.71	\$60,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

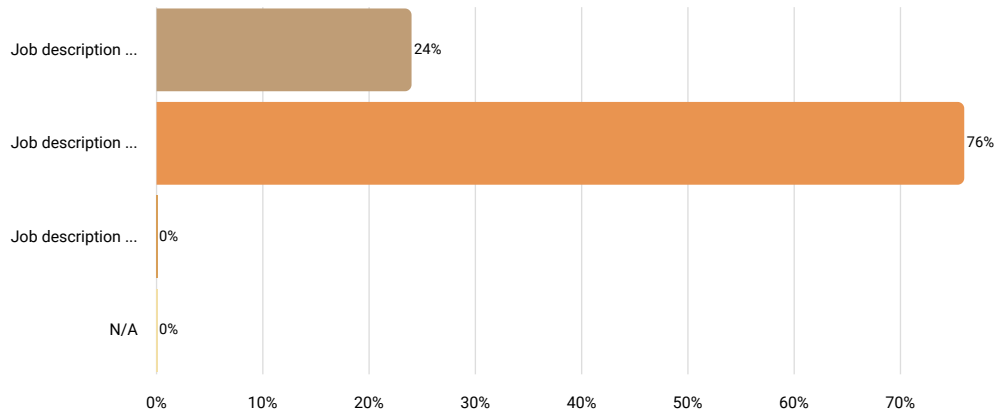
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	4
Job description matches the position at your company very well	76%	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 9 times

Skipped 8 times

Text input

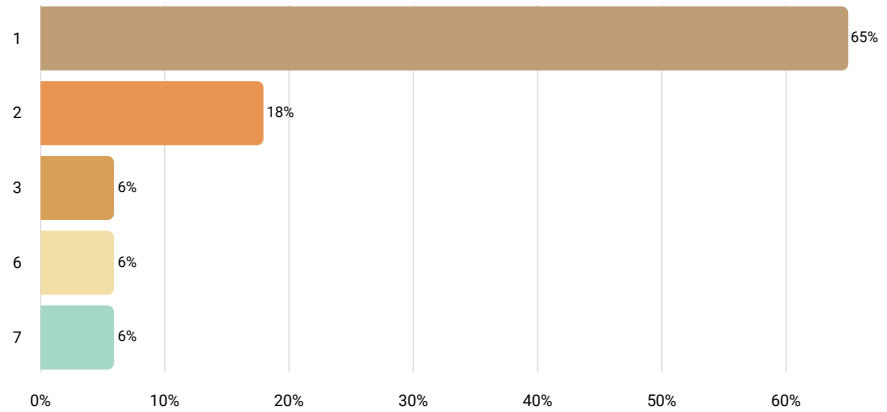
Results	
subcontracts administrator	1
contracts administrator	1
contracts specialist	1
contract specialist	1
contracts administrator 2	1
contract administrator	1
program manager	1
subcontracts administrator ii	1
sr analyst, contract administration	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



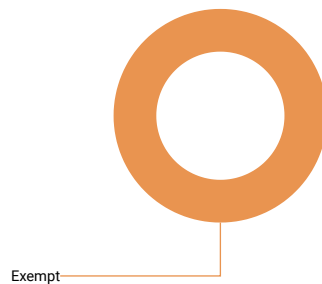
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	1.94
Median	1
Standard deviation	1.82
Total/sum	33

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



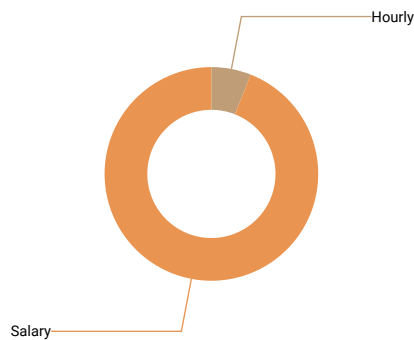
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	1
Salary	94%	16

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	11	\$40,000.00	\$52,499.98	\$58,240.00	\$67,184.00	\$69,500.00	\$61,074.47	\$58,240.00	\$
Pay Range Maximum Salary	11	\$60,000.00	\$71,000.00	\$78,936.00	\$101,660.00	\$118,500.00	\$89,481.89	\$78,936.00	\$
Actual Lowest Base Salary	16	\$52,499.98	\$57,500.00	\$71,707.47	\$84,823.00	\$105,000.00	\$75,580.31	\$71,707.47	\$
Actual Average Base Salary	16	\$54,249.50	\$60,722.50	\$75,645.47	\$84,914.00	\$105,000.00	\$78,938.04	\$75,645.47	\$
Actual Highest Base Salary	16	\$56,000.00	\$67,614.00	\$75,645.47	\$93,000.00	\$155,113.00	\$85,639.12	\$75,645.47	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$1,000.00	\$2,400.00	\$9,500.00	\$15,500.00	\$5,162.50	\$2,400.00	\$

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.

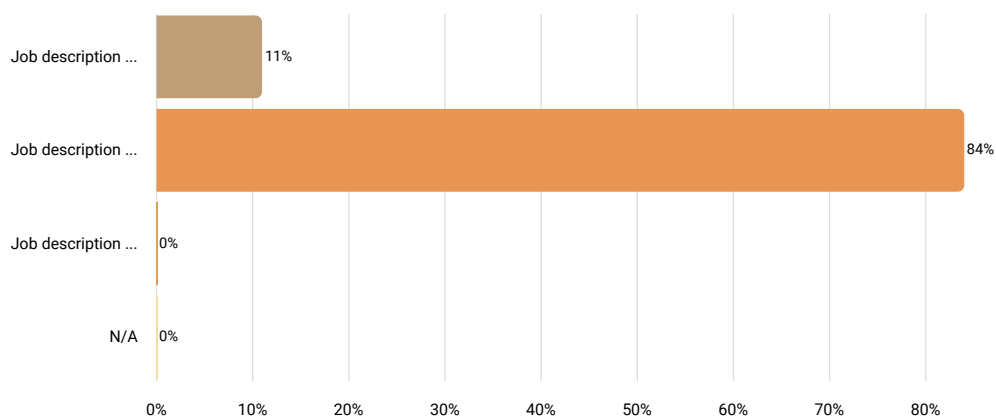
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 13 times

Skipped 6 times

Text input

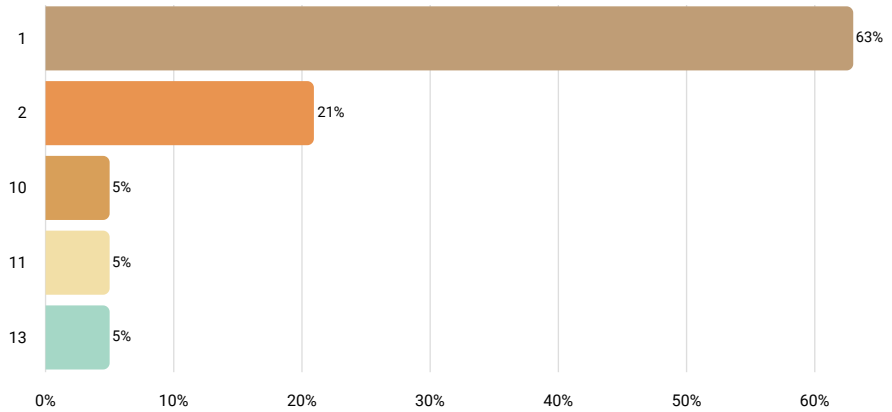
Results	
contracts administrator	1
senior contract specialist	1
sr. contracts specialist	1
contracts administrator 1	1
senior contracts administrator	1
contracts administrator iii, subcontracts administrator iii,	1
contract and grants specialist iii	1
sales estimator	1
senior contracts administrator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

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



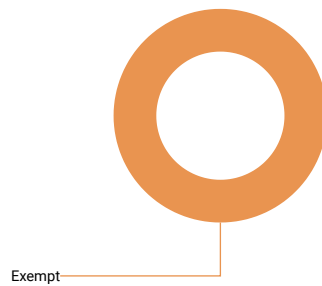
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	11
Mean	2.84
Median	1
Standard deviation	3.83
Total/sum	54

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



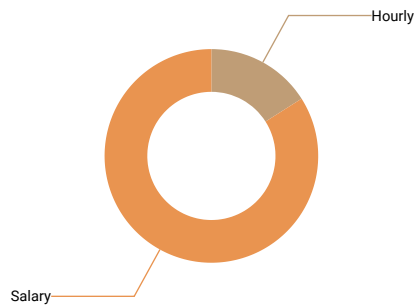
Results	%	N
Non-Exempt	0%	0
Exempt	100%	19

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	16%	3
Salary	84%	16

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	9	\$43,680.00	\$54,336.20	\$78,332.80	\$92,217.00	\$100,000.00	\$74,268.44	\$78,332.80	\$
Pay Range Maximum Salary	9	\$74,774.00	\$100,000.00	\$114,400.00	\$124,763.50	\$191,560.95	\$122,322.41	\$114,400.00	\$
Actual Lowest Base Salary	16	\$70,720.00	\$80,476.89	\$94,500.00	\$105,525.05	\$121,700.00	\$92,877.19	\$94,500.00	\$
Actual Average Base Salary	16	\$80,000.18	\$88,617.60	\$100,625.00	\$109,835.53	\$124,592.00	\$99,659.49	\$100,625.00	\$
Actual Highest Base Salary	16	\$80,000.18	\$91,748.00	\$104,436.00	\$119,496.00	\$154,500.00	\$109,457.11	\$104,436.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$5,000.00	\$10,300.00	\$13,500.00	\$15,000.00	\$9,016.67	\$10,300.00	\$

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.

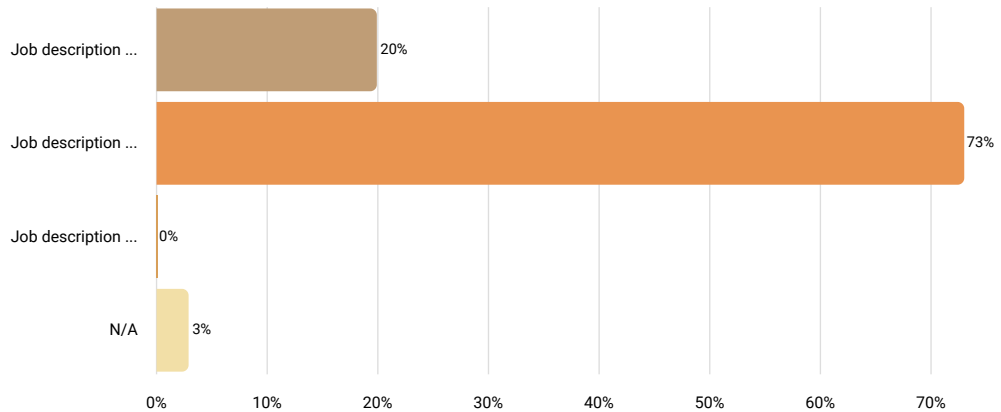
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	6
Job description matches the position at your company very well	73%	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 11 times

Skipped 19 times

Text input

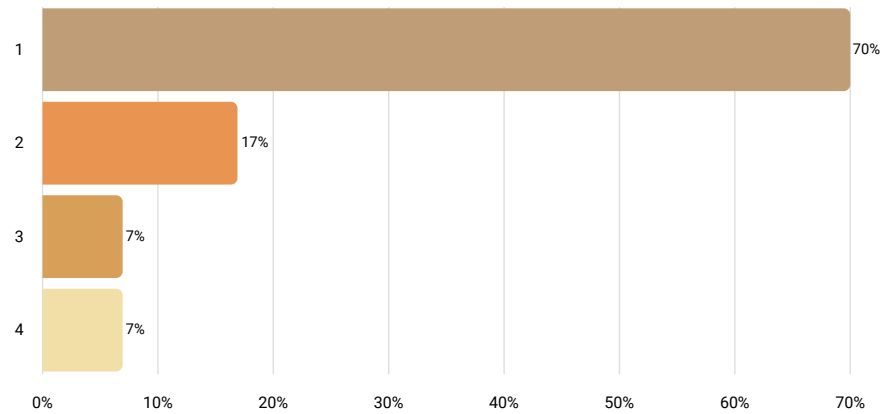
Results	
hr generalist	3
hr coordinator	1
human resources coordinator	1
human resources specialist (basic)	1
hr specialist	1
hr program analyst	1
analyst, human resources generalist	1
human resources specialist i	1
human resources administrator	1

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



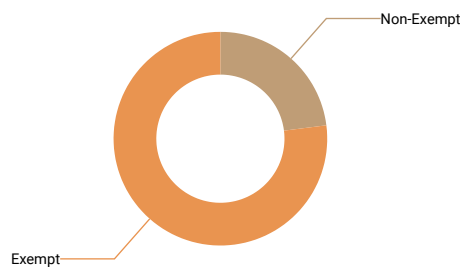
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.5
Median	1
Standard deviation	0.9
Total/sum	45

FLSA Status

Answered 30 times

Skipped 0 times

Select one answer (radio button)



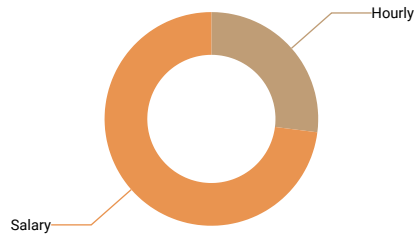
Results	%	N
Non-Exempt	23%	7
Exempt	77%	23

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	8
Salary	73%	22

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	6	\$14.00	\$18.11	\$20.96	\$22.56	\$30.00	\$21.10	\$20.96	
Pay Range Maximum Rate	6	\$18.00	\$30.00	\$30.71	\$36.00	\$50.00	\$32.57	\$30.71	
Actual Lowest Base Rate	8	\$16.50	\$20.09	\$22.42	\$23.88	\$31.88	\$22.65	\$22.42	
Actual Average Base Rate	8	\$16.50	\$20.09	\$23.06	\$24.78	\$35.24	\$23.45	\$23.06	
Actual Highest Base Rate	8	\$18.00	\$20.09	\$23.06	\$26.32	\$40.41	\$24.67	\$23.06	
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	20	\$35,622.73	\$40,000.00	\$46,000.00	\$55,789.50	\$62,417.00	\$46,745.86	\$46,000.00	\$
Pay Range Maximum Salary	20	\$48,930.00	\$51,771.81	\$65,000.00	\$87,506.00	\$93,916.40	\$69,778.37	\$65,000.00	\$
Actual Lowest Base Salary	20	\$40,600.00	\$42,674.00	\$49,750.00	\$60,000.00	\$69,167.00	\$52,724.90	\$49,750.00	\$
Actual Average Base Salary	20	\$41,850.00	\$46,000.00	\$53,422.50	\$62,300.00	\$76,335.00	\$56,197.20	\$53,422.50	\$
Actual Highest Base Salary	20	\$42,024.00	\$46,000.00	\$53,422.50	\$64,000.00	\$90,366.00	\$59,000.75	\$53,422.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$0.00	\$650.00	\$1,634.50	\$2,883.00	\$4,000.00	\$2,505.92	\$1,634.50	\$

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.

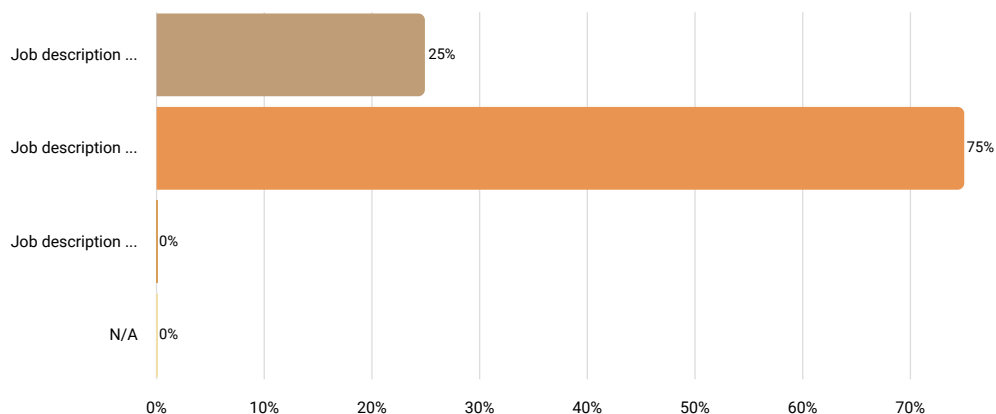
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	6
Job description matches the position at your company very well	75%	18
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 13 times

Text input

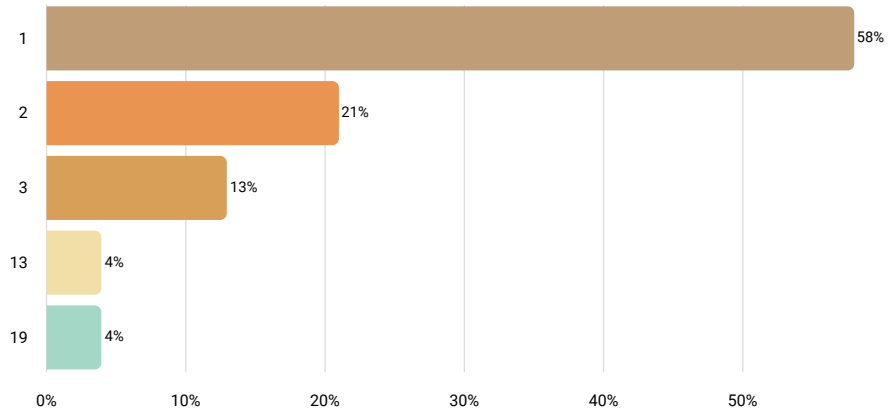
Results	
hr specialist	2
human resource generalist	1
human resources generalist	1
hr generalist	1
human resource coordinator	1
human resource specialist	1
human resourcespecialist (intermediate)	1
human resources administrator 2	1
hr generalist ii	1
sr analyst, human resources generalist	1

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



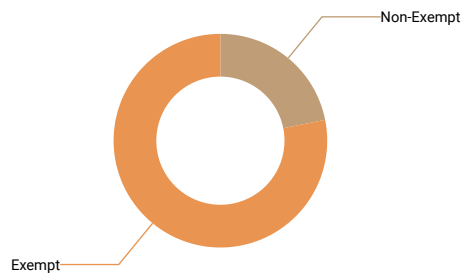
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2.71
Median	1
Standard deviation	4.25
Total/sum	65

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



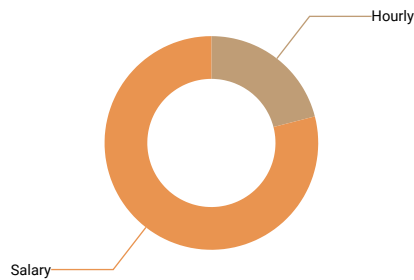
Results	%	N
Non-Exempt	21%	5
Exempt	75%	18

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	5
Salary	79%	19

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$10.00	\$17.49	\$24.05	\$30.75	\$31.36	\$22.73	\$24.05	
Actual Average Base Rate	5	\$12.60	\$22.39	\$24.05	\$30.75	\$31.36	\$24.23	\$24.05	
Actual Highest Base Rate	5	\$15.20	\$22.39	\$24.05	\$30.75	\$31.36	\$24.75	\$24.05	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	16	\$47,548.00	\$50,832.50	\$54,060.00	\$61,000.00	\$77,968.00	\$57,220.30	\$54,060.00	\$
Pay Range Maximum Salary	16	\$64,388.00	\$75,000.00	\$80,000.00	\$85,716.80	\$128,419.00	\$85,035.79	\$80,000.00	\$
Actual Lowest Base Salary	17	\$50,000.00	\$56,180.00	\$62,964.00	\$67,514.00	\$79,331.00	\$65,114.88	\$62,964.00	\$
Actual Average Base Salary	17	\$56,180.00	\$57,641.00	\$66,560.00	\$69,249.50	\$83,004.00	\$68,241.93	\$66,560.00	\$
Actual Highest Base Salary	17	\$56,180.00	\$61,588.80	\$67,000.00	\$82,500.00	\$93,705.00	\$72,103.33	\$67,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$250.00	\$1,550.00	\$5,087.00	\$6,700.00	\$2,559.25	\$1,550.00	\$

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.

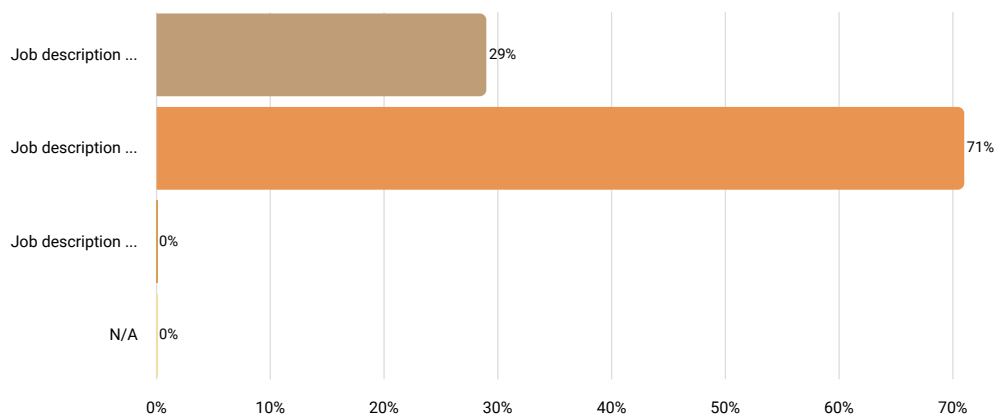
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	8
Job description matches the position at your company very well	71%	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 15 times

Text input

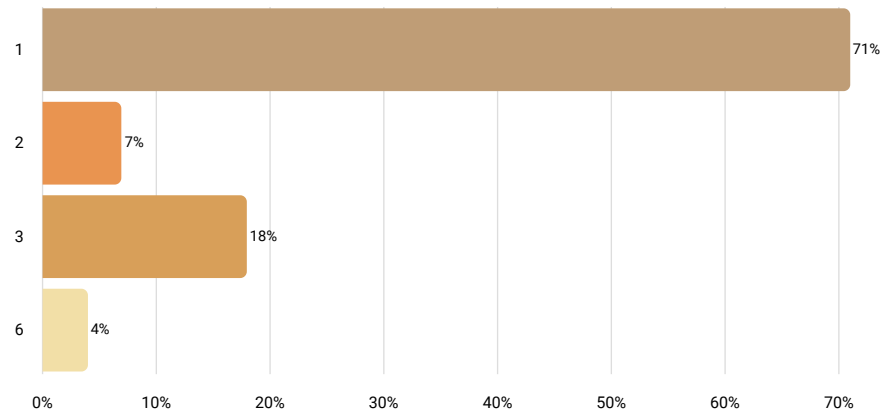
Results	
senior human resource generalist	1
human resources analyst ii	1
senior hr leader	1
payroll/hr specialist	1
human resource specialist/analyst (advanced)	1
sr. human resources generalist	1
sr.hr/ benefits administrator	1
hr generalist iii	1
hr generalist; senior hr generalist; lead hr generalist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

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



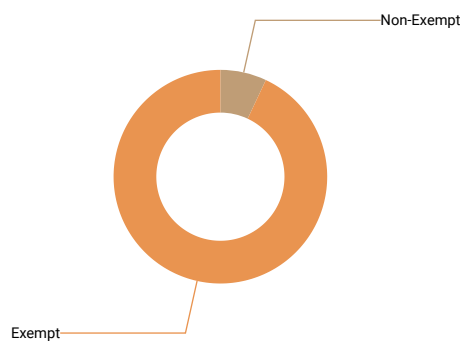
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.61
Median	1
Standard deviation	1.17
Total/sum	45

FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



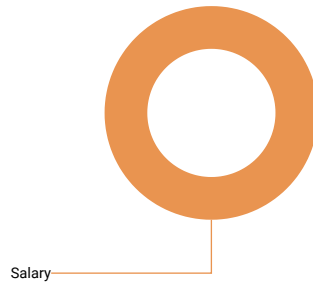
Results	%	N
Non-Exempt	7%	2
Exempt	93%	26

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	28

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	21	\$51,563.20	\$54,336.20	\$61,000.00	\$75,000.00	\$84,999.00	\$65,966.26	\$61,000.00	\$
Pay Range Maximum Salary	22	\$65,000.00	\$75,000.00	\$91,571.04	\$115,000.00	\$162,052.00	\$102,224.64	\$91,571.04	\$
Actual Lowest Base Salary	27	\$52,000.00	\$62,000.00	\$71,369.62	\$88,000.00	\$93,000.00	\$74,644.42	\$71,369.62	\$
Actual Average Base Salary	27	\$55,500.00	\$70,000.00	\$75,000.00	\$90,064.00	\$105,000.00	\$78,338.90	\$75,000.00	\$
Actual Highest Base Salary	27	\$55,500.00	\$70,200.00	\$80,000.00	\$93,000.00	\$110,000.00	\$82,136.56	\$80,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$0.00	\$0.00	\$2,000.00	\$8,000.00	\$9,500.00	\$3,647.00	\$2,000.00	\$

Security Administrator/FSO - Level 1

Job description

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

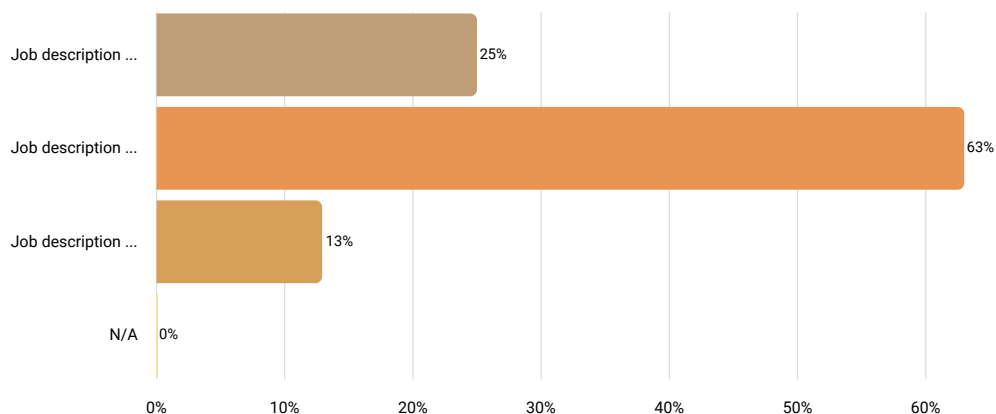
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.

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

Answered 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 7 times

Skipped 1 times

Text input

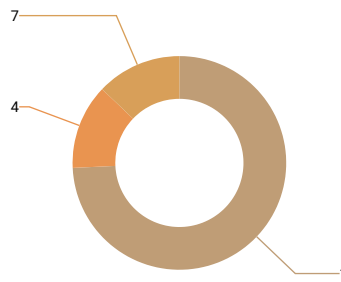
Results		
fso		2
supv security and parking		1
coordinator administrative services/security administrator		1
assistant facility security officer		1
security guard		1
assistant facility sec officer		1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



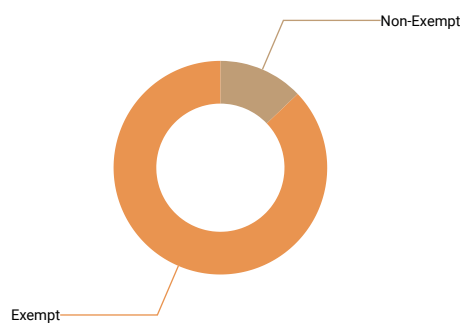
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	7
Mean	2.13
Median	1
Standard deviation	2.23
Total/sum	17

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



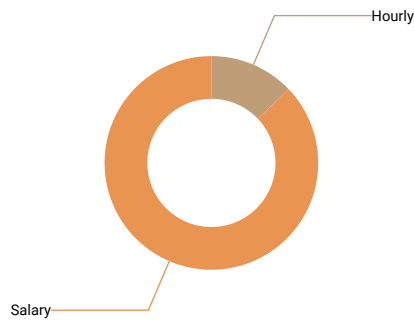
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	\$41,537.60	\$42,468.80	\$47,740.50	\$48,060.00	\$49,999.00	\$45,961.18	\$47,740.50	\$
Pay Range Maximum Salary	5	\$50,000.00	\$60,075.00	\$66,836.70	\$69,908.80	\$118,887.30	\$73,141.56	\$66,836.70	\$
Actual Lowest Base Salary	7	\$15,080.00	\$48,318.40	\$51,500.00	\$66,050.00	\$109,000.00	\$57,849.63	\$51,500.00	\$
Actual Average Base Salary	7	\$15,080.00	\$50,000.00	\$52,249.60	\$66,050.00	\$109,000.00	\$58,411.37	\$52,249.60	\$
Actual Highest Base Salary	7	\$15,080.00	\$50,000.00	\$61,942.40	\$66,050.00	\$109,000.00	\$59,796.06	\$61,942.40	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Security Administrator/FSO - Level 2

Job description

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

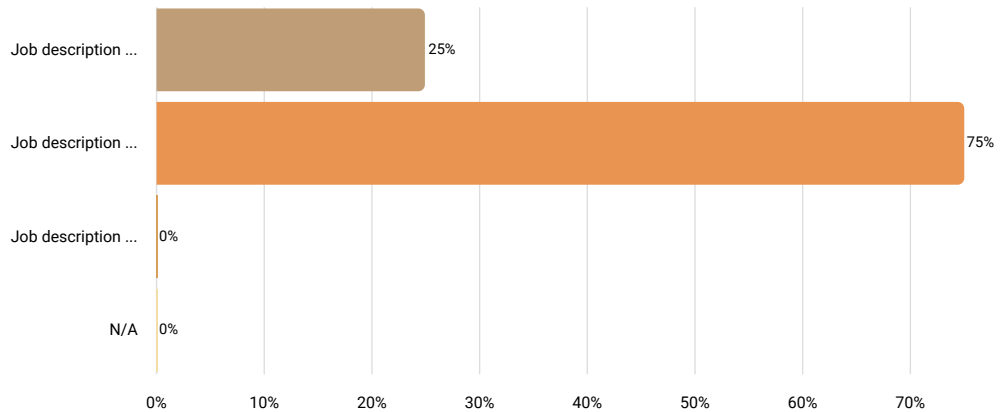
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 3 times

Text input

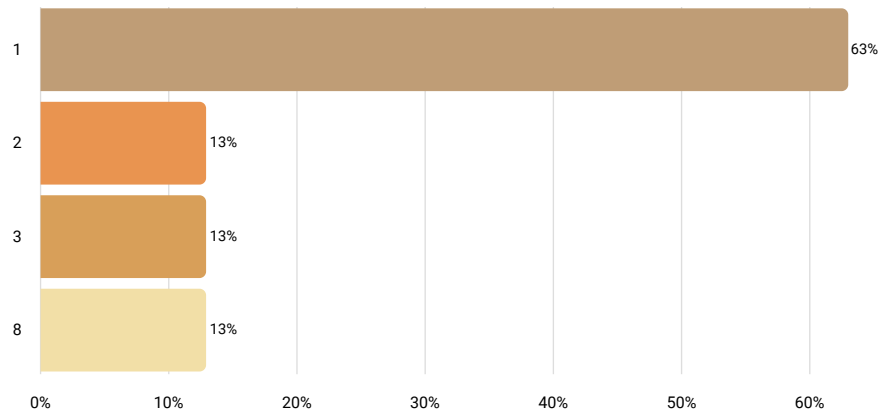
Results	
security administrator 2	1
security guard	1
facility security	1
security/admin specialist; security specialist; corp facility security officer	1
analyst, security information system mgmt	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



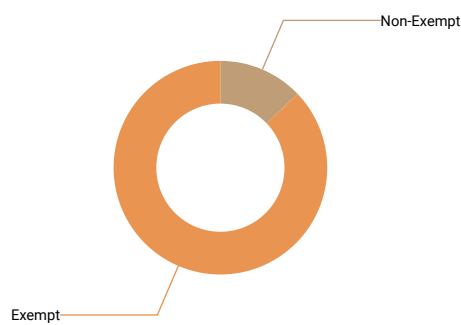
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	8
Mean	2.25
Median	1
Standard deviation	2.43
Total/sum	18

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



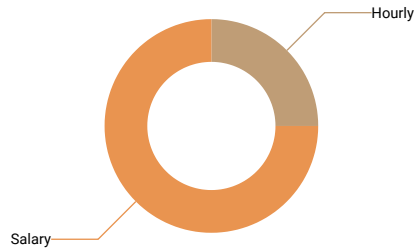
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$62,010.00	\$68,265.60	\$75,092.00	\$88,000.00	\$94,286.40	\$77,124.33	\$75,092.00	\$
Actual Average Base Salary	6	\$62,010.00	\$68,265.60	\$84,092.00	\$90,443.67	\$94,286.40	\$80,531.61	\$84,092.00	\$
Actual Highest Base Salary	6	\$62,010.00	\$68,265.60	\$84,092.00	\$94,286.40	\$130,000.00	\$87,124.33	\$84,092.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Security Administrator/FSO - Level 3

Job description

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

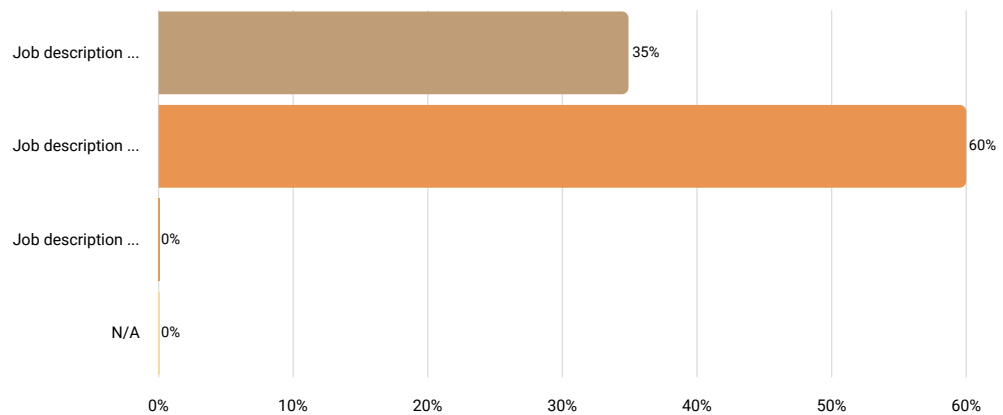
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	35%	7
Job description matches the position at your company very well	60%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 9 times

Skipped 11 times

Text input

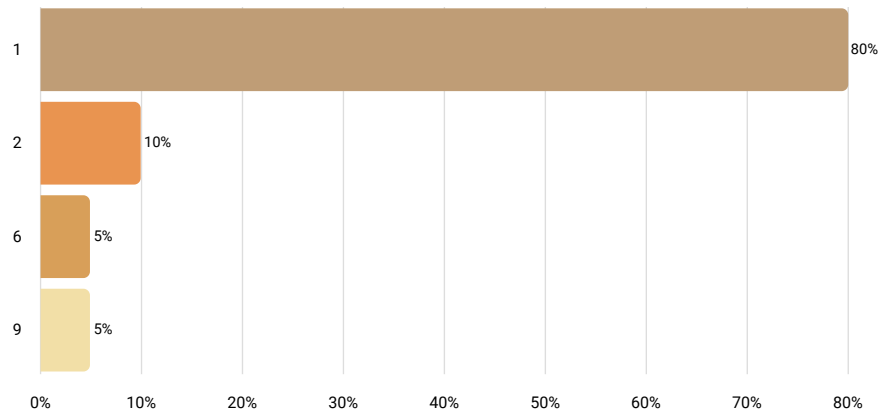
Results	
director of hr and security	1
facility security officer	1
regional trade compliance officer	1
security guard or security guard lead	1
director of security	1
security specialist; mrc security specialist; cpso/csso; special security rep; phys sec spcs/comse custodian	1
site fso	1
fso	1
sr specialist,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

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



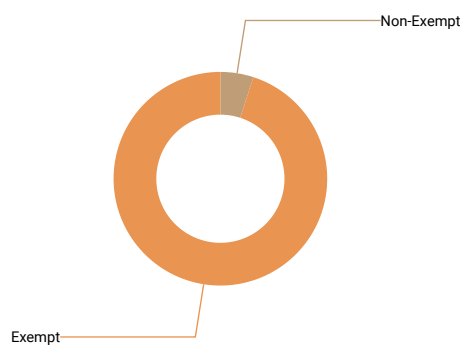
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.75
Median	1
Standard deviation	2.05
Total/sum	35

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



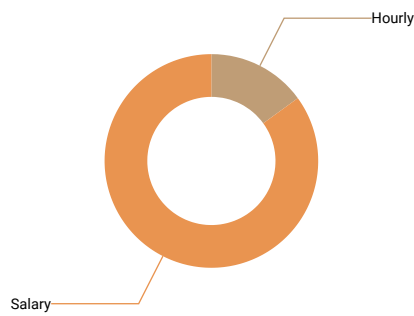
Results	%	N
Non-Exempt	5%	1
Exempt	95%	19

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	3
Salary	85%	17

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	12	\$60,272.00	\$63,700.00	\$83,000.00	\$96,390.00	\$104,000.00	\$82,721.83	\$83,000.00	\$
Pay Range Maximum Salary	12	\$81,000.00	\$102,500.00	\$119,900.00	\$154,963.00	\$186,828.60	\$128,999.73	\$119,900.00	\$
Actual Lowest Base Salary	17	\$62,400.00	\$78,984.00	\$100,000.00	\$120,827.00	\$155,000.00	\$98,381.19	\$100,000.00	\$
Actual Average Base Salary	17	\$62,566.40	\$83,720.00	\$100,000.00	\$120,827.00	\$155,000.00	\$102,568.88	\$100,000.00	\$
Actual Highest Base Salary	17	\$70,096.00	\$83,720.00	\$100,000.00	\$120,827.00	\$155,000.00	\$105,804.60	\$100,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$1,000.00	\$2,150.00	\$8,500.00	\$15,500.00	\$4,883.33	\$2,150.00	\$

Technical Writer/Editor - Level 1

Job description

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

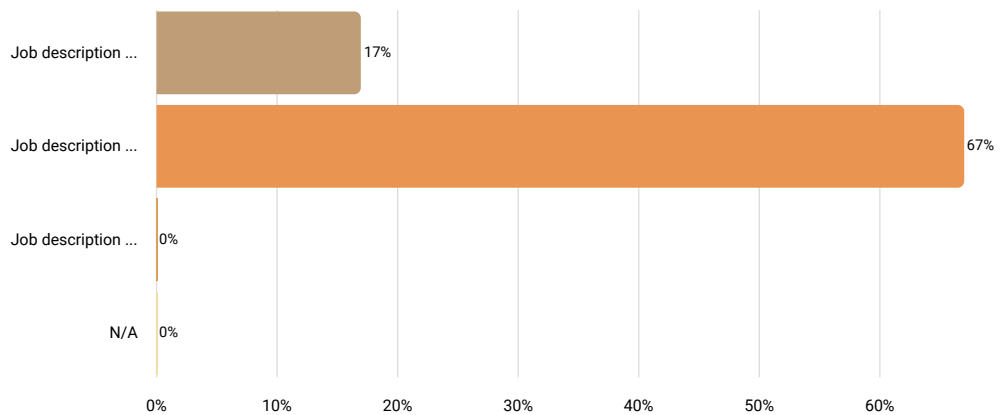
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



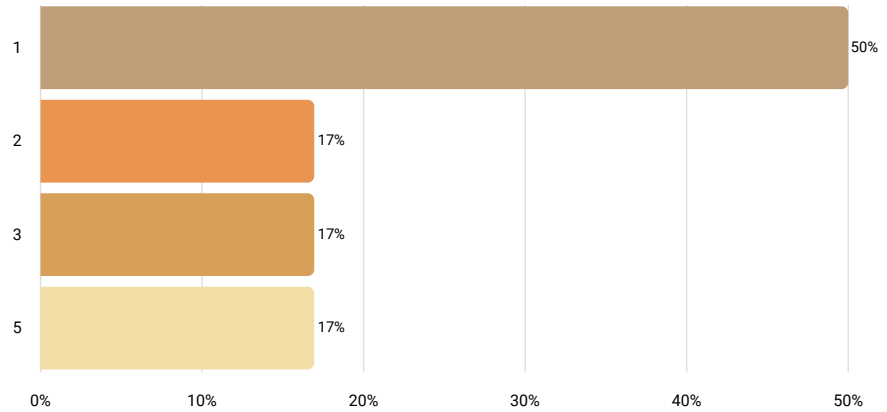
Results		%	N
Job description is perceptibly weaker than the position at your company	17%	1	
Job description matches the position at your company very well	67%	4	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



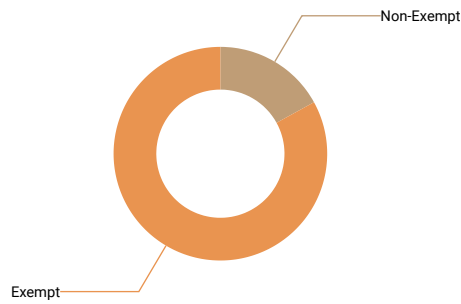
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	5
Mean	2.17
Median	1.5
Standard deviation	1.6
Total/sum	13

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



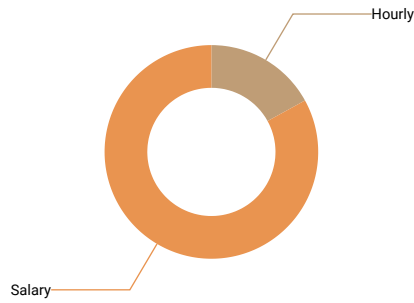
Results	%	N
Non-Exempt	17%	1
Exempt	83%	5

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

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.

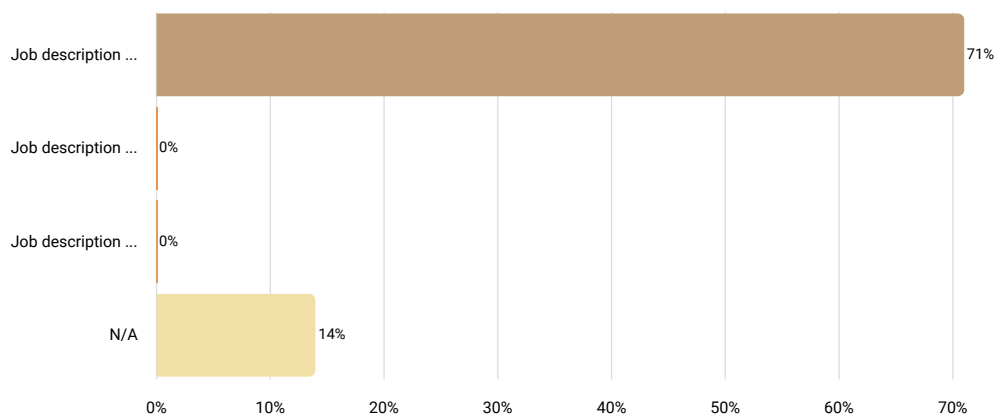
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 2 times

Text input

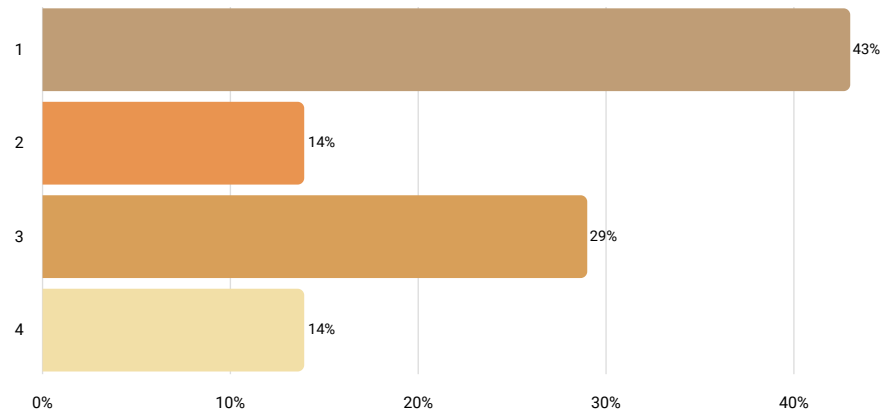
Results	
technical training & development specialist	1
senior technical writer	1
writereditor ii; research analyst ii	1
quality systems manager	1
proposal manager i & ii	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



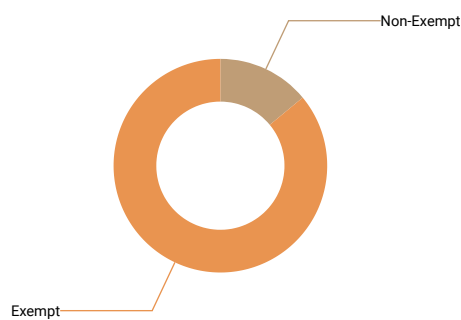
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2.14
Median	2
Standard deviation	1.21
Total/sum	15

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



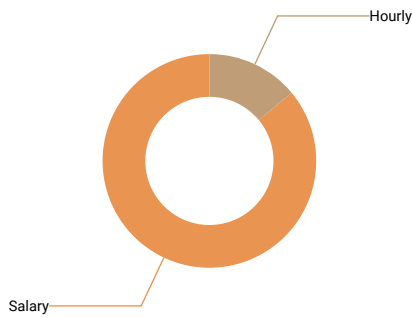
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

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	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	\$43,680.00	\$49,600.00	\$78,000.00	\$85,196.80	\$85,600.00	\$68,415.36	\$78,000.00	\$
Pay Range Maximum Salary	5	\$70,000.00	\$98,800.00	\$116,500.00	\$123,697.60	\$128,400.00	\$107,479.52	\$116,500.00	\$
Actual Lowest Base Salary	6	\$43,680.00	\$65,000.00	\$79,002.50	\$81,577.60	\$107,000.00	\$75,877.10	\$79,002.50	\$
Actual Average Base Salary	6	\$56,840.00	\$65,000.00	\$88,399.76	\$93,246.40	\$107,000.00	\$83,147.65	\$88,399.76	\$
Actual Highest Base Salary	6	\$65,000.00	\$70,000.00	\$97,955.48	\$102,148.80	\$107,000.00	\$90,009.96	\$97,955.48	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Technical Writer/Editor - Level 3

Job description

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

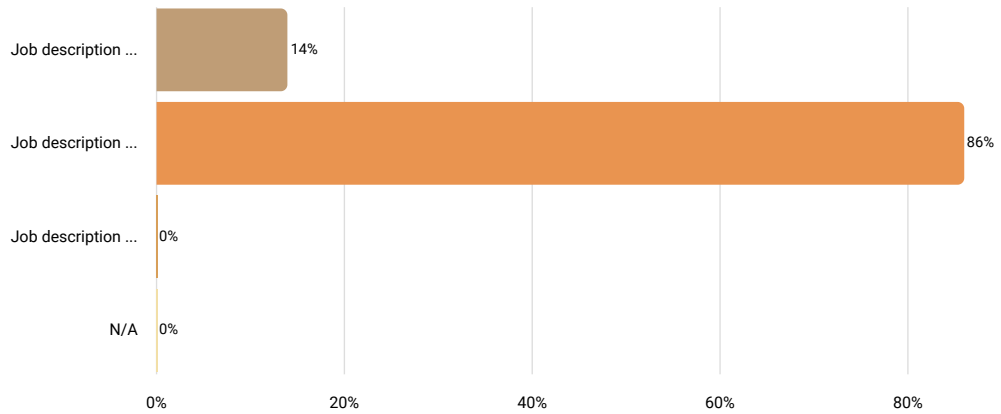
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



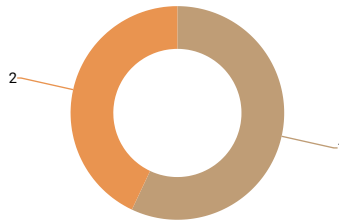
Results		%	N
Job description is perceptibly weaker than the position at your company		14%	1
Job description matches the position at your company very well		86%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



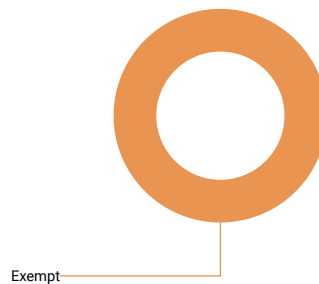
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.43
Median	1
Standard deviation	0.53
Total/sum	10

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



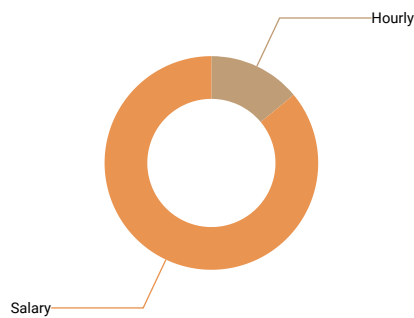
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$50,000.00	\$72,406.36	\$77,500.00	\$80,264.00	\$118,221.26	\$79,315.27	\$77,500.00	\$
Actual Average Base Salary	6	\$53,500.00	\$72,406.36	\$81,000.00	\$82,632.00	\$118,221.26	\$81,459.94	\$81,000.00	\$
Actual Highest Base Salary	6	\$57,000.00	\$72,406.36	\$82,500.00	\$90,000.00	\$118,221.26	\$83,771.27	\$82,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Material Planner

Job description

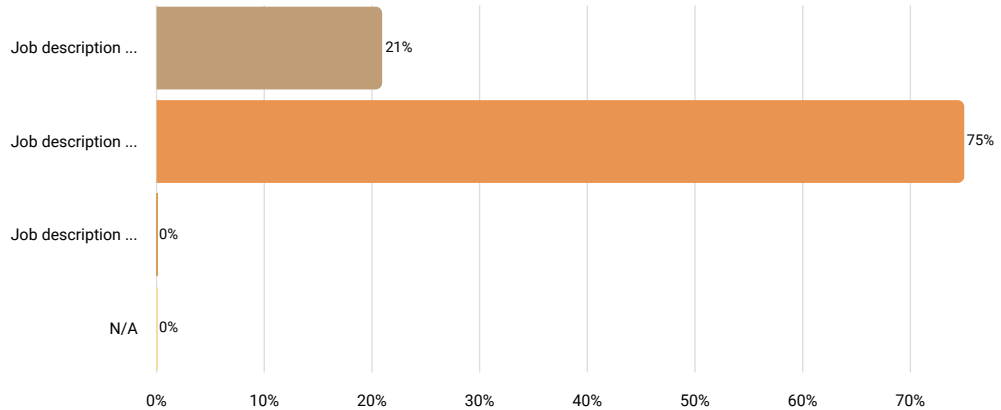
Monitor, schedule and coordinate movement of material for production throughout the facility. Coordinates with purchasing, production and other depart efficient movement and delivery of material. Typically has a B.S. degree or equivalent experience.

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	5
Job description matches the position at your company very well	75%	18
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 14 times

Skipped 10 times

Text input

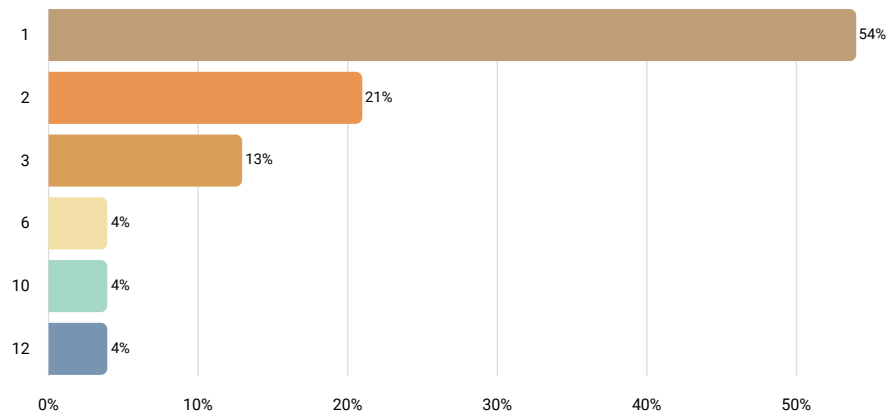
Results	
	1
operations planning analyst	1
production planner	1
material manager	1
analyst-materials	1
planning generalist	1
mill planner	1
npi material planner	1
materials coordinator	1
production support specialist	1
scheduler/planner	1
production coordinator i - iii	1
material contorller	1
production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

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



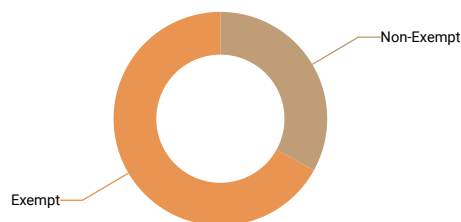
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	6
Mean	2.5
Median	1
Standard deviation	2.87
Total/sum	60

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



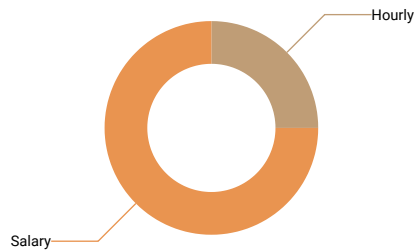
Results	%	N
Non-Exempt	33%	8
Exempt	67%	16

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	6
Salary	75%	18

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.									
Average Incentive Bonus or Other Bonus (Annual)									
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	16	\$52,000.00	\$64,601.98	\$67,820.00	\$79,250.00	\$81,000.00	\$68,806.80	\$67,820.00	\$
Actual Average Base Salary	16	\$56,500.00	\$67,392.32	\$77,041.86	\$82,249.50	\$92,325.00	\$75,106.21	\$77,041.86	\$
Actual Highest Base Salary	16	\$65,000.00	\$70,928.50	\$80,005.00	\$91,162.50	\$103,979.00	\$82,059.94	\$80,005.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Staff Assistant

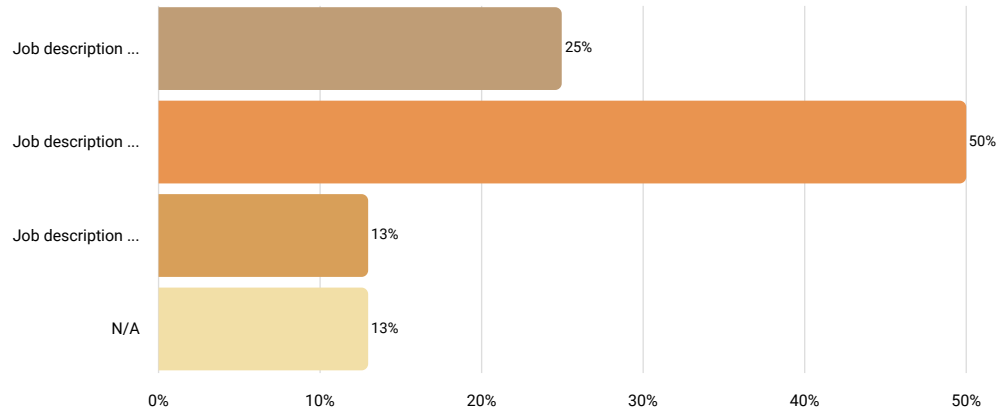
Job description Plans and conducts various administrative tasks and projects that are broad in nature with little supervision.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	2
Job description matches the position at your company very well	50%	4
Job description is perceptibly stronger than the position at your company	13%	1
N/A	13%	1

Job Title (if different than above)

Answered 5 times

Skipped 3 times

Text input

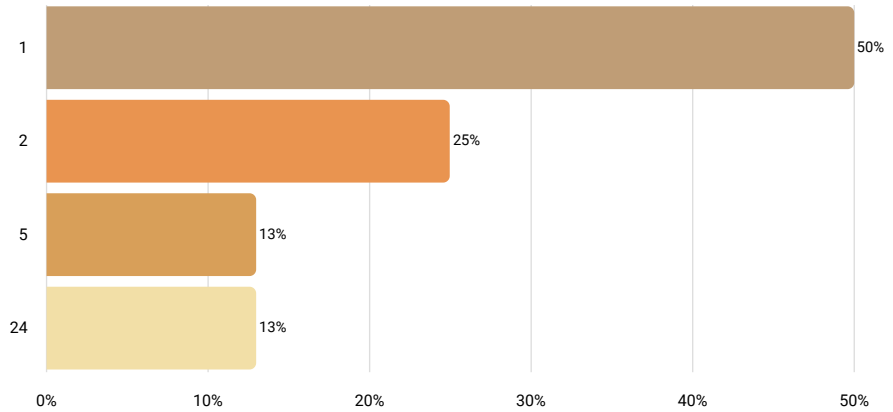
Results	
employment specialist - job coach (vocational services)	1
plant administrator	1
data administrator	1
staff action officer; chief of staff	1
administrative specialist	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



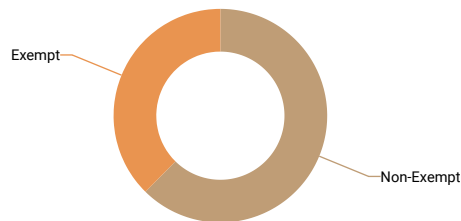
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3.5
90th percentile	24
Mean	4.63
Median	1.5
Standard deviation	7.95
Total/sum	37

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



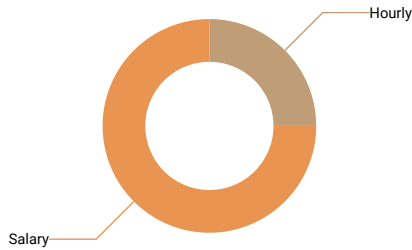
Results	%	N
Non-Exempt	63%	5
Exempt	38%	3

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$31,200.00	\$33,000.00	\$47,100.00	\$64,563.00	\$70,451.00	\$49,262.80	\$47,100.00	\$
Actual Average Base Salary	5	\$33,836.00	\$35,768.00	\$48,800.00	\$64,563.00	\$73,809.50	\$51,355.30	\$48,800.00	\$
Actual Highest Base Salary	5	\$36,800.00	\$48,427.00	\$50,500.00	\$64,563.00	\$77,168.00	\$55,491.60	\$50,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Office Manager

Job description

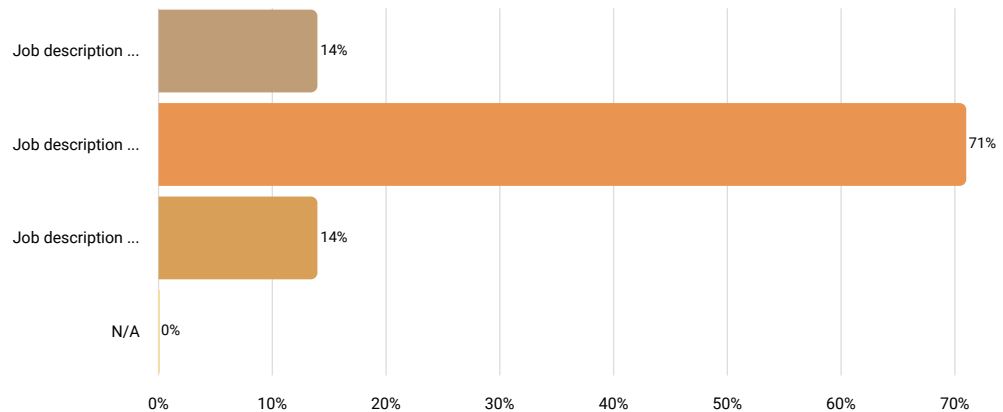
Perform various business functions in various business administration areas including accounting, marketing, human resources, purchasing, security, tra

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	2
Job description matches the position at your company very well	71%	10
Job description is perceptibly stronger than the position at your company	14%	2
	N/A	0

Job Title (if different than above)

Answered 6 times

Skipped 8 times

Text input

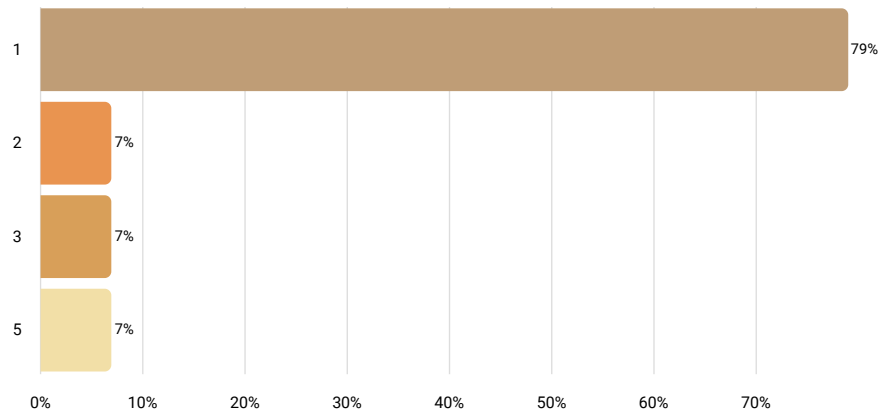
Results	
business manager	2
executive assistant ii	1
office coordiantor	1
operations manager/executive assistant	1
administrative services coordinator	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



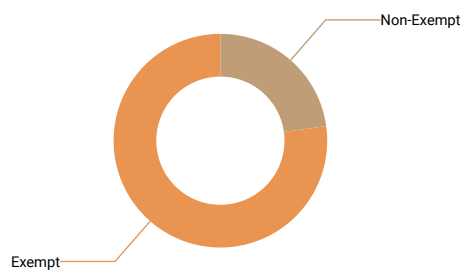
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.5
Median	1
Standard deviation	1.16
Total/sum	21

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



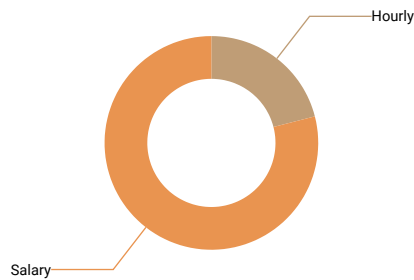
Results	%	N
Non-Exempt	21%	3
Exempt	71%	10

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	3
Salary	79%	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	7	\$32,242.00	\$36,000.00	\$52,000.00	\$63,564.80	\$70,000.00	\$51,700.97	\$52,000.00	\$
Pay Range Maximum Salary	7	\$44,200.00	\$45,139.00	\$72,800.00	\$87,713.60	\$110,000.00	\$70,564.66	\$72,800.00	\$
Actual Lowest Base Salary	10	\$34,894.00	\$40,040.00	\$58,064.40	\$80,000.00	\$116,196.90	\$66,458.58	\$58,064.40	\$
Actual Average Base Salary	10	\$40,523.00	\$41,100.00	\$60,299.40	\$80,000.00	\$116,196.90	\$68,547.38	\$60,299.40	\$
Actual Highest Base Salary	10	\$42,120.00	\$51,250.00	\$63,065.80	\$80,000.00	\$116,196.90	\$70,435.06	\$63,065.80	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$1,000.00	\$2,000.00	\$7,000.00	\$13,000.00	\$4,600.00	\$2,000.00	\$

Configuration Management Analyst

Job description

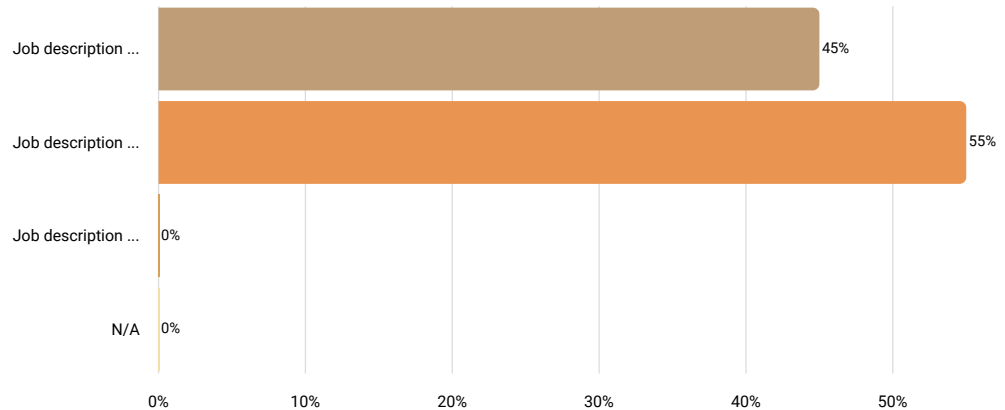
Performs duties related to change, release, and build management. Identifies errors in the build and release process; recommends improvements.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

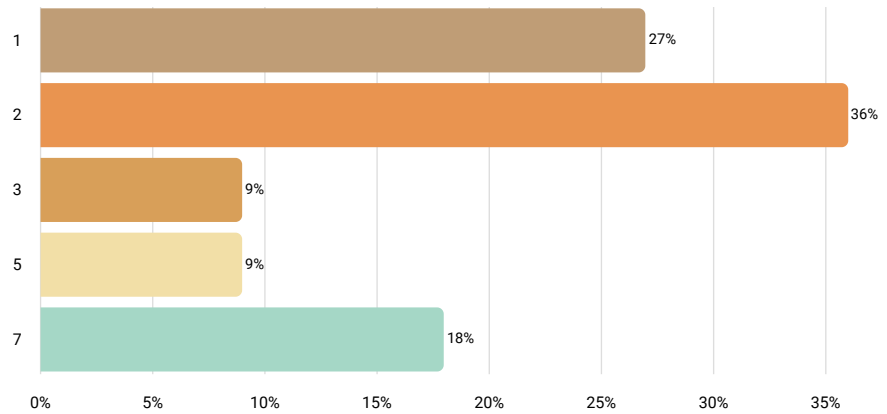
Results	
configuration management analyst	1
configuration analyst i & aviation configuration manager	1
configuration manager	1
configuration analyst; configuration analyst lead	1
configuration management	1
documentation specialist	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



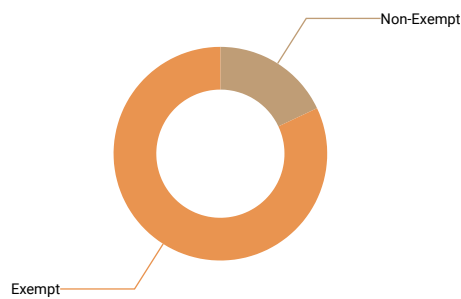
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	7
Mean	3
Median	2
Standard deviation	2.28
Total/sum	33

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



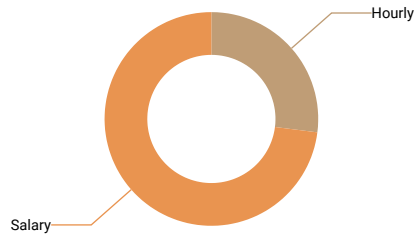
Results	%	N
Non-Exempt	18%	2
Exempt	82%	9

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	5	\$42,000.00	\$57,200.00	\$57,412.00	\$62,773.00	\$104,000.00	\$64,677.00	\$57,412.00	\$
Pay Range Maximum Salary	5	\$62,000.00	\$84,928.00	\$88,136.00	\$124,800.00	\$164,300.00	\$104,832.80	\$88,136.00	\$
Actual Lowest Base Salary	8	\$49,920.00	\$56,078.10	\$75,150.70	\$95,913.50	\$145,000.00	\$81,150.58	\$75,150.70	\$
Actual Average Base Salary	8	\$49,920.00	\$68,328.70	\$88,149.50	\$107,818.50	\$150,249.00	\$91,095.30	\$88,149.50	\$
Actual Highest Base Salary	8	\$49,920.00	\$75,461.20	\$95,913.50	\$125,285.50	\$155,449.00	\$99,836.18	\$95,913.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Financial Analyst

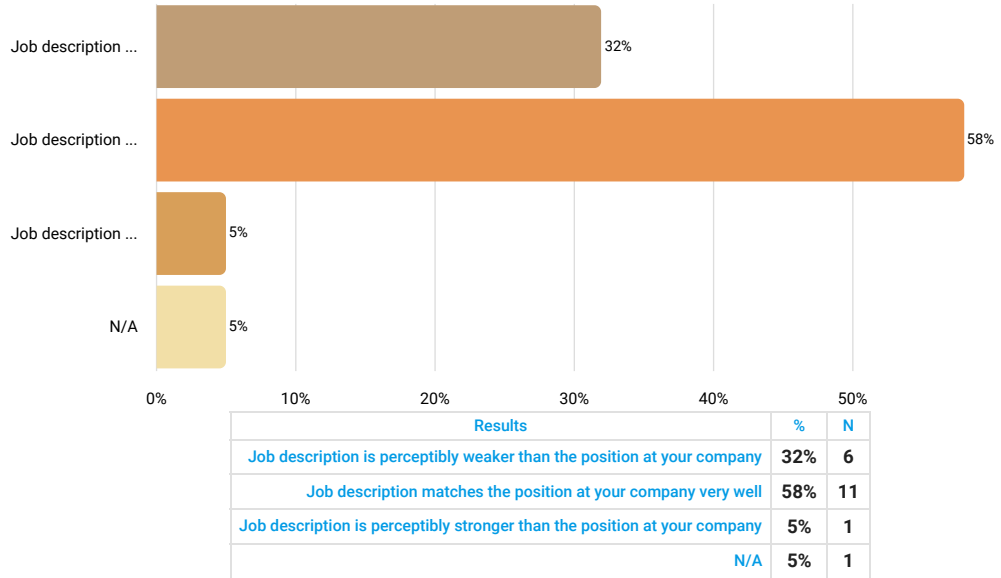
Job description Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 9 times

Skipped 10 times

Text input

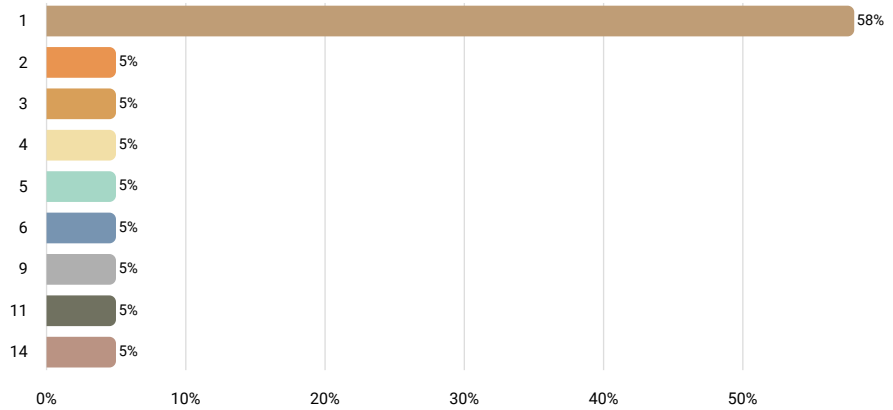
Results	
financial analyst	1
program control analyst iii	1
budget analyst, entry program control analyst, program control analyst	1
sr financial analyst	1
senior financial analyst	1
project control analyst ii - iv & project finance analyst i, iii, & iv	1
purchasing/risk manager	1
program control and pricing analyst	1
compensation analyst	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



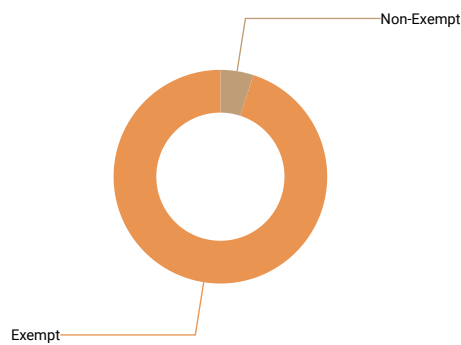
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	5
90th percentile	11
Mean	3.42
Median	1
Standard deviation	3.92
Total/sum	65

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



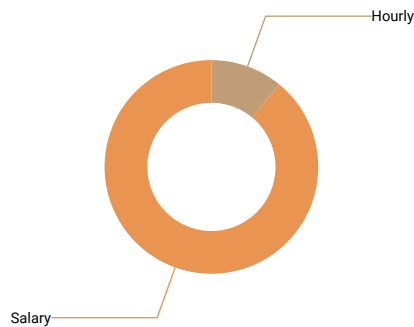
Results	%	N
Non-Exempt	5%	1
Exempt	95%	18

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	2
Salary	89%	17

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	12	\$56,000.00	\$58,662.40	\$63,514.00	\$74,881.17	\$80,000.00	\$72,055.86	\$63,514.00	\$
Pay Range Maximum Salary	12	\$76,960.00	\$85,889.14	\$98,606.40	\$119,504.80	\$158,000.00	\$106,024.46	\$98,606.40	\$
Actual Lowest Base Salary	17	\$54,302.00	\$63,000.00	\$67,000.00	\$92,000.00	\$96,713.91	\$78,208.83	\$67,000.00	\$
Actual Average Base Salary	17	\$62,000.00	\$68,834.00	\$79,580.00	\$95,000.00	\$96,782.40	\$84,315.66	\$79,580.00	\$
Actual Highest Base Salary	17	\$62,000.00	\$76,960.00	\$92,000.00	\$100,000.00	\$125,569.60	\$92,188.18	\$92,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Legal Counsel

Job description

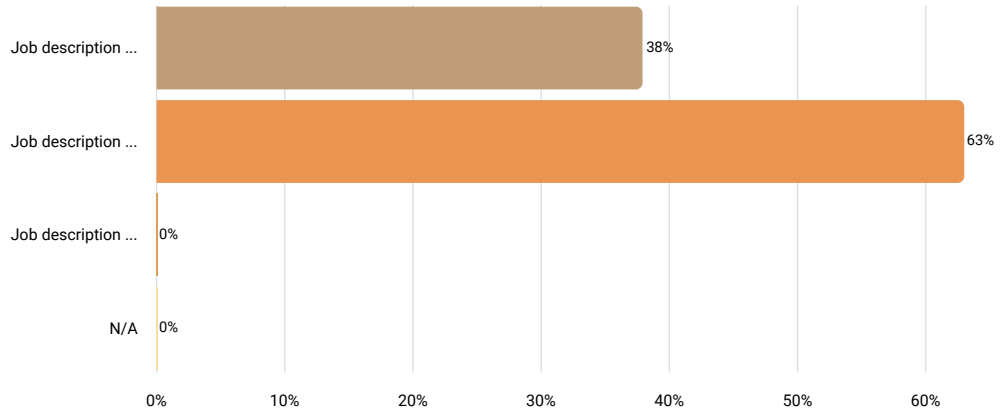
Negotiates, writes, and executes agreements and contracts on behalf of the company. Reviews company materials to ensure that they are in compliance requirements.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 1 times

Text input

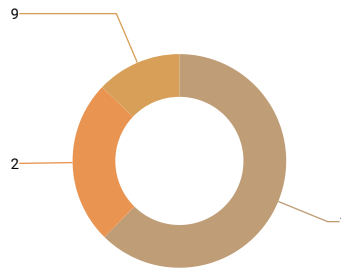
Results	
assistant city attorney	1
corporate counsel	1
associate attorney	1
in-house legal counsel	1
attorney	1
associate legal counsel	1
senior legal consultant	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



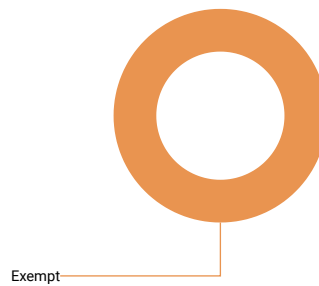
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	9
Mean	2.25
Median	1
Standard deviation	2.76
Total/sum	18

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



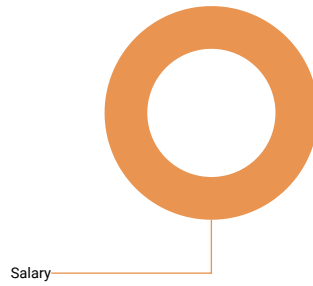
Results	%	N
Non-Exempt	0%	0
Exempt	88%	7

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									
Pay Range Maximum Salary									
Actual Lowest Base Salary	8	\$75,000.00	\$89,345.60	\$111,632.00	\$169,858.40	\$284,440.00	\$137,639.00	\$111,632.00	\$
Actual Average Base Salary	8	\$83,500.00	\$95,000.00	\$123,642.00	\$169,858.40	\$284,440.00	\$143,117.60	\$123,642.00	\$
Actual Highest Base Salary	8	\$90,000.00	\$96,000.00	\$133,683.20	\$169,858.40	\$284,440.00	\$146,690.40	\$133,683.20	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Recruiter

Job description

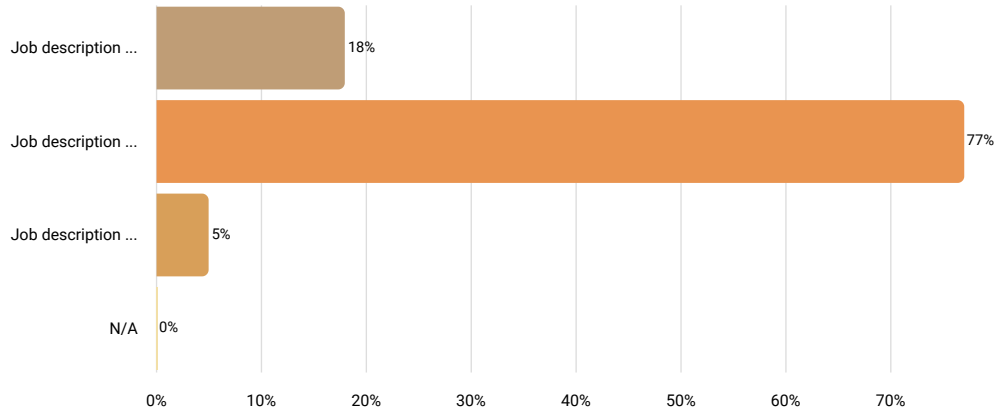
Partners with hiring managers to determine staffing needs. Screen resumes, perform in-person and phone interviews with candidates, negotiate job offer job openings and the organization through various hiring channels.

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

Answered 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	5%	1
N/A	0%	0

Job Title (if different than above)

Answered 11 times

Skipped 11 times

Text input

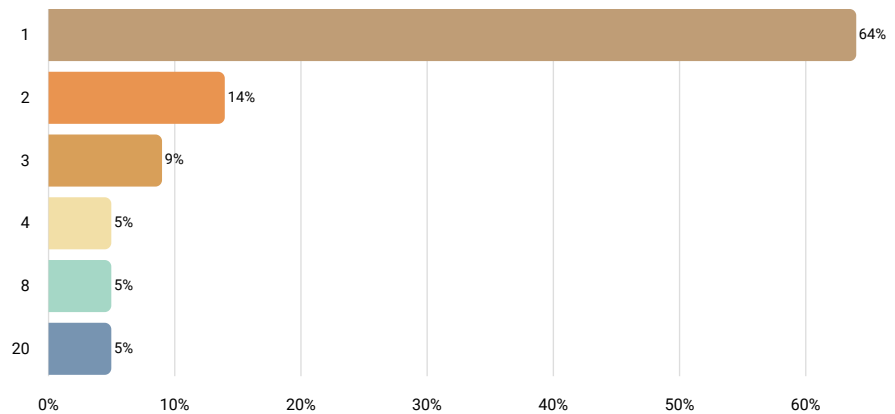
Results	
talent acquisition specialist	2
director of staff development	1
lead technical recruiter	1
jr. recruiter, technical recruiter 1-3, sr. technical recruiter, engineer recruiter 1-3, sr. engineering recruiter	1
recruiting specialist	1
recruiter iii	1
senior talent acquisition specialist	1
lead recruiter; technical recruiter	1
recruiting coordinator	1
talent acquisition partner	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



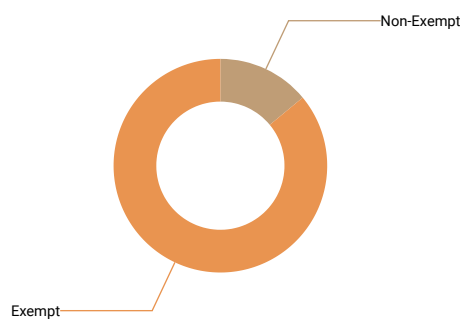
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2.64
Median	1
Standard deviation	4.2
Total/sum	58

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



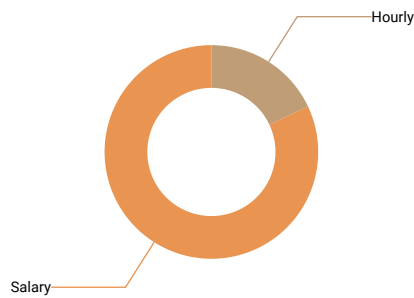
Results	%	N
Non-Exempt	14%	3
Exempt	86%	19

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	4
Salary	82%	18

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	15	\$45,000.00	\$47,800.00	\$56,200.00	\$70,000.00	\$80,000.00	\$58,443.46	\$56,200.00	\$
Pay Range Maximum Salary	15	\$75,000.00	\$80,582.78	\$91,200.00	\$112,294.00	\$130,000.00	\$99,146.81	\$91,200.00	\$
Actual Lowest Base Salary	18	\$45,000.00	\$51,992.49	\$69,700.50	\$80,155.00	\$85,800.00	\$67,020.24	\$69,700.50	\$
Actual Average Base Salary	18	\$52,999.00	\$55,000.00	\$77,179.90	\$82,044.00	\$86,819.20	\$71,748.33	\$77,179.90	\$
Actual Highest Base Salary	18	\$52,999.00	\$75,067.00	\$80,000.00	\$85,000.00	\$91,332.00	\$77,555.48	\$80,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$1,000.00	\$2,300.00	\$5,000.00	\$8,580.00	\$3,003.43	\$2,300.00	\$

Training Coordinator

Job description

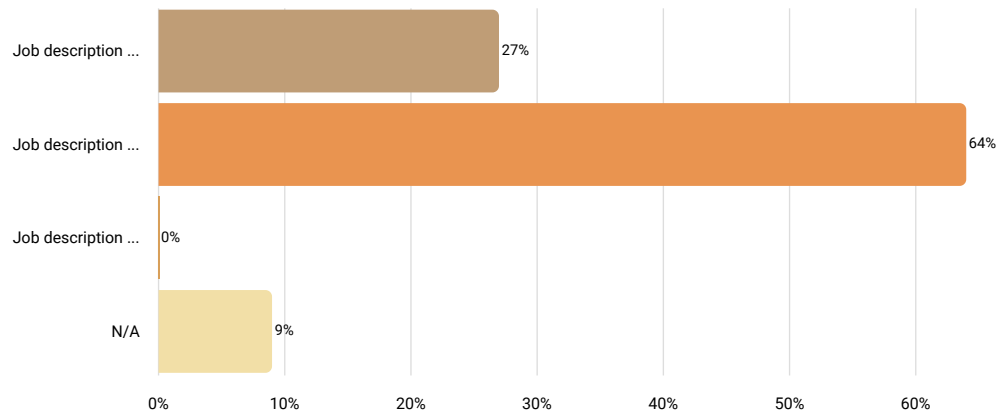
Communicate with managers to identify training needs and map out development plans for teams and individuals. Facilitate training when needed.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

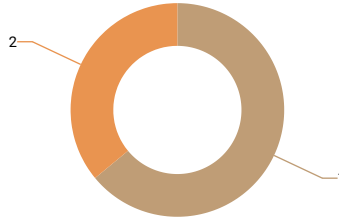
Results	
trainer developer	1
employee development training specialist	1
shift supervisor-training	1
training administrator & training analyst	1
training specialist	1
training sys documentation mgr	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



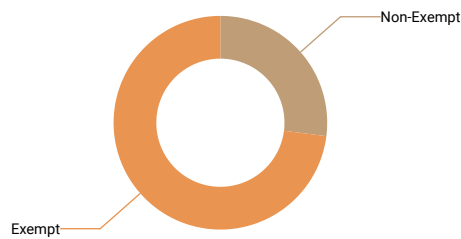
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.36
Median	1
Standard deviation	0.5
Total/sum	15

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



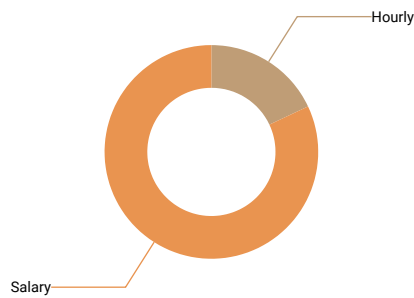
Results	%	N
Non-Exempt	27%	3
Exempt	73%	8

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	2
Salary	82%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$43,231.65	\$50,781.60	\$55,091.20	\$58,350.00	\$61,940.00	\$54,202.16	\$55,091.20	\$
Pay Range Maximum Salary	8	\$65,000.00	\$85,000.00	\$90,688.00	\$105,016.00	\$131,838.00	\$94,780.75	\$90,688.00	\$
Actual Lowest Base Salary	8	\$56,700.00	\$59,702.40	\$61,978.38	\$77,397.60	\$89,448.32	\$68,038.14	\$61,978.38	\$
Actual Average Base Salary	8	\$60,000.00	\$61,978.38	\$70,878.60	\$77,747.60	\$89,448.32	\$71,332.19	\$70,878.60	\$
Actual Highest Base Salary	8	\$60,000.00	\$61,978.38	\$78,097.60	\$83,704.80	\$89,448.32	\$74,626.24	\$78,097.60	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Compensation/Benefits Specialist

Job description

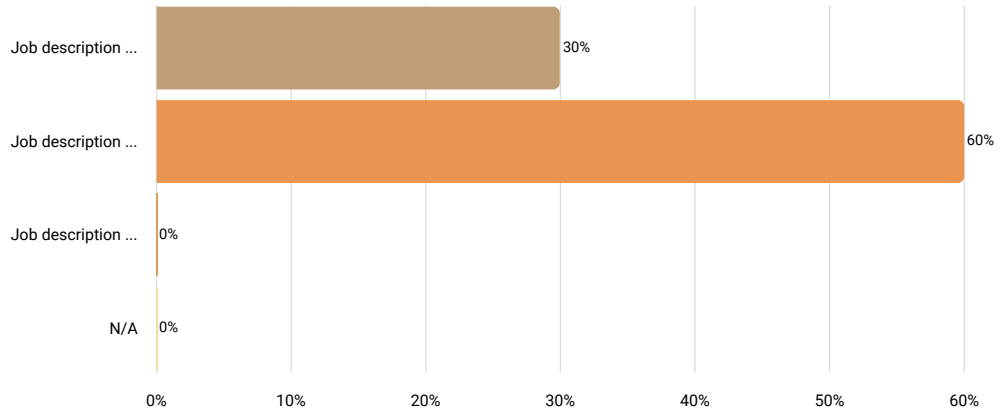
Involved in the design and administration of the company's compensation and benefits plans which includes developing salary ranges and overseeing me and budgets. Communicates with employees regarding company policies and procedures related to compensation and benefits.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 3 times

Text input

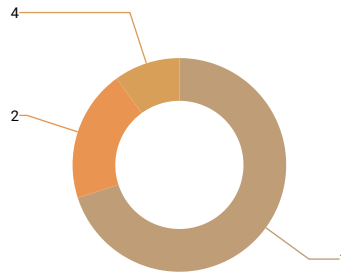
Results	
benefits coordinator	2
compensation analyst	1
benefits specialist	1
compensation & benefits specialist	1
benefits administrator i	1
lead benefits administrator; benefits administrator	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



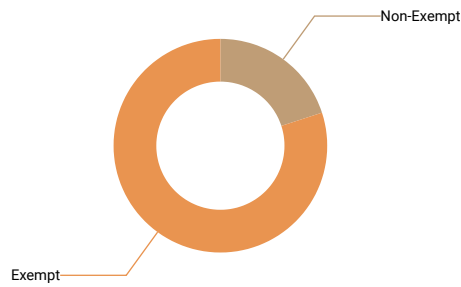
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.5
Median	1
Standard deviation	0.97
Total/sum	15

FLSA Status

Answered 10 times

Skipped 0 times

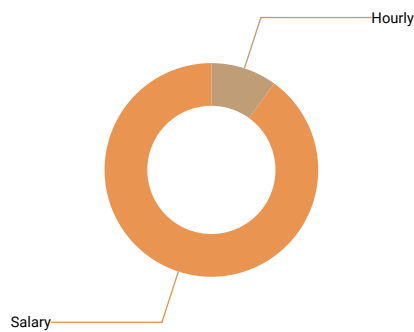
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	7	\$10,000.00	\$44,033.60	\$49,500.00	\$55,000.00	\$98,389.00	\$50,891.64	\$49,500.00	\$
Pay Range Maximum Salary	7	\$10,000.00	\$64,580.00	\$70,000.00	\$146,057.10	\$162,052.00	\$84,685.64	\$70,000.00	\$
Actual Lowest Base Salary	9	\$10,000.00	\$52,000.00	\$53,500.00	\$57,500.00	\$100,000.00	\$54,244.71	\$53,500.00	\$
Actual Average Base Salary	9	\$10,000.00	\$52,020.00	\$57,500.00	\$62,400.00	\$100,000.00	\$57,135.91	\$57,500.00	\$
Actual Highest Base Salary	9	\$10,000.00	\$52,020.00	\$57,500.00	\$72,800.00	\$100,000.00	\$61,017.33	\$57,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$500.00	\$800.00	\$5,800.00	\$10,000.00	\$3,420.00	\$800.00	\$

4.4 Professional Technical Positions

The survey received sufficient data for the following job titles:

Mechanical Engineer - Level 1-4
Electrical Design Engineer - Level 1-6
Industrial or Manufacturing Engineer - Level 1-4
Aeronautical Design Engineer - Level 3
Quality Engineer - Level 1-4
Software Engineer - Level 1-6
System Design Engineer - Level 1-6
Project Manager - Level 1, 3-5
Chemical Engineer
Safety Engineer
Materials Engineer
Machine/CNC Programmer
System Administrator or Network Analyst
Network Engineer
Program Analyst
Software Developer
System Analyst
Business Analyst
Web Developer

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

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

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.

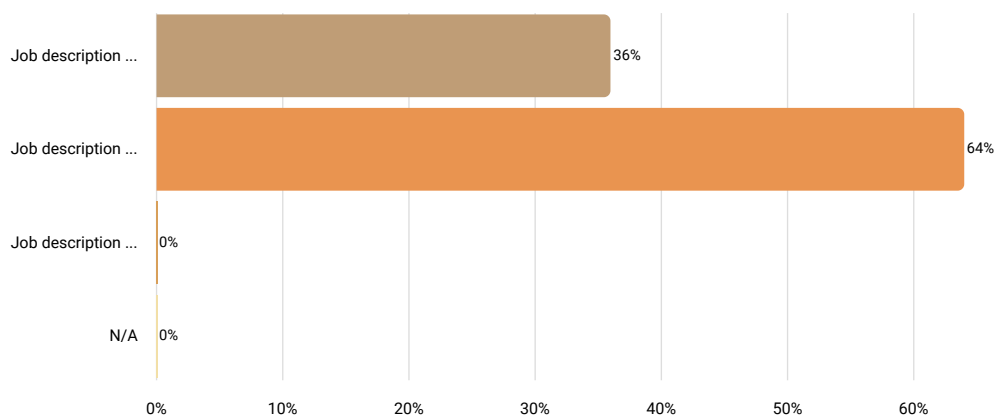
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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

Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

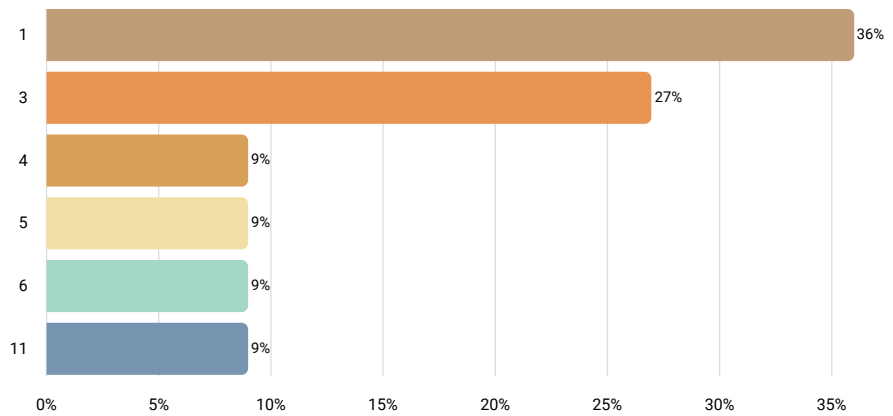
Results	
maintenance mechanical engineer	1
mechanical design engineer	1
entry-level mechanical engineer	1
mechanical engineer 6	1
mechanical engineer; r&d mechanical engineer	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



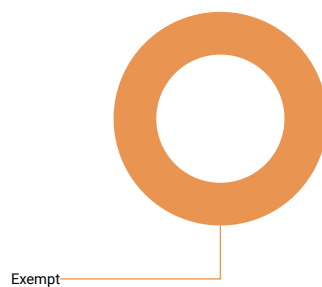
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	6
Mean	3.55
Median	3
Standard deviation	3.01
Total/sum	39

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



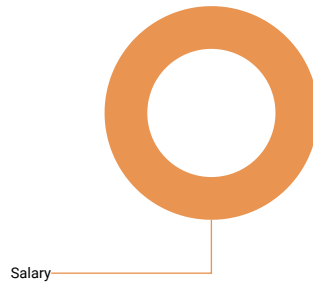
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	5	\$32,280.00	\$43,700.00	\$57,291.65	\$62,000.00	\$62,400.00	\$51,534.33	\$57,291.65	\$
Pay Range Maximum Salary	5	\$67,500.00	\$68,700.00	\$80,870.00	\$83,200.00	\$102,536.70	\$80,561.34	\$80,870.00	\$
Actual Lowest Base Salary	11	\$62,000.00	\$62,500.00	\$70,000.00	\$77,542.00	\$78,000.00	\$70,163.80	\$70,000.00	\$
Actual Average Base Salary	11	\$64,750.00	\$68,120.00	\$70,000.00	\$78,000.00	\$79,206.00	\$72,248.50	\$70,000.00	\$
Actual Highest Base Salary	11	\$67,500.00	\$70,000.00	\$73,872.00	\$78,000.00	\$80,870.00	\$74,748.32	\$73,872.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Mechanical Engineer - Level 2

Job description

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

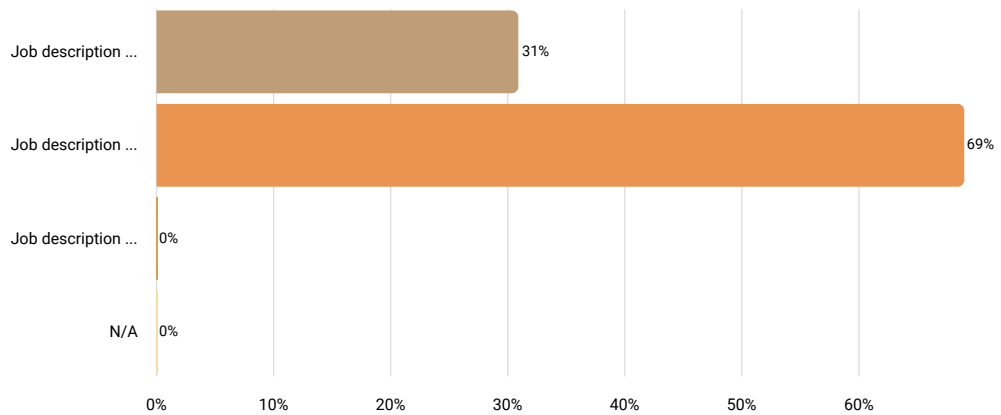
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 8 times

Text input

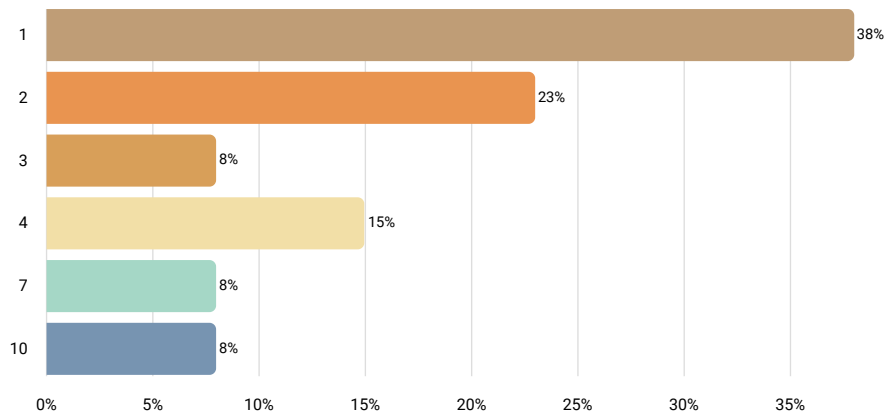
Results	
mechanical engineer - level 2; and other person is in the software engineer ii position	1
junior mechanical engineer	1
mechanical engineer 5	1
mechanical engineer; lead r&d mechanical engineer	1
aerothermal engineer	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



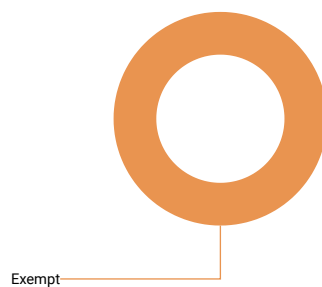
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	7
Mean	3
Median	2
Standard deviation	2.74
Total/sum	39

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



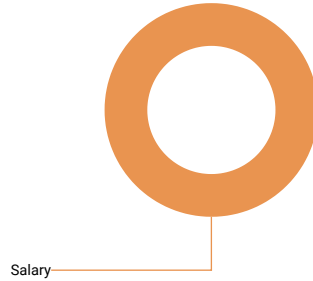
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	8	\$43,680.00	\$58,300.98	\$67,500.00	\$82,004.00	\$91,568.00	\$68,857.24	\$67,500.00	\$
Pay Range Maximum Salary	8	\$73,000.00	\$77,504.00	\$88,784.00	\$114,316.00	\$119,238.00	\$94,180.75	\$88,784.00	\$
Actual Lowest Base Salary	12	\$74,880.00	\$77,516.00	\$79,773.00	\$83,306.00	\$86,340.00	\$80,118.98	\$79,773.00	\$
Actual Average Base Salary	13	\$74,880.00	\$79,008.00	\$85,030.00	\$90,000.00	\$96,197.00	\$84,545.69	\$85,030.00	\$
Actual Highest Base Salary	13	\$74,880.00	\$79,008.00	\$85,280.00	\$92,158.00	\$110,032.00	\$89,576.08	\$85,280.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$1,000.00	\$2,273.00	\$5,000.00	\$8,800.00	\$3,224.33	\$2,273.00	\$

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.

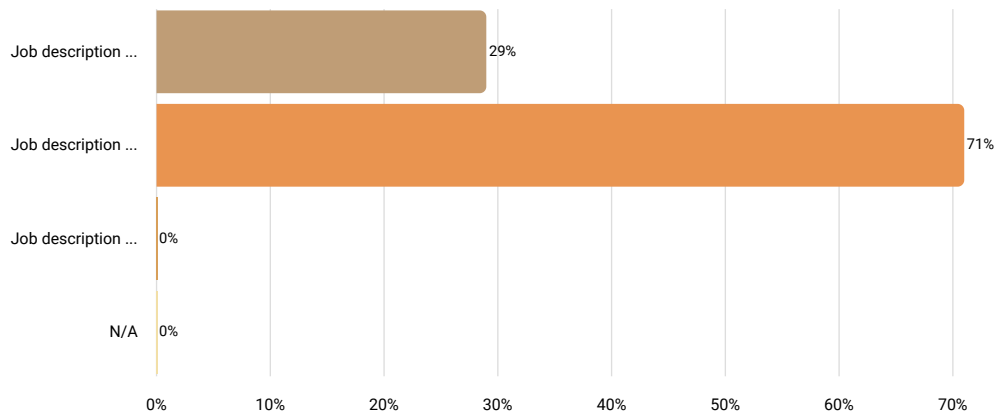
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	5
Job description matches the position at your company very well	71%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 12 times

Text input

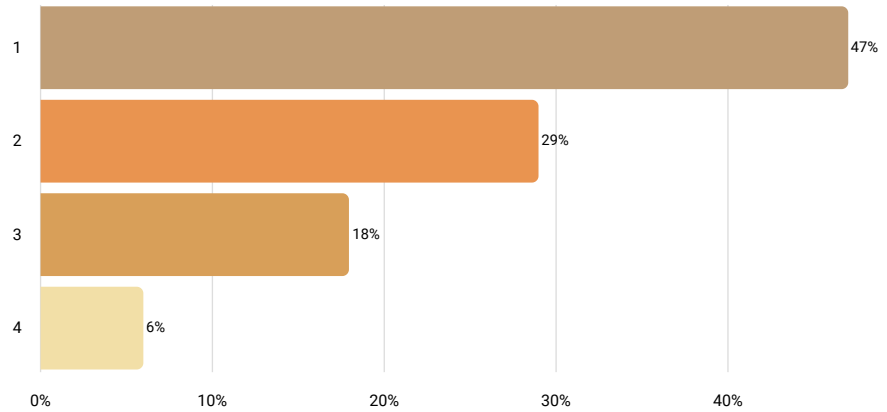
Results	
senior mechanical engineer	2
mechanical engineer 4	1
stress engineer	1
manufacturing engineer iii - mechanical, mechanical engineer iii - aircraft integration	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



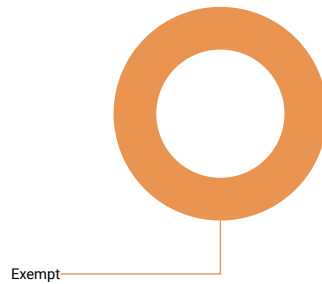
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	1.82
Median	2
Standard deviation	0.95
Total/sum	31

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



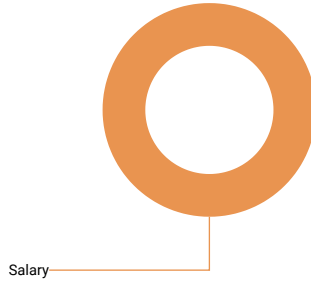
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

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	11	\$52,000.00	\$61,940.00	\$80,000.00	\$92,650.00	\$94,515.20	\$76,743.15	\$80,000.00	\$
Pay Range Maximum Salary	11	\$83,000.00	\$95,000.00	\$114,940.80	\$136,918.95	\$138,819.00	\$114,539.80	\$114,940.80	\$
Actual Lowest Base Salary	17	\$78,312.00	\$84,373.00	\$98,000.00	\$106,723.00	\$120,200.00	\$96,739.51	\$98,000.00	\$
Actual Average Base Salary	17	\$78,312.00	\$85,102.67	\$101,836.80	\$114,993.00	\$132,000.00	\$101,256.01	\$101,836.80	\$
Actual Highest Base Salary	17	\$78,312.00	\$85,500.00	\$106,723.00	\$120,808.00	\$138,819.00	\$106,186.60	\$106,723.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$750.00	\$5,000.00	\$10,000.00	\$11,000.00	\$5,300.00	\$5,000.00	\$

Mechanical Engineer - Level 4

Job description

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

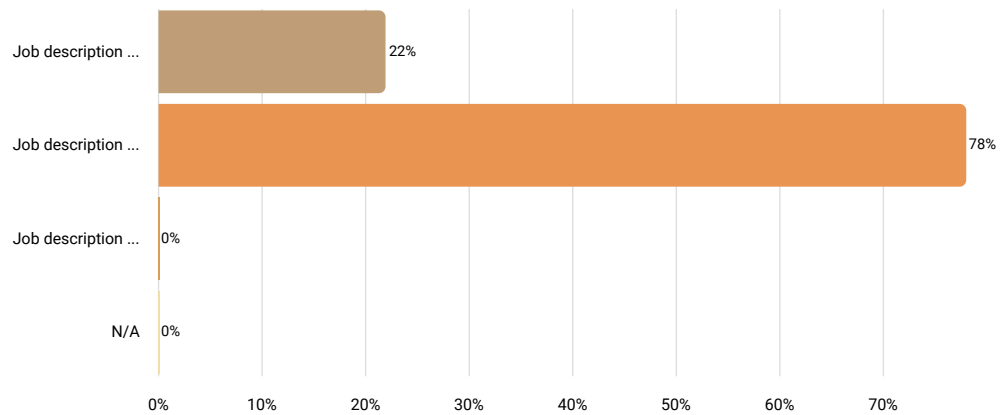
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



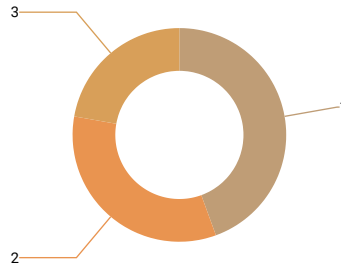
Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	2
Job description matches the position at your company very well	78%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



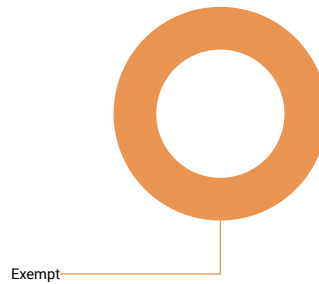
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	1.78
Median	2
Standard deviation	0.83
Total/sum	16

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



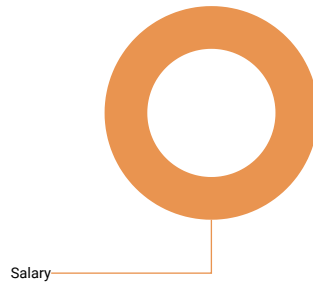
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

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	\$49,920.00	\$56,200.00	\$77,896.20	\$90,000.00	\$115,334.00	\$77,870.04	\$77,896.20	\$
Pay Range Maximum Salary	5	\$97,500.00	\$145,635.00	\$156,040.00	\$164,300.00	\$169,041.00	\$146,503.20	\$156,040.00	\$
Actual Lowest Base Salary	8	\$90,000.00	\$102,831.50	\$119,601.13	\$145,810.82	\$170,476.00	\$124,620.36	\$119,601.13	\$
Actual Average Base Salary	8	\$93,750.00	\$116,470.63	\$125,196.00	\$149,826.82	\$170,476.00	\$130,901.61	\$125,196.00	\$
Actual Highest Base Salary	8	\$97,500.00	\$116,470.63	\$137,776.82	\$159,854.50	\$170,476.00	\$137,022.49	\$137,776.82	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Electrical Design Engineer - Level 1

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

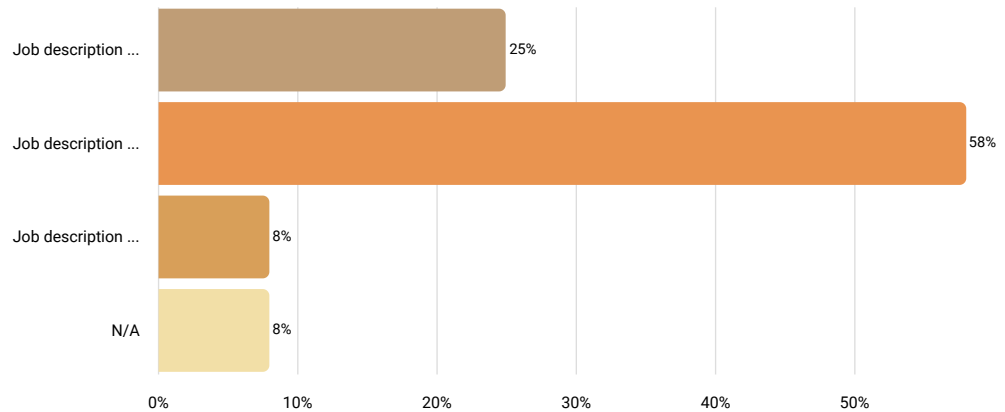
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 5 times

Text input

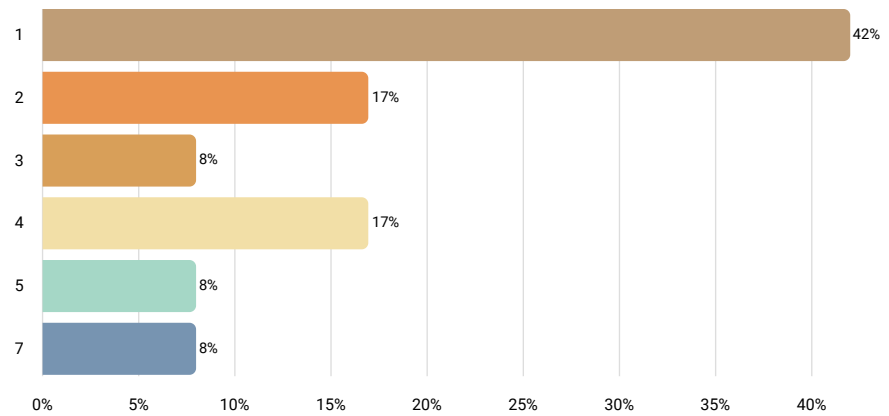
Results	
lab supervisor	1
entry level electrical engineer	1
entry electrical engineer	1
electrical engineer 6	1
engineer i	1
engineer, entry	1
r&d electrical engineer; entrylvl microelect vulner eng; microelectronics security eng	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



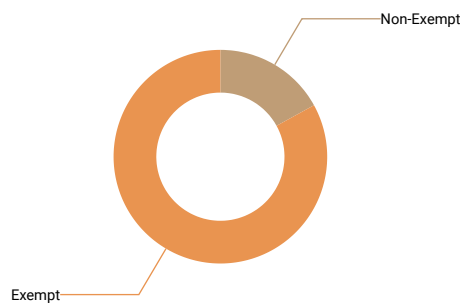
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	5
Mean	2.67
Median	2
Standard deviation	1.97
Total/sum	32

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



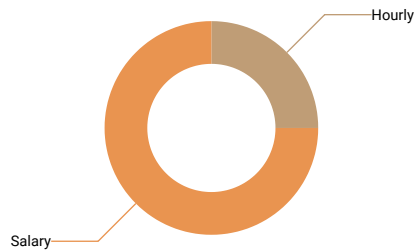
Results	%	N
Non-Exempt	17%	2
Exempt	83%	10

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	8	\$52,015.00	\$62,929.00	\$67,144.00	\$69,060.00	\$74,568.00	\$65,606.13	\$67,144.00	\$
Actual Average Base Salary	9	\$52,015.00	\$67,288.00	\$71,045.00	\$71,368.91	\$74,568.00	\$67,861.17	\$71,045.00	\$
Actual Highest Base Salary	9	\$52,015.00	\$67,288.00	\$73,361.00	\$76,000.00	\$77,862.21	\$70,082.47	\$73,361.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Electrical Design Engineer - Level 2

Job description

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

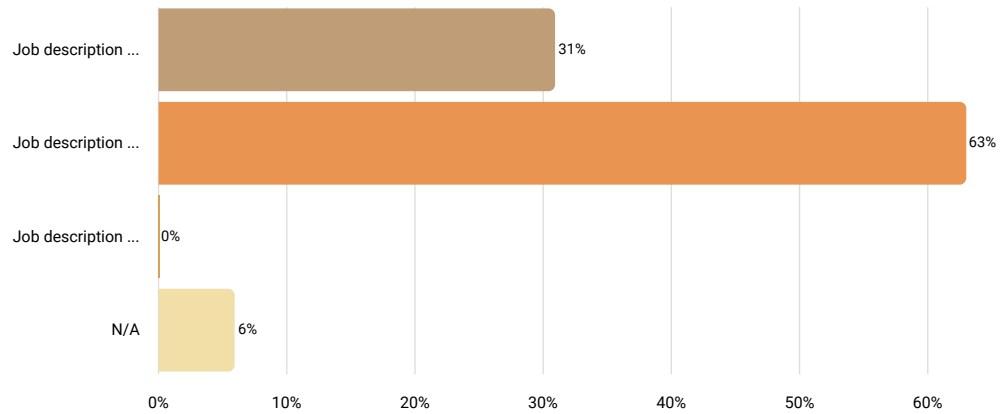
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 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

Job Title (if different than above)

Answered 7 times

Skipped 9 times

Text input

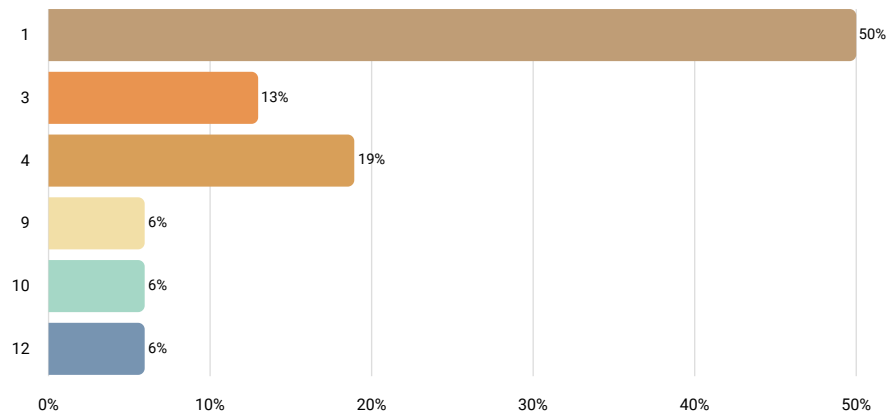
Results	
jr. electronics development engineer	1
engineer - engineer/scientist	1
electrical engineer	1
junior electrical engineer	1
electrical engineer 5	1
engineer, mid	1
electrical engineer; senior r&d electrical engineer	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



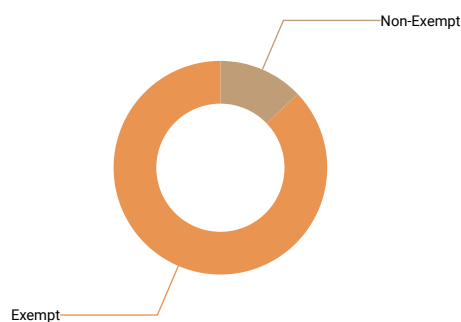
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	10
Mean	3.56
Median	2
Standard deviation	3.61
Total/sum	57

FLSA Status

Answered 16 times

Skipped 0 times

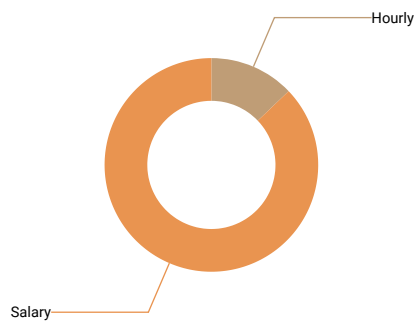
Select one answer (radio button)



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

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

Electrical Design Engineer - Level 3

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

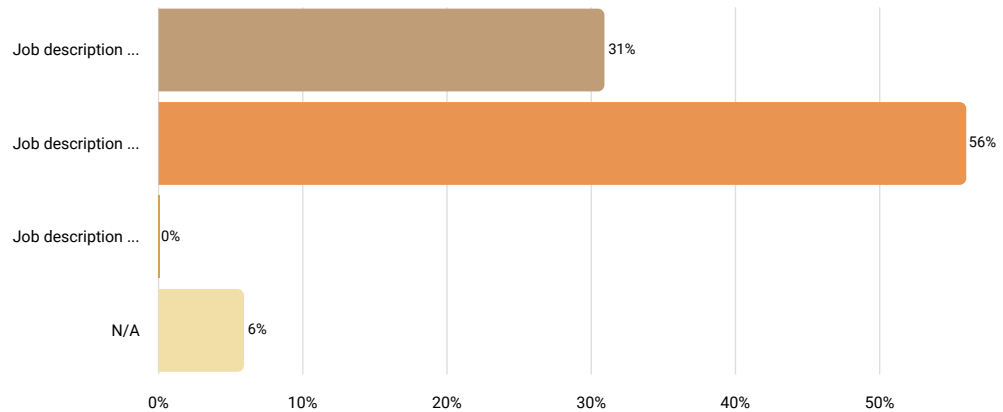
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	31%	5	
Job description matches the position at your company very well	56%	9	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	6%	1	

Job Title (if different than above)

Answered 8 times

Skipped 8 times

Text input

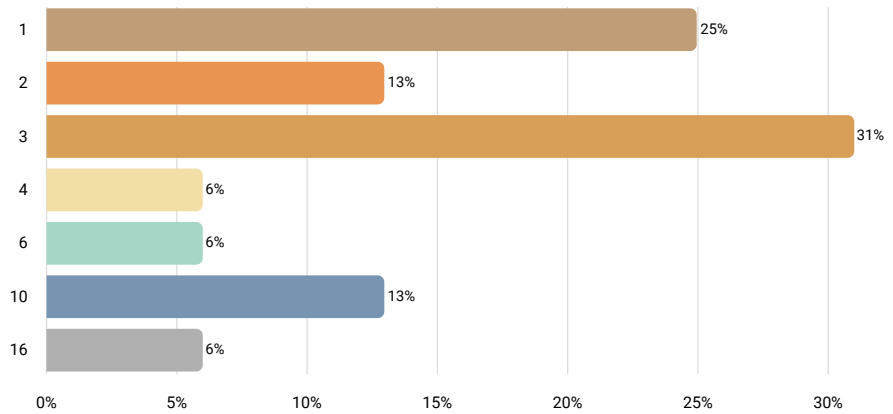
Results	
electrical engineer - engineer/scientist	1
senior electrical engineer	1
electrical engineer	1
electrical engineer 4	1
engineer, senior	1
electrical engineer iii	1
senior electrical engineer; r&d electrical engineer; semiconductor m&d test eng; senior r&d electrical engineer	1
test engineer	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



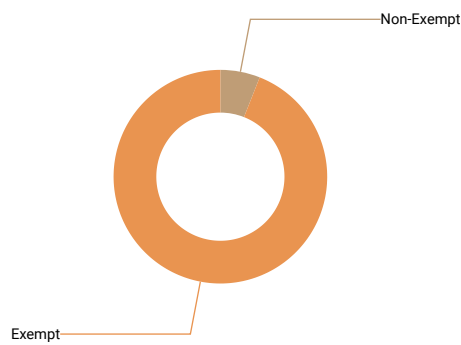
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3
75th percentile	5
90th percentile	10
Mean	4.31
Median	3
Standard deviation	4.22
Total/sum	69

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



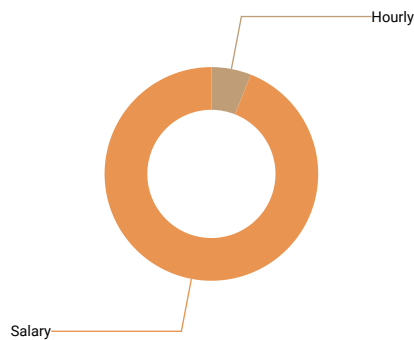
Results	%	N
Non-Exempt	6%	1
Exempt	94%	15

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	10	\$53,500.00	\$62,000.00	\$86,500.00	\$96,200.00	\$102,887.00	\$80,804.35	\$86,500.00	\$
Pay Range Maximum Salary	10	\$89,750.00	\$95,000.00	\$123,749.60	\$136,918.95	\$160,112.50	\$121,171.81	\$123,749.60	\$
Actual Lowest Base Salary	15	\$65,000.00	\$79,800.00	\$92,185.60	\$115,793.00	\$122,484.00	\$95,830.35	\$92,185.60	\$
Actual Average Base Salary	15	\$79,800.00	\$94,500.00	\$104,030.00	\$130,967.00	\$132,624.26	\$107,475.81	\$104,030.00	\$
Actual Highest Base Salary	14	\$79,800.00	\$98,000.00	\$118,112.80	\$136,704.00	\$147,784.00	\$116,063.52	\$118,112.80	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,978.00	\$2,300.00	\$5,000.00	\$8,000.00	\$11,000.00	\$5,655.60	\$5,000.00	\$

Electrical Design Engineer - Level 4

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

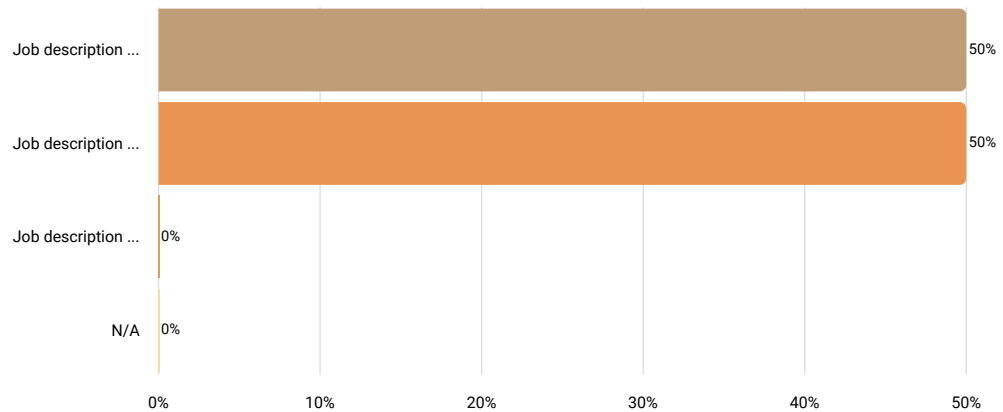
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techni

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 2 times

Text input

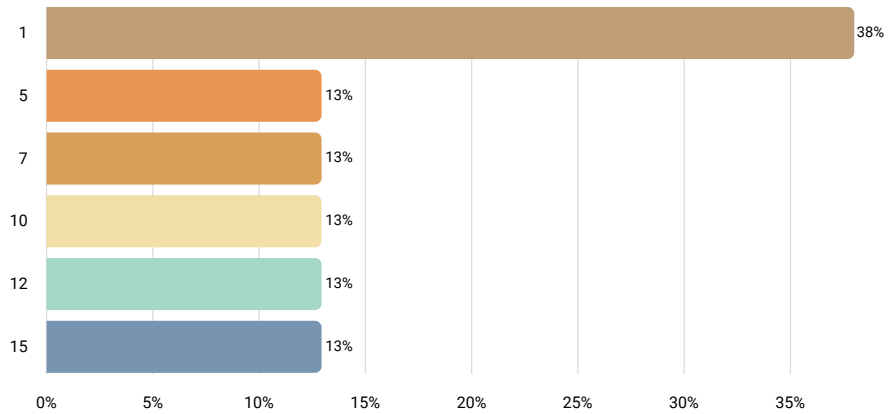
Results	
electrical engineer - engineer/scientist	1
principal electrical engineer	1
senior electrical engineer	1
electrical engineer 3	1
engineer, principal	1
sr. test development engineer	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



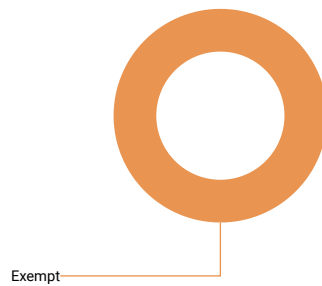
Statistics	
10th percentile	1
25th percentile	1
50th percentile	6
75th percentile	11
90th percentile	15
Mean	6.5
Median	6
Standard deviation	5.45
Total/sum	52

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



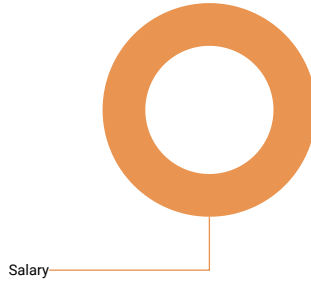
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	5	\$49,920.00	\$85,000.00	\$90,000.00	\$129,937.00	\$140,000.00	\$98,971.40	\$90,000.00	\$
Pay Range Maximum Salary	5	\$105,000.00	\$115,000.00	\$171,121.00	\$188,048.00	\$250,000.00	\$165,833.80	\$171,121.00	\$
Actual Lowest Base Salary	8	\$90,000.00	\$108,172.80	\$144,976.00	\$155,505.50	\$170,560.00	\$134,733.58	\$144,976.00	\$
Actual Average Base Salary	8	\$102,679.00	\$119,716.42	\$156,979.00	\$166,280.00	\$178,412.00	\$145,880.23	\$156,979.00	\$
Actual Highest Base Salary	8	\$103,500.00	\$134,563.42	\$163,659.00	\$170,840.50	\$212,472.00	\$156,762.23	\$163,659.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Electrical Design Engineer - Level 5

Job description

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

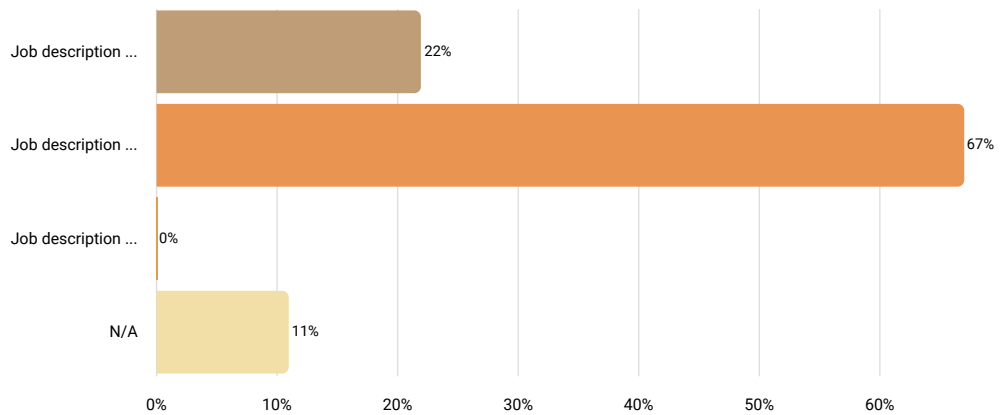
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



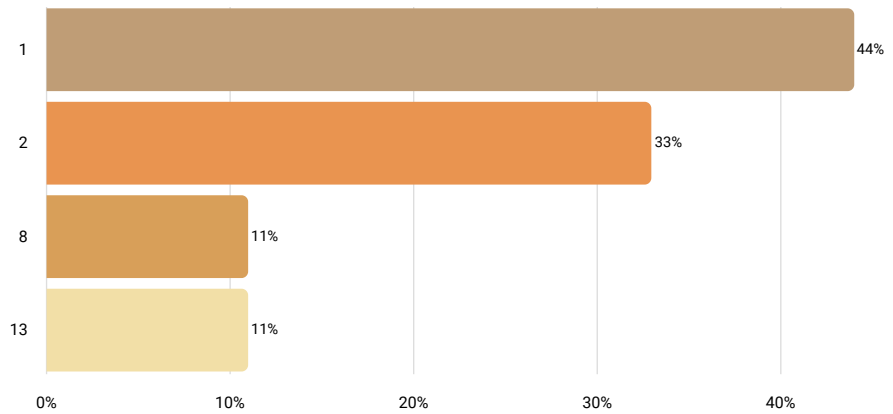
Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	2
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	11%	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



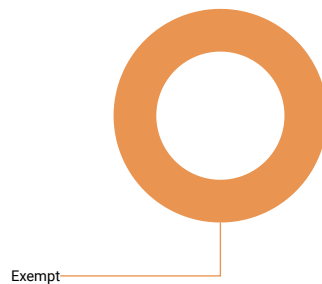
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	13
Mean	3.44
Median	2
Standard deviation	4.22
Total/sum	31

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



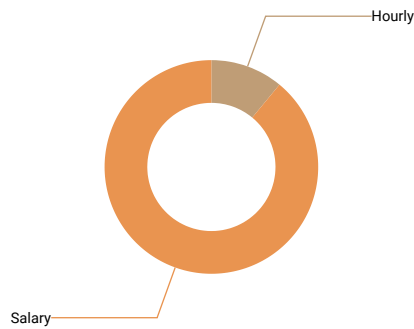
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

Compensation data

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

Electrical Design Engineer - Level 6

Job description

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

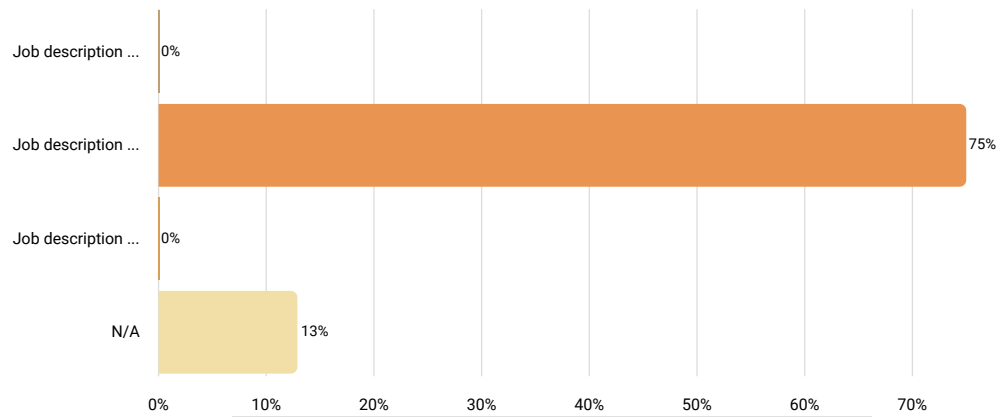
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typical Ph.D. in area of specialization.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



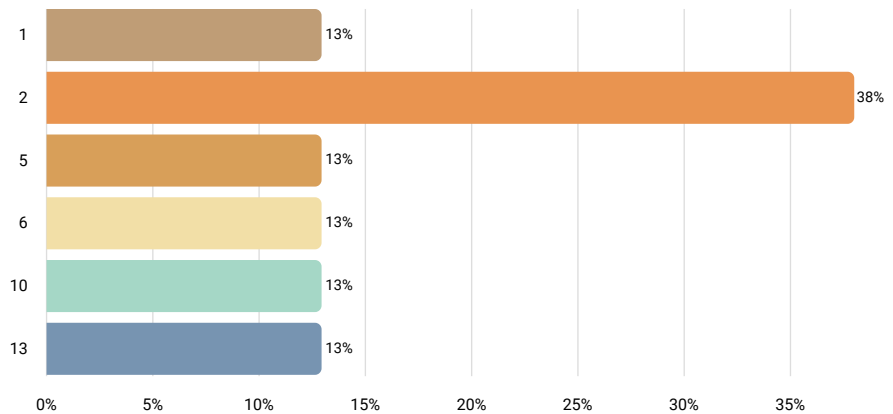
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



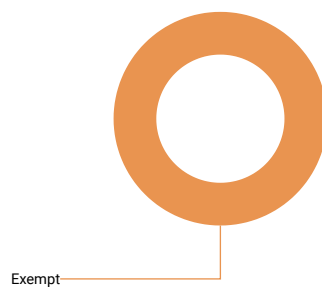
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	8
90th percentile	13
Mean	5.13
Median	3.5
Standard deviation	4.36
Total/sum	41

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



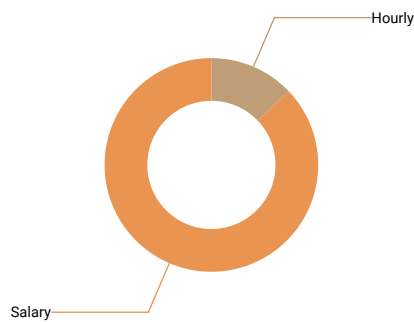
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	\$128,125.00	\$135,000.00	\$141,000.00	\$149,905.00	\$171,000.00	\$143,542.69	\$141,000.00	\$
Actual Average Base Salary	7	\$145,806.00	\$145,998.73	\$166,108.00	\$171,000.00	\$177,912.00	\$161,375.20	\$166,108.00	\$
Actual Highest Base Salary	7	\$148,590.00	\$166,400.00	\$173,000.00	\$195,470.00	\$205,920.00	\$178,960.00	\$173,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Industrial or Manufacturing Engineer - Level 1

Job description

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

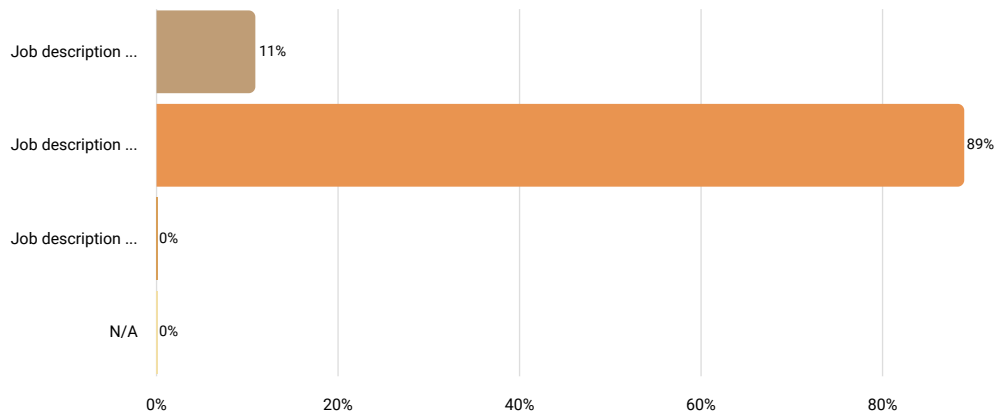
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



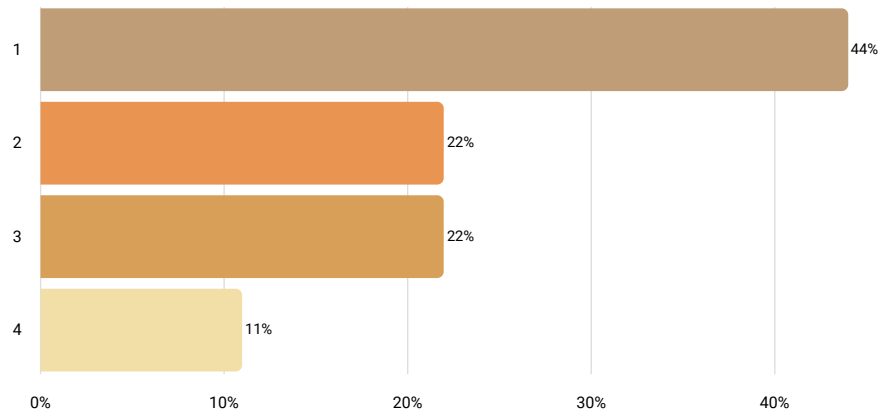
Results		%	N
Job description is perceptibly weaker than the position at your company		11%	1
Job description matches the position at your company very well		89%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



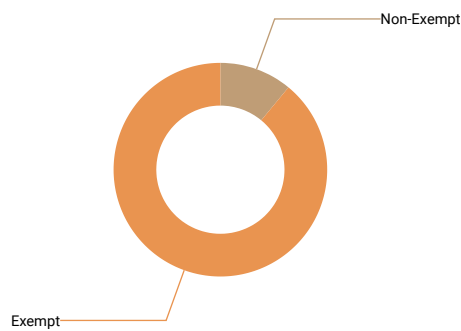
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2
Median	2
Standard deviation	1.12
Total/sum	18

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



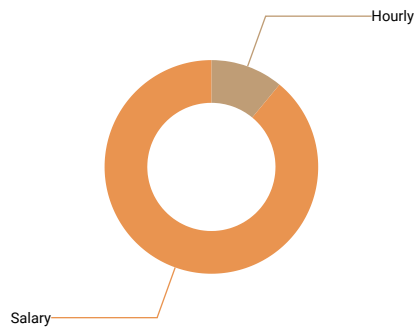
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

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)									

Industrial or Manufacturing Engineer - Level 2

Job description

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

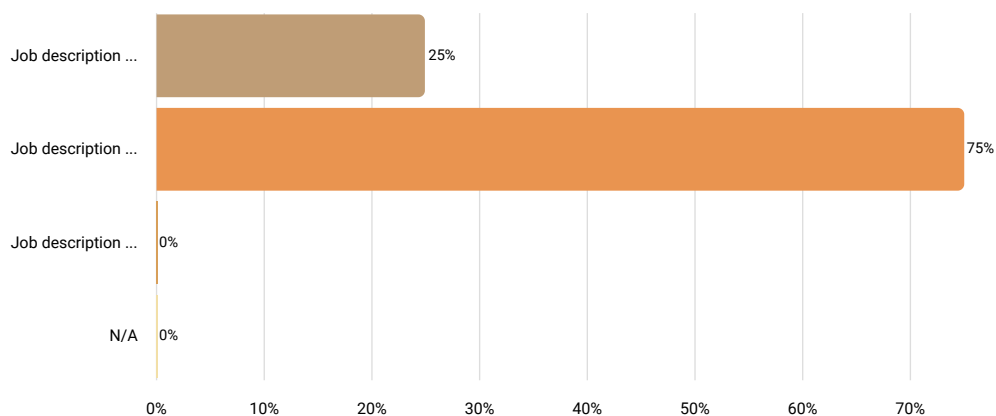
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

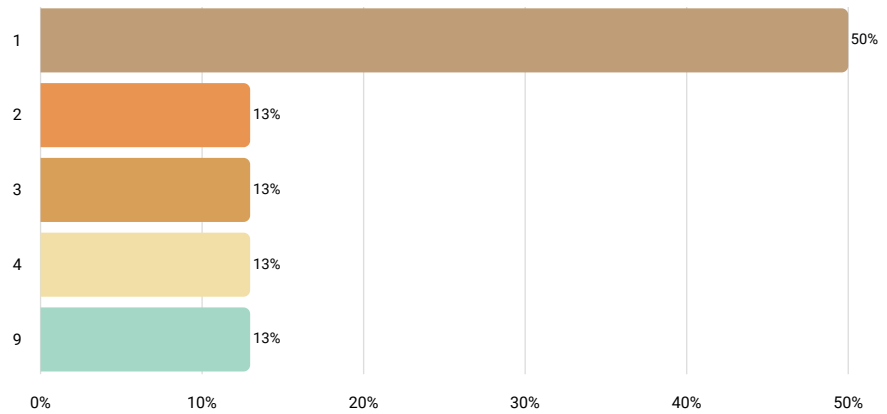
Results	
materials and process engineer	1
manufacturing engineer	1
manufacturing engineer ii - electrical	1
process engineer	1
engineer, manufacturing	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



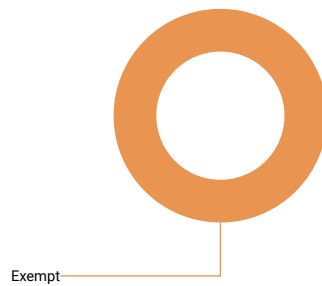
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3.5
90th percentile	9
Mean	2.75
Median	1.5
Standard deviation	2.76
Total/sum	22

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



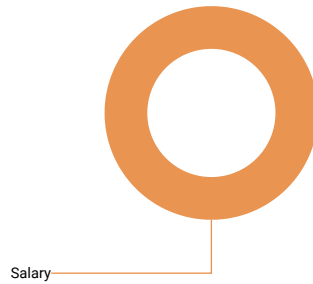
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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)									

Industrial or Manufacturing Engineer - Level 3

Job description

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

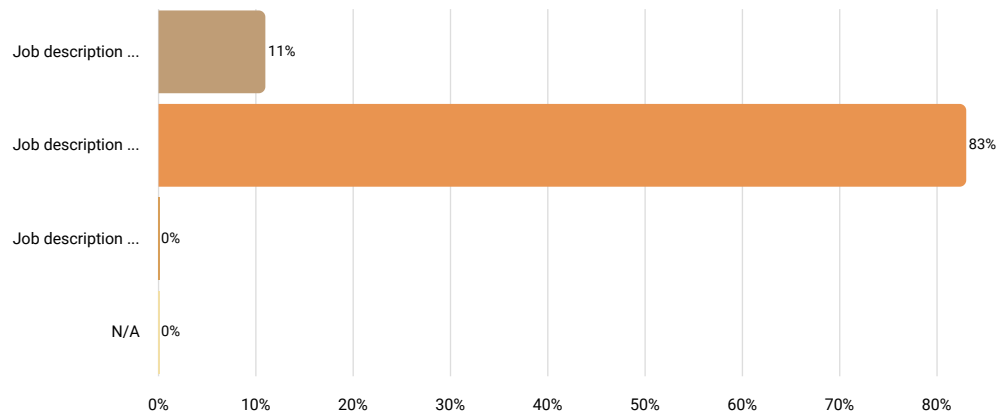
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	2
Job description matches the position at your company very well	83%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 11 times

Text input

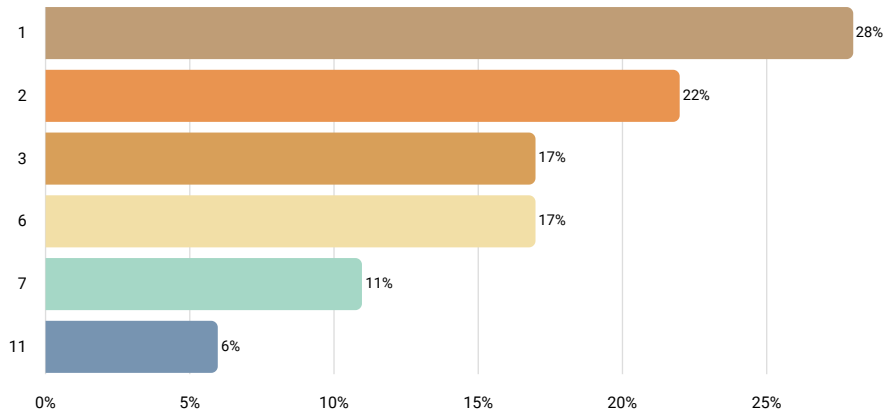
Results	
process engineer	2
me	1
material and processes engineer	1
manufacturing engineer iii - electrical, manufacturing engineer iii - machine shop, manufacturing engineer - mechanical	1
process and controls engineer	1
sr engineer, manufacturing	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



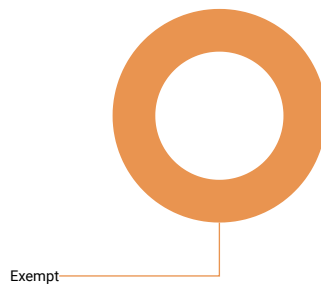
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	6
90th percentile	7
Mean	3.61
Median	2.5
Standard deviation	2.87
Total/sum	65

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Exempt

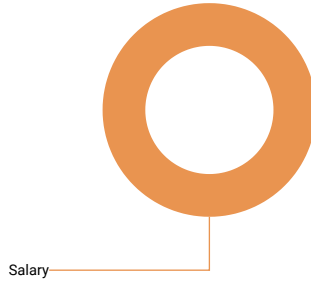
Results	%	N
Non-Exempt	0%	0
Exempt	100%	18

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	18

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	15	\$56,100.00	\$56,777.00	\$68,000.00	\$76,220.00	\$90,500.00	\$69,310.77	\$68,000.00	\$
Pay Range Maximum Salary	15	\$85,000.00	\$91,791.00	\$106,000.00	\$122,387.20	\$134,800.00	\$107,702.29	\$106,000.00	\$
Actual Lowest Base Salary	16	\$70,000.00	\$74,900.00	\$80,697.00	\$90,843.20	\$105,000.00	\$83,475.03	\$80,697.00	\$
Actual Average Base Salary	16	\$78,000.00	\$78,666.50	\$83,232.00	\$96,918.27	\$107,500.00	\$87,964.87	\$83,232.00	\$
Actual Highest Base Salary	16	\$79,000.00	\$83,197.00	\$90,895.50	\$106,080.00	\$110,000.00	\$93,060.11	\$90,895.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$800.00	\$8,200.00	\$8,500.00	\$10,600.00	\$6,050.00	\$8,200.00	\$

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, invent logistics and material flow, cost analysis, and production coordination.

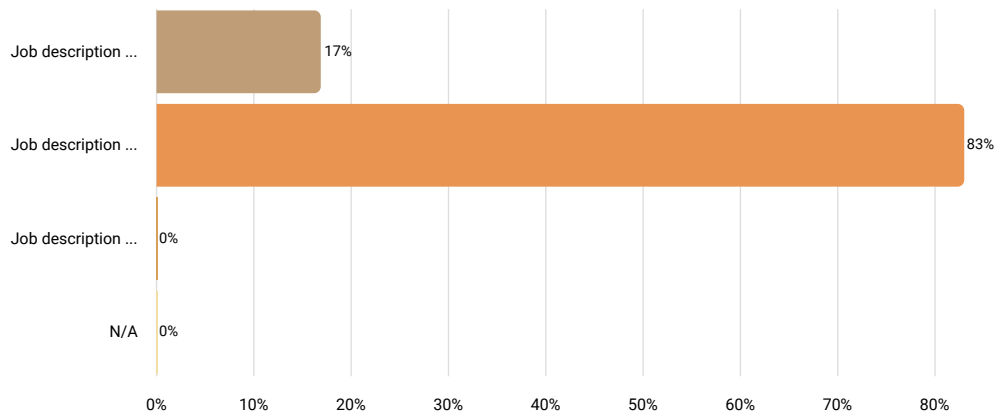
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



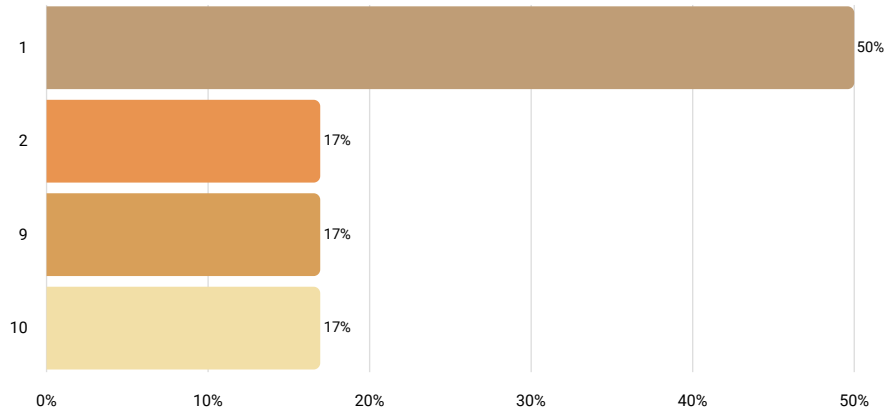
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



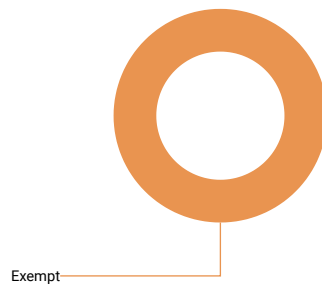
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	9
90th percentile	10
Mean	4
Median	1.5
Standard deviation	4.29
Total/sum	24

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



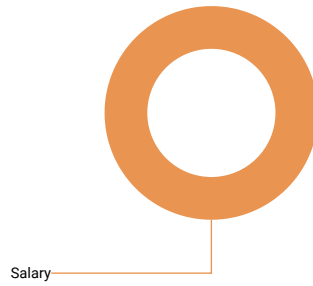
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

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)									

Aeronautical Design Engineer - Level 3

Job description

Perform engineering duties in designing, constructing, and testing aircraft, missiles, and spacecraft. May conduct basic and applied research to evaluate materials and equipment to aircraft design and manufacture.

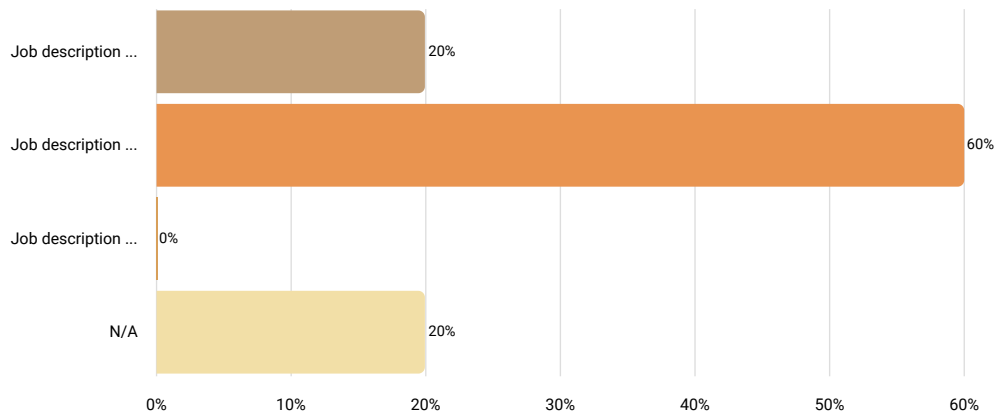
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



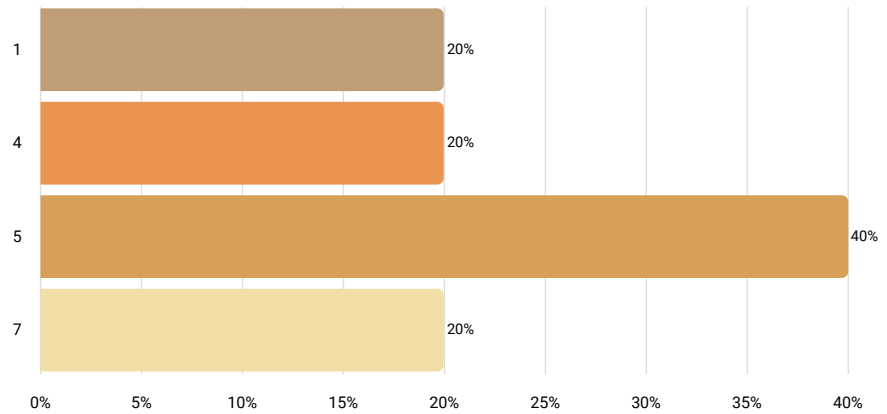
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	20%	1

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



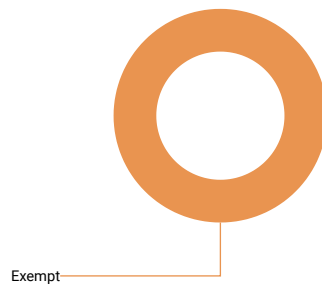
Statistics	
10th percentile	1
25th percentile	4
50th percentile	5
75th percentile	5
90th percentile	7
Mean	4.4
Median	5
Standard deviation	2.19
Total/sum	22

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



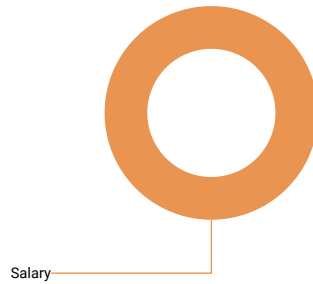
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

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	\$78,000.00	\$80,272.00	\$81,432.00	\$82,399.00	\$105,320.00	\$85,484.60	\$81,432.00	\$
Actual Average Base Salary	5	\$80,272.00	\$93,537.60	\$94,237.31	\$103,257.00	\$112,586.43	\$96,778.07	\$94,237.31	\$
Actual Highest Base Salary	5	\$80,272.00	\$97,850.00	\$100,256.00	\$121,000.00	\$133,636.00	\$106,602.80	\$100,256.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

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

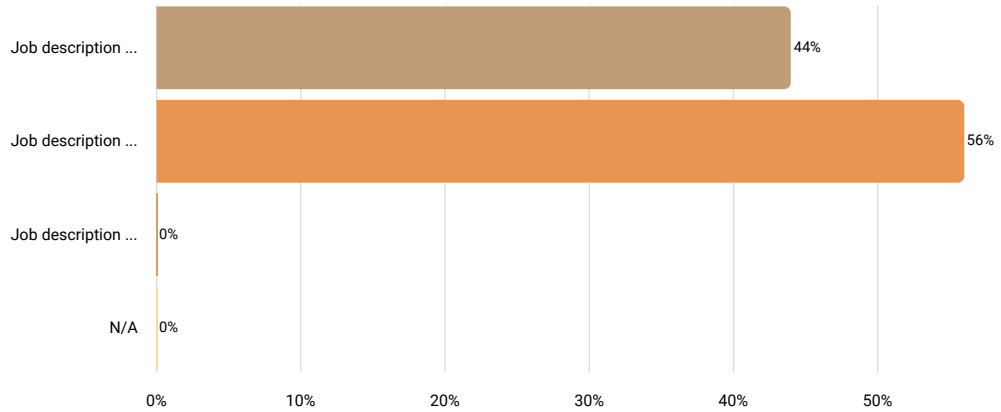
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

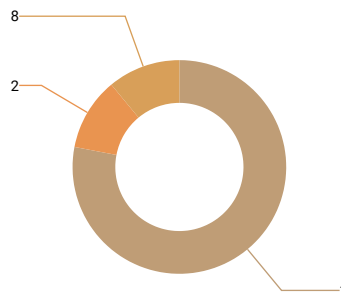
Results	
quality assurance specialist	2
quality engineer	1
quality engineer i	1
associate engineer, quality	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



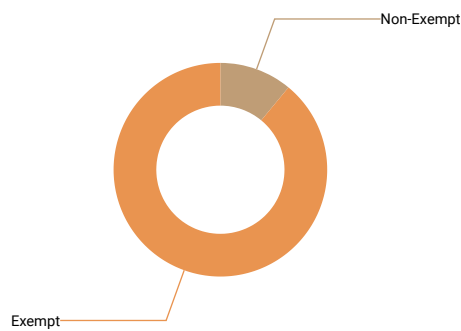
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	8
Mean	1.89
Median	1
Standard deviation	2.32
Total/sum	17

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



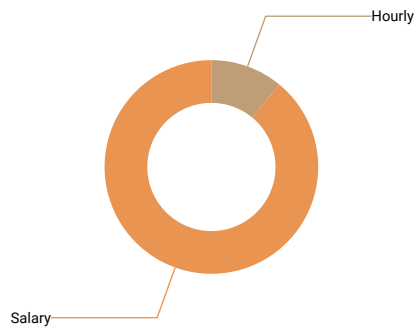
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

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)									

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

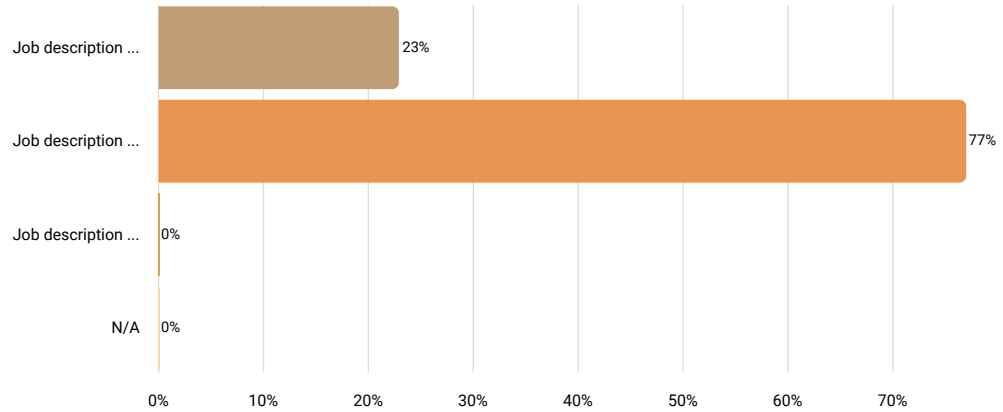
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 7 times

Text input

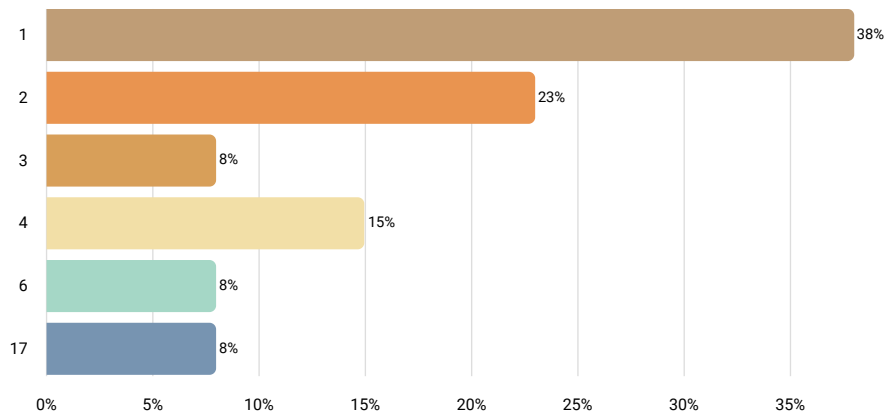
Results	
supplier / operational quality engineer	1
quality analyst	1
quality engineer/specialist	1
quality engineer ii	1
quality specialist	1
engineer, quality	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



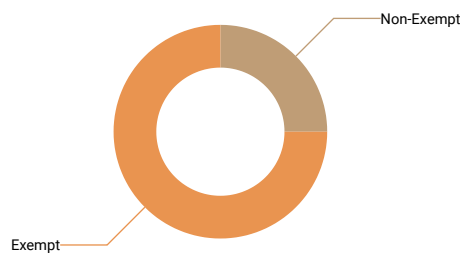
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	6
Mean	3.46
Median	2
Standard deviation	4.35
Total/sum	45

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



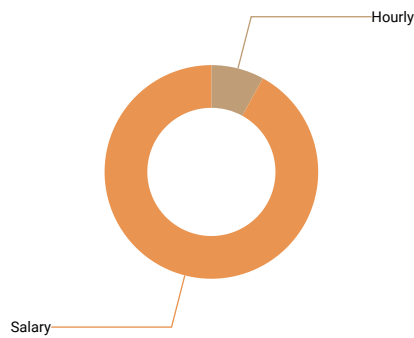
Results	%	N
Non-Exempt	23%	3
Exempt	69%	9

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

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	11	\$52,221.00	\$55,000.00	\$67,558.40	\$79,750.00	\$80,000.00	\$67,248.45	\$67,558.40	\$
Actual Average Base Salary	11	\$61,110.00	\$68,850.00	\$74,405.00	\$89,045.00	\$94,413.10	\$76,970.25	\$74,405.00	\$
Actual Highest Base Salary	11	\$70,000.00	\$70,700.00	\$78,810.00	\$92,660.00	\$94,413.10	\$83,775.97	\$78,810.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

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

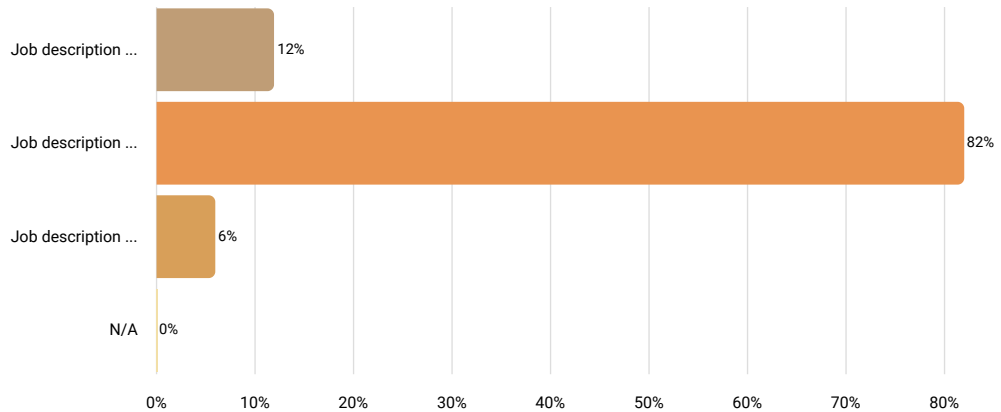
Level 3: Senior. 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 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	6%	1
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 11 times

Text input

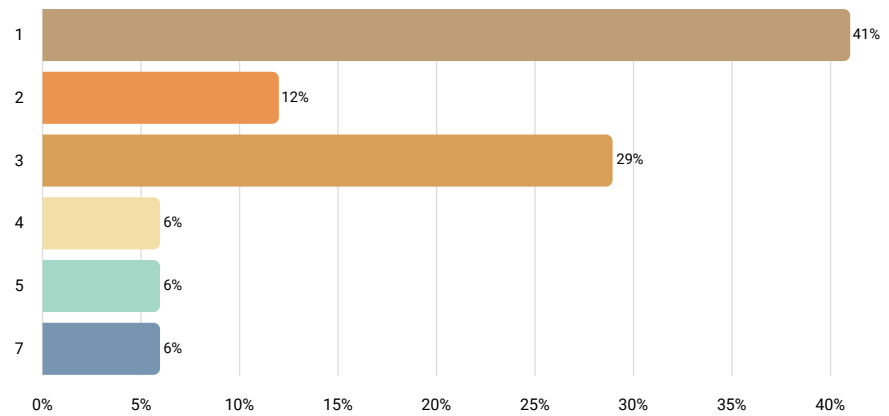
Results	
member technical staff	1
qfe	1
quality engineer ii	1
quality specialist/engineer	1
quality engineer	1
sr engineer, quality	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



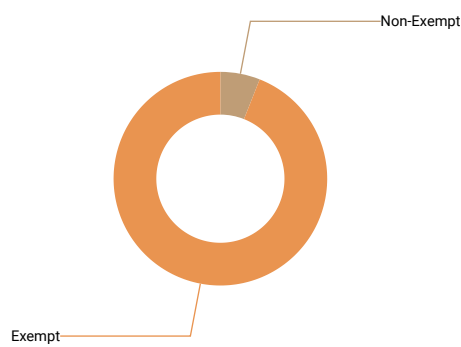
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.47
Median	2
Standard deviation	1.7
Total/sum	42

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



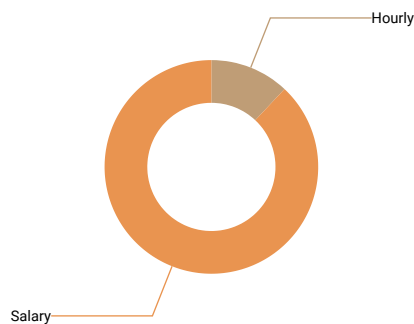
Results	%	N
Non-Exempt	6%	1
Exempt	94%	16

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	12%	2
Salary	88%	15

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	13	\$61,000.00	\$65,000.00	\$70,000.00	\$80,000.00	\$83,000.00	\$71,205.57	\$70,000.00	\$
Pay Range Maximum Salary	13	\$78,589.00	\$80,000.00	\$95,000.00	\$110,747.30	\$136,918.95	\$98,520.71	\$95,000.00	\$
Actual Lowest Base Salary	14	\$62,800.00	\$70,000.00	\$82,926.44	\$90,995.00	\$103,000.00	\$82,563.78	\$82,926.44	\$
Actual Average Base Salary	13	\$68,850.00	\$80,000.00	\$87,090.00	\$98,469.91	\$108,329.50	\$88,081.95	\$87,090.00	\$
Actual Highest Base Salary	13	\$70,700.00	\$85,000.00	\$89,491.00	\$103,000.00	\$112,000.00	\$91,747.94	\$89,491.00	\$
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	\$

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

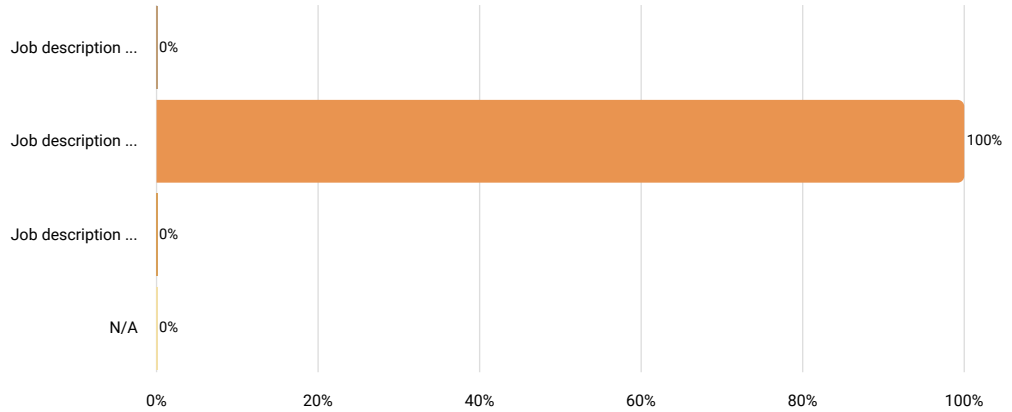
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



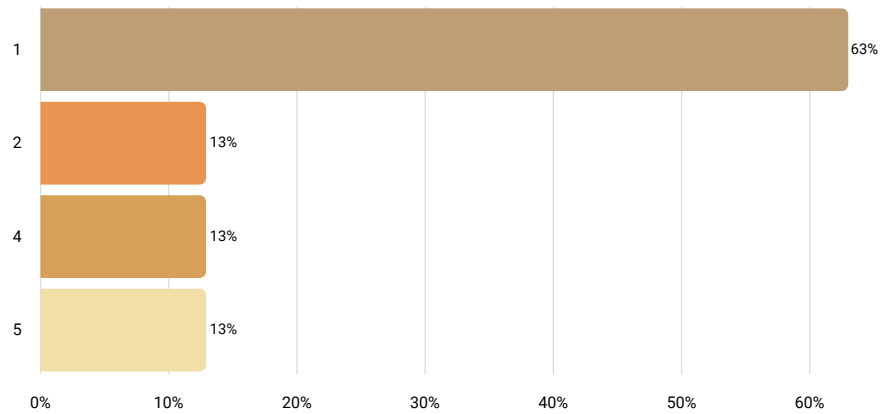
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



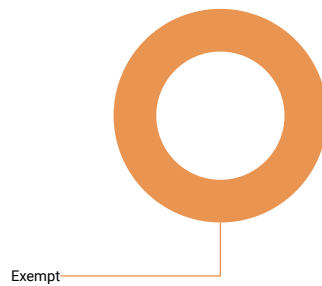
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	1.6
Total/sum	16

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



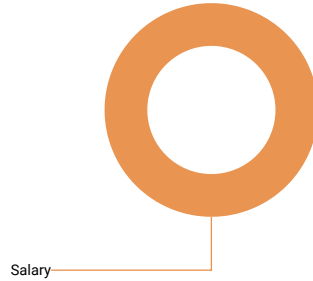
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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.

Software Engineer - Level 1

Job description

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

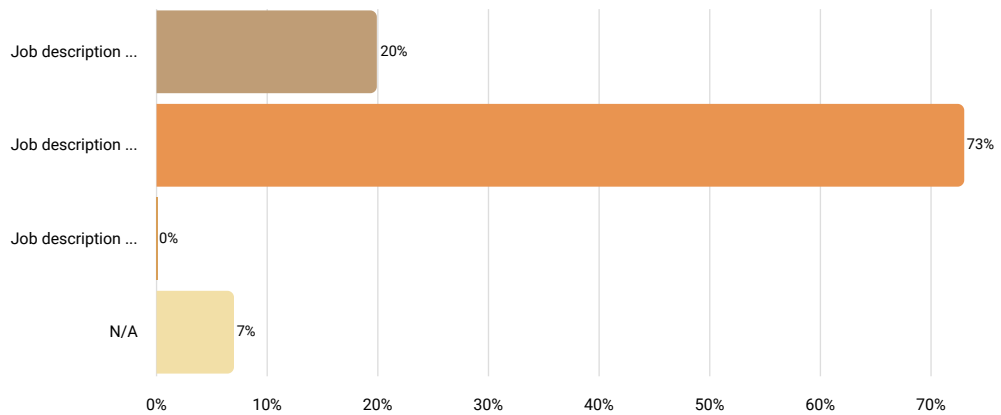
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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	7%	1

Job Title (if different than above)

Answered 6 times

Skipped 9 times

Text input

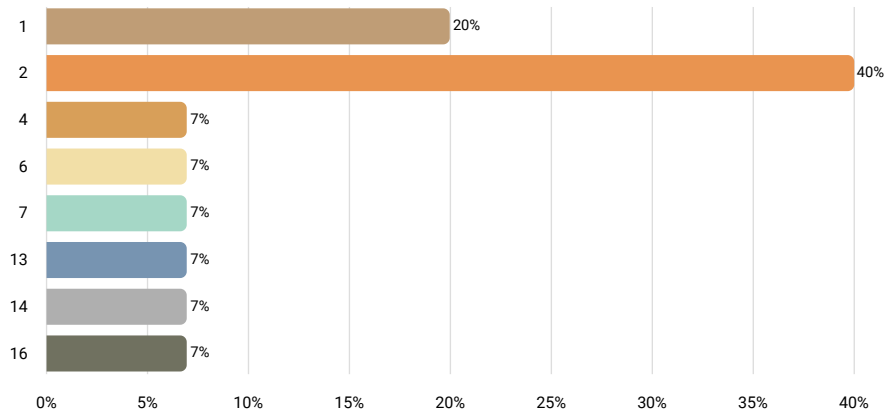
Results	
jr. software engineer	1
software engineer i	1
scientist, entry level	1
test engineer i	1
computer scientist i - itsc	1
software engineer; jr. software engineer	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



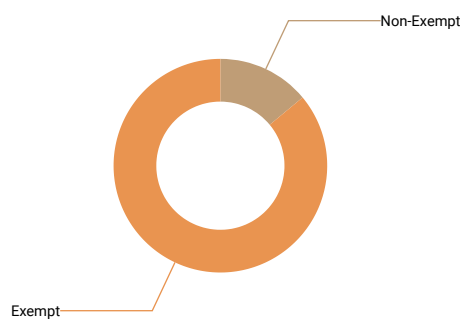
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	7
90th percentile	14
Mean	5
Median	2
Standard deviation	5.17
Total/sum	75

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



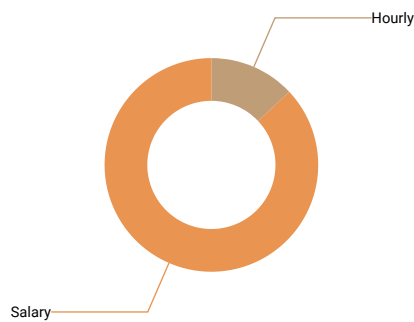
Results	%	N
Non-Exempt	13%	2
Exempt	80%	12

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$43,700.00	\$49,052.00	\$54,419.43	\$57,793.43	\$65,000.00	\$53,903.71	\$54,419.43	\$
Pay Range Maximum Salary	8	\$63,835.20	\$70,595.20	\$74,439.00	\$100,002.35	\$118,600.00	\$84,063.54	\$74,439.00	\$
Actual Lowest Base Salary	13	\$57,346.85	\$61,547.20	\$67,500.00	\$72,500.00	\$74,200.00	\$66,450.13	\$67,500.00	\$
Actual Average Base Salary	13	\$60,591.00	\$66,859.00	\$72,500.00	\$75,458.64	\$79,568.00	\$71,050.30	\$72,500.00	\$
Actual Highest Base Salary	13	\$61,547.20	\$66,859.00	\$74,200.00	\$81,007.00	\$97,000.00	\$76,128.29	\$74,200.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Software Engineer - Level 2

Job description

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

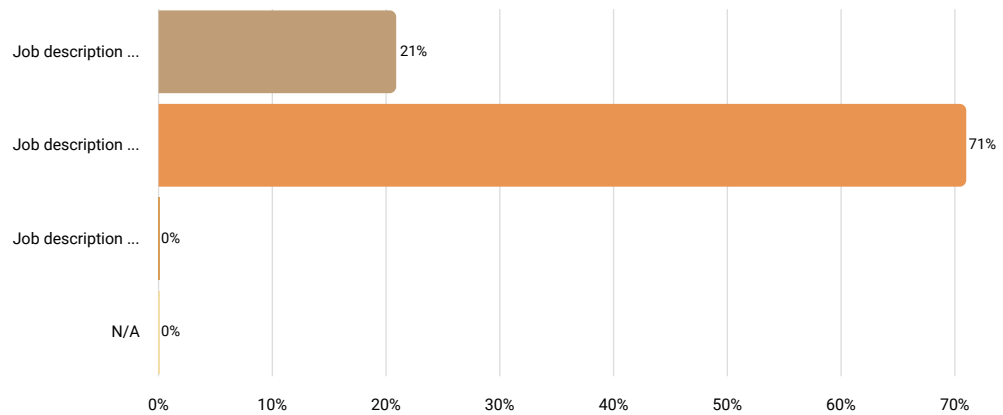
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 8 times

Text input

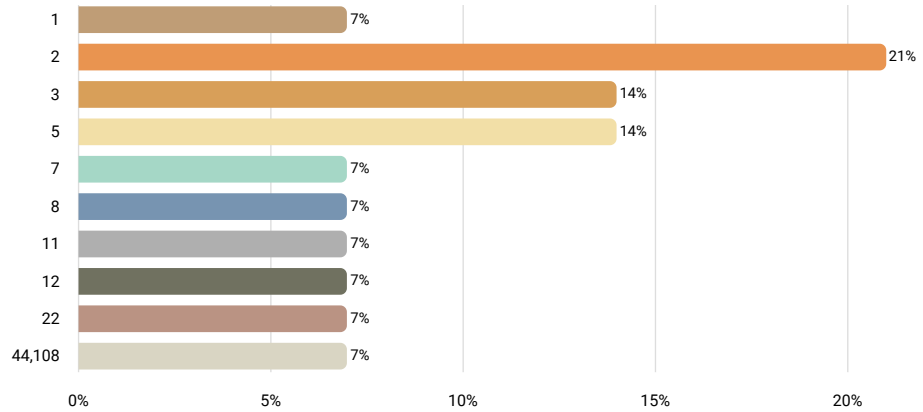
Results	
software engineer ii; database developer ii	1
software engineer 5	1
scientist, mid level	1
test engineer ii	1
computer scientist ii - itsc	1
jr. software engineer; software engineer; lead r&d software engineer; embedded software engineer	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



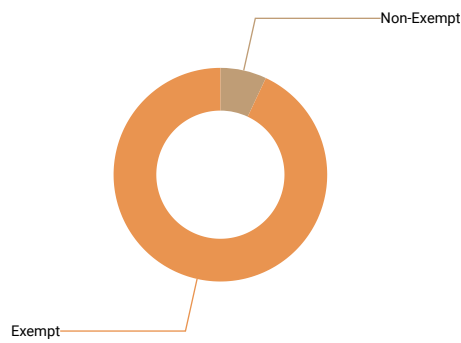
Statistics	
10th percentile	2
25th percentile	2
50th percentile	5
75th percentile	11
90th percentile	22
Mean	3,156.5
Median	5
Standard deviation	11,786.65
Total/sum	44,191

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



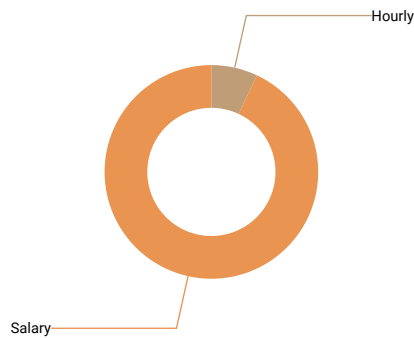
Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	10	\$49,940.00	\$60,401.95	\$64,775.50	\$70,574.40	\$78,112.00	\$64,863.13	\$64,775.50	\$
Pay Range Maximum Salary	10	\$85,212.80	\$87,000.00	\$90,364.50	\$118,600.00	\$124,252.50	\$98,847.06	\$90,364.50	\$
Actual Lowest Base Salary	13	\$73,774.82	\$75,000.00	\$80,000.00	\$85,446.00	\$87,549.00	\$79,187.00	\$80,000.00	\$
Actual Average Base Salary	13	\$75,000.00	\$82,474.89	\$85,536.00	\$89,908.00	\$94,662.00	\$85,605.66	\$85,536.00	\$
Actual Highest Base Salary	13	\$83,844.80	\$89,207.00	\$90,729.00	\$94,370.00	\$104,956.00	\$92,922.54	\$90,729.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$739.00	\$2,300.00	\$5,000.00	\$7,000.00	\$9,000.00	\$4,807.80	\$5,000.00	\$

Software Engineer - Level 3

Job description

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

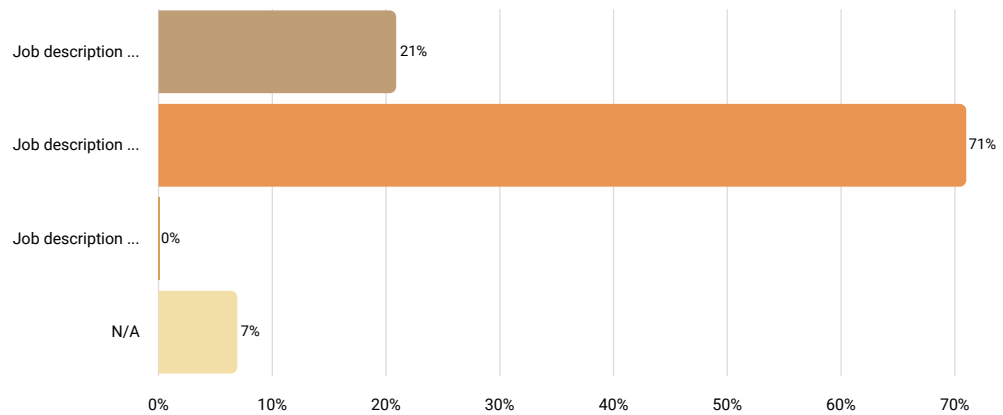
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	3
Job description matches the position at your company very well	71%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

Job Title (if different than above)

Answered 7 times

Skipped 7 times

Text input

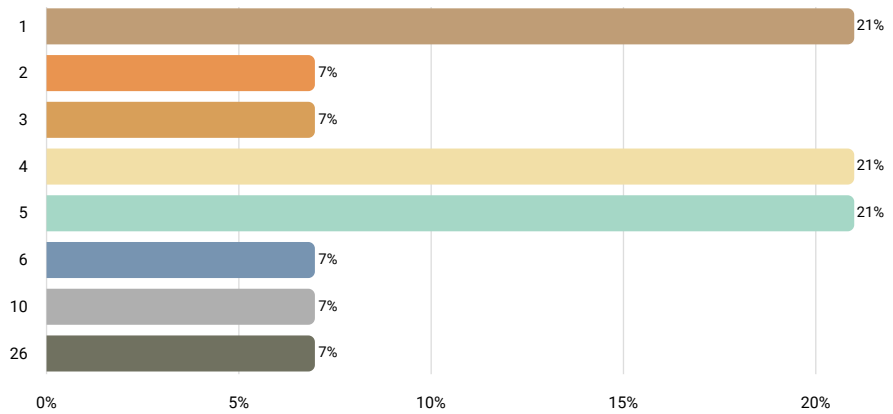
Results	
senior software engineer	2
member technical staff	1
software engineer 4	1
scientist, senior	1
computer scientist iii - itsc	1
software engineer; software engineer team lead; senior software engineer; secure software research eng	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



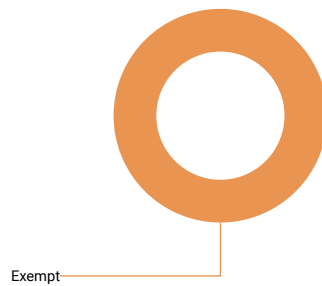
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	5
90th percentile	10
Mean	5.5
Median	4
Standard deviation	6.37
Total/sum	77

FLSA Status

Answered 14 times

Skipped 0 times

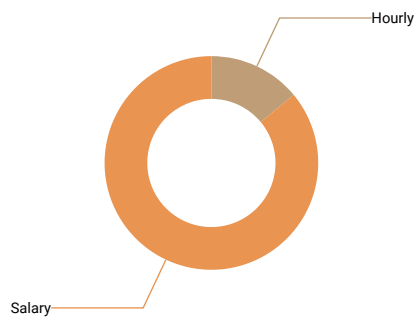
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	14%	2
Salary	86%	12

Compensation data

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

Software Engineer - Level 4

Job description

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

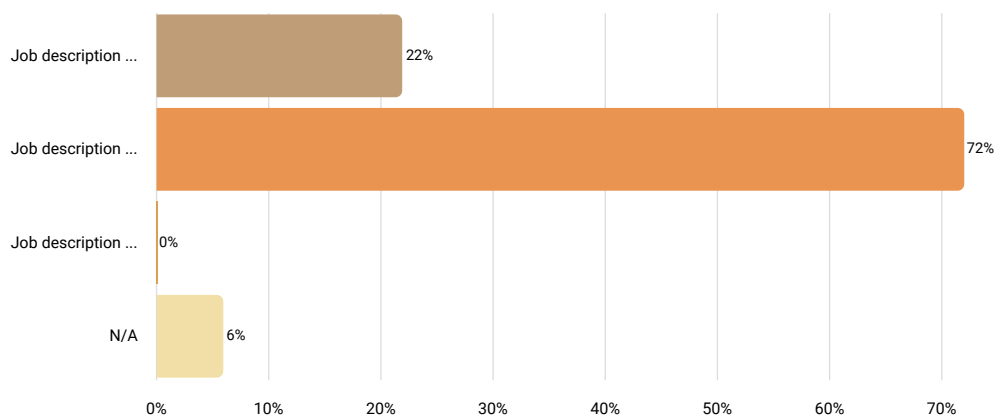
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	4
Job description matches the position at your company very well	72%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

Job Title (if different than above)

Answered 9 times

Skipped 9 times

Text input

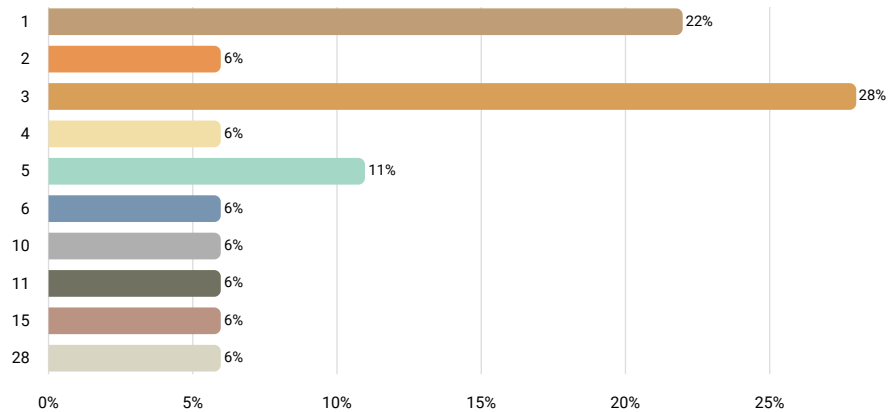
Results	
advanced senior software engineer	1
member senior technical staff	1
principal software engineer	1
software engineer 3	1
scientist, principal	1
computer scientist iv - itsc	1
senior engineer - g4	1
software engineer; senior software engineer	1
specialist engineer, engineering	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



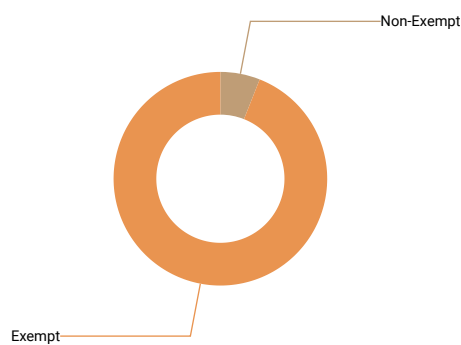
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	15
Mean	5.83
Median	3
Standard deviation	6.74
Total/sum	105

FLSA Status

Answered 18 times

Skipped 0 times

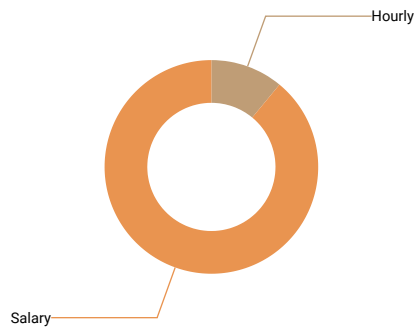
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	11%	2
Salary	89%	16

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	11	\$77,896.20	\$77,905.15	\$98,800.00	\$130,000.00	\$135,000.00	\$101,146.76	\$98,800.00	\$
Pay Range Maximum Salary	11	\$108,707.00	\$130,000.00	\$150,000.00	\$164,300.00	\$196,085.00	\$150,957.22	\$150,000.00	\$
Actual Lowest Base Salary	15	\$86,628.00	\$95,000.00	\$126,600.00	\$135,000.00	\$150,529.60	\$117,392.80	\$126,600.00	\$
Actual Average Base Salary	15	\$95,086.33	\$102,981.24	\$133,356.62	\$149,968.00	\$156,478.40	\$130,232.53	\$133,356.62	\$
Actual Highest Base Salary	15	\$104,000.00	\$127,590.00	\$149,968.00	\$162,302.40	\$170,182.13	\$142,453.40	\$149,968.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$2,300.00	\$3,800.00	\$4,678.00	\$10,000.00	\$12,000.00	\$6,555.60	\$4,678.00	\$

Software Engineer - Level 5

Job description

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

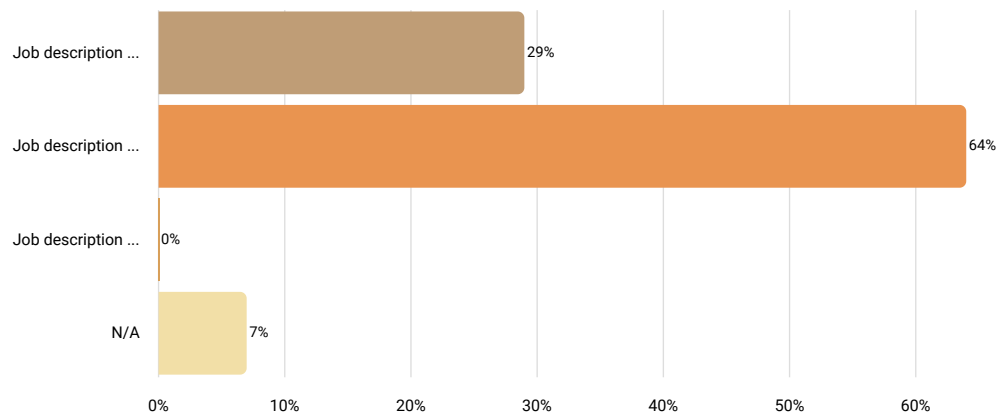
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	4
Job description matches the position at your company very well	64%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

Job Title (if different than above)

Answered 7 times

Skipped 7 times

Text input

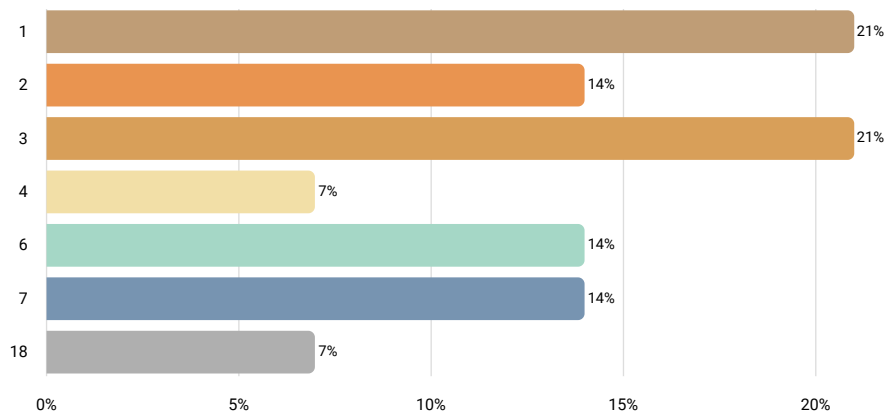
Results	
principal software engineer	2
member senior technical staff	1
software engineer 2	1
scientist, subject matter expert (sme)	1
subject matter expert	1
staff software engineer; sft iv&v analy firing sys intl; sft iv&v/airworthiness eng; software wmi analyst; software test analyst	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



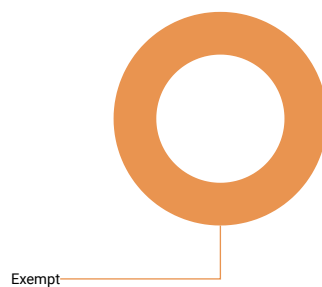
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	7
Mean	4.57
Median	3
Standard deviation	4.43
Total/sum	64

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



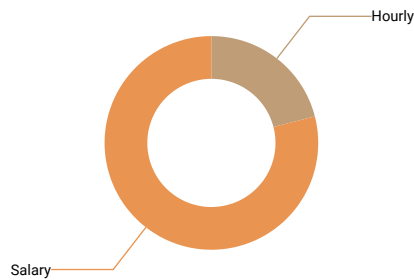
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	3
Salary	79%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$50,000.00	\$54,957.90	\$108,000.00	\$137,400.00	\$151,091.00	\$100,225.85	\$108,000.00	\$
Pay Range Maximum Salary	8	\$70,000.00	\$147,150.00	\$174,064.50	\$197,952.93	\$270,400.00	\$172,341.86	\$174,064.50	\$
Actual Lowest Base Salary	10	\$104,302.00	\$119,246.40	\$141,228.51	\$162,323.00	\$169,806.33	\$140,400.01	\$141,228.51	\$
Actual Average Base Salary	10	\$131,215.17	\$144,296.00	\$152,904.70	\$171,714.00	\$174,160.41	\$154,788.15	\$152,904.70	\$
Actual Highest Base Salary	10	\$137,508.80	\$154,918.00	\$175,302.90	\$181,105.00	\$190,817.50	\$169,557.84	\$175,302.90	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,279.00	\$2,300.00	\$10,500.00	\$12,000.00	\$13,500.00	\$7,915.80	\$10,500.00	\$

Software Engineer - Level 6

Job description

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

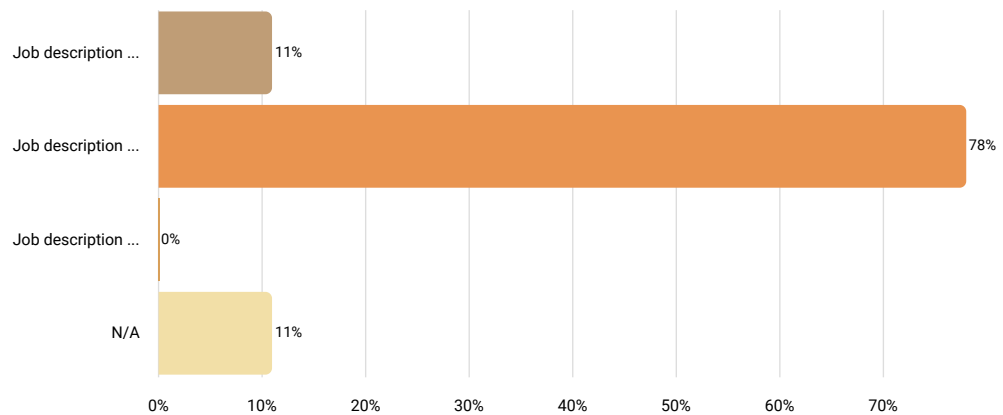
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typical Ph.D. in area of specialization.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



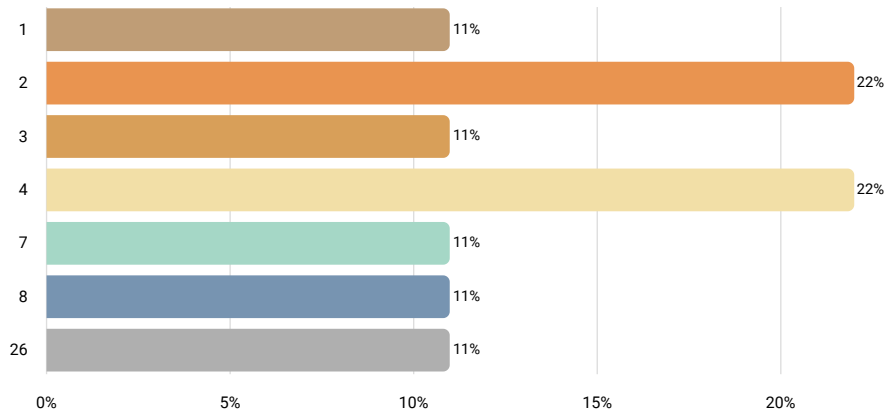
Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	1
Job description matches the position at your company very well	78%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	11%	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



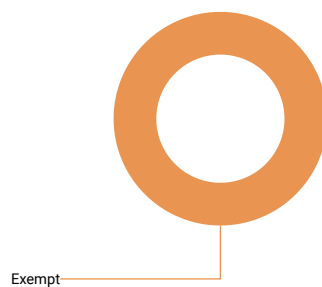
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	7
90th percentile	26
Mean	6.33
Median	4
Standard deviation	7.73
Total/sum	57

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



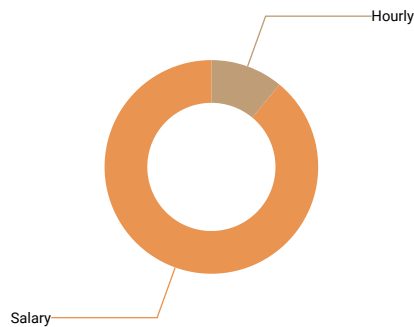
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	\$88,250.00	\$91,000.00	\$121,000.00	\$143,400.00	\$159,896.17	\$118,690.05	\$121,000.00	\$
Actual Average Base Salary	7	\$107,684.00	\$110,500.00	\$148,645.70	\$159,896.17	\$162,575.00	\$139,298.12	\$148,645.70	\$
Actual Highest Base Salary	7	\$130,000.00	\$135,000.00	\$159,896.17	\$181,750.00	\$226,169.00	\$162,756.48	\$159,896.17	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

System Design Engineer - Level 1

Job description

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

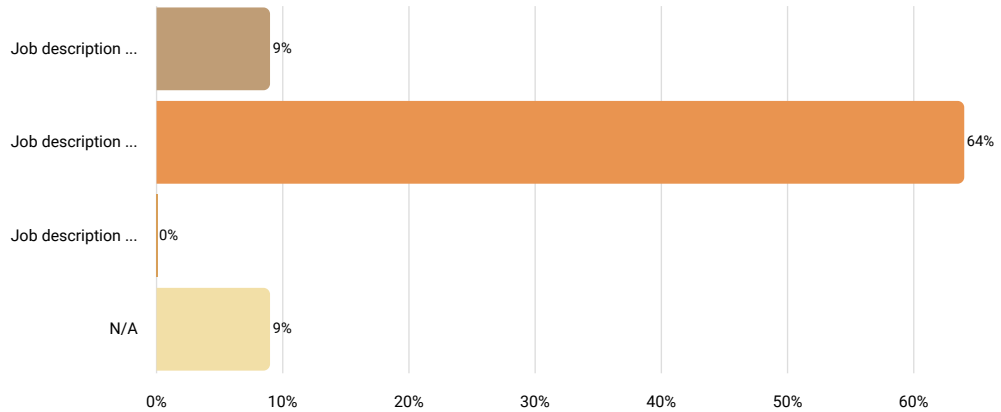
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

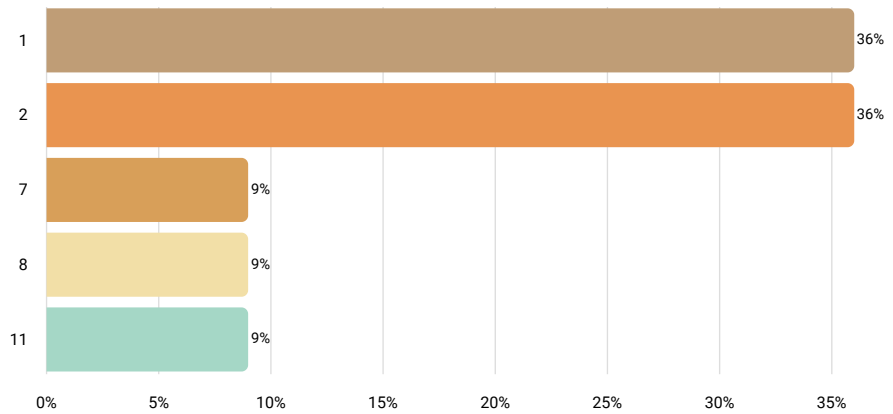
Results	
jr systems engineer	1
systems engineer i	1
entry level systems engineer	1
engineer i	1
reverse engineer	1
engineer/scientist 1	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



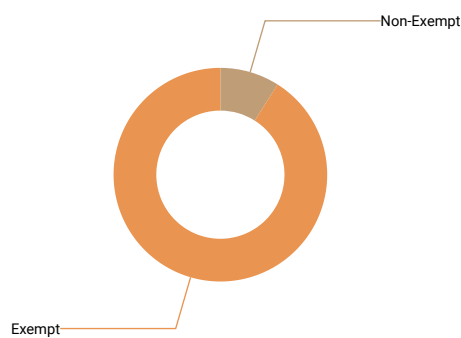
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	8
Mean	3.45
Median	2
Standard deviation	3.5
Total/sum	38

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



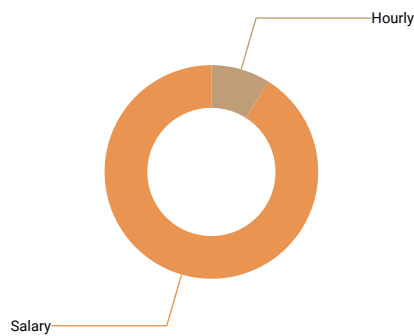
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	\$43,700.00	\$45,000.00	\$46,800.00	\$57,291.65	\$65,000.00	\$51,558.33	\$46,800.00	\$
Pay Range Maximum Salary	5	\$65,000.00	\$67,600.00	\$75,000.00	\$83,200.00	\$102,536.70	\$78,667.34	\$75,000.00	\$
Actual Lowest Base Salary	9	\$49,000.00	\$59,826.85	\$69,523.00	\$70,220.80	\$75,600.00	\$65,157.22	\$69,523.00	\$
Actual Average Base Salary	8	\$55,000.00	\$65,628.27	\$72,829.00	\$75,611.60	\$77,800.00	\$70,117.22	\$72,829.00	\$
Actual Highest Base Salary	9	\$55,000.00	\$67,000.00	\$72,380.00	\$79,800.00	\$83,241.60	\$72,380.63	\$72,380.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

System Design Engineer - Level 2

Job description

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

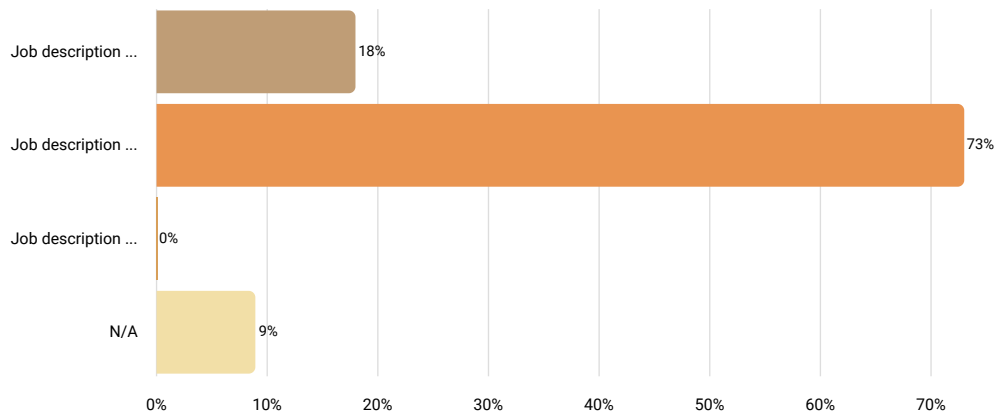
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	2
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	9%	1

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

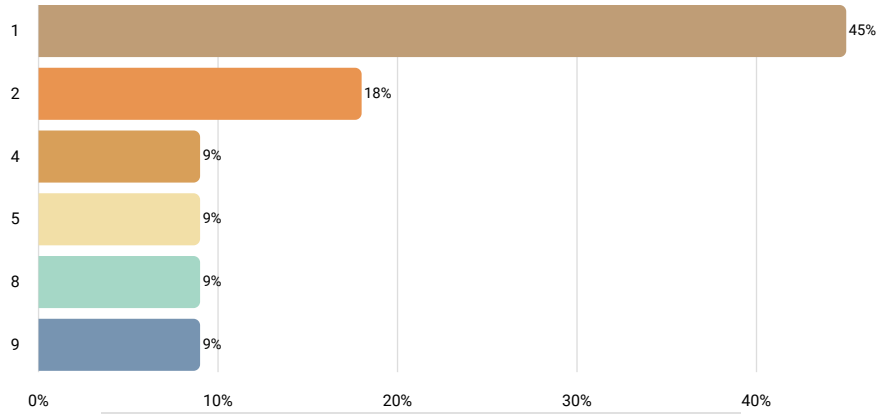
Results	
systems engineer	2
design engineer	1
engineer ii	1
reverse engineer	1
engineer/scientist 2	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



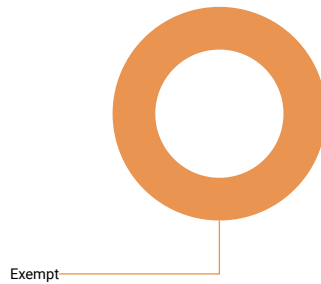
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	8
Mean	3.18
Median	2
Standard deviation	2.96
Total/sum	35

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



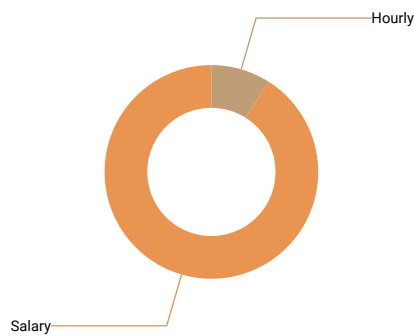
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	\$43,700.00	\$60,000.00	\$60,401.95	\$80,000.00	\$82,000.00	\$65,220.39	\$60,401.95	\$
Pay Range Maximum Salary	5	\$75,000.00	\$80,000.00	\$82,000.00	\$83,200.00	\$119,238.00	\$87,887.60	\$82,000.00	\$
Actual Lowest Base Salary	10	\$66,439.20	\$77,569.00	\$81,000.00	\$86,100.00	\$100,555.16	\$81,968.97	\$81,000.00	\$
Actual Average Base Salary	10	\$68,315.00	\$80,000.00	\$83,633.00	\$90,277.37	\$106,326.14	\$85,792.16	\$83,633.00	\$
Actual Highest Base Salary	10	\$73,315.00	\$80,000.00	\$88,123.21	\$94,500.00	\$114,285.60	\$90,179.72	\$88,123.21	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

System Design Engineer - Level 3

Job description

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

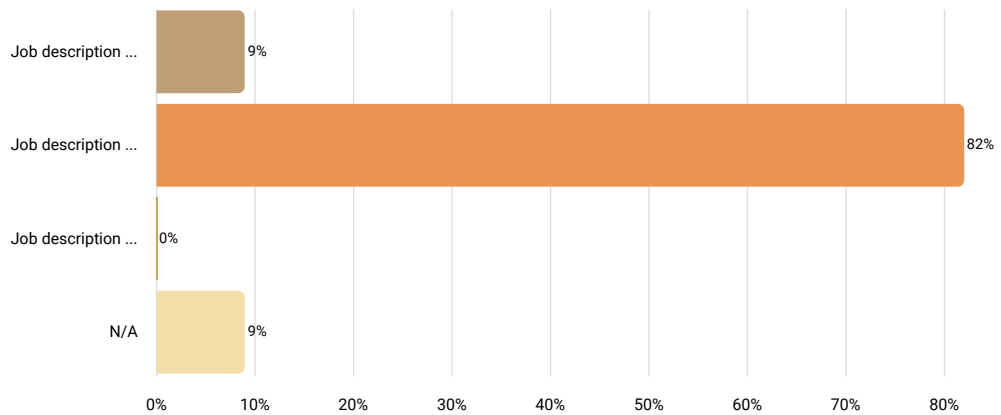
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 4 times

Text input

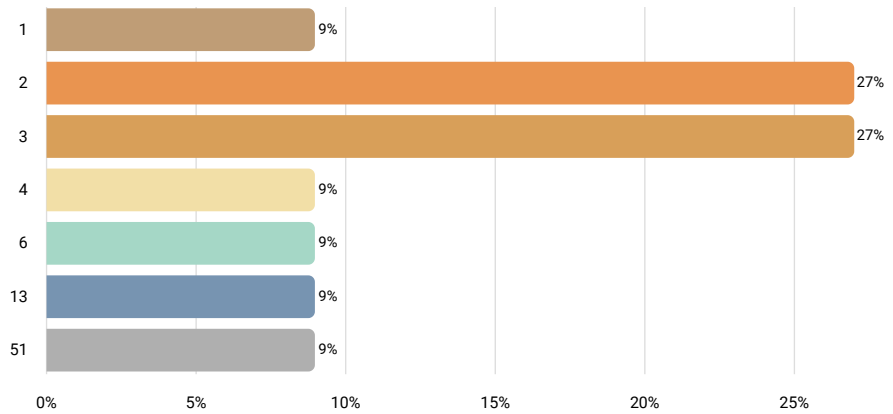
Results	
systems engineer	2
senior system engineer	1
design engineer	1
engineer iii	1
reverse engineer	1
engineer/scientist3	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



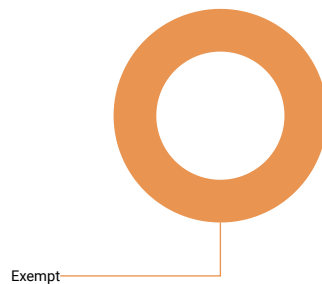
Statistics	
10th percentile	2
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	13
Mean	8.18
Median	3
Standard deviation	14.58
Total/sum	90

FLSA Status

Answered 11 times

Skipped 0 times

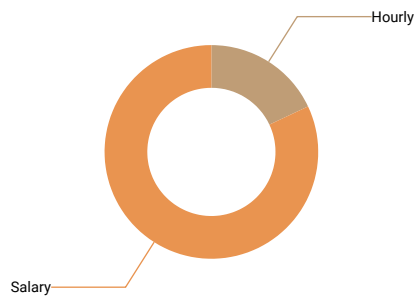
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	18%	2
Salary	82%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$50,984.00	\$56,200.00	\$69,569.45	\$70,000.00	\$88,000.00	\$66,950.69	\$69,569.45	\$
Pay Range Maximum Salary	5	\$88,000.00	\$89,000.00	\$136,918.95	\$151,410.00	\$164,300.00	\$125,925.79	\$136,918.95	\$
Actual Lowest Base Salary	9	\$50,984.00	\$84,000.00	\$92,650.46	\$94,760.00	\$112,561.00	\$87,705.27	\$92,650.46	\$
Actual Average Base Salary	9	\$71,000.00	\$88,000.00	\$104,889.00	\$113,464.00	\$151,410.00	\$107,256.22	\$104,889.00	\$
Actual Highest Base Salary	9	\$82,000.00	\$90,000.00	\$115,500.00	\$142,584.00	\$165,176.00	\$118,559.83	\$115,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

System Design Engineer - Level 4

Job description

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

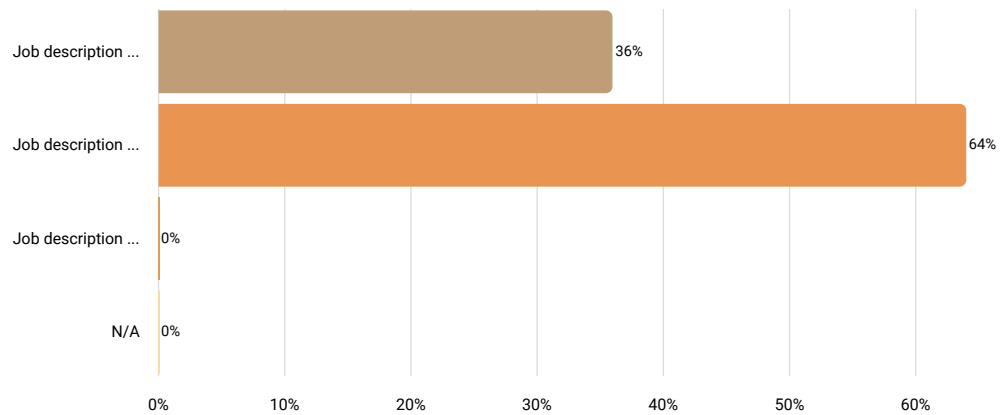
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	36%	5
Job description matches the position at your company very well	64%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 6 times

Text input

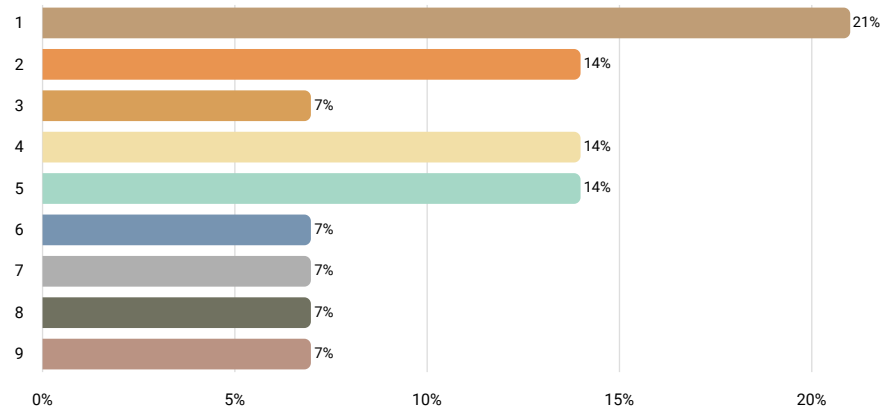
Results	
sr. systems engineer	1
advanced senior systems engineer	1
principal systems engineer	1
senior systems engineer	1
lead systems engineer	1
system test/engineer, principal	1
enterprise infrastructure architect iv	1
engineer iv	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



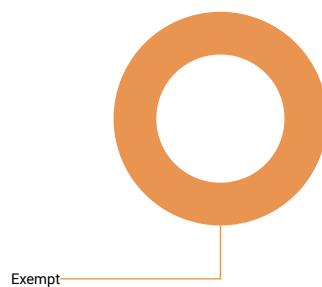
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	8
Mean	4.14
Median	4
Standard deviation	2.66
Total/sum	58

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



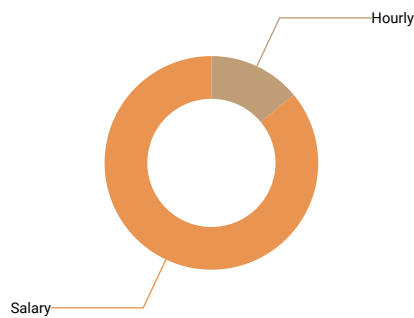
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	2
Salary	86%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
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	\$90,000.00	\$98,800.00	\$115,334.00	\$130,540.80	\$141,960.00	\$114,376.40	\$115,334.00	\$11,334.00
Pay Range Maximum Salary	7	\$120,000.00	\$130,000.00	\$154,544.00	\$164,300.00	\$174,894.00	\$147,825.43	\$154,544.00	\$11,334.00
Actual Lowest Base Salary	12	\$106,392.00	\$121,710.00	\$137,268.88	\$145,658.97	\$153,940.00	\$952,709.51	\$137,268.88	\$2,800.00
Actual Average Base Salary	12	\$123,420.00	\$127,071.33	\$138,442.70	\$148,746.00	\$151,180.26	\$136,542.52	\$138,442.70	\$1,000.00
Actual Highest Base Salary	12	\$123,420.00	\$132,776.08	\$147,648.09	\$163,577.00	\$165,152.34	\$146,667.89	\$147,648.09	\$11,334.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

System Design Engineer - Level 5

Job description

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

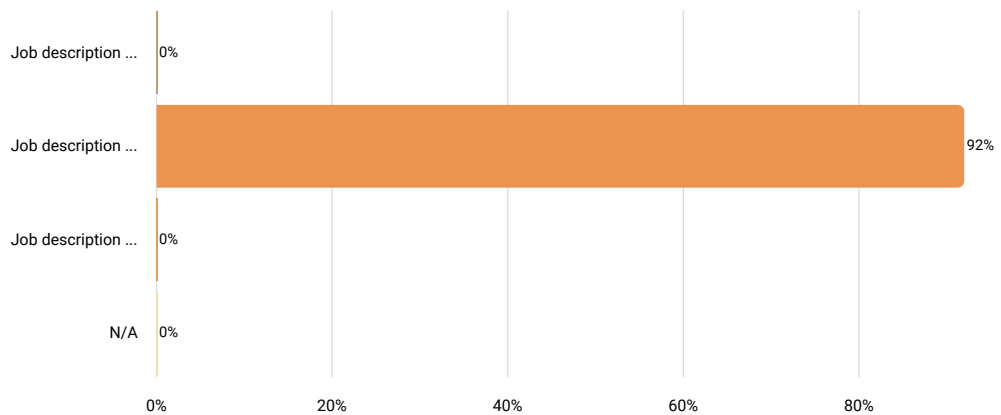
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 5 times

Text input

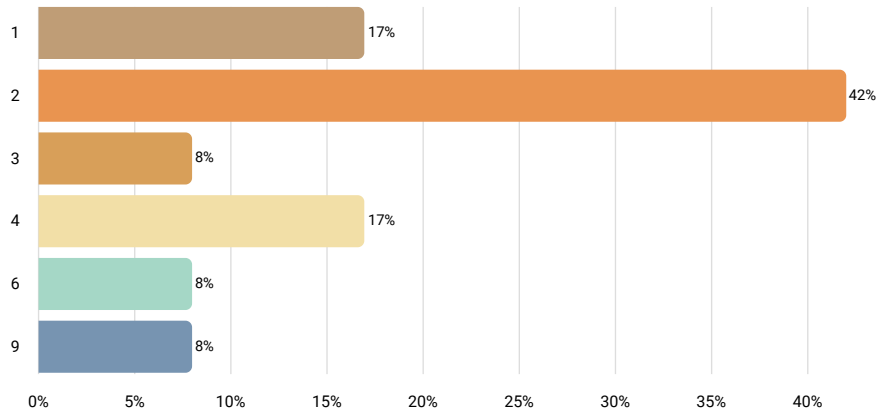
Results	
principal systems engineer	2
maintenance process engineer	1
member senior technical staff	1
scientist/tech staff ii, scientist/tech staff iii	1
system test/engineer, sme	1
engineer v	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



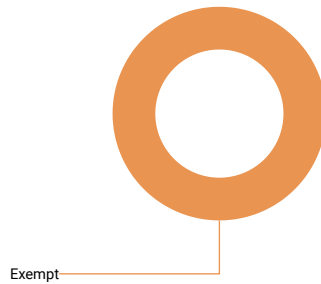
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	6
Mean	3.17
Median	2
Standard deviation	2.33
Total/sum	38

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



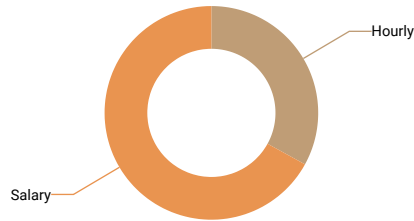
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	5	\$56,100.00	\$104,000.00	\$124,800.00	\$135,000.00	\$145,745.00	\$113,129.00	\$124,800.00	\$
Pay Range Maximum Salary	5	\$150,000.00	\$155,900.00	\$164,300.00	\$171,600.00	\$208,000.00	\$169,960.00	\$164,300.00	\$
Actual Lowest Base Salary	8	\$98,200.00	\$127,880.08	\$140,896.24	\$154,000.00	\$179,129.00	\$140,360.20	\$140,896.24	\$
Actual Average Base Salary	8	\$108,250.00	\$145,463.87	\$151,432.00	\$158,106.35	\$179,129.00	\$149,672.93	\$151,432.00	\$
Actual Highest Base Salary	8	\$118,300.00	\$151,500.00	\$164,113.60	\$174,054.10	\$179,129.00	\$159,595.55	\$164,113.60	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

System Design Engineer - Level 6

Job description

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

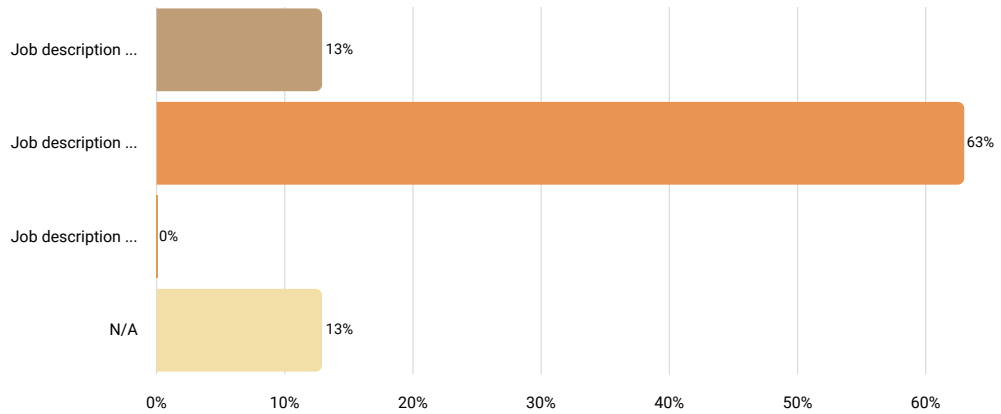
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typical Ph.D. in area of specialization.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 3 times

Text input

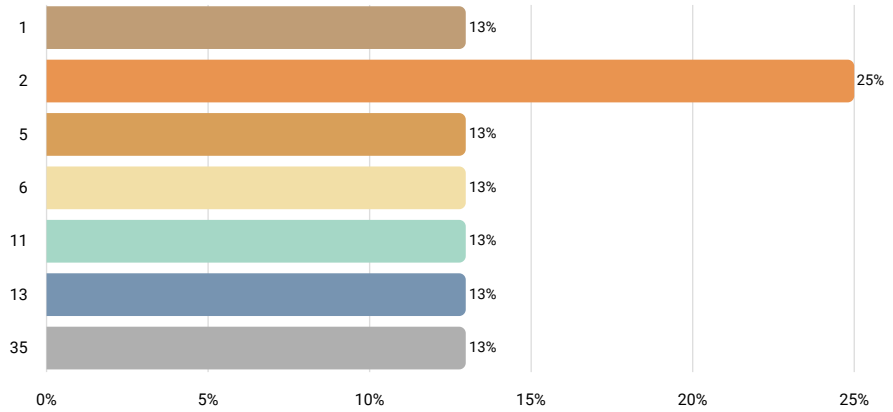
Results	
consulting systems engineer	1
scientist/tech staff iii, scientist/tech staff iv	1
vice president of engineering	1
senior reverse engineer; senior engineer; systems engineer; fpga digital design engineer; senior project engineer; signal processing engineer; sr. high voltage engineer; staff optical m&s engineer	1
system engineer	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



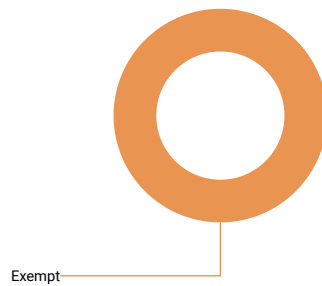
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5.5
75th percentile	12
90th percentile	35
Mean	9.38
Median	5.5
Standard deviation	11.22
Total/sum	75

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



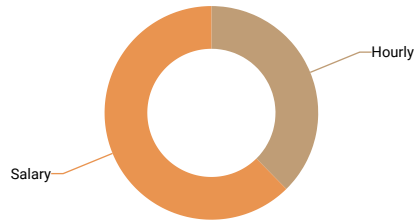
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$115,000.00	\$118,206.40	\$119,000.00	\$120,650.00	\$154,124.27	\$125,396.13	\$119,000.00	\$
Actual Average Base Salary	5	\$115,000.00	\$131,946.40	\$153,274.00	\$164,220.00	\$176,334.84	\$148,155.05	\$153,274.00	\$
Actual Highest Base Salary	5	\$115,000.00	\$144,892.80	\$189,966.40	\$197,225.60	\$207,817.98	\$170,980.56	\$189,966.40	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Project Manager - Level 1

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.

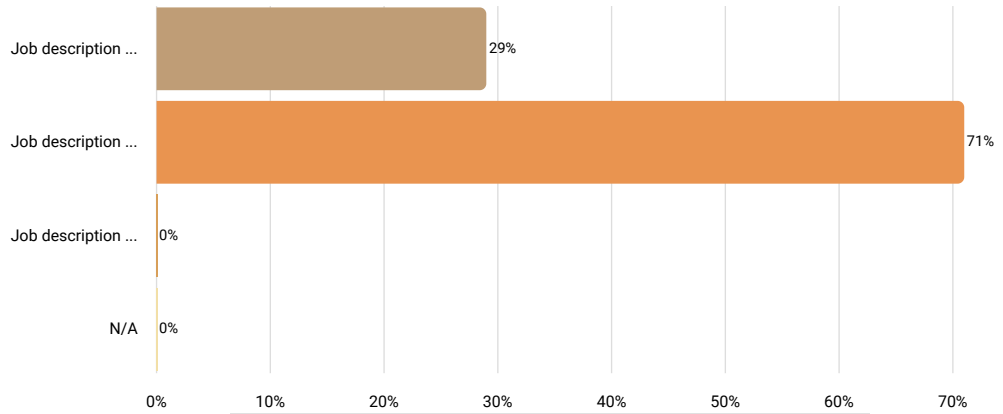
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



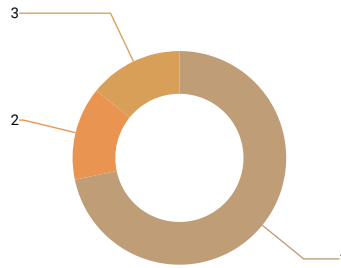
Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



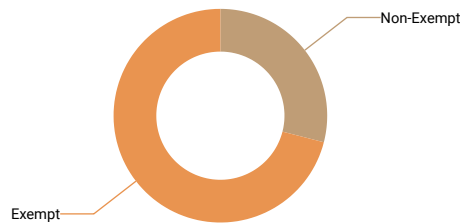
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.43
Median	1
Standard deviation	0.79
Total/sum	10

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



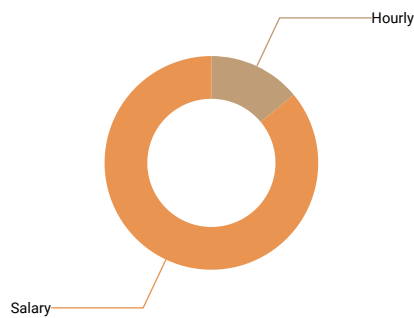
Results	%	N
Non-Exempt	29%	2
Exempt	71%	5

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
Actual Lowest Base Rate								
Actual Average Base Rate								
Actual Highest Base Rate								
Pay Range Minimum Salary	6	\$50,000.00	\$60,500.00	\$66,113.50	\$100,000.00	\$169,670.85	\$85,399.64	\$66,113.50
Pay Range Maximum Salary	6	\$60,000.00	\$88,774.40	\$98,431.50	\$130,000.00	\$169,670.85	\$107,551.38	\$98,431.50
Actual Lowest Base Salary	5	\$55,000.00	\$68,889.60	\$79,695.00	\$106,102.00	\$169,670.85	\$95,871.49	\$79,695.00
Actual Average Base Salary	5	\$55,000.00	\$73,153.60	\$79,695.00	\$106,102.00	\$169,670.85	\$96,724.29	\$79,695.00
Actual Highest Base Salary	5	\$55,000.00	\$79,695.00	\$81,598.40	\$106,102.00	\$169,670.85	\$98,413.25	\$81,598.40
Average Incentive Bonus or Other Cash Bonus (Annual)								

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.

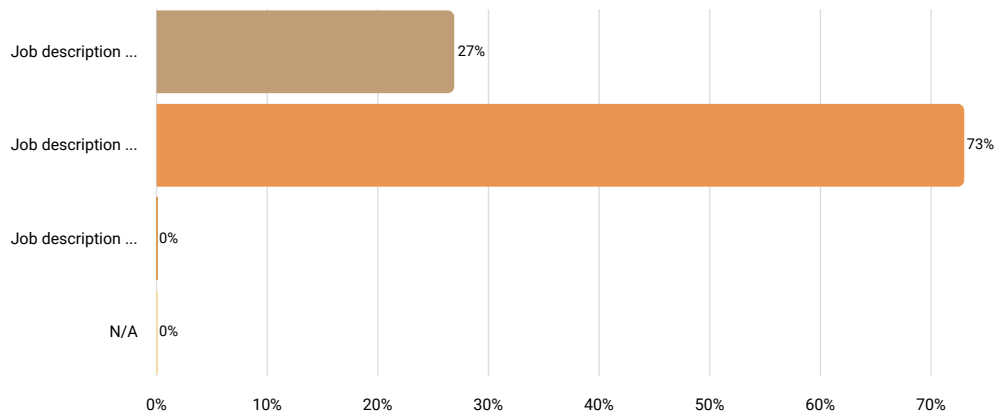
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



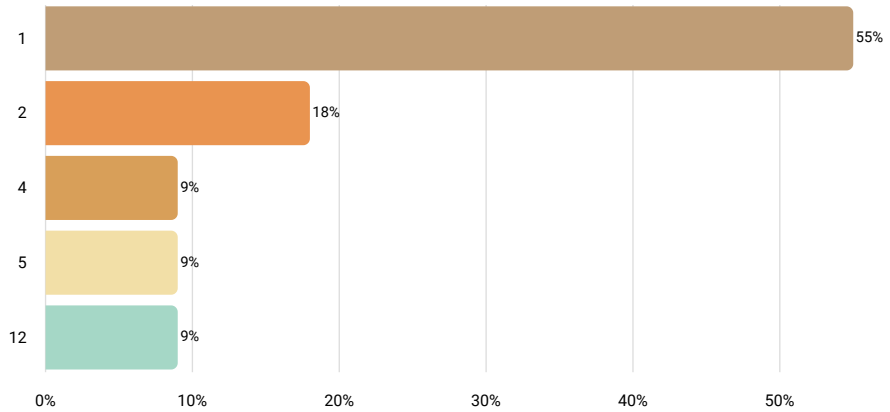
Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	3
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



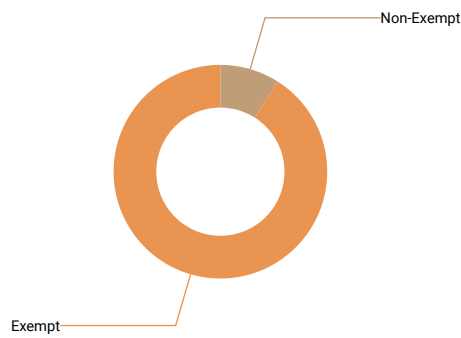
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2.82
Median	1
Standard deviation	3.34
Total/sum	31

FLSA Status

Answered 11 times

Skipped 0 times

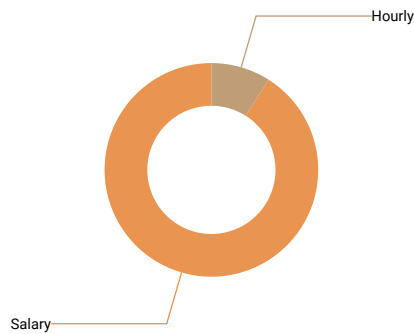
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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	\$57,500.00	\$73,640.00	\$97,500.00	\$104,000.00	\$75,785.00	\$73,640.00	\$
Pay Range Maximum Salary	8	\$75,000.00	\$95,000.00	\$125,000.00	\$147,150.00	\$171,000.00	\$122,537.50	\$125,000.00	\$
Actual Lowest Base Salary	10	\$57,770.00	\$60,000.00	\$90,462.21	\$108,150.00	\$131,685.14	\$89,804.47	\$90,462.21	\$
Actual Average Base Salary	10	\$61,150.00	\$65,000.00	\$106,810.39	\$121,654.76	\$131,685.14	\$98,119.58	\$106,810.39	\$
Actual Highest Base Salary	10	\$61,150.00	\$70,000.00	\$116,829.47	\$124,963.28	\$135,059.50	\$105,231.12	\$116,829.47	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$500.00	\$5,000.00	\$5,000.00	\$10,583.00	\$10,815.00	\$6,379.60	\$5,000.00	\$

Project Manager - Level 4

Job description

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

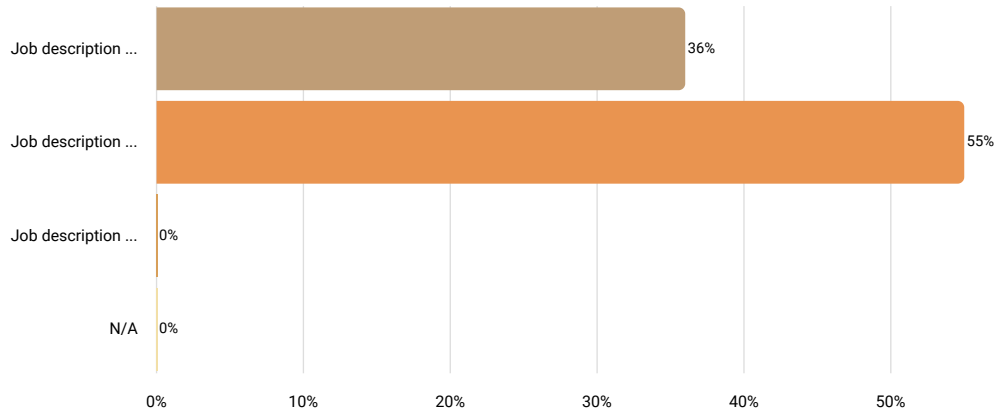
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

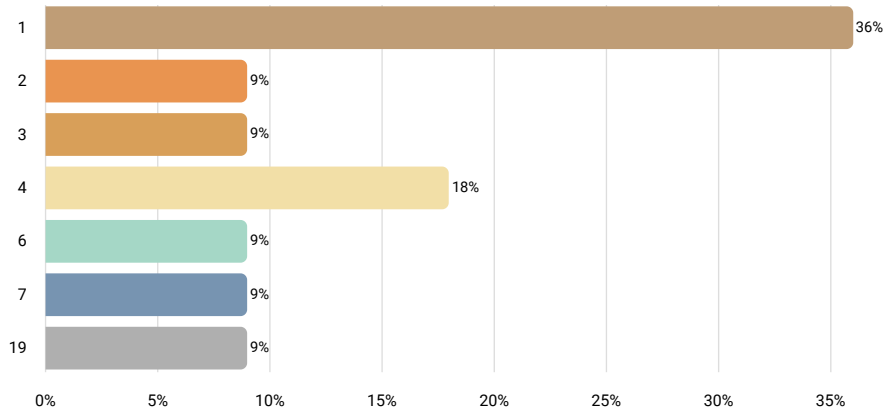
Results	
manager	1
quality program manager	1
program analyst iv	1
project manager	1
program manager	1
specialist engineer, project/product	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



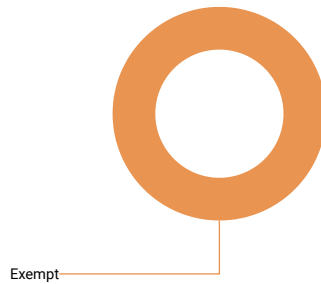
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6
90th percentile	7
Mean	4.45
Median	3
Standard deviation	5.26
Total/sum	49

FLSA Status

Answered 11 times

Skipped 0 times

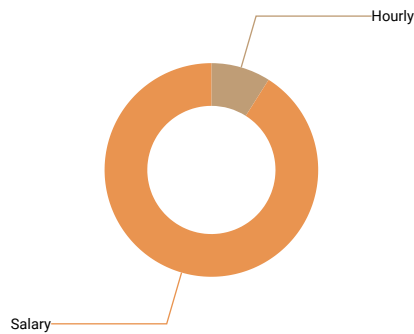
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	8	\$65,000.00	\$83,139.00	\$107,814.50	\$116,000.00	\$120,500.00	\$99,925.88	\$107,814.50	\$
Pay Range Maximum Salary	8	\$85,000.00	\$117,209.00	\$136,851.50	\$182,800.00	\$205,500.00	\$145,527.63	\$136,851.50	\$
Actual Lowest Base Salary	10	\$83,000.00	\$113,152.00	\$124,155.00	\$140,000.00	\$151,456.50	\$122,607.10	\$124,155.00	\$
Actual Average Base Salary	10	\$90,000.00	\$113,152.00	\$125,655.00	\$149,473.71	\$156,098.00	\$126,713.17	\$125,655.00	\$
Actual Highest Base Salary	10	\$99,076.00	\$121,000.00	\$133,655.00	\$159,221.00	\$166,049.50	\$134,778.20	\$133,655.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$2,577.00	\$5,000.00	\$6,676.00	\$15,000.00	\$5,850.60	\$5,000.00	\$

Project Manager - Level 5

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.

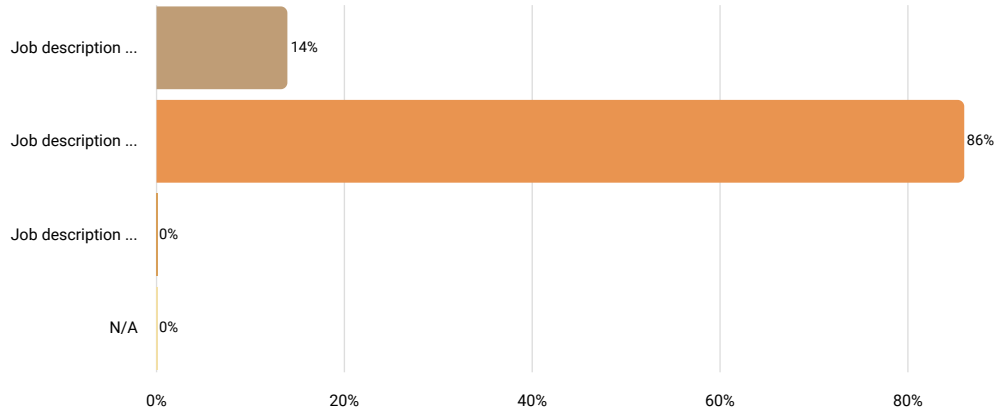
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



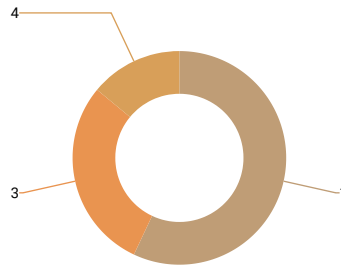
Results		%	N
Job description is perceptibly weaker than the position at your company		14%	1
Job description matches the position at your company very well		86%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



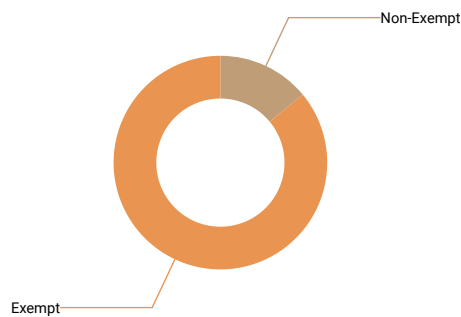
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2
Median	1
Standard deviation	1.29
Total/sum	14

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



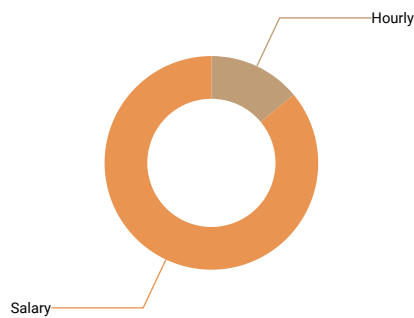
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

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	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	\$90,000.00	\$92,000.00	\$104,000.00	\$125,000.00	\$144,500.00	\$111,100.00	\$104,000.00	\$
Pay Range Maximum Salary	5	\$120,000.00	\$138,000.00	\$175,000.00	\$197,600.00	\$246,000.00	\$175,320.00	\$175,000.00	\$
Actual Lowest Base Salary	5	\$111,650.00	\$125,000.00	\$139,946.95	\$153,488.00	\$220,608.83	\$150,138.76	\$139,946.95	\$
Actual Average Base Salary	5	\$111,650.00	\$139,946.95	\$155,000.00	\$176,726.00	\$220,608.83	\$160,786.36	\$155,000.00	\$
Actual Highest Base Salary	5	\$111,650.00	\$139,946.95	\$175,000.00	\$196,767.00	\$220,608.83	\$168,794.56	\$175,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Chemical Engineer

Job description

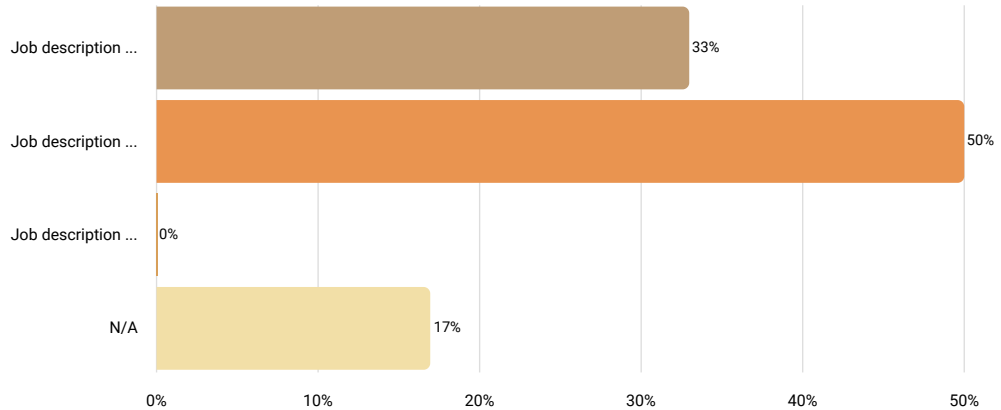
Design chemical plant equipment and devise processes for manufacturing chemicals and products by applying principles and technology of chemistry, p engineering.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



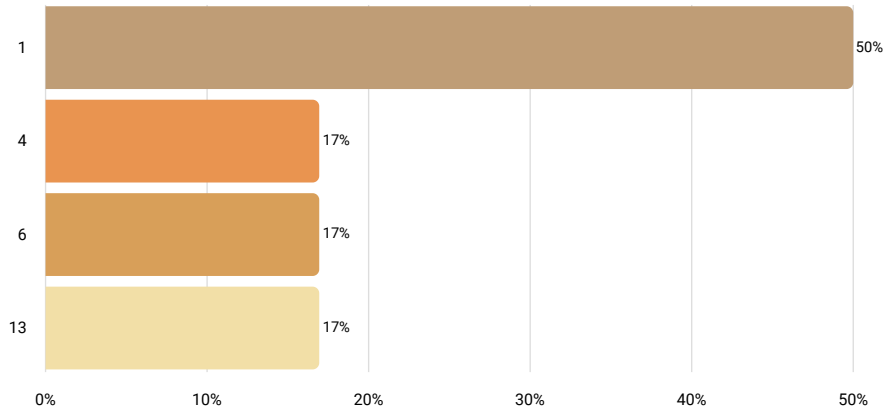
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	2
Job description matches the position at your company very well		50%	3
Job description is perceptibly stronger than the position at your company		0%	0
N/A		17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



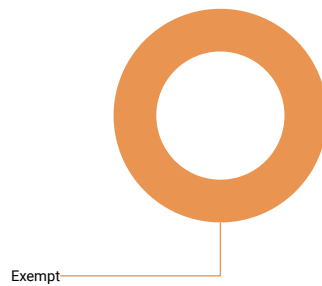
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	6
90th percentile	13
Mean	4.33
Median	2.5
Standard deviation	4.72
Total/sum	26

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



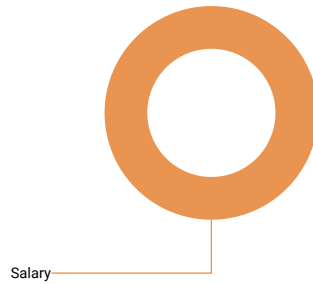
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$70,000.00	\$72,000.00	\$85,500.00	\$95,832.00	\$98,000.00	\$84,472.00	\$85,500.00	\$12,583.00
Actual Average Base Salary	6	\$80,923.00	\$93,000.00	\$94,916.00	\$98,000.00	\$100,000.00	\$93,625.83	\$94,916.00	\$6,730.80
Actual Highest Base Salary	6	\$93,000.00	\$93,500.00	\$96,916.00	\$119,000.00	\$137,000.00	\$106,055.33	\$96,916.00	\$18,014.50

Safety Engineer

Job description

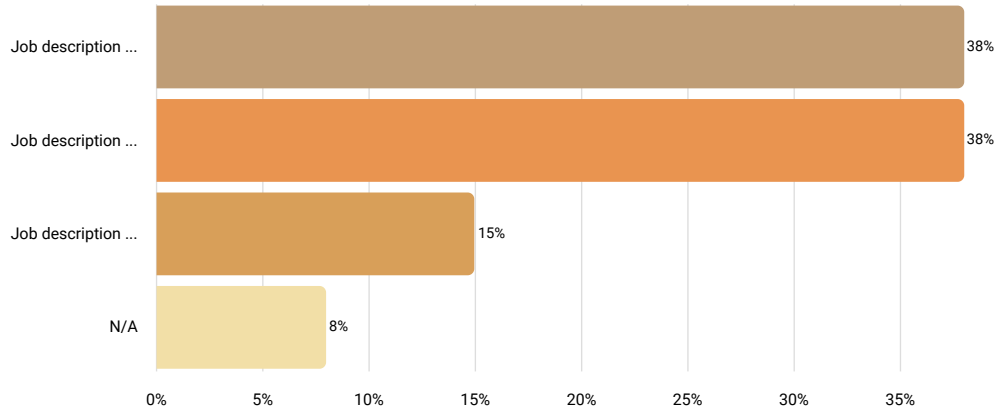
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety law

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	5
Job description matches the position at your company very well	38%	5
Job description is perceptibly stronger than the position at your company	15%	2
N/A	8%	1

Job Title (if different than above)

Answered 9 times

Skipped 4 times

Text input

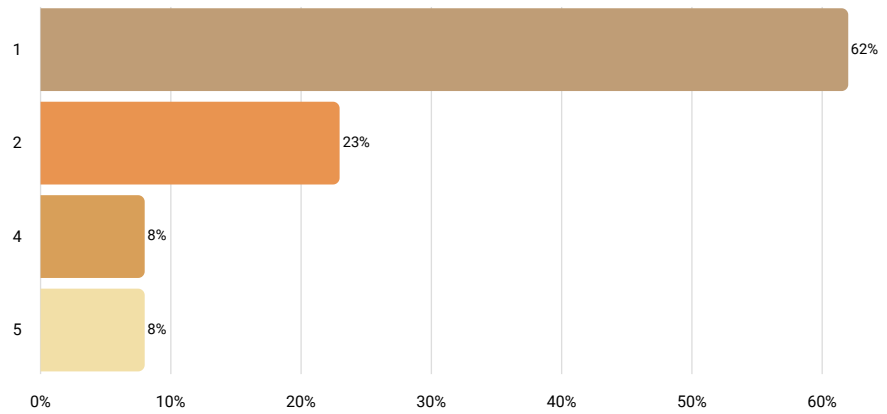
Results	
safety specialist	2
ehs specialist	1
health & safety specialist	1
member senior technical staff	1
psm safety engineer	1
safety lead	1
system safety engineer	1
safety & health specialist	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



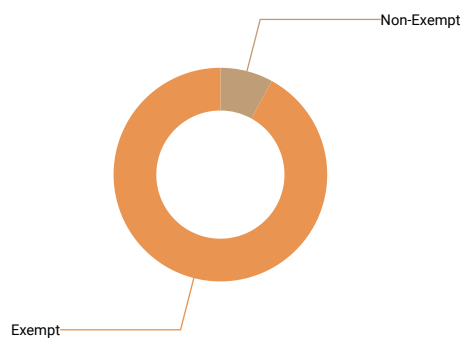
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.77
Median	1
Standard deviation	1.3
Total/sum	23

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



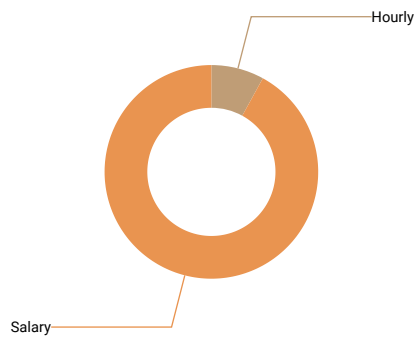
Results	%	N
Non-Exempt	8%	1
Exempt	92%	12

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	\$49,800.00	\$55,000.00	\$65,500.00	\$77,896.00	\$84,981.50	\$66,539.90	\$65,500.00	\$
Pay Range Maximum Salary	10	\$75,733.50	\$80,000.00	\$100,000.00	\$116,500.00	\$147,728.50	\$103,845.60	\$100,000.00	\$
Actual Lowest Base Salary	12	\$62,400.00	\$64,500.00	\$76,500.00	\$82,500.00	\$115,000.00	\$82,592.07	\$76,500.00	\$
Actual Average Base Salary	12	\$69,000.00	\$72,866.50	\$78,000.00	\$92,625.60	\$115,000.00	\$88,390.35	\$78,000.00	\$
Actual Highest Base Salary	12	\$75,000.00	\$76,500.00	\$80,300.00	\$107,886.80	\$115,000.00	\$93,653.38	\$80,300.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Materials Engineer

Job description

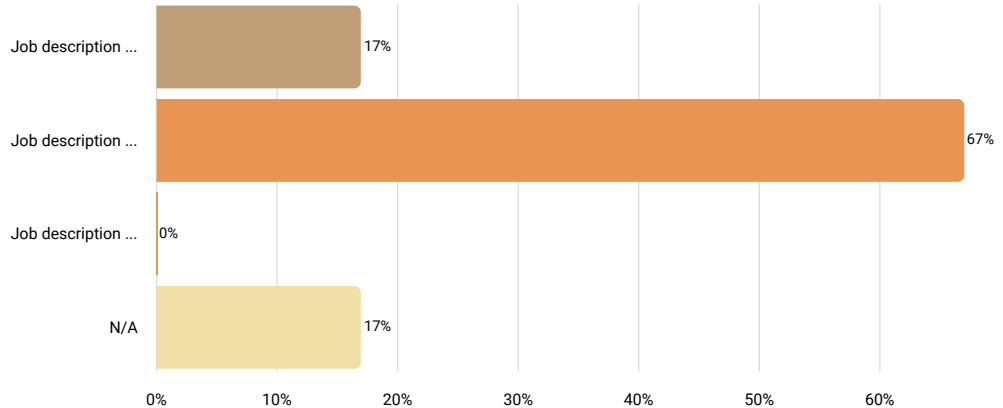
Develop composite materials or study the atomic structure of materials in order to discover new applications for their mechanical, electrical, or chemical

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 1 times

Text input

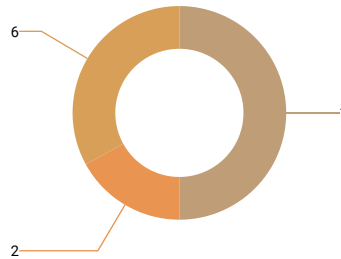
Results	
metallurgist	1
sr staff engineer-materials	1
process engineers	1
material flow associate engineer	1
production engineer	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



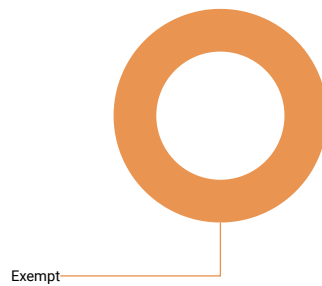
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	6
90th percentile	6
Mean	2.83
Median	1.5
Standard deviation	2.48
Total/sum	17

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



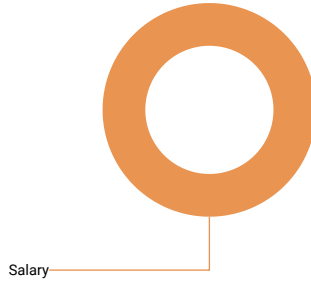
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

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									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$66,000.00	\$68,307.36	\$85,850.00	\$90,000.00	\$102,000.00	\$82,431.47	\$85,850.00	\$
Actual Average Base Salary	5	\$66,000.00	\$68,307.36	\$100,000.00	\$103,750.36	\$127,500.00	\$93,111.54	\$100,000.00	\$
Actual Highest Base Salary	5	\$66,000.00	\$68,307.36	\$111,000.00	\$115,000.00	\$153,000.00	\$102,661.47	\$111,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Machine/CNC Programmer

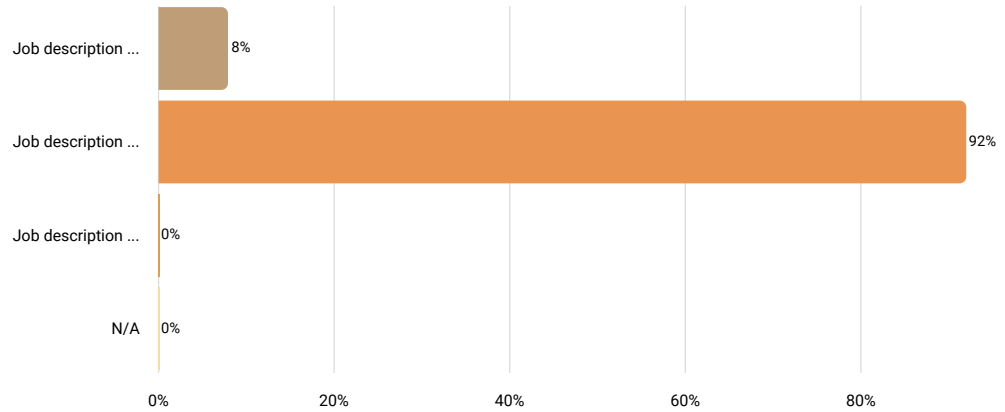
Job description Program computer-controlled machines or robots to perform one or more machine functions.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



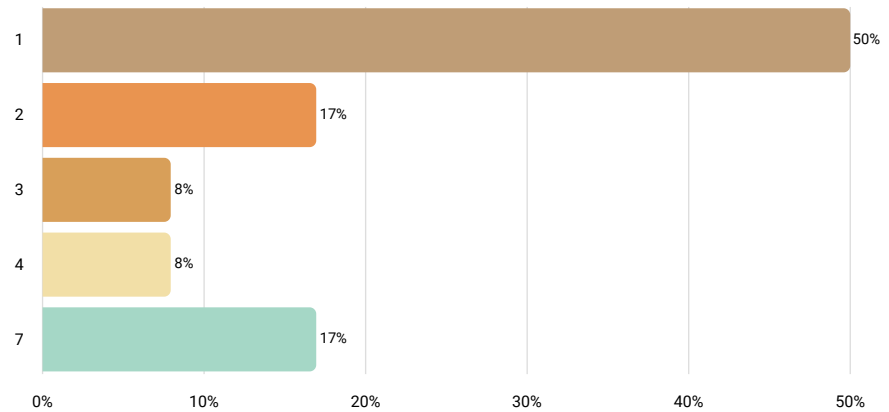
Results		%	N
Job description is perceptibly weaker than the position at your company		8%	1
Job description matches the position at your company very well		92%	11
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



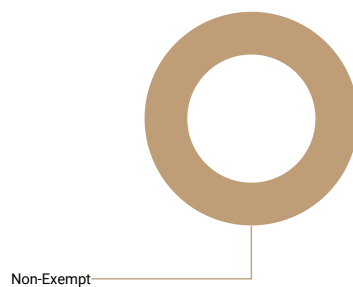
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3.5
90th percentile	7
Mean	2.58
Median	1.5
Standard deviation	2.27
Total/sum	31

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



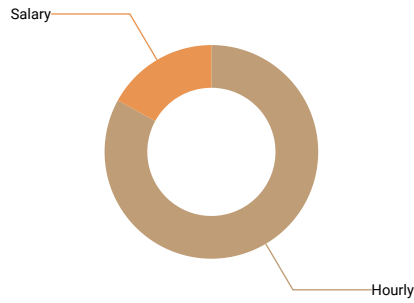
Results	%	N
Non-Exempt	100%	12
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	10
Salary	17%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	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	10	\$21.90	\$29.00	\$32.99	\$35.00	\$42.11	\$32.30	\$32.99
Actual Average Base Rate	10	\$22.24	\$32.12	\$36.88	\$40.00	\$42.11	\$34.90	\$36.88
Actual Highest Base Rate	10	\$23.65	\$32.12	\$40.00	\$42.21	\$45.08	\$36.87	\$40.00
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)								

System Administrator or Network Analyst

Job description

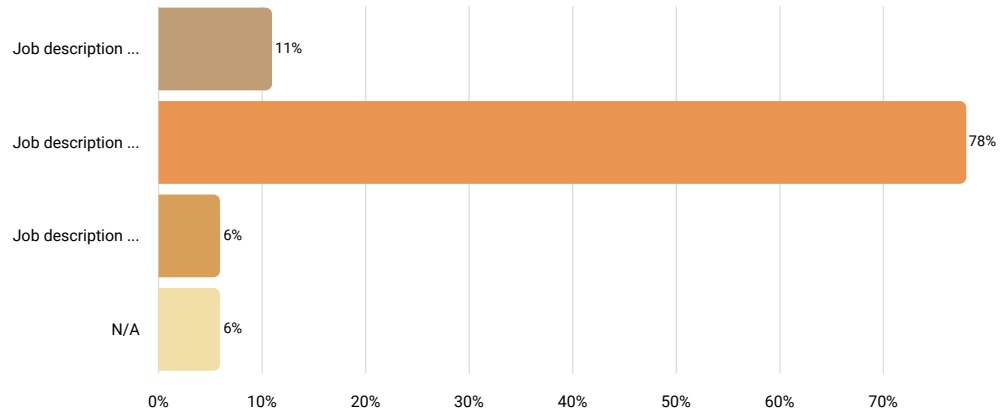
Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network.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

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	2
Job description matches the position at your company very well	78%	14
Job description is perceptibly stronger than the position at your company	6%	1
N/A	6%	1

Job Title (if different than above)

Answered 10 times

Skipped 8 times

Text input

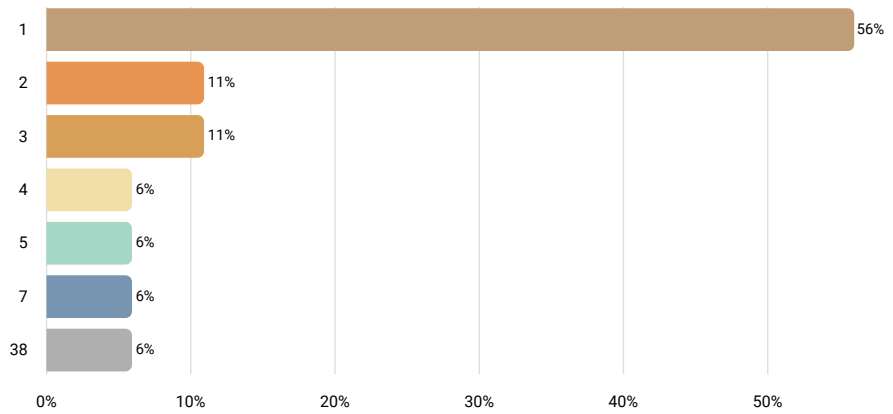
Results	
sr. infrastructure manager	1
systems administrator	1
it system administrator	1
information assurance administrator	1
information system analyst	1
system administrator ii	1
it associate	1
it system administrator; sr it network administrator; junior systems administrator; it network & sys administrator; systems administrator	1
linux system administrator	1
computer systems administrator	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



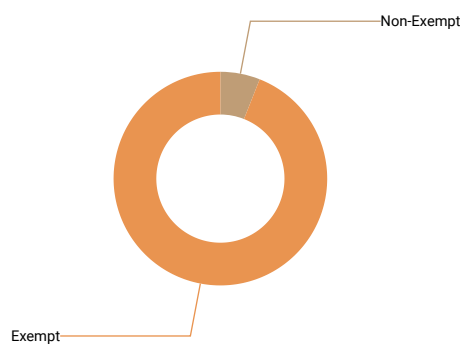
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	7
Mean	4.11
Median	1
Standard deviation	8.63
Total/sum	74

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



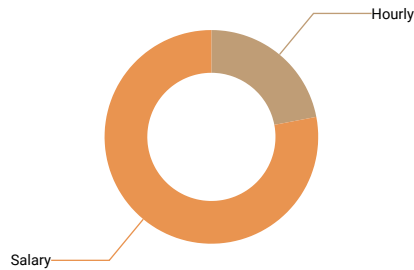
Results	%	N
Non-Exempt	6%	1
Exempt	94%	17

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	4
Salary	78%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	12	\$41,147.35	\$48,829.60	\$62,319.00	\$85,290.74	\$104,000.00	\$67,322.44	\$62,319.00	\$
Pay Range Maximum Salary	12	\$87,505.60	\$102,316.00	\$116,723.87	\$147,548.00	\$164,300.00	\$121,752.05	\$116,723.87	\$
Actual Lowest Base Salary	13	\$50,984.00	\$62,000.00	\$86,150.00	\$105,000.00	\$139,133.00	\$89,269.69	\$86,150.00	\$
Actual Average Base Salary	13	\$67,000.00	\$85,893.00	\$86,756.80	\$117,624.00	\$139,133.00	\$97,600.70	\$86,756.80	\$
Actual Highest Base Salary	13	\$67,000.00	\$86,756.80	\$97,843.20	\$139,133.00	\$151,410.00	\$107,452.07	\$97,843.20	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Information System Security Officer/Analyst

Job description

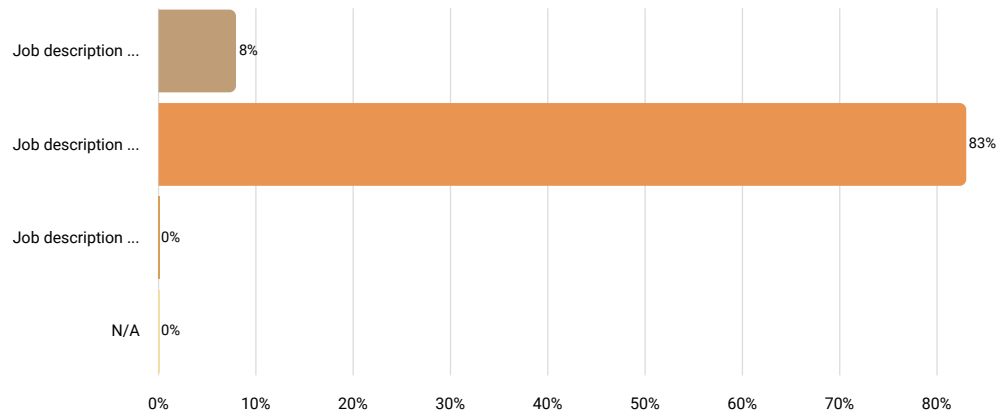
Research, develop, implement, test, and review an organization's information security in order to protect information and prevent unauthorized access.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 8 times

Skipped 4 times

Text input

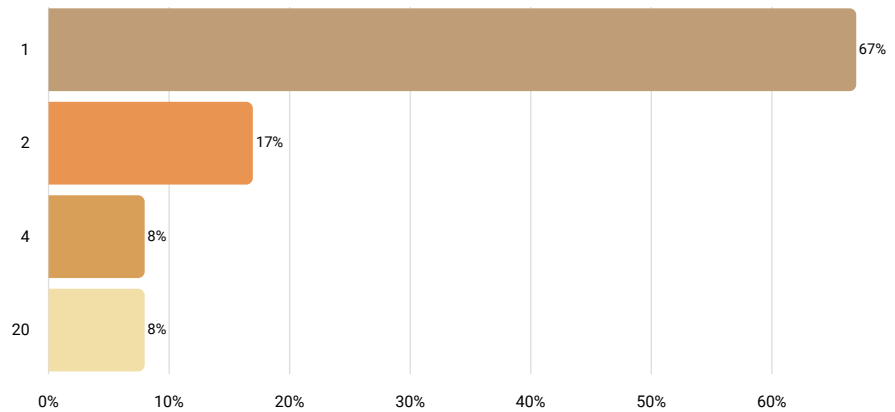
Results	
cybersecurity analyst	2
it director	1
information systems security officer	1
it security officer	1
it specialist	1
cyber computer scientist	1
information sys sec officer	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



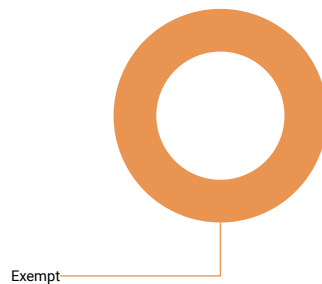
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	3
Median	1
Standard deviation	5.43
Total/sum	36

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



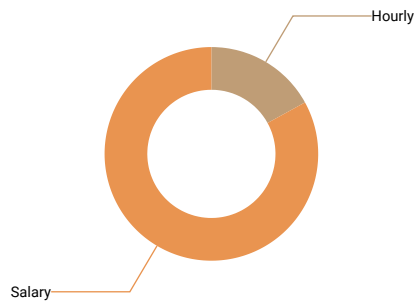
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	\$41,840.00	\$46,000.00	\$57,212.80	\$81,099.20	\$102,000.00	\$65,260.88	\$57,212.80	\$
Pay Range Maximum Salary	10	\$48,000.00	\$100,817.60	\$127,500.00	\$146,198.85	\$158,150.00	\$116,082.69	\$127,500.00	\$
Actual Lowest Base Salary	10	\$45,500.00	\$55,000.00	\$98,446.40	\$110,000.00	\$124,356.00	\$88,372.28	\$98,446.40	\$
Actual Average Base Salary	10	\$45,500.00	\$82,000.00	\$107,008.80	\$115,592.00	\$134,223.50	\$97,193.18	\$107,008.80	\$
Actual Highest Base Salary	10	\$45,500.00	\$90,875.20	\$109,000.00	\$135,000.00	\$157,591.50	\$108,107.58	\$109,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Network Engineer

Job description

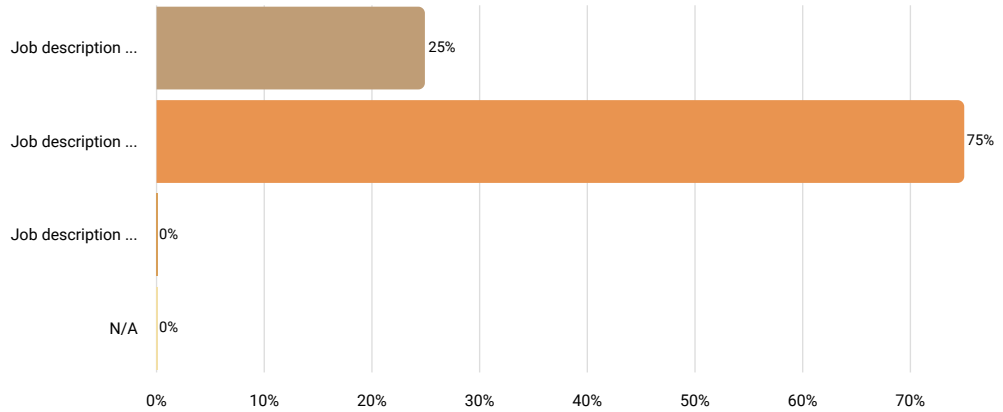
Maintain and administer computer networks and related computing environments including systems software, applications software, hardware, and con1
Protect data, software, and hardware by coordinating, planning, and implementing network security measures.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



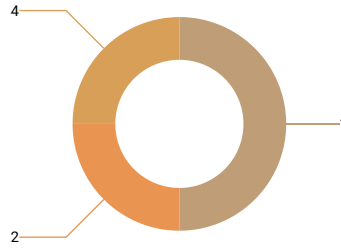
Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	2
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



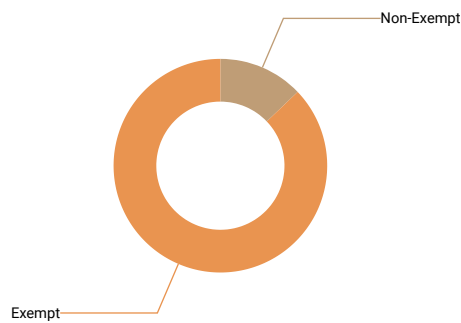
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	4
Mean	2
Median	1.5
Standard deviation	1.31
Total/sum	16

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



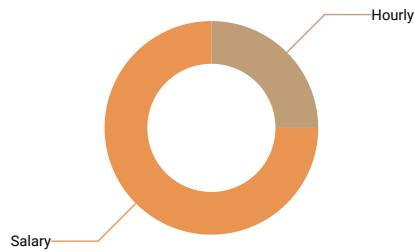
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$35,360.00	\$66,560.00	\$89,687.30	\$108,264.00	\$145,000.00	\$89,093.10	\$89,687.30	\$
Actual Average Base Salary	6	\$36,400.00	\$66,560.00	\$98,512.84	\$130,583.00	\$145,000.00	\$95,928.11	\$98,512.84	\$
Actual Highest Base Salary	6	\$37,400.00	\$66,560.00	\$107,102.50	\$145,000.00	\$155,000.00	\$103,027.50	\$107,102.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Program Analyst

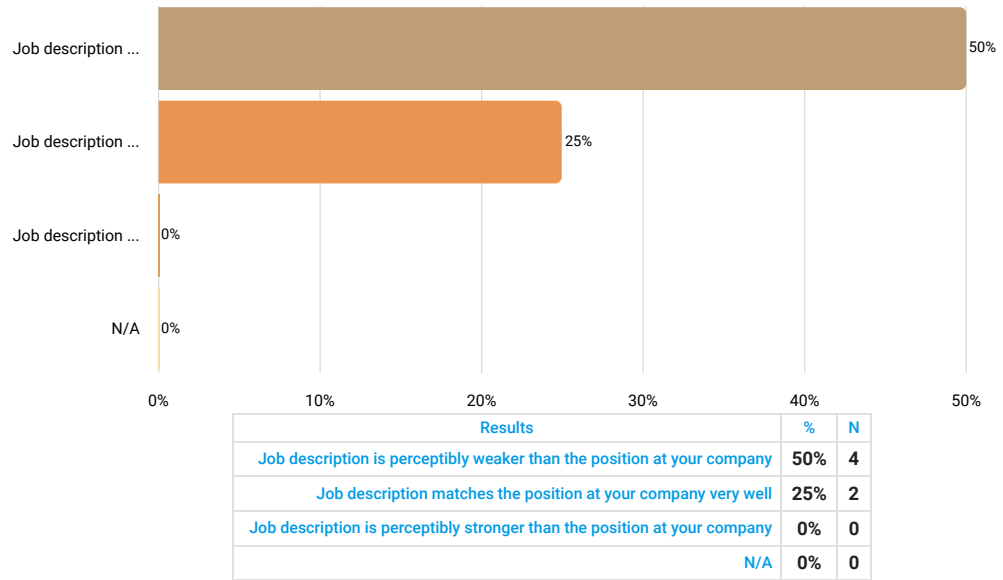
Job description Accomplishes software requirements by developing and maintaining applications and databases.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times

Skipped 3 times

Text input

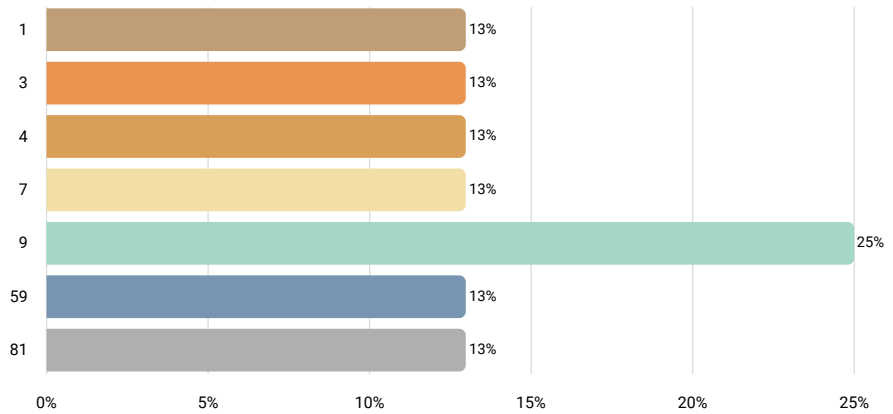
Results	
program analyst or senior program analyst	1
senior program analyst, program analyst	1
analyst (entry-sme)	1
system support specialist iii	1
all source analyst; budget analyst, business program analyst, cyber security analyst, depo jr. program analyst, ground station ops analyst, hardware monitor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

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



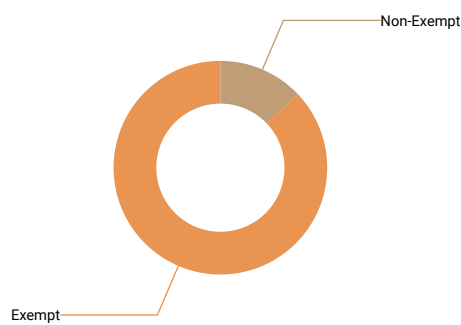
Statistics	
10th percentile	1
25th percentile	3.5
50th percentile	8
75th percentile	34
90th percentile	81
Mean	21.63
Median	8
Standard deviation	30.56
Total/sum	173

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



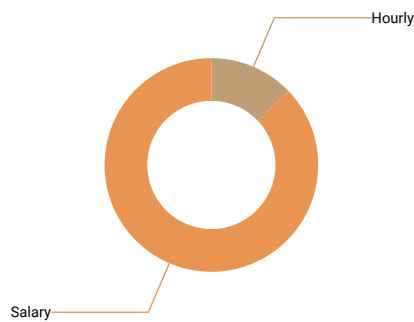
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	\$48,000.00	\$56,009.00	\$65,000.00	\$103,560.85	\$107,952.00	\$76,500.48	\$65,000.00	\$
Actual Average Base Salary	7	\$70,000.00	\$90,928.97	\$103,189.44	\$114,432.36	\$218,400.00	\$115,247.94	\$103,189.44	\$
Actual Highest Base Salary	6	\$97,136.00	\$110,890.00	\$124,171.88	\$150,072.00	\$196,903.20	\$133,890.82	\$124,171.88	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Software Developer

Job description

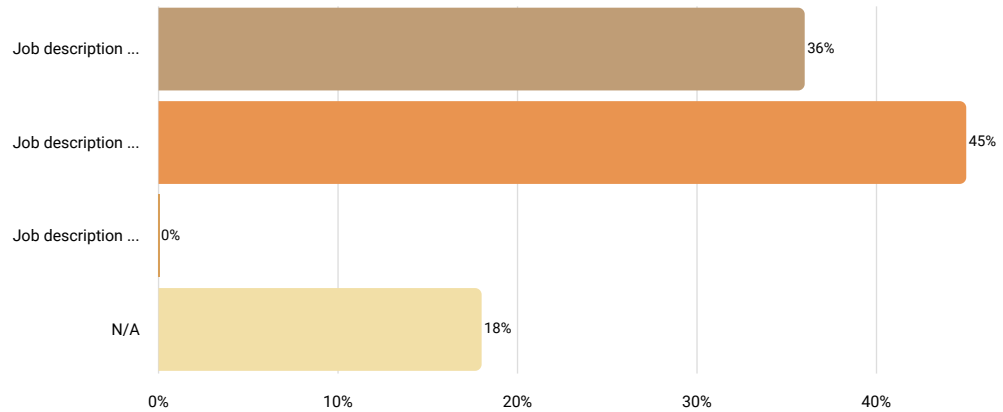
Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, comm aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements.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

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



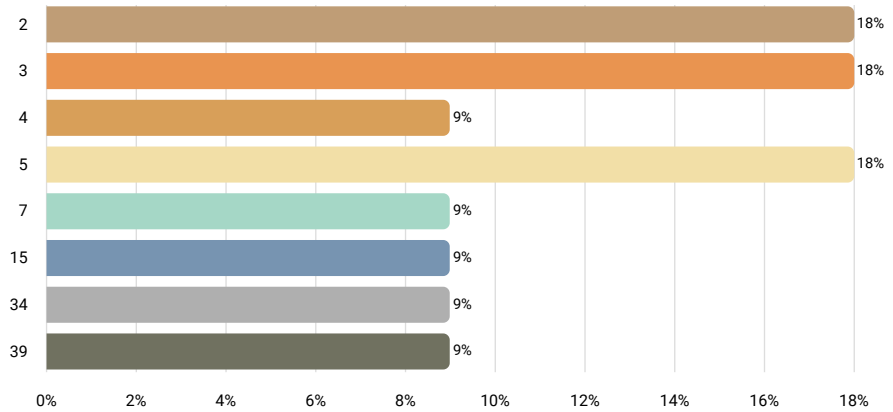
Results		
	%	N
Job description is perceptibly weaker than the position at your company	36%	4
Job description matches the position at your company very well	45%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	18%	2

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



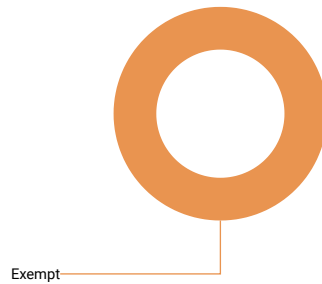
Statistics	
10th percentile	2
25th percentile	3
50th percentile	5
75th percentile	15
90th percentile	34
Mean	10.82
Median	5
Standard deviation	13.25
Total/sum	119

FLSA Status

Answered 11 times

Skipped 0 times

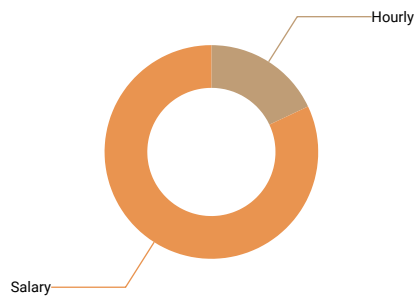
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	18%	2
Salary	82%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	7	\$27,500.00	\$43,231.00	\$60,000.00	\$95,000.00	\$130,540.80	\$68,295.97	\$60,000.00	\$
Pay Range Maximum Salary	7	\$80,000.00	\$89,300.00	\$120,000.00	\$154,544.00	\$192,112.00	\$125,399.14	\$120,000.00	\$
Actual Lowest Base Salary	8	\$61,800.00	\$61,900.00	\$67,824.00	\$90,069.00	\$138,985.60	\$80,046.45	\$67,824.00	\$
Actual Average Base Salary	8	\$72,000.00	\$81,662.50	\$92,512.80	\$105,707.35	\$141,065.60	\$96,603.86	\$92,512.80	\$
Actual Highest Base Salary	8	\$72,000.00	\$93,575.00	\$111,846.60	\$135,572.80	\$192,112.00	\$118,262.60	\$111,846.60	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

System Analyst

Job description

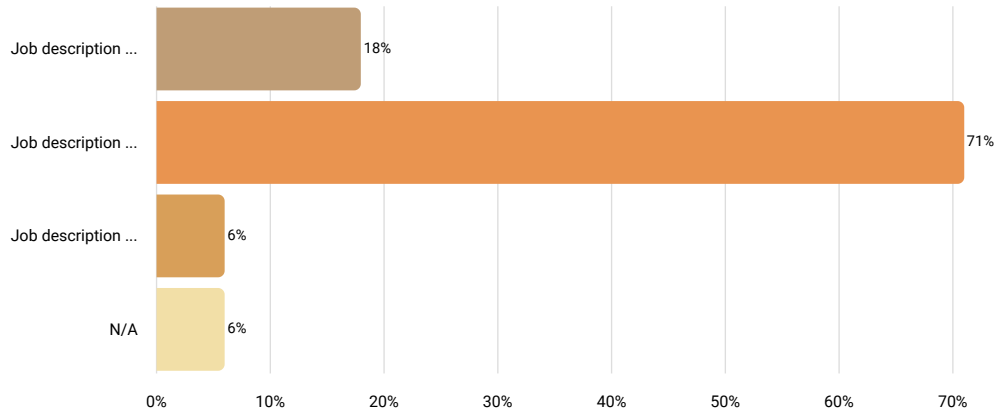
Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, p problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recon commercially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

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	3
Job description matches the position at your company very well	71%	12
Job description is perceptibly stronger than the position at your company	6%	1
N/A	6%	1

Job Title (if different than above)

Answered 11 times

Skipped 6 times

Text input

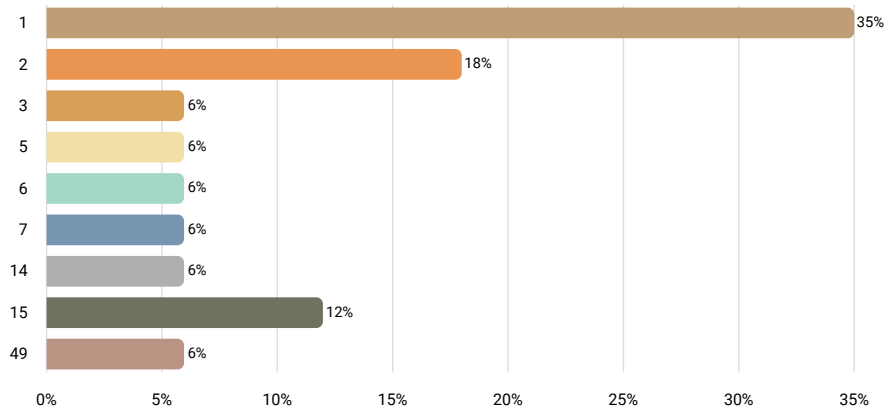
Results	
it programmer analysisist , it user support specialist, data analyst	1
member technical staff	1
computer systems analyst	1
senior systems analyst	1
system analyst iv	1
analyst i-vii	1
sap specialist	1
system test/analyst (entry-sme)	1
analyst	1
integrated sys analysis op 1d	1
platform integrator	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



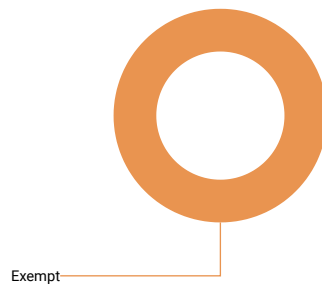
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	15
Mean	7.41
Median	2
Standard deviation	11.86
Total/sum	126

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



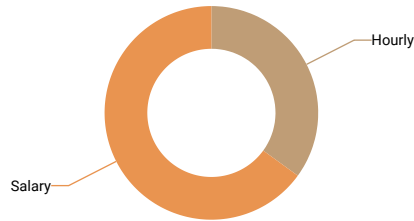
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	35%	6
Salary	65%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$17.12	\$27.00	\$29.66	\$36.00	\$49.38	\$31.47	\$29.66
Pay Range Maximum Rate	6	\$36.00	\$62.50	\$88.30	\$99.87	\$102.50	\$79.58	\$88.30
Actual Lowest Base Rate	6	\$22.25	\$27.90	\$34.21	\$36.00	\$62.90	\$36.25	\$34.21
Actual Average Base Rate	6	\$36.00	\$51.79	\$56.00	\$63.82	\$74.55	\$56.36	\$56.00
Actual Highest Base Rate	6	\$36.00	\$72.72	\$82.34	\$86.20	\$98.00	\$76.27	\$82.34
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary	8	\$45,302.00	\$54,741.60	\$64,253.64	\$73,960.70	\$129,896.35	\$70,138.78	\$64,253.64
Pay Range Maximum Salary	8	\$75,000.00	\$85,581.60	\$102,623.39	\$164,950.00	\$235,491.90	\$127,100.24	\$102,623.39
Actual Lowest Base Salary	10	\$55,743.80	\$63,752.00	\$73,074.40	\$98,501.00	\$136,601.50	\$85,077.24	\$73,074.40
Actual Average Base Salary	10	\$63,797.60	\$75,544.00	\$107,500.00	\$113,659.00	\$137,849.50	\$101,800.62	\$107,500.00
Actual Highest Base Salary	10	\$67,354.40	\$87,880.00	\$116,504.00	\$156,062.40	\$165,358.50	\$118,649.72	\$116,504.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

Business Analyst

Job description

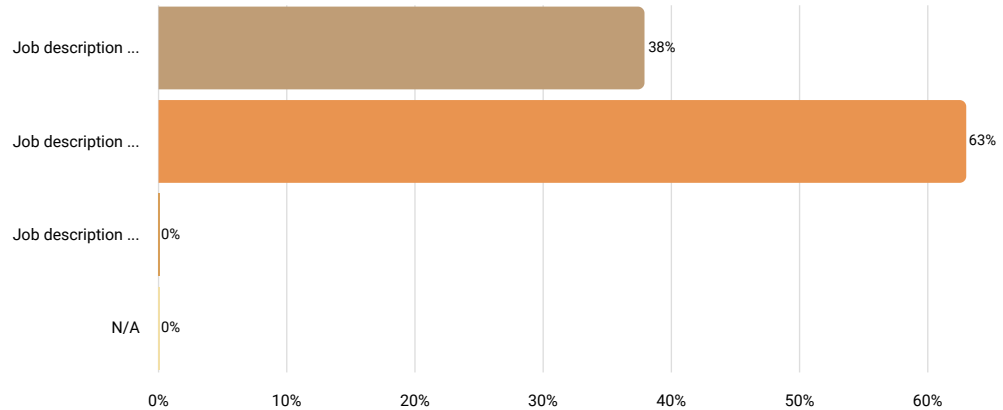
Analyze and document business processes or systems, assessing the business model or its integration with technology. May also guide the organization processes, products, services and software through data analysis.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times

Skipped 1 times

Text input

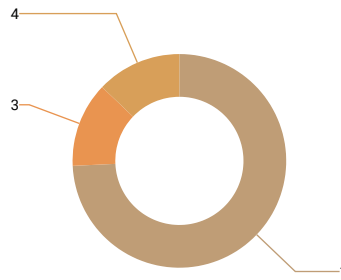
Results	
consulting bus analyst	1
business development/technicalspecialist	1
budget analyst	1
business operations manager	1
business analyst	1
business systems analysis	1
program integrator	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



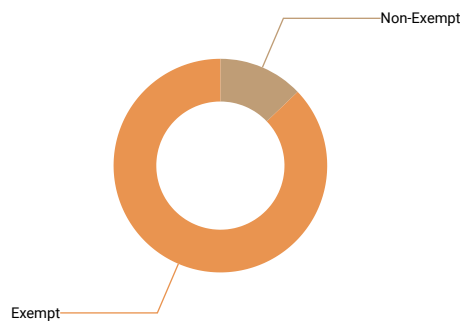
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.63
Median	1
Standard deviation	1.19
Total/sum	13

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



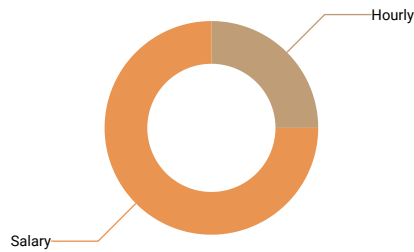
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$56,160.00	\$70,075.20	\$78,460.50	\$82,500.00	\$155,334.40	\$86,831.77	\$78,460.50	\$
Actual Average Base Salary	6	\$65,580.00	\$75,469.00	\$81,976.00	\$123,520.80	\$155,334.40	\$97,309.37	\$81,976.00	\$
Actual Highest Base Salary	6	\$75,000.00	\$75,469.00	\$81,976.00	\$155,334.40	\$168,313.60	\$106,344.83	\$81,976.00	\$

Web Developer

Job description

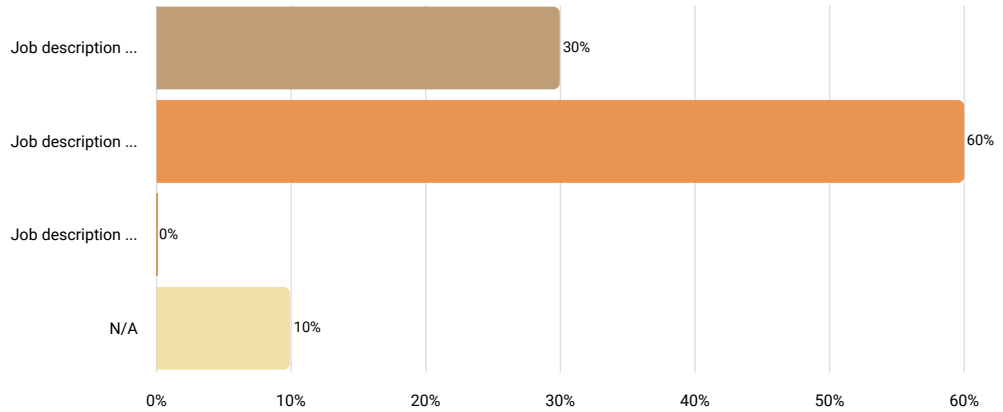
Responsible for designing, coding, and modifying websites, from layout to function and according to a client's specifications. Strive to create visually app that feature user-friendly design and clear navigation.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



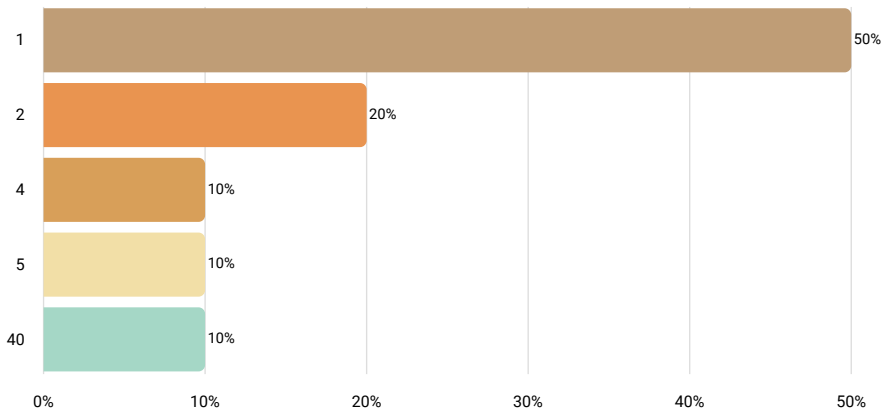
Results		
	%	N
Job description is perceptibly weaker than the position at your company	30%	3
Job description matches the position at your company very well	60%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	10%	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



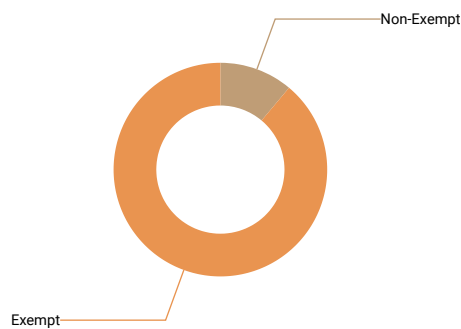
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	22.5
Mean	5.8
Median	1.5
Standard deviation	12.1
Total/sum	58

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



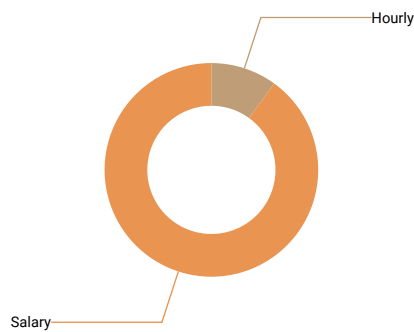
Results	%	N
Non-Exempt	10%	1
Exempt	80%	8

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	\$41,147.35	\$41,200.00	\$45,318.00	\$70,000.00	\$104,000.00	\$60,333.07	\$45,318.00	\$
Pay Range Maximum Salary	5	\$67,977.00	\$120,000.00	\$152,000.00	\$155,869.35	\$164,300.00	\$132,029.27	\$152,000.00	\$
Actual Lowest Base Salary	7	\$41,200.00	\$60,500.00	\$72,390.00	\$86,000.00	\$154,530.00	\$80,052.00	\$72,390.00	\$
Actual Average Base Salary	7	\$64,000.00	\$69,345.00	\$81,744.00	\$93,994.87	\$154,530.00	\$88,785.12	\$81,744.00	\$
Actual Highest Base Salary	7	\$64,000.00	\$81,744.00	\$91,800.00	\$124,317.54	\$154,530.00	\$101,341.65	\$91,800.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.5 Production Positions

The survey received sufficient data for the following job titles:

Electrical/Electronic Assembler
Mechanical Assembler
Assembler, General
CNC Operator
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

Electrical/Electronic Assembler

Job description

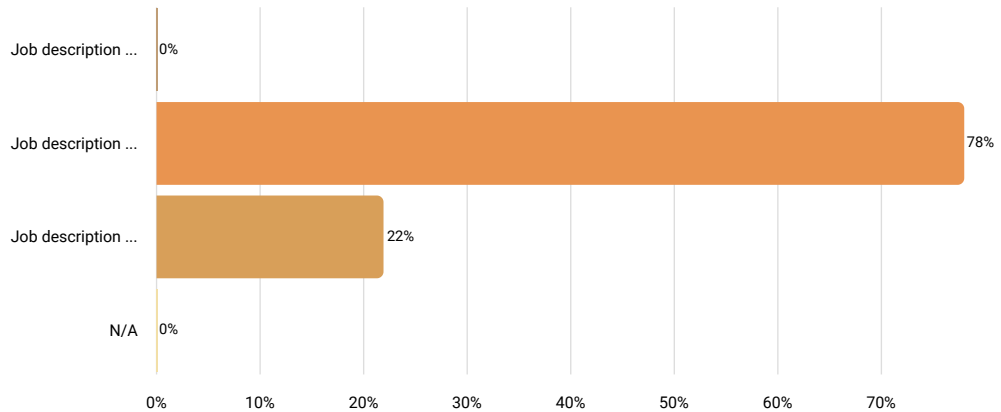
Assembles electrical or electronic systems and support structures; install components, units, subassemblies, wiring, and assembly casings, using rivets, soldering and micro-welding equipment.

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

Answered 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	22%	2
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 4 times

Text input

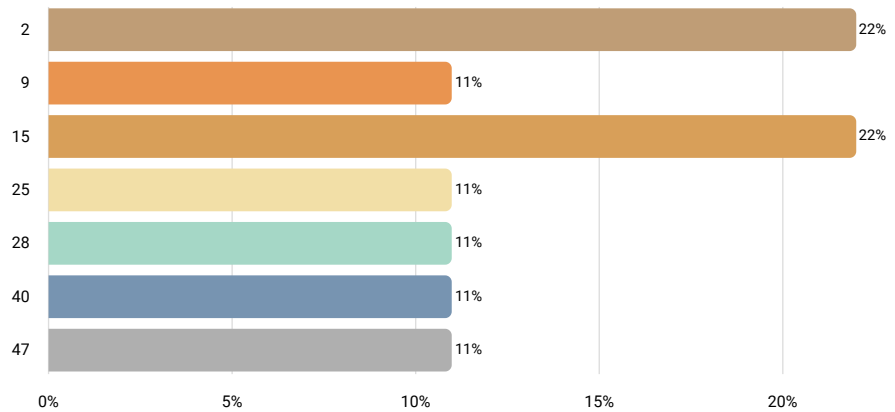
Results	
production operator	1
electrical mechanic	1
test operator	1
electrical assembler i - iii	1
electrical assembler i, ii, iii, iv	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



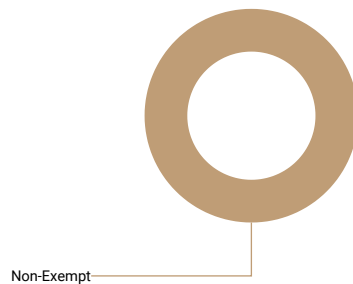
Statistics	
10th percentile	2
25th percentile	9
50th percentile	15
75th percentile	28
90th percentile	47
Mean	20.33
Median	15
Standard deviation	15.95
Total/sum	183

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



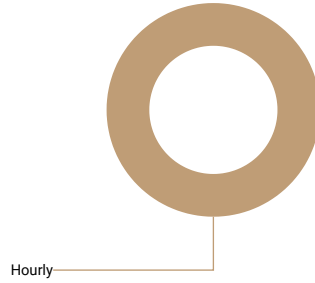
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

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	\$11.00	\$14.00	\$15.00	\$15.50	\$19.00	\$14.92	\$15.00
Pay Range Maximum Rate	6	\$19.50	\$20.64	\$21.50	\$28.46	\$32.00	\$23.93	\$21.50
Actual Lowest Base Rate	9	\$11.00	\$14.00	\$15.00	\$18.00	\$26.71	\$16.49	\$15.00
Actual Average Base Rate	9	\$13.89	\$16.16	\$17.00	\$20.25	\$31.23	\$19.22	\$17.00
Actual Highest Base Rate	9	\$16.90	\$18.15	\$21.00	\$22.93	\$37.59	\$22.50	\$21.00
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

Mechanical Assembler

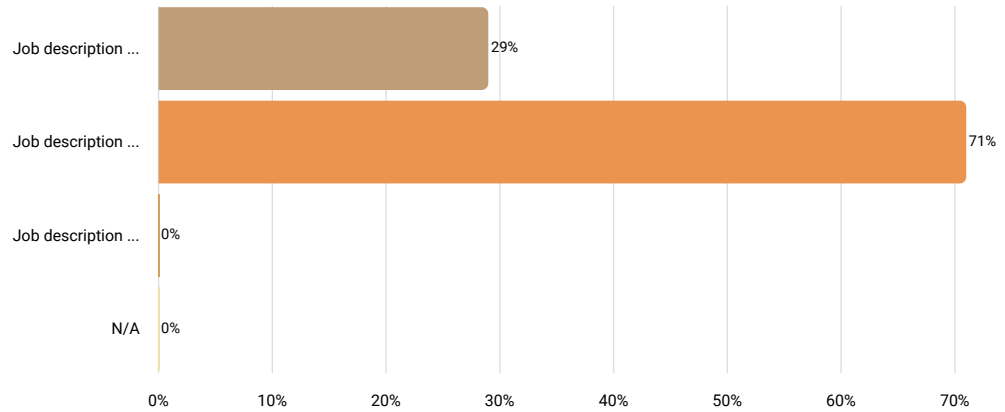
Job description Assembles small mechanical parts and subassemblies. Combines subassemblies into final assemblies.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



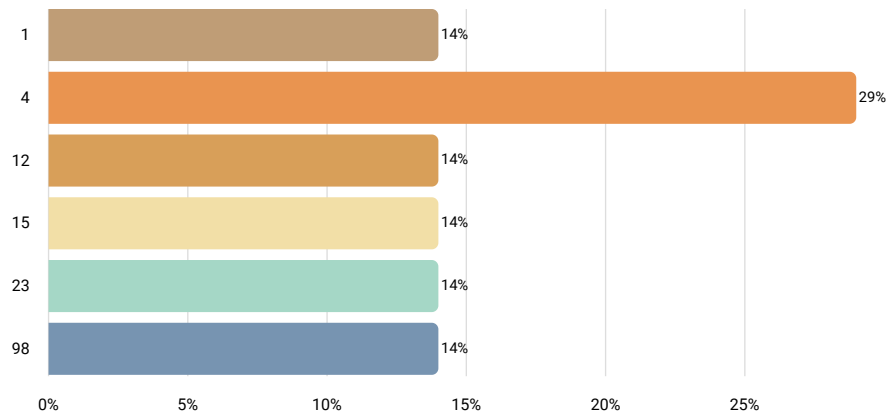
Results		%	N
Job description is perceptibly weaker than the position at your company		29%	2
Job description matches the position at your company very well		71%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



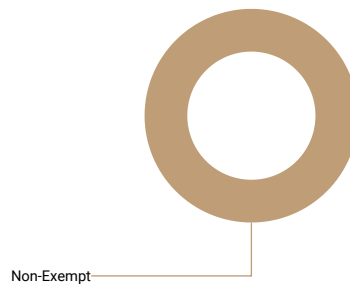
Statistics	
10th percentile	1
25th percentile	4
50th percentile	12
75th percentile	23
90th percentile	98
Mean	22.43
Median	12
Standard deviation	34.19
Total/sum	157

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



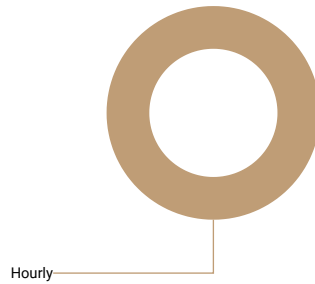
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$13.00	\$13.98	\$15.25	\$16.43	\$21.16	\$15.84	\$15.25
Pay Range Maximum Rate	6	\$16.45	\$19.50	\$21.50	\$32.63	\$33.61	\$24.20	\$21.50
Actual Lowest Base Rate	7	\$13.00	\$13.98	\$16.50	\$20.10	\$20.31	\$16.77	\$16.50
Actual Average Base Rate	7	\$15.00	\$15.20	\$17.94	\$24.17	\$26.42	\$19.04	\$17.94
Actual Highest Base Rate	7	\$16.84	\$18.00	\$19.52	\$27.30	\$34.73	\$22.42	\$19.52
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$0.00	\$3.00	\$5.00	\$5.00	\$5.00	\$3.60	\$5.00

Assembler, General

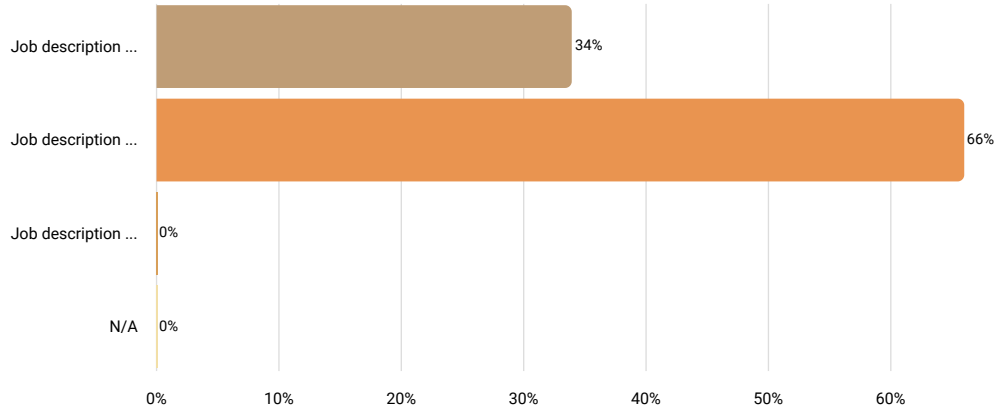
Job description Use this job title for assembly workers other than electrical/electronic or mechanical assemblers.

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

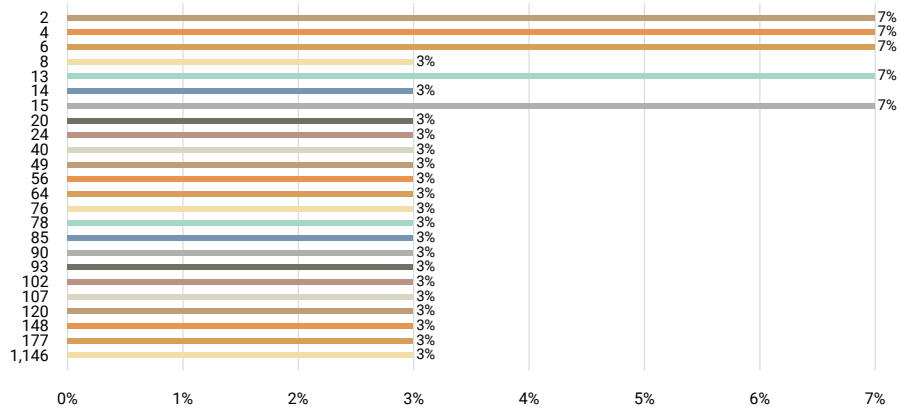
Results	
utility	1
production operator	1
operator technician i and ii	1
production assembler	1
production associate	1
assembler/operator	1
assembler i	1
assembler	1
general assembly	1
solderer	1
production associate	1
operator	1
powder coating operator	1
tech - electrical assembly i - ii	1
assembly operator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

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



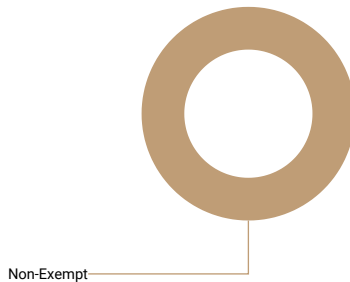
Statistics	
10th percentile	4
25th percentile	13
50th percentile	40
75th percentile	90
90th percentile	148
Mean	88.86
Median	40
Standard deviation	208.99
Total/sum	2,577

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



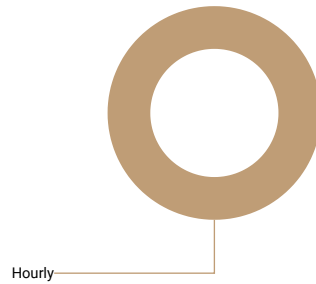
Results	%	N
Non-Exempt	100%	29
Exempt	0%	0

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

CNC Operator

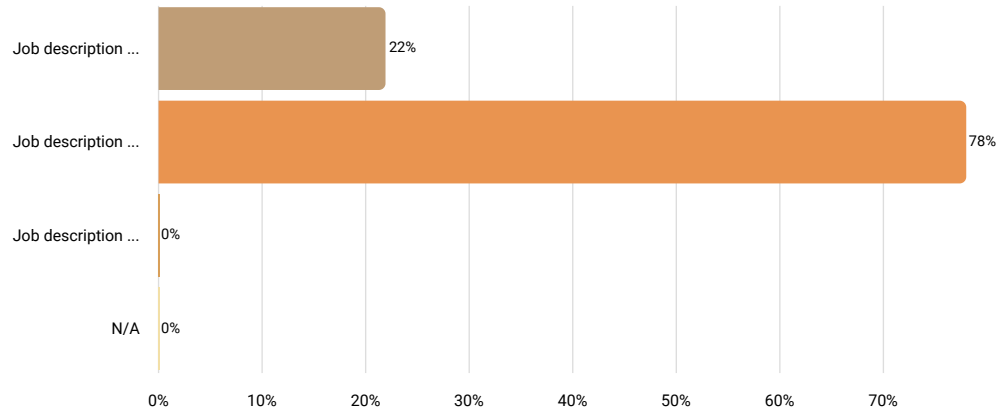
Job description Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	22%	4
Job description matches the position at your company very well	78%	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 11 times

Text input

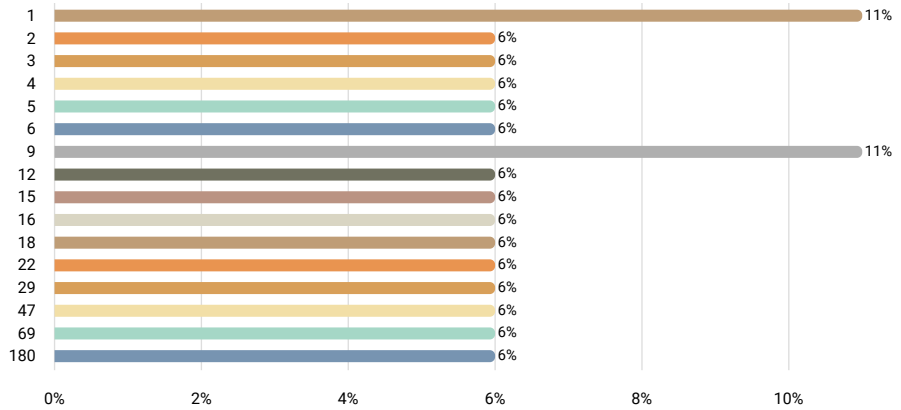
Results	Count
operator i	1
operation technician ii	1
machinist	1
bending machine operator/setup	1
machinist i - iii	1
we have 2 job titles in this category - cnc production operator & robotic technician	1
cnc machinist	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



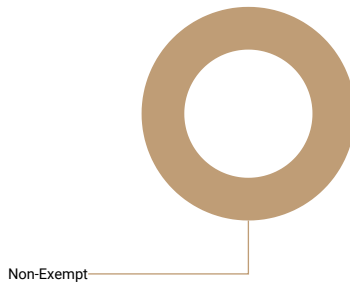
Statistics	
10th percentile	1
25th percentile	4
50th percentile	10.5
75th percentile	22
90th percentile	69
Mean	24.89
Median	10.5
Standard deviation	42.53
Total/sum	448

FLSA Status

Answered 18 times

Skipped 0 times

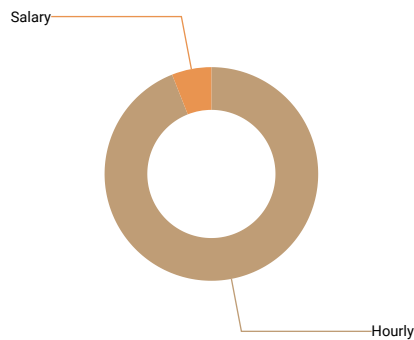
Select one answer (radio button)



Results	%	N
Non-Exempt	100%	18
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	94%	17
Salary	6%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	17	\$15.00	\$15.00	\$18.70	\$20.00	\$21.54	\$18.05	\$18.70
Pay Range Maximum Rate	17	\$19.75	\$21.12	\$25.00	\$35.00	\$46.87	\$29.71	\$25.00
Actual Lowest Base Rate	16	\$15.42	\$16.00	\$18.50	\$20.38	\$24.27	\$19.11	\$18.50
Actual Average Base Rate	16	\$16.50	\$18.27	\$21.52	\$25.49	\$29.67	\$22.08	\$21.52
Actual Highest Base Rate	16	\$16.72	\$21.00	\$24.13	\$32.84	\$38.00	\$27.44	\$24.13
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$3.00	\$4.00	\$4.00	\$5.00	\$5.00	\$4.17	\$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)								

Machine Tool Operator

Job description

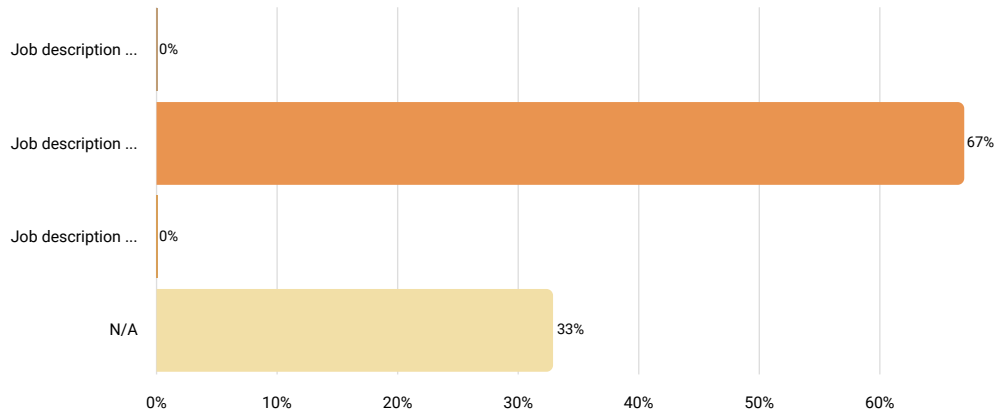
Set up, operate, or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone, or polish n work pieces.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



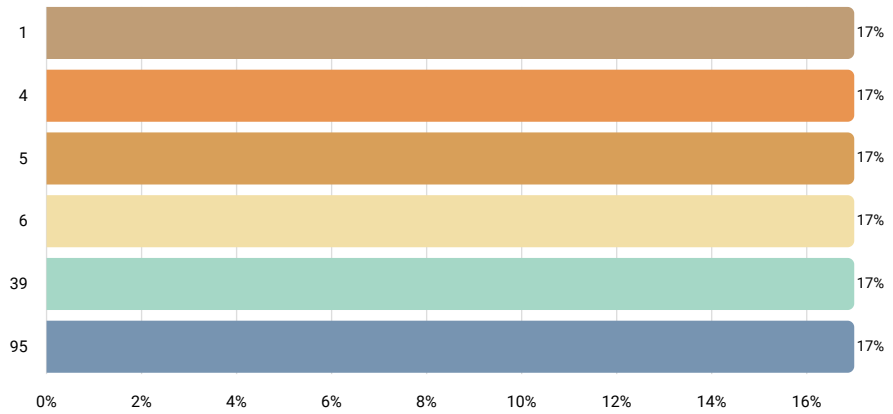
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	33%	2

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



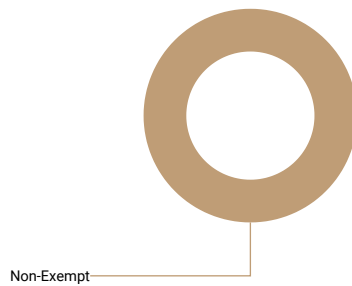
Statistics	
10th percentile	1
25th percentile	4
50th percentile	5.5
75th percentile	39
90th percentile	95
Mean	25
Median	5.5
Standard deviation	37.08
Total/sum	150

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



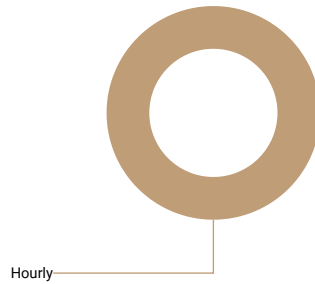
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

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)								

Chemical Operator

Job description

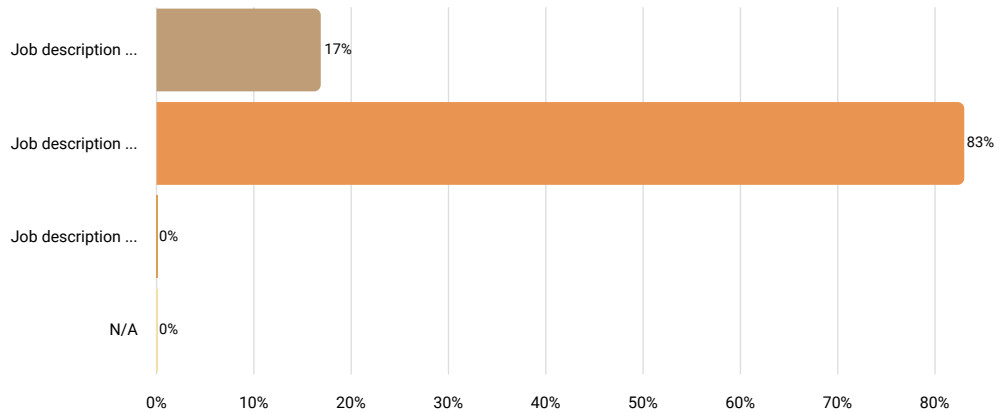
Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devu steam-jacketed kettles, and reactor vessels. Exclude "Chemical Plant and System Operators".

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



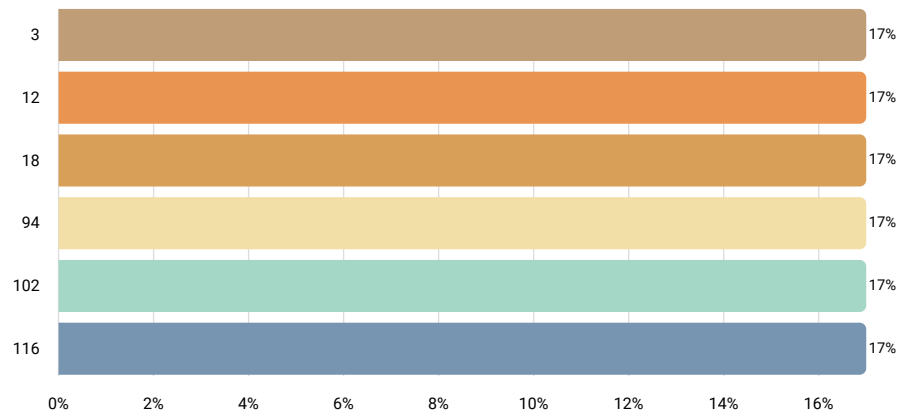
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



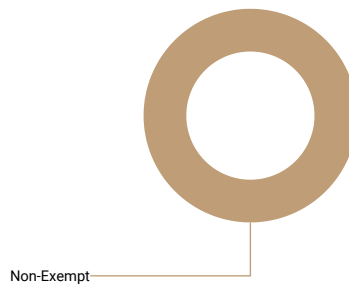
Statistics	
10th percentile	3
25th percentile	12
50th percentile	56
75th percentile	102
90th percentile	116
Mean	57.5
Median	56
Standard deviation	51.64
Total/sum	345

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



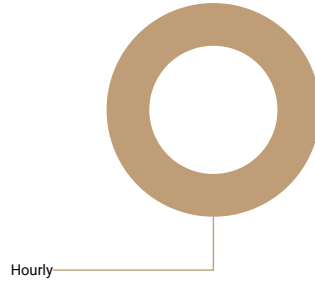
Results	%	N
Non-Exempt	83%	5
Exempt	0%	0

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)								

Packaging Operator

Job description

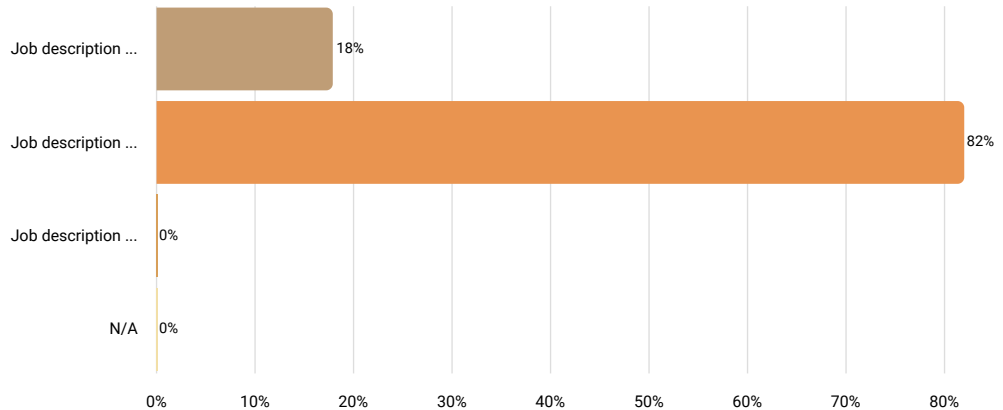
Operate or tend machines to prepare industrial or consumer products for storage or shipment. Include cannery workers who pack food products.

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

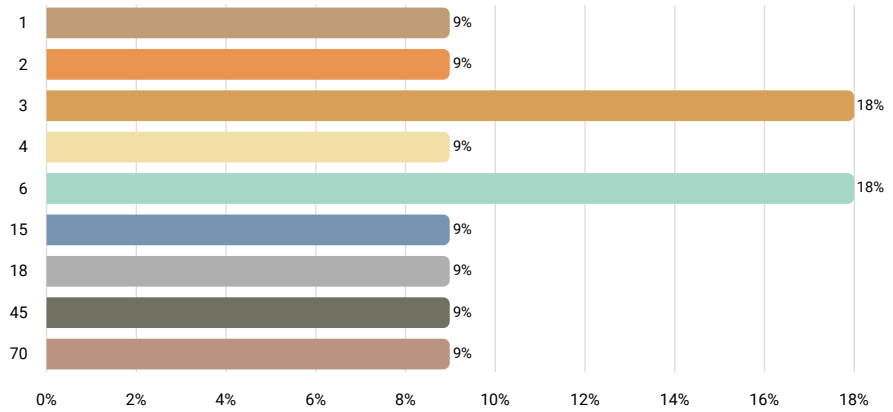
Results	
packaging operator	1
packager	1
finishing operator	1
stacker / baler / strapping operator	1
assembly and packaging process operator	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



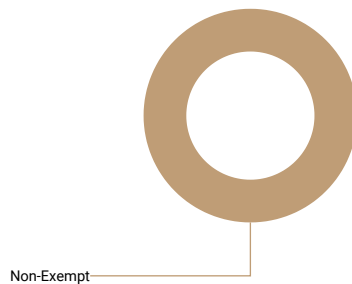
Statistics	
10th percentile	2
25th percentile	3
50th percentile	6
75th percentile	18
90th percentile	45
Mean	15.73
Median	6
Standard deviation	22.05
Total/sum	173

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



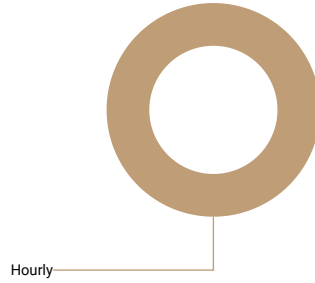
Results	%	N
Non-Exempt	91%	10
Exempt	0%	0

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

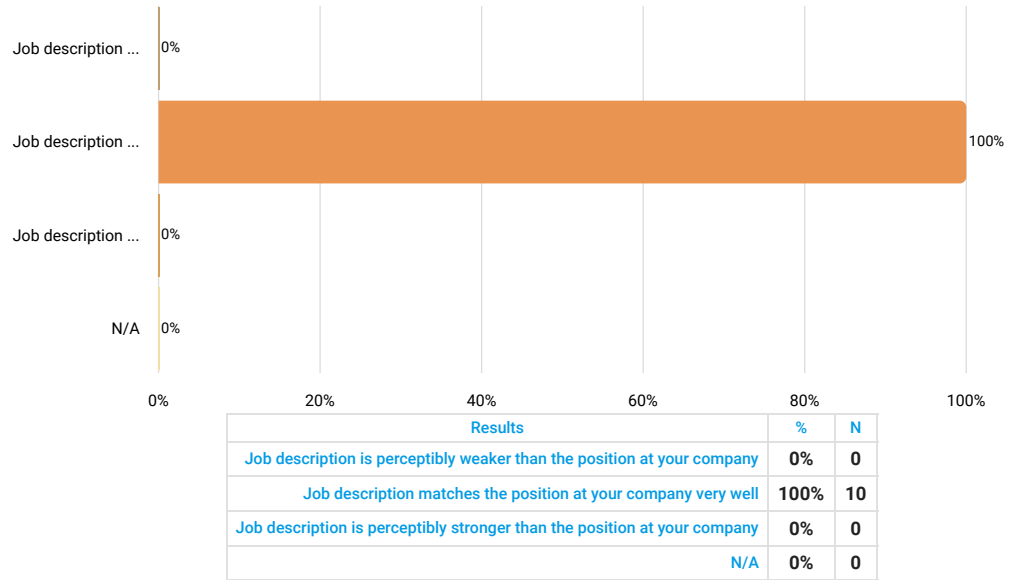
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	\$11.00	\$15.73	\$18.26	\$19.63	\$24.02	\$17.62	\$18.26
Pay Range Maximum Rate	9	\$16.19	\$18.26	\$21.00	\$23.00	\$32.51	\$21.64	\$21.00
Actual Lowest Base Rate	10	\$12.64	\$17.00	\$17.88	\$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)								

Molding Machine Operator

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

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

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



Job Title (if different than above)

Answered 6 times
 Skipped 4 times
 Text input

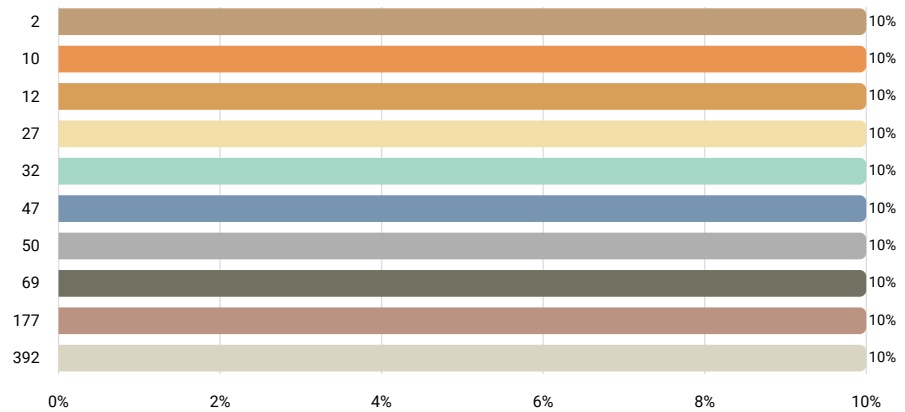
Results	
die cast operator	1
production operator	1
molding operator	1
plastic manufacturing technician	1
press operator	1
tech ii step 5 setup operator	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



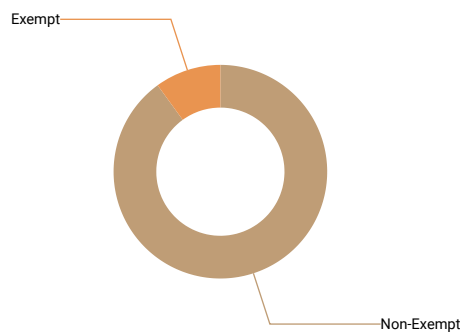
Statistics	
10th percentile	6
25th percentile	12
50th percentile	39.5
75th percentile	69
90th percentile	284.5
Mean	81.8
Median	39.5
Standard deviation	119.98
Total/sum	818

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



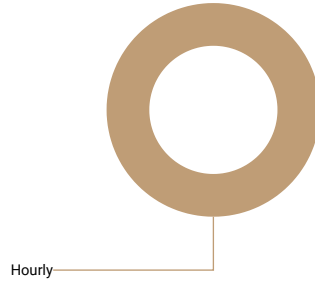
Results	%	N
Non-Exempt	90%	9
Exempt	10%	1

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)								

Saw Operator

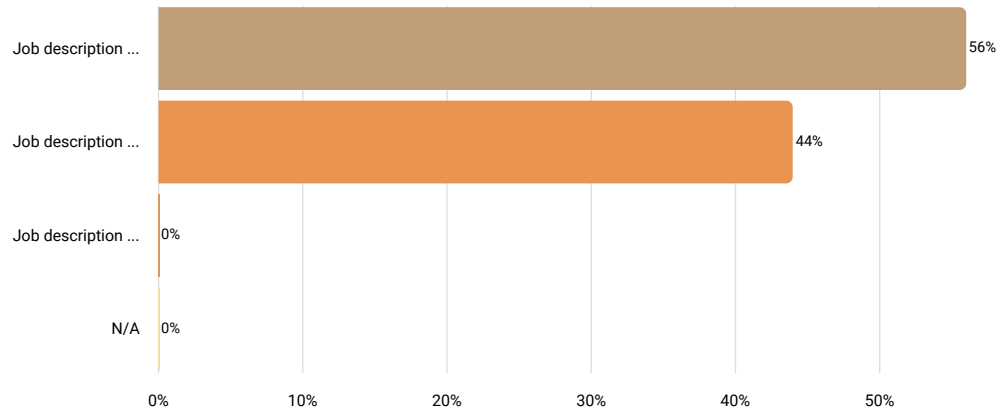
Job description Operates machines to cut various types of material to specifications.

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

Answered 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 5 times

Skipped 4 times

Text input

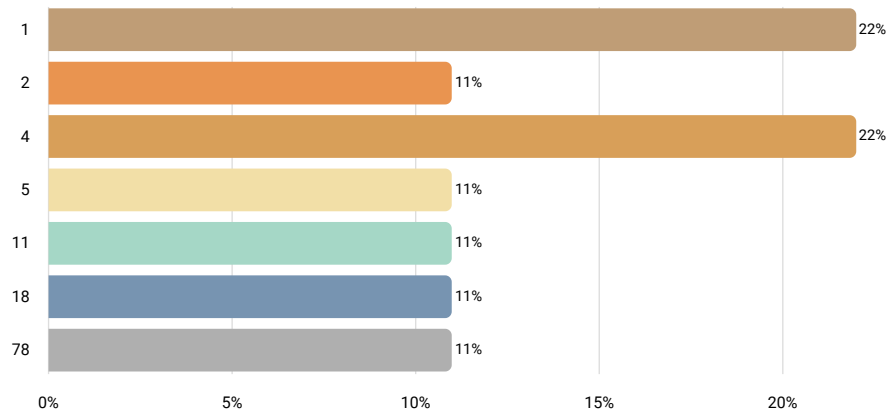
Results	
skid builder	1
operation technician i	1
sawline operator	1
sawyer	1
carpenter	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



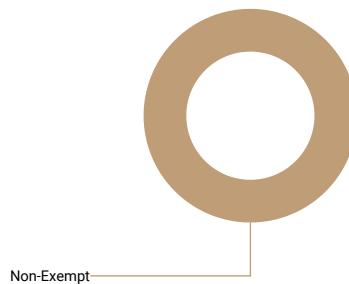
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	11
90th percentile	78
Mean	13.78
Median	4
Standard deviation	24.71
Total/sum	124

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



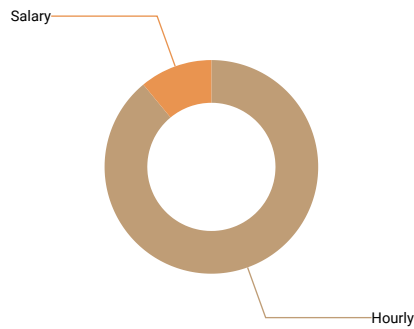
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	89%	8
Salary	11%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	\$13.64	\$15.00	\$16.63	\$18.26	\$20.23	\$16.71	\$16.63
Pay Range Maximum Rate	8	\$16.39	\$19.57	\$20.12	\$23.75	\$29.59	\$21.61	\$20.12
Actual Lowest Base Rate	8	\$14.96	\$16.25	\$17.75	\$19.85	\$22.00	\$18.08	\$17.75
Actual Average Base Rate	8	\$15.44	\$17.53	\$18.80	\$20.79	\$22.00	\$18.96	\$18.80
Actual Highest Base Rate	8	\$16.39	\$18.75	\$20.12	\$21.75	\$28.86	\$20.81	\$20.12
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)	5	\$0.00	\$750.00	\$1,000.00	\$1,359.00	\$2,500.00	\$1,121.80	\$1,000.00
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)								

Production/Machine Operator

Job description

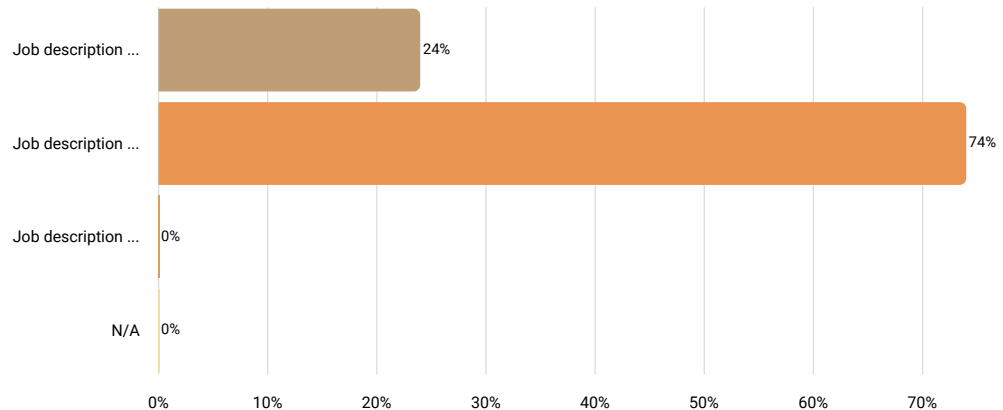
All other operators not included in previous Operator categories. Operates more than one classification of machines. May assist with machine set up, pac completion of finished products as well as inspecting work.

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

Answered 42 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	10
Job description matches the position at your company very well	74%	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 21 times

Skipped 21 times

Text input

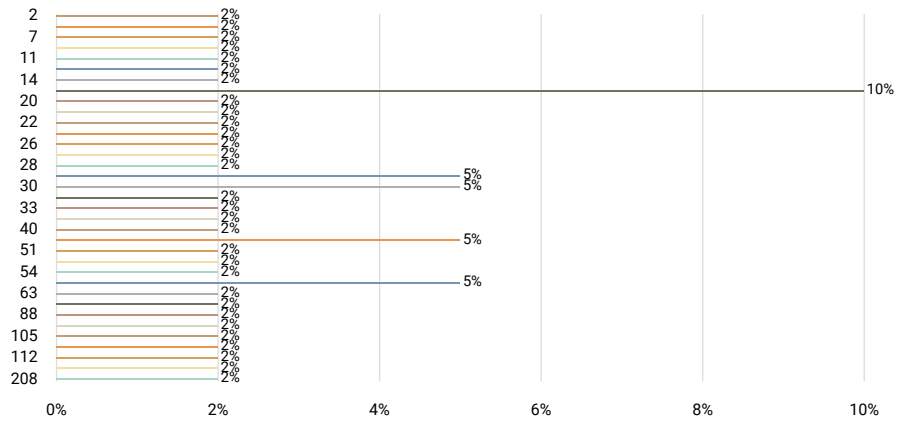
Results	
operator	3
machine operator	3
assistant operator	1
production technician	1
operator (multiple grades and roles)	1
packer	1
production level 2 & 3	1
operator technician i and ii	1
machinist	1
press operator, dryer operator, strapper operator, waferizer operator, t & g operator, techshield operator	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
machinist i, ii, iii, iv	1

Number of Employees Currently in This Position

Answered 42 times

Skipped 0 times

Number input



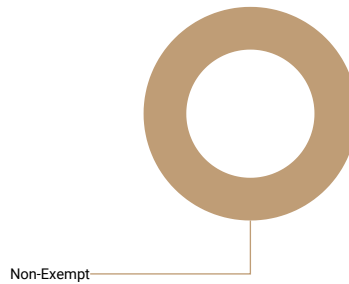
Statistics	
10th percentile	11
25th percentile	18
50th percentile	30
75th percentile	60
90th percentile	105
Mean	47.31
Median	30
Standard deviation	45.69
Total/sum	1,987

FLSA Status

Answered 42 times

Skipped 0 times

Select one answer (radio button)



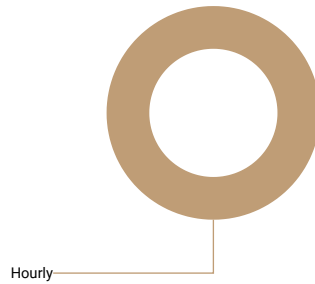
Results	%	N
Non-Exempt	98%	41
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 42 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	42
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	39	\$13.25	\$15.00	\$16.00	\$19.10	\$20.78	\$16.70	\$16.00
Actual Average Base Rate	40	\$15.73	\$16.88	\$18.60	\$21.60	\$25.24	\$19.52	\$18.60
Actual Highest Base Rate	39	\$17.69	\$19.00	\$21.33	\$26.20	\$32.50	\$23.22	\$21.33
If there is a step progression in place, enter the number of steps. If not, leave blank.	23	\$2.00	\$2.00	\$4.00	\$6.00	\$8.00	\$25.70	\$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

Tool and Die Maker

Job description

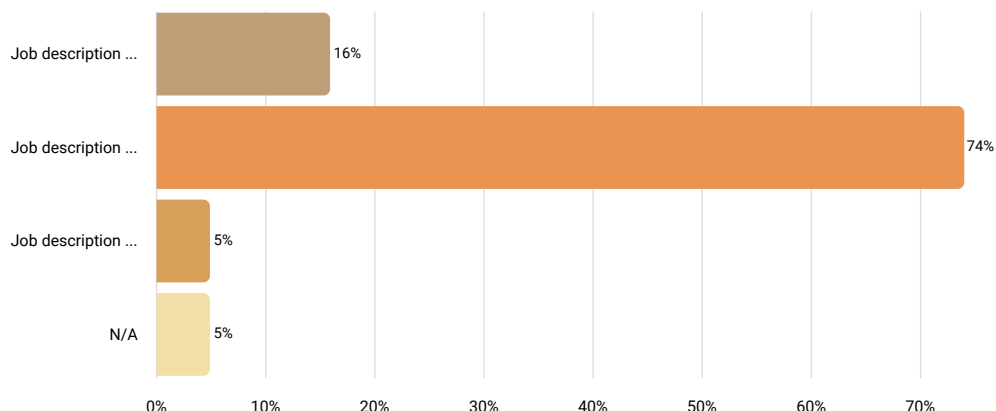
Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures and machinists' hand tools.

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

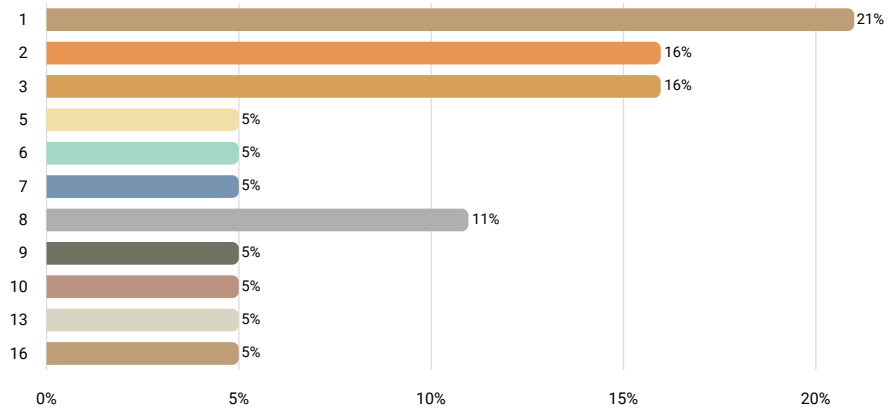
Results	
tooling technician	1
mold repair fixture fabricator	1
tool and die	1
mold maker, tooling technician, tooling trainee	1
fabrication tech - tool & die iii	1
tool maker	1
mold repair	1
automation engineer	1
toolmaker ii	1
tool & die maker/machinist	1
die maintenance team member	1
tool & die maker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

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



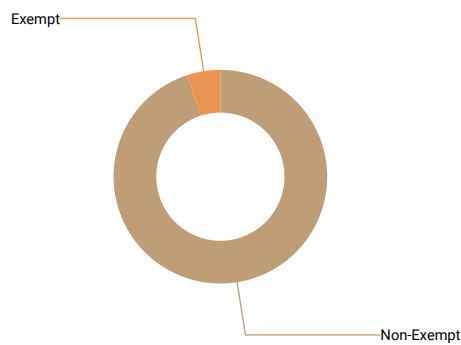
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	8
90th percentile	13
Mean	5.32
Median	3
Standard deviation	4.41
Total/sum	101

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



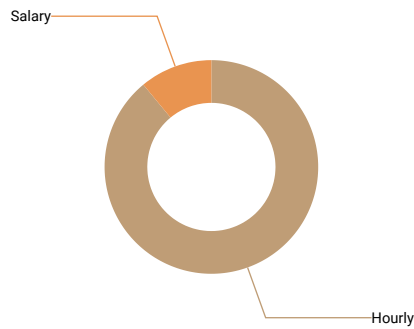
Results	%	N
Non-Exempt	95%	18
Exempt	5%	1

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)								

Tool Crib Attendant

Job description

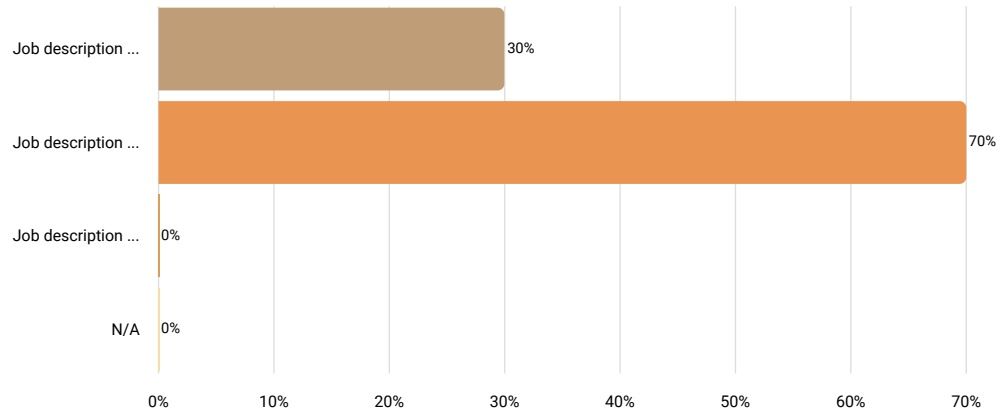
Receives, stores and issues all tools including dies and measurement tools; keeps up with inventory of tools and inspects tools for wear and defects.

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

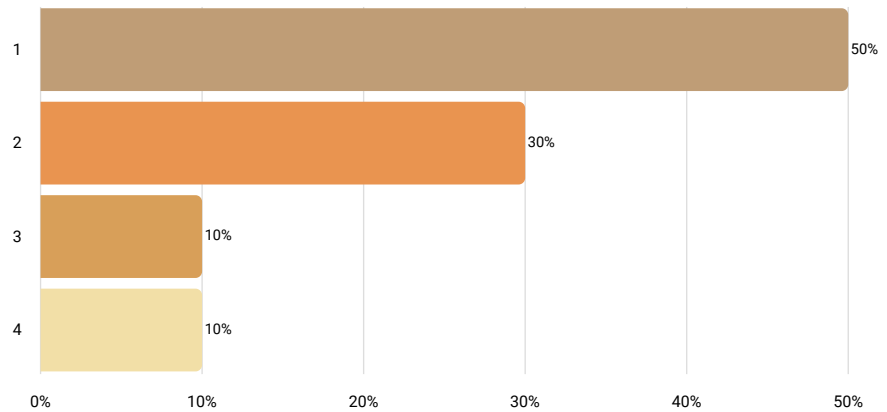
Results	
mro crib attendant	2
tool crib clerk	1
inventory control coordinator	1
aviation tool & parts attendant	1
purchasing associate	1
inventory control technician	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



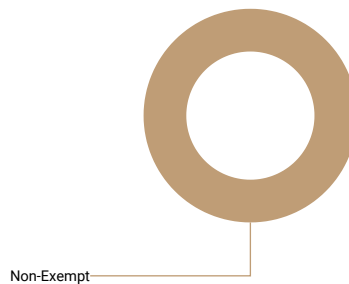
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	3.5
Mean	1.8
Median	1.5
Standard deviation	1.03
Total/sum	18

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



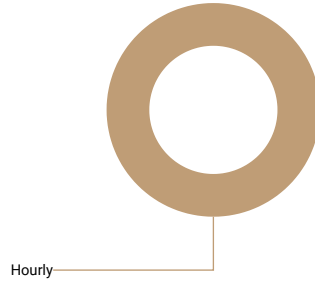
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

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)								

Production Painter

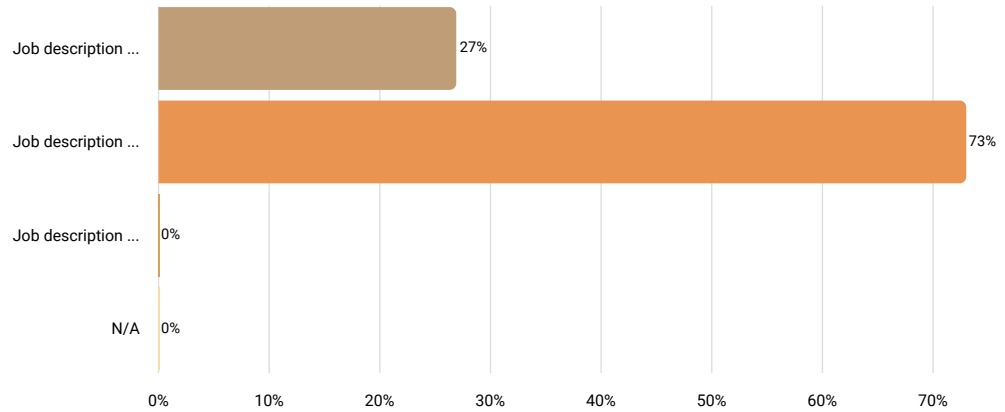
Job description Operate or tend painting machines to paint surfaces of various types of equipment, wood, metal or other fabricated items.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

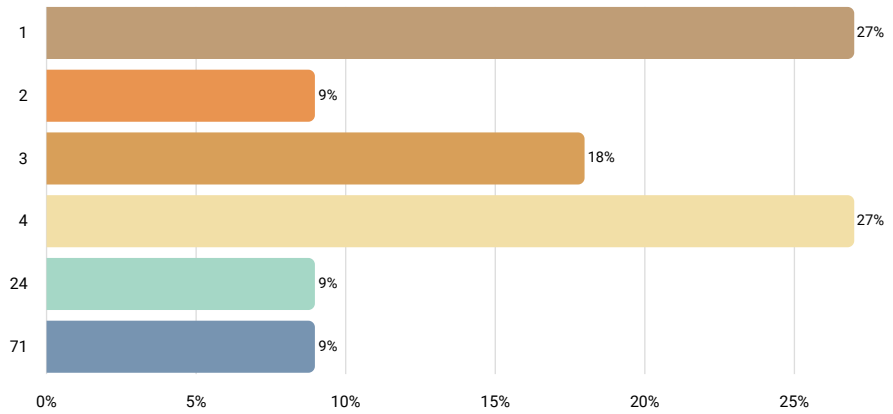
Results		
painter finisher	1	
paint technician, paint robot programmer	1	
painter ii	1	
painter i - iii, silk screen paint	1	
painter, i, ii, lead	1	
painter	1	

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



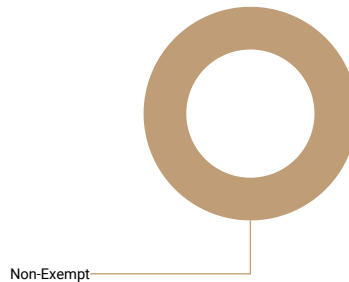
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	24
Mean	10.73
Median	3
Standard deviation	21.03
Total/sum	118

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



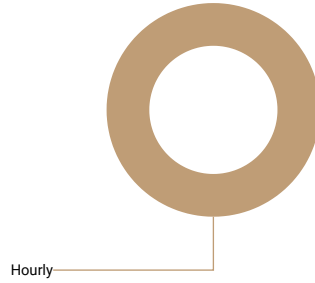
Results	%	N
Non-Exempt	100%	11
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	11
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	\$13.00	\$15.99	\$16.97	\$19.77	\$21.54	\$17.37	\$16.97
Pay Range Maximum Rate	10	\$18.25	\$18.56	\$22.02	\$29.59	\$33.11	\$24.10	\$22.02
Actual Lowest Base Rate	10	\$15.48	\$16.40	\$18.72	\$21.57	\$23.82	\$19.24	\$18.72
Actual Average Base Rate	9	\$15.46	\$18.17	\$22.78	\$24.89	\$25.50	\$21.04	\$22.78
Actual Highest Base Rate	10	\$15.48	\$18.49	\$22.30	\$25.00	\$28.40	\$22.04	\$22.30
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$2.00	\$3.00	\$3.00	\$4.00	\$5.00	\$3.33	\$3.00
Average Incentive Bonus or Other Bonus (Annual)								

Welder

Job description

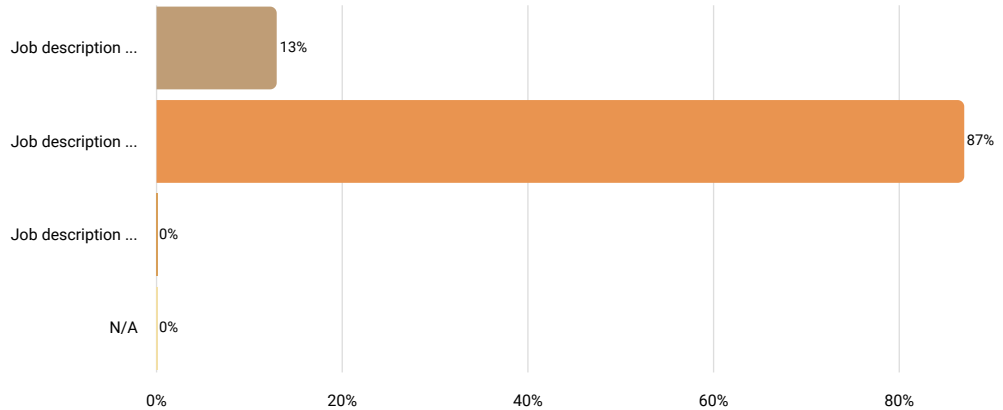
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabrica products.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



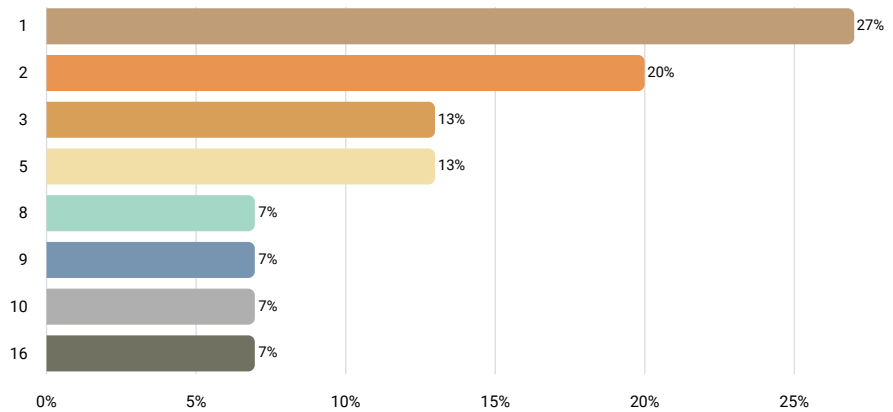
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	87%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



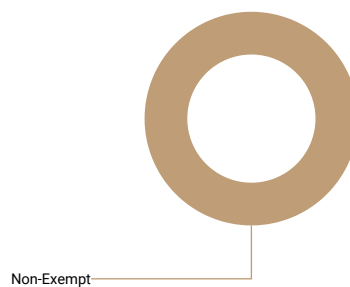
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	8
90th percentile	10
Mean	4.6
Median	3
Standard deviation	4.37
Total/sum	69

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



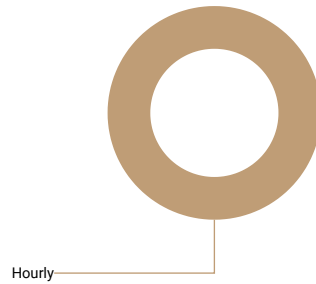
Results	%	N
Non-Exempt	100%	15
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	15
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	13	\$16.00	\$17.00	\$17.50	\$18.00	\$23.00	\$18.51	\$17.50
Pay Range Maximum Rate	13	\$22.00	\$22.77	\$25.00	\$29.74	\$30.50	\$25.86	\$25.00
Actual Lowest Base Rate	15	\$15.50	\$17.35	\$18.75	\$24.10	\$28.31	\$20.61	\$18.75
Actual Average Base Rate	15	\$18.40	\$19.22	\$21.75	\$25.00	\$28.31	\$22.24	\$21.75
Actual Highest Base Rate	14	\$21.83	\$23.00	\$23.50	\$27.49	\$29.00	\$24.29	\$23.50
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	\$1.00	\$3.00	\$4.00	\$4.00	\$5.00	\$3.50	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	5	\$0.00	\$1,000.00	\$1,600.00	\$2,398.00	\$4,000.00	\$1,799.60	\$1,600.00

Job description

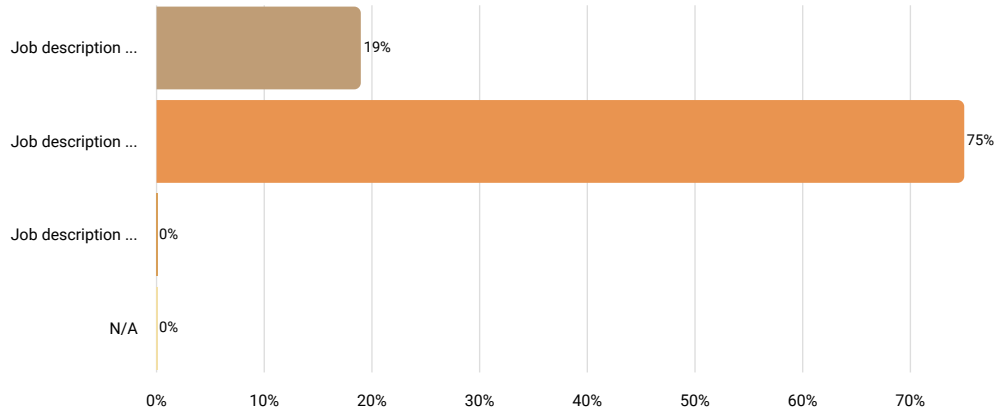
Inspect, test, sort, sample, or weigh raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

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

Answered 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	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 5 times

Skipped 11 times

Text input

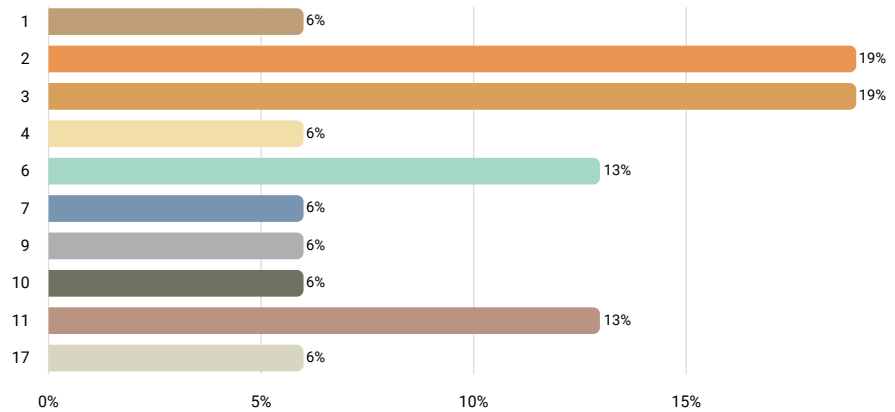
Results	
quality control/inspector	1
quality auditor	1
hirel qc inspector or qc inspector	1
aircraft quality control inspector	1
qc technician & qc auditor	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



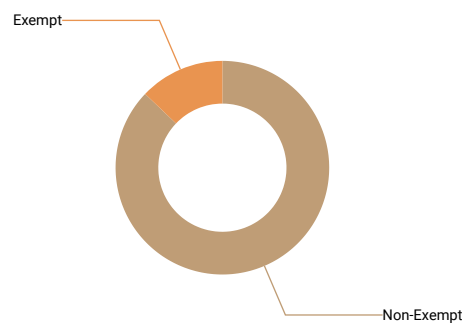
Statistics	
10th percentile	2
25th percentile	2.5
50th percentile	5
75th percentile	9.5
90th percentile	11
Mean	6.06
Median	5
Standard deviation	4.48
Total/sum	97

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



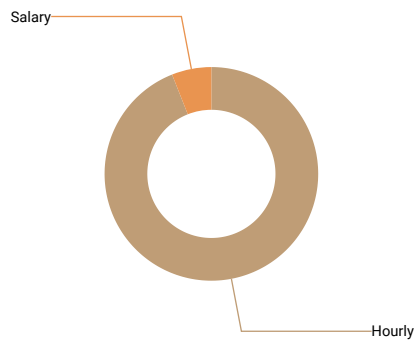
Results	%	N
Non-Exempt	88%	14
Exempt	13%	2

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	15
Salary	6%	1

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)								
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)								

Production Scheduler

Job description

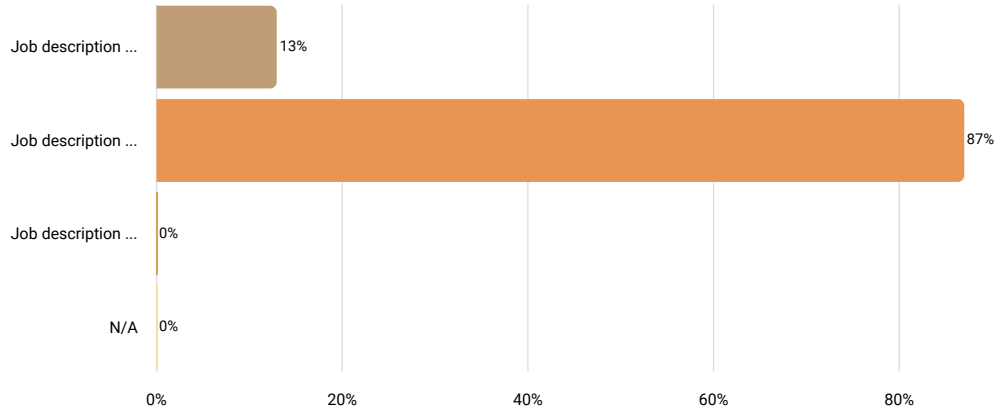
Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; 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 23 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	3
Job description matches the position at your company very well	87%	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 14 times

Skipped 9 times

Text input

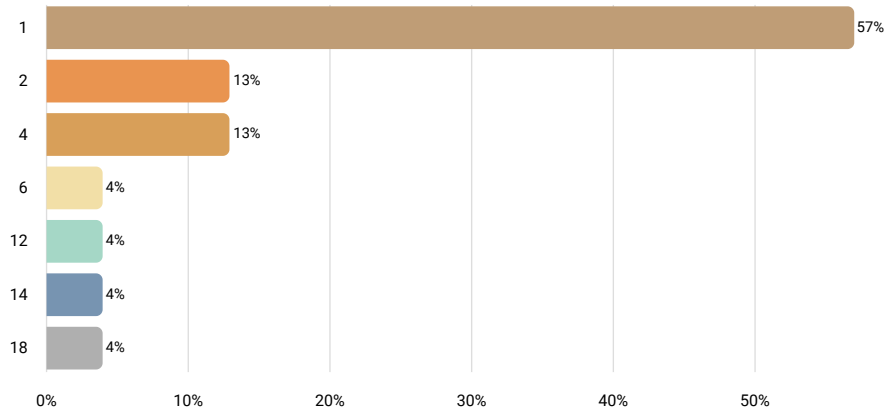
Results	
master scheduler	2
production planner	2
operations coordinator	1
production control analyst	1
global planner	1
plant scheduler	1
scheduler planner	1
material planner	1
project coordinator i - iii	1
program scheduler	1
production control coordinator	1
production analyst	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



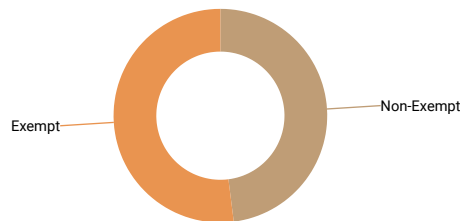
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	12
Mean	3.52
Median	1
Standard deviation	4.71
Total/sum	81

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



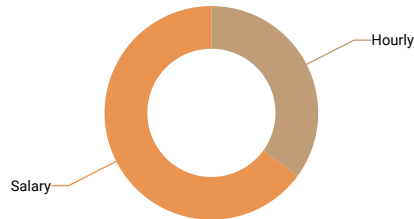
Results	%	N
Non-Exempt	48%	11
Exempt	52%	12

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	35%	8
Salary	65%	15

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	7	\$17.00	\$19.45	\$22.82	\$23.00	\$37.64	\$23.27	\$22.82	
Pay Range Maximum Rate	7	\$21.50	\$22.00	\$27.00	\$53.77	\$71.00	\$36.61	\$27.00	
Actual Lowest Base Rate	7	\$20.48	\$20.60	\$23.00	\$34.63	\$75.61	\$31.73	\$23.00	
Actual Average Base Rate	7	\$20.48	\$22.84	\$25.38	\$36.44	\$75.61	\$34.36	\$25.38	
Actual Highest Base Rate	7	\$20.48	\$24.68	\$29.75	\$41.33	\$75.61	\$36.32	\$29.75	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	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	\$

Inventory/Material Planner

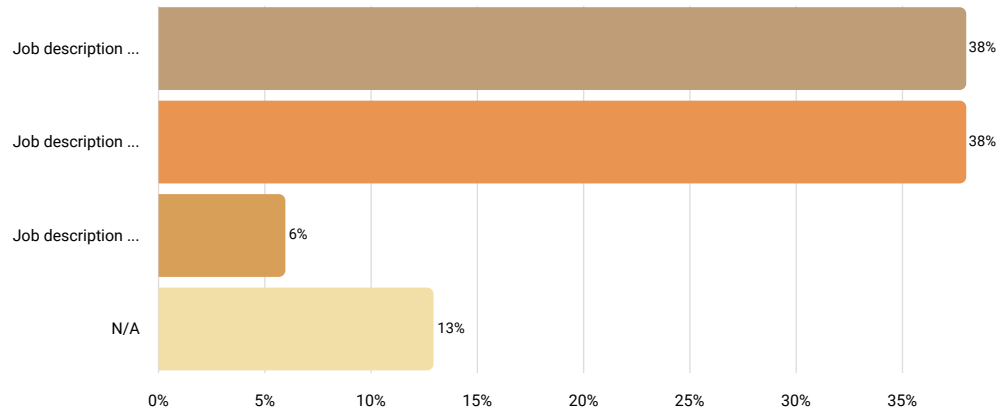
Job description Tracks inventory related information including receipts, disbursement, balances, prices and costs. Reconciles inventory discrepan

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	38%	6	
Job description is perceptibly stronger than the position at your company	6%	1	
N/A	13%	2	

Job Title (if different than above)

Answered 11 times

Skipped 5 times

Text input

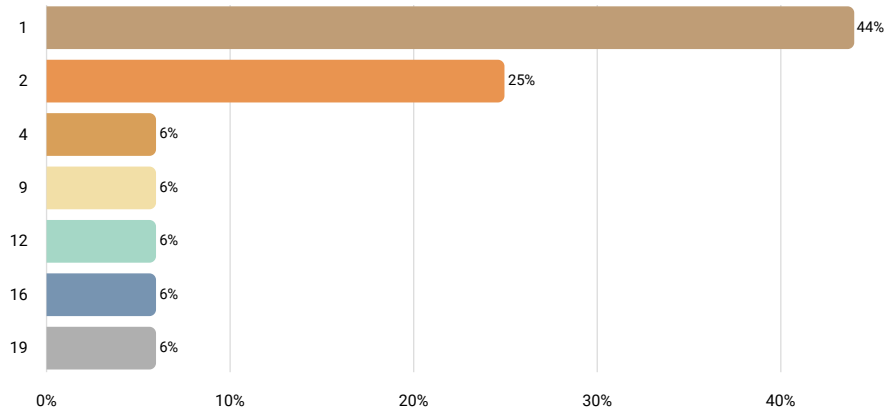
Results	
logistics concept planner	1
inventory control clerk	1
supply inventory specialist	1
cost and inventory control specialist	1
inventory control coordinator	1
plant planner	1
production controller	1
purchasing coordinator or inventory control coordinator	1
inventory clerk i - iii	1
inventory coordinator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

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



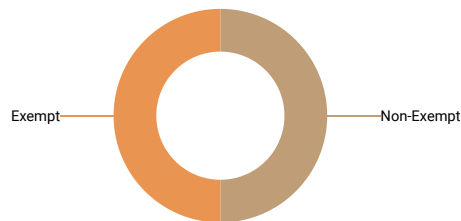
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6.5
90th percentile	16
Mean	4.69
Median	2
Standard deviation	5.94
Total/sum	75

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



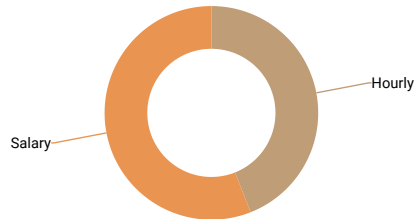
Results	%	N
Non-Exempt	50%	8
Exempt	50%	8

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	7
Salary	56%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	7	\$12.00	\$17.00	\$18.70	\$21.63	\$23.79	\$18.69	\$18.70	
Pay Range Maximum Rate	7	\$18.23	\$21.00	\$21.63	\$23.79	\$29.60	\$22.46	\$21.63	
Actual Lowest Base Rate	6	\$12.83	\$17.00	\$18.66	\$21.63	\$23.79	\$18.76	\$18.66	
Actual Average Base Rate	6	\$15.87	\$20.00	\$20.75	\$21.63	\$23.79	\$20.47	\$20.75	
Actual Highest Base Rate	6	\$18.20	\$21.00	\$21.54	\$23.79	\$25.11	\$21.86	\$21.54	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$37,500.00	\$41,800.00	\$55,000.00	\$75,000.00	\$76,169.00	\$55,705.40	\$55,000.00	\$
Pay Range Maximum Salary	7	\$65,000.00	\$74,250.00	\$82,000.00	\$103,051.50	\$118,887.30	\$89,026.97	\$82,000.00	\$
Actual Lowest Base Salary	7	\$41,800.00	\$50,000.00	\$70,000.00	\$80,211.00	\$85,199.00	\$65,862.86	\$70,000.00	\$
Actual Average Base Salary	7	\$50,000.00	\$52,493.00	\$70,000.00	\$83,001.00	\$85,199.00	\$67,789.00	\$70,000.00	\$
Actual Highest Base Salary	7	\$50,000.00	\$55,000.00	\$70,000.00	\$85,199.00	\$85,696.00	\$69,960.71	\$70,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

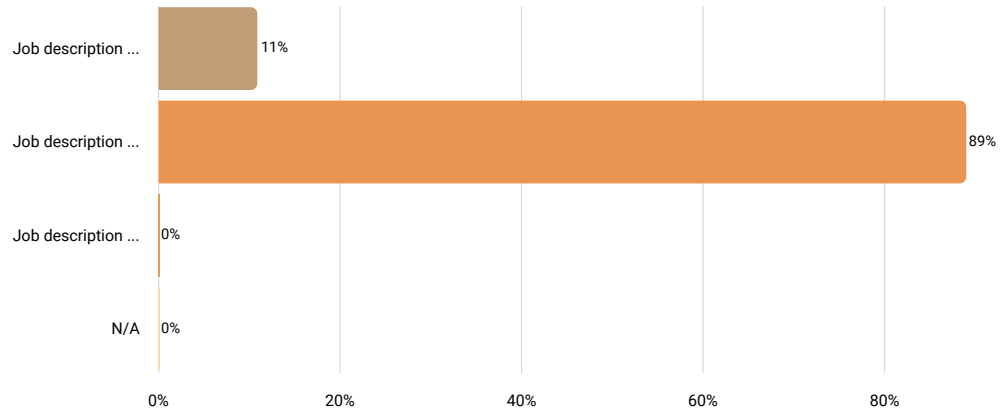
Job description Fabricate, position, align, and fit parts of structural metal products.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



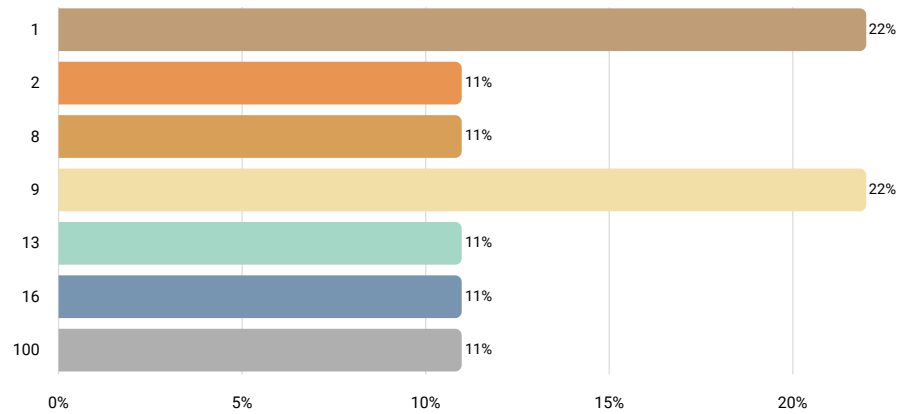
Results		%	N
Job description is perceptibly weaker than the position at your company		11%	1
Job description matches the position at your company very well		89%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



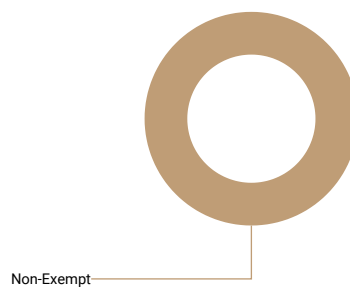
Statistics	
10th percentile	1
25th percentile	2
50th percentile	9
75th percentile	13
90th percentile	100
Mean	17.67
Median	9
Standard deviation	31.32
Total/sum	159

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



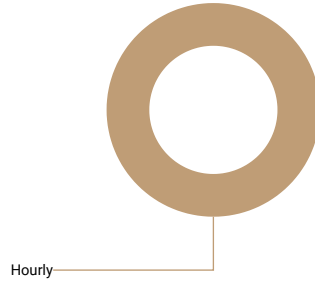
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

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
Laborer
Maintenance Mechanic
Security Guard
Maintenance Planner
Maintenance Employees, General

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

Janitor

Job description

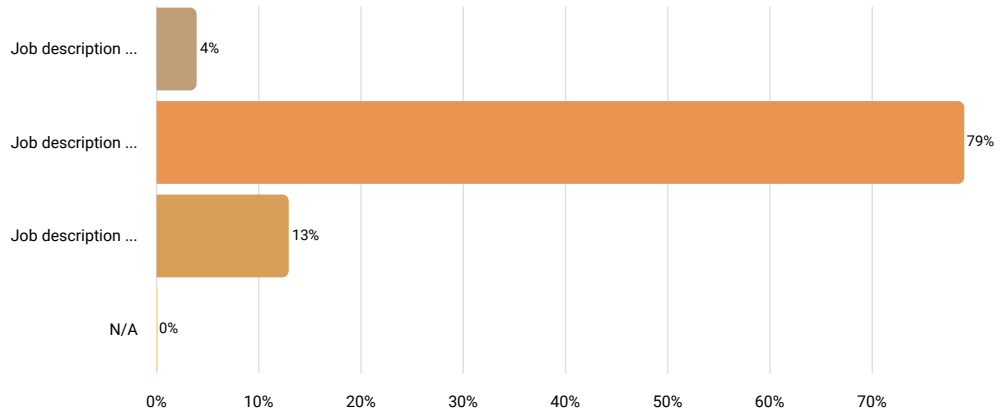
Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and rer Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow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

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	4%	1
Job description matches the position at your company very well	79%	19
Job description is perceptibly stronger than the position at your company	13%	3
N/A	0%	0

Job Title (if different than above)

Answered 10 times

Skipped 14 times

Text input

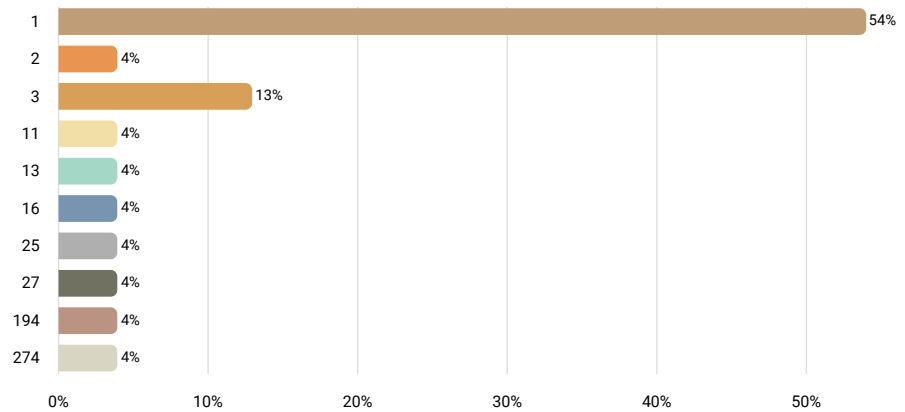
Results	
custodian	2
building custodian	1
facilities associate	1
housekeeping	1
env services aide/general production aide	1
janitor custodian	1
custodial worker i, ii, iii	1
facility i	1
custodial worker	1

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



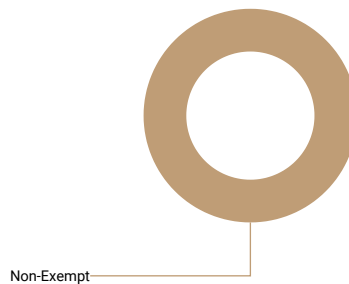
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	12
90th percentile	27
Mean	24.33
Median	1
Standard deviation	66.08
Total/sum	584

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



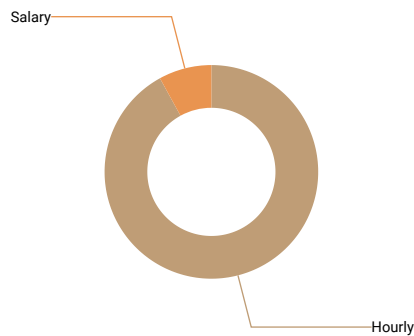
Results	%	N
Non-Exempt	96%	23
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$10.25	\$12.36	\$13.55	\$15.50	\$17.24	\$13.90	\$13.55
Pay Range Maximum Rate	20	\$13.38	\$15.91	\$17.37	\$20.06	\$20.74	\$17.63	\$17.37
Actual Lowest Base Rate	22	\$10.50	\$13.00	\$15.04	\$17.00	\$18.50	\$14.85	\$15.04
Actual Average Base Rate	22	\$12.71	\$13.75	\$16.00	\$17.81	\$19.72	\$15.96	\$16.00
Actual Highest Base Rate	22	\$13.75	\$15.00	\$16.25	\$19.21	\$20.00	\$16.74	\$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)	6	\$0.00	\$100.00	\$929.00	\$1,431.00	\$1,600.00	\$831.50	\$929.00
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

Electrician

Job description

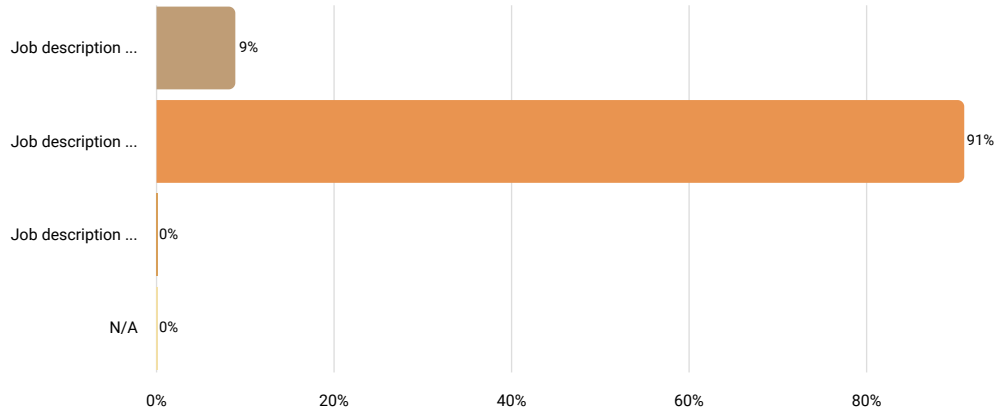
Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas using hand tools and testing instruments in ord power for lighting, equipment and machines.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



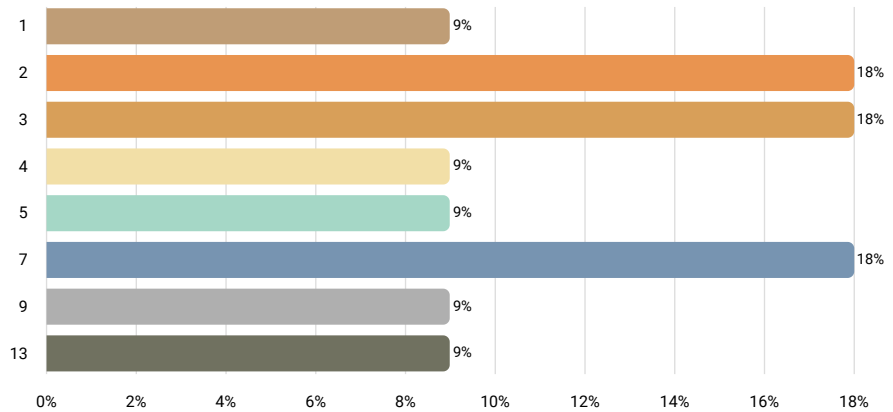
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



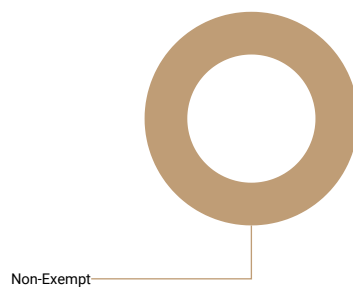
Statistics	
10th percentile	2
25th percentile	2
50th percentile	4
75th percentile	7
90th percentile	9
Mean	5.09
Median	4
Standard deviation	3.62
Total/sum	56

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



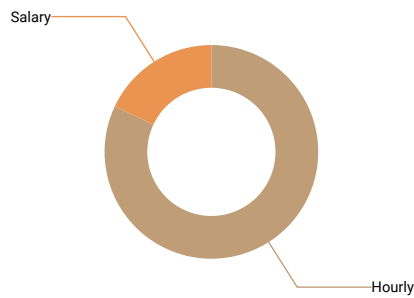
Results	%	N
Non-Exempt	100%	11
Exempt	0%	0

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	8	\$17.00	\$18.26	\$26.08	\$29.93	\$34.98	\$25.06	\$26.08
Pay Range Maximum Rate	8	\$30.00	\$32.92	\$34.59	\$38.25	\$50.00	\$36.44	\$34.59
Actual Lowest Base Rate	9	\$17.00	\$26.20	\$27.41	\$33.00	\$39.54	\$28.79	\$27.41
Actual Average Base Rate	9	\$26.20	\$27.40	\$31.20	\$35.26	\$39.33	\$31.70	\$31.20
Actual Highest Base Rate	9	\$26.20	\$28.86	\$33.55	\$39.53	\$49.25	\$34.93	\$33.55
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$1.00	\$3.00	\$4.00	\$4.00	\$5.00	\$3.40	\$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								

Electrical and Control Mechanic

Job description

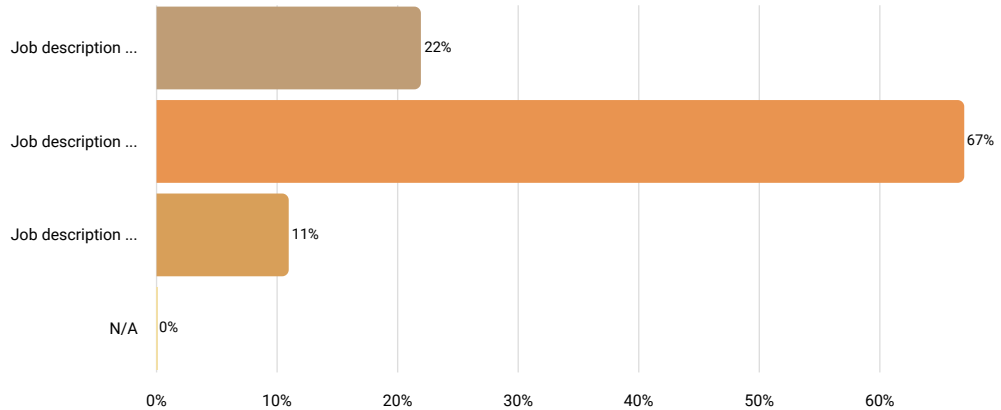
Performs a variety of electrical trade functions including installation, maintenance and repair of equipment or electrical systems. Also maintains computer production control systems.

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

Answered 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 7 times

Skipped 2 times

Text input

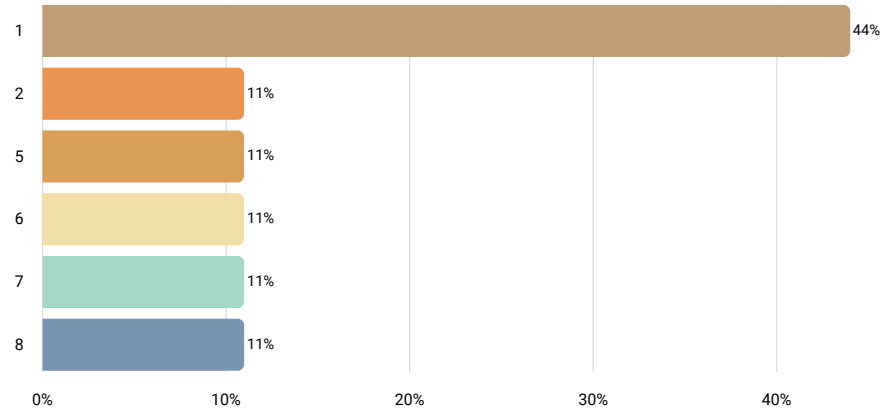
Results	
lead electrician	1
maintenance technician	1
general services controls technician - 6023	1
maintenance i&e technician; maintenance control technician	1
instrument & electrical technician	1
maintenance technician 5	1
plant controls engineer	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



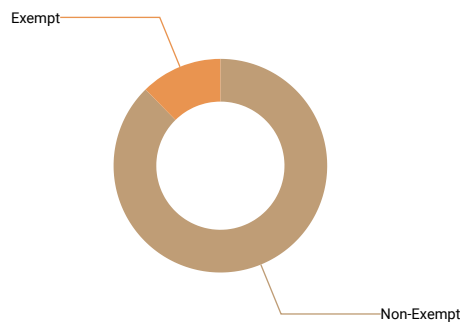
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	8
Mean	3.56
Median	2
Standard deviation	2.92
Total/sum	32

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



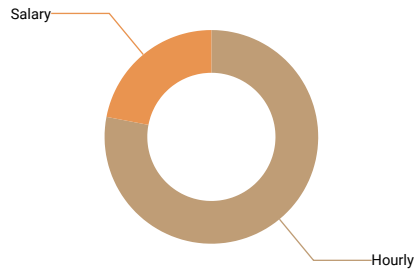
Results	%	N
Non-Exempt	78%	7
Exempt	11%	1

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	78%	7
Salary	22%	2

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)								

Multi-Craft Maintenance

Job description

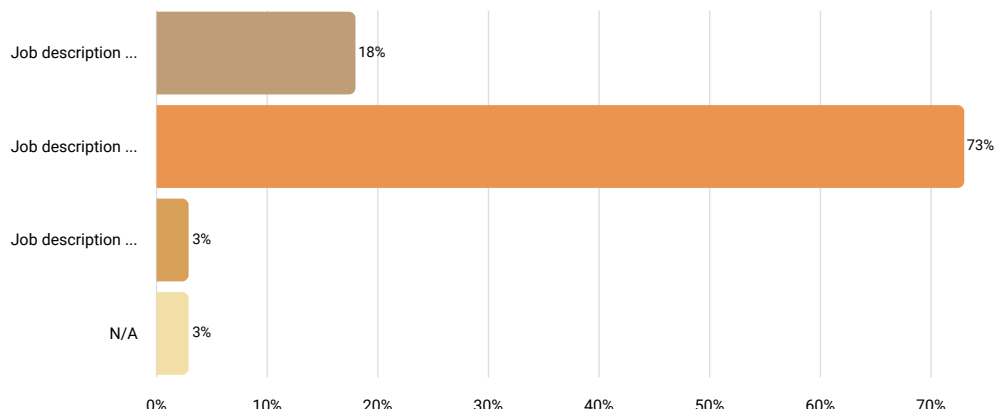
Perform work involving the skills of two or more maintenance or craft occupations for upkeep of machines and mechanical equipment. Duties may involve boiler making; insulating; welding; machining; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment. Journeymen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

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

Answered 33 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	6
Job description matches the position at your company very well	73%	24
Job description is perceptibly stronger than the position at your company	3%	1
N/A	3%	1

Job Title (if different than above)

Answered 17 times

Skipped 16 times

Text input

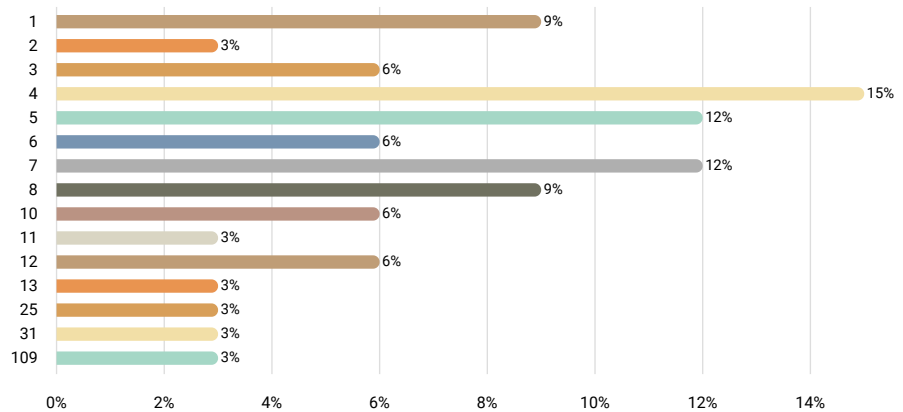
Results	
maintenance technician	5
maintenance 1-3	1
maintenance mechanic	1
technician ii	1
maintenance technician 4 and 5	1
electro mechanical skill level 1-4	1
maintenance associate	1
maintenance mechanic iii	1
equipment specialist	1
aircraft mechanic ii	1
we have 2 job titles in this category - maintenance 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 33 times

Skipped 0 times

Number input



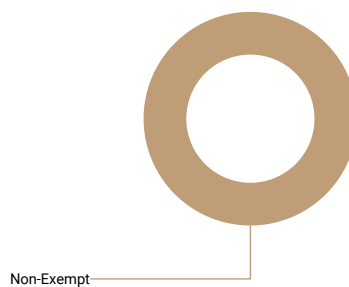
Statistics	
10th percentile	2
25th percentile	4
50th percentile	6
75th percentile	10
90th percentile	13
Mean	10.55
Median	6
Standard deviation	18.74
Total/sum	348

FLSA Status

Answered 33 times

Skipped 0 times

Select one answer (radio button)



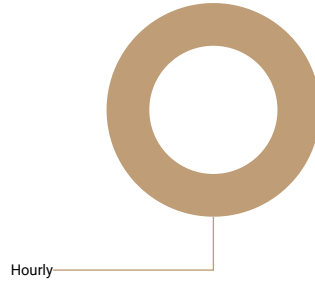
Results	%	N
Non-Exempt	94%	31
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 33 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	33
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	31	\$18.00	\$21.35	\$23.10	\$26.29	\$30.00	\$23.81	\$23.10
Pay Range Maximum Rate	31	\$26.00	\$30.00	\$34.00	\$35.60	\$38.65	\$32.98	\$34.00
Actual Lowest Base Rate	33	\$22.11	\$24.00	\$25.75	\$29.44	\$30.00	\$26.29	\$25.75
Actual Average Base Rate	33	\$24.75	\$26.86	\$28.55	\$30.39	\$34.10	\$28.93	\$28.55
Actual Highest Base Rate	33	\$26.20	\$29.00	\$32.50	\$34.17	\$37.50	\$31.98	\$32.50
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)	10	\$0.00	\$450.00	\$2,209.90	\$3,500.00	\$5,396.00	\$2,446.18	\$2,209.90

General Building Maintenance

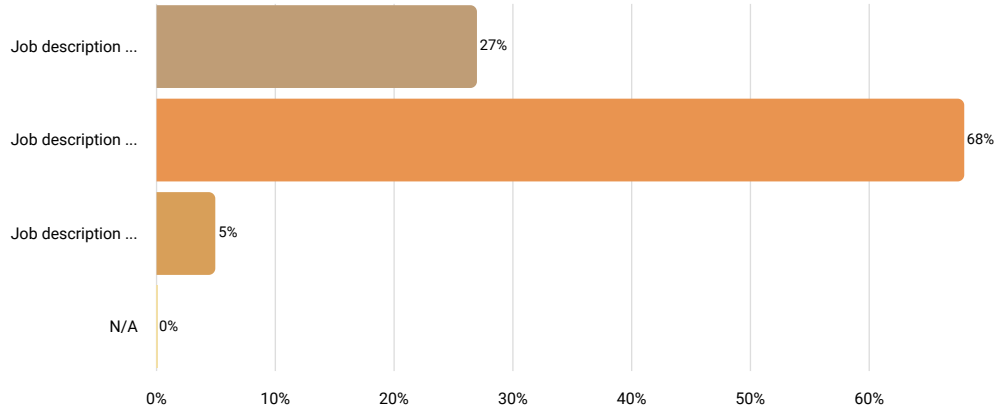
Job description Repairs and maintains physical structures. Requires knowledge of more than one craft area such as carpentry, painting, plasterin

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	27%	6	
Job description matches the position at your company very well	68%	15	
Job description is perceptibly stronger than the position at your company	5%	1	
	N/A	0%	0

Job Title (if different than above)

Answered 17 times

Skipped 5 times

Text input

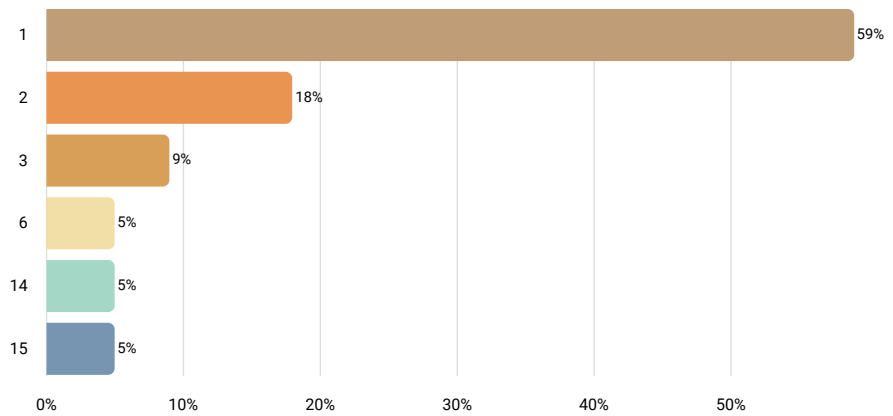
Results	
civil technician	1
facilities maintenance technician	1
general services facilities technician - 6015	1
facilities technician	1
building manager	1
maintenance technician	1
grounds maintenance assistant	1
facilities supervisor	1
facilities maintenance	1
maintenance mechanic	1
maintenance specialist	1
maintenance tech ii & iv	1
facilities specialist	1
facilities technician; facilities lead	1
facilities maintenance mechanic	1
building & grounds associate	1
building maintenance worker	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



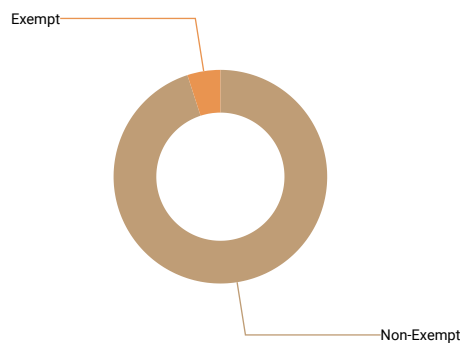
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2.82
Median	1
Standard deviation	3.96
Total/sum	62

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



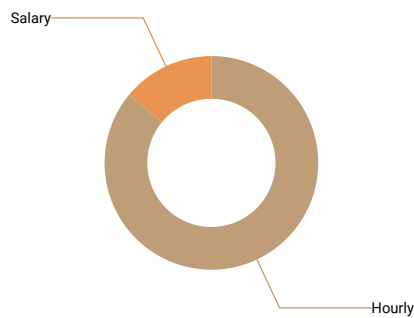
Results	%	N
Non-Exempt	95%	21
Exempt	5%	1

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	19
Salary	14%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	16	\$13.43	\$15.50	\$17.50	\$22.55	\$24.53	\$18.69	\$17.50
Pay Range Maximum Rate	16	\$16.85	\$20.38	\$25.41	\$30.00	\$39.46	\$25.81	\$25.41
Actual Lowest Base Rate	19	\$13.43	\$17.32	\$20.00	\$25.65	\$28.20	\$20.67	\$20.00
Actual Average Base Rate	19	\$15.00	\$19.41	\$22.50	\$26.50	\$30.28	\$22.58	\$22.50
Actual Highest Base Rate	19	\$15.00	\$20.75	\$22.95	\$28.20	\$34.00	\$24.10	\$22.95
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$2.00	\$3.00	\$3.00	\$5.00	\$7.00	\$3.86	\$3.00
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)								

Laborer

Job description

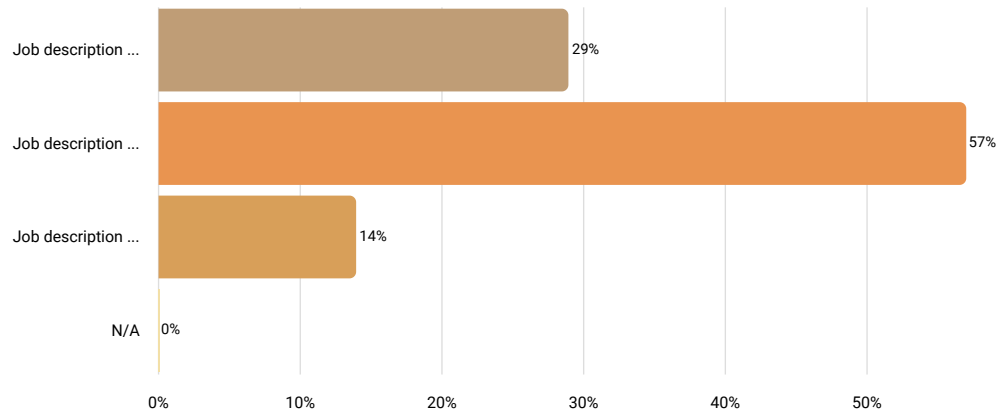
Provides non-skilled labor inside and outside the facility. Helps installation, maintenance, and repair workers in maintenance, parts replacement, and repair industrial machinery, and electrical and electronic equipment. Performs grounds keeping duties and general clean up work

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 2 times

Text input

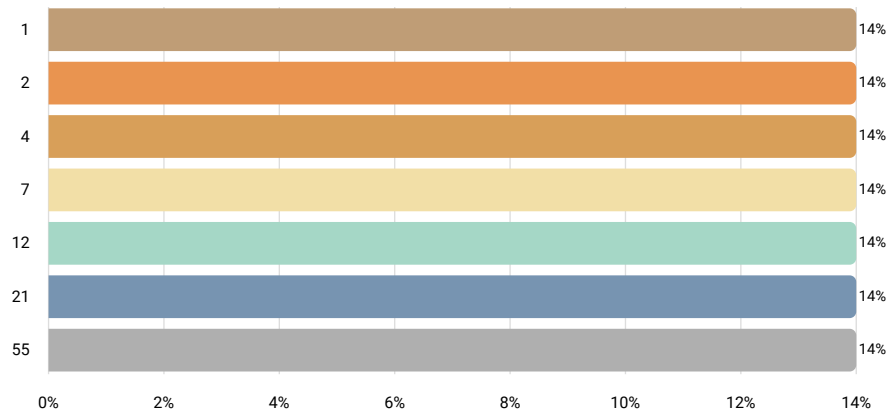
Results	
public services skilled worker -6042	1
laborer	1
facility set-up/ maintenance assistant ; grounds and security assistant ; grounds assistant	1
grounds laborer	1
clean up, shift utility	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



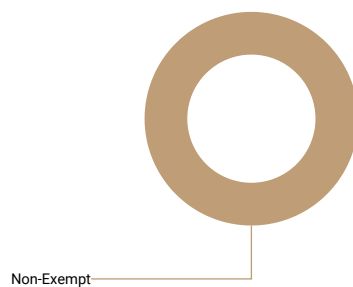
Statistics	
10th percentile	1
25th percentile	2
50th percentile	7
75th percentile	21
90th percentile	55
Mean	14.57
Median	7
Standard deviation	19.12
Total/sum	102

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



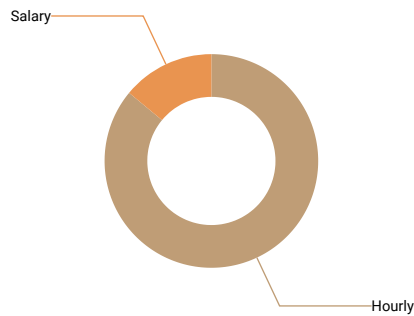
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	6
Salary	14%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate	5	\$9.00	\$13.13	\$15.00	\$15.63	\$16.40	\$13.83	\$15.00	\$
Pay Range Maximum Rate	5	\$10.00	\$15.00	\$17.36	\$17.60	\$19.00	\$15.79	\$17.36	\$
Actual Lowest Base Rate	6	\$10.00	\$13.00	\$15.32	\$16.00	\$16.40	\$14.34	\$15.32	\$
Actual Average Base Rate	6	\$10.00	\$15.00	\$16.66	\$17.00	\$17.57	\$15.48	\$16.66	\$
Actual Highest Base Rate	6	\$15.00	\$17.00	\$17.18	\$17.60	\$22.00	\$17.66	\$17.18	\$
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									

Maintenance Mechanic

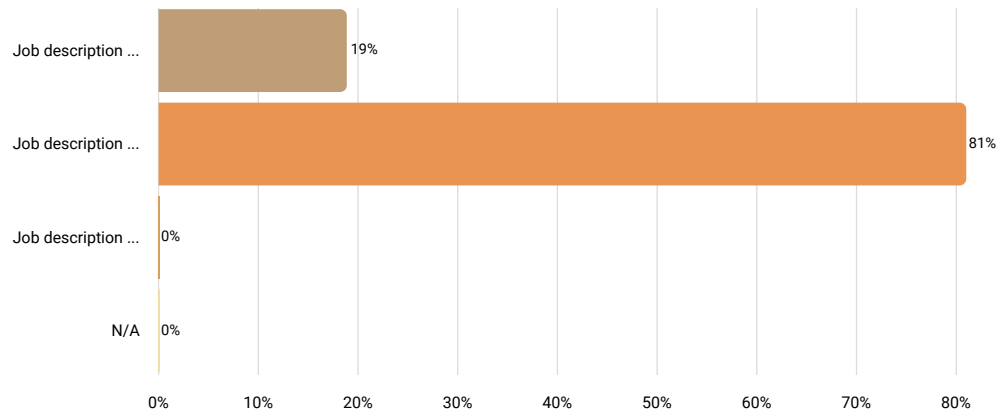
Job description Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

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

Answered 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 9 times

Skipped 18 times

Text input

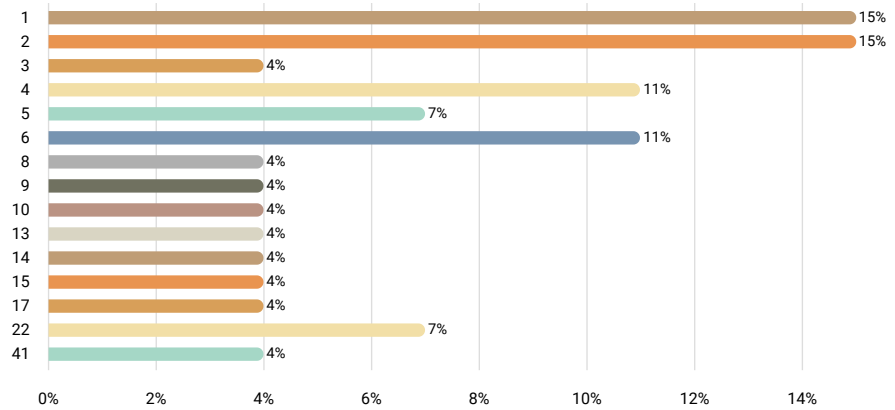
Results	
maintenance technician	2
maintenance mechanic (manufacturing equipment)	1
millwright	1
maintenance ii	1
general maintenance mechanic	1
facilities technician	1
maintenance mechanic	1
mechanic	1

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



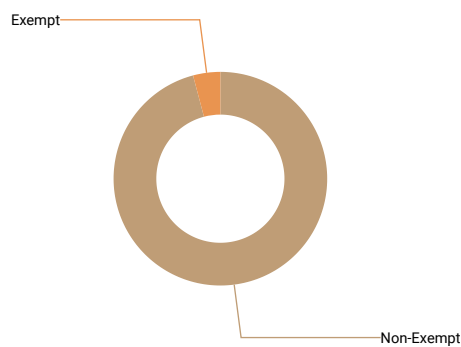
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	13
90th percentile	22
Mean	8.37
Median	5
Standard deviation	9.02
Total/sum	226

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



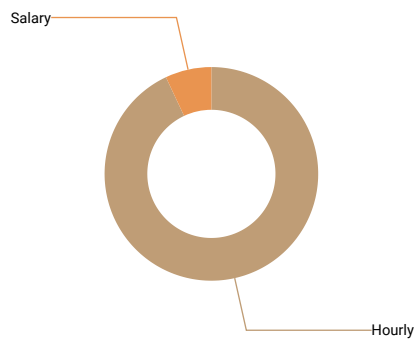
Results	%	N
Non-Exempt	93%	25
Exempt	4%	1

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	25
Salary	7%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	21	\$17.25	\$18.00	\$23.10	\$26.84	\$28.70	\$22.34	\$23.10
Pay Range Maximum Rate	21	\$24.27	\$26.25	\$30.00	\$37.50	\$40.50	\$31.78	\$30.00
Actual Lowest Base Rate	22	\$18.00	\$22.25	\$24.37	\$27.00	\$30.00	\$24.30	\$24.37
Actual Average Base Rate	23	\$20.89	\$24.63	\$27.13	\$31.84	\$36.03	\$27.70	\$27.13
Actual Highest Base Rate	22	\$23.22	\$24.81	\$30.26	\$37.50	\$40.50	\$41.78	\$30.26
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	\$1.00	\$3.00	\$4.00	\$4.50	\$7.00	\$3.88	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	7	\$0.00	\$1,000.00	\$1,529.00	\$5,909.00	\$6,500.00	\$2,649.71	\$1,529.00
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)								

Security Guard

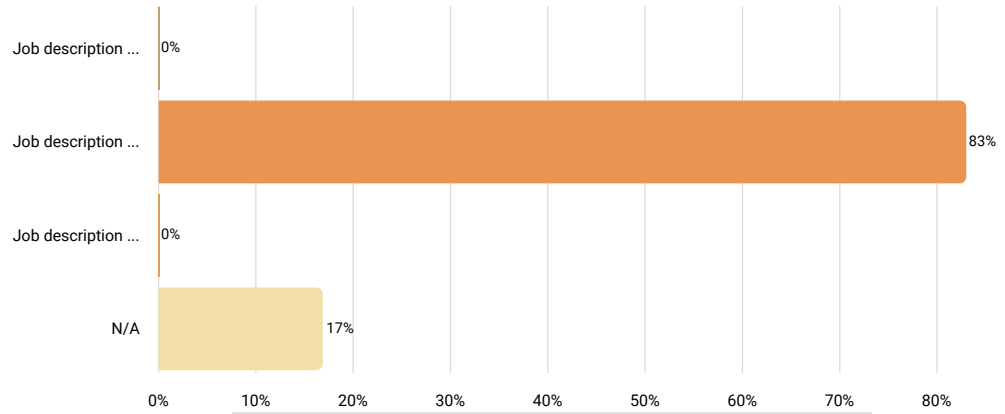
Job description Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. Monitors entrance in and out of the facility.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



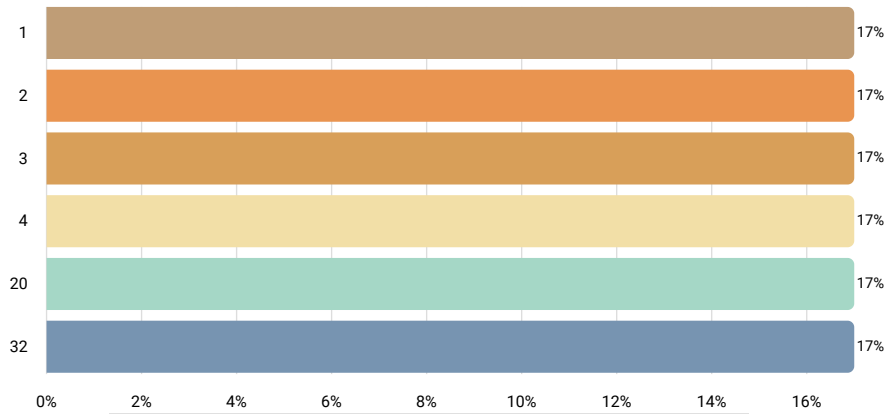
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



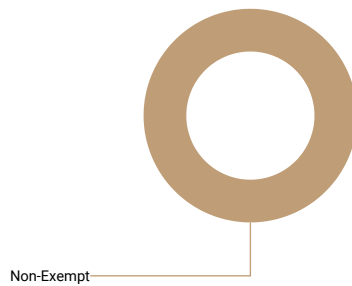
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	20
90th percentile	32
Mean	10.33
Median	3.5
Standard deviation	12.75
Total/sum	62

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



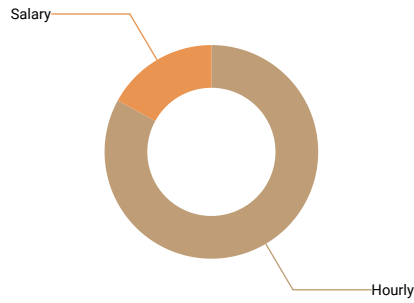
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	\$10.00	\$13.00	\$13.42	\$15.00	\$15.00	\$13.28	\$13.42
Actual Average Base Rate	5	\$13.76	\$14.47	\$14.88	\$15.00	\$17.44	\$15.11	\$14.88
Actual Highest Base Rate	5	\$14.11	\$15.00	\$17.50	\$17.50	\$21.88	\$17.20	\$17.50
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

Maintenance Planner

Job description

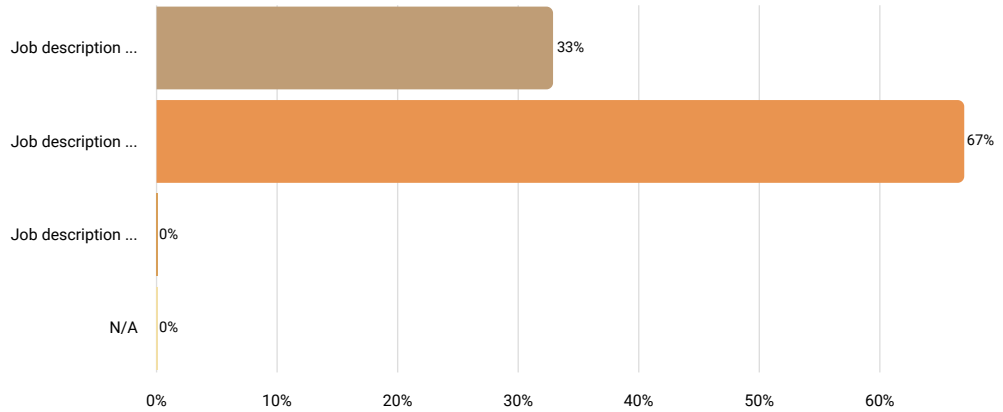
Schedules and plans the work of electricians and mechanics. Develops job plans that include the labor, tools, materials and procedures for repairs on all 1 equipment and general facility maintenance.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



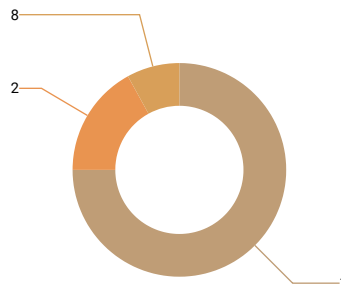
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	4
Job description matches the position at your company very well		67%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



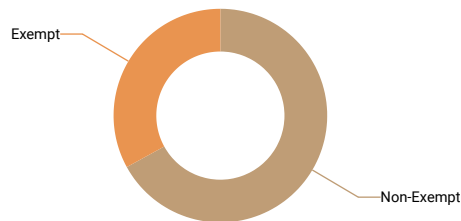
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1.75
Median	1
Standard deviation	2.01
Total/sum	21

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



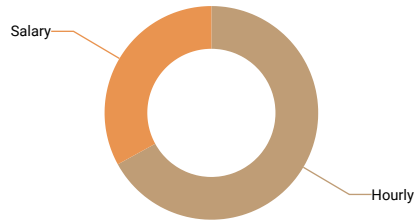
Results	%	N
Non-Exempt	67%	8
Exempt	33%	4

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	8
Salary	33%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$19.00	\$22.56	\$25.25	\$31.37	\$32.00	\$25.91	\$25.25
Pay Range Maximum Rate	6	\$19.00	\$32.25	\$35.65	\$40.00	\$50.00	\$35.43	\$35.65
Actual Lowest Base Rate	7	\$19.00	\$29.59	\$35.00	\$38.82	\$48.00	\$33.81	\$35.00
Actual Average Base Rate	7	\$19.00	\$29.59	\$35.00	\$41.85	\$48.00	\$34.24	\$35.00
Actual Highest Base Rate	7	\$19.00	\$29.59	\$35.00	\$44.92	\$48.00	\$34.68	\$35.00
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)								

Maintenance Employees, General

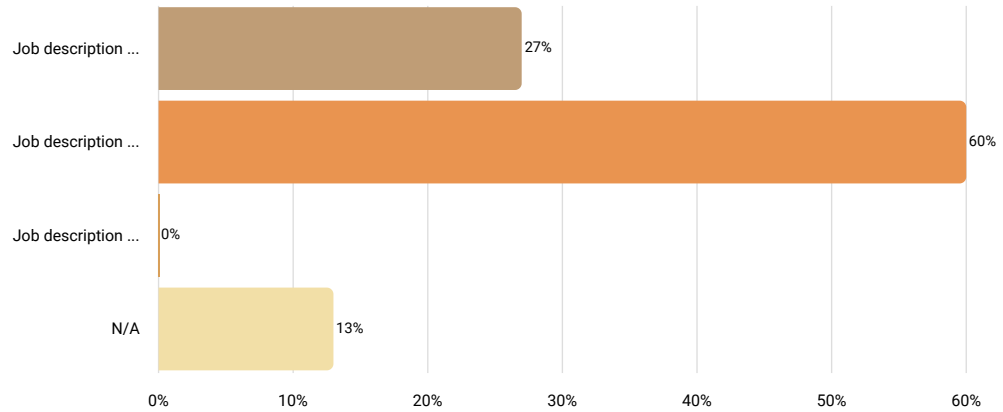
Job description Use this job title for maintenance workers other than those listed.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	4
Job description matches the position at your company very well	60%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	2

Job Title (if different than above)

Answered 6 times

Skipped 9 times

Text input

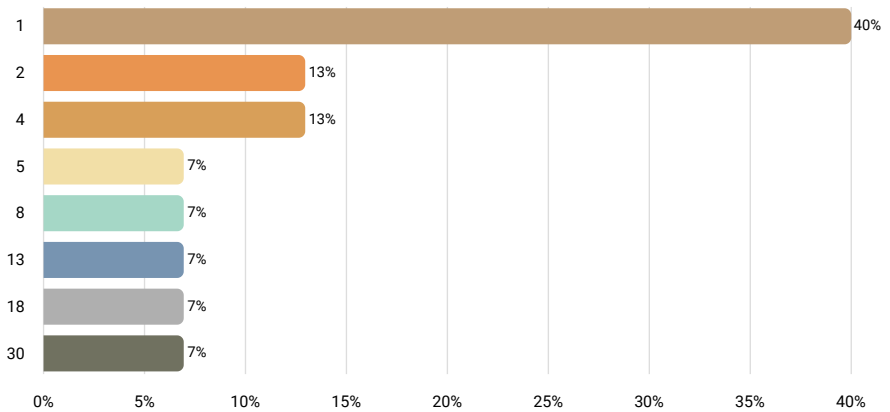
Results	
general services facilities worker -6019	1
facilities and grounds assistant	1
maintenance helper	1
maintenance technicians	1
maintenance technician	1
facilities assistant	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



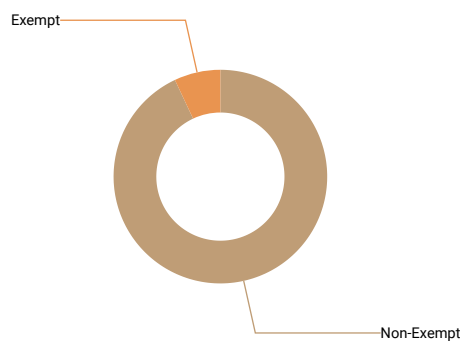
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	8
90th percentile	18
Mean	6.13
Median	2
Standard deviation	8.3
Total/sum	92

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



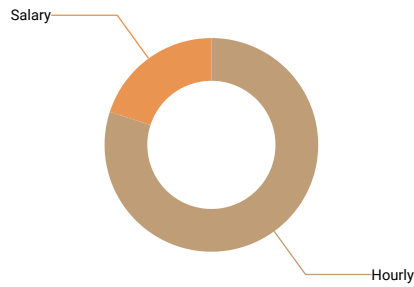
Results	%	N
Non-Exempt	93%	14
Exempt	7%	1

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	12
Salary	20%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	\$11.50	\$15.00	\$18.25	\$24.65	\$26.13	\$18.86	\$18.25
Pay Range Maximum Rate	10	\$15.75	\$19.00	\$29.33	\$35.34	\$39.35	\$27.77	\$29.33
Actual Lowest Base Rate	11	\$16.00	\$17.00	\$18.64	\$23.15	\$24.65	\$19.43	\$18.64
Actual Average Base Rate	12	\$17.00	\$17.82	\$22.40	\$25.63	\$33.20	\$22.59	\$22.40
Actual Highest Base Rate	11	\$17.00	\$18.00	\$22.80	\$30.00	\$30.50	\$23.64	\$22.80
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
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
Truck Driver, Light and Delivery Services
Stockroom Clerk
Warehouse Employees, General

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

Locomotive Material Handler

Fork Lift Driver/Material Handler

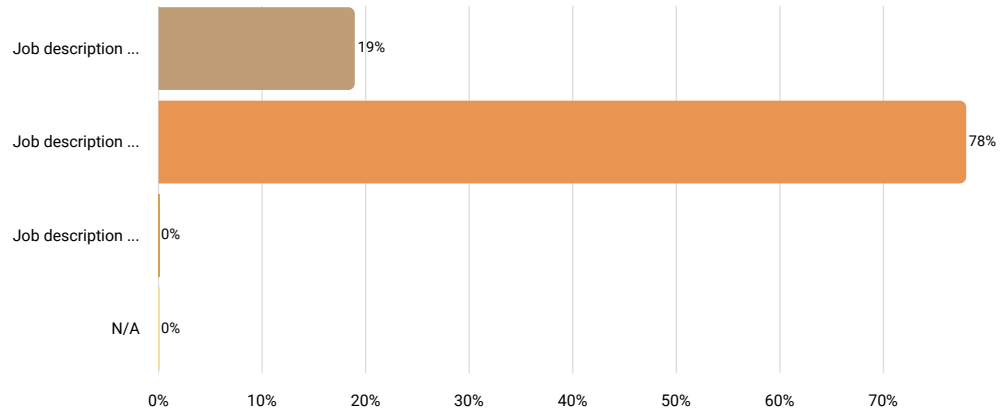
Job description Move freight, stock, or other materials. Does not include locomotive material handlers.

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

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	19%	7
Job description matches the position at your company very well	78%	29
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 17 times

Text input

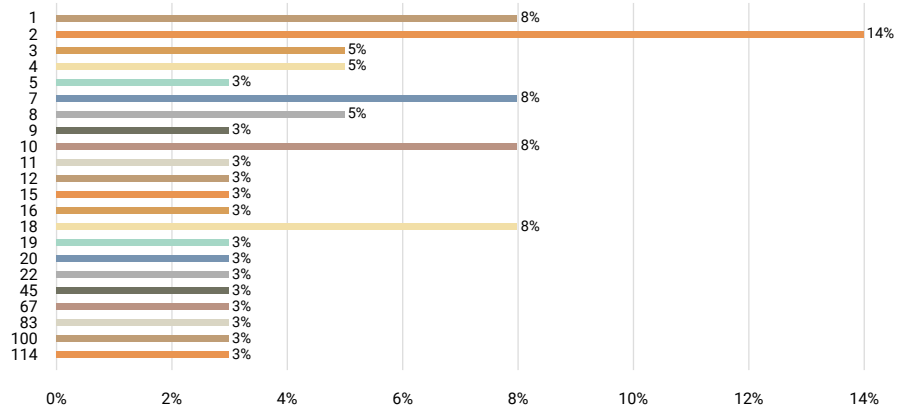
Results	
material handler	7
material handler osbl operator	1
operator i	1
packaging operator	1
production technician	1
operation technician i	1
forklift driver	1
tugger operator	1
material handling	1
material handler iii	1
yard associate, material handler	1
conveyance team member	1
shipping and receiving	1
equipment operator	1

Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



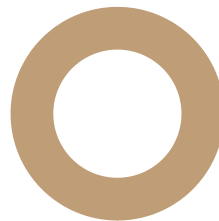
Statistics	
10th percentile	2
25th percentile	3
50th percentile	9
75th percentile	18
90th percentile	67
Mean	18.54
Median	9
Standard deviation	27.59
Total/sum	686

FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Non-Exempt

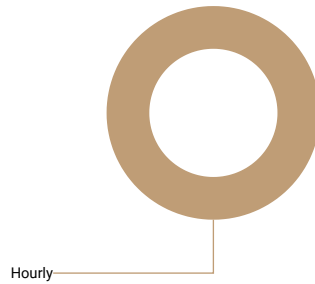
Results	%	N
Non-Exempt	95%	35
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	37
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	32	\$13.00	\$15.05	\$17.00	\$19.05	\$20.54	\$17.83	\$17.00
Pay Range Maximum Rate	32	\$17.76	\$18.50	\$20.90	\$23.38	\$26.54	\$22.27	\$20.90
Actual Lowest Base Rate	36	\$14.96	\$16.00	\$17.49	\$19.31	\$22.00	\$17.80	\$17.49
Actual Average Base Rate	37	\$16.37	\$17.79	\$19.21	\$20.40	\$22.10	\$19.02	\$19.21
Actual Highest Base Rate	36	\$16.99	\$18.50	\$20.24	\$22.05	\$26.18	\$21.13	\$20.24
If there is a step progression in place, enter the number of steps. If not, leave blank.	20	\$0.50	\$2.00	\$3.00	\$4.50	\$7.00	\$3.50	\$3.00
Average Incentive Bonus or Other Bonus (Annual)	10	\$0.00	\$0.00	\$625.00	\$2,438.00	\$5,359.00	\$1,540.60	\$625.00

Shipping and Receiving Clerk

Job description

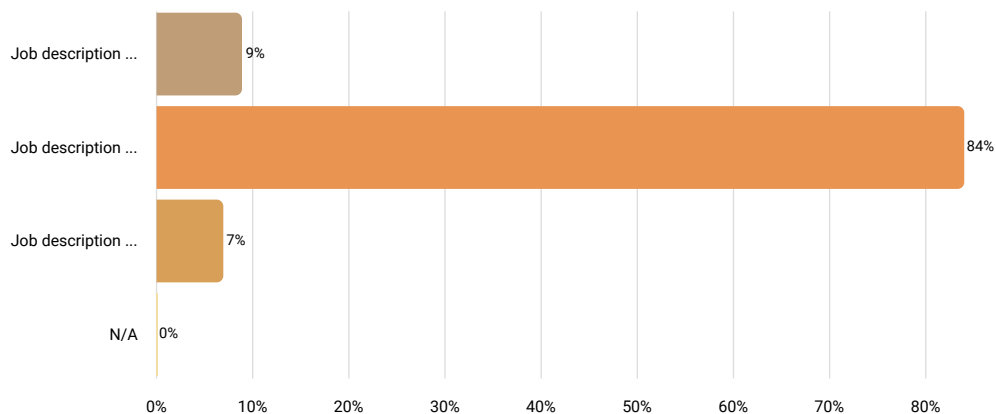
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 45 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	4
Job description matches the position at your company very well	84%	38
Job description is perceptibly stronger than the position at your company	7%	3
N/A	0%	0

Job Title (if different than above)

Answered 17 times

Skipped 28 times

Text input

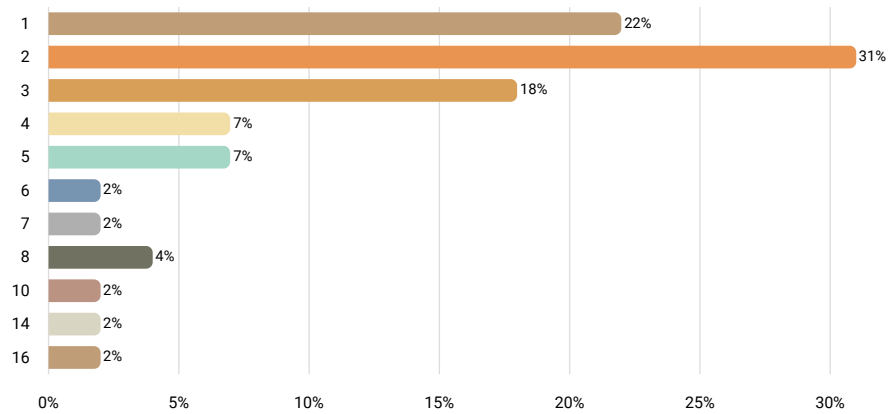
Results	
shipping clerk	2
shipping/receiving clerk	1
warehouse clerk	1
warehouse coordinator	1
shipping & receiving associate	1
shipping and receiving clerk	1
shipping clerk, receiving (2 positions)	1
shipping/receiving supervisor	1
shipping/receiving coordinator	1
materials coordinator	1
material handler	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 45 times

Skipped 0 times

Number input



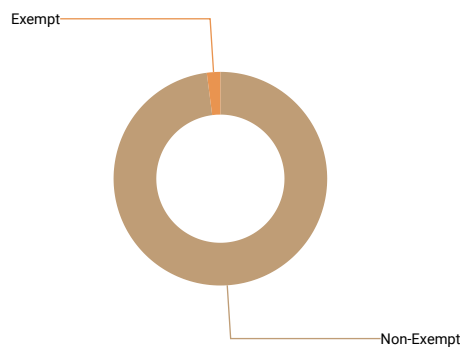
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	8
Mean	3.51
Median	2
Standard deviation	3.27
Total/sum	158

FLSA Status

Answered 45 times

Skipped 0 times

Select one answer (radio button)



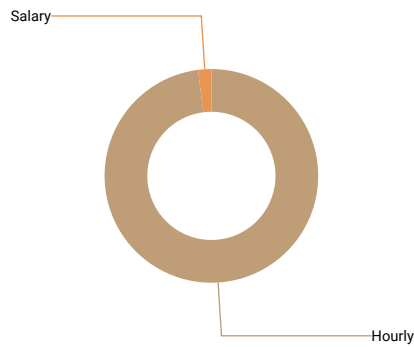
Results	%	N
Non-Exempt	96%	43
Exempt	2%	1

Is this position paid an hourly rate or annual salary?

Answered 45 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	98%	44
Salary	2%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	35	\$13.00	\$14.70	\$16.00	\$20.52	\$21.50	\$17.38	\$16.00
Pay Range Maximum Rate	36	\$16.88	\$18.75	\$22.00	\$25.00	\$29.60	\$22.57	\$22.00
Actual Lowest Base Rate	40	\$14.59	\$16.19	\$18.00	\$20.70	\$23.02	\$18.58	\$18.00
Actual Average Base Rate	41	\$16.29	\$16.87	\$19.00	\$21.50	\$24.17	\$19.69	\$19.00
Actual Highest Base Rate	40	\$16.53	\$18.03	\$21.45	\$23.99	\$26.56	\$21.22	\$21.45
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								

Truck Driver, Tractor Trailer and Heavy

Job description

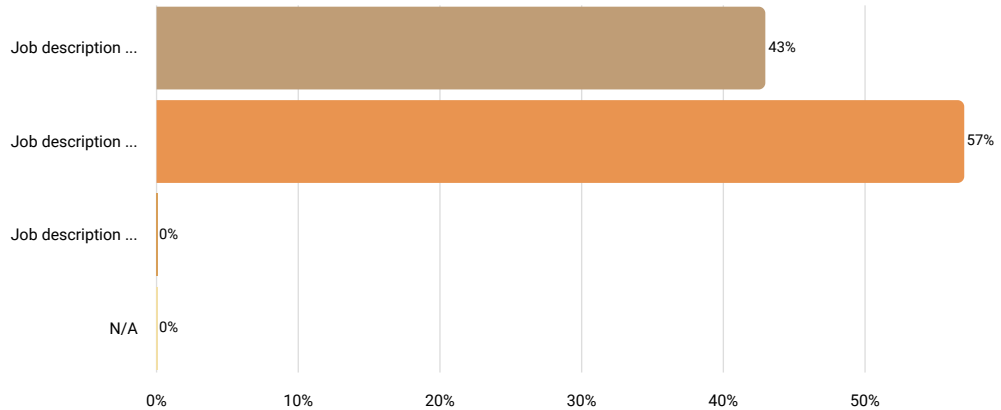
Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



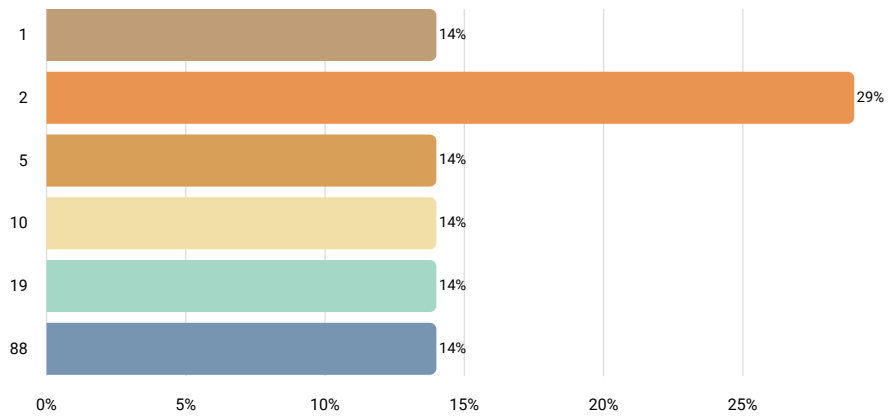
Results		
	%	N
Job description is perceptibly weaker than the position at your company	43%	3
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



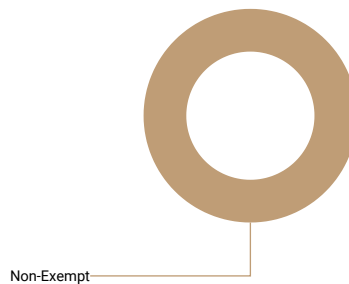
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	19
90th percentile	88
Mean	18.14
Median	5
Standard deviation	31.45
Total/sum	127

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



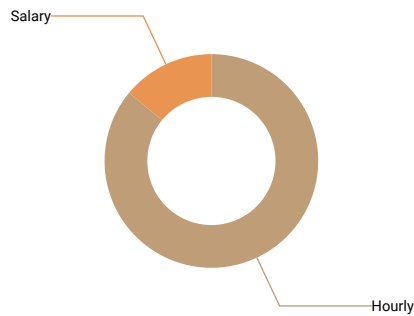
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	6
Salary	14%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	\$16.50	\$18.00	\$18.54	\$20.00	\$21.00	\$18.76	\$18.54
Pay Range Maximum Rate	6	\$20.00	\$24.00	\$25.50	\$28.00	\$29.00	\$25.33	\$25.50
Actual Lowest Base Rate	6	\$16.50	\$18.35	\$19.75	\$21.00	\$22.00	\$19.56	\$19.75
Actual Average Base Rate	6	\$19.25	\$19.50	\$21.50	\$22.20	\$24.36	\$21.39	\$21.50
Actual Highest Base Rate	6	\$20.00	\$21.00	\$23.25	\$24.00	\$28.39	\$23.31	\$23.25
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

Truck Driver, Light and Delivery Services

Job description

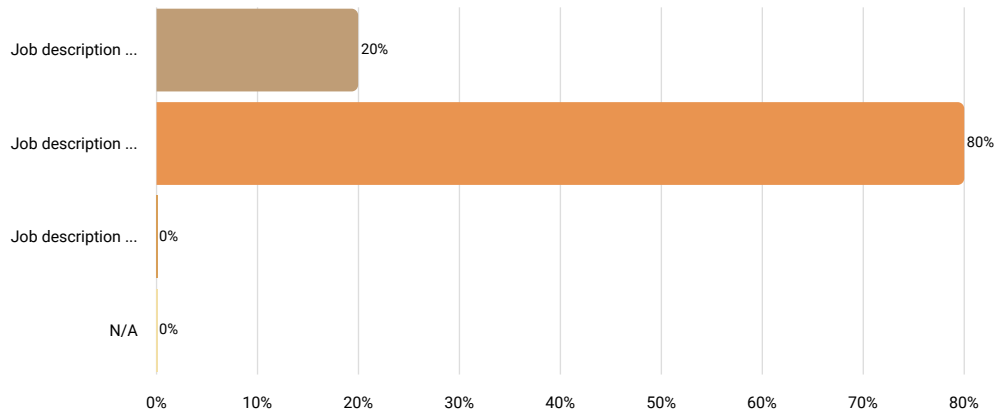
Drive a truck or van with a capacity of under 26,000 GVW, primarily to deliver or pick up merchandise or to deliver packages within a specified area. May r automatic routing or location software. May load and unload truck.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



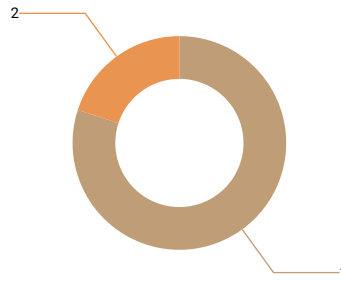
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



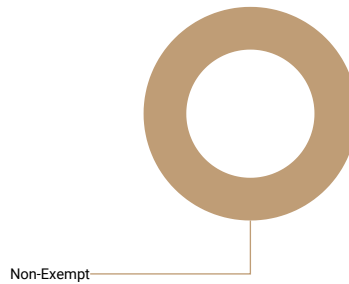
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.2
Median	1
Standard deviation	0.45
Total/sum	6

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



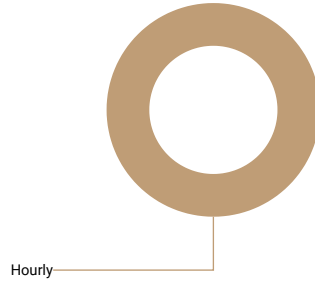
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$12.00	\$17.95	\$18.00	\$18.00	\$20.00	\$17.19	\$18.00	\$
Actual Average Base Rate	5	\$12.00	\$18.00	\$18.00	\$18.19	\$20.00	\$17.24	\$18.00	\$
Actual Highest Base Rate	5	\$12.00	\$18.00	\$18.00	\$18.42	\$20.00	\$17.28	\$18.00	\$
Average Incentive Bonus or Other Bonus (Annual)									

Stockroom Clerk

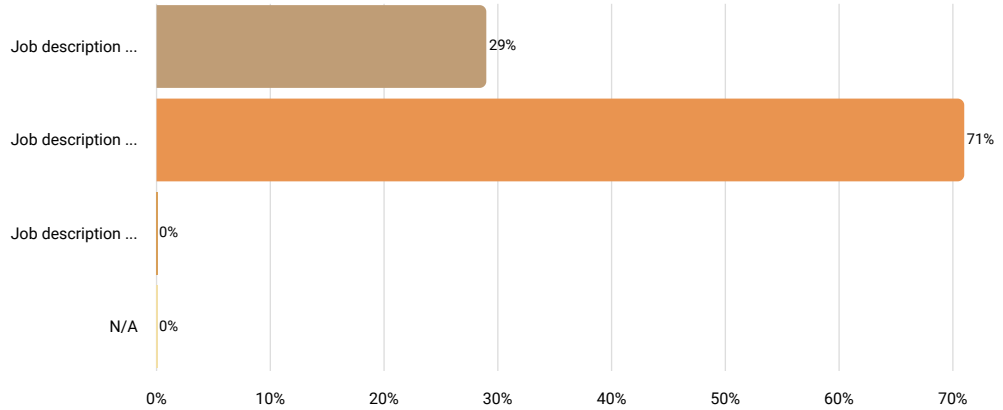
Job description Receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 10 times

Skipped 4 times

Text input

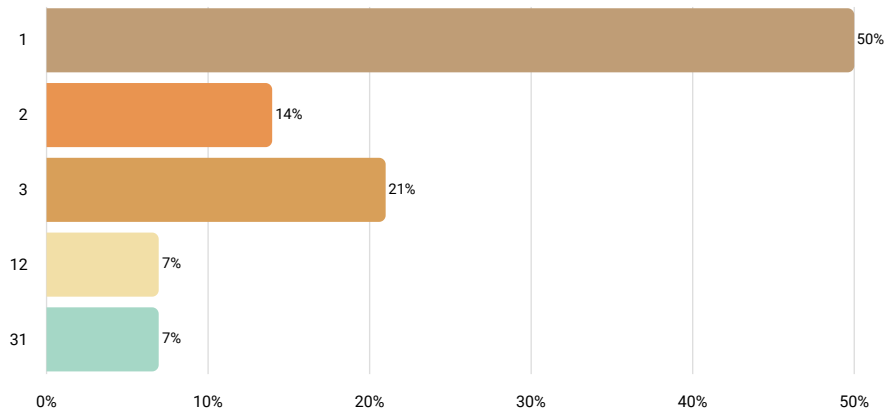
Results	
mro storeroom technician	1
storeroom clerk	1
inventory clerk	1
storekeeper	1
operator	1
materials clerk/coordinator	1
yard associate	1
materials specialist	1
parts clerk	1
tool room attendant	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



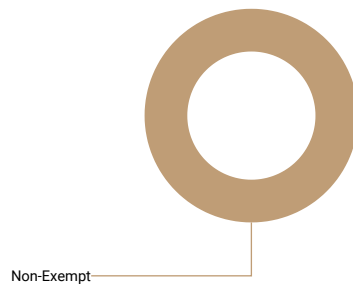
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	12
Mean	4.5
Median	1.5
Standard deviation	8.15
Total/sum	63

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



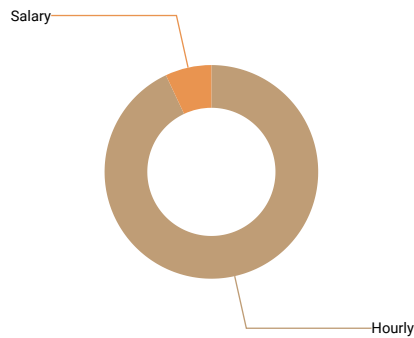
Results	%	N
Non-Exempt	93%	13
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	13
Salary	7%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	\$15.94	\$17.00	\$18.34	\$19.00	\$23.10	\$18.73	\$18.34
Pay Range Maximum Rate	10	\$18.55	\$20.13	\$25.08	\$27.75	\$29.00	\$23.93	\$25.08
Actual Lowest Base Rate	13	\$16.25	\$18.10	\$18.50	\$22.60	\$26.00	\$20.28	\$18.50
Actual Average Base Rate	13	\$18.00	\$18.36	\$20.20	\$23.35	\$26.00	\$21.38	\$20.20
Actual Highest Base Rate	13	\$18.36	\$19.23	\$22.60	\$26.00	\$27.75	\$22.93	\$22.60
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								

Warehouse Employees, General

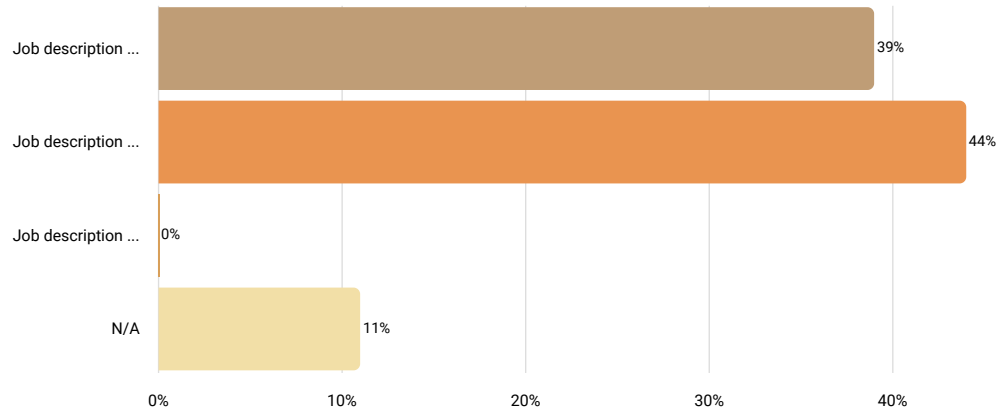
Job description Use this job title for warehouse workers other than those listed.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	39%	7	
Job description matches the position at your company very well	44%	8	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	11%	2	

Job Title (if different than above)

Answered 15 times

Skipped 3 times

Text input

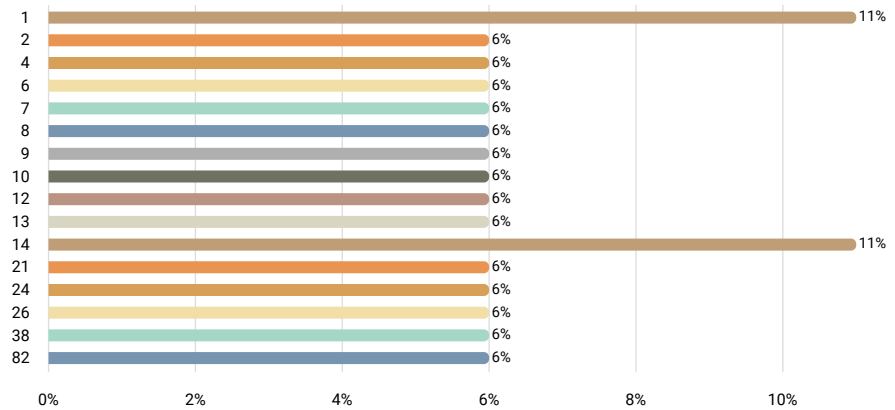
Results	
material handler	2
warehouse operator	1
distribution operator	1
warehouse operator; storeroom operator	1
crate and pallet builder	1
warehouse specialist	1
shipping technician	1
certified warehouse worker	1
warehouse associates	1
distribution associate	1
warehouse associate	1
warehouse operations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

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



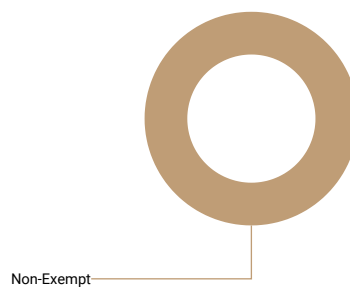
Statistics	
10th percentile	1
25th percentile	6
50th percentile	11
75th percentile	21
90th percentile	38
Mean	16.22
Median	11
Standard deviation	19.07
Total/sum	292

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



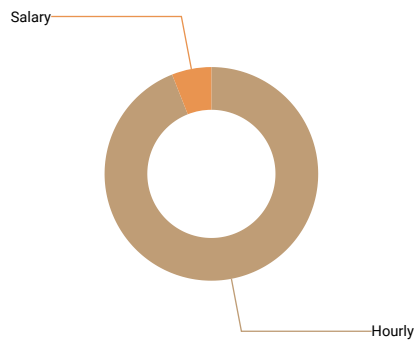
Results	%	N
Non-Exempt	100%	18
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	17
Salary	6%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	16	\$12.00	\$15.93	\$17.50	\$19.18	\$21.95	\$17.26	\$17.50
Pay Range Maximum Rate	16	\$17.25	\$20.05	\$20.63	\$25.00	\$30.65	\$22.62	\$20.63
Actual Lowest Base Rate	15	\$13.70	\$16.00	\$17.00	\$19.00	\$21.95	\$17.72	\$17.00
Actual Average Base Rate	15	\$16.38	\$17.00	\$18.85	\$19.77	\$22.59	\$19.47	\$18.85
Actual Highest Base Rate	15	\$17.00	\$19.00	\$20.75	\$25.00	\$30.65	\$22.30	\$20.75
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)								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

4.8 Manufacturing Not Otherwise Classified

The survey received sufficient data for the following job titles:

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:

Skilled Workers, Not Otherwise Classified

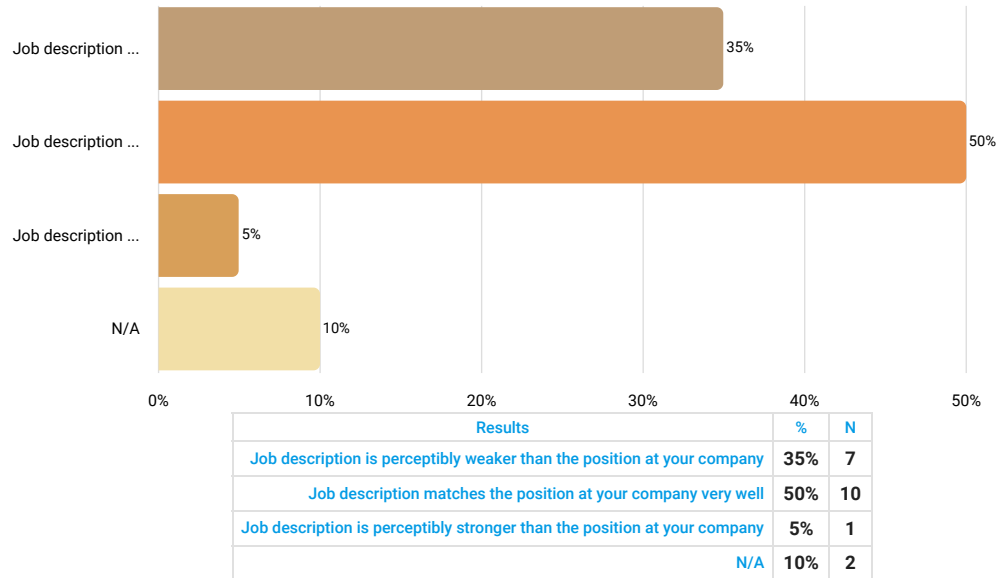
Job description Include any skilled production workers that have not been classified in any other area of this survey.

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 16 times

Skipped 4 times

Text input

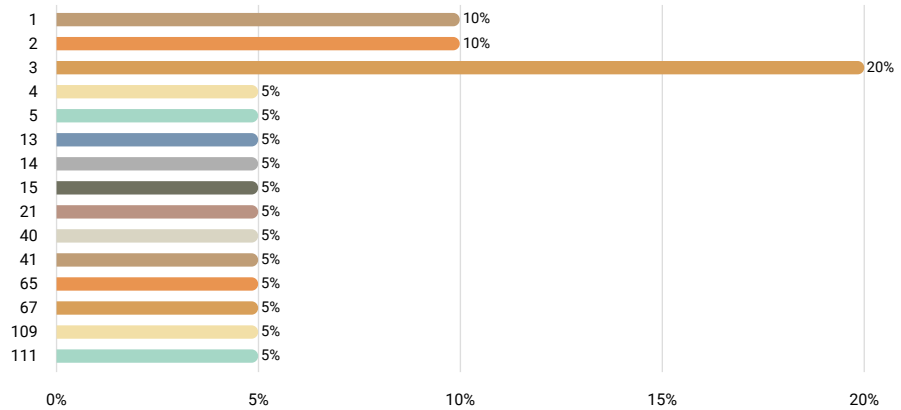
Results	
process specialist/utility specialist	1
fabricators, electricians, pipefitters, welder, foreman, general foreman, supervisor, superintendent, instrument fitter, instrument tech, millwright, multicraftjourneyman	1
plant operator – grade iv	1
composite technicians / operation technicians	1
bartender ; gardener ; lead bartender ;lighting and design programming intern	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 20 times

Skipped 0 times

Number input



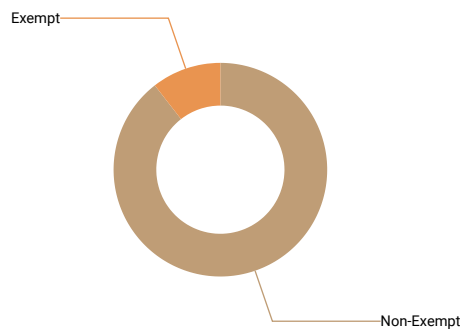
Statistics	
10th percentile	1.5
25th percentile	3
50th percentile	9
75th percentile	40.5
90th percentile	88
Mean	26.15
Median	9
Standard deviation	35.27
Total/sum	523

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



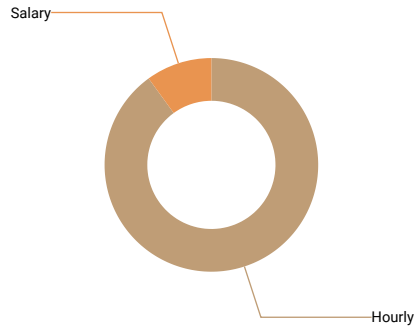
Results	%	N
Non-Exempt	85%	17
Exempt	10%	2

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	18
Salary	10%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	16	\$12.00	\$14.18	\$16.70	\$22.10	\$26.29	\$18.49	\$16.70
Pay Range Maximum Rate	16	\$19.30	\$22.75	\$28.33	\$35.37	\$38.00	\$29.13	\$28.33
Actual Lowest Base Rate	16	\$13.00	\$14.72	\$18.70	\$23.79	\$26.29	\$19.34	\$18.70
Actual Average Base Rate	16	\$16.40	\$19.31	\$23.92	\$30.55	\$33.00	\$24.17	\$23.92
Actual Highest Base Rate	16	\$16.40	\$23.50	\$29.91	\$35.83	\$42.00	\$30.04	\$29.91
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$3.00	\$3.00	\$4.00	\$6.00	\$9.00	\$4.71	\$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								

Semi-Skilled Workers, Not Otherwise Classified

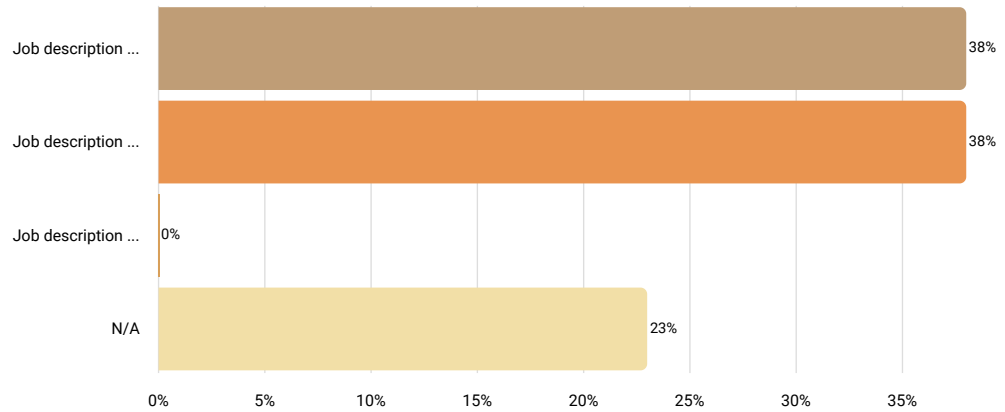
Job description This category includes semi-skilled production workers that were not classified in any other job title in this survey.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		38%	5
Job description matches the position at your company very well		38%	5
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	23%	3

Job Title (if different than above)

Answered 12 times

Skipped 1 times

Text input

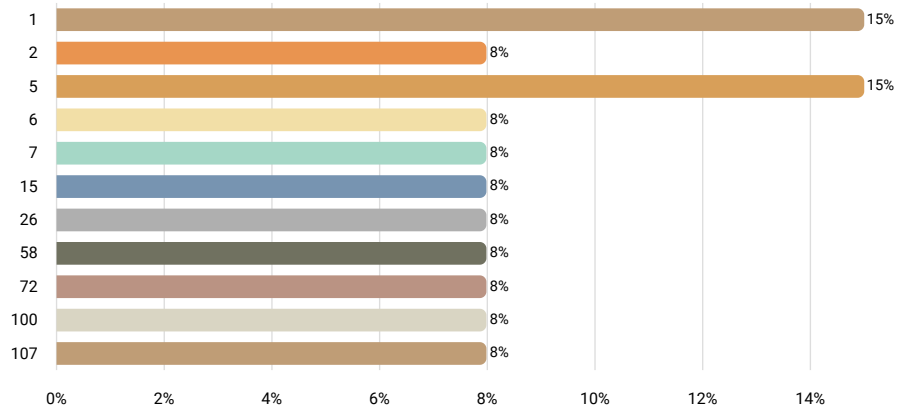
Results	
civil workers, fabricators, millwrights, welders, pipefitters, iron workers	1
seamstress, cut table	1
gardener/butterfly	1
quality in-process inspectors (hourly)	1
technicians	1
painter	1
operation technician i and ii	1
sewing machine operator; production admin	1
conformal coating and parylene process operators	1
set-up	1
sewer	1
tech ii step 6 setup operator	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



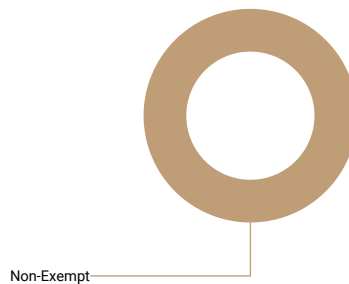
Statistics	
10th percentile	1
25th percentile	5
50th percentile	7
75th percentile	58
90th percentile	100
Mean	31.15
Median	7
Standard deviation	39.18
Total/sum	405

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



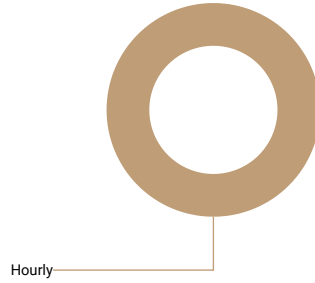
Results	%	N
Non-Exempt	100%	13
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	13
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	12	\$10.00	\$11.50	\$14.50	\$17.19	\$18.00	\$14.22	\$14.50
Pay Range Maximum Rate	12	\$12.00	\$18.25	\$19.40	\$21.50	\$23.00	\$19.07	\$19.40
Actual Lowest Base Rate	13	\$10.00	\$13.90	\$16.50	\$17.00	\$17.50	\$15.05	\$16.50
Actual Average Base Rate	13	\$11.40	\$16.50	\$16.96	\$18.87	\$21.77	\$17.27	\$16.96
Actual Highest Base Rate	13	\$13.00	\$17.83	\$18.52	\$22.00	\$25.00	\$19.15	\$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)								

Laborers/Helpers, Not Otherwise Classified

Job description

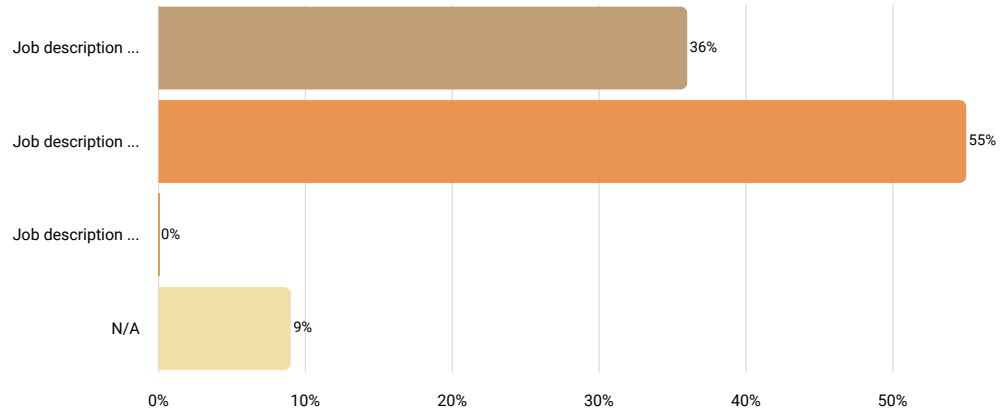
Include those who perform non-skilled work inside or outside the facility that are not included in the Laborer category under Maintenance or who do not fit the category within this survey.

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

Job Title (if different than above)

Answered 8 times

Skipped 3 times

Text input

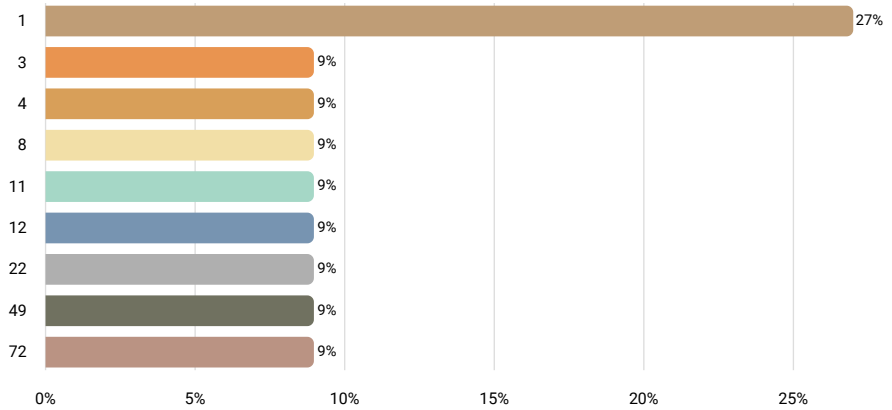
Results	
prep worker	1
seamstress	1
bar back ; seasonal gardener	1
sewing machine operator	1
helper/loader	1
prog operator	1
production helper	1
shipping floater	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



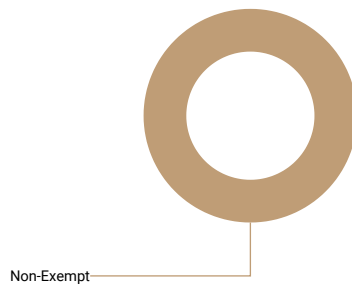
Statistics	
10th percentile	1
25th percentile	1
50th percentile	8
75th percentile	22
90th percentile	49
Mean	16.73
Median	8
Standard deviation	23.13
Total/sum	184

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



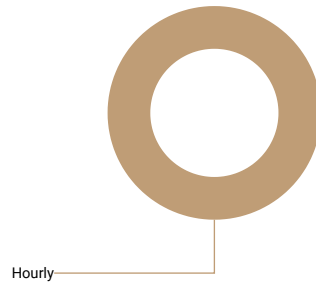
Results	%	N
Non-Exempt	91%	10
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	11
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	\$7.50	\$11.00	\$13.00	\$16.50	\$18.00	\$12.90	\$13.00
Pay Range Maximum Rate	9	\$11.00	\$14.12	\$18.50	\$19.00	\$22.00	\$17.20	\$18.50
Actual Lowest Base Rate	10	\$9.00	\$11.00	\$14.11	\$16.00	\$18.25	\$13.77	\$14.11
Actual Average Base Rate	10	\$10.50	\$11.26	\$14.74	\$18.00	\$20.56	\$15.30	\$14.74
Actual Highest Base Rate	10	\$13.38	\$14.00	\$16.19	\$20.00	\$24.50	\$17.52	\$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:

Accounting Supervisor

Job description

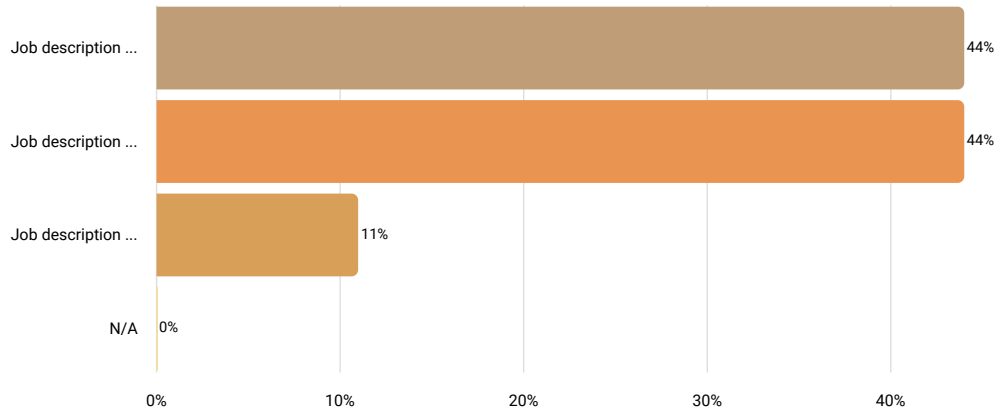
First Line Supervisor responsible for overseeing workers engaged in maintaining accounting records and processing transactions. Determines work assign evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	44%	8
Job description matches the position at your company very well	44%	8
Job description is perceptibly stronger than the position at your company	11%	2
N/A	0%	0

Job Title (if different than above)

Answered 12 times

Skipped 6 times

Text input

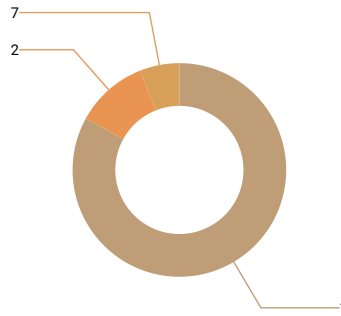
Results	
accounting manager	3
supervisor	1
finance admin manager-1121	1
assistant controller	1
supv accounts payable	1
sr. accounting specialist	1
payroll supervisor iii	1
accounting assistant manager	1
manger, billings; manager, enterprise finance	1
chief accountant-finance	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



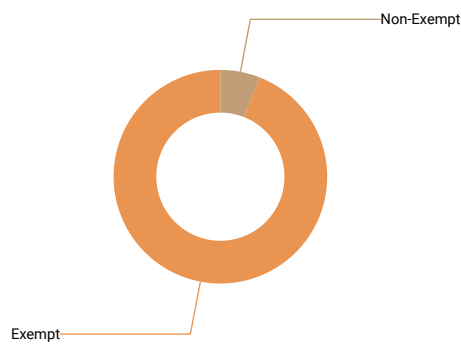
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.44
Median	1
Standard deviation	1.42
Total/sum	26

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	18

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	11	\$60,000.00	\$60,028.00	\$70,000.00	\$89,425.60	\$91,117.18	\$74,177.40	\$70,000.00	\$
Pay Range Maximum Salary	11	\$78,561.60	\$95,000.00	\$100,000.00	\$112,632.00	\$116,291.18	\$98,906.47	\$100,000.00	\$
Actual Lowest Base Salary	18	\$67,500.00	\$68,752.29	\$83,075.10	\$90,000.00	\$106,555.00	\$83,449.86	\$83,075.10	\$
Actual Average Base Salary	18	\$67,641.60	\$69,638.00	\$87,409.60	\$101,709.00	\$106,555.00	\$85,683.34	\$87,409.60	\$
Actual Highest Base Salary	18	\$67,641.60	\$69,638.00	\$87,750.00	\$105,456.00	\$112,632.00	\$87,684.37	\$87,750.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Production Supervisor

Job description

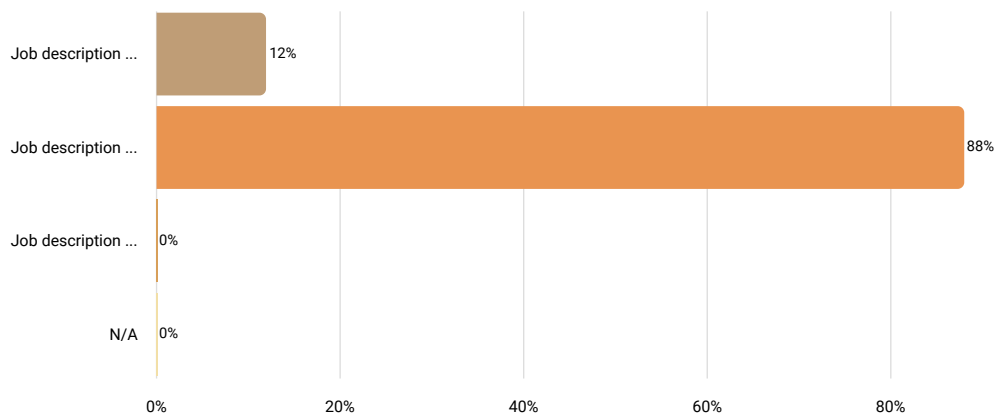
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company procedures. Responsible for the performance of the assigned work unit.

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

Answered 51 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	12%	6
Job description matches the position at your company very well	88%	45
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 19 times

Skipped 32 times

Text input

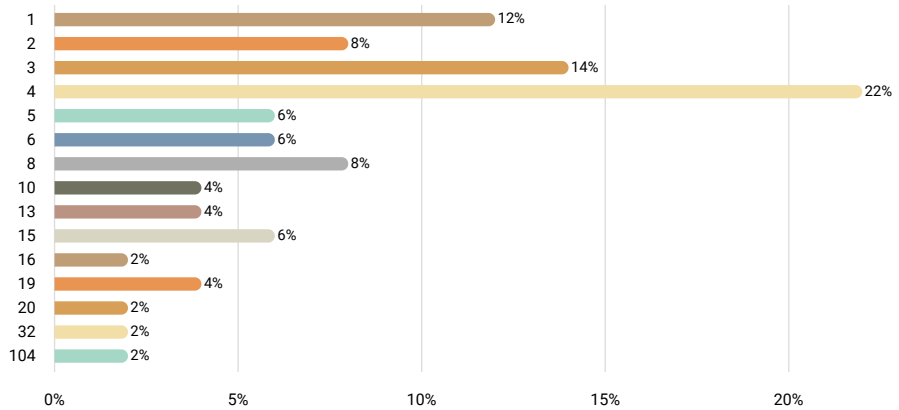
Results	
operations supervisor	2
deputy production supervisor	1
supv env services	1
area manager	1
foreman	1
team leader	1
shift supervisor-molding	1
assembly lead	1
supervisor	1
shift supervisor	1
molding supervisor, assembly supervisor, foam supervisor	1
manufacturing supervisor	1
group leader or front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

Number of Employees Currently in This Position

Answered 51 times

Skipped 0 times

Number input



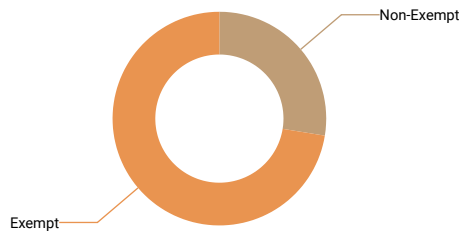
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	10
90th percentile	16
Mean	8.73
Median	4
Standard deviation	15
Total/sum	445

FLSA Status

Answered 51 times

Skipped 0 times

Select one answer (radio button)



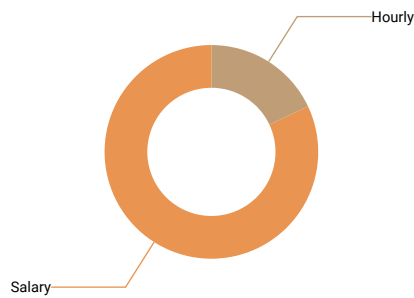
Results	%	N
Non-Exempt	27%	14
Exempt	71%	36

Is this position paid an hourly rate or annual salary?

Answered 51 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	9
Salary	82%	42

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	9	\$12.00	\$17.00	\$20.44	\$25.00	\$26.10	\$19.90	\$20.44	
Pay Range Maximum Rate	9	\$18.23	\$30.00	\$32.50	\$35.00	\$50.96	\$32.41	\$32.50	
Actual Lowest Base Rate	9	\$15.61	\$18.70	\$20.95	\$25.00	\$33.00	\$22.24	\$20.95	
Actual Average Base Rate	9	\$15.61	\$21.77	\$25.00	\$27.96	\$34.82	\$24.95	\$25.00	
Actual Highest Base Rate	9	\$15.61	\$25.00	\$30.88	\$31.80	\$36.81	\$28.40	\$30.88	
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	37	\$42,500.00	\$56,000.00	\$62,000.00	\$71,197.00	\$87,550.00	\$63,798.42	\$62,000.00	\$
Actual Average Base Salary	38	\$47,952.00	\$64,000.00	\$69,763.00	\$82,322.00	\$92,000.00	\$71,355.31	\$69,763.00	\$
Actual Highest Base Salary	37	\$54,080.00	\$67,500.00	\$78,000.00	\$97,760.00	\$110,310.00	\$81,498.46	\$78,000.00	\$
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	\$

Senior Production Supervisor

Job description

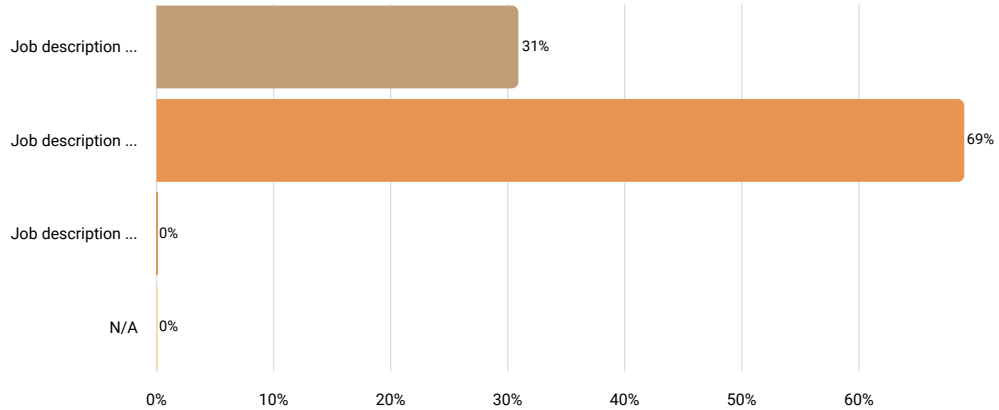
Experienced supervisor typically responsible for overseeing two or more production units or highly complex or large production units. May work through to accomplish production functions and supervise staff. Determines work assignments, evaluates work and administers company policies and procedures for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

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 8 times

Skipped 5 times

Text input

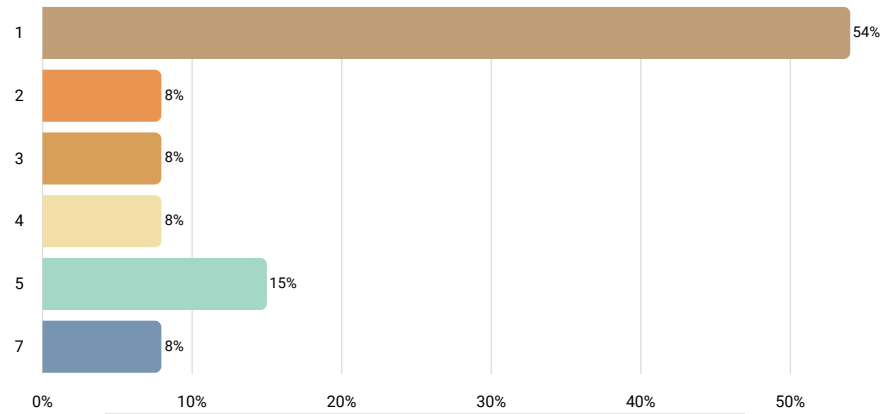
Results	
assistant plant manager	1
area supervisor	1
senior manufacturing supervisor	1
plant production supervisor and maintenance supervisor	1
director of production control, manufacturing quality director, mechanical program manager, aviation quality manager, production control manager	1
production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

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



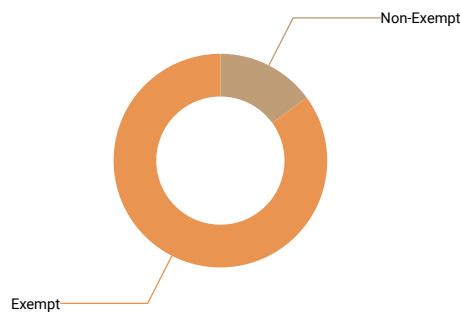
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2.54
Median	1
Standard deviation	2.07
Total/sum	33

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



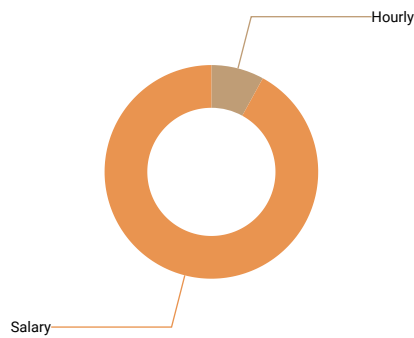
Results	%	N
Non-Exempt	15%	2
Exempt	85%	11

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	11	\$67,600.00	\$76,000.00	\$80,000.00	\$107,014.00	\$109,200.00	\$87,345.03	\$80,000.00	\$
Actual Average Base Salary	11	\$74,348.00	\$77,380.00	\$82,900.00	\$113,349.00	\$115,289.00	\$91,633.05	\$82,900.00	\$
Actual Highest Base Salary	11	\$77,380.00	\$79,600.00	\$88,000.00	\$116,695.22	\$137,607.00	\$97,653.37	\$88,000.00	\$
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	\$

Quality Assurance Supervisor

Job description

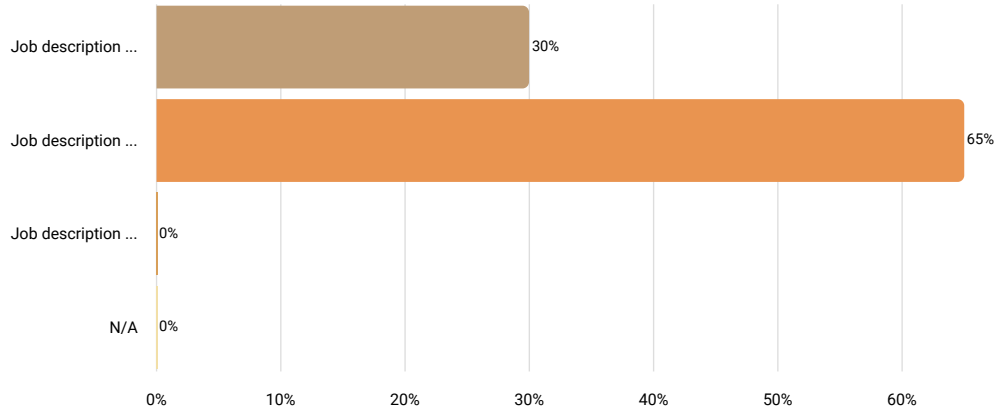
First Line Supervisor responsible for overseeing workers engaged in testing and inspecting the quality of products. Compiles and evaluates data pertaining to standards. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the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

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results		
Job description is perceptibly weaker than the position at your company	30%	6
Job description matches the position at your company very well	65%	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 12 times

Skipped 8 times

Text input

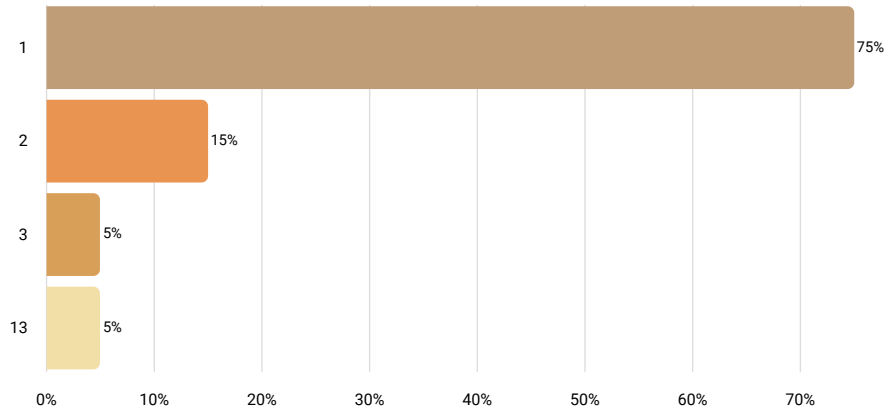
Results	
quality ndt	1
quality control	1
lab supervisor	1
quality manager	1
qc supervisor janitorial, and qc supervisor grounds	1
product liability supervisor	1
quality control supervisor	1
group leader	1
supervisor, quality	1
quality director	1
lab services manager	1
supervisor, test & inspection	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



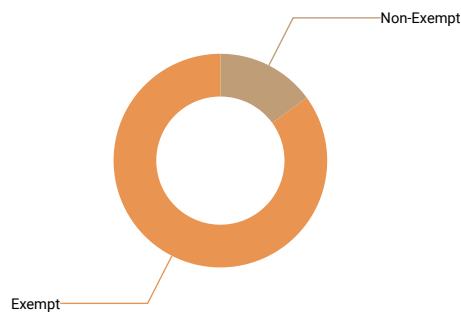
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2.5
Mean	1.85
Median	1
Standard deviation	2.68
Total/sum	37

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



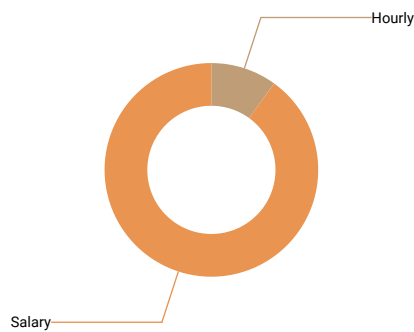
Results	%	N
Non-Exempt	15%	3
Exempt	85%	17

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	2
Salary	90%	18

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
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	18	\$55,161.00	\$61,208.00	\$77,172.25	\$97,000.00	\$104,000.00	\$78,600.27	\$77,172.25	\$
Actual Average Base Salary	18	\$57,906.00	\$61,208.00	\$77,172.25	\$97,510.40	\$105,000.00	\$79,730.33	\$77,172.25	\$
Actual Highest Base Salary	18	\$58,500.00	\$61,208.00	\$79,732.25	\$97,510.40	\$113,000.00	\$81,153.11	\$79,732.25	\$
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	\$

Customer Service Supervisor

Job description

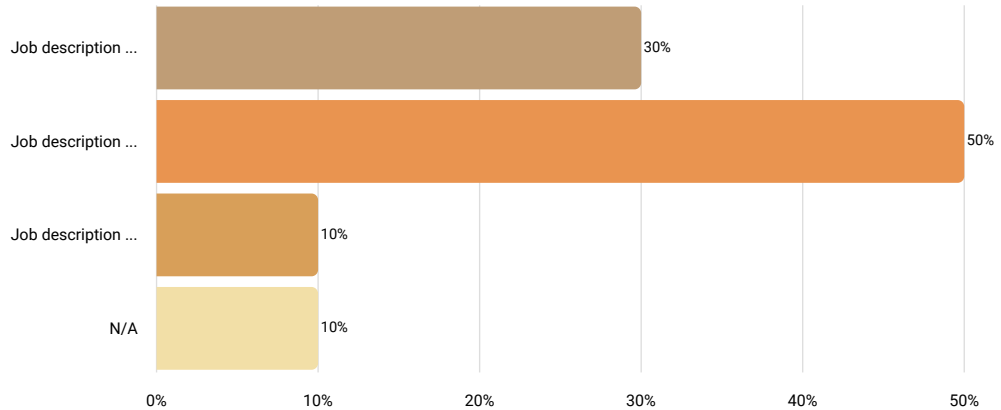
First Line Supervisor response for overseeing workers in order to ensure that customers get the best service possible. Coordinates with other departmen this goal is met.

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

Answered 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	50%	5
Job description is perceptibly stronger than the position at your company	10%	1
N/A	10%	1

Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

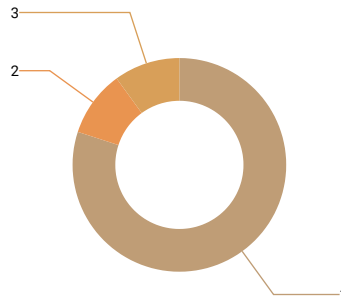
Results	
manager of volunteer services ; manager of hospitality services ; manager of youth programming	1
supply chain supervisor	1
customer service manager	1
procurement supervisor	1
yard supervisor	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



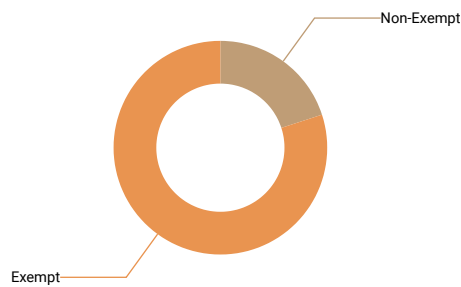
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2.5
Mean	1.3
Median	1
Standard deviation	0.67
Total/sum	13

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



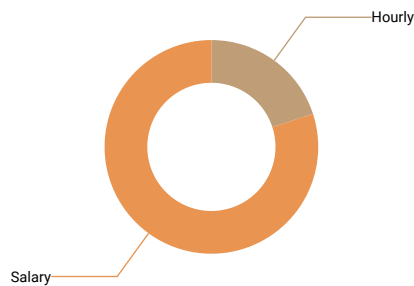
Results	%	N
Non-Exempt	20%	2
Exempt	80%	8

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	2
Salary	80%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$39,520.00	\$45,000.00	\$71,739.20	\$86,778.27	\$95,804.80	\$66,964.85	\$71,739.20	\$
Pay Range Maximum Salary	7	\$50,500.00	\$55,000.00	\$101,899.20	\$112,070.40	\$128,211.00	\$92,650.80	\$101,899.20	\$
Actual Lowest Base Salary	8	\$39,520.00	\$55,921.80	\$74,494.50	\$88,103.20	\$128,211.00	\$75,596.25	\$74,494.50	\$
Actual Average Base Salary	8	\$39,520.00	\$57,421.80	\$80,625.00	\$89,178.70	\$128,211.00	\$77,772.75	\$80,625.00	\$
Actual Highest Base Salary	8	\$50,000.00	\$59,921.80	\$80,625.00	\$97,052.70	\$128,211.00	\$81,676.25	\$80,625.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Shipping and Receiving Supervisor

Job description

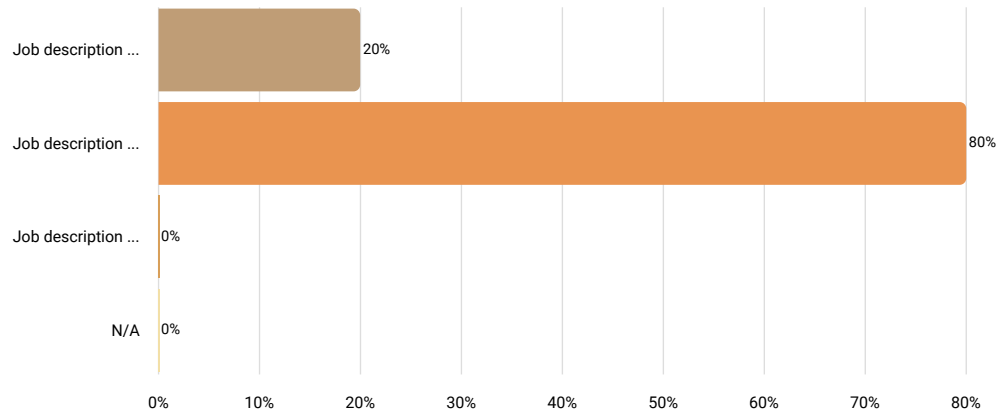
First Line Supervisor responsible for overseeing workers engaged in the shipping or receiving of products which could include the storage and warehouse and raw materials. Include Warehouse and/or Material Supervisors here.

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

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	6
Job description matches the position at your company very well	80%	24
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 12 times

Text input

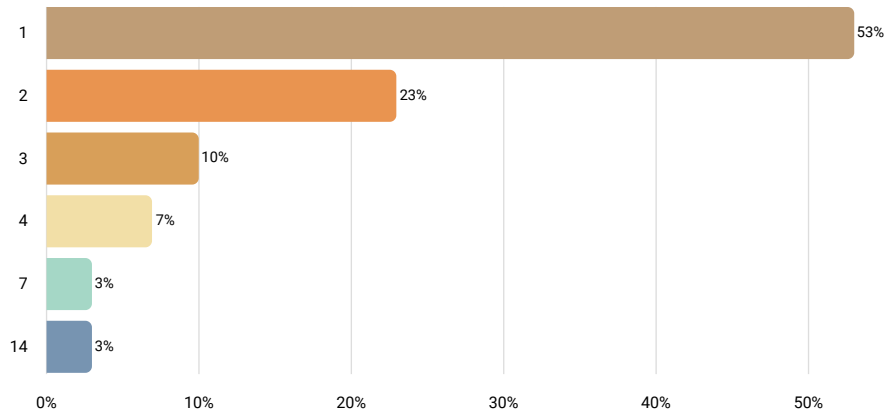
Results	
shipping supervisor	2
material handling supervisor	1
logistics supervisor	1
operations supervisor	1
warehouse supervisor	1
material control coordinator	1
transportation manager	1
stores supervisor	1
shift supervisor-logistics	1
distribution supervisor	1
materials supervisor	1
shipping & receiving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

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



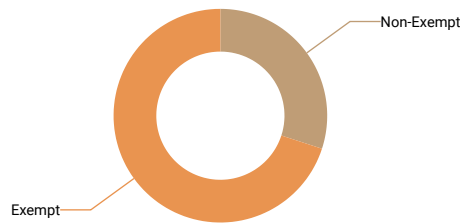
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2.27
Median	1
Standard deviation	2.59
Total/sum	68

FLSA Status

Answered 30 times

Skipped 0 times

Select one answer (radio button)



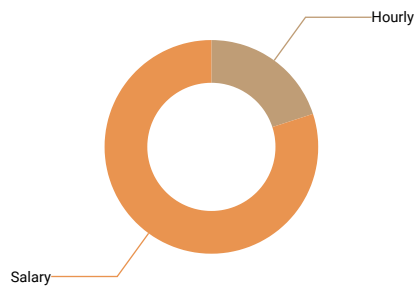
Results	%	N
Non-Exempt	30%	9
Exempt	70%	21

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	6
Salary	80%	24

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	5	\$20.00	\$20.00	\$21.20	\$25.00	\$30.00	\$23.24	\$21.20	
Actual Average Base Rate	5	\$23.15	\$24.35	\$25.00	\$25.00	\$31.25	\$25.75	\$25.00	
Actual Highest Base Rate	5	\$25.00	\$26.40	\$30.00	\$32.25	\$33.22	\$29.37	\$30.00	
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	19	\$47,500.00	\$52,000.00	\$55,000.00	\$60,000.00	\$71,739.00	\$56,816.58	\$55,000.00	\$
Pay Range Maximum Salary	18	\$52,020.00	\$60,000.00	\$78,500.00	\$90,000.00	\$101,899.00	\$76,323.73	\$78,500.00	\$
Actual Lowest Base Salary	21	\$52,000.00	\$55,000.00	\$60,000.00	\$71,739.00	\$85,009.60	\$64,711.08	\$60,000.00	\$
Actual Average Base Salary	21	\$52,000.00	\$55,000.00	\$63,306.00	\$76,388.00	\$89,000.00	\$67,455.03	\$63,306.00	\$
Actual Highest Base Salary	21	\$52,000.00	\$55,000.00	\$68,000.00	\$83,022.00	\$95,920.00	\$70,432.72	\$68,000.00	\$
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	\$

Maintenance Supervisor

Job description

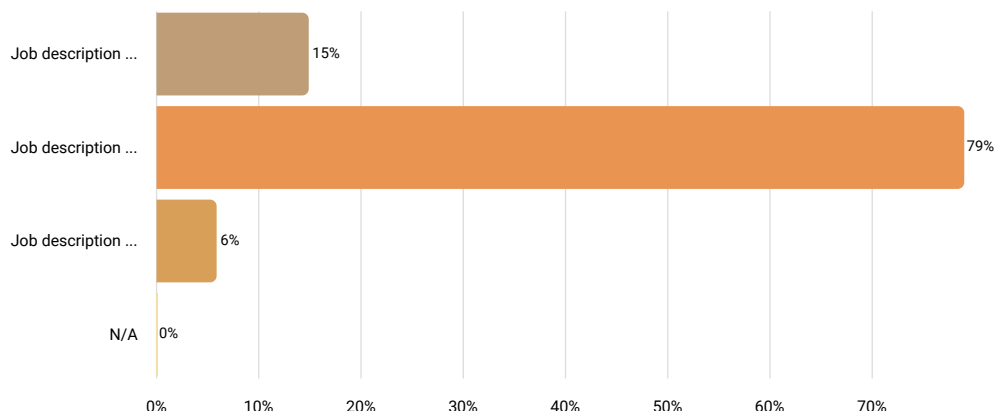
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and ad company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 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	79%	27
Job description is perceptibly stronger than the position at your company	6%	2
N/A	0%	0

Job Title (if different than above)

Answered 16 times

Skipped 18 times

Text input

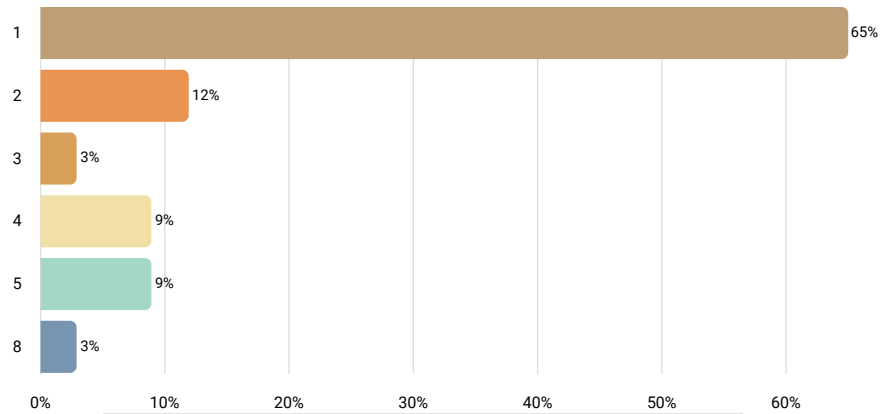
Results	
maintenance supervisor	2
general services faculties supervisor - 6008	1
maintenance i&e supervisor; maintenance mechanical supervisor; maintenance supervisor	1
facility maintenance supervisor ; facility services supervisor ; grounds and equipment supervisor ;nursery and greenhouse manager	1
supv plant operations	1
supervisor, grounds maintenance	1
facilities supervisor	1
maintenance team leader	1
shift supervisor-maintenance	1
general maintenance mechanic lead	1
supervisor, maintenance	1
facilities & maintenance manager	1
maintenance group leader	1
facilities manager	1
maintenance and construction supervisor	1

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



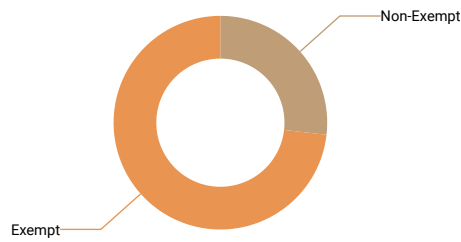
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	1.72
Total/sum	68

FLSA Status

Answered 34 times

Skipped 0 times

Select one answer (radio button)



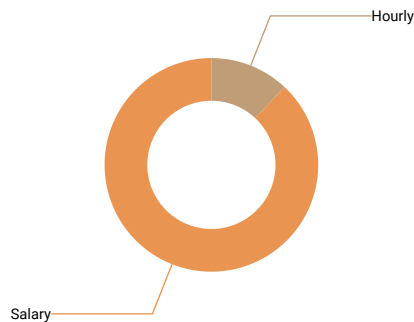
Results	%	N
Non-Exempt	26%	9
Exempt	71%	24

Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	12%	4
Salary	88%	30

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	23	\$49,600.00	\$52,000.00	\$60,000.00	\$72,000.00	\$80,000.00	\$63,496.68	\$60,000.00	\$
Pay Range Maximum Salary	23	\$79,300.00	\$80,000.00	\$87,677.00	\$102,707.00	\$110,000.00	\$91,015.48	\$87,677.00	\$
Actual Lowest Base Salary	27	\$56,000.00	\$67,626.00	\$81,390.00	\$90,492.00	\$94,340.00	\$78,516.36	\$81,390.00	\$
Actual Average Base Salary	27	\$57,273.00	\$70,000.00	\$81,390.00	\$92,553.32	\$99,000.00	\$80,737.58	\$81,390.00	\$
Actual Highest Base Salary	27	\$60,000.00	\$70,000.00	\$82,300.00	\$94,000.00	\$105,600.00	\$83,126.69	\$82,300.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$2,050.00	\$3,000.00	\$7,357.50	\$8,951.00	\$10,000.00	\$6,743.00	\$7,357.50	\$

Team Leader

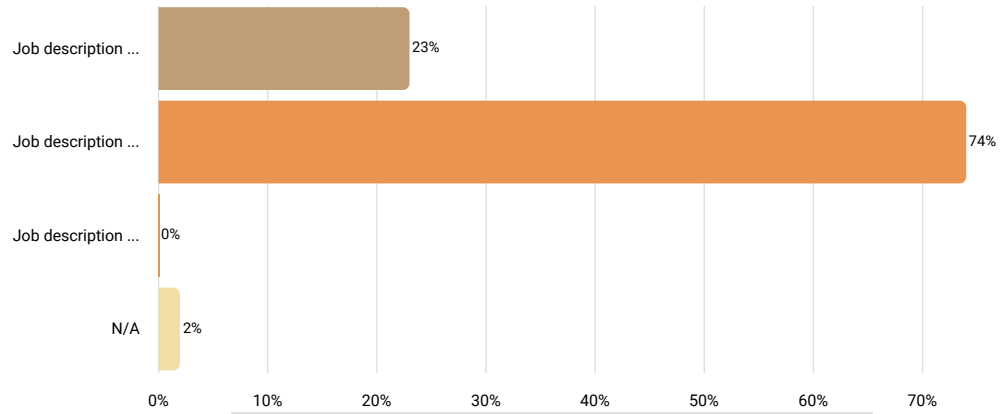
Job description Include workers here that oversee particular areas of work, but may or may not have evaluative responsibility for assigned work u

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

Answered 47 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	11
Job description matches the position at your company very well	74%	35
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	2%
		1

Job Title (if different than above)

Answered 23 times

Skipped 24 times

Text input

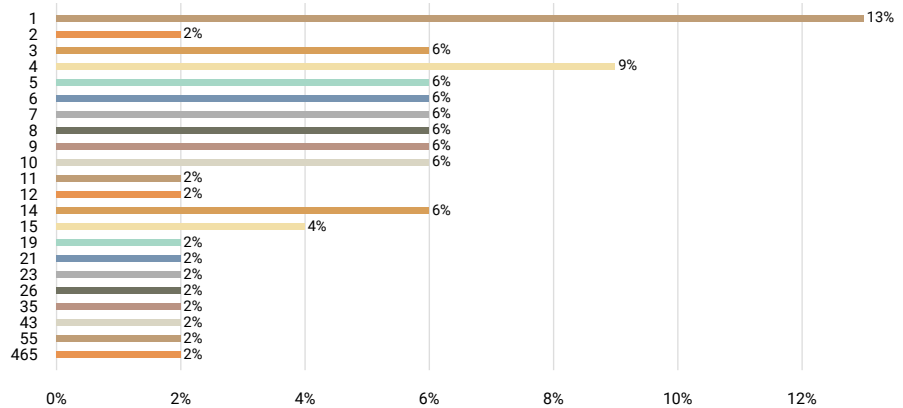
Results	
production team leader	2
process leads	1
maintenance lead, production lead, warehouse lead	1
guest services lead associate, cafe lead associate, retail sales lead associate, and lead explainer	1
supervisor	1
guest services lead ; lead gardener ; youth programs coordinator	1
facilities lead	1
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
lethality site lead; dynamics/field support lead; team lead btln sys sw iv&v; cyber security lead; lrdv iv&i project tech lead; security verification tech lead; lead senior technician; amsil project lead	1
team leader and group leader	1

Number of Employees Currently in This Position

Answered 47 times

Skipped 0 times

Number input



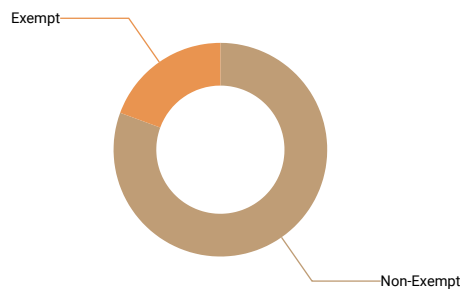
Statistics	
10th percentile	1
25th percentile	4
50th percentile	8
75th percentile	14
90th percentile	26
Mean	20.21
Median	8
Standard deviation	67.18
Total/sum	950

FLSA Status

Answered 47 times

Skipped 0 times

Select one answer (radio button)



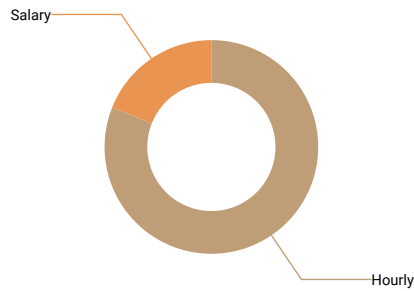
Results	%	N
Non-Exempt	79%	37
Exempt	19%	9

Is this position paid an hourly rate or annual salary?

Answered 47 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	81%	38
Salary	19%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	32	\$13.78	\$17.50	\$20.25	\$23.00	\$26.16	\$20.33	\$20.25	
Pay Range Maximum Rate	32	\$20.25	\$22.60	\$25.00	\$31.26	\$36.10	\$27.01	\$25.00	
Actual Lowest Base Rate	35	\$16.60	\$17.50	\$20.25	\$23.17	\$30.19	\$21.06	\$20.25	
Actual Average Base Rate	35	\$18.30	\$19.00	\$22.80	\$25.65	\$30.65	\$23.17	\$22.80	
Actual Highest Base Rate	34	\$18.30	\$21.75	\$25.25	\$31.80	\$34.00	\$25.75	\$25.25	
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)	10	\$0.00	\$500.00	\$2,577.00	\$3,500.00	\$4,500.00	\$2,220.40	\$2,577.00	\$
Pay Range Minimum Salary	9	\$38,000.00	\$45,000.00	\$51,700.00	\$78,000.00	\$104,000.00	\$62,760.63	\$51,700.00	\$
Pay Range Maximum Salary	9	\$45,000.00	\$77,600.00	\$108,000.00	\$150,000.00	\$247,217.51	\$124,354.72	\$108,000.00	\$
Actual Lowest Base Salary	8	\$39,000.00	\$48,368.78	\$55,767.20	\$98,384.00	\$141,366.00	\$73,175.75	\$55,767.20	\$
Actual Average Base Salary	8	\$40,500.00	\$53,565.97	\$78,200.50	\$134,381.22	\$171,595.00	\$93,048.80	\$78,200.50	\$
Actual Highest Base Salary	8	\$44,500.00	\$56,000.00	\$99,818.00	\$157,971.00	\$196,800.00	\$108,609.75	\$99,818.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$0.00	\$500.00	\$1,802.00	\$3,667.00	\$1,193.80	\$500.00	\$

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)
Marketing Representative
Sales Manager
Business Development Specialist
Business Development Manager
Marketing Manager or Director

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

PR or Community Relations Representative
Sales Office Assistant

Inside Sales Representative

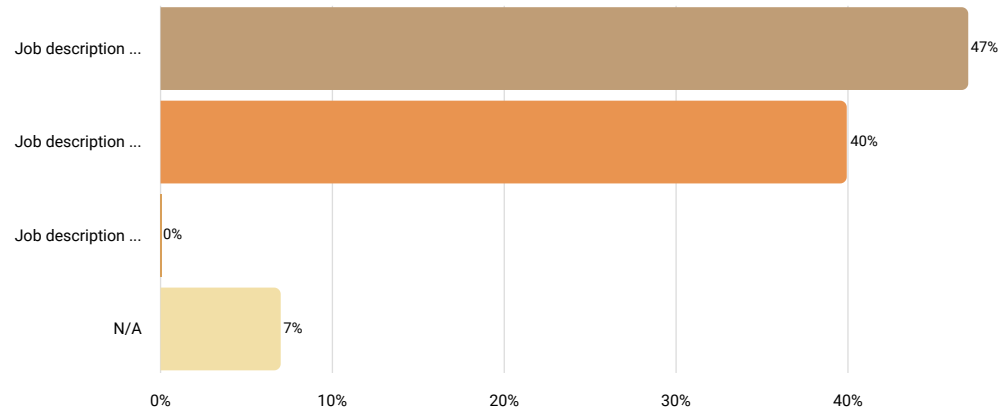
Job description Markets and sells products to customers over the telephone. Closes sales and also refers sales calls to outside sales representa

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	47%	7
Job description matches the position at your company very well	40%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

Job Title (if different than above)

Answered 9 times

Skipped 6 times

Text input

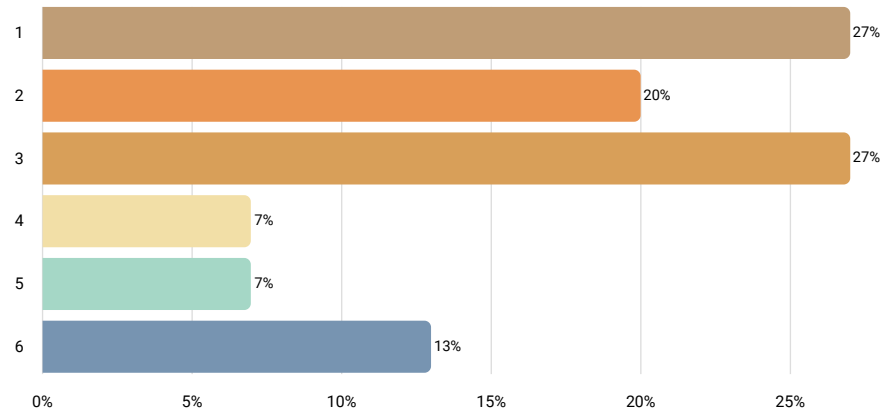
Results	
customer service representative	1
group sales & events coordinator	1
membership sales executive	1
sales service managers	1
sales technician	1
sales and service manager	1
inside sales representative	1
sales and purchasing specialist	1
crm sales administrator	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



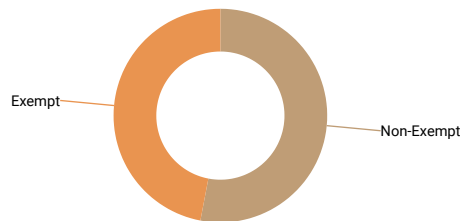
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	6
Mean	2.87
Median	3
Standard deviation	1.73
Total/sum	43

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



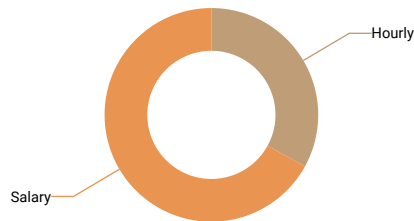
Results	%	N
Non-Exempt	53%	8
Exempt	47%	7

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	5
Salary	67%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	\$14.00	\$14.00	\$18.50	\$20.69	\$22.87	\$18.01	\$18.50
Actual Average Base Rate	5	\$16.67	\$17.86	\$18.50	\$22.00	\$22.87	\$19.58	\$18.50
Actual Highest Base Rate	5	\$18.50	\$20.00	\$22.87	\$23.40	\$24.46	\$21.85	\$22.87
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary	8	\$26,000.00	\$41,500.00	\$49,000.00	\$50,000.00	\$52,900.00	\$44,987.50	\$49,000.00
Pay Range Maximum Salary	8	\$45,000.00	\$64,500.00	\$72,500.00	\$79,650.00	\$80,000.00	\$69,787.50	\$72,500.00
Actual Lowest Base Salary	10	\$43,927.50	\$48,000.00	\$52,450.00	\$59,612.00	\$61,940.00	\$53,070.62	\$52,450.00
Actual Average Base Salary	10	\$45,250.00	\$54,500.00	\$57,564.80	\$62,000.00	\$72,802.10	\$58,644.18	\$57,564.80
Actual Highest Base Salary	10	\$49,750.00	\$59,612.00	\$62,250.00	\$66,012.00	\$105,526.27	\$68,755.65	\$62,250.00
Average Incentive Bonus or Other Cash Bonus (Annual)								

Outside Sales Rep (commission)

Job description

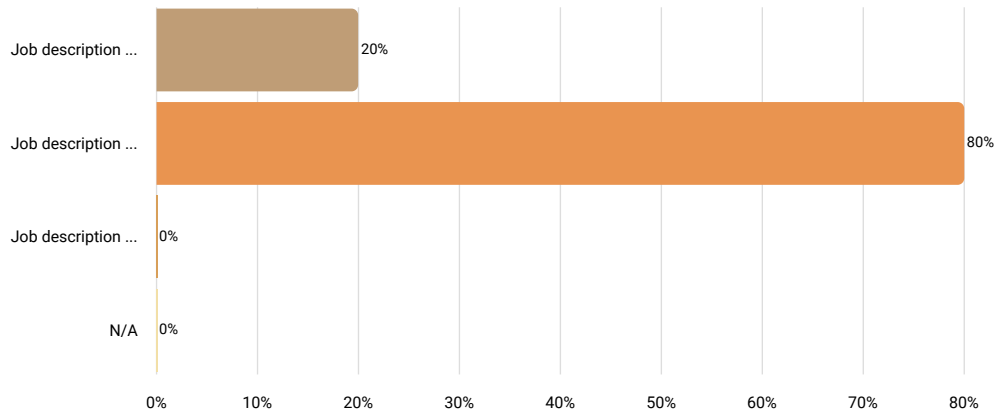
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically req degree and 2-4 years of sales related experience. Opportunity to earn a commission on products or services sold.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

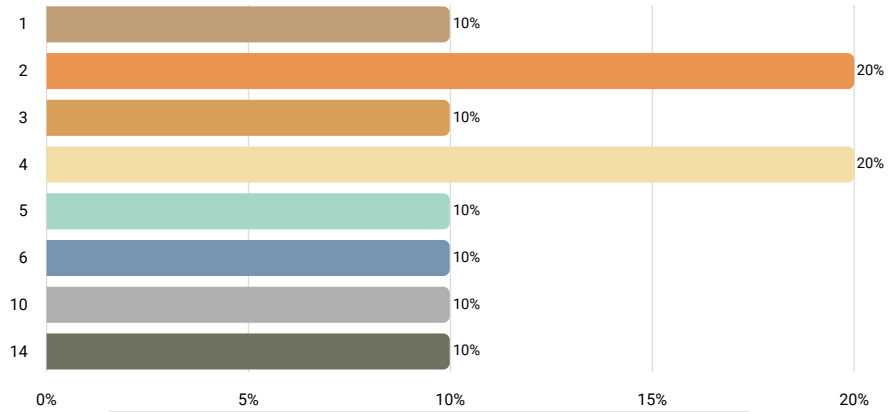
Results	
territory manager	1
district sales manager	1
sales	1
senior outside sales	1
sales development consultant (outbound)	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



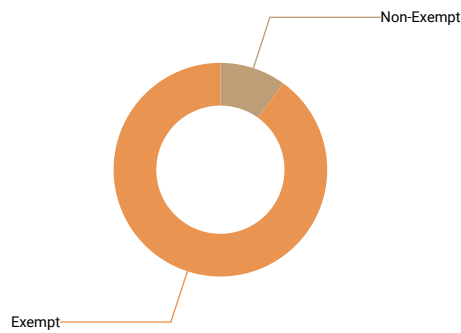
Statistics	
10th percentile	1.5
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	12
Mean	5.1
Median	4
Standard deviation	4.04
Total/sum	51

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



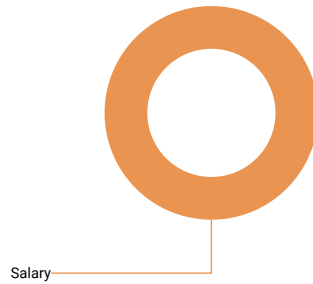
Results	%	N
Non-Exempt	10%	1
Exempt	90%	9

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

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	\$8
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	\$7
Actual Lowest Base Salary	10	\$28,900.06	\$50,000.00	\$64,167.50	\$80,000.00	\$209,485.00	\$86,610.51	\$64,167.50	\$8
Actual Average Base Salary	10	\$52,886.47	\$64,864.48	\$79,279.00	\$105,970.00	\$446,610.00	\$148,449.24	\$79,279.00	\$2
Actual Highest Base Salary	10	\$60,667.24	\$76,000.00	\$92,558.00	\$125,000.00	\$1,225,000.00	\$314,343.81	\$92,558.00	\$6
Average Incentive Bonus or Other Cash Bonus (Annual)									

Outside Sales Rep (non-commission)

Job description

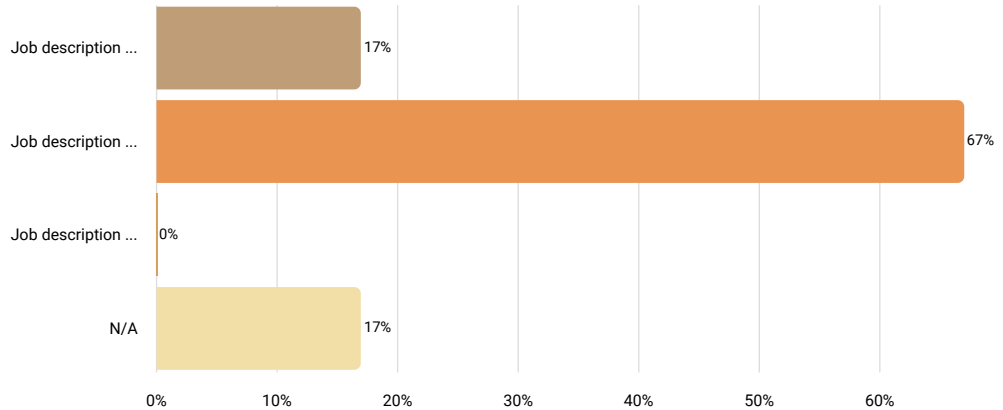
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically req degree and 2-4 years of sales related experience. No commission opportunities.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



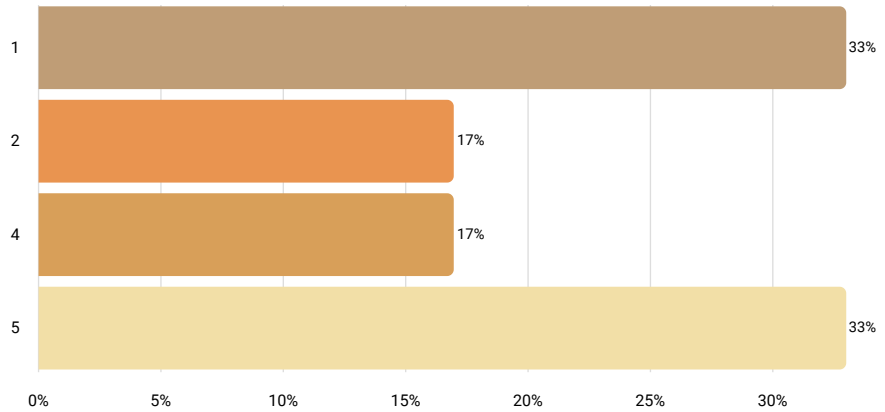
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



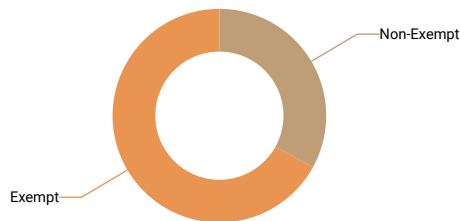
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	5
Mean	3
Median	3
Standard deviation	1.9
Total/sum	18

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



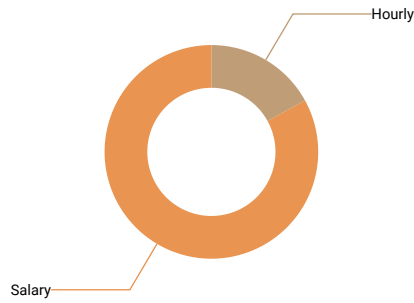
Results	%	N
Non-Exempt	33%	2
Exempt	67%	4

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	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)									

Marketing Representative

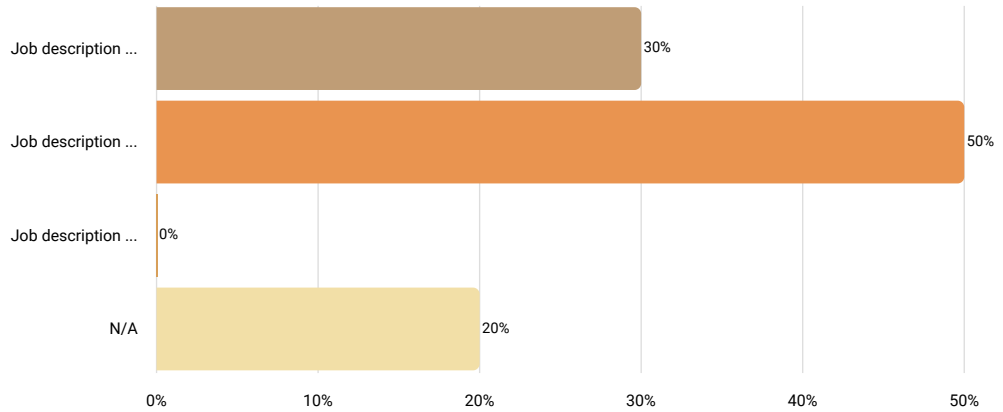
Job description Responsible for driving brand awareness through on-site, face-to-face interaction with consumers. Liaison between buyers and se

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	50%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	20%	2

Job Title (if different than above)

Answered 8 times

Skipped 2 times

Text input

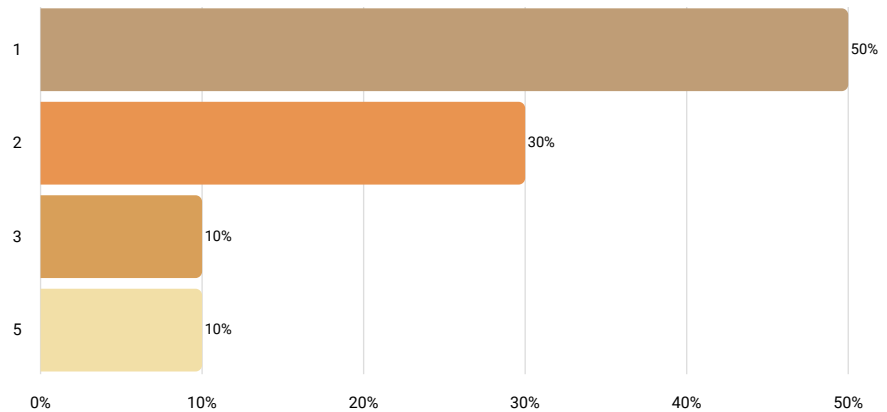
Results	
marketing coordinator	3
marketing specialist	2
coord project development	1
marketing/financial analyst	1
marketing coordinator; marketing planner	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



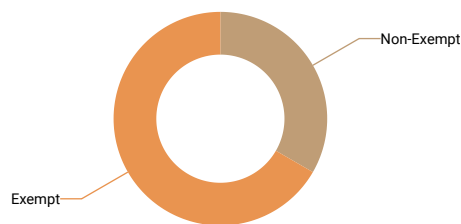
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	4
Mean	1.9
Median	1.5
Standard deviation	1.29
Total/sum	19

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



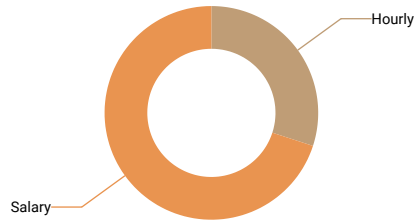
Results	%	N
Non-Exempt	30%	3
Exempt	60%	6

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$45,460.00	\$48,000.00	\$54,000.00	\$59,000.00	\$60,600.00	\$53,412.00	\$54,000.00	\$
Actual Average Base Salary	5	\$46,941.20	\$48,000.00	\$54,000.00	\$59,000.00	\$84,583.15	\$58,504.87	\$54,000.00	\$1
Actual Highest Base Salary	5	\$48,000.00	\$48,422.40	\$54,000.00	\$59,000.00	\$105,763.27	\$63,037.13	\$54,000.00	\$2

Sales Manager

Job description

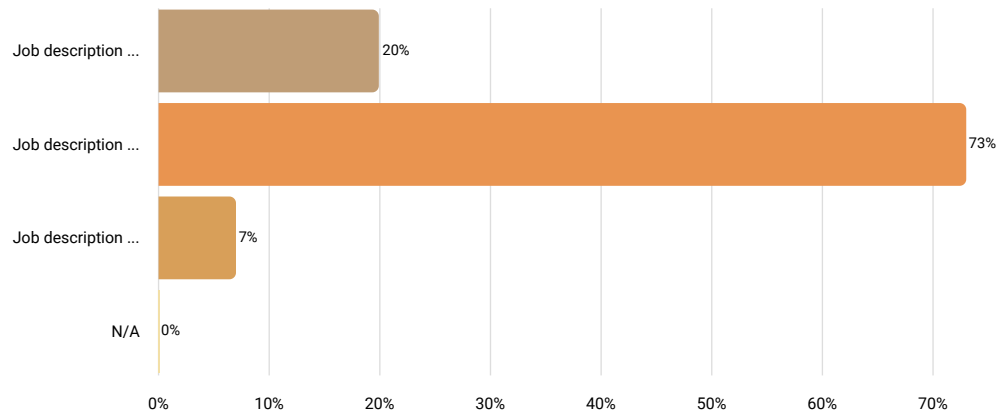
Manages sales division to ensure the achievement of sales goals. Serves as the principal liaison to major accounts and monitors and develops sales staf

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	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	7%	1
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 8 times

Text input

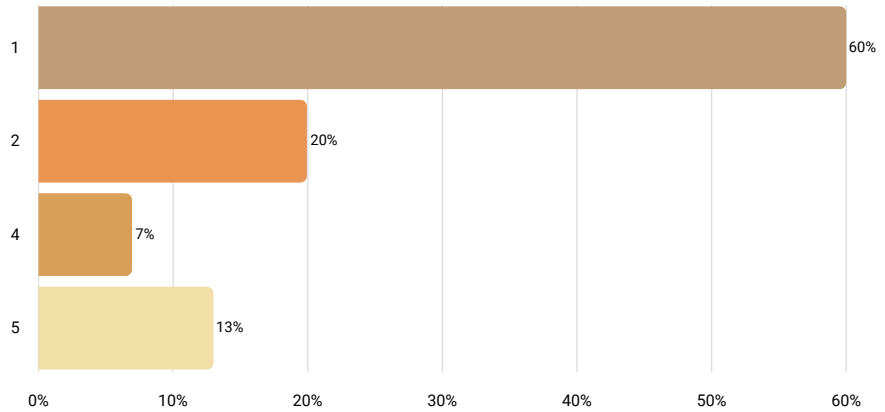
Results	
sales operations manager	1
manager of sales and marketing	1
manager of sales services, regional sales manger	1
sales director	1
inside sales manager	1
head of workplace partnership	1
account manager	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



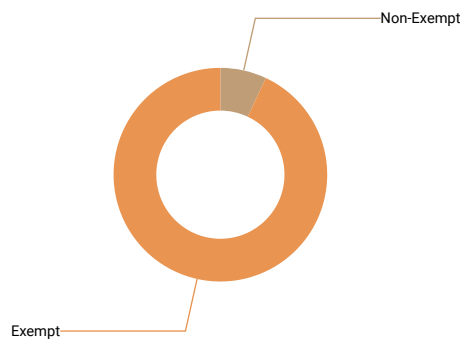
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	1.93
Median	1
Standard deviation	1.49
Total/sum	29

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



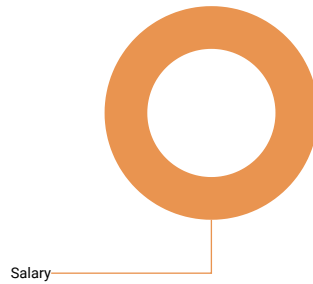
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	15

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Pay Range Minimum Salary	12	\$55,000.00	\$58,700.00	\$84,579.78	\$109,600.00	\$130,000.00	\$91,729.96	\$84,579.78	\$40,000.00
Pay Range Maximum Salary	12	\$65,000.00	\$78,079.78	\$112,500.00	\$131,350.00	\$150,000.00	\$111,298.88	\$112,500.00	\$30,000.00
Actual Lowest Base Salary	15	\$60,000.00	\$69,740.00	\$100,000.00	\$130,000.00	\$200,000.00	\$142,836.90	\$100,000.00	\$100,000.00
Actual Average Base Salary	15	\$60,000.00	\$79,159.55	\$115,600.00	\$137,548.00	\$200,000.00	\$158,523.30	\$115,600.00	\$100,000.00
Actual Highest Base Salary	15	\$60,000.00	\$79,159.55	\$117,500.00	\$154,500.00	\$200,000.00	\$170,769.25	\$117,500.00	\$200,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$10,000.00	\$10,305.00	\$15,000.00	\$45,000.00	\$102,000.00	\$31,290.00	\$15,000.00	\$30,000.00

Business Development Specialist

Job description

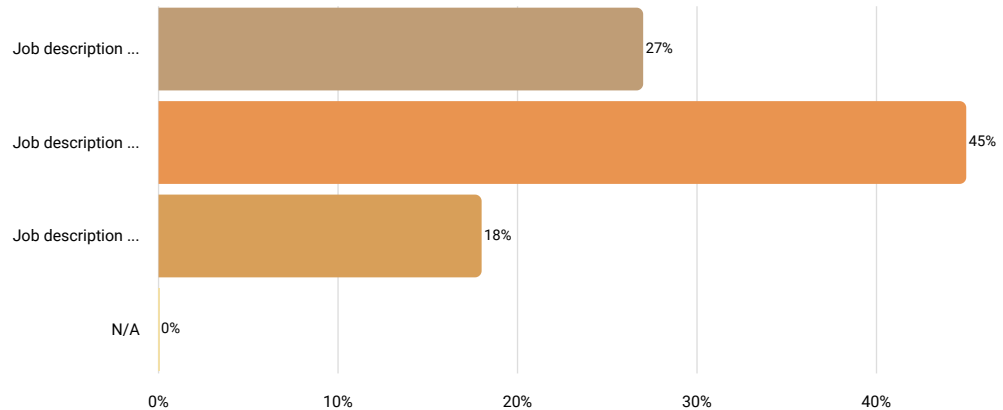
Responsible for creating effective business plans for their company. Analyze business processes and identify opportunities to generate additional revenue

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

Answered 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	45%	5
Job description is perceptibly stronger than the position at your company	18%	2
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 4 times

Text input

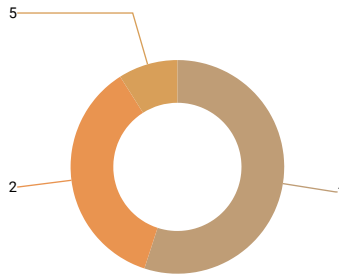
Results	
estimator	1
account manager / technical sales	1
coord business development	1
business development representative	1
pricing manager i, sr. pricing manager, proposal pricing analyst i, proposal pricing analyst iv	1
business development	1
business development project manager	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



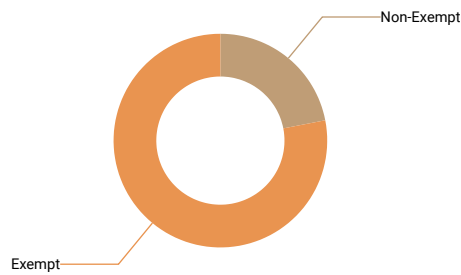
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.73
Median	1
Standard deviation	1.19
Total/sum	19

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



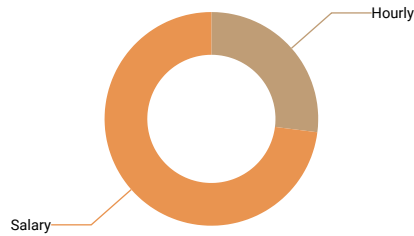
Results	%	N
Non-Exempt	18%	2
Exempt	64%	7

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	8	\$45,000.00	\$68,937.60	\$90,500.00	\$98,500.00	\$110,946.00	\$83,977.65	\$90,500.00	\$
Actual Average Base Salary	8	\$46,512.56	\$79,000.00	\$96,547.20	\$99,000.00	\$111,382.00	\$88,373.62	\$96,547.20	\$
Actual Highest Base Salary	8	\$48,025.12	\$79,000.00	\$97,500.00	\$105,909.00	\$124,633.60	\$92,184.59	\$97,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Business Development Manager

Job description

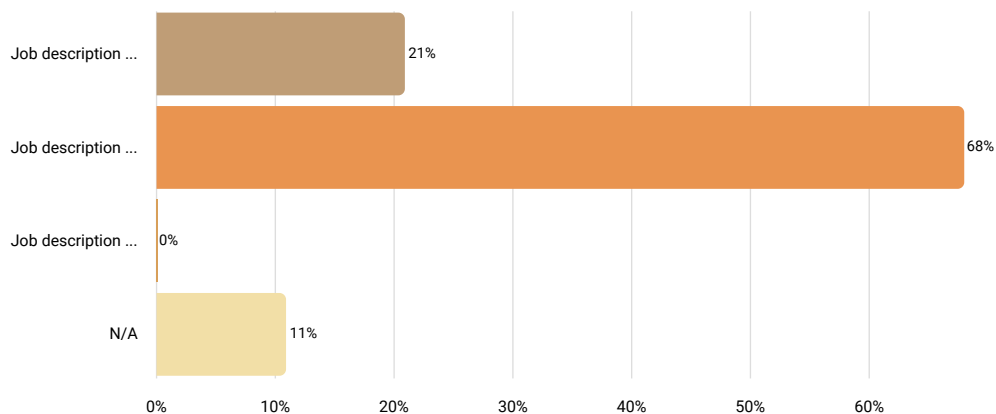
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with ma customers.

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

Answered 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	68%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	11%	2

Job Title (if different than above)

Answered 10 times

Skipped 9 times

Text input

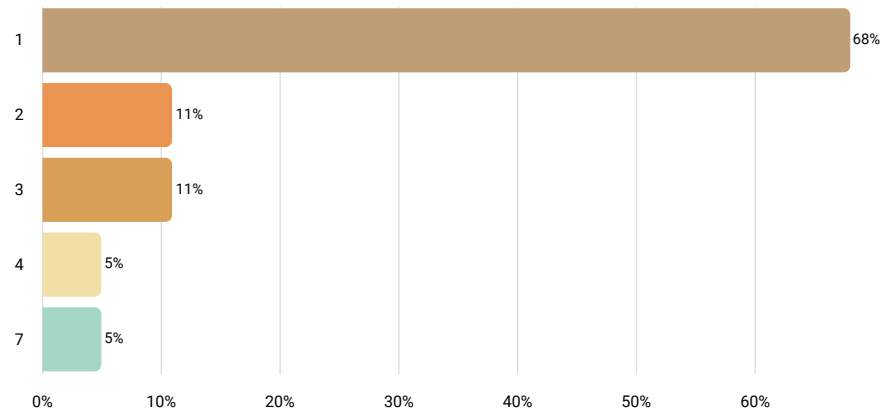
Results	
business development director	1
external relations officer - 1615	1
head estimator manager	1
business development manager	1
director of institutional giving ; manager of membership programs ; membership manager	1
sr business development manager	1
director of business development	1
business development manager & sr. aviation program manager	1
product line manager	1
senior business manager; operations & business manager	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



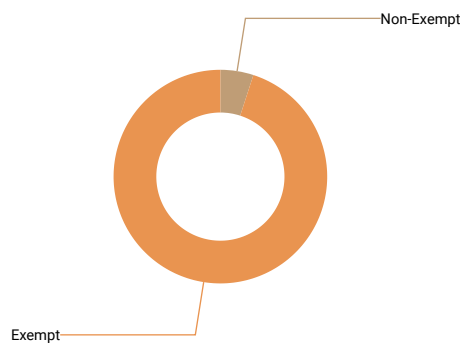
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.79
Median	1
Standard deviation	1.55
Total/sum	34

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



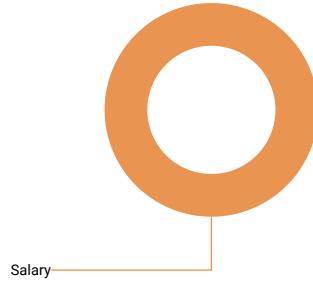
Results	%	N
Non-Exempt	5%	1
Exempt	95%	18

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	19

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	13	\$47,653.90	\$53,000.00	\$75,398.16	\$103,500.00	\$135,200.00	\$83,614.99	\$75,398.16	\$
Pay Range Maximum Salary	13	\$105,557.43	\$114,418.00	\$140,000.00	\$191,560.95	\$228,800.00	\$151,135.57	\$140,000.00	\$
Actual Lowest Base Salary	19	\$58,500.00	\$80,000.00	\$104,436.80	\$151,000.00	\$175,000.00	\$113,894.13	\$104,436.80	\$
Actual Average Base Salary	19	\$69,250.00	\$80,475.20	\$120,000.00	\$151,000.00	\$186,322.00	\$121,512.72	\$120,000.00	\$
Actual Highest Base Salary	19	\$77,249.00	\$80,000.00	\$137,000.00	\$170,815.00	\$190,924.29	\$130,411.37	\$137,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$750.00	\$2,317.00	\$7,000.00	\$17,000.00	\$37,000.00	\$11,523.33	\$7,000.00	\$

Marketing Manager or Director

Job description

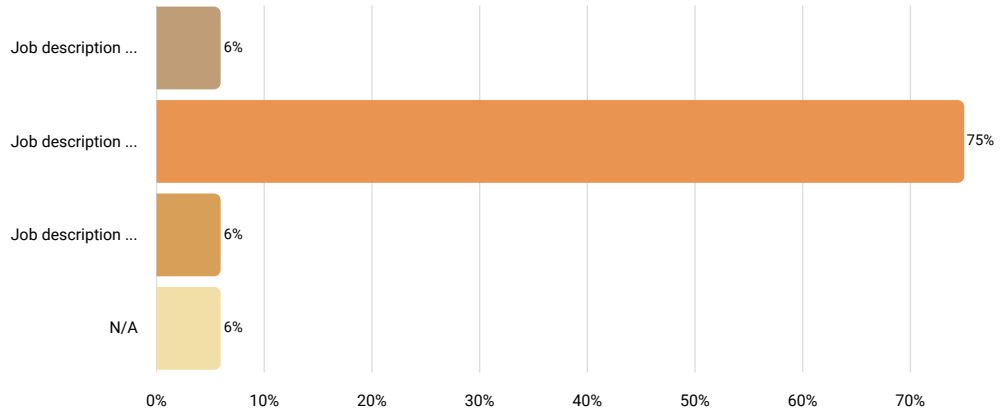
Directs and manages the marketing function of the company including supervising marketing staff, developing promotional material, preparing marketing working with sales team to ensure marketing plans are met and sales goals are reached.

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

Answered 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	6%	1
N/A	6%	1

Job Title (if different than above)

Answered 8 times

Skipped 8 times

Text input

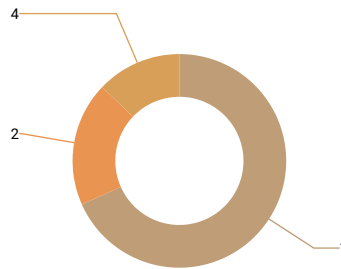
Results	
director of marketing and communications	1
director of communications and special projects	1
dir marketing phys relations	1
marketing specialist	1
brand marketing director; director of digital marketing	1
marketing & communications director	1
dir, mkt comm & brand engage	1
manager, marketing	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



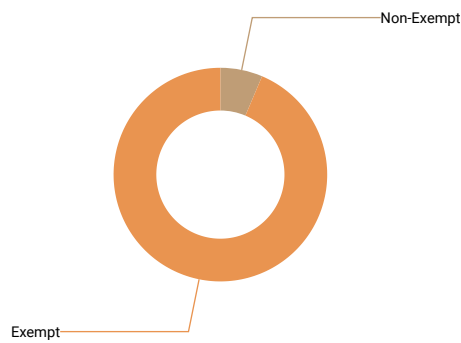
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.56
Median	1
Standard deviation	1.03
Total/sum	25

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



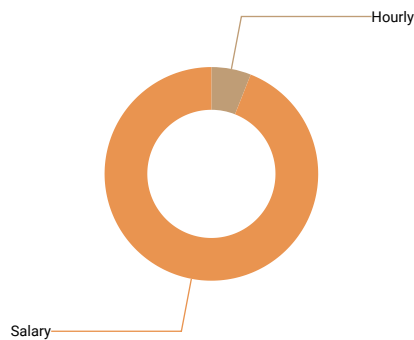
Results	%	N
Non-Exempt	6%	1
Exempt	88%	14

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	10	\$44,500.00	\$60,000.00	\$90,033.45	\$97,281.60	\$111,210.40	\$81,126.93	\$90,033.45	\$
Pay Range Maximum Salary	10	\$49,500.00	\$67,500.00	\$101,362.00	\$137,048.10	\$147,836.00	\$99,694.41	\$101,362.00	\$
Actual Lowest Base Salary	14	\$54,000.00	\$67,500.00	\$98,480.00	\$108,724.00	\$115,000.00	\$90,943.74	\$98,480.00	\$
Actual Average Base Salary	14	\$54,000.00	\$67,500.00	\$104,530.00	\$114,400.00	\$137,208.53	\$95,372.21	\$104,530.00	\$
Actual Highest Base Salary	14	\$54,000.00	\$67,500.00	\$104,530.00	\$114,400.00	\$139,318.40	\$99,855.47	\$104,530.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$1,000.00	\$1,000.00	\$5,000.00	\$40,000.00	\$9,400.00	\$1,000.00	\$

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

Controller or Accounting Manager

Job description

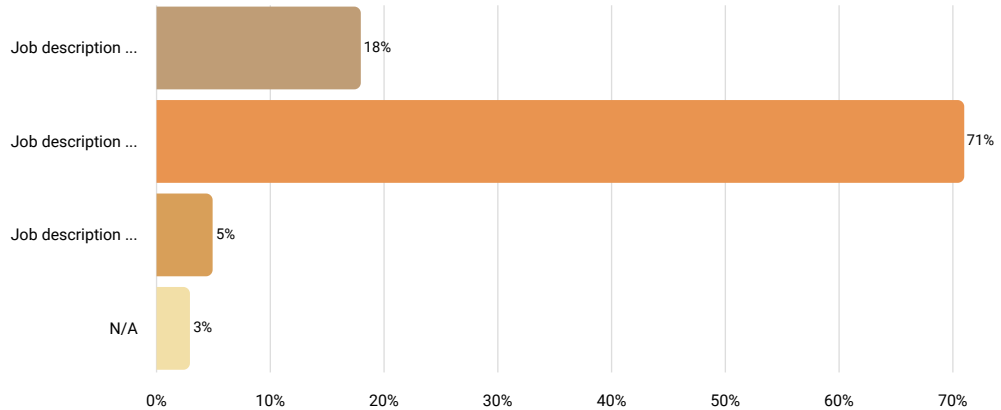
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and acc to staff. Responsible for financial reporting and analysis for the company.

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

Answered 65 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	12
Job description matches the position at your company very well	71%	46
Job description is perceptibly stronger than the position at your company	5%	3
N/A	3%	2

Job Title (if different than above)

Answered 31 times

Skipped 34 times

Text input

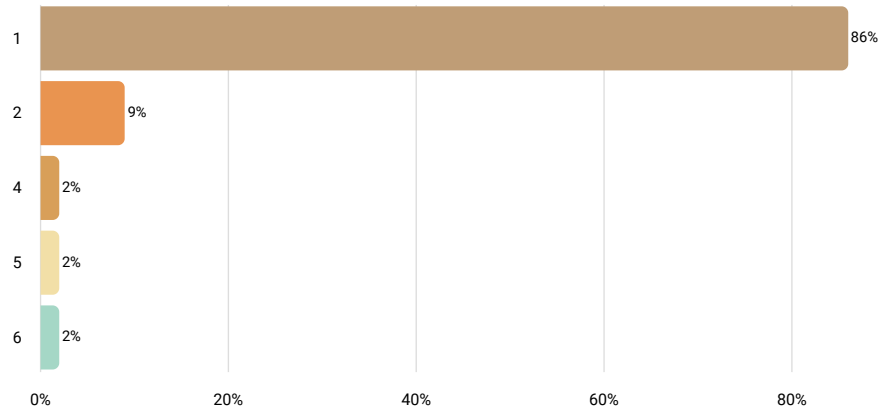
Results	
controller	4
plant controller	3
finance manager	3
director of finance	2
finance analyst	1
controller, credit manager, director of financial planning, director of financial reporting, tax, & audit, accounting manager	1
comptroller	1
business manager	1
accounting manager 1	1
plant acctg & admin mgr, huntsville	1
vp finance	1
manager	1
senior accountant	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
avp, director of accounting	1
plant accountant	1
assistant director of finance	1
senior managing consultant	1

Number of Employees Currently in This Position

Answered 65 times

Skipped 0 times

Number input



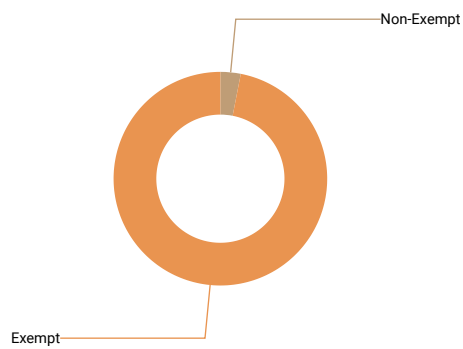
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.28
Median	1
Standard deviation	0.89
Total/sum	83

FLSA Status

Answered 65 times

Skipped 0 times

Select one answer (radio button)



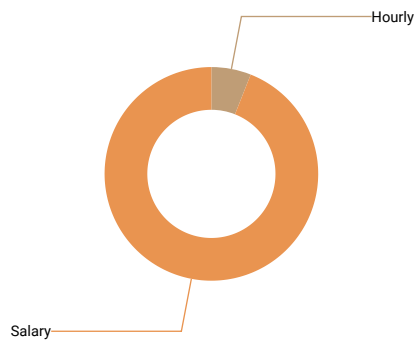
Results	%	N
Non-Exempt	3%	2
Exempt	95%	62

Is this position paid an hourly rate or annual salary?

Answered 65 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	4
Salary	94%	61

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	44	\$62,220.00	\$74,099.08	\$87,500.00	\$107,540.30	\$136,315.00	\$93,818.80	\$87,500.00	\$
Pay Range Maximum Salary	44	\$90,000.00	\$108,449.72	\$127,500.00	\$161,568.50	\$200,000.00	\$139,491.10	\$127,500.00	\$
Actual Lowest Base Salary	60	\$82,236.00	\$91,613.00	\$110,827.00	\$130,738.00	\$170,180.00	\$116,963.81	\$110,827.00	\$
Actual Average Base Salary	60	\$83,500.00	\$92,718.50	\$113,754.00	\$139,500.00	\$172,811.20	\$119,522.01	\$113,754.00	\$
Actual Highest Base Salary	60	\$83,500.00	\$92,718.50	\$118,967.50	\$146,000.00	\$178,326.60	\$124,079.42	\$118,967.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	26	\$0.00	\$1,788.00	\$7,750.00	\$15,000.00	\$25,000.00	\$10,405.81	\$7,750.00	\$

Maintenance Manager

Job description

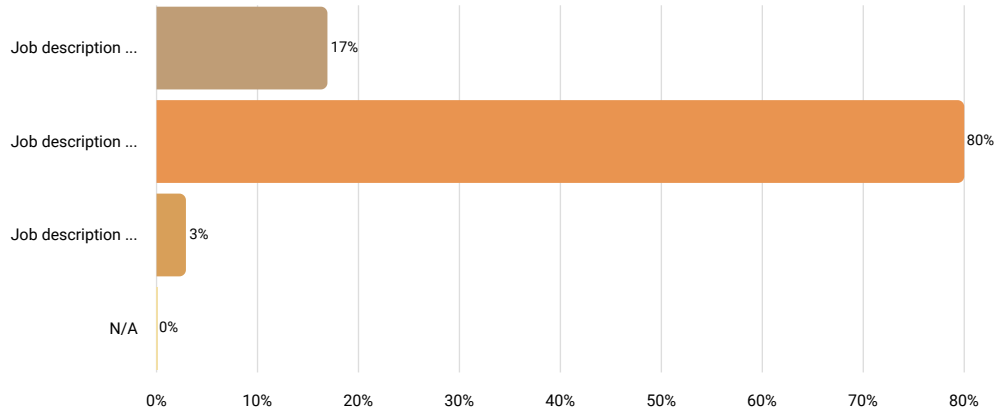
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages plant maintenance shutdowns/outages.

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

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	5
Job description matches the position at your company very well	80%	24
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Job Title (if different than above)

Answered 10 times

Skipped 20 times

Text input

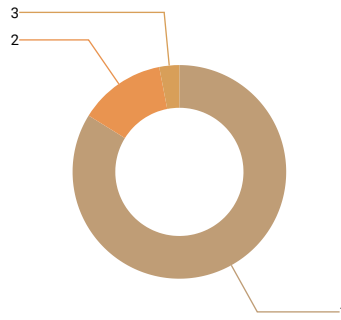
Results	
maintenance manager	3
director of facilities and grounds	1
mgr plant operations	1
maintenance and engineering manager	1
mgr-plant engineering & maintenance	1
maintenance superintendent	1
lead industrialization manager	1
leader, operations engineering team	1

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



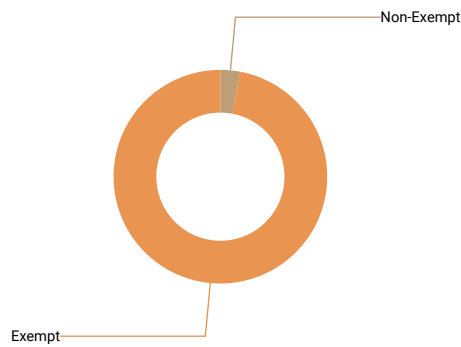
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.2
Median	1
Standard deviation	0.48
Total/sum	36

FLSA Status

Answered 30 times

Skipped 0 times

Select one answer (radio button)



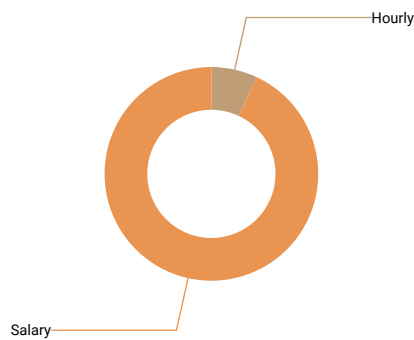
Results	%	N
Non-Exempt	3%	1
Exempt	97%	29

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	2
Salary	93%	28

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	23	\$61,742.50	\$67,900.00	\$80,000.00	\$100,000.00	\$123,900.00	\$86,304.86	\$80,000.00	\$
Pay Range Maximum Salary	23	\$96,760.00	\$105,000.00	\$125,000.00	\$140,000.00	\$200,000.00	\$130,517.33	\$125,000.00	\$
Actual Lowest Base Salary	26	\$64,912.74	\$87,700.00	\$110,000.00	\$128,525.00	\$142,000.00	\$109,250.76	\$110,000.00	\$
Actual Average Base Salary	26	\$77,525.00	\$87,700.00	\$110,900.00	\$128,525.00	\$142,000.00	\$110,504.86	\$110,900.00	\$
Actual Highest Base Salary	26	\$80,000.00	\$93,500.00	\$112,150.00	\$128,525.00	\$142,000.00	\$112,357.59	\$112,150.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$1,000.00	\$5,175.00	\$11,600.00	\$15,950.00	\$20,000.00	\$11,437.50	\$11,600.00	\$

Production or Operations Manager

Job description

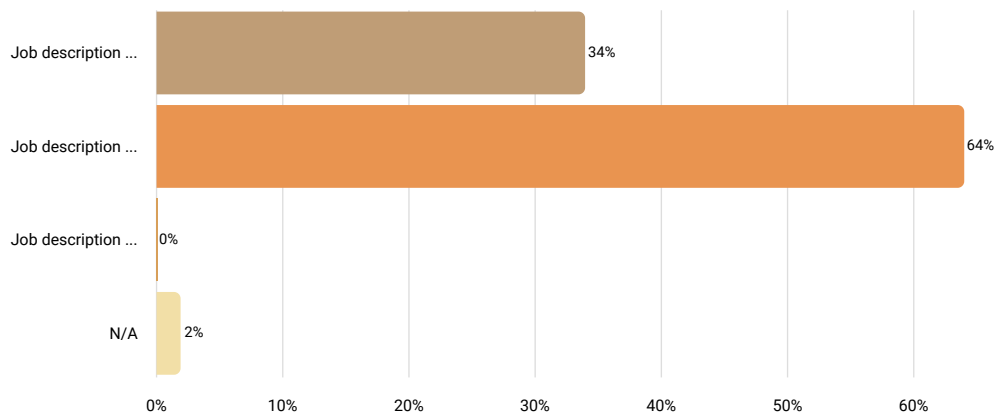
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is n

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

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	34%	18
Job description matches the position at your company very well	64%	34
Job description is perceptibly stronger than the position at your company	0%	0
N/A	2%	1

Job Title (if different than above)

Answered 24 times

Skipped 29 times

Text input

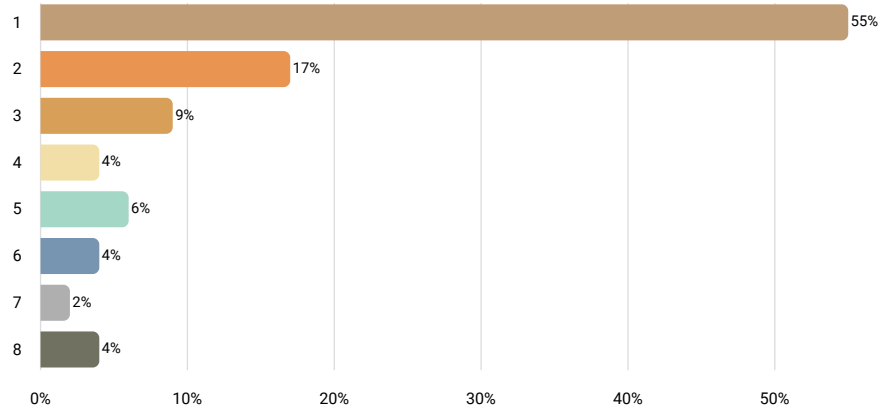
Results	
production manager	6
production supervisor	2
director of operations	1
business director	1
production manager /operations manager	1
greenhouse propagator	1
mgr operations env svcs	1
shop manager, grounds	1
mgr-manufacturing	1
plant operations superintendent	1
director of operations ; & other 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
sc industrial dev div mgr	1
supervisor, electrical; supervisor, mechanical; supervisor, production control	1
manager, production support	1

Number of Employees Currently in This Position

Answered 53 times

Skipped 0 times

Number input



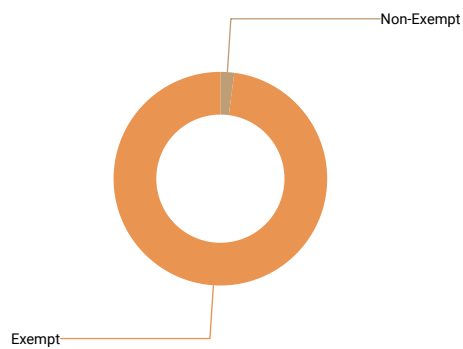
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2.26
Median	1
Standard deviation	1.93
Total/sum	120

FLSA Status

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	2%	1
Exempt	94%	50

Is this position paid an hourly rate or annual salary?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	53

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	42	\$66,000.00	\$75,000.00	\$85,000.00	\$98,000.00	\$116,214.45	\$87,641.68	\$85,000.00	\$
Pay Range Maximum Salary	42	\$80,000.00	\$100,000.00	\$125,750.00	\$145,600.00	\$184,595.25	\$128,372.28	\$125,750.00	\$
Actual Lowest Base Salary	49	\$68,424.00	\$84,000.00	\$97,622.00	\$123,572.80	\$150,000.00	\$103,374.17	\$97,622.00	\$
Actual Average Base Salary	49	\$72,342.40	\$90,000.00	\$104,000.00	\$134,000.00	\$155,000.00	\$110,013.77	\$104,000.00	\$
Actual Highest Base Salary	49	\$74,880.00	\$93,000.00	\$110,000.00	\$140,000.00	\$161,650.00	\$116,697.64	\$110,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	25	\$0.00	\$2,000.00	\$12,000.00	\$19,500.00	\$26,800.00	\$12,774.24	\$12,000.00	\$

IT Manager

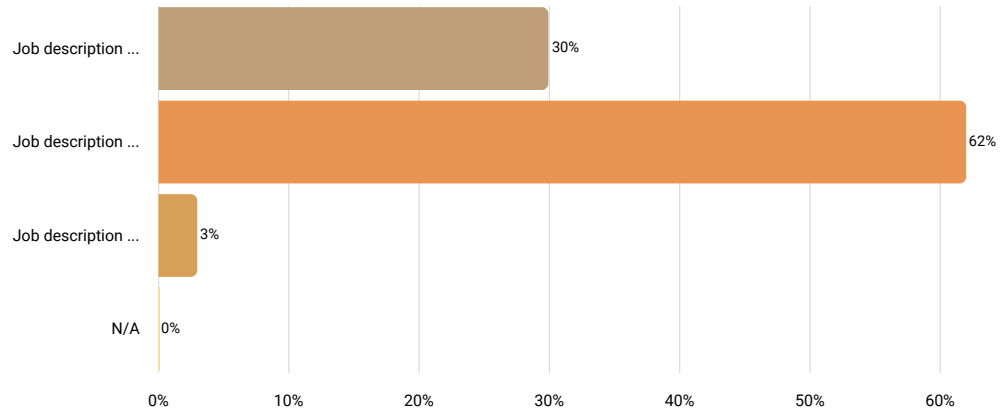
Job description Directs all computer operations that include one or more of the following: programming, network and technical support and system

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		30%	11
Job description matches the position at your company very well		62%	23
Job description is perceptibly stronger than the position at your company		3%	1
	N/A	0%	0

Job Title (if different than above)

Answered 14 times

Skipped 23 times

Text input

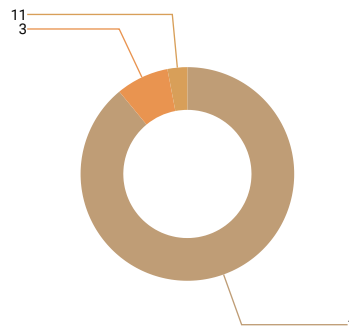
Results		
it director		2
it lead		1
information technology manager -1368		1
it assistant		1
director of it		1
dir it tech service		1
information systems manager		1
corporate it director		1
it manage		1
information technology supervisor		1
director of corporate information technology		1
sr manager, it architecture & vendor relations management		1
manager, it		1

Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



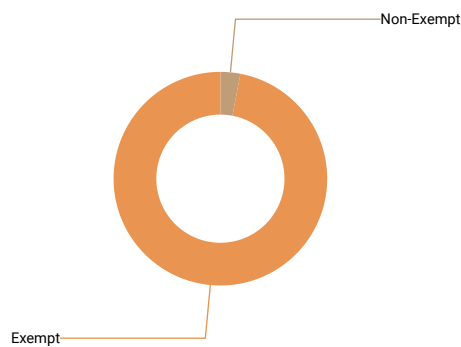
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.43
Median	1
Standard deviation	1.71
Total/sum	53

FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



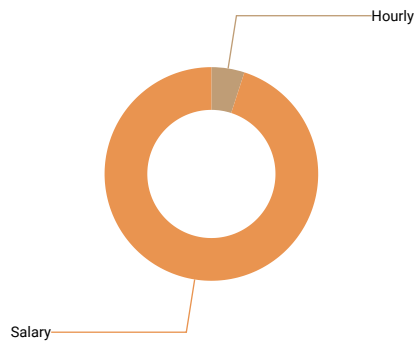
Results	%	N
Non-Exempt	3%	1
Exempt	97%	36

Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	2
Salary	95%	35

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	24	\$56,000.00	\$67,906.80	\$79,500.00	\$96,400.00	\$129,480.00	\$86,629.89	\$79,500.00	\$
Pay Range Maximum Salary	25	\$70,000.00	\$90,000.00	\$120,000.00	\$154,000.00	\$194,209.60	\$120,244.37	\$120,000.00	\$
Actual Lowest Base Salary	33	\$62,504.00	\$83,169.90	\$104,000.00	\$117,500.00	\$144,310.40	\$103,620.60	\$104,000.00	\$
Actual Average Base Salary	33	\$65,000.00	\$85,000.00	\$106,480.00	\$118,000.00	\$147,962.93	\$106,469.03	\$106,480.00	\$
Actual Highest Base Salary	33	\$65,000.00	\$85,000.00	\$108,000.00	\$125,000.00	\$160,000.00	\$110,036.31	\$108,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$1,500.00	\$5,000.00	\$6,878.50	\$11,500.00	\$15,000.00	\$7,563.67	\$6,878.50	\$

Logistics/Materials Manager

Job description

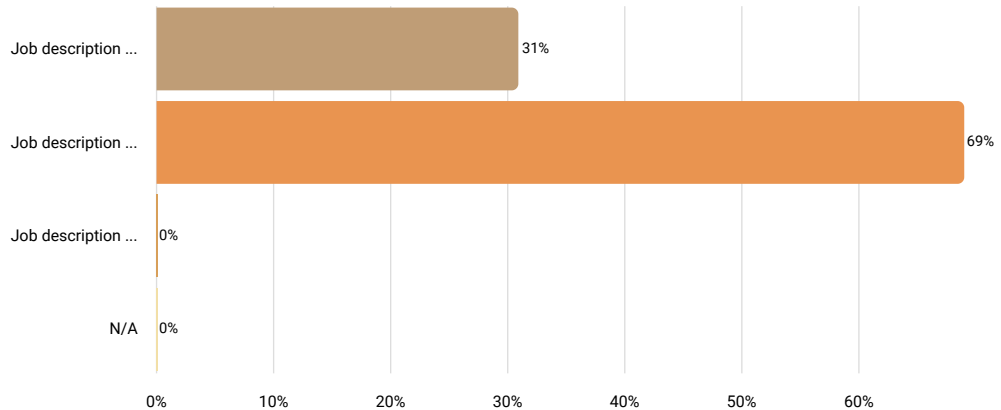
Manages aspects related to logistics including distribution, inventory, warehousing and transportation. Include Material and Traffic Managers in this cate

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

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	31%	10
Job description matches the position at your company very well	69%	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 17 times

Text input

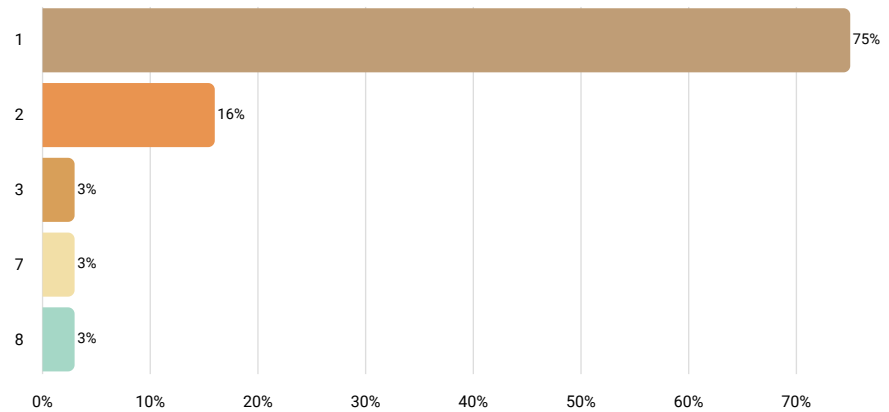
Results	
materials manager	4
production control manager	2
distribution manager	1
materials management supervisor	1
mgr-logistics	1
planning director; logistics director; distribution manager	1
material and production logistics manager	1
supply chain director & supply chain manager	1
logistics manager	1
conveyance manager	1
director supply chain	1

Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



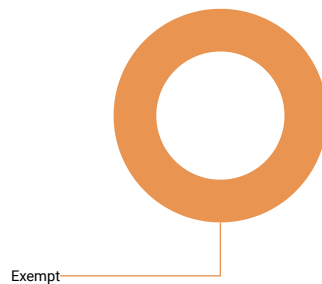
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1.63
Median	1
Standard deviation	1.62
Total/sum	52

FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



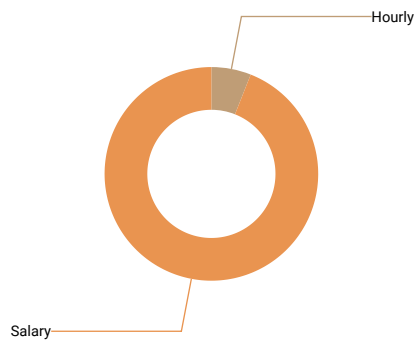
Results	%	N
Non-Exempt	0%	0
Exempt	97%	31

Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	2
Salary	94%	30

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	24	\$66,000.00	\$73,500.00	\$86,150.00	\$101,000.00	\$125,000.00	\$90,007.14	\$86,150.00	\$
Pay Range Maximum Salary	24	\$92,000.00	\$113,122.50	\$129,169.00	\$148,750.00	\$200,000.00	\$134,859.17	\$129,169.00	\$
Actual Lowest Base Salary	29	\$71,411.00	\$88,524.00	\$98,800.00	\$115,260.00	\$125,000.00	\$103,585.11	\$98,800.00	\$
Actual Average Base Salary	29	\$72,000.00	\$92,000.00	\$107,541.98	\$118,600.00	\$140,000.00	\$107,953.28	\$107,541.98	\$
Actual Highest Base Salary	29	\$72,000.00	\$92,000.00	\$110,000.00	\$125,025.00	\$160,291.00	\$114,461.23	\$110,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	15	\$0.00	\$5,000.00	\$11,000.00	\$20,000.00	\$50,000.00	\$15,655.60	\$11,000.00	\$

Project or Program Manager

Job description

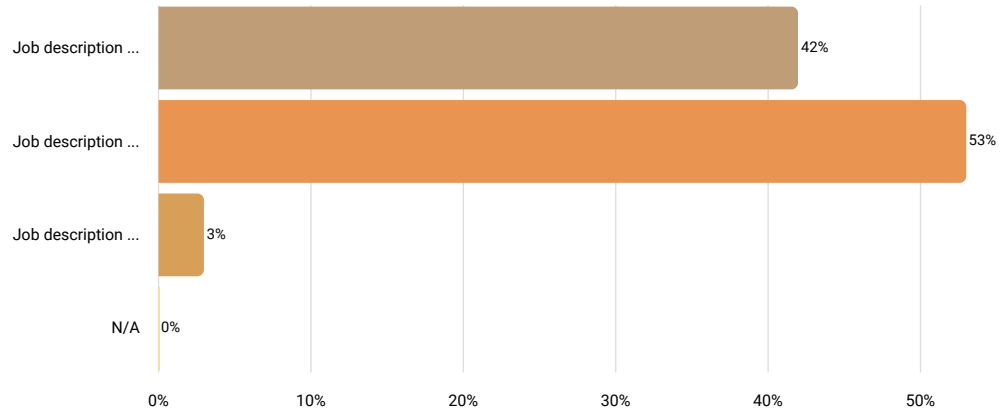
Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the p budget and workload.

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

Answered 36 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	42%	15
Job description matches the position at your company very well	53%	19
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Job Title (if different than above)

Answered 21 times

Skipped 15 times

Text input

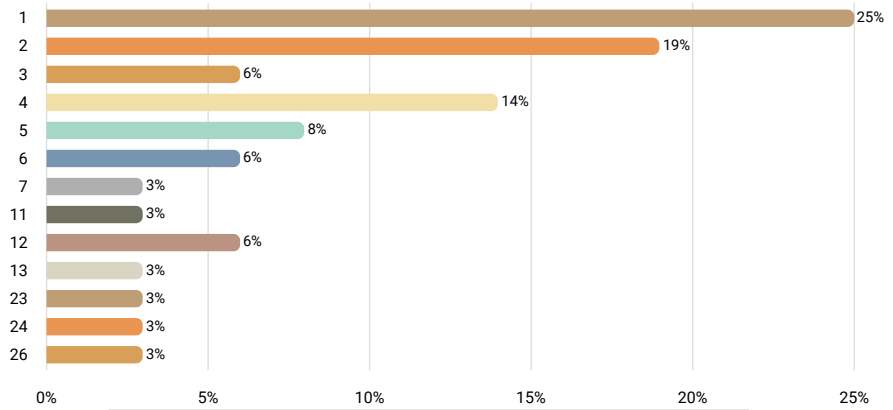
Results	
program manager	4
manager	2
project manager	2
project engineer	1
senior project manager	1
project coordinator	1
project engineer manager	1
assistant project manager i, assistant project manager ii, assistant project manager iii	1
technical lead/program manager	1
program management office manager	1
maintenance and project manager	1
project manager, senior	1
program manager i-iv & aviation program manager	1
senior management	1
advanced projects div manager, all-source intel division mgr, cyber analysis div manager, cyber program manager, de support division manager, ew&cyber defeat div mgr, hpm & pulsed power div manager, intel research&analysis div mg, miel security div manager, mielanalysis/assurtech div mgr, missile defense div manager, mission support division mgr, mrc support division manager, operations manager, optical sciences division mgr, peo support division mgr, procurement manager, program control sector manager, program mgr of product system, sa&t division manager, security manager, senior space program manager, space technologies div manager, weapon sys cyber op, ops mgr, weapons analysis op manager	1
program manager i, ii	1

Number of Employees Currently in This Position

Answered 36 times

Skipped 0 times

Number input



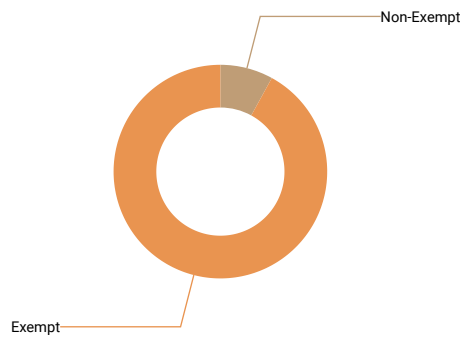
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3.5
75th percentile	6
90th percentile	13
Mean	5.67
Median	3.5
Standard deviation	6.62
Total/sum	204

FLSA Status

Answered 36 times

Skipped 0 times

Select one answer (radio button)



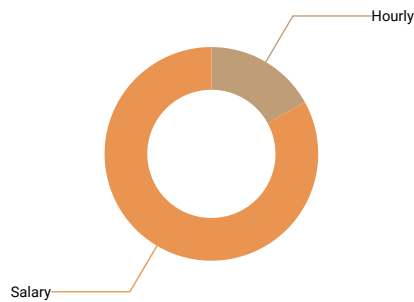
Results	%	N
Non-Exempt	8%	3
Exempt	92%	33

Is this position paid an hourly rate or annual salary?

Answered 36 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	6
Salary	83%	30

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	\$23.00	\$35.00	\$40.87	\$56.93	\$68.06	\$44.77	\$40.87
Pay Range Maximum Rate	5	\$26.00	\$70.00	\$72.33	\$78.58	\$116.62	\$72.71	\$72.33
Actual Lowest Base Rate	6	\$24.50	\$26.00	\$54.96	\$67.48	\$68.06	\$49.33	\$54.96
Actual Average Base Rate	6	\$24.75	\$31.50	\$58.61	\$70.80	\$97.29	\$56.93	\$58.61
Actual Highest Base Rate	6	\$25.00	\$36.00	\$62.27	\$72.33	\$114.81	\$62.11	\$62.27
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								
Pay Range Minimum Salary	22	\$45,318.00	\$66,000.00	\$100,000.00	\$111,629.00	\$115,000.00	\$92,251.53	\$100,000.00 \$
Pay Range Maximum Salary	22	\$74,630.00	\$125,000.00	\$144,173.85	\$158,891.20	\$194,506.00	\$144,296.32	\$144,173.85 \$
Actual Lowest Base Salary	29	\$57,000.00	\$85,176.00	\$110,250.00	\$132,000.00	\$163,998.00	\$110,617.20	\$110,250.00 \$
Actual Average Base Salary	29	\$58,353.00	\$107,000.00	\$119,921.00	\$158,700.88	\$170,216.80	\$124,555.99	\$119,921.00 \$
Actual Highest Base Salary	28	\$66,837.00	\$119,960.50	\$142,299.70	\$169,619.00	\$210,953.60	\$142,800.82	\$142,299.70 \$
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$0.00	\$1,900.00	\$13,500.00	\$15,500.00	\$18,000.00	\$10,633.33	\$13,500.00 \$

Project or Program Director

Job description

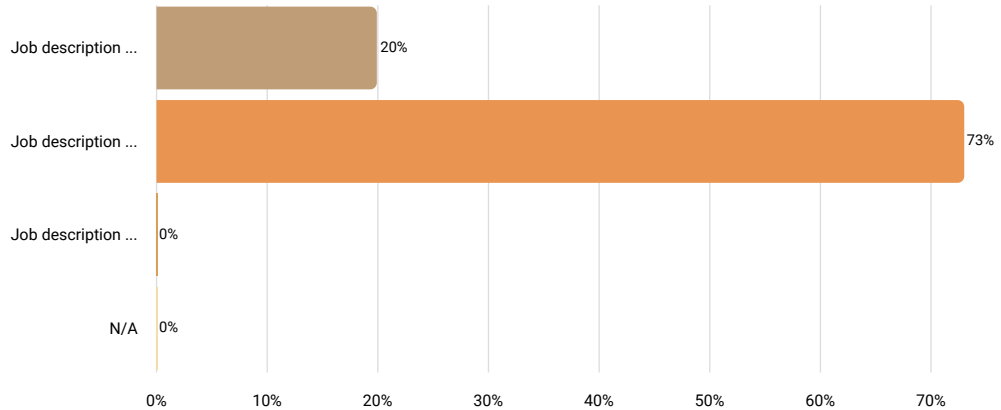
Plans, organizes, directs, coordinates, and controls the activities of the program in support of company goals to obtain optimum efficiency and economy. Analyses and reports project economics including costs, operational budgets, staffing requirements, resources, and risk.

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

Answered 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 8 times

Skipped 7 times

Text input

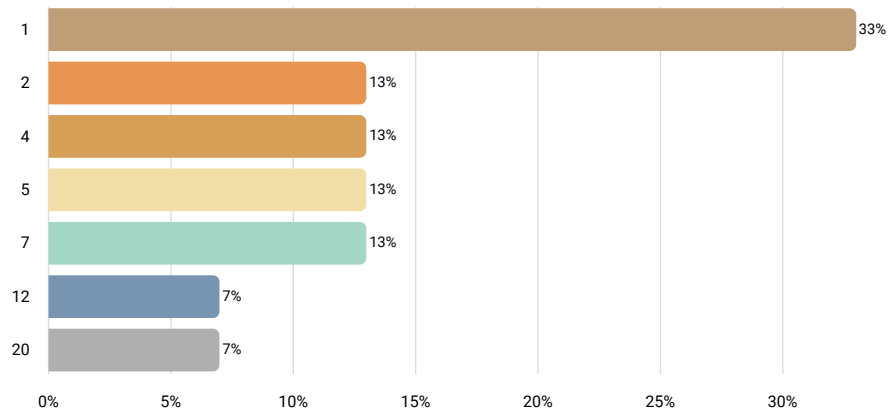
Results	
director	1
technical director	1
director of engineering	1
director of guest services ; director of horticulture ; director of learning and public engagement ; director of plant conservation and curation	1
project manager i, project manager ii, and project manager iii	1
general manager	1
assistant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

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



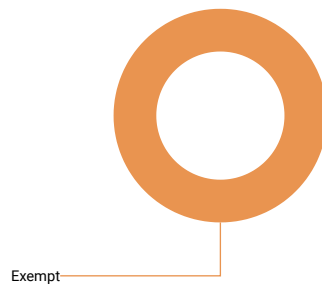
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	7
90th percentile	12
Mean	4.87
Median	4
Standard deviation	5.22
Total/sum	73

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



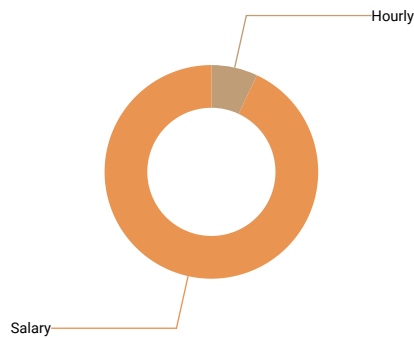
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	10	\$44,000.00	\$51,665.00	\$127,500.00	\$145,000.00	\$184,655.00	\$110,781.12	\$127,500.00	\$
Pay Range Maximum Salary	10	\$56,520.00	\$107,135.00	\$178,850.00	\$246,000.00	\$289,534.05	\$175,794.31	\$178,850.00	\$
Actual Lowest Base Salary	14	\$48,000.00	\$68,250.00	\$139,059.50	\$178,705.59	\$234,270.40	\$140,920.87	\$139,059.50	\$
Actual Average Base Salary	13	\$55,520.00	\$150,000.00	\$165,000.00	\$186,754.99	\$237,117.98	\$158,525.96	\$165,000.00	\$
Actual Highest Base Salary	14	\$63,040.00	\$150,117.00	\$178,850.00	\$210,000.00	\$242,462.22	\$171,121.31	\$178,850.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$600.00	\$8,000.00	\$22,500.00	\$36,370.00	\$12,578.33	\$8,000.00	\$

Engineering Manager

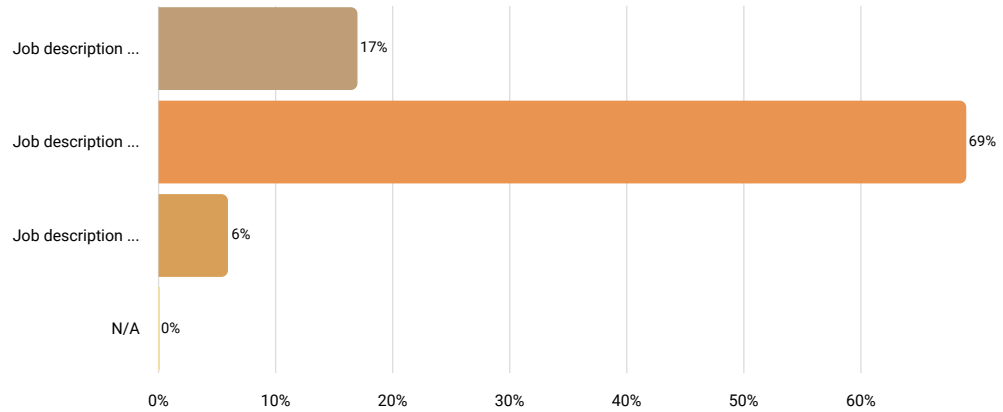
Job description Provide management to members of technical, engineering and/or research business units. Responsible for unit performance.

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

Answered 35 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	6
Job description matches the position at your company very well	69%	24
Job description is perceptibly stronger than the position at your company	6%	2
	N/A	0

Job Title (if different than above)

Answered 9 times

Skipped 26 times

Text input

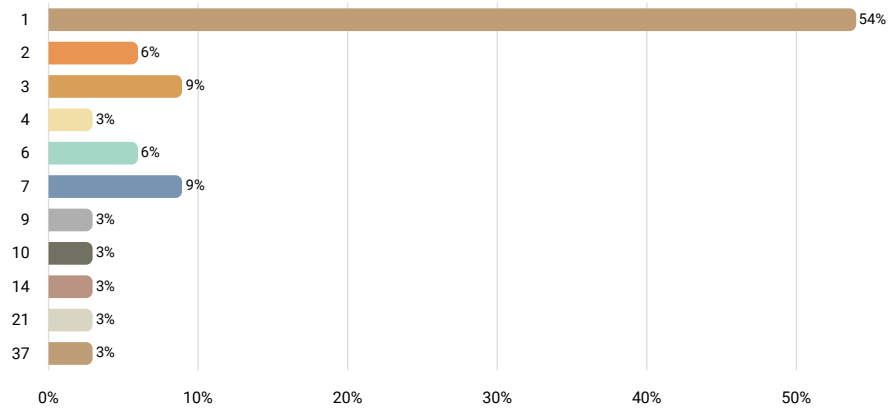
Results	
engineering supervisor	1
manager of engineering, customer and technical services	1
manager of technical services, senior project engineer	1
mgr-quality and process engineering	1
division engineering manager	1
engineering manager, mid	1
manufacturing engineering manager	1
engineering manager	1
de modeling&sim operations mgr; software engineering manager; hel program manager; evaluation/test division mngr vp, microelectronics security; sim & assessment div manager; hypersonic support div manager; integrated tech div manager; integration & test div mgr; mechanical solutions div mgr; radar systems upgrade proj mgr; electrical & sw eng div mgr; high-energy laser syst eng/pm; modeling & simulation engineer	1

Number of Employees Currently in This Position

Answered 35 times

Skipped 0 times

Number input



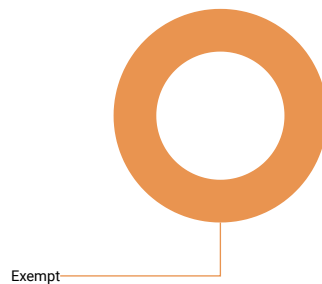
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	6
90th percentile	10
Mean	4.57
Median	1
Standard deviation	7.16
Total/sum	160

FLSA Status

Answered 35 times

Skipped 0 times

Select one answer (radio button)



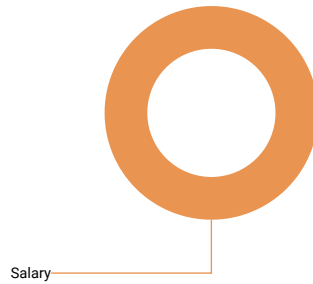
Results	%	N
Non-Exempt	0%	0
Exempt	100%	35

Is this position paid an hourly rate or annual salary?

Answered 35 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	35

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	26	\$70,000.00	\$75,000.00	\$100,000.00	\$125,000.00	\$135,000.00	\$101,525.60	\$100,000.00	\$
Pay Range Maximum Salary	26	\$112,710.00	\$130,936.00	\$156,144.50	\$182,970.00	\$200,000.00	\$161,872.38	\$156,144.50	\$
Actual Lowest Base Salary	32	\$80,085.00	\$102,282.50	\$128,094.22	\$143,592.50	\$165,000.00	\$123,809.89	\$128,094.22	\$
Actual Average Base Salary	32	\$102,000.00	\$113,506.05	\$132,609.50	\$159,763.10	\$175,730.28	\$136,204.82	\$132,609.50	\$
Actual Highest Base Salary	32	\$102,000.00	\$122,499.50	\$135,204.00	\$178,760.70	\$194,584.00	\$147,333.24	\$135,204.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	16	\$0.00	\$6,672.50	\$15,488.00	\$17,550.00	\$25,000.00	\$13,840.13	\$15,488.00	\$

Quality Control Manager

Job description

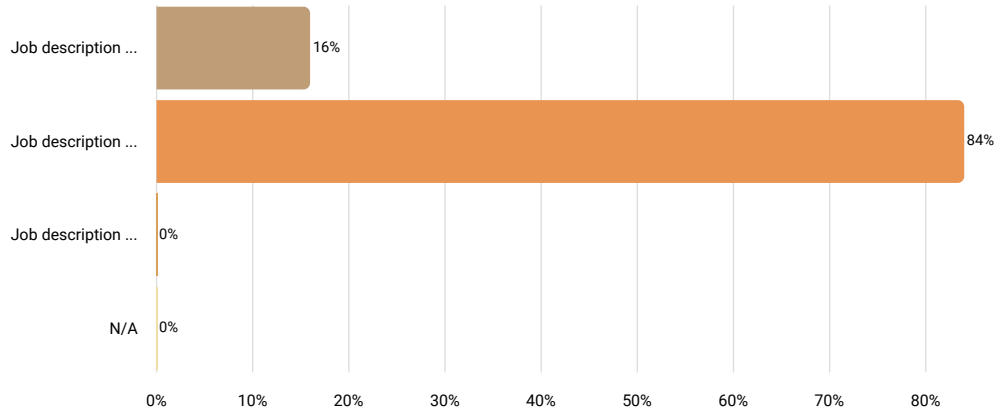
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedures with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 44 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	7
Job description matches the position at your company very well	84%	37
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 19 times

Skipped 25 times

Text input

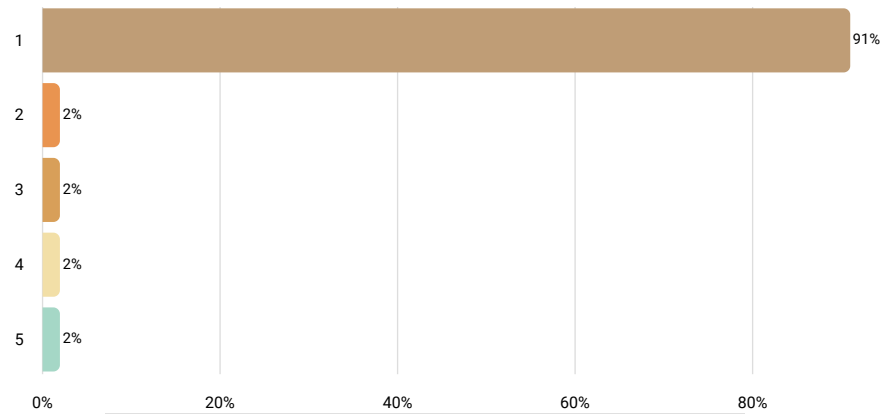
Results	
quality manager	6
quality assurance manager	2
exec dir quality management	1
quality control manager	1
quality and r&d manager	1
supplier quality manager	1
manager of quality and front end operations	1
corporate quality director	1
software quality and safety manager	1
manager, quality	1
director of quality	1
qc manager	1
manager, quality & mission assurance	1

Number of Employees Currently in This Position

Answered 44 times

Skipped 0 times

Number input



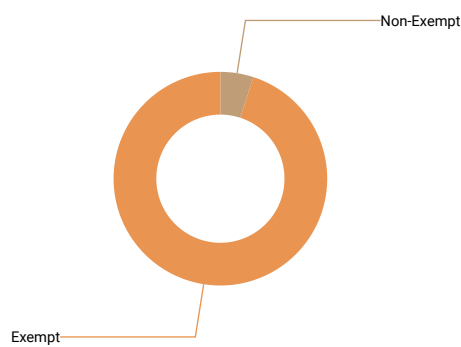
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.23
Median	1
Standard deviation	0.8
Total/sum	54

FLSA Status

Answered 44 times

Skipped 0 times

Select one answer (radio button)



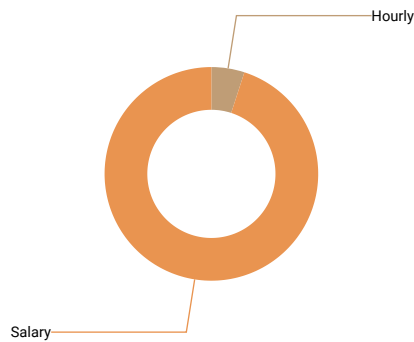
Results	%	N
Non-Exempt	5%	2
Exempt	95%	42

Is this position paid an hourly rate or annual salary?

Answered 44 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	2
Salary	95%	42

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	26	\$60,000.00	\$70,000.00	\$84,000.00	\$117,707.20	\$125,000.00	\$90,690.48	\$84,000.00	\$
Pay Range Maximum Salary	26	\$85,000.00	\$102,000.00	\$124,500.00	\$170,000.00	\$205,000.00	\$136,520.42	\$124,500.00	\$
Actual Lowest Base Salary	40	\$69,368.50	\$90,500.00	\$106,168.00	\$126,600.00	\$144,267.48	\$106,924.86	\$106,168.00	\$
Actual Average Base Salary	40	\$70,348.50	\$91,260.00	\$107,396.00	\$126,600.00	\$144,267.48	\$109,039.27	\$107,396.00	\$
Actual Highest Base Salary	40	\$70,348.50	\$91,260.00	\$107,396.00	\$130,499.50	\$151,485.18	\$111,015.63	\$107,396.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	15	\$10.00	\$1,000.00	\$11,908.00	\$15,000.00	\$26,800.00	\$12,289.20	\$11,908.00	\$

Human Resources Manager

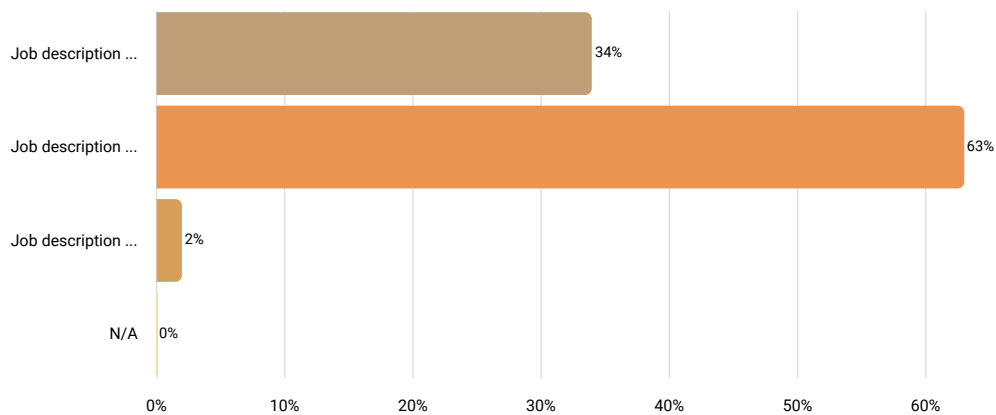
Job description Manages one or more functions within the Human Resource area.

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

Answered 62 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	34%	21
Job description matches the position at your company very well	63%	39
Job description is perceptibly stronger than the position at your company	2%	1
	N/A	0

Job Title (if different than above)

Answered 24 times

Skipped 38 times

Text input

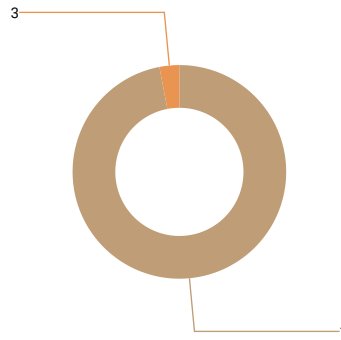
Results	
director of human resources	4
human resources manager	2
hr manager	2
director, human resources and community outreach	1
hr lead	1
human resources administrative manager	1
director of hr and security	1
human resources director	1
dir human resources operations	1
hr/safety manager	1
mgr-human resources, huntsville	1
corporate h.r. manager	1
professional services manager, national accounts manager, hr compliance manager	1
director of hr	1
director hr	1
director of people operations and customer support	1
direct of human resources	1
employee relations manager	1
manager, human resources	1

Number of Employees Currently in This Position

Answered 62 times

Skipped 0 times

Number input



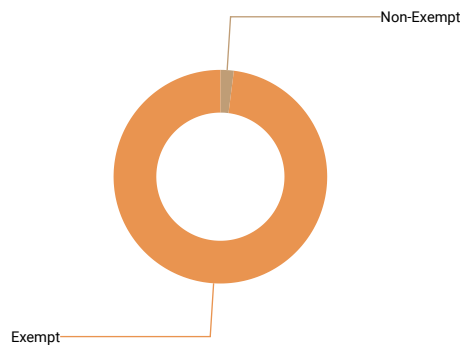
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.06
Median	1
Standard deviation	0.36
Total/sum	66

FLSA Status

Answered 62 times

Skipped 0 times

Select one answer (radio button)



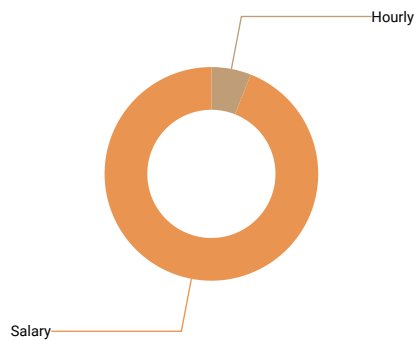
Results	%	N
Non-Exempt	2%	1
Exempt	97%	60

Is this position paid an hourly rate or annual salary?

Answered 62 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	4
Salary	94%	58

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	37	\$59,425.60	\$68,000.00	\$89,151.00	\$105,976.00	\$125,000.00	\$90,104.57	\$89,151.00	\$
Pay Range Maximum Salary	37	\$80,000.00	\$100,000.00	\$118,600.00	\$153,000.00	\$200,000.00	\$128,790.28	\$118,600.00	\$
Actual Lowest Base Salary	54	\$76,205.00	\$83,200.00	\$93,695.50	\$122,000.00	\$136,000.00	\$102,217.15	\$93,695.50	\$
Actual Average Base Salary	54	\$77,150.00	\$85,000.00	\$95,001.50	\$124,999.00	\$136,107.75	\$103,776.46	\$95,001.50	\$
Actual Highest Base Salary	54	\$77,150.00	\$85,000.00	\$95,001.50	\$125,000.00	\$136,107.75	\$104,339.27	\$95,001.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	25	\$0.00	\$1,500.00	\$8,000.00	\$12,000.00	\$23,000.00	\$9,495.84	\$8,000.00	\$

Safety/Environmental Manager

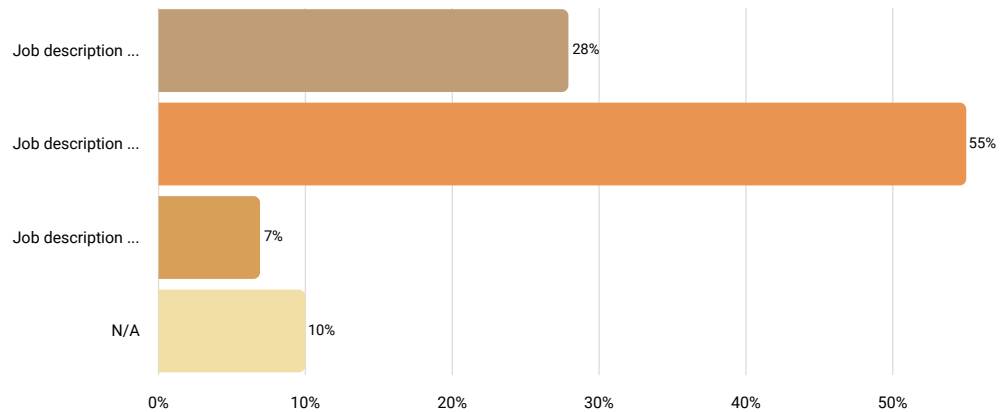
Job description Responsible for compliance with safety and environmental standards throughout the facility.

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	28%	8	
Job description matches the position at your company very well	55%	16	
Job description is perceptibly stronger than the position at your company	7%	2	
	N/A	10%	3

Job Title (if different than above)

Answered 15 times

Skipped 14 times

Text input

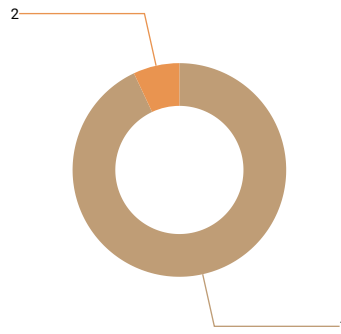
Results	
ehs manager	3
security manager	1
safety supervisor	1
combine with hr	1
dir env services	1
safety director	1
safety and security manager	1
mgr-environmental health & safety	1
environmental & sustainability sr. manager	1
security, safety, environmental manager	1
health & safety specialist	1
corporate safety lead	1
aviation safety officer	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



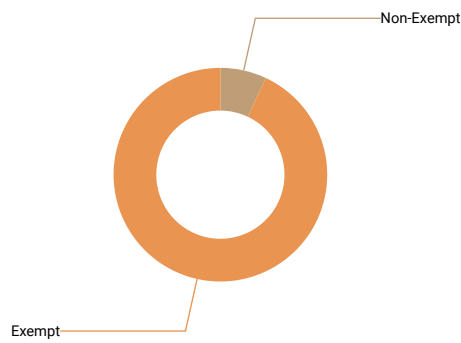
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.07
Median	1
Standard deviation	0.26
Total/sum	31

FLSA Status

Answered 29 times

Skipped 0 times

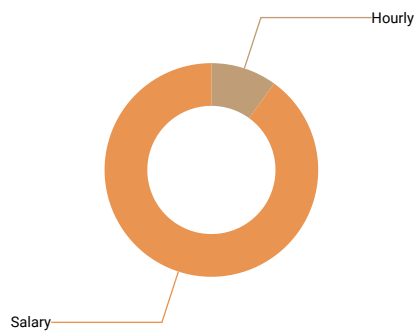
Select one answer (radio button)



Results	%	N
Non-Exempt	7%	2
Exempt	93%	27

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	10%	3
Salary	90%	26

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	20	\$57,020.50	\$66,500.00	\$76,261.50	\$96,000.00	\$110,906.50	\$81,697.08	\$76,261.50	\$
Pay Range Maximum Salary	20	\$74,565.00	\$97,500.00	\$125,000.00	\$148,800.00	\$164,194.50	\$123,156.22	\$125,000.00	\$
Actual Lowest Base Salary	23	\$67,600.00	\$84,244.00	\$110,000.00	\$114,800.00	\$152,000.00	\$104,749.75	\$110,000.00	\$
Actual Average Base Salary	23	\$67,600.00	\$84,244.00	\$110,000.00	\$114,800.00	\$154,000.00	\$104,423.62	\$110,000.00	\$
Actual Highest Base Salary	23	\$67,600.00	\$84,244.00	\$110,000.00	\$114,800.00	\$156,000.00	\$104,510.58	\$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	\$

Contracts Manager

Job description

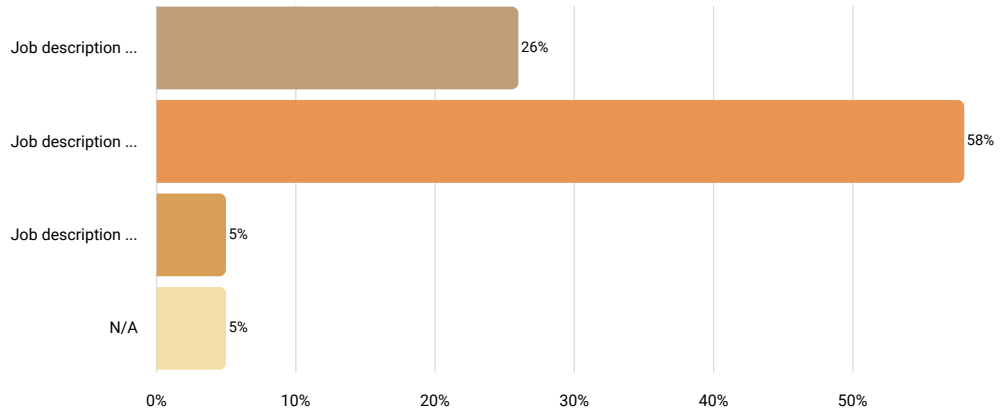
Serve as the key point of contact between a business and third parties/government to ensure timely review and approval of any variations. Provide recom and negotiate directly with the government, customer attorneys, or purchasing staff to craft a final document that is satisfactory to all parties.

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

Answered 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	58%	11
Job description is perceptibly stronger than the position at your company	5%	1
N/A	5%	1

Job Title (if different than above)

Answered 7 times

Skipped 12 times

Text input

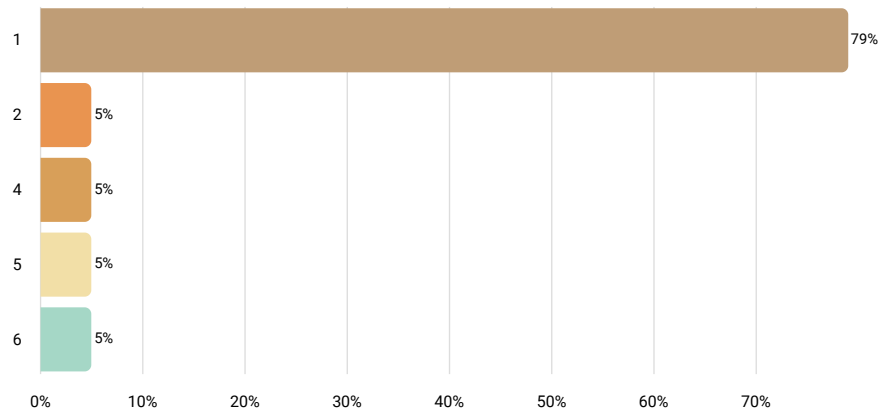
Results	
contracts director	2
contracts manager	1
contracts administration director	1
assistant vp contracts	1
sr manager, contract administration	1
senior managing consultant	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



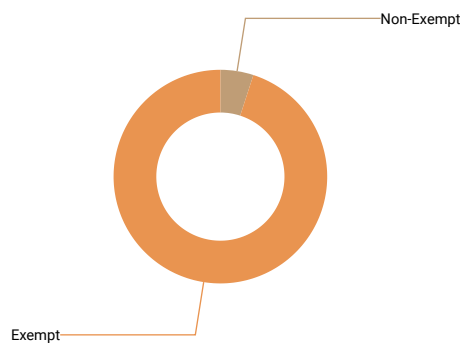
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	5
Mean	1.68
Median	1
Standard deviation	1.53
Total/sum	32

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



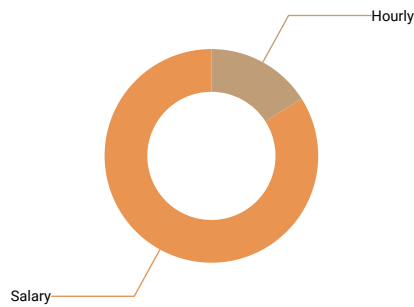
Results	%	N
Non-Exempt	5%	1
Exempt	95%	18

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	16%	3
Salary	84%	16

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	11	\$56,200.00	\$62,393.00	\$90,000.00	\$120,000.00	\$120,500.00	\$91,345.80	\$90,000.00	\$
Pay Range Maximum Salary	11	\$115,000.00	\$118,600.00	\$145,000.00	\$189,883.20	\$191,560.95	\$150,432.74	\$145,000.00	\$
Actual Lowest Base Salary	16	\$85,854.00	\$95,000.50	\$114,032.71	\$141,080.00	\$161,166.49	\$119,093.64	\$114,032.71	\$
Actual Average Base Salary	16	\$90,001.00	\$99,550.40	\$123,351.00	\$147,095.09	\$167,959.12	\$125,352.28	\$123,351.00	\$
Actual Highest Base Salary	16	\$90,001.00	\$106,600.80	\$133,341.00	\$155,660.00	\$180,994.95	\$133,473.62	\$133,341.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$500.00	\$3,062.50	\$7,000.00	\$9,000.00	\$15,000.00	\$6,794.64	\$7,000.00	\$

Facilities Manager

Job description

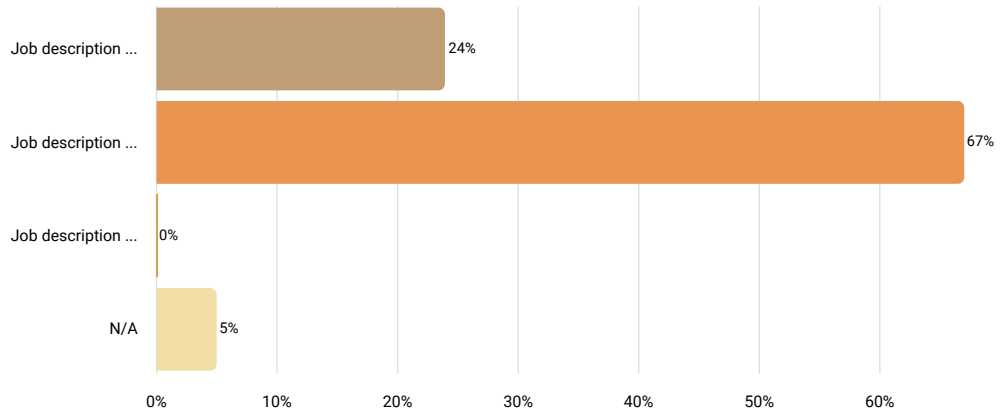
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	5
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 6 times

Skipped 15 times

Text input

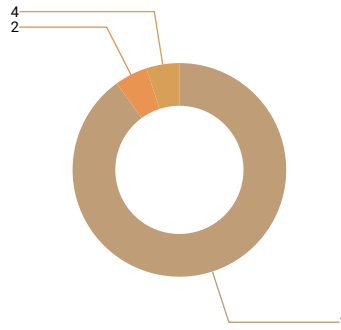
Results	
facilities manager	1
exec dir facilities	1
facility security officer (fso)	1
aviation safety manager	1
avp, director of facilities	1
sr. manager, facilities engineering and planning	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



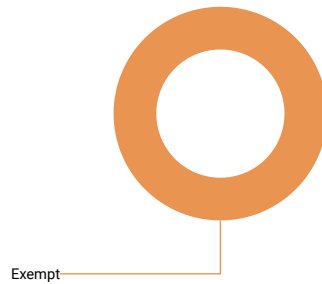
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.19
Median	1
Standard deviation	0.68
Total/sum	25

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



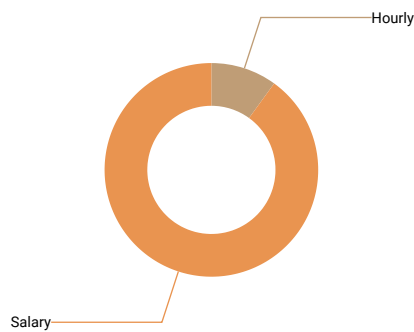
Results	%	N
Non-Exempt	0%	0
Exempt	100%	21

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	2
Salary	90%	19

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	15	\$56,000.00	\$60,272.00	\$87,719.00	\$106,560.95	\$144,500.00	\$89,496.33	\$87,719.00	\$3
Pay Range Maximum Salary	15	\$75,000.00	\$84,000.00	\$131,578.00	\$186,420.00	\$240,000.00	\$140,433.54	\$131,578.00	\$5
Actual Lowest Base Salary	19	\$65,000.00	\$74,501.00	\$94,303.60	\$123,593.60	\$179,000.00	\$106,816.05	\$94,303.60	\$4
Actual Average Base Salary	19	\$65,000.00	\$74,501.00	\$112,632.00	\$144,996.80	\$200,394.10	\$166,221.05	\$112,632.00	\$2
Actual Highest Base Salary	19	\$68,910.00	\$74,501.00	\$112,718.00	\$134,946.92	\$179,000.00	\$111,292.06	\$112,718.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$3,000.00	\$8,375.00	\$12,000.00	\$50,000.00	\$13,053.57	\$8,375.00	\$1

Proposal Manager

Job description

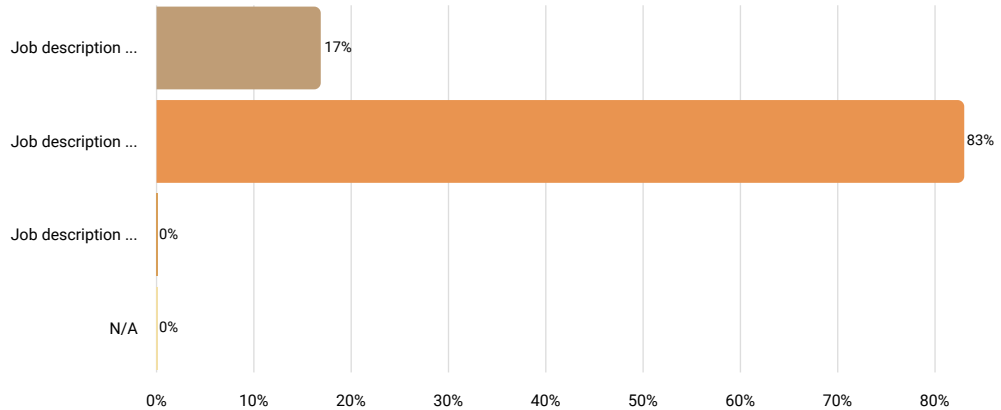
Ensure that all of the company's proposals are fully executed from start to finish. Perform and delegate tasks required to complete a proposal, such as w and other efforts associated with the process.

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

Answered 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%

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

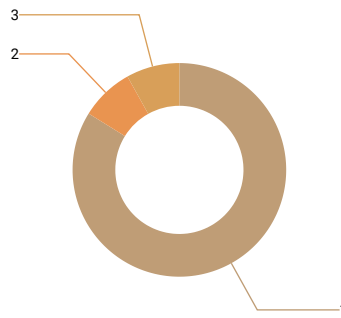
Results	
proposal manager	1
sr. director of proposals	1
marketing and proposal manager	1
sr manager, capture & proposals	1
senior managing consultant	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



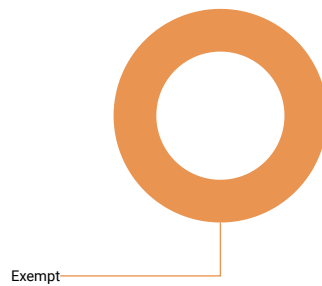
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.25
Median	1
Standard deviation	0.62
Total/sum	15

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



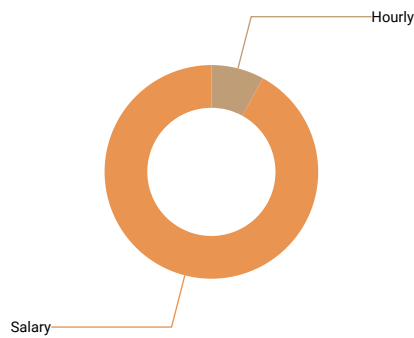
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	7	\$60,000.00	\$69,628.00	\$85,000.00	\$120,500.00	\$129,771.20	\$91,076.74	\$85,000.00	\$
Pay Range Maximum Salary	8	\$80,000.00	\$110,000.00	\$131,170.00	\$173,200.00	\$205,500.00	\$139,280.00	\$131,170.00	\$
Actual Lowest Base Salary	11	\$69,628.00	\$90,000.00	\$112,200.00	\$159,390.40	\$180,000.00	\$117,533.65	\$112,200.00	\$
Actual Average Base Salary	11	\$90,000.00	\$90,000.00	\$120,000.00	\$159,390.40	\$180,000.00	\$120,887.01	\$120,000.00	\$
Actual Highest Base Salary	11	\$90,000.00	\$90,000.00	\$130,000.00	\$159,390.40	\$180,000.00	\$125,108.65	\$130,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Plant Manager

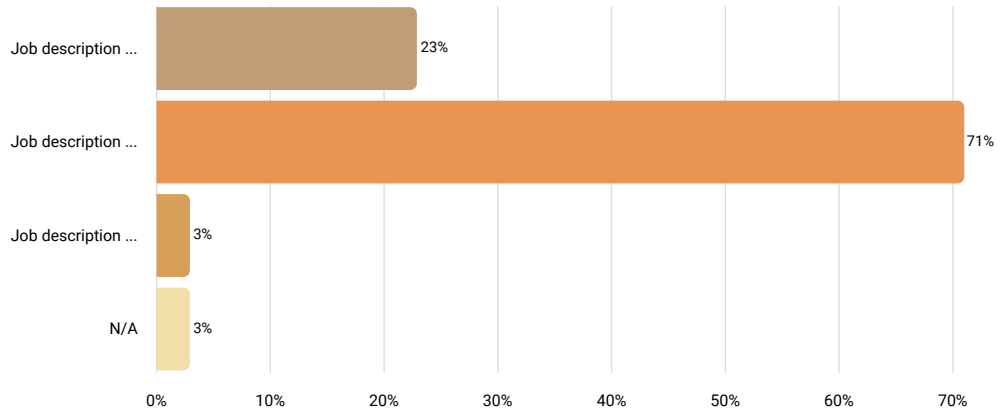
Job description Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

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

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	7
Job description matches the position at your company very well	71%	22
Job description is perceptibly stronger than the position at your company	3%	1
	N/A	3%

Job Title (if different than above)

Answered 11 times

Skipped 20 times

Text input

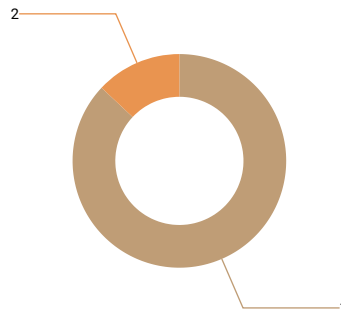
Results	
general manager	3
plant manager	2
water resources manager	1
exec dir plant ops and construction	1
assistant plant manager	1
senior manager decatur operations	1
warehouse manager	1
millwork plant manager, truss plant manager	1

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



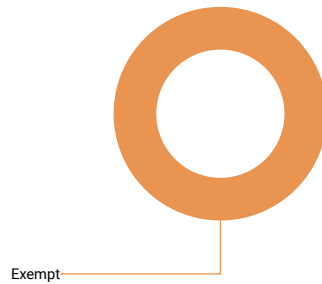
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.13
Median	1
Standard deviation	0.34
Total/sum	35

FLSA Status

Answered 31 times

Skipped 0 times

Select one answer (radio button)



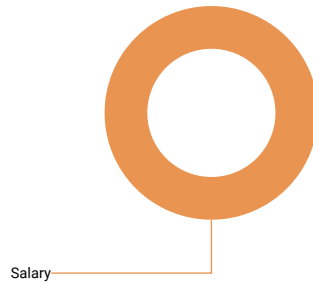
Results	%	N
Non-Exempt	0%	0
Exempt	97%	30

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	31

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	23	\$80,000.00	\$96,546.79	\$116,104.00	\$147,901.00	\$160,000.00	\$120,536.48	\$116,104.00	\$
Pay Range Maximum Salary	24	\$90,000.00	\$132,933.38	\$168,285.60	\$216,870.10	\$240,000.00	\$170,185.21	\$168,285.60	\$
Actual Lowest Base Salary	25	\$80,000.00	\$124,385.00	\$146,900.00	\$180,000.00	\$200,000.00	\$146,524.40	\$146,900.00	\$
Actual Average Base Salary	25	\$86,250.00	\$124,385.00	\$146,900.00	\$180,000.00	\$200,000.00	\$147,884.25	\$146,900.00	\$
Actual Highest Base Salary	25	\$92,500.00	\$129,000.00	\$146,900.00	\$180,000.00	\$200,000.00	\$148,624.25	\$146,900.00	\$
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	\$

Purchasing Manager

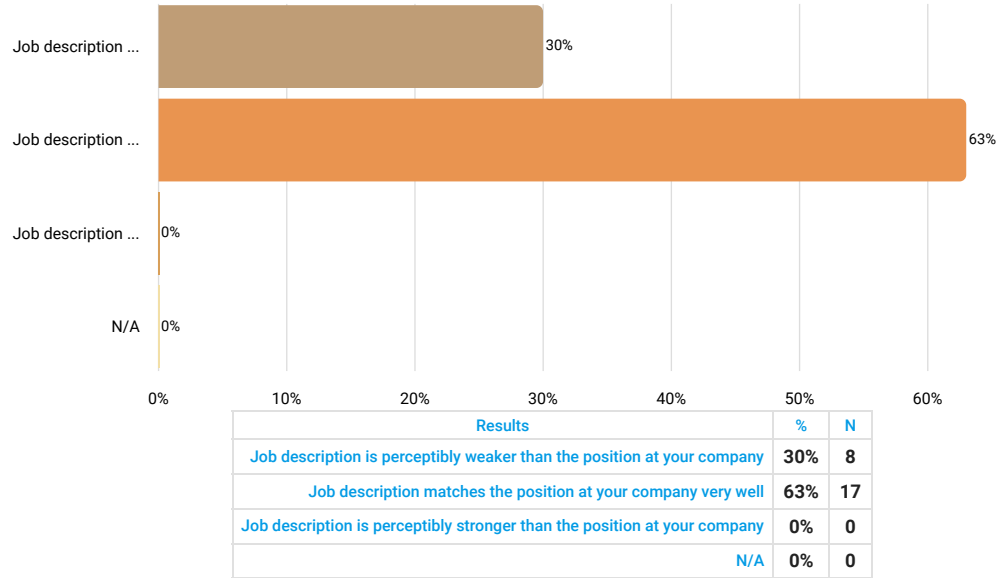
Job description Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 9 times

Skipped 18 times

Text input

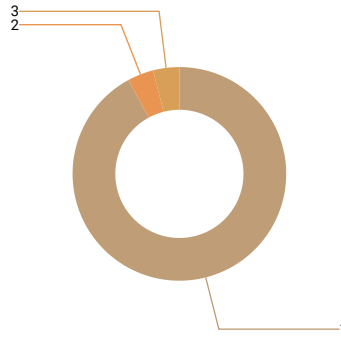
Results	
procurement manager	2
purchasing administrator	1
purchasing manager	1
director of planning and purchasing	1
purchasing agent	1
senior manager supply chain	1
sales/purchasing manager	1
tactical supply chain manager	1

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



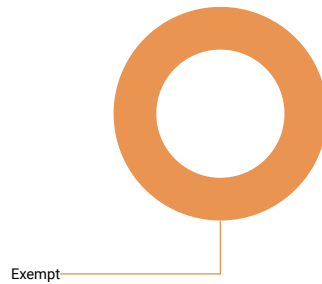
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.11
Median	1
Standard deviation	0.42
Total/sum	30

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



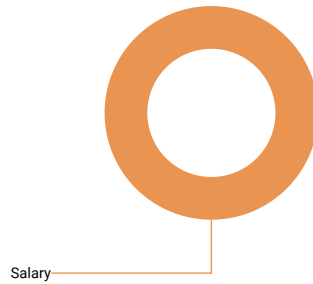
Results	%	N
Non-Exempt	0%	0
Exempt	100%	27

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	27

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Salary	19	\$50,000.00	\$68,250.00	\$77,000.00	\$104,000.00	\$124,848.00	\$82,647.26	\$77,000.00	\$
Pay Range Maximum Salary	19	\$65,000.00	\$95,000.00	\$124,848.00	\$150,000.00	\$164,300.00	\$120,172.68	\$124,848.00	\$
Actual Lowest Base Salary	25	\$64,144.00	\$75,000.00	\$101,756.00	\$113,000.00	\$124,848.00	\$95,260.49	\$101,756.00	\$
Actual Average Base Salary	25	\$64,144.00	\$75,000.00	\$104,946.66	\$117,457.60	\$124,848.00	\$95,989.86	\$104,946.66	\$
Actual Highest Base Salary	25	\$64,144.00	\$75,000.00	\$104,946.66	\$117,457.60	\$132,000.00	\$96,898.09	\$104,946.66	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$1,339.00	\$1,500.00	\$10,835.00	\$20,000.00	\$30,000.00	\$11,895.45	\$10,835.00	\$

Continuous Improvement Manager

Job description

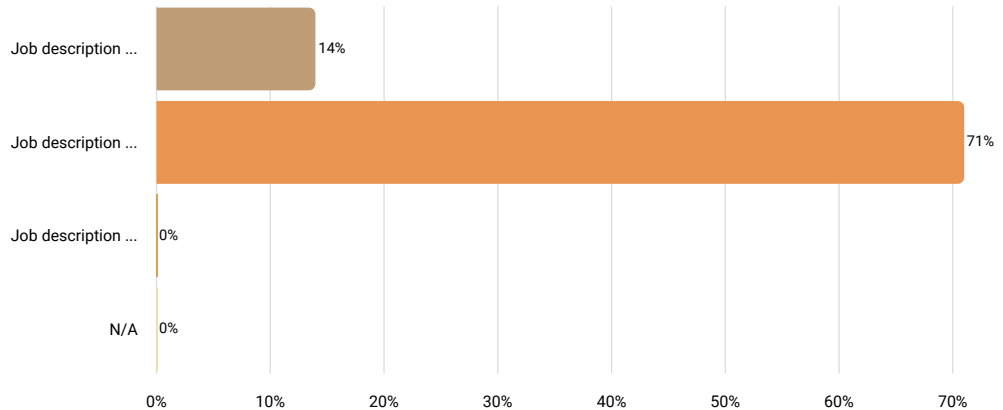
Monitor and improve organizational processes. Research, analyze, and map out all workflows, remove waste and low-value activities, and recommend so

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



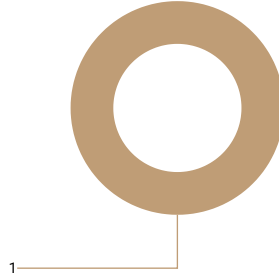
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



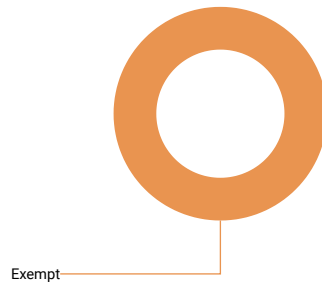
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	7

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



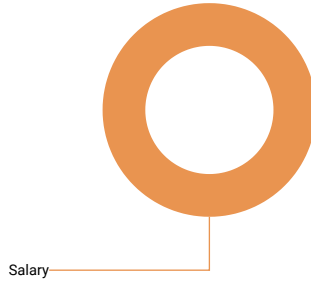
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

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)
Top Contracts Executive
Chief Operating Officer (COO)
Chief Administrative Officer (VP Admin)
CEO/President

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

Top Quality Assurance Exec (VP Quality)

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

Job description

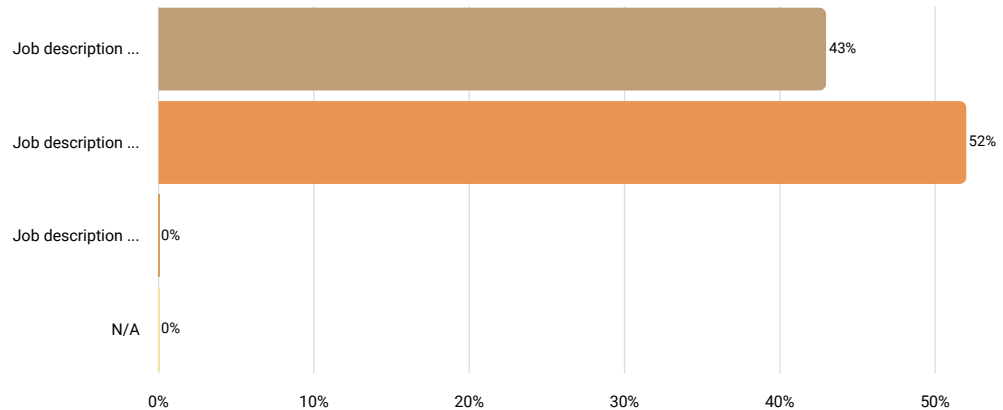
Leader of the entire sales/marketing/business development function of the organization. Responsible for managing all brands, distribution channels, and sales for the organization. They are responsible for developing the strategic sales plans based on company goals that will promote sales growth and customer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

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	43%	9
Job description matches the position at your company very well	52%	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 15 times

Skipped 6 times

Text input

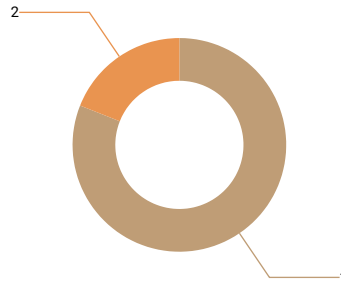
Results	
vp of business development	2
director of sales	2
vp of sales and marketing	1
vice president of product marketing	1
director of special occasions, event and hospitality services ; vice president of advancement	1
vice pres comm and mktg	1
vp of investor relations	1
director, business development	1
vp, corporate development	1
vp marketing & sales operations; exec. vp	1
executive vp of strategic growth	1
vp operation	1
sr. director of sales and marketing	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



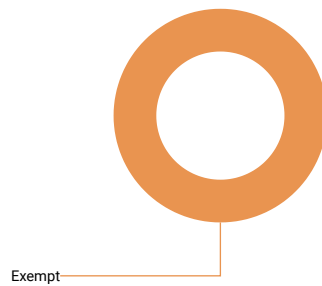
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.19
Median	1
Standard deviation	0.4
Total/sum	25

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



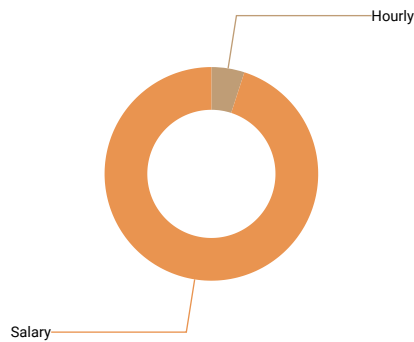
Results	%	N
Non-Exempt	0%	0
Exempt	100%	21

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	1
Salary	95%	20

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	16	\$68,165.00	\$90,000.00	\$110,000.00	\$127,500.00	\$170,268.80	\$111,834.65	\$110,000.00	\$
Pay Range Maximum Salary	16	\$90,000.00	\$125,000.00	\$150,617.00	\$220,099.20	\$304,990.40	\$172,008.68	\$150,617.00	\$
Actual Lowest Base Salary	18	\$70,000.00	\$110,000.00	\$136,728.00	\$185,000.00	\$250,000.00	\$151,727.68	\$136,728.00	\$
Actual Average Base Salary	18	\$80,000.00	\$110,000.00	\$136,728.00	\$210,000.00	\$250,000.00	\$156,750.29	\$136,728.00	\$
Actual Highest Base Salary	18	\$85,000.00	\$110,000.00	\$136,728.00	\$229,944.00	\$250,000.00	\$161,495.18	\$136,728.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$0.00	\$625.00	\$25,925.50	\$70,200.00	\$102,000.00	\$49,769.92	\$25,925.50	\$

Top Technical Exec (CTO/VP Technology)

Job description

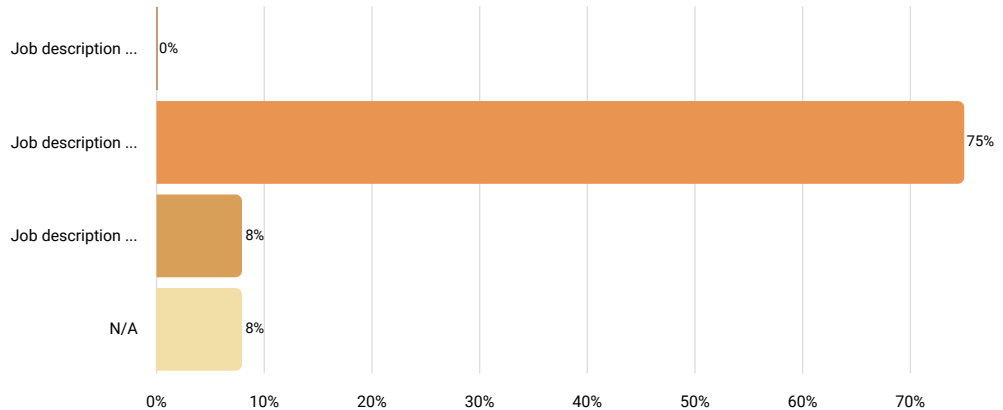
Leader of the entire technical function of the organization, including IT. Guides and directs the technical strategy and function including the work of all tec

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

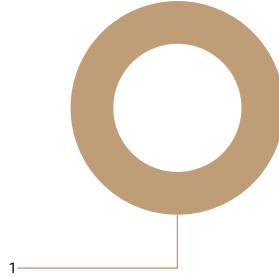
Results	
chief technical officer	1
chief information officer	1
vp, information technology	1
vp information technology	1
executive vice president, industry solutions	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



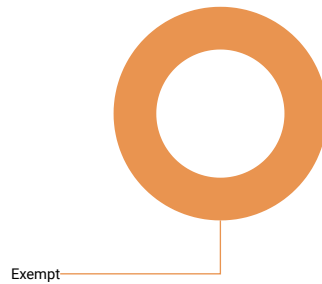
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		12

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



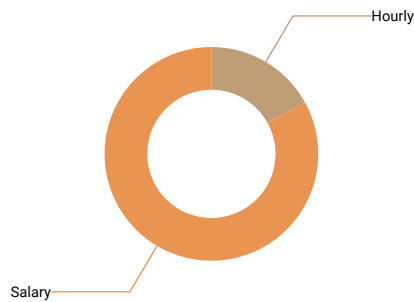
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$115,000.00	\$135,844.80	\$170,600.00	\$180,000.00	\$210,000.00	\$162,288.96	\$170,600.00	\$
Pay Range Maximum Salary	5	\$160,000.00	\$210,000.00	\$215,000.00	\$217,339.20	\$228,800.00	\$206,227.84	\$215,000.00	\$
Actual Lowest Base Salary	9	\$130,000.00	\$153,025.00	\$195,000.00	\$222,809.00	\$400,000.00	\$215,507.57	\$195,000.00	\$
Actual Average Base Salary	9	\$130,000.00	\$153,025.60	\$195,000.00	\$222,809.00	\$400,000.00	\$215,507.64	\$195,000.00	\$
Actual Highest Base Salary	9	\$130,000.00	\$153,025.60	\$195,000.00	\$222,809.00	\$400,000.00	\$215,507.64	\$195,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									

Top Programs Exec (VP Programs)

Job description

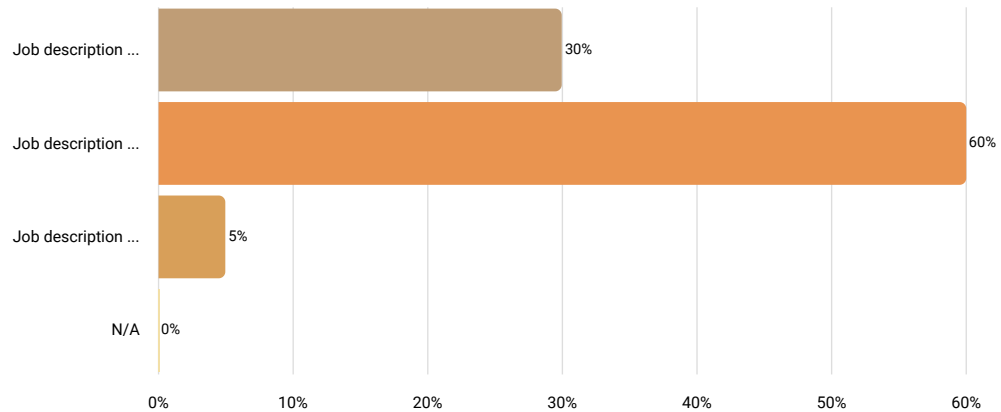
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency ar operations.

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	30%	6
Job description matches the position at your company very well	60%	12
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 12 times

Text input

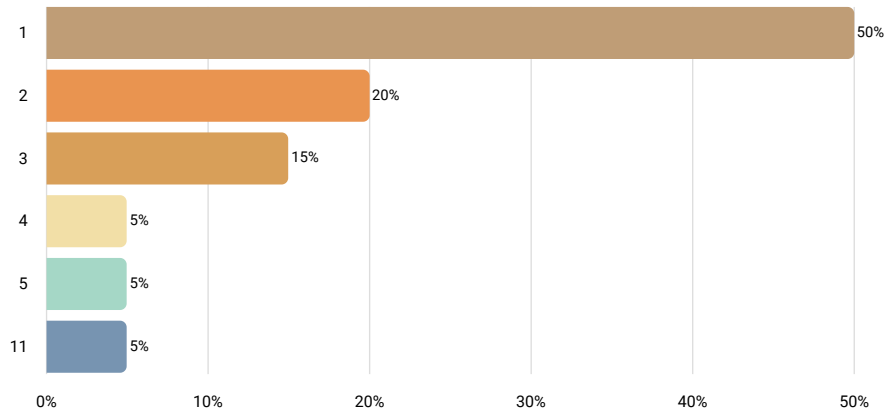
Results	
exec dir revenue cycle	1
vice president, vocational services	1
chief technology office (cto); other position is vp, government solutions	1
vp of finance, vp of engineering, vp of program development, vp of business development	1
director of programs	1
vice president of services	1
business group lead - also chief technical officer	1
vp operations	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



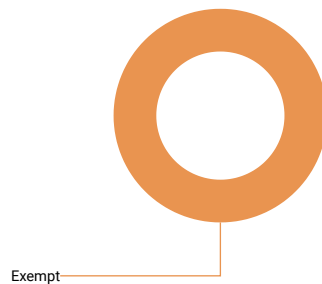
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	4.5
Mean	2.35
Median	1.5
Standard deviation	2.35
Total/sum	47

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



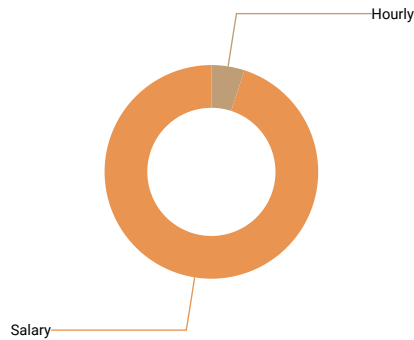
Results	%	N
Non-Exempt	0%	0
Exempt	100%	20

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	1
Salary	95%	19

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	14	\$68,165.00	\$114,460.00	\$150,000.00	\$190,000.00	\$218,000.00	\$153,335.37	\$150,000.00	\$
Pay Range Maximum Salary	14	\$122,000.00	\$151,234.00	\$200,412.00	\$250,016.00	\$263,822.00	\$208,319.53	\$200,412.00	\$
Actual Lowest Base Salary	19	\$85,000.00	\$150,228.84	\$190,000.00	\$232,731.20	\$250,016.00	\$185,121.24	\$190,000.00	\$
Actual Average Base Salary	19	\$98,333.00	\$169,494.40	\$195,000.00	\$232,731.20	\$250,016.00	\$191,577.40	\$195,000.00	\$
Actual Highest Base Salary	19	\$105,000.00	\$169,998.00	\$210,000.00	\$234,004.00	\$250,016.00	\$199,899.80	\$210,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$0.00	\$1,000.00	\$21,700.00	\$65,000.00	\$15,031.43	\$1,000.00	\$

Top Financial Exec (CFO)

Job description

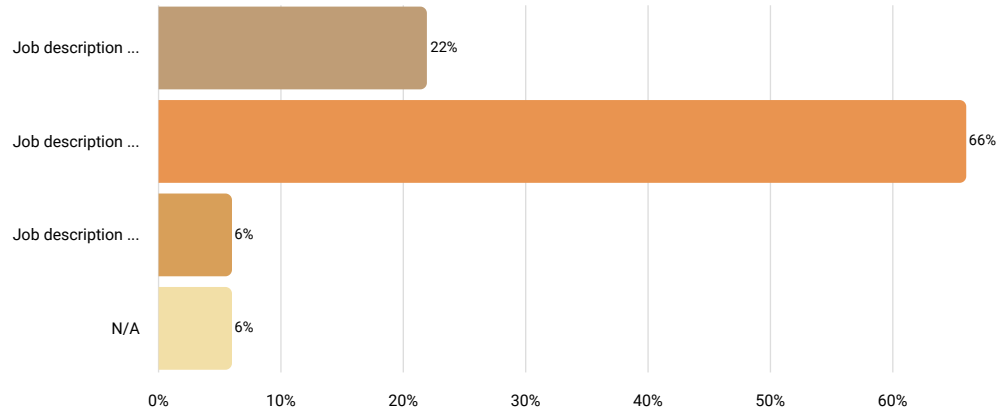
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product out with the organization's strategic objectives.

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

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	7
Job description matches the position at your company very well	66%	21
Job description is perceptibly stronger than the position at your company	6%	2
N/A	6%	2

Job Title (if different than above)

Answered 11 times

Skipped 21 times

Text input

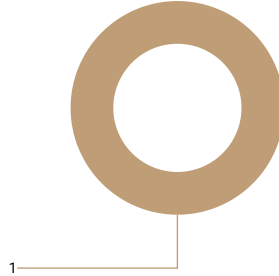
Results	
chief financial officer	3
cfo	3
vp of finance	1
cfo and vp of operations	1
vp, finance & accounting	1
controller	1
vp - finance and operation	1

Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



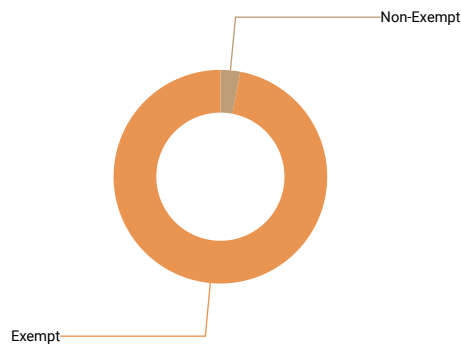
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	32

FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



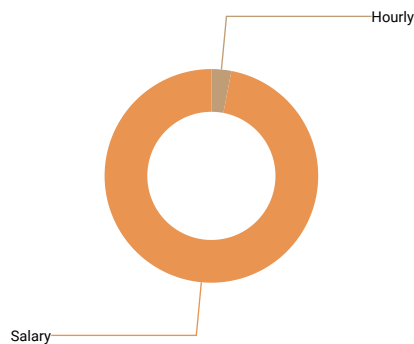
Results	%	N
Non-Exempt	3%	1
Exempt	97%	31

Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	3%	1
Salary	97%	31

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	23	\$98,345.43	\$108,000.00	\$127,608.00	\$170,000.00	\$199,014.00	\$142,978.77	\$127,608.00	\$
Pay Range Maximum Salary	23	\$112,000.00	\$158,884.71	\$185,000.00	\$230,000.00	\$312,000.00	\$198,251.00	\$185,000.00	\$
Actual Lowest Base Salary	30	\$110,636.50	\$132,000.00	\$172,904.00	\$205,982.00	\$256,754.00	\$183,221.10	\$172,904.00	\$
Actual Average Base Salary	30	\$110,636.50	\$132,000.00	\$174,682.40	\$205,982.00	\$256,754.00	\$184,021.90	\$174,682.40	\$
Actual Highest Base Salary	30	\$110,636.50	\$132,000.00	\$176,552.40	\$214,448.00	\$256,754.00	\$185,822.70	\$176,552.40	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	17	\$1,000.00	\$4,500.00	\$18,000.00	\$45,900.00	\$96,000.00	\$32,709.41	\$18,000.00	\$

Top Manufacturing/Production Executive

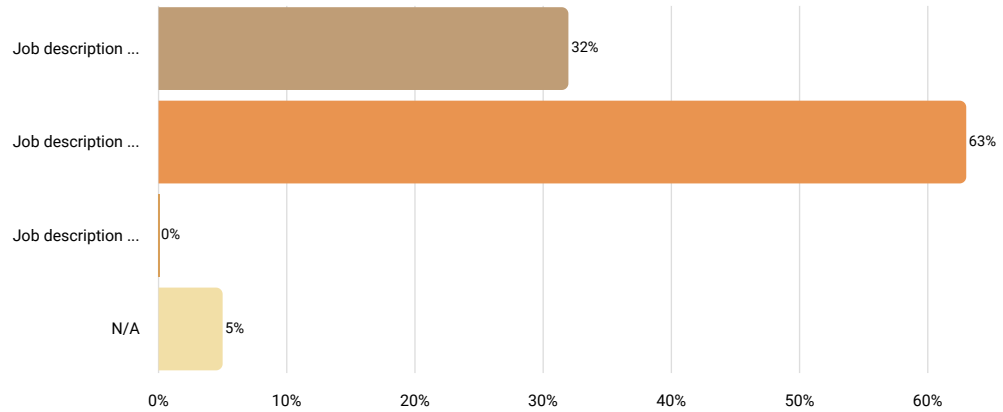
Job description Leader of the entire production/manufacturing function of the organization. Manages all plant and production managers and staf

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	32%	6
Job description matches the position at your company very well	63%	12
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	5%

Job Title (if different than above)

Answered 12 times

Skipped 7 times

Text input

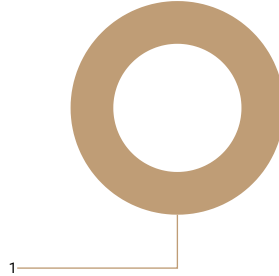
Results	
plant manager	1
vice pres senior support svc	1
director, manufacturing/business development	1
director of manufacturing	1
vp manufacturing	1
corporate operations manager	1
vice president of operations	1
vp - manufacturing	1
director of operations	1
vp operations	1
vp/general manager	1
svp, defense business unit	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



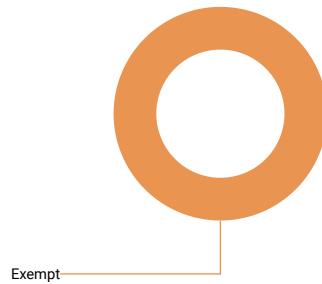
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	19

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



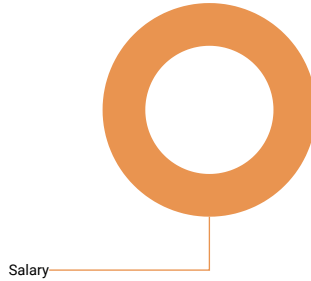
Results	%	N
Non-Exempt	0%	0
Exempt	100%	19

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	St. Dev.
Pay Range Minimum Salary	13	\$99,050.00	\$120,000.00	\$166,500.00	\$187,200.00	\$210,000.00	\$158,599.11	\$166,500.00	\$50,000.00
Pay Range Maximum Salary	13	\$140,000.00	\$156,000.00	\$187,200.00	\$256,800.00	\$312,000.00	\$223,689.85	\$187,200.00	\$100,000.00
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	\$100,000.00

Top HR Exec (CHRO/VP HR)

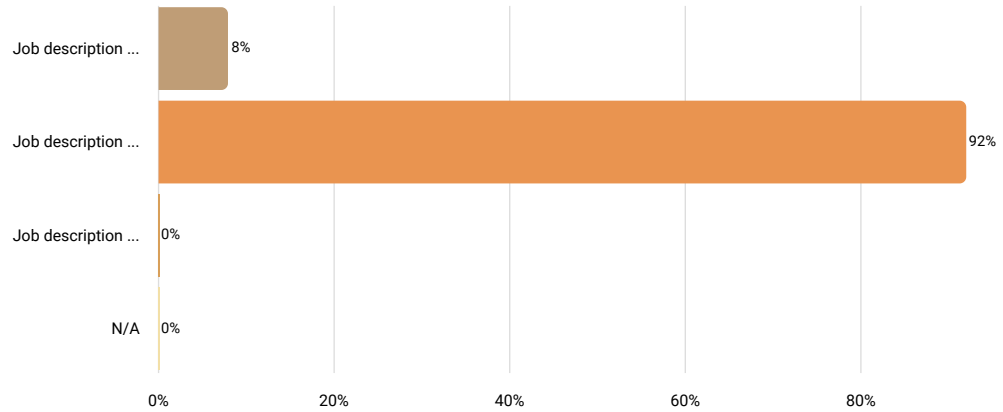
Job description Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	8%	2	
Job description matches the position at your company very well	92%	24	
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 9 times

Text input

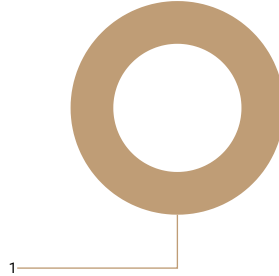
Results	
director of human resources	6
vice pres human resources	1
vp, human resources	1
chief people and culture officer	1
hr director	1
director of hr	1
human resources director	1
associate vice president - hr	1
sr director of human resources	1
personnel director	1
senior vice president, global human resources	1
director	1

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



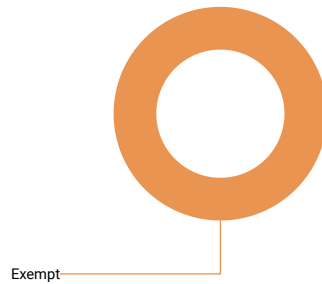
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	26

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



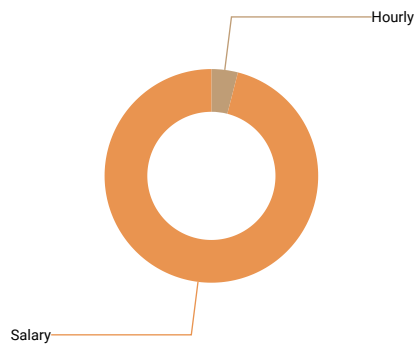
Results	%	N
Non-Exempt	0%	0
Exempt	96%	25

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	25

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	16	\$66,289.00	\$88,273.39	\$109,263.44	\$145,000.00	\$174,928.00	\$115,925.88	\$109,263.44	\$
Pay Range Maximum Salary	16	\$105,955.00	\$147,500.00	\$165,287.35	\$212,465.60	\$256,800.00	\$177,087.18	\$165,287.35	\$
Actual Lowest Base Salary	23	\$109,000.00	\$113,000.00	\$140,000.00	\$178,913.00	\$200,000.00	\$148,203.67	\$140,000.00	\$
Actual Average Base Salary	23	\$109,000.00	\$113,000.00	\$140,000.00	\$178,913.00	\$200,000.00	\$148,203.67	\$140,000.00	\$
Actual Highest Base Salary	23	\$109,000.00	\$113,000.00	\$140,000.00	\$178,913.00	\$200,000.00	\$148,203.67	\$140,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	15	\$0.00	\$1,000.00	\$13,000.00	\$33,000.00	\$36,000.00	\$15,289.13	\$13,000.00	\$

Top Contracts Executive

Job description

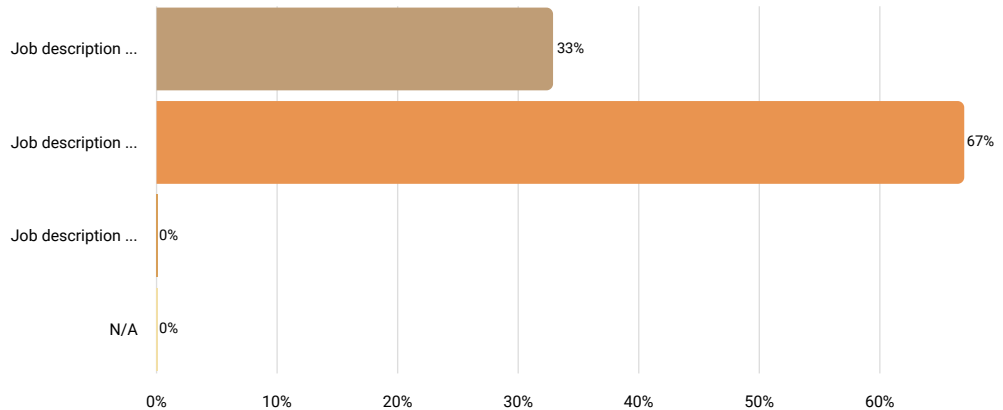
Leader of the entire contracts function of the organization. Serves as the conduit between government customers and the organization to secure and exe

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

Answered 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 8 times

Skipped 4 times

Text input

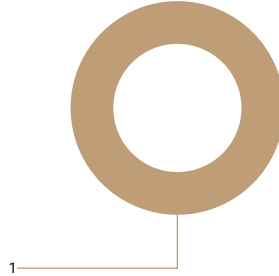
Results	
contracts administrator	1
chief business development office	1
vp, contracts	1
director of contracts	1
president tmg & tsg	1
asst vp, contracts & grants	1
executive vice president	1
vice president of contracts	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



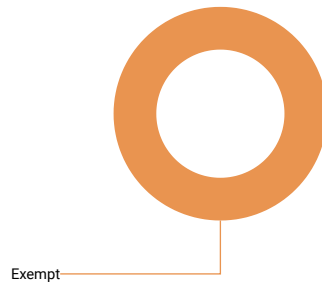
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		12

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



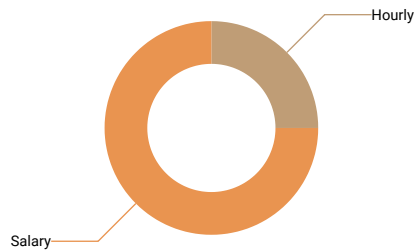
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	6	\$90,000.00	\$133,078.00	\$162,922.40	\$250,016.00	\$312,504.00	\$185,240.47	\$162,922.40	\$80,000.00
Pay Range Maximum Salary	6	\$110,000.00	\$190,000.00	\$203,725.60	\$250,016.00	\$626,204.80	\$263,945.33	\$203,725.60	\$100,000.00
Actual Lowest Base Salary	9	\$100,000.00	\$154,460.00	\$190,000.00	\$250,016.00	\$315,577.60	\$197,954.13	\$190,000.00	\$60,000.00
Actual Average Base Salary	9	\$100,000.00	\$154,460.00	\$190,000.00	\$250,016.00	\$315,577.60	\$197,954.13	\$190,000.00	\$60,000.00
Actual Highest Base Salary	9	\$100,000.00	\$154,460.00	\$190,000.00	\$250,016.00	\$315,577.60	\$197,954.13	\$190,000.00	\$60,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

Chief Operating Officer (COO)

Job description

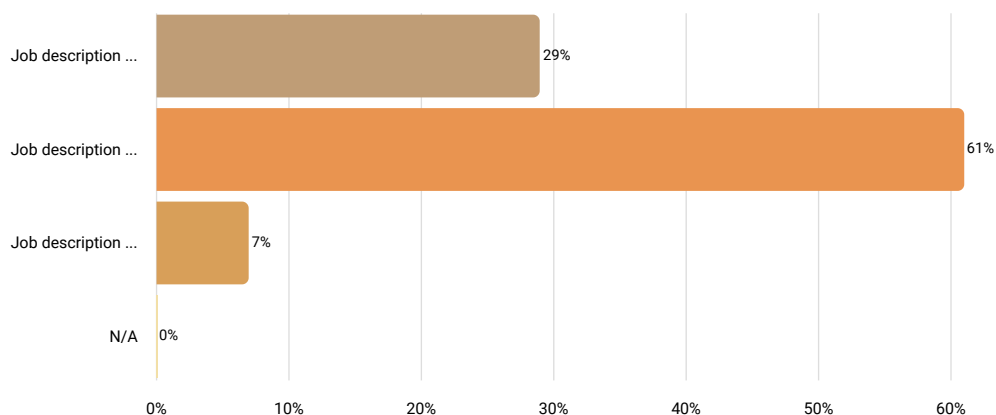
Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	8
Job description matches the position at your company very well	61%	17
Job description is perceptibly stronger than the position at your company	7%	2
N/A	0%	0

Job Title (if different than above)

Answered 14 times

Skipped 14 times

Text input

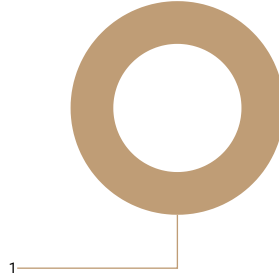
Results	
vice president of operations	2
coo	1
chief operations officer	1
operations manager	1
ex vice president coo	1
vp professional services	1
managing director	1
director of operations	1
chief growth officer	1
vp of operations	1
chief operating and financial officer	1
coo/cfo	1
president	1

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



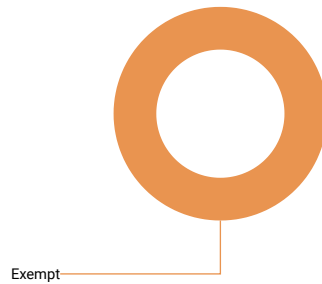
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	28

FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



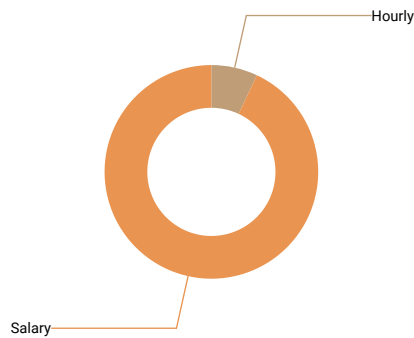
Results	%	N
Non-Exempt	0%	0
Exempt	100%	28

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	2
Salary	93%	26

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	20	\$85,000.00	\$105,451.20	\$132,684.00	\$184,268.25	\$234,541.00	\$147,567.99	\$132,684.00	\$50,000.00
Pay Range Maximum Salary	20	\$143,785.62	\$172,500.00	\$207,780.00	\$255,921.75	\$306,000.00	\$215,765.11	\$207,780.00	\$60,000.00
Actual Lowest Base Salary	25	\$116,484.00	\$150,000.00	\$190,000.00	\$240,000.00	\$262,995.00	\$201,113.63	\$190,000.00	\$80,000.00
Actual Average Base Salary	25	\$116,484.00	\$150,000.00	\$190,000.00	\$240,000.00	\$271,764.80	\$201,984.22	\$190,000.00	\$80,000.00
Actual Highest Base Salary	25	\$116,484.00	\$150,000.00	\$190,000.00	\$240,000.00	\$280,758.40	\$203,054.81	\$190,000.00	\$80,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	16	\$0.00	\$6,247.50	\$22,500.00	\$43,000.00	\$200,000.00	\$69,517.94	\$22,500.00	\$100,000.00

Chief Administrative Officer (VP Admin)

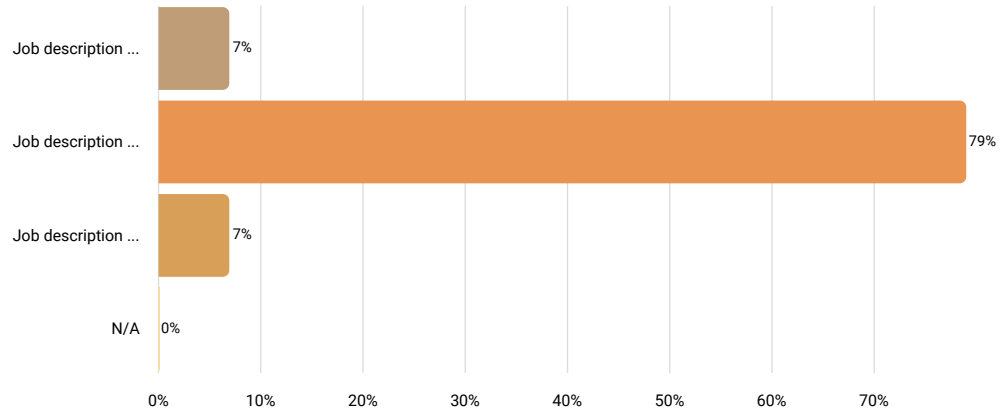
Job description Leader of numerous branches of the business, typically including finance, sales, human resources, and marketing.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	79%	11
Job description is perceptibly stronger than the position at your company	7%	1
	N/A	0%

Job Title (if different than above)

Answered 6 times

Skipped 8 times

Text input

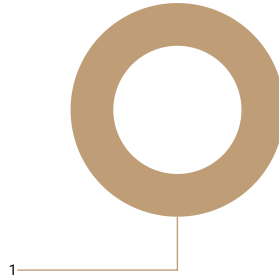
Results	
city administrator	1
chief administrative officer	1
senior director of administration	1
vp of finance & administration	1
administrative operations officer	1
vice president - finance and administration	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



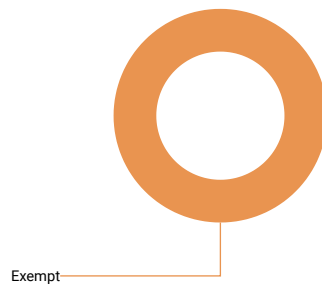
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	14

FLSA Status

Answered 14 times

Skipped 0 times

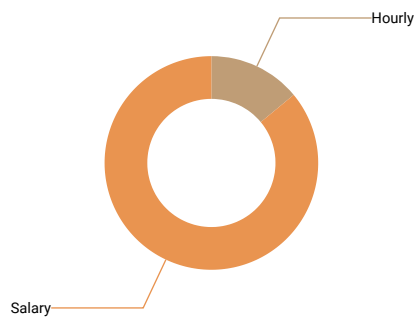
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	14%	2
Salary	86%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	8	\$60,320.00	\$69,082.50	\$107,463.20	\$125,000.00	\$175,000.00	\$104,801.43	\$107,463.20	\$
Pay Range Maximum Salary	8	\$80,000.00	\$150,617.00	\$176,342.00	\$214,924.80	\$262,995.00	\$178,345.33	\$176,342.00	\$
Actual Lowest Base Salary	10	\$90,000.00	\$135,000.00	\$146,500.00	\$219,024.00	\$283,802.50	\$171,473.30	\$146,500.00	\$
Actual Average Base Salary	10	\$92,500.00	\$135,000.00	\$146,500.00	\$219,024.00	\$283,802.50	\$171,973.30	\$146,500.00	\$
Actual Highest Base Salary	10	\$92,500.00	\$135,000.00	\$146,500.00	\$219,024.00	\$283,802.50	\$171,973.30	\$146,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$13,800.00	\$25,000.00	\$40,000.00	\$75,000.00	\$200,000.00	\$70,760.00	\$40,000.00	\$

CEO/President

Job description

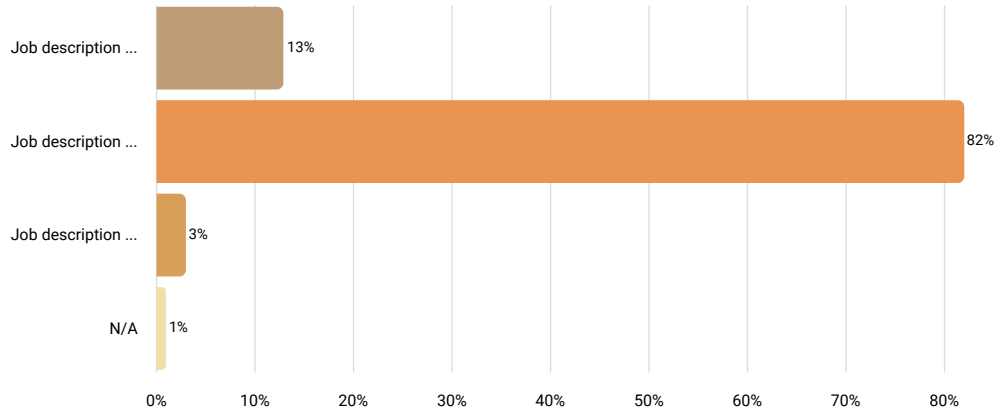
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

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

Answered 67 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	9
Job description matches the position at your company very well	82%	55
Job description is perceptibly stronger than the position at your company	3%	2
N/A	1%	1

Job Title (if different than above)

Answered 19 times

Skipped 48 times

Text input

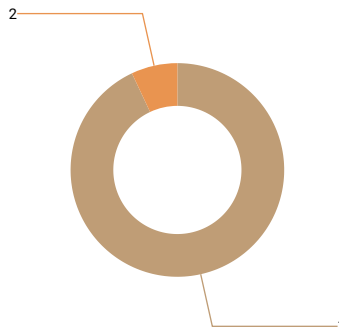
Results	
president	3
president/ceo	3
ceo	2
president and ceo	1
mayor	1
ceo/president	1
executive director	1
president/ceo/owner	1
ceo/cto	1
president & ceo	1
chief executive officer	1
same	1
division president	1
ceo and president	1

Number of Employees Currently in This Position

Answered 67 times

Skipped 0 times

Number input



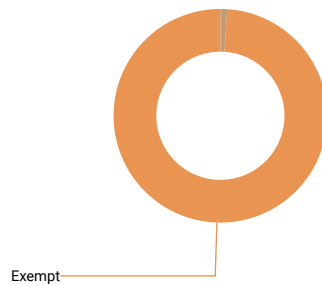
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.07
Median	1
Standard deviation	0.26
Total/sum	72

FLSA Status

Answered 67 times

Skipped 0 times

Select one answer (radio button)



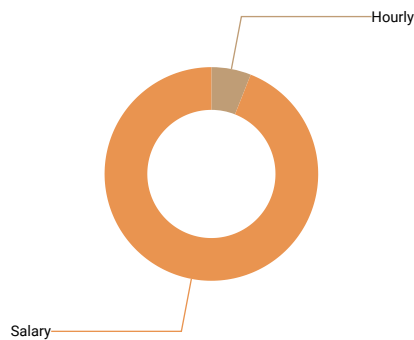
Results	%	N
Non-Exempt	1%	1
Exempt	96%	64

Is this position paid an hourly rate or annual salary?

Answered 67 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	4
Salary	94%	63

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	39	\$99,000.00	\$130,676.00	\$180,000.00	\$229,643.28	\$299,312.00	\$186,098.83	\$180,000.00	\$88,306.57
Pay Range Maximum Salary	38	\$130,000.00	\$186,000.00	\$250,000.00	\$350,000.00	\$440,000.00	\$269,075.54	\$250,000.00	\$118,306.57
Actual Lowest Base Salary	57	\$102,336.00	\$165,000.00	\$219,377.00	\$281,278.40	\$424,370.00	\$238,182.46	\$219,377.00	\$118,306.57
Actual Average Base Salary	57	\$106,000.00	\$171,366.00	\$220,000.00	\$281,278.40	\$424,370.00	\$241,976.37	\$220,000.00	\$118,306.57
Actual Highest Base Salary	57	\$106,000.00	\$172,328.00	\$220,000.00	\$281,278.40	\$424,370.00	\$245,178.07	\$220,000.00	\$118,306.57
Average Incentive Bonus or Other Cash Bonus (Annual)	30	\$0.00	\$6,000.00	\$50,000.00	\$80,000.00	\$182,200.00	\$88,306.57	\$50,000.00	\$118,306.57

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

Intern

Job description

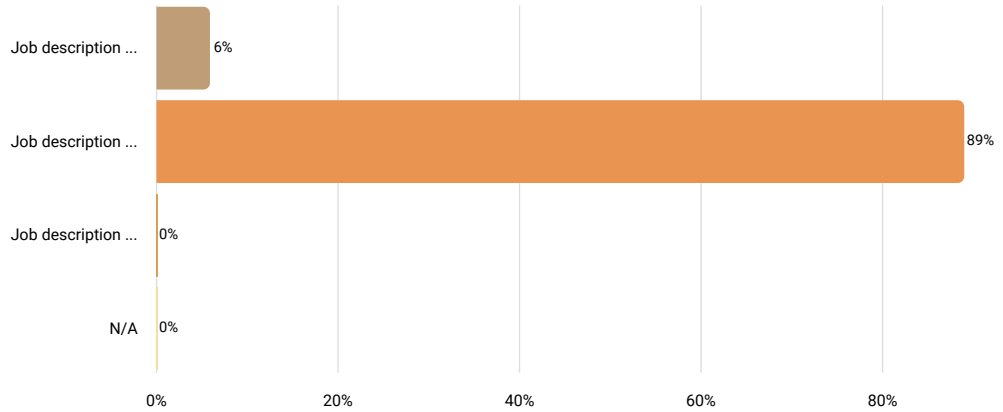
refers to a one-term work assignment, most often in the summer, but not always. Internships can be full- or part-time, paid or unpaid, depending on the en career field.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



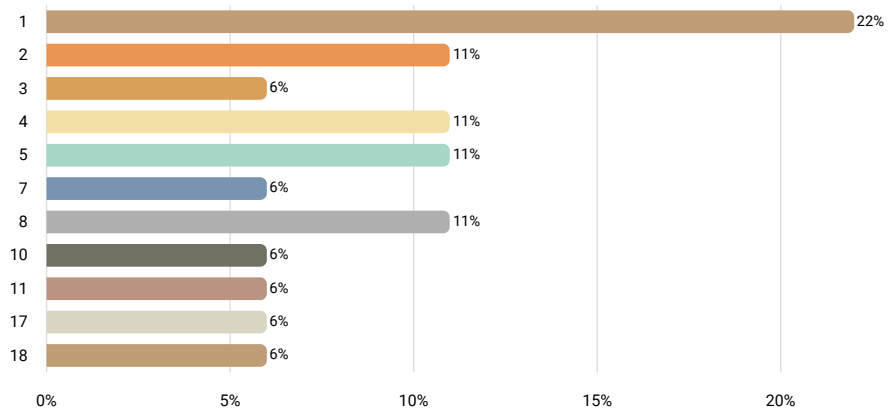
Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	89%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



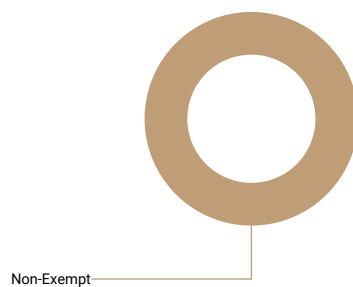
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4.5
75th percentile	8
90th percentile	17
Mean	6
Median	4.5
Standard deviation	5.24
Total/sum	108

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



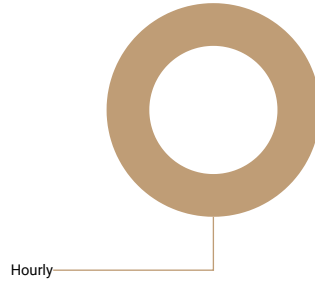
Results	%	N
Non-Exempt	100%	18
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	18
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	\$15.00	\$15.50	\$20.00	\$21.00	\$29.83	\$15.50
Pay Range Maximum Rate	13	\$17.00	\$20.00	\$20.00	\$24.00	\$25.00	\$23.47	\$20.00
Actual Lowest Base Rate	17	\$14.00	\$15.00	\$17.00	\$20.00	\$21.00	\$17.33	\$17.00
Actual Average Base Rate	17	\$14.00	\$17.75	\$19.00	\$20.22	\$21.75	\$18.67	\$19.00
Actual Highest Base Rate	17	\$14.00	\$18.50	\$20.00	\$23.00	\$25.00	\$20.81	\$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)								

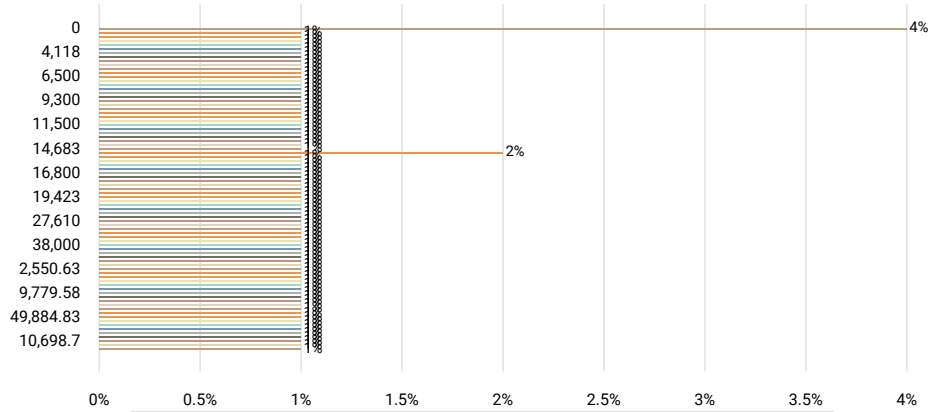
5. General Benefit Information

5.1. Average Benefit Cost Per Employee

Answered 84 times

Skipped 54 times

Number input



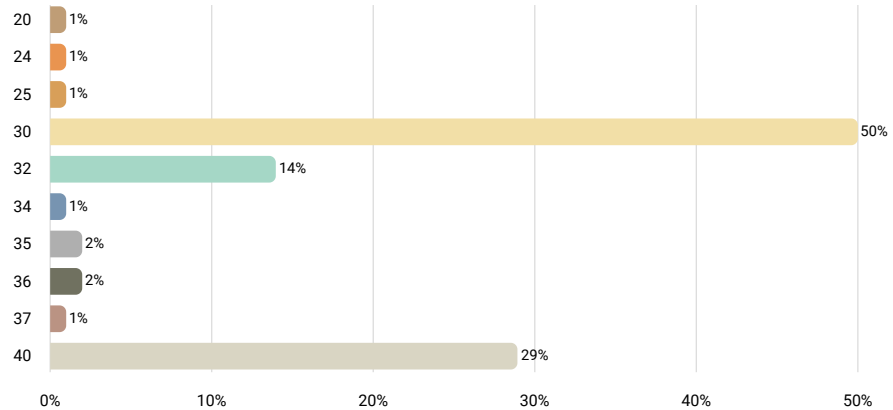
Statistics	
10th percentile	2,601.87
25th percentile	6,570
50th percentile	11,781.5
75th percentile	21,809
90th percentile	39,525
Mean	16,608.79
Median	11,781.5
Standard deviation	14,631.24
Total/sum	1,395,138.12

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

Answered 131 times

Skipped 7 times

Number input



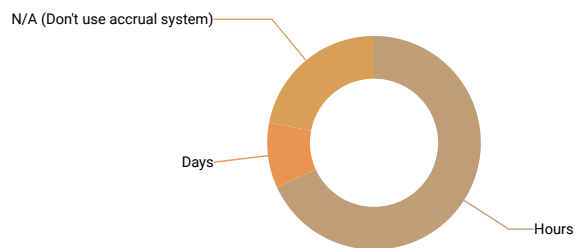
Statistics	
10th percentile	30
25th percentile	30
50th percentile	30
75th percentile	40
90th percentile	40
Mean	33.31
Median	30
Standard deviation	4.65
Total/sum	4,363

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hours	62%	85
Days	9%	12
N/A (Don't use accrual system)	20%	28

5.4. Types of Benefits Offered

Answered 128 times

Skipped 10 times

Select multiple answers per row for multiple rows (checkboxes)

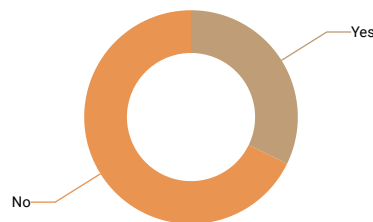
	Offered for FTE	Offered for Part-Time	Self Insured
Medical	97%	11%	25%
Dental	97%	9%	16%
Vision	93%	9%	9%
Prescription Drug Plan	87%	9%	20%
Life Insurance	96%	9%	2%
Health Spending/Savings Account	61%	10%	5%
Dependent Plan	64%	9%	5%
Pension Plan (Defined Benefit)	12%	5%	1%
401(k) Plan	91%	27%	1%
PTO (includes sick, vacation, etc.)	72%	14%	1%
Sick Leave	34%	12%	1%
Vacation	58%	13%	1%
Family/Parental Leave	41%	8%	
Bereavement	87%	17%	1%
Jury Duty Leave	92%	20%	1%
Personal Leave	35%	9%	
Short-term Disability	93%	9%	5%
Long-term Disability	90%	8%	1%
Salary Continuation Plan	10%	2%	
Education Assistance/Tuition Reimbursement	69%	8%	2%
Employee Assistance Plan	69%	14%	1%
Flex Time	33%	12%	
Telework/Remote Work	54%	19%	

5.5. Does your company offer any benefit(s) not listed above?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	28%	38
No	59%	81

5.6. Please describe the benefit(s) at your company that are not included in the matrix above.

Answered 36 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"

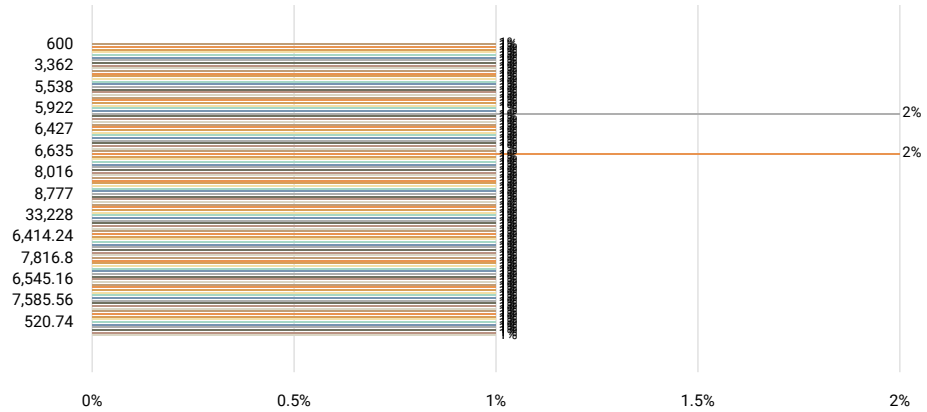
Results	
flexible spending account	2
esop	2
voluntary benefits as follows are offered: fsa for unreimbursed medical and dependent child care legal shield identity theft protection life insurance with a long term care rider aflac policies	1
company cars for managers and above	1
employee health clinic	1
pet insurance, legal, identity theft, critical illness, hospital idemnity	1
cancer, critical illness, accident	1
gym membership	1
family membership, critical illness insurance, accident insurance, simple ira	1
medical indemnity coverage (gap plan)	1
legal insurance, critical illness, accident	1
"added benefit" pet insurance / legal insurance id theft / auto & home / hearing	1
legal club, christmas club, healthperx (teledoc), short term care, long term care, adoption benefit, elder care benefit	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
we pay exempt employees for every hour worked. if they work 90 hours in a pay period, they can get paid straight time for the 10 hours or deposit the 10 hours into comp time bank. all earned leave is paid out once you hit the max accrual rate.	1
employee stock purchase program (profit sharing)	1
voluntary life and all state cancer, critical illness, and accident	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
flexible spending account (fsa), critical illness, pet insurance, health clinics, student loan refinancing, retirement planning services, telehealth, profit sharing (esop)	1
military leave--168 hours/year for drills, annual training	1
we offer an hra (health reimbursement) - \$500 a year to be used for a wide variety of items (gym membership, fitness equipment, financial counseling, pet grooming, sports equipment, etc.)	1
home and auto, legal services, voluntary benefits (hospital indemnity, accident, critical illness)	1
employee stock ownership plan	1
voluntary/supplemental life insurance, cancer indemnity insurance, ad&d insurance, financial advisory services, employee stock ownership plan (esop), legal benefits; credit monitoring, bereavement support/after-loss concierge service, paid military leave, discount programs, telemedicine, e-learning program, employee resource groups	1
supplemental health plan, hospital confinement plan, critical illness plan, food delivery subscription, telehealth subscription, paid holidays.	1

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

Answered 112 times

Skipped 26 times

Number input



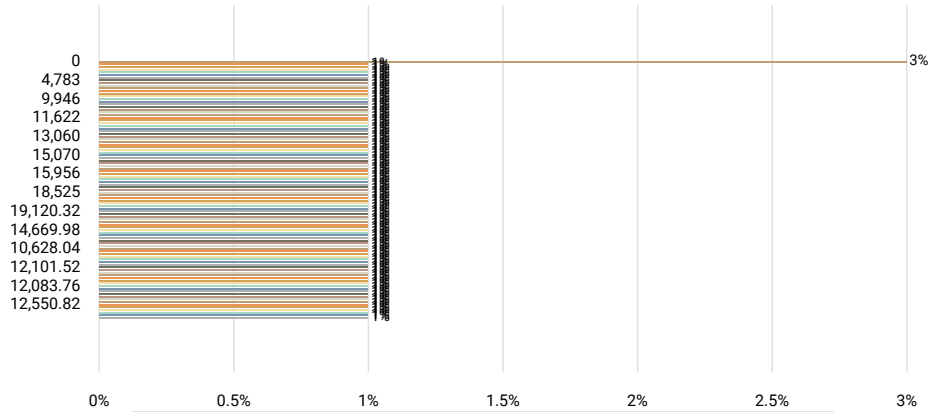
Statistics	
10th percentile	2,326
25th percentile	5,398.62
50th percentile	6,427.5
75th percentile	7,710.4
90th percentile	8,863
Mean	6,506.9
Median	6,427.5
Standard deviation	3,711.35
Total/sum	728,772.27

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

Answered 99 times

Skipped 39 times

Number input



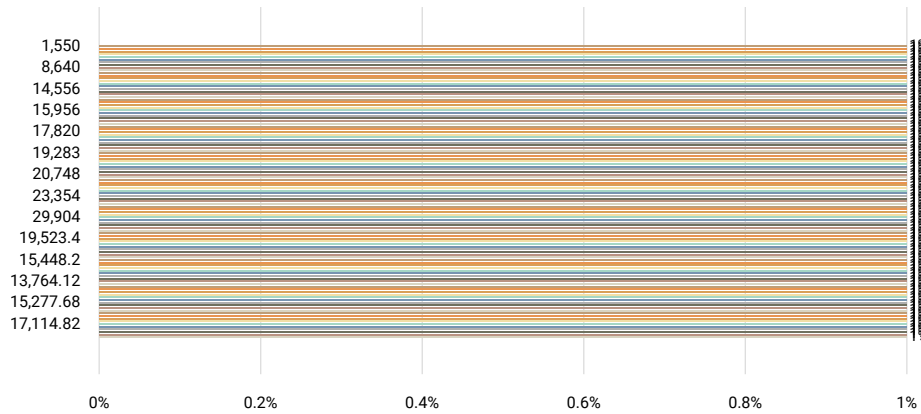
Statistics	
10th percentile	1,907
25th percentile	10,132.44
50th percentile	13,002.24
75th percentile	15,840
90th percentile	19,120.32
Mean	12,864.76
Median	13,002.24
Standard deviation	6,957.76
Total/sum	1,273,610.83

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

Answered 110 times

Skipped 28 times

Number input



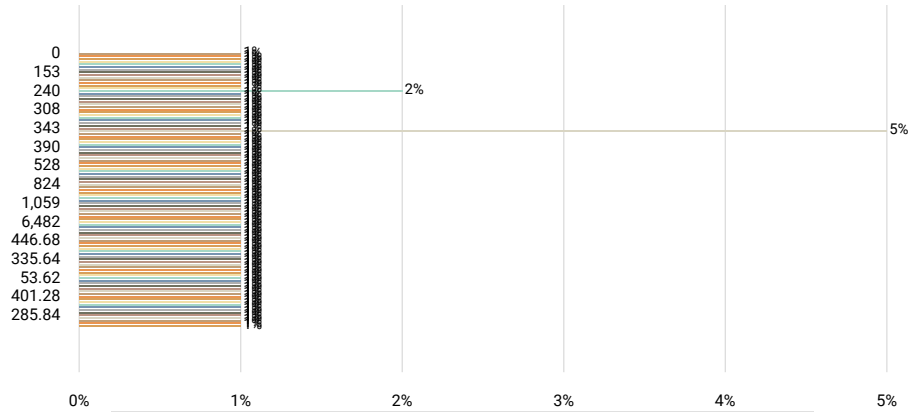
Statistics	
10th percentile	7,806
25th percentile	15,264
50th percentile	18,007.5
75th percentile	21,477.12
90th percentile	25,216.9
Mean	18,157.8
Median	18,007.5
Standard deviation	8,786.92
Total/sum	1,997,358.27

5.10. Dental Coverage Total Cost Per Employee (Annual)

Answered 108 times

Skipped 30 times

Number input



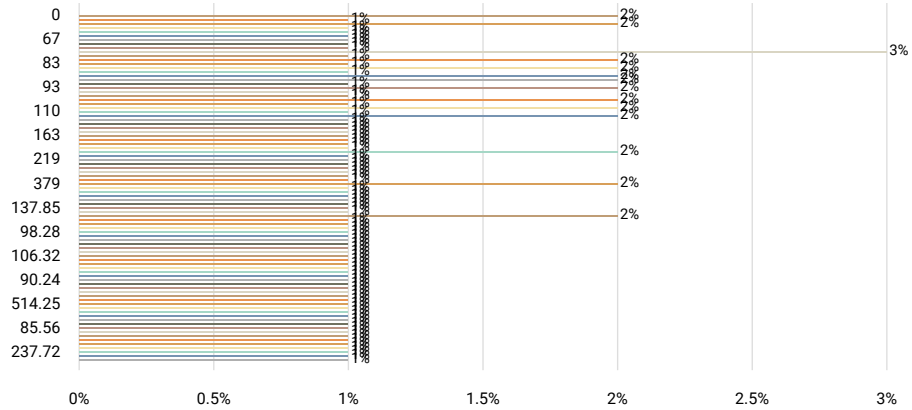
Statistics	
10th percentile	176
25th percentile	299.66
50th percentile	369.5
75th percentile	590
90th percentile	1,067.52
Mean	695.38
Median	369.5
Standard deviation	1,425.29
Total/sum	75,101.25

5.11. Vision Coverage Total Cost Per Employee (Annual)

Answered 102 times

Skipped 36 times

Number input



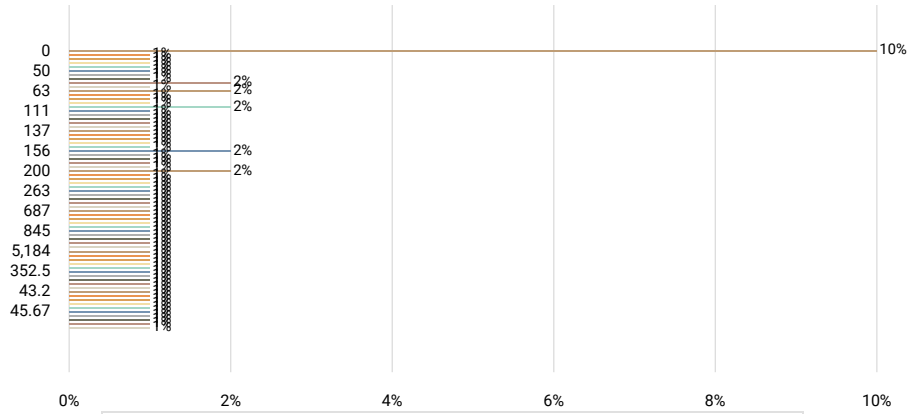
Statistics	
10th percentile	60
25th percentile	83
50th percentile	102.12
75th percentile	177.72
90th percentile	269.52
Mean	178.61
Median	102.12
Standard deviation	303.21
Total/sum	18,218.04

5.12. Life Insurance Total Cost Per Employee (Annual)

Answered 82 times

Skipped 56 times

Number input



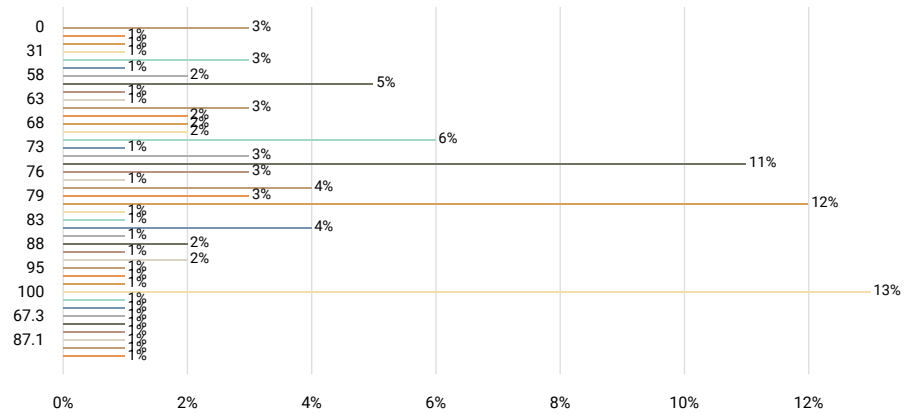
Statistics	
10th percentile	6
25th percentile	61
50th percentile	156
75th percentile	375
90th percentile	2,230
Mean	4,421.58
Median	156
Standard deviation	27,278.89
Total/sum	362,569.33

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

Answered 120 times

Skipped 18 times

Number input



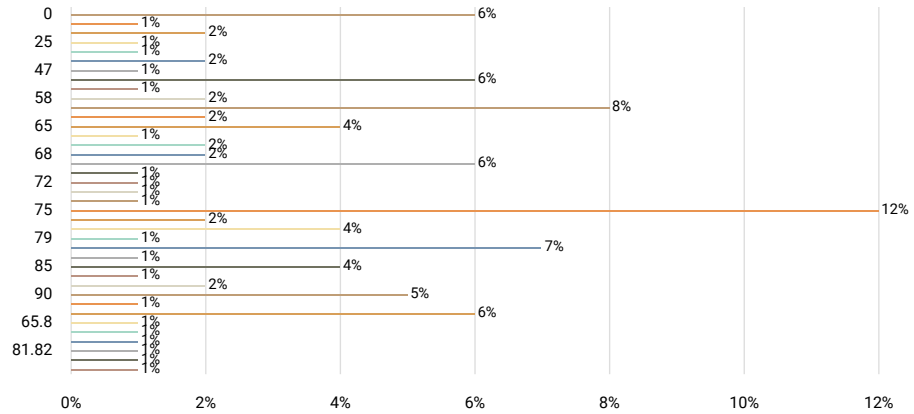
Statistics	
10th percentile	58
25th percentile	68
50th percentile	76
75th percentile	85
90th percentile	100
Mean	74.68
Median	76
Standard deviation	19.54
Total/sum	8,961.93

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

Answered 109 times

Skipped 29 times

Number input



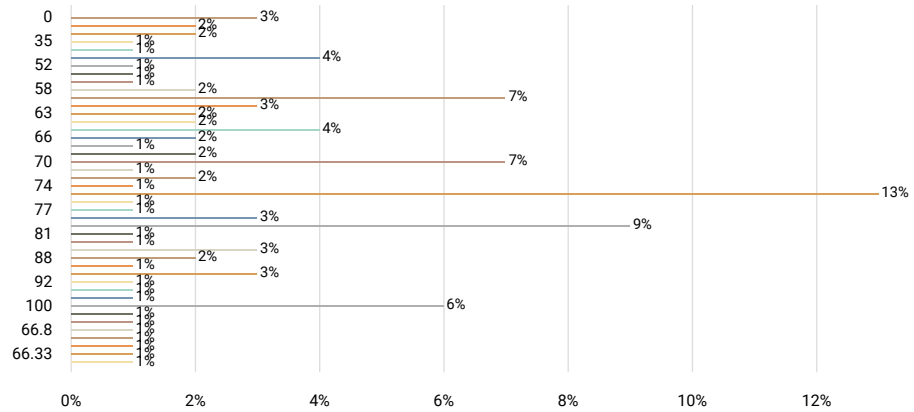
Statistics	
10th percentile	35
25th percentile	60
50th percentile	72
75th percentile	80
90th percentile	90
Mean	66.78
Median	72
Standard deviation	23.4
Total/sum	7,279.35

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

Answered 118 times

Skipped 20 times

Number input



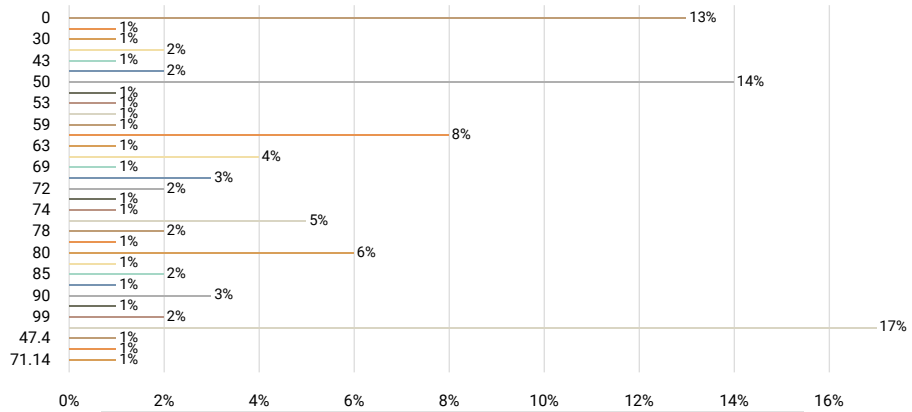
Statistics	
10th percentile	50
25th percentile	62
50th percentile	74.5
75th percentile	80
90th percentile	90
Mean	69.69
Median	74.5
Standard deviation	19.84
Total/sum	8,223.2

5.16. Dental Coverage Percentage Paid By Employer (Annual)

Answered 106 times

Skipped 32 times

Number input



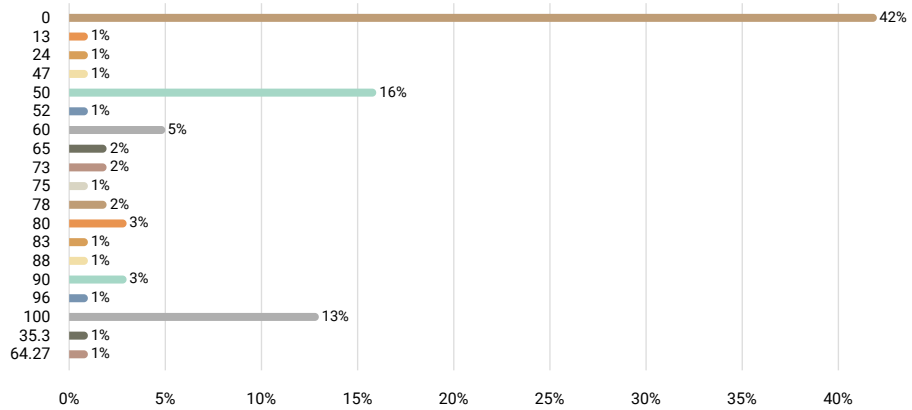
Statistics	
10th percentile	0
25th percentile	50
50th percentile	65
75th percentile	85
90th percentile	100
Mean	62.26
Median	65
Standard deviation	30.76
Total/sum	6,599.24

5.17. Vision Coverage Percentage Paid By Employer (Annual)

Answered 88 times

Skipped 50 times

Number input



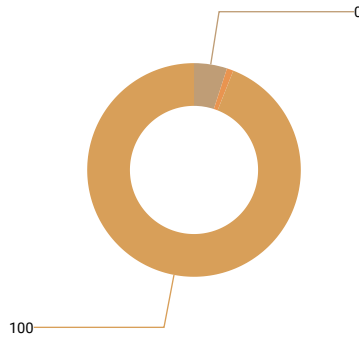
Statistics	
10th percentile	0
25th percentile	0
50th percentile	50
75th percentile	76.5
90th percentile	100
Mean	40.45
Median	50
Standard deviation	38.76
Total/sum	3,559.57

5.18. Life Insurance Percentage Paid By Employer (Annual)

Answered 118 times

Skipped 20 times

Number input



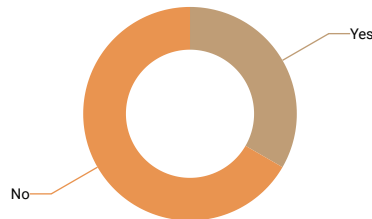
Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	94.66
Median	100
Standard deviation	22.18
Total/sum	11,170

5.19. Do you offer any health and fitness incentives?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	31%	43
No	62%	85

5.20. Please describe your health and fitness incentives.

Answered 40 times

Skipped 3 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"

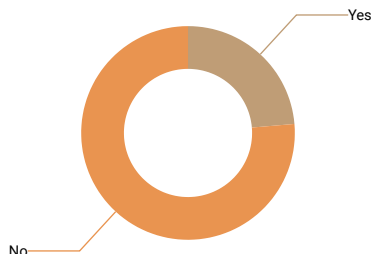
Results	
free gym membership for ee	1
will reimburse \$25/month to employees that visit a gym 4 or more times per month.	1
premium reductions for non tobacco users and wellness participants	1
redx membership	1
walking step bonus	1
incentives for non-smoker and for getting a wellness physical annually	1
discounts provided with gyms, dieting programs and safe footwear.	1
virgin pulse	1
if the employee works out at least 12 times a month they receive \$30.	1
wellness program--if employee participates fully and shows membership in an exercise facility, they receive a \$25 per month gym allowance	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
gym reimbursement	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
wellness incentive: \$50 for completing biometric, \$50/\$100 for completing wellness plan activity requirements	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
on-site gym	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
fitness room and gym equipment	1
hra - health reimbursement account as noted above	1
member of the active and fit group. fitness centers can only charge our employees \$25 per month for monthly membership	1
\$100 annually	1
up to \$200 available annually for various health and fitness activities	1
required annual wellness checks	1

5.21. Does your company have a severance policy?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	22%	30
No	71%	98

5.22. Please describe your severance policy criteria.

Answered 23 times

Skipped 7 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
if given a package, it is one week of pay per one year of service.	1
pay 2-4 weeks of severance based on tenure	1
based on years of service	1
length of service	1
determined on a case by case basis.	1
at least two weeks	1
ee receives pay for earned and unused vacation if they give two weeks' notice before leaving the company.	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
2 weeks payout with involuntary separation and executed severance agreement	1
non-executive - one week for each completed year of service with a minimum of 2 weeks and maximum of 6 weeks with less than 10 years and 10 weeks for more than 10 years of service. executive - one week for each completed year of service with a minimum of 6 weeks and a maximum of 24 weeks. must have completed 2 years of service to be eligible.	1
based upon position and service	1
seniority	1
depending on the person/position and situation. 2 weeks severance	1
it is based on years of service to determine how many weeks of pay you receive.	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

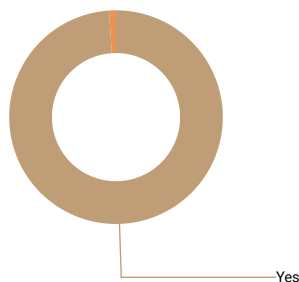
6. Medical Coverage

6.1. Does your company offer medical coverage?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	131
No	1%	2

6.2. Type of Medical Coverage Plan(s) Offered

Answered 127 times

Skipped 4 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
PPO	125
HMO	4
EPO	0
POS	0
HDHP	39

6.3. Medical Coverage Plan Provider(s)

Answered 129 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
Aetna	5
Blue Cross Blue Shield	115
Cigna	8
Humana	0
United Healthcare	4
Viva Health	0
Other Not Listed	5

6.4. Other Medical Coverage Plan Provider

Answered 5 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

Results	
gilsbar insurance	1
principal	1
priority health	1
optimed secondary	1
employer benefit services	1

6.5. When do employees become eligible for coverage?

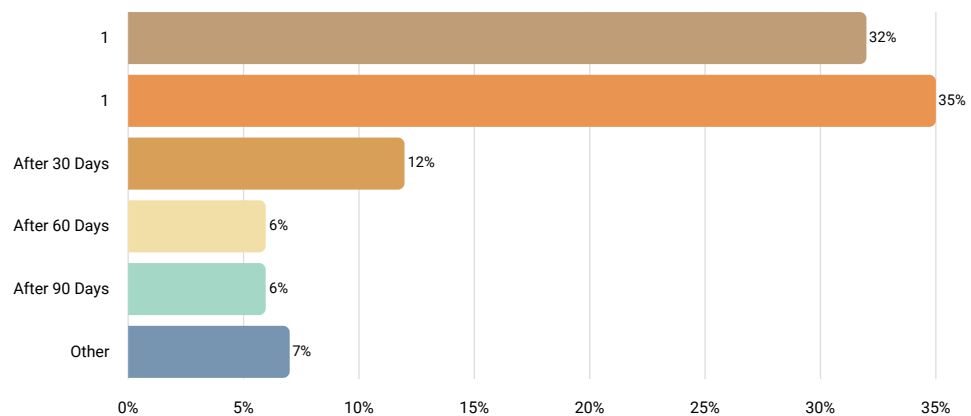
Answered 131 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	32%	42
1st of Month After Date of Hire	35%	46
After 30 Days	12%	16
After 60 Days	6%	8
After 90 Days	6%	8
Other	7%	9

6.6. Other Eligibility Period

Answered 8 times

Skipped 3 times

Text input

This question is applicable when the following conditions are met:

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

Results	
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

6.7. Deductible Amount

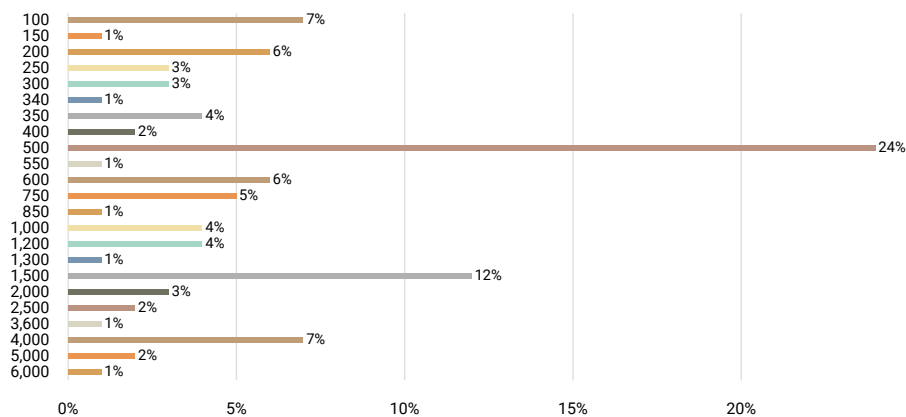
Answered 113 times

Skipped 18 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	200
25th percentile	400
50th percentile	500
75th percentile	1,500
90th percentile	3,600
Mean	1,107.88
Median	500
Standard deviation	1,240.22
Total/sum	125,190

6.8. Copay Amount (after deductible)

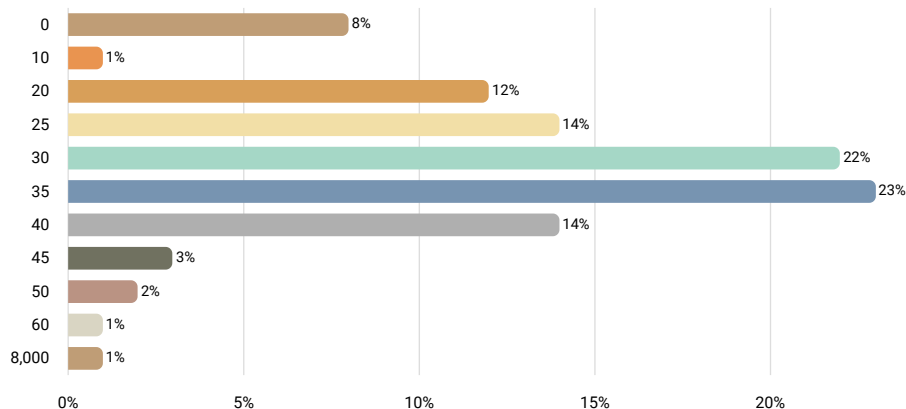
Answered 106 times

Skipped 25 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	20
25th percentile	25
50th percentile	30
75th percentile	35
90th percentile	40
Mean	104.43
Median	30
Standard deviation	774.27
Total/sum	11,070

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

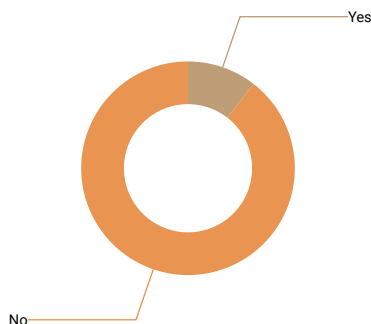
Answered 131 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	10%	13
No	85%	111

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

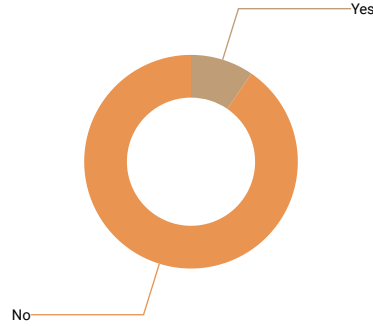
Answered 131 times

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	9%	12
No	85%	112

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

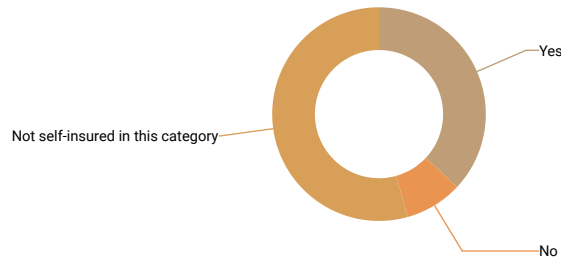
Answered 131 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	34%	44
No	8%	11
Not self-insured in this category	50%	66

6.12. Is there a tobacco use surcharge?

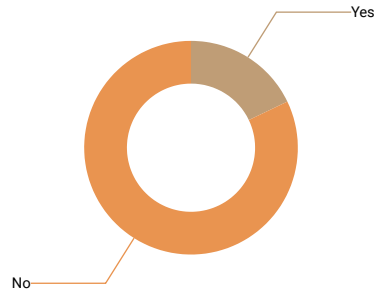
Answered 131 times

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	17%	22
No	78%	102

6.13. Do you offer medical coverage for domestic partners?

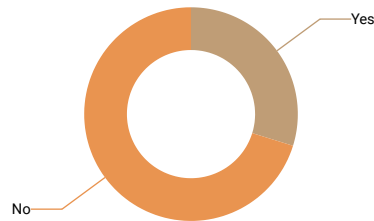
Answered 131 times

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	28%	37
No	66%	86

6.14. What are the requirements for receiving coverage?

Answered 30 times

Skipped 15 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
must be qualified dependent	1
common law partners	1
must be a dependent or spouse to the employee.	1
proper paper work	1
work full time, eligible after 90 days	1
must provide documentation	1
proof of domestic partnership	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
requirements align with all required affordable care act standards. no additional proof necessary.	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
full time employees = 100%, part time = 75%	1
affidavit	1
must be a legal domestic partner	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
must be a full time employee (averaging 30 hours or more per week)	1
registered domestic partnership in a state or jurisdiction that recognizes domestic partnerships	1
rules are set by our insurance provider agency. you have to prove that when common law was legal in the state, you had common financial obligations or responsibilities. our internal hr does not decide who qualifies, it is sent to our state board.	1
marriage certificate or common law	1

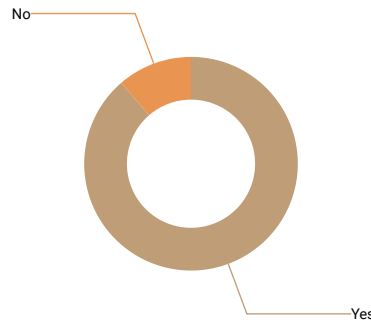
6.15. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

Answered 131 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	86%	113
No	11%	14

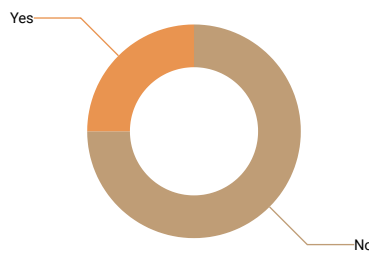
6.16. Is there a spousal surcharge?

Answered 117 times
 Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer 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	72%	84
Yes	24%	28

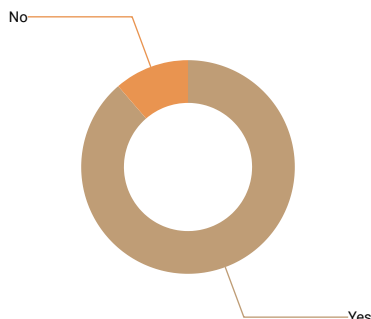
7. Prescription Drug Plan

7.1. Does your company offer a Prescription Drug Plan?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	86%	118
No	11%	15

7.2. Type of Prescription Plan(s) Offered

Answered 110 times

Skipped 8 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	100
80/20	13
Other	4

7.3. Prescription Plan Provider(s)

Answered 116 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	78
Cigna	8
CVS Caremark	10
Humana	0
United Healthcare	2
Viva Health	0
Other	20

7.4. Other Prescription Plan Provider

Answered 19 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	5
optumrx	3
proact	2
rx benefits	1
escripts	1
optum rx	1
some common prescriptions are free through our wellness clinic.	1
proact / paydhealth	1
rxbenefits	1
megallan	1
rx benefits - express script	1
cvb caremark network administered by rxbenefits	1

7.5. When do employees become eligible for coverage?

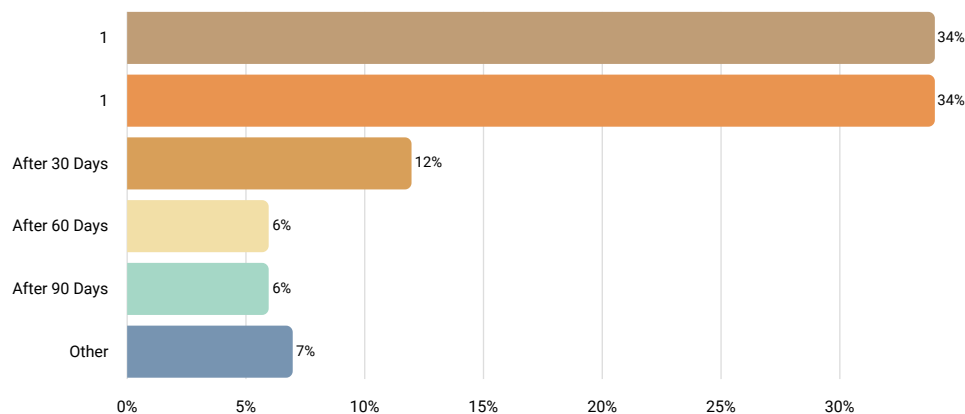
Answered 118 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	34%	40
1st of Month After Date of Hire	34%	40
After 30 Days	12%	14
After 60 Days	6%	7
After 90 Days	6%	7
Other	7%	8

7.6. Other Eligibility Period

Answered 7 times

Skipped 3 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer 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?

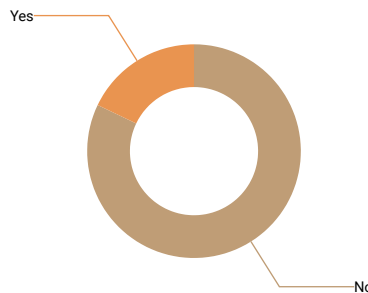
Answered 118 times

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	78%	92
Yes	17%	20

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

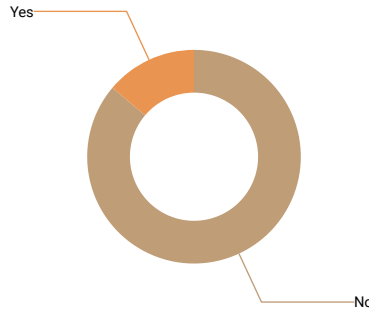
Answered 118 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
No	81%	96
Yes	13%	15

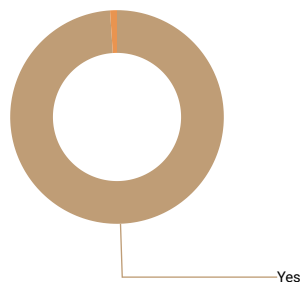
8. Dental Coverage

8.1. Does your company offer Dental Coverage?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	131
No	1%	2

8.2. Type(s) of Dental Coverage Offered

Answered 121 times

Skipped 10 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	116
DHMO	5
Other	3

8.3. Dental Plan Provider(s)

Answered 127 times

Skipped 4 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	44
Cigna	4
Concordia	5
Delta Dental	29
Metlife	4
Principal	16
United Healthcare	2
Other	24

8.4. Other Dental Plan Provider

Answered 24 times

Skipped 4 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	9
lincoln	2
unum	2
ameritas	2
southland	2
the standard	2
standard insurance	1
principal	1
dentemax	1
united concordia	1
unum (starmount/always care benefits)	1

8.5. When do employee become eligible for coverage?

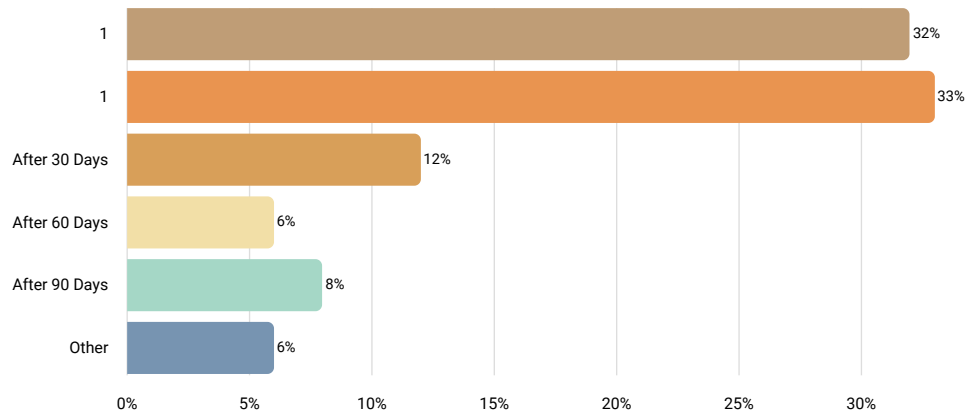
Answered 131 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results		
	%	N
1st Day of Employment	32%	42
1st of Month After Date of Hire	33%	43
After 30 Days	12%	16
After 60 Days	6%	8
After 90 Days	8%	10
Other	6%	8

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

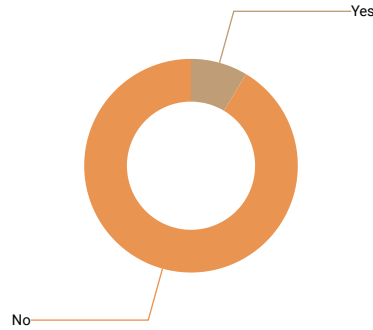
Answered 131 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	11
No	85%	112

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

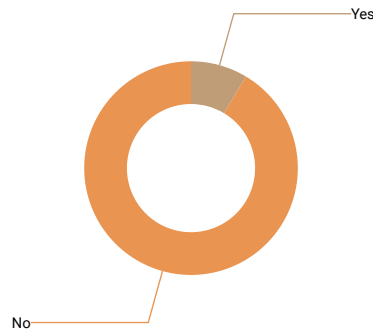
Answered 131 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	11
No	85%	112

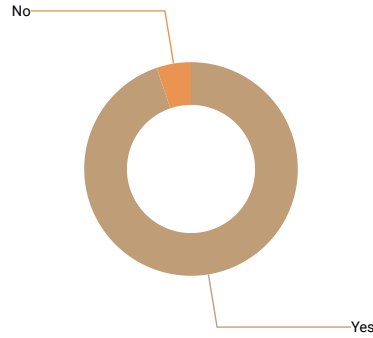
9. Vision Coverage

9.1. Does your company offer Vision Coverage?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	91%	126
No	5%	7

9.2. Vision Plan Provider(s)

Answered 124 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"

Results	N
Aetna	0
Blue Cross Blue Shield	8
Cigna	1
Eyemed	15
Guardian	6
Humana	1
Metlife	1
Principal	13
Superior Vision	6
United Healthcare	4
VSP	70
Other	14

9.3. Other Vision Plan Provider

Answered 14 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

Results	
lincoln	2
nva	1
vision benefis of america	1
guardian	1
vsp	1
davis	1
southland	1
mutual of omaha	1
davis vision direct	1
avesis	1
ameritas	1
davis vision	1
unum (starmount/always care benefits)	1

9.4. When do employees become eligible for coverage?

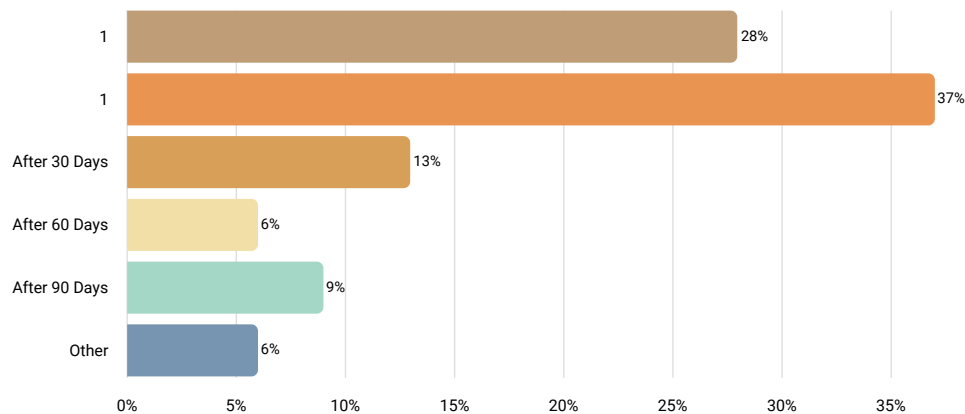
Answered 126 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	28%	35
1st of Month After Date of Hire	37%	46
After 30 Days	13%	17
After 60 Days	6%	7
After 90 Days	9%	11
Other	6%	8

9.5. Other Vision Eligibility Period

Answered 7 times

Skipped 3 times

Text input

This question is applicable when the following conditions are met:

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

Results	
1st of month 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?

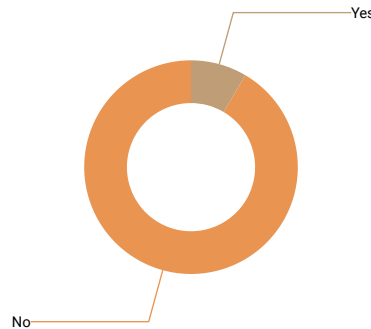
Answered 126 times

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	8%	10
No	86%	108

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

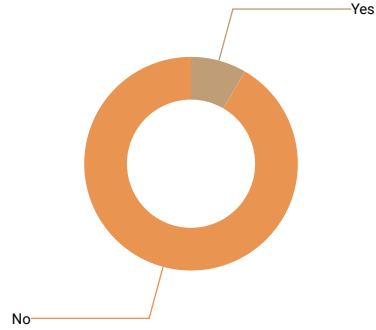
Answered 126 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	10
No	87%	109

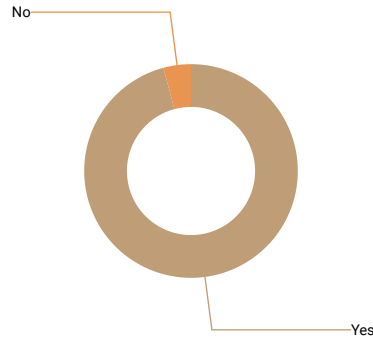
10. Life Insurance

10.1. Does your company offer Life Insurance?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	92%	127
No	4%	6

10.2. Type(s) of Life Insurance Offered

Answered 118 times

Skipped 9 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	109
Whole Life Insurance	12
Other	6

10.3. Coverage Amount

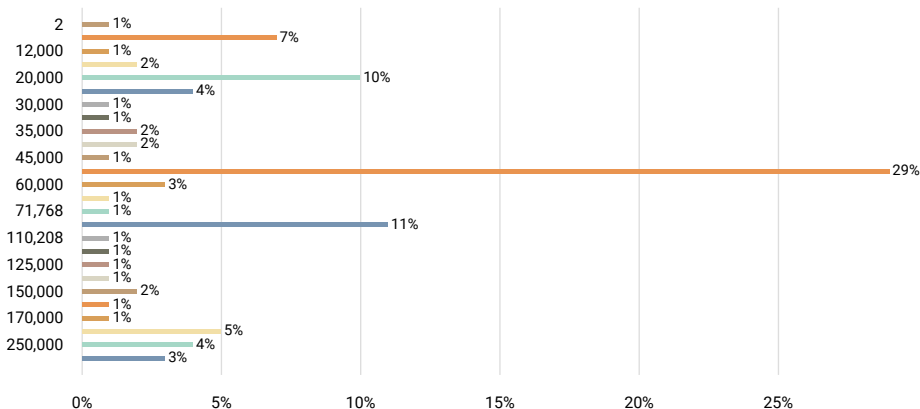
Answered 92 times

Skipped 35 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	15,000
25th percentile	27,500
50th percentile	50,000
75th percentile	100,000
90th percentile	200,000
Mean	79,577.15
Median	50,000
Standard deviation	74,112.33
Total/sum	7,321,098

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

Answered 118 times

Skipped 9 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	106
Yes, Spouse/Partner	110
Yes, Dependents	113

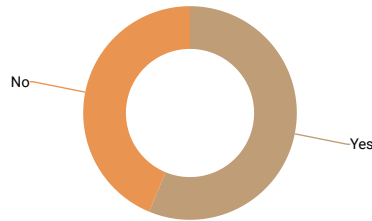
11. Health Spending/Savings Account

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	54%	75
No	42%	58

11.2. Is this benefit earned or given?

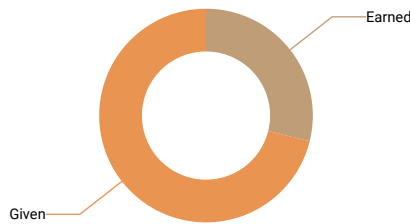
Answered 75 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Spending/Savings Account?" has Selected button "Yes"



Results	%	N
Earned	28%	21
Given	69%	52

11.3. What is required for eligibility?

Answered 21 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Enrolled in HDHP	15
FTE Status	9
Other	1

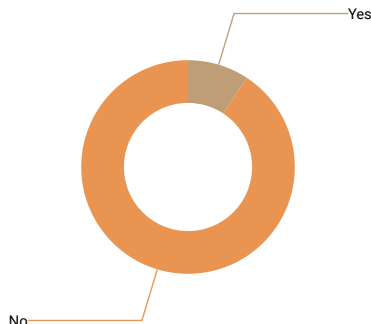
12. Pension Plan (Defined Benefit)

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	9%	12
No	88%	121

12.2. When do employees become eligible?

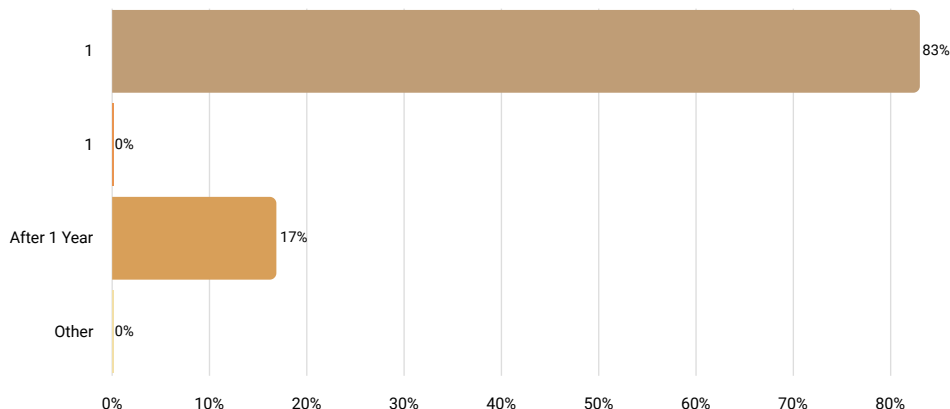
Answered 12 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
1st Day of Employment	83%	10
1st of Month After Date of Hire	0%	0
After 1 Year	17%	2
Other	0%	0

12.3. Defined amount employer contributes to pension fund per employee (annual)

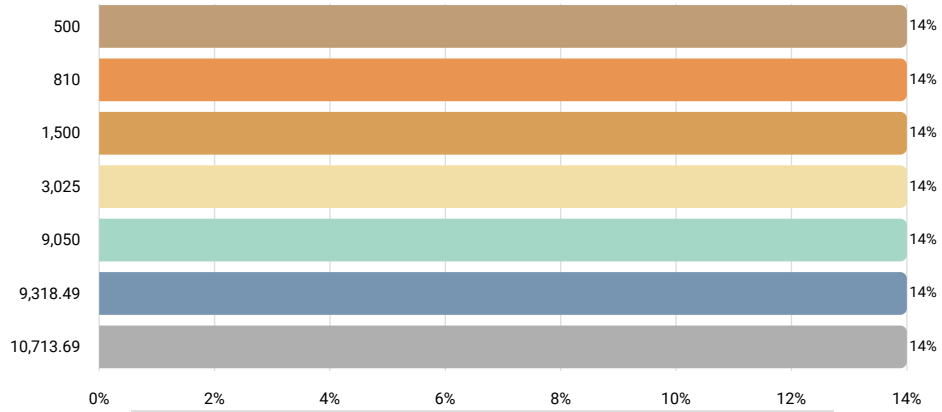
Answered 7 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	500
25th percentile	810
50th percentile	3,025
75th percentile	9,318.49
90th percentile	10,713.69
Mean	4,988.17
Median	3,025
Standard deviation	4,502.85
Total/sum	34,917.18

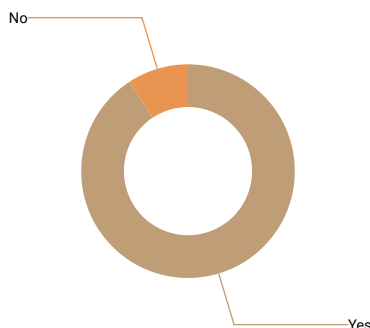
13. 401(k) Plan

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	88%	121
No	9%	12

13.2. When do employees become eligible?

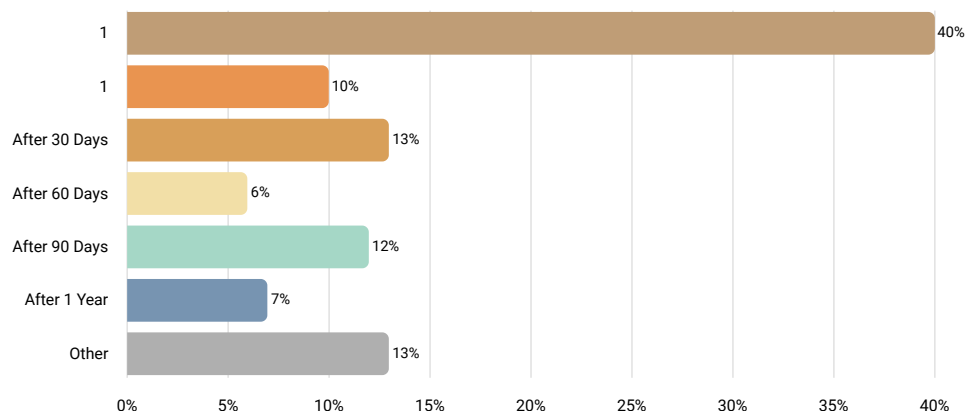
Answered 121 times

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	40%	48
1st of Month After Date of Hire	10%	12
After 30 Days	13%	16
After 60 Days	6%	7
After 90 Days	12%	14
After 1 Year	7%	8
Other	13%	16

13.3. Other 401(k) Eligibility Period

Answered 15 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	4
after 120 days	1
1st of the month following 30 days of employment	1
after 6 months first opening quarter	1
after six months if worked 1,000 hours during eligibility period. if not, then if worked 1,000 hours by 1st anniversary. if not, if worked 1,000 hours in any following calendar year.	1
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?

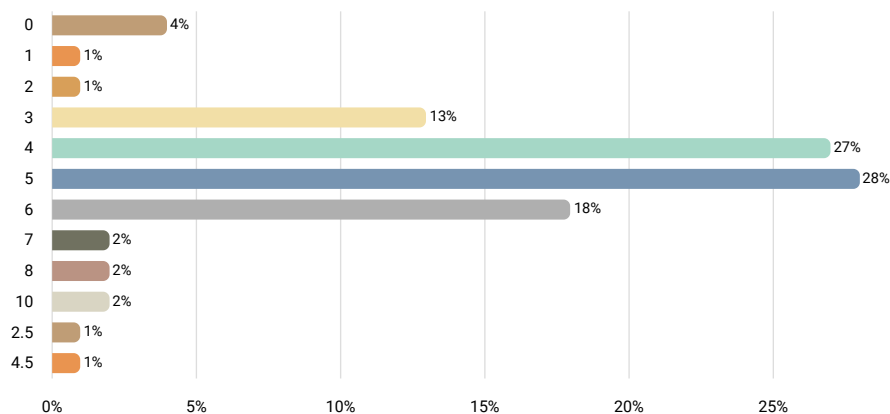
Answered 114 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	4
50th percentile	5
75th percentile	5
90th percentile	6
Mean	4.52
Median	5
Standard deviation	1.68
Total/sum	515

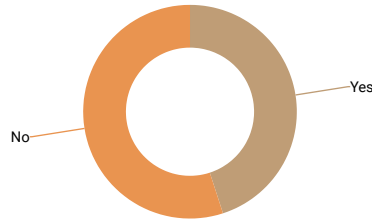
13.5. Is there a vesting period for employer contributions?

Answered 121 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	45%	54
No	55%	66

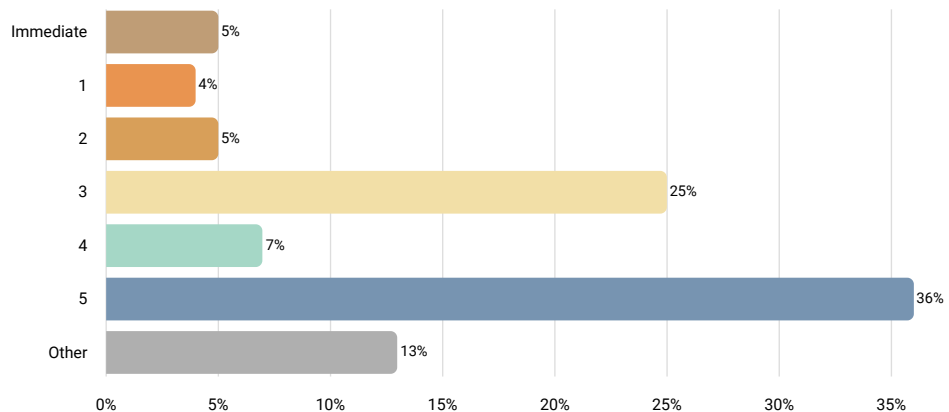
13.6. What is the vesting period to be 100% vested?

Answered 55 times
 Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting period for employer contributions?" has Selected button "Yes"



Results	%	N
Immediate	5%	3
1 Year	4%	2
2 Years	5%	3
3 Years	25%	14
4 Years	7%	4
5 Years	36%	20
Other	13%	7

13.7. Is there a vesting schedule?

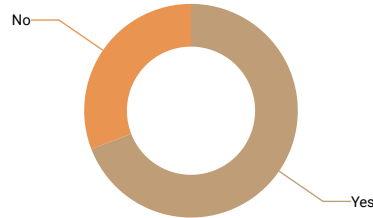
Answered 55 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting period for employer contributions?" has Selected button "Yes"



Results	%	N
Yes	65%	36
No	29%	16

13.8. Describe the vesting schedule.

Answered 34 times

Skipped 5 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting period for employer contributions?" has Selected button "Yes"
- "Is there a vesting schedule?" has Selected button "Yes"

Results	
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
20% per year after 2 years of service, increasing by 20% per year until 6 years of service are completed, at which point, the participant is 100% vested.	1
1 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
3% is 100% vested; any additional discretionary % on 2-5 year vesting schedule	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
1/3 each year	1
20% a year	1
under 2 years 0% 2 years 20% 3 years 40% 4 years 60% 5 or more 100%	1
20% per year	1
20% + each year starting at year one and reaching 100% in year five.	1
33.3% each year	1
20% each year; employees 60+ are automatically 100% vested	1
0-2 year 0% / 2 yrs 20% / 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
0-1 0% / 1-2 33.33% / 2-3 66.66% / 3+ 100%	1
after 1 year, a person is 100% vested at 6 years.	1

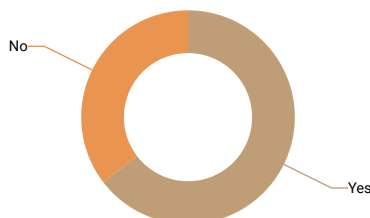
14. PTO (Paid Time Off)

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	62%	86
No	34%	47

14.2. Annual Amount of PTO in Days

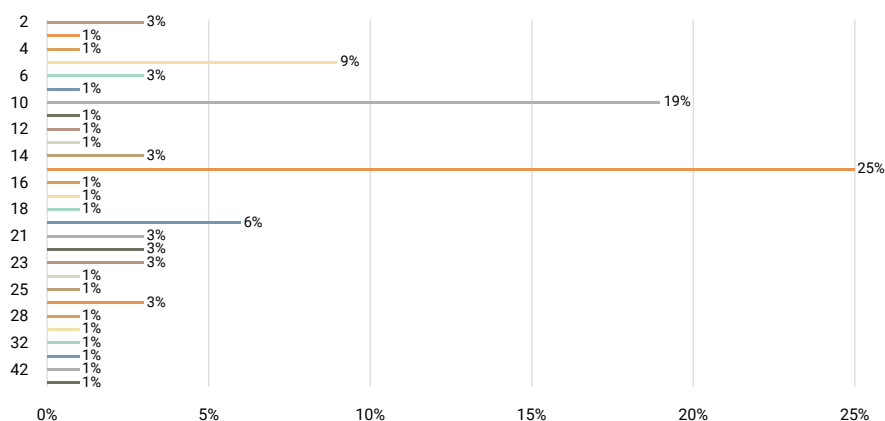
Answered 77 times

Skipped 9 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Statistics	
10th percentile	5
25th percentile	10
50th percentile	15
75th percentile	20
90th percentile	27
Mean	16.45
Median	15
Standard deviation	16.76
Total/sum	1,267

14.3. How is PTO accrued?

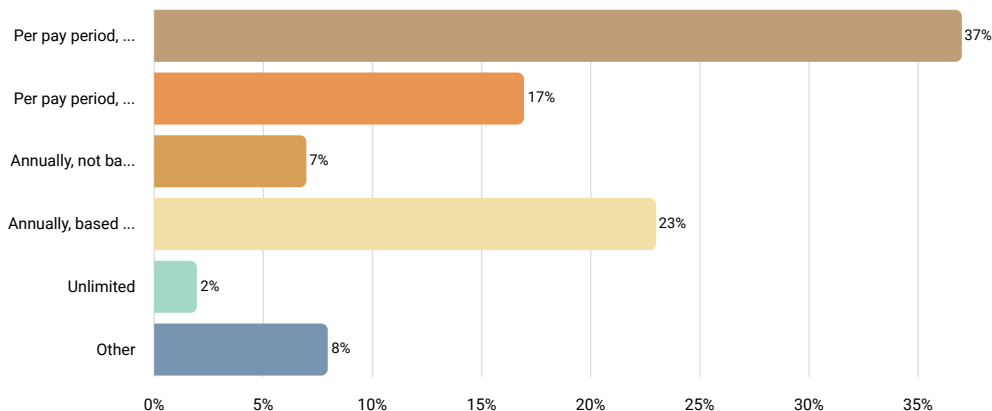
Answered 86 times

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	37%	32
Per pay period, based on hours worked	17%	15
Annually, not based on years of service	7%	6
Annually, based on years of service	23%	20
Unlimited	2%	2
Other	8%	7

14.4. Other PTO Accrual Rate

Answered 6 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"
- "How is PTO accrued?" has Selected button "Other"

Results	N
accrued per pay period based on years of service	1
awarded at beginning of year, but accrued monthly based on years of service.	1
per month	1
per quarter if no unexcused absences	1
6 to 8 hours per pay period based on length of service	1
per pay period, based on years of experience	1

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

Answered 70 times

Skipped 16 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"

Results	N
Sick Leave	12
Vacation	14
Holidays	58
Personal Leave	19

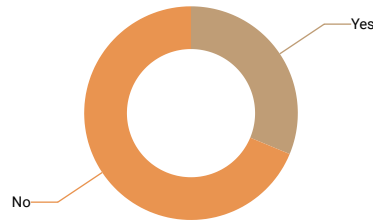
15. Sick Leave

15.1. Does your company offer Sick Leave?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	30%	42
No	66%	91

15.2. Annual Amount of Sick Leave in Days

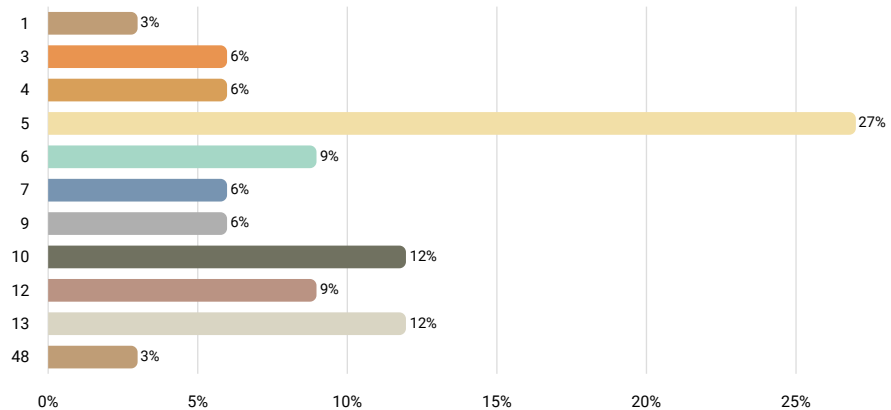
Answered 33 times

Skipped 9 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	4
25th percentile	5
50th percentile	6
75th percentile	10
90th percentile	13
Mean	8.67
Median	6
Standard deviation	7.86
Total/sum	286

15.3. How is Sick Leave accrued?

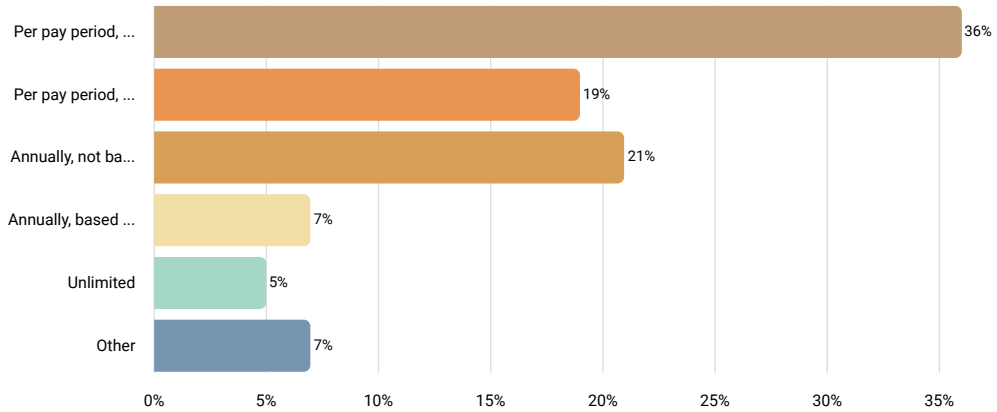
Answered 42 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Per pay period, flat rate	36%	15
Per pay period, based on hours worked	19%	8
Annually, not based on years of service	21%	9
Annually, based on years of service	7%	3
Unlimited	5%	2
Other	7%	3

15.4. Paid out at termination?

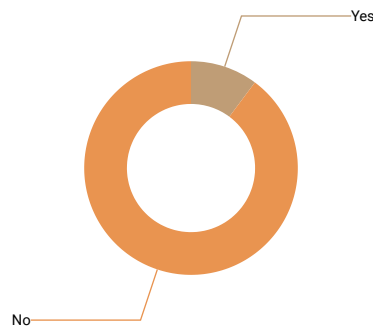
Answered 42 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	10%	4
No	88%	37

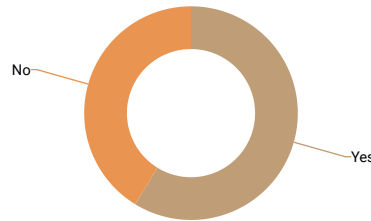
16. Vacation

16.1. Does your company offer Vacation Leave?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	57%	78
No	40%	55

16.2. Annual Amount of Vacation Leave in Days

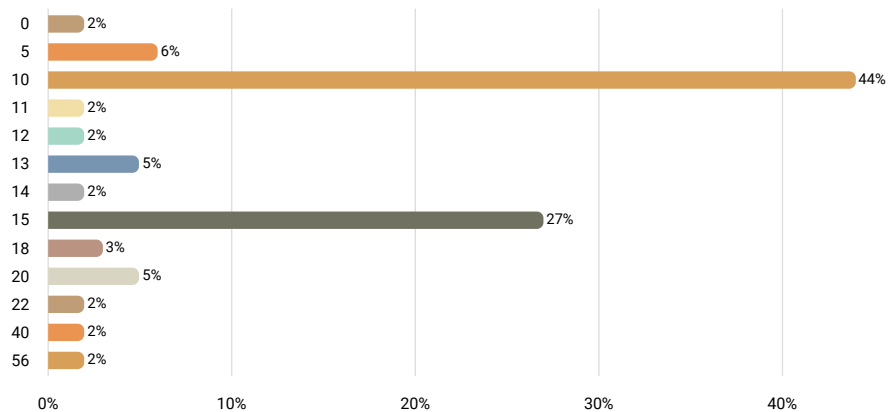
Answered 66 times

Skipped 12 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	10
25th percentile	10
50th percentile	10
75th percentile	15
90th percentile	18
Mean	13.18
Median	10
Standard deviation	7.46
Total/sum	870

16.3. How is Vacation Leave accrued?

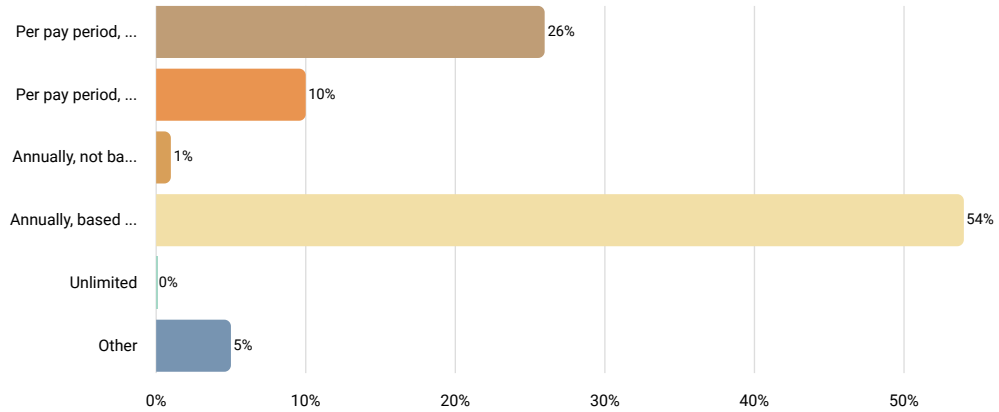
Answered 78 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Per pay period, flat rate	26%	20
Per pay period, based on hours worked	10%	8
Annually, not based on years of service	1%	1
Annually, based on years of service	54%	42
Unlimited	0%	0
Other	5%	4

16.4. Paid out at termination?

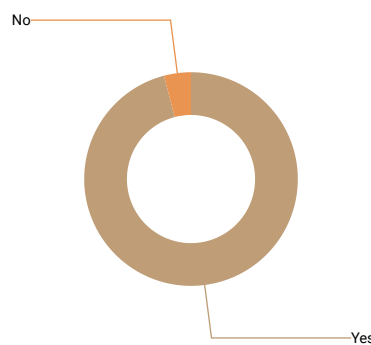
Answered 78 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	94%	73
No	4%	3

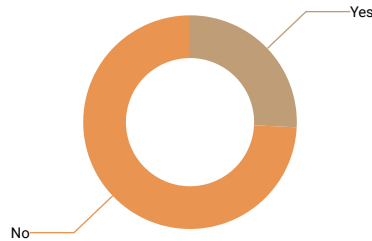
17. Personal Leave

17.1. Does your company offer Personal Leave?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	25%	34
No	72%	99

17.2. Annual Amount of Personal Leave in Days

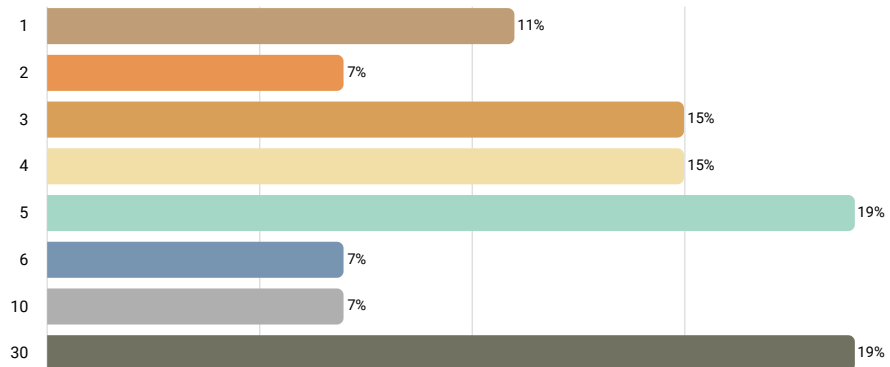
Answered 27 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	3
50th percentile	5
75th percentile	10
90th percentile	30
Mean	8.96
Median	5
Standard deviation	10.45
Total/sum	242

17.3. How is Personal Leave accrued?

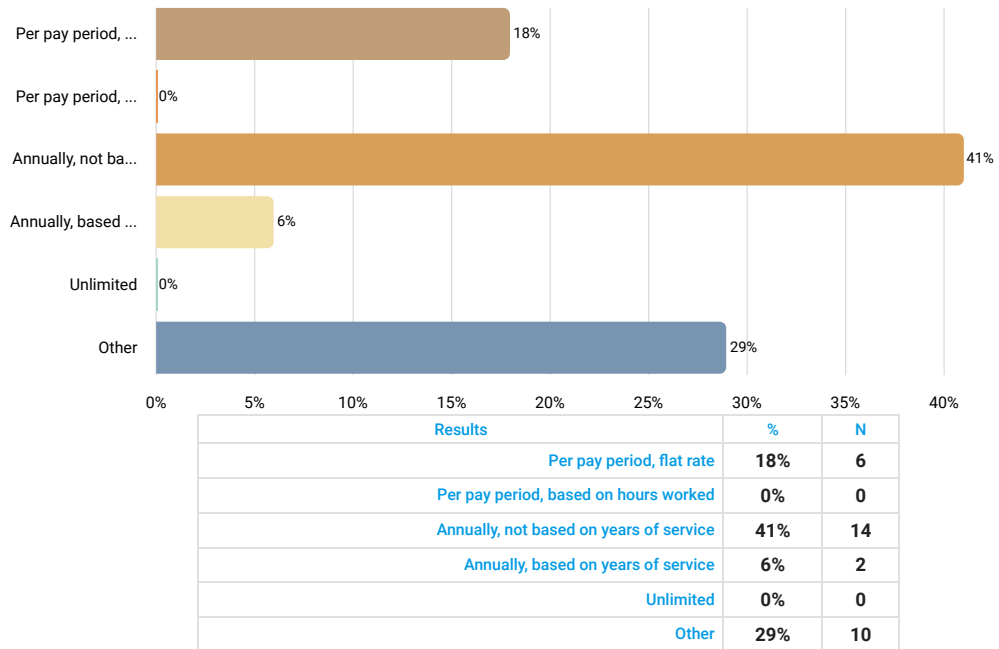
Answered 34 times

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"



17.4. Other Personal Leave Accrual Rate

Answered 7 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

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

Results	
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
is based on reason for leave	1

17.5. Paid out at termination?

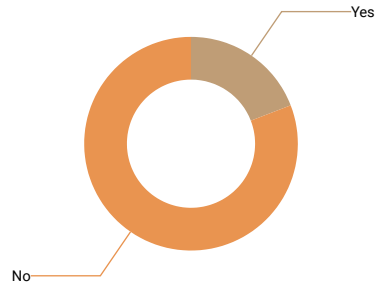
Answered 34 times

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	18%	6
No	76%	26

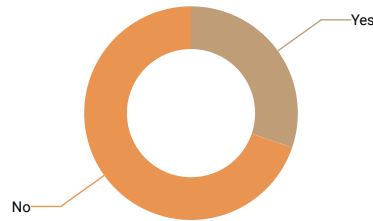
18. Paid Family Leave

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	29%	40
No	67%	93

18.2. Annual Amount of Paid Family Leave in Weeks

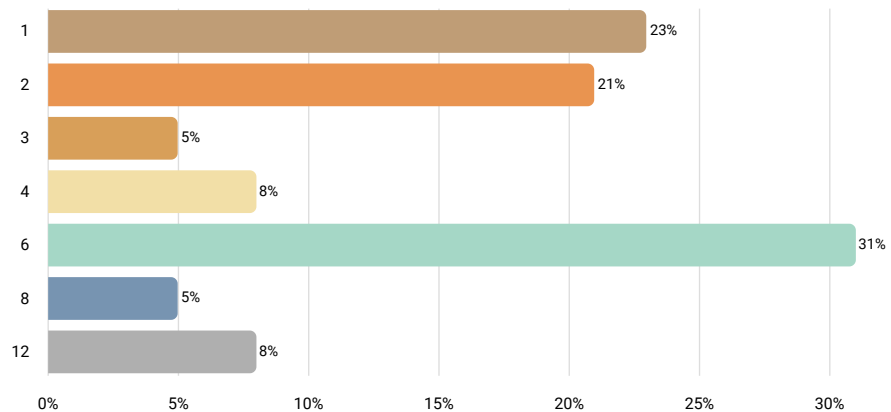
Answered 39 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family/Parental Leave?" has Selected button "Yes"



Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	8
Mean	4.28
Median	4
Standard deviation	3.18
Total/sum	167

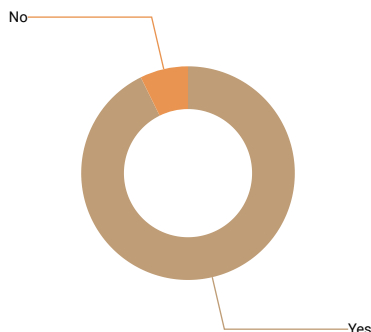
19. Short-term Disability

19.1. Does your company offer Short-Term Disability?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	89%	123
No	7%	10

19.2. Short-term Disability Coverage Amount

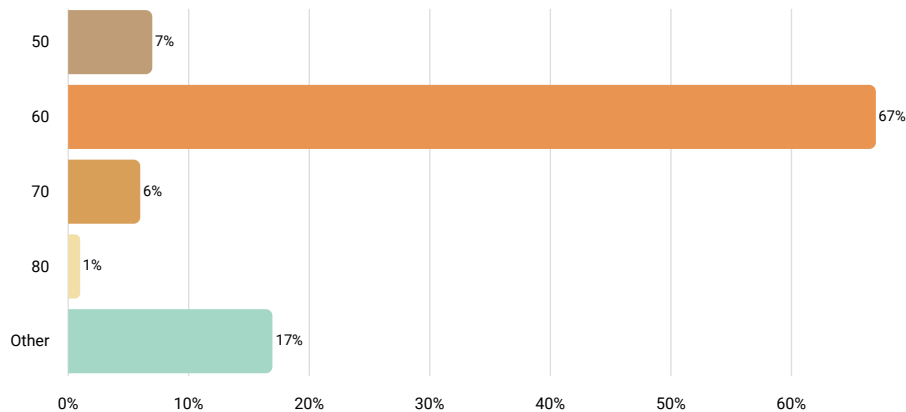
Answered 123 times

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	7%	8
60% of Income	67%	83
70% of Income	6%	7
80% of Income	1%	1
Other	17%	21

19.3. Other Short-term Disability Coverage Amount

Answered 19 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

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

Results	
100%	2
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
paid leave for extended serious medical illness beyond 40 working hours. 50%, 75%, 100% pay based on years of service. some restrictions apply.	1
\$125 weekly	1
based on income	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
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

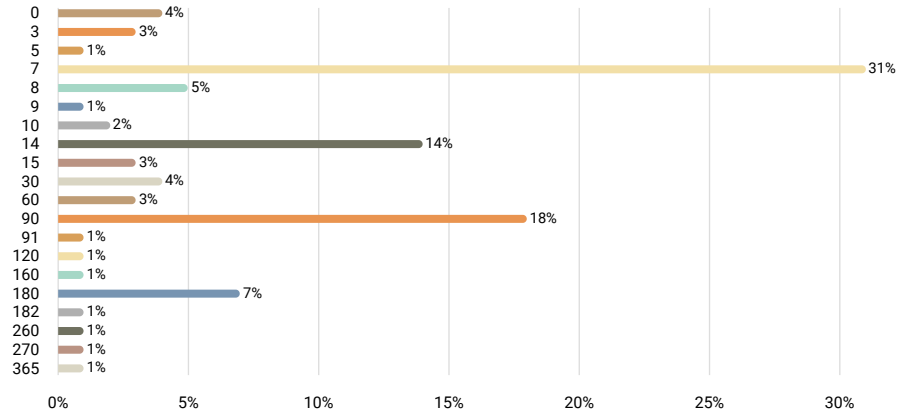
Answered 118 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	7
25th percentile	7
50th percentile	14
75th percentile	90
90th percentile	180
Mean	48.6
Median	14
Standard deviation	67.15
Total/sum	5,735

19.5. Short-term Disability Coverage Term

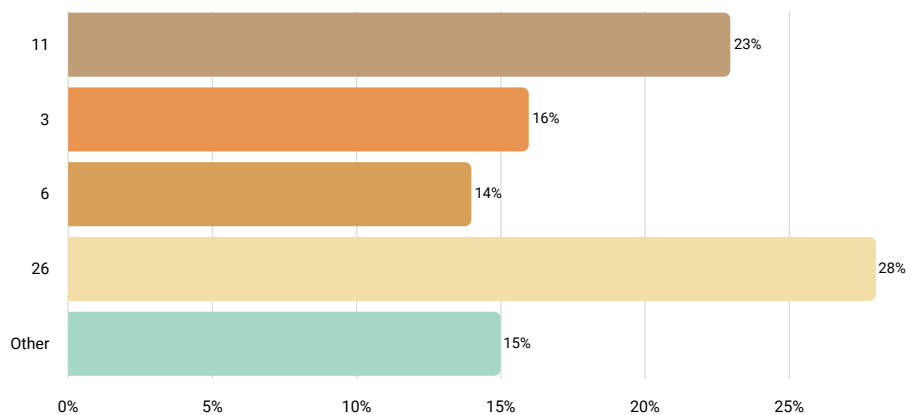
Answered 123 times

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	23%	28
3 months	16%	20
6 months	14%	17
26 weeks	28%	34
Other	15%	19

19.6. Other Short-term Disability Coverage Term

Answered 17 times

Skipped 7 times

Text input

This question is applicable when the following conditions are met:

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

Results	
13 weeks	9
12 weeks	4
13	1
12.5 weeks	1
60 weeks (for full-time hourly employees)	1
3 months	1

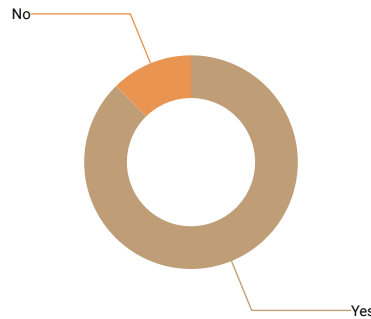
20. Long-term Disability

20.1. Does your company offer Long-Term Disability?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	85%	117
No	12%	16

20.2. Long-term Disability Coverage Amount

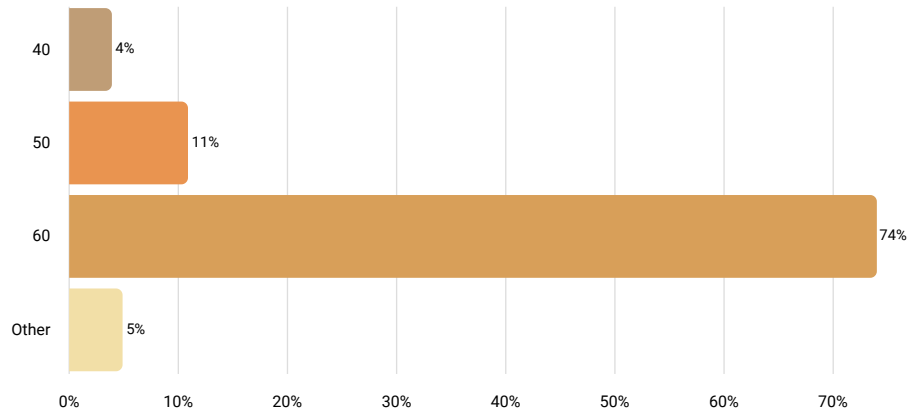
Answered 117 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
40% of Income	4%	5
50% of Income	11%	13
60% of Income	74%	87
Other	5%	6

20.3. Other Long-term Disability Coverage Amount

Answered 5 times

Skipped 7 times

Text input

This question is applicable when the following conditions are met:

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

Results	
66 2/3%	1
20%	1
50% of 60% depending on the employee election	1
two options 50% & 60%	1
66 2/3 %	1

20.4. Coverage Waiting Period Days

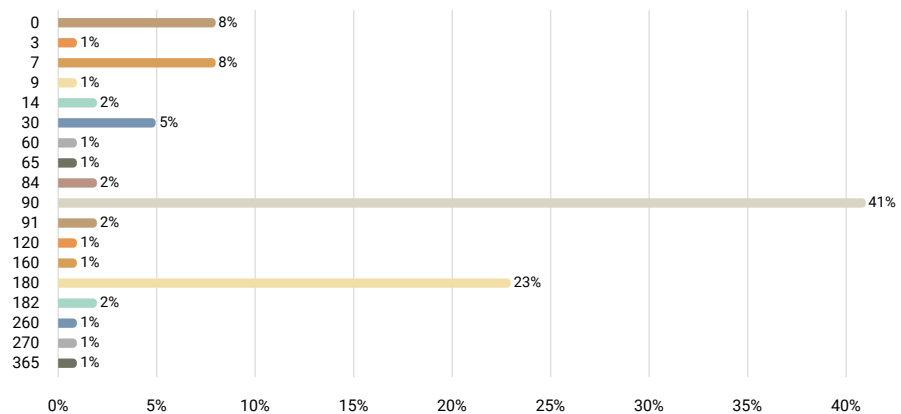
Answered 106 times

Skipped 11 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	7
25th percentile	60
50th percentile	90
75th percentile	180
90th percentile	180
Mean	98.58
Median	90
Standard deviation	70.34
Total/sum	10,450

20.5. Long-term Disability Coverage Term

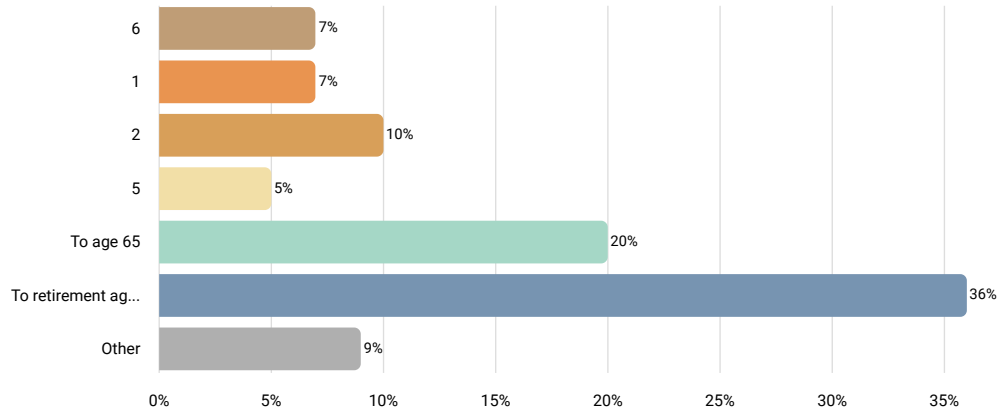
Answered 117 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
6 months	7%	8
1 year	7%	8
2 years	10%	12
5 years	5%	6
To age 65	20%	23
To retirement age	36%	42
Other	9%	10

20.6. Other Long-term Disability Coverage Term

Answered 7 times

Skipped 11 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
up to \$7500	1
covers to retirement age or ssi disability date	1
3.5 years	1
until you reach the maximum benefit duration period	1
3 years	1
dependent on age; 69 or over - 1 year	1
greater of 36 months or to social security normal retirement age	1

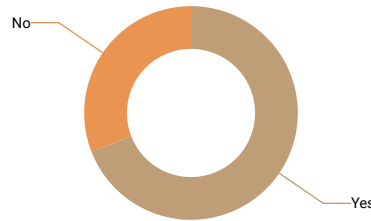
21. Education Assistance/Tuition Reimbursement

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

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	67%	92
No	30%	41

21.2. Education/Tuition Eligibility Requirements

Answered 90 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

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

Results	N
Work-related	77
FTE	64
Minimum grade/score	71
Other	7

21.3. Other Education/Tuition Eligibility Requirement

Answered 6 times

Skipped 3 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
only salaried employees after 1 year	1
education leave 3 days per year at 50% of employee's salary	1
up to \$2000, per president approval.	1
related to a job at royal, not necessarily job they are in	1
been with the company for at least six months - \$5k per year	1
capped at \$5,250 per year	1

21.4. Percentage of Reimbursement

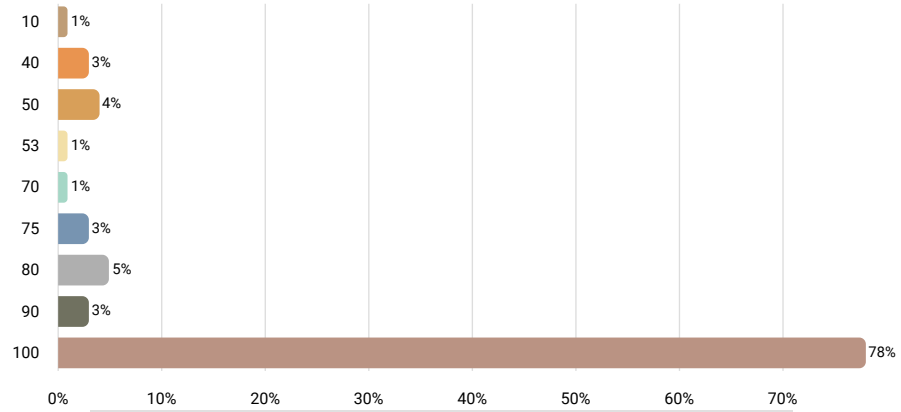
Answered 73 times

Skipped 19 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	70
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	91.96
Median	100
Standard deviation	18.35
Total/sum	6,713

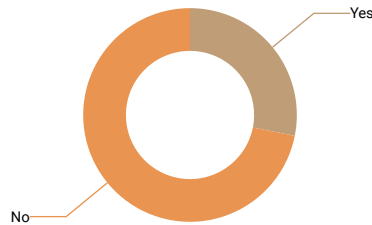
22. Flex-Time

22.1. Does your company offer Flex-Time?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	27%	37
No	69%	95

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

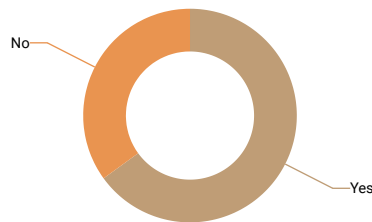
Answered 37 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	65%	24
No	35%	13

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

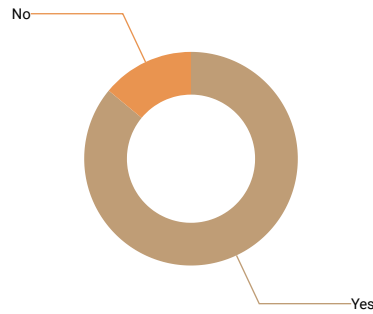
Answered 37 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	86%	32
No	14%	5

22.4. Describe your Flex-Time Policy.

Answered 28 times

Skipped 4 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
manager/mission approved.	1
flexible work hours over a pay period	1
team members are expected to meet their annual billable goals and take care of their clients. work hours are not generally set for the accounting staff. administrative staff generally work 8-5 when the office is open to clients.	1
employee may flex time within a week for personal absences in lieu of pto.	1
80 hours in 2 weeks	1
work schedule adjustments may be made to accommodate personal needs if it does not interfere with customer schedules.	1
it's not consistent amongst all positions.some can and some cannot.	1
some employees may work an alternate work schedule to have every other friday off.	1
employee can work alternate hours for any reasonable purpose. arrangement can be discontinued at any time at the discretion of the manager.	1
offer a modified full-time status with a reduced work hour requirement for employees. full-time: average 30 hours or more / week modified full-time: average 25 to 29 hours / week flexible work schedule for exempt employees in 2 week pay period. employees may create their own schedule as long as they meet established goals.	1
employees may flex time before/after core hours	1
flex-time for manufacturing production staff to allow for 4/10's and ability to off-set shift start time	1
employees can flex-time as their needs require for whatever reason they deem necessary as long as the duties are being performed	1
employees can work flex schedules including 4-10's, 9/80, etc.	1
work with your supervisor on the optimum work schedule covering core hours.	1
we call ours comp time. every hour you work you are either paid for or can deposit into your comp bank and use it like accrued pto leave.	1
depends on role	1
varies depending on the position and need.	1
flex time is available employees on a case by case basis. we accommodate higher education schedules; offer flexible weekly schedules in accordance with customer expectations.	1
we offer flex schedules. 9 hour days with every other friday off and 10 hour days with every friday off.	1
employees may work flex-time hours if approved by customer.	1
per manager's discretion	1
exempt employees can flex their time within a pay period.	1
non-manufacturing employees can alter their hours - manufacturing employees have the opportunity to change shifts	1
we employ adults and leave it up to each employee to schedule their time as needed	1
depending on position, responsibility and mission/customer requirements, we allow team members to flex their time within pay periods.	1
hours can be flexed within a 2 week pay period to equal 40 hours. for example 45 hours worked in week one and 35 hours worked in week two.	1
the need for flex-time is evaluated on a case-by-case basis.	1

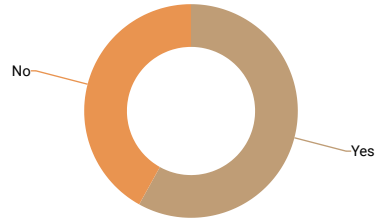
23. Remote/Telework

23.1. Does your company offer remote work, also referred to as telework?

Answered 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	54%	75
No	39%	54

23.2. Please describe your remote/telework policy.

Answered 64 times

Skipped 11 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer remote work, also referred to as telework?" has Selected button "Yes"

Results	
remote work is possible on an as-needed basis or allowed by government customer.	1
we have a mix of schedules including fully remote and hybrid.	1
telework is available for employees in certain position categories.	1
for non-essential positions, approval by supervisor to work remote and we have hybrid	1
team members have the ability to work remotely as long as billable goals are met and the schedule does not disrupt the rest of the department or team. certain team members, generally administrative personnel, may not have the same flexibility due to the nature of their job duties.	1
extremely limited for regional positions	1
remote/hybrid work is allowed dependent upon position; however, expectation to come onsite as needed	1
telecommuting is a voluntary work alternative that may be appropriate for some employees and some jobs. all telecommuting arrangements are made on a case-by-case basis, focusing first on the business needs of the organization. telecommuting is not an entitlement; it is not a company benefit, and it does not change the terms and conditions of employment with csa.	1
no formal policy yet. is used mostly in accounting/finance.	1
based on customer need but available as hybrid or completely remote	1
department discretion	1
remote/telework is permitted only as projects/customer needs are being met.	1
manager decision	1
dependent upon position	1
certain positions that meet certain criteria may be eligible for telework.	1
teleworking can be requested on an as need only basis.	1
eligible employees are able to work from home.	1
only drafting and some engineering jobs are hybrid/remote. very few hybrid jobs.	1
hybrid work schedule based on approval of manager	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
work remotely based on customer need and individual work responsibilities	1
telecommuting can be informal, such as working from home for a short-term project or on the road during business travel, or a formal, set schedule of working away from the office. management and hr will evaluate the suitability of such an arrangement, reviewing employee suitability, job responsibilities, equipment needs, tax and other legal implications. any telecommuting arrangement will be on a trial basis for the first three months.	1
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
telework can be short-term, long-term or other special arrangement can include working from home, a hybrid work schedule of both telework and on-site work, during business travel, or other arrangements.	1
local employees can work a hybrid schedule with a couple days in the office a week.	1
those who are able to can work from home with their supervisor's consent.	1
our owners prefer minimal telework. we do a hybrid schedule for employees on the arsenal and for our hq staff we only offer telework on a as needed day here or there basis.	1
fulltime telework is not an option but working remote periodically is allowed.	1
hybrid work - all employees are require to work on-site on occasion. frequency is determined by job role/responsibilities, prime/government stipulation, or manager discretion.	1
varies depending on need and position.	1
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
as needed or directed by customer.	1
telework is on a case by case, department by department basis. work demands, business requirements and customer requirements will dictate telework flexibility.	1
all employees are required to sign a work at home policy/procedure. hourly time is tracked closely. each manager is responsible for setting additional expectations.	1
manager discretion.	1

Results	
limited to positions not requiring face to face contact (positions accounting/purchasing)	1
employees may telework as approved by customers.	1
if an employee would like to work from home and they can do successfully- we will consider remote work.	1
remote work is available for certain positions; however, this is a small percentage.	1
employees can submit a request to their supervisor and include their work schedule and how many days they plan to telework.	1
wfh is granted if school/daycare closes, family member is sick, someone in household has tested positive for covid, etc. employee must submit a request and approval is granted case by case.	1
only available to administrative/executive positions; remote work as needed	1
employees submit a request to their supervisor, group manager and hr for approval.	1
customer service and some office staff/management	1
remote work is offered. it is determined by the employee's manager.	1
100% remote	1
case by case basis. temporary remote work.	1
for non-manufacturing employees - work from home 3 days in the office days, flexible schedule, or as needed	1
only when necessary	1
per employee's discretion	1
depending on position and mission/customer requirements, we allow a blended approach to onsite and remote work.	1
remote/telework is handled on a case by case basis or as dictated by the terms of our work contract with our end customer.	1
telework is permitted as business conditions and customer requirements allow.	1
available with management approval based on business need	1
if an employee lives in a location away from any office, they may request telework and receive a monthly stipend	1
the opportunity for remote work is evaluated on a case-by-case basis.	1
per government agreement with each employee based upon their health needs	1

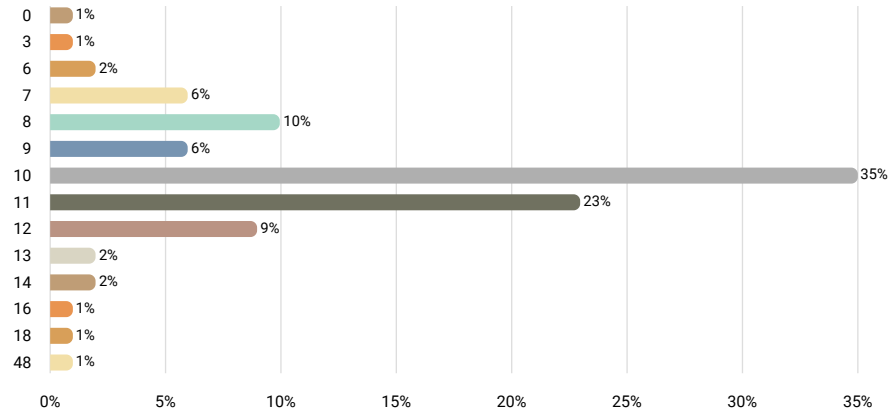
24. Holidays

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

Answered 124 times

Skipped 14 times

Number input



Statistics	
10th percentile	7
25th percentile	9
50th percentile	10
75th percentile	11
90th percentile	12
Mean	10.3
Median	10
Standard deviation	4.04
Total/sum	1,277

24.2. Annual Holidays Offered

Answered 131 times

Skipped 7 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	129
Martin Luther King, Jr. Day	51
Presidents' Day	31
Good Friday	48
Easter	5
Memorial Day	127
Independence Day	127
Labor Day	127
Veterans Day	33
Thanksgiving Day	131
Day after Thanksgiving	91
Christmas Eve	79
Christmas Day	130
New Year's Eve	51
Floating	45
Others Not Listed	55

24.3. List other holidays.

Answered 54 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

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

Results	
juneteenth	13
columbus day	4
birthday	2
juneteenth and columbus day	1
floating	1
all days between christmas day and new years day	1
after tax season holiday on april 15th	1
hourly birthday	1
floating holiday	1
juneteenth, columbus day	1
columbus day, and juneteenth	1
2 personal holidays	1
columbus day and juneteenth	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
floating / juneteenth	1
days between christmas and new years	1
personal holiday	1
columbus day, juneteenth	1
we offer paid holidays for the time from christmas eve through new years day. we are closed for these days.	1
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
5 day of spring break, and the 5 work week days between christmas and new years day	1
2nd floating day	1
employee's birthday	1
july & december shutdown	1
juneteenth; christmas day through new year's day	1
juneteenth plus two additional days decided by the board of directors each year	1
we give the week between christmas day and new year's day. we call this our winter shut down	1
1. juneteenth, 2. columbus day	1
the whole week between christmas and new year's eve	1

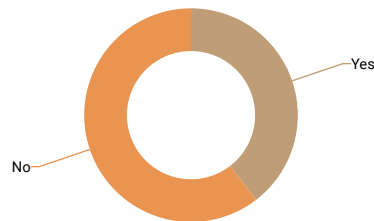
25. COVID-19 Impact

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 138 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	38%	52
No	58%	80

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

Answered 52 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	42
Layoffs/Furlough	12
Wage Changes	17
Benefits Changes	9

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

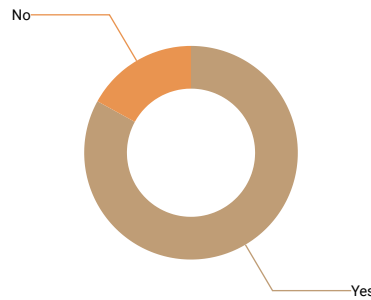
Answered 42 times

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	83%	35
No	17%	7

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

Answered 12 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	42%	5
Yes, Some	42%	5
No	17%	2

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

Answered 9 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Did your company make changes to operations/production, staffing, wages and/or benefits in 2021 as a direct result of the COVID-19 pandemic?" has button "Yes"
- "In what way(s) was your workforce impacted?" has "Benefits Changes" checked

Results	N
Medical	2
Prescription Drug Plan	1
Dental	0
Vision	0
Life Insurance	0
HSA	1
Pension (Defined Benefit)	0
401(k) Plan	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	7

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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