

2020 Wage and Benefit Survey



This is the 2020 Wage and Benefit Survey for Lawrence, Limestone, Madison, and Morgan Counties in North Alabama. The survey was conducted April 15 - May 31, 2020. The data reported was for the fourth quarter of 2019 or as of January 1, 2020.

Businesses

- 3-GIS
- 3M Company
- 4M Research
- ADTRAN, Inc.
- Aero Thermo Technology, Inc.
- AI Signal Research, Inc.
- Air Products
- Aleta Technologies, Inc.
- AlphaPet, Inc.
- American Leakless Company, LLC
- Anglin Reichmann Armstrong P.C.
- APT Research, Inc.
- Asahi Kasei Plastics North America
- ASRC Federal
- ATI
- Aviagen
- Avion Solutions, Inc
- Baron Services, Inc.
- Brown Precision, Inc.
- Bunge
- Busche Performance Group
- Carpenter Technology
- Cepeda Systems & Software Analysis, Inc
- Cintel, Inc.
- City of Huntsville
- Claborn Manufacturing
- CohesionForce, Inc.
- Coilplus Inc. Alabama Division
- COLSA Corporation
- Cornerstone Detention Products, Inc.
- Corporate Office Properties Trust
- Cortina Solutions, LLC
- Daikin America, Inc.
- DaikyoNishikawa USA
- Davidson Technologies, Inc.
- EFI Automotive
- EngeniusMicro
- EOS Defense Systems
- GE Appliances
- Gleason Research Associates, Inc.
- HDT Global
- Hexcel Corporation
- Huntsville Rehabilitation Foundation - dba Phoenix
- Huntsville Utilities
- Huntsville-Madison County Airport Authority
- Hyosung USA
- Indorama Ventures
- Indorama Ventures Xylenes & PTA LLC
- INEOS Styrolution America LLC
- Interfuze
- Invariant
- IronMountain Solutions
- Jack Daniel Cooperage
- Jacobs Technology, Inc.
- John Blue Company
- Kohler
- Lakeland Industries Inc.
- Leonardo DRS
- Matcor-Matsu
- Matthews Industries Inc
- Mazda Toyota
- McConnell Jones Lanier & Murphy LLP
- Metal Exchange Corporation
- Mission Driven Research
- Mitchell Plastics
- Morgan Metals
- Moseley Technical Services, Inc.
- MSB Analytics
- National Copper & Smelting
- Navistar Big Bore Diesel of Alabama
- NeXolve Holding Company LLC
- NTA INC.
- OCI Alabama LLC
- PALCO Telecom Service Inc.
- Performance Drone Works
- Polaris Industries
- PPT Solutions, Inc.
- PROJECTXYZ
- QTEC, Inc., dba Aerospace
- Qualis Corporation
- Radiance Technologies, Inc
- Redline Steel
- RUAG Space USA

- Saint Gobain
- Sanmina Corporation & SCI Technology
- Science and Engineering Services, LLC
- SEA Wire and Cable, Inc.
- SEI Group, Inc.
- Sentar Inc.
- Shearer & Associates, Inc
- Showdown Displays
- Simulation Technologies, Inc. (SimTech)
- Snap-on Tools
- Steelcase Inc.
- System studies & Simulation, Inc.
- T&C Stamping, Inc.
- Technology Service Corporation
- Tenneco
- Toray Composite Materials America, Inc.
- Toray Fluorofibers (America), Inc.
- Total Solutions, Inc.
- Toyota Motor Manufacturing, Alabama, Inc.
- Triad Packaging, Inc.
- TRIS USA, Inc.
- Tru-Line Manufacturing, Inc.
- University of Alabama in Huntsville
- Valley Rubber, LLC
- Venturi, LLC
- Wayne Farms Prepared Foods
- WellStone, Inc.
- Willo Products Company, Inc.
- Wolverine Tube, Inc.
- Woodbridge Alabama, LP
- Y-tec Keylex Toyotetsu Alabama
- GASTOPS Inc.
- Huntsville Hospital
- Wilson Lumber
- Griffon Aerospace
- a.i. solutions
- Axxeum
- Quantum Research International
- deciBel Research, Inc.
- Thompson Gray
- Modern Technology Solutions, Inc.
- Norris Cylinder
- Intuitive Research and Technology
- Cerrowire
- The Orthopaedic Center
- TBAKI
- Huntsville Madison County Chamber
- Cook Museum
- International Paper Decatur
- Cottage Senior Living
- Tyonek
- Manufacturing Technical Solutions, Inc. (MTS)
- LearningQUEST
- The Arc of Madison County
- BASF
- Huntsville/Madison County Convention & Visitors Bureau
- Technical Micronics Control, Inc.
- Trivector
- Consolidated Pipe
- Arcarithm

Table of contents

1. Introduction and Guidelines
2. General Information
 - 2.1 Company City
 - 2.2 In which county is your company located?
 - 2.3 Is your organization a government contractor?
 - 2.4 Is your organization a manufacturer?
 - 2.5 Company Size
3. Company and HR Data
 - 3.1 Total Gross Revenue in 2019
 - 3.2 Total Gross Payroll in 2019
 - 3.3 Total Budgeted Payroll for 2019
 - 3.4 Overall Turnover Rate
 - 3.5 Annual Operating Budget
 - 3.6 Number of Full-Time Employees (FTEs)
 - 3.7 Are you planning a hiring campaign in 2020?
 - 3.8 Provide details about your hiring campaign for this year.
 - 3.9 Are any of your employees represented by a union?
 - 3.10 You indicated that you have employees who are part of a union. Which union?
 - 3.11 How many of your employees are represented by a union?
 - 3.12 You indicated that you have no employees represented by a union. Is there any union activity taking place at your site?
 - 3.13 Which union(s) are currently trying to organize at your site?
4. Pay Practices
 - 4.1 What is your strategic compensation policy in regards to the external market?
 - 4.2 What was the date of your last pay increase for your production/maintenance employees?
 - 4.3 What is the anticipated date of your next salary increase for hourly employees?
 - 4.4 If applicable, what is the anticipated date of the next shift or increase in your pay RANGE?
 - 4.5 What was the average amount of your last pay increase as a percentage of base rates?
 - 4.6 What is your estimate of the average amount of the next pay increase, as a percentage of base rates?
 - 4.7 If applicable, what is your estimate of percentage change in next the pay RANGE increase?
 - 4.8 What type of shift pattern does your company use?
 - 4.9 Describe your shift pattern.
 - 4.10 Does your company pay a 2nd shift premium?
 - 4.11 Enter your 2nd shift premium percentage.
 - 4.12 Enter your 2nd shift premium dollar amount here.
 - 4.13 Does your company pay a 3rd shift premium?
 - 4.14 Enter your 3rd shift premium percentage here.
 - 4.15 Enter your 3rd shift premium dollar amount here.
 - 4.16 Does your company pay a 12 hour shift premium?
 - 4.17 Enter your 12 hour shift premium percentage here.
 - 4.18 Enter your 12 hour shift premium dollar amount here.
 - 4.19 Does your company have other types of shift differentials?
 - 4.20 Please describe your additional shift differentials.
 - 4.21 Number of employees in production
 - 4.22 Average entry/hire hourly rate for production
 - 4.23 Average base rate for production

- 4.24 Number of employees in maintenance
- 4.25 Average entry/hire hourly rate for maintenance
- 4.26 Average base rate for maintenance
- 4.27 Number of employees in warehouse
- 4.28 Average entry/hire hourly rate for warehouse
- 4.29 Average base rate for warehouse
- 4.30 How do you calculate overtime hours?
- 4.31 Please describe any incentive, bonus or profit sharing structures for your production/maintenance staff.
- 4.32 Please describe any incentive, bonus or profit sharing structures for your process E&I staff.
- 4.33 Please describe any incentive, bonus or profit sharing structures for your executive staff.
- 4.34 Please describe any skills-based pay programs in place including for what positions, how much is offered in pay increases, and what is the basis of skills needed to acquire for increases.
- 4.35 Please describe any classification system of employees you have based on tiers. Please include how this affects your wages and wage increases based on tiers.
- 4.36 What is your company's average workweek in hours?
- 4.37 Does your company have positions that are leveled?
- 4.38 For positions that are leveled, how many levels does your company recognize? If different by job category, please describe.
- 4.39 Does your company require that wage surveys collect and report data by levels?

5. Compensation Overview

6. Compensation Data

6.1 Support Staff Positions

- 6.1.1 Accounting Clerk
- 6.1.2 Secretary
- 6.1.3 Administrative Assistant/Executive Secretary
- 6.1.4 Purchasing Clerk
- 6.1.5 Human Resources Assistant
- 6.1.6 Customer Service Representative
- 6.1.7 Telephone Operator/Receptionist
- 6.1.8 Benefits Clerk
- 6.1.9 Collections Clerk
- 6.1.10 Contracts Assistant
- 6.1.11 Dispatcher
- 6.1.12 Document Control Specialist
- 6.1.13 Expeditor
- 6.1.14 Messenger/Courier
- 6.1.15 Payroll Specialist
- 6.1.16 Security Assistant
- 6.1.17 Clerk, General

6.2 Technician Positions

- 6.2.1 Engineering Technician - Level 1
- 6.2.2 Engineering Technician - Level 2
- 6.2.3 Engineering Technician - Level 3
- 6.2.4 Quality Control Technician - Level 1
- 6.2.5 Quality Control Technician - Level 2
- 6.2.6 Quality Control Technician - Level 3
- 6.2.7 Electronics Technician - Level 1
- 6.2.8 Electronics Technician - Level 2

- 6.2.9 Electronics Technician - Level 3
- 6.2.10 Computer Operator
- 6.2.11 Drafter - CAD
- 6.2.12 Drafter - Manual
- 6.2.13 Field Services Engineer
- 6.2.14 PC Network Support Technician
- 6.2.15 Lab Technician
- 6.2.16 Data Entry Operator
- 6.2.17 Graphics Sec/Tech Illustrator

6.3 Professional Administrative Positions

- 6.3.1 Accountant - Level 1
- 6.3.2 Accountant - Level 2
- 6.3.3 Accountant - Level 3
- 6.3.4 Buyer - Level 1
- 6.3.5 Buyer - Level 2
- 6.3.6 Buyer - Level 3
- 6.3.7 Contracts Administrator - Level 1
- 6.3.8 Contracts Administrator - Level 2
- 6.3.9 Contracts Administrator - Level 3
- 6.3.10 Human Resources Specialist/Generalist - Level 1
- 6.3.11 Human Resources Specialist/Generalist - Level 2
- 6.3.12 Human Resources Specialist/Generalist - Level 3
- 6.3.13 Security Administrator/FSO - Level 1
- 6.3.14 Security Administrator/FSO - Level 2
- 6.3.15 Security Administrator/FSO - Level 3
- 6.3.16 Technical Writer/Editor - Level 1
- 6.3.17 Technical Writer/Editor - Level 2
- 6.3.18 Technical Writer/Editor - Level 3
- 6.3.19 Material Planner
- 6.3.20 Staff Assistant
- 6.3.21 Office Manager
- 6.3.22 Configuration Management Analyst
- 6.3.23 Financial Analyst
- 6.3.24 Legal Counsel
- 6.3.25 Military Analyst
- 6.3.26 PR/Public Affairs Representative
- 6.3.27 Property Management Specialist
- 6.3.28 Recruiter
- 6.3.29 Training Coordinator
- 6.3.30 Compensation/Benefits Specialist

6.4 Professional Technical Positions

- 6.4.1 Mechanical Engineer - Level 1
- 6.4.2 Mechanical Engineer - Level 2
- 6.4.3 Mechanical Engineer - Level 3
- 6.4.4 Mechanical Engineer - Level 4
- 6.4.5 Mechanical Engineer - Level 5
- 6.4.6 Mechanical Engineer - Level 6
- 6.4.7 Electrical Design Engineer - Level 1
- 6.4.8 Electrical Design Engineer - Level 2

6.4.9 Electrical Design Engineer - Level 3
6.4.10 Electrical Design Engineer - Level 4
6.4.11 Electrical Design Engineer - Level 5
6.4.12 Electrical Design Engineer - Level 6
6.4.13 Industrial or Manufacturing Engineer - Level 1
6.4.14 Industrial or Manufacturing Engineer - Level 2
6.4.15 Industrial or Manufacturing Engineer - Level 3
6.4.16 Industrial or Manufacturing Engineer - Level 4
6.4.17 Industrial or Manufacturing Engineer - Level 5
6.4.18 Industrial or Manufacturing Engineer - Level 6
6.4.19 Aeronautical Design Engineer - Level 1
6.4.20 Aeronautical Design Engineer - Level 2
6.4.21 Aeronautical Design Engineer - Level 3
6.4.22 Aeronautical Design Engineer - Level 4
6.4.23 Aeronautical Design Engineer - Level 5
6.4.24 Aeronautical Design Engineer - Level 6
6.4.25 Quality Engineer - Level 1
6.4.26 Quality Engineer - Level 2
6.4.27 Quality Engineer - Level 3
6.4.28 Quality Engineer - Level 4
6.4.29 Quality Engineer - Level 5
6.4.30 Quality Engineer - Level 6
6.4.31 Info Assurance/Security Engineer - Level 1
6.4.32 Info Assurance/Security Engineer - Level 2
6.4.33 Info Assurance/Security Engineer - Level 3
6.4.34 Info Assurance/Security Engineer - Level 4
6.4.35 Info Assurance/Security Engineer - Level 5
6.4.36 Info Assurance/Security Engineer - Level 6
6.4.37 Software Engineer - Level 1
6.4.38 Software Engineer - Level 2
6.4.39 Software Engineer - Level 3
6.4.40 Software Engineer - Level 4
6.4.41 Software Engineer - Level 5
6.4.42 Software Engineer - Level 6
6.4.43 System Design Engineer - Level 1
6.4.44 System Design Engineer - Level 2
6.4.45 System Design Engineer - Level 3
6.4.46 System Design Engineer - Level 4
6.4.47 System Design Engineer - Level 5
6.4.48 System Design Engineer - Level 6
6.4.49 Project Manager - Level 1
6.4.50 Project Manager - Level 2
6.4.51 Project Manager - Level 3
6.4.52 Project Manager - Level 4
6.4.53 Project Manager - Level 5
6.4.54 Project Manager - Level 6
6.4.55 Chemist
6.4.56 Chemical Engineer
6.4.57 Safety Engineer

6.4.58 Environmental Engineer
6.4.59 Avionics Integration Engineer
6.4.60 Logistics Engineer
6.4.61 Materials Engineer
6.4.62 Principal Investigator
6.4.63 Communications Engineer
6.4.64 Technical Support Engineer
6.4.65 MIS Programmer or Analyst
6.4.66 Machine/CNC Programmer
6.4.67 System Administrator or Network Analyst
6.4.68 Database Analyst
6.4.69 Information System Security Officer/Analyst
6.4.70 Network Engineer
6.4.71 Intelligence Analyst
6.4.72 Program Analyst
6.4.73 Software Developer
6.4.74 System Analyst
6.4.75 Business Analyst
6.4.76 Web Developer

6.5 Production Positions

6.5.1 Electrical/Electronic Assembler
6.5.2 Mechanical Assembler
6.5.3 Assembler, General
6.5.4 CNC Operator
6.5.5 Machine Tool Operator
6.5.6 Chemical Operator
6.5.7 Chemical Plant and Systems Operator
6.5.8 Packaging Operator
6.5.9 Molding Machine Operator
6.5.10 Saw Operator
6.5.11 Crane Operator
6.5.12 Production/Machine Operator
6.5.13 Tool and Die Maker
6.5.14 Tool Crib Attendant
6.5.15 Production Painter
6.5.16 Welder
6.5.17 Inspector
6.5.18 Production Scheduler
6.5.19 Inventory/Material Planner
6.5.20 Cost Estimator
6.5.21 Fabricator
6.5.22 Metal Finishing Technician

6.6 Maintenance Positions

6.6.1 Janitor
6.6.2 Electrician
6.6.3 Electrical and Control Mechanic
6.6.4 Multi-Craft Maintenance
6.6.5 General Building Maintenance
6.6.6 Laborer

- 6.6.7 Maintenance Mechanic
- 6.6.8 Security Guard
- 6.6.9 Maintenance Planner
- 6.6.10 Maintenance Employees, General
- 6.7 Material Handling and Transportation Positions
 - 6.7.1 Fork Lift Driver/Material Handler
 - 6.7.2 Shipping and Receiving Clerk
 - 6.7.3 Truck Driver, Tractor Trailer and Heavy
 - 6.7.4 Truck Driver, Light and Delivery Services
 - 6.7.5 Stockroom Clerk
 - 6.7.6 Locomotive Material Handler
 - 6.7.7 Warehouse Employees, General
- 6.8 Manufacturing Not Otherwise Classified
 - 6.8.1 Skilled Workers, Not Otherwise Classified
 - 6.8.2 Semi-Skilled Workers, Not Otherwise Classified
 - 6.8.3 Laborers/Helpers, Not Otherwise Classified
- 6.9 First Level Supervisory Positions
 - 6.9.1 Accounting Supervisor
 - 6.9.2 Production Supervisor
 - 6.9.3 Senior Production Supervisor
 - 6.9.4 Quality Assurance Supervisor
 - 6.9.5 Customer Service Supervisor
 - 6.9.6 Shipping and Receiving Supervisor
 - 6.9.7 Maintenance Supervisor
 - 6.9.8 Team Leader
 - 6.9.9 Customer Service Supervisor
- 6.10 Sales and Marketing Positions
 - 6.10.1 Sales Office Assistant
 - 6.10.2 Inside Sales Representative
 - 6.10.3 PR or Community Relations Representative
 - 6.10.4 Outside Sales Rep (commission)
 - 6.10.5 Outside Sales Rep (non-commission)
 - 6.10.6 Marketing Representative
 - 6.10.7 Sales Manager
 - 6.10.8 Business Development Specialist
 - 6.10.9 Business Development Manager
 - 6.10.10 Marketing Manager or Director
- 6.11 Management/Director Positions
 - 6.11.1 Controller or Accounting Manager
 - 6.11.2 Maintenance Manager
 - 6.11.3 Production or Operations Manager
 - 6.11.4 IT Manager
 - 6.11.5 Logistics/Materials Manager
 - 6.11.6 Project or Program Manager
 - 6.11.7 Project or Program Director
 - 6.11.8 Engineering Manager
 - 6.11.9 Quality Control Manager
 - 6.11.10 Human Resources Manager
 - 6.11.11 Safety/Environmental Manager

- 6.11.12 Administrative Manager
- 6.11.13 Contracts Manager
- 6.11.14 Facilities Manager
- 6.11.15 Proposal Manager
- 6.11.16 Plant Manager
- 6.11.17 Purchasing Manager
- 6.11.18 Continuous Improvement Manager
- 6.12 Executive Positions
 - 6.12.1 Top Level Sales/Mktg (CMO/VP Sales and Mktg)
 - 6.12.2 Top Technical Exec (CTO/VP Technology)
 - 6.12.3 Top Quality Assurance Exec (VP Quality)
 - 6.12.4 Top Programs Exec (VP Programs)
 - 6.12.5 Top Financial Exec (CFO)
 - 6.12.6 Top Manufacturing/Production Executive
 - 6.12.7 Top HR Exec (CHRO/VP HR)
 - 6.12.8 Top Contracts Executive
 - 6.12.9 Chief Operating Officer (COO)
 - 6.12.10 Chief Administrative Officer (VP Admin)
 - 6.12.11 CEO/President
- 7. General Benefit Information
 - 7.1 Average Benefit Cost Per Employee
 - 7.2 How many hours do employees work per week to be considered FTE?
 - 7.3 How do you calculate accrual rates?
 - 7.4 Types of Coverage Offered
 - 7.5 Medical Coverage (Individual) Total Cost Per Employee
 - 7.6 Medical Coverage (Individual +1) Total Cost Per Employee
 - 7.7 Medical Coverage (Family) Total Cost Per Employee
 - 7.8 Dental Coverage Total Cost Per Employee
 - 7.9 Vision Coverage Total Cost Per Employee
 - 7.10 Life Insurance Total Cost Per Employee
 - 7.11 Medical Coverage (Individual) Percentage Paid By Employer
 - 7.12 Medical Coverage (Individual +1) Percentage Paid By Employer
 - 7.13 Medical Coverage (Family) Percentage Paid By Employer
 - 7.14 Dental Coverage Percentage Paid By Employer
 - 7.15 Vision Coverage Percentage Paid By Employer
 - 7.16 Life Insurance Percentage Paid By Employer
 - 7.17 What, if any, health and fitness incentives do you offer?
 - 7.18 Severance Policy Criteria
- 8. Medical Coverage
 - 8.1 Does your company offer medical coverage?
 - 8.2 Type of Plan
 - 8.3 Plan Provider
 - 8.4 When do employees become eligible for coverage?
 - 8.5 Deductible Amount
 - 8.6 Copay Amount (after deductible)
 - 8.7 Do you offer retiree coverage for those under the age of 65?
 - 8.8 Do you offer retiree coverage for those over the age of 65?
 - 8.9 If your company is self-insured, do you have stop/loss coverage?
 - 8.10 Is there a tobacco use surcharge?

- 8.11 Do you offer medical coverage for domestic partners?
- 8.12 What are the requirements for receiving coverage?
- 8.13 Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?
- 8.14 Is there a spousal surcharge?
- 9. Prescription Drug Plan
 - 9.1 Does your company offer a Prescription Drug Plan?
 - 9.2 Type of Plan
 - 9.3 Plan Provider
 - 9.4 When do employees become eligible for coverage?
 - 9.5 Do you offer retiree coverage under the age of 65?
 - 9.6 Do you offer retiree coverage over the age of 65?
- 10. Dental Coverage
 - 10.1 Does your company offer Dental Coverage?
 - 10.2 Type of Plan
 - 10.3 Plan Provider
 - 10.4 When do employee become eligible for coverage?
 - 10.5 Do you offer retiree coverage under the age of 65?
 - 10.6 Do you offer retiree coverage over the age of 65?
- 11. Vision Coverage
 - 11.1 Does your company offer Vision Coverage?
 - 11.2 Plan Provider
 - 11.3 When do employees become eligible for coverage?
 - 11.4 Do you offer retiree coverage under the age of 65?
 - 11.5 Do you offer retiree coverage over the age of 65?
- 12. Life Insurance
 - 12.1 Does your company offer Life Insurance?
 - 12.2 Coverage Amount
 - 12.3 Can employees purchase additional life insurance for themselves or others?
- 13. Health Spending/Savings Account
 - 13.1 Does your company offer a Health Spending/Savings Account?
 - 13.2 Is this benefit earned or given?
 - 13.3 What is required for eligibility?
- 14. Pension Plan (Defined Benefit)
 - 14.1 Does your company offer a Pension Plan (Defined Benefit)?
 - 14.2 When do employees become eligible?
 - 14.3 Defined amount employer contributes to pension fund per employee (annually)
- 15. 401(k) Plan
 - 15.1 Does your company offer a 401(k) Plan?
 - 15.2 When do employees become eligible?
 - 15.3 Up to what percentage does the employer match employee contributions?
 - 15.4 Is there a vesting period for employer contributions?
 - 15.5 What is the vesting period?
 - 15.6 Is there a vesting schedule?
 - 15.7 Describe the vesting schedule.
- 16. PTO (Paid Time Off)
 - 16.1 Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)
 - 16.2 Rate of Accrual

- 16.3 Are any of these leave types NOT included in your PTO?
- 17. Sick Leave
 - 17.1 Does your company offer Sick Leave?
 - 17.2 Rate of Accrual
 - 17.3 Paid out at termination?
- 18. Vacation
 - 18.1 Does your company offer Vacation Leave?
 - 18.2 Rate of Accrual
 - 18.3 Paid out at termination?
- 19. Personal Leave
 - 19.1 Does your company offer Personal Leave?
 - 19.2 Rate of Accrual
 - 19.3 Paid out at termination?
- 20. Paid Family Leave
 - 20.1 Does your company offer Paid Family/Parental Leave?
 - 20.2 What is the period for Paid Family Leave in weeks?
- 21. Short-term Disability
 - 21.1 Does your company offer Short-Term Disability?
 - 21.2 Coverage Amount
 - 21.3 Coverage Waiting Period Days
 - 21.4 Coverage Term
- 22. Long-term Disability
 - 22.1 Does your company offer Long-Term Disability?
 - 22.2 Coverage Amount
 - 22.3 Coverage Waiting Period Days
 - 22.4 Coverage Term
- 23. Education Assistance/Tuition Reimbursement
 - 23.1 Does your company offer Education Assistance/Tuition Reimbursement?
 - 23.2 Requirements
 - 23.3 Percentage of Reimbursement
- 24. Flex-Time
 - 24.1 Does your company offer Flex-Time?
 - 24.2 Do you offer flex-time to pursue further education?
 - 24.3 Do you offer flex-time for other reasons?
 - 24.4 Describe your Flex-Time Policy.
- 25. Holidays
 - 25.1 How many total holidays are given in a year?
 - 25.2 Annual Holidays Offered
 - 25.3 List other holidays.
- 26. Thank You

1. Introduction and Guidelines

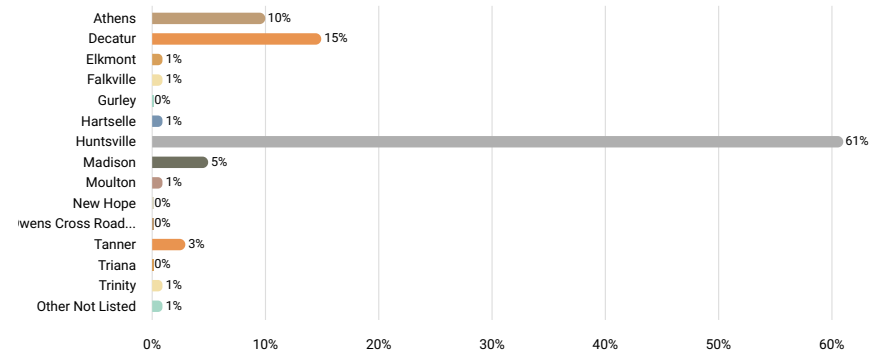
2. General Information

2.1. Company City

Answered 143 times

Skipped 0 times

Select one answer (drop down)



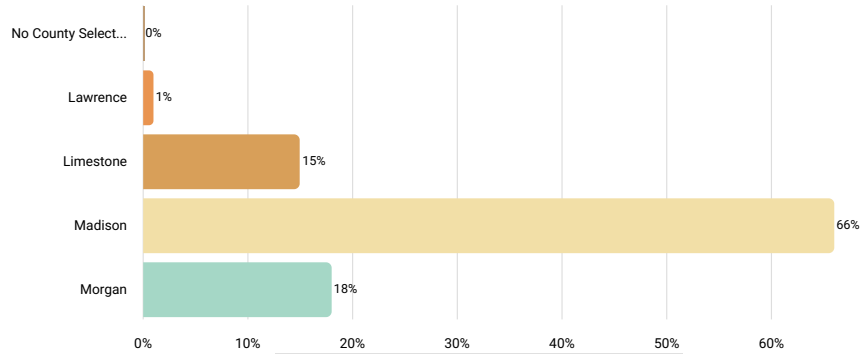
Results	%	N
Athens	10%	15
Decatur	15%	22
Elkmont	1%	2
Falkville	1%	1
Gurley	0%	0
Hartselle	1%	2
Huntsville	61%	87
Madison	5%	7
Moulton	1%	1
New Hope	0%	0
Owens Cross Roads	0%	0
Tanner	3%	4
Triana	0%	0
Trinity	1%	1
Other Not Listed	1%	1

2.2. In which county is your company located?

Answered 143 times

Skipped 0 times

Select one answer (drop down)



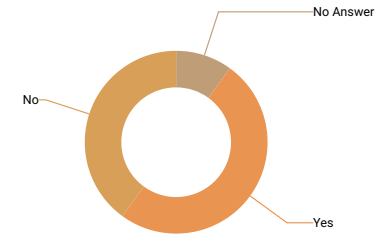
Results	%	N
No County Selected	0%	0
Lawrence	1%	2
Limestone	15%	21
Madison	66%	94
Morgan	18%	26

2.3. Is your organization a government contractor?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



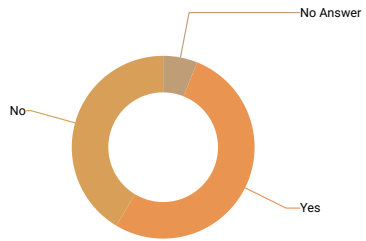
Results	%	N
No Answer	10%	14
Yes	50%	72
No	40%	57

2.4. Is your organization a manufacturer?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



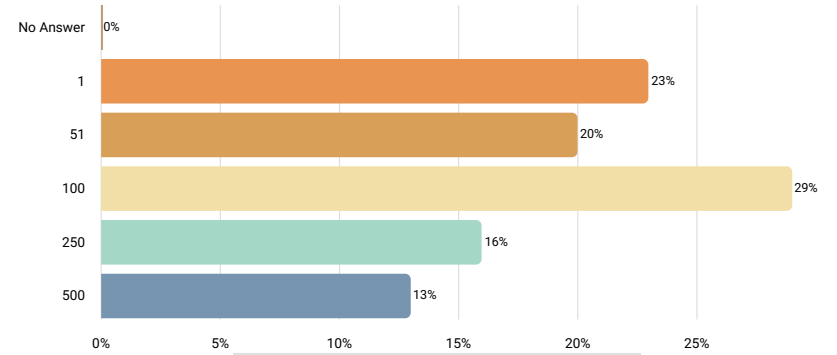
Results	%	N
No Answer	6%	9
Yes	52%	75
No	41%	59

2.5. Company Size

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	23%	33
51-99 Employees	20%	28
100-249 Employees	29%	41
250-499 Employees	16%	23
500+ Employees	13%	18

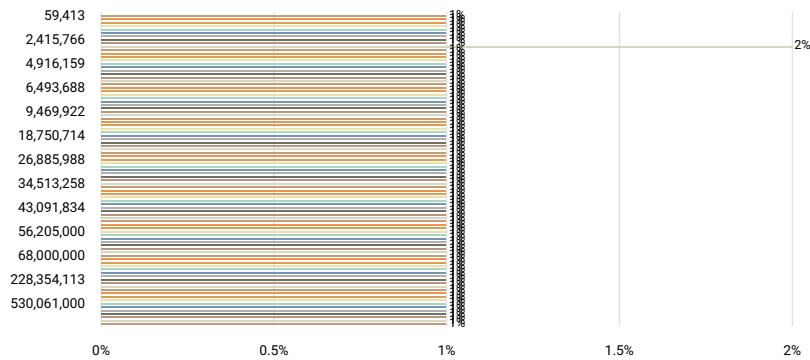
3. Company and HR Data

3.1. Total Gross Revenue in 2019

Answered 92 times

Skipped 51 times

Number input



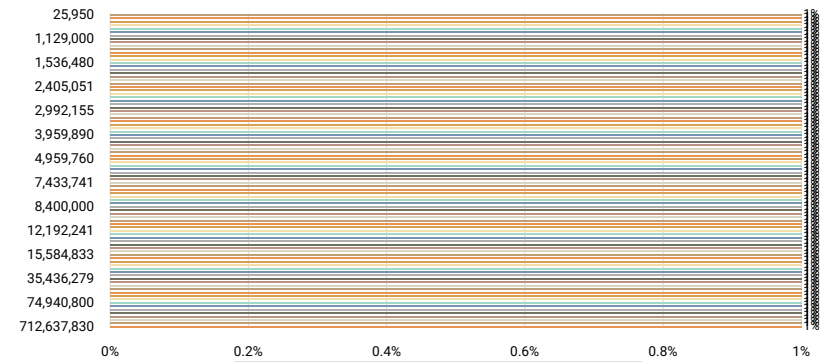
Statistics	
10th percentile	3,000,000
25th percentile	6,510,912
50th percentile	28,144,400
75th percentile	63,484,808
90th percentile	286,000,000
Mean	223,411,355
Median	28,144,400
Standard deviation	926,093,171

3.2. Total Gross Payroll in 2019

Answered 92 times

Skipped 51 times

Number input



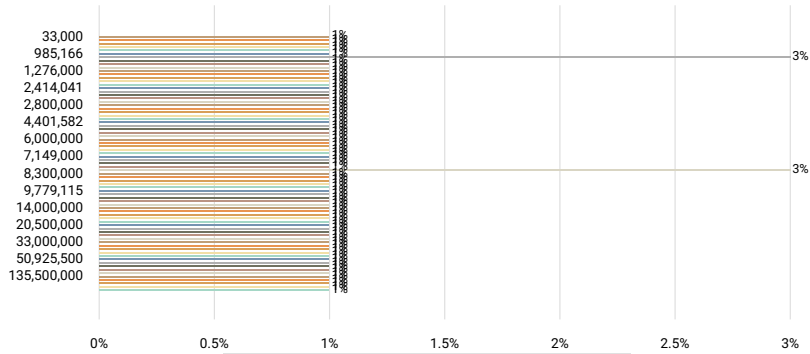
Statistics	
10th percentile	1,146,651
25th percentile	2,565,814.5
50th percentile	6,917,675.5
75th percentile	15,228,448.5
90th percentile	53,000,000
Mean	26,035,941
Median	6,917,676
Standard deviation	79,595,555

3.3. Total Budgeted Payroll for 2019

Answered 77 times

Skipped 66 times

Number input



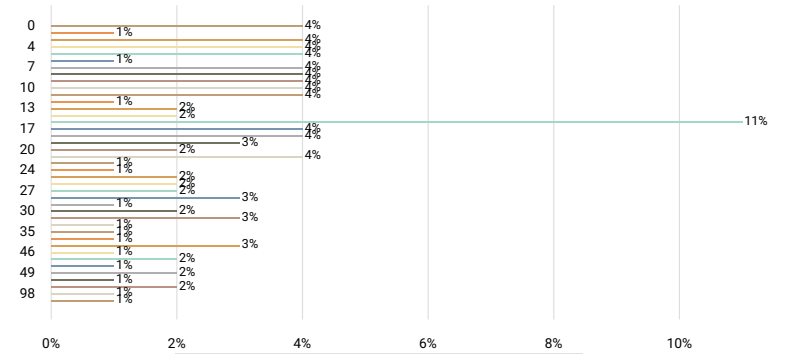
Statistics	
10th percentile	1,000,000
25th percentile	2,737,212
50th percentile	7,703,724
75th percentile	20,500,000
90th percentile	62,518,121
Mean	32,057,922
Median	7,703,724
Standard deviation	91,106,571

3.4. Overall Turnover Rate

Answered 112 times

Skipped 31 times

Number input



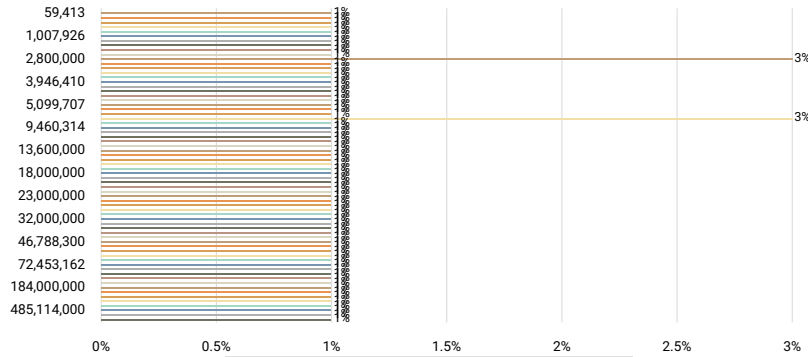
Statistics	
10th percentile	4
25th percentile	8
50th percentile	15
75th percentile	26.5
90th percentile	44
Mean	20
Median	15
Standard deviation	19

3.5. Annual Operating Budget

Answered 70 times

Skipped 73 times

Number input



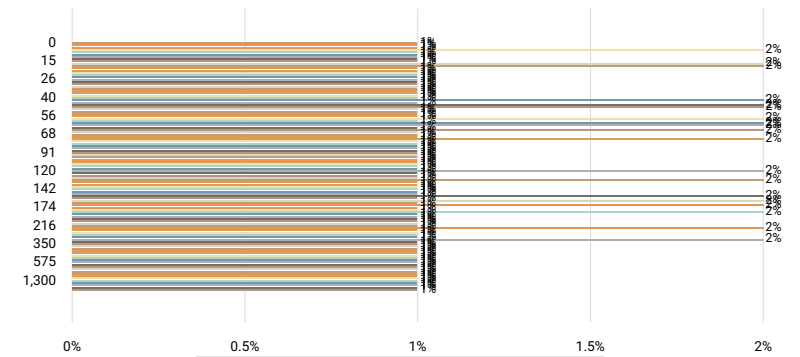
Statistics	
10th percentile	1,609,435
25th percentile	4,130,292
50th percentile	14,249,040.5
75th percentile	46,788,300
90th percentile	196,871,911
Mean	134,293,324
Median	14,249,041
Standard deviation	690,019,359

3.6. Number of Full-Time Employees (FTEs)

Answered 130 times

Skipped 13 times

Number input



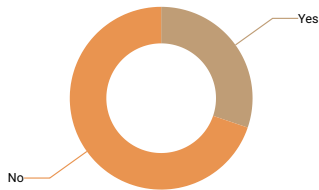
Statistics	
10th percentile	17
25th percentile	45
50th percentile	108.5
75th percentile	202
90th percentile	568.5
Mean	232
Median	109
Standard deviation	405

3.7. Are you planning a hiring campaign in 2020?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	29%	41
No	67%	96

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

Answered 30 times

Skipped 11 times

Text area input

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign in 2020?" has Selected button "Yes"

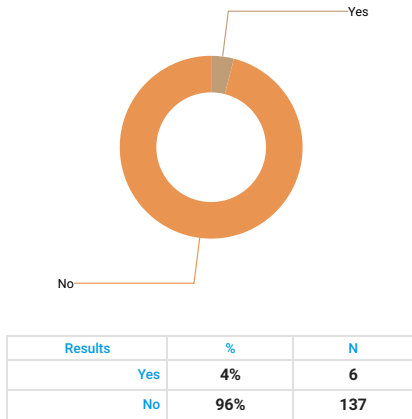
Results	
job fairs	1
20 fte additions	1
hourly employees	1
yearlong recruiting and job fairs	1
add technical production associates	1
jobs listed on indeed or union hires	1
hiring anywhere from 50-100 employees	1
billboards, internet, hiring job fairs	1
plan to hire 415 employees both hourly and salaried	1
marketing, community involvement, college recruiting	1
normal recruiting activities, no special events planned	1
we forecast a requirement of 30 additional fte's for 2020	1
ramping up hiring efforts in accordance to business needs.	1
online postings, career fairs, looking into a linkedin campaign	1
utilizing: radio ads, social media, recruiting sites, referral fees	1
we will be having a hiring campaign for a few specific areas of work	1
add appropriate skill set employees as production /sales volumes increase.	1
planning on back filling for turnover, maintain approximately 170 employees.	1
recruiting for college interns and new staff as well as experienced accountants.	1
we have hiring needs at our indiana facility due to the low unemployment in the area.	1
huntsville police department is actively recruiting for the positions of police officers.	1
we will be adding 19 hires in 2020 and relocating another 20 people from our nyc location to hsv	1
as a sub-contractor we plan to grow the company by increasing positions in engineering and analyst fields	1
we are planning to partner with more high schools, non violent offender programs and local career centers.	1
we aim to recruit and hire 10 employees per week to assist with turnover, the total need for employees is roughly 30 full time	1
virtual job fairs; campaign through popular social media sites like linkedin and facebook as well as through the local chamber of commerce	1
utilize online recruiting websites, perform candidate searches for open positions, and reach out to different job assistance agencies to find candidates for open positions.	1
continue posting jobs on local and national job boards through our application system success factors; use linkedin recruiter application to source those passive candidates for difficult to fill positions	1
we plan to attend several college career fairs and professional career fairs to help fill our open positions. our jobs are being populated on multiple websites. clearancejobs, indeed, linkedin, twitter, & facebook. we also offer an employee referral program to our employees to encourage their help as well.	1
our recruiting processes are designed to foster continued innovation and company growth through active recruiting and community engagement. we actively pursue individuals pursuing careers withing professional stem programs from area and regional universities and seasoned professionals with skillsets aligned with our mission in support of our customer.	1

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

Answered 143 times

Skipped 0 times

Select one answer (radio button)



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

Answered 6 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

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

Results	
ufcw local 88-t	1
wisconsin union	1
local union gmp #214	1
united steel workers	1
dctp local 1995 afl-cio-clc u.f.c.w, dctf local 451 afl-cio r.w.d.s.u.	1
nasa custodians, international association of machinists and aerospace workers, district #75, local lodge #2766, redstone custodians, laborers international union of north america, local union 366, redstone grounds, international union of operating engineers, local 320.	1

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

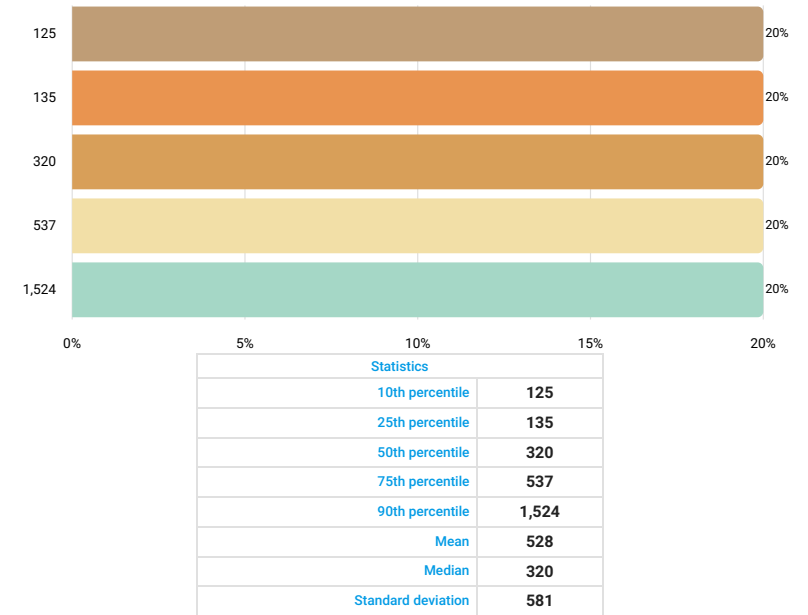
Answered 5 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



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

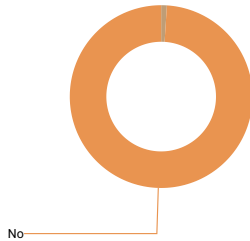
Answered 137 times

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	1%	2
No	99%	135

3.13. Which union(s) are currently trying to organize at your site?

Answered 1 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "No"
- "You indicated that you have no employees represented by a union. Is there any union activity taking place at your site?" has Selected button "Yes"



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

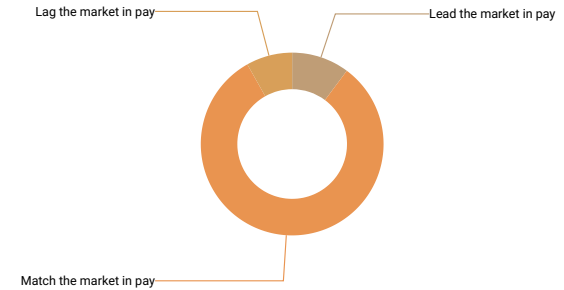
4. Pay Practices

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

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Lead the market in pay	10%	14
Match the market in pay	80%	115
Lag the market in pay	8%	11

4.2. What was the date of your last pay increase for your production/maintenance employees?

Answered 105 times

Skipped 38 times

Text input

Results	
01/01/2020	13
10/01/2019	9
04/01/2019	6
n/a	4
03/01/2020	4
04/01/2020	4
07/01/2019	4
1/1/2020	2
03/11/2019	2
07/08/2019	2
08/01/2019	2
4/1/19	1
4/1/20	1
01/01/20	1
9/1/2019	1
0316/2020	1
11/1/2019	1
12/31/2019	1
3/31/2019	1
9/21/2019	1
9/30/2019	1
01/13/2020	1
01/20/2019	1
01/27/2020	1
01/31/2020	1
02/01/2019	1
02/01/2020	1
02/09/2020	1
02/13/2019	1
02/23/2020	1
03/02/2020	1
03/03/2020	1
03/21/2020	1
04/05/2020	1
04/15/2019	1
04/16/2019	1
04/20/2019	1

Results	
05/01/2019	1
05/06/2019	1
05/07/2020	1
05/18/2019	1
05/25/2020	1
05/30/2019	1
06/01/2018	1
06/01/2019	1
06/05/2019	1
06/23/2019	1
07/06/2019	1
07/16/2019	1
07/22/2019	1
07/28/2019	1
08/05/2019	1
08/15/2019	1
09/23/2019	1
10/07/2019	1
11/01/2019	1
11/10/2019	1
12/01/2019	1
12/02/2019	1
12/19/2019	1
12/20/2019	1
12/29/2019	1
12/30/2019	1
12/31/2019	1

4.3. What is the anticipated date of your next salary increase for hourly employees?

Answered 110 times

Skipped 33 times

Text input

Results	
01/01/2021	16
04/01/2020	8
04/01/2021	7
07/01/2020	6
10/01/2020	6
01/01/2020	4
05/01/2020	3
06/01/2020	3
12/01/2020	3
n/a	2
varies	2
unknown	2
1/1/2021	2
02/01/2021	2
03/01/2020	2
03/01/2021	2
07/06/2020	2
4/1/21	1
9/2020	1
03012020	1
1/1/2020	1
4/1/2021	1
9/1/2020	1
0815/2020	1
10/1/2020	1
11/1/2020	1
01/03/2021	1
01/04/2021	1
01/25/2020	1
01/31/2021	1
02/16/2020	1
03/15/2021	1
03/16/2020	1
03/30/2020	1
03/30/2021	1
03/31/2020	1
04/04/2021	1

Results	
05/04/2020	1
05/08/2020	1
05/18/2020	1
06/05/2021	1
06/13/2020	1
08/01/2020	1
08/02/2020	1
08/05/2020	1
09/01/2020	1
09/19/2020	1
10/01/2021	1
10/05/2020	1
11/01/2020	1
11/10/2020	1
11/13/2020	1
11/15/2020	1
12/18/2020	1
12/31/2020	1

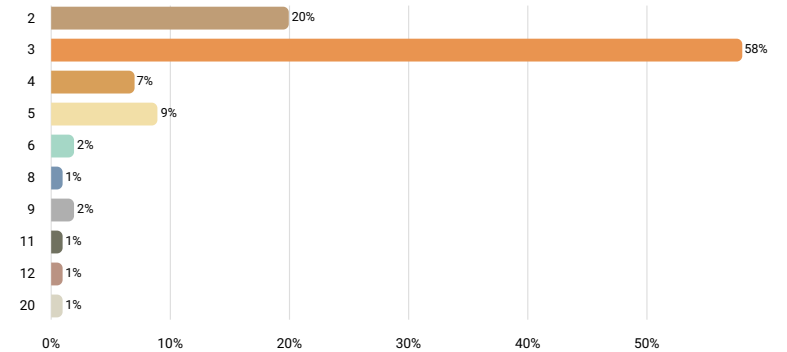
4.4. If applicable, what is the anticipated date of the next shift or increase in your pay RANGE?

Answered 63 times
 Skipped 80 times
 Text input

Results	
01/01/2021	13
n/a	5
04/01/2020	5
10/01/2020	5
01/01/2020	4
04/01/2021	4
07/01/2020	3
11/1/2020	2
06/01/2020	2
07/06/2020	2
7/2021	1
ongoing	1
unknown	1
03012020	1
1/1/2021	1
4/1/2021	1
varies by	1
01/03/2021	1
01/13/2020	1
02/01/2021	1
03/31/2021	1
05/01/2020	1
06/05/2021	1
06/13/2020	1
08/15/2020	1
09/21/2020	1
10/05/2020	1
not applic	1

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

Answered 129 times
 Skipped 14 times
 Number input



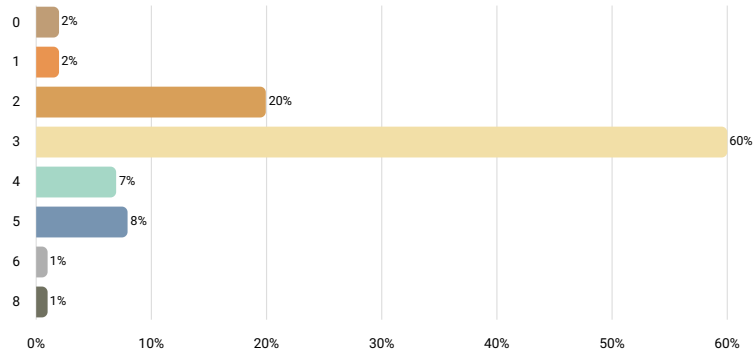
Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	3
90th percentile	5
Mean	3
Median	3
Standard deviation	2

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

Answered 116 times

Skipped 27 times

Number input



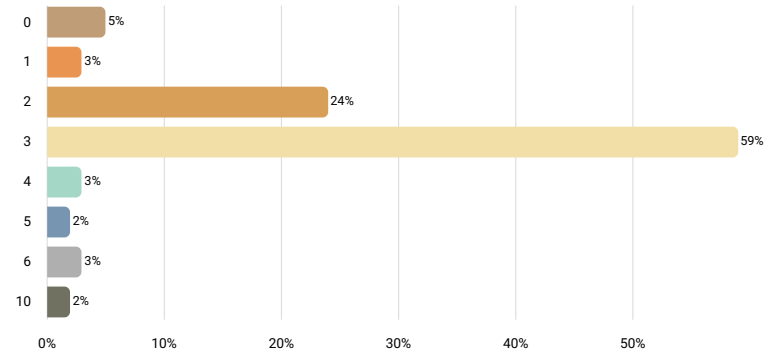
Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	3
90th percentile	4
Mean	3
Median	3
Standard deviation	1

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

Answered 63 times

Skipped 80 times

Number input



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

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

Answered 121 times

Skipped 22 times

Select multiple answers (checkboxes)

Results	N
2 Shifts	24
3 Shifts	37
10 Hour Shifts	27
12 Hour Shifts	27
Swing or Rotating Shifts	23
Other	49

4.9. Describe your shift pattern.

Answered 45 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 'Other' checked

Results	
1 shift	3
1 8-hour	1
1st shift	1
8am to 5pm	1
8 hours m-f	1
1 shift 8 hrs	1
8 hour shifts	1
9/80 schedule	1
1 shift - days	1
day shift only	1
1 shift- 8 hours	1
8 hour work days	1
one shift - days	1
1 ea. 8 hour shift	1
one shift - 8 to 5	1
full time single shift	1
we do not have shifts.	1
9/80 work week, 1 shift	1
1 shift - 8 a.m. - 5 p.m.	1
1 shift, flex work schedule	1
monday - friday, 8am to 5pm	1
all employees work one shift	1
4- 10 hour days and 1- 4 hour day	1
currently have a 1st and 3rd shift	1
1 shift, day, 8 hours plus overtime	1
1st shift 8 hours per day 5 days per week	1
1 shift. normal business hours 7am-4pm m-f	1
we have one shift, and no production workers.	1
one daily shift of 8 hours a day 5 days a week	1
we run day shift, second shift, night shifts, and weekend shifts.	1
4 on/3 off (12 hr), 3 on/4 off (12 hr), and also reg 5x a week (8 hr)	1
1st shift only, some monday - friday 8hrs, some monday - thursday 10 hrs	1
all employees work an 8 hour day monday through friday(8am to 5pm or 7:30am to 4:30pm, etc)	1
one shift - normal business day hours. some employees work ot on top of a normal work day/week	1
professionals standard 8 hour shift; site construction/technicians vary by site 8 or 10 hour shift	1
8 hours; 10 hours; rotating 12 hrs 4 on 4 off; rotating every 2 weeks 8 hrs 1st, 2nd, and 3rd shift	1

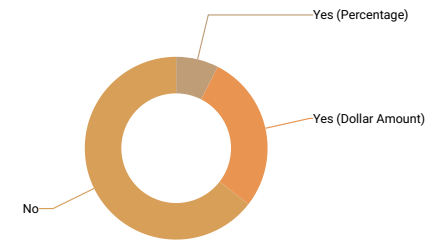
Results	
day shift only - mfg. four 9 hour days and one 4 hour day = 40 hour week; distribution five 8 hour days	1
we have a 9/80 schedule day shift, 4-10 hour shift for m-th evenings, and a 12 hourday shift for weekends	1
some roles have 3 separate shifts, some roles have 2 shifts (12-hours), while other roles have only 1 shift.	1
production has 12 hour swing shifts. there are also premium jobs that are 8hr/day 5 days a week with some day shifts offered	1
1 shift of 8 hour work day for full-time employees; multiple shifts of varying and lesser time lengths for part-time employees	1
day shift for all employees with exception to on-call operator, truck drivers, and fleet mechanics. exceptions have varying schedules based on roles and demand.	1
as a professional services organization, we only have 1 shift; however, individuals required to work in the evenings due to job assignment receive a differential.	1

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

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	7%	10
Yes (Dollar Amount)	26%	37
No	60%	86

4.11. Enter your 2nd shift premium percentage.

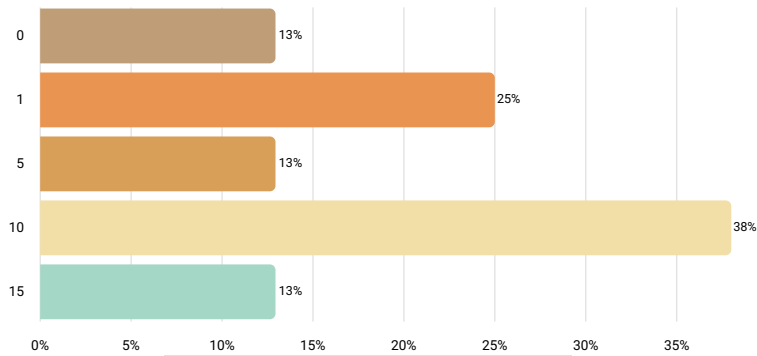
Answered 8 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	0
25th percentile	1
50th percentile	7.5
75th percentile	10
90th percentile	15
Mean	7
Median	8
Standard deviation	6

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

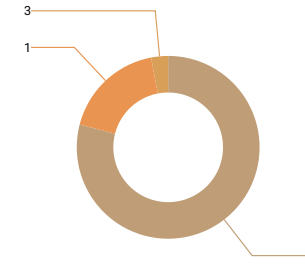
Answered 34 times

Skipped 3 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)"



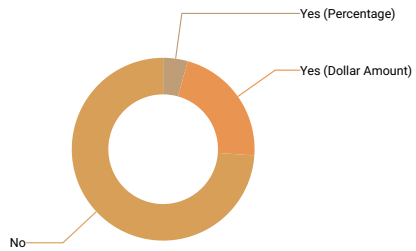
Statistics	
10th percentile	0
25th percentile	0
50th percentile	0
75th percentile	0
90th percentile	1
Mean	0
Median	0
Standard deviation	1

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

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	4%	6
Yes (Dollar Amount)	20%	28
No	68%	97

4.14. Enter your 3rd shift premium percentage here.

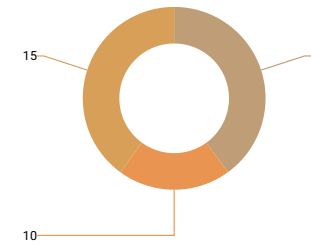
Answered 5 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	1
50th percentile	10
75th percentile	15
90th percentile	15
Mean	8
Median	10
Standard deviation	7

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

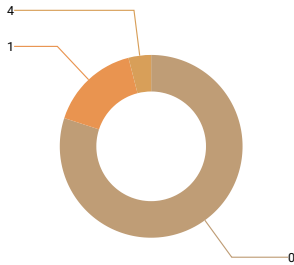
Answered 25 times

Skipped 3 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)"



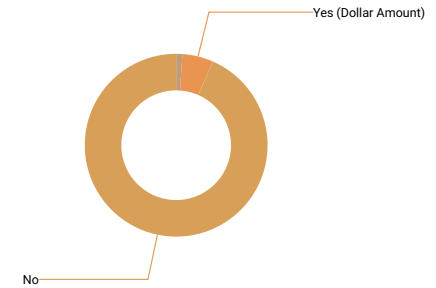
Statistics	
10th percentile	0
25th percentile	0
50th percentile	0
75th percentile	0
90th percentile	1
Mean	0
Median	0
Standard deviation	1

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

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	1%	2
Yes (Dollar Amount)	5%	7
No	85%	122

4.17. Enter your 12 hour shift premium percentage here.

Answered 2 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



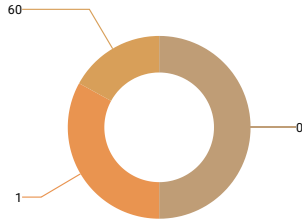
We are sorry but the collected data is not sufficient to render an accurate result.

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

Answered 6 times
 Skipped 1 times
 Number input

This question is applicable when the following conditions are met:

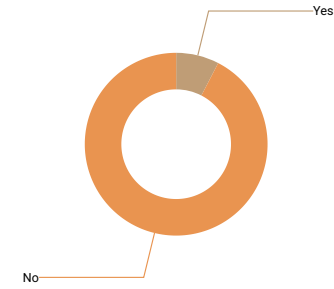
- "Does your company pay a 12 hour shift premium?" has Selected button "Yes (Dollar Amount)"



Statistics	
10th percentile	0
25th percentile	0
50th percentile	0.5
75th percentile	1
90th percentile	60
Mean	10
Median	1
Standard deviation	24

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

Answered 143 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Yes	7%	10
No	85%	121

4.20. 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"

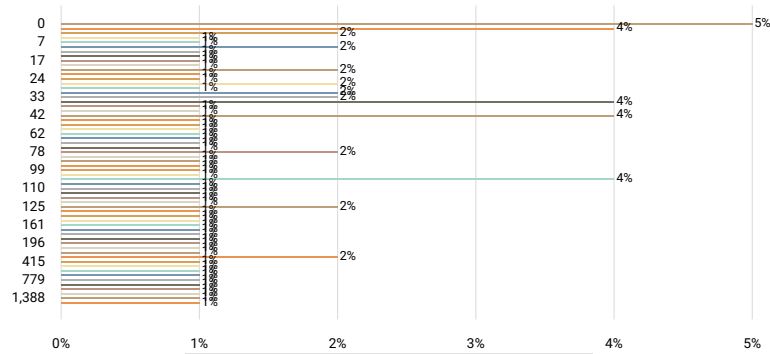
Results	
overtime rate	1
hazard and hardship pay	1
weekend differential of \$.50	1
weekend differential = \$2.00/hour	1
after 40 hours payed time and a half	1
time and a half for work on sunday's	1
weekend shift- \$7.50 or \$8.50 plus premium- 20 %	1
geographical for premium markets - dc and va at 10% premium	1
friday, saturday, sunday weekend crew work 3-12 hr day shifts plus shift premium	1
based on the shift, an employee could have a shift premium that would be a percentage of their hourly rate, or just an additional set amount.	1

4.21. Number of employees in production

Answered 82 times

Skipped 61 times

Number input



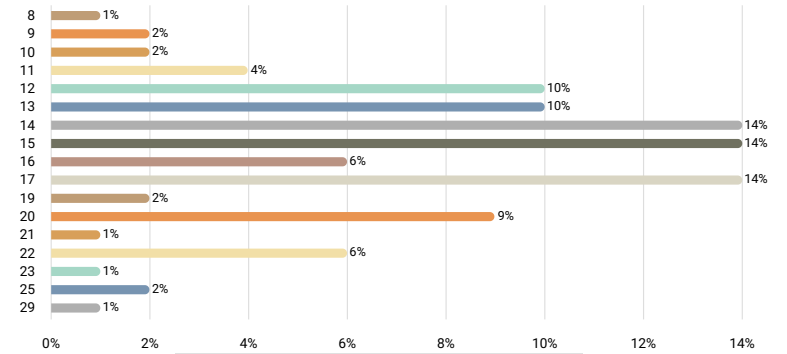
Statistics	
10th percentile	4
25th percentile	24
50th percentile	64
75th percentile	150
90th percentile	459
Mean	338
Median	64
Standard deviation	1,660

4.22. Average entry/hire hourly rate for production

Answered 81 times

Skipped 62 times

Number input



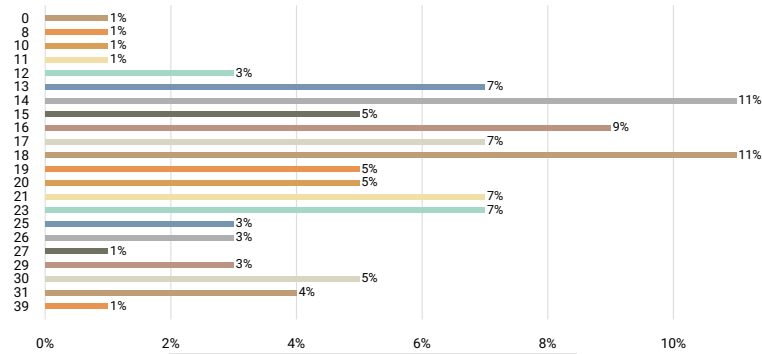
Statistics	
10th percentile	12
25th percentile	13
50th percentile	15
75th percentile	17
90th percentile	22
Mean	16
Median	15
Standard deviation	4

4.23. Average base rate for production

Answered 76 times

Skipped 67 times

Number input



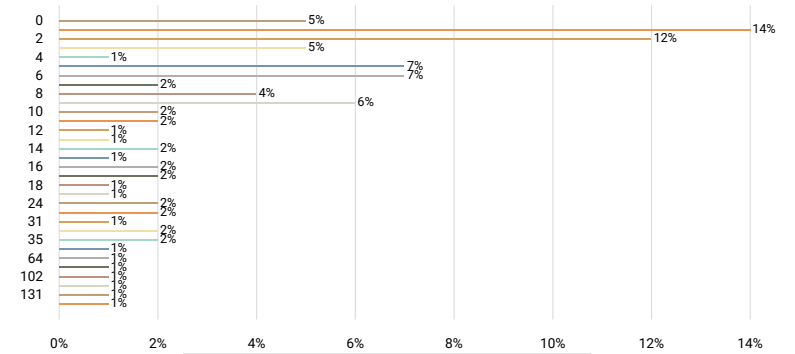
Statistics	
10th percentile	13
25th percentile	14.5
50th percentile	18
75th percentile	23
90th percentile	30
Mean	19
Median	18
Standard deviation	6

4.24. Number of employees in maintenance

Answered 84 times

Skipped 59 times

Number input



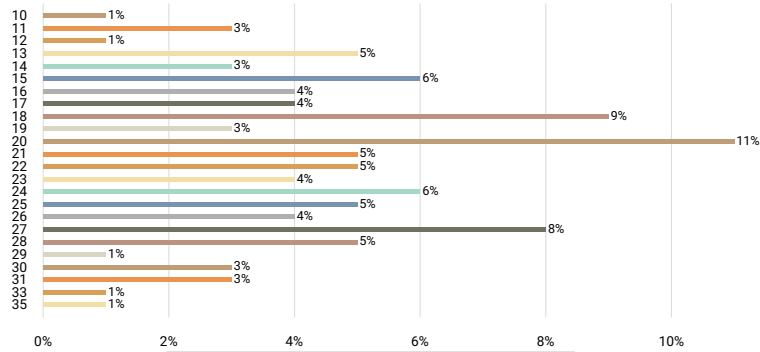
Statistics	
10th percentile	1
25th percentile	2
50th percentile	6
75th percentile	16
90th percentile	35
Mean	17
Median	6
Standard deviation	29

4.25. Average entry/hire hourly rate for maintenance

Answered 79 times

Skipped 64 times

Number input



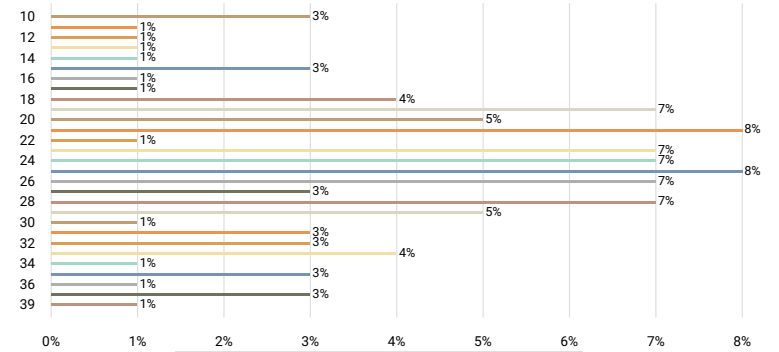
Statistics	
10th percentile	13
25th percentile	17
50th percentile	21
75th percentile	26
90th percentile	28
Mean	21
Median	21
Standard deviation	6

4.26. Average base rate for maintenance

Answered 76 times

Skipped 67 times

Number input



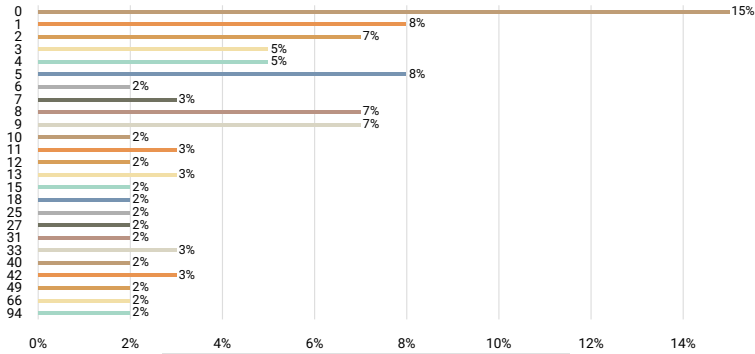
Statistics	
10th percentile	15
25th percentile	20
50th percentile	24
75th percentile	28.5
90th percentile	33
Mean	24
Median	24
Standard deviation	7

4.27. Number of employees in warehouse

Answered 59 times

Skipped 84 times

Number input



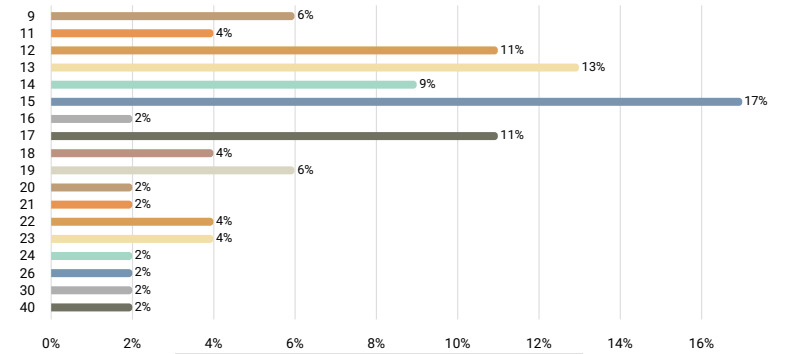
Statistics	
10th percentile	0
25th percentile	2
50th percentile	6
75th percentile	13
90th percentile	40
Mean	12
Median	6
Standard deviation	18

4.28. Average entry/hire hourly rate for warehouse

Answered 54 times

Skipped 89 times

Number input



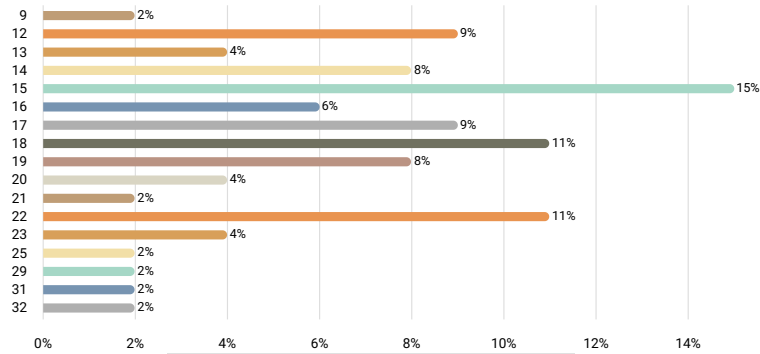
Statistics	
10th percentile	12
25th percentile	13
50th percentile	15
75th percentile	18
90th percentile	23
Mean	16
Median	15
Standard deviation	5

4.29. Average base rate for warehouse

Answered 53 times

Skipped 90 times

Number input



Statistics	
10th percentile	12
25th percentile	15
50th percentile	17
75th percentile	20
90th percentile	23
Mean	18
Median	17
Standard deviation	5

4.30. How do you calculate overtime hours?

Answered 124 times

Skipped 19 times

Text area input

Results	
	7
1.5	2
time and a half	2
1.5 times base pay	2
anything over 40 hours in a week	2
rate x 1.5	1
hours over 40	1
over 40 hours	1
straight time	1
time and half	1
hours over 40.	1
over 40 hrs/wk	1
over 40 worked	1
base rate x 1.5	1
time-and-a half	1
hourly rate x 1.5	1
over = time x half	1
1.5 x base pay rate	1
over 40 hours/week.	1
1.5 over 40 per week	1
1.5x after 40 worked	1
hours worked over 40	1
1.5 over 40 hour/week	1
1.5 times hourly rate	1
1.5 times regular pay	1
after 40 hours worked	1
hours worked over 40.	1
hours over 40 per week	1
1.5 x base rate over 40	1
hours over 40 in a week	1
1.5 x base over 40 hours	1
1.5 over 40 hours per week	1
anything over 40 in a week	1
all hours above 40 per week	1
1.5 after 40; on 7th day 2.0	1
1.5x rate over 40 hours/week	1
anything over 8 hrs. per day	1
time and a half over 8 hours	1
hours over 40 time and a half	1

Results	
over 40 hours worked per week	1
1 1/2 x anything over 40 hours	1
hours in excess of 40 per week	1
non-exempt per flsa guidelines	1
time and a half after 40 hours	1
1/2 times rate for hours over 40	1
all hours over 40 in a work week	1
pay for each hour worked over 40	1
time worked over 40 hours in week	1
1.5 x for all hours worked over 40	1
any hours over 40 during work week	1
hours over 80 in a two week period.	1
hours worked over 40 in a work week	1
hours that exceed 40 in a 7 day week	1
1.5 for any hours over 40 in workweek	1
over 40 in the week and over schedule	1
any hours worked over 40 per work week	1
hourly pay rate x 1.5 x overtime hours	1
time and a half for nonexempt employees	1
time and one half after 40 hours worked	1
time and one half for anything over 40.	1
1 1/2 times of base rate for hourly ee's	1
anything over 40 hours worked in a week.	1
calculated weekly - worked hours over 40	1
time and half after 40 hours for the week	1
hourly rate x 1.5 x overtime hours worked.	1
non exempt 1.5 hours over 40 payable hours	1
weekly over 40 hours; does not include pto	1
1.5 for any hours worked over 40 (per week)	1
1.5 x base pay for any hours worked over 40	1
time and half on any hours over 40 in a week	1
any hours worked over 40 at 1.5 x hourly rate	1
anything greater than 80 hours/2-week pay period	1
1.5x for hours over 40 hours in a 7 day pay week.	1
1.5 time hourly rate after 40 hours worked in week	1
1.5x the hourly rate after 40 hours of worked time	1
hours worked in excess of 40 hours in a work week.	1
time and a half for anything over 40 hours of work	1
part time employees- 1.5x/ full time employees - 1x	1
time & half for all hours worked over 40 in a week.	1
1.5 times after 40 hours physically worked in a week	1
salaried : over 40 hours. hourly: over 8hours per day	1
hours over 40 per week .does not include fringe hours.	1
after 40 hours paid time and a half of base hourly rate	1

Results	
hours worked over 40 calculated as 1.5 times base rate.	1
1.5 times rate for hours over 40 per week for non-exempt	1
hours worked over 40 in a week (sunday through saturday)	1
time and a half for any hours over 40 hours in work week	1
1-1/2 times hourly for hours worked over 40 per work week	1
1 1/2 times hourly rate for hours worked over 40 in a week	1
1.5 times normal pay rate for hours over 40 hours per week	1
1.5 times wage for all hours worked over 40 hours per week	1
any hours worked over 40 in a monday through sunday workweek.	1
anything over 40 hours in a work week (monday through sunday)	1
for non-exempt employees, anything over 40 hours in a workweek	1
1 1/2 time over 40 hours worked (holiday's count toward overtime)	1
time and a half for every hour worked over 40 for hourly workers.	1
time in excess of 40 hours in a work week are considered overtime hours.	1
to be paid at 150% of regular rate once 40 overtime eligible hours are met	1
anything over 40 "actual" hours worked in 1 week is 1 1/2 times base rate pay.	1
overtime hours are collected by specific pay code for working unscheduled hours	1
any hours worked over 40 hours in a given work week are calculated at 1.5 x hourly rate.	1
over 8 hours in a day is overtime. over twelve is double time for all hours over twelve.	1
time and half for all hours over 40 in one week period beginning sunday and ending saturday	1
over 40 wk, if 8 hr schedule anything over 8 in a day, if 12 hr schedule anything over 12 in a day	1
standard, hourly non-exempt overtime is calculated in accordance with flsa standards. 1.5x hourly ra	1
if overtime is approved, the hourly rate times the excess hours is added to their regular salary pay.	1
1.5 x's after base of 40, 2.0 x's for hours above 12 in the same day. holiday and vacation count toward base 40.	1
over 40 hours is 1 and 1/2 times their regular base rate. holidays and pto count toward hours worked. sunday is 2 time their base rate.	1
exempt employees are paid for each hour worked at their regular rate. non exempt employees are paid as required under flsa at 1.5 times per hour	1
exempt employees are paid straight time for all hours worked. non-exempt employees are paid time and a half for all hours worked over 40 in a week.	1
hours in excess of 40 hours worked by a non-exempt employee during a work week will be paid at a rate of one-and-one half times the employee's regular rate of pay	1
the majority of our workforce is exempt. when overtime pay is available they get the same rate as the hourly rate. interns get 1.5 times pay if they work over 40 hours	1
time and one half the straight time rate for 8 hour employees after working 8 hours in one work day, and 10 hour employees after working 10 hours in one work day, after 40 hours of work in any one week.	1
employee are paid time and one half if they work hours outside of their scheduled shift. employees are paid time and one half for working over 40 hours in a their workweek. employees are paid double time for working 7 consecutive days	1
non-exempt employees covered by flsa receive overtime pay for hours worked over 40 in a workweek at a rate of time and one-half their regular rates of pay. exempt employees are eligible for overtime pay for hours worked over 40 in a workweek at their regular rates of pay.	1
1/2 times your straight time pay rate for all hours worked in excess of 40 hours during your regularly scheduled work week. if your normal work schedule requires you to work on sunday, you will be paid 2 times your straight time rate for hours worked on your seventh consecutive workday within the same work week.	1

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

Answered 65 times

Skipped 78 times

Text area input

Results	
n/a	7
none	7
na	1
not applicable	1
bonus at some point	1
end of the year bonus	1
monthly profit sharing bonus	1
we receive 2 bonuses a year.	1
quarterly discretionary bonuses	1
perfect attendance incentive/bonus	1
\$2/hour hazard pay where applicable	1
3% of salary to 401k profit sharing	1
quarterly gain sharing; annual profitsharing	1
we do not have production/maintenance staff.	1
holiday bonus: 2.08% 0-4 years, 3.02% 5 years	1
5% annual bonus based on meeting budgeted goals	1
production bonus based on meeting production targets	1
profit sharing bonus if we meet our sales projection.	1
annual bonus paid based on overall company performance	1
discretionary bonuses paid annually based on performance.	1
annual performance target bonus & quarterly incentive plan	1
kpi incentive bonus, attendance bonus, discretionary bonus	1
discretionary bonus based on company performance and growth.	1
profit sharing based on company performance paid 1 time a year	1
quarterly payout for waste run rate and down time - \$75 per indices	1
eligible for company profit sharing bonus after 2 years of employment.	1
bi-weekly incentive plan based on customer delivery and annual bonus plan	1
monthly perfect attendance reward of extra pto; annual bonus based on profits	1
5% to 10% incentive if company goals met based on your gross wages for the year	1
bonuses are calculated based on company performance and individual contribution	1
quarterly profit sharing of up to 250 per quarter depending on company performance.	1
percentage based on employee level and the overall company and individual performance	1
monthly pay for performance program based on efficiency, productivity, and core values	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
only discretionary bonuses or bonuses for process improvement determined by value saved	1
employees may receive a holiday bonus and annual bonus at the discretion of the president.	1
attendance for cone line (processing) @\$2/hr for weekly perfect attendance; \$250/ qtr for all others	1

Results	
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	1
target 7% of eligible earnings varies with site and company annual performance uses a balanced scorecard.	1
eligible for discretionary annual bonus after 1 year of employment & potential for discretionary spot bonus at ceo's direction	1
annual discretionary profit sharing into retirement plans (401(k) and esop); annual performance bonus;referral bonus;spot bonus.	1
based on number of hours worked in the quarter, longevity, and supervisory responsibility bonuses are paid if profit is made in the quarter	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
we have not formalized a policy or procedure for this. last bonus amount based on input from executive management and reviewed/updated/approved by president	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
employees participate in the marmon employee retirement plan which has a profit sharing component which is vested based on tenure and has potential payout in july of the following year.	1
production incentives are paid each month based on meeting/exceeding production goals. there are deductions in place for certain categories. base rates for incentive vary between \$25-\$400.	1
all regular employees (pt + ft) are eligible for an annual incentive award/cash bonus. targets start at 6% of base earnings + overtime for entry level positions and increase for higher level positions	1
there is a bonus pool established for the company based on profitability. we also have a discretionary bonus option . supervisors can reward employees for going above and beyond with a bonus ranging from \$250 to \$1,000 based on the actions taken.	1
bonus program is done on a fiscal year based on how the organization does financially as well as how each employee performs on their annual performance appraisal. bonus must be approved by board of directors. the bonus can be up to 10% of employee's annual salary.	1
annual incentive plan based on criteria: attendance (2 points or less), no disciplinary actions during year, no safety infraction during year, average score of 2 on annual appraisal (2 means meets standards). must meet all 4 criteria's to receive max bonus. employees can receive a part of the bonus by meeting part of the criteria.	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
attendance bonus for hourly employees who has no unscheduled absences or tardiness in each quarter. \$100 for 1st quarter, \$200 for 2nd quarter, \$300 for 3rd quarter, \$400 for 4th quarter. if fails to receive at any quarter- gets zero and then drops back to \$100 and start all over for rest of year. if certain profit goals are met, a semi annual profit share can occur for all employees. these happen april and october for payment.	1

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

Answered 54 times

Skipped 89 times

Text area input

Results	
none	8
n/a	6
na	1
same	1
bonus at some point	1
end of the year bonus	1
401k contributions, 3%	1
same as all other employees.	1
spot bonus incentive program	1
ye bonus, 401k profit sharing	1
quarterly discretionary bonuses	1
potential percentage bonus based on metrics	1
holiday bonus: 2.08% 0-4 years, 3.02% 5 years	1
5% annual bonus based on meeting budgeted goals	1
production bonus based on meeting production targets	1
annual bonus paid based on overall company performance	1
annual performance target bonus & quarterly incentive plan	1
discretionary bonus based on company performance and growth.	1
bonus structure is based on both company and employee performance.	1
company overall performance rating and individual performance rating.	1
eligible for company profit sharing bonus after 2 years of employment.	1
bi-weekly incentive plan based on customer delivery and annual bonus plan	1
5% to 10% incentive if company goals met based on your gross wages for the year	1
bonuses are calculated based on company performance and individual contribution	1
spot bonuses based on commendations above and beyond; annual performance bonuses	1
percentage based on employee level and the overall company and individual performance	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
performance bonus,profit sharing bonus if we meet our sales projections, commissions based on sales	1
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	1
employees are eligible for spot bonuses, semi-annual staff bonuses, and our employee stock ownership plan	1
target 7% of eligible earnings varies with site and company annual performance uses a balanced scorecard.	1
a bonus can be given for outstanding achievements, awards from customers, employee referrals, and annual bonuses.	1
generally a 4% target for individual contributors, split between performance (2%) and a financial metric for the site (2%).	1
if certain profit goals are met, a semi annual profit share can occur for all employees. these happen april and october for payment	1
we have not formalized a policy or procedure for this. last bonus amount based on input from executive management and reviewed/updated/approved by president	1
10% goal of employee's gross salary per year. annual christmas bonus - gross is same for all. spot bonuses are available throughout the year for significant achievements.	1

Results	
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
we utilize a three-tier total compensation package approach to employee compensation. this total compensation package approach consists of three core areas including: base wage/salary, performance bonus structure and fringe benefits.we	1
there is a bonus pool established for the company based on profitability. we also have a discretionary bonus option . supervisors can reward employees for going above and beyond with a bonus ranging from \$250 to \$1,000 based on the actions taken.	1
bonus program is done on a fiscal year based on how the organization does financially as well as how each employee performs on their annual performance appraisal. bonus must be approved by board of directors. the bonus can be up to 10% of employee's annual salary.	1
all employees are eligible for performance incentives in the form of cash. all employees are eligible to receive discretionary contributions to their esop account, based on company performance. all employees are eligible to receive stock appreciation rights, based on performance.	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

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

Answered 75 times
 Skipped 68 times
 Text area input

Results	
none	4
n/a	3
varies	1
10% aip	1
% of profits	1
discretionary	1
profit sharing	1
at corporate level	1
bonus at some point	1
annual profitsharing	1
end of the yea bonus	1
annual performance bonuses	1
determined bu bod each year	1
we receive 2 bonuses a year.	1
annual bonus based on profits	1
non-qualified plan enrollment	1
percentage of annual base pay	1
ye bonus, 401k profit sharing	1
quarterly profit sharing bonus	1
quarterly discretionary bonuses	1
3% of salary to 401k profit sharing	1
bonus based on meeting set objectives	1
no executive staff based in huntsville.	1
signing bonus, incentive bonus and 5% psc	1
targets based on annual revenue and ebitda	1
potential percentage bonus based on metrics	1
annual bonus plan, long term stock incentives	1
401k profit sharing plan that is discretionary	1
10% annual bonus based on meeting budgeted goals	1
sti based on growth and profitability for the year	1
fiscal year determination based on annual profitability	1
end of year bonus depending on performance, hours worked	1
targeted leaders have % of base pay incentive opportunity	1
discretionary bonus based on company performance and growth.	1
bonus structure is based on both company and employee performance.	1
annual bonus paid based on overall company and individual performance	1
company overall performance rating and individual performance rating.	1

Results	
discretionary profit sharing plan that is paid into their 401(k) plan.	1
eligible for company profit sharing bonus after 2 years of employment.	1
bonus incentive based on delivery, production, safety & cost objectives	1
there is a bonus pool established for the company based on profitability.	1
incentive program - goal driven and deferred compensation relative to tenure	1
quarterly pay for performance program based on revenue, profit, and efficiency	1
5% to 10% incentive if company goals met based on your gross wages for the year	1
bonuses are calculated based on company performance and individual contribution	1
annual awards based on performance rating are available for outstanding performance.	1
discretionary bonuses paid annually based on individual and overall firm performance.	1
percentage based on employee level and the overall company and individual performance	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
holiday bonus: 2.08% 0-4 years, 3.02% 5 years. short term incentives and long term incentives	1
performance bonus,profit sharing bonus if we meet our sales projections, commissions based on sales	1
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	1
incentive compensation based on company financial and personal performance and a long term incentive plan	1
target % of base salary varies with individual, site, and company annual performance: uses a balanced scorecard	1
executives participate in the parent company bonus plan at targets ranging from 10% to 40% of base compensation.	1
a bonus can be given for outstanding achievements, awards from customers, employee referrals, and annual bonuses.	1
executives are eligible for performance-based cash bonuses tied to the financial growth and success of the business.	1
generally a 8% target for managers / executives, split between performance (4%) and a financial metric for the site (4%)	1
executive staff are eligible for annual cash bonuses and long term cash bonuses, as well as our employee stock ownership plan	1
eligible for discretionary annual bonus after 1 year of employment & potential for discretionary spot bonus at ceo's direction	1
a quarterly bonus is paid to the executive team according to pay rate and longevity in the company if the company has a profit in that quarter.	1
annual officer bonus decided by board of directors;annual discretionary profit sharing into retirement plans (401(k) and esop);sars;phantom stock.	1
we have not formalized a policy or procedure for this. last bonus amount based on input from executive management and reviewed/updated/approved by president	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
we utilize a three-tier total compensation package approach to employee compensation. this total compensation package approach consists of three core areas including: base wage/salary, performance bonus structure and fringe benefits.	1
bonus program is done on a fiscal year based on how the organization does financially as well as how each employee performs on their annual performance appraisal. bonus must be approved by board of directors. the bonus can be up to 10% of employee's annual salary.	1
if certain profit goals are met, a semi annual profit share can occur for all employees. these happen april and october for payment. staff can also receive bonus at end of calendar year if certain goals are met. annual bonus for staff members based on goals met.	1
also eligible for annual incentive award/cash bonus. also receive two annual stock grants with 3 year vestings - performance based on january 1st and time-based on march 1st. combined total of two grants have a target of 115-350% of base salary, depending on neo position.	1
all executives are eligible for performance incentives in the form of cash. all executives are eligible to receive discretionary contributions to their esop account, based on company performance. all executives are eligible to receive stock appreciation rights, based on performance.	1

Results	
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

4.34. Please describe any skills-based pay programs in place including for what positions, how much is offered in pay increases, and what is the basis of skills needed to acquire for increases.

Answered 46 times

Skipped 97 times

Text area input

Results	
n/a	14
none	5
na	1
certifications	1
none at this time	1
yes we will offer a skill premium	1
cross trained,\$1.00 per hr. extra, learn 2nd job	1
discretionary based on performance and longevity	1
not at this time. working on developing in position certifications	1
job progression in labors/helpers.... \$ 0.50/hour increase per job passed off	1
lead is \$1 over highest rate in dept, safety lead \$1.50 over their current rate	45
maintenance earn pay increases with added education and training and then by passing assessment tests.	1
we offered a \$5,000 annual pay increase to our corporate accountant if cpa certification was obtained.	1
maintenance skills testing, avg.\$.75-\$1.5 increase. must pass specified nocti test to advance to next level	1
wage progression for skilled team members occur every six months based on their starting wage in the progression	1
step rate progression (for non-exempt population only). various levels based on skills set and certification criteria.	1
skills based on position, level 1 - 7% incr, level 2 - 4% incr, level 3 - 6% incr, level 4 - 8% incr, level 5 - 10% incr.	1
company paid skills courses, certifications and licenses, and higher education (college, university, and vocational school)	1
5 tier pay classification for certification of each production level. each level the employee must pass certification test and a board review.	1
operations, maintenance, and lab progression systems for all positions. each have levels of progression with varying skills and pay increases.	1
some positions for entry level college graduates have skills/benchmarks they must complete to receive pay increases based on completion of each criteria.	1
for production, fully trained pay offered per operator grade, generally amounts to a \$1 per hour increase. skills needed to acquire vary depending on the area.	1
for hourly employees there are tiers of technical competence. the tiers are based on air products technical requirements, usually specific to each plant, and performance of the individual.	1
additional pay increases for qualified skills - welding \$1.50/hour, furnace \$0.75/hour, sap \$0.75/hour, certified production technician \$1.25/hour, certified reliability maintenance technician \$1.25/hour	1
wpc - utility workers 1st 3 months + 500 hours + cdl= one (1) step increase (~ 5%) 2nd 9 months + 1500 hours + cdl + ic = one (1) step increase (~ 5%) 3rd 18 months + 2950 hours + cdl + ic= one (1) step increase (~ 5%)	1
operations technicians and maintenance technicians have two six month 'training buckets' during original placement. after 6 months and achieving training bucket, they receive .50 / hour increase.once two training buckets (1.00/hour) is achieved, they then are eligible for annual merit increase.	1
set on tools (sot) certification: once employee has completed training and shows proficiency in setting tools a merit increase will take place. set on machine (som) certification: once employee has completed training and shows proficiency in setting up machines a merit increase will take place.	1
skill based programs exist in the molding department, warehouse department and maintenance department. there is a \$1.00 increase from level 1 to level 2 in molding, there is a \$1.25 increase from a material handler 1 to material handler 2 and \$1.66 increase from a material handler 2 to material handler 3.	1

Results	
clinical staff is subject to a productivity incentive. if their average productivity meets or exceeds their quarter goal, which is based on 65% of hours being billable, then the employee qualifies for a quarterly \$500 bonus. if the employee meets their productivity goal all 4 quarters out of the fiscal year, they qualify for an additional \$2000.	1

4.35. Please describe any classification system of employees you have based on tiers. Please include how this affects your wages and wage increases based on tiers.

Answered 43 times

Skipped 100 times

Text area input

Results	
n/a	12
none	3
na	1
operator grade i - iii	1
5 grades, step pay progression	1
tiers are based on gsa schedules	1
based on education and experience	1
working on setting up tiers groups this year.	1
hourly matrix based on job title and skill level	1
employees are classified based on machines they operate	1
prepared foods class a, b & c increase of \$.25 increase / level	1
maintenance department. advance to next tier based on skill set.	1
job progression in labors/helpers only. 1-5, \$ 0.50/hr difference per job passed off	1
tech i, tech ii and tech ii tech i is skilled labor, tech iii is entry level operators	1
program manager 1 and 2, based on level of responsibility and size of programs managed.	1
some positions have different levels based on experience, performance and education requirements.	1
air products typically uses a three tier system for technical roles. wages increase \$3-4 per hour as you approach tier 1.	1
press operators are classified in tiers. 1-4. each tier is more advanced, with the final tier being capable to step in for a supervisor.	1
professionals (exempt), support (non-exempt), technical (non-exempt), management (exempt), and leadership (exempt). each category has 5-6 pay bands each.	1
employees have outlined certifications and timelines in which to meet them. once employees hit milestones within their job, they can advance to the next pay grade	1
production chemical operators are on classification tiers depending on their experience and qualification. 5 tiers in total (entry level to control room operator)	1
each position has different levels/tier (ex. entry, basic, intermediate, advanced). depending on the level, employees wages will continue to grow to fit their current level.	1
levels 1-4. level 1 is 0-2 years of experience and we go up from there. generally the average difference from level 1 to 2 is 10%, level 2 to 3 is 12% and level 3 to 4 is 12%.	1
entry, intermediate, senior, lead. entry level employees get the base rate of pay whereas lead levels get the highest rate. wage increases are typically the same across the board at 2-3%.	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
mdr is a small company. our engineering positions at this time are intern, basic, junior, and senior engineers . the increases depend on outstanding work contributions, niche positions, and years of experience.	1
we use a 5 tier classification system. the system is based from entry level to subject matter expert. salary ranges are based on the most current bureau of labor statistics in accordance with appropriate percentiles.	1
hourly production tier 1 employees...have two tiers of pay. legacy employees rates top of range is \$17.00; employees hired after 2002 top of range is \$16.40. all other production tiers are the same range and not based on seniority.	1
operation technician i: 16.00 - 20.00, operation technician ii: 18.00 - 22.00, operation technician iii: 20.00 - 24.00, maintenance technician iii: 18.00 - 22.00, maintenance technician 4: 25.00 - 30.00, maintenance technician 5: 28.00 - 32.00; maintenance technician 6: 31.00 - 35.00	1

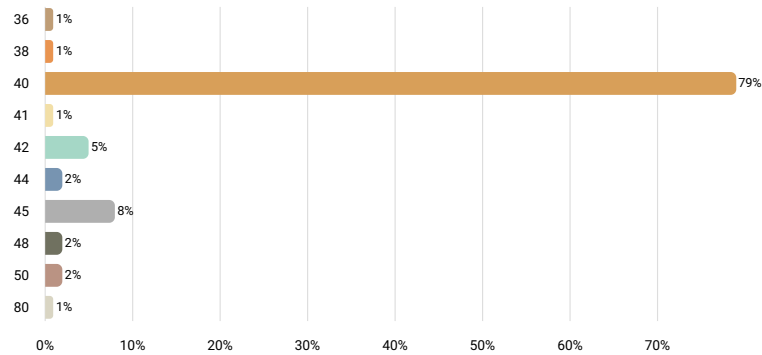
Results	
each employee is assigned an applicable labor category and associated grade based on qualifications (educations and applicable years of experience). each grade is a pay range based on local market conditions and forecast of the current economic environment. a grade pay range is approximately +/- 15% from the midpoint of the range. generally, employees in the lower levels of the grade pay range will experience higher annual wage increases than employees closer to the top of the grade pay range.	1

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

Answered 131 times

Skipped 12 times

Number input



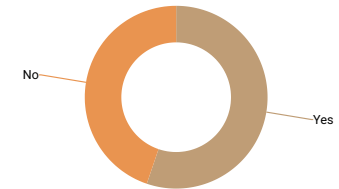
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	45
Mean	41
Median	40
Standard deviation	4

4.37. Does your company have positions that are leveled?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	53%	76
No	43%	62

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

Answered 64 times

Skipped 12 times

Text input

This question is applicable when the following conditions are met:

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

Results	
	3 10
	5 6
	5 levels 2
	4 1
	6 1
	4-6 1
	up to 6 1
	typically 4 1
	levels 1 - 4 1
	engineering - 2 1
	generally 3 levels 1
	specialist level 1-3 1
	3 levels per position 1
	multicraft levels 1 - 5 1
	3 - junior, mid-level, senior 1
	press operators have 4 levels 1
	technical positions job grades 1-4 1
	mid levels-2 support staff-3 billing-3 1
	most professional positions have 4 levels 1
	engineering levels 1-5, technician level 1-2 1
	varies and depends on awarded work requirements. 1
	engineer/scientist have 9 levels; sme has 5 levels; 1
	building tech 1-4 plus chief building tech; admin 1-2 1
	most positions we have that are tiered has two levels 1
	most of our jobs have at least 4 levels and up to seven. 1
	2 levels for herbicide applicator (based on certification) 1
	most technical and analytical positions have about 5 levels 1
	most have 3, but some have 4 to include a sr. level position 1
	individual contributor: a-f manager/supervisor: a-f executive: v 1
	associate has 5 levels, technical has 5, subject matter expert has 4 1
	each position has a grade - most positions would have at least 3 levels 1
	4 levels for professional workers. 3 levels for professional administrative 1
	engineering roles typically have 6 levels, production positions have 4-5 levels 1
	research positions have 4 steps, professional administrative 2-3, technical 2-3 1
	technical positions have 5 or 6 levels;administrative positions have 3-4 levels. 1

Results	
varies by job category. engineer i - vi; program analysts i - x; software engineer iii	1
professional technical/engineering positions have 6 levels; technician/clerk positions have 4 levels	1
sewing we have 3 level. production employees we have 3 levels , printroom operators we have3 levels	1
salaried positions - different levels; production levels such as machine operator level 1, level 2, level 3.	1
professional technical/engineering positions have 5 levels, managerial 3 levels, and executive positions 1 level.	1
maintenance 4 levels + trainee, refrigeration tech 3 levels + trainee, shift mgr 2 levels, operations mgr 2 levels	1
engineer, scientist, analyst, software developer = 1-6, technician, program analyst, senior management, admin - 1-4	1
engineering tends to have 5 levels, production generally has 3 levels and most professional positions have 4 levels.	1
all company mangement/professional and technical positions might have up to 6 levels, whereas administrative might have 3 levels.	1
technical junior positions have 3 levels, technical base positions have 3 to 5 levels. technical senior positions have 3-5 levels.	1
at local air products facilities tiers are only for supervisors and managers. within the region there are 5 tiers that see active use.	1
some positions have 2 - 3 levels but it's job specific and not by job categories ; for example general clerk i, ii, iii ; civil engineer i, ii, iii ; traffic signal tech i & ii; traffic eng. i & ii	1
senior tech/mgmt staff 6; engineer/scientist 9; tech analyst/spec 6; machinist 4; technician 4; engineering aide 1;senior admin/mgmt staff 4; admin analyst/specialist 4; graphics ill 3; admin staff 4	1
accountant- 4 levels; aircraft mechanic-3 levels;avionics mechanic-2 levels; buyer-4 levels; billing analyst- 3 levels; contract administrator- 4 levels; electrical assembler-5 levels; electrical engineer-4 levels; instructor-4 levels; integrated master scheduler-3 levels; it technician- 5 levels; machinist- 4 levels; mechanical engineer- 4 levels; program analyst- 3 levels; program manager- 3 levels; quality inspector- 4 levels; structural installer- 2 levels; technical writer- 3 levels; test technician- 4 levels	1

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

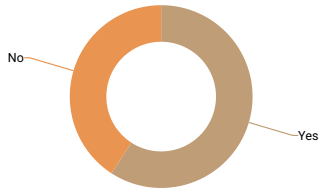
Answered 76 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	55%	42
No	38%	29

5. Compensation Overview

6.1 Support Staff Positions (17 occupations)

6.1.1 Accounting Clerk

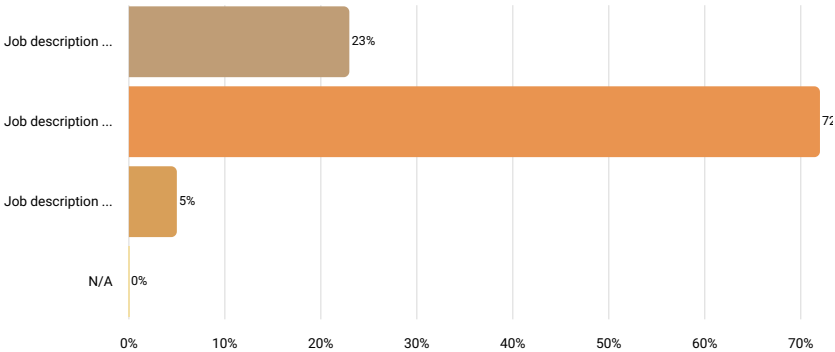
Job description

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

Answered 43 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	23%	10
Job description matches the position at your company very well	72%	31
Job description is perceptibly stronger than the position at your company	5%	2
N/A	0%	0

Job Title (if different than above)

Answered 19 times

Skipped 24 times

Text input

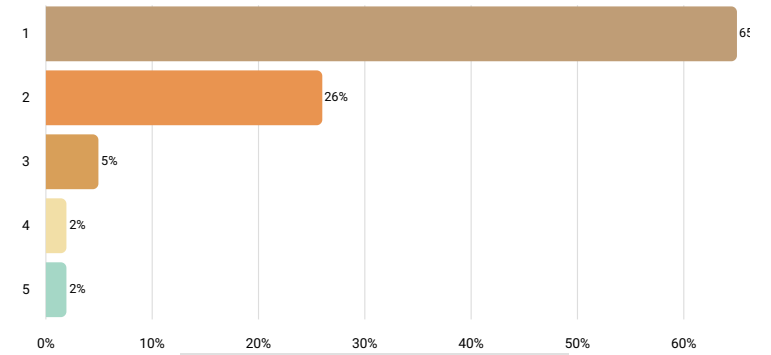
Results	
accounting specialist	2
accounts payable clerk	2
accountant	1
bookkeeper	1
ap / ar clerk	1
accounting admin	1
junior accountant	1
accounting assistant	1
accounting associate	1
clerk ii/ accounting	1
payroll administrator	1
accounting tech i & ii	1
accounts receivable clerk	1
accounts payable specialist	1
accounts payable/receivable	1
accounting assistant/technician	1
accounts payable, accounts receivable	1

Number of Employees Currently in This Position

Answered 43 times

Skipped 0 times

Number input



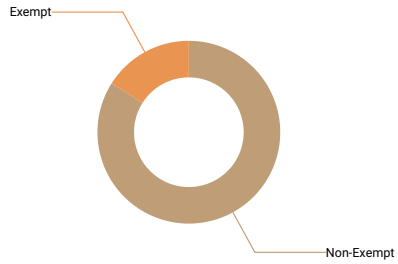
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 43 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	84%	36
Exempt	16%	7

Compensation data

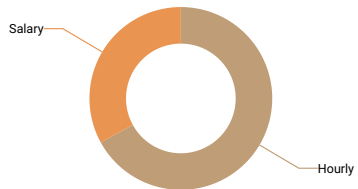
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	21	13	15	16	19	24	17	16	6
Pay Range Maximum Rate	20	16.5	19	24	28.5	30	24	24	6
Actual Lowest Base Rate	23	15	17	19	23	25	20	19	4
Actual Average Base Rate	26	16	18	21	23	25	21	21	4
Actual Highest Base Rate	23	17	18	22	24	26	21	22	4
If there is a step progression in place, enter the number of steps	7	0	0	3	3	4	2	3	2
Average Incentive Bonus or Other Cash Bonus (Annual)	12	0	0	100	2,289.5	4,253	1,284	100	1,835
Pay Range Minimum Salary	9	33,700	35,000	39,000	43,300	45,600	39,051	39,000	4,564
Pay Range Maximum Salary	9	42,000	44,500	50,070	60,000	65,664	52,682	50,070	9,163
Actual Lowest Base Salary	11	33,945	34,320	41,820	44,500	51,500	41,145	41,820	7,126
Actual Average Base Salary	11	33,945	38,725	42,958	44,500	53,560	42,713	42,958	6,903
Actual Highest Base Salary	10	33,719.5	41,820	43,129	45,564	56,030	44,009	43,129	7,634
Average Incentive or Other Cash Bonus (Annual)	8	0	0	500	3,500	12,000	2,500	500	4,209

Is this position paid an hourly rate or annual salary?

Answered 43 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	29
Salary	33%	14

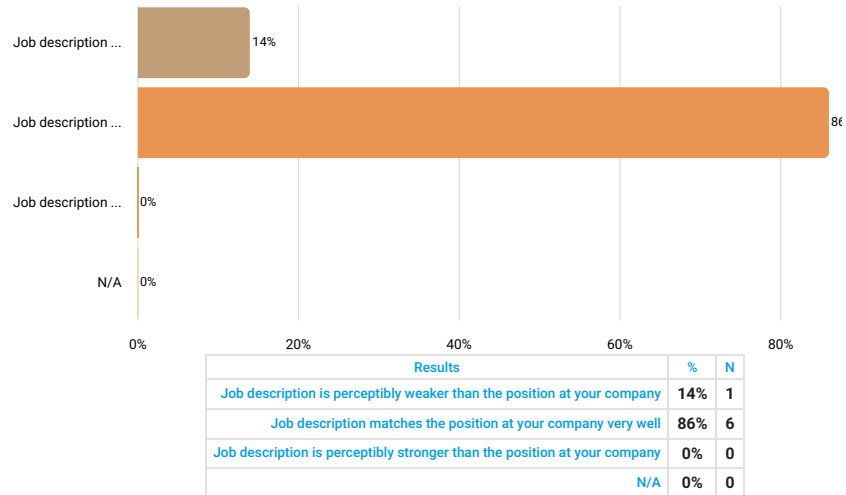
6.1.2 Secretary

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times
Skipped 2 times

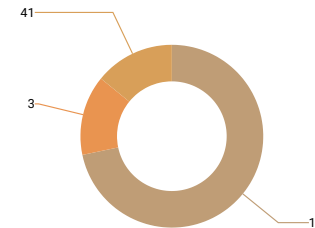
Text input

Results	
receptionist	2
secretary ii	1
administrative assistant - operations	1
lead community ambassador coordinator	1

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



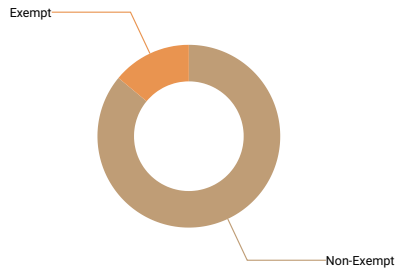
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	41
Mean	7
Median	1
Standard deviation	15

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

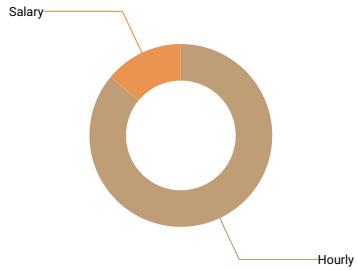
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	7	9	10	13	21	12	10	5
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	12	15	15	16	21	16	15	3
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

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

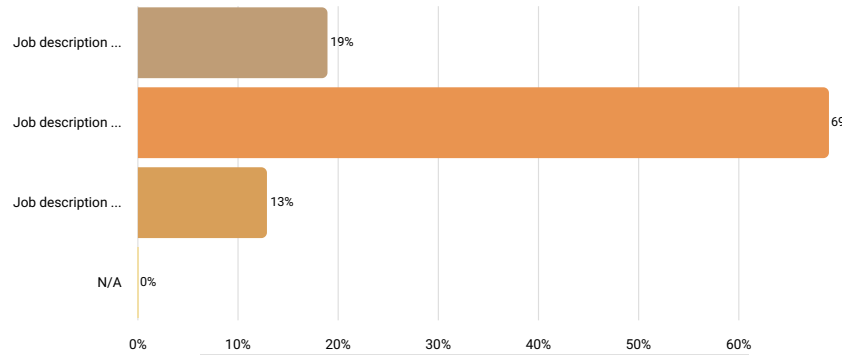
6.1.3 Administrative Assistant/Executive Secretary

Job description

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

Answered 54 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	69%	37
Job description is perceptibly stronger than the position at your company	13%	7
N/A	0%	0

Job Title (if different than above)

Answered 22 times
Skipped 32 times

Text input

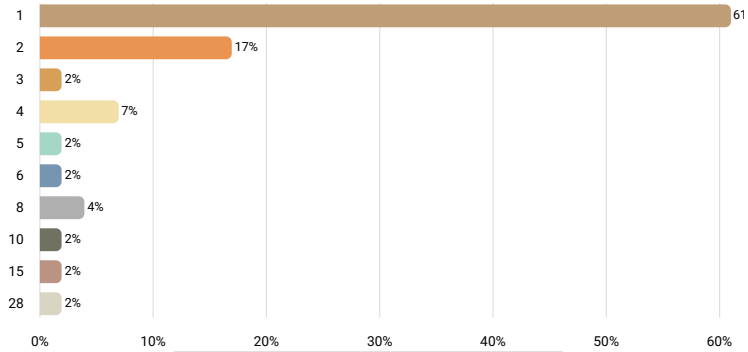
Results
executive assistant
administrative assistant
administrative aide
executive secretary
administrative senior
administrator specialist
guest service specialist
administrative assistance
administrative specialist
administrative coordinator
sr. administrative assistant
administrator - executive support
administrative assistant ii and iii
administration i & admin/facility assistant ii
executive admin assistant, operations support specialist, administrative assistant, administrative analyst, administrative specialist, chief of staff

Number of Employees Currently in This Position

Answered 54 times

Skipped 0 times

Number input



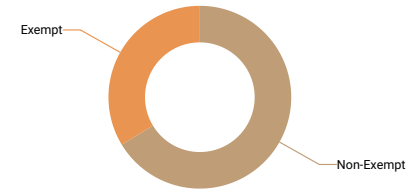
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	3
Median	1
Standard deviation	4

FLSA Status

Answered 54 times

Skipped 0 times

Select one answer (radio button)



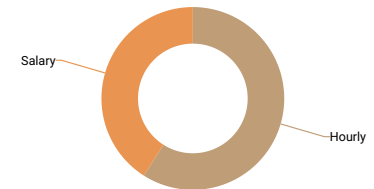
Results	%	N
Non-Exempt	65%	35
Exempt	33%	18

Is this position paid an hourly rate or annual salary?

Answered 54 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	59%	32
Salary	41%	22

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	26	12	13	15.5	20	25	17	16	5
Pay Range Maximum Rate	24	15	20.5	25	31	36	26	25	7
Actual Lowest Base Rate	25	12	15	19	22	30	19	19	6
Actual Average Base Rate	26	15	16	20	25	30	21	20	6
Actual Highest Base Rate	24	15	18	21	27	30	23	21	6
If there is a step progression in place, enter the number of steps	9	0	2	3	4	4	3	3	2
Average Incentive Bonus or Other Cash Bonus (Annual)	15	0	0	0	1,283	2,800	841	0	1,680
Pay Range Minimum Salary	17	25,584	35,299	42,328	48,969	64,000	43,139	42,328	14,310
Pay Range Maximum Salary	17	44,000	60,278	72,494	76,800	96,000	68,580	72,494	17,930
Actual Lowest Base Salary	17	36,566	45,115	57,958	65,520	90,000	57,010	57,958	20,170
Actual Average Base Salary	17	45,000	49,143	58,540	65,520	90,000	59,884	58,540	18,110
Actual Highest Base Salary	16	45,115	56,054	62,760	77,499.5	90,000	65,323	62,760	18,070
Average Incentive or Other Cash Bonus (Annual)	12	0	250	3,220	5,033	5,875	3,073	3,220	2,611

6.1.4 Purchasing Clerk

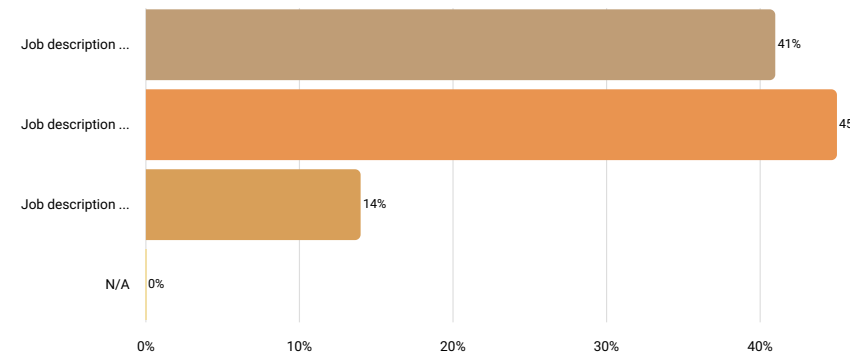
Job description

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	41%	9
Job description matches the position at your company very well	45%	10
Job description is perceptibly stronger than the position at your company	14%	3
N/A	0%	0

Job Title (if different than above)

Answered 17 times

Skipped 5 times

Text input

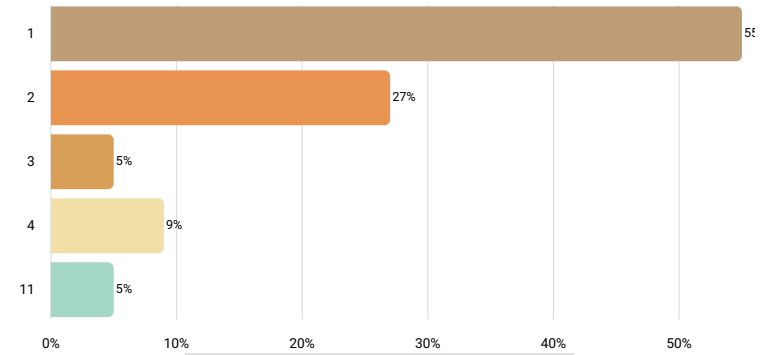
Results	
purchasing assistant	2
buyer	1
mro buyer	1
tda specialist	1
buyer associate	1
purchasing agent	1
maintenance clerk	1
spare parts clerk	1
supply chain clerk	1
procurement officer	1
contracts/purchasing	1
inventory specialist	1
maintenance coordinator	1
procurement coordinator	1
purchasing assistant/clerk	1
procurement coordinator & inventory analyst	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



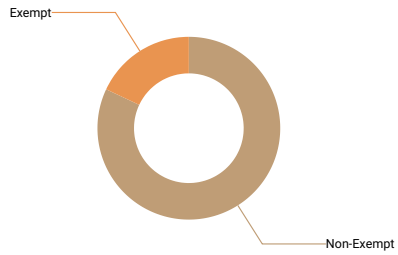
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

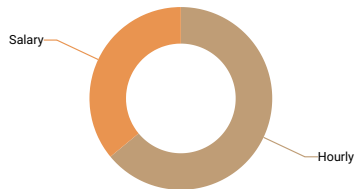
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	11	13	15	16	18	20	18	16	6
Pay Range Maximum Rate	11	19	20	22	25	26	23	22	5
Actual Lowest Base Rate	11	15	16	18	20	22	18	18	3
Actual Average Base Rate	11	15	16	19	23	25	20	19	4
Actual Highest Base Rate	11	16	18	21	25	29	22	21	5
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	6	0	0	0	0	600	100	0	245
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	36,699	38,451	41,956.5	53,791	89,911	50,461	41,957	20,340
Actual Average Base Salary	7	36,699	38,507	45,406	57,469	89,911	51,732	45,406	18,590
Actual Highest Base Salary	6	36,699	38,507	43,126	54,379	89,911	50,958	43,126	20,100
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	64%	14
Salary	36%	8

6.1.5 Human Resources Assistant

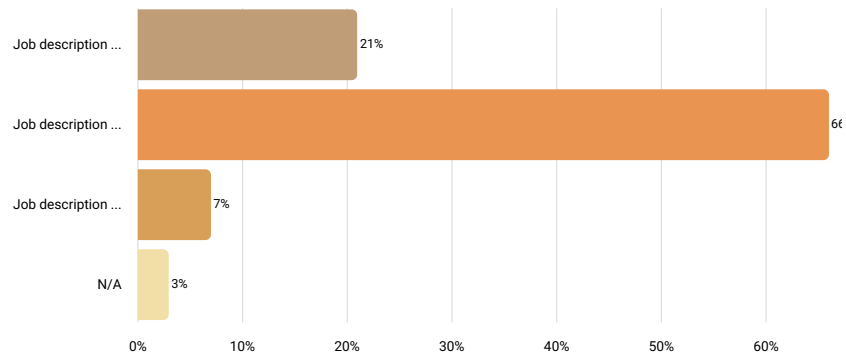
Job description

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	6
Job description matches the position at your company very well	66%	19
Job description is perceptibly stronger than the position at your company	7%	2
N/A	3%	1

Job Title (if different than above)

Answered 13 times

Skipped 16 times

Text input

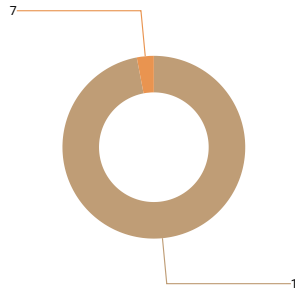
Results		
hr coordinator		2
hr assistant		1
hr specialist		1
office admin.		1
analyst hr operations		1
hr intern - part time		1
human resources assistant		1
administrative assistant i		1
human resources specialist		1
hr administrative assistant		1
human resources coordinator		1
hr administrator, national account rep, onsite account rep, recruiting coordinator, sr.national acct rep		1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



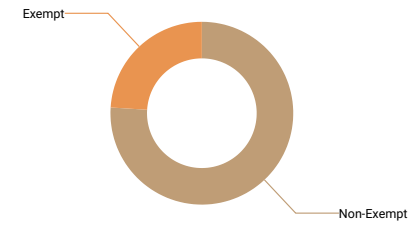
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



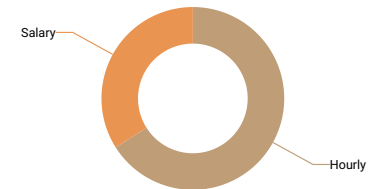
Results	%	N
Non-Exempt	76%	22
Exempt	24%	7

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	66%	19
Salary	34%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	15	13	14	15	17	19	16	15	6
Pay Range Maximum Rate	13	16	19	20	24	32	22	20	6
Actual Lowest Base Rate	14	15	16	19	21	25	20	19	6
Actual Average Base Rate	14	15	18	20	21	25	21	20	5
Actual Highest Base Rate	14	15	18	20	25	25	21	20	5
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	0	1,339	2,000	668	0	944
Pay Range Minimum Salary	6	36,000	37,700	42,700	48,524	54,500	43,687	42,700	7,502
Pay Range Maximum Salary	7	50,000	52,000	60,500	80,600	84,916	64,074	60,500	13,670
Actual Lowest Base Salary	7	36,000	37,598	43,618	57,622	96,000	52,283	43,618	20,810
Actual Average Base Salary	8	37,598	43,309	49,120	60,061	83,635	53,277	49,120	14,810
Actual Highest Base Salary	7	37,598	43,618	50,000	57,622	83,635	53,445	50,000	14,780
Average Incentive or Other Cash Bonus (Annual)	5	0	0	0	4	3,670	735	0	1,641

6.1.6 Customer Service Representative

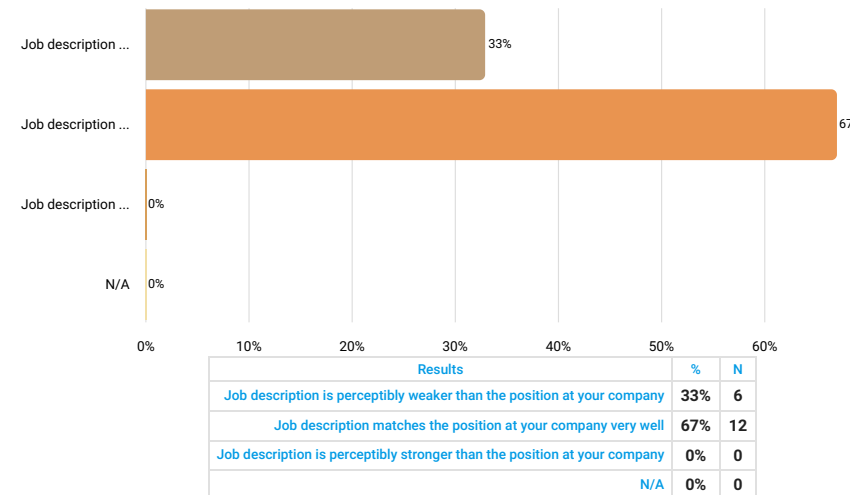
Job description

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times

Skipped 15 times

Text input



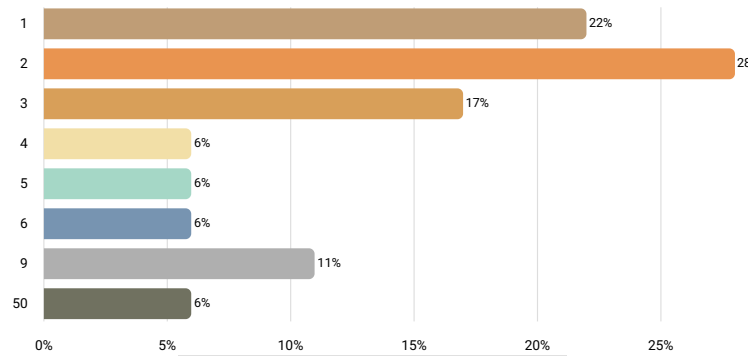
We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



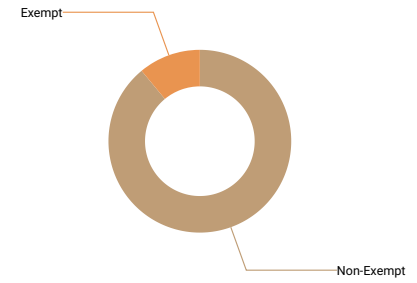
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2.5
75th percentile	5
90th percentile	9
Mean	6
Median	3
Standard deviation	11

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



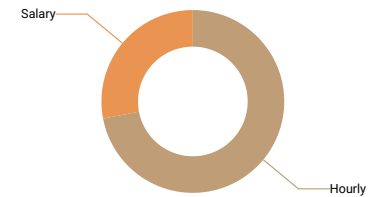
Results	%	N
Non-Exempt	89%	16
Exempt	11%	2

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	72%	13
Salary	28%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	8	11	13	14.5	16.5	19	15	15	3
Pay Range Maximum Rate	8	15	20	23.5	25.5	26	22	24	4
Actual Lowest Base Rate	10	13	14	17	20	20.5	17	17	3
Actual Average Base Rate	11	16	17	19	21	22	19	19	3
Actual Highest Base Rate	11	19	20	22	24	26	22	22	4
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

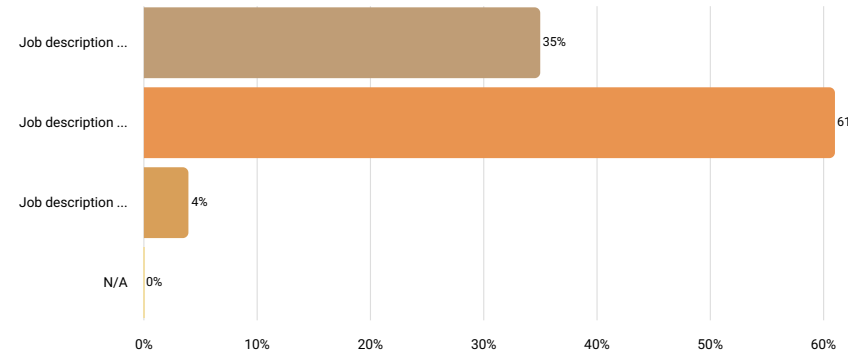
6.1.7 Telephone Operator/Receptionist

Job description

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

Answered 23 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	35%	8
Job description matches the position at your company very well	61%	14
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

Job Title (if different than above)

Answered 12 times
Skipped 11 times

Text input

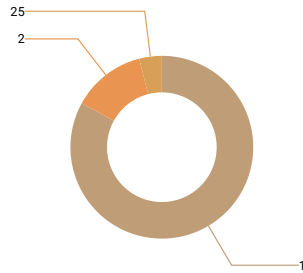
Results	N
receptionist	7
credit analyst i	1
office administrator	1
receptionist/front desk	1
resource desk coordinator	1
administrative assistant i	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



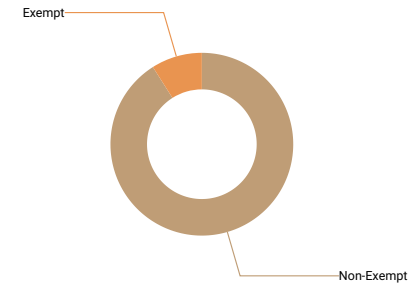
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	2
Median	1
Standard deviation	5

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



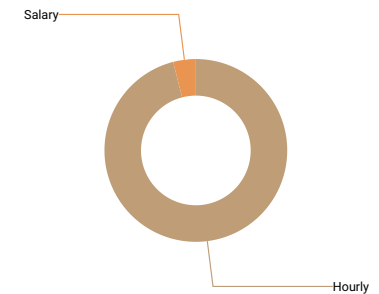
Results	%	N
Non-Exempt	91%	21
Exempt	9%	2

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	96%	22
Salary	4%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	15	10	11	13	15	16	13	13	3
Pay Range Maximum Rate	15	14	15	18	20	24	19	18	4
Actual Lowest Base Rate	18	10	14	15.5	18	22	16	16	4
Actual Average Base Rate	19	10	14	15	18	22	16	15	4
Actual Highest Base Rate	18	10	15	16.5	18	22	17	17	4
If there is a step progression in place, enter the number of steps	5	0	0	0	1	3	1	0	1
Average Incentive Bonus or Other Cash Bonus (Annual)	11	0	0	0	1,240	4,000	1,099	0	1,992
Pay Range Minimum Salary									
Pay Range Maximum Salary									

6.1.8 Benefits Clerk

Job description

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

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

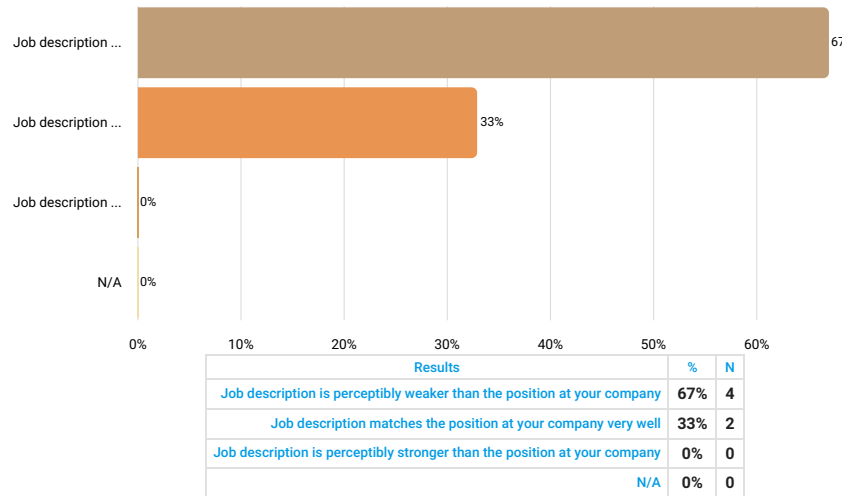
6.1.9 Collections Clerk

Job description

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

Answered 6 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times
Skipped 1 times

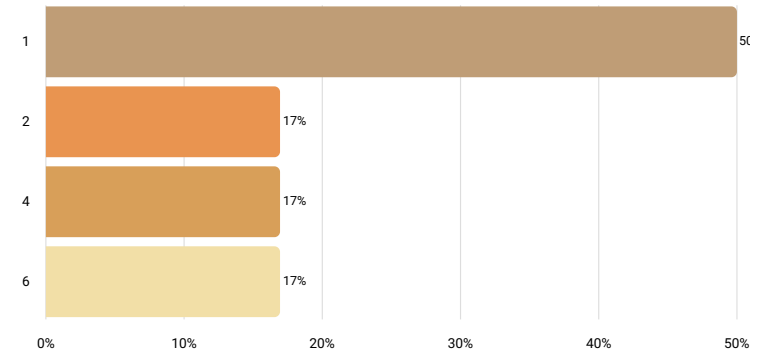
Text input

Results	
credit specialist	1
general clerk iii	1
collections specialist	1
credit analyst specialist	1
accounts receivable i & ii	1

Number of Employees Currently in This Position

Answered 6 times
Skipped 0 times

Number input



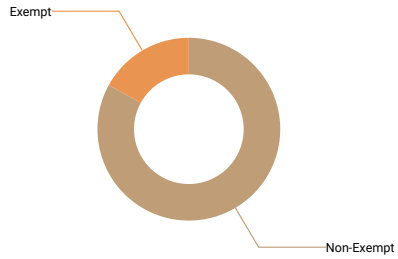
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	6
Mean	3
Median	2
Standard deviation	2

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

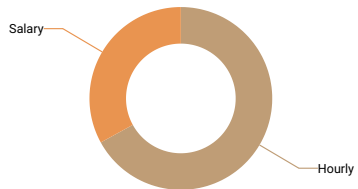
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	4
Salary	33%	2

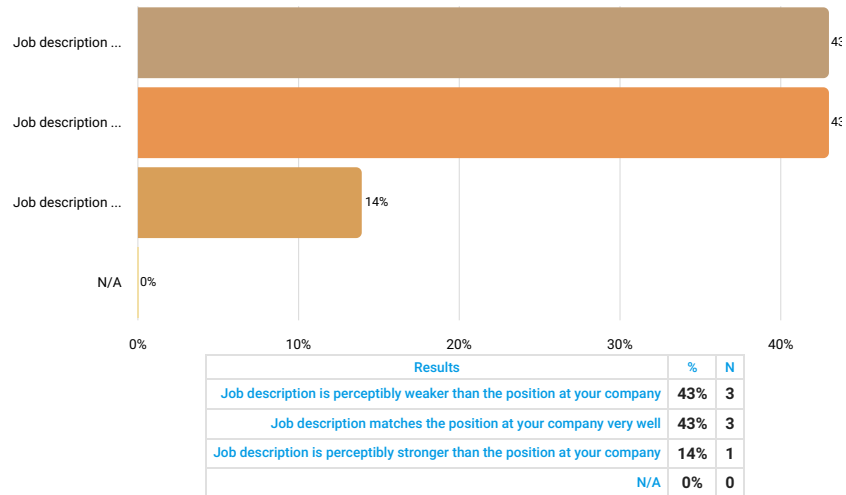
6.1.10 Contracts Assistant

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times
Skipped 2 times

Text input

Results	
contracts specialist	1
contracts administrator	1
invoicing clerk/specialist	1
contract and grants assistant	1
contracts administrator ii, cash flow analyst, contract billing analyst & compliance specialist ii	1

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



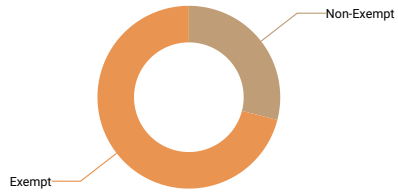
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	4
Mean	2
Median	2
Standard deviation	1

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

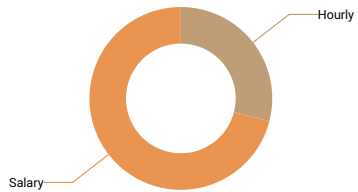
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	37,670	44,629	45,000	65,000	90,000	56,460	45,000	21,340
Actual Average Base Salary	5	42,378	44,629	45,000	70,836	90,000	58,569	45,000	21,080
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	2
Salary	71%	5

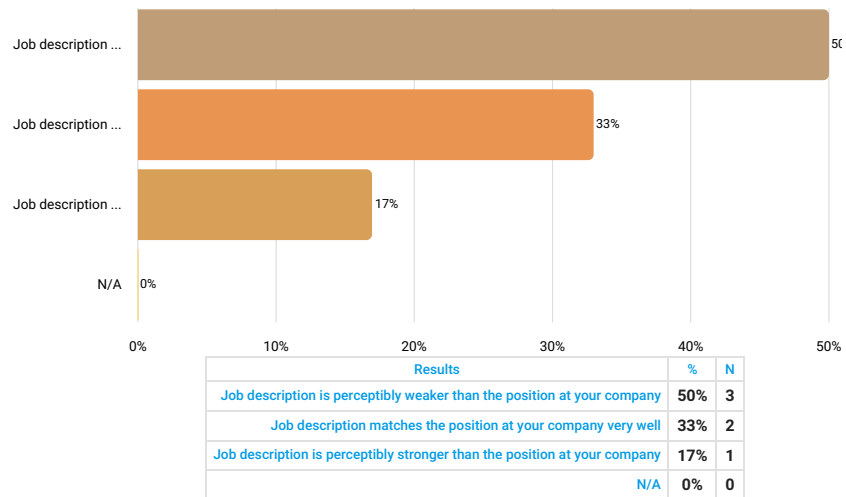
6.1.11 Dispatcher

Job description

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

Answered 6 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 2 times

Text input

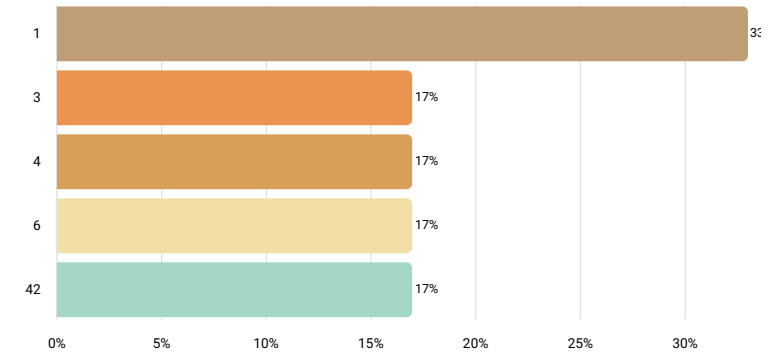


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 6 times
Skipped 0 times

Number input



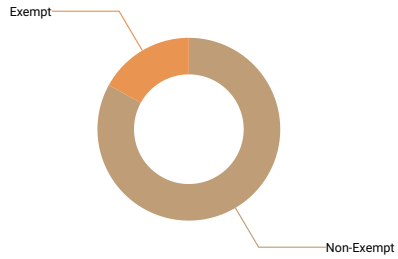
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3.5
75th percentile	6
90th percentile	42
Mean	10
Median	4
Standard deviation	16

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

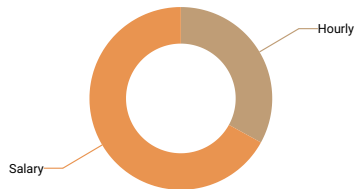
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	2
Salary	67%	4

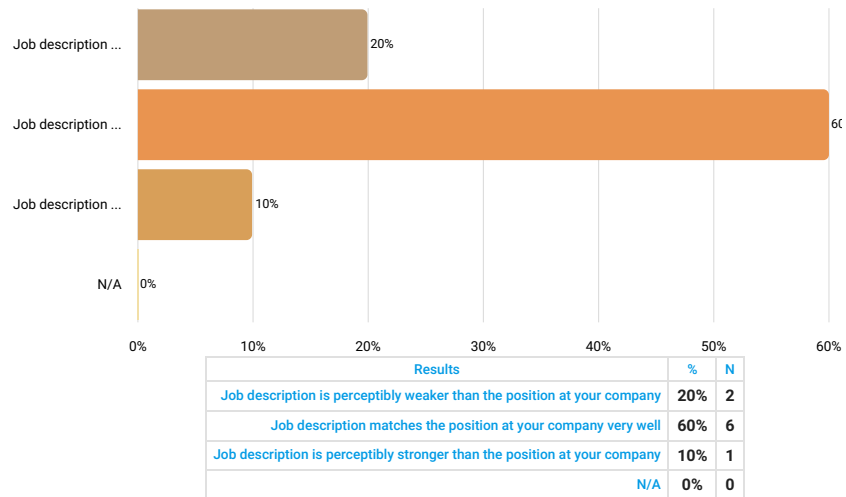
6.1.12 Document Control Specialist

Job description

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

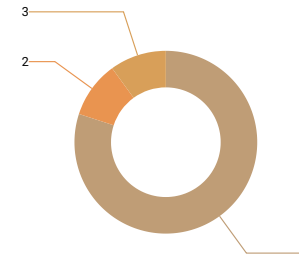
Text input

Results	
document writer	1
calibration technician	1
document control clerk	1
document security admin ii	1
records maintenance supervisor	1
analyst - engineering change instructions coordination	1

Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times

Number input



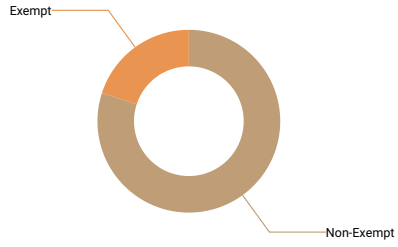
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2.5
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

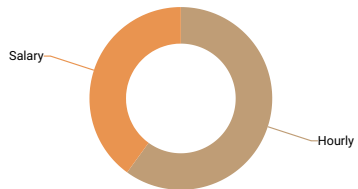
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	6	13	18	18.5	20	20	18	19	3
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	60%	6
Salary	40%	4

6.1.13 Expeditor

Job description

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

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times
Skipped 2 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times
Skipped 0 times

Number input



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

FLSA Status

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.1.14 Messenger/Courier

Job description

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

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 2 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

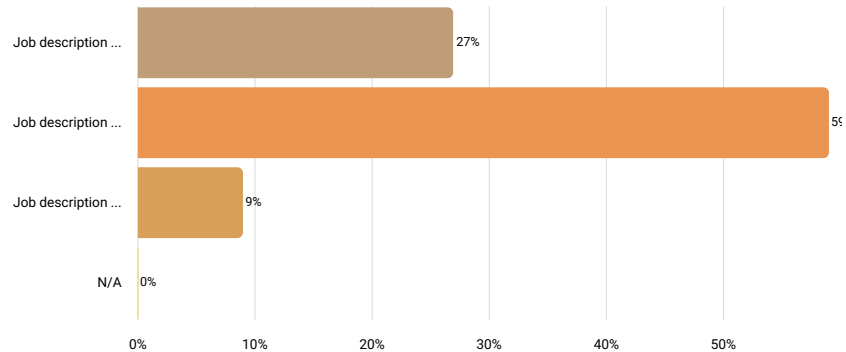
6.1.15 Payroll Specialist

Job description

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	59%	13
Job description is perceptibly stronger than the position at your company	9%	2
N/A	0%	0

Job Title (if different than above)

Answered 16 times
Skipped 6 times

Text input

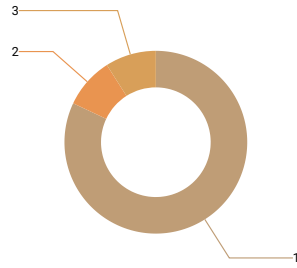
Results	
payroll administrator	4
payroll clerk	2
payroll accountant	2
accountant	1
accountant 1	1
accountant ii	1
payroll assistant	1
accountant/payroll specialist	1
payroll and benefits specialist	1
accountant 2/payroll administrator	1
payroll/retirement benefits specialist	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



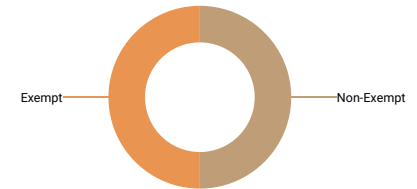
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



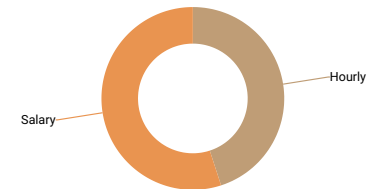
Results	%	N
Non-Exempt	50%	11
Exempt	50%	11

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	45%	10
Salary	55%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	16	17	18	20	21	18	18	2
Pay Range Maximum Rate	7	18	20	24	45	63	31	24	17
Actual Lowest Base Rate	6	17	18	20.5	21	26	21	21	3
Actual Average Base Rate	7	15	17	20	21	26	20	20	4
Actual Highest Base Rate	6	17	18	20.5	21	26	21	21	3
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	0	0	6,600	1,320	0	2,952
Pay Range Minimum Salary	8	35,360	43,456.5	46,814	50,143	80,000	49,523	46,814	13,260
Pay Range Maximum Salary	9	55,000	58,490	69,300	80,000	83,000	68,953	69,300	10,490
Actual Lowest Base Salary	9	41,488	46,000	46,838	65,000	72,382	52,842	46,838	11,450
Actual Average Base Salary	9	46,000	49,920	53,754	65,000	72,382	56,657	53,754	8,920
Actual Highest Base Salary	9	46,000	55,557	60,154	65,021	72,382	59,893	60,154	8,407
Average Incentive or Other Cash Bonus (Annual)	6	0	0	1,400	5,066	12,000	3,311	1,400	4,670

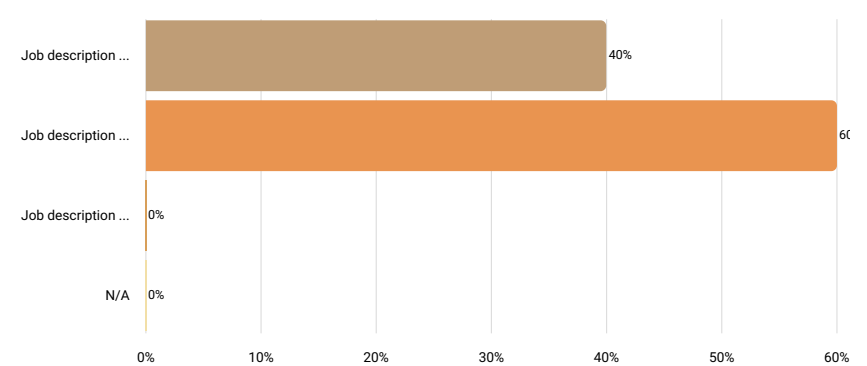
6.1.16 Security Assistant

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 4 times
Skipped 1 times

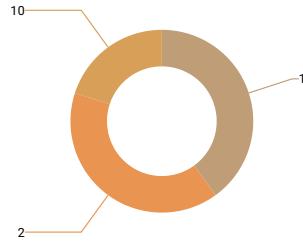
Text input



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

Number of Employees Currently in This Position

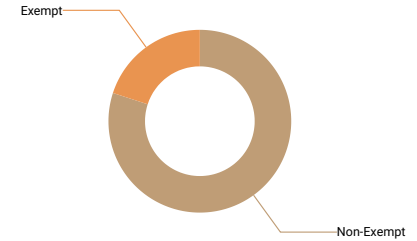
Answered 5 times
 Skipped 0 times
 Number input



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

FLSA Status

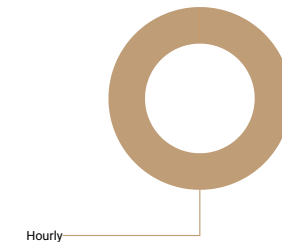
Answered 5 times
 Skipped 0 times
 Select one answer (radio button)



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

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	Standard deviation
Pay Range Minimum Rate	5	11	17	17	25	28	20	17	7
Pay Range Maximum Rate	5	15	24	28	31	38	27	28	9
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									

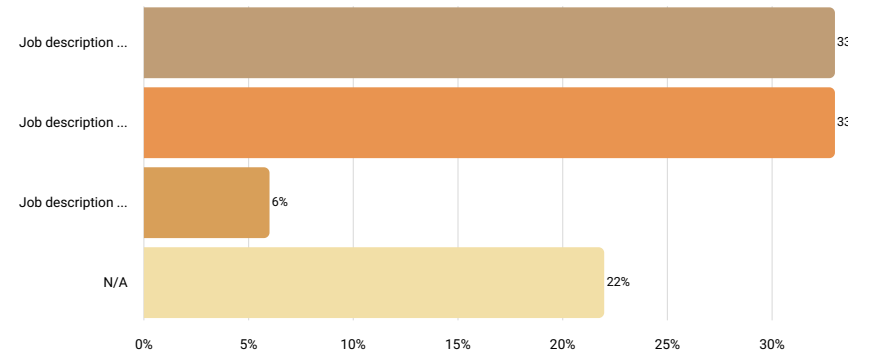
6.1.17 Clerk, General

Job description

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

Answered 18 times
Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	6
Job description matches the position at your company very well	33%	6
Job description is perceptibly stronger than the position at your company	6%	1
N/A	22%	4

Job Title (if different than above)

Answered 12 times

Skipped 6 times

Text input

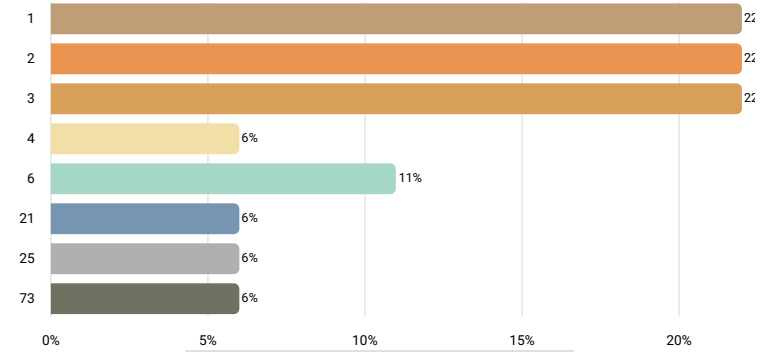
Results	
clerk	1
logistic clerk	1
general clerk ii	1
social media clerk	1
outside sales coordinator	1
administrative assistant i	1
administrator shop support	1
operations scheduling clerk	1
pc network support i, summer file clerk	1
proposal pricing analyst and proposal coordinator	1
sales support associate; it assistant; engineering clerk	1
plant clerk, product recorder, inventory assistant/,clerk	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input

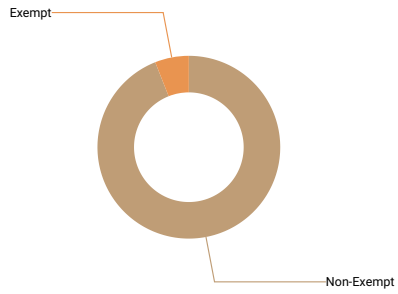


Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	25
Mean	9
Median	3
Standard deviation	17

FLSA Status

Answered 18 times
Skipped 0 times

Select one answer (radio button)



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

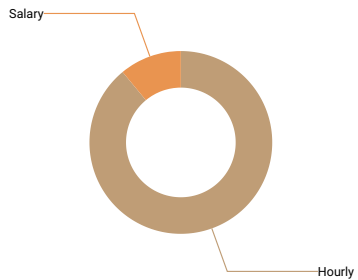
Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	13	10	12	14	15	19	14	14	4
Pay Range Maximum Rate	13	15	17	22	25	29	22	22	6
Actual Lowest Base Rate	14	11	12	15	16	24	16	15	5
Actual Average Base Rate	15	13	14	16	22	24	18	16	5
Actual Highest Base Rate	14	14	17	19.5	25	28	21	20	6
If there is a step progression in place, enter the number of steps	6	0	0	2.5	3	5	2	3	2
Average Incentive Bonus or Other Cash Bonus (Annual)	9	0	0	300	1,200	17,000	2,801	300	5,673
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 18 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	89%	16
Salary	11%	2

6.2 Technician Positions (17 occupations)

6.2.1 Engineering Technician - Level 1

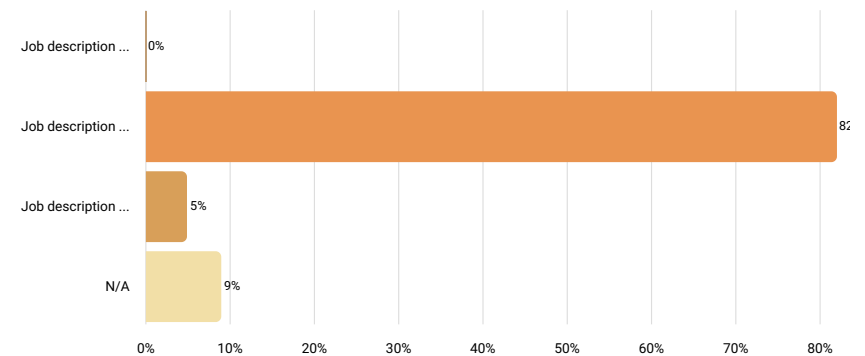
Job description

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	0%	0	
Job description matches the position at your company very well	82%	18	
Job description is perceptibly stronger than the position at your company	5%	1	
	N/A	9%	2

Job Title (if different than above)

Answered 11 times

Skipped 11 times

Text input

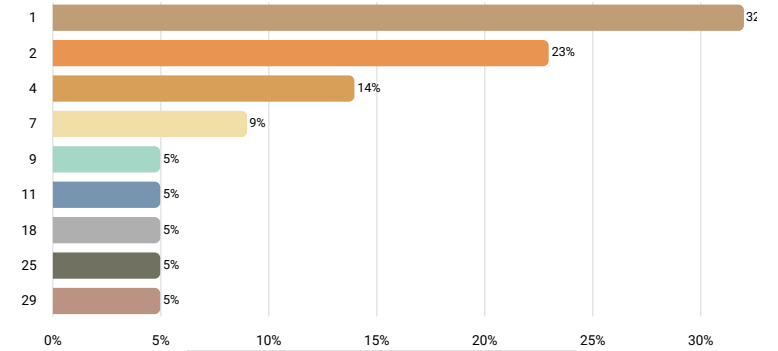
Results	
technician	2
engineering technician	2
engineer	1
technician i	1
intern/research	1
engineering intern	1
engineering specialist	1
research assistant i/ii	1
mechanical engineer intern, engineering intern, optical engineer/physics intern	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



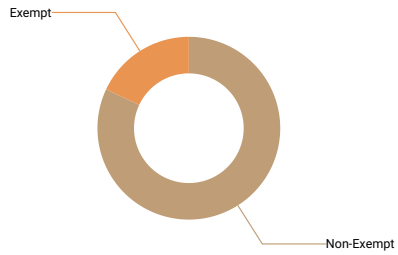
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	18
Mean	6
Median	2
Standard deviation	8

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

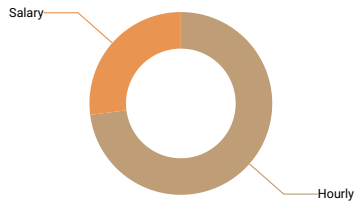
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	14	12	12	15	20	20	16	15	4
Pay Range Maximum Rate	14	14	18	21.5	26	30	22	22	7
Actual Lowest Base Rate	14	12	15	16.5	20	27	18	17	5
Actual Average Base Rate	15	12	15	19	22	27	19	19	5
Actual Highest Base Rate	14	12	15	21	25	28	21	21	6
If there is a step progression in place, enter the number of steps									
	6	0	3	4	5	5	4	4	2
Average Incentive Bonus or Other Cash Bonus (Annual)	6	0	0	0	500	500	167	0	258
Pay Range Minimum Salary	6	23,000	41,000	45,057.5	50,400	60,000	44,086	45,058	12,24
Pay Range Maximum Salary	6	40,000	58,000	73,240.5	80,000	85,700	68,364	73,241	16,83
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	73%	16
Salary	27%	6

6.2.2 Engineering Technician - Level 2

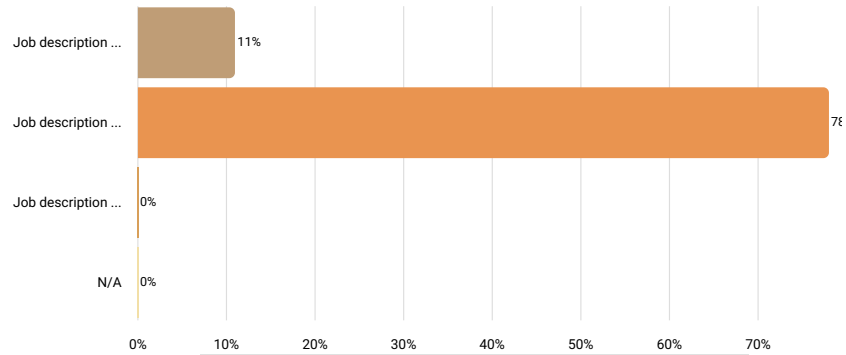
Job description

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	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 11 times

Text input

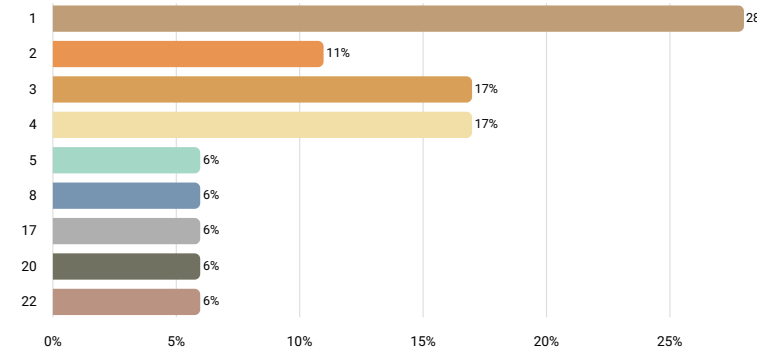
Results	
engineer	1
technician	1
lead technician	1
engineering tech ii	1
manufacturing tech 2	1
engineering specialist	1
research assistant iii/iv	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



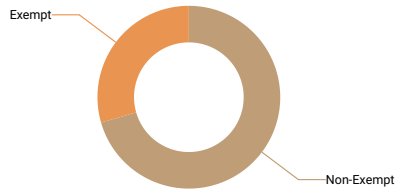
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	20
Mean	6
Median	3
Standard deviation	7

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	67%	12
Exempt	28%	5

Compensation data

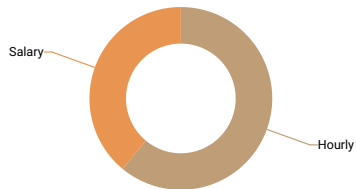
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	8	18	18	20.5	22.5	25	21	21	3
Pay Range Maximum Rate	8	20	25.5	28.5	32.5	46	30	29	8
Actual Lowest Base Rate	9	18	19	22	25	28	22	22	3
Actual Average Base Rate	11	19	22	25	25	28	25	25	7
Actual Highest Base Rate	10	21.5	25	25.5	29	30	26	26	3
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	34,000	45,000	52,840	67,000	70,000	53,613	52,840	13,720
Pay Range Maximum Salary	6	48,680	51,000	87,000	95,000	96,900	77,597	87,000	22,330
Actual Lowest Base Salary	6	27,978	45,000	55,540	70,000	80,896	55,826	55,540	19,060
Actual Average Base Salary	6	32,913	48,680	62,675	81,809	90,000	63,125	62,675	20,940
Actual Highest Base Salary	6	40,500	48,680	71,650	83,430	90,000	67,652	71,650	20,080
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	61%	11
Salary	39%	7

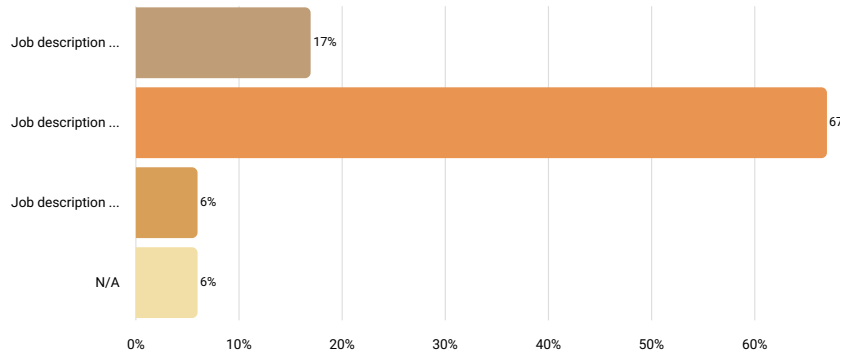
6.2.3 Engineering Technician - Level 3

Job description

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	17%	3
Job description matches the position at your company very well	67%	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 10 times

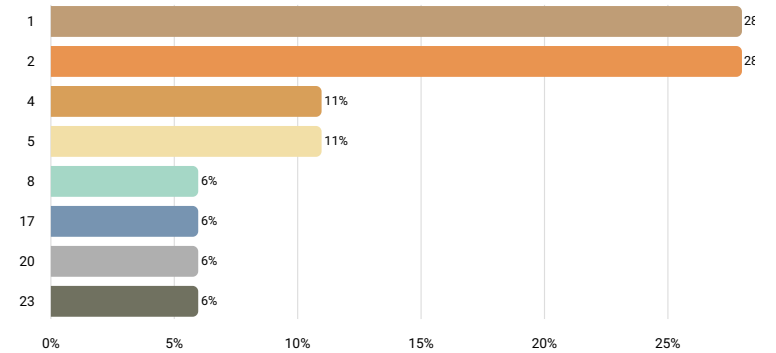
Text input

Results	
technician iii	1
manufacturing tech 2	1
engineer - mechanical	1
engineering specialist	1
research assistant v/vi	1
technician iii or product elect tech	1
embedded software technician, high energy laser tech	1
configuration management specialist-ii/military systems specialist-v	1

Number of Employees Currently in This Position

Answered 18 times
Skipped 0 times

Number input



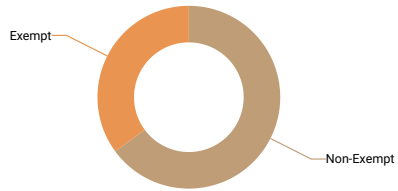
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	20
Mean	6
Median	2
Standard deviation	7

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	61%	11
Exempt	33%	6

Compensation data

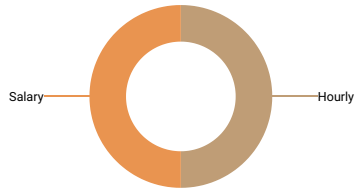
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	14	18	20.5	25	27	21	21	5
Pay Range Maximum Rate	6	16	30	35	40	56	35	35	13
Actual Lowest Base Rate	6	14	21	22	27	28	22	22	5
Actual Average Base Rate	8	15	20.5	25.5	32	34	26	26	7
Actual Highest Base Rate	6	17	25	31.5	43	47	33	32	11
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	41,000	45,000	52,894	76,165	110,000	62,866	52,894	24,260
Pay Range Maximum Salary	7	48,000	66,000	80,000	117,857	121,000	86,289	80,000	26,760
Actual Lowest Base Salary	7	43,371	45,000	65,000	93,350	131,955	71,834	65,000	32,250
Actual Average Base Salary	7	48,000	50,019	73,998	93,350	142,230	78,037	73,998	32,410
Actual Highest Base Salary	7	48,000	59,334	80,000	93,350	152,505	85,798	80,000	33,640
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	9
Salary	50%	9

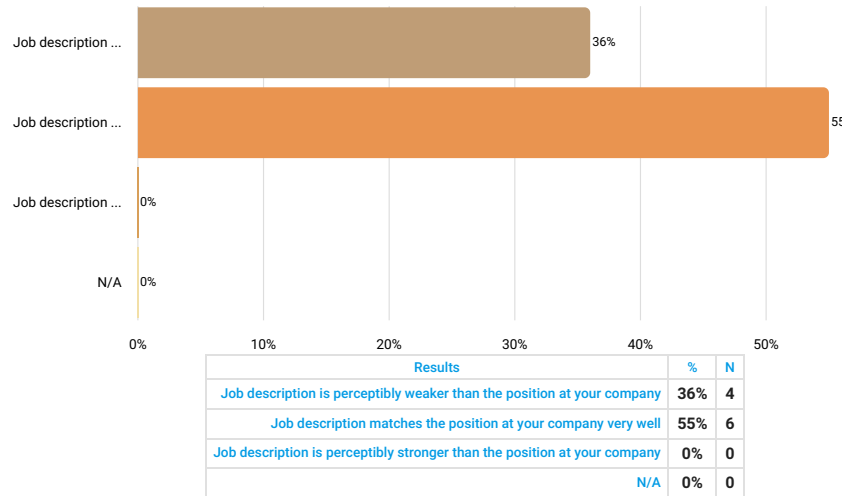
6.2.4 Quality Control Technician - Level 1

Job description

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

Answered 11 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times
Skipped 5 times

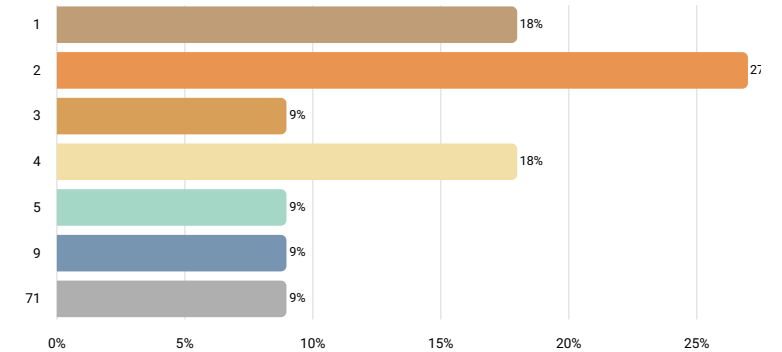
Text input

Results	
qa technician	1
quality specialist	1
quality technician	1
quality assurance technicians	1
quality control inspector, hi-rel inspector	1
electrical quality inspector i - iii and mechanical quality inspector i - iii	1

Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times

Number input



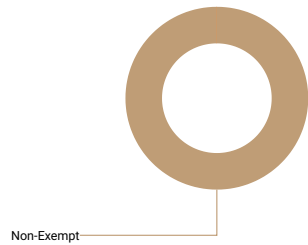
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	9
Mean	9
Median	3
Standard deviation	21

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

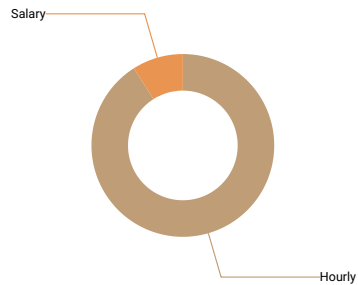
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	9	10	12	15	18	25	16	15	5
Pay Range Maximum Rate	9	10	15	20	24	34	21	20	7
Actual Lowest Base Rate	9	11	12	15	20	34	18	15	8
Actual Average Base Rate	9	10	13	15	20	35	18	15	8
Actual Highest Base Rate	9	14	15	19	21	36	20	19	7
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	91%	10
Salary	9%	1

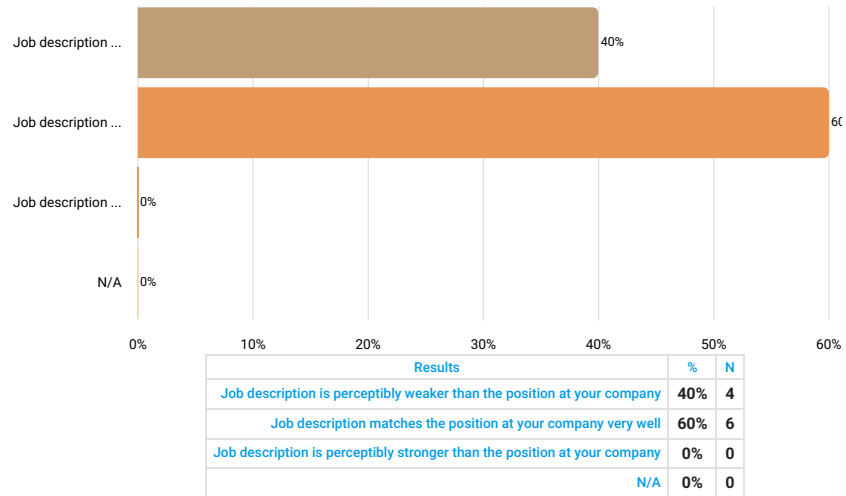
6.2.5 Quality Control Technician - Level 2

Job description

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 5 times
Skipped 5 times

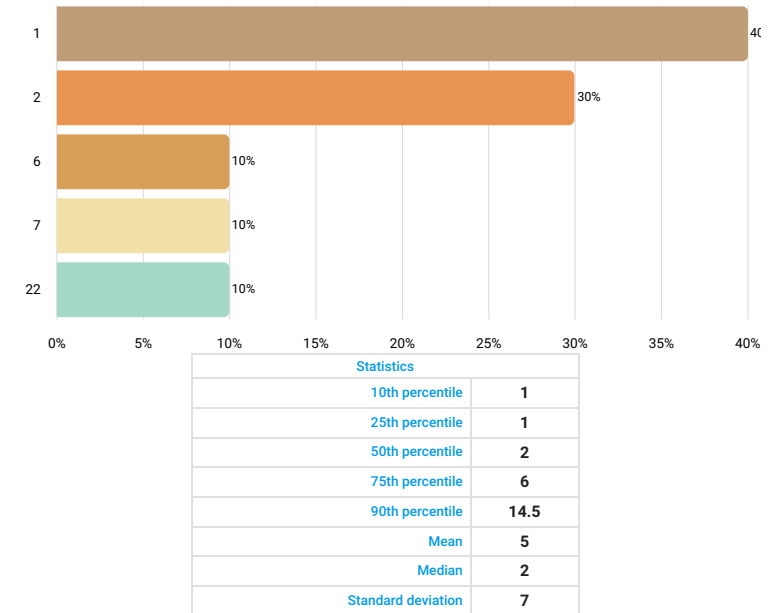
Text input

Results	
qa technician	1
tech, quality assurance ii	1
quality technician, 2nd shift	1
quality control technician, hi-rel inspector	1
electrical quality inspector ii & mechanical quality inspector ii	1

Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times

Number input

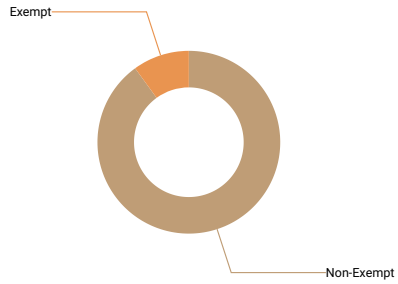


FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

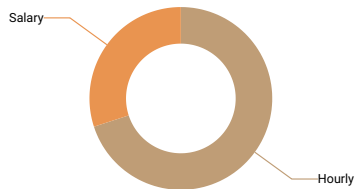
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	12	17	18	19	22	18	18	4
Pay Range Maximum Rate	5	12	20	23	30	36	24	23	9
Actual Lowest Base Rate	5	16	18	19	20	25	20	19	3
Actual Average Base Rate	6	12	17	20.5	23	25	20	21	5
Actual Highest Base Rate	5	18	21	23	25	31	24	23	5
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	70%	7
Salary	30%	3

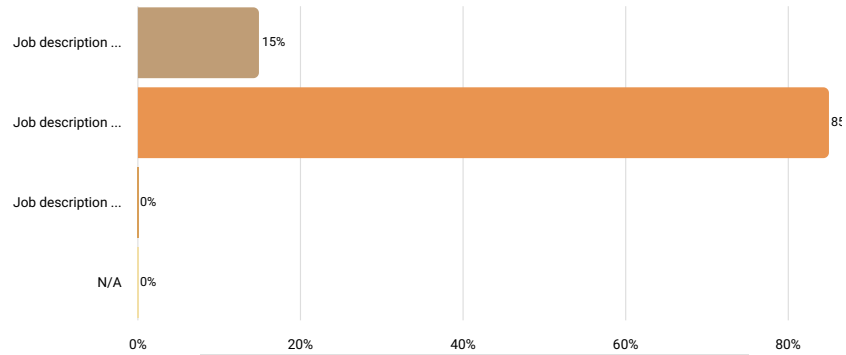
6.2.6 Quality Control Technician - Level 3

Job description

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

Answered 13 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 11 times
Skipped 2 times

Text input

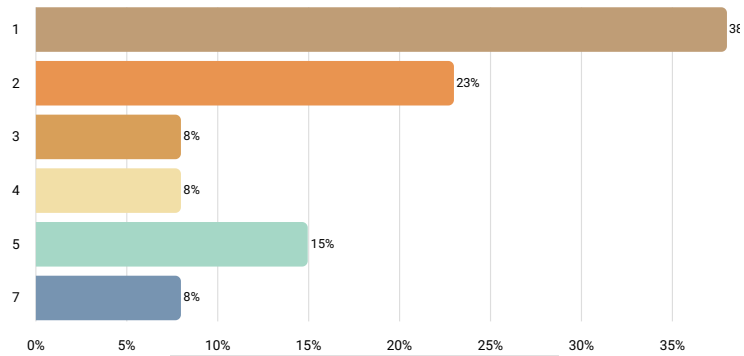
Results	
assembler ii	1
qa technician	1
cleaning tech 3	1
quality team lead	1
quality control inspector	1
quality control technician	1
tech, quality assurance iii	1
quality engineering specialist-v	1
iso coordinator and qc technician	1
quality control inspector, hi-rel inspector	1
electrical quality inspector iii & mechanical quality inspector iii	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



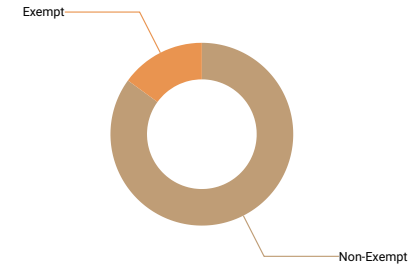
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	5
Mean	3
Median	2
Standard deviation	2

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



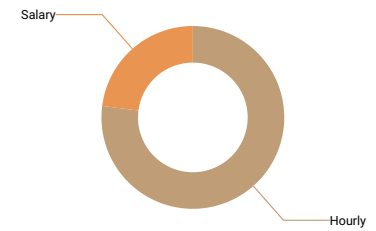
Results	%	N
Non-Exempt	85%	11
Exempt	15%	2

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	77%	10
Salary	23%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	9	13	15	22	24	26	19	22	5
Pay Range Maximum Rate	9	16	18	26	30	33	24	26	7
Actual Lowest Base Rate	8	16	17.5	24	25.5	29	22	24	5
Actual Average Base Rate	9	14	18	23	26	29	22	23	5
Actual Highest Base Rate	9	16	19	25	27	29	23	25	5
If there is a step progression in place, enter the number of steps	6	3	4	4	6	6	5	4	1
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.2.7 Electronics Technician - Level 1

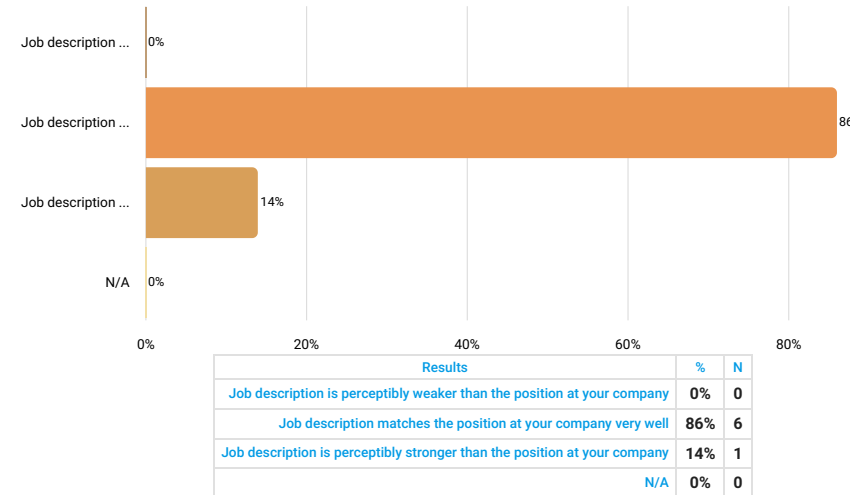
Job description

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 3 times

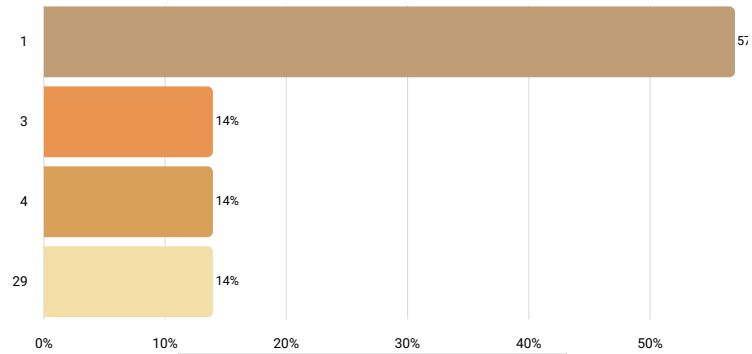
Text input



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

Number of Employees Currently in This Position

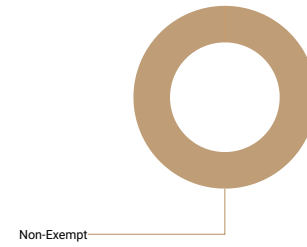
Answered 7 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	29
Mean	6
Median	1
Standard deviation	10

FLSA Status

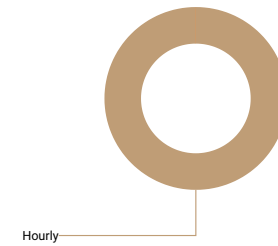
Answered 7 times
 Skipped 0 times
 Select one answer (radio button)



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	Standard deviation
Pay Range Minimum Rate	6	9	9	15	20	22	15	15	6
Pay Range Maximum Rate	6	9	12	21	30	42	23	21	12
Actual Lowest Base Rate	6	9	15	17.5	20	22	17	18	5
Actual Average Base Rate	7	9	9	19	24	26	18	19	7
Actual Highest Base Rate	7	9	9	20	29	30	20	20	9
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.2.8 Electronics Technician - Level 2

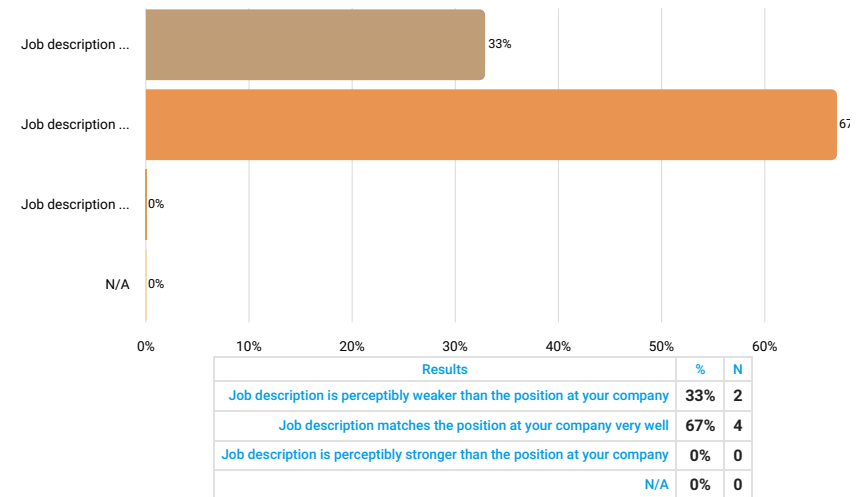
Job description

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 2 times

Text input



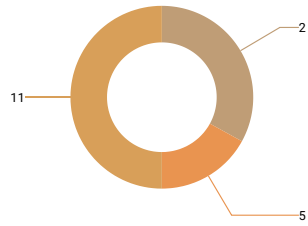
We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



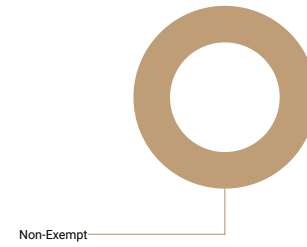
Statistics	
10th percentile	2
25th percentile	2
50th percentile	8
75th percentile	11
90th percentile	11
Mean	7
Median	8
Standard deviation	5

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Non-Exempt

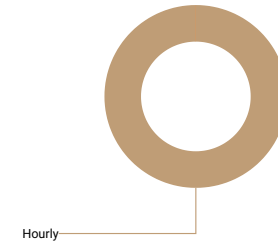
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Hourly

Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	10	21	22	22	25	20	22	6
Pay Range Maximum Rate	5	11	29	30	30	35	27	30	9
Actual Lowest Base Rate	6	11	15	22	27	28	21	22	7
Actual Average Base Rate	6	11	19	24	27	28	22	24	7
Actual Highest Base Rate	6	11	21	27	30	31	25	27	8
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

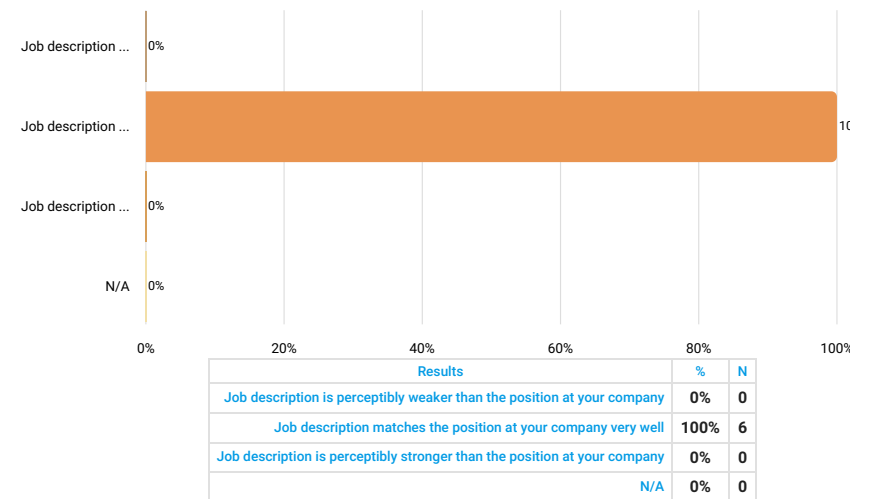
6.2.9 Electronics Technician - Level 3

Job description

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

Answered 6 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 2 times

Text input



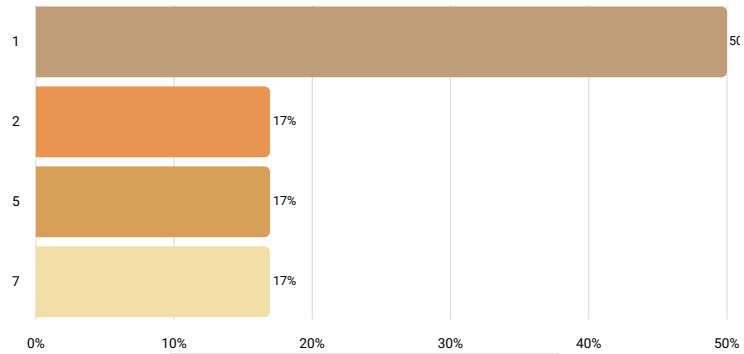
We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



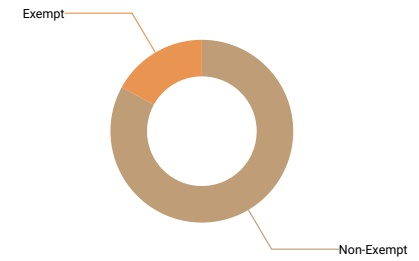
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	5
90th percentile	7
Mean	3
Median	2
Standard deviation	3

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



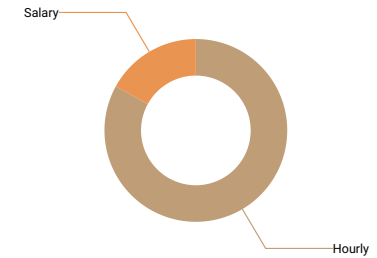
Results	%	N
Non-Exempt	83%	5
Exempt	17%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	14	15	22	23	36	22	22	9
Actual Average Base Rate	5	16	19	24	24	36	24	24	8
Actual Highest Base Rate	5	19	20	25	26	36	25	25	7
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.2.11 Drafter - CAD

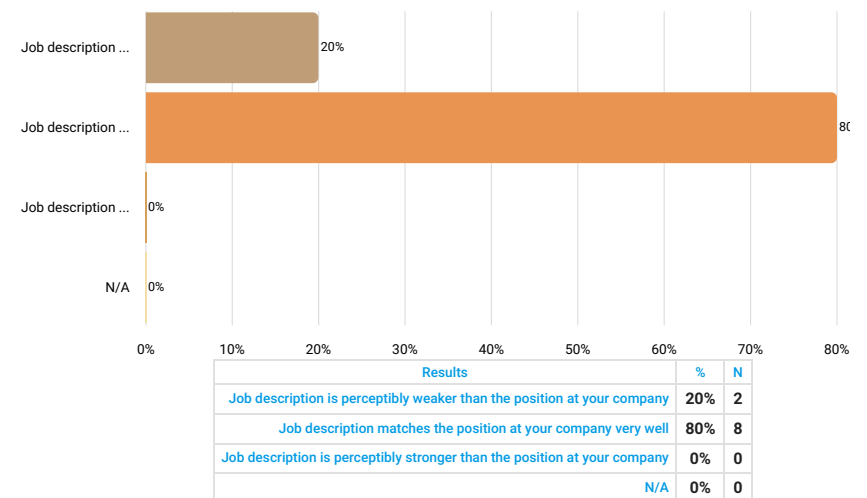
Job description

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 4 times

Skipped 6 times

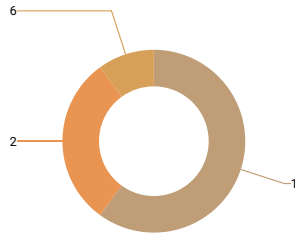
Text input



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

Number of Employees Currently in This Position

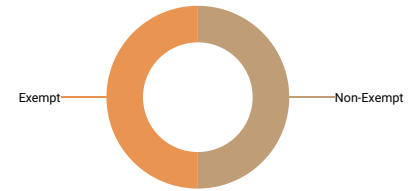
Answered 10 times
 Skipped 0 times
 Number input



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

FLSA Status

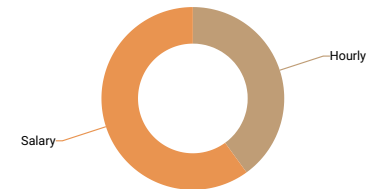
Answered 10 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Non-Exempt	50%	5
Exempt	50%	5

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	40%	4
Salary	60%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	41,600	43,310	53,488	62,504	75,398	54,965	53,488	12,74
Pay Range Maximum Salary	6	62,504	80,428	83,682	85,700	105,557	83,592	83,682	13,74
Actual Lowest Base Salary	5	41,600	56,154	62,504	72,800	80,080	62,628	62,504	14,93
Actual Average Base Salary	5	52,750	56,154	62,504	72,800	80,080	64,858	62,504	11,43
Actual Highest Base Salary	5	56,154	62,504	72,800	80,080	82,500	70,808	72,800	11,29
Average Incentive or Other Cash Bonus (Annual)									

6.2.12 Drafter - Manual

Job description

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

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Text input



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

Number of Employees Currently in This Position

Answered 1 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

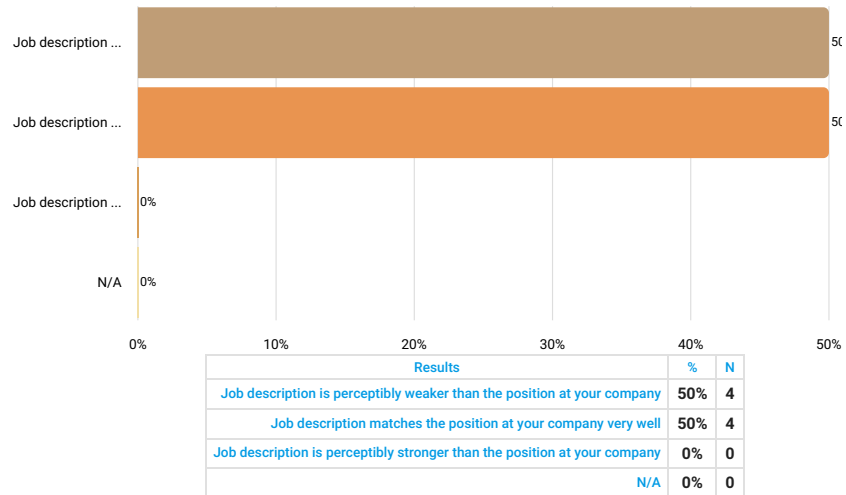
6.2.13 Field Services Engineer

Job description

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

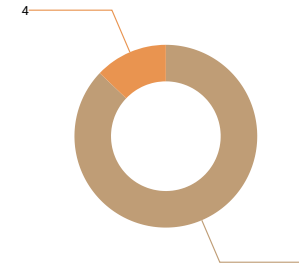
Text input

Results	
field service engineer ii	1
field service technician	1
field service engineer iii	1
dynamics field support lead	1
field service representative	1

Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times

Number input



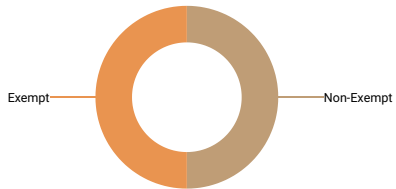
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	50%	4
Exempt	50%	4

Compensation data

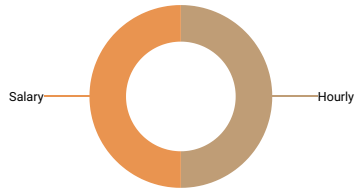
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	4
Salary	50%	4

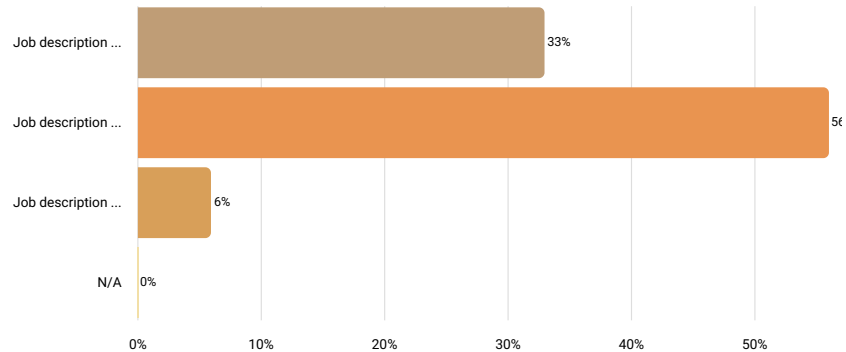
6.2.14 PC Network Support Technician

Job description

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

Answered 18 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	33%	6
Job description matches the position at your company very well	56%	10
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Job Title (if different than above)

Answered 14 times
Skipped 4 times

Text input

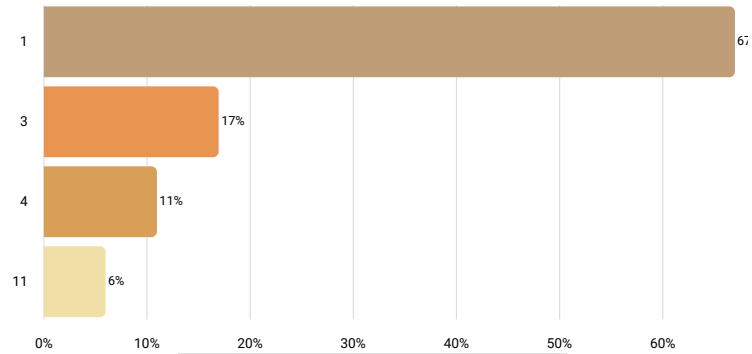
Results	
it clerk	1
it specialist	1
it technician	1
it specialist i	1
it technician i	1
it technician ii	1
network technician	1
technician ii - is	1
systems specialist i	1
it support technician	1
desktop support technician	1
entry technical specialist	1
help desk support technician	1
technology resource specialist	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



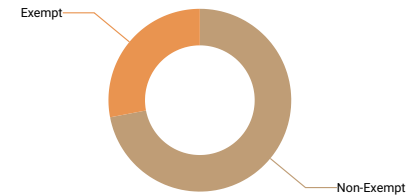
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



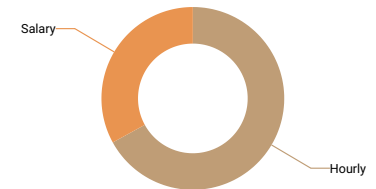
Results	%	N
Non-Exempt	72%	13
Exempt	28%	5

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	12
Salary	33%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	10	14.5	15	18	23	25.5	19	18	4
Pay Range Maximum Rate	9	22	25	26	32	41	29	26	6
Actual Lowest Base Rate	9	15	21	22	25	27	22	22	4
Actual Average Base Rate	9	16	21	22	25	28	23	22	4
Actual Highest Base Rate	9	16	22	23	29	32	24	23	5
If there is a step progression in place, enter the number of steps	5	0	2	3	4	4	3	3	2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	0	1,437	3,000	887	0	1,335
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	36,870	41,163	53,030	55,700	60,180	49,996	53,030	9,023
Actual Average Base Salary	6	36,870	41,572	53,850	60,180	64,205	51,755	53,850	10,640
Actual Highest Base Salary	6	36,870	42,390	53,850	60,180	82,000	54,857	53,850	15,830
Average Incentive or Other Cash Bonus (Annual)									

6.2.15 Lab Technician

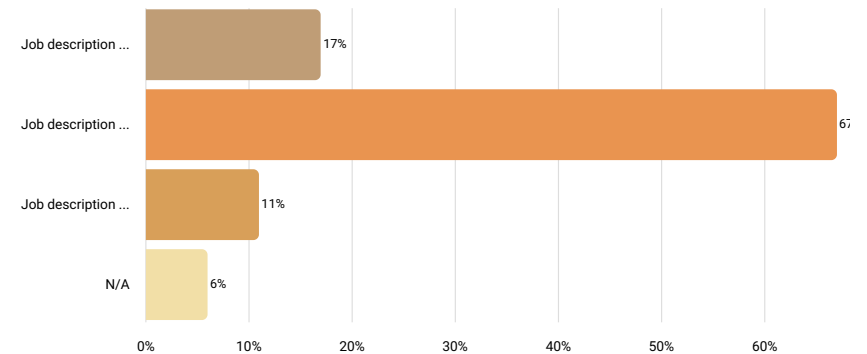
Job description

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	17%	3
Job description matches the position at your company very well	67%	12
Job description is perceptibly stronger than the position at your company	11%	2
N/A	6%	1

Job Title (if different than above)

Answered 10 times

Skipped 8 times

Text input

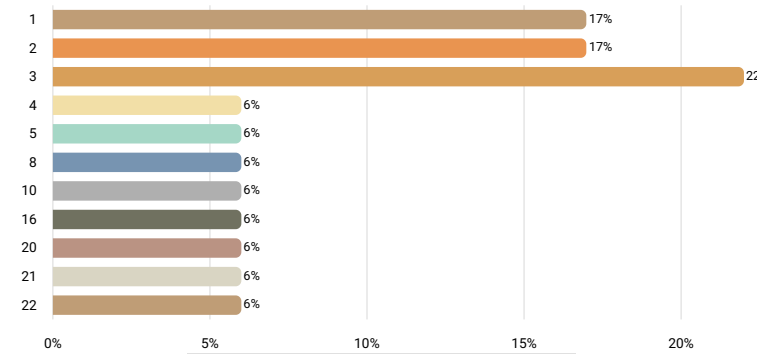
Results	
cmm	1
lab analyst	1
cmm gage tech	1
qa technician	1
lab technician	1
cleaning technician	1
methods technician i - ii	1
quality assurance laboratory clerk	1
quality associates/quality specialist	1
quality chem lab technician or met lab technician	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input

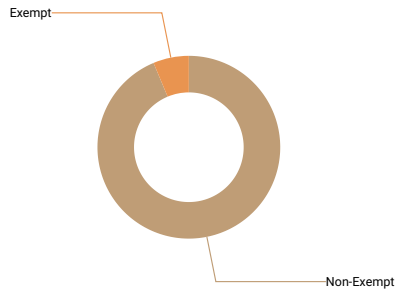


Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	10
90th percentile	21
Mean	7
Median	3
Standard deviation	7

FLSA Status

Answered 18 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	89%	16
Exempt	6%	1

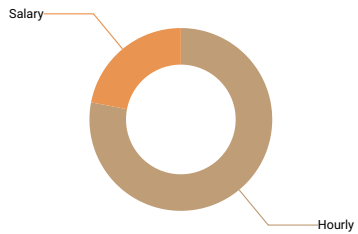
Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	13	12	18	20	24	26	20	20	5
Pay Range Maximum Rate	12	18	24.5	31	33.5	37	29	31	8
Actual Lowest Base Rate	13	13	18	21	26	34	23	21	8
Actual Average Base Rate	14	14	22	24.5	29	37	25	25	7
Actual Highest Base Rate	13	15	25	29	32	37	28	29	8
If there is a step progression in place, enter the number of steps	8	1	3	4.5	7	8	5	5	2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	300	1,625	2,500	5,545	1,994	1,625	2,228
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 18 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	78%	14
Salary	22%	4

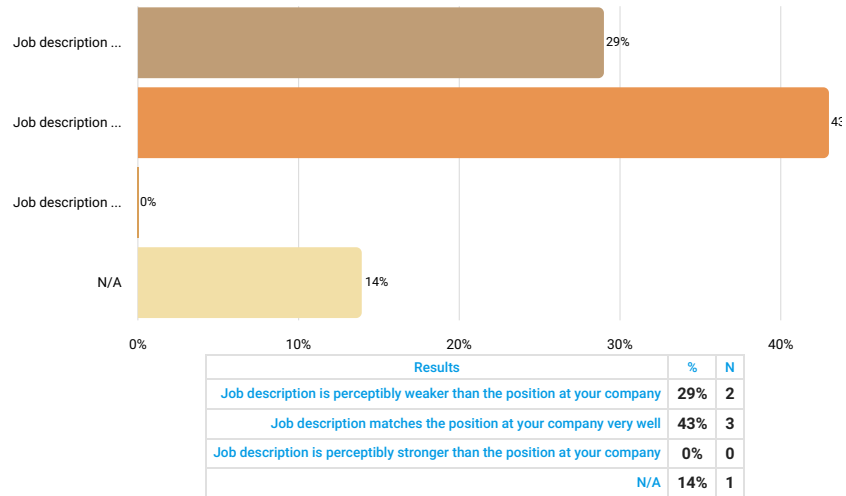
6.2.16 Data Entry Operator

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times
Skipped 2 times

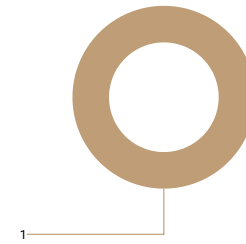
Text input

Results	
data specialist	1
data specialist intern	1
production control asst	1
senior order management associate	1
program analyst (engineering department)	1

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



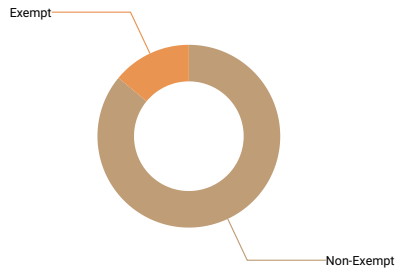
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

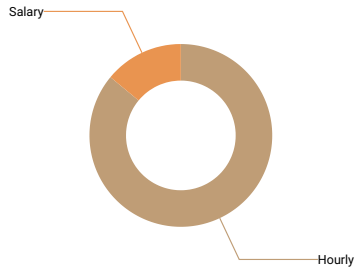
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	10	11	18	19	22	16	18	5
Actual Average Base Rate	6	10	11	17.5	19	22	16	18	5
Actual Highest Base Rate	5	10	11	18	19	22	16	18	5
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

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

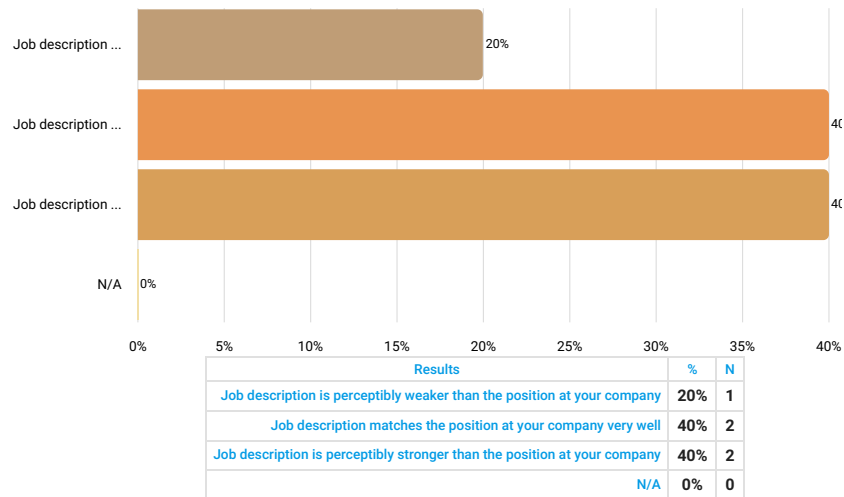
6.2.17 Graphics Sec/Tech Illustrator

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 2 times

Text input

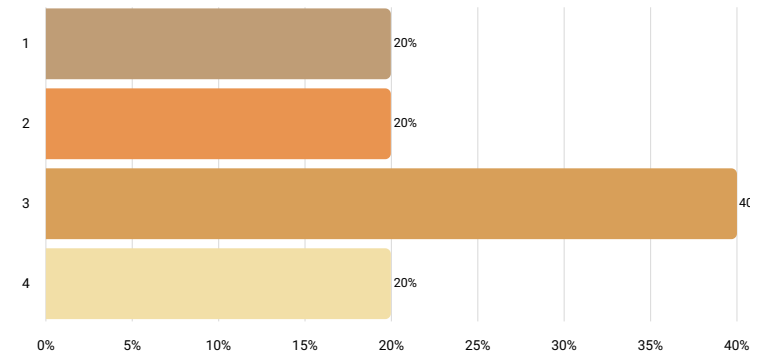


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 5 times
Skipped 0 times

Number input



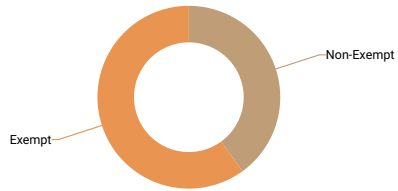
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	3
90th percentile	4
Mean	3
Median	3
Standard deviation	1

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	40%	2
Exempt	60%	3

Compensation data

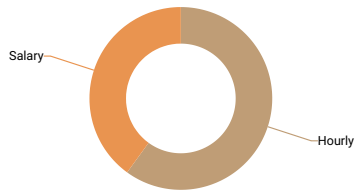
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	60%	3
Salary	40%	2

6.3 Professional Administrative Positions (30 occupations)

6.3.1 Accountant - Level 1

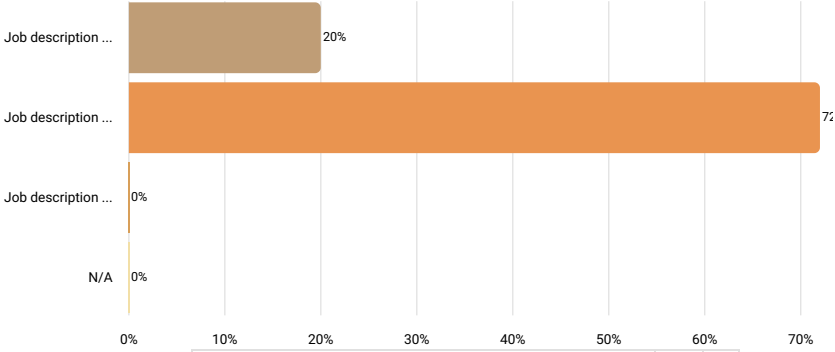
Job description

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	0%	0
	N/A	0

Job Title (if different than above)

Answered 14 times

Skipped 11 times

Text input

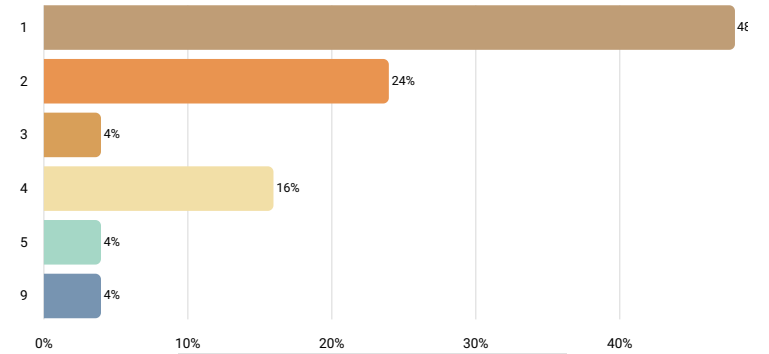
Results	
staff accountant	3
accounting specialist	2
intern	1
accountant i	1
accounting clerk	1
accounts specialist	1
accounting specialist-i	1
accountant; cost accountant	1
accounts payable; accounts receivable	1
analyst, financial analyst or program analyst	1
ar/ap specialist, fixed asset management specialist	1

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



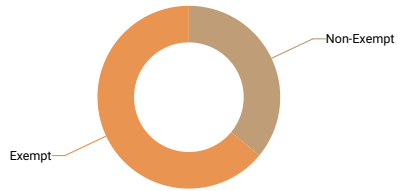
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2
Median	2
Standard deviation	2

FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

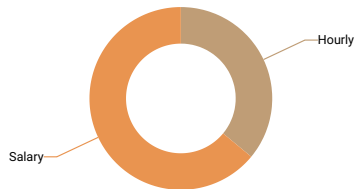
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	9	15	17	20	20	21	19	20	2
Pay Range Maximum Rate	9	17	22	25	30	31	25	25	5
Actual Lowest Base Rate	8	16	17.5	20	21	24	20	20	3
Actual Average Base Rate	8	16	18	20.5	22.5	24	20	21	3
Actual Highest Base Rate	8	16	19	21	23	30	22	21	4
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	10	35,014	37,670	46,200	47,840	56,250	45,148	46,200	7,880
Pay Range Maximum Salary	10	49,434.5	52,500	66,124	79,040	80,300	65,037	66,124	12,220
Actual Lowest Base Salary	14	37,668	41,500	51,250	57,660	65,000	50,233	51,250	10,640
Actual Average Base Salary	14	42,000	47,133	52,750	62,500	64,301	53,795	52,750	11,260
Actual Highest Base Salary	14	42,000	47,236	54,913.5	66,000	72,000	57,680	54,914	13,610
Average Incentive or Other Cash Bonus (Annual)	8	0	250	1,309.5	2,000	2,650	1,221	1,310	1,000

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

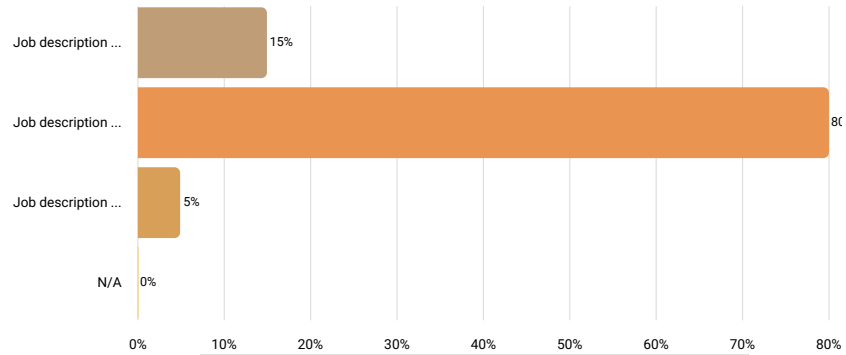
6.3.2 Accountant - Level 2

Job description

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	15%	3
Job description matches the position at your company very well	80%	16
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Job Title (if different than above)

Answered 13 times
Skipped 7 times

Text input

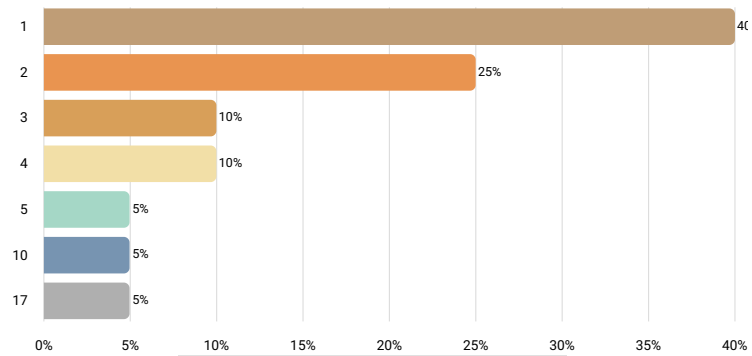
Results	
accountant ii	2
staff accountant	2
financial analyst	2
accountant	1
accountant 2	1
finance specialist	1
accounting specialist,	1
accounts payable/payroll accountant	1
accounts payable & receivable analyst	1
analyst, budget analyst, program analyst, cost analyst or financial analyst (non-investment)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

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



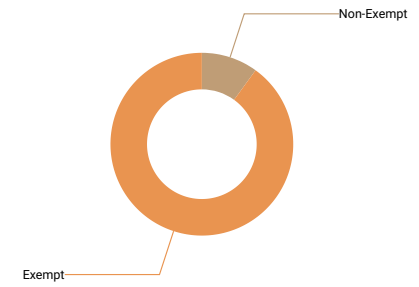
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3.5
90th percentile	7.5
Mean	3
Median	2
Standard deviation	4

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



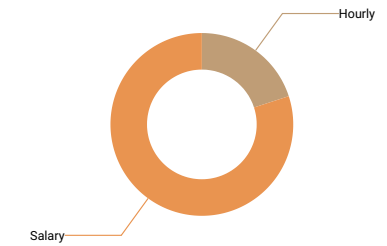
Results	%	N
Non-Exempt	10%	2
Exempt	90%	18

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	Standard deviation
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	13	40,913	47,024	53,800	60,320	66,560	53,165	53,800	12,160
Pay Range Maximum Salary	13	52,000	69,430	74,961	79,000	119,067	79,746	74,961	26,010
Actual Lowest Base Salary	16	49,000	50,000	58,438	68,785	71,000	60,315	58,438	13,000
Actual Average Base Salary	16	50,000	54,659.5	59,940.5	73,187.5	83,025	64,527	59,941	13,440
Actual Highest Base Salary	16	52,000	59,911	67,017.5	77,250	97,076	69,973	67,018	15,270
Average Incentive or Other Cash Bonus (Annual)	12	0	0	250	1,459.5	6,110	1,664	250	2,990

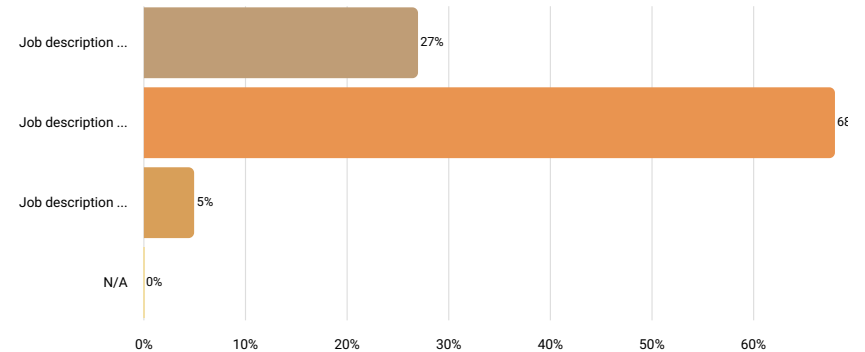
6.3.3 Accountant - Level 3

Job description

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	27%	10
Job description matches the position at your company very well	68%	25
Job description is perceptibly stronger than the position at your company	5%	2
N/A	0%	0

Job Title (if different than above)

Answered 22 times

Skipped 15 times

Text input

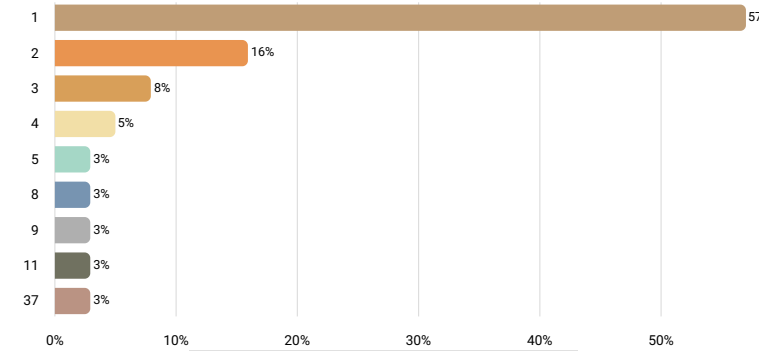
Results	
senior accountant	4
accountant	3
controller	1
cost control	1
accountant ii	1
accountant iv	1
accountant iii	1
accounts officer	1
group controller	1
plant accountant	1
financial analyst	1
accountant - level 4	1
sr. staff accountant	1
accounts receivable accountant	1
senior accountant/it supervisor	1
senior accountant, accounts receivable/travel,	1
analyst, financial analyst (non investment), program analyst, cost analyst, gfebs specialist, erp specialist	1

Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



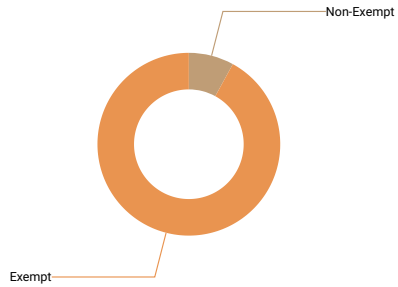
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	8
Mean	3
Median	1
Standard deviation	6

FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	8%	3
Exempt	92%	34

Compensation data

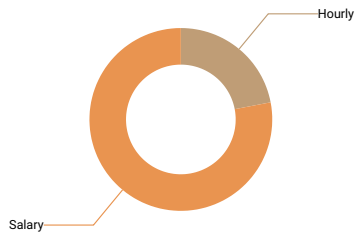
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	23	31	33.5	41	49	35	34	9
Pay Range Maximum Rate	6	35	43	49	53	70	50	49	12
Actual Lowest Base Rate	6	21	34	37.5	42	60	39	38	13
Actual Average Base Rate	6	25	34	41	42	60	41	41	12
Actual Highest Base Rate	7	23	31	40	45	60	39	40	12
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	21	50,000	60,000	71,500	75,000	83,200	68,328	71,500	13,680
Pay Range Maximum Salary	21	70,000	80,000	90,300	118,795	125,000	97,761	90,300	25,410
Actual Lowest Base Salary	24	54,163	66,024	72,087.5	85,848.5	95,784	76,077	72,088	19,120
Actual Average Base Salary	25	60,000	70,000	76,000	90,000	110,460	81,141	76,000	18,850
Actual Highest Base Salary	24	65,748	70,000	80,702.5	95,732	115,003	86,824	80,703	27,940
Average Incentive or Other Cash Bonus (Annual)	14	0	0	0	2,378	9,300	2,911	0	5,079

Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	8
Salary	78%	29

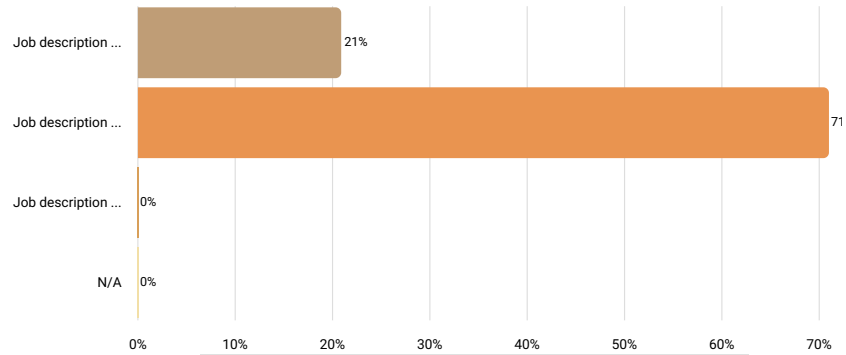
6.3.4 Buyer - Level 1

Job description

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 8 times
Skipped 6 times

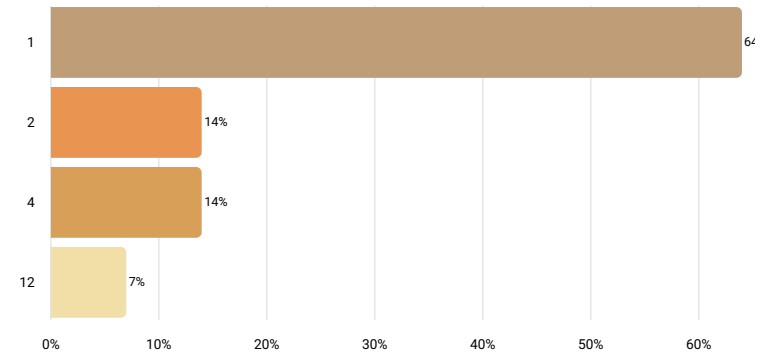
Text input

Results	
buyer	1
mgr purchasing	1
buyer -part time	1
supply chain manager	1
purchasing specialist	1
purchasing agent/buyer	1
procurement specialist i	1
junior procurement specialist	1

Number of Employees Currently in This Position

Answered 14 times
Skipped 0 times

Number input



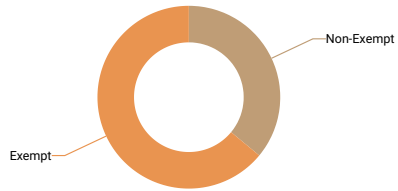
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	3

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	36%	5
Exempt	64%	9

Compensation data

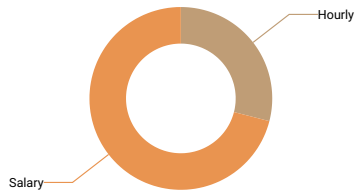
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	40,000	45,000	47,400	62,300	75,000	52,535	47,400	12,226
Pay Range Maximum Salary	7	45,000	65,000	80,600	98,510	100,000	80,087	80,600	19,680
Actual Lowest Base Salary	8	42,500	49,502.5	57,557	67,461	90,000	60,193	57,557	15,290
Actual Average Base Salary	9	42,500	53,874	65,000	72,923	90,000	64,096	65,000	15,270
Actual Highest Base Salary	8	42,500	51,439.5	62,500	76,416.5	90,000	64,152	62,500	16,100
Average Incentive or Other Cash Bonus (Annual)	5	0	0	0	0	5,000	1,000	0	2,236

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	4
Salary	71%	10

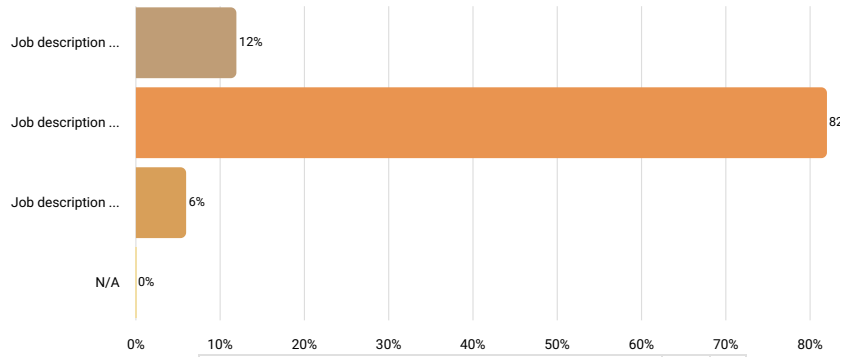
6.3.5 Buyer - Level 2

Job description

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 10 times
Skipped 7 times

Text input

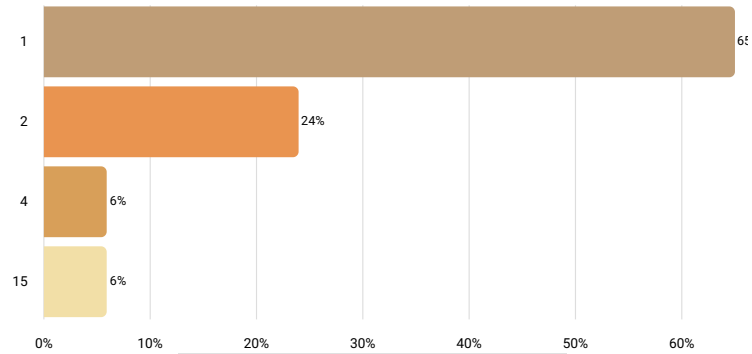
Results	
buyer	1
purchaser	1
purchasing manager	1
analyst - purchasing	1
purchasing associate	1
purchasing specialist	1
procurement specialist	1
purchasing agent/buyer	1
procurement specialist ii	1
purchasing and inventory control manager	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



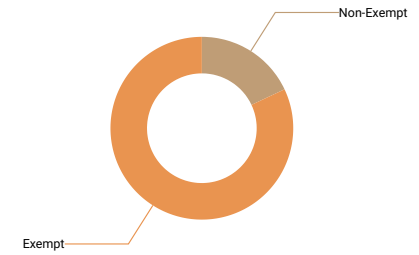
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	3

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



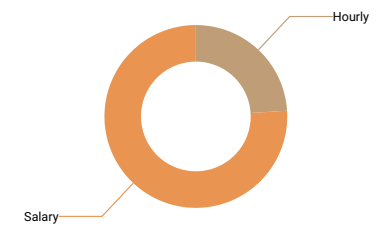
Results	%	N
Non-Exempt	18%	3
Exempt	82%	14

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	24%	4
Salary	76%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Pay Range Minimum Salary	8	40,000	40,950	46,297.5	57,500	71,020	50,064	46,298	11,871
Pay Range Maximum Salary	8	40,300	53,700	68,446.5	77,500	96,087	66,960	68,447	18,291
Actual Lowest Base Salary	12	42,500	49,599	60,507	72,963	74,816	60,342	60,507	12,941
Actual Average Base Salary	13	42,500	51,195	65,000	74,426	75,128	62,368	65,000	13,171
Actual Highest Base Salary	12	42,500	51,595.5	62,257.5	74,621	78,354	62,892	62,258	14,891
Average Incentive or Other Cash Bonus (Annual)	8	0	0	1,750	6,071.5	8,592	3,029	1,750	3,552

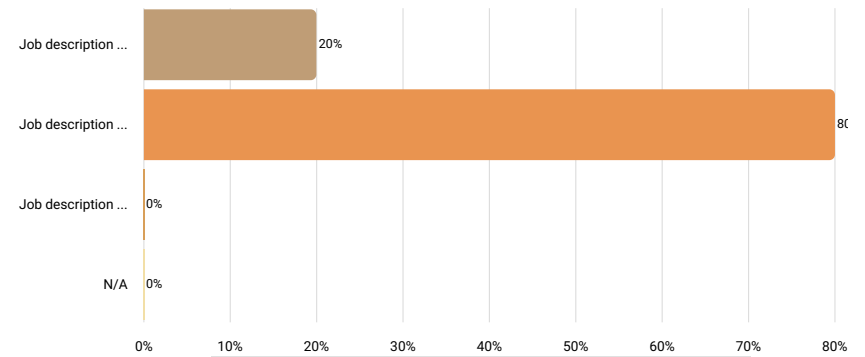
6.3.6 Buyer - Level 3

Job description

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

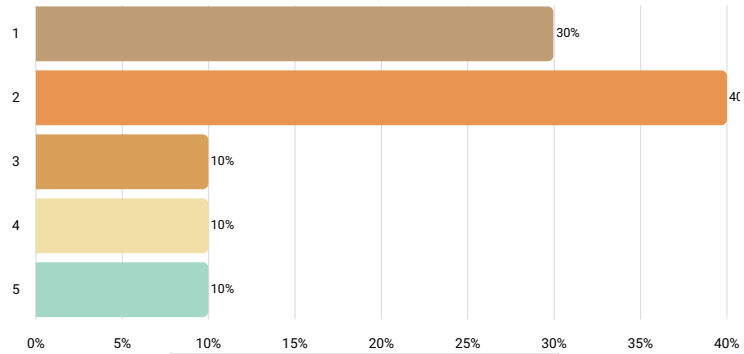
Results	N
pscm specialist	1
procurement specialist iii	1
procurement specialist lead/manager93243	1
acquisition analyst, acquisition specialist	1
procurement manager, procurement administrator, procurement specialist	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



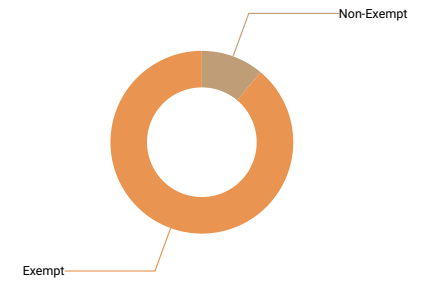
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4.5
Mean	2
Median	2
Standard deviation	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



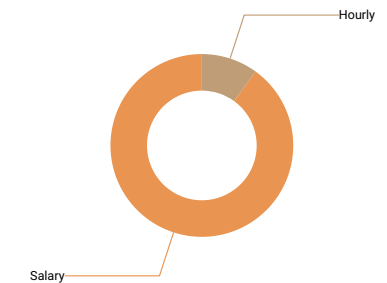
Results	%	N
Non-Exempt	10%	1
Exempt	80%	8

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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Pay Range Minimum Salary	5	59,526	65,832	72,300	81,134	93,243	74,407	72,300	13,220
Pay Range Maximum Salary	5	82,680	89,289	113,600	126,152	148,570	112,058	113,600	26,990
Actual Lowest Base Salary	8	55,550	67,799.5	75,402	95,500	152,250	85,650	75,402	30,700
Actual Average Base Salary	8	71,000	74,295.5	84,098	114,414.5	161,353	97,246	84,098	31,400
Actual Highest Base Salary	8	71,000	80,125.5	107,371	133,329.5	170,456	110,389	107,371	34,720
Average Incentive or Other Cash Bonus (Annual)	5	0	0	0	875	18,261	3,827	0	8,070

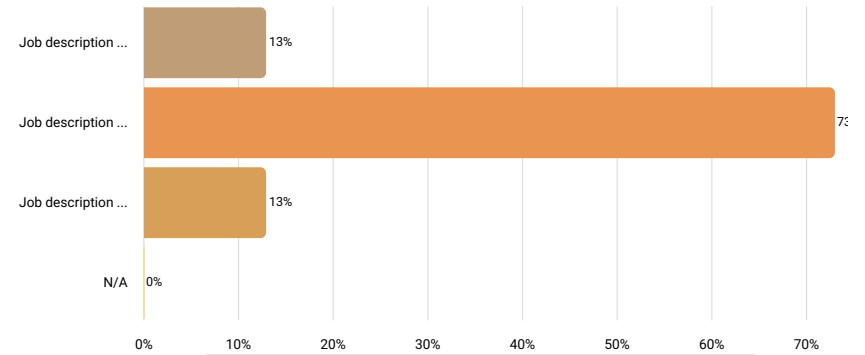
6.3.7 Contracts Administrator - Level 1

Job description

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

Answered 15 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	13%	2
N/A	0%	0

Job Title (if different than above)

Answered 5 times
Skipped 10 times

Text input

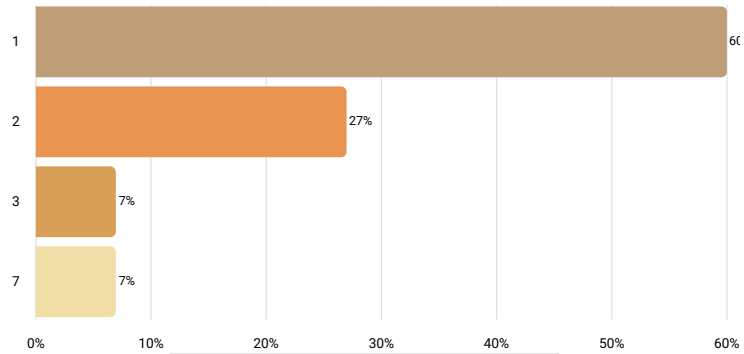
Results	N
estimator	1
contracts specialist	1
program control analyst	1
subcontracts administrator	1
contracts and grants administrator	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



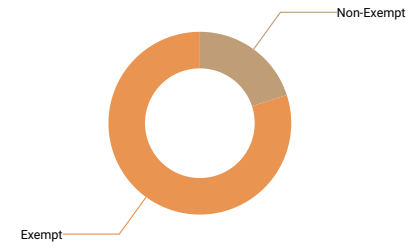
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



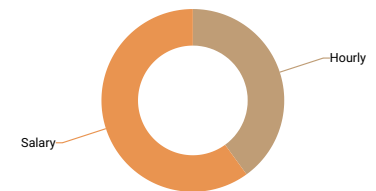
Results	%	N
Non-Exempt	20%	3
Exempt	80%	12

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	6
Salary	60%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	21	21	22	29	31	25	22	5
Pay Range Maximum Rate	5	22	31	31	35	41	32	31	7
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	31,200	34,523	43,540	47,400	50,000	41,632	43,540	6,81€
Pay Range Maximum Salary	7	48,000	50,900	54,410	72,072	80,600	61,109	54,410	12,82
Actual Lowest Base Salary	8	31,953	37,999.5	46,765	54,780	60,000	46,380	46,765	9,99€
Actual Average Base Salary	8	31,953	41,422	49,485	55,361	60,000	48,061	49,485	9,37€
Actual Highest Base Salary	8	31,953	45,070.5	52,205	55,941.5	60,000	49,798	52,205	9,35€
Average Incentive or Other Cash Bonus (Annual)									

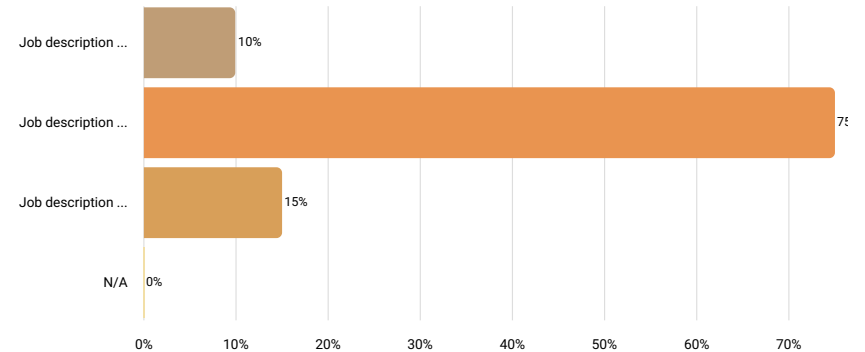
6.3.8 Contracts Administrator - Level 2

Job description

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	10%	2
Job description matches the position at your company very well	75%	15
Job description is perceptibly stronger than the position at your company	15%	3
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 13 times

Text input

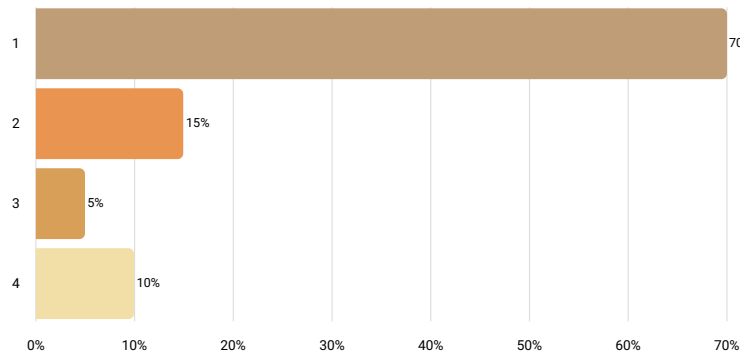
Results	
proposal analyst	1
contracts specialist	1
contracts administrator	1
program control analyst	1
contracts administrator ii	1
contracts and grants specialist i	1
senior lead contracts administrator	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



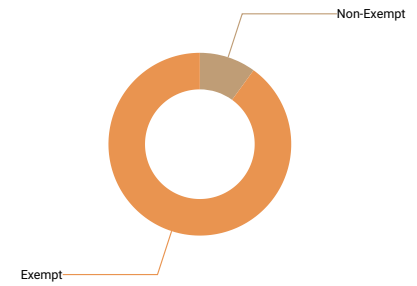
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3.5
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



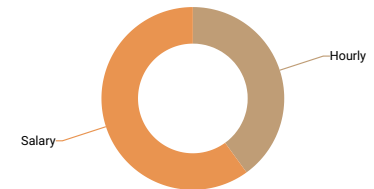
Results	%	N
Non-Exempt	10%	2
Exempt	90%	18

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	8
Salary	60%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	27	27	28	30	38	30	28	4
Pay Range Maximum Rate	6	35	35	37.5	41	42	38	38	3
Actual Lowest Base Rate	5	32	33	33	33	35	33	33	1
Actual Average Base Rate	5	32	33	33	33	35	33	33	1
Actual Highest Base Rate	5	32	33	33	36	43	35	33	5
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	47,024	54,000	62,900	76,875	78,000	64,114	62,900	11,560
Pay Range Maximum Salary	6	70,537	71,000	81,550	90,000	90,000	80,773	81,550	8,910
Actual Lowest Base Salary	9	42,949	61,800	65,650	70,000	82,472	64,451	65,650	11,150
Actual Average Base Salary	9	43,141	61,800	68,821	72,509	82,472	66,769	68,821	11,830
Actual Highest Base Salary	9	43,209	62,159	70,120	72,509	87,720	68,999	70,120	12,810
Average Incentive or Other Cash Bonus (Annual)	5	0	0	0	667	3,000	733	0	1,300

6.3.9 Contracts Administrator - Level 3

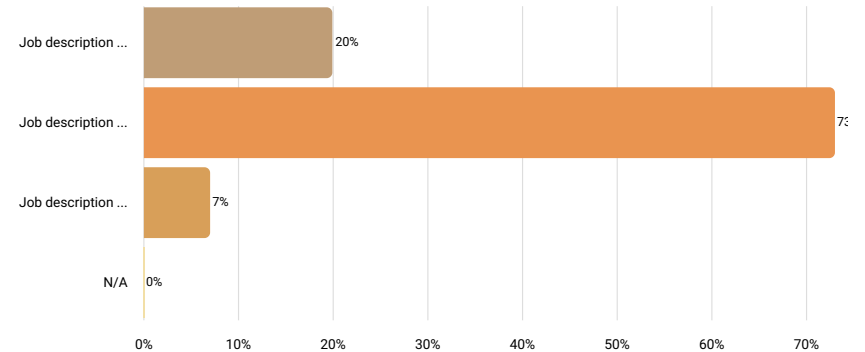
Job description

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 10 times

Skipped 5 times

Text input

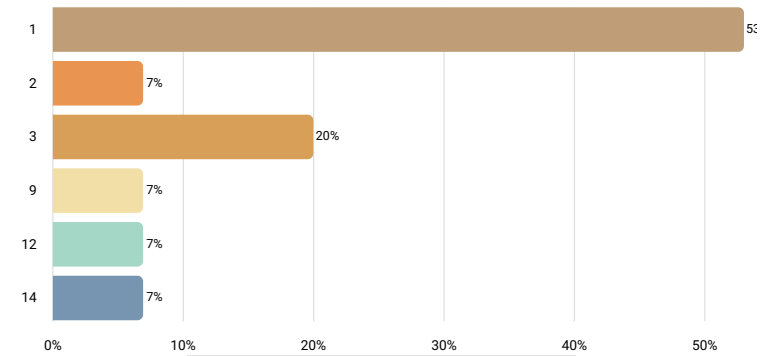
Results	
	contracts manager
	estimating manager
	contracts specialist
	contracts specialist-v
	sr. contracts administrator
	contracts/subcontract admin 5
	senior contracts administrator
	contract and grants specialist ii/iii
	contracts specialist, acquisition analyst
	program control lead, program control analyst, associate contract admin, assistant vp contracts, sr sub contracts administrator, contracts administrator

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



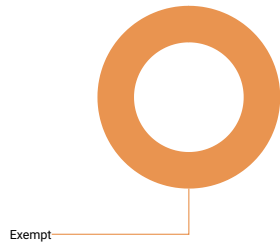
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	12
Mean	4
Median	1
Standard deviation	4

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	93%	14

Compensation data

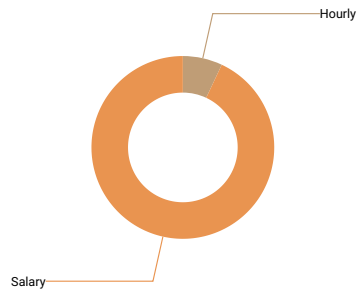
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Pay Range Minimum Salary	7	72,028	80,000	83,948	90,600	92,217	83,952	83,948	7,026
Pay Range Maximum Salary	8	56,000	100,000	112,921	124,881.5	142,641	109,281	112,921	25,871
Actual Lowest Base Salary	14	72,000	77,688	89,000	98,925	113,006	88,620	89,000	17,851
Actual Average Base Salary	13	77,688	80,869	95,014	106,371	117,930	95,420	95,014	17,841
Actual Highest Base Salary	13	77,688	88,000	100,000	120,973	126,067	103,745	100,000	21,571
Average Incentive or Other Cash Bonus (Annual)	6	0	0	1,005	2,513	12,400	2,821	1,005	4,824

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

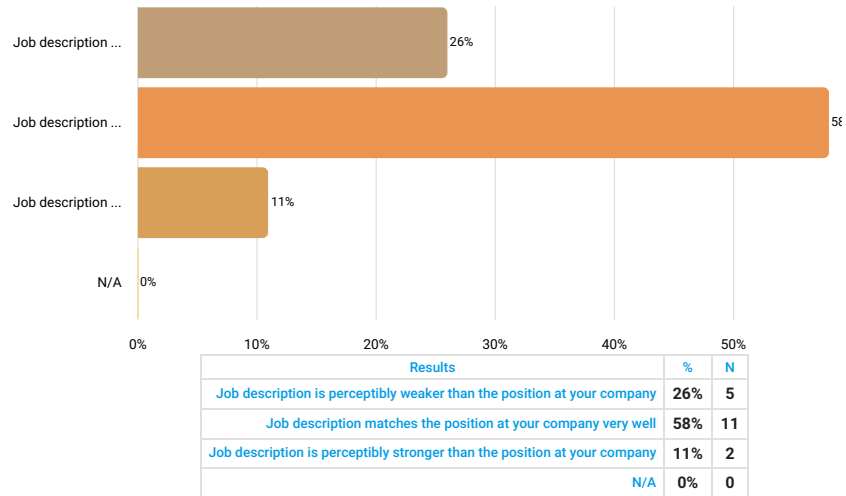
6.3.10 Human Resources Specialist/Generalist - Level 1

Job description

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 4 times
Skipped 15 times

Text input

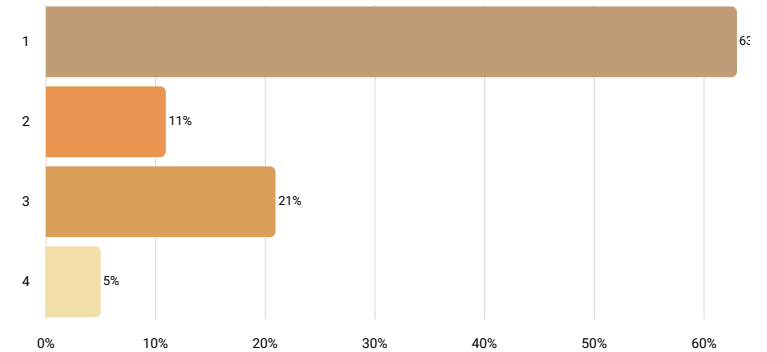


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 19 times
Skipped 0 times

Number input



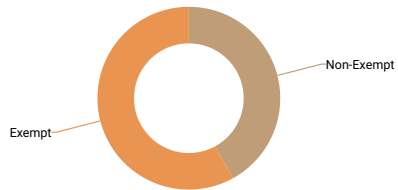
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	42%	8
Exempt	58%	11

Compensation data

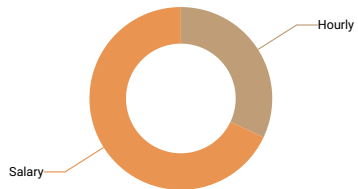
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	10	17	18	18	21	17	18	4
Pay Range Maximum Rate	6	17	18	20.5	26	31	22	21	5
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	11	34,523	36,000	45,000	47,840	49,500	43,053	45,000	7,992
Pay Range Maximum Salary	11	51,784	52,100	59,300	80,000	80,000	65,314	59,300	14,850
Actual Lowest Base Salary	13	36,000	41,200	50,000	52,000	59,600	49,802	50,000	13,520
Actual Average Base Salary	13	41,200	42,378	51,600	55,333	74,500	53,970	51,600	14,200
Actual Highest Base Salary	13	42,000	47,085	52,000	60,000	89,400	58,747	52,000	16,440
Average Incentive or Other Cash Bonus (Annual)	8	0	250	2,001	3,150	8,500	2,413	2,001	2,800

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	32%	6
Salary	68%	13

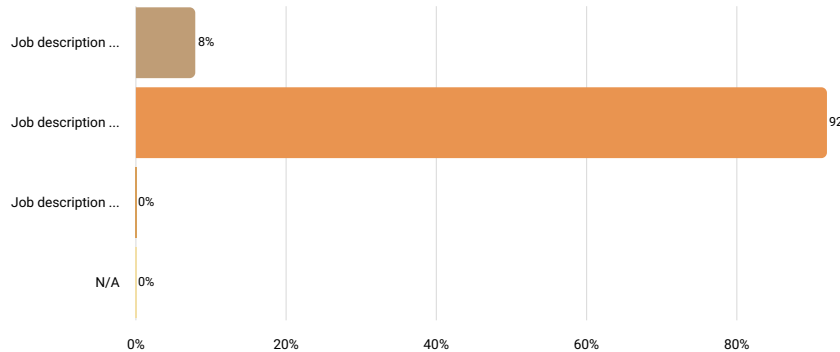
6.3.11 Human Resources Specialist/Generalist - Level 2

Job description

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			8%	2
Job description matches the position at your company very well			92%	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 8 times
Skipped 16 times

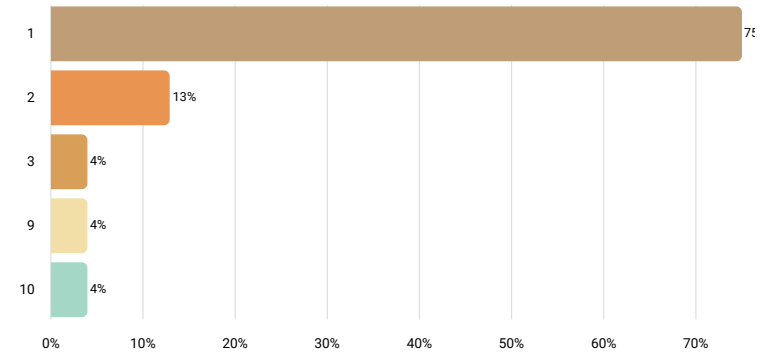
Text input

Results	
human resources generalist	3
human resource generalist	1
analyst - team member relations	1
business operations administrator	1
human resources administrative specialist	1
hr assistant, benefits administrator, technical recruiter	1

Number of Employees Currently in This Position

Answered 24 times
Skipped 0 times

Number input



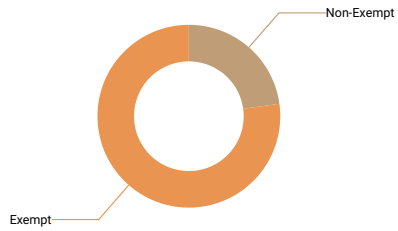
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	21%	5
Exempt	71%	17

Compensation data

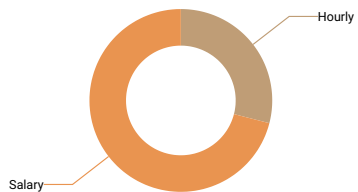
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	12	17	20	24	30	21	20	6
Pay Range Maximum Rate	7	15	24	29	32	38	28	29	7
Actual Lowest Base Rate	7	10	17	24	29	32	23	24	8
Actual Average Base Rate	6	12	24	26	29	32	25	26	7
Actual Highest Base Rate	7	15	24	27	29	40	27	27	7
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	0	1,777	3,000	955	0	1,378
Pay Range Minimum Salary	14	41,000	43,500	52,793.5	64,000	66,560	53,851	52,794	10,420
Pay Range Maximum Salary	14	62,875	63,893	78,136.5	110,240	119,067	85,142	78,137	24,000
Actual Lowest Base Salary	13	48,000	56,118	60,008	63,850	70,000	59,158	60,008	9,040
Actual Average Base Salary	14	48,000	58,087	63,800	67,618	70,000	63,401	63,800	11,180
Actual Highest Base Salary	13	50,000	60,008	63,750	70,000	79,000	66,264	63,750	14,660
Average Incentive or Other Cash Bonus (Annual)	8	0	250	3,125	6,904	8,400	3,620	3,125	3,524

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	7
Salary	71%	17

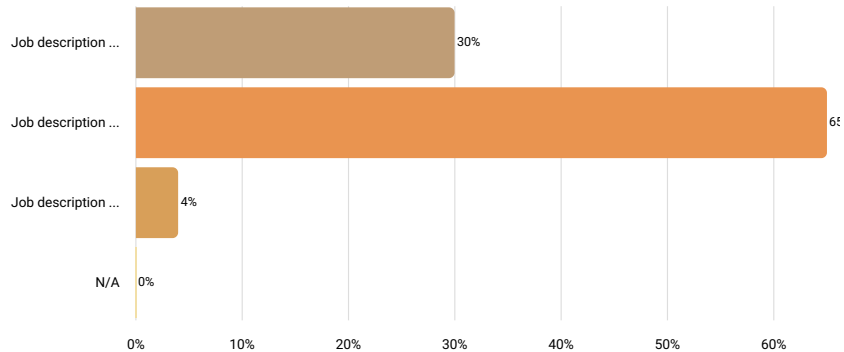
6.3.12 Human Resources Specialist/Generalist - Level 3

Job description

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

Answered 23 times
Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	30%	7
Job description matches the position at your company very well	65%	15
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

Job Title (if different than above)

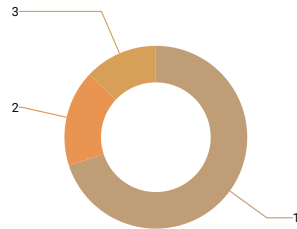
Answered 9 times
Skipped 14 times

Text input

Results	
hr generalist	1
sr. hr specialist	1
payroll/hr specialist	1
human resources analyst ii	1
human resources supervisor	1
sr.hr/ benefits administrator	1
human resources generalist sr.	1
lead recruiter, technical recruiter,	1
payroll & benefits specialist and human resources coordinator	1

Number of Employees Currently in This Position

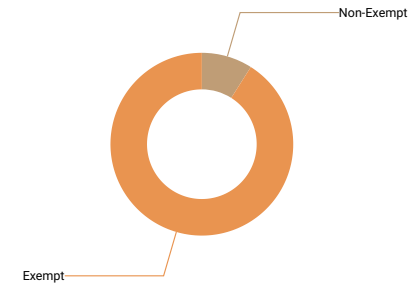
Answered 23 times
 Skipped 0 times
 Number input



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

FLSA Status

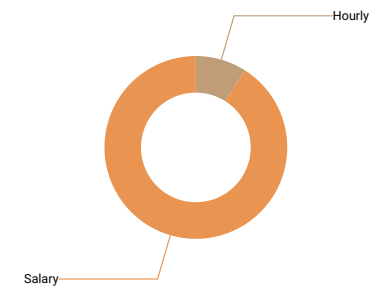
Answered 23 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Non-Exempt	9%	2
Exempt	91%	21

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	9%	2
Salary	91%	21

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	17	47,000	58,200	60,000	65,563	69,846	59,848	60,000	8,822
Pay Range Maximum Salary	17	60,000	72,672	89,289	93,828	121,600	87,962	89,289	23,71
Actual Lowest Base Salary	20	49,117.5	61,615	69,611	76,927	89,280	70,886	69,611	15,80
Actual Average Base Salary	20	51,617.5	65,034	72,805.5	80,223.5	92,502.5	73,368	72,806	15,86
Actual Highest Base Salary	19	48,235	65,991	72,000	77,854	105,949	73,856	72,000	16,34
Average Incentive or Other Cash Bonus (Annual)	11	0	0	2,000	9,911	12,600	4,421	2,000	5,69€

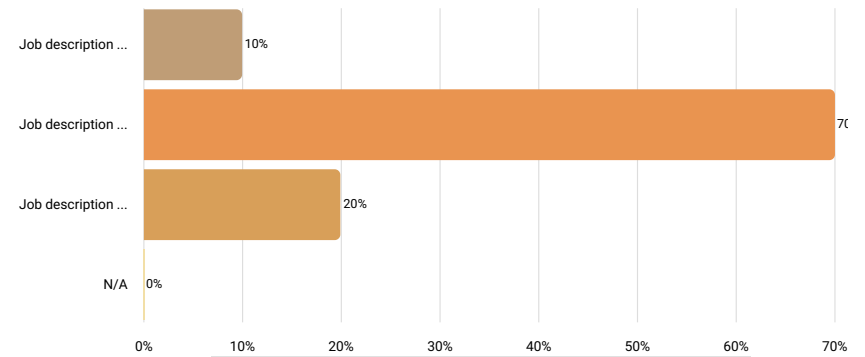
6.3.13 Security Administrator/FSO - Level 1

Job description

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	70%	7
Job description is perceptibly stronger than the position at your company	20%	2
N/A	0%	0

Job Title (if different than above)

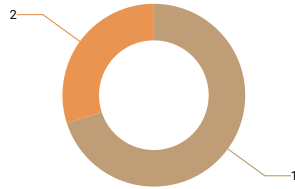
Answered 6 times
Skipped 4 times

Text input

Results	N
assistant fso	1
security assistant	1
industrial security administrator	1
program security officer associate	1
receptionist/security assistant, security specialist,	1
coordinator administrative services/security administrator	1

Number of Employees Currently in This Position

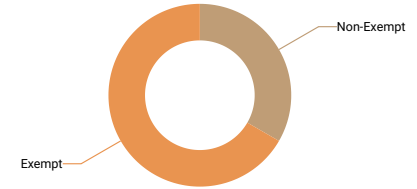
Answered 10 times
 Skipped 0 times
 Number input



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

FLSA Status

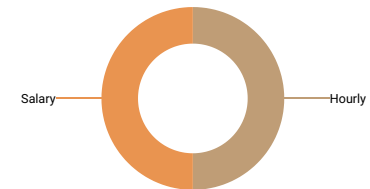
Answered 10 times
 Skipped 0 times
 Select one answer (radio button)



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	50%	5
Salary	50%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	15	16	16	18	19	17	16	2
Pay Range Maximum Rate	5	15	19	24	24	28	22	24	5
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	42,432	46,790	51,500	55,000	57,720	50,688	51,500	6,166
Actual Average Base Salary	5	42,432	51,500	52,640	55,000	57,720	51,858	52,640	5,784
Actual Highest Base Salary	5	42,432	51,500	55,000	57,720	58,490	53,028	55,000	6,526
Average Incentive or Other Cash Bonus (Annual)									

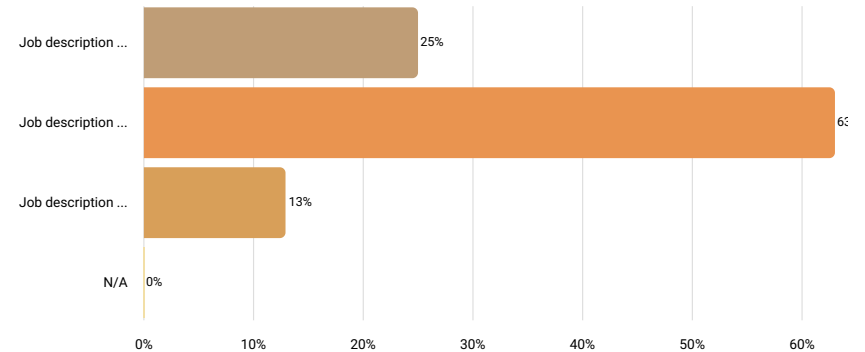
6.3.14 Security Administrator/FSO - Level 2

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

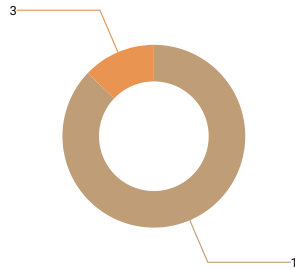
Answered 6 times
Skipped 2 times

Text input

Results	N
assistant fso	1
facility security	1
office director/fso	1
security administrator senior	1
info system secty officer (isso)	1
industrial security administrator - senior	1

Number of Employees Currently in This Position

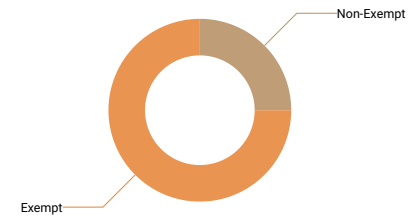
Answered 8 times
 Skipped 0 times
 Number input



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

FLSA Status

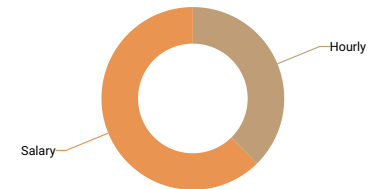
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	64,689	65,000	75,067	82,400	88,441	75,119	75,067	10,500
Actual Average Base Salary	5	64,690	70,585	75,067	88,442	96,000	78,957	75,067	12,930
Actual Highest Base Salary	5	64,690	75,000	75,067	88,442	105,600	81,760	75,067	15,770
Average Incentive or Other Cash Bonus (Annual)									

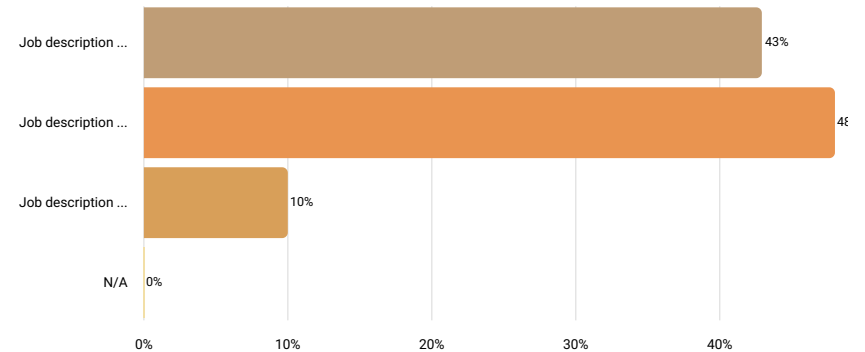
6.3.15 Security Administrator/FSO - Level 3

Job description

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	48%	10
Job description is perceptibly stronger than the position at your company	10%	2
N/A	0%	0

Job Title (if different than above)

Answered 10 times

Skipped 11 times

Text input

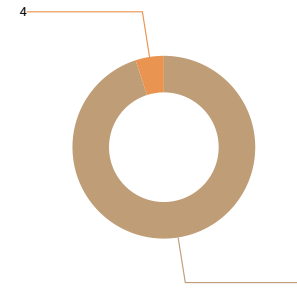
Results	
fso	2
security manager	1
security manager-i	1
security specialist	1
facility security officer	1
global trade control manager	1
director of facility security	1
industrial security administrator - principal	1
facility security officer, director of corporate security, corporate security specialty, information security mgr	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



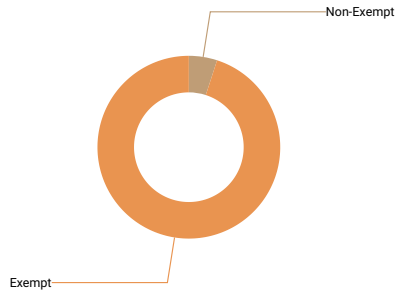
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



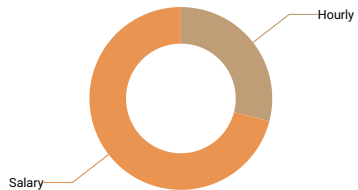
Results	%	N
Non-Exempt	5%	1
Exempt	95%	20

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	6
Salary	71%	15

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	27	30	34	50	56	39	34	13
Pay Range Maximum Rate	5	42	45	50	56	68	52	50	10
Actual Lowest Base Rate	5	30	34	35	50	50	40	35	9
Actual Average Base Rate	5	34	35	35	50	50	41	35	8
Actual Highest Base Rate	5	34	35	45	50	50	43	45	8
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	11	59,526	60,402	80,000	87,839	92,424	75,197	80,000	14,970
Pay Range Maximum Salary	10	65,103.5	86,000	109,021	125,044	141,652.5	105,870	109,021	29,030
Actual Lowest Base Salary	14	60,444	75,000	92,500	115,000	124,800	94,786	92,500	28,700
Actual Average Base Salary	14	60,444	82,513	99,500	115,638	124,800	98,535	99,500	27,620
Actual Highest Base Salary	14	60,444	82,513	103,040	120,224	156,000	103,621	103,040	32,260
Average Incentive or Other Cash Bonus (Annual)	7	0	0	1,000	2,000	5,000	1,429	1,000	1,813

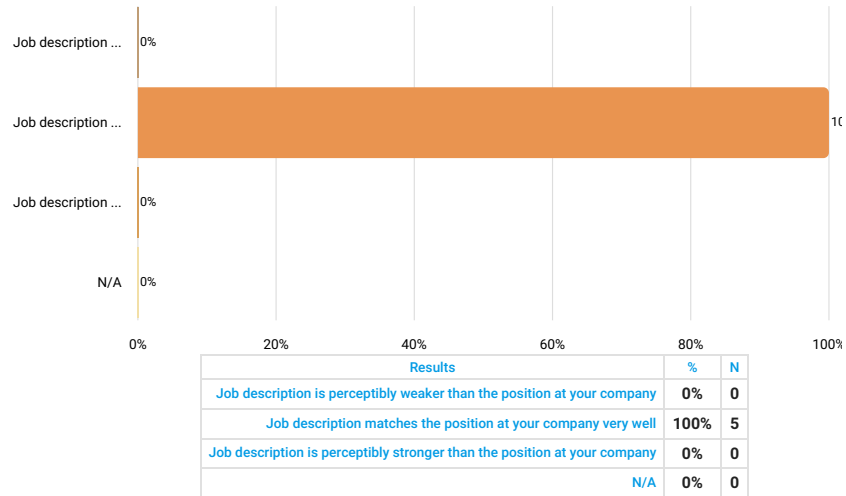
6.3.16 Technical Writer/Editor - Level 1

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 1 times
Skipped 4 times

Text input

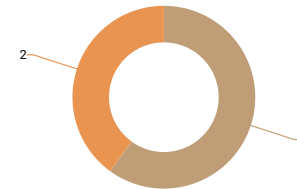


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 5 times
Skipped 0 times

Number input



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

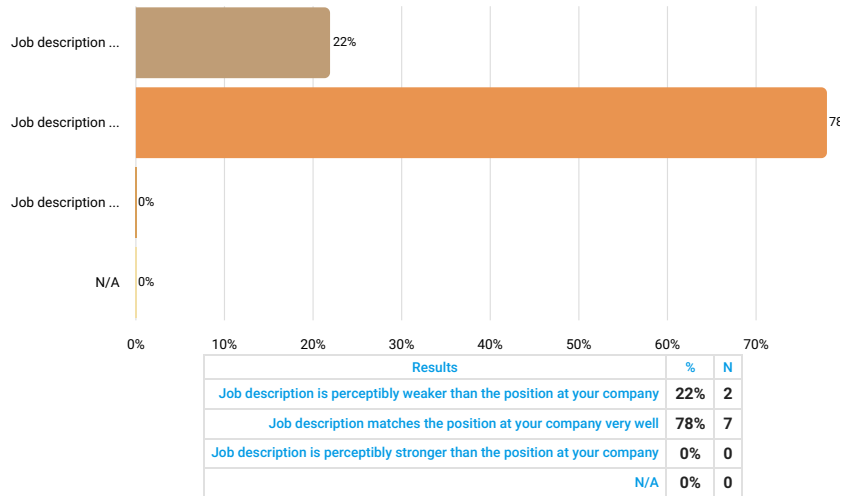
6.3.17 Technical Writer/Editor - Level 2

Job description

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

Answered 9 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 5 times

Text input

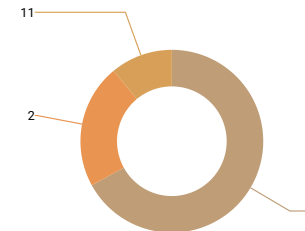


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 9 times
Skipped 0 times

Number input



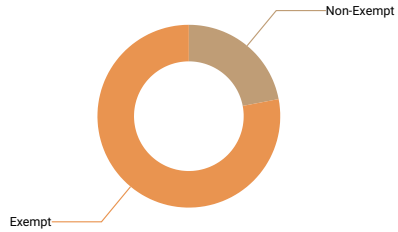
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	11
Mean	2
Median	1
Standard deviation	3

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

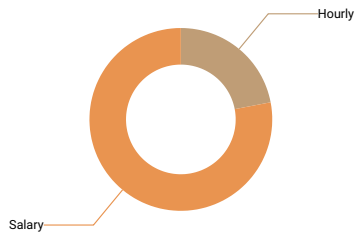
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Average Base Rate									
Pay Range Minimum Salary	7	42,000	45,300	54,000	74,500	78,000	57,518	54,000	13,890
Pay Range Maximum Salary	7	65,000	74,000	75,400	98,800	106,500	82,164	75,400	14,920
Actual Lowest Base Salary	6	43,492	58,344	60,500	74,500	78,000	62,556	60,500	12,480
Actual Average Base Salary	5	58,344	60,256	60,333	62,500	74,500	63,187	60,333	6,490
Actual Highest Base Salary	7	58,344	62,013	62,500	74,500	98,800	69,849	62,500	13,920
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

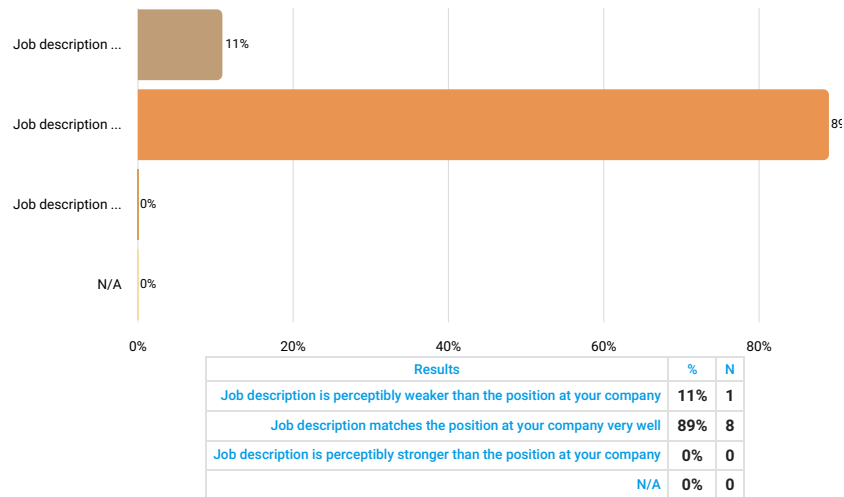
6.3.18 Technical Writer/Editor - Level 3

Job description

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

Answered 9 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times
Skipped 7 times

Text input

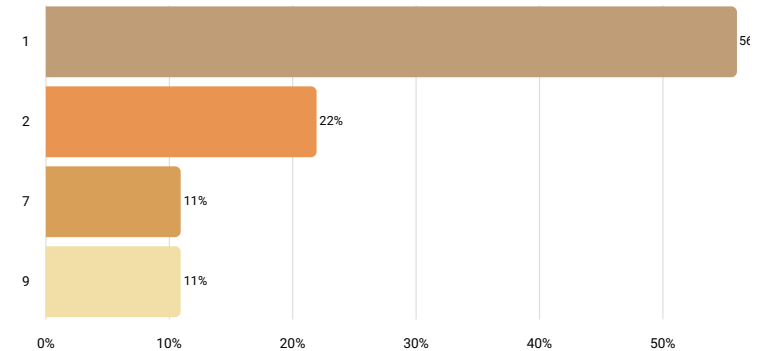


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 9 times
Skipped 0 times

Number input



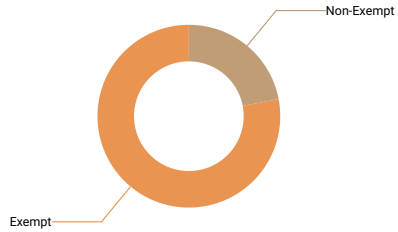
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	9
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

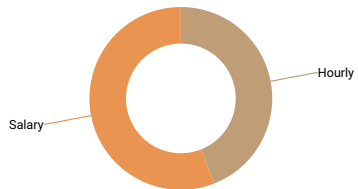
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	50,772	60,300	72,000	75,000	87,950	69,204	72,000	14,240
Actual Average Base Salary	5	63,428	72,000	79,239	82,000	87,950	76,923	79,239	9,475
Actual Highest Base Salary	5	72,000	78,291	87,950	90,000	109,302	87,509	87,950	14,200
Average Incentive or Other Cash Bonus (Annual)									

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

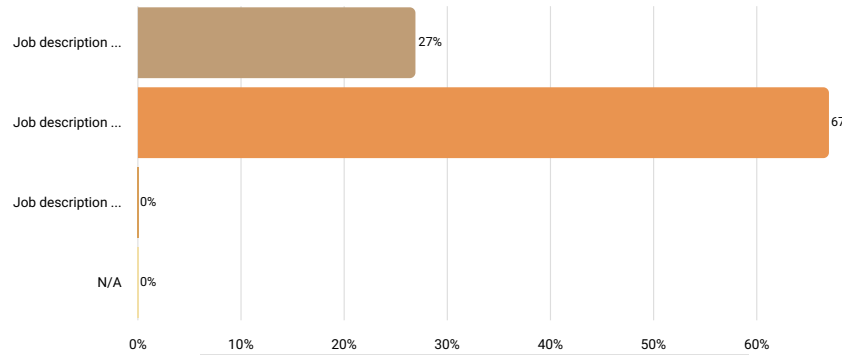
6.3.19 Material Planner

Job description

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

Answered 15 times
Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	4
Job description matches the position at your company very well	67%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 10 times
Skipped 5 times

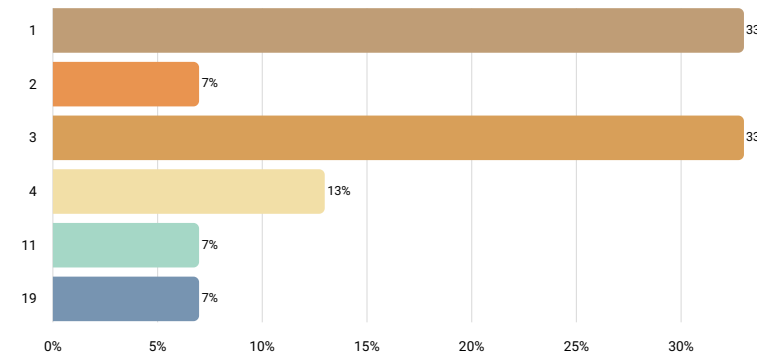
Text input

Results	
production planner	3
pc specialist	2
rma coordinator	1
master scheduler	1
analyst-materials	1
operations planning analyst	1
production coordinator i - iii	1

Number of Employees Currently in This Position

Answered 15 times
Skipped 0 times

Number input



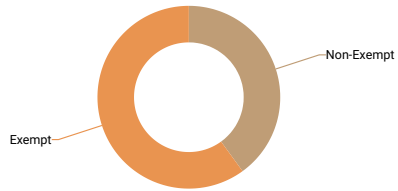
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	11
Mean	4
Median	3
Standard deviation	5

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

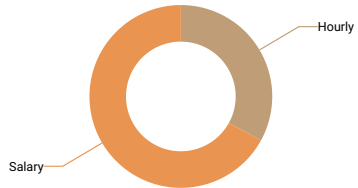
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Pay Range Minimum Salary	5	42,300	42,595	45,000	49,500	53,850	46,649	45,000	4,951
Pay Range Maximum Salary	5	63,893	80,000	80,000	80,750	110,900	83,109	80,000	17,07
Actual Lowest Base Salary	10	50,425	60,000	65,276.5	78,000	91,269.5	68,318	65,277	14,60
Actual Average Base Salary	10	57,500	67,300	72,142.5	90,000	91,269.5	74,264	72,143	13,25
Actual Highest Base Salary	10	63,500	75,000	81,175.5	90,000	99,269.5	82,031	81,176	13,55
Average Incentive or Other Cash Bonus (Annual)	5	0	0	0	10,200	12,200	4,480	0	6,175

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

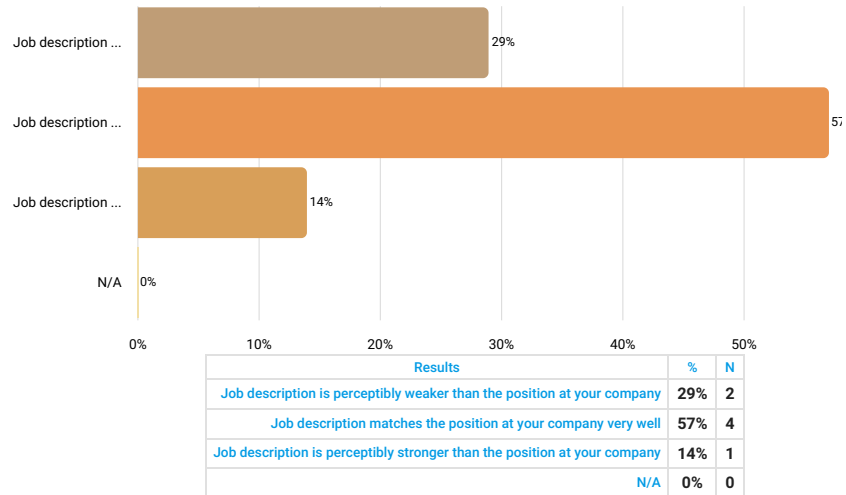
6.3.20 Staff Assistant

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 3 times

Text input

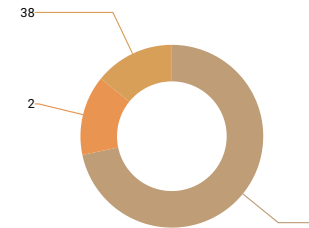


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



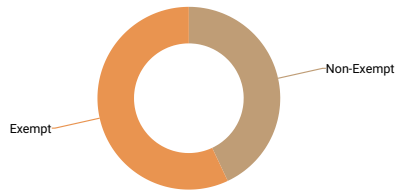
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	38
Mean	6
Median	1
Standard deviation	14

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	43%	3
Exempt	57%	4

Compensation data

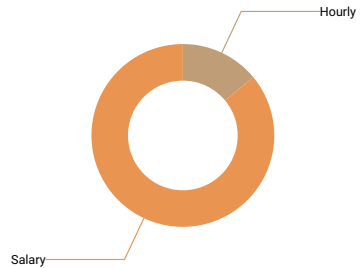
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	34,499	41,600	64,000	64,563	65,639	54,060	64,000	14,84
Actual Average Base Salary	5	40,487	41,600	64,000	64,563	65,640	55,258	64,000	12,99
Actual Highest Base Salary	5	41,600	50,984	64,000	64,563	65,641	57,358	64,000	10,64
Average Incentive or Other Cash Bonus (Annual)									

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

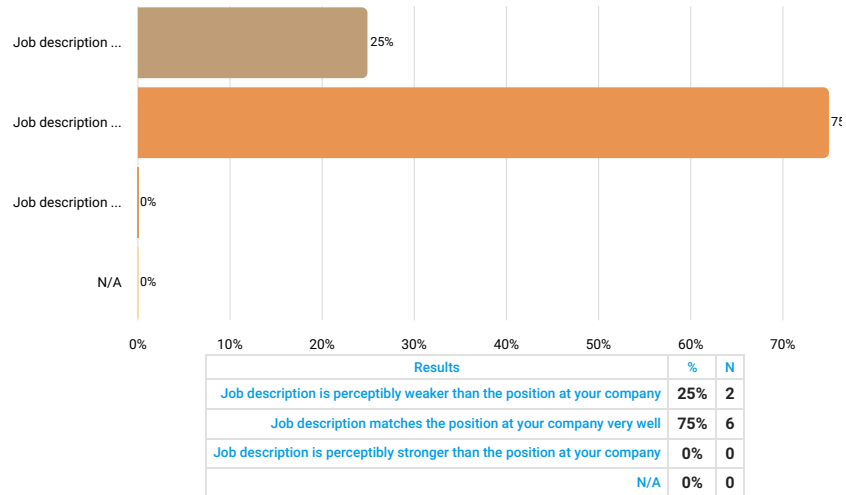
6.3.21 Office Manager

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 5 times

Text input

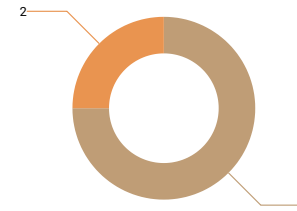


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times

Number input



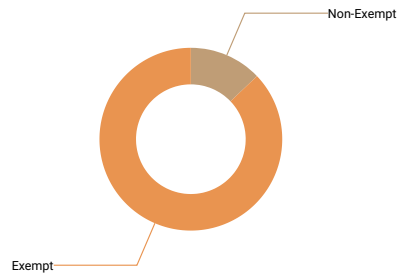
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

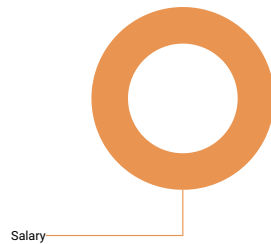
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	5	52,000	52,000	57,408	65,915	67,491	58,963	57,408	7,424
Pay Range Maximum Salary	5	57,408	78,000	89,398	93,600	101,237	83,929	89,398	17,04
Actual Lowest Base Salary	7	35,788	57,408	61,838	84,365	113,068	68,734	61,838	24,31
Actual Average Base Salary	8	35,884	53,704	63,279	76,502.5	113,068	66,990	63,279	23,37
Actual Highest Base Salary	7	35,981	57,408	68,640	84,365	113,068	70,101	68,640	24,08
Average Incentive or Other Cash Bonus (Annual)									

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

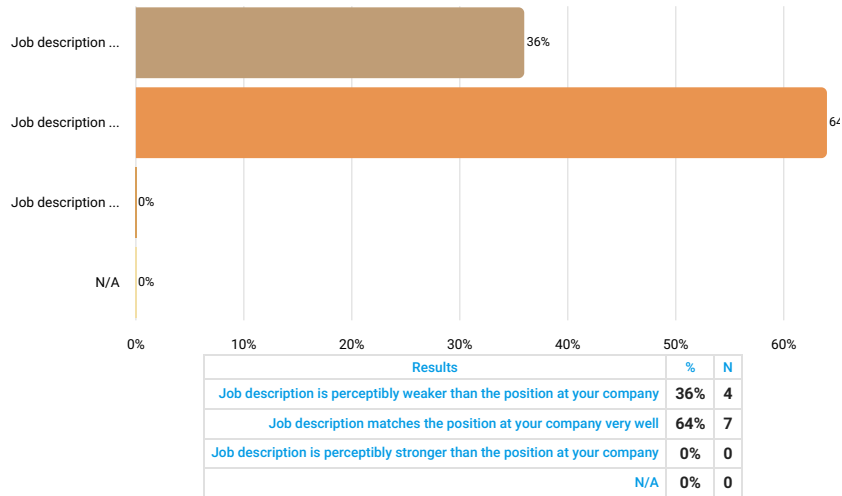
6.3.22 Configuration Management Analyst

Job description

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

Answered 11 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times
Skipped 5 times

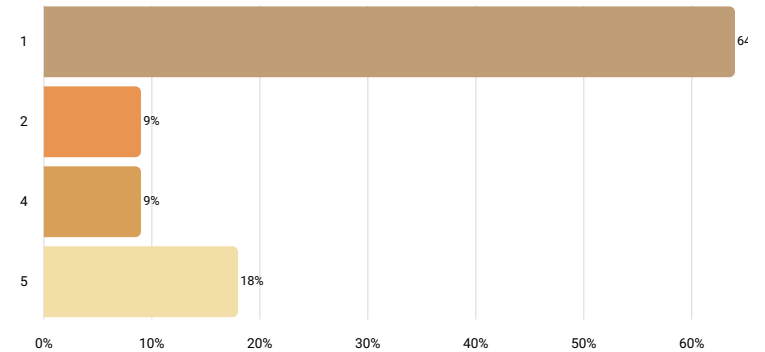
Text input

Results	
configuration manager	2
chief science officer	1
configuration analyst	1
configuration and data manager	1
configuration management analyst	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	4
90th percentile	5
Mean	2
Median	1
Standard deviation	2

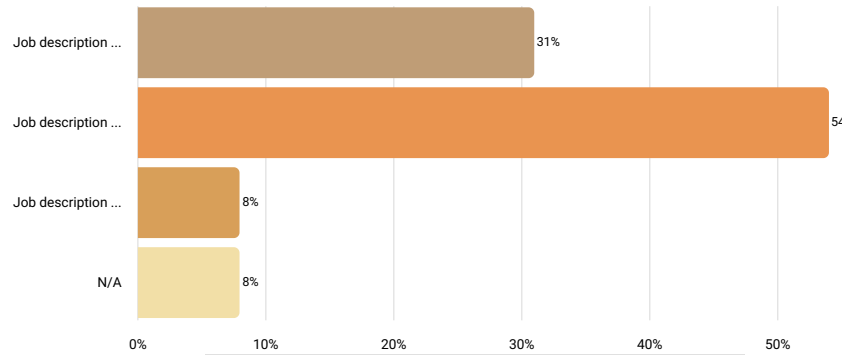
6.3.23 Financial Analyst

Job description

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	54%	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 6 times

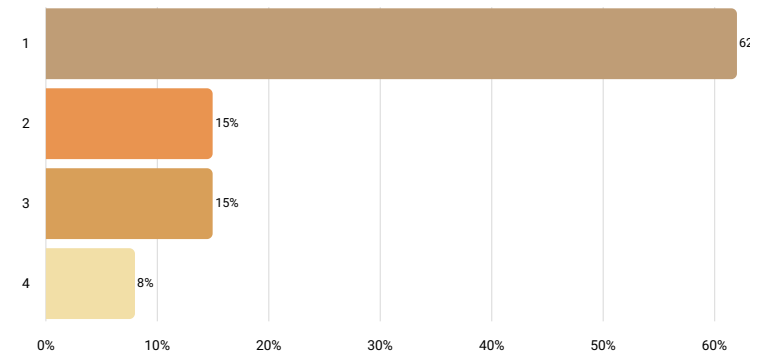
Text input

Results	
financial analyst	1
sr. cost accountant	1
analyst, financial sr	1
financial analyst iii	1
program/project control	1
financial analyst manager	1
local financial business partner	1

Number of Employees Currently in This Position

Answered 13 times
Skipped 0 times

Number input

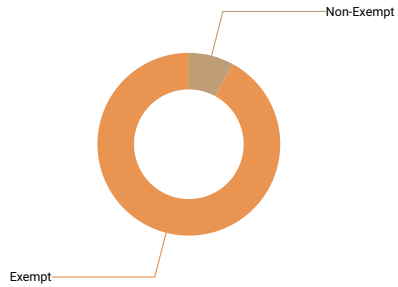


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 13 times
Skipped 0 times

Select one answer (radio button)



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

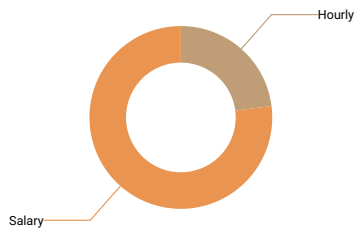
Compensation data

	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									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	64,338	70,000	74,800	85,000	109,948	80,817	74,800	17,960
Pay Range Maximum Salary	5	70,000	85,000	96,508	101,200	142,604	99,062	96,508	27,150
Actual Lowest Base Salary	8	44,553	73,500	83,538	90,000	120,279	82,364	83,538	21,280
Actual Average Base Salary	9	52,720	77,000	82,076	90,000	120,280	83,127	82,076	18,090
Actual Highest Base Salary	8	60,216	73,500	83,538	90,000	120,280	84,322	83,538	17,730
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 13 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	23%	3
Salary	77%	10

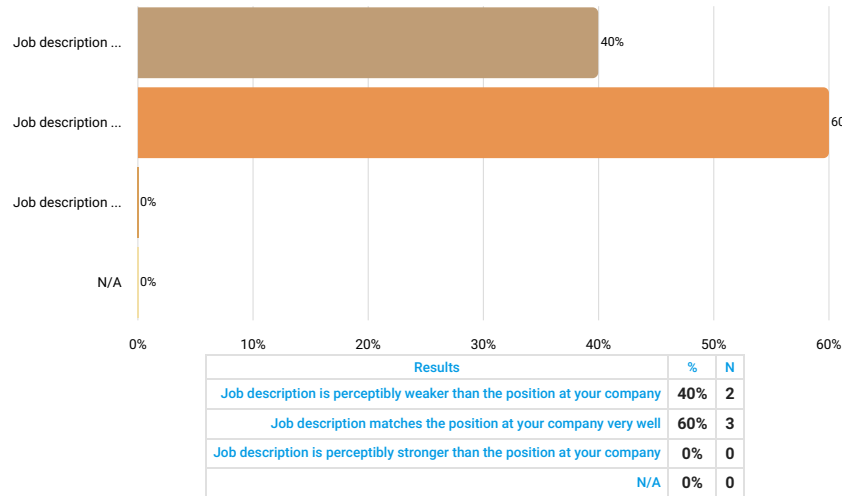
6.3.24 Legal Counsel

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 2 times

Text input

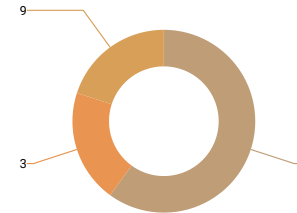


We are sorry but the collected data is not sufficient to render an accurate result.

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	3
90th percentile	9
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Exempt

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

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	80,000	80,350	100,000	117,071	152,769	106,038	100,000	30,33
Actual Average Base Salary	5	80,000	100,000	106,960	140,915	152,770	116,129	106,960	30,02
Actual Highest Base Salary	5	80,000	100,000	117,624	152,770	179,368	125,952	117,624	40,08
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	5

6.3.25 Military Analyst

Job description

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

Answered 1 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times
Skipped 0 times

Text input



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

Number of Employees Currently in This Position

Answered 1 times
Skipped 0 times

Number input



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

FLSA Status

Answered 1 times
Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 1 times
Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.3.26 PR/Public Affairs Representative

Job description

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

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times

Skipped 0 times

Text input



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

Number of Employees Currently in This Position

Answered 2 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

6.3.27 Property Management Specialist

Job description

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

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times
Skipped 2 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times
Skipped 0 times

Number input



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

FLSA Status

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.3.28 Recruiter

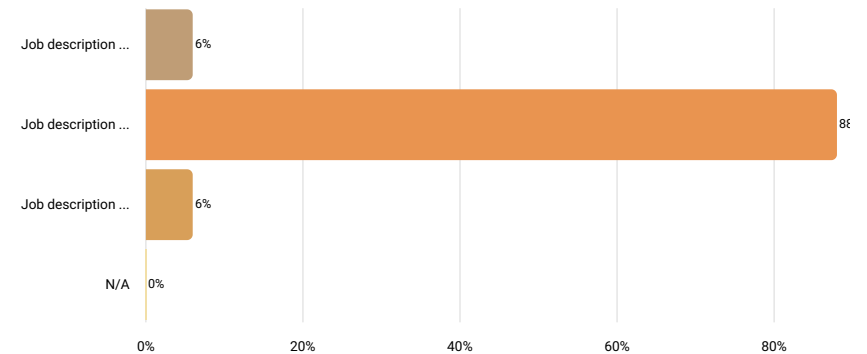
Job description

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 11 times

Skipped 6 times

Text input

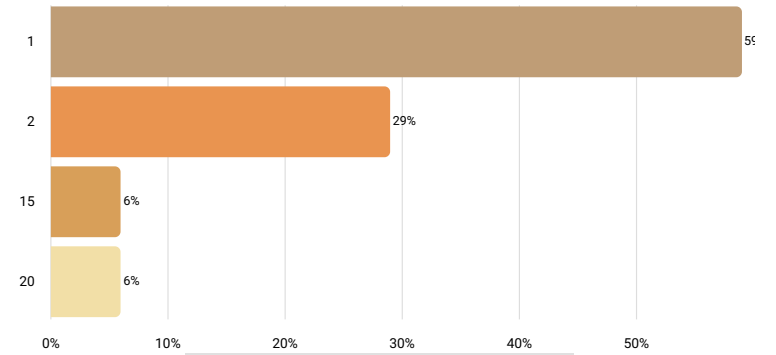
Results	
technical recruiter	2
recruiter ii	1
hr specialist	1
field recruiter	1
technical recruiter-i	1
analyst - talent management	1
talent management associate	1
director of staff development	1
recruiting/onboarding specialist	1
jr. recruiter, technical recruiter 1-3, sr. technical recruiter, engineer recruiter 1-3, sr. engineering recruiter	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



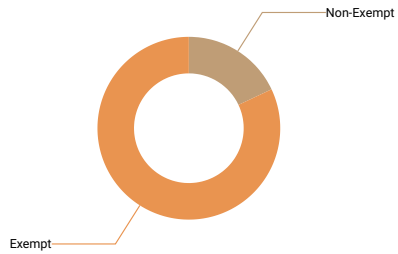
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	15
Mean	3
Median	1
Standard deviation	5

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	18%	3
Exempt	82%	14

Compensation data

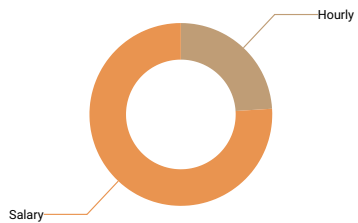
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	32,887	45,000	49,500	61,900	75,600	53,602	49,500	14,31
Pay Range Maximum Salary	9	63,000	73,500	80,000	80,582	121,600	84,444	80,000	19,70
Actual Lowest Base Salary	11	42,319	47,299	55,840	76,500	87,360	63,143	55,840	19,64
Actual Average Base Salary	10	46,415	54,788	63,085	76,500	98,747	67,278	63,085	19,58
Actual Highest Base Salary	10	46,671	55,000	69,125	78,403	103,851.5	70,920	69,125	20,76
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	24%	4
Salary	76%	13

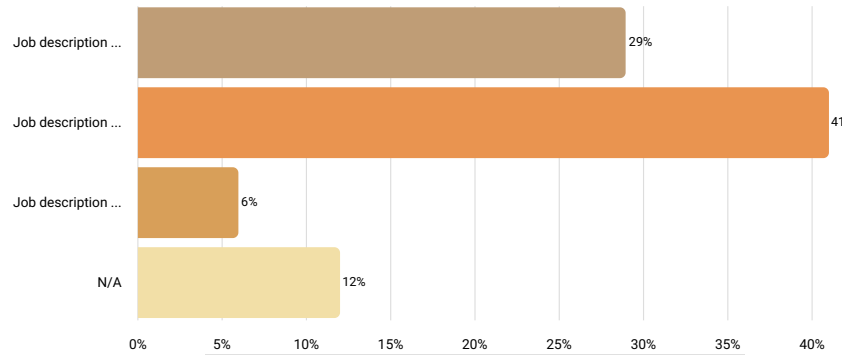
6.3.29 Training Coordinator

Job description

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	41%	7
Job description is perceptibly stronger than the position at your company	6%	1
N/A	12%	2

Job Title (if different than above)

Answered 11 times
Skipped 6 times

Text input

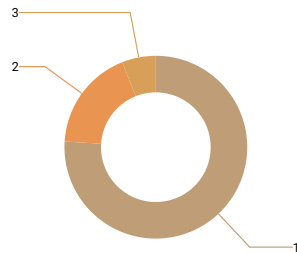
Results	
trainer	1
safety supervisor	1
training developer	1
coord, training & dev	1
subject matter expert	1
hr training specialist	1
training administrator	1
shift supervisor-training	1
operations training specialist	1
training and credentialing specialist	1
employee development training specialist	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



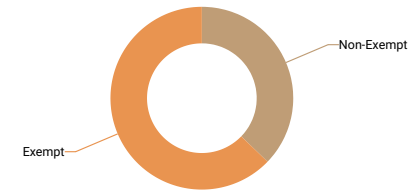
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



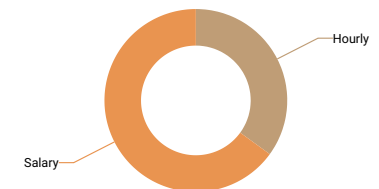
Results	%	N
Non-Exempt	35%	6
Exempt	59%	10

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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	15	18	21	22	95	34	21	34
Actual Average Base Rate	5	15	18	22	24	95	35	22	34
Actual Highest Base Rate	5	15	18	22	28	95	36	22	34
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	0	0	3,500	700	0	1,565
Pay Range Minimum Salary	9	45,000	53,000	56,700	64,275	92,629	60,152	56,700	13,900
Pay Range Maximum Salary	9	53,000	80,000	85,000	110,240	138,943	94,863	85,000	26,390
Actual Lowest Base Salary	9	53,000	56,700	75,000	86,008	113,726	74,653	75,000	20,150
Actual Average Base Salary	10	54,500	62,500	73,894.5	86,008	106,246.5	75,779	73,895	19,330
Actual Highest Base Salary	10	42,100	56,000	78,469.5	86,008	109,713	75,007	78,470	24,970
Average Incentive or Other Cash Bonus (Annual)	8	0	0	3,100	13,391.5	17,400	6,298	3,100	7,435

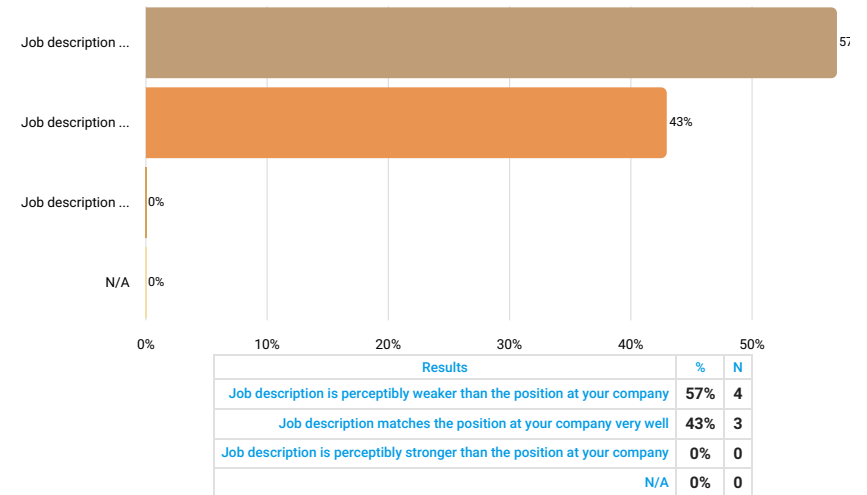
6.3.30 Compensation/Benefits Specialist

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 3 times

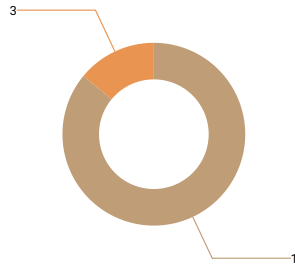
Text input



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

Number of Employees Currently in This Position

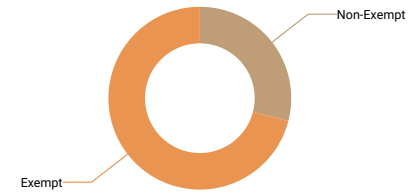
Answered 7 times
 Skipped 0 times
 Number input



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

FLSA Status

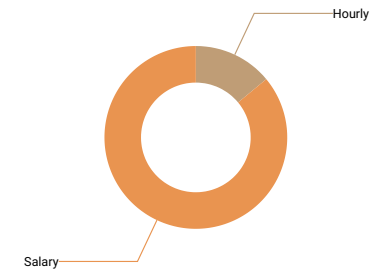
Answered 7 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Non-Exempt	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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	48,549	50,300	60,000	88,400	95,000	68,450	60,000	21,790
Actual Average Base Salary	6	46,751	48,549	60,366	88,400	95,000	66,572	60,366	20,530
Actual Highest Base Salary	5	48,549	62,875	70,433	88,400	95,000	73,051	70,433	18,890
Average Incentive or Other Cash Bonus (Annual)									

6.4 Professional Technical Positions (76 occupations)

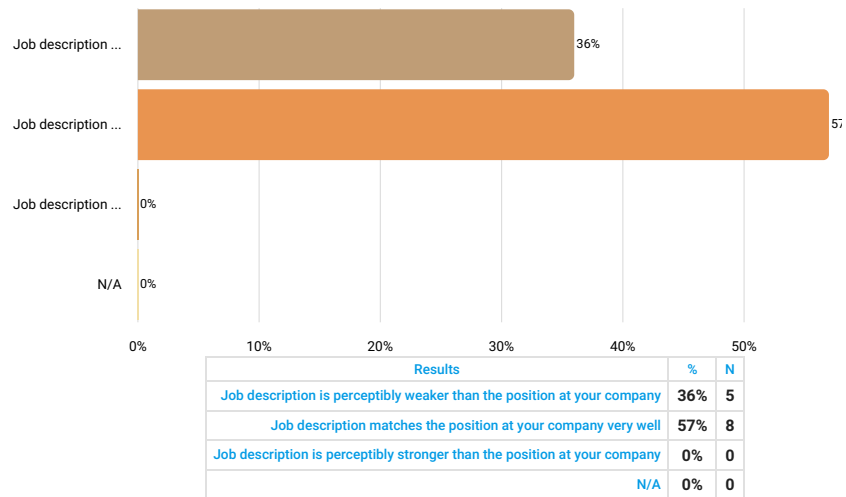
6.4.1 Mechanical Engineer - Level 1

Job description

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

Answered 14 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times
Skipped 8 times

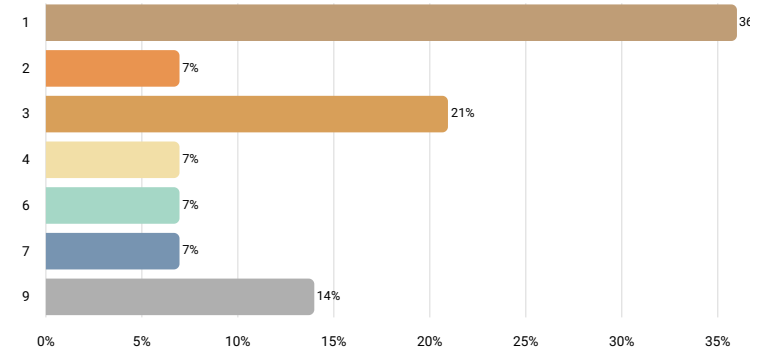
Text input

Results	
mechanical design engineer	2
engineer	1
entry-level mechanical engineer	1
associate engineer/mechanical engineer 1	1
research& development mechanical engineer, mechanical engineer,entry level mechanical engineer	1

Number of Employees Currently in This Position

Answered 14 times
Skipped 0 times

Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6
90th percentile	9
Mean	4
Median	3
Standard deviation	3

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

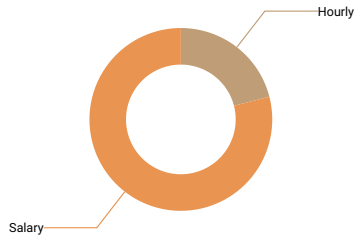
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	44,637	50,321	55,200	65,000	66,372	56,122	55,200	8,913
Pay Range Maximum Salary	6	66,956	72,000	79,240.5	85,700	99,294	80,405	79,241	11,550
Actual Lowest Base Salary	9	46,051	60,000	62,500	66,310	81,000	62,581	62,500	9,500
Actual Average Base Salary	10	62,000	62,902	65,047	68,500	80,189.5	67,778	65,047	7,270
Actual Highest Base Salary	10	36,250	63,000	68,699	77,646	86,506	66,218	68,699	21,590
Average Incentive or Other Cash Bonus (Annual)									

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

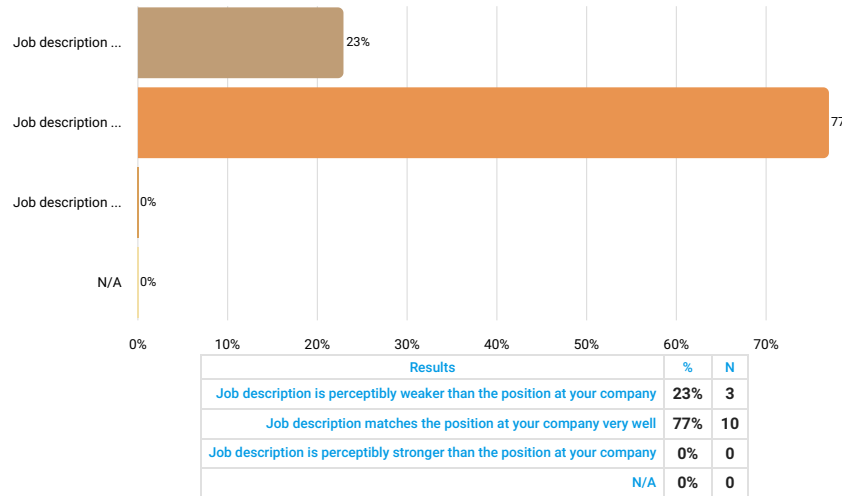
6.4.2 Mechanical Engineer - Level 2

Job description

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

Answered 13 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times
Skipped 8 times

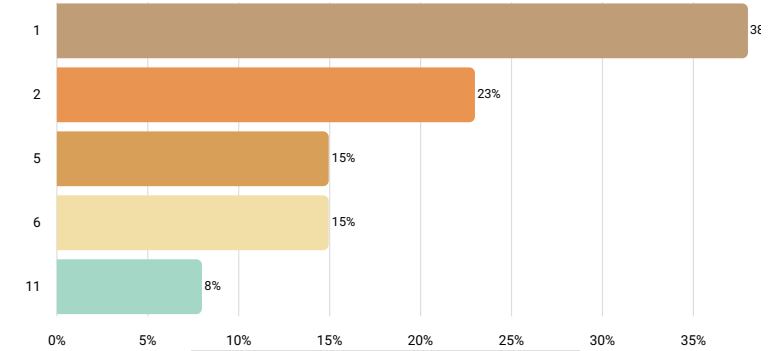
Text input

Results	
mechanical engineer	2
test engineer ii	1
engineer, mid level	1
mechanical design engineer	1

Number of Employees Currently in This Position

Answered 13 times
Skipped 0 times

Number input



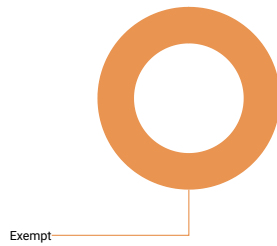
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	6
Mean	3
Median	2
Standard deviation	3

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

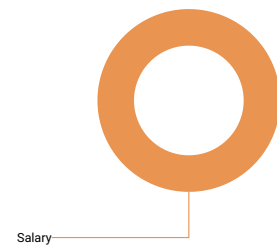
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	9	45,000	56,576	68,559	74,460	79,435	64,754	68,559	12,390
Pay Range Maximum Salary	9	72,800	84,864	90,000	108,300	124,514	94,053	90,000	17,810
Actual Lowest Base Salary	11	52,000	65,500	74,460	80,612	84,011	69,608	74,460	23,200
Actual Average Base Salary	11	69,250	71,073	77,147	93,652	98,571	81,551	77,147	14,020
Actual Highest Base Salary	12	45,000	65,536.5	85,494.5	104,573	113,672	80,228	85,495	31,070
Average Incentive or Other Cash Bonus (Annual)									

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

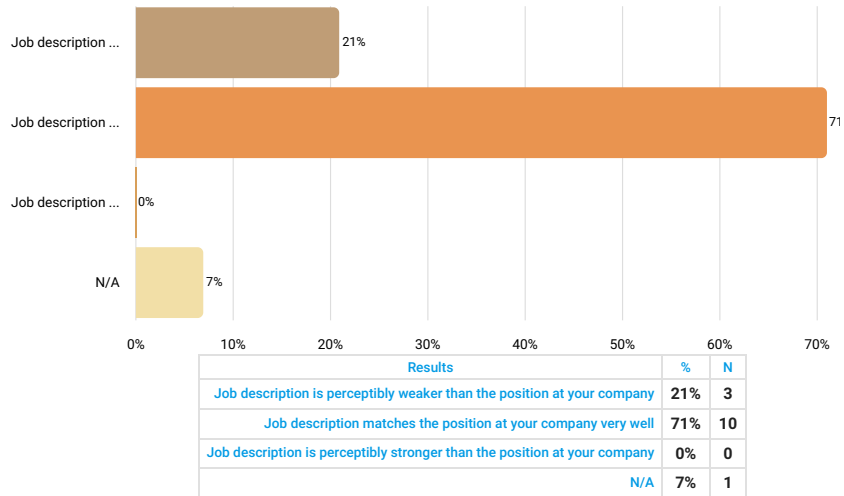
6.4.3 Mechanical Engineer - Level 3

Job description

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%

Job Title (if different than above)

Answered 3 times
Skipped 11 times

Text input

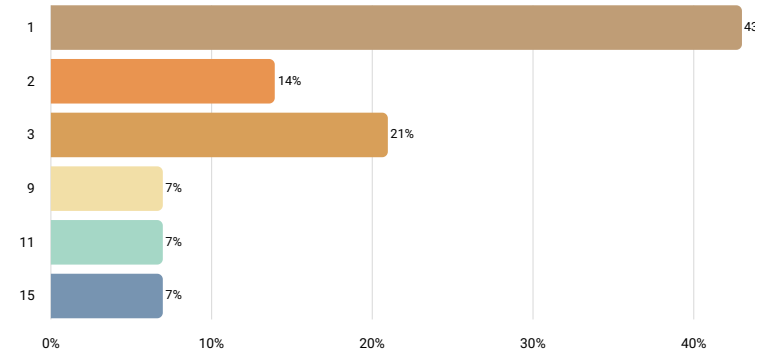


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 14 times
Skipped 0 times

Number input

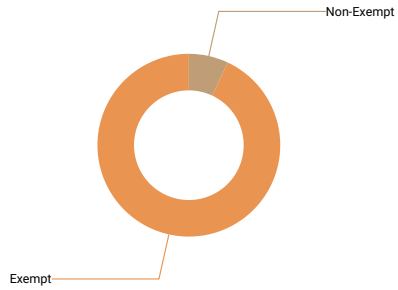


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	11
Mean	4
Median	2
Standard deviation	4

FLSA Status

Answered 14 times
 Skipped 0 times

Select one answer (radio button)

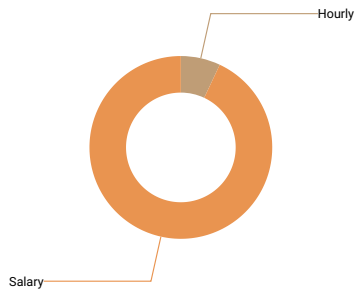


Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	10	54,350	64,275	80,180	90,800	105,411.5	79,347	80,180	19,86
Pay Range Maximum Salary	10	81,280	102,771	113,683.5	150,000	160,096.5	119,689	113,684	29,95
Actual Lowest Base Salary	12	67,750	70,650	94,449	114,636.5	115,585	92,485	94,449	20,61
Actual Average Base Salary	12	69,711	86,087	95,002	119,984.5	131,476	99,824	95,002	23,31
Actual Highest Base Salary	12	71,672	91,280	97,347.5	132,755	141,835	108,387	97,348	29,95
Average Incentive or Other Cash Bonus (Annual)	5	0	2,000	5,000	6,768	11,606	5,075	5,000	4,49

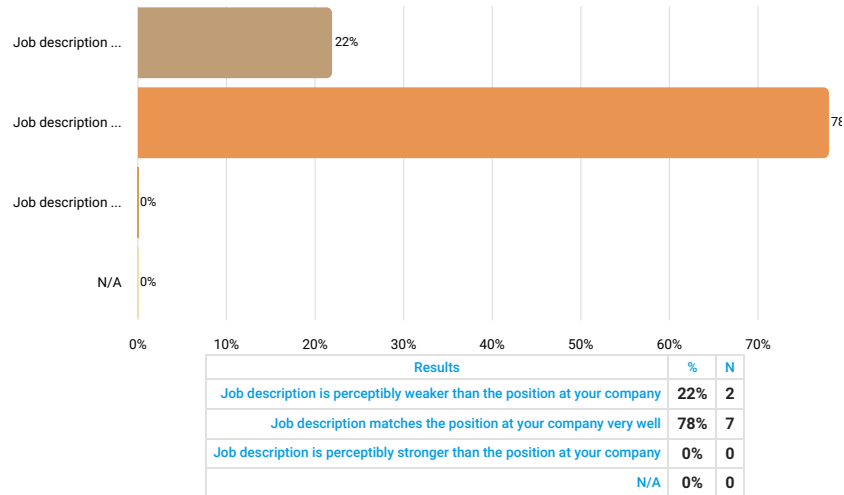
6.4.4 Mechanical Engineer - Level 4

Job description

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

Answered 9 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 6 times

Text input

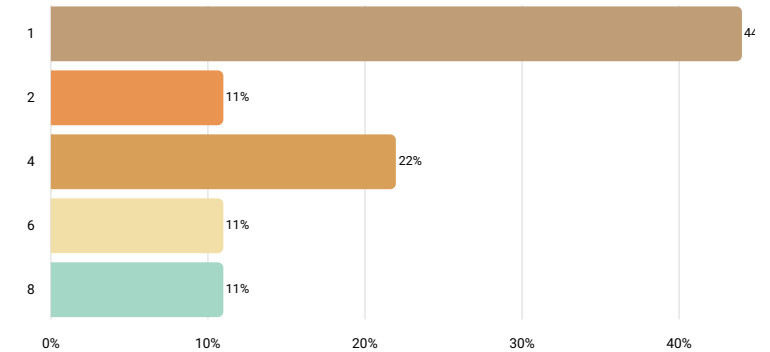


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 9 times
Skipped 0 times

Number input



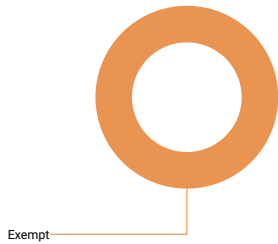
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	8
Mean	3
Median	2
Standard deviation	3

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

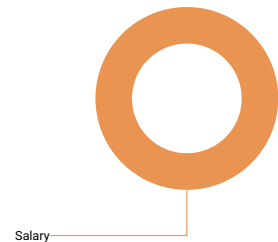
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	5	71,500	80,340	81,134	83,200	122,699	87,775	81,134	20,030
Pay Range Maximum Salary	5	80,340	121,600	124,800	148,570	185,146	132,091	124,800	38,490
Actual Lowest Base Salary	8	80,340	83,634.5	107,600.5	125,917	150,009	108,082	107,601	25,270
Actual Average Base Salary	9	80,340	92,841	118,170	135,100	152,921	113,476	118,170	25,680
Actual Highest Base Salary	8	80,340	94,533.5	124,519	147,571	158,121	121,464	124,519	29,880
Average Incentive or Other Cash Bonus (Annual)									

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

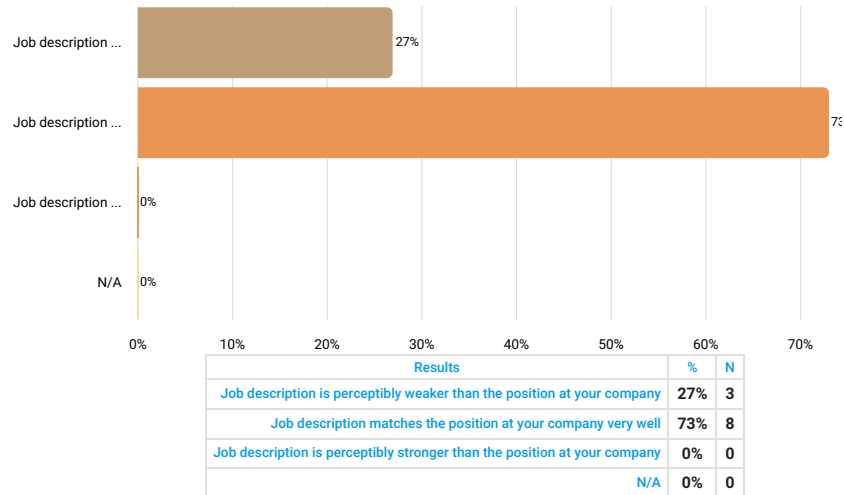
6.4.5 Mechanical Engineer - Level 5

Job description

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

Answered 11 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 7 times

Text input

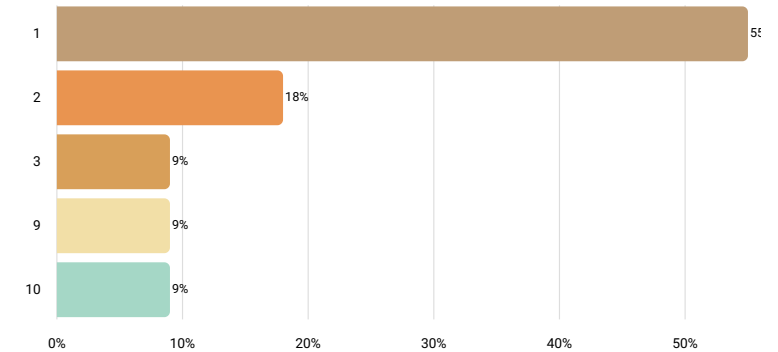


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times

Number input



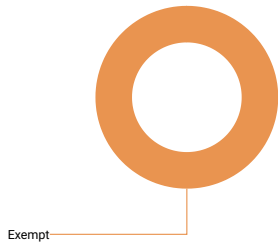
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	9
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



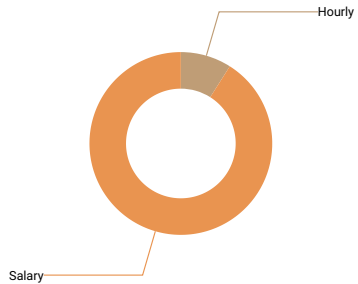
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	53,048	81,134	100,000	119,870	148,116	100,250	100,000	29,64
Pay Range Maximum Salary	7	98,510	102,134	143,769	185,449	270,400	158,780	143,769	58,79
Actual Lowest Base Salary	8	95,398	119,000	125,609.5	142,083.5	173,409	130,274	125,610	23,03
Actual Average Base Salary	10	97,953	110,557	125,000	140,785	170,660	129,676	125,000	28,03
Actual Highest Base Salary	9	95,399	120,000	130,000	153,466	229,340	140,469	130,000	38,93
Average Incentive or Other Cash Bonus (Annual)	5	0	0	2,000	2,000	25,383	5,877	2,000	10,95

6.4.6 Mechanical Engineer - Level 6

Job description

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

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Text input



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

Number of Employees Currently in This Position

Answered 3 times

Skipped 0 times

Number input



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

FLSA Status

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

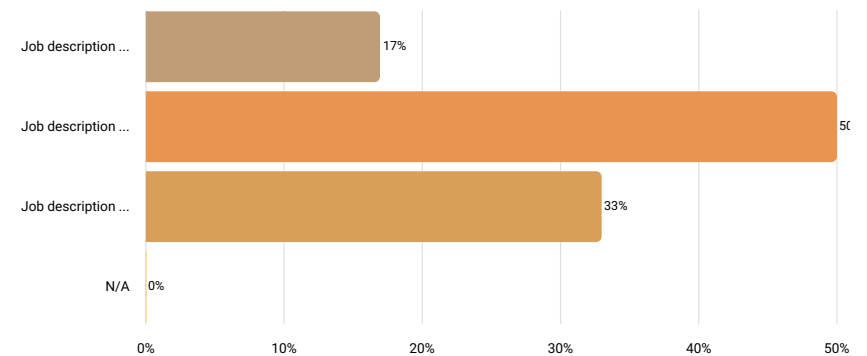
6.4.7 Electrical Design Engineer - Level 1

Job description

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	50%	3
Job description is perceptibly stronger than the position at your company	33%	2
N/A	0%	0

Job Title (if different than above)

Answered 4 times
Skipped 2 times

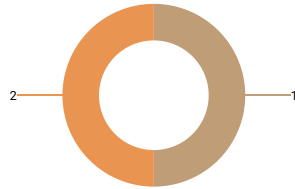
Text input



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

Number of Employees Currently in This Position

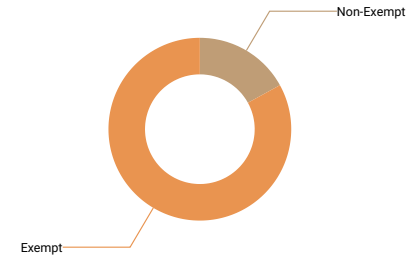
Answered 6 times
 Skipped 0 times
 Number input



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

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	33%	2
Salary	67%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

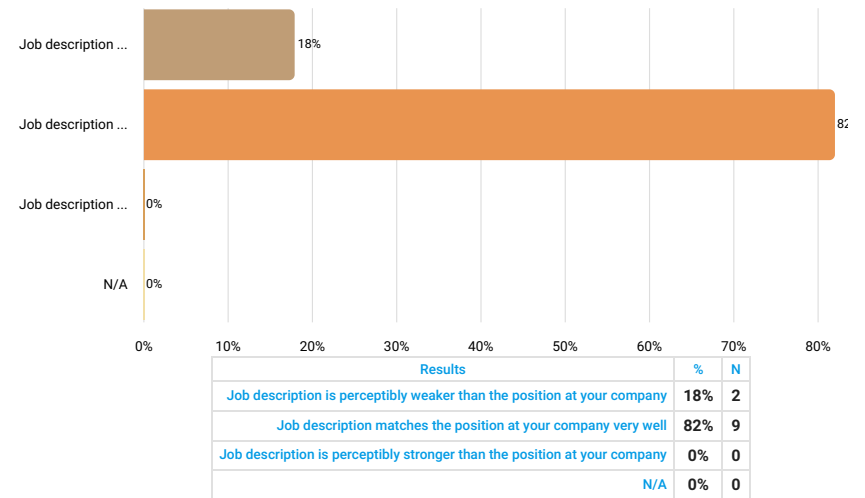
6.4.8 Electrical Design Engineer - Level 2

Job description

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

Answered 11 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 8 times

Text input



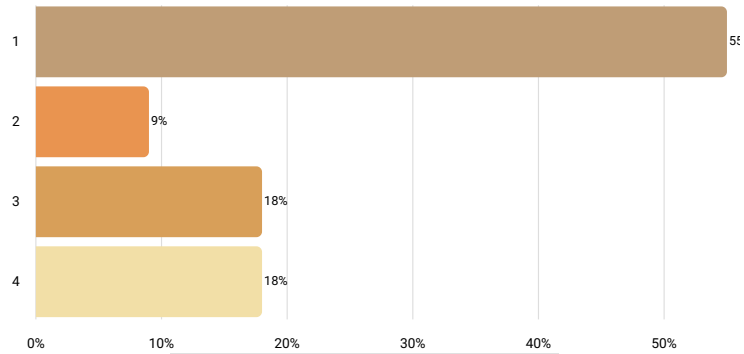
We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



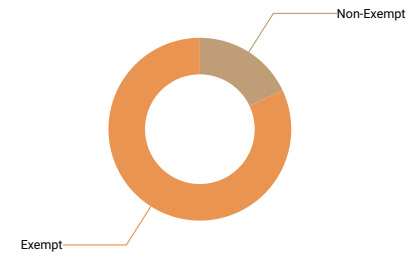
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



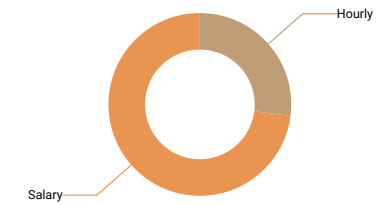
Results	%	N
Non-Exempt	18%	2
Exempt	82%	9

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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	69,010	70,000	75,581.5	81,903	97,850	78,321	75,582	11,140
Actual Average Base Salary	7	71,309	76,100	80,849	89,206	97,850	82,100	80,849	8,830
Actual Highest Base Salary	6	80,849	82,200	89,518	95,251	97,850	89,198	89,518	7,365
Average Incentive or Other Cash Bonus (Annual)									

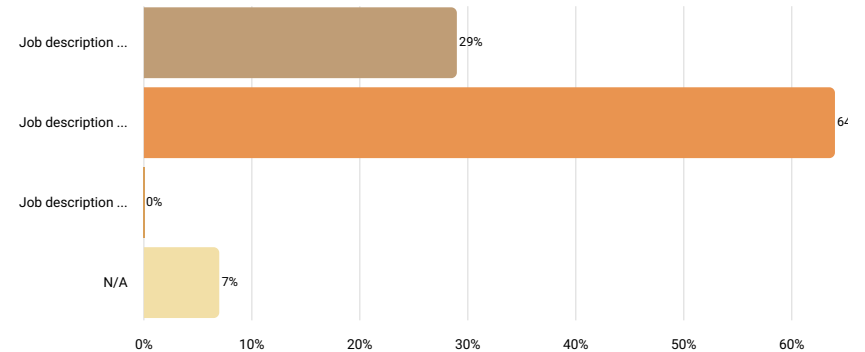
6.4.9 Electrical Design Engineer - Level 3

Job description

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 6 times
Skipped 8 times

Text input

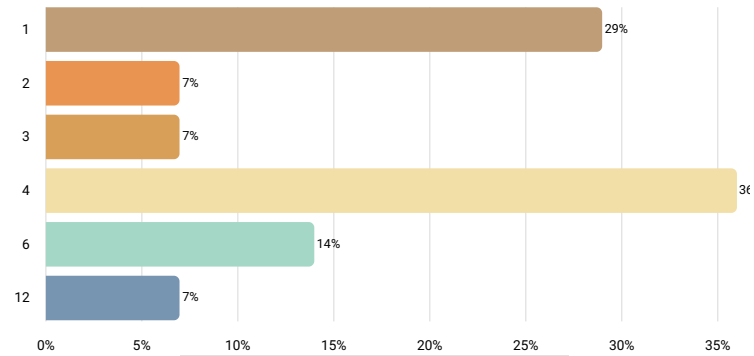
Results	Count
electrical engineer iii	2
intelligence engineer	1
electrical hardware eng iii	1
systems test engineer, senior	1
electrical engineer, laser engineer	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



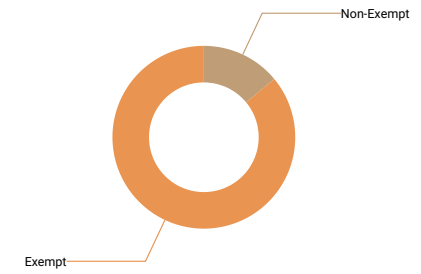
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	4
90th percentile	6
Mean	4
Median	4
Standard deviation	3

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



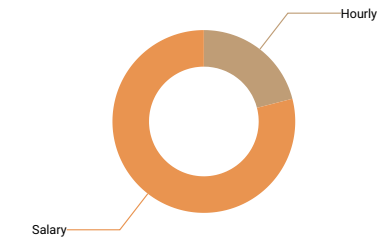
Results	%	N
Non-Exempt	14%	2
Exempt	86%	12

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	3
Salary	79%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	55,000	72,800	80,000	90,833	115,000	84,001	80,000	20,08
Pay Range Maximum Salary	9	85,000	102,771	107,452	130,000	190,762	117,170	107,452	31,41
Actual Lowest Base Salary	9	73,151	84,660	86,384	95,000	146,515	94,608	86,384	21,49
Actual Average Base Salary	10	79,398	92,248	102,570	107,662	128,257.5	102,379	102,570	19,13
Actual Highest Base Salary	9	73,151	105,000	110,000	124,018	146,515	111,507	110,000	20,29
Average Incentive or Other Cash Bonus (Annual)									

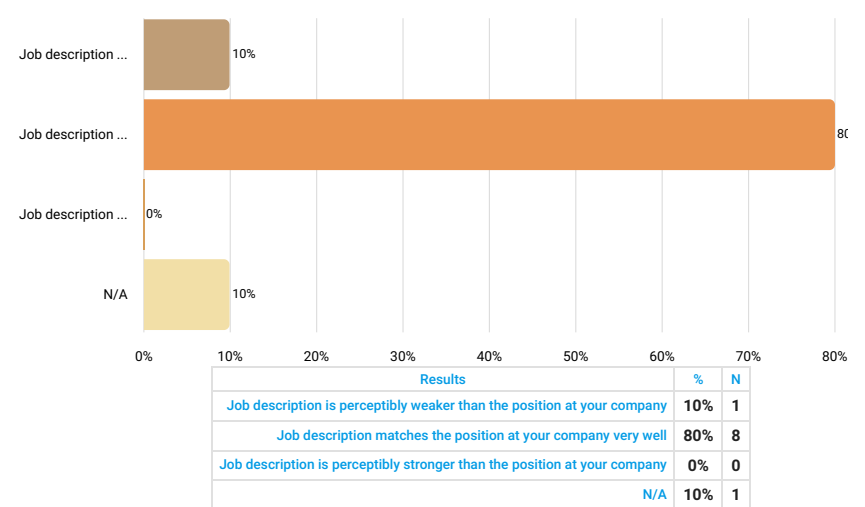
6.4.10 Electrical Design Engineer - Level 4

Job description

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 4 times
Skipped 6 times

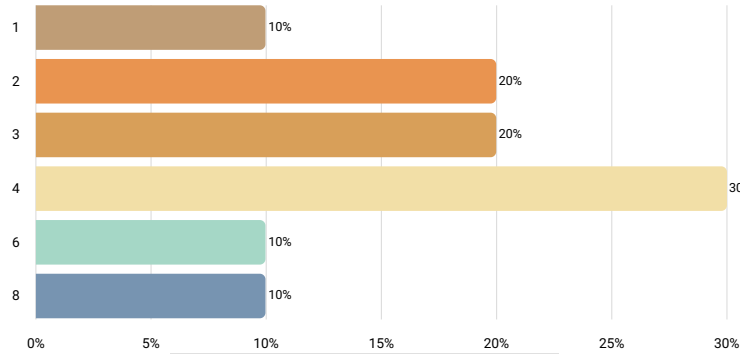
Text input



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

Number of Employees Currently in This Position

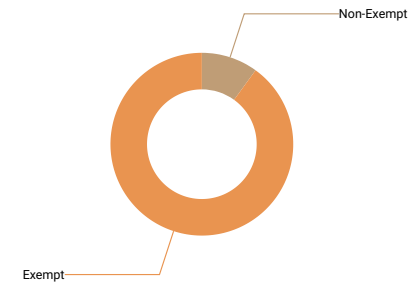
Answered 10 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1.5
25th percentile	2
50th percentile	3.5
75th percentile	4
90th percentile	7
Mean	4
Median	4
Standard deviation	2

FLSA Status

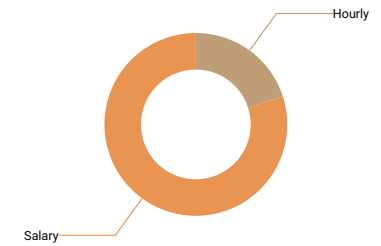
Answered 10 times
 Skipped 0 times
 Select one answer (radio button)



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	20%	2
Salary	80%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	64,275	92,391	97,593	104,000	152,609	102,174	97,593	32,01
Pay Range Maximum Salary	5	104,401	119,067	138,586	166,400	198,510	145,393	138,586	37,69
Actual Lowest Base Salary	7	97,689	101,150	116,134	118,976	146,889	116,289	116,134	15,93
Actual Average Base Salary	8	101,150	101,465.5	123,269.5	137,557	150,009	121,968	123,270	19,17
Actual Highest Base Salary	7	101,150	105,806	139,431	152,505	160,000	133,924	139,431	23,17
Average Incentive or Other Cash Bonus (Annual)									

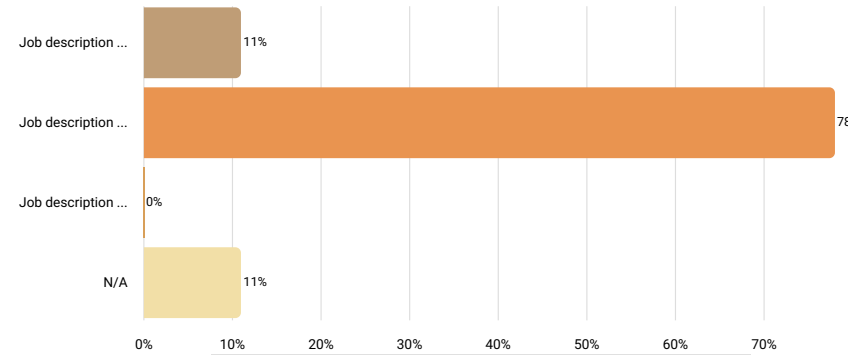
6.4.11 Electrical Design Engineer - Level 5

Job description

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

Job Title (if different than above)

Answered 4 times
Skipped 5 times

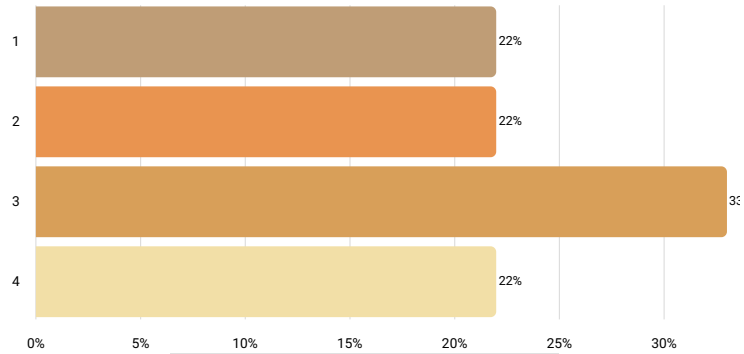
Text input



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

Number of Employees Currently in This Position

Answered 9 times
 Skipped 0 times
 Number input



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

FLSA Status

Answered 9 times
 Skipped 0 times
 Select one answer (radio button)



Exempt

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)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	6	64,974	81,134	109,708.5	158,808	160,000	114,056	109,709	39,244
Pay Range Maximum Salary	6	124,606	145,000	152,532	175,000	208,000	159,612	152,532	28,800
Actual Lowest Base Salary	8	108,681	114,501.5	128,310	155,446	170,497	134,462	128,310	23,370
Actual Average Base Salary	9	108,681	128,322	132,251	156,404	170,497	138,660	132,251	20,880
Actual Highest Base Salary	8	108,681	142,715.5	145,448.5	166,206	175,000	149,053	145,449	20,830
Average Incentive or Other Cash Bonus (Annual)	5	0	0	2,000	2,125	19,248	4,675	2,000	8,212

6.4.12 Electrical Design Engineer - Level 6

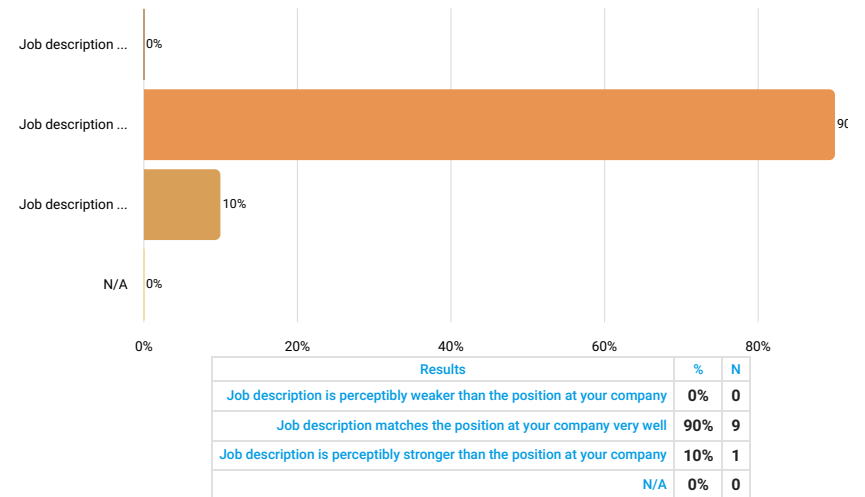
Job description

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 4 times

Skipped 6 times

Text input

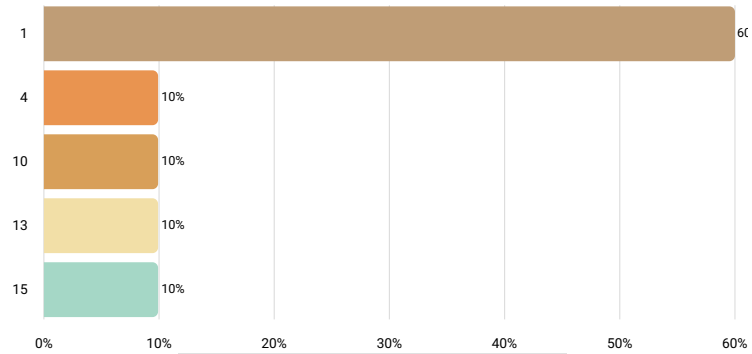


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times

Number input

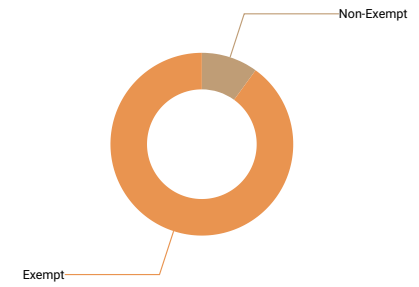


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	10
90th percentile	14
Mean	5
Median	1
Standard deviation	6

FLSA Status

Answered 10 times
Skipped 0 times

Select one answer (radio button)

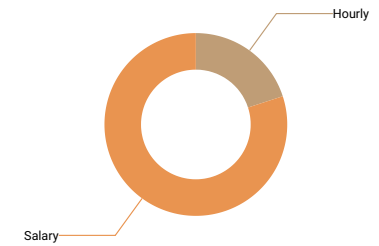


Results	%	N
Non-Exempt	10%	1
Exempt	90%	9

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	2
Salary	80%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	93,500	111,100	122,196.5	158,340	166,400	128,956	122,197	28,291
Pay Range Maximum Salary	6	110,335	158,340	167,923.5	188,900	416,000	201,570	167,924	108,333
Actual Lowest Base Salary	6	84,860	93,500	140,530	160,000	180,960	133,397	140,530	39,121
Actual Average Base Salary	7	101,299	142,885	160,000	172,686	194,636	155,974	160,000	28,841
Actual Highest Base Salary	6	110,335	158,340	178,789.5	208,000	208,312	173,761	178,790	38,421
Average Incentive or Other Cash Bonus (Annual)									

6.4.13 Industrial or Manufacturing Engineer - Level 1

Job description

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

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 2 times

Text input



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

Number of Employees Currently in This Position

Answered 3 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

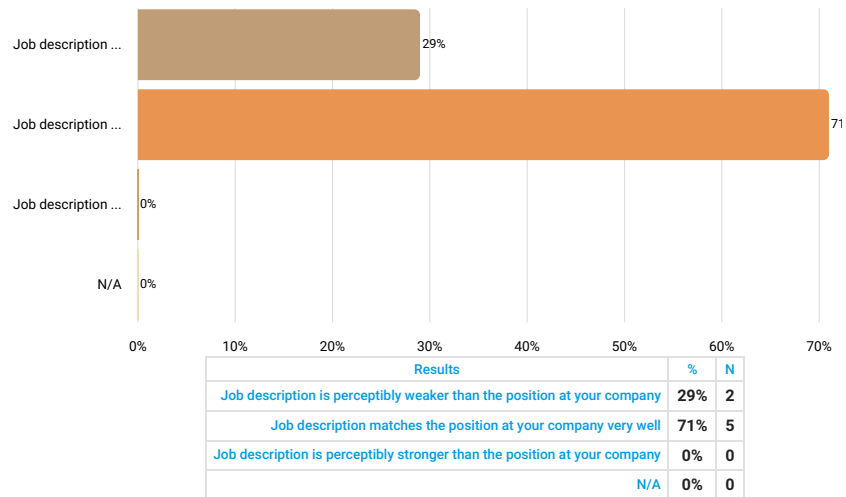
6.4.14 Industrial or Manufacturing Engineer - Level 2

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 3 times

Text input

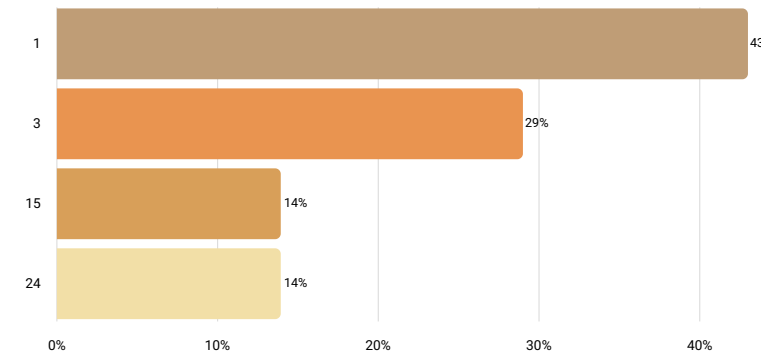


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	15
90th percentile	24
Mean	7
Median	3
Standard deviation	9

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Exempt

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

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	6	40,600	55,348	69,673.5	73,000	85,280	65,596	69,674	15,520
Pay Range Maximum Salary	6	73,000	76,000	83,368	91,300	139,360	91,066	83,368	24,600
Actual Lowest Base Salary	6	65,000	67,000	70,000	70,206	73,000	69,201	70,000	2,800
Actual Average Base Salary	7	64,247	67,000	73,000	77,019	92,750	74,407	73,000	9,387
Actual Highest Base Salary	6	67,000	70,000	76,925	95,000	118,000	83,975	76,925	19,450
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	7

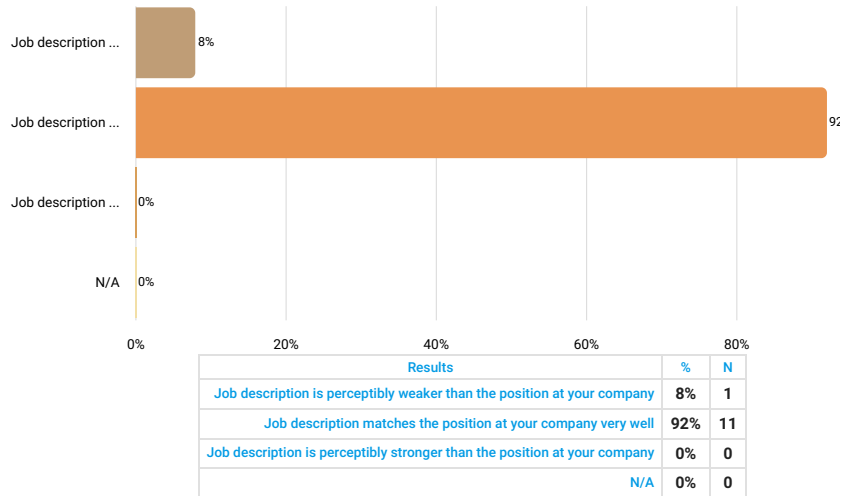
6.4.15 Industrial or Manufacturing Engineer - Level 3

Job description

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

Answered 12 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times
Skipped 7 times

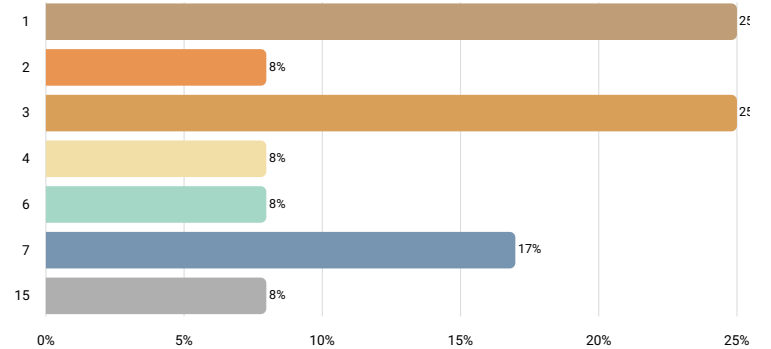
Text input

Results	
process engineer	1
manufacturing engineer	1
engineer, manufacturing sr	1
manufacturing engineer iii	1
material and processes engineer	1

Number of Employees Currently in This Position

Answered 12 times
Skipped 0 times

Number input

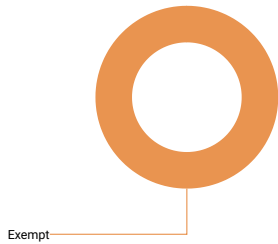


Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3
75th percentile	6.5
90th percentile	7
Mean	4
Median	3
Standard deviation	4

FLSA Status

Answered 12 times
Skipped 0 times

Select one answer (radio button)



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

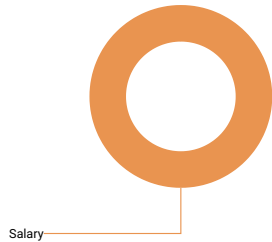
Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	10	52,097	56,777	77,141	91,714	98,880	76,473	77,141	18,61
Pay Range Maximum Salary	10	82,323.5	85,387	96,116	124,083	185,080	114,971	96,116	41,71
Actual Lowest Base Salary	12	76,500	79,088	85,520	101,093.5	110,000	89,997	85,520	14,47
Actual Average Base Salary	11	78,242	83,902	90,000	104,100	113,333	94,470	90,000	16,87
Actual Highest Base Salary	11	83,902	86,902	94,850	104,100	115,000	100,249	94,850	25,78
Average Incentive or Other Cash Bonus (Annual)	6	0	0	8,685.5	11,333	20,812	8,253	8,686	7,795

Is this position paid an hourly rate or annual salary?

Answered 12 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

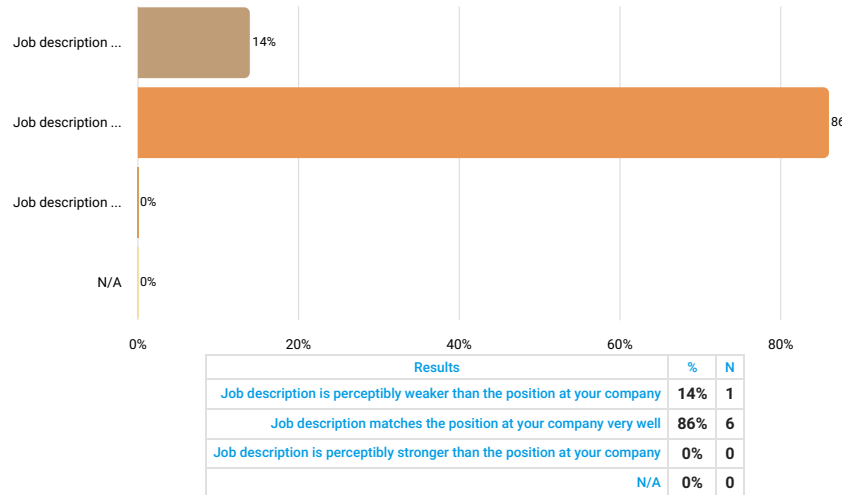
6.4.16 Industrial or Manufacturing Engineer - Level 4

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 4 times

Text input

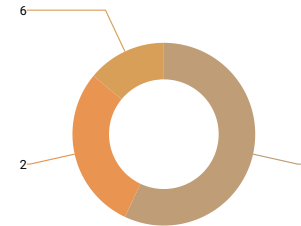


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



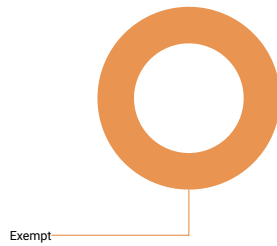
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

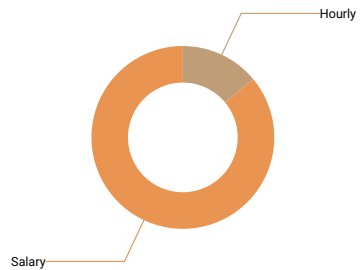
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	58,200	78,000	94,660	98,000	117,052	89,182	94,660	22,188
Pay Range Maximum Salary	5	97,904	104,000	118,560	142,500	158,365	124,266	118,560	25,650
Actual Lowest Base Salary									
Actual Average Base Salary	5	86,639	87,250	102,892	112,776	136,900	105,291	102,892	20,820
Actual Highest Base Salary	5	102,892	104,000	114,350	118,674	136,900	115,363	114,350	13,780
Average Incentive or Other Cash Bonus (Annual)									

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

6.4.17 Industrial or Manufacturing Engineer - Level 5

Job description

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

Answered 2 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times
Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 2 times
Skipped 0 times

Number input



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

FLSA Status

Answered 2 times
Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 2 times
Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.4.18 Industrial or Manufacturing Engineer - Level 6

Job description

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

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Text input



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

Number of Employees Currently in This Position

Answered 1 times
Skipped 0 times
Number input



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

Compensation data



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

FLSA Status

Answered 1 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 1 times
Skipped 0 times
Select one answer (radio button)



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

6.4.19 Aeronautical Design Engineer - Level 1

Job description

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

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 2 times

Skipped 0 times

Number input



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

FLSA Status

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

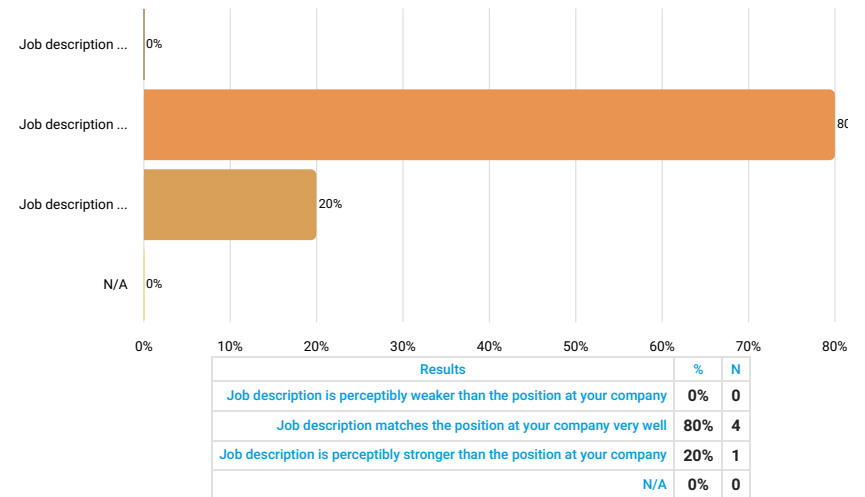
6.4.20 Aeronautical Design Engineer - Level 2

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 2 times

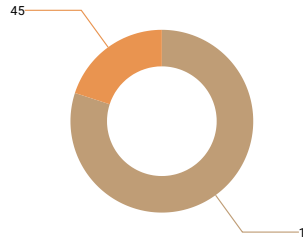
Text input



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

Number of Employees Currently in This Position

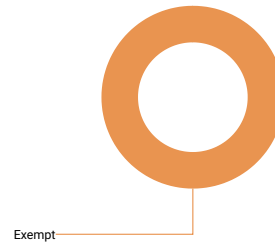
Answered 5 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	45
Mean	10
Median	1
Standard deviation	20

FLSA Status

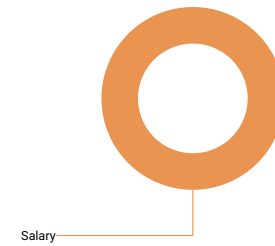
Answered 5 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 5 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	67,000	69,056	75,000	83,555	85,000	75,922	75,000	8,189
Actual Average Base Salary	5	67,000	69,056	83,556	85,000	98,551	80,633	83,556	12,923
Actual Highest Base Salary	5	67,000	69,056	83,556	85,000	139,623	88,847	83,556	29,530
Average Incentive or Other Cash Bonus (Annual)									

6.4.21 Aeronautical Design Engineer - Level 3

Job description

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

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times

Skipped 0 times

Text input



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

Number of Employees Currently in This Position

Answered 3 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

6.4.22 Aeronautical Design Engineer - Level 4

Job description

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

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times

Skipped 0 times

Number input



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

FLSA Status

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.4.23 Aeronautical Design Engineer - Level 5

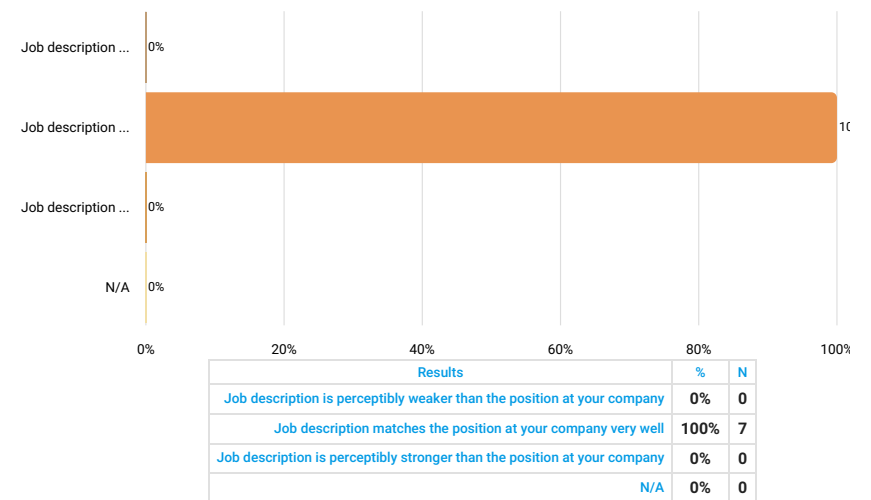
Job description

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 3 times

Text input



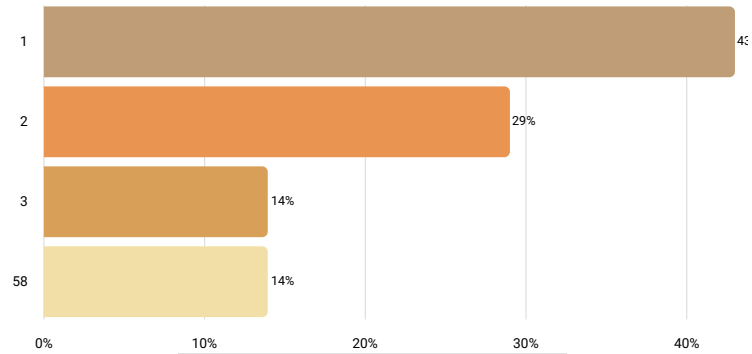
We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



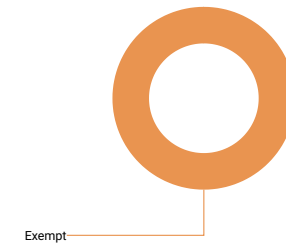
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	58
Mean	10
Median	2
Standard deviation	21

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



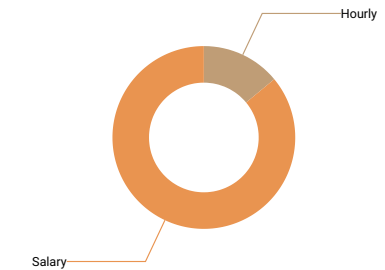
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

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	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	82,510	84,000	100,700	104,329	112,424	96,793	100,700	13,07
Pay Range Maximum Salary	5	82,510	102,000	112,424	156,494	171,200	124,926	112,424	37,47
Actual Lowest Base Salary	5	82,510	87,731	112,424	132,000	150,000	112,933	112,424	28,71
Actual Average Base Salary	5	82,510	91,866	112,424	155,246	169,300	122,269	112,424	38,41
Actual Highest Base Salary	5	82,510	96,000	112,424	162,739	206,724	132,079	112,424	51,61
Average Incentive or Other Cash Bonus (Annual)									

6.4.24 Aeronautical Design Engineer - Level 6

Job description

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

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 3 times
Skipped 0 times
Number input



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

Compensation data



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

FLSA Status

Answered 3 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 3 times
Skipped 0 times
Select one answer (radio button)



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

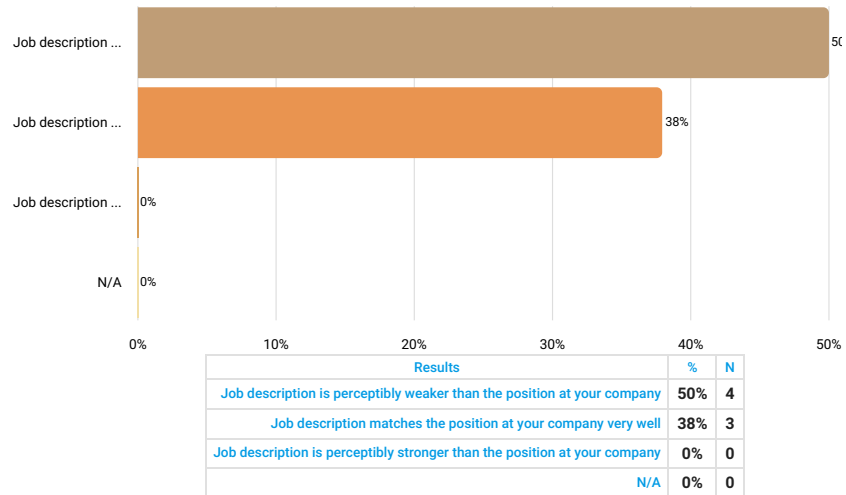
6.4.25 Quality Engineer - Level 1

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times
Skipped 6 times

Text input

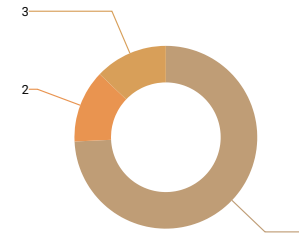


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times

Number input



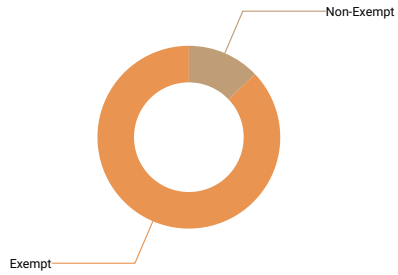
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

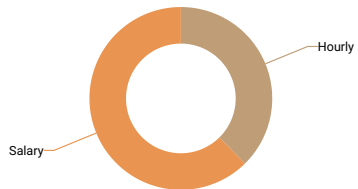
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	56,650	57,241	62,500	68,515	127,500	74,481	62,500	30,020
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

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

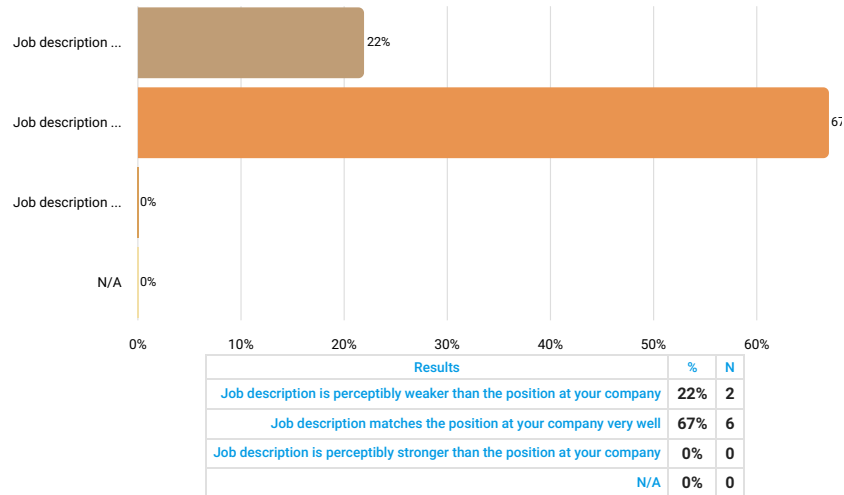
6.4.26 Quality Engineer - Level 2

Job description

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

Answered 9 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 5 times

Text input

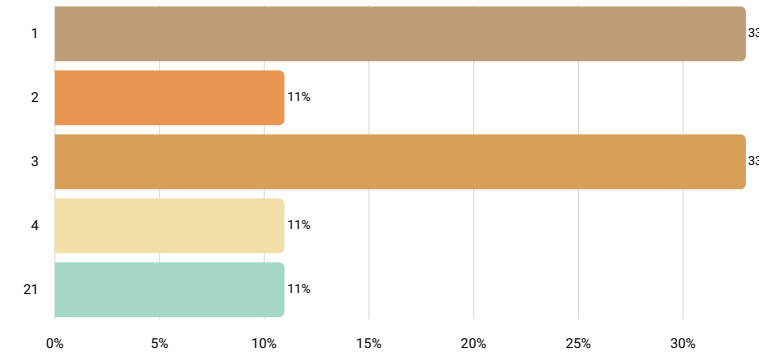


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 9 times
Skipped 0 times

Number input



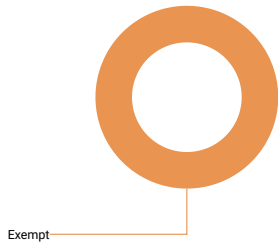
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	3
90th percentile	21
Mean	4
Median	3
Standard deviation	6

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

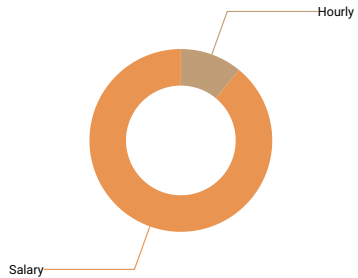
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	8	57,070	69,320	74,336.5	76,500.5	81,440	72,353	74,337	7,396
Actual Average Base Salary	8	57,070	73,618.5	75,000.5	86,992.5	96,845	78,142	75,001	12,096
Actual Highest Base Salary	8	57,070	75,000.5	77,205	95,803.5	120,016	84,138	77,205	19,416
Average Incentive or Other Cash Bonus (Annual)									

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

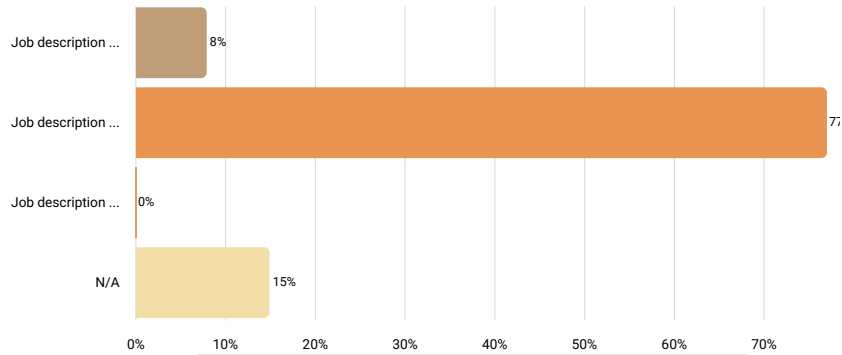
6.4.27 Quality Engineer - Level 3

Job description

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

Answered 13 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 7 times
Skipped 6 times

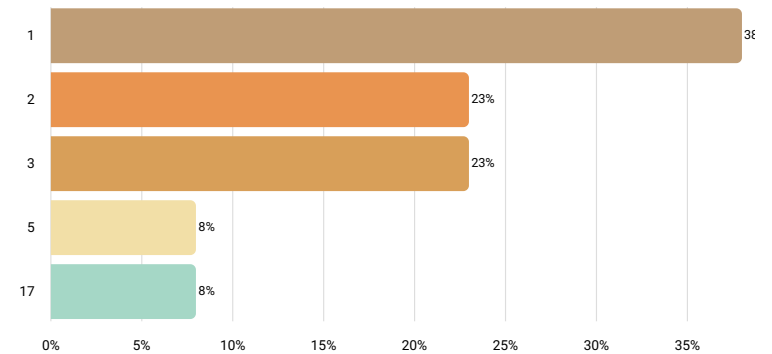
Text input

Results	
test engineer	1
sr. systems engineer	1
engineer, quality sr.	1
quality assurance analyst	1
test engineer/analyst-iii	1
quality system coordinator	1
engineering analyst - quality	1

Number of Employees Currently in This Position

Answered 13 times
Skipped 0 times

Number input



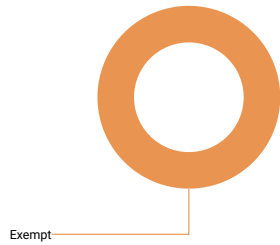
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	3
Median	2
Standard deviation	4

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

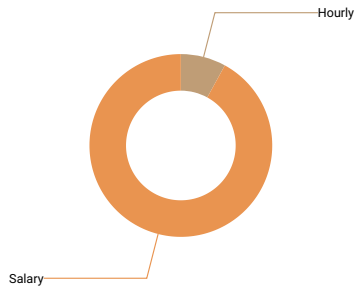
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	7	45,000	60,000	68,514	81,857	90,800	69,210	68,514	14,72
Pay Range Maximum Salary	7	75,000	80,000	91,300	110,747	201,800	107,374	91,300	43,41
Actual Lowest Base Salary	12	65,000	69,930.5	79,052	92,670	105,869	82,269	79,052	17,06
Actual Average Base Salary	12	65,000	74,570.5	88,630.5	100,434.5	121,700	89,740	88,631	23,04
Actual Highest Base Salary	12	65,000	77,492	94,104.5	104,232	160,014	98,836	94,105	33,78
Average Incentive or Other Cash Bonus (Annual)	6	0	0	3,500	8,798	27,866	7,277	3,500	10,63

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

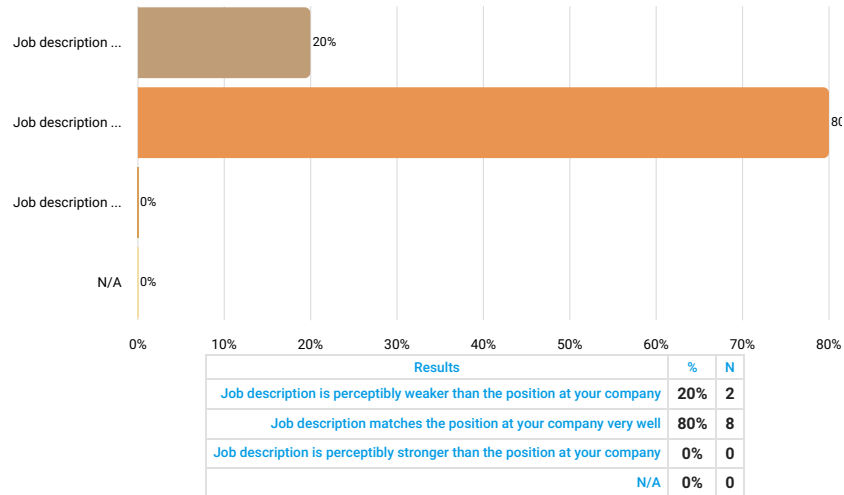
6.4.28 Quality Engineer - Level 4

Job description

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 4 times
Skipped 6 times

Text input

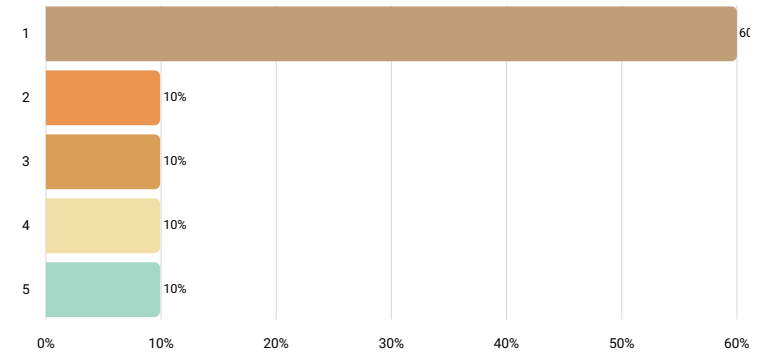


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times

Number input

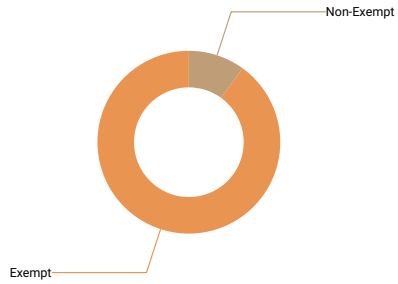


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4.5
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 10 times
Skipped 0 times

Select one answer (radio button)



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

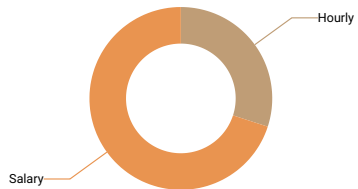
Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	75,600	87,928	96,985	111,280	117,902	97,780	96,985	16,200
Actual Average Base Salary	7	65,663	87,928	96,000	119,670	136,646	99,982	96,000	23,180
Actual Highest Base Salary	6	87,928	88,734	111,268	121,437	162,011	113,774	111,268	27,440
Average Incentive or Other Cash Bonus (Annual)									

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

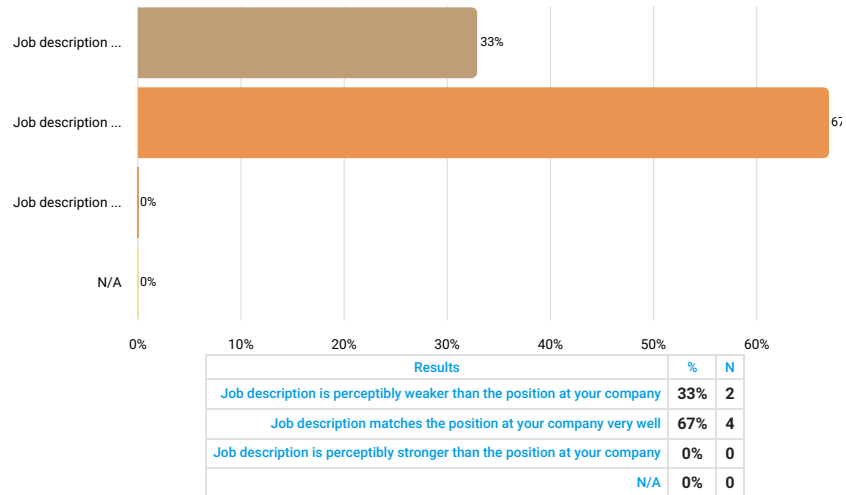
6.4.29 Quality Engineer - Level 5

Job description

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

Answered 6 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times
Skipped 4 times

Text input

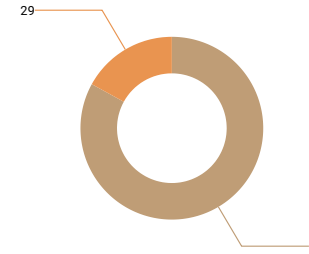


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 6 times
Skipped 0 times

Number input

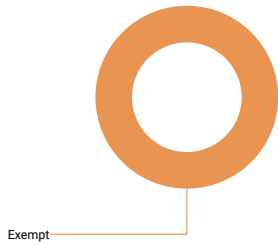


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	29
Mean	6
Median	1
Standard deviation	11

FLSA Status

Answered 6 times
Skipped 0 times

Select one answer (radio button)



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

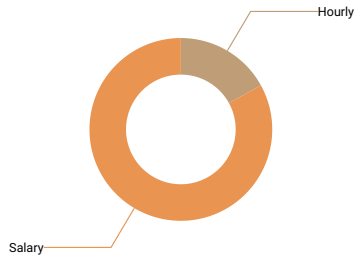
Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

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

6.4.30 Quality Engineer - Level 6

Job description

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

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times
Skipped 2 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times
Skipped 0 times

Number input



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

FLSA Status

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.4.31 Info Assurance/Security Engineer - Level 1

Job description

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

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

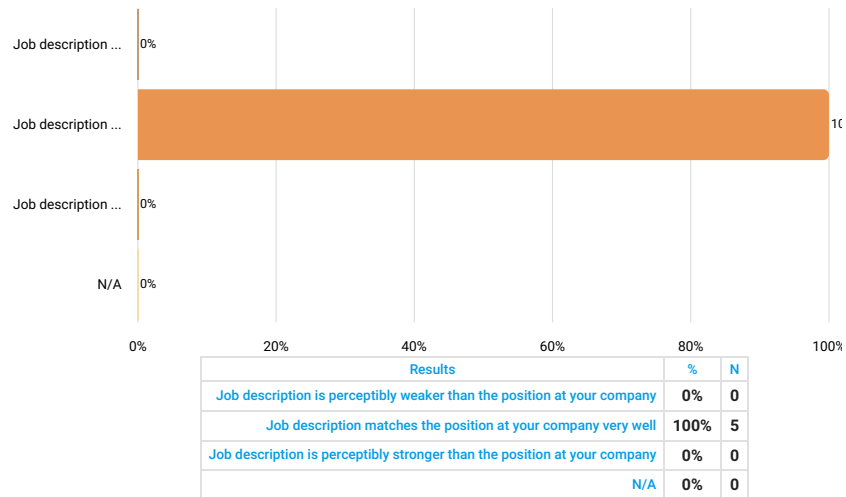
6.4.32 Info Assurance/Security Engineer - Level 2

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 2 times

Text input

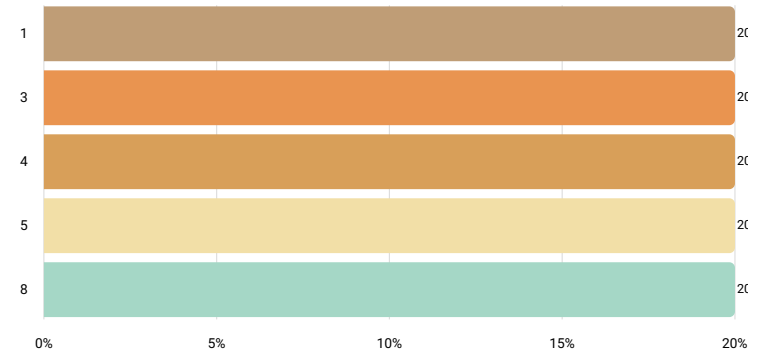


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 5 times
Skipped 0 times

Number input



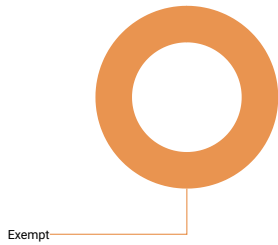
Statistics	Value
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	5
90th percentile	8
Mean	4
Median	4
Standard deviation	3

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

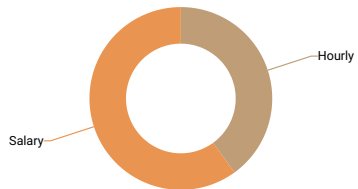
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	2
Salary	60%	3

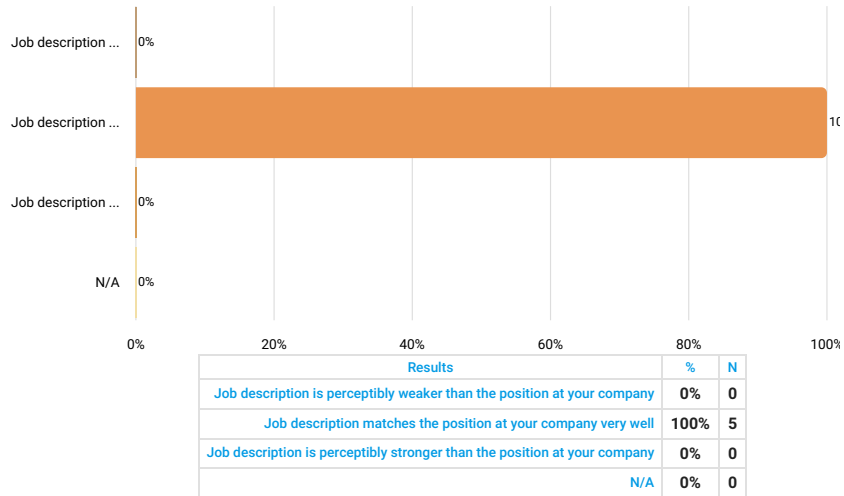
6.4.33 Info Assurance/Security Engineer - Level 3

Job description

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

Answered 5 times
Skipped 0 times

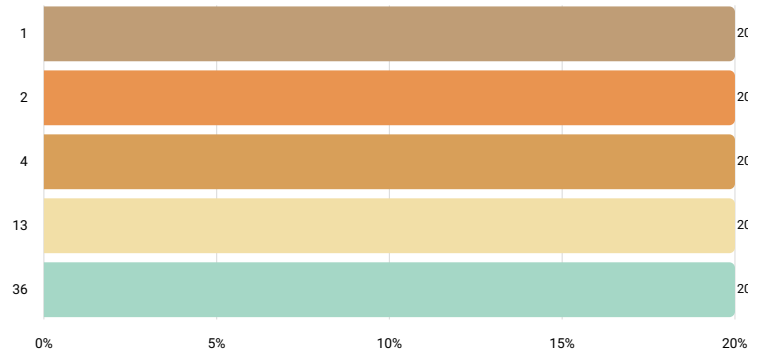
Select one answer (radio button)



Number of Employees Currently in This Position

Answered 5 times
Skipped 0 times

Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	13
90th percentile	36
Mean	11
Median	4
Standard deviation	15

Job Title (if different than above)

Answered 4 times
Skipped 1 times

Text input



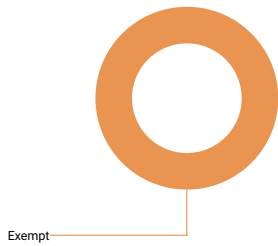
We are sorry but the collected data is not sufficient to render an accurate result.

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

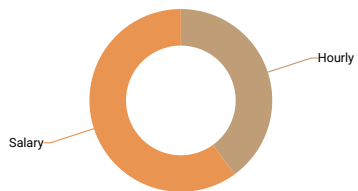
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	2
Salary	60%	3

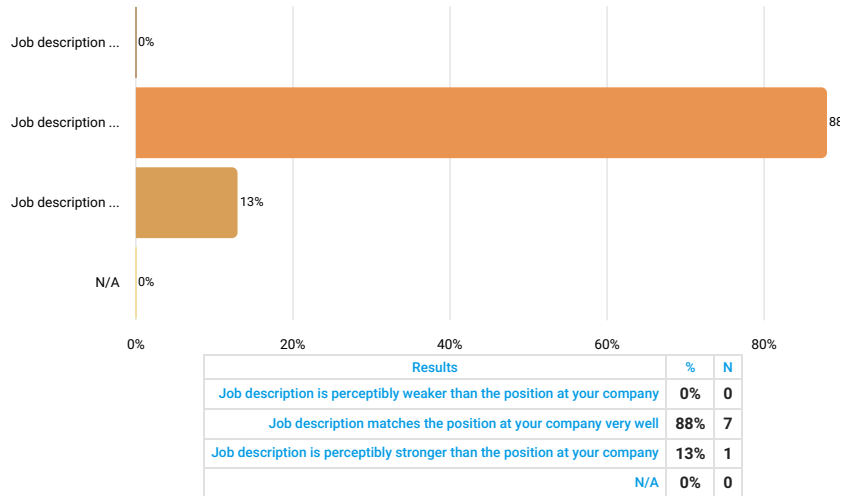
6.4.34 Info Assurance/Security Engineer - Level 4

Job description

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

Answered 8 times
Skipped 0 times

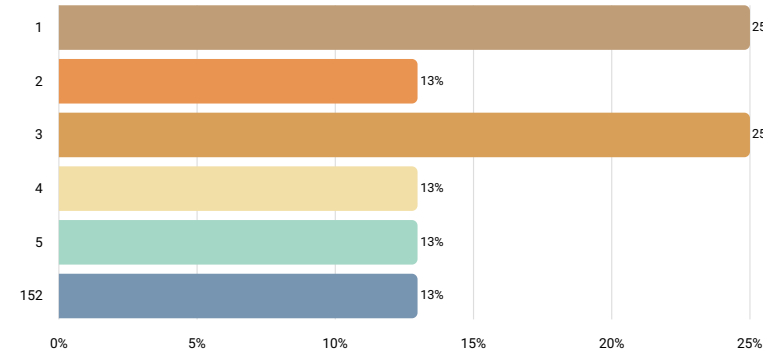
Select one answer (radio button)



Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times

Number input



Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3
75th percentile	4.5
90th percentile	152
Mean	21
Median	3
Standard deviation	53

Job Title (if different than above)

Answered 4 times
Skipped 4 times

Text input

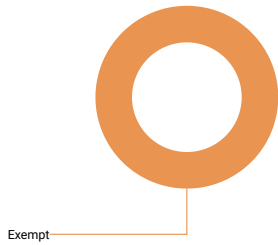


We are sorry but the collected data is not sufficient to render an accurate result.

FLSA Status

Answered 8 times
 Skipped 0 times

Select one answer (radio button)



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

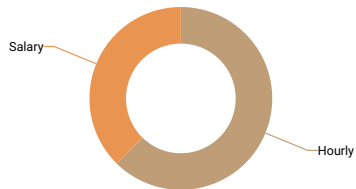
Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

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

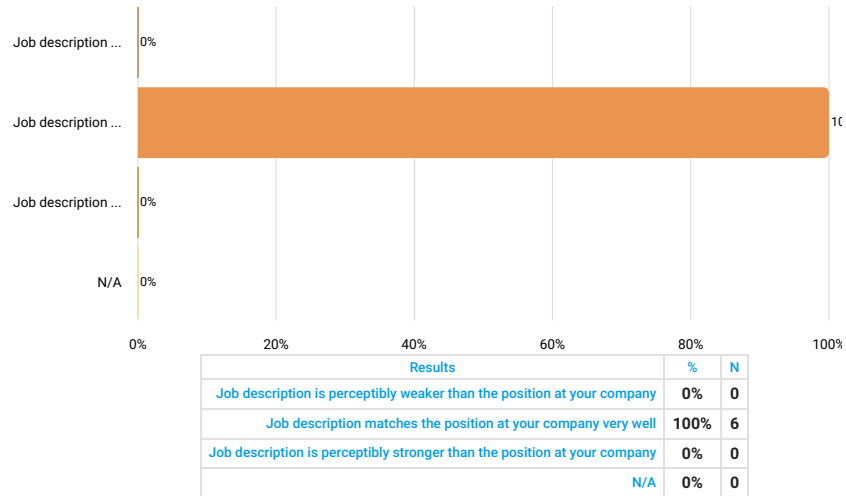
6.4.35 Info Assurance/Security Engineer - Level 5

Job description

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

Answered 6 times
Skipped 0 times

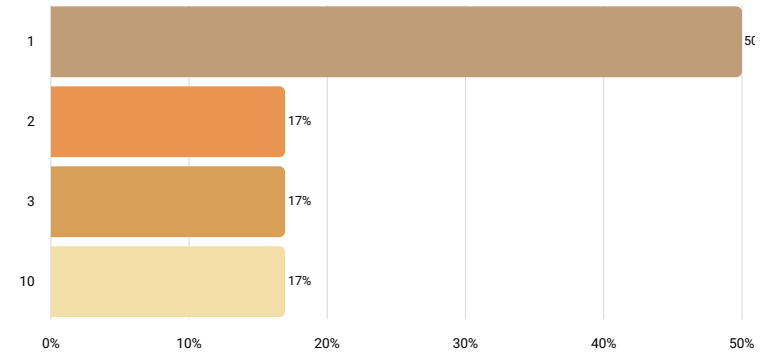
Select one answer (radio button)



Number of Employees Currently in This Position

Answered 6 times
Skipped 0 times

Number input



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

Job Title (if different than above)

Answered 4 times
Skipped 2 times

Text input



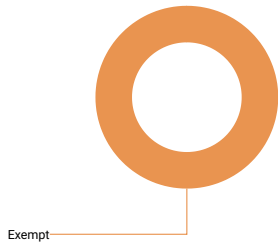
We are sorry but the collected data is not sufficient to render an accurate result.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

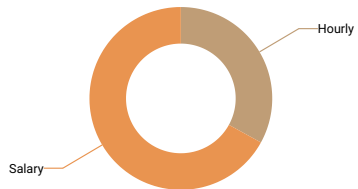
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	2
Salary	67%	4

6.4.36 Info Assurance/Security Engineer - Level 6

Job description

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

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times
Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times
Skipped 0 times

Number input



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

FLSA Status

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times
Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

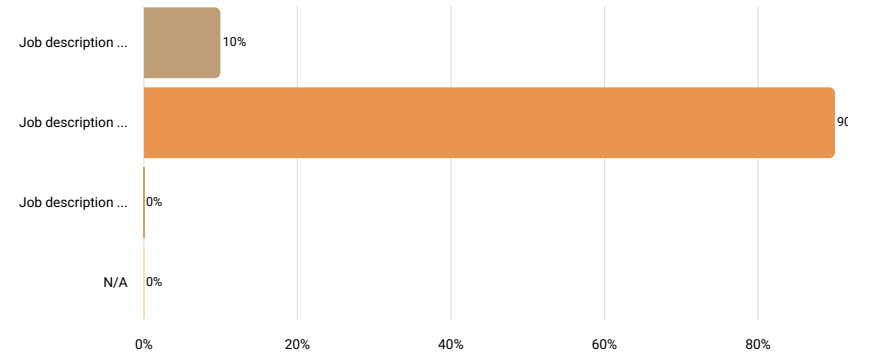
6.4.37 Software Engineer - Level 1

Job description

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 4 times
Skipped 6 times

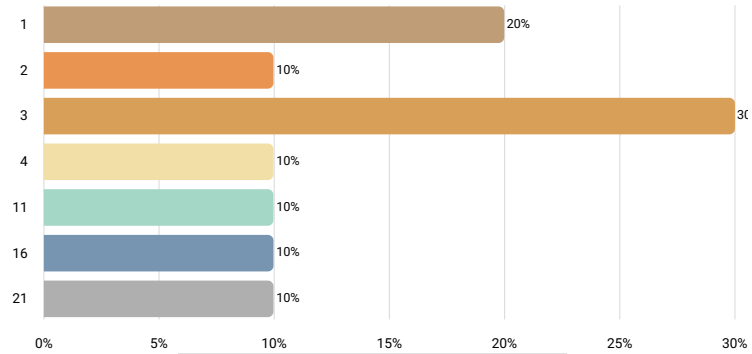
Text input



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

Number of Employees Currently in This Position

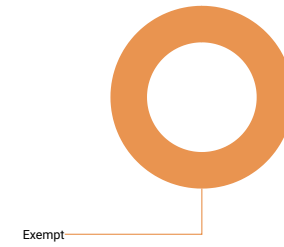
Answered 10 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	11
90th percentile	18.5
Mean	7
Median	3
Standard deviation	7

FLSA Status

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



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	10%	1
Salary	90%	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									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	44,637	46,800	57,512	59,200	62,000	54,030	57,512	7,792
Pay Range Maximum Salary	5	64,000	66,656	67,600	73,900	93,236	73,078	67,600	11,830
Actual Lowest Base Salary	8	59,904	60,000	63,090	67,500	73,008	64,262	63,090	4,922
Actual Average Base Salary	8	60,000	64,919	67,909	71,635	73,300	67,778	67,909	4,556
Actual Highest Base Salary	8	60,000	67,904	72,754	74,929.5	76,502	70,960	72,754	5,650
Average Incentive or Other Cash Bonus (Annual)									

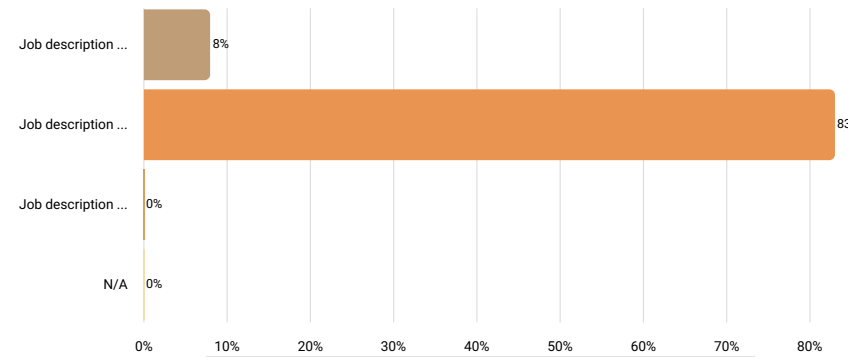
6.4.38 Software Engineer - Level 2

Job description

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)

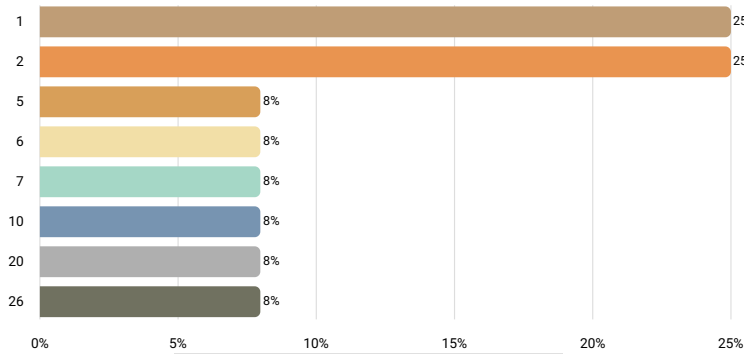
Answered 5 times
Skipped 7 times

Text input

Results	N
software engineer	1
scientist, mid level	1
embedded software engineer	1
software engineer ii; database developer ii	1
software engineer, cyber software engineer, junior reverse engineer, software verification engineer	1

Number of Employees Currently in This Position

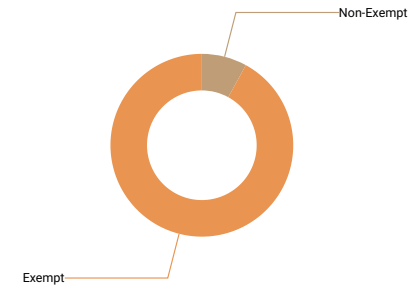
Answered 12 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3.5
75th percentile	8.5
90th percentile	20
Mean	7
Median	4
Standard deviation	8

FLSA Status

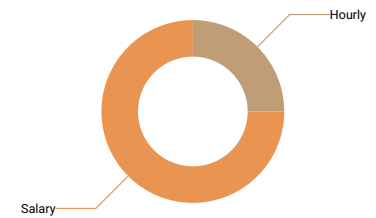
Answered 12 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	25%	3
Salary	75%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	56,576	62,400	65,759	74,588	78,200	67,505	65,759	8,847
Pay Range Maximum Salary	5	84,864	88,300	93,600	96,074	124,642	97,496	93,600	15,791
Actual Lowest Base Salary	9	62,748	71,600	76,176	81,036	91,020	76,512	76,176	8,417
Actual Average Base Salary	9	69,427	79,141	80,818	83,662	91,021	81,219	80,818	6,259
Actual Highest Base Salary	9	77,745	81,120	87,000	93,558	99,750	87,965	87,000	8,346
Average Incentive or Other Cash Bonus (Annual)									

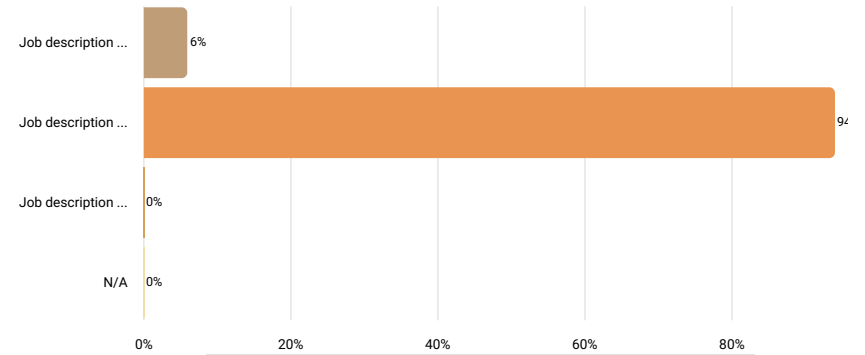
6.4.39 Software Engineer - Level 3

Job description

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	94%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

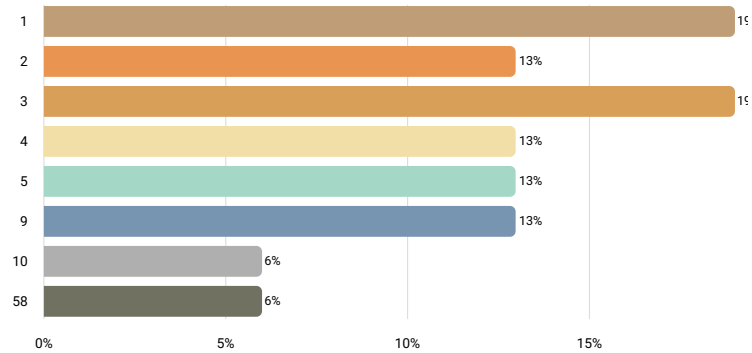
Job Title (if different than above)

Answered 8 times
 Skipped 8 times
 Text input

Results	
scientist, senoir	1
software developer	1
software eng sr prin	1
member technical staff	1
software developer iii	1
senior software engineer	1
senior software engineer i	1
software engineer, missle system sw analyst,software research eng	1

Number of Employees Currently in This Position

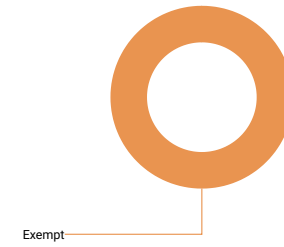
Answered 16 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	7
90th percentile	10
Mean	8
Median	4
Standard deviation	14

FLSA Status

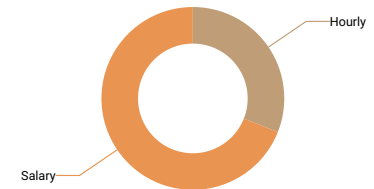
Answered 16 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	31%	5
Salary	69%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	43	48	55	55	61	52	55	7
Actual Average Base Rate	5	48	51	55	55	64	55	55	6
Actual Highest Base Rate	5	48	55	55	62	67	57	55	7
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	8	63,000	66,757	78,634.5	93,984.5	109,019	81,346	78,635	16,980
Pay Range Maximum Salary	8	83,200	105,150	115,474.5	138,768.5	174,473	122,057	115,475	29,590
Actual Lowest Base Salary	10	62,434	72,300	84,437.5	105,456	127,275	89,864	84,438	23,700
Actual Average Base Salary	10	78,088	86,216	96,710.5	118,060	146,504.5	103,605	96,711	26,020
Actual Highest Base Salary	10	85,020	92,476	108,384	129,542	165,195.5	116,600	108,384	31,170
Average Incentive or Other Cash Bonus (Annual)	5	0	1,500	2,000	6,960	9,500	3,992	2,000	4,030

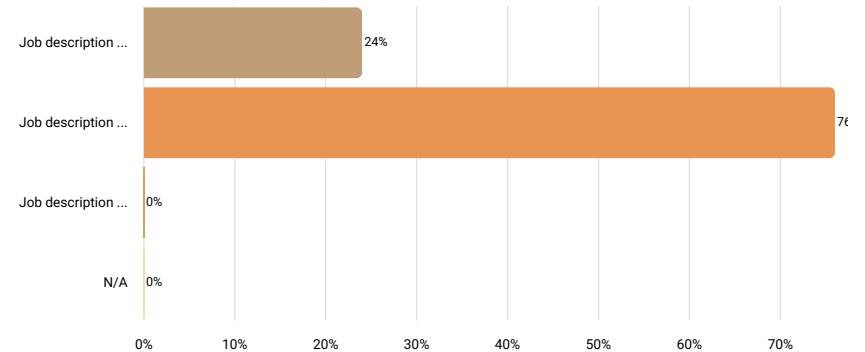
6.4.40 Software Engineer - Level 4

Job description

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

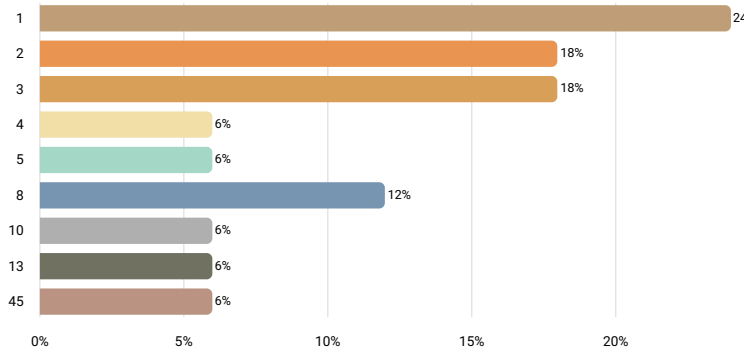
Job Title (if different than above)

Answered 8 times
 Skipped 9 times
 Text input

Results	
scientist, principal	1
software developer iv	1
senior software developer	1
software engineer - senior	1
senior software engineer ii	1
member senior technical staff	1
advanced senior software engineer	1
software test analyst, big data engineer, senior reverse engineer,modeling and simulation engineer	1

Number of Employees Currently in This Position

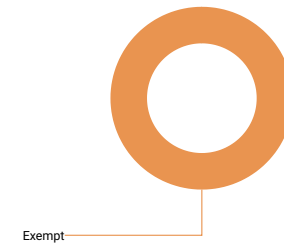
Answered 17 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	8
90th percentile	13
Mean	7
Median	3
Standard deviation	11

FLSA Status

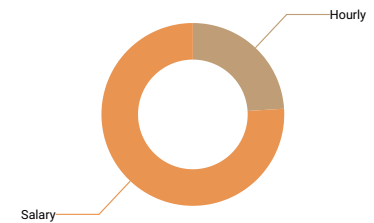
Answered 17 times
 Skipped 0 times
 Select one answer (radio button)



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	24%	4
Salary	76%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	75,000	80,452	95,044	100,000	125,486	93,893	95,044	15,730
Pay Range Maximum Salary	9	93,000	120,000	130,300	138,586	188,864	130,880	130,300	27,480
Actual Lowest Base Salary	12	85,500	90,000	102,960.5	123,835	145,600	111,609	102,961	30,020
Actual Average Base Salary	13	97,767	105,000	109,293	132,546	148,725	121,279	109,293	26,490
Actual Highest Base Salary	12	100,472	109,460.5	132,835	165,664	166,209	135,650	132,835	30,210
Average Incentive or Other Cash Bonus (Annual)	7	0	0	1,500	6,600	7,875	2,568	1,500	3,300

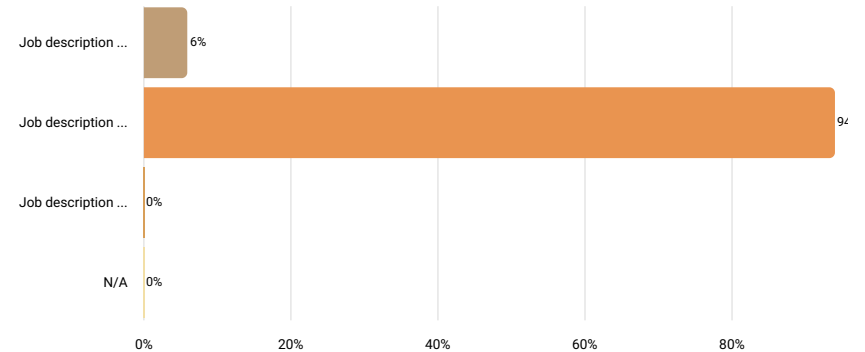
6.4.41 Software Engineer - Level 5

Job description

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

Answered 17 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	94%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

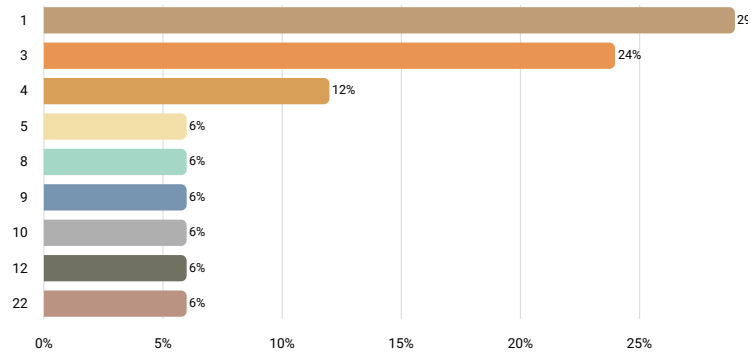
Job Title (if different than above)

Answered 9 times
 Skipped 8 times
 Text input

Results	
principal software engineer	2
software developer v	1
software engineer ii	1
senior software analyst	1
member senior technical staff	1
software engineer - principal	1
scientist, subject matter expert (sme)	1
software engineer, radar system software engineer, senior software engineer, software iv&v engineer	1

Number of Employees Currently in This Position

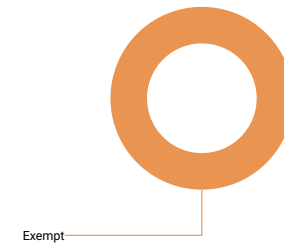
Answered 17 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	8
90th percentile	12
Mean	5
Median	3
Standard deviation	5

FLSA Status

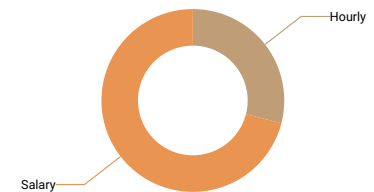
Answered 17 times
 Skipped 0 times
 Select one answer (radio button)



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	29%	5
Salary	71%	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	5	64	64	68	75	79	70	68	7
Actual Average Base Rate	5	64	70	71	80	83	74	71	8
Actual Highest Base Rate	5	64	72	77	81	93	77	77	11
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	80,452	84,400	102,500	124,800	151,091	106,845	102,500	24,300
Pay Range Maximum Salary	7	102,500	116,416	145,000	171,600	270,400	159,386	145,000	55,270
Actual Lowest Base Salary	10	93,450	103,085	127,038	140,420	165,168	126,782	127,038	27,050
Actual Average Base Salary	11	108,225	112,479	137,633	159,228	164,403	137,155	137,633	24,350
Actual Highest Base Salary	10	111,250	141,794	162,310.5	173,513	179,406.5	153,360	162,311	25,960
Average Incentive or Other Cash Bonus (Annual)									

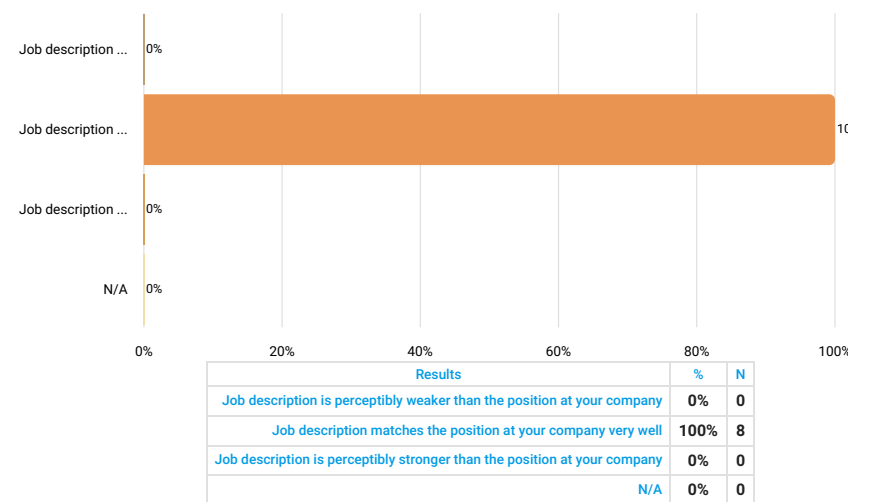
6.4.42 Software Engineer - Level 6

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 4 times

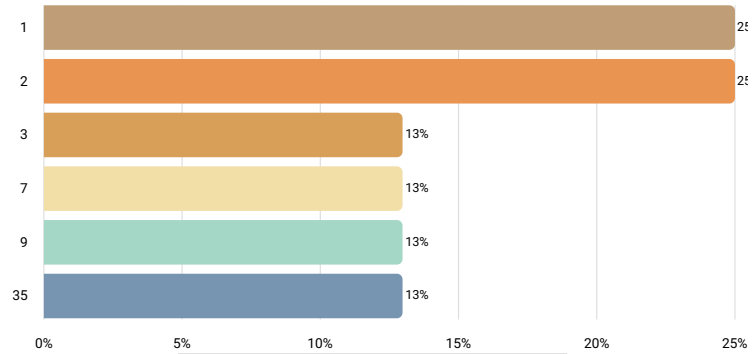
Text input



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

Number of Employees Currently in This Position

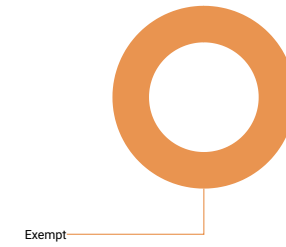
Answered 8 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2.5
75th percentile	8
90th percentile	35
Mean	8
Median	3
Standard deviation	11

FLSA Status

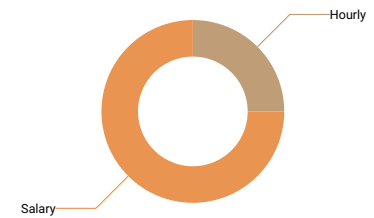
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	101,150	110,000	122,357	141,000	174,000	129,701	122,357	28,920
Actual Average Base Salary	6	122,650	124,500	143,317.5	147,245	174,000	142,505	143,318	18,660
Actual Highest Base Salary	5	139,000	155,741	169,665	174,000	176,111	162,903	169,665	15,540
Average Incentive or Other Cash Bonus (Annual)									

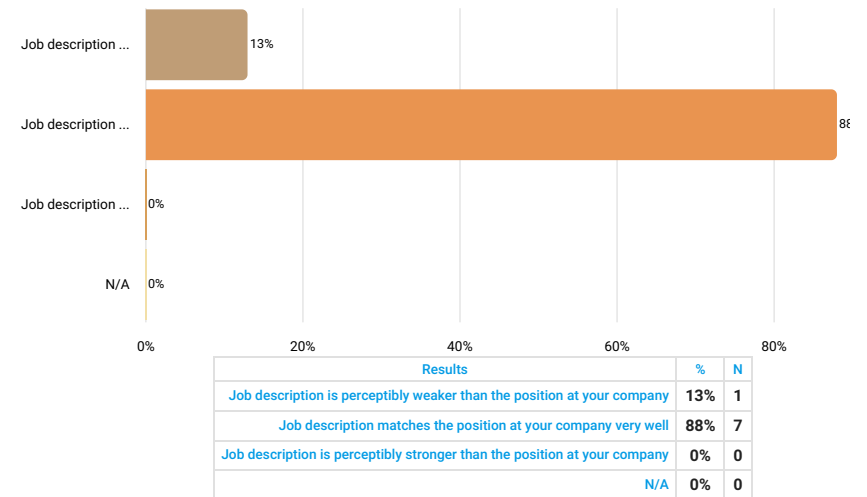
6.4.43 System Design Engineer - Level 1

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 4 times

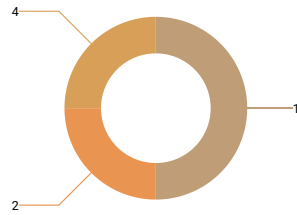
Text input



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

Number of Employees Currently in This Position

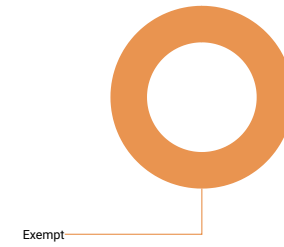
Answered 8 times
 Skipped 0 times
 Number input



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

FLSA Status

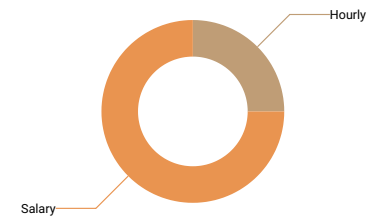
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	41,600	46,800	50,400	56,000	77,000	54,360	50,400	13,700
Pay Range Maximum Salary	5	56,000	67,600	77,000	85,700	109,850	79,230	77,000	20,360
Actual Lowest Base Salary	5	49,227	50,003	56,000	63,564	77,000	59,159	56,000	11,510
Actual Average Base Salary	5	49,227	56,000	57,574	63,564	77,000	60,673	57,574	10,450
Actual Highest Base Salary	5	49,227	56,000	63,564	64,002	77,000	61,959	63,564	10,370
Average Incentive or Other Cash Bonus (Annual)									

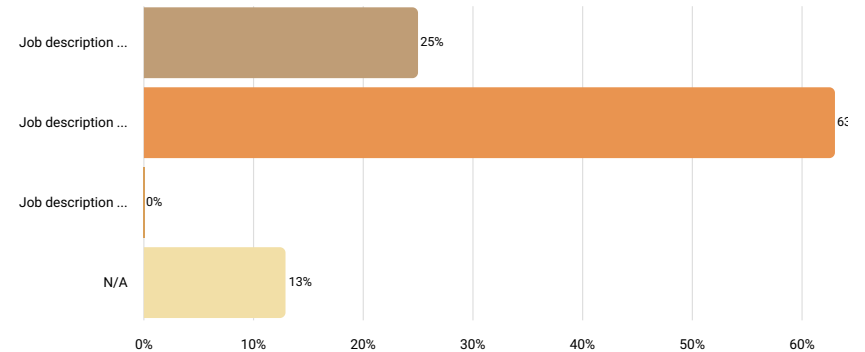
6.4.44 System Design Engineer - Level 2

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times
Skipped 5 times

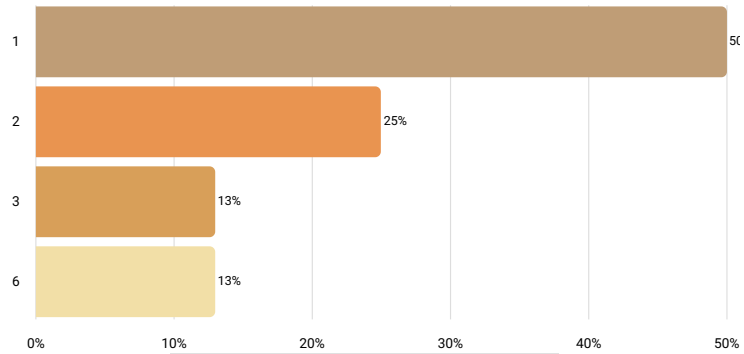
Text input



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

Number of Employees Currently in This Position

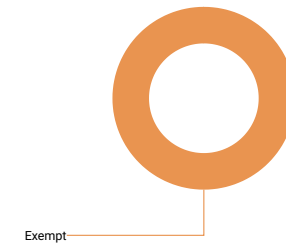
Answered 8 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2.5
90th percentile	6
Mean	2
Median	2
Standard deviation	2

FLSA Status

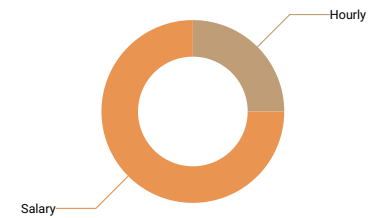
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	66,019	69,596	79,589.5	91,107	95,000	80,150	79,590	11,420
Actual Average Base Salary	6	68,016	79,177	80,082.5	91,107	95,000	82,244	80,083	9,617
Actual Highest Base Salary	6	70,013	79,177	84,438.5	91,107	95,000	84,029	84,439	9,275
Average Incentive or Other Cash Bonus (Annual)									

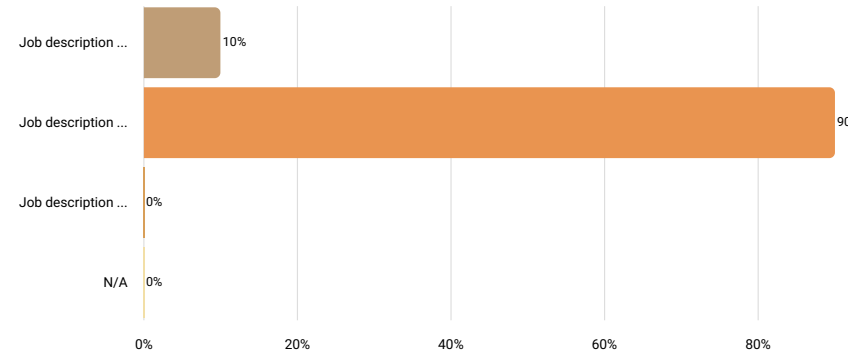
6.4.45 System Design Engineer - Level 3

Job description

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 6 times
Skipped 4 times

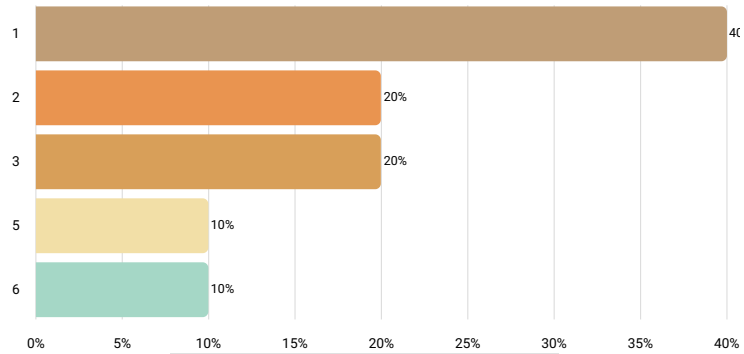
Text input

Results	N
systems engineer	2
engineer iii	1
design engineer	1
system engineer ii	1
systems engineer-ii	1

Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times

Number input

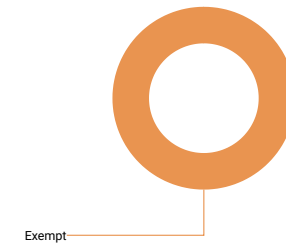


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5.5
Mean	3
Median	2
Standard deviation	2

FLSA Status

Answered 10 times
Skipped 0 times

Select one answer (radio button)

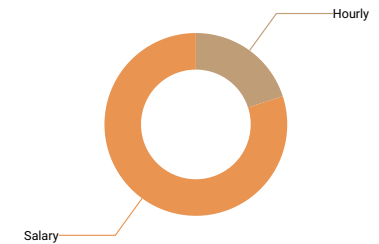


Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	2
Salary	80%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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	62,937	63,700	74,157	83,200	114,233	78,731	74,157	19,290
Pay Range Maximum Salary	6	62,937	83,200	94,332	108,300	174,772	102,979	94,332	38,740
Actual Lowest Base Salary	8	62,937	71,526.5	84,104	108,180.5	111,093	87,707	84,104	19,110
Actual Average Base Salary	7	62,937	83,200	90,754	111,093	114,691	93,992	90,754	18,300
Actual Highest Base Salary	8	62,937	78,100	101,685	111,185	120,016	95,612	101,685	20,490
Average Incentive or Other Cash Bonus (Annual)									

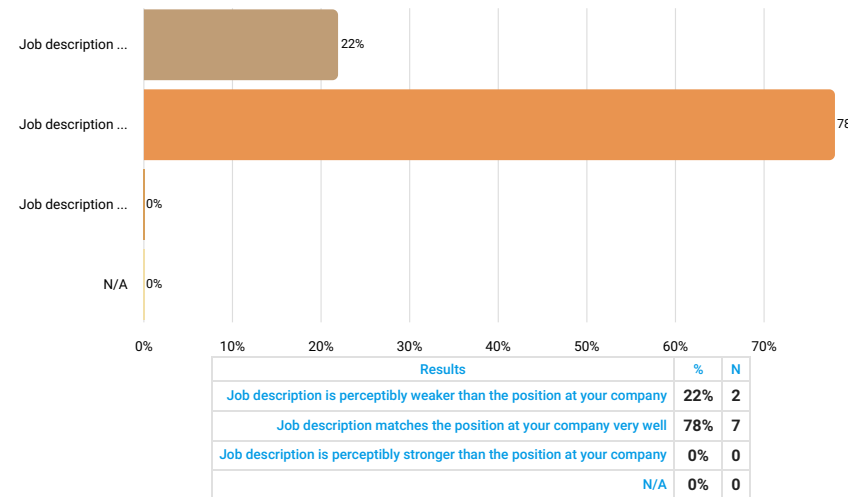
6.4.46 System Design Engineer - Level 4

Job description

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

Answered 9 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 6 times

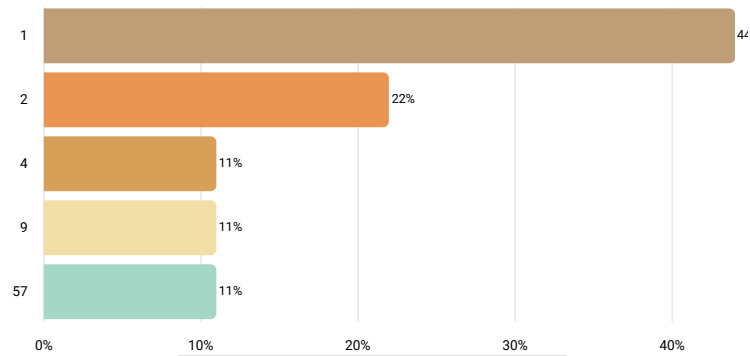
Text input



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

Number of Employees Currently in This Position

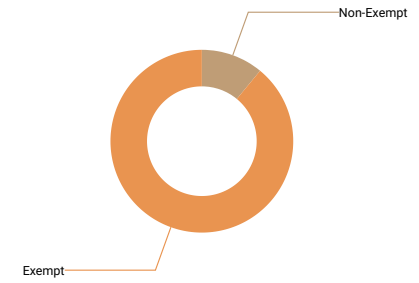
Answered 9 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	57
Mean	9
Median	2
Standard deviation	18

FLSA Status

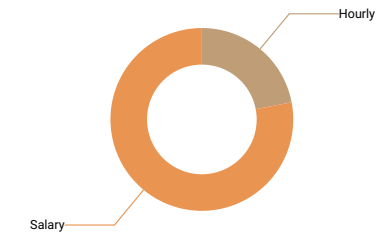
Answered 9 times
 Skipped 0 times
 Select one answer (radio button)



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	22%	2
Salary	78%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	70,000	71,500	83,200	94,688	98,800	83,638	83,200	13,09
Pay Range Maximum Salary	5	117,045	121,600	124,800	130,000	225,000	143,689	124,800	45,69
Actual Lowest Base Salary	5	83,200	85,374	100,869	132,246	146,656	109,669	100,869	28,48
Actual Average Base Salary	5	95,930	100,870	118,972	132,246	147,187	119,041	118,972	21,39
Actual Highest Base Salary	5	100,870	108,659	132,246	147,719	161,976	130,294	132,246	25,71
Average Incentive or Other Cash Bonus (Annual)									

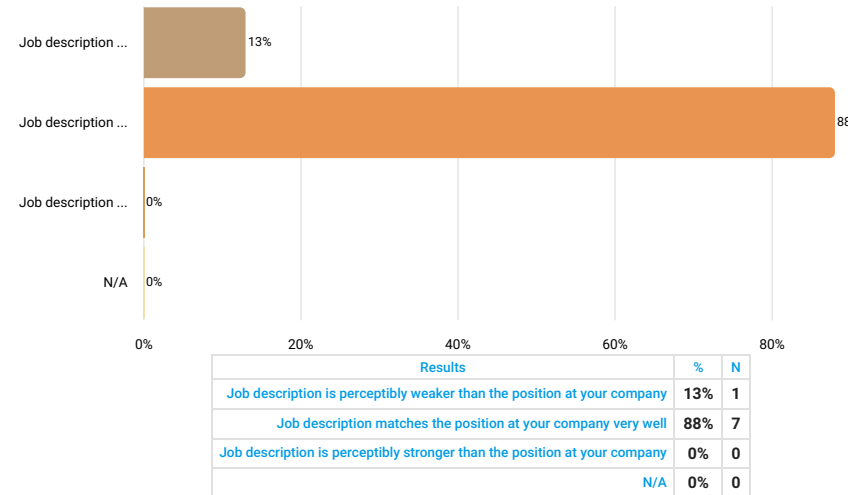
6.4.47 System Design Engineer - Level 5

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 4 times

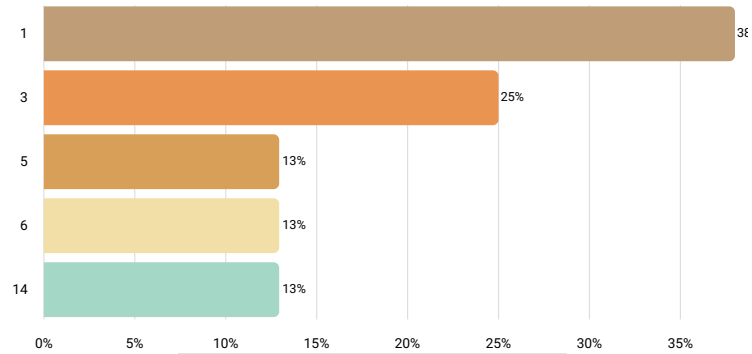
Text input



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

Number of Employees Currently in This Position

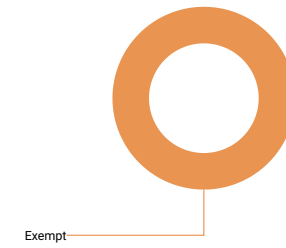
Answered 8 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5.5
90th percentile	14
Mean	4
Median	3
Standard deviation	4

FLSA Status

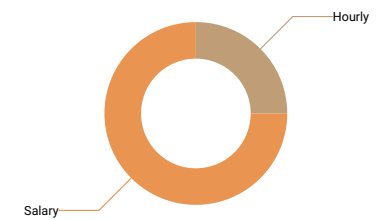
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	95,624	105,927	123,750	140,379	170,123	126,592	123,750	26,51
Actual Average Base Salary	5	120,000	127,500	129,939	153,788	170,123	140,270	129,939	20,94
Actual Highest Base Salary	6	120,000	127,500	150,601.5	170,123	170,248	148,179	150,602	21,68
Average Incentive or Other Cash Bonus (Annual)									

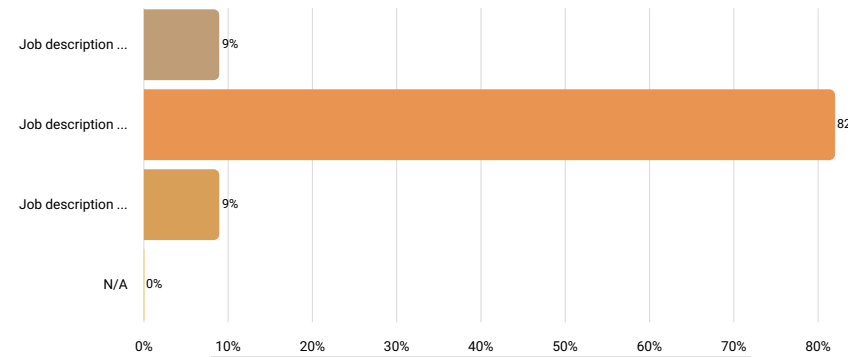
6.4.48 System Design Engineer - Level 6

Job description

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	9%	1
N/A	0%	0

Job Title (if different than above)

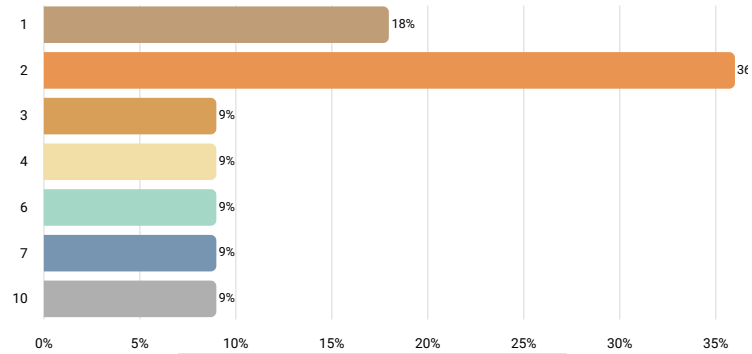
Answered 6 times
Skipped 5 times

Text input

Results	N
systems engineer	2
engineer vi	1
principal engineer	1
systems engineer-v	1
vice president of engineering	1

Number of Employees Currently in This Position

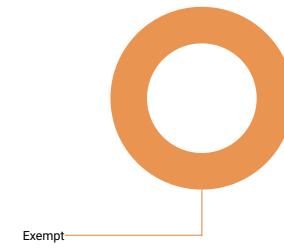
Answered 11 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	6
90th percentile	7
Mean	4
Median	2
Standard deviation	3

FLSA Status

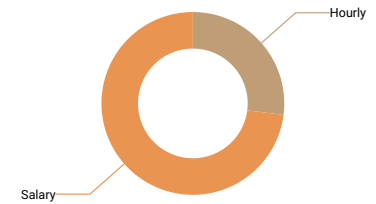
Answered 11 times
 Skipped 0 times
 Select one answer (radio button)



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	27%	3
Salary	73%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	7	90,000	97,392	116,268	159,600	166,400	124,751	116,268	29,50
Pay Range Maximum Salary	6	110,000	152,973	182,575	209,580	225,000	177,117	182,575	41,72
Actual Lowest Base Salary	8	90,000	104,704	130,583	154,510	208,998	134,824	130,583	38,66
Actual Average Base Salary	7	95,000	137,022	145,339	169,226	208,998	151,385	145,339	34,60
Actual Highest Base Salary	8	95,000	159,274	169,034.5	195,923.5	208,998	169,058	169,035	35,46
Average Incentive or Other Cash Bonus (Annual)									

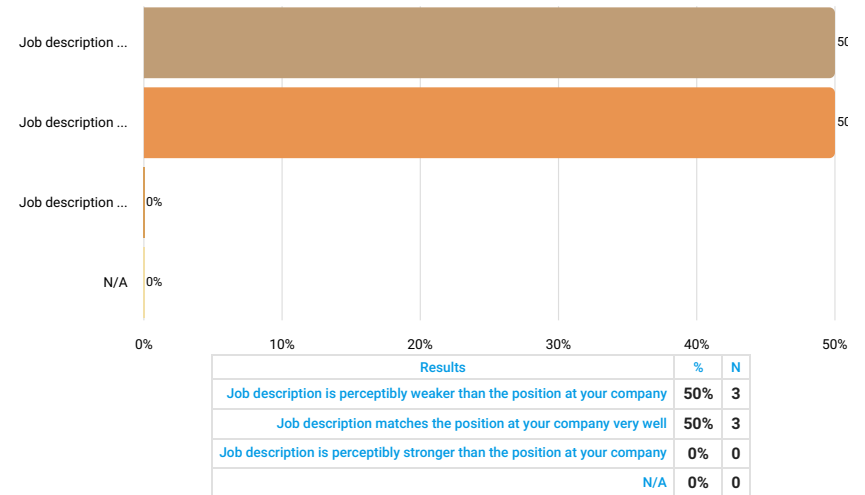
6.4.49 Project Manager - Level 1

Job description

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

Answered 6 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 3 times

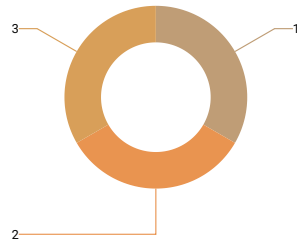
Text input



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

Number of Employees Currently in This Position

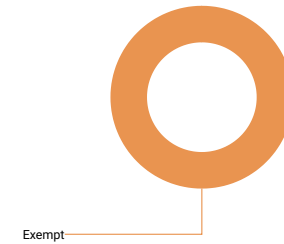
Answered 6 times
 Skipped 0 times
 Number input



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

FLSA Status

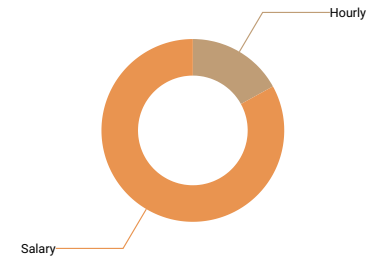
Answered 6 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 6 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.4.50 Project Manager - Level 2

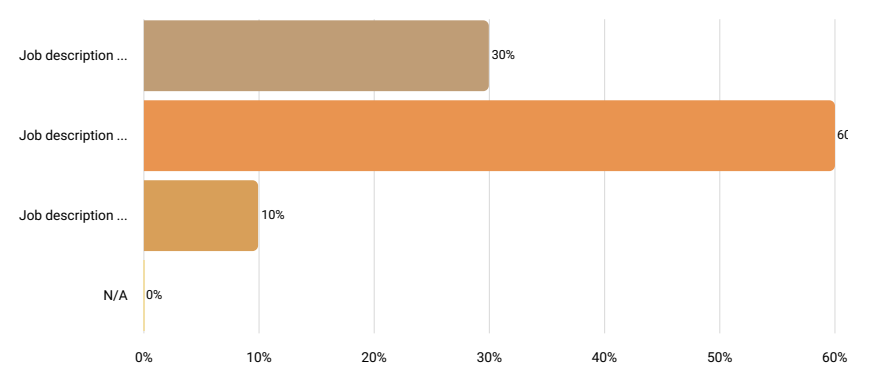
Job description

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	10%	1
N/A	0%	0

Job Title (if different than above)

Answered 5 times

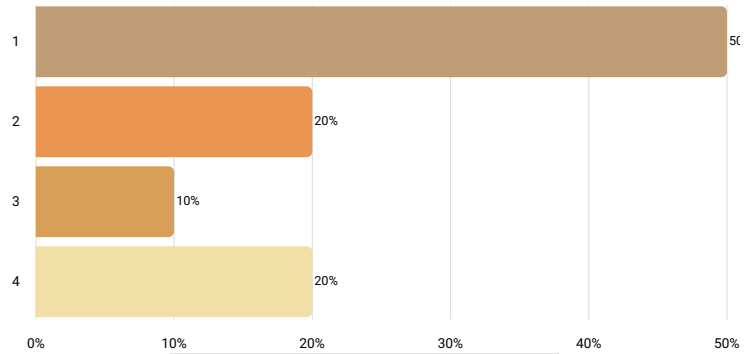
Skipped 5 times

Text input

Results	N
cost analyst	1
project engineer	1
engineer, project	1
sr. management ii	1
program control analyst	1

Number of Employees Currently in This Position

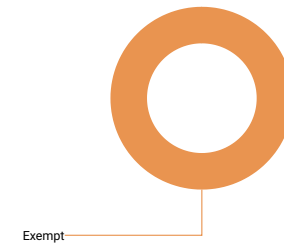
Answered 10 times
 Skipped 0 times
 Number input



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

FLSA Status

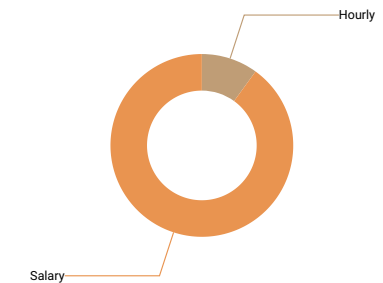
Answered 10 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	10%	1
Salary	90%	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	61,009	64,287	67,500	75,878	107,473	73,941	67,500	17,220
Pay Range Maximum Salary	6	65,000	86,977	94,670	105,700	149,320	99,390	94,670	28,130
Actual Lowest Base Salary	8	65,000	71,950	74,284	81,200	107,473	78,418	74,284	12,880
Actual Average Base Salary	9	65,000	71,400	77,109	80,000	134,653	81,636	77,109	20,570
Actual Highest Base Salary	8	65,000	73,700	79,609	85,178.5	149,320	86,412	79,609	26,350
Average Incentive or Other Cash Bonus (Annual)									

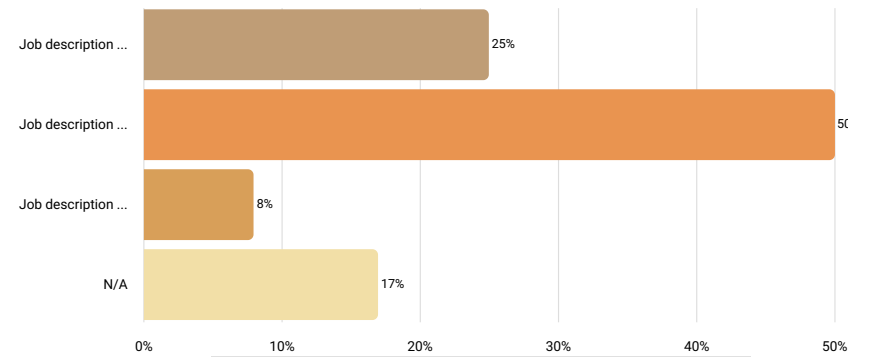
6.4.51 Project Manager - Level 3

Job description

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	50%	6
Job description is perceptibly stronger than the position at your company	8%	1
N/A	17%	2

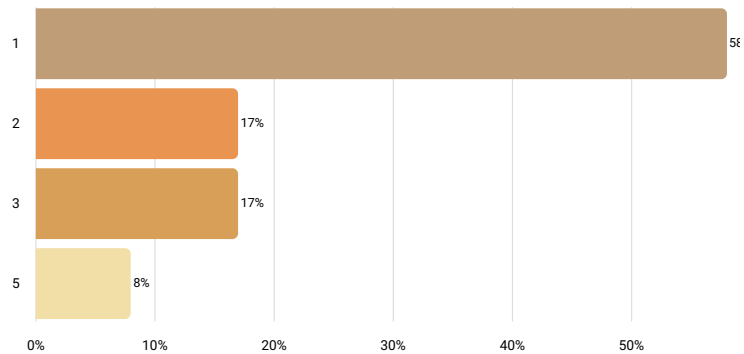
Job Title (if different than above)

Answered 7 times
 Skipped 5 times
 Text input

Results	
project scheduler	1
sr. management iii	1
project coordinator	1
engineer, project sr	1
cybersecurity supervisor	1
sr. manufacturing engineer	1
master scheduler and project scheduler	1

Number of Employees Currently in This Position

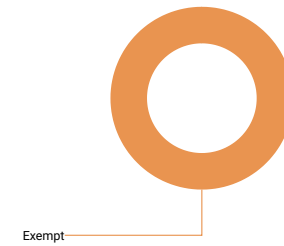
Answered 12 times
 Skipped 0 times
 Number input



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

FLSA Status

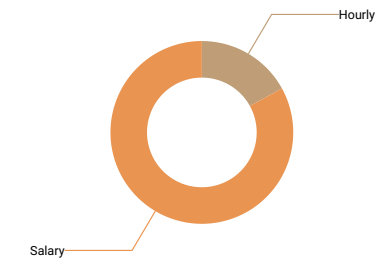
Answered 12 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	8	45,000	79,769	88,750	94,964.5	100,000	83,996	88,750	17,428
Pay Range Maximum Salary	8	75,000	95,750	110,660	121,000	138,943	108,595	110,660	20,288
Actual Lowest Base Salary	9	55,141	91,088	95,000	116,402	120,000	97,204	95,000	19,811
Actual Average Base Salary	10	69,437.5	93,330	96,752	116,402	118,288.5	97,834	96,752	19,128
Actual Highest Base Salary	8	55,141	95,000	109,932	116,489.5	120,000	102,248	109,932	21,288
Average Incentive or Other Cash Bonus (Annual)	8	0	0	1,750	11,200	22,578	6,060	1,750	8,872

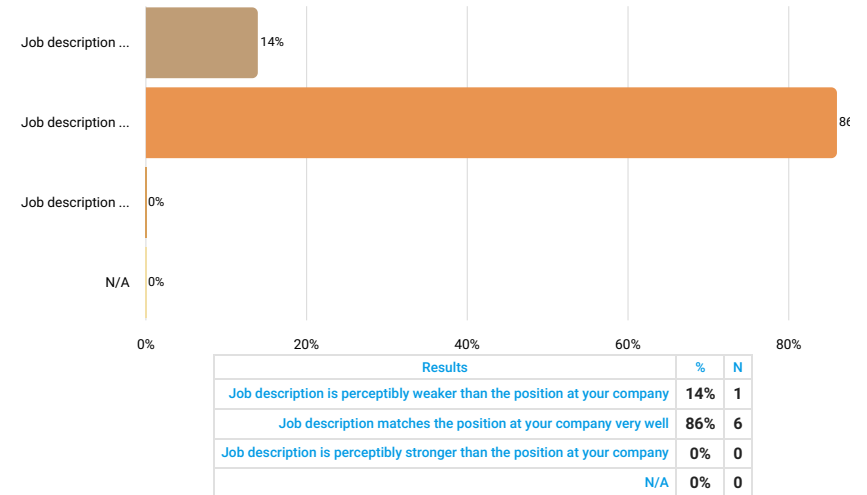
6.4.52 Project Manager - Level 4

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 3 times

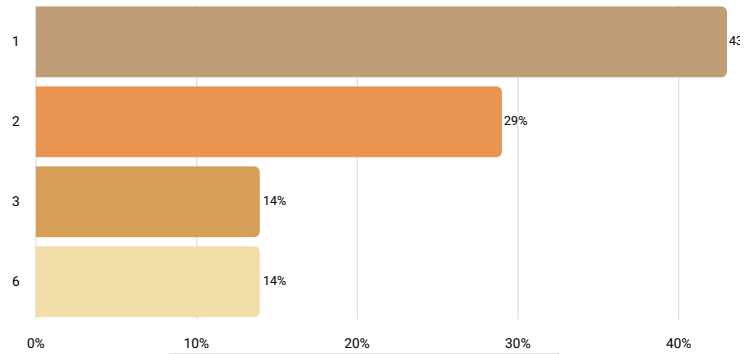
Text input



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

Number of Employees Currently in This Position

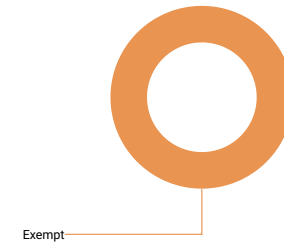
Answered 7 times
 Skipped 0 times
 Number input



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

FLSA Status

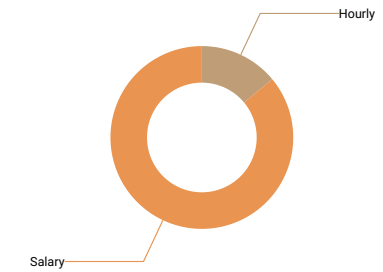
Answered 7 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 7 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	70,647	88,000	90,000	90,600	103,133	88,476	90,000	11,610
Pay Range Maximum Salary	5	103,000	105,970	108,570	117,800	139,532	114,974	108,570	14,800
Actual Lowest Base Salary	5	90,405	91,500	95,949	101,816	120,000	99,934	95,949	12,080
Actual Average Base Salary	6	90,405	91,500	97,547.5	103,886	139,050	103,323	97,548	18,190
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)	5	500	2,000	2,000	8,311	13,900	5,342	2,000	5,650

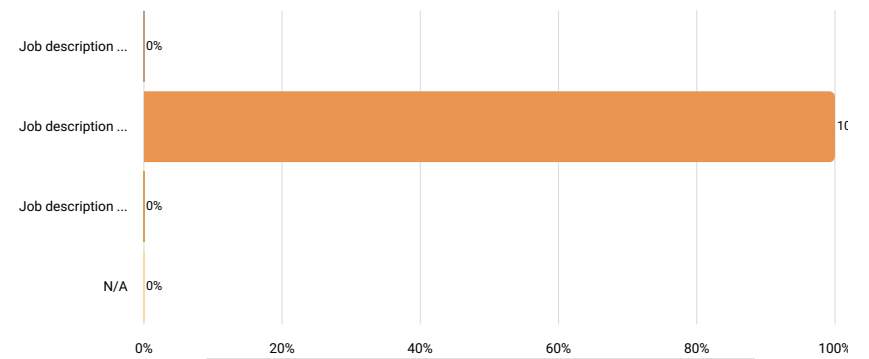
6.4.53 Project Manager - Level 5

Job description

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

Answered 6 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

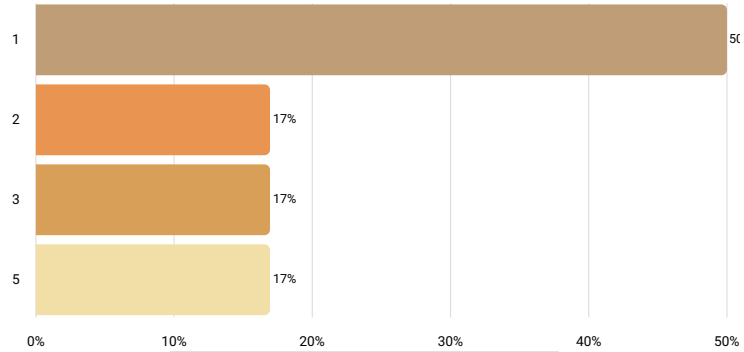
Answered 5 times
Skipped 1 times

Text input

Results	N
senior sme	1
project manager	1
strategic thinker	1
special projects pe, projects manager	1
air defense project management analyst	1

Number of Employees Currently in This Position

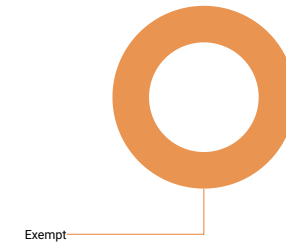
Answered 6 times
 Skipped 0 times
 Number input



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

FLSA Status

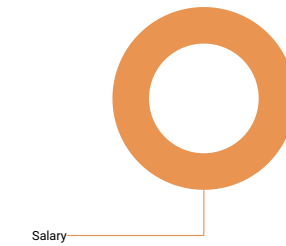
Answered 6 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 6 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	5	104,329	109,019	114,000	115,000	134,000	115,270	114,000	11,30
Pay Range Maximum Salary	5	125,780	130,000	134,000	156,494	174,473	144,149	134,000	20,69
Actual Lowest Base Salary	5	89,668	118,525	121,780	134,000	150,780	122,951	121,780	22,50
Actual Average Base Salary	6	107,536	118,525	120,363	134,000	157,790	126,430	120,363	17,53
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

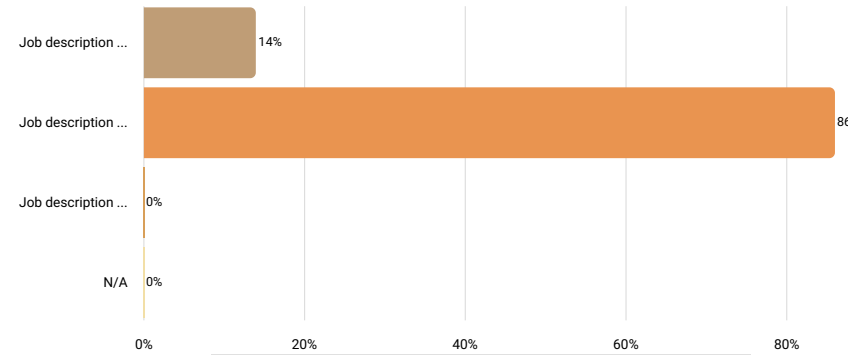
6.4.54 Project Manager - Level 6

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

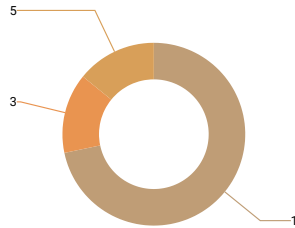
Answered 5 times
Skipped 2 times

Text input

Results	Count
chief scientist	1
proj manager sr	1
project manager-iii	1
chief information officer	1
senior scientist, senior vice president, director of r&d	1

Number of Employees Currently in This Position

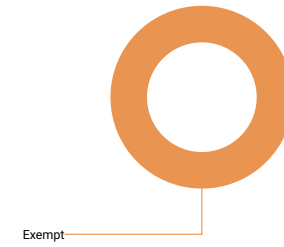
Answered 7 times
 Skipped 0 times
 Number input



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

FLSA Status

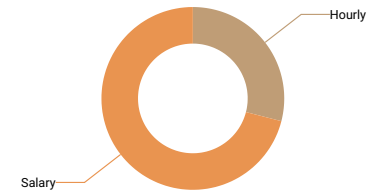
Answered 7 times
 Skipped 0 times
 Select one answer (radio button)



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

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	116,268	116,700	125,950	145,000	169,516	134,687	125,950	22,68
Pay Range Maximum Salary	5	151,700	169,516	170,000	174,402	201,521	173,428	170,000	17,95
Actual Lowest Base Salary	5	141,099	149,008	156,395	159,438	169,516	155,091	156,395	10,74
Actual Average Base Salary	5	149,008	156,395	159,438	169,516	178,715	162,614	159,438	11,62
Actual Highest Base Salary	5	149,008	156,395	159,438	169,516	211,150	169,101	159,438	24,63
Average Incentive or Other Cash Bonus (Annual)									

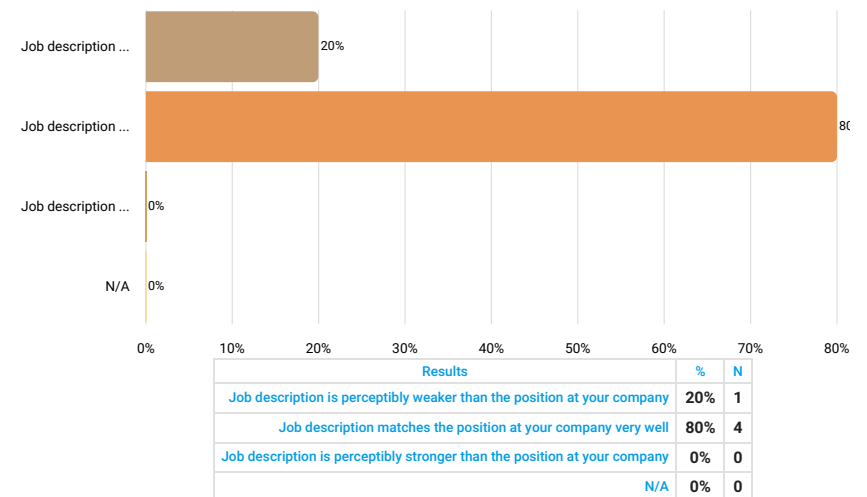
6.4.55 Chemist

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times
Skipped 3 times

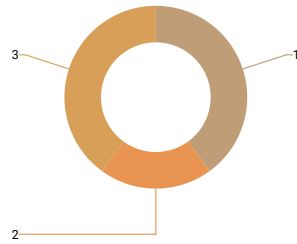
Text input



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

Number of Employees Currently in This Position

Answered 5 times
 Skipped 0 times
 Number input



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

FLSA Status

Answered 5 times
 Skipped 0 times
 Select one answer (radio button)



Exempt

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)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.4.56 Chemical Engineer

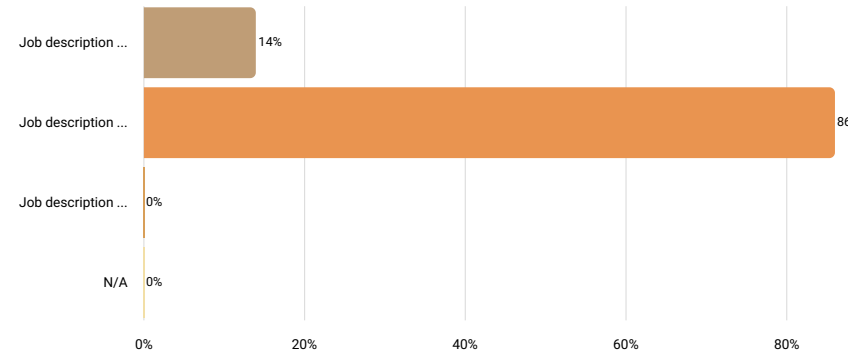
Job description

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times

Skipped 5 times

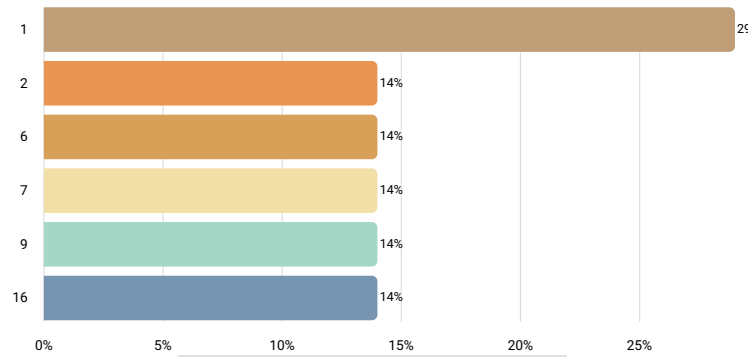
Text input



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

Number of Employees Currently in This Position

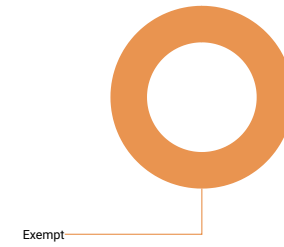
Answered 7 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	6
75th percentile	9
90th percentile	16
Mean	6
Median	6
Standard deviation	5

FLSA Status

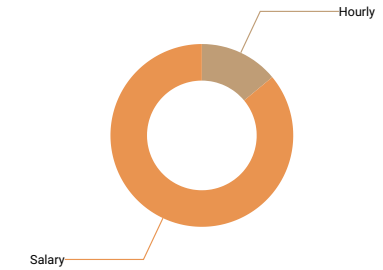
Answered 7 times
 Skipped 0 times
 Select one answer (radio button)



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	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	70,000	70,000	72,000	86,000	86,021	76,804	72,000	8,444
Actual Average Base Salary	6	79,897	87,775	95,000	106,043	114,232	96,325	95,000	12,741
Actual Highest Base Salary	5	101,275	111,000	126,065	135,000	159,216	126,511	126,065	22,461
Average Incentive or Other Cash Bonus (Annual)									

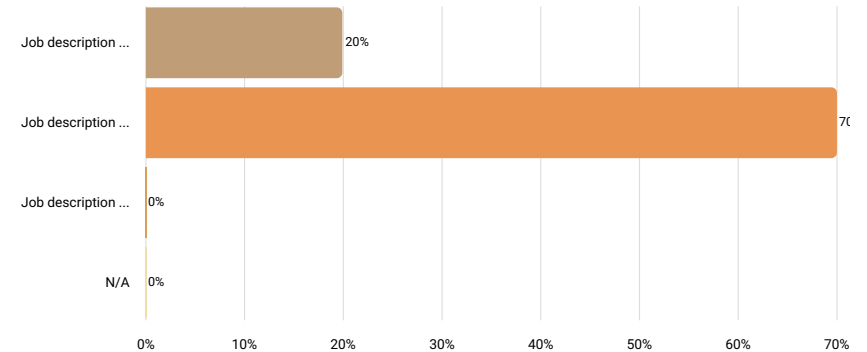
6.4.57 Safety Engineer

Job description

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

Answered 10 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times
Skipped 7 times

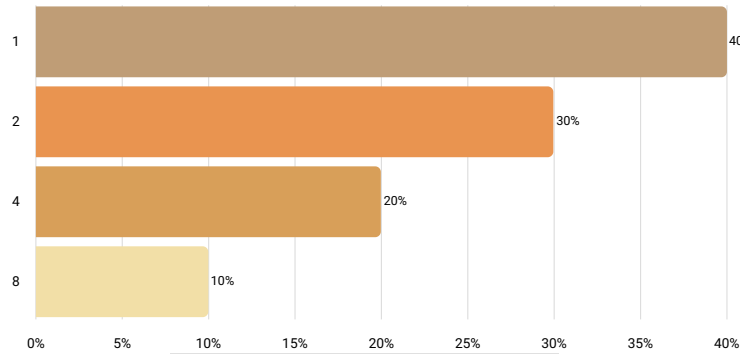
Text input



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

Number of Employees Currently in This Position

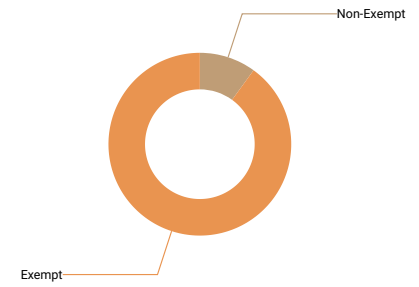
Answered 10 times
 Skipped 0 times
 Number input



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

FLSA Status

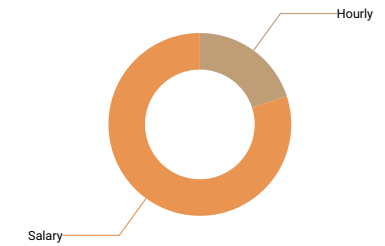
Answered 10 times
 Skipped 0 times
 Select one answer (radio button)



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	20%	2
Salary	80%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	45,000	45,000	54,000	64,275	85,280	57,829	54,000	13,91
Pay Range Maximum Salary	7	80,000	81,000	98,510	142,500	148,570	111,934	98,510	30,33
Actual Lowest Base Salary	8	47,840	60,850	75,000	101,521	111,000	79,198	75,000	24,08
Actual Average Base Salary	8	56,700	64,085	81,250	110,250	118,693	85,820	81,250	25,32
Actual Highest Base Salary	8	56,700	72,500	91,749.5	110,250	131,164	92,108	91,750	25,55
Average Incentive or Other Cash Bonus (Annual)	6	0	0	8,530	16,617	18,000	8,613	8,530	7,775

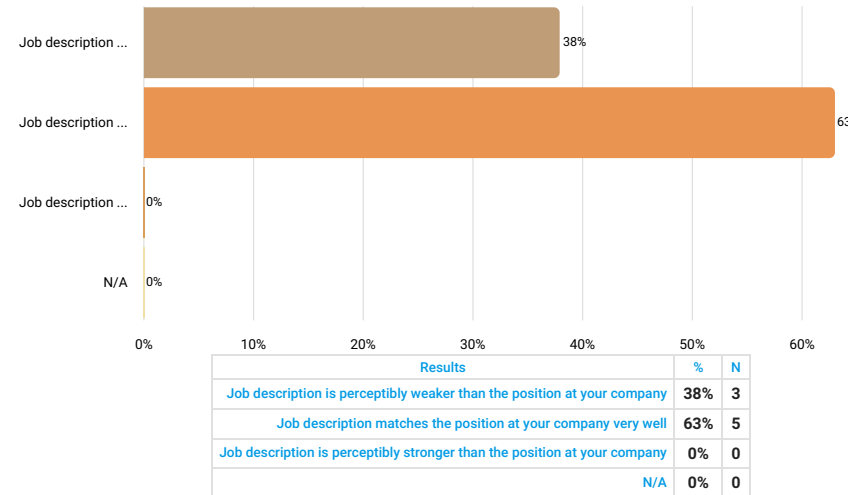
6.4.58 Environmental Engineer

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times
Skipped 6 times

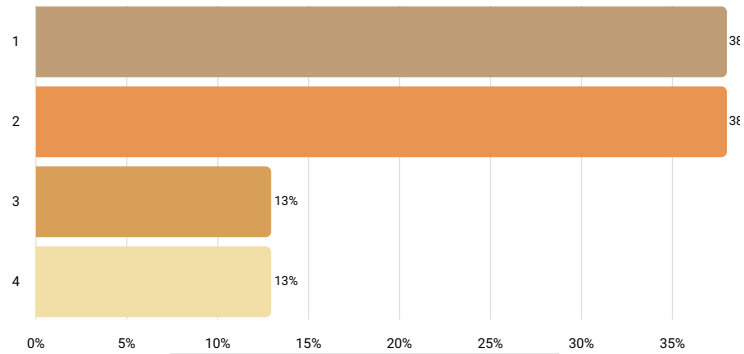
Text input



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

Number of Employees Currently in This Position

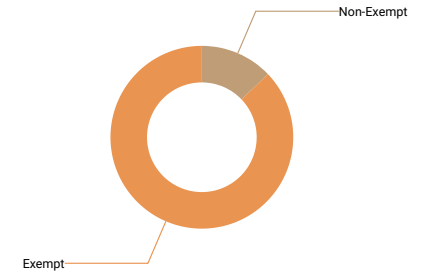
Answered 8 times
 Skipped 0 times
 Number input



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

FLSA Status

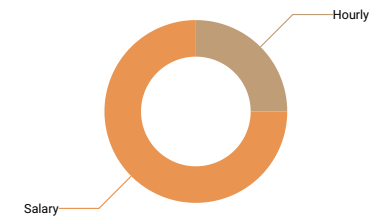
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	62,400	62,400	64,275	97,760	108,148	78,997	64,275	22,188
Pay Range Maximum Salary	5	93,600	110,400	128,758	148,570	160,160	128,298	128,758	27,160
Actual Lowest Base Salary	6	62,400	83,460	98,372.5	100,000	108,148	91,792	98,373	16,460
Actual Average Base Salary	6	67,200	84,422	104,833.5	118,210	118,453	99,659	104,834	20,220
Actual Highest Base Salary	6	72,000	85,588	109,500	128,758	138,846	107,365	109,500	25,390
Average Incentive or Other Cash Bonus (Annual)									

6.4.59 Avionics Integration Engineer

Job description

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

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 0 times

Text input



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

Number of Employees Currently in This Position

Answered 1 times
Skipped 0 times
Number input



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

Compensation data



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

FLSA Status

Answered 1 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 1 times
Skipped 0 times
Select one answer (radio button)



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

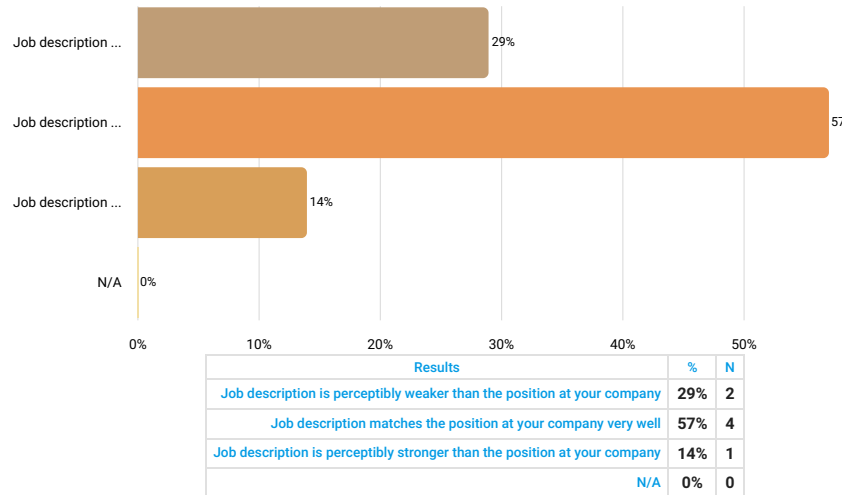
6.4.60 Logistics Engineer

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times
Skipped 2 times

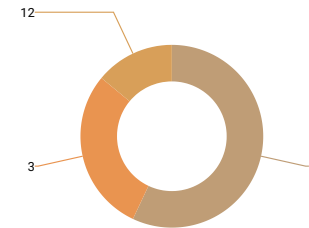
Text input

Results	
logistician	1
logistics specialist-v	1
senior logistics specialist	1
logistics support specialist	1
logistics management specialist	1

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



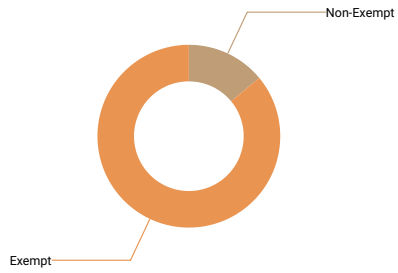
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	12
Mean	3
Median	1
Standard deviation	4

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

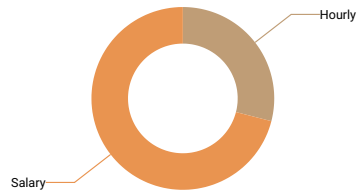
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	40,000	68,874	80,000	90,300	95,000	74,835	80,000	21,91
Actual Average Base Salary	5	45,157	80,000	82,030	90,300	95,000	78,497	82,030	19,60
Actual Highest Base Salary	5	45,157	80,000	90,300	90,844	95,000	80,260	90,300	20,38
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	2
Salary	71%	5

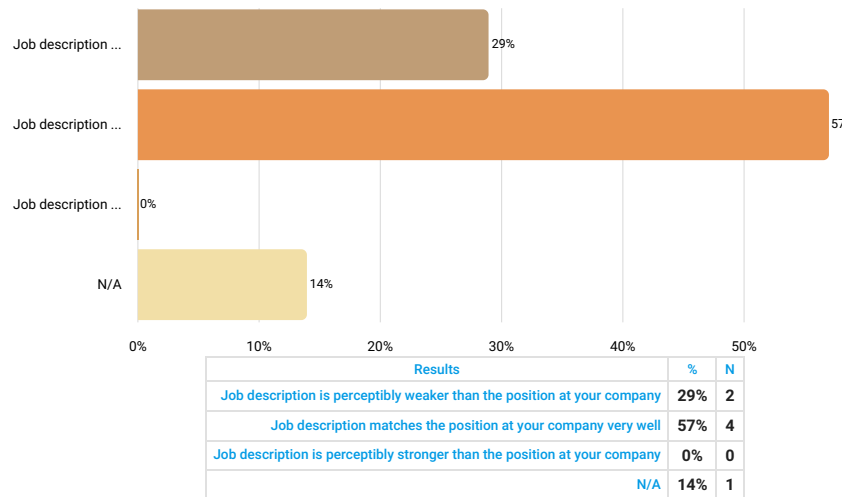
6.4.61 Materials Engineer

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 3 times

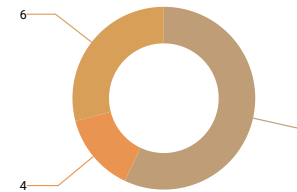
Text input



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

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	6
90th percentile	6
Mean	3
Median	1
Standard deviation	2

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Exempt

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

Compensation data

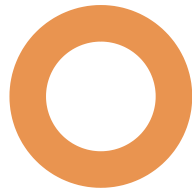
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	6	50,000	51,300	62,591	70,210	102,000	66,449	62,591	19,34
Pay Range Maximum Salary	6	83,137	85,000	110,698.5	153,000	188,900	121,906	110,699	41,48
Actual Lowest Base Salary	7	51,792	63,500	70,909	85,000	102,000	74,272	70,909	16,13
Actual Average Base Salary	6	51,792	68,702	84,205	102,500	127,500	86,484	84,205	27,64
Actual Highest Base Salary	7	51,792	68,702	110,000	138,000	153,000	102,058	110,000	38,63
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	7

6.4.62 Principal Investigator

Job description

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

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 3 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times

Skipped 0 times

Number input



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

FLSA Status

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.4.64 Technical Support Engineer

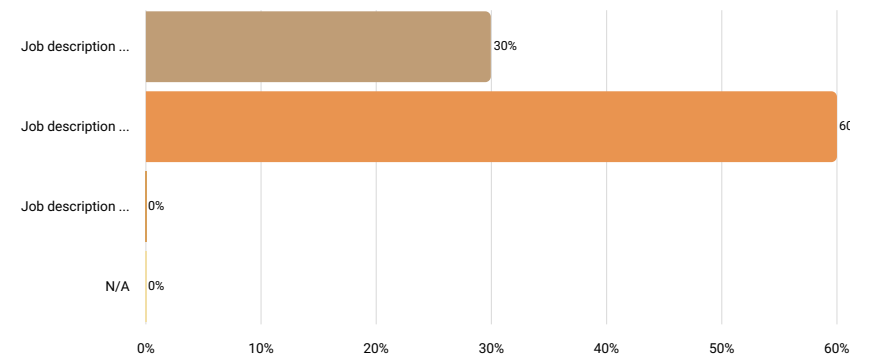
Job description

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 5 times

Skipped 5 times

Text input

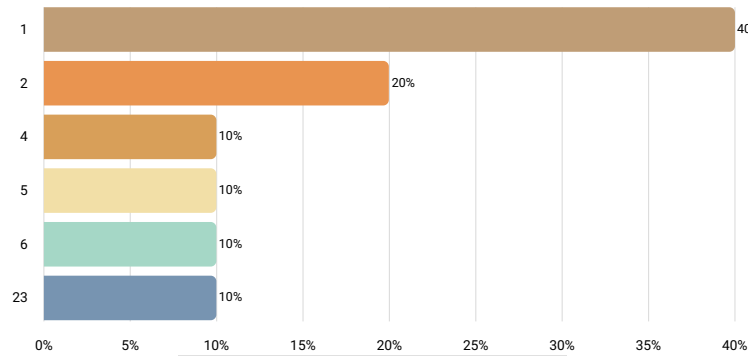
Results	
it support staff	1
systems engineer	1
sr. engineering technician	1
jr. sharepoint administrator, it technician	1
it support specialist/it operations team lead	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



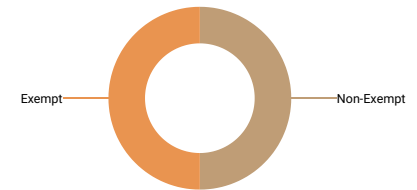
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	14.5
Mean	5
Median	2
Standard deviation	7

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



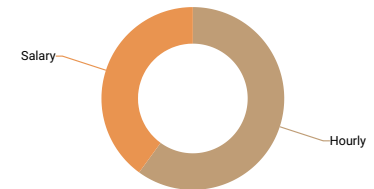
Results	%	N
Non-Exempt	50%	5
Exempt	50%	5

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	60%	6
Salary	40%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	11	14	17	18	26	17	17	6
Pay Range Maximum Rate	5	16	18	19	20	42	23	19	11
Actual Lowest Base Rate	5	14	14	17	18	27	18	17	5
Actual Average Base Rate	6	16	16	19	30	60	27	19	17
Actual Highest Base Rate	5	18	19	19	20	33	22	19	6
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.4.66 Machine/CNC Programmer

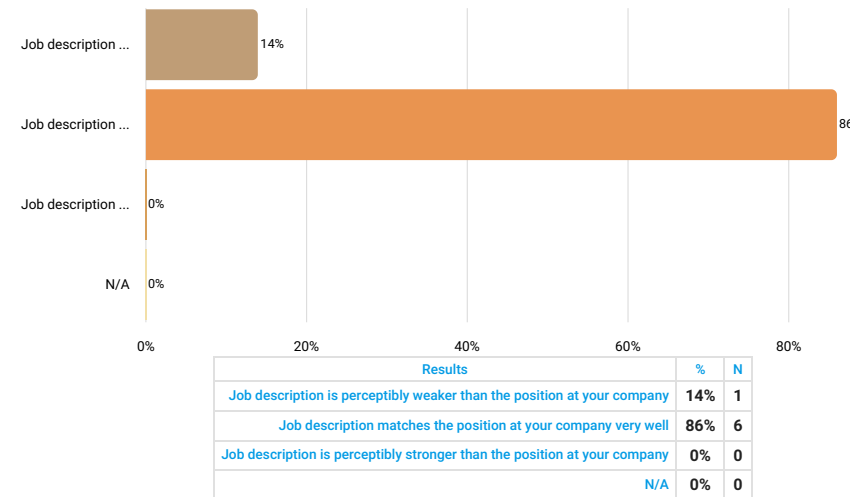
Job description

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times

Skipped 4 times

Text input

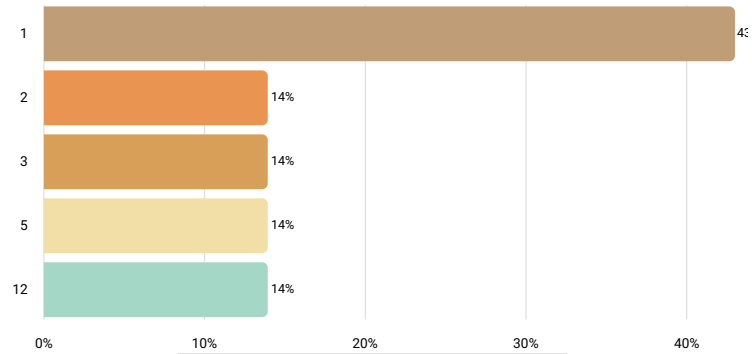


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input

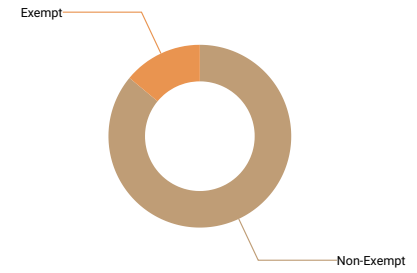


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	12
Mean	4
Median	2
Standard deviation	4

FLSA Status

Answered 7 times
Skipped 0 times

Select one answer (radio button)

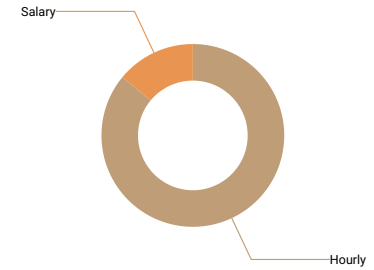


Results	%	N
Non-Exempt	86%	6
Exempt	14%	1

Is this position paid an hourly rate or annual salary?

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	6
Salary	14%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	16	25	29	37	37	29	29	9
Actual Average Base Rate	5	19	29	34	37	37	31	34	8
Actual Highest Base Rate	5	22	29	37	37	40	33	37	7
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.4.67 System Administrator or Network Analyst

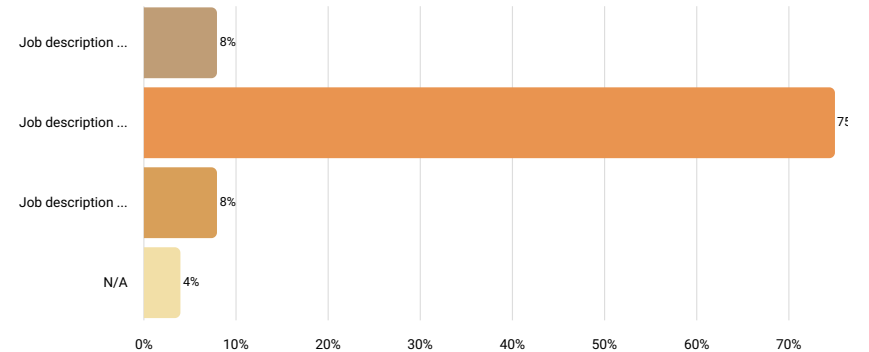
Job description

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	8%	2
Job description matches the position at your company very well	75%	18
Job description is perceptibly stronger than the position at your company	8%	2
N/A	4%	1

Job Title (if different than above)

Answered 11 times

Skipped 13 times

Text input

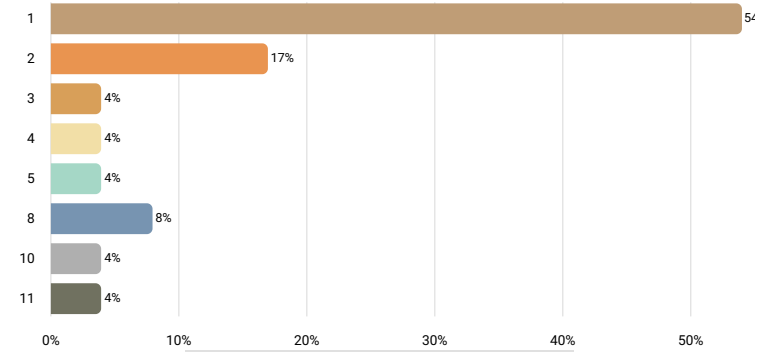
Results	
it manager	1
helpdesk analyst	1
member technical staff	1
system administrator i	1
information systems manager	1
applications systems analyst	1
systems/network administrator	1
information systems technician	1
information technology analyst	1
network administrator iii and system administrator iii	1
network systems administrator, sr it network administrator, hardware monitor iv&v analyst,	1

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input

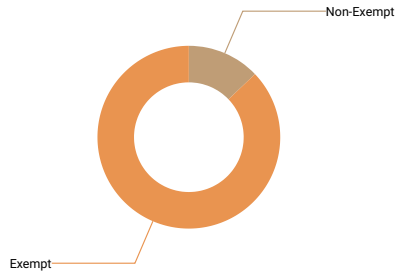


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3.5
90th percentile	8
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 24 times
Skipped 0 times

Select one answer (radio button)

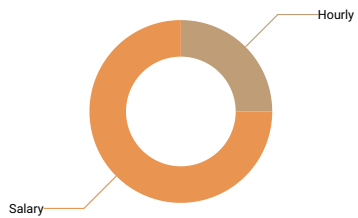


Results	%	N
Non-Exempt	13%	3
Exempt	88%	21

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	Standard deviation
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	10	45,520	52,000	56,339	84,348	88,750	62,810	56,339	17,670
Pay Range Maximum Salary	10	57,720	70,000	101,665	114,000	125,495.5	93,856	101,665	27,930
Actual Lowest Base Salary	16	57,200	62,250	71,312.5	77,282	88,000	70,670	71,313	11,460
Actual Average Base Salary	17	57,200	63,638	82,290	86,524	102,750	78,201	82,290	16,780
Actual Highest Base Salary	17	57,200	63,638	84,163	113,011	132,600	91,622	84,163	30,890
Average Incentive or Other Cash Bonus (Annual)	6	0	0	2,150	6,000	10,754	3,509	2,150	4,380

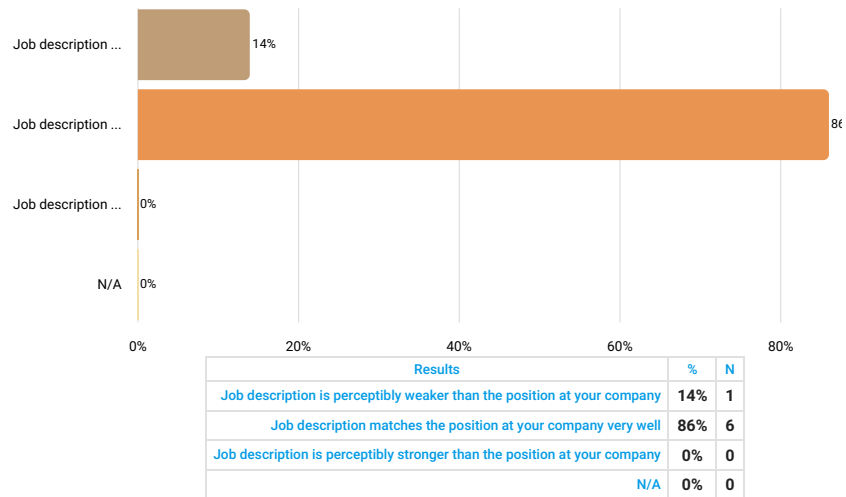
6.4.68 Database Analyst

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 3 times

Text input

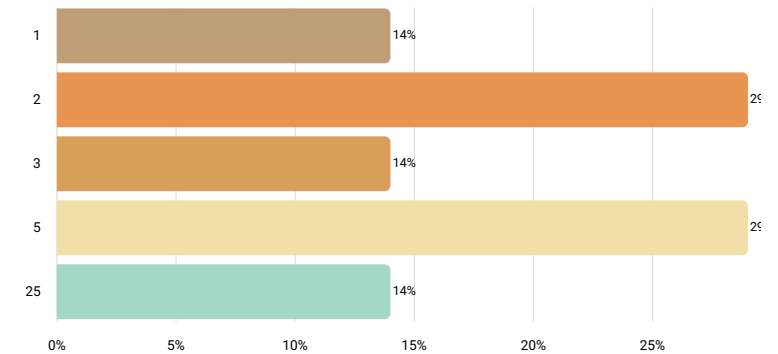


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input

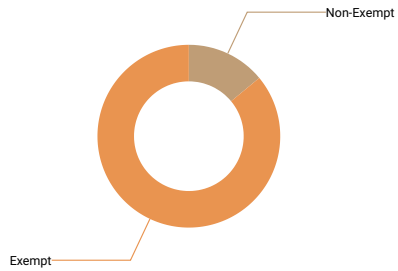


Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	25
Mean	6
Median	3
Standard deviation	8

FLSA Status

Answered 7 times
Skipped 0 times

Select one answer (radio button)



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

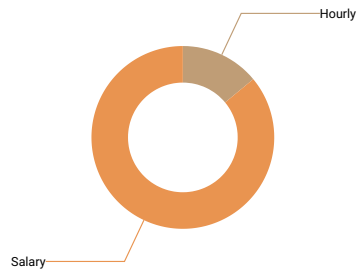
Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
if there is a step progression in place, enter the number of steps									
Pay Range Minimum Salary	5	45,760	47,500	49,920	51,512	62,400	51,418	49,920	6,523
Pay Range Maximum Salary	5	74,256	77,000	83,200	133,900	142,084	102,088	83,200	33,063
Actual Lowest Base Salary	6	43,680	45,760	51,958	64,313	68,889	54,426	51,958	10,281
Actual Average Base Salary	6	59,613	61,470	78,181	93,220	108,792	79,910	78,181	19,544
Actual Highest Base Salary	6	60,986	70,720	87,993.5	133,900	168,750	101,724	87,994	41,871
Average Incentive or Other Cash Bonus (Annual)									

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

6.4.69 Information System Security Officer/Analyst

Job description

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

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times

Skipped 2 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times

Skipped 0 times

Number input



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

FLSA Status

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.4.70 Network Engineer

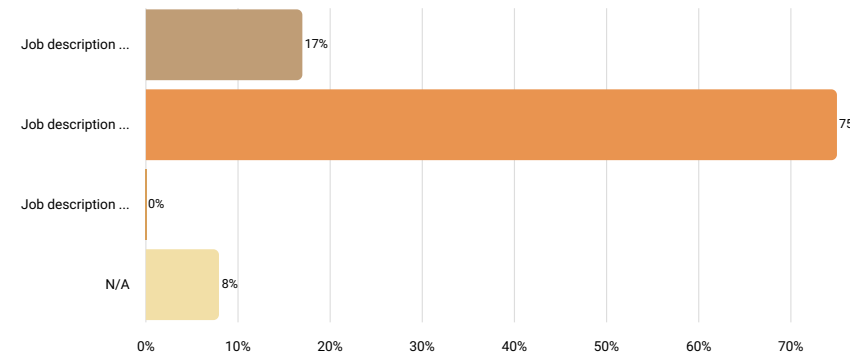
Job description

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times

Skipped 7 times

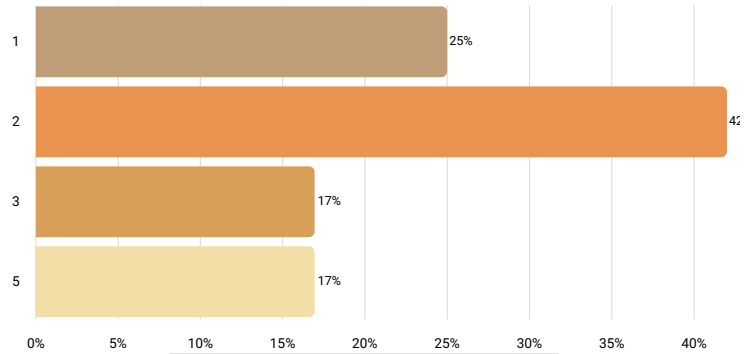
Text input

Results	
test engineer	1
network engineer i/ii	1
cybersecurity engineer	1
it specialist/software applications manager	1
data management coordinator and test & evaluation engineer	1

Number of Employees Currently in This Position

Answered 12 times
Skipped 0 times

Number input

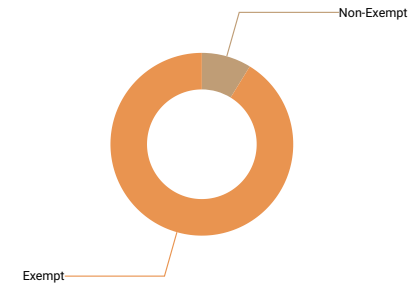


Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2
Median	2
Standard deviation	1

FLSA Status

Answered 12 times
Skipped 0 times

Select one answer (radio button)

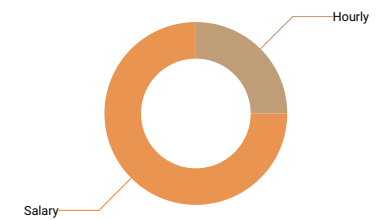


Results	%	N
Non-Exempt	8%	1
Exempt	83%	10

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	Standard deviation
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	8	35,000	43,793	53,260	80,088.5	136,599	65,735	53,260	33,510
Actual Average Base Salary	8	39,000	52,493.5	72,787	89,042.5	152,300	77,493	72,787	35,340
Actual Highest Base Salary	8	43,000	60,873	87,503	107,381.5	168,000	90,314	87,503	39,620
Average Incentive or Other Cash Bonus (Annual)									

6.4.72 Program Analyst

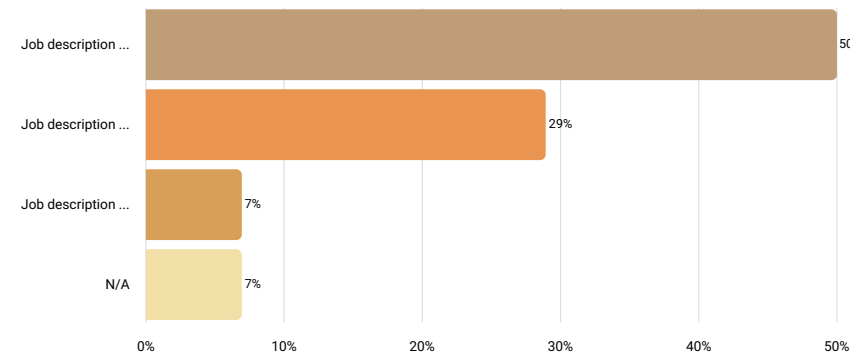
Job description

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	50%	7
Job description matches the position at your company very well	29%	4
Job description is perceptibly stronger than the position at your company	7%	1
N/A	7%	1

Job Title (if different than above)

Answered 5 times

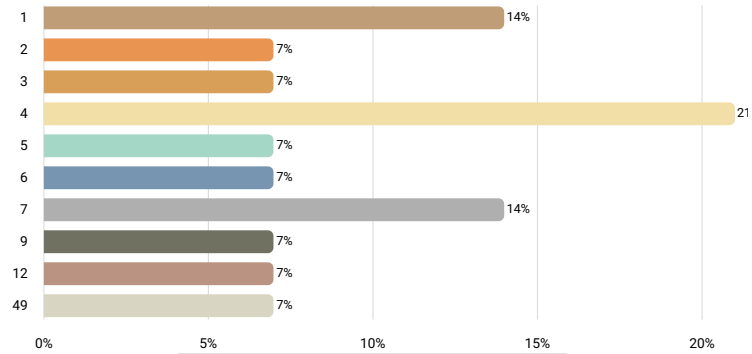
Skipped 9 times

Text input

Results	N
program analyst 2 & 3	1
project control analyst i - iv	1
program planning and control analyst	1
program/system analyst-i, -ii, iv, and -v	1
it specialist, jams program analyst, evm analyst, gpt technical specialist, program control analyst	1

Number of Employees Currently in This Position

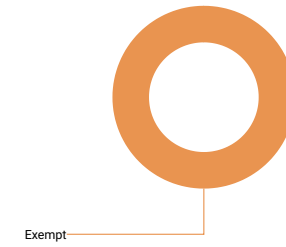
Answered 14 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	3
50th percentile	4.5
75th percentile	7
90th percentile	12
Mean	8
Median	5
Standard deviation	12

FLSA Status

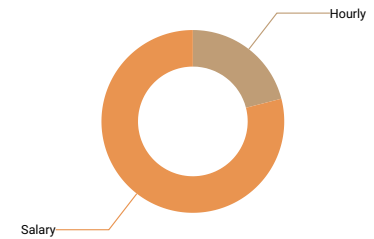
Answered 14 times
 Skipped 0 times
 Select one answer (radio button)



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	Standard deviation
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	8	39,379	52,750	61,728.5	71,113	91,000	62,695	61,729	15,750
Pay Range Maximum Salary	8	83,699	101,061.5	117,012.5	137,718.5	151,700	118,373	117,013	23,380
Actual Lowest Base Salary	9	50,016	54,995	58,661	77,521	91,000	65,866	58,661	15,800
Actual Average Base Salary	9	76,866	77,802	88,719	100,297	107,222	90,498	88,719	11,540
Actual Highest Base Salary	9	92,456	106,369	120,000	125,000	155,000	118,292	120,000	17,900
Average Incentive or Other Cash Bonus (Annual)									

6.4.73 Software Developer

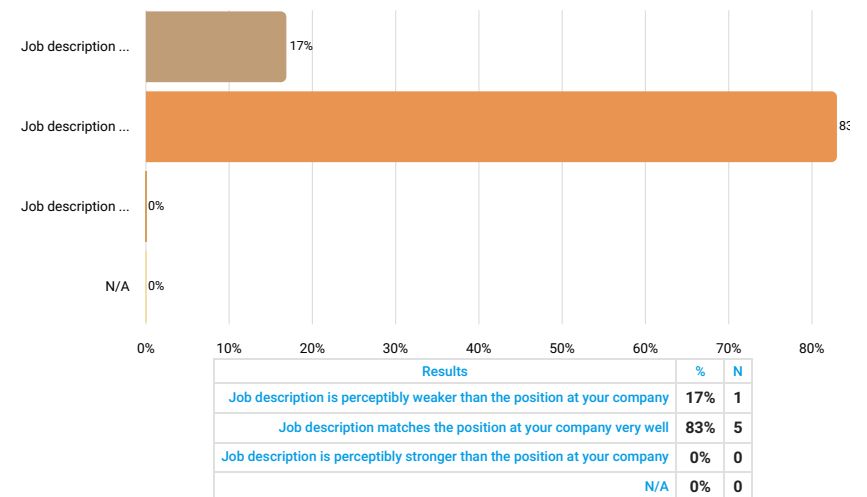
Job description

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 2 times

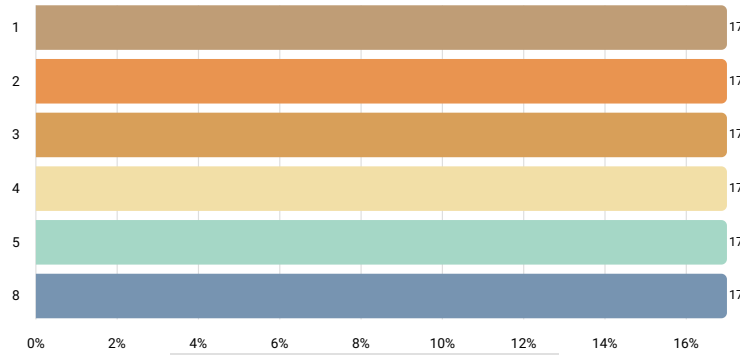
Text input



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

Number of Employees Currently in This Position

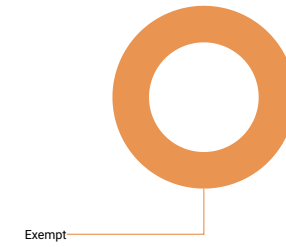
Answered 6 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	5
90th percentile	8
Mean	4
Median	4
Standard deviation	2

FLSA Status

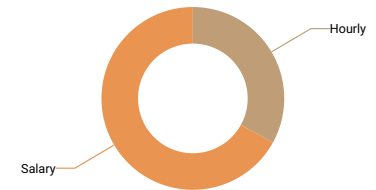
Answered 6 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 6 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	33%	2
Salary	67%	4

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									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

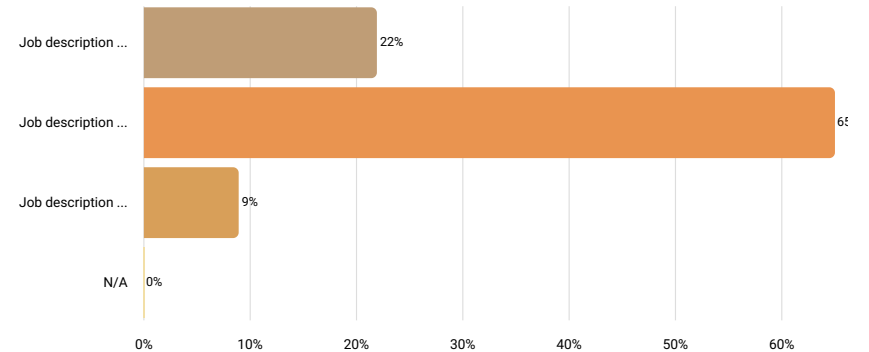
6.4.74 System Analyst

Job description

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

Answered 23 times
Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	5
Job description matches the position at your company very well	65%	15
Job description is perceptibly stronger than the position at your company	9%	2
N/A	0%	0

Job Title (if different than above)

Answered 11 times

Skipped 12 times

Text input

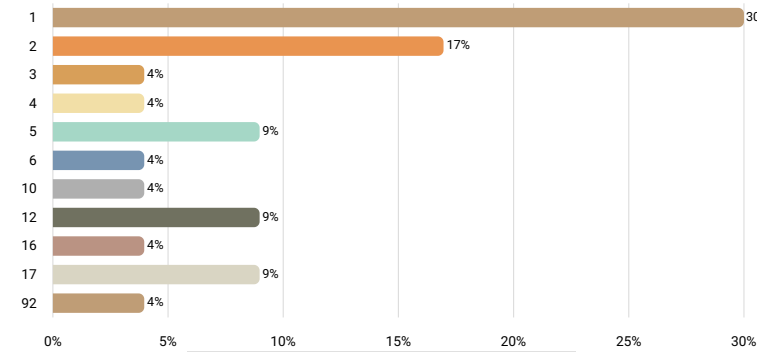
Results	
sap specialist	1
it project manager	1
system analyst iii	1
systems analyst, sr	1
computer systems analyst	1
systems analyst 3, 5, 6, 7	1
it specialist, system engineer	1
enterprise infrastructure architect iv	1
configuration management analyst-iv and -v	1
logistics analyst (this range is based on 4 levels - entry, basic, intermediate, advanced)	1
fib/sem specialist test analyst, ground station ops analyst, high energy laser prog analyst	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input

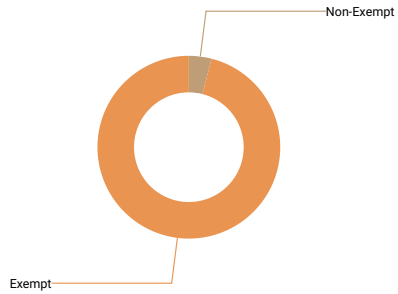


Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	12
90th percentile	17
Mean	9
Median	3
Standard deviation	19

FLSA Status

Answered 23 times
Skipped 0 times

Select one answer (radio button)

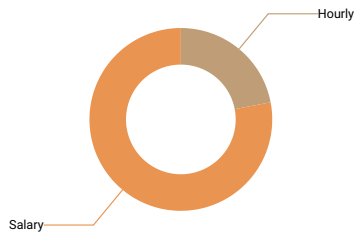


Results	%	N
Non-Exempt	4%	1
Exempt	96%	22

Is this position paid an hourly rate or annual salary?

Answered 23 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	5
Salary	78%	18

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	14	46,779	51,300	70,940.5	90,600	123,780	75,164	70,941	28,785
Pay Range Maximum Salary	14	93,600	112,555	129,100	151,700	188,900	138,656	129,100	48,775
Actual Lowest Base Salary	18	47,278	70,033	92,325	102,006	134,930	87,349	92,325	26,185
Actual Average Base Salary	17	74,539	82,000	100,115	111,965	134,930	99,543	100,115	20,665
Actual Highest Base Salary	18	82,000	102,000	128,778.5	140,400	159,890	123,899	128,779	28,655
Average Incentive or Other Cash Bonus (Annual)	8	0	0	1,916.5	5,950	10,500	3,279	1,917	4,365

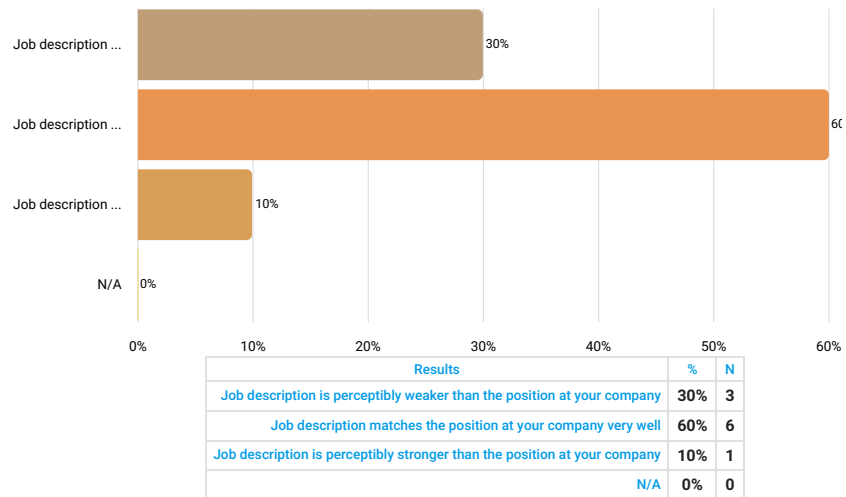
6.4.75 Business Analyst

Job description

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 5 times
Skipped 5 times

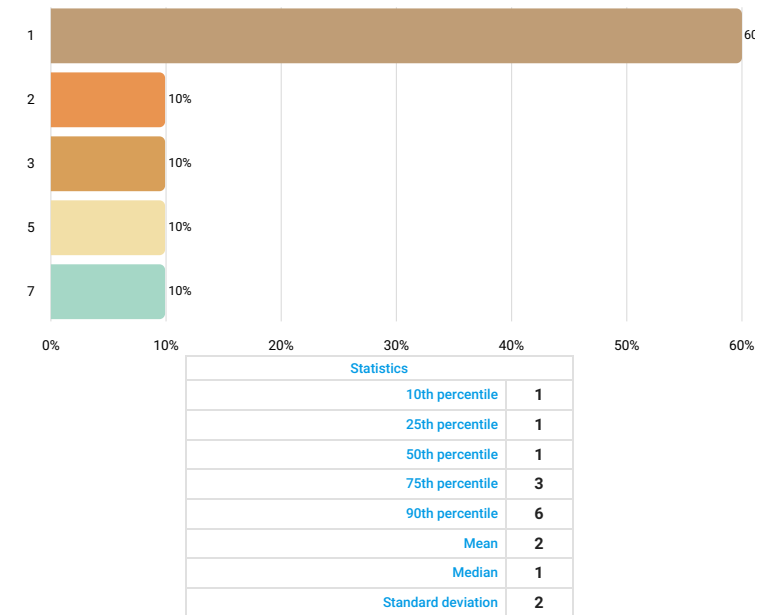
Text input

Results	N
scrum master	1
business analyst staff	1
business analyst intern	1
business systems analyst iii	1
eo/ir syst spec elec rpr lead, management analyst,	1

Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times

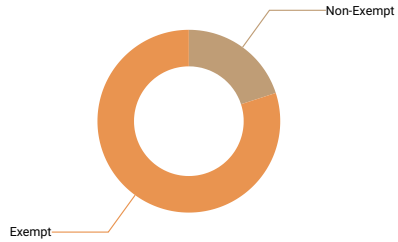
Number input



FLSA Status

Answered 10 times
Skipped 0 times

Select one answer (radio button)



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

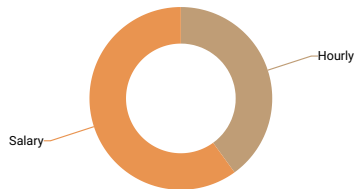
Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	58,086	64,292	66,542	72,072	93,038	70,095	66,542	12,110
Actual Average Base Salary	5	70,237	72,072	78,146	93,038	109,574	84,613	78,146	16,580
Actual Highest Base Salary	6	72,072	74,314	89,929	99,074	154,856	96,696	89,929	30,350

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	4
Salary	60%	6

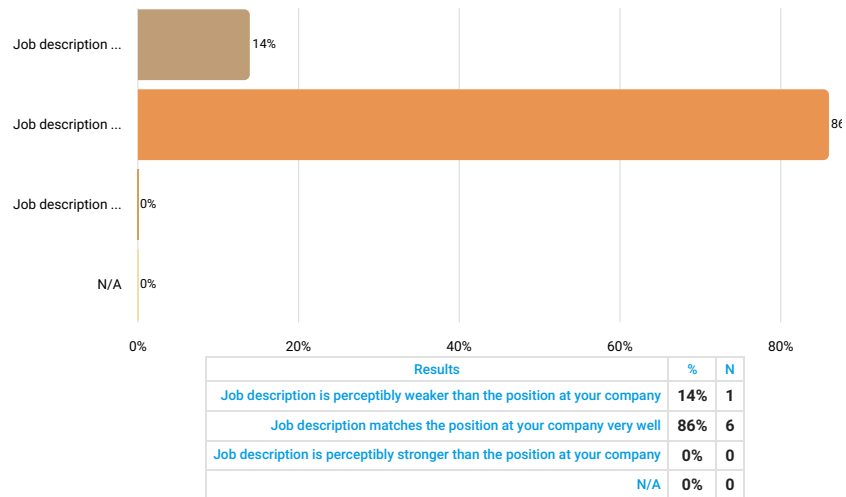
6.4.76 Web Developer

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 1 times
Skipped 6 times

Text input

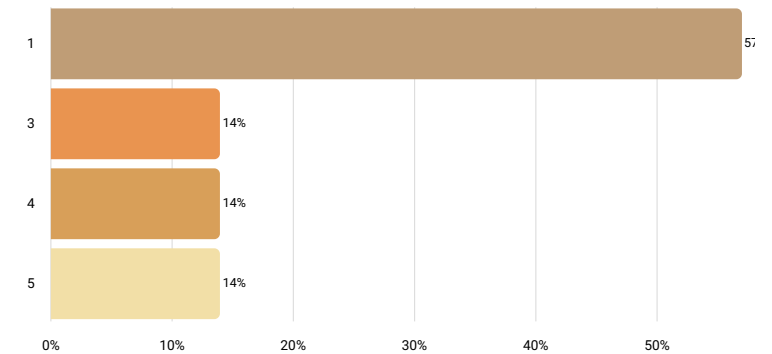


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



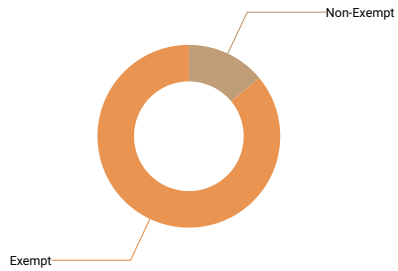
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

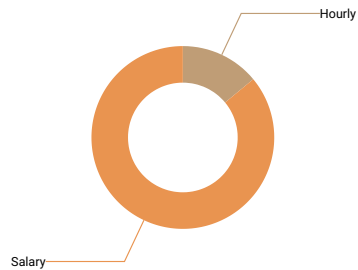
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	58,283	66,300	67,989	71,448	89,999	70,804	67,989	11,76
Actual Average Base Salary	5	58,283	71,448	81,164	90,000	97,432	79,665	81,164	15,40
Actual Highest Base Salary	5	58,283	71,448	90,000	113,000	115,785	89,703	90,000	25,21
Average Incentive or Other Cash Bonus (Annual)									

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

6.5 Production Positions (22 occupations)

6.5.1 Electrical/Electronic Assembler

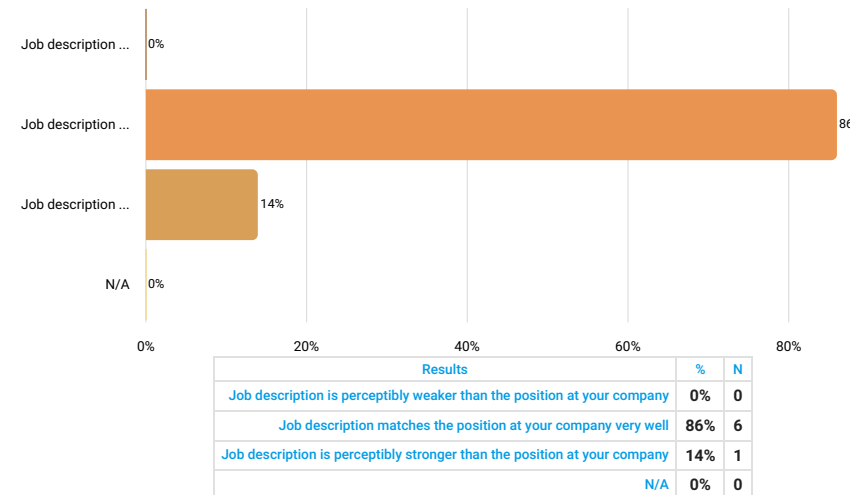
Job description

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 3 times

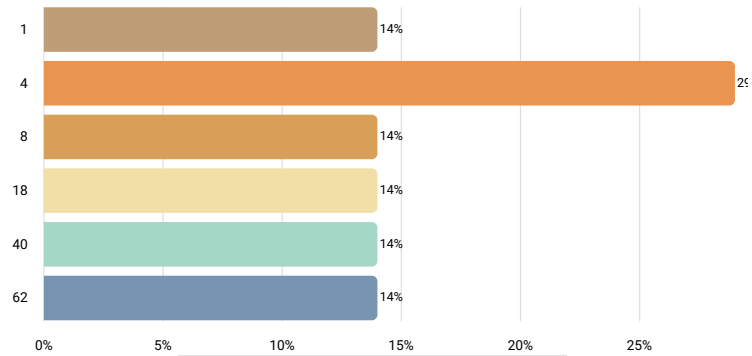
Text input



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

Number of Employees Currently in This Position

Answered 7 times
 Skipped 0 times
 Number input

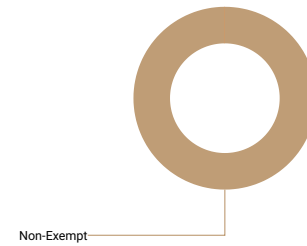


Statistics	
10th percentile	1
25th percentile	4
50th percentile	8
75th percentile	40
90th percentile	62
Mean	20
Median	8
Standard deviation	23

FLSA Status

Answered 7 times
 Skipped 0 times

Select one answer (radio button)



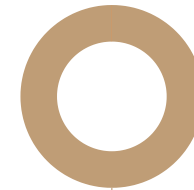
Non-Exempt

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)



Hourly

Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	12	13	15.5	20	21	16	16	4
Actual Average Base Rate	6	15	16	17.5	20	22	18	18	3
Actual Highest Base Rate	6	17	17	19	22	23	20	19	3
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.5.2 Mechanical Assembler

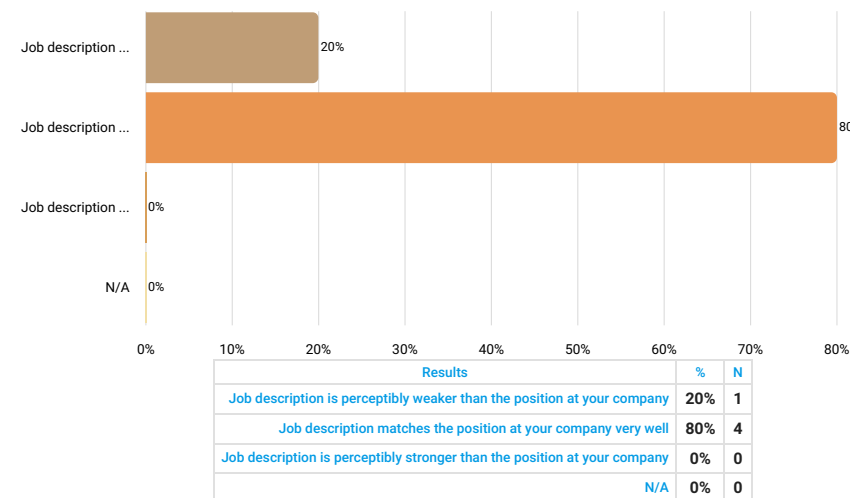
Job description

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 1 times

Skipped 4 times

Text input

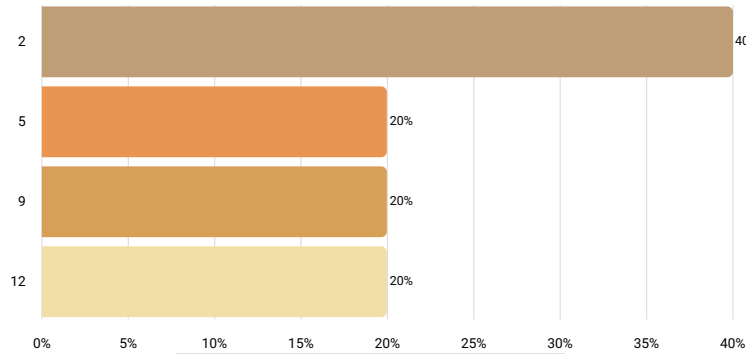


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 5 times
Skipped 0 times

Number input

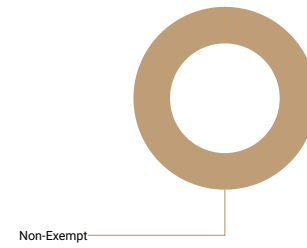


Statistics	
10th percentile	2
25th percentile	2
50th percentile	5
75th percentile	9
90th percentile	12
Mean	6
Median	5
Standard deviation	4

FLSA Status

Answered 5 times
Skipped 0 times

Select one answer (radio button)



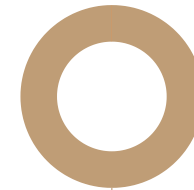
Non-Exempt

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)



Hourly

Results	%	N
Hourly	100%	5
Salary	0%	0

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									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.5.3 Assembler, General

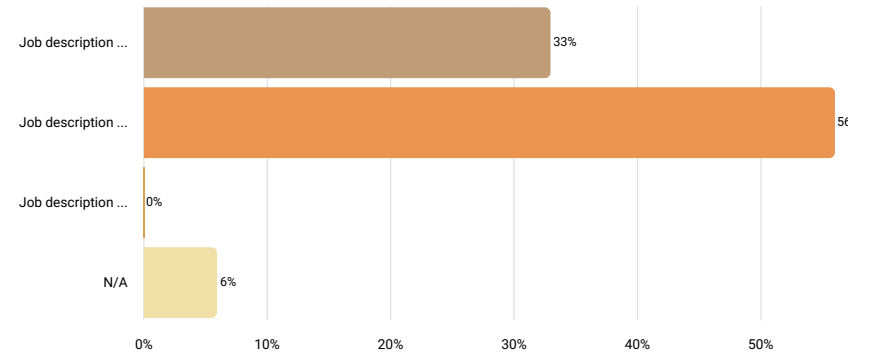
Job description

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	33%	6
Job description matches the position at your company very well	56%	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 13 times

Skipped 5 times

Text input

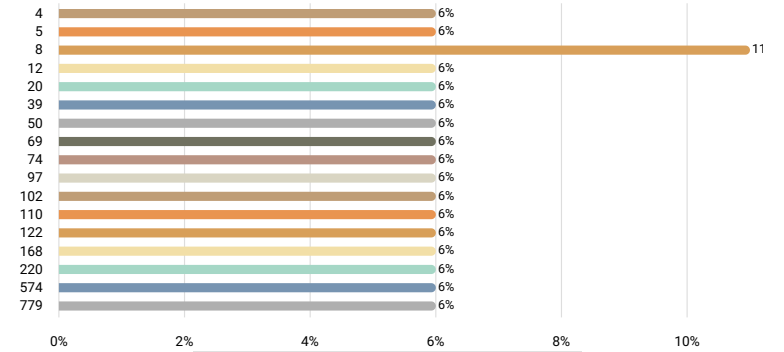
Results	
utility	1
assembler i	1
sps01 assembly	1
assembly operator	1
assembler/operator	1
production operator	1
prodcution associate	1
production team member	1
powder coating operator	1
operator technican i and ii	1
tech - electrical assembly i - ii	1
millwork production associate and truss production associate	1
assembler, solderer, mechanical assembler, conformal coating technician	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



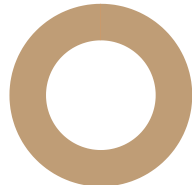
Statistics	
10th percentile	5
25th percentile	12
50th percentile	71.5
75th percentile	122
90th percentile	574
Mean	137
Median	72
Standard deviation	208

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Non-Exempt

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

Compensation data

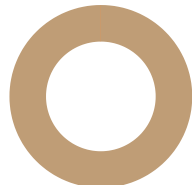
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	16	12	13	14	16	19	15	14	3
Pay Range Maximum Rate	16	16	16	19	23	29	21	19	6
Actual Lowest Base Rate	17	12	13	15	18	21	15	15	3
Actual Average Base Rate	18	13	13	15	18	25	17	15	4
Actual Highest Base Rate	17	15	16	19	23	28	20	19	5
If there is a step progression in place, enter the number of steps	8	2	3	3.5	4	6	4	4	1
Average Incentive Bonus or Other Cash Bonus (Annual)	9	0	0	2,000	2,500	4,800	1,851	2,000	1,796

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Hourly

Results	%	N
Hourly	100%	18
Salary	0%	0

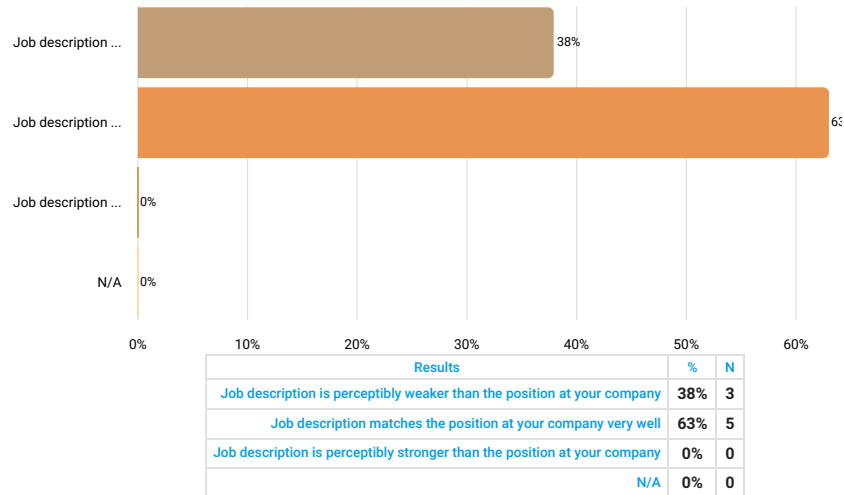
6.5.4 CNC Operator

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 5 times

Text input

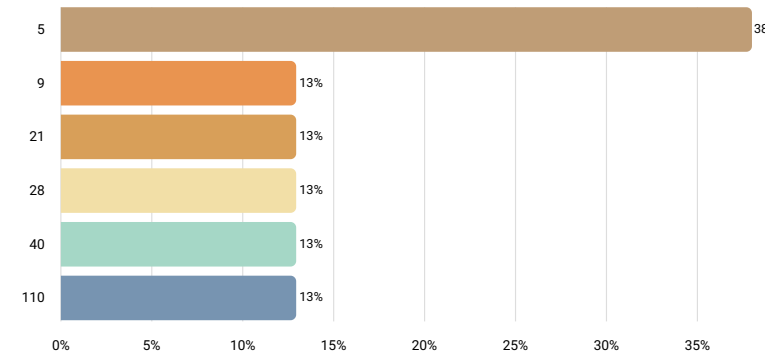


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times

Number input



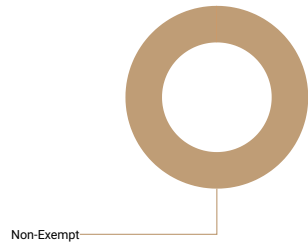
Statistics	
10th percentile	5
25th percentile	5
50th percentile	15
75th percentile	34
90th percentile	110
Mean	28
Median	15
Standard deviation	36

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

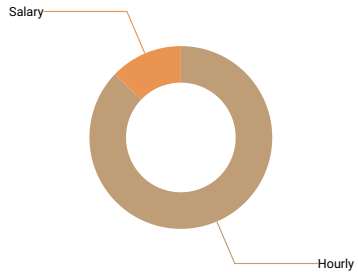
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	13	15	16	18	19	16	16	2
Pay Range Maximum Rate	7	0	20	22	22	32	20	22	10
Actual Lowest Base Rate	6	14	15	15.5	17	18	16	16	1
Actual Average Base Rate	6	15	17	18	22	24	19	18	3
Actual Highest Base Rate	6	16	20	21.5	31	32	24	22	6
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	7
Salary	13%	1

6.5.5 Machine Tool Operator

Job description

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

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 4 times

Skipped 0 times

Number input



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

FLSA Status

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 4 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

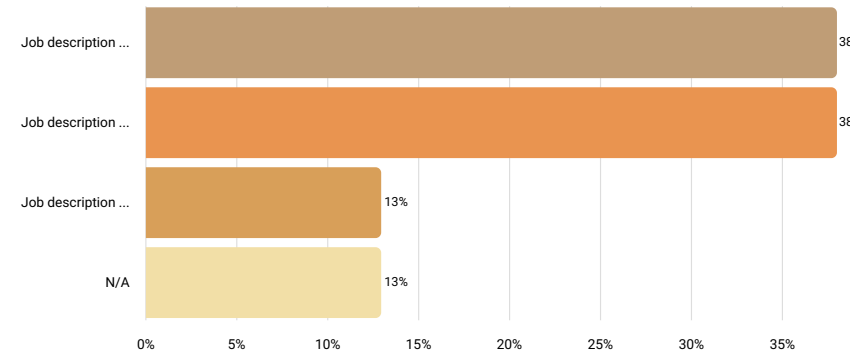
6.5.6 Chemical Operator

Job description

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	38%	3
Job description is perceptibly stronger than the position at your company	13%	1
N/A	13%	1

Job Title (if different than above)

Answered 2 times
Skipped 6 times

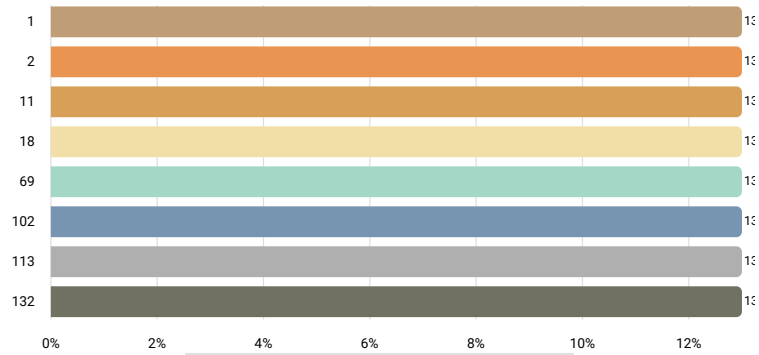
Text input



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

Number of Employees Currently in This Position

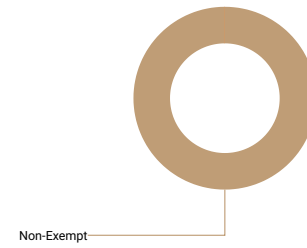
Answered 8 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	6.5
50th percentile	43.5
75th percentile	107.5
90th percentile	132
Mean	56
Median	44
Standard deviation	54

FLSA Status

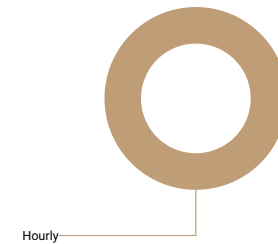
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	8	14	18	20	23.5	29	21	20	5
Pay Range Maximum Rate	8	20	25	31	32.5	34	29	31	5
Actual Lowest Base Rate	8	15	18.5	21	25.5	29	22	21	5
Actual Average Base Rate	8	15	20	26.5	29.5	35	25	27	7
Actual Highest Base Rate	8	15	22	31	32.5	38	28	31	8
If there is a step progression in place, enter the number of steps	7	2	4	5	5	8	5	5	2
Average Incentive Bonus or Other Cash Bonus (Annual)									

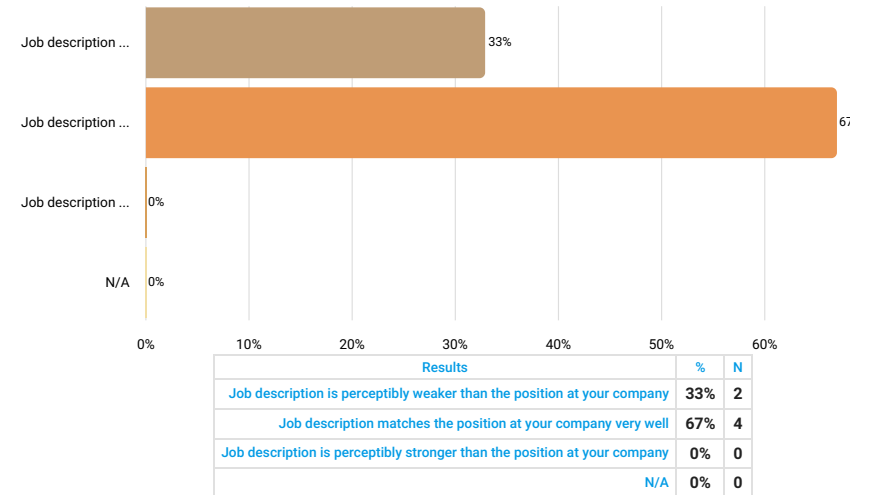
6.5.7 Chemical Plant and Systems Operator

Job description

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

Answered 6 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 2 times

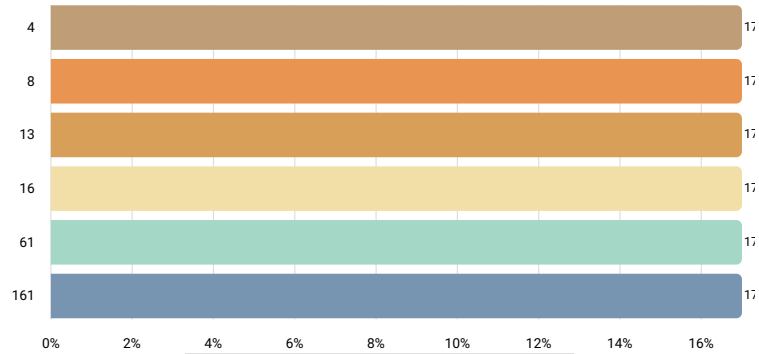
Text input



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

Number of Employees Currently in This Position

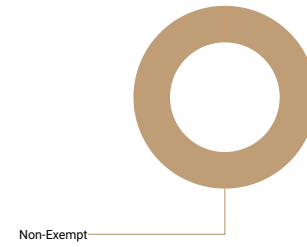
Answered 6 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	4
25th percentile	8
50th percentile	14.5
75th percentile	61
90th percentile	161
Mean	44
Median	15
Standard deviation	61

FLSA Status

Answered 6 times
 Skipped 0 times
 Select one answer (radio button)

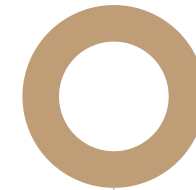


Non-Exempt

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)



Hourly

Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	18	22	24	26	33	25	24	6
Pay Range Maximum Rate	5	25	30	37	40	43	35	37	7
Actual Lowest Base Rate	5	20	22	27	33	33	27	27	6
Actual Average Base Rate	5	25	28	29	36	39	31	29	6
Actual Highest Base Rate	5	25	29	37	38	43	34	37	7
If there is a step progression in place, enter the number of steps	5	2	3	5	5	8	5	5	2
Average Incentive Bonus or Other Cash Bonus (Annual)									

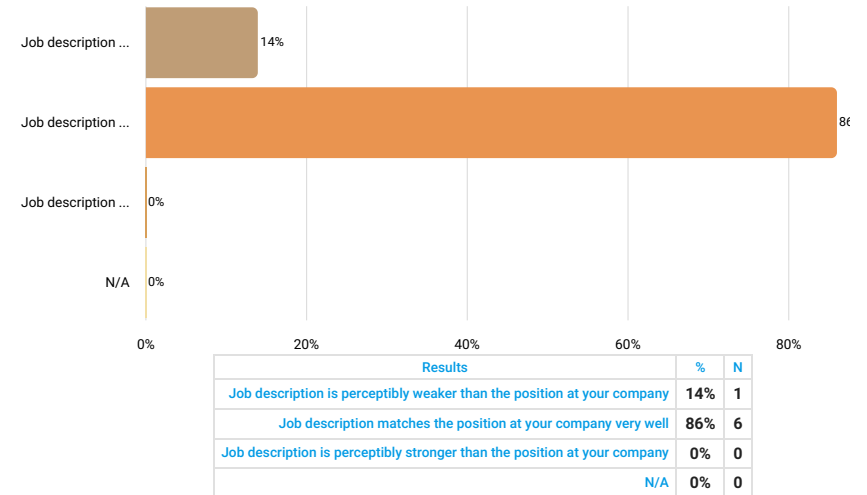
6.5.8 Packaging Operator

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 4 times

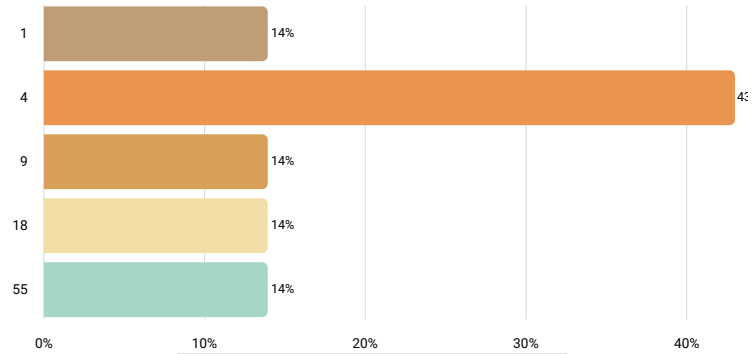
Text input



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

Number of Employees Currently in This Position

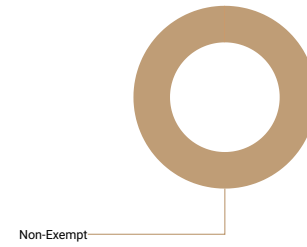
Answered 7 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	4
50th percentile	4
75th percentile	18
90th percentile	55
Mean	14
Median	4
Standard deviation	19

FLSA Status

Answered 7 times
 Skipped 0 times
 Select one answer (radio button)

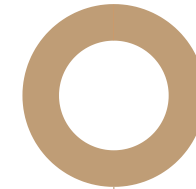


Non-Exempt

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)



Hourly

Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	13	14	15	19	23	17	15	4
Actual Average Base Rate	7	12	14	15	19	30	17	15	6
Actual Highest Base Rate	6	14	15	17	20	37	20	17	9
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

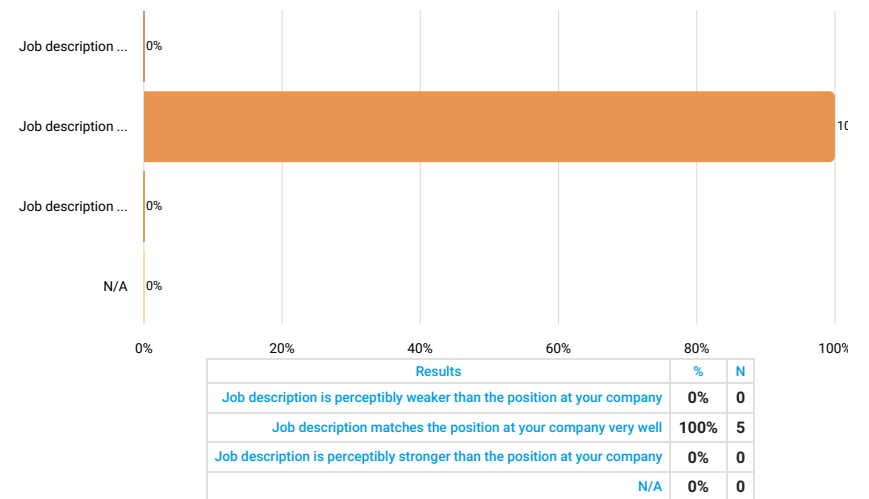
6.5.9 Molding Machine Operator

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 1 times

Text input



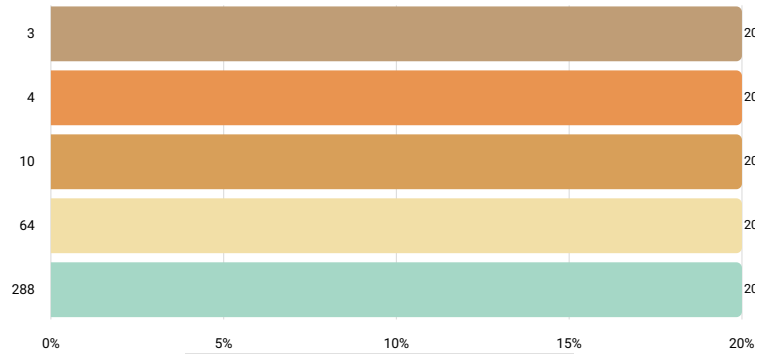
We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



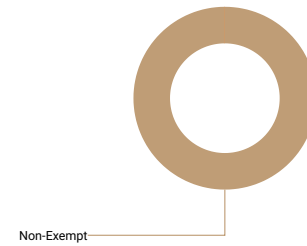
Statistics	
10th percentile	3
25th percentile	4
50th percentile	10
75th percentile	64
90th percentile	288
Mean	74
Median	10
Standard deviation	122

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Non-Exempt

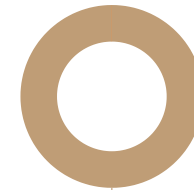
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Hourly

Results	%	N
Hourly	100%	5
Salary	0%	0

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	5	12	14	16	18	18	16	16	3
Actual Average Base Rate	5	15	15	17	20	21	18	17	3
Actual Highest Base Rate	5	17	18	21	21	21	20	21	2
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

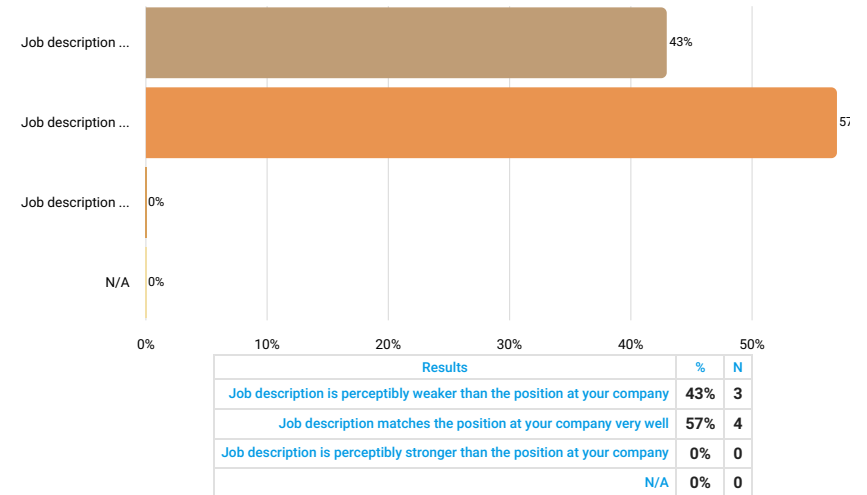
6.5.10 Saw Operator

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 4 times

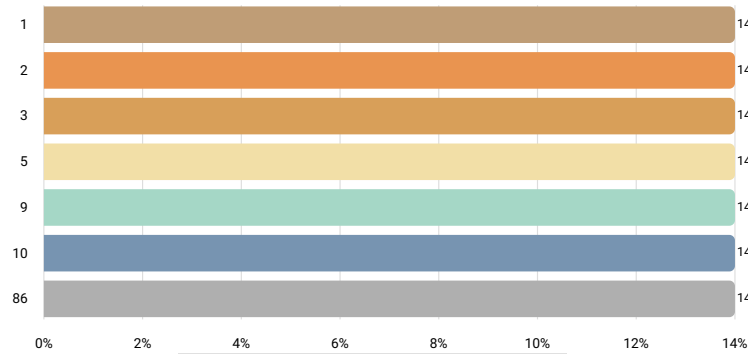
Text input



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

Number of Employees Currently in This Position

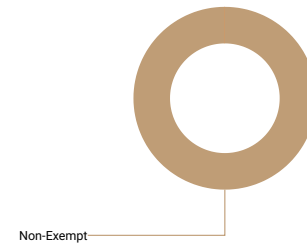
Answered 7 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	10
90th percentile	86
Mean	17
Median	5
Standard deviation	31

FLSA Status

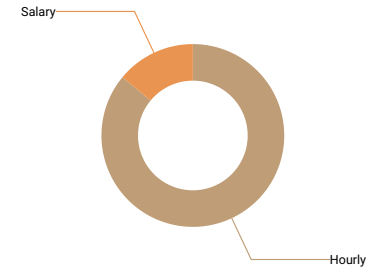
Answered 7 times
 Skipped 0 times
 Select one answer (radio button)



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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	12	13	13.5	15	16	14	14	1
Actual Average Base Rate	6	13	14	14.5	16	17	15	15	1
Actual Highest Base Rate	6	14	15	15	19	19	16	15	2
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.5.11 Crane Operator

Job description

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

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 2 times

Text input



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

Number of Employees Currently in This Position

Answered 3 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

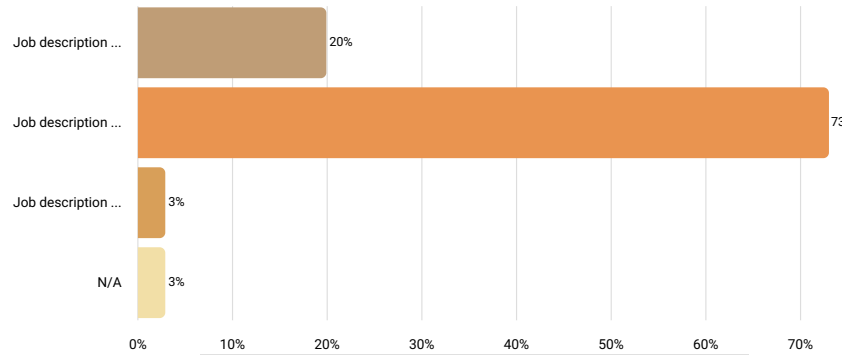
6.5.12 Production/Machine Operator

Job description

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	3%	1
N/A	3%	1

Job Title (if different than above)

Answered 17 times
Skipped 13 times

Text input

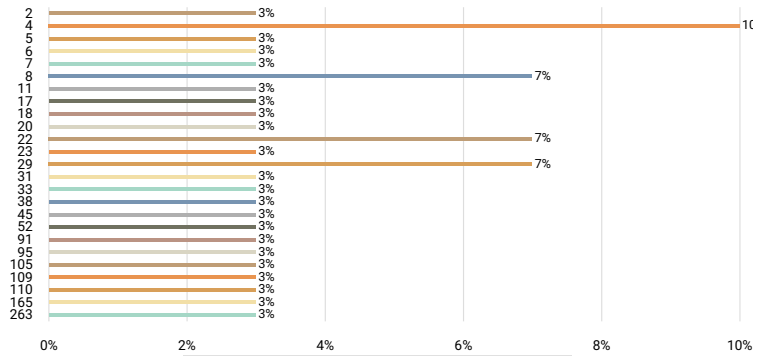
Results	
operator	2
production	1
sps01 machine	1
coating operator	1
absentee operator	1
tech iii operator	1
assistant operator	1
wash line operator	1
production operator	1
aerospace technician	1
machinist/drill press	1
production technician	1
operator technician i and ii	1
machine operator, smt operator	1
end finish, form, robotic bender/machine shop	1
marinationmachine op & marination/seasoning machine op	1

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



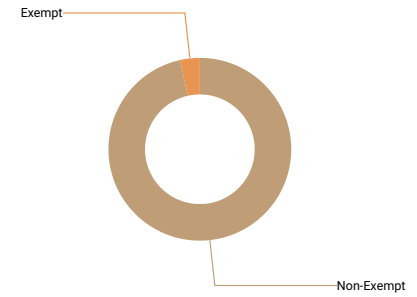
Statistics	
10th percentile	4
25th percentile	8
50th percentile	22.5
75th percentile	52
90th percentile	109.5
Mean	46
Median	23
Standard deviation	58

FLSA Status

Answered 30 times

Skipped 0 times

Select one answer (radio button)



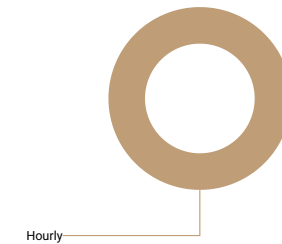
Results	%	N
Non-Exempt	83%	25
Exempt	3%	1

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	30
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	27	12	13	14	19	22	16	14	5
Pay Range Maximum Rate	27	16	17	19	24	34	22	19	7
Actual Lowest Base Rate	25	12	13	14	16	22	16	14	5
Actual Average Base Rate	27	13	14	16	18	26	18	16	6
Actual Highest Base Rate	26	15	17	19.5	25	34	22	20	8
If there is a step progression in place, enter the number of steps	16	2	2	3	4	4	3	3	1
Average Incentive Bonus or Other Cash Bonus (Annual)	15	0	0	800	2,000	2,869	1,351	800	1,792

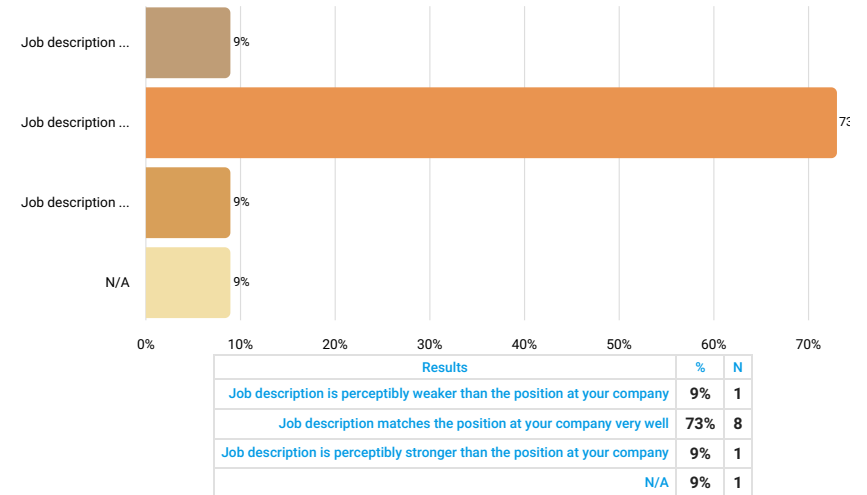
6.5.13 Tool and Die Maker

Job description

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

Answered 11 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times
Skipped 5 times

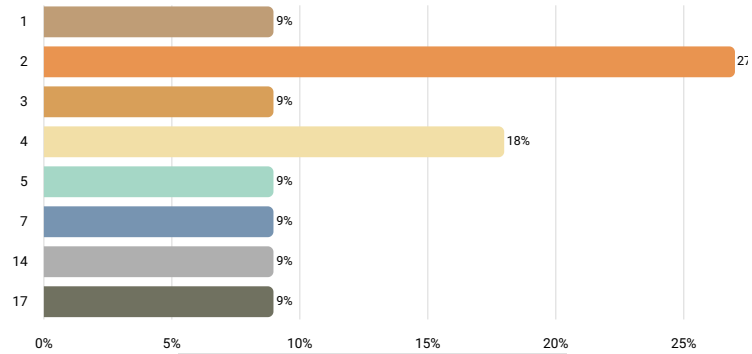
Text input

Results	N
mold maker	1
tool and die	1
tooling technician	1
machinist/tool maker	1
tool & die maker/machinist	1
tech, fabrication - tool & die iii	1

Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times

Number input

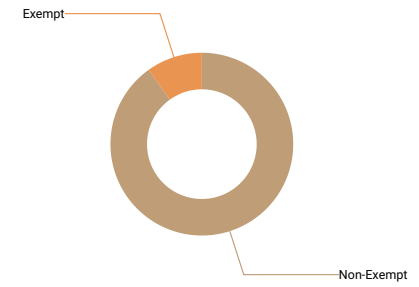


Statistics	
10th percentile	2
25th percentile	2
50th percentile	4
75th percentile	7
90th percentile	14
Mean	6
Median	4
Standard deviation	5

FLSA Status

Answered 11 times
Skipped 0 times

Select one answer (radio button)

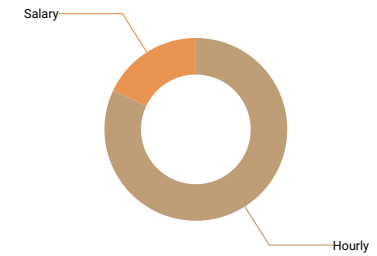


Results	%	N
Non-Exempt	82%	9
Exempt	9%	1

Is this position paid an hourly rate or annual salary?

Answered 11 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	82%	9
Salary	18%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	15	19	22	28	28	22	22	5
Pay Range Maximum Rate	7	27	28	30	32	33	30	30	2
Actual Lowest Base Rate	8	18	19.5	22	25.5	28	23	22	4
Actual Average Base Rate	8	23	25	26	28	29	26	26	2
Actual Highest Base Rate	8	25	27	29	32	33	29	29	3
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

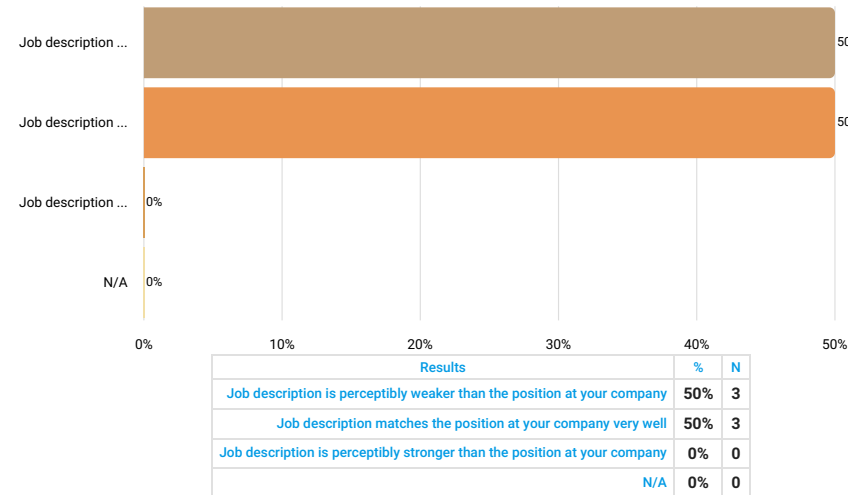
6.5.14 Tool Crib Attendant

Job description

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

Answered 6 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

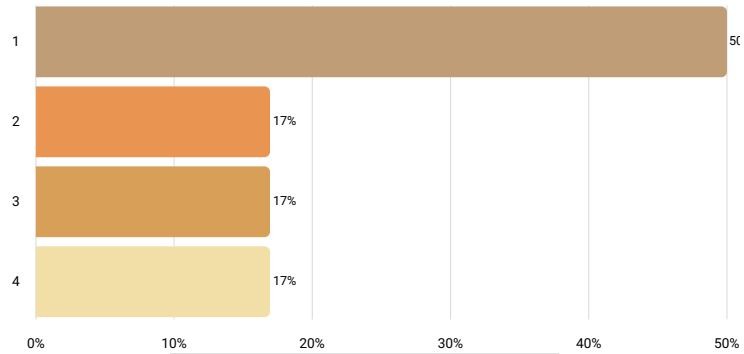
Answered 5 times
Skipped 1 times

Text input

Results	N
tool crib clerk	1
storekeeper, mro	1
mro crib attendant	1
tool room attendant	1
inventory control coordinator	1

Number of Employees Currently in This Position

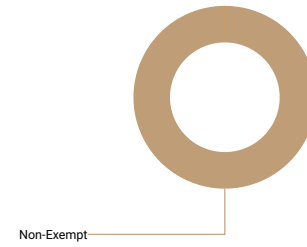
Answered 6 times
 Skipped 0 times
 Number input



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

FLSA Status

Answered 6 times
 Skipped 0 times
 Select one answer (radio button)

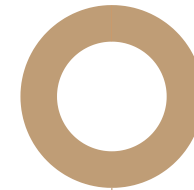


Non-Exempt

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)



Hourly

Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	13	15	17	20	23	18	17	4
Pay Range Maximum Rate	6	16	19	20	20	23	20	20	2
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate	5	16	17	18	20	23	19	18	3
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

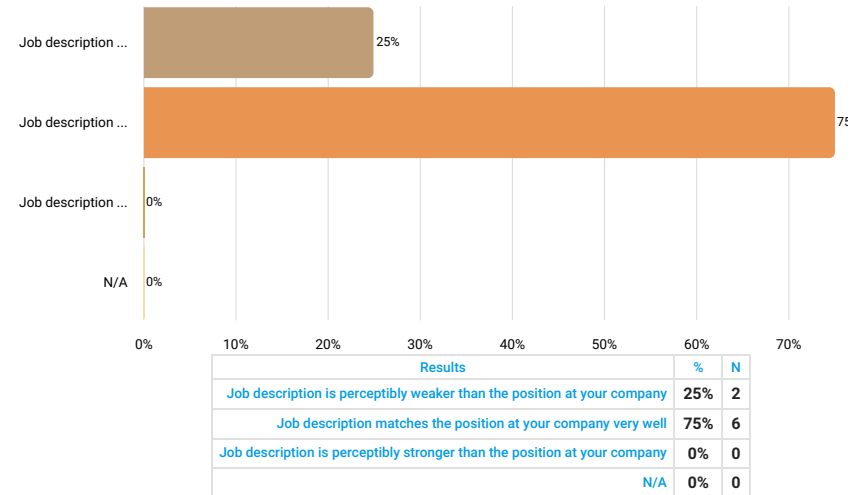
6.5.15 Production Painter

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 4 times

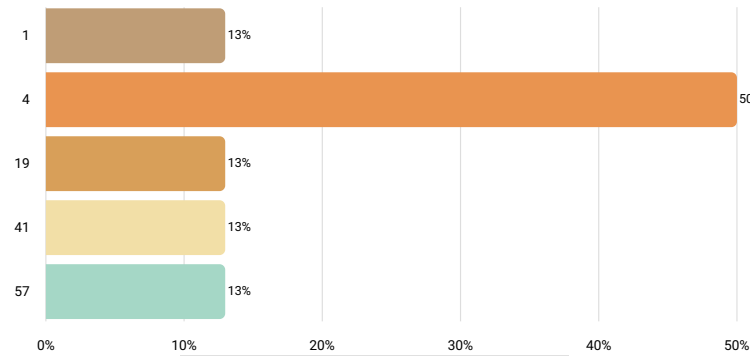
Text input



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

Number of Employees Currently in This Position

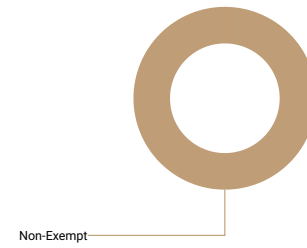
Answered 8 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	4
50th percentile	4
75th percentile	30
90th percentile	57
Mean	17
Median	4
Standard deviation	21

FLSA Status

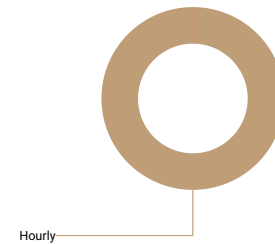
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	8	13	14	15	17	19	16	15	2
Pay Range Maximum Rate	8	17	17	19.5	26.5	30	22	20	5
Actual Lowest Base Rate	6	13	15	16	17	20	16	16	2
Actual Average Base Rate	7	13	17	17	21	21	18	17	3
Actual Highest Base Rate	6	13	18	20	22	23	19	20	4
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

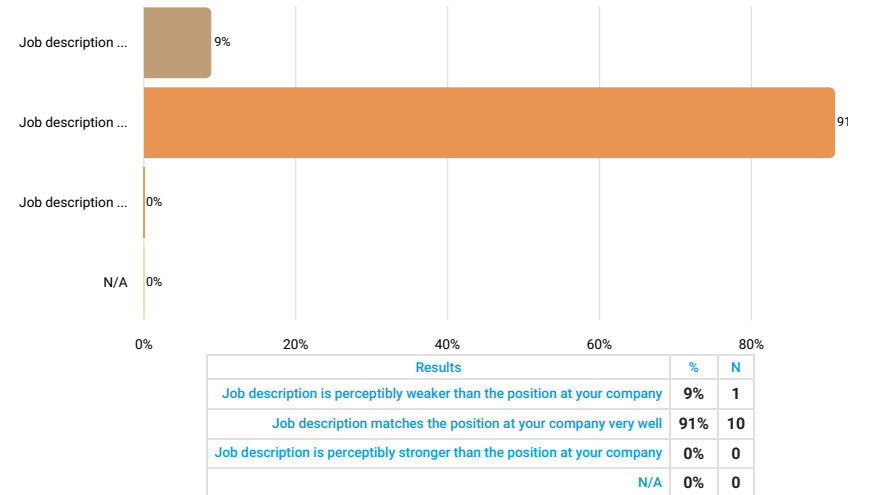
6.5.16 Welder

Job description

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

Answered 11 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times
Skipped 6 times

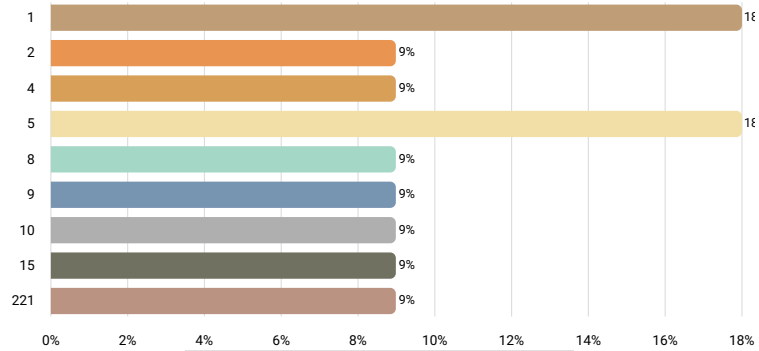
Text input

Results	
welder	1
welder i	1
sps02 weld	1
welder/brazer	1
welder ii - iii	1

Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times

Number input

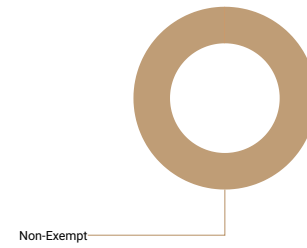


Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	10
90th percentile	15
Mean	26
Median	5
Standard deviation	65

FLSA Status

Answered 11 times
Skipped 0 times

Select one answer (radio button)



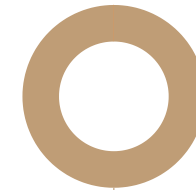
Non-Exempt

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)



Hourly

Results	%	N
Hourly	100%	11
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	11	13	15	15	20	25	17	15	5
Pay Range Maximum Rate	11	18	19	21	29	30	23	21	5
Actual Lowest Base Rate	8	10	14	16.5	22	27	18	17	6
Actual Average Base Rate	8	16	17	18.5	24.5	29	21	19	5
Actual Highest Base Rate	7	17	19	21	27	33	23	21	5
If there is a step progression in place, enter the number of steps	5	1	3	4	4	4	3	4	1
Average Incentive Bonus or Other Cash Bonus (Annual)									

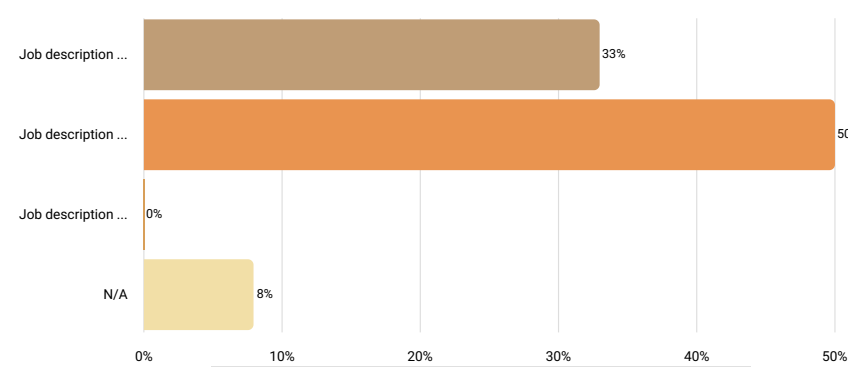
6.5.17 Inspector

Job description

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	50%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

Job Title (if different than above)

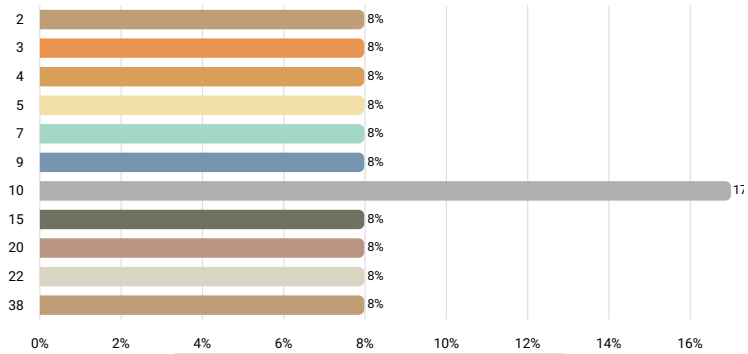
Answered 6 times
Skipped 6 times

Text input

Results	N
qc inspector	1
ndt technician	1
qa qc inspector	1
quality inspector	1
npis & quality checker	1
aircraft mech iii - technical inspector	1

Number of Employees Currently in This Position

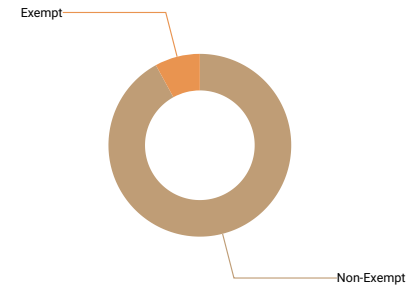
Answered 12 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	3
25th percentile	4.5
50th percentile	9.5
75th percentile	17.5
90th percentile	22
Mean	12
Median	10
Standard deviation	10

FLSA Status

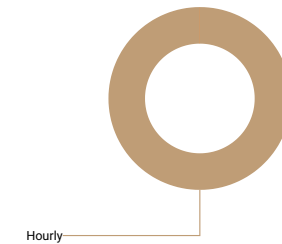
Answered 12 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	100%	12
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	11	10	12	12	19	20	15	12	6
Pay Range Maximum Rate	10	12	16	20.5	28	36	22	21	9
Actual Lowest Base Rate	10	10.5	12	13	20	29	17	13	7
Actual Average Base Rate	11	13	14	16	26	27	19	16	7
Actual Highest Base Rate	12	14	15.5	20.5	26	32	21	21	8
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	6	0	0	1,838	2,500	9,800	2,663	1,838	3,649

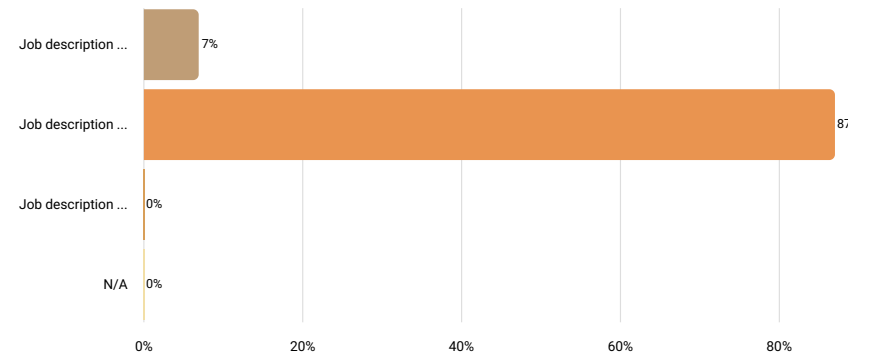
6.5.18 Production Scheduler

Job description

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

Answered 15 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	87%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 9 times

Skipped 6 times

Text input

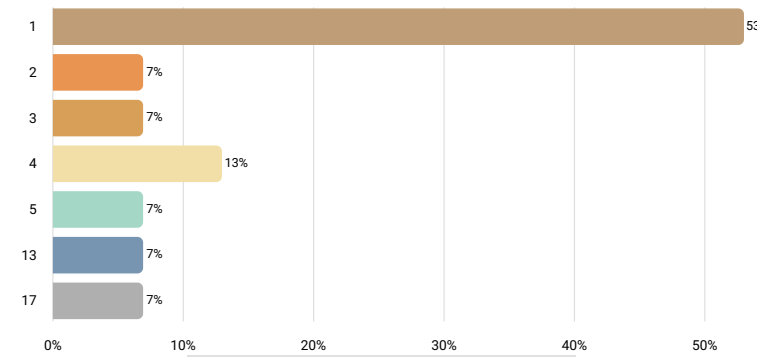
Results	
planner	1
scheduler	1
scheduler, plant	1
operations scheduler	1
production control analyst	1
project coordinator i - ii	1
document control specialist	1
production planning coordinator	1
analyst - production control projects	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



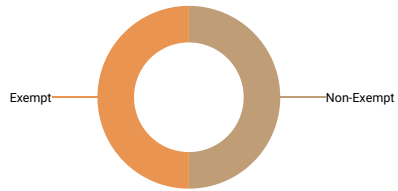
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	13
Mean	4
Median	1
Standard deviation	5

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	18	19	23	24	24	22	23	3
Actual Average Base Rate	5	20	21	24	25	26	23	24	3
Actual Highest Base Rate	5	22	24	26	27	28	25	26	2
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	25,000	37,500	62,240	76,169	80,000	58,787	62,240	20,740
Pay Range Maximum Salary	7	50,000	57,000	100,000	103,740	127,800	87,977	100,000	28,270
Actual Lowest Base Salary	5	57,000	62,761	75,002	76,960	77,280	69,801	75,002	9,320
Actual Average Base Salary	7	50,000	57,000	75,447	78,892	91,583	70,378	75,447	14,390
Actual Highest Base Salary	5	57,000	62,761	75,893	76,960	105,539	75,631	75,893	18,760
Average Incentive or Other Cash Bonus (Annual)									

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

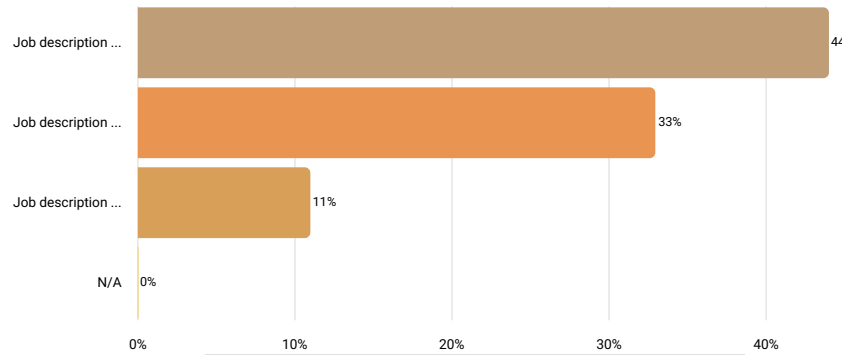
6.5.19 Inventory/Material Planner

Job description

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	33%	3	
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

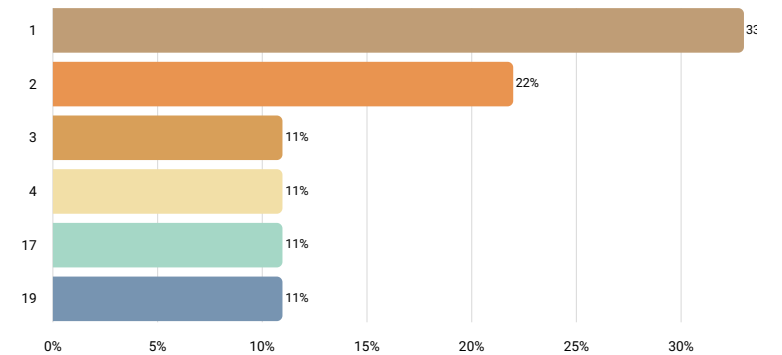
Text input

Results	
inventory analyst	1
production controller	1
inventory clerk i - iii	1
clerk, inventory control	1
production control clerk	1
inventory control coordinator	1
accounts payable and inventory control manager	1

Number of Employees Currently in This Position

Answered 9 times
Skipped 0 times

Number input



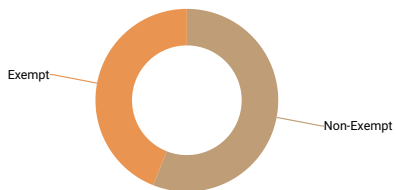
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	19
Mean	6
Median	2
Standard deviation	7

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

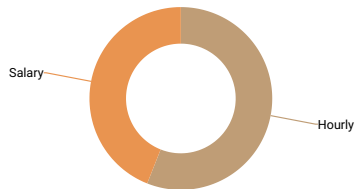
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

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

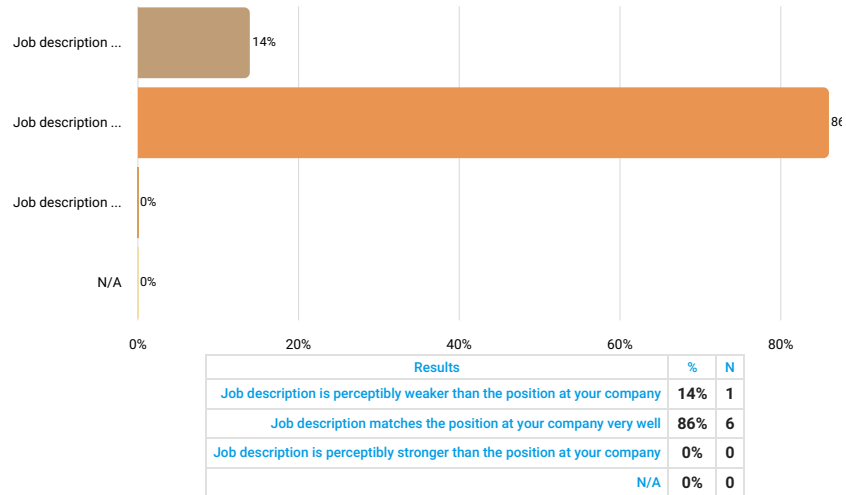
6.5.20 Cost Estimator

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times
Skipped 5 times

Text input

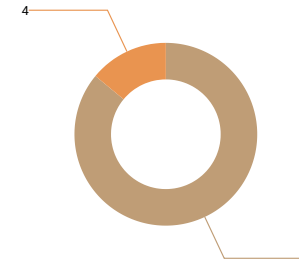


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



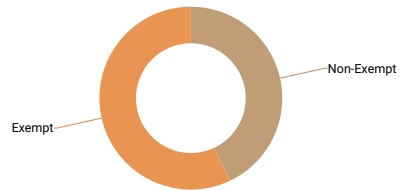
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	43%	3
Exempt	57%	4

Compensation data

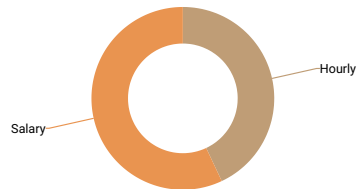
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	43%	3
Salary	57%	4

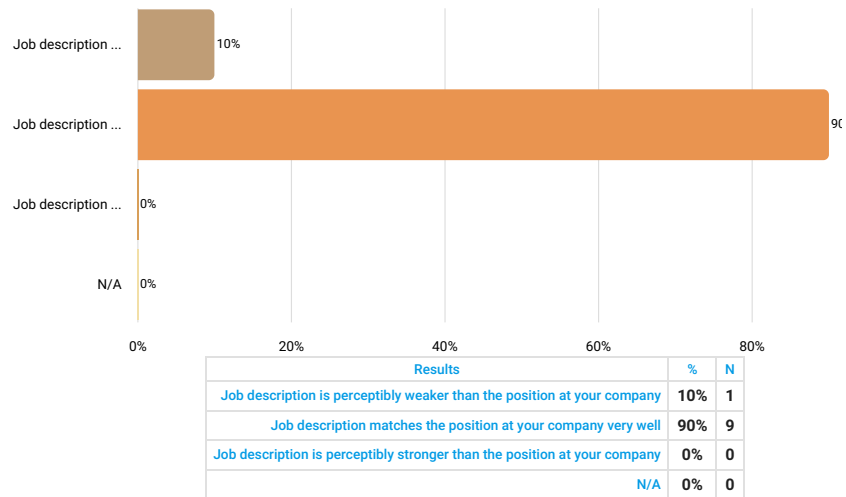
6.5.21 Fabricator

Job description

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 3 times
Skipped 7 times

Text input

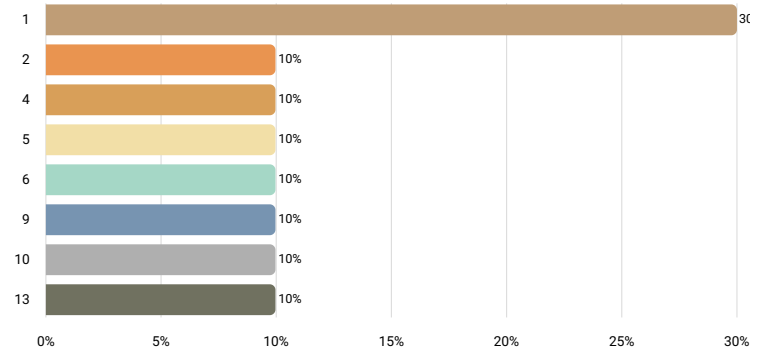


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times

Number input



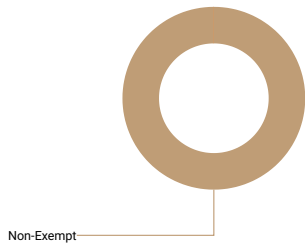
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4.5
75th percentile	9
90th percentile	11.5
Mean	5
Median	5
Standard deviation	4

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

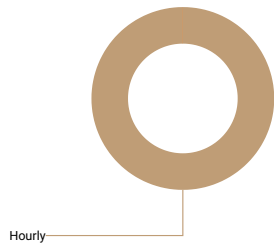
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	9	12	13	15	16	28	16	15	5
Pay Range Maximum Rate	8	15	18	19.5	24	42	23	20	9
Actual Lowest Base Rate	6	13	15	17	20	32	19	17	7
Actual Average Base Rate	7	10	16	18	22	32	19	18	7
Actual Highest Base Rate	7	15	18	21	27	32	23	21	6
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

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

6.5.22 Metal Finishing Technician

Job description

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

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Text input



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

Number of Employees Currently in This Position

Answered 2 times

Skipped 0 times

Number input



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

FLSA Status

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.6 Maintenance Positions (10 occupations)

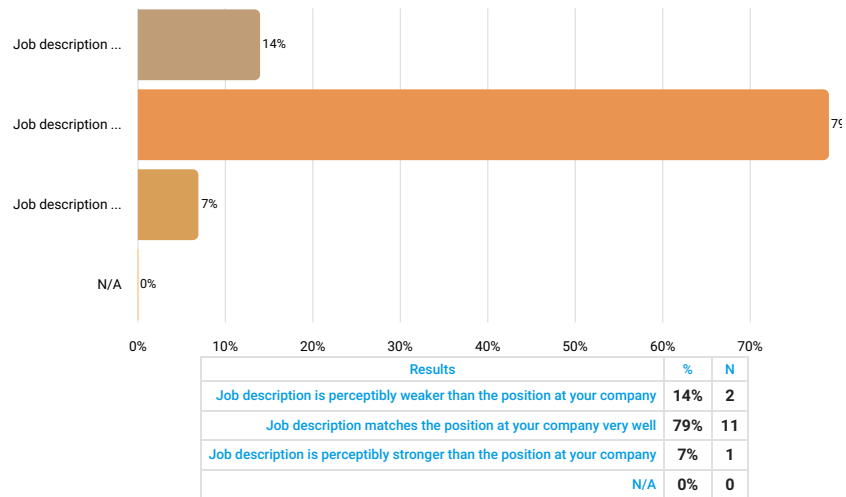
6.6.1 Janitor

Job description

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

Answered 14 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 8 times
Skipped 6 times

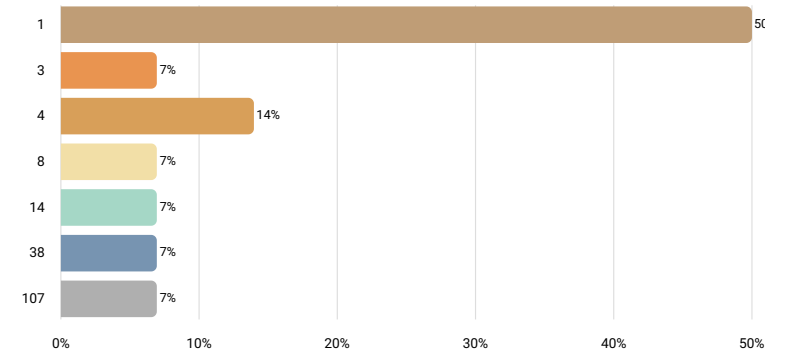
Text input

Results	
custodian	3
building custodian	1
industrial cleaner	1
facilities associate	1
custodial worker i/ii	1
janitor, sanitation technician	1

Number of Employees Currently in This Position

Answered 14 times
Skipped 0 times

Number input



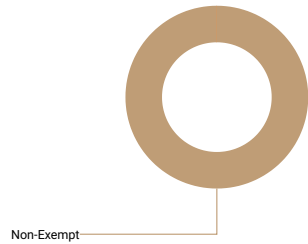
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	8
90th percentile	38
Mean	13
Median	2
Standard deviation	29

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

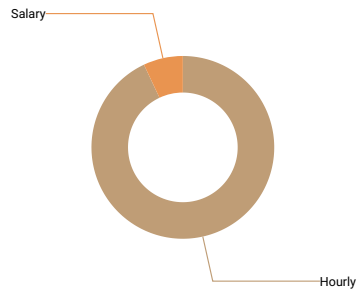
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	12	9	10	11.5	12.5	14	12	12	3
Pay Range Maximum Rate	12	12	13	16.5	18	18	15	17	3
Actual Lowest Base Rate	13	10	11	12	15	18	13	12	3
Actual Average Base Rate	13	11	11	13	15	18	14	13	3
Actual Highest Base Rate	13	12	12	15	17	18	15	15	3
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	7	0	0	0	300	1,000	186	0	376
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

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

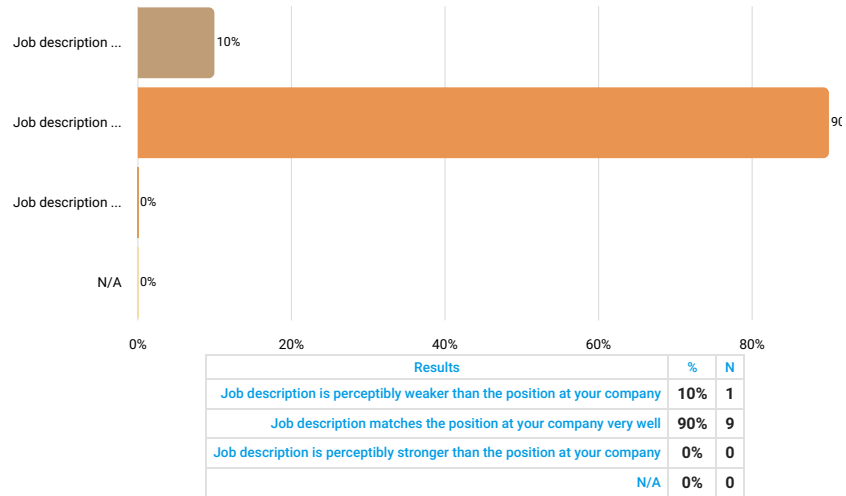
6.6.2 Electrician

Job description

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 3 times
Skipped 7 times

Text input

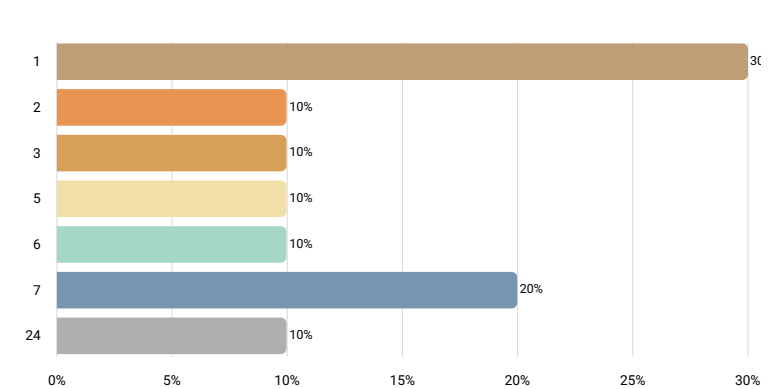


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times

Number input



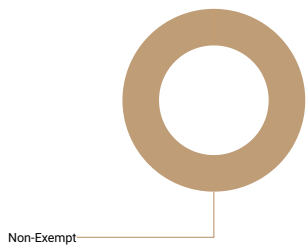
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	7
90th percentile	15.5
Mean	6
Median	4
Standard deviation	7

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

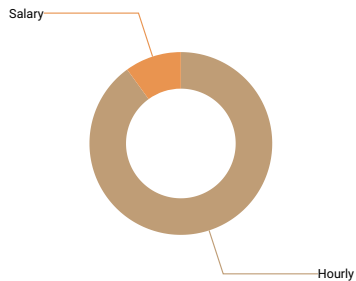
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	8	18	23	25	25.5	32	25	25	4
Pay Range Maximum Rate	8	25	29.5	31.5	34	38	32	32	4
Actual Lowest Base Rate	9	22	24	27	30	33	27	27	4
Actual Average Base Rate	9	24	25	28	32	33	29	28	4
Actual Highest Base Rate	9	24	25	29	33	38	30	29	5
If there is a step progression in place, enter the number of steps	6	1	2	4	8	25	7	4	9
Average Incentive Bonus or Other Cash Bonus (Annual)									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	9
Salary	10%	1

6.6.3 Electrical and Control Mechanic

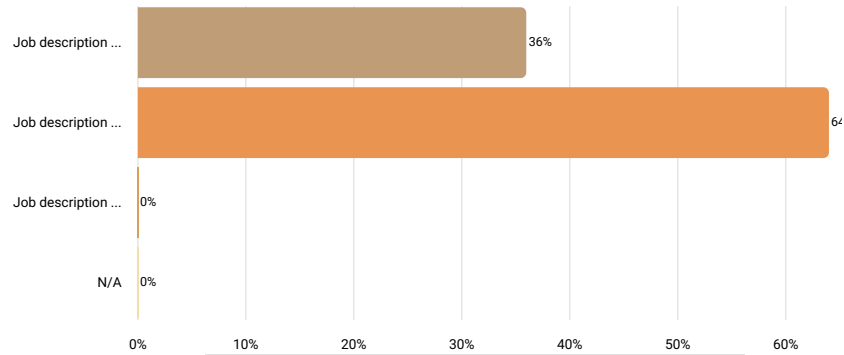
Job description

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 9 times

Skipped 2 times

Text input

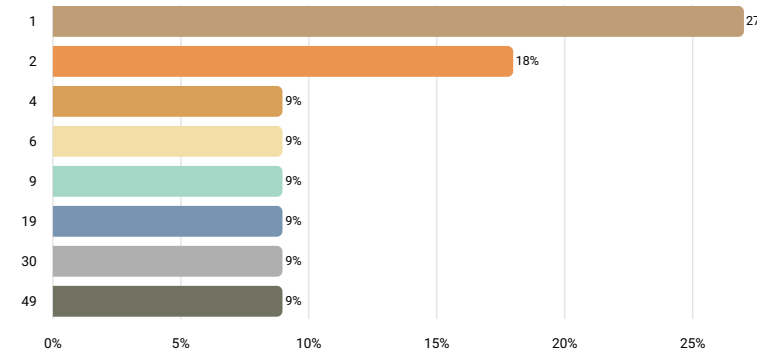
Results	
maintenance technician	2
lead electrician	1
maintenance technician 5	1
maintenance technician -i&e	1
maintenance mechanic, electrical	1
mechanical/electrical specialist	1
instrument & electrical technician	1
general services controls technician	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



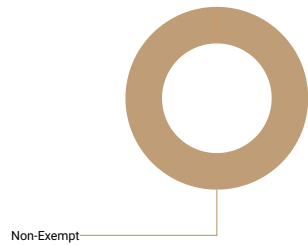
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	19
90th percentile	30
Mean	11
Median	4
Standard deviation	16

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

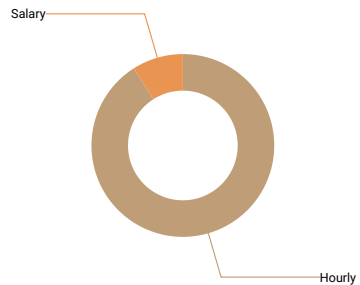
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	10	18.5	24	26	29	31	26	26	5
Pay Range Maximum Rate	10	29	31	33	39	42	35	33	5
Actual Lowest Base Rate	9	20	25	28	32	36	29	28	5
Actual Average Base Rate	10	27	28	32.5	34	37	32	33	4
Actual Highest Base Rate	9	29	29	32	39	43	35	32	6
If there is a step progression in place, enter the number of steps	8	2	2.5	4	6.5	25	7	4	8
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	1,250	2,000	5,646	1,779	1,250	2,324
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	91%	10
Salary	9%	1

6.6.4 Multi-Craft Maintenance

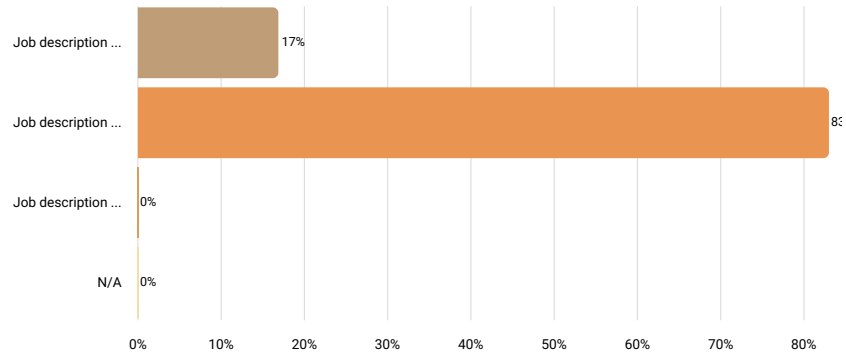
Job description

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	5
Job description matches the position at your company very well	83%	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 12 times

Skipped 17 times

Text input

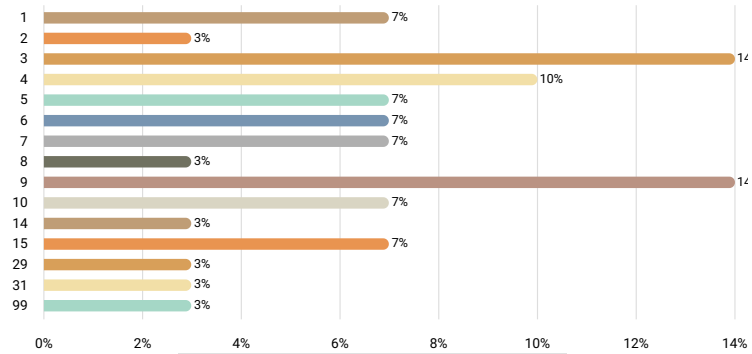
Results	
maintenance technician	2
technician ii	1
maintenance 1-3	1
aircraft mechanic ii	1
facilities technician	1
maintenance associate	1
maintenance mechanic iii	1
maintenance technician 4 and 5	1
electro mechanical skill level 1-4	1
electrician,maintenance, multicraft	1
mechanical/ electrical (i-iv), refrigeration tech (i-iv), utilities specialist	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



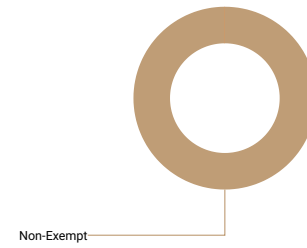
Statistics	
10th percentile	2
25th percentile	4
50th percentile	7
75th percentile	10
90th percentile	29
Mean	11
Median	7
Standard deviation	18

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Non-Exempt

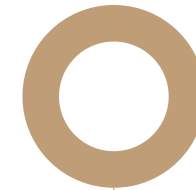
Results	%	N
Non-Exempt	93%	27
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Hourly

Results	%	N
Hourly	100%	29
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	26	17	20	23	25	29	23	23	5
Pay Range Maximum Rate	26	28	30	31.5	34	38	32	32	4
Actual Lowest Base Rate	25	18	22	24	28	34	25	24	6
Actual Average Base Rate	27	21	23	27	29	34	27	27	5
Actual Highest Base Rate	26	26	28	31	34	37	31	31	4
If there is a step progression in place, enter the number of steps	18	2	3	4	5	6	4	4	2
Average Incentive Bonus or Other Cash Bonus (Annual)	10	0	0	1,187.5	2,137	4,882.5	1,610	1,188	2,047

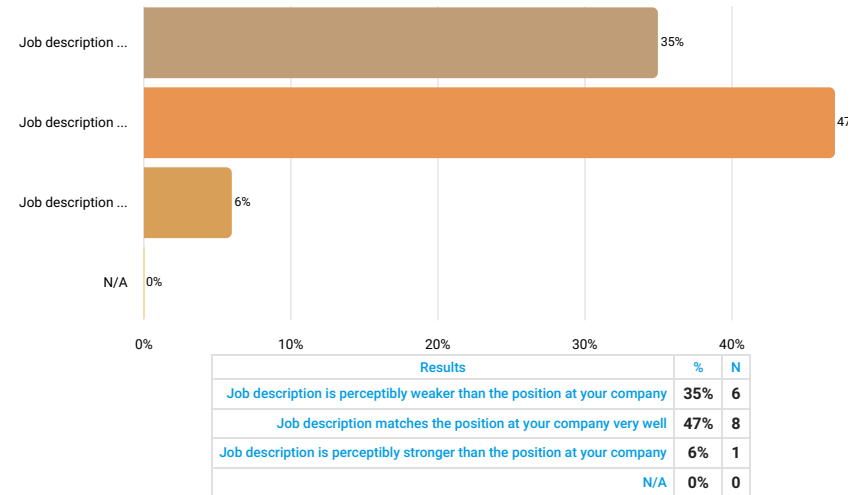
6.6.5 General Building Maintenance

Job description

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

Answered 17 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 13 times

Skipped 4 times

Text input

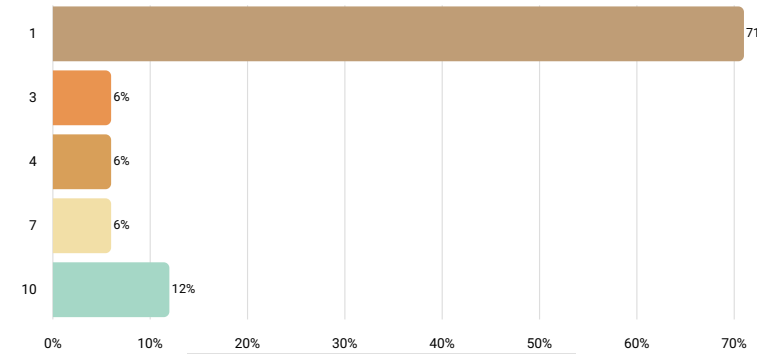
Results	
facilities specialist	2
building manager	1
civil technician	1
facility technician	1
facilities supervisor	1
facilities technician	1
maintenance assistant	1
maintenance technician 2	1
maintenance tech ii - iii	1
b&g maintenance technician	1
building technician i or ii	1
general services facilities technician	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



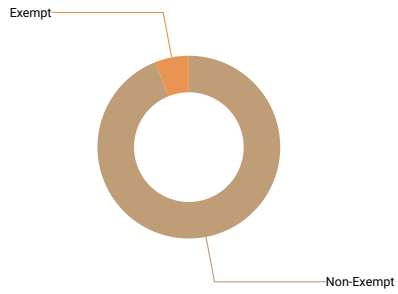
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	10
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

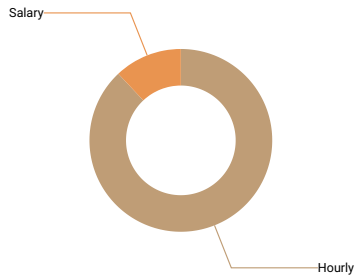
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	12	14	15	16	19.5	21	17	16	3
Pay Range Maximum Rate	12	20	20.5	25	30.5	31	25	25	5
Actual Lowest Base Rate	15	15	16	20	22	24	20	20	3
Actual Average Base Rate	15	15	19	22	22	26	21	22	4
Actual Highest Base Rate	15	15	19	22	26	28	22	22	6
If there is a step progression in place, enter the number of steps	6	3	3	3.5	5	25	7	4	9
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	3,000	3,000	9,400	3,080	3,000	3,838
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	15
Salary	12%	2

6.6.6 Laborer

Job description

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

Answered 2 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times
Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 2 times
Skipped 0 times

Number input



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

FLSA Status

Answered 2 times
Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 2 times
Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.6.7 Maintenance Mechanic

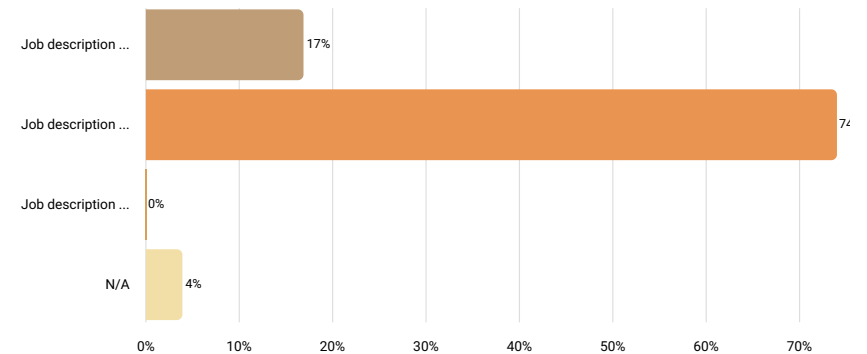
Job description

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	17%	4
Job description matches the position at your company very well	74%	17
Job description is perceptibly stronger than the position at your company	0%	0
N/A	4%	1

Job Title (if different than above)

Answered 8 times

Skipped 15 times

Text input

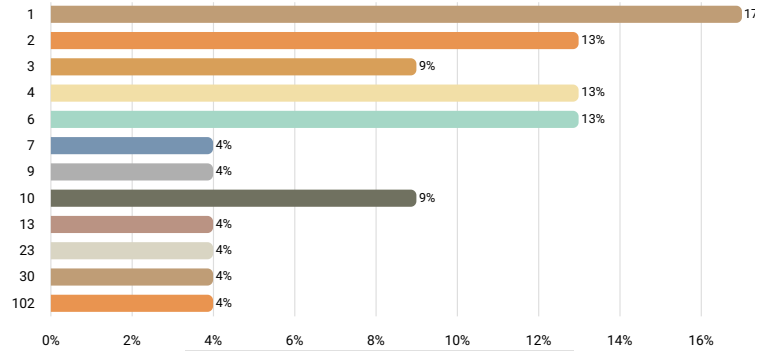
Results	
maintenance technician	4
machine maintenance	1
skilled team member	1
maintenance specialist	1
general maintenance mechanic	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



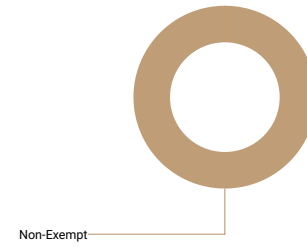
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	10
90th percentile	23
Mean	11
Median	4
Standard deviation	21

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



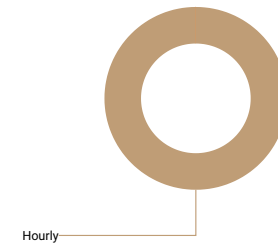
Results	%	N
Non-Exempt	91%	21
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	23
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	21	14	17	20	24	25	20	20	4
Pay Range Maximum Rate	20	21	23.5	28.5	34.5	39.5	29	29	7
Actual Lowest Base Rate	21	17	20	24	27	34	24	24	6
Actual Average Base Rate	22	21	22	25	29	34	26	25	6
Actual Highest Base Rate	21	21	24	27	34	36	28	27	7
If there is a step progression in place, enter the number of steps	11	2	2	6	7	8	5	6	3
Average Incentive Bonus or Other Cash Bonus (Annual)	9	0	1,200	3,265	5,680	10,500	3,872	3,265	3,461

6.6.8 Security Guard

Job description

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

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 2 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

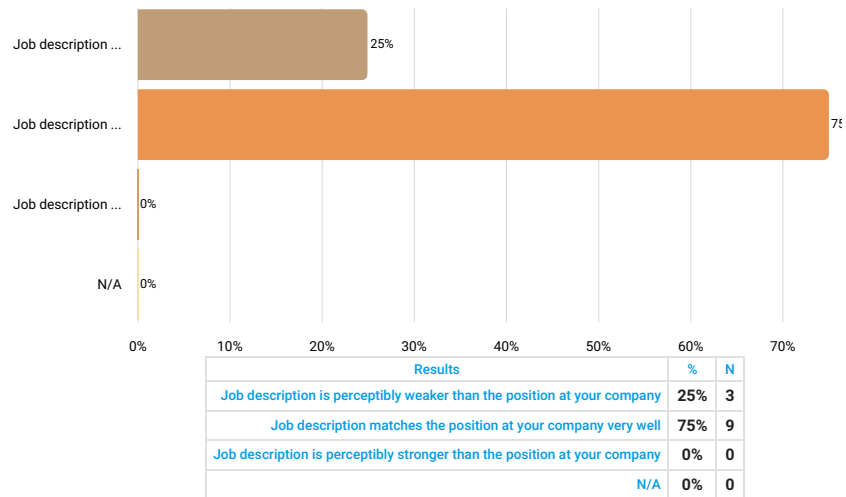
6.6.9 Maintenance Planner

Job description

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

Answered 12 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 9 times

Text input

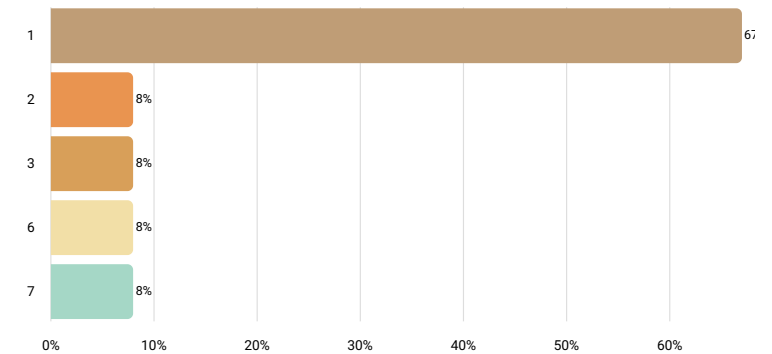


We are sorry but the collected data is not sufficient to render an accurate result.

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	2.5
90th percentile	6
Mean	2
Median	1
Standard deviation	2

6.6.10 Maintenance Employees, General

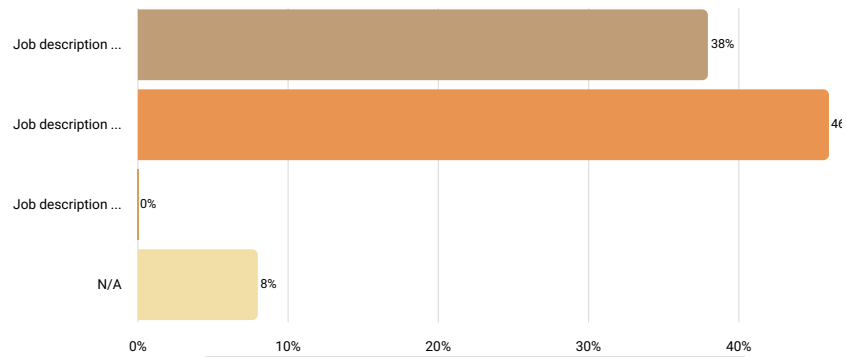
Job description

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	46%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

Job Title (if different than above)

Answered 8 times

Skipped 5 times

Text input

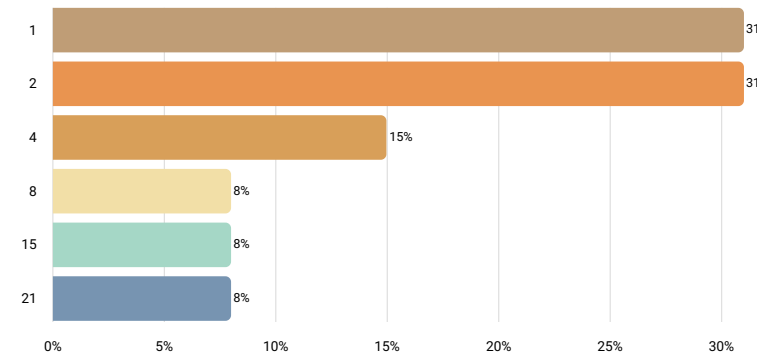
Results	
vehicle mechanic	1
facilities assistant	1
tech, maintenance ii	1
building technician iii	1
maintenance technician/worker	1
machine maintenance team member	1
general services facilities worker	1
maintenance trainee, cage repair, maintenance assistant	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



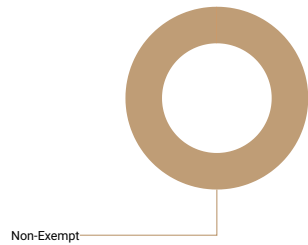
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	15
Mean	5
Median	2
Standard deviation	6

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	85%	11
Exempt	0%	0

Compensation data

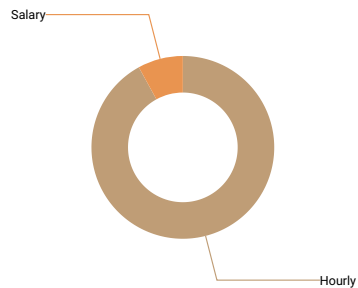
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	11	12	15	16	22	22	18	16	4
Pay Range Maximum Rate	11	22	23	29	30	35	28	29	6
Actual Lowest Base Rate	10	13	16	18	25	28	20	18	6
Actual Average Base Rate	11	17	17	20	27	27	22	20	5
Actual Highest Base Rate	10	17	19	25	29	30	24	25	6
If there is a step progression in place, enter the number of steps	5	3	4	4	6	25	8	4	9
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	3,000	3,003	5,000	2,201	3,000	2,168
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	12
Salary	8%	1

6.7 Material Handling and Transportation Positions (7 occupations)

6.7.1 Fork Lift Driver/Material Handler

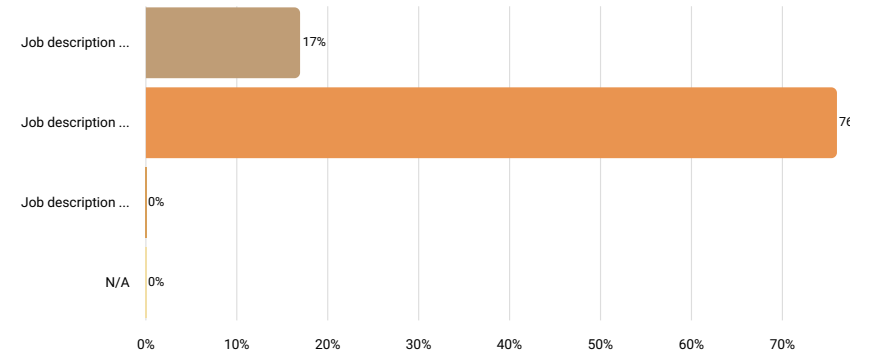
Job description

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	17%	5
Job description matches the position at your company very well	76%	22
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 16 times

Skipped 13 times

Text input

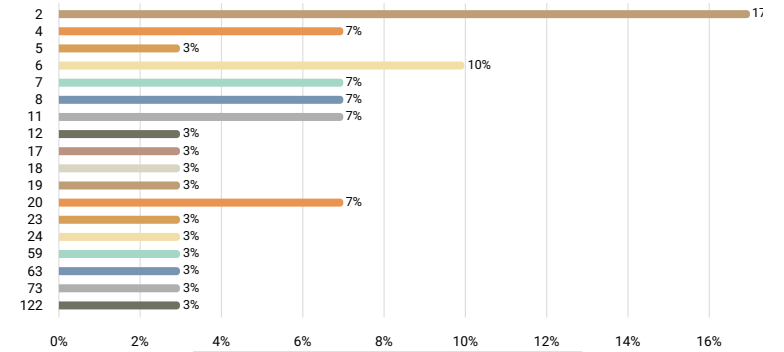
Results	
material handler	5
forklift driver	1
forklift & tugger	1
handler, material	1
packaging operator	1
material handler iii	1
production technician	1
operation technician i	1
sps02 hilo/material handler	1
material handler osbl operator	1
yard associate, loadmaster, puller	1
fork lift operator, palletizer, shipping associate- loading	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



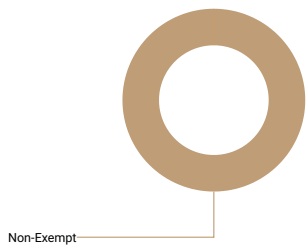
Statistics	
10th percentile	2
25th percentile	5
50th percentile	8
75th percentile	20
90th percentile	63
Mean	19
Median	8
Standard deviation	27

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	90%	26
Exempt	0%	0

Compensation data

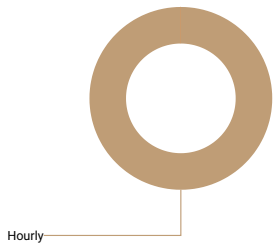
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	25	12	13	15	17	19	15	15	3
Pay Range Maximum Rate	25	15	17	19	21	24	19	19	3
Actual Lowest Base Rate	26	11	13	15	16	20	15	15	3
Actual Average Base Rate	26	13	15	17	18	21	17	17	3
Actual Highest Base Rate	26	14	16	18	21	24	19	18	4
If there is a step progression in place, enter the number of steps	14	2	2	3	4	4	3	3	1
Average Incentive Bonus or Other Cash Bonus (Annual)	10	0	0	512.5	3,925	5,250	1,745	513	2,233

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

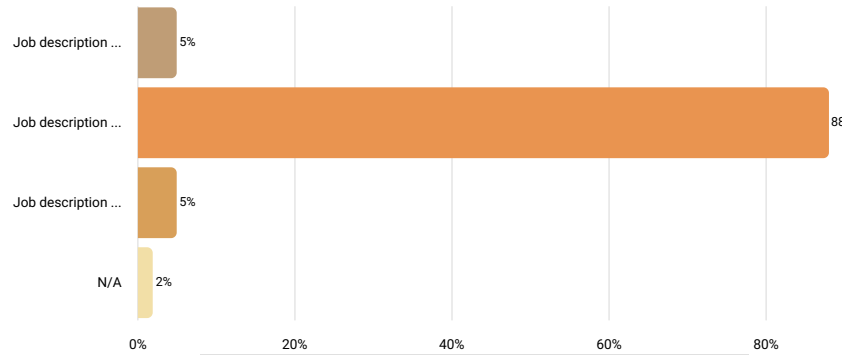
6.7.2 Shipping and Receiving Clerk

Job description

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

Answered 41 times
Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		5%	2
Job description matches the position at your company very well		88%	36
Job description is perceptibly stronger than the position at your company		5%	2
N/A		2%	1

Job Title (if different than above)

Answered 16 times
Skipped 25 times

Text input

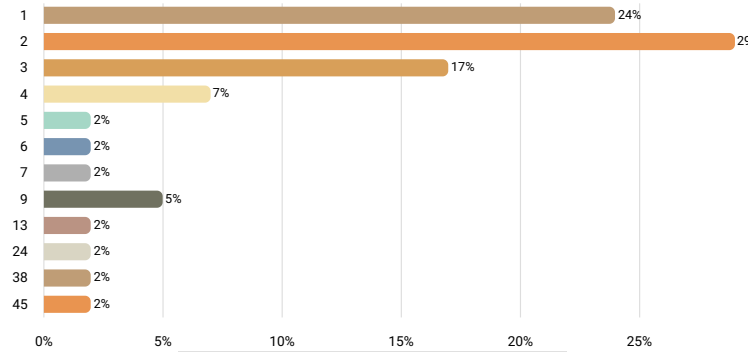
Results		N
utility		1
parts clerk		1
s&r technician		1
warehouse clerk		1
shipping clerk ii		1
logistics specialist		1
logistics coordinator		1
distribution associate		1
shipping/receiving clerk		1
production support specialist		1
shipping/receiving supervisor		1
shipping & receiving associate		1
shipping and receiving administrator		1
shipping clerk & shipping coordinator		1
shipping clerk, receiving (2 positions)		1
shipping assistant/ clerk, shipping assoc., receiving assistant/clerk		1

Number of Employees Currently in This Position

Answered 41 times

Skipped 0 times

Number input



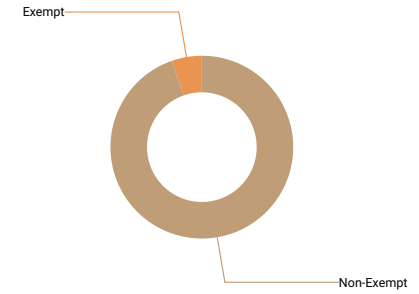
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	9
Mean	5
Median	2
Standard deviation	9

FLSA Status

Answered 41 times

Skipped 0 times

Select one answer (radio button)



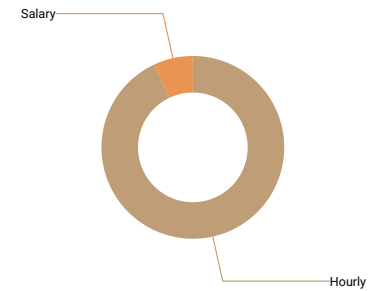
Results	%	N
Non-Exempt	88%	36
Exempt	5%	2

Is this position paid an hourly rate or annual salary?

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	38
Salary	7%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	31	11	12	15	19	21	16	15	5
Pay Range Maximum Rate	31	15	17	19	23	24	20	19	6
Actual Lowest Base Rate	32	12	13	16	18.5	22	17	16	5
Actual Average Base Rate	33	13	15	17	19	23	18	17	5
Actual Highest Base Rate	34	15	16	19	22	26	20	19	5
If there is a step progression in place, enter the number of steps	13	0	2	4	4	6	3	4	2
Average Incentive Bonus or Other Cash Bonus (Annual)	14	0	0	700	2,000	4,640	1,370	700	1,724
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Average Base Salary									

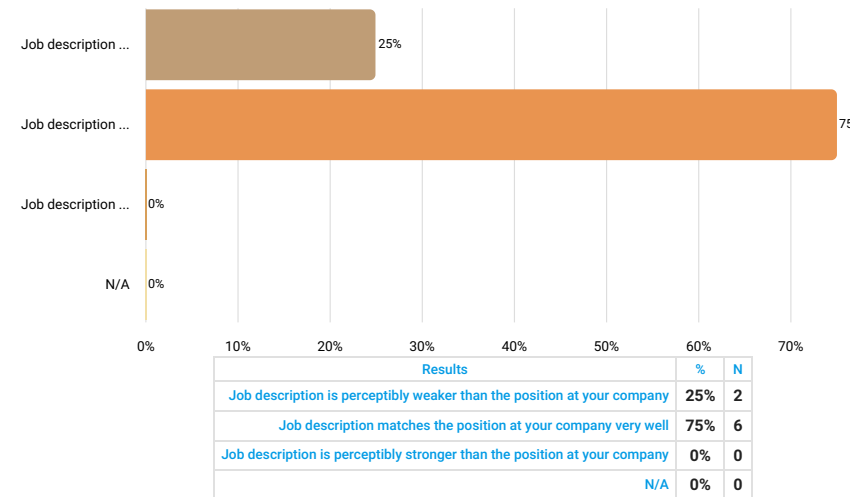
6.7.3 Truck Driver, Tractor Trailer and Heavy

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times
Skipped 6 times

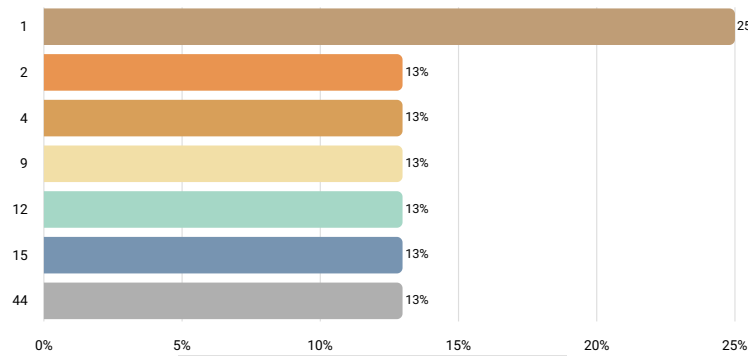
Text input



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

Number of Employees Currently in This Position

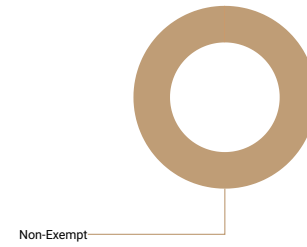
Answered 8 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	6.5
75th percentile	13.5
90th percentile	44
Mean	11
Median	7
Standard deviation	14

FLSA Status

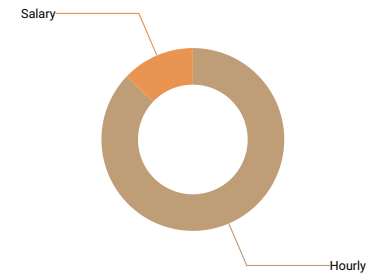
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	88%	7
Salary	13%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	14	16	17	18	20	17	17	2
Pay Range Maximum Rate	5	20	21	22	22	24	22	22	1
Actual Lowest Base Rate	6	14	16	16	19	20	17	16	2
Actual Average Base Rate	7	16	16	18	20	24	19	18	3
Actual Highest Base Rate	6	16	19	20.5	22	28	21	21	4
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	6	0	0	750	4,000	50,000	9,250	750	20,02

6.7.4 Truck Driver, Light and Delivery Services

Job description

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

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 0 times

Text input



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

Number of Employees Currently in This Position

Answered 1 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

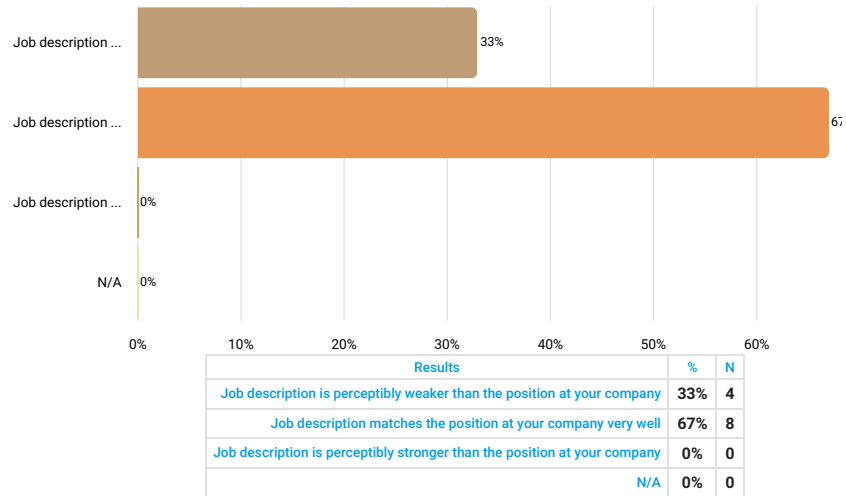
6.7.5 Stockroom Clerk

Job description

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

Answered 12 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times
Skipped 6 times

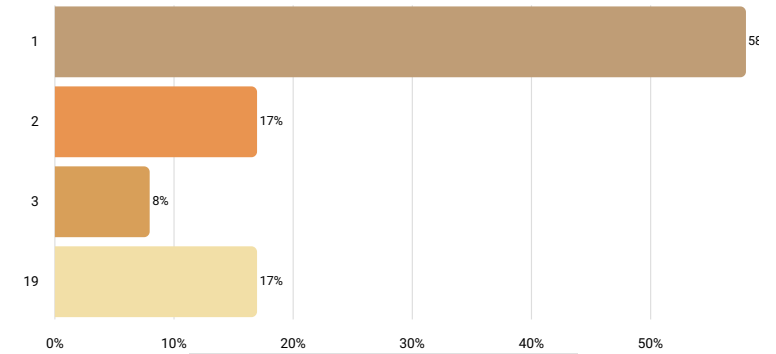
Text input

Results	
parts clerk	1
yard associate	1
storeroom clerk	1
mro storeroom technician	1
smock room attendant, parts room associate	1
maintenance planner and storeroom administrator	1

Number of Employees Currently in This Position

Answered 12 times
Skipped 0 times

Number input



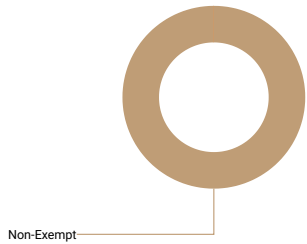
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	19
Mean	4
Median	1
Standard deviation	7

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

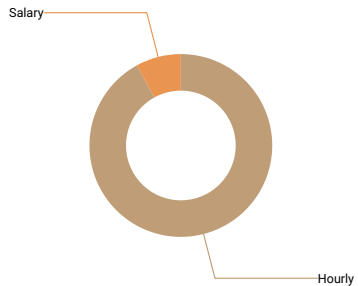
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	9	8	13	15	17	26	16	15	6
Pay Range Maximum Rate	9	14	17	19	24	26	20	19	4
Actual Lowest Base Rate	9	11	15	17	24	26	18	17	6
Actual Average Base Rate	9	12	15	18	24	26	19	18	5
Actual Highest Base Rate	10	12.5	15	18	25	25.5	19	18	5
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	6	0	0	796.5	3,300	6,400	1,882	797	2,574
Pay Range Minimum Salary									
Pay Range Maximum Salary									

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	11
Salary	8%	1

6.7.6 Locomotive Material Handler

Job description

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

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 0 times

Text input



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

Number of Employees Currently in This Position

Answered 1 times

Skipped 0 times

Number input



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

FLSA Status

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 1 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.7.7 Warehouse Employees, General

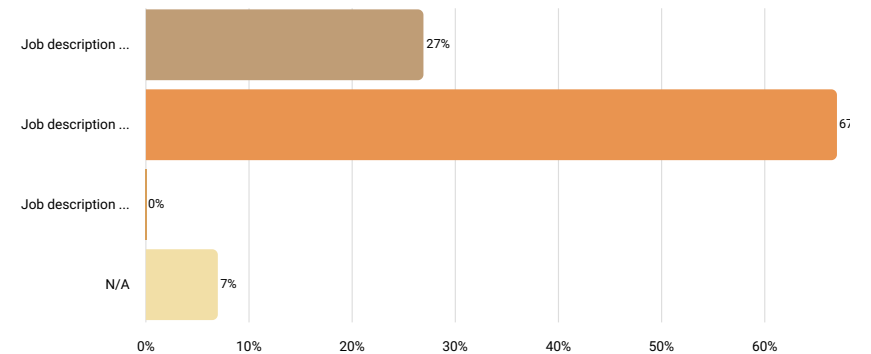
Job description

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	27%	4	
Job description matches the position at your company very well	67%	10	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	7%	1	

Job Title (if different than above)

Answered 10 times

Skipped 5 times

Text input

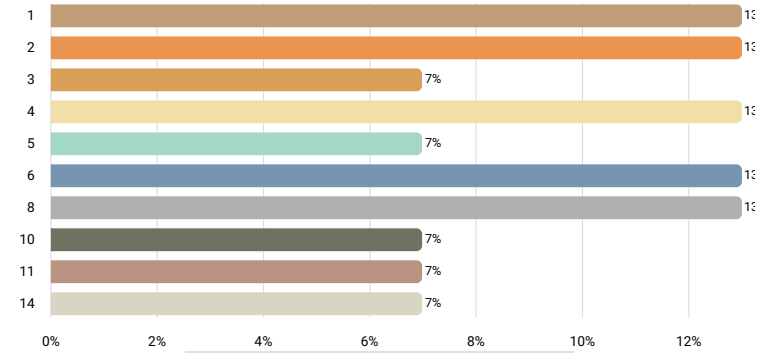
Results	
warehouse worker	1
warehouse shipper	1
warehouse operator	1
warehouse specialist	1
warehouse technician	1
warehouse assistant/clerk	1
dock and warehouse associate	1
shipping and receiving associates	1
s & r associate / material handler	1
warehouse operator, storeroom operator	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



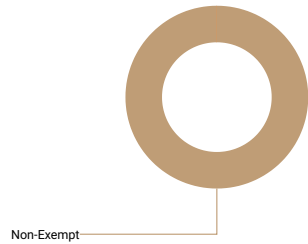
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	8
90th percentile	11
Mean	6
Median	5
Standard deviation	4

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

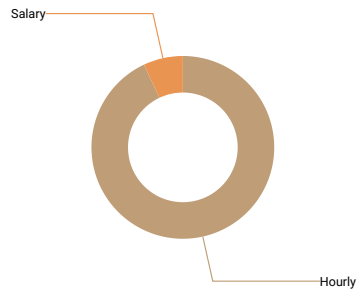
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	11	12	12	14	18	19	15	14	4
Pay Range Maximum Rate	11	16	16	19	22	24	20	19	5
Actual Lowest Base Rate	12	12	12.5	16	19	21	16	16	4
Actual Average Base Rate	14	12	13	16	19	21	17	16	5
Actual Highest Base Rate	12	15	17	17.5	20	22	20	18	6
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	14
Salary	7%	1

6.8 Manufacturing Not Otherwise Classified (3 occupations)

6.8.1 Skilled Workers, Not Otherwise Classified

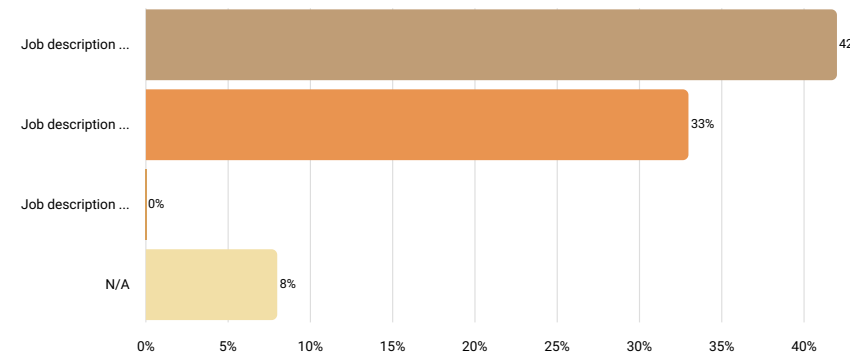
Job description

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	42%	5
Job description matches the position at your company very well	33%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

Job Title (if different than above)

Answered 11 times

Skipped 1 times

Text input

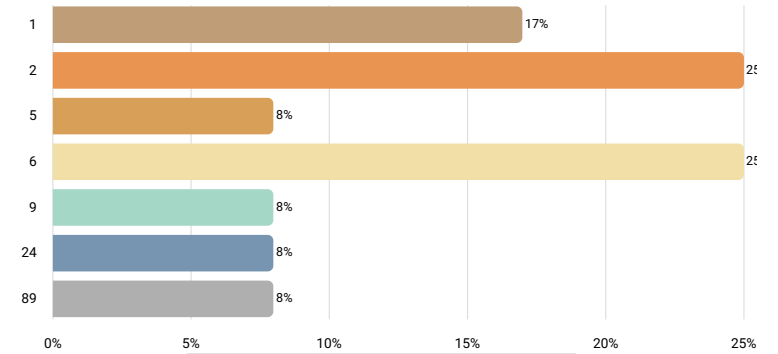
Results	
phosphate	1
press operator	1
die maintenance	1
machine operators	1
production laborers	1
waste water operator	1
maintenance mechanics	1
ndi/quality inspector	1
acmii avionics electrical	1
production/machine operators	1
process specialist/utility specialist	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



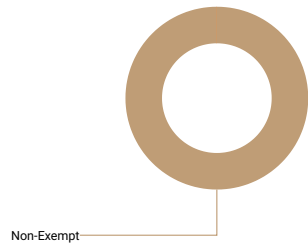
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5.5
75th percentile	7.5
90th percentile	24
Mean	13
Median	6
Standard deviation	25

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

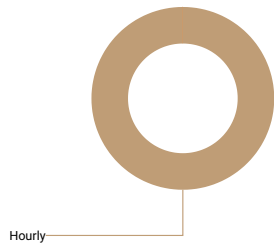
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	12	13	13	20.5	22.5	24	19	21	5
Pay Range Maximum Rate	12	17	21.5	26.5	32	35	27	27	9
Actual Lowest Base Rate	12	14	15.5	22	26.5	28	22	22	6
Actual Average Base Rate	12	15	18	25	28.5	32	24	25	7
Actual Highest Base Rate	12	17	20.5	25	30.5	35	26	25	7
If there is a step progression in place, enter the number of steps	8	3	3	5	7	7	5	5	2
Average Incentive Bonus or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	12
Salary	0%	0

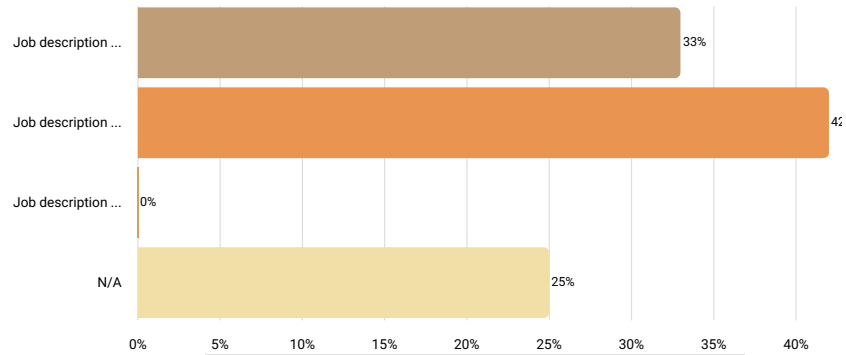
6.8.2 Semi-Skilled Workers, Not Otherwise Classified

Job description

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	42%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	25%	3

Job Title (if different than above)

Answered 9 times
Skipped 3 times

Text input

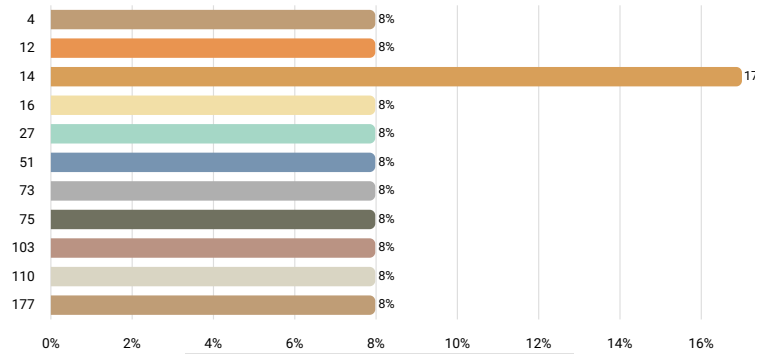
Results	
sewer	1
press crew	1
first helper	1
bending machine operators	1
tech ii step 5 and 6 setups	1
operation technician i and ii	1
mechanical electrical technician	1
sewing machine operator; customization applications; hardware; utility	1
chiller operator, bread batter operator, marination seasoning operator, utility associate, process coordinator	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



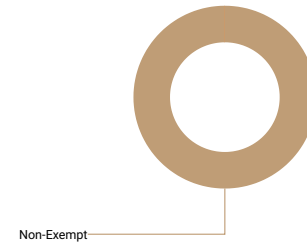
Statistics	
10th percentile	12
25th percentile	14
50th percentile	39
75th percentile	89
90th percentile	110
Mean	56
Median	39
Standard deviation	53

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



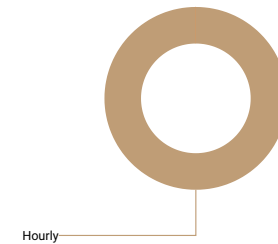
Results	%	N
Non-Exempt	100%	12
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	12
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	10	9	12	13	16	16.5	13	13	3
Pay Range Maximum Rate	10	15	15	17	19	21.5	18	17	3
Actual Lowest Base Rate	11	11	12	13	16	16	13	13	2
Actual Average Base Rate	11	13	13	14	18	19	15	14	2
Actual Highest Base Rate	12	14	15	16.5	20	20	17	17	3
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

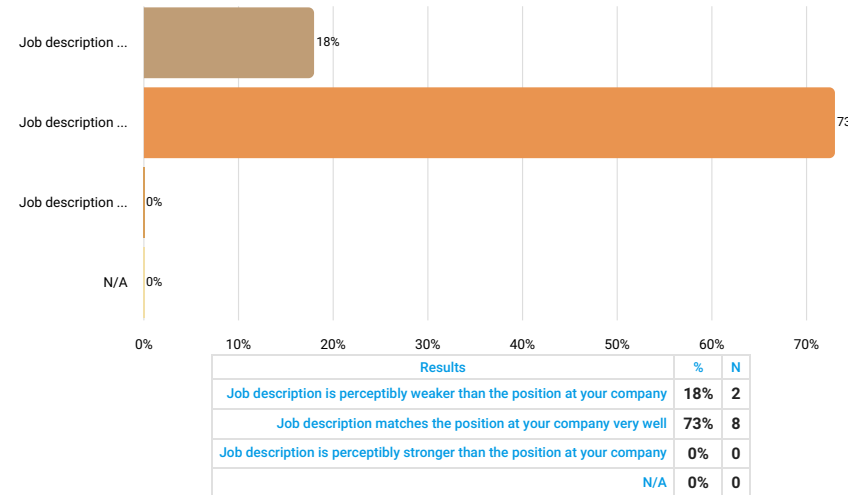
6.8.3 Laborers/Helpers, Not Otherwise Classified

Job description

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

Answered 11 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

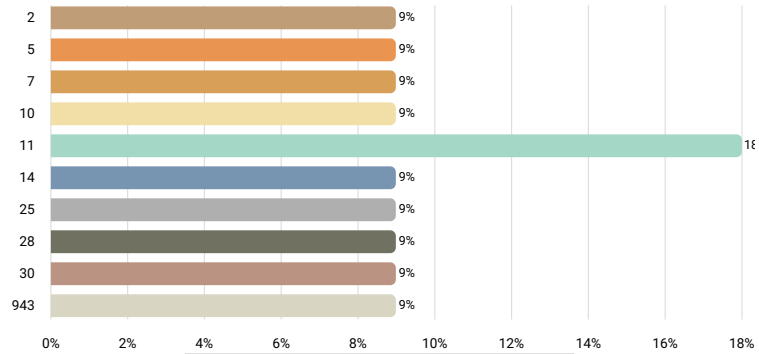
Answered 6 times
Skipped 5 times

Text input

Results	
sorter	1
prog operator	1
line associate	1
pack-out operator	1
production helper	1
personal care assistant (pca)	1

Number of Employees Currently in This Position

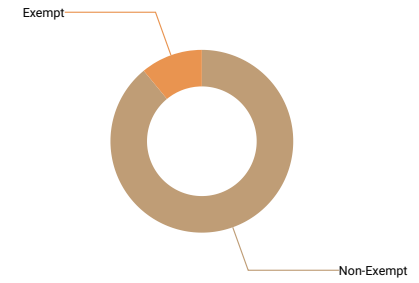
Answered 11 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	5
25th percentile	7
50th percentile	11
75th percentile	28
90th percentile	30
Mean	99
Median	11
Standard deviation	280

FLSA Status

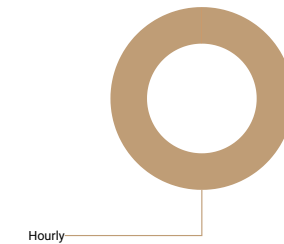
Answered 11 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Non-Exempt	73%	8
Exempt	9%	1

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	100%	11
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	11	9	9	13	15	15	12	13	3
Pay Range Maximum Rate	11	12	14	16	19	19	16	16	3
Actual Lowest Base Rate	10	9	10	12	14	16	12	12	3
Actual Average Base Rate	10	10	11	12.5	17	17	13	13	3
Actual Highest Base Rate	10	11.5	13	14.5	19	19.5	15	15	3
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.9 First Level Supervisory Positions (9 occupations)

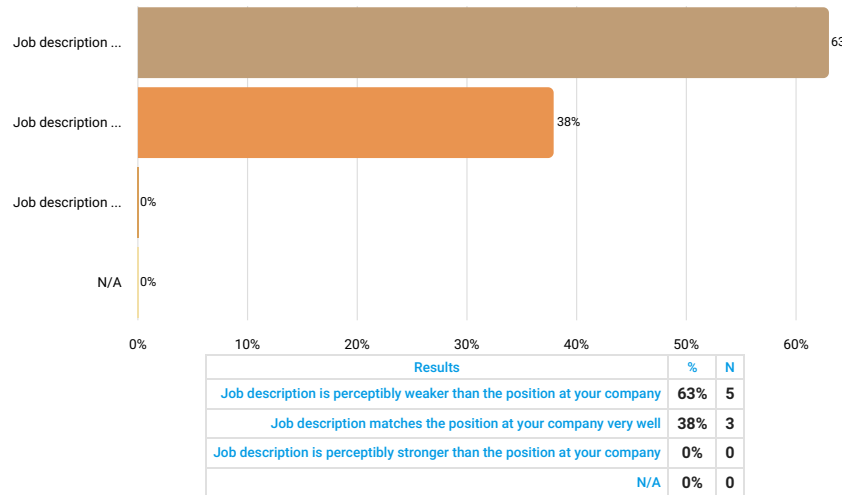
6.9.1 Accounting Supervisor

Job description

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

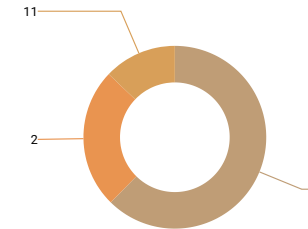
Text input

Results	
supervisor	1
finance manager	1
assistant controller	1
asst complex finance mgr	1
accounting manager, cost manager	1

Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times

Number input



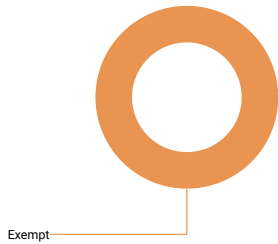
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	11
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

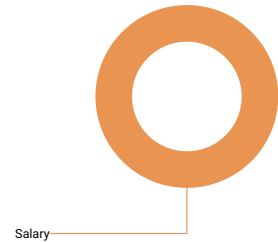
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	5	67,100	70,000	71,909	101,154	115,044	85,041	71,909	21,680
Pay Range Maximum Salary	5	95,000	98,700	133,535	163,176	185,449	135,172	133,535	39,550
Actual Lowest Base Salary	7	70,000	75,000	94,248	117,232	123,662	95,306	94,248	21,470
Actual Average Base Salary	7	79,000	80,000	94,249	117,232	130,709	98,813	94,249	20,300
Actual Highest Base Salary	8	79,000	84,500	93,624.5	112,616	137,757	99,780	93,625	20,170
Average Incentive or Other Cash Bonus (Annual)									

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

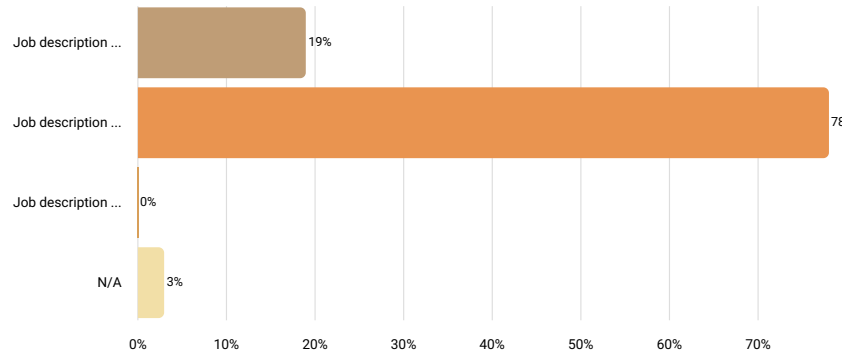
6.9.2 Production Supervisor

Job description

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	3%	1

Job Title (if different than above)

Answered 14 times
Skipped 23 times

Text input

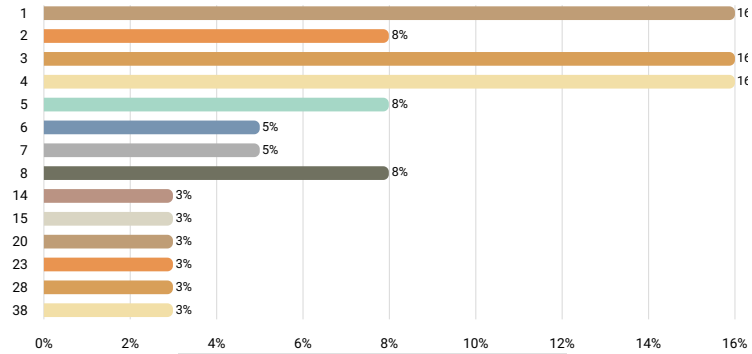
Results	
team leader	2
operations supervisor	2
supervisor	1
operations foreman	1
supervisor, production	1
operations supervisor i	1
shift supervisor-molding	1
supervisor-manufacturing	1
production supervisor iii	1
deputy production supervisor	1
shift supervisor, millwork production supervisor	1
site supervisor, driver supervisor, terminal superintendent	1

Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



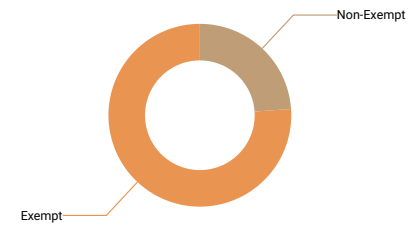
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	7
90th percentile	20
Mean	7
Median	4
Standard deviation	8

FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



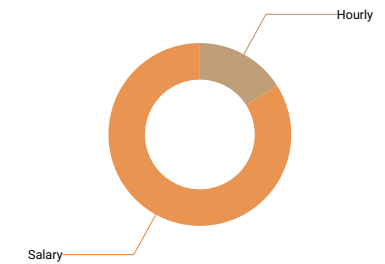
Results	%	N
Non-Exempt	22%	8
Exempt	70%	26

Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	16%	6
Salary	84%	31

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	5	20	20	22	24	38	25	22	8
Actual Average Base Rate	5	21	22	25	26	38	26	25	7
Actual Highest Base Rate	5	22	25	27	35	38	29	27	7
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	24	40,000	48,966.5	55,700	71,520	81,134	60,409	55,700	16,85
Pay Range Maximum Salary	24	55,000	80,026.5	89,876	112,968.5	138,943	95,400	89,876	29,27
Actual Lowest Base Salary	27	41,000	53,116	64,452	76,108	95,481	67,080	64,452	19,94
Actual Average Base Salary	28	46,125	60,763	71,250	88,655	106,533	74,770	71,250	21,10
Actual Highest Base Salary	27	48,867	63,962	80,500	93,678	120,391	82,488	80,500	24,12
Average Incentive or Other Cash Bonus (Annual)	18	0	0	3,145	7,744	17,400	5,486	3,145	6,542

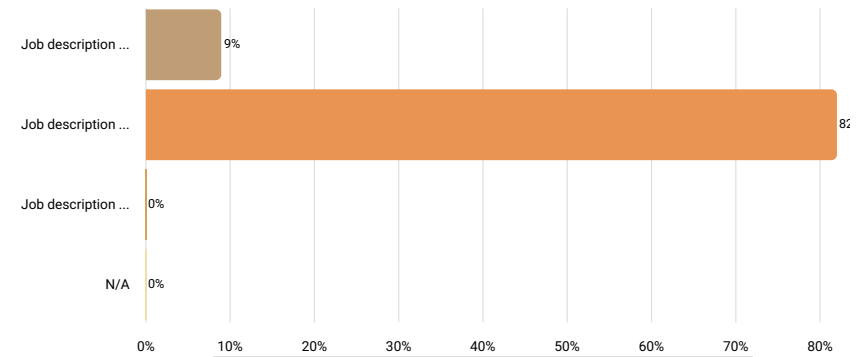
6.9.3 Senior Production Supervisor

Job description

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

Answered 11 times
Skipped 0 times

Select one answer (radio button)



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

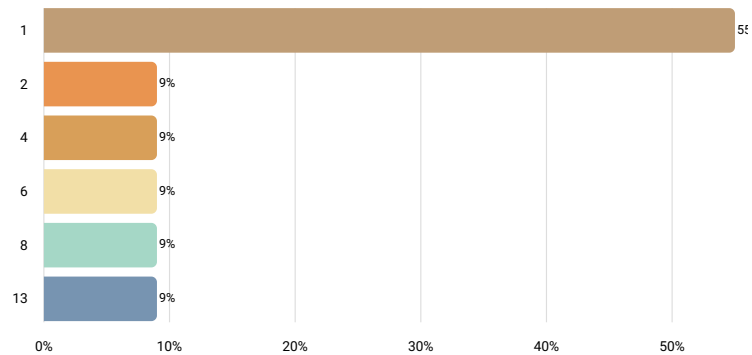
Job Title (if different than above)

Answered 7 times
 Skipped 4 times
 Text input

Results	
supervisor	1
area supervisor	1
valuse stream supervisor	1
operations superintendent	1
senior product specailist	1
plant production supervisor	1
superintendent, shift mgr i & ii	1

Number of Employees Currently in This Position

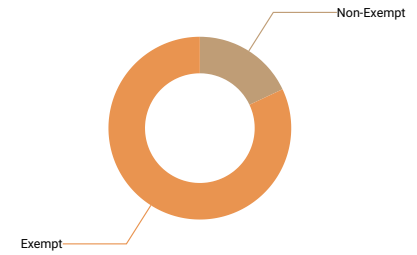
Answered 11 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	6
90th percentile	8
Mean	4
Median	1
Standard deviation	4

FLSA Status

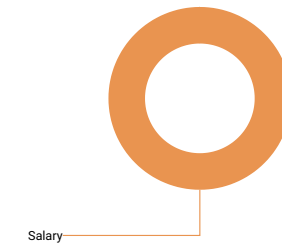
Answered 11 times
 Skipped 0 times
 Select one answer (radio button)



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	0%	0
Salary	100%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	8	42,000	52,750	66,050	75,635.5	101,154	66,503	66,050	18,44
Pay Range Maximum Salary	8	55,707	79,000	110,300	116,928.5	185,449	106,702	110,300	39,00
Actual Lowest Base Salary	9	42,000	64,221	75,000	84,048	121,250	77,407	75,000	23,06
Actual Average Base Salary	10	54,837.5	63,654	78,480	84,048	121,413.5	80,429	78,480	26,37
Actual Highest Base Salary	9	55,707	64,221	84,048	98,020	180,403	90,025	84,048	37,65
Average Incentive or Other Cash Bonus (Annual)	7	0	0	3,000	10,515	28,620	6,534	3,000	10,43

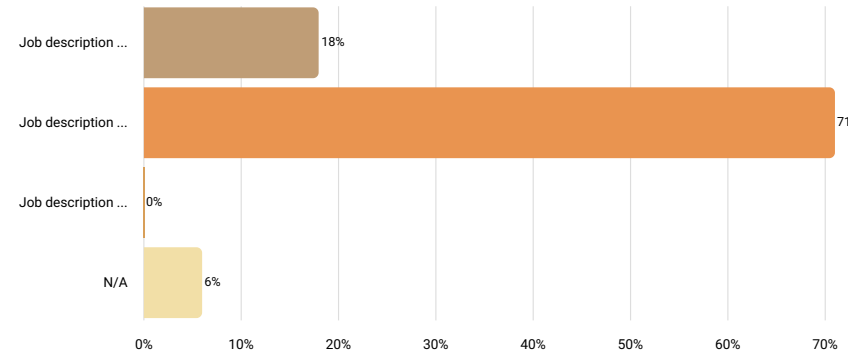
6.9.4 Quality Assurance Supervisor

Job description

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

Answered 17 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	18%	3
Job description matches the position at your company very well	71%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

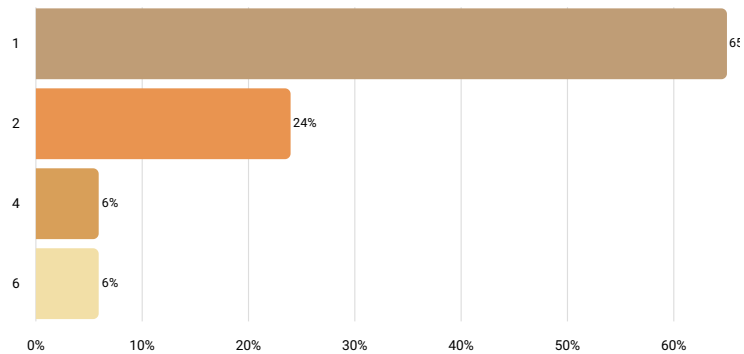
Job Title (if different than above)

Answered 7 times
 Skipped 10 times
 Text input

Results	
quality ndt	1
group leader	1
lab supervisor	1
quality supervisor	1
cleaning supervisor-lead	1
quality assurance supervisor	1
quality control supervisor and quality manager	1

Number of Employees Currently in This Position

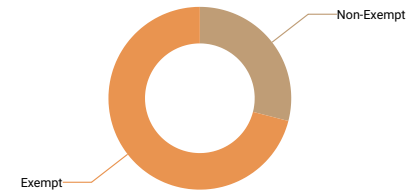
Answered 17 times
 Skipped 0 times
 Number input



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

FLSA Status

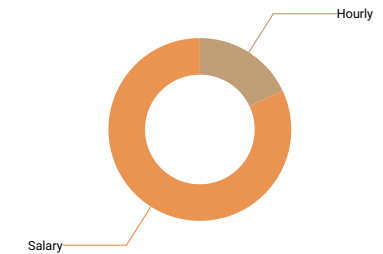
Answered 17 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	18%	3
Salary	82%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	12	47,500	49,400	55,000	75,813.5	81,120	61,852	55,000	15,740
Pay Range Maximum Salary	12	75,000	80,214	92,180	117,676.5	133,120	98,995	92,180	23,240
Actual Lowest Base Salary	13	56,100	65,000	75,273	93,000	108,707	79,943	75,273	20,270
Actual Average Base Salary	13	56,100	65,000	76,917	99,000	108,707	81,431	76,917	20,220
Actual Highest Base Salary	13	57,800	65,000	78,560	104,000	108,707	82,604	78,560	20,610
Average Incentive or Other Cash Bonus (Annual)	9	0	0	0	8,587	17,300	4,735	0	6,460

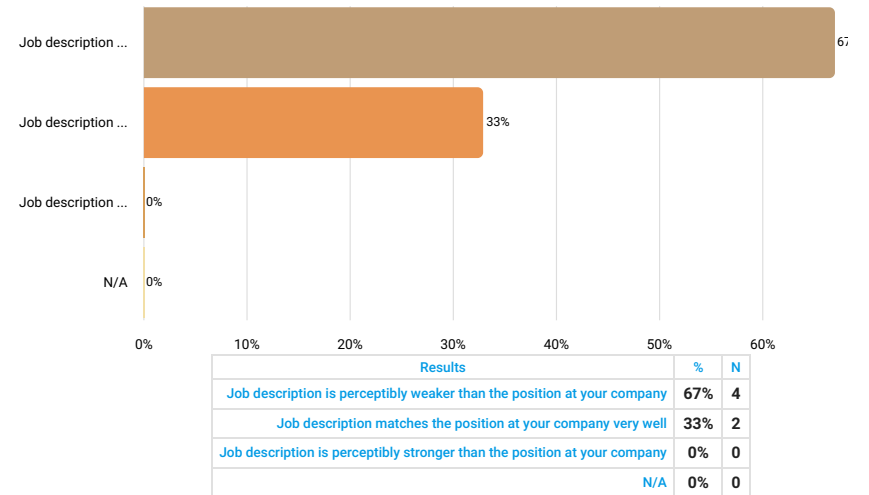
6.9.5 Customer Service Supervisor

Job description

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

Answered 6 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 3 times

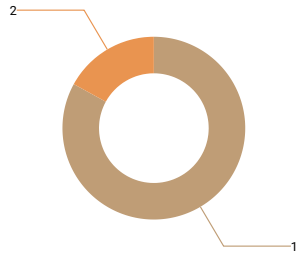
Text input



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

Number of Employees Currently in This Position

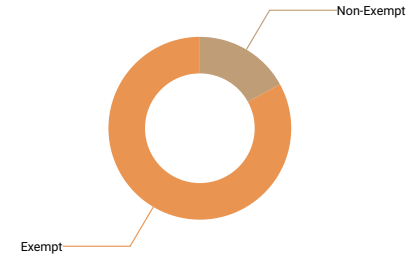
Answered 6 times
 Skipped 0 times
 Number input



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

FLSA Status

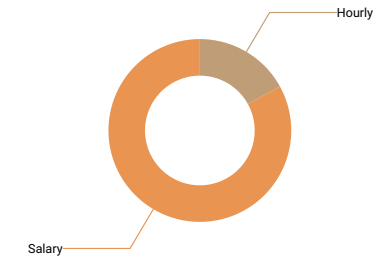
Answered 6 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 6 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

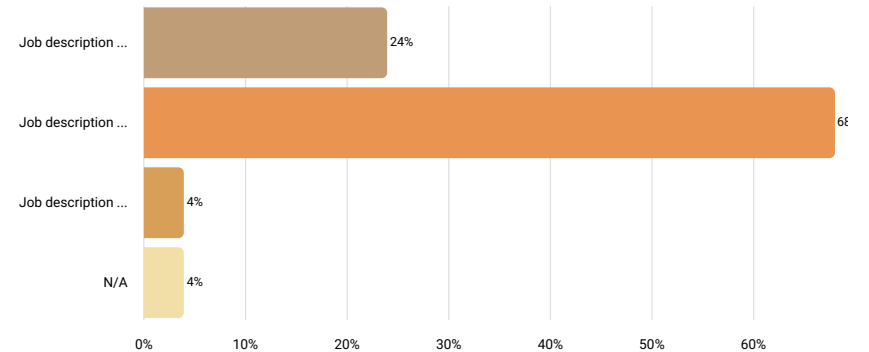
6.9.6 Shipping and Receiving Supervisor

Job description

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

Answered 25 times
Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	6
Job description matches the position at your company very well	68%	17
Job description is perceptibly stronger than the position at your company	4%	1
N/A	4%	1

Job Title (if different than above)

Answered 16 times

Skipped 9 times

Text input

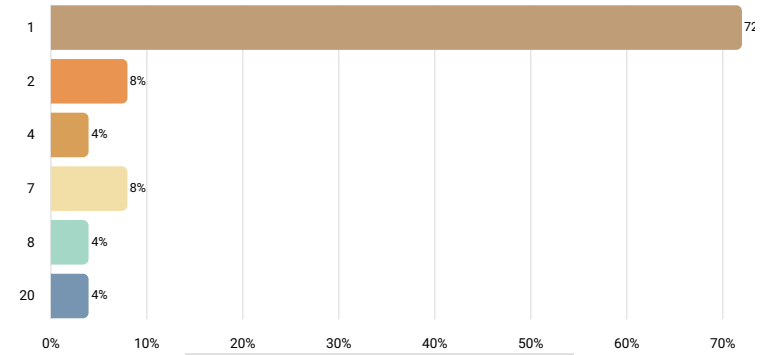
Results	
warehouse supervisor	3
material handling supervisor	2
shipping supervisor	1
storehouse supervisor	1
supervisor, warehouse	1
distribution coordinator	1
operations supervisor ii	1
shipping & receiving lead	1
shift supervisor-logistics	1
material control coordinator	1
sSr supervisor, warehouse supervisor	1
dock supervisor, warehouse supervisor	1
shipping and receiving, yard team leader	1

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



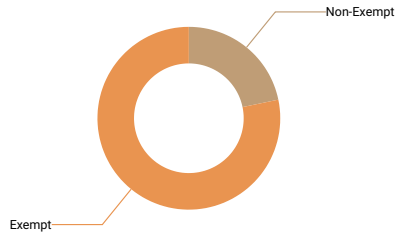
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	7
Mean	3
Median	1
Standard deviation	4

FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	20%	5
Exempt	72%	18

Compensation data

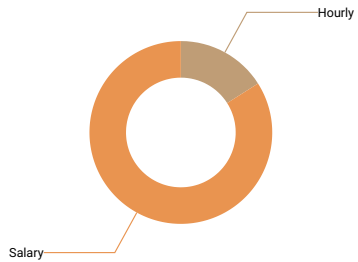
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Pay Range Minimum Salary	17	36,000	41,000	52,894	61,152	79,100	53,405	52,894	14,21
Pay Range Maximum Salary	17	55,000	60,000	83,616	86,800	125,200	82,388	83,616	27,09
Actual Lowest Base Salary	16	40,000	46,812.5	57,030	69,461.5	85,000	59,120	57,030	23,82
Actual Average Base Salary	17	43,680	52,000	63,080	77,378	87,326	65,906	63,080	19,84
Actual Highest Base Salary	17	42,328	48,000	63,510	73,923	85,000	65,022	63,510	19,59
Average Incentive or Other Cash Bonus (Annual)	12	0	0	0	3,395	5,000	2,509	0	5,20

Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	16%	4
Salary	84%	21

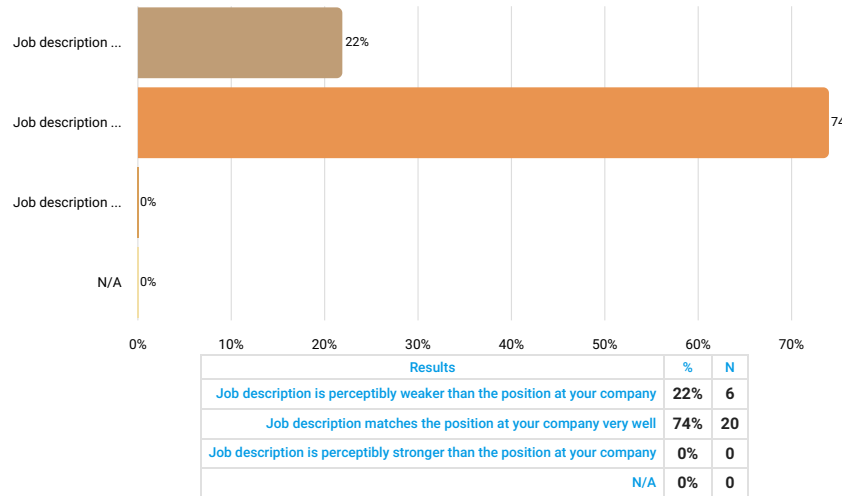
6.9.7 Maintenance Supervisor

Job description

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 14 times
Skipped 13 times
Text input

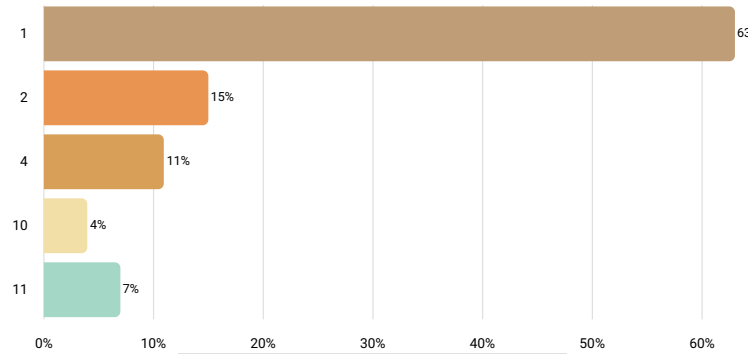
Results	
maintenance supervisor	2
group leader	1
facilities lead	1
maintenance foreman	1
facilities supervisor	1
operations supervisor	1
maintenance team leader	1
ehs & facilities supervisor	1
shift supervisor-maintenance	1
facilities & maintenance manager	1
general maintenance mechanic lead	1
maintenance/facilities supervisor	1
general services lead facilities worker	1

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



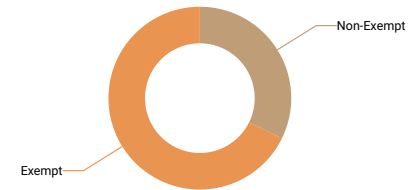
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	10
Mean	3
Median	1
Standard deviation	3

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



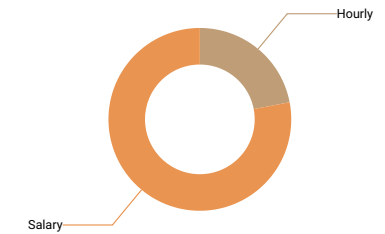
Results	%	N
Non-Exempt	30%	8
Exempt	63%	17

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	6
Salary	78%	21

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	21	29	31	33	34	30	31	5
Pay Range Maximum Rate	5	31	34	35	36	36	34	35	2
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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	16	50,000	53,762.5	57,250	73,784	88,904	63,898	57,250	14,287
Pay Range Maximum Salary	16	55,000	80,806.5	95,082	124,070	148,570	101,884	95,082	32,333
Actual Lowest Base Salary	19	54,631	65,000	70,658	85,000	109,144	75,614	70,658	18,222
Actual Average Base Salary	20	60,628	67,822.5	75,125	88,760	114,217.5	80,617	75,125	19,491
Actual Highest Base Salary	19	54,631	68,019	75,000	95,000	127,578	83,989	75,000	23,533
Average Incentive or Other Cash Bonus (Annual)	14	0	0	2,195	11,647	13,500	5,609	2,195	6,219

6.9.8 Team Leader

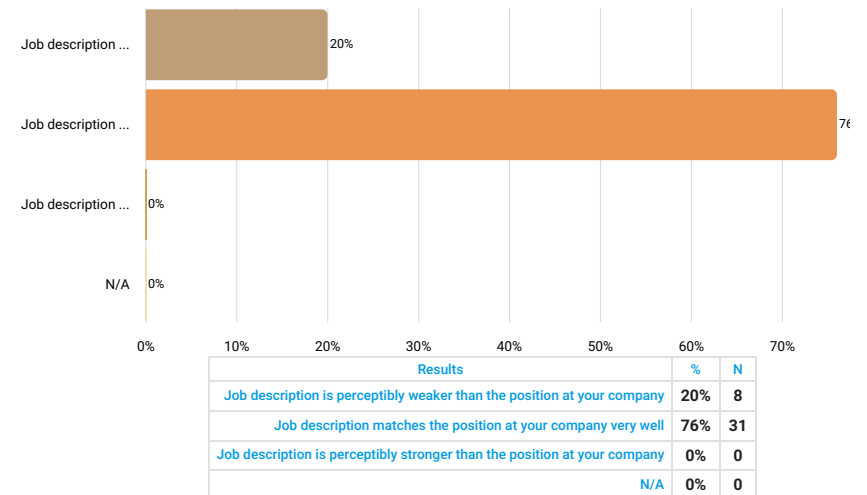
Job description

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

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 23 times

Skipped 18 times

Text input

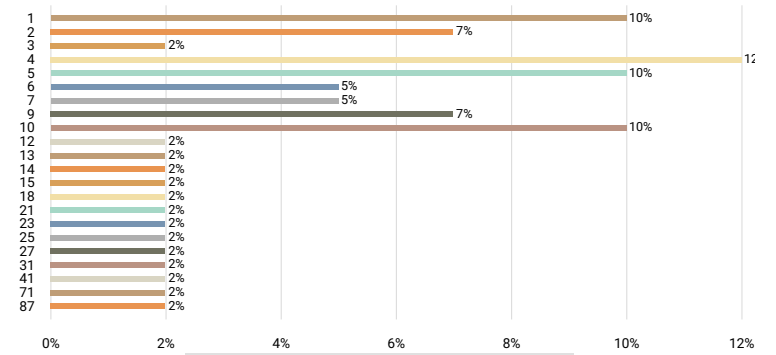
Results	
team leader	7%
leader	12%
line lead	10%
task lead	7%
cell leader	2%
group leader	2%
leader, zone	2%
process leads	2%
facilities lead	2%
lead technician	2%
plant team lead	2%
leader, group ii	2%
leads, supervisors	2%
assistant team leader	2%
production team leader	2%
line supervisor; team lead	2%
resident services director	2%
supervisor assistant, supervisor trainee, lead	2%
maintenance lead, production lead, warehouse lead	2%
guest services lead associate, cafe lead associate, retail sales lead associate, and lead explainer	2%
electrical assembler iii lead, electrical inspector iii lead, inventory clerk iii lead, machinist iii lead, mechanical qa iii lead	2%

Number of Employees Currently in This Position

Answered 41 times

Skipped 0 times

Number input



Statistics	
10th percentile	2
25th percentile	4
50th percentile	7
75th percentile	14
90th percentile	27
Mean	13
Median	7
Standard deviation	18

6.9.9 Customer Service Supervisor

Job description

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

Answered 3 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times
Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 3 times
Skipped 0 times

Number input



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

FLSA Status

Answered 3 times
Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 3 times
Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.10 Sales and Marketing Positions (10 occupations)

6.10.1 Sales Office Assistant

Job description

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

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 1 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 2 times

Skipped 0 times

Number input



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

FLSA Status

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 2 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data



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

6.10.2 Inside Sales Representative

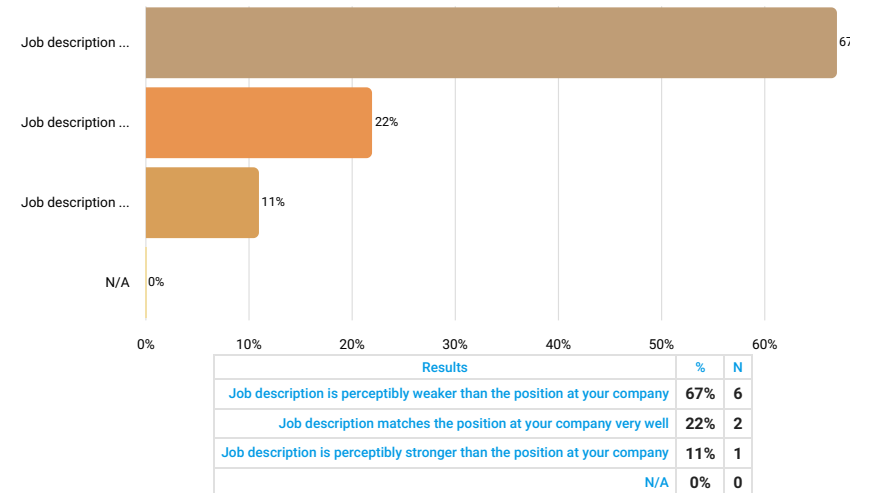
Job description

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



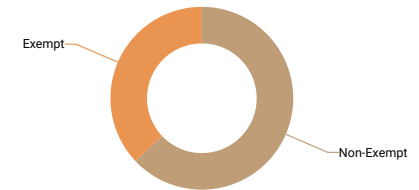
Job Title (if different than above)

Answered 8 times
 Skipped 1 times
 Text input

Results	
sales technician	1
account executive	1
account coordinator	1
group sales coordinator	1
inside sales specialist	1
sales and service manager	1
membership sales executive	1
inside sales representative	1

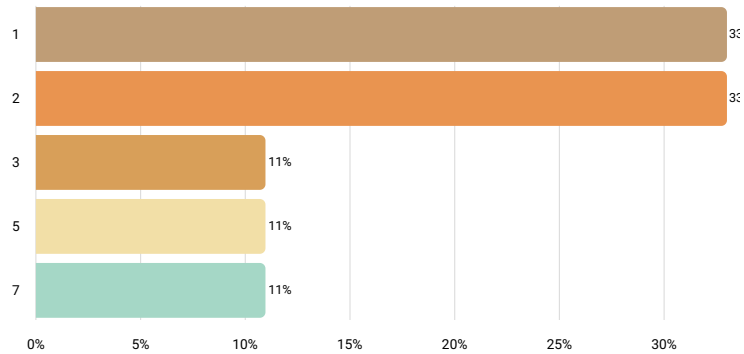
FLSA Status

Answered 9 times
 Skipped 0 times
 Select one answer (radio button)



Number of Employees Currently in This Position

Answered 9 times
 Skipped 0 times
 Number input

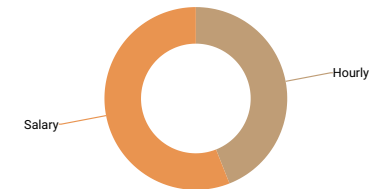


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	7
Mean	3
Median	2
Standard deviation	2

Results	%	N
Non-Exempt	56%	5
Exempt	33%	3

Is this position paid an hourly rate or annual salary?

Answered 9 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	44%	4
Salary	56%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	40,000	45,000	45,100	48,062	55,000	46,632	45,100	5,501
Actual Average Base Salary	5	40,000	50,000	51,100	51,845	55,000	49,589	51,100	5,674
Actual Highest Base Salary	5	40,000	51,732	55,000	55,400	58,425	52,111	55,000	7,174
Average Incentive or Other Cash Bonus (Annual)									

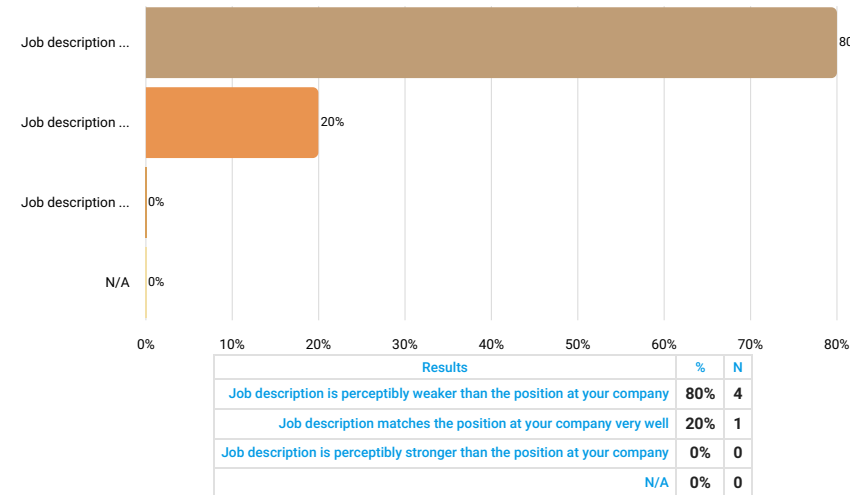
6.10.3 PR or Community Relations Representative

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
Skipped 1 times

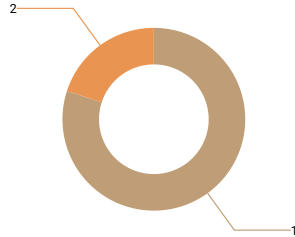
Text input



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

Number of Employees Currently in This Position

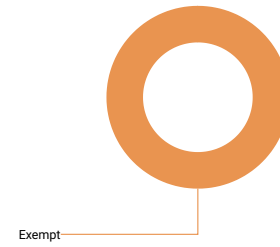
Answered 5 times
 Skipped 0 times
 Number input



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

FLSA Status

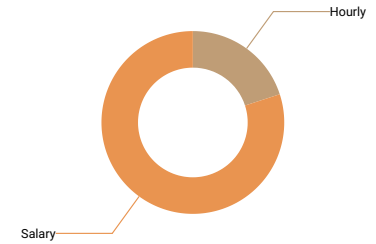
Answered 5 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 5 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	20%	1
Salary	80%	4

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									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

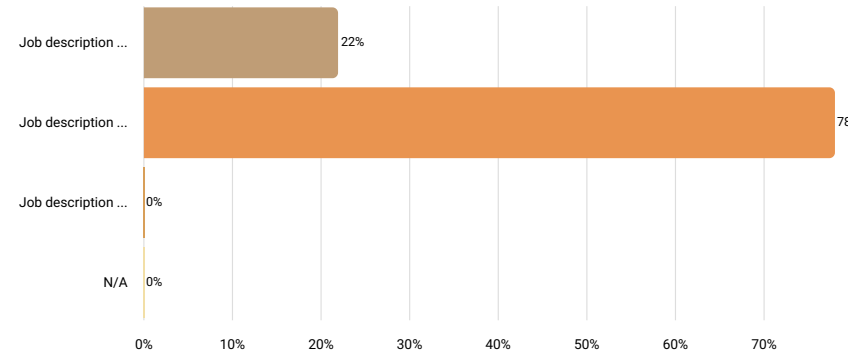
6.10.4 Outside Sales Rep (commission)

Job description

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

Answered 9 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 4 times
Skipped 5 times

Text input



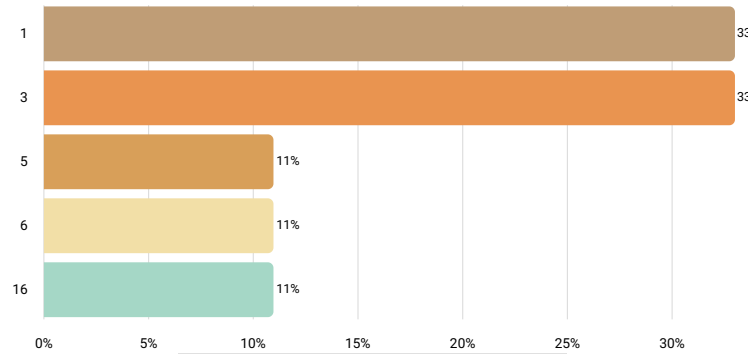
We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



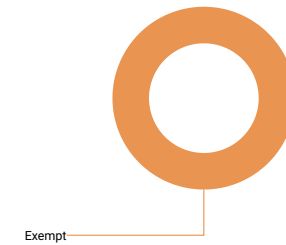
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	16
Mean	4
Median	3
Standard deviation	5

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



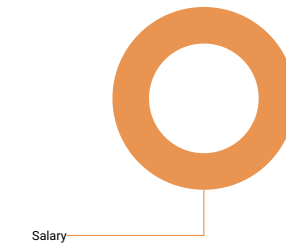
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	6	21,800	32,000	50,500	93,200	150,000	66,333	50,500	48,590
Pay Range Maximum Salary	6	55,000	65,000	124,650	150,000	700,000	203,217	124,650	246,180
Actual Lowest Base Salary	7	21,800	32,000	65,000	93,500	152,000	67,900	65,000	45,120
Actual Average Base Salary	9	35,000	60,000	86,107	93,500	262,000	93,088	86,107	68,270
Actual Highest Base Salary	7	54,600	65,000	93,969	150,000	696,000	182,581	93,969	228,750
Average Incentive or Other Cash Bonus (Annual)									

6.10.5 Outside Sales Rep (non-commission)

Job description

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

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 2 times

Skipped 1 times

Text input



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

Number of Employees Currently in This Position

Answered 3 times

Skipped 0 times

Number input



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

Compensation data



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

FLSA Status

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 3 times

Skipped 0 times

Select one answer (radio button)



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

6.10.6 Marketing Representative

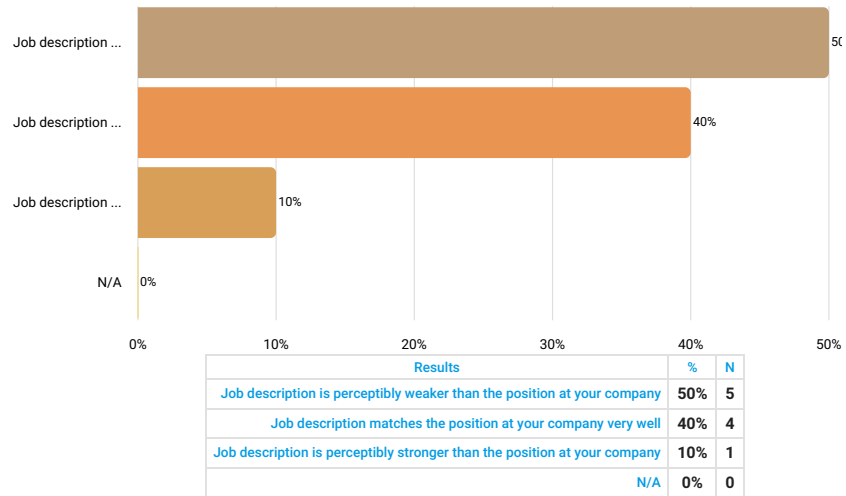
Job description

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 8 times

Skipped 2 times

Text input

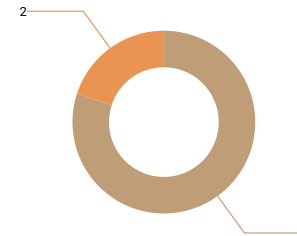
Results	
marketing coordinator	2
marketing manager	1
marketing assistant	1
marketing specialist i	1
coord project development	1
quoting & logistics supervisor	1
corporate communications specialist	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



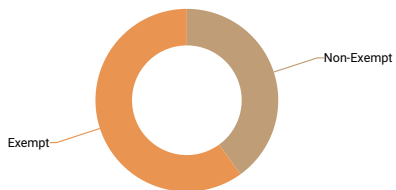
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

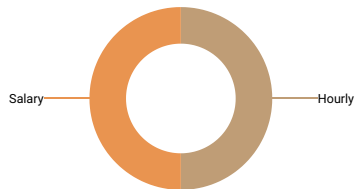
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	15	16	16	18	27	18	16	5
Pay Range Maximum Rate	5	16	20	20	28	30	23	20	6
Actual Lowest Base Rate	5	15	16	17	21	27	19	17	5
Actual Average Base Rate	5	15	16	17	21	27	19	17	5
Actual Highest Base Rate	5	15	16	17	21	27	19	17	5
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	5
Salary	50%	5

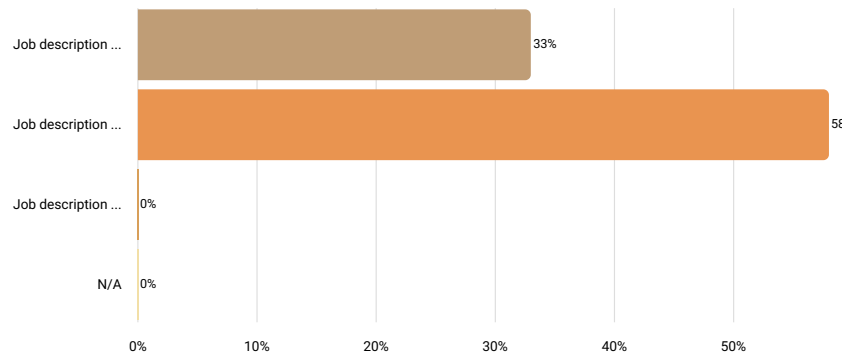
6.10.7 Sales Manager

Job description

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

Answered 12 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 8 times
Skipped 4 times

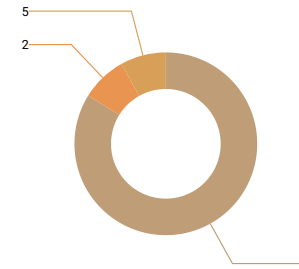
Text input

Results	
sales director	1
product manager	1
director of sales	1
inside sales manager	1
sales operations manager	1
sales and marketing manager	1
manager of sales and marketing	1
convention / tourism sales manager	1

Number of Employees Currently in This Position

Answered 12 times
Skipped 0 times

Number input



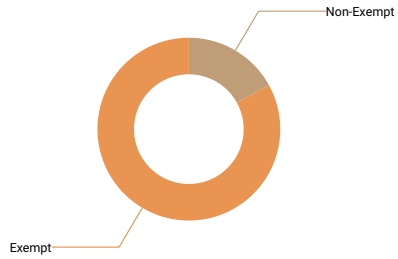
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

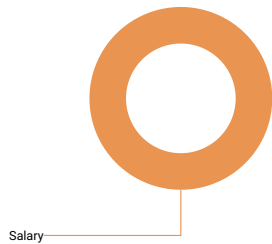
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	10	52,500	62,400	94,567	112,000	180,000	100,773	94,567	48,390
Pay Range Maximum Salary	10	70,000	99,227	118,500	148,750	200,000	127,818	118,500	46,280
Actual Lowest Base Salary	11	59,000	60,000	109,200	130,000	160,000	105,777	109,200	45,220
Actual Average Base Salary	12	59,094	70,924	109,600	136,892	160,000	109,494	109,600	43,760
Actual Highest Base Salary	12	60,000	77,104	109,600	136,892	160,000	110,599	109,600	42,520
Average Incentive or Other Cash Bonus (Annual)	8	0	0	13,100	20,000	40,000	13,275	13,100	13,920

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

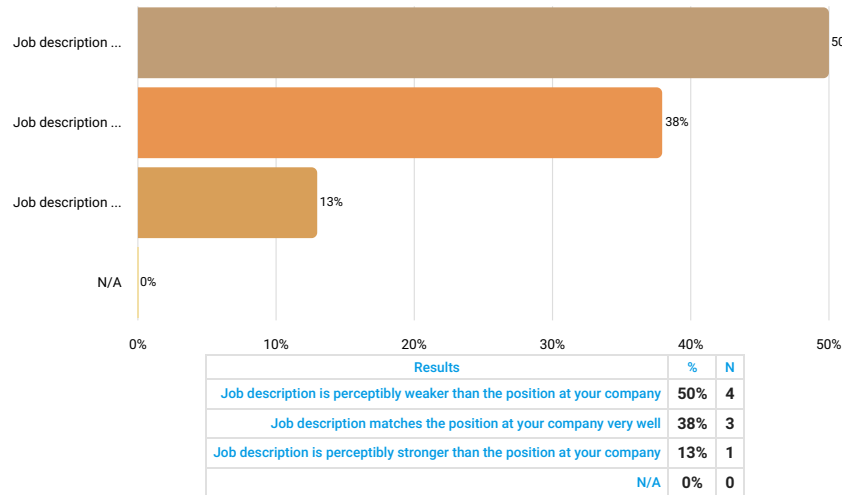
6.10.8 Business Development Specialist

Job description

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

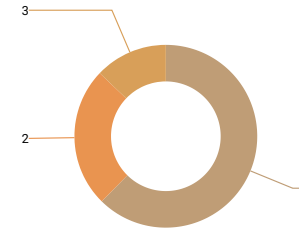
Text input

Results	
business development	1
sr. gov affairs specialist	1
senior bd operations specialist	1
account manager / technical sales	1
proposal manager, proposal manager, sr.	1

Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times

Number input



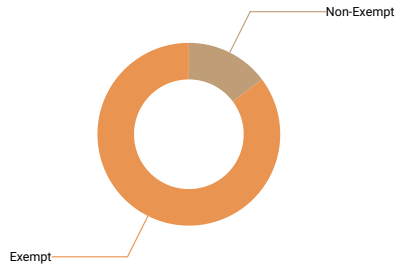
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

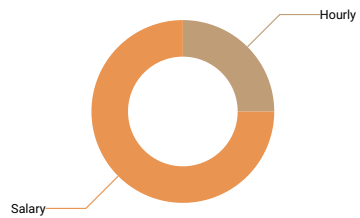
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	68,101	85,932	95,000	96,000	110,946	91,196	95,000	15,720
Actual Average Base Salary	5	68,101	95,000	96,000	101,978	111,382	94,492	96,000	16,120
Actual Highest Base Salary	5	68,101	95,000	96,000	111,818	125,000	99,184	96,000	21,330
Average Incentive or Other Cash Bonus (Annual)									

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

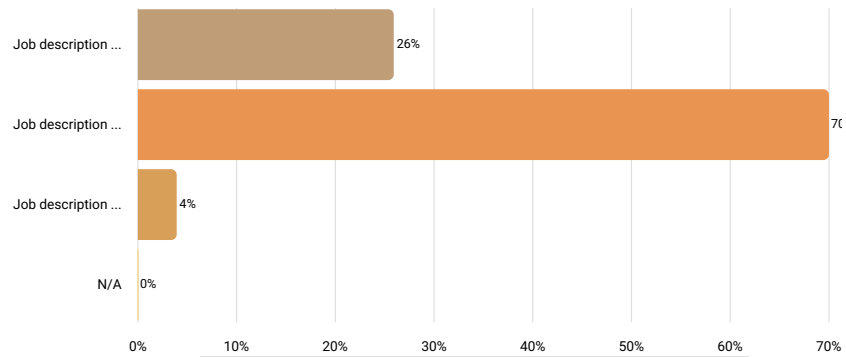
6.10.9 Business Development Manager

Job description

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

Answered 23 times
Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	26%	6
Job description matches the position at your company very well	70%	16
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

Job Title (if different than above)

Answered 9 times
Skipped 14 times

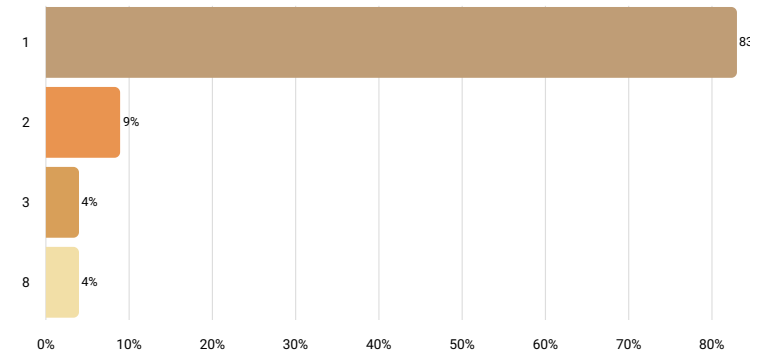
Text input

Results	
director, business development	2
business development	1
avp business development	1
business relations officer	1
business development manager	1
business development manager-i	1
director of business development	1
director of strategic initiatives	1

Number of Employees Currently in This Position

Answered 23 times
Skipped 0 times

Number input



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

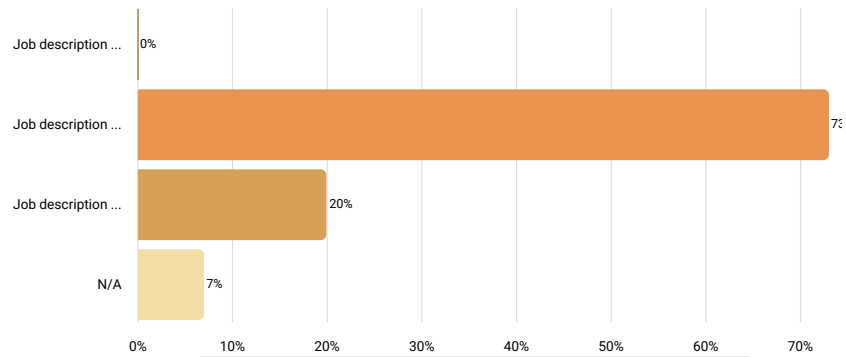
6.10.10 Marketing Manager or Director

Job description

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	0%	0
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	20%	3
N/A	7%	1

Job Title (if different than above)

Answered 7 times
Skipped 8 times

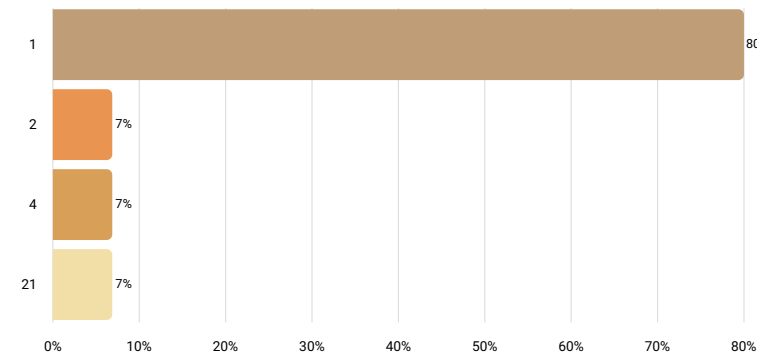
Text input

Results	
marketing manager	1
marketing director	1
marketing specialist	1
marketing & pr manager	1
dir marketing phys relations	1
marketing & communications director	1
director of marketing and proposal management	1

Number of Employees Currently in This Position

Answered 15 times
Skipped 0 times

Number input



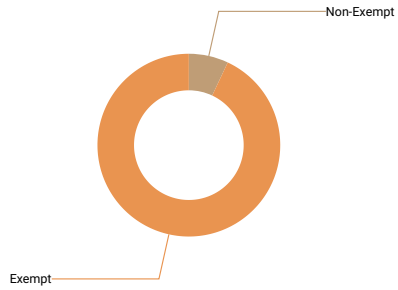
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	3
Median	1
Standard deviation	5

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



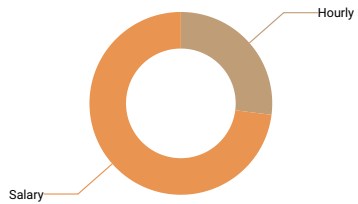
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	4
Salary	73%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	39,000	60,000	80,412	87,839	95,596	74,683	80,412	18,98
Pay Range Maximum Salary	10	67,350	80,000	89,800	138,070	150,243.5	103,346	89,800	33,67
Actual Lowest Base Salary	10	44,706	60,000	70,135.5	95,000	102,355.5	73,699	70,136	21,83
Actual Average Base Salary	10	56,250	69,700	97,753	109,476	116,557.5	90,705	97,753	23,48
Actual Highest Base Salary	10	61,500	69,700	98,574	120,598	165,183.5	104,431	98,574	38,42
Average Incentive or Other Cash Bonus (Annual)	5	0	0	0	2,000	3,000	1,000	0	1,414

6.11 Management/Director Positions (18 occupations)

6.11.1 Controller or Accounting Manager

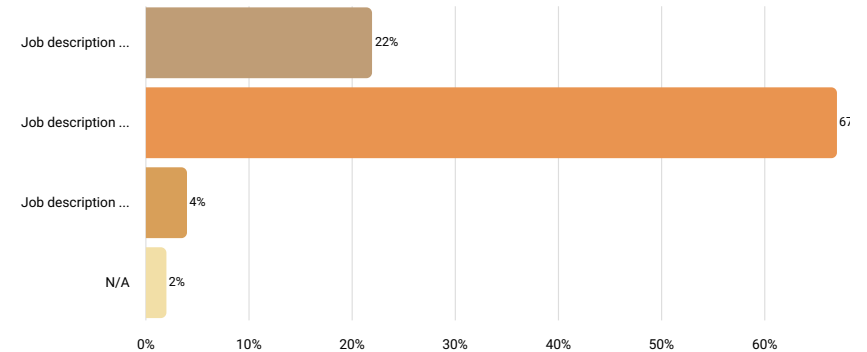
Job description

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

Answered 54 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	22%	12
Job description matches the position at your company very well	67%	36
Job description is perceptibly stronger than the position at your company	4%	2
N/A	2%	1

Job Title (if different than above)

Answered 26 times

Skipped 28 times

Text input

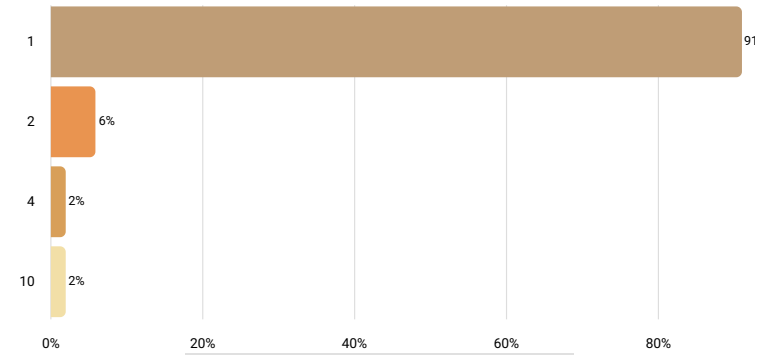
Results	
controller	5
director of finance	2
director of accounting	2
vp finance	1
finance manager	1
manager, finance	1
accounting manager	1
complex finance mgr	1
assistant controller	1
corporate controller	1
country finance manager	1
manager, enterprise finance	1
director, finance and accounting	1
plant acctg & admin mgr, huntsville	1
director of finance & project control	1
mkanager, finance and business operations	1
controller and co-controller/credit manager	1
director of gov't cost accounting compliance	1
controller/assistant controller/accounting manager	1
controller, credit manager, director of financial planning, director of financial reporting, tax, & audit	1

Number of Employees Currently in This Position

Answered 54 times

Skipped 0 times

Number input



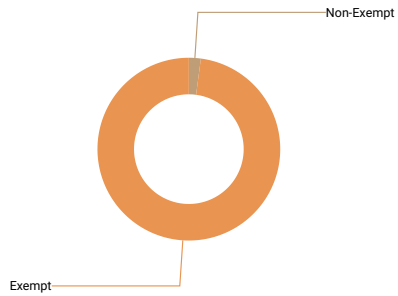
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 54 times

Skipped 0 times

Select one answer (radio button)



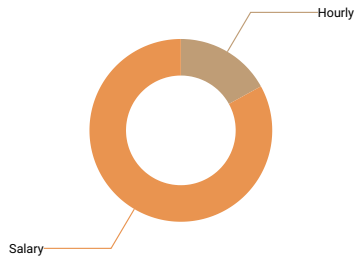
Results	%	N
Non-Exempt	2%	1
Exempt	93%	50

Is this position paid an hourly rate or annual salary?

Answered 54 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	9
Salary	83%	45

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	21	32	38	50	55	40	38	12
Pay Range Maximum Rate	7	31	45	70	77	77	63	70	18
Actual Lowest Base Rate	7	21	40	60	69	72	54	60	18
Actual Average Base Rate	8	26	47	60.5	65.5	72	56	61	15
Actual Highest Base Rate	6	31	54	61	69	72	58	61	15
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	6	0	0	1,187.5	10,000	10,000	3,729	1,188	4,886
Pay Range Minimum Salary	34	61,431	75,000	93,075	100,000	135,632	92,612	93,075	27,440
Pay Range Maximum Salary	33	80,000	113,500	128,333	156,100	185,449	139,259	128,333	51,190
Actual Lowest Base Salary	37	75,000	95,000	113,300	131,310	158,445	114,140	113,300	31,720
Actual Average Base Salary	41	80,641	98,000	113,900	131,310	169,936	117,228	113,900	32,050
Actual Highest Base Salary	38	80,000	98,000	120,000	133,000	176,679	121,446	120,000	38,330
Average Incentive or Other Cash Bonus (Annual)	25	0	0	7,000	15,000	26,600	10,616	7,000	12,890

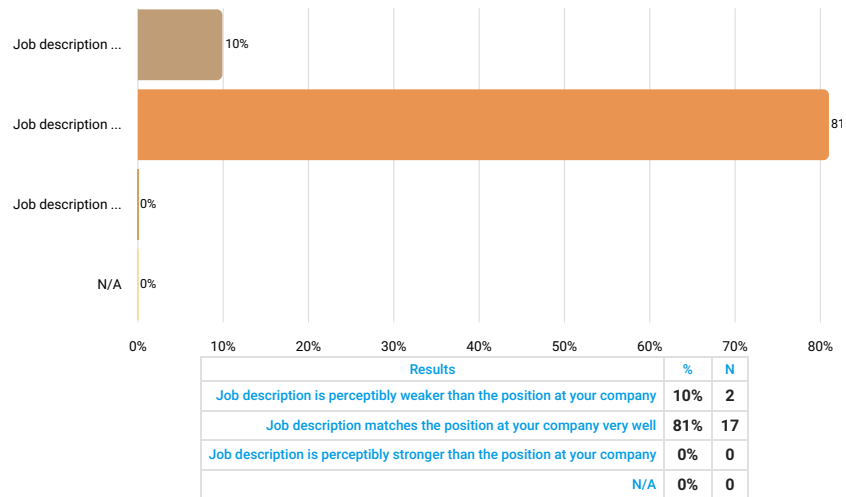
6.11.2 Maintenance Manager

Job description

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

Answered 21 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 8 times
Skipped 13 times

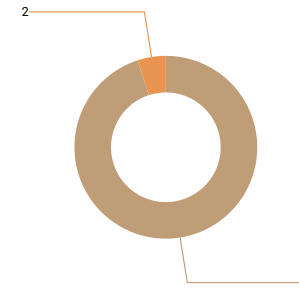
Text input

Results	
maintenance manager	3
manager, facilities	1
asst director - maintenance	1
dir plant ops and construction	1
maintenance and engineering manager	1
mgr-plant engineering & maintenance	1

Number of Employees Currently in This Position

Answered 21 times
Skipped 0 times

Number input



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

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Exempt

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

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	16	60,000	75,400	80,000	89,752	111,800	81,043	80,000	24,970
Pay Range Maximum Salary	16	80,000	108,500	121,700	167,648	189,400	141,021	121,700	57,130
Actual Lowest Base Salary	15	77,000	83,746	100,000	120,562	133,800	102,410	100,000	23,630
Actual Average Base Salary	18	77,000	90,000	100,586	122,000	133,800	104,743	100,586	22,750
Actual Highest Base Salary	15	77,000	83,746	100,000	122,000	140,000	104,226	100,000	25,460
Average Incentive or Other Cash Bonus (Annual)	12	0	0	2,500	13,450	20,000	7,863	2,500	10,540

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	21

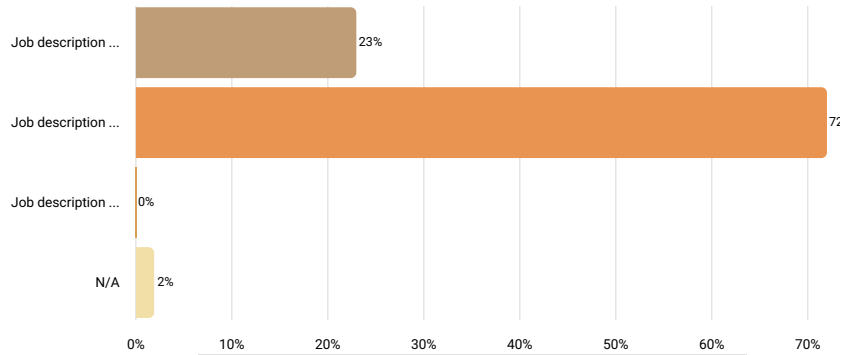
6.11.3 Production or Operations Manager

Job description

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

Answered 43 times
Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	10
Job description matches the position at your company very well	72%	31
Job description is perceptibly stronger than the position at your company	0%	0
N/A	2%	1

Job Title (if different than above)

Answered 18 times

Skipped 25 times

Text input

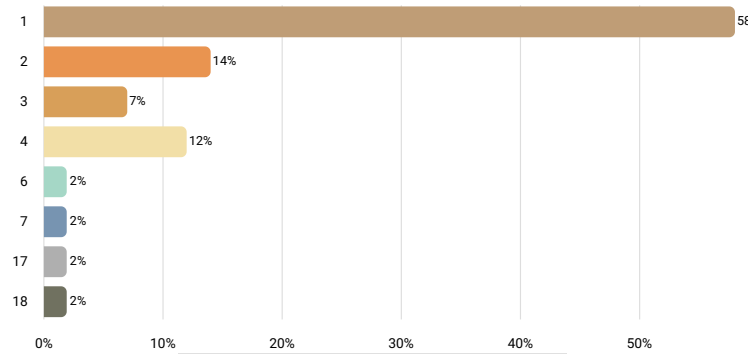
Results	
production manager	4
production supervisor	2
business director	1
mgr-manufacturing	1
operations manager	1
shop manager, grounds	1
supv plant operations	1
director of operations	1
operations mgr, plant mgr	1
production control manager	1
production manager, superintendent	1
value stream manager/process manager	1
production manager & director of maintenance	1
retail & guest services manager, cafe general manager, and collections & gallery experience manager	1

Number of Employees Currently in This Position

Answered 43 times

Skipped 0 times

Number input



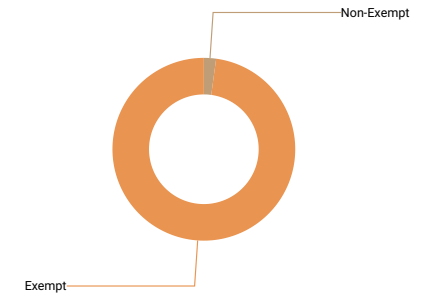
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	3
Median	1
Standard deviation	4

FLSA Status

Answered 43 times

Skipped 0 times

Select one answer (radio button)



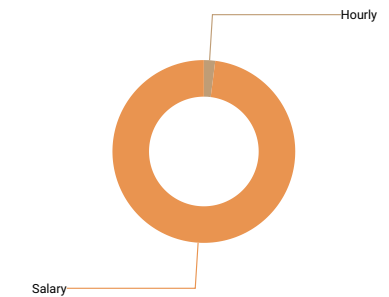
Results	%	N
Non-Exempt	2%	1
Exempt	91%	39

Is this position paid an hourly rate or annual salary?

Answered 43 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	2%	1
Salary	98%	42

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	31	50,300	60,000	79,000	95,090	107,600	79,686	79,000	26,45
Pay Range Maximum Salary	29	62,875	75,000	118,400	165,096	201,800	124,254	118,400	51,62
Actual Lowest Base Salary	35	52,500	65,000	95,482	120,000	138,717	96,818	95,482	36,38
Actual Average Base Salary	39	59,759	70,000	102,000	126,224	151,000	102,553	102,000	34,89
Actual Highest Base Salary	35	60,094	70,000	105,000	138,717	166,593	109,894	105,000	39,33
Average Incentive or Other Cash Bonus (Annual)	25	0	1,500	11,000	19,500	40,225	13,129	11,000	13,92

6.11.4 IT Manager

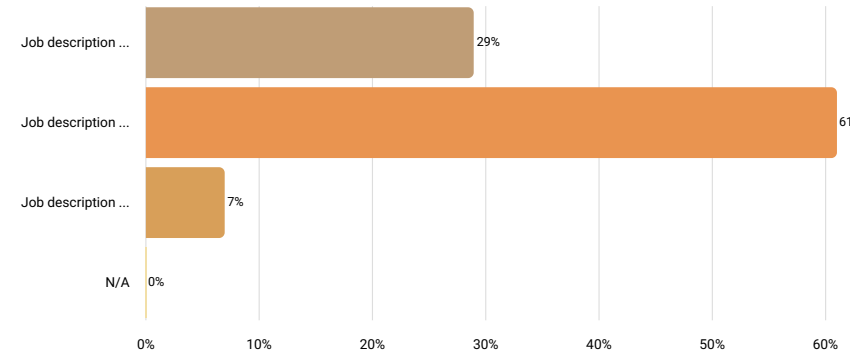
Job description

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

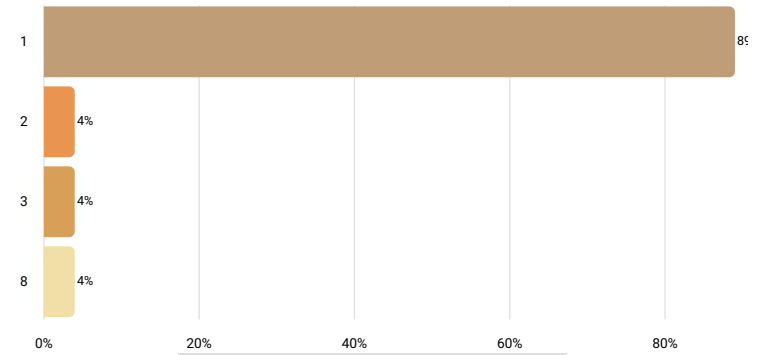
Results	
it director	3
director of it	3
dir it tech service	1
it and data control	1
manager, it help desk	1
info technology scientist	1
information systems manager	1
manager manufacturing systems	1
quantum network administrator	1
information technology manager	1

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



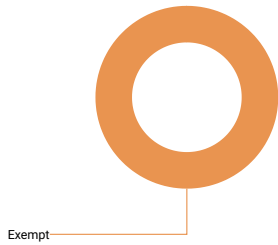
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	28

Compensation data

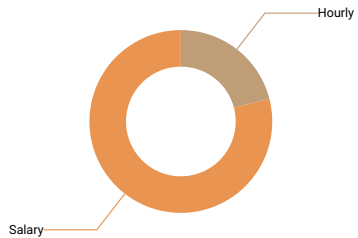
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	28	45	45	45	57	44	45	10
Pay Range Maximum Rate	5	45	56	60	63	94	64	60	18
Actual Lowest Base Rate	5	45	48	52	52	68	53	52	9
Actual Average Base Rate	5	45	48	52	52	68	53	52	9
Actual Highest Base Rate	5	45	48	52	52	68	53	52	9
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	17	40,000	70,000	85,000	92,226	130,249	83,480	85,000	31,711
Pay Range Maximum Salary	17	72,000	105,970	125,000	145,600	201,521	137,817	125,000	57,431
Actual Lowest Base Salary	18	72,000	94,474	105,250	120,000	141,676	107,760	105,250	29,981
Actual Average Base Salary	19	72,000	94,474	110,000	133,000	142,681	110,220	110,000	30,341
Actual Highest Base Salary	19	72,000	87,422	110,000	133,000	183,518	114,318	110,000	37,091
Average Incentive or Other Cash Bonus (Annual)	7	0	0	1,500	20,820	30,000	7,879	1,500	12,311

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	6
Salary	79%	22

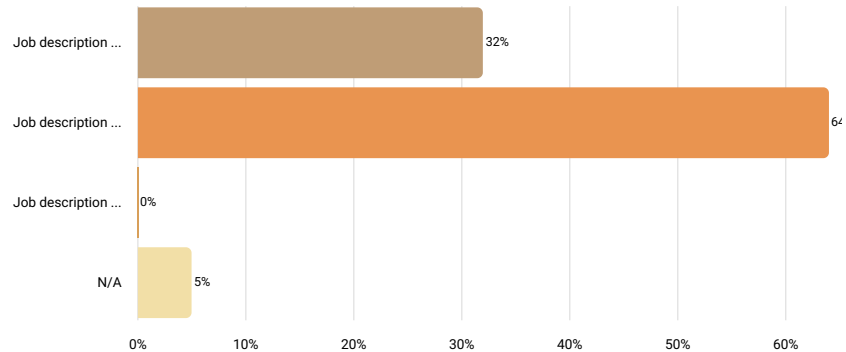
6.11.5 Logistics/Materials Manager

Job description

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	32%	7
Job description matches the position at your company very well	64%	14
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	5%

Job Title (if different than above)

Answered 13 times
Skipped 9 times

Text input

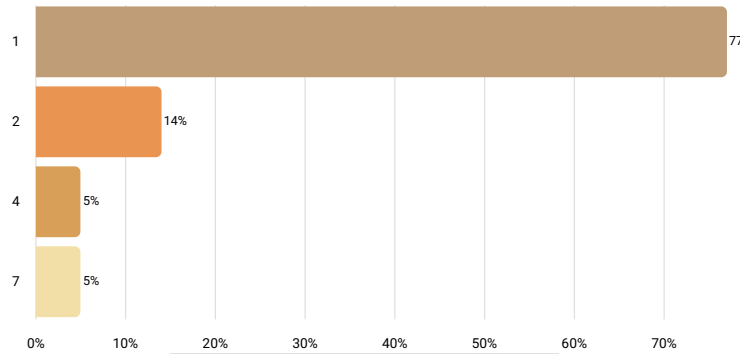
Results	
materials manager	2
mgr-logistics	1
material manager	1
logistics manager	1
warehouse manager	1
distribution manager	1
customer service & pic manager	1
manager pc supply chain management	1
production control/logistics manager	1
planning & logistics manager; distribution manager	1
supply chain director & director logistics support fac.	1
govt property logistics specialist, sr govt property admins,logistics analyst,sr logistics specialist	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



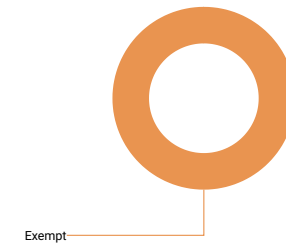
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Exempt

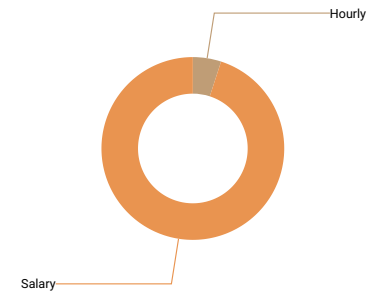
Results	%	N
Non-Exempt	0%	0
Exempt	100%	22

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Salary

Hourly

Results	%	N
Hourly	5%	1
Salary	95%	21

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	16	52,034	67,500	84,000	95,045	121,742	83,153	84,000	23,740
Pay Range Maximum Salary	16	83,000	94,517	118,128.5	152,500	210,080	126,567	118,129	44,420
Actual Lowest Base Salary	18	58,000	80,000	90,000	118,600	128,749	100,099	90,000	37,450
Actual Average Base Salary	20	67,987	82,250	95,618	121,800	140,879.5	104,507	95,618	35,700
Actual Highest Base Salary	18	68,340	83,000	107,693.5	126,690	181,119	114,027	107,694	43,750
Average Incentive or Other Cash Bonus (Annual)	9	0	0	11,800	20,320	53,800	17,879	11,800	19,910

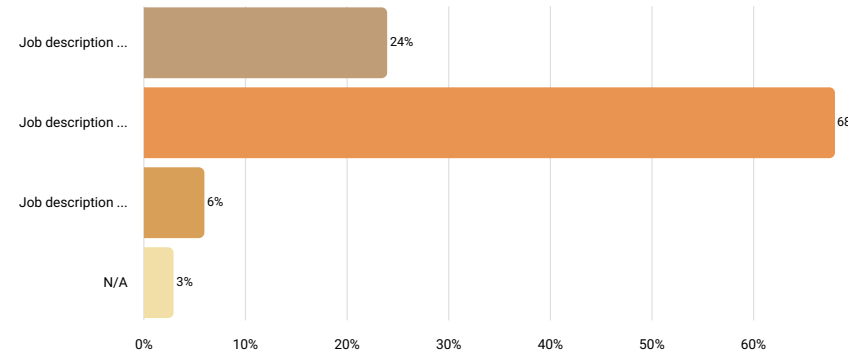
6.11.6 Project or Program Manager

Job description

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	24%	8
Job description matches the position at your company very well	68%	23
Job description is perceptibly stronger than the position at your company	6%	2
N/A	3%	1

Job Title (if different than above)

Answered 14 times

Skipped 20 times

Text input

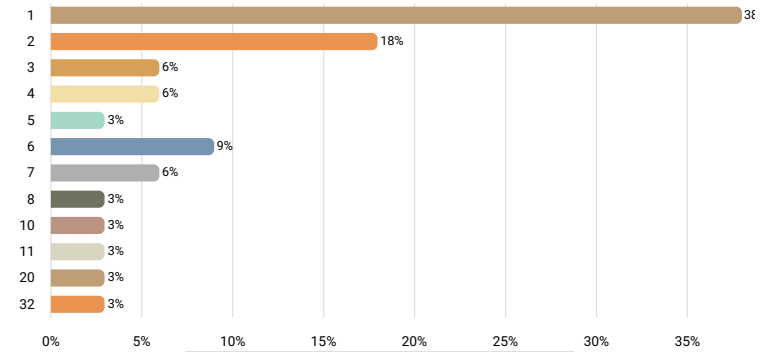
Results	
program manager	2
project manager	2
manager	1
senior project manager	1
wcm and project manager	1
program manager (leve 1-3)	1
precision cleaning director	1
coordinator manager, estimator	1
program management office manager	1
assistant director/operations manager	1
program manager ii - iv and senior aviation program manager	1
avp system integration oper, senior business manager, aeromechanics deputy pm	1

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input

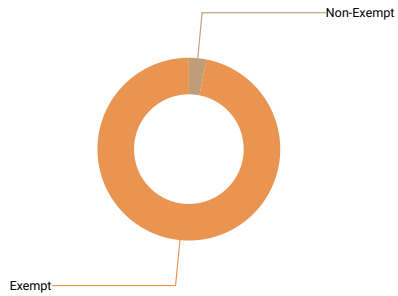


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	10
Mean	5
Median	2
Standard deviation	6

FLSA Status

Answered 34 times
 Skipped 0 times

Select one answer (radio button)

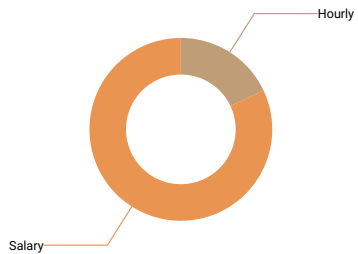


Results	%	N
Non-Exempt	3%	1
Exempt	94%	32

Is this position paid an hourly rate or annual salary?

Answered 34 times
 Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	6
Salary	82%	28

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	39	40	54	60	71	53	54	14
Actual Average Base Rate	5	41	59	66	67	76	62	66	13
Actual Highest Base Rate	5	44	68	74	82	90	72	74	18
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	21	64,275	79,000	89,710	106,911	114,400	91,932	89,710	26,460
Pay Range Maximum Salary	21	99,632	114,150	144,644	175,000	210,475	148,576	144,644	55,470
Actual Lowest Base Salary	27	65,000	83,657	110,011	138,918	159,090	113,304	110,011	39,000
Actual Average Base Salary	27	80,122	100,925	120,000	153,246	177,164	125,389	120,000	38,510
Actual Highest Base Salary	27	80,122	112,140	145,000	166,339	202,082	138,734	145,000	43,400
Average Incentive or Other Cash Bonus (Annual)	14	0	0	6,019.5	19,134	20,208	10,173	6,020	11,770

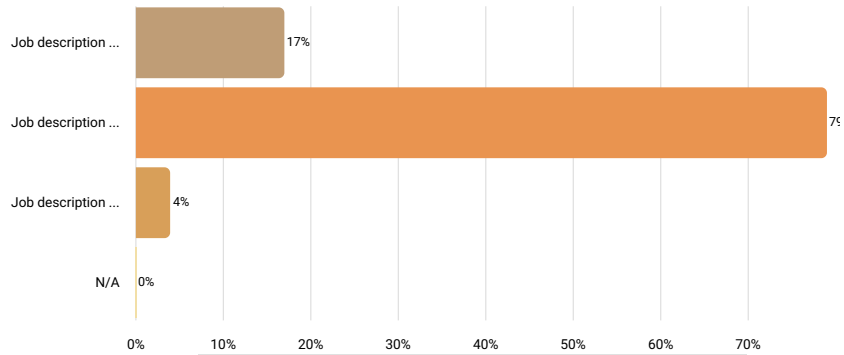
6.11.7 Project or Program Director

Job description

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

Answered 24 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 14 times
Skipped 10 times

Text input

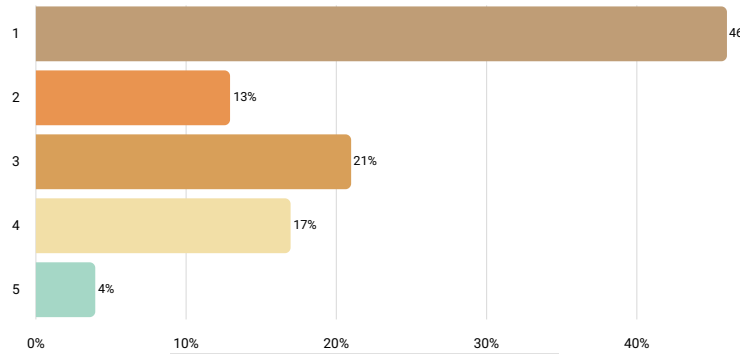
Results
director
project manager
general manager
program manager
project manager ii
technical director
business group lead
director of spacecraft engineering
director of product line management & director of engineering
director of engineering, director of pricing, director of programs, director of services
vice president of finance, sr. vice president of contracts, assistant vp of contracts, avp corporate it, director strategic operations,

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



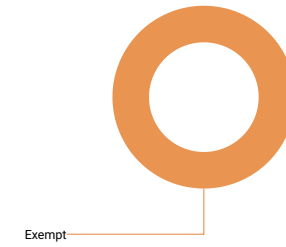
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2
Median	2
Standard deviation	1

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



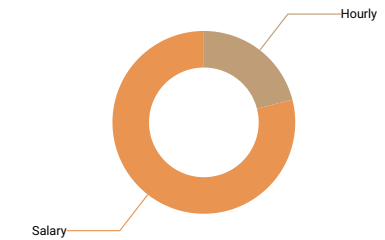
Results	%	N
Non-Exempt	0%	0
Exempt	100%	24

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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	74	84	84	91	127	92	84	20
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	11	89,354	95,550	115,000	142,000	190,008	121,522	115,000	40,081
Pay Range Maximum Salary	11	142,967	143,326	165,000	199,680	262,890	233,379	165,000	204,331
Actual Lowest Base Salary	18	81,620	114,213	142,532	190,008	235,400	152,427	142,532	54,631
Actual Average Base Salary	18	107,536	129,573	159,760	190,008	235,400	164,385	159,760	49,081
Actual Highest Base Salary	18	125,000	139,050	167,500	211,150	257,706	175,387	167,500	48,551
Average Incentive or Other Cash Bonus (Annual)	9	0	0	5,000	25,000	35,310	12,842	5,000	14,541

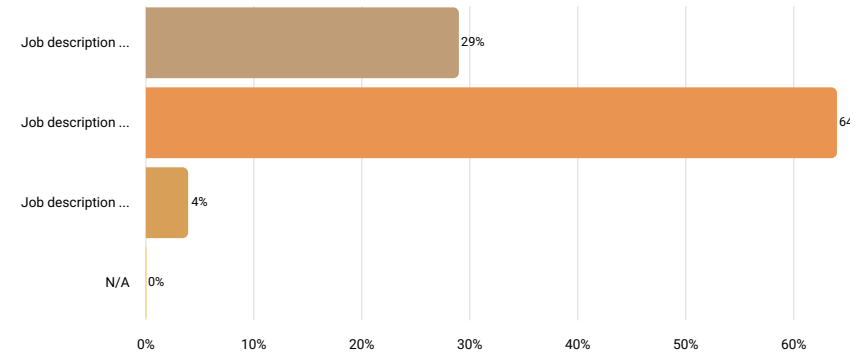
6.11.8 Engineering Manager

Job description

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	64%	18
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

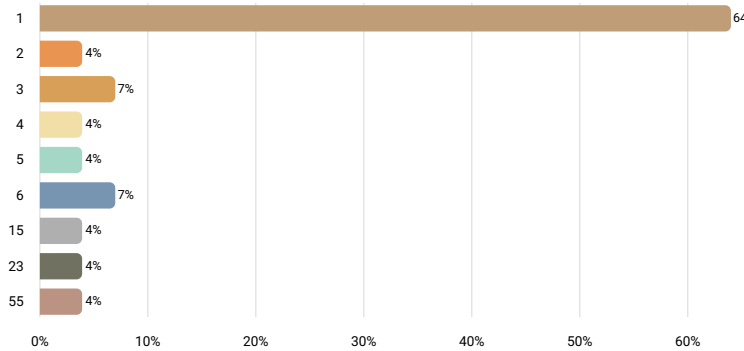
Job Title (if different than above)

Answered 9 times
 Skipped 19 times
 Text input

Results
engineering manager
lean/launch manager
engineering director
manufacturing engineer
maintenance and engineering manager
mgr-quality and process engineering
director of additive manufacturing, director of advanced sensors, director of applied technology
senior vice president, principal engineer, director of intel systems oper, cyber programs manager, atdo division manager

Number of Employees Currently in This Position

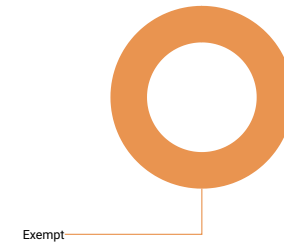
Answered 28 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3.5
90th percentile	15
Mean	5
Median	1
Standard deviation	11

FLSA Status

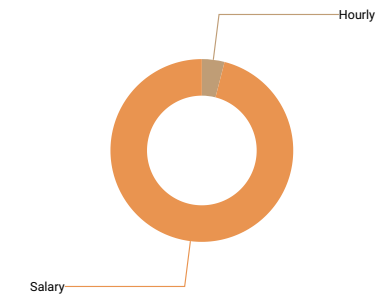
Answered 28 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	96%	27

Is this position paid an hourly rate or annual salary?

Answered 28 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	27

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	20	66,950	77,500	95,349	118,752	132,194.5	99,886	95,349	26,490
Pay Range Maximum Salary	20	105,150	127,500	162,900	179,515.5	220,379	162,532	162,900	45,100
Actual Lowest Base Salary	22	104,000	108,992	123,514	151,171	165,000	127,414	123,514	28,500
Actual Average Base Salary	23	104,000	110,000	132,860	153,800	169,998	135,244	132,860	27,010
Actual Highest Base Salary	23	105,000	113,184	151,171	169,998	189,686	147,054	151,171	40,790
Average Incentive or Other Cash Bonus (Annual)	14	0	0	15,193	26,500	30,000	14,652	15,193	15,330

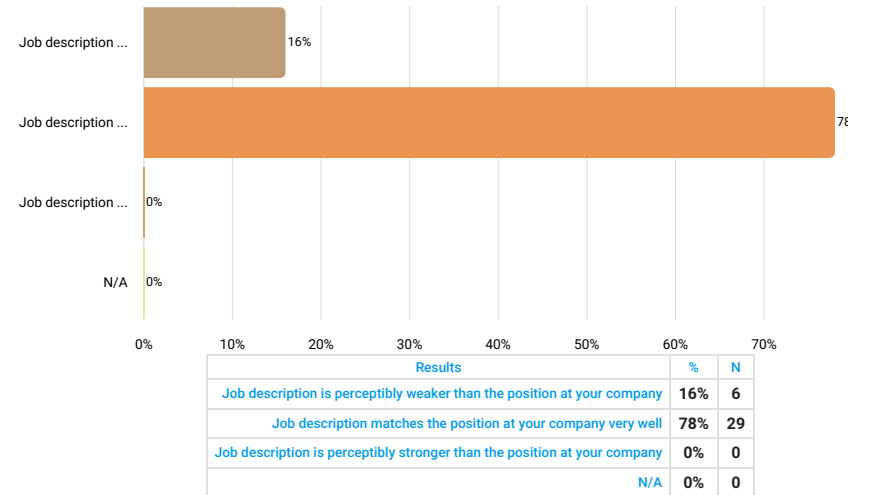
6.11.9 Quality Control Manager

Job description

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

Answered 37 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 15 times

Skipped 22 times

Text input

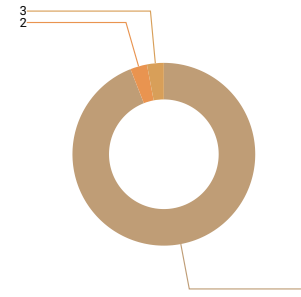
Results	
quality manager	3
manager, quality	2
quality assurance manager	2
mgr, quality	1
manager quality	1
quality director	1
quality manager 2	1
dir quality management	1
tqs/continuous manager	1
quality control manager	1
manager of quality and front end operations	1

Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



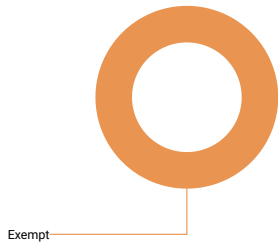
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	37

Compensation data

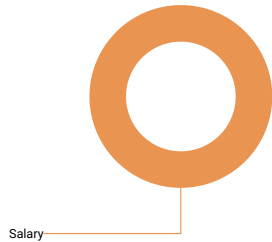
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	26	58,130	70,000	79,500	95,090	116,001	83,598	79,500	19,910
Pay Range Maximum Salary	26	72,660	92,500	119,200	145,912	165,096	118,689	119,200	34,780
Actual Lowest Base Salary	33	65,000	86,640	99,200	115,000	126,325	99,602	99,200	23,070
Actual Average Base Salary	34	65,000	86,640	100,252.5	120,116	126,325	101,913	100,253	24,800
Actual Highest Base Salary	33	65,000	86,640	100,000	120,116	140,286	103,727	100,000	28,400
Average Incentive or Other Cash Bonus (Annual)	16	0	0	7,357.5	16,735	45,039	15,773	7,358	24,720

Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	37

6.11.10 Human Resources Manager

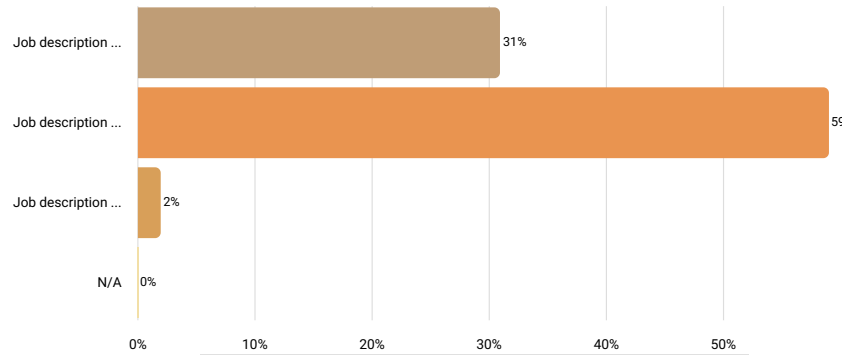
Job description

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	31%	15
Job description matches the position at your company very well	59%	29
Job description is perceptibly stronger than the position at your company	2%	1
N/A	0%	0

Job Title (if different than above)

Answered 18 times

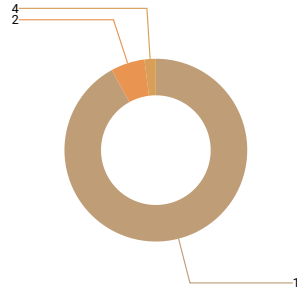
Skipped 31 times

Text input

Results	
hr manager	2
director of human resources	2
director of hr	1
senior manager hr	1
dir human resources	1
mgr, human resources	1
corporate h.r. manager	1
human resource manager	1
assistant director - hr	1
human resources manager	1
director of human capital	1
human resources manager-ii	1
mgr-human resources, huntsville	1
human resources administrative manager	1
senior manager, human resources and community outreach	1
professional services manager, national accounts manager, hr compliance manager	1

Number of Employees Currently in This Position

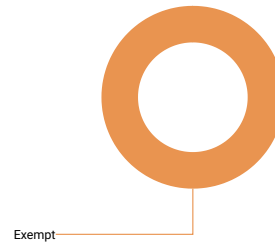
Answered 49 times
 Skipped 0 times
 Number input



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

FLSA Status

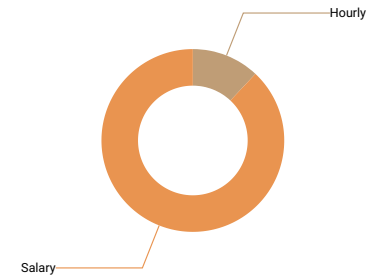
Answered 49 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	49

Is this position paid an hourly rate or annual salary?

Answered 49 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	12%	6
Salary	88%	43

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	36	44	45	50	68	49	45	12
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	32	60,000	65,169	75,199	91,614.5	115,000	80,955	75,199	20,88
Pay Range Maximum Salary	32	78,110	94,800	110,500	137,471.5	194,209	120,809	110,500	43,06
Actual Lowest Base Salary	37	66,250	80,000	87,344	112,000	129,480	95,354	87,344	26,51
Actual Average Base Salary	40	69,197.5	80,000	90,750	111,470.5	134,008	97,720	90,750	26,19
Actual Highest Base Salary	37	69,235	82,000	96,657	118,112	138,766	101,928	96,657	30,17
Average Incentive or Other Cash Bonus (Annual)	21	0	500	6,000	17,500	25,800	10,674	6,000	12,67

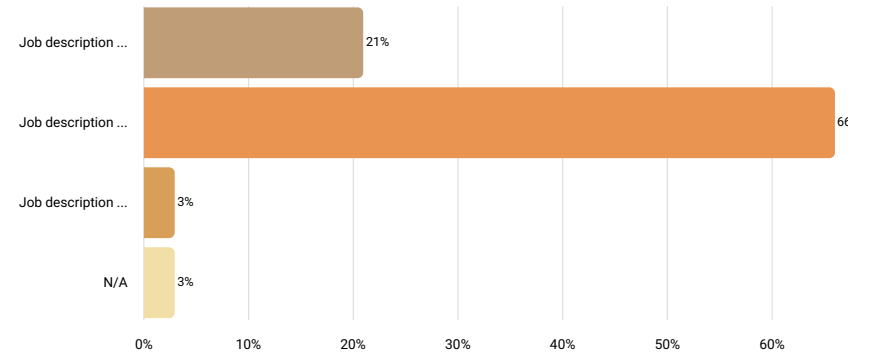
6.11.11 Safety/Environmental Manager

Job description

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

Answered 29 times
Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	21%	6
Job description matches the position at your company very well	66%	19
Job description is perceptibly stronger than the position at your company	3%	1
N/A	3%	1

Job Title (if different than above)

Answered 15 times

Skipped 14 times

Text input

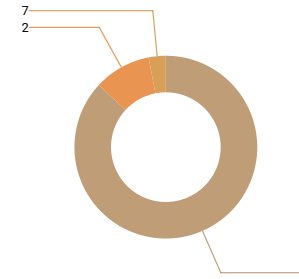
Results	
ehs manager	2
mgr, ehs	1
hsse manager	1
manager safety	1
safety director	1
dir env services	1
security manager	1
manager, safety/health	1
health & safety specialist	1
safety & facilities manager	1
safety and security manager	1
mgr-environmental health & safety	1
security, safety, environmental manager	1
safety mgr, mgr, environmental, health & safety	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



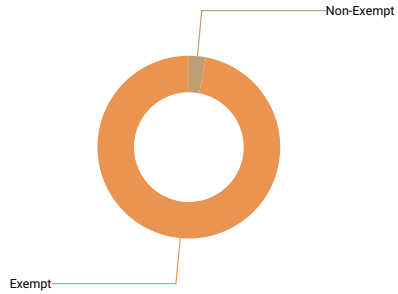
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



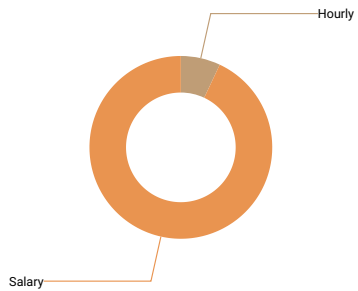
Results	%	N
Non-Exempt	3%	1
Exempt	97%	28

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	2
Salary	93%	27

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	22	60,000	65,000	75,711.5	96,800	109,200	80,287	75,712	21,990
Pay Range Maximum Salary	22	74,500	100,000	114,800	152,000	160,700	122,570	114,800	42,480
Actual Lowest Base Salary	23	65,000	70,000	90,653	110,861	146,000	96,079	90,653	32,370
Actual Average Base Salary	25	65,395	80,000	96,399	110,552	150,000	99,267	96,399	30,170
Actual Highest Base Salary	23	70,000	80,000	95,000	114,800	153,000	101,322	95,000	31,640
Average Incentive or Other Cash Bonus (Annual)	16	0	0	4,138	15,080	41,400	10,508	4,138	14,780

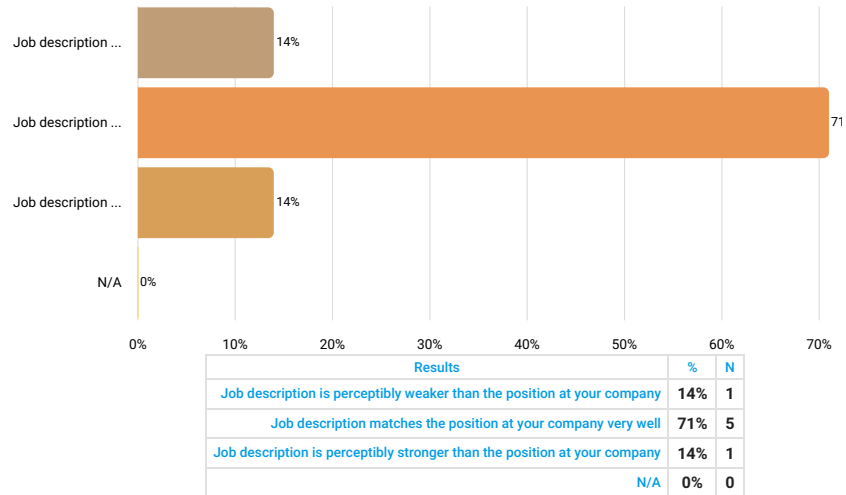
6.11.12 Administrative Manager

Job description

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

Answered 7 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 5 times
Skipped 2 times

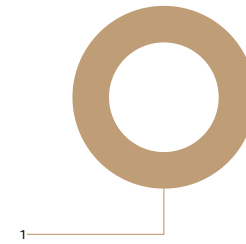
Text input

Results	
firm administrator	1
director of administration	1
director of administration	1
director of business development	1
chief administrative officer/facility security officer	1

Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times

Number input



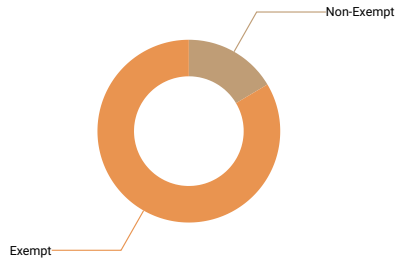
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	14%	1
Exempt	71%	5

Compensation data

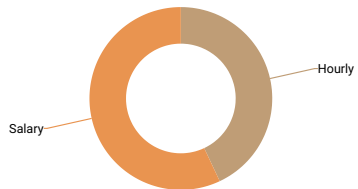
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	43%	3
Salary	57%	4

6.11.13 Contracts Manager

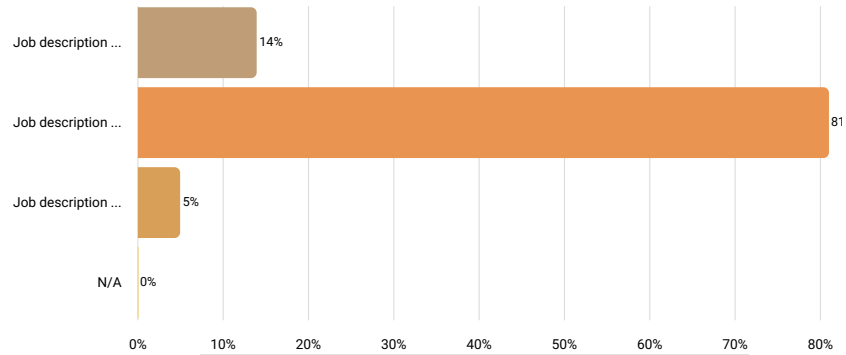
Job description

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	14%	3
Job description matches the position at your company very well	81%	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 10 times

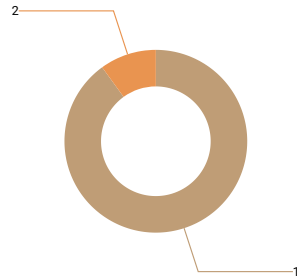
Skipped 11 times

Text input

Results	
contracts manager	1
key account manager	1
contracts specialist	1
contracts manager-iii	1
deputy program manager	1
contracts administrator	1
director of business resources	1
asst dir - contracts and grants	1
contracts administration director	1
program control manager; contracts manganer	1

Number of Employees Currently in This Position

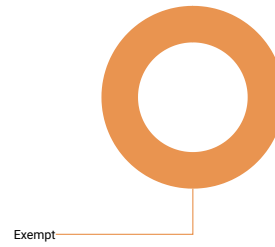
Answered 21 times
 Skipped 0 times
 Number input



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

FLSA Status

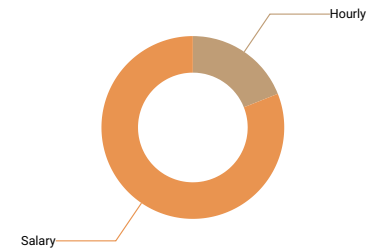
Answered 21 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	19%	4
Salary	81%	17

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	12	45,000	71,400	92,702	131,718	147,071	97,910	92,702	37,61
Pay Range Maximum Salary	12	100,000	105,000	127,868	172,745.5	198,978	137,973	127,868	40,61
Actual Lowest Base Salary	14	66,019	83,200	121,053	154,993	175,048	118,278	121,053	49,55
Actual Average Base Salary	16	72,186	89,193	121,053	147,669	175,048	122,005	121,053	39,43
Actual Highest Base Salary	16	80,000	90,827.5	121,053	154,516.5	175,689	126,190	121,053	39,13
Average Incentive or Other Cash Bonus (Annual)	8	0	2,250	6,750	11,167.5	31,120	8,932	6,750	10,02

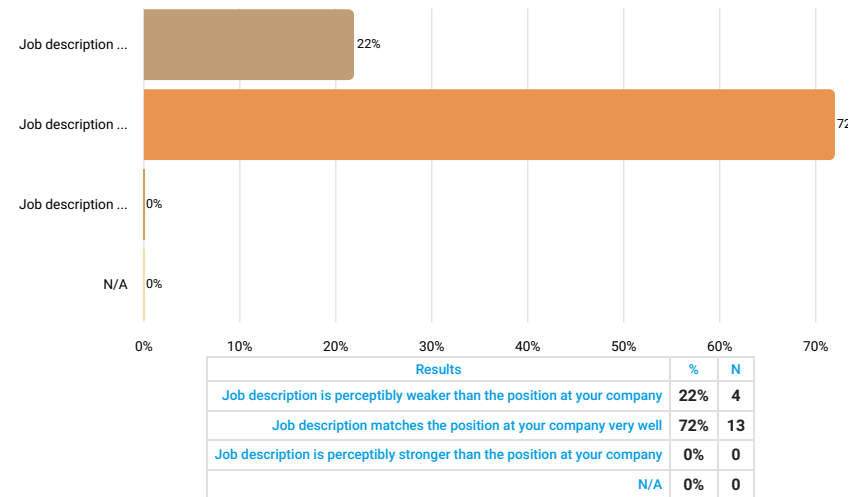
6.11.14 Facilities Manager

Job description

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

Answered 18 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times
Skipped 15 times

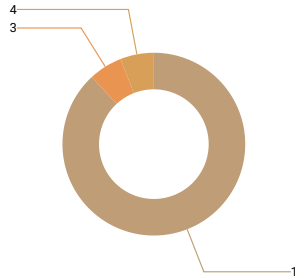
Text input



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

Number of Employees Currently in This Position

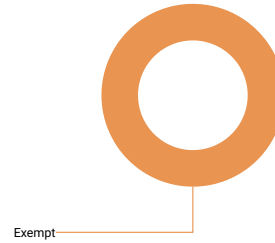
Answered 18 times
 Skipped 0 times
 Number input



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

FLSA Status

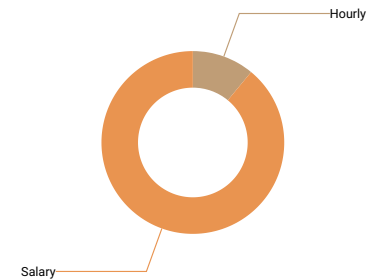
Answered 18 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	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	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	11	40,600	52,894	70,000	78,214	87,569	69,920	70,000	26,441
Pay Range Maximum Salary	11	79,341	80,000	105,970	125,000	125,143	109,246	105,970	42,181
Actual Lowest Base Salary	12	61,066	65,250.5	79,740	97,478	150,085	88,057	79,740	34,931
Actual Average Base Salary	13	61,066	68,910	84,000	90,511	150,085	89,679	84,000	32,111
Actual Highest Base Salary	13	61,066	66,525	84,000	104,956	150,085	90,960	84,000	34,471
Average Incentive or Other Cash Bonus (Annual)	7	0	0	5,248	10,743	42,600	9,327	5,248	15,241

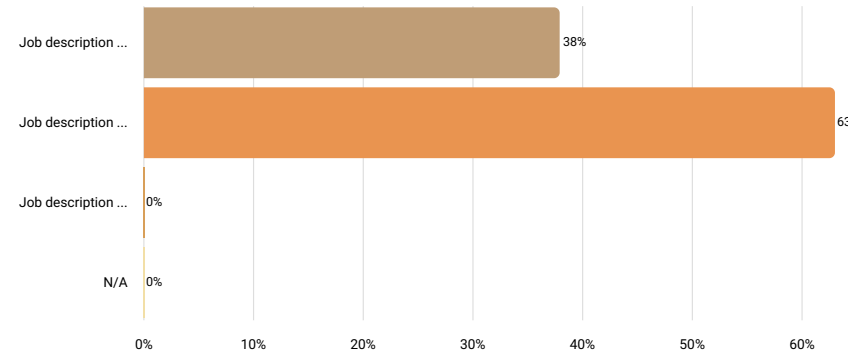
6.11.15 Proposal Manager

Job description

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

Answered 8 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

Answered 3 times
Skipped 5 times

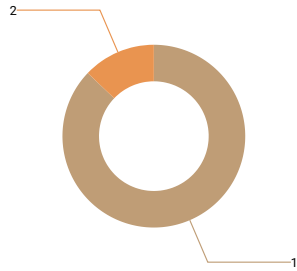
Text input



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

Number of Employees Currently in This Position

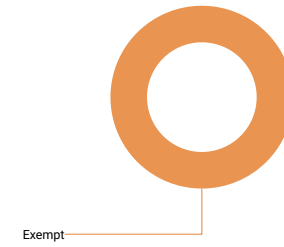
Answered 8 times
 Skipped 0 times
 Number input



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

FLSA Status

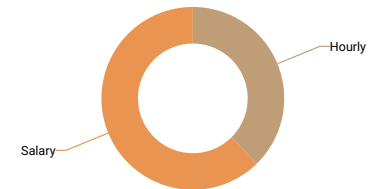
Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

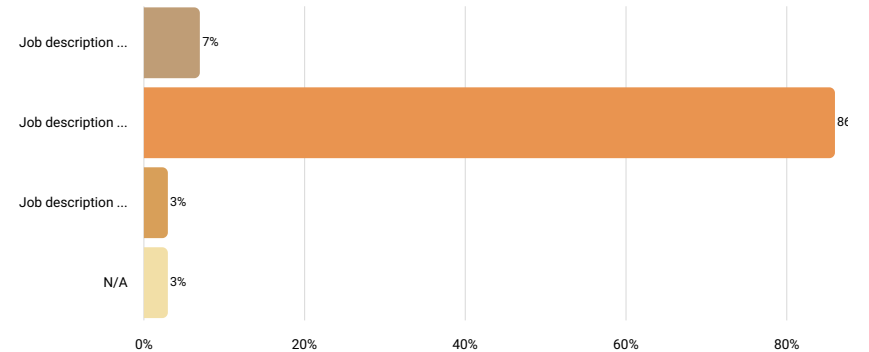
6.11.16 Plant Manager

Job description

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		7%	2
Job description matches the position at your company very well		86%	25
Job description is perceptibly stronger than the position at your company		3%	1
N/A		3%	1

Job Title (if different than above)

Answered 15 times

Skipped 14 times

Text input

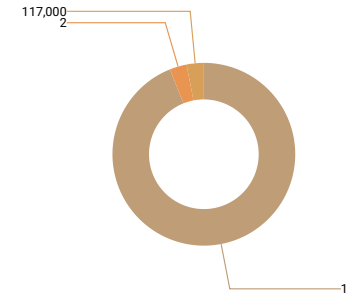
Results	
plant manager	3
general manager	3
dir, plant	1
site manager	1
plant director	1
superintendent	1
general mangaer	1
site manager, safety & r&d	1
associate director-huntsville	1
general manager, manufacturing	1
millwork plant manager, truss plant manager	1

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



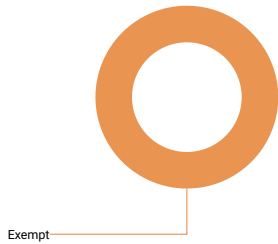
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	4,035
Median	1
Standard deviation	21,726

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	93%	27

Compensation data

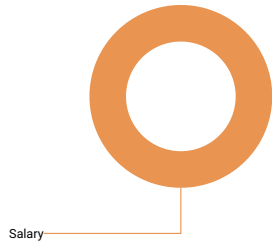
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	22	73,000	88,000	118,500	142,168	165,200	119,319	118,500	36,470
Pay Range Maximum Salary	21	117,000	125,000	160,000	200,000	226,992	167,383	160,000	54,620
Actual Lowest Base Salary	19	72,500	100,000	142,168	188,419	220,000	145,788	142,168	53,980
Actual Average Base Salary	24	85,000	107,500	143,084	181,377.5	206,930	144,860	143,084	43,320
Actual Highest Base Salary	20	90,710	116,000	143,084	184,210	207,090	146,491	143,084	42,920
Average Incentive or Other Cash Bonus (Annual)	18	0	1,000	13,600	35,400	75,157	22,674	13,600	27,660

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	29

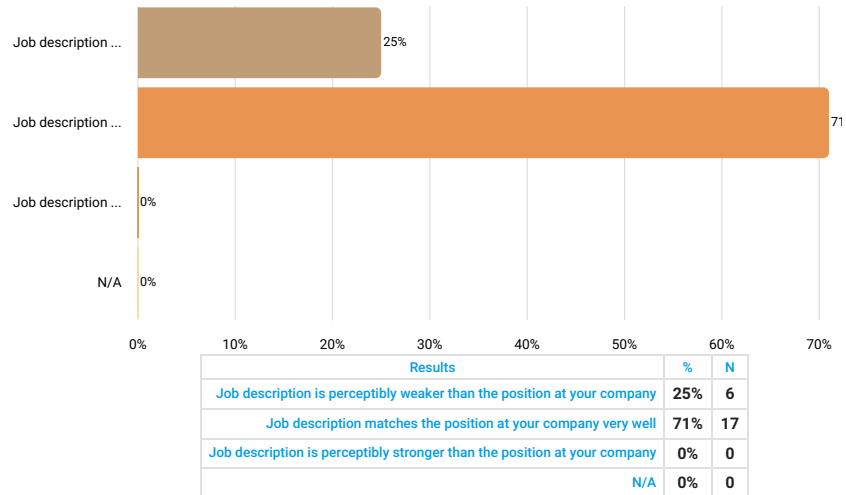
6.11.17 Purchasing Manager

Job description

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

Answered 24 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times
Skipped 18 times

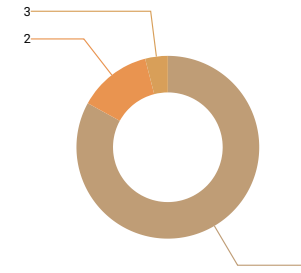
Text input

Results	
procurement manager	2
purchasing agent	1
purchasing manager	1
manager, procurement	1
tactical supply chain manager	1

Number of Employees Currently in This Position

Answered 24 times
Skipped 0 times

Number input



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

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Exempt

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

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	17	45,000	70,000	78,571	90,200	105,000	79,385	78,571	21,147
Pay Range Maximum Salary	17	65,000	95,000	105,000	125,000	152,000	111,215	105,000	32,747
Actual Lowest Base Salary	19	61,240	80,408	92,000	106,000	120,000	94,095	92,000	25,500
Actual Average Base Salary	19	67,475	84,000	92,400	106,000	120,000	95,341	92,400	24,650
Actual Highest Base Salary	20	62,713	81,955	92,200	106,750	118,000	94,727	92,200	25,290
Average Incentive or Other Cash Bonus (Annual)	10	0	0	1,000	20,000	65,119	15,584	1,000	32,747

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	24

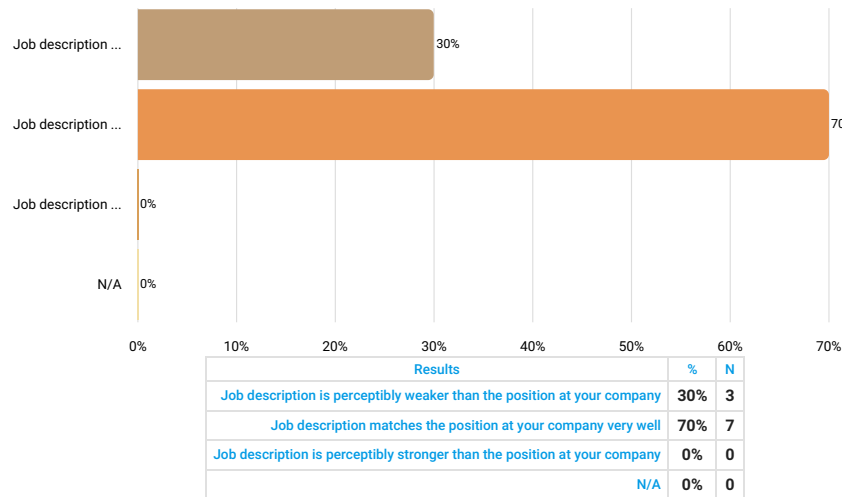
6.11.18 Continuous Improvement Manager

Job description

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 3 times
Skipped 7 times

Text input

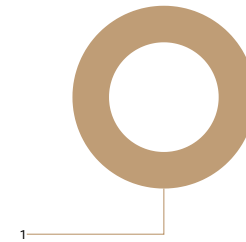


We are sorry but the collected data is not sufficient to render an accurate result.

Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times

Number input



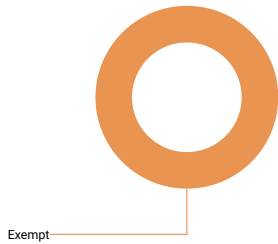
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

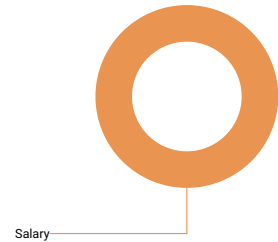
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	9	60,000	75,800	84,472	101,154	135,000	89,158	84,472	22,150
Pay Range Maximum Salary	9	74,000	110,000	126,708	160,000	189,400	131,606	126,708	41,840
Actual Lowest Base Salary	9	74,000	105,000	142,000	160,340	165,600	126,351	142,000	35,900
Actual Average Base Salary	10	77,000	102,000	123,530	160,340	164,050	123,917	123,530	34,710
Actual Highest Base Salary	9	74,000	105,000	142,000	160,340	165,600	126,352	142,000	35,900
Average Incentive or Other Cash Bonus (Annual)	9	0	17,100	28,533	40,000	74,000	30,640	28,533	25,010

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

6.12 Executive Positions (11 occupations)

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

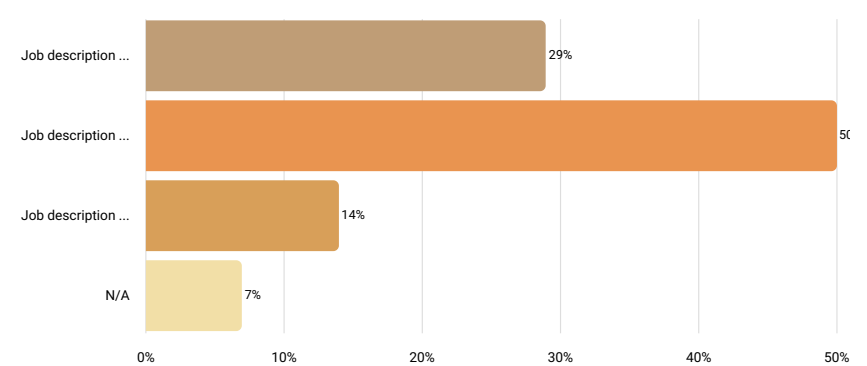
Job description

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	50%	7
Job description is perceptibly stronger than the position at your company	14%	2
N/A	7%	1

Job Title (if different than above)

Answered 8 times

Skipped 6 times

Text input

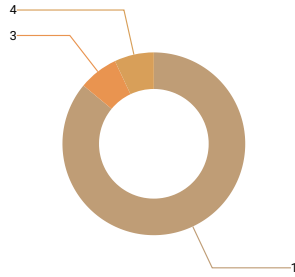
Results	
vp sales	1
director of sales	1
chief growth officer	1
vp of investor relations	1
vice pres comm and mktng	1
director, business development	1
vice president of business development	1
vp of marketing / vp of tourism / vp of conventions	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



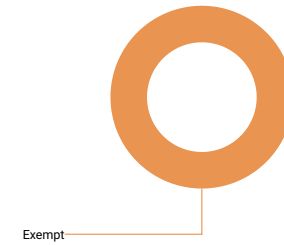
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



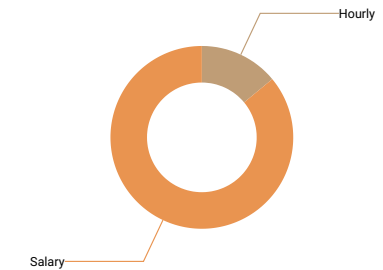
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	2
Salary	86%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	10,000	85,000	93,429	110,000	120,000	86,524	93,429	32,841
Pay Range Maximum Salary	9	85,224	125,000	151,234	180,000	312,000	162,945	151,234	66,521
Actual Lowest Base Salary	8	85,224	94,875	100,003	155,000	350,818	141,975	100,003	88,821
Actual Average Base Salary	10	87,612	90,000	104,416	150,000	255,409	135,487	104,416	79,801
Actual Highest Base Salary	9	85,224	100,000	140,000	160,000	1,000,006	243,920	140,000	294,721
Average Incentive or Other Cash Bonus (Annual)	8	0	0	14,691	24,500	96,000	21,798	14,691	31,781

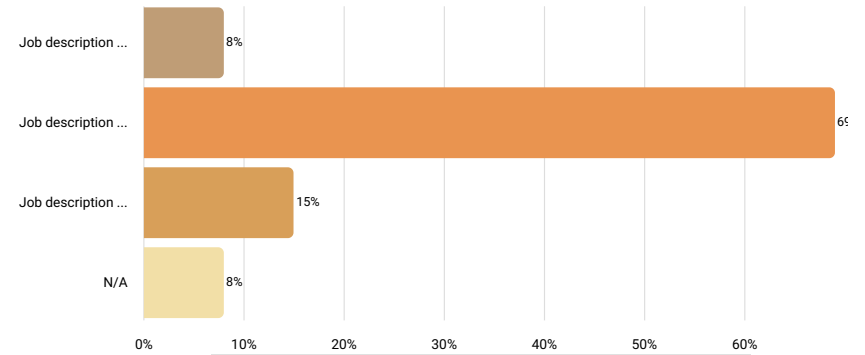
6.12.2 Top Technical Exec (CTO/VP Technology)

Job description

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

Answered 13 times
Skipped 0 times

Select one answer (radio button)



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

Job Title (if different than above)

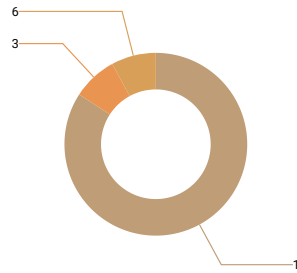
Answered 6 times
Skipped 7 times

Text input

Results	
chief analyst	1
operations manager	1
chief technical officer	1
chief technology officer	1
executive vice president	1
chief information officer	1

Number of Employees Currently in This Position

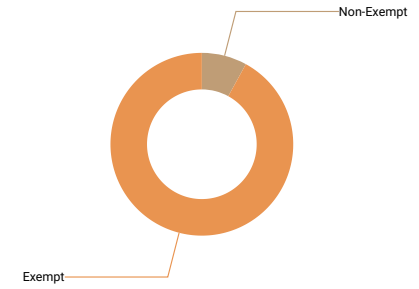
Answered 13 times
 Skipped 0 times
 Number input



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

FLSA Status

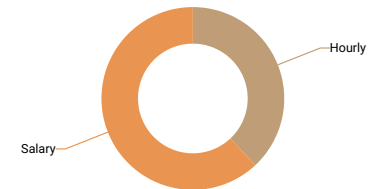
Answered 13 times
 Skipped 0 times
 Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	38%	5
Salary	62%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	12	79	80	85	88	69	80	32
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	23,000	156,520	187,500	214,240	280,000	174,793	187,500	85,591
Actual Average Base Salary	6	33,000	156,520	187,500	214,240	315,000	182,293	187,500	91,591
Actual Highest Base Salary	6	33,000	156,520	187,500	214,240	390,000	194,793	187,500	115,361
Average Incentive or Other Cash Bonus (Annual)									

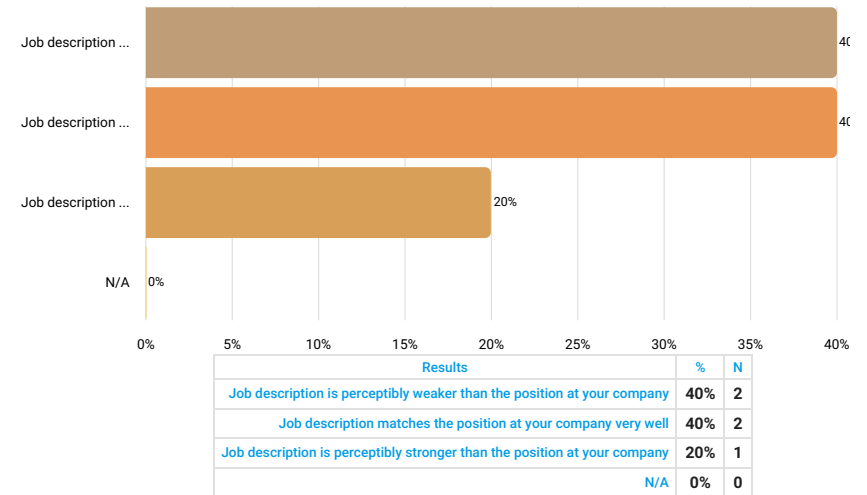
6.12.3 Top Quality Assurance Exec (VP Quality)

Job description

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

Answered 5 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times
Skipped 3 times

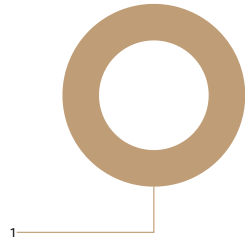
Text input



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

Number of Employees Currently in This Position

Answered 5 times
Skipped 0 times
Number input



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

FLSA Status

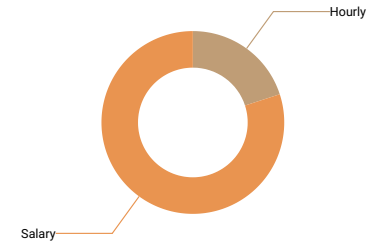
Answered 5 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 5 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	20%	1
Salary	80%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

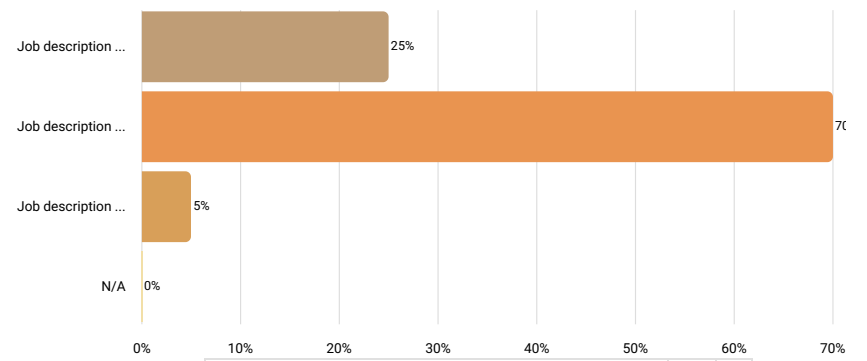
6.12.4 Top Programs Exec (VP Programs)

Job description

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	25%	5
Job description matches the position at your company very well	70%	14
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

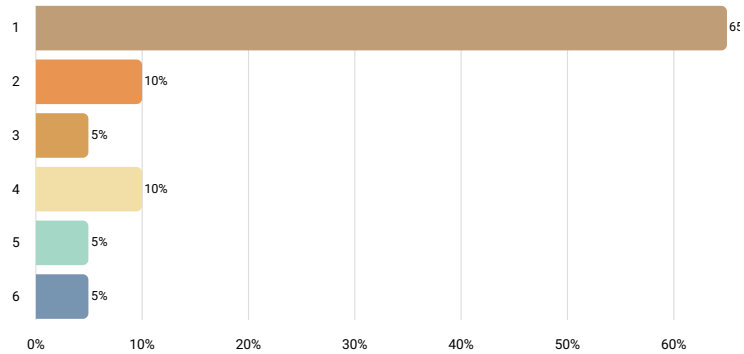
Job Title (if different than above)

Answered 8 times
 Skipped 12 times
 Text input

Results	
senior vice president	1
exec dir revenue cycle	1
vice president manager	1
vice president / division manager	1
vice president, vocational services	1
avp, learning & development, senior vp	1
vice president of business development	1
senior vice president, huntsville operations	1

Number of Employees Currently in This Position

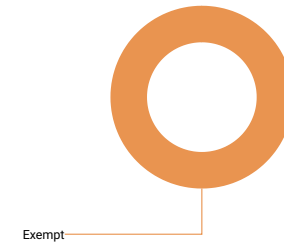
Answered 20 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	4.5
Mean	2
Median	1
Standard deviation	2

FLSA Status

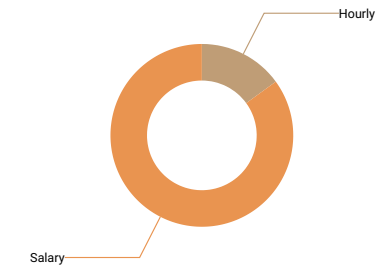
Answered 20 times
 Skipped 0 times
 Select one answer (radio button)



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	15%	3
Salary	85%	17

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	12	78,214	98,622	129,310	156,166	172,348	128,006	129,310	39,661
Pay Range Maximum Salary	12	110,000	132,226.5	175,613	235,331	274,960	178,905	175,613	78,571
Actual Lowest Base Salary	17	90,000	134,030	157,186	195,527	223,704	159,701	157,186	43,291
Actual Average Base Salary	17	100,000	141,440	165,443	195,528	223,704	165,328	165,443	39,371
Actual Highest Base Salary	17	105,000	141,440	185,286	202,401	223,704	173,168	185,286	39,451
Average Incentive or Other Cash Bonus (Annual)	9	0	0	1,000	15,808	120,000	22,090	1,000	41,131

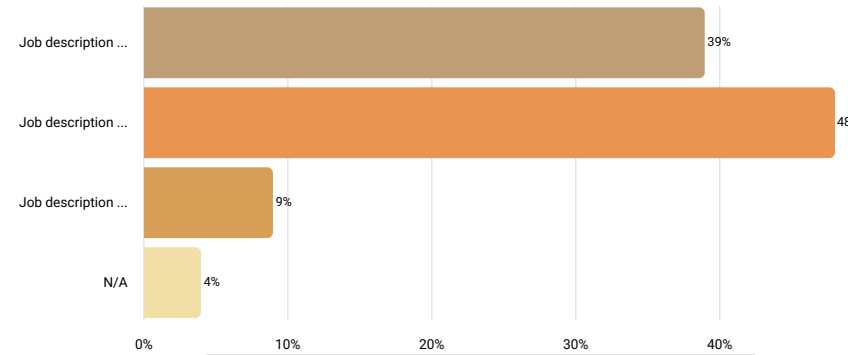
6.12.5 Top Financial Exec (CFO)

Job description

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	39%	9
Job description matches the position at your company very well	48%	11
Job description is perceptibly stronger than the position at your company	9%	2
N/A	4%	1

Job Title (if different than above)

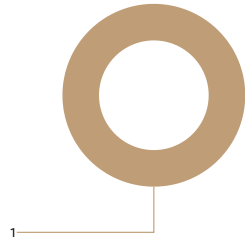
Answered 10 times
Skipped 13 times

Text input

Results	Count
cfo	3
chief financial officer	3
controller	1
director of finance	1
top financial exec/cfo	1
vp - finance and operation	1

Number of Employees Currently in This Position

Answered 23 times
Skipped 0 times
Number input



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

FLSA Status

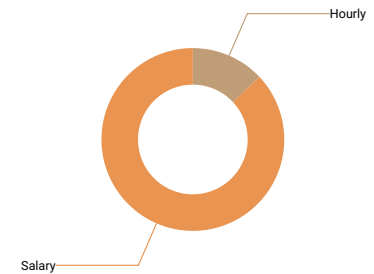
Answered 23 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	23

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	13%	3
Salary	87%	20

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	14	70,000	98,345	123,440	187,200	221,083	139,858	123,440	56,67
Pay Range Maximum Salary	14	57,474	126,880	163,643	196,612	230,700	160,247	163,643	70,42
Actual Lowest Base Salary	15	93,142	119,810	162,718	199,992	230,700	166,325	162,718	68,99
Actual Average Base Salary	17	75,000	126,880	162,718	199,992	240,000	167,458	162,718	70,58
Actual Highest Base Salary	15	93,142	126,880	162,718	210,246	230,700	171,245	162,718	68,83
Average Incentive or Other Cash Bonus (Annual)	9	1,000	12,000	15,165	25,000	57,475	19,776	15,165	16,85

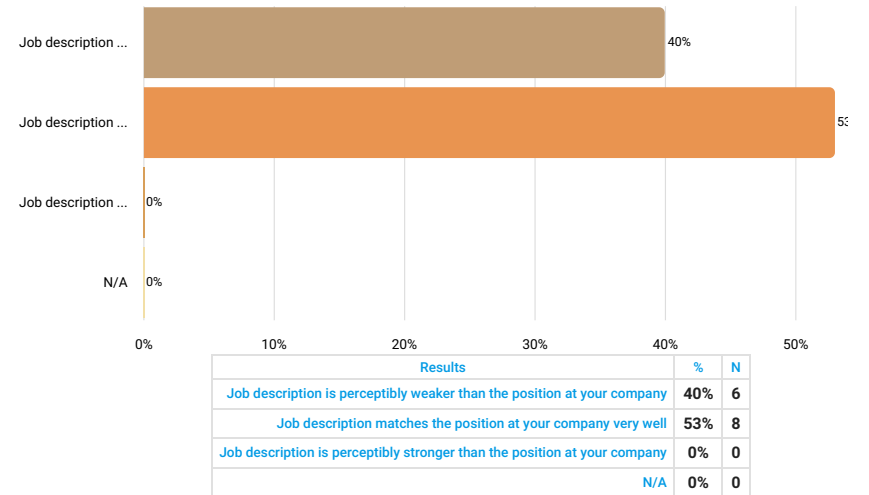
6.12.6 Top Manufacturing/Production Executive

Job description

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

Answered 15 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 10 times

Skipped 5 times

Text input

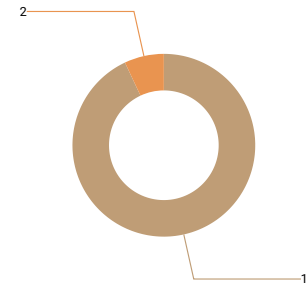
Results	
general manager	1
vp manufacturing	1
vp - manufacturing	1
manufacturing manager	1
director of operations	1
vice president of sales	1
director of manufacturing	1
vice pres senior support svc	1
vice president of operations	1
vice president, manufacturing/business development	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



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

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Exempt

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

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	9	10,000	119,810	153,800	160,000	187,200	132,925	153,800	53,49
Pay Range Maximum Salary	9	109,200	149,760	180,000	205,000	312,000	182,877	180,000	58,17
Actual Lowest Base Salary	12	109,200	124,905	164,400	181,250	187,200	156,644	164,400	70,03
Actual Average Base Salary	14	109,200	134,785	164,400	182,500	216,250	168,211	164,400	52,66
Actual Highest Base Salary	12	130,000	145,880	175,109.5	184,850	312,000	184,307	175,110	64,73
Average Incentive or Other Cash Bonus (Annual)	6	0	0	5,500	23,282	90,000	20,714	5,500	35,12

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	15

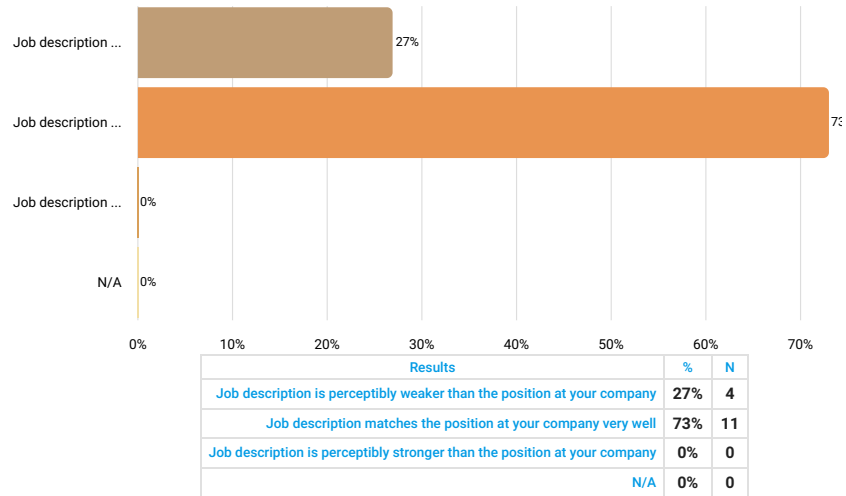
6.12.7 Top HR Exec (CHRO/VP HR)

Job description

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

Answered 15 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 7 times
Skipped 8 times

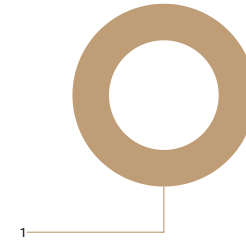
Text input

Results	
director of human resources	4
avp, director of hr	1
vice pres human resources	1
associate vice president - hr	1

Number of Employees Currently in This Position

Answered 15 times
Skipped 0 times

Number input



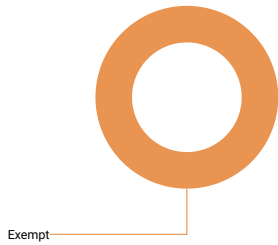
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



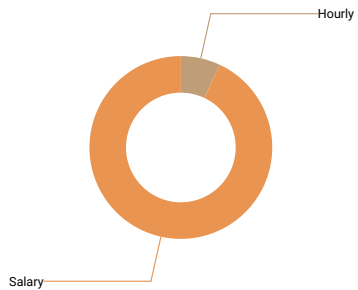
Results	%	N
Non-Exempt	0%	0
Exempt	93%	14

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	14

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	10	35,000	76,273	106,275	125,000	136,950	95,594	106,275	40,080
Pay Range Maximum Salary	10	112,571.5	129,500	147,500	170,000	260,150	163,751	147,500	59,500
Actual Lowest Base Salary	11	112,551	123,600	130,000	145,000	178,913	136,959	130,000	29,200
Actual Average Base Salary	11	123,600	123,843	130,000	145,000	178,913	140,495	130,000	26,510
Actual Highest Base Salary	10	118,075.5	123,843	130,000	145,000	190,242	140,655	130,000	27,940
Average Incentive or Other Cash Bonus (Annual)	7	0	0	12,000	30,000	34,725	15,157	12,000	14,880

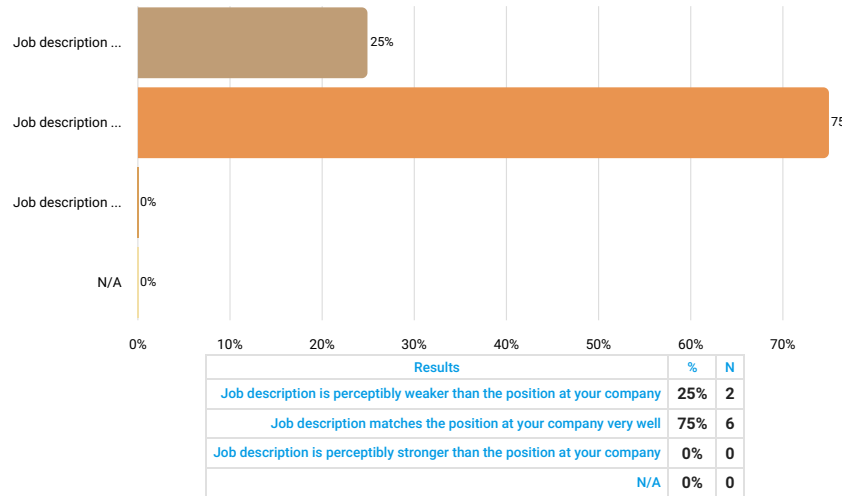
6.12.8 Top Contracts Executive

Job description

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)

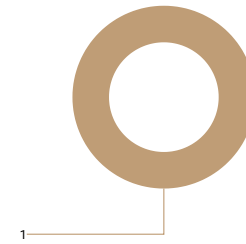
Answered 5 times
Skipped 3 times

Text input

Results	
director, contracts	1
executive vice president	1
vice president contracts	1
vice president - contracts	1
vice president of contracts	1

Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times
Number input



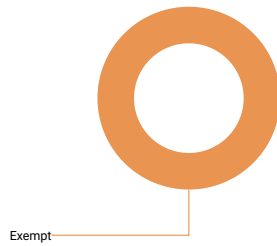
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Compensation data

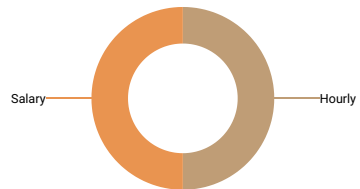
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	4
Salary	50%	4

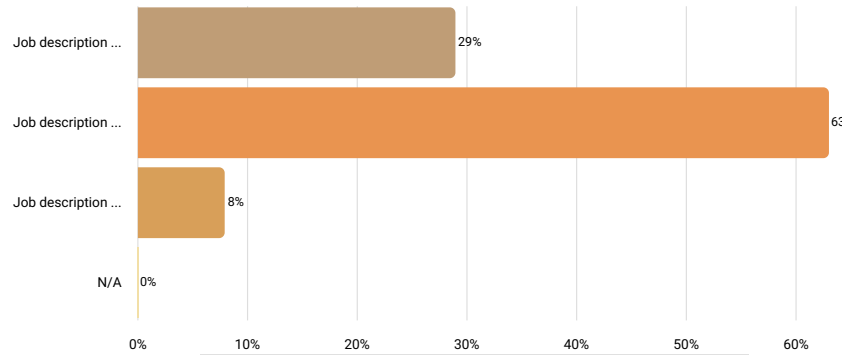
6.12.9 Chief Operating Officer (COO)

Job description

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	63%	15
Job description is perceptibly stronger than the position at your company	8%	2
N/A	0%	0

Job Title (if different than above)

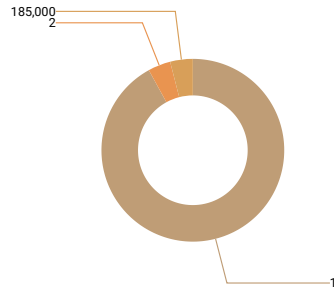
Answered 11 times
Skipped 13 times

Text input

Results	
coo	1
us country manager	1
ex vice president coo	1
director of operations	1
chief operation officer	1
chief operations officer	1
vp professional services	1
vice president of finance	1
vice president of operations	1
senior director of operations	1
executive vice president of operations	1

Number of Employees Currently in This Position

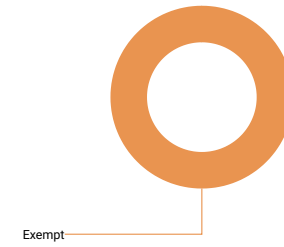
Answered 24 times
 Skipped 0 times
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	7,709
Median	1
Standard deviation	37,763

FLSA Status

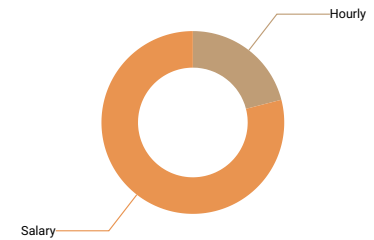
Answered 24 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	24

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	Standard deviation
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									
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	0	0	20,000	4,000	0	8,944
Pay Range Minimum Salary	16	70,000	77,500	120,000	175,000	193,536	123,220	120,000	55,000
Pay Range Maximum Salary	16	80,000	121,401.5	167,500	197,507	261,843	168,802	167,500	69,440
Actual Lowest Base Salary	13	75,000	140,000	175,000	187,096	210,000	161,260	175,000	50,280
Actual Average Base Salary	14	116,484	140,000	180,000	190,000	240,000	169,644	180,000	47,610
Actual Highest Base Salary	14	116,484	140,000	175,000	187,096	240,000	171,511	175,000	53,170
Average Incentive or Other Cash Bonus (Annual)	12	0	1,747.5	13,484	35,500	140,000	38,039	13,484	60,310

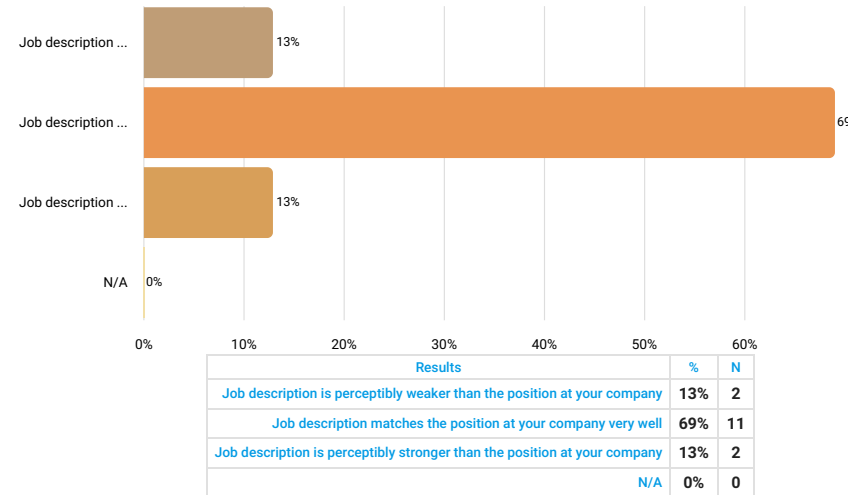
6.12.10 Chief Administrative Officer (VP Admin)

Job description

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

Answered 16 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 9 times

Skipped 7 times

Text input

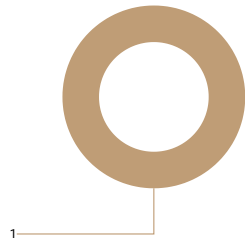
Results	
chief administrative officer	2
vice president	1
city administrator	1
vp of finance & administration	1
senior director of administration	1
vice president corporate operations	1
senior vice president of business services	1
vice president - finance and administration	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



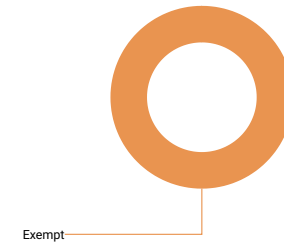
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



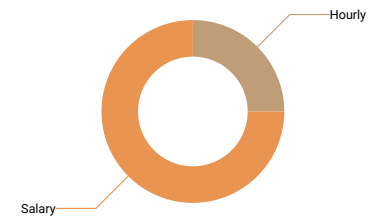
Results	%	N
Non-Exempt	0%	0
Exempt	94%	15

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	4
Salary	75%	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									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	8	68,165	85,500	127,364	153,200	160,000	120,037	127,364	38,730
Pay Range Maximum Salary	8	80,000	126,117	166,847	197,700	205,000	158,291	166,847	46,500
Actual Lowest Base Salary	10	87,500	101,000	160,500	175,000	237,571	155,208	160,500	57,920
Actual Average Base Salary	10	87,500	101,000	160,500	175,000	237,571	155,208	160,500	57,920
Actual Highest Base Salary	10	87,500	101,000	160,500	175,000	237,571	155,208	160,500	57,920
Average Incentive or Other Cash Bonus (Annual)	6	0	0	1,000	25,000	101,000	21,333	1,000	40,240

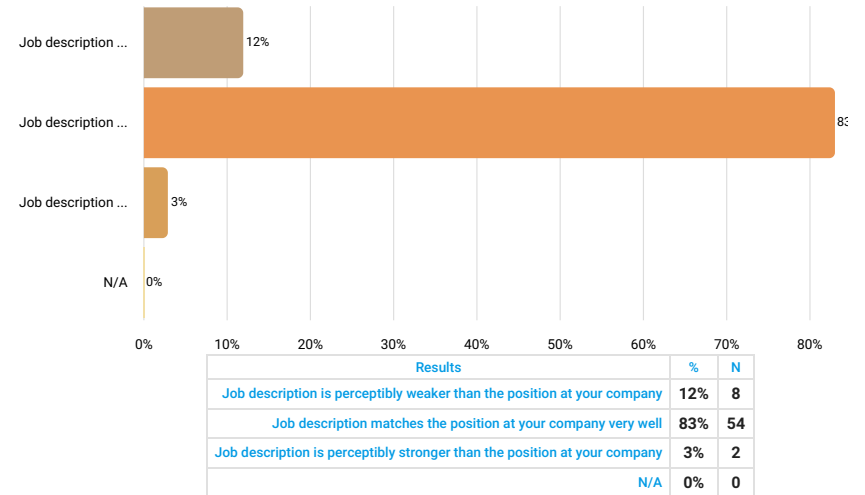
6.12.11 CEO/President

Job description

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

Answered 65 times
Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 15 times

Skipped 50 times

Text input

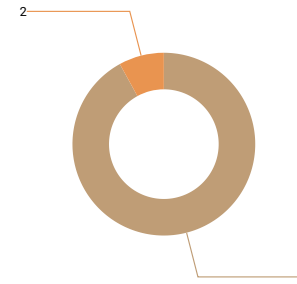
Results	
president	3
president and ceo	2
executive director	2
same	1
mayor	1
ceo president	1
ceo/president	1
ceo & president	1
president / ceo	1
deputy general manager	1
president services and manufacturing	1

Number of Employees Currently in This Position

Answered 65 times

Skipped 0 times

Number input



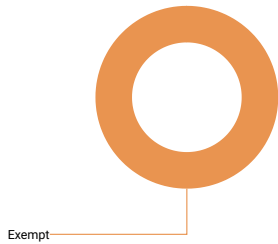
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 65 times

Skipped 0 times

Select one answer (radio button)



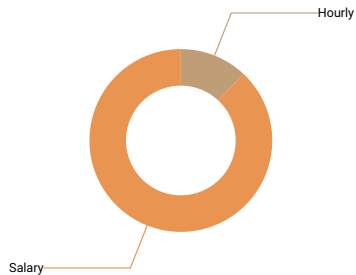
Results	%	N
Non-Exempt	0%	0
Exempt	100%	65

Is this position paid an hourly rate or annual salary?

Answered 65 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	12%	8
Salary	88%	57

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	70	77	89.5	95	139	93	90	24
Pay Range Maximum Rate	6	77	95	129	150	241	137	129	58
Actual Lowest Base Rate	6	77	95	108	128	129	108	108	20
Actual Average Base Rate	6	77	95	108	128	129	108	108	20
Actual Highest Base Rate	6	77	95	108	128	129	108	108	20
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	0	0	25,000	5,000	0	11,180
Pay Range Minimum Salary	37	80,000	138,900	159,120	200,000	270,400	164,438	159,120	71,370
Pay Range Maximum Salary	36	120,000	169,922	207,412.5	302,422.5	400,000	241,419	207,413	116,750
Actual Lowest Base Salary	50	101,168	150,000	199,486	238,702	302,422.5	204,167	199,486	103,460
Actual Average Base Salary	52	108,618	150,077.5	199,486	243,755	325,000	209,944	199,486	103,050
Actual Highest Base Salary	50	114,309	150,155	200,000	250,016	317,422.5	214,616	200,000	104,880
Average Incentive or Other Cash Bonus (Annual)	31	0	0	5,141	50,000	130,000	41,572	5,141	68,420

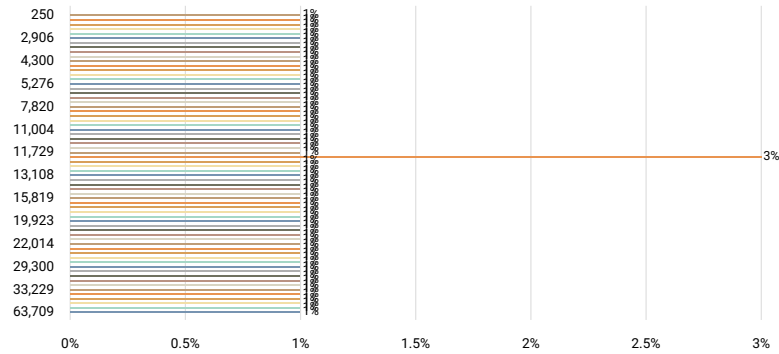
7. General Benefit Information

7.1. Average Benefit Cost Per Employee

Answered 67 times

Skipped 76 times

Number input



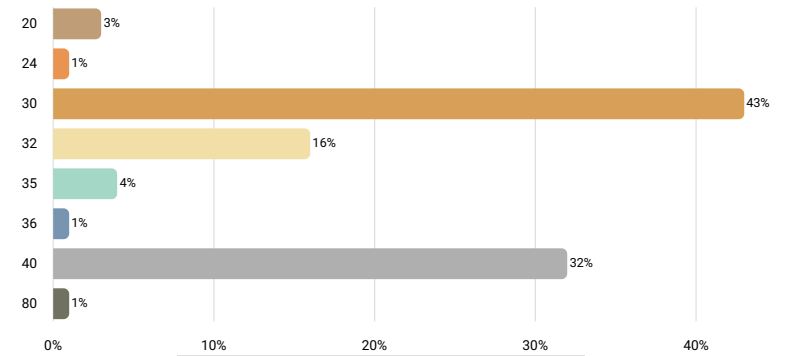
Statistics	
10th percentile	2,912
25th percentile	5,923
50th percentile	12,011
75th percentile	22,000
90th percentile	31,551
Mean	15,884
Median	12,011
Standard deviation	12,978

7.2. How many hours do employees work per week to be considered FTE?

Answered 136 times

Skipped 7 times

Number input



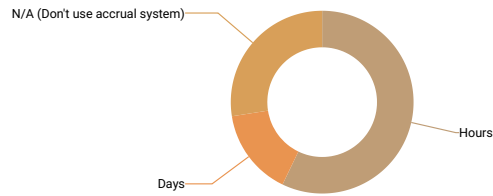
Statistics	
10th percentile	30
25th percentile	30
50th percentile	32
75th percentile	40
90th percentile	40
Mean	34
Median	32
Standard deviation	6

7.3. How do you calculate accrual rates?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hours	52%	74
Days	14%	20
N/A (Don't use accrual system)	25%	36

7.4. Types of Coverage Offered

Answered 140 times

Skipped 3 times

Select multiple answers per row for multiple rows (checkboxes)

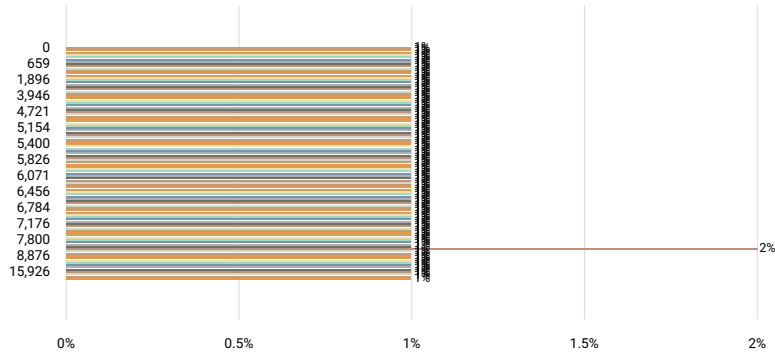
	Offered for FTE	Offered for Part-Time Employees	Self Insured
Medical	98%	11%	22%
Dental	98%	11%	14%
Vision	92%	12%	6%
Prescription Drug Plan	80%	11%	14%
Life Insurance	97%	11%	4%
Health Spending/Savings Account	61%	10%	4%
Dependent Plan	67%	11%	4%
Pension Plan (Defined Benefit)	11%	4%	
401(k) Plan	94%	34%	4%
PTO (typically includes sick, vacation, holiday and/or personal leave in one policy)	73%	14%	
Sick Leave	35%	9%	1%
Family/Parental Leave	36%	6%	1%
Vacation	57%	11%	2%
Bereavement	86%	16%	2%
Jury Duty Leave	94%	19%	2%
Personal Leave	33%	8%	1%
Short-term Disability	95%	10%	2%
Long-term Disability	92%	9%	1%
Salary Continuation Plan	15%	2%	
Education Assistance/Tuition Reimbursement	71%	8%	1%
Employee Assistance Plan	68%	18%	3%
Flex Time	34%	14%	

7.5. Medical Coverage (Individual) Total Cost Per Employee

Answered 103 times

Skipped 40 times

Number input



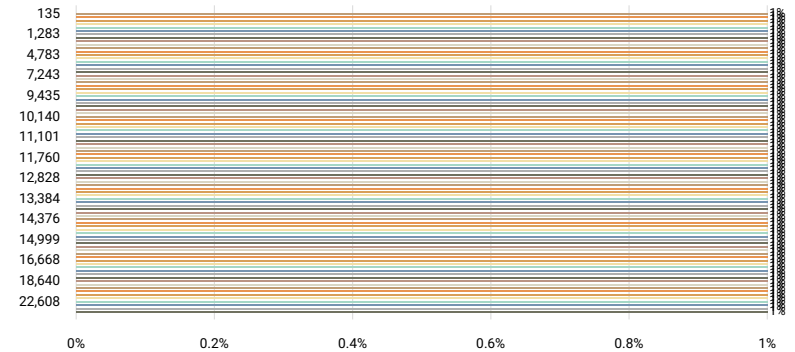
Statistics	
10th percentile	1,045
25th percentile	4,211
50th percentile	5,868
75th percentile	7,176
90th percentile	8,876
Mean	6,076
Median	5,868
Standard deviation	4,506

7.6. Medical Coverage (Individual +1) Total Cost Per Employee

Answered 88 times

Skipped 55 times

Number input



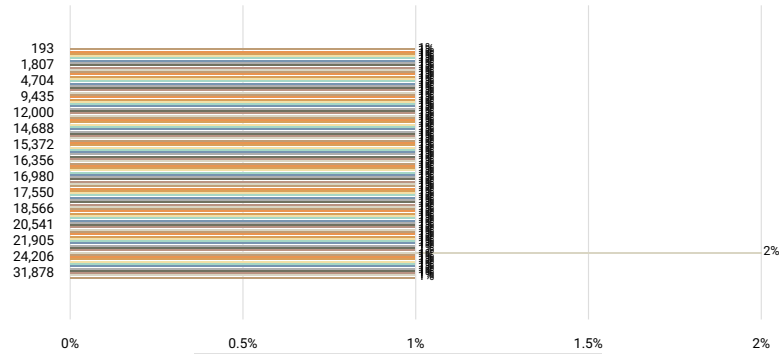
Statistics	
10th percentile	1,910
25th percentile	7,974.5
50th percentile	12,024
75th percentile	14,795.5
90th percentile	19,557
Mean	12,300
Median	12,024
Standard deviation	8,211

7.7. Medical Coverage (Family) Total Cost Per Employee

Answered 102 times

Skipped 41 times

Number input



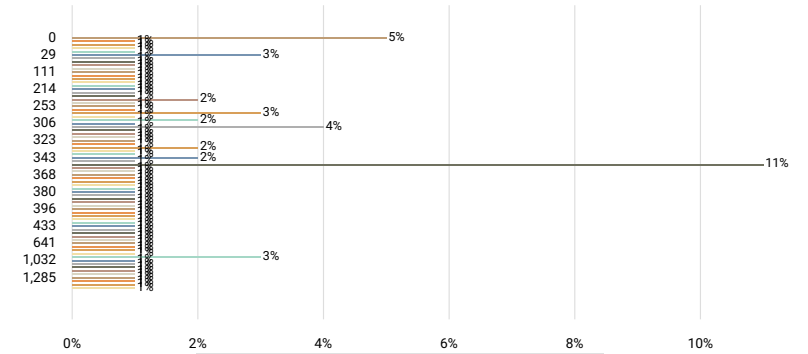
Statistics	
10th percentile	2,954
25th percentile	11,000
50th percentile	16,552.5
75th percentile	20,460
90th percentile	23,783
Mean	16,227
Median	16,553
Standard deviation	11,273

7.8. Dental Coverage Total Cost Per Employee

Answered 101 times

Skipped 42 times

Number input



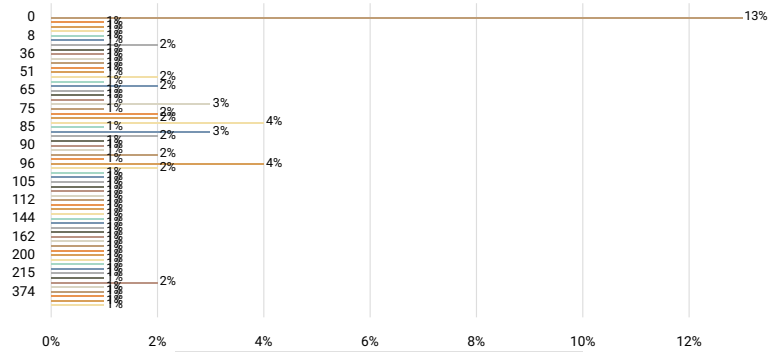
Statistics	
10th percentile	29
25th percentile	240
50th percentile	343
75th percentile	396
90th percentile	984
Mean	410
Median	343
Standard deviation	401

7.9. Vision Coverage Total Cost Per Employee

Answered 94 times

Skipped 49 times

Number input



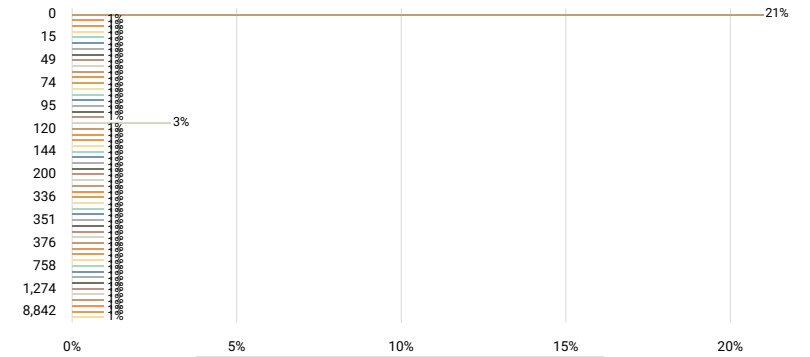
Statistics	
10th percentile	0
25th percentile	50
50th percentile	86
75th percentile	120
90th percentile	214
Mean	108
Median	86
Standard deviation	133

7.10. Life Insurance Total Cost Per Employee

Answered 68 times

Skipped 75 times

Number input



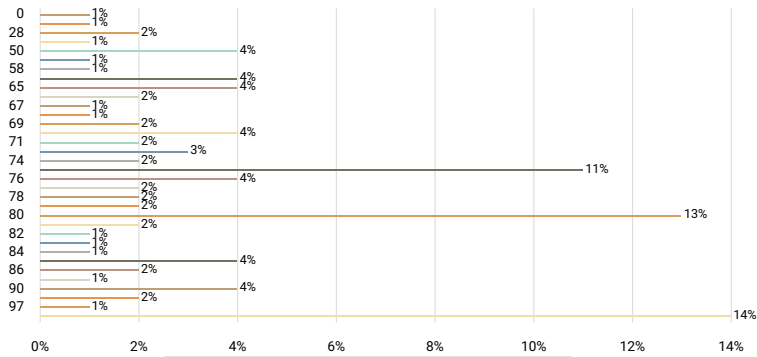
Statistics	
10th percentile	0
25th percentile	14
50th percentile	114
75th percentile	355
90th percentile	1,000
Mean	764
Median	114
Standard deviation	2,843

7.11. Medical Coverage (Individual) Percentage Paid By Employer

Answered 112 times

Skipped 31 times

Number input



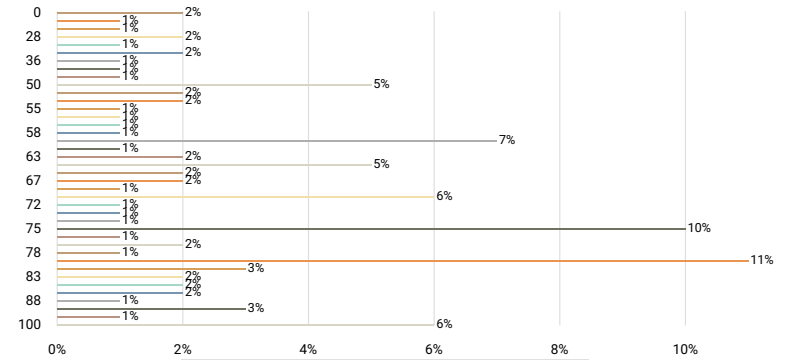
Statistics	
10th percentile	60
25th percentile	70
50th percentile	77
75th percentile	85
90th percentile	100
Mean	76
Median	77
Standard deviation	17

7.12. Medical Coverage (Individual +1) Percentage Paid By Employer

Answered 99 times

Skipped 44 times

Number input



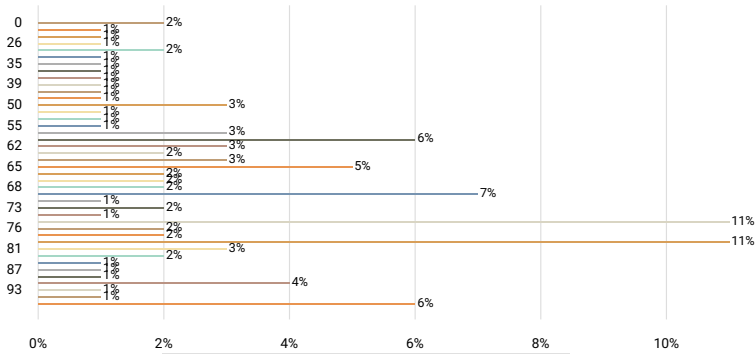
Statistics	
10th percentile	36
25th percentile	58
50th percentile	70
75th percentile	80
90th percentile	90
Mean	67
Median	70
Standard deviation	20

7.13. Medical Coverage (Family) Percentage Paid By Employer

Answered 110 times

Skipped 33 times

Number input



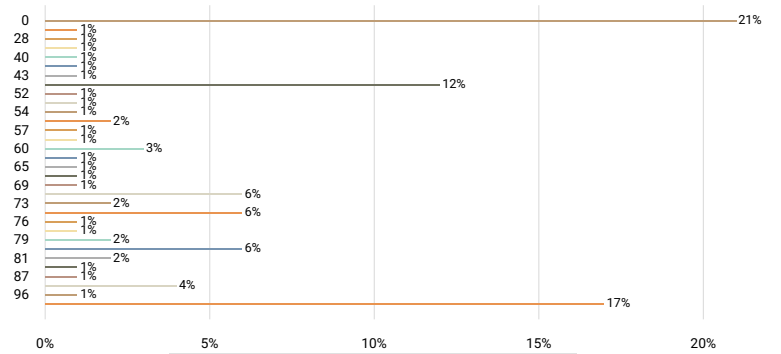
Statistics	
10th percentile	38.5
25th percentile	60
50th percentile	70
75th percentile	80
90th percentile	90
Mean	68
Median	70
Standard deviation	20

7.14. Dental Coverage Percentage Paid By Employer

Answered 111 times

Skipped 32 times

Number input



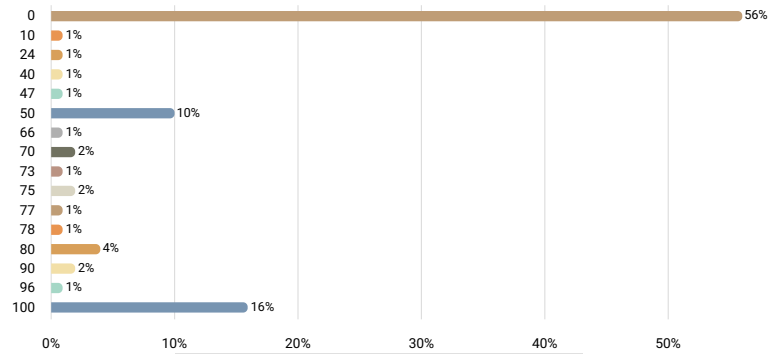
Statistics	
10th percentile	0
25th percentile	41
50th percentile	69
75th percentile	81
90th percentile	100
Mean	58
Median	69
Standard deviation	35

7.15. Vision Coverage Percentage Paid By Employer

Answered 106 times

Skipped 37 times

Number input



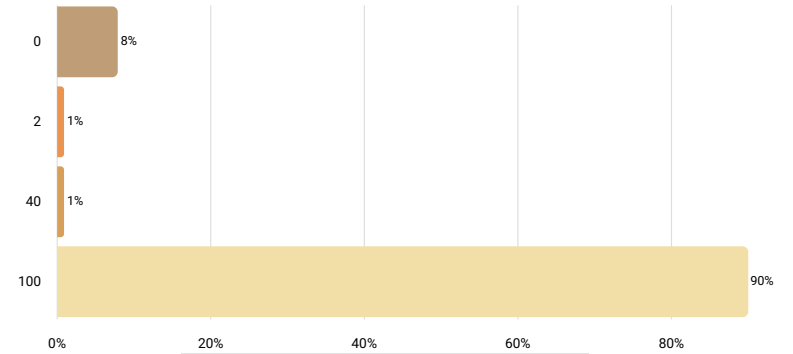
Statistics	
10th percentile	0
25th percentile	0
50th percentile	0
75th percentile	75
90th percentile	100
Mean	34
Median	0
Standard deviation	41

7.16. Life Insurance Percentage Paid By Employer

Answered 107 times

Skipped 36 times

Number input



Statistics	
10th percentile	40
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	90
Median	100
Standard deviation	30

7.17. What, if any, health and fitness incentives do you offer?

Answered 67 times

Skipped 76 times

Text area input

Results	
none	17
n/a	7
na	1
25 per month	1
gym membership	1
pareto wellness	1
gym reimbursement	1
no tobacco discounts	1
discount at local gym.	1
free gym membership for ee	1
on-site exercise facility.	1
discounts at fitness centers	1
fitness room with gym equipment.	1
wellness program-wellness coaching	1
\$100 wellness bonus offered per year	1
gym membership reimbursement program	1
biometric screenings for premium reductions	1
reduced premium for wellness program completion	1
wellness program with challenges and incentives	1
\$100 wellbeing benefit, onsite gym, on site nurse	1
50% up to \$300 reimbursement for fitness membership	1
company contributes \$500 into fsa account for each employee	1
\$20/month if an employee attends an approved gym 12x a month	1
well on target with bcbs and limited fitness expenses reimbursement	1
1/2 price gym memberships, smoking cessation, employee assistance program	1
discounts for gym memberships and footwear provided through our insurance.	1
we have a fitness center on site and have an employee led wellness committee.	1
virgin pulse,\$600 year for healthy life style and \$200 year for spouse/partner	1
we use the active plan, fitness centers only charge our employees \$25 a month.	1
employees participating in wellness program only pay 18% of medical instead of 27%	1
preventive care benefits - discount -annual office visit and preventive screenings	1
we have an on-line weight management plan and we offer discounts on diabete control	1
optional membership in local gym through payroll deduction, 100% of cost paid by employee	1
\$480 annual discount for non tobacco users and \$300 annual incentive for wellness program participants	1
wellness program - \$25 per month gym allowance for employees who take health screening and prove gym attendance	1
free tobacco cessation program, free health coach onsite, free onsite bp checks, free onsite biometric screenings	1
company pays 100% of health and dental insurance for family coverage. also, company pays 100% of ltd, std, and accidental life.	1

Results	
we are just now putting together a program to help in this area for our employees, unfortunately it is not in practice as of this survey.	1
healthy you wellness program through virgin pulse a website an employee can track progress toward personal health goals and earn rewards of up to \$600 a year.	1
we have a quarterly health fair that offers free blood work, a physical therapist and nutritionist. there is no incentive offered to the employee, it's just an opportunity for them to stay healthy.	1
motivatem is built into the health plan in which the company has \$5000 to distribute as incentives for employees to meet certain criterias ex. preventive care visits, online health assessments, reconginizing healthy ahiements, etc	1
we have a wellness reimbursement program where employees are given \$50/mo to access for reimbursement of health and fitness related items. benefit is for 1 jan - 31 dec so if employed that entire time it is \$600/yr they can file for reimbursement	1
we have two incentives for health insurance. \$20 discount per pay period for having a screening and a \$20 incentive for not smoking. th percentage of health care insurance is listed below: employee only no discounts - 25% employee only one discount - 15%, employee only two discounts - 6% family no discounts - 26%, family one discount - 22%, family two discounts - 18%	1
onsite fitness center; \$125 annual reimbursement for wellbeing related items; wellbeing incentive program with points system and prizes; 100 pts results in \$500 or \$750 (depending on tier level) reduction in annual medical costs (credited bi-weekly via paycheck) for epo + ppo participants; 100 pts results in \$750 or \$1,500 (depending on tier level) hsa deposit (credited 2x throughout the calendar year; january and july),	1
the choose well...live well incentive program offers benefits-eligible associates the opportunity to earn rewards for participation and/or health outcomes. you can earn e up to \$600 per year (\$50 per month) on your medical plan contributions for 2021 if you enroll in a kohler medical plan. if you have an enrolled spouse, you can save up to \$1200 per year (\$100 per month) on your 2021 medical plan contributions if you both participate. all benefits-eligible associates are eligible to earn 3 \$100 visa prepaid cards in 2020. to maximize your rewards, you will need to take actions within designated timeframes. the following documents summarize the 2020 choose well...live well incentive program for benefits-eligible associates.	1

7.18. Severance Policy Criteria

Answered 44 times

Skipped 99 times

Text area input

Results	
n/a	7
none	7
na	1
8 weeks	1
seniority	1
case by case	1
2 weeks salary	1
decided per case	1
no written policy	1
case-by-case basis	1
negotiated per exit	1
no severance policy	1
none; discretionary	1
depends on situation	1
based on job position	1
based on age, salary, time in job	1
i week of severance for each year worked.	1
policy covers 2 weeks pay for every year.	1
varies based on employee type and location	1
1-3 months salary, bridge cobra for 3 months	1
the company does not have a severance policy	1
two weeks severance pay for employees laid off.	1
one or 2 weeks of pay based on length of employment	1
2 weeks paid for employees with more than 2 years service	1
2 weeks pay for every year of service up to a maximum of 26 weeks	1
the maximum allowed severance is twelve weeks. severance is calculated on base pay only.	1
involuntary terminations with the exception of terminations for misconduct or performance	1
our severance is on a case by case basis agreeable to both the exiting employee and the company.	1
evaluated on case by case basis. can include accrued, unused pto as well as additional severance pay.	1
not offered to manufacturing associates, but offered to exempt employees typically with at least one year of service.	1
employees terminated for unsatisfactory job performance or for being a poor fit based on the employee's skills compared to company needs may be eligible for severance equal to two weeks salary.	1
if notice is given we extend their right to work out a two week notice and if they have accumulated pto it is given in the final check. if it is because of just cause that employee is terminated their is no 2 week extension, but if they have accumulated pto, they will be paid it as well as the time they worked before termination notice.	1

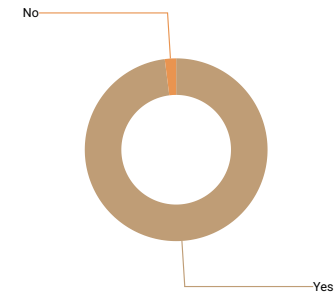
8. Medical Coverage

8.1. Does your company offer medical coverage?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	140
No	2%	3

8.2. Type of Plan

Answered 135 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	
ppo	96
ppo and hdhp	4
hmo	2
hra	2
hdhp	2
ppo, cdhp	2
ppo, hdhp	2
both	1
cdhp	1
ppo plan	1
ppo, oap	1
ppo & hsa	1
ppo / hsa	1
ppo, saver	1
ppo and hsa	1
hdhp and ppo	1
ppo and cdhp	1
ppo, epo, hdhp	1
ppo, hdhp, hra	1
ppo, hmo, cdhp	1
consumer driven	1
ppo 80 , hdhp w/hsa,	1
ppo, high deductible	1
hdhp with hsa and ppo	1
various plans offered	1
ppo, hmo, high deductible	1
ppo plus secondary health plan	1
blue secure gold/ blue secure silver	1
ppo (two plan levels to choose from)	1
ppo - low deductible and high deductible plans	1
salaried ees: high deductible- 2 options & hourly ees ppo- 3 options	1
high deductible health plan + health savings account (hdhp+hsa); preferred provider organization (ppo)	1

8.3. Plan Provider

Answered 135 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	
blue cross blue shield of alabama	25
bcbs	21
blue cross blue shield	12
bcbs alabama	11
cigna	8
bcbs of alabama	5
aetna	4
bcbs of al	3
bcbsal	2
bcbs al	2
blue cross	2
blue cross/blue shield	2
blue cross/blue shield of alabama	2
blue cross and blue shield of alabama	2
bc/bs	1
anthem	1
varies	1
bcbs/al	1
bc/bs al	1
bcbs - al	1
bcbs gold	1
carefirst	1
bcbs anthem	1
lghib:bcbs al	1
bc/bs of alabama	1
bcbs of illinois	1
bcbs of michigan	1
unitedhealthcare	1
united healthcare	1
united health care	1
highmark blue shield	1
blue cross of alabama	1
blue cross /blue shield	1
bc/bs, united healthcare	1
carefirst administrators	1
blue advantage of arkansas	1

Results	
blue cross and blue shield	1
anthem bluecross blueshield	1
cigna and horizon bluecard	1
blue cross blue sheild of mn	1
blue cross & blue shield of al	1
carefirst bluecross blueshield	1
blue cross blue shield michigan	1
blue cross blue shield of alabmam	1
meritain of ohio (aetna provider)	1
blue cross blue shield of michigan	1
blue cross blue shield of north carolina	1
blue cross blue shield of alabama (primary) plus employee benefit services, inc. (secondary)	1

8.4. When do employees become eligible for coverage?

Answered 138 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"

Results	
date of hire	7
immediately	6
day 1	4
first day of employment	4
1st of month following hire date	4
1st of month following date of hire	4
1st of the month following date of hire	4
30 days after hire	3
90 days	2
start date	2
after 60 days	2
after 90 days	2
after 30 days of employment	2
first of the month following hire date	2
30 hours	1
61st day	1
91st day	1
first day	1
hire date	1
upon hire	1
on hire date	1
after 30 days	1
on date of hire	1
1st day as a fte	1
30 days from hire	1
first day of hire	1
first day of work	1
upon date of hire	1
30 days after start	1
day 1 of employment.	1
1st day of employment	1
30 day waiting period	1
day one of employment	1
immediate eligibility	1
date of full time hire	1
immediately upon hire.	1

Results		
1st of month after hire	1	
90 days after hire date	1	
first date of employment	1	
first of month following	1	
1st of month of hire date	1	
effective on date of hire	1	
60 days after date of hire	1	
first of month after hire.	1	
when they become full time	1	
1st of month after 60th day	1	
1st of month following hire	1	
first day of following month	1	
1st of month after start date	1	
1st of the month after 30days	1	
date of hire or status change	1	
first day of month after hire	1	
first of month following hire	1	
30 days after 1st of the month	1	
first full month after hire date	1	
on their first day of employment	1	
first day of full time employment	1	
first of month after date of hire	1	
1st of the month after start date.	1	
first of the month after hire date	1	
first day of employment/eligibility	1	
1st day of following month after doh	1	
first day after the month they start	1	
1st of next month following hire date	1	
30 days after first day of employment	1	
first day of the month following hire	1	
first day of month following hire date	1	
within 90 days of full time employment	1	
1st day of month following date of hire	1	
1st of month following 60th day of hire	1	
first of month after 30 days of service	1	
1st day of next month after date of hire	1	
first day of the month past date of hire	1	
the first of the month following 60 days	1	
1st day of following month of being hired	1	
1st of month following 1 month employment	1	
first of the month following date of hire	1	
non-exempt -90 days; exempt - immediately	1	
on the 1st of the month afterdate of hire	1	
1st day of next month following employment	1	

Results		
after day 61 for hourly & salary immediate	1	
first day of the month following hire date	1	
1st of the month following their start date	1	
first of the month following their hire date	1	
1st of the month following 60 days or service	1	
1st of the months after 30 days of employment	1	
90 days for hourly and immediate for salaried	1	
1st day of month following 1 day of employment	1	
first day of the month following date of hire.	1	
first day of the next month after date of hire	1	
the month following the employees date of hire	1	
1st of the next month following employment date	1	
first of the month following 60 days employment	1	
1st of the month following 30 days of employment	1	
the first of the month following the date of hire	1	
1st of the month after the first 30 days employment	1	
eligible to enroll within 31 days from date of hire.	1	
first day of the month following employee start date.	1	
first day of the month following 60 day waiting period.	1	
sly- 1st day & hourly- 61st day; specifics vary by plan	1	
first day of the month following or coincided with hire date.	1	
eligible immediately, effective on 1st day of 2nd month after hire	1	
1st day of the month following their hire date. if they are hired on the first of the month, then their hire date.	1	
first day of the month after start date, unless start date is on the first day of the month then it starts that day.	1	

8.5. Deductible Amount

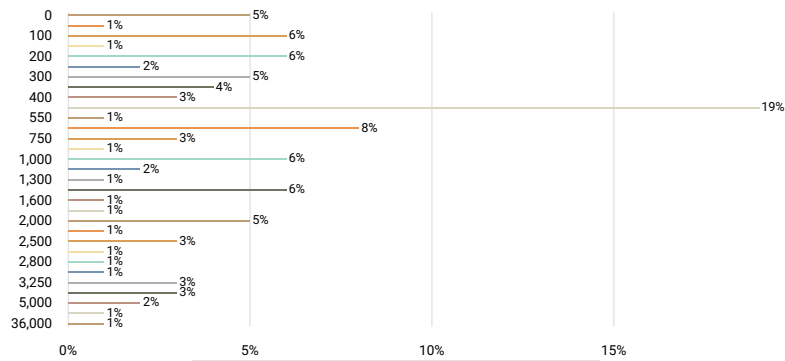
Answered 108 times

Skipped 32 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	100
25th percentile	325
50th percentile	525
75th percentile	1,500
90th percentile	3,200
Mean	1,404
Median	525
Standard deviation	3,569

8.6. Copay Amount (after deductible)

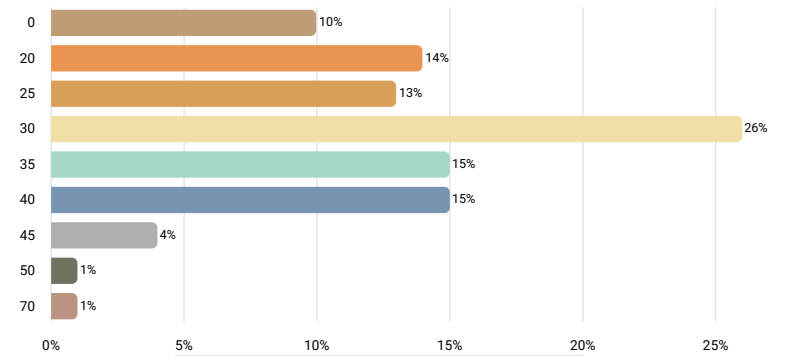
Answered 98 times

Skipped 42 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	25
50th percentile	30
75th percentile	35
90th percentile	40
Mean	28
Median	30
Standard deviation	13

8.7. Do you offer retiree coverage for those under the age of 65?

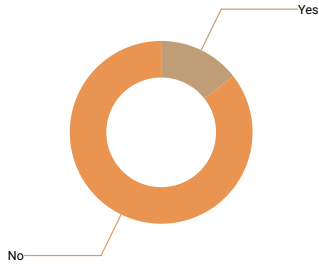
Answered 140 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	13%	18
No	77%	108

8.8. Do you offer retiree coverage for those over the age of 65?

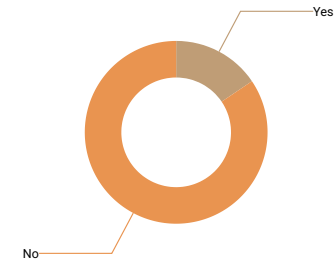
Answered 140 times

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	14%	19
No	76%	106

8.9. If your company is self-insured, do you have stop/loss coverage?

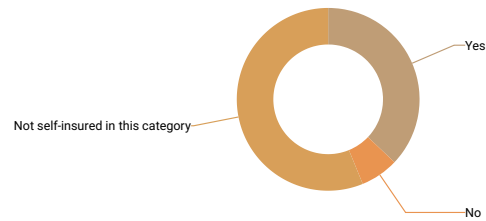
Answered 140 times

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	33%	46
No	6%	8
Not self-insured in this category	50%	70

8.10. Is there a tobacco use surcharge?

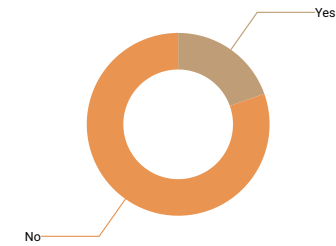
Answered 140 times

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	18%	25
No	74%	104

8.11. Do you offer medical coverage for domestic partners?

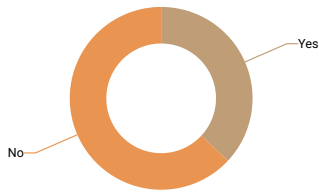
Answered 140 times

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%	47
No	58%	81

8.12. What are the requirements for receiving coverage?

Answered 34 times

Skipped 13 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	
none	1
affidavit	1
legal spouse	1
ft employment	1
signed wavier	1
must be married.	1
same as employee	1
proof of marriage	1
proper paper work	1
employed full time	1
employee statement	1
full time employee	1
proof of dependency	1
marriage certificate	1
proof of relationship	1
certification of marriage	1
must work 30 hours per week	1
work at least 30 hours per week	1
full time over 30 hours per week	1
weekly average of 30 hours or more	1
must provide proof of legal marriage	1
spouse or registered domestic partner	1
documented 12 months living arrangement	1
married or same dwelling or joint taxes	1
verification of jointly own property, joint bank accounts	1
must provide documentation to our group for them to approve.	1
certified order showing the court system views them as a domestic partner.	1
requirements align with all required affordable care act standards. no additional proof necessary.	1
the state the employee works in has to recognize domestic partners and we go off the states mandates	1
must be a full time employee working at least 30 hours a week and a dependent or spouse to the employee.	1
must have lived together for 12 straight months and have mortgage/rental agreement and utilities in both names	1
employee has to prove they live at the same residence as domestic partner with a tax document or something similar.	1
unrelated by blood, co-habitated for at least 12 months and not married or in domestic partnership with someone else	1
be each other's sole domestic partner and intend to remain so indefinitely; have lived together in the same principal residence for at least one year; be jointly responsible for each other's common welfare and financial obligations; not be related by blood; be at least 18 years of age and not be married to anyone else: complete an affidavit	1

8.13. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

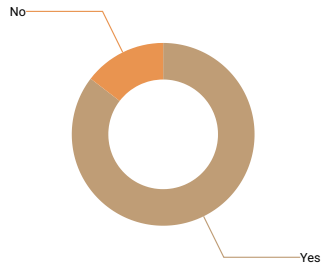
Answered 140 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	82%	115
No	14%	19

8.14. Is there a spousal surcharge?

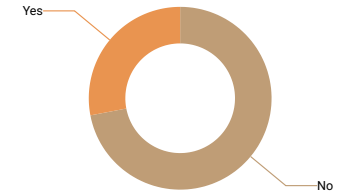
Answered 115 times

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%	83
Yes	28%	32

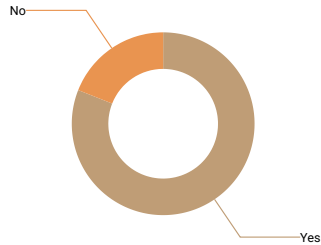
9. Prescription Drug Plan

9.1. Does your company offer a Prescription Drug Plan?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	81%	116
No	19%	27

9.2. Type of Plan

Answered 101 times

Skipped 15 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"

Results	
tiered levels	45
tiered	16
80/20	9
tiered level	3
tierd levels	2
75/25	1
copay	1
3 tiers	1
6 tiers	1
optum rx	1
tier 1-3	1
with health	1
80/20 tiered	1
tiered (1-6)	1
tired levels	1
80/20 6 tiers	1
hdhp+hsa; ppo	1
tiered levels 1-4	1
tiered \$10/\$20/\$35	1
copay tiered levels	1
80/20 after deductible	1
specifics vary by plan	1
tiered level and 80/20	1
15/40/60/100 tiered plan	1
tiered levels with copay	1
included in blue cross coverage	1
tiered based on coverage selected	1
80/20 for high deductible, tiered for ppo	1
included with medical plan; tiered levels	1
tier 1 \$10, tier 2 \$35 tier 3 \$60 tier 4 \$100 - covered at 100% after these copays	1
ppo copay per prescription/tiered levels ; hsa 80% of allowed amount subject to calendar year deductible	1

9.3. Plan Provider

Answered 104 times

Skipped 12 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"

Results	
blue cross blue shield of alabama	15
bcbs	11
cigna	7
bcbs alabama	7
cvs caremark	6
bcbs of alabama	5
blue cross blue shield	5
aetna	3
cvs/caremark	3
express scripts	3
bcbsal	2
bcbs of al	2
blue cross	2
prime therapeutics	2
blue cross and blue shield	2
cvs	1
bc/bs	1
optum	1
b//cb/s	1
bcbs al	1
bcbs/al	1
bc/bs al	1
caremark	1
optum rx	1
bcbs gold	1
carefirst	1
bcbs of nc	1
e- scripts	1
optimum rx	1
bcbs anthem	1
expressscripts	1
optum rx/lghib	1
bcbs of illinois	1
blue cross of alabama	1
prescription benefits	1
blue cross blue shield of al	1

Results	
rx benefits express scripts	1
blue cross & blue shield of al	1
carefirst bluecross blueshield	1
meritain of ohio (caremark/cvs)	1
bluecross blue shield of alabama	1
blue cross/blue shield of alabama	1
blue cross blue shield of michigan	1
rx benefits for ppo, bcbs for cdhp	1

9.4. When do employees become eligible for coverage?

Answered 107 times

Skipped 9 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"

Results	
date of hire	7
1st of month following date of hire	5
day 1	4
immediately	4
first day of employment	4
1st of the month following date of hire	3
90 days	2
same as medical	2
30 days after hire	2
first date of employment	2
first of the month after hire.	2
1st of the month following hire date	2
first of the month following hire date	2
90	1
61st day	1
91st day	1
first day	1
hire date	1
start date	1
immediately	1
after 60days	1
day 1 of fte	1
on hire date	1
after 90 days	1
first day of hire	1
first day of work	1
first day as an fte	1
1st day of employment	1
30 day waiting period	1
immediate eligibilty	1
immediately upon hire	1
date of full time hire	1
with medical insurance	1
90 days after hire date	1
30 days after employment	1
date of hire/eligibility	1

Results	
on day one of employment	1
same of medical coverage	1
1st of month of hire date	1
1st day of following month	1
1st of month following doh	1
1st of month after 60th day	1
first month after hire date	1
first day of month after hire	1
first day they have insurance	1
30 days after 1st of the month	1
first of month after start date	1
1st of month following hire date	1
salary- 1st day, hourly 61st day	1
30 days then the 1st of the month	1
first of month after date of hire	1
1st of the month after date of hire	1
first day of the month following hire	1
first of the month after date of hire	1
30 days after first day of employment.	1
within 90 days of full time employment	1
1st of month following 60th day of hire	1
1st day of next month after date of hire	1
first day of the month past date of hire	1
1st day of following month of being hired	1
hourly after 61 days & salary immediately	1
1st of the month after start of employment	1
90 day for hourly - immediate for salaried	1
non-exempt - 90 days; exempt - immediately	1
first day of month after 30 days of service	1
after 30 days and they get medical insurance	1
1st of the month following 60 days or service	1
1st day of month following 1 day of employment	1
first day of the next month after date of hire	1
1st of the month following their ft date of hire	1
the first of the month following the date of hire.	1
first day of the month following employee start date.	1
1st of the month after the first 30 days of employment	1
first day of the month following 60 day waiting period.	1
the 1st of the month following their date of employment	1
first day of the month following or coincided with hire date.	1
eligible immediately, effective on 1st day of second month after hire	1
first day of the month after start date, unless start date is the first day of the month then that day.	1
1st day of the month following their hire date (or if hired on the first of the month, their hire date).	1

9.5. Do you offer retiree coverage under the age of 65?

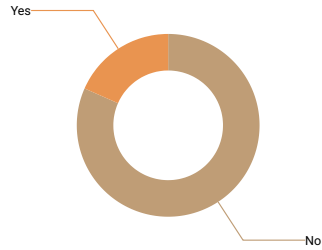
Answered 116 times

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	71%	82
Yes	16%	19

9.6. Do you offer retiree coverage over the age of 65?

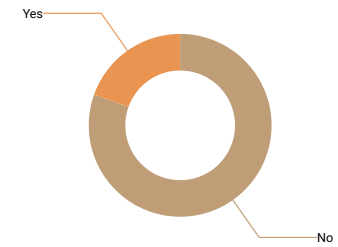
Answered 116 times

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	70%	81
Yes	17%	20

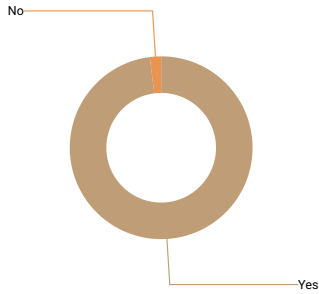
10. Dental Coverage

10.1. Does your company offer Dental Coverage?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	140
No	2%	3

10.2. Type of Plan

Answered 121 times

Skipped 19 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	
ppo	106
dhmo	4
dppo	2
hmo	1
ppp	1
ppo plan	1
ppo; cdc	1
basic + premium	1
delta dental premier	1
fee for service, ppo plan	1
preferred dentist plan (pdp)	1
ppo we offer two plans base and premium	1

10.3. Plan Provider

Answered 131 times

Skipped 9 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	
delta dental	17
guardian	14
blue cross blue shield of alabama	13
principal	9
bcbs	7
metlife	7
bcbs of alabama	6
cigna	5
aetna	4
blue cross blue shield	4
bcbs alabama	3
united concordia	3
delta dental of michigan	3
bcbsal	2
bcbs al	2
bcbs of al	2
united health care	2
blue cross blue shield of al	2
delta	1
humana	1
ameritas	1
bcbs- al	1
dentemax	1
concordia	1
equitable	1
southland	1
blue cross	1
gulf guaranty	1
southland dental	1
bc/bs dental blue	1
united healthcare	1
southland benefits	1
delta dental of ohio	1
blue cross/blue shield	1
lincoln financial group	1
southland and principal	1

Results	
carefirst administrators	1
blue cross and blue shield	1
delta dental of new jersey	1
delta dental ppo plus premier	1
blue cross blue shield michigan	1
blue cross/blue shield of alabama	1
delta dental and cigna dental care	1
blue cross and blue shield of alabama	1

10.4. When do employee become eligible for coverage?

Answered 133 times

Skipped 7 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	
date of hire	10
immediately	7
1st of month following date of hire	6
day 1	4
30 days after hire	3
first day of employment	3
start date	2
after 90 days	2
on date of hire	2
first day of hire	2
60 days after hire	2
first date of employment	2
1st of the month following hire date	2
1st of the month following date of hire	2
90 days	1
61st day	1
first day	1
hire date	1
upon hire	1
day 1 of fte	1
on hire date	1
after 30 days	1
after 60 days	1
same as medical	1
30 days from hire	1
first day of work	1
90 days after hire	1
30 days after start	1
first day as an fte	1
1st day of employment	1
30 day waiting period	1
immediate eligibility	1
date of full time hire	1
1st of month after hire	1
90 days after hire date	1
30 days after employment	1

Results	
date of hire/eligibility	1
on day one of employment	1
1st of month following doh	1
1st day of following month	1
1st of the month following	1
60 days after date of hire	1
when they become full time	1
1st of month after 60th day	1
must work 30 hours per week	1
first day of month after hire	1
slry- 1st day, hrly- 61st day	1
1st of month following 90 days	1
1st of the month after 30 days	1
30 days after 1st of the month	1
first of the month after hire.	1
1st day of month following hire	1
first of month after start date	1
1st of month following hire date	1
first day of full time employment	1
first of month after date of hire	1
first of month following hire date	1
first of the month after hire date	1
1st of the month after date of hire	1
30 days then the first of the month	1
first of the month following 60 days	1
1st of the month after a date of hire	1
30 days after first day of employment	1
first day of the month following hire	1
first of month following date of hire	1
first of the month after date of hire	1
first of the month following hire date	1
within 90 days of full time employment	1
1st day of next month after day of hire	1
1st of month following 60th day of hire	1
first day of the month past date of hire	1
the first of the month following 60 days	1
first of the month following date of hire	1
hourly after 61 days & salary immediately	1
1st day of next month following employment	1
first day of the month following hire date	1
non-exempt - 90 days; exempt - immediately	1
90 days for hourly - immediate for salaried	1
first day of following month of being hired	1
first day of month after 30 days of service	1

Results	
1st of the month following 60 days or service	1
doh then 30 days and first of following month	1
first day of the month following date of hire	1
1st day of month following 1 day of employment	1
1st of the month following start of employment	1
first day of the next month after date of hire	1
the month following the employees date of hire	1
1st of the month following their ft date of hire	1
1st of the month following 30 days of employment.	1
the first of the month following the date of hire.	1
first day of the month following employee start date.	1
1st of the month after the first 30 days of employment	1
first day of the month following 60 day waiting period.	1
first day of the month following first day of employment	1
the 1st day of the month following their date of employment	1
first day of the month following or coincided with hire date.	1
eligible immediately, effective 1st day of 2nd month after hire	1
1st day of the month following their hire date (or if hired on the first of the month, their hire date).	1

10.5. Do you offer retiree coverage under the age of 65?

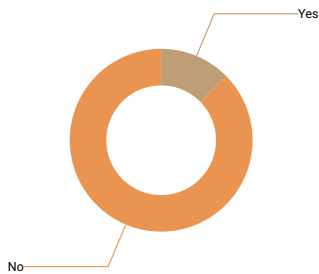
Answered 140 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	11%	16
No	76%	106

10.6. Do you offer retiree coverage over the age of 65?

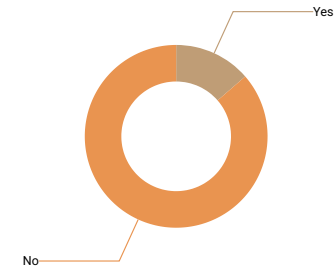
Answered 140 times

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	12%	17
No	76%	106

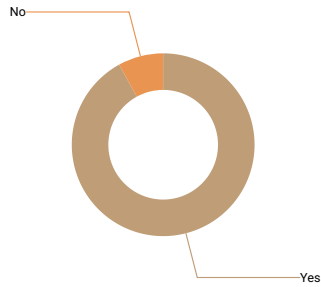
11. Vision Coverage

11.1. Does your company offer Vision Coverage?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	92%	132
No	8%	11

11.2. Plan Provider

Answered 122 times

Skipped 10 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"

Results	
vsp	47
guardian	10
eyemed	6
principal	4
humana	3
metlife	3
united healthcare	3
cigna	2
ameritas	2
davis vision	2
superior vision	2
united health care	2
bsp	1
bcbs	1
aetna	1
avesis	1
eye med	1
ameritis	1
vsp plus	1
vsp vision	1
bcbs alabama	1
guardian vsp	1
guardian/vsp	1
vsp/principal	1
humana in 2019	1
superiorvision	1
bcbs of alabama	1
eye med of ohio	1
guardian vision	1
vsp of michigan	1
vsp vision care	1
unitedhealthcare	1
vsp via principal	1
davisvision direct	1
southland benefits	1
vision service plan	1

Results	
group vision service	1
guardian davis vision	1
southland and principal	1
vision service plan-vsp	1
southland superior vision	1
blue advantage of arkansas	1
vision benefits of america	1
national vision administrators	1
blue cross blue shield of michigan	1
spectera (lincoln financial group)	1
carefirst administrators + davis vision	1
principal life insurance company vsp network	1

11.3. When do employees become eligible for coverage?

Answered 126 times

Skipped 6 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"

Results	
date of hire	7
immediately	6
1st of month following date of hire	4
1st of the month following date of hire	4
day 1	3
30 days after hire	3
first day of employment	3
start date	2
first day of hire	2
60 days after hire	2
first date of employment	2
1st of the month following hire date	2
first of the month after date of hire	2
day 2	1
90 days	1
61st day	1
first day	1
hire date	1
upon hire	1
day 1 of fte	1
on hire date	1
after 30 days	1
after 60 days	1
after 90 days	1
on date of hire	1
30 days from hire	1
first day of work	1
90 days after hire	1
30 days after start	1
first day as an fte	1
1st day of employment	1
30 day waiting period	1
immediate eligibility	1
immediately upon hire	1
date of full time hire	1
1st of month after hire	1

Results	
90 days after hire date	1
date of hire/eligibility	1
on day one of employment	1
1st day of following month	1
1st of month following doh	1
60 days after date of hire	1
when they become full time	1
1st of month after 60th day	1
1st of month following hire	1
must work 20 hours per week	1
first of month following doh	1
slry- 1st day, hrly- 61st day	1
1st of month following 90 days	1
1st of the month after 30 days	1
30 days after 1st of the month	1
first of the month after hire.	1
1st day of month following hire	1
first of month after start date	1
1st of month following hire date	1
first day of full time employment	1
first of month after date of hire	1
30 days then the first of the month	1
1st of the month after a date of hire	1
1st of the month following hire date.	1
first day of the month following hire	1
first of month following date of hire	1
30 days after first day of employment.	1
first of the month following hire date	1
1st of month following 60th day of hire	1
first day of the month after start date.	1
first day of the month past date of hire	1
first of the month following date of hire	1
the first of the month following 60 dyas	1
1st day of the next month after hire date	1
first of the month following date of hire	1
hourly after 61 days & salary immediately	1
1st of the month after start of employment	1
90 day for hourly - immediate for salaried	1
day of hire if employee elects to purchase	1
first day of the month following hire date	1
first of the month 30 days after hire date	1
non-exempt - 90 days; exempt - immediately	1
first day following the employees hire date	1
first day of following month of being hired	1

Results	
first day of month after 30 days of service	1
1st of the month after 30 days of employment	1
1st of the month following 60 days or service	1
first day of the month following date of hire	1
1st day of month following 1 day of employment	1
doh plus 30 days, first day of month following	1
first day of the next month after date of hire	1
1st of the month following 30 days of employment	1
1st of the month following their fdate of hire.	1
the first of the month following the date of hire.	1
1st of the month following date of hire or eligibility	1
first day of the month following employee start date.	1
first day of the month following 60 day waiting period.	1
the 1st day of the following month after their date of hire	1
first day of the month following or coincided with hire date.	1
eligible immediately, effective 1st day of 2nd month after hire	1
1st day of the month following their hire date (or if hired on the first of the month, their hire date).	1

11.4. Do you offer retiree coverage under the age of 65?

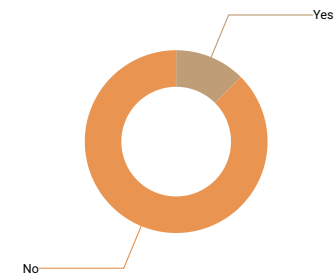
Answered 132 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	11%	14
No	77%	101

11.5. Do you offer retiree coverage over the age of 65?

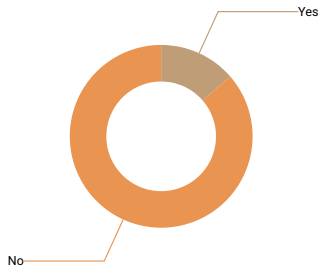
Answered 132 times

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	12%	16
No	76%	100

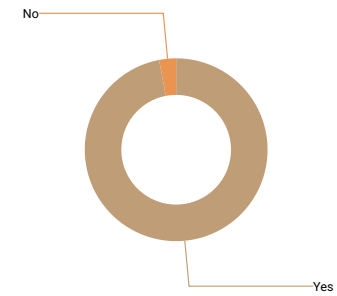
12. Life Insurance

12.1. Does your company offer Life Insurance?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	97%	138
No	3%	5

12.2. Coverage Amount

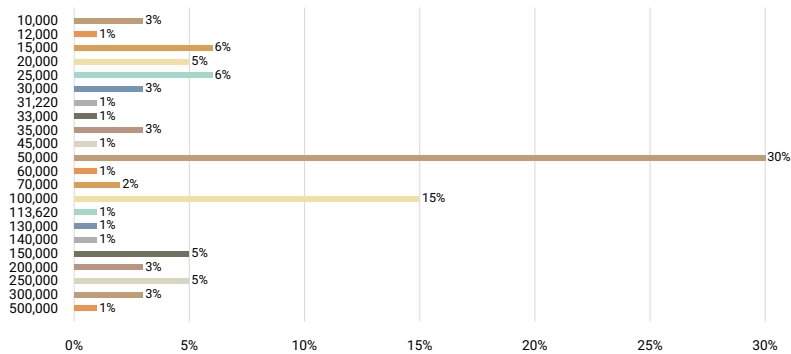
Answered 87 times

Skipped 51 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	31,220
50th percentile	50,000
75th percentile	100,000
90th percentile	200,000
Mean	85,171
Median	50,000
Standard deviation	85,145

12.3. Can employees purchase additional life insurance for themselves or others?

Answered 126 times

Skipped 12 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	113
Yes, Spouse/Partner	115
Yes, Dependents	121

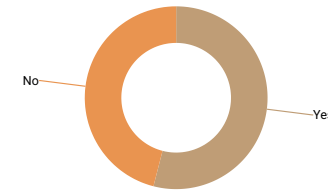
13. Health Spending/Savings Account

13.1. Does your company offer a Health Spending/Savings Account?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	54%	77
No	46%	66

13.2. Is this benefit earned or given?

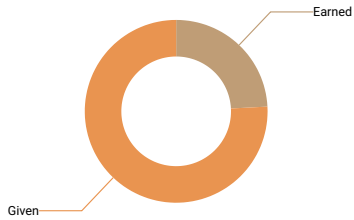
Answered 77 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Spending/Savings Account?" has Selected button "Yes"



Results	%	N
Earned	22%	17
Given	69%	53

13.3. What is required for eligibility?

Answered 17 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer a Health Spending/Savings Account?" has Selected button "Yes"
- "Is this benefit earned or given?" has Selected button "Earned"

Results	
employment	1
enrolling in hsa	1
fulltime employees	1
enrolled in cdhp plan	1
work 20 hours per week	1
employed with trivector	1
participation in the hdhp	1
employed january 1 each year	1
full-time (30 hours or more)	1
for hsa enrollment in the hdhp	1
enrolled in high deductible plan	1
healthcare flexible spending account is funded by employee	1
participate in the account based high deductible medical plan	1
must choose hsa instead of signing up for hra plan during open enrollment.	1
employee's have to participate in high deductible health plans to be eligible.	1
employees are given \$250 automatically then company will also match up to \$500	1
all employees can choose whether to contribute irs allowable pre-tax dollars to a flex savings account for either or both health spending or dependent care spending.	1

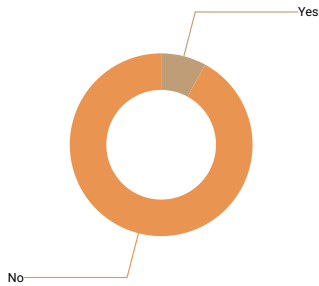
14. Pension Plan (Defined Benefit)

14.1. Does your company offer a Pension Plan (Defined Benefit)?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	8%	11
No	92%	131

14.2. When do employees become eligible?

Answered 11 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Pension Plan (Defined Benefit)?" has Selected button "Yes"

Results	
day1	1
upon hire	1
date of hire	1
first day of hire	1
first day of work	1
immediately, vest after 10 years	1
hourly after probation period of 120 days	1
full time employees and regular part-time employees become eligible day 1	1
january 1st closest to 1 year of service and completion of 1,000 hours of service 100% vested after 5 years of service	1
participation at date of hire if regular full-time working 20 or more hours per week, vesting period is 10 years, retirement eligibility at 10 years and age 62	1
employees are vested after 10 years of service. tier i employees can retire at any age after 25 years of service or at 60 years of age and 10 years of service. tier ii employees can retire at the age of 62 and 10 years of service. we pay an average of \$2,192 annually per employee for tier i and \$522 annually for tier ii	1

14.3. Defined amount employer contributes to pension fund per employee (annually)

Answered 3 times

Skipped 8 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"



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

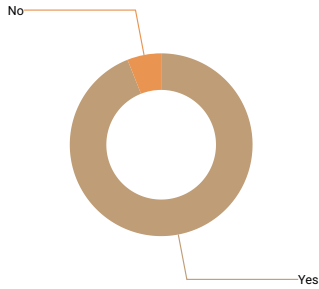
15. 401(k) Plan

15.1. Does your company offer a 401(k) Plan?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	94%	134
No	6%	9

15.2. When do employees become eligible?

Answered 129 times

Skipped 5 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"

Results	
immediately	11
date of hire	10
day 1	5
90 days	3
after 90 days	3
first day of employment	3
6 months	2
hire date	2
upon hire	2
after 30 days	2
30 days after hire	2
immediately upon hire	2
after 1 year of service	2
1 year	1
30 days	1
at hire	1
day one	1
immediate	1
right away	1
on hire date	1
after 45 days	1
90 days employed	1
30 days from hire	1
first day of hire	1
first day of work	1
upon date of hire	1
on their hire date	1
30 days after start	1
first day as an fte	1
following hire date	1
with first paycheck	1
after 45 of employment	1
immediately upon hire.	1
90 days after hire date	1
6 months after hire date	1
after 90 days of service	1

Results	
date of hire/eligibility	1
first day of employment	1
30 days after being hired	1
90 days from date of hire	1
60 days after date of hire	1
90 days after date of hire	1
1st of month after 90th day	1
3 months after date of hire	1
after 60 day waiting period.	1
age 21 and 1 year of service	1
immediately upon direct hire	1
first of the month after hire.	1
1 month and 83 hours of service	1
1st of the month after work 30 days	1
1st of the month following hire date	1
first of the month following 30 days	1
two entry dates january 1 and july 1	1
90 days after the employees hire date	1
first day of the month following hire	1
first of month following month of hire	1
first of the month following hire date	1
120 days of service and 21 years of age	1
the quarter after 90 days of employment	1
1st of the month 30 days after hire date	1
after the first full month of employment	1
salary immediately, hourly after 90 days	1
first quarter after 30 days of employment	1
hourly after probation period of 120 days	1
non-exempt - 90 days; exempt - immediately	1
1 year of employment, 1000 hours of service	1
1st of month following 3rd month of service	1
first day of month after 30 days of service	1
first day of month following their hire date	1
can contribute/match first date of employment	1
first of the month after 60 days from hire date	1
1st of the month following 30 days of employment	1
1st of the quarter following 6 months of service	1
after one year of service and attained age of 21	1
1st of the month after first full month of employment	1
1st of the month after the first 30 days of employment	1
first of month eligibility after 90 days of employment	1
after six month of service and one thousand hours worked	1
axxeum employees become eligible for 401k after 90 days.	1
first day of the quarter after six months of employment.	1

Results	
first day of the month following or coincided with hire date.	1
1st of the month following completion of six months employment	1
slry- 60 days after hire, hrly- 90th day; match varies by plan	1
start date; can begin contributing after their first pay check	1
after six months of employment and 1,000 hours worked in the year	1
1 day of quarter following 1 year of employment and 1000 hours worked	1
1st of the month, after their hire date- no match until after 1 year anniversary	1
matches after 60 days, age based company contribution after 1 year of employment	1
this benefit is available to all eligible employees 90 days after their date of hire.	1
deferral immediately, employer contribution first of month following 1 year of service	1
21 years of age for either (1) full time employees or (2) part-time employees working at least 1,000 hours per year	1
30 days after date of hire question #3 - company also contributes additional 3% unmatched to the 6% that is matched.	1
you may start contributing following 30 days of service. a company match begins after the completion of 30 days of service.	1

15.3. Up to what percentage does the employer match employee contributions?

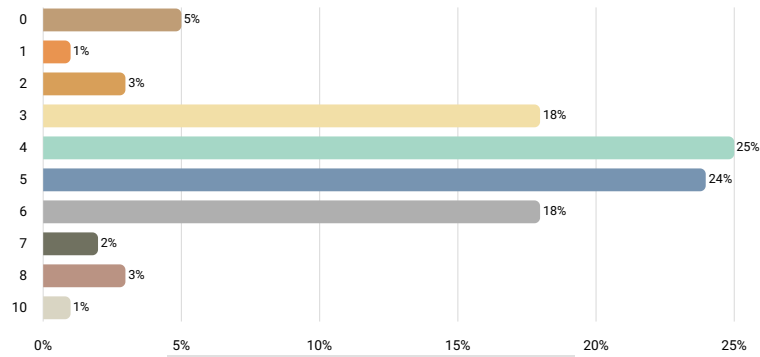
Answered 119 times

Skipped 15 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	3
50th percentile	4
75th percentile	5
90th percentile	6
Mean	4
Median	4
Standard deviation	2

15.4. Is there a vesting period for employer contributions?

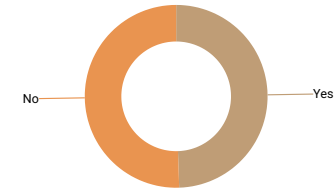
Answered 134 times

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	47%	63
No	48%	64

15.5. What is the vesting period?

Answered 59 times

Skipped 4 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"
- "Is there a vesting period for employer contributions?" has Selected button "Yes"

Results	
5 years	10
3 years	8
2 years	6
4 years	6
1 year	4
6 years	3
3	1
5	1
yes	1
2 yrd	1
2 yrs	1
5 year	1
90 days	1
6 months	1
0-5 years	1
4 years- 100%	1
vesting schedule	1
1 year of service	1
100% after two years	1
4 years, 25% each year	1
at 5 years fully vested	1
after 3 years = 100% vested	1
tiered, full vesting @ 5 years	1
50% after 1 yr and 100% after 2 yrs	1
100% after 4 years continuous employment	1
company matched funds are vested after two years of service	1
immediate vesting with matching every pay period (24 pay periods in the year)	1
number of hours of service necessary for a year of vesting service: 1000 hours; vesting computation period is plan year	1

15.6. Is there a vesting schedule?

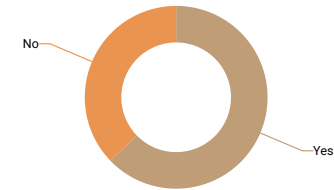
Answered 63 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting period for employer contributions?" has Selected button "Yes"



Results	%	N
Yes	59%	37
No	35%	22

15.7. Describe the vesting schedule.

Answered 35 times

Skipped 2 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	
25% each year	4
2 year cliff	2
5 years	1
20% a year	1
25% / year	1
20% each year	1
33.3% each year	1
1-5 years graded	1
no vesting schedule	1
4 years, 25% each year	1
20% per year for 5 years	1
25% vested each plan year	1
50% after 1 yr and 100% after 2 yrs	1
1 year 20%, 2 years 50%, 3 years 100%	1
1 year= 40%, 2 years=70%, 3 years=100%	1
25% up to 3 years, 3 years or more 100%	1
0-1 20% 1-2 40% 2-3 60% 3-4 80% 4-5 100%	1
increase 20% each year 100% after 5 years	1
zero percent prior to 2 yrs. after 2yr 100%	1
after 1 year = 20% after 2 years = 50% after 3 years = 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
under 2 years 0% 2 years 20% 3 years 40% 4 years 60% 5 or more 100%	1
0 yrs 0%, 1 yr 20%, 2yrs 40%, 3yrs 60%, 4yrs 80%, 5 yrs or more 100%	1
25% after 1 year; 50% after 2 years; 75% after 3 years; 100% after 4 years	1
3% 100% vested; any additional discretionary % on 2-5 year vesting schedule	1
year 1 = 0; year 2 = 20%; year 3 = 40%; year 4 = 60%; year 5 = 80%; year 6 = 100%	1
20% after 1 year 40% after 2 years 60% after 3 years 80 % after 4 years 100% at 5 years	1
10% after 1 year; 20% after 2 years; 40 % after 3 years; 60% after 4 years; 100% after 5 years	1
25% after 1 year of service, 50% after 2 years of service, 75% after 3 years of service, fully vested after 4 years of service	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

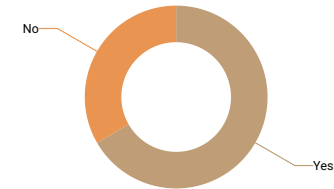
16. PTO (Paid Time Off)

16.1. Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	66%	95
No	33%	47

16.2. Rate of Accrual

Answered 79 times

Skipped 16 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"

Results	
based on years of service	3
varies	2
4.62 hours per 80 hours worked	2
.77	1
4.62	1
open	1
6.154	1
unlimited	1
no accrual	1
14 days a year	1
varies by group	1
10 days annually	1
20 days per year	1
40 hours per year	1
7.69 per 80 hours	1
10 hours per month	1
1 day per 2080 hours	1
6.66 hours per month	1
0.58 for 40hrs worked	1
5 hours per pay cycle	1
5 hours per payperiod	1
5 hours per pay period	1
6 hours per pay period	1
up to 20 days annually	1
3.08 hrs per pay period	1
varies based upon years	1
6.15 per 80 hours worked	1
.123 days per hour worked	1
1 day per 40 hours worked	1
3 days each calendar year	1
3.07 hrs. every two weeks	1
2.31 hours per week worked	1
starts at 15 days per year	1
7.7 hours per 80 hours worked	1
6 hours per pay period (biweekly)	1

Results	
6.15 hours every 2 week pay period	1
tiered based on years of experience	1
1.54 hours for every 40 hours worked	1
3.33 hours accrued/80-96 hours worked	1
24 hours of pto lump sum added every jan 1	1
front loaded (available for use each jan 1	1
2.48 hours per pay period (every two weeks)	1
12-16 hours per month, depending on longevity	1
depends on years of service. accrues per week	1
8.33 hours per pay period, increasing annually	1
initial 1-3 years =120 hours =2.45 hrs. a week	1
varies depending on level, average 2.3 hours/wk	1
2 weeks annually, with annual rollover of unused pto	1
4.62 per pay period. increases with years of service.	1
120 hours/year, in five hour increments per pay period	1
less than 5 years at nta: 3 weeks / 5 years or more 5 weeks	1
tiered accrual. to start 5 hours per semi-monthly pay period	1
17 days per year (0-12 months); 22 days per year (12+ months)	1
4.62 hours per pay period , 6.16 hours per pay period at 5 years	1
5.23 hours accrued every pay period - 26 pay periods in the year	1
4.62 hours per pay period for 40 hour employees for first 5 years of employment	1
1 week after one year, 2 weeks after 2 years and 3 weeks after 5 years, and 11 paid holidays	1
3 weeks up to 60 months of service, 4 weeks up to 120 months of service, 5 weeks over 120 months	1
14 to 24 days annually based on years of service, accrued per paycheck with 24 paychecks per year	1
1.54 hours per week less than 5 years/2.31 per week 5-10 years/3.08 per week 10-20 years of service	1
8.33 hour per pay period year 1-3; 10 hours per pay period for year 3-10; 10.67 year 10 and beyond.	1
based on years of service 5.538 hrs per pp(1-5 yrs) 7.077 hrs (5-10 yrs) 8.615 hrs per pp (+10 yrs)	1
3.08 hours every 2 weeks - 80 hours; 4.62 - 120 hours; 6.16 hours - 160 hours and 7.70 hours - 200 hours	1
accruals - biweekly 0 - 3 years: 3 weeks per year 4 - 10 years: 4 weeks per year 10+ years: 5 weeks per year	1
accrued: years 1-2.99 80 per hours - years 3 to 9.99 120 hours - years 10 to 14.99 160 - 15 or more years 200 hours	1
unlimited for exempt employees; for non-exempt 120 hours for 0-5 years of service and 160 hours for 6+ years of service	1
40 hours after 4 months, 80 hours after 1 year, 120 hours after 5 years, 160 hours after 15 years, 200 hours after 20 years	1
3 weeks per year accrued bi-weekly for employees less than 3 years, 4 weeks per year accrued bi-weekly for employees 3 years and over	1
4.62 hours biweekly (1-5 years of employment) / 6.15 hours biweekly (6-10 years of employment) / 7.69 hours biweekly (11 years onwards)	1
42 hours after one year, 84 hours after three years, 126 hours after seven years, 168 hours after fourteen years, 210 hours after twenty three years.	1
0-1 yr/1 week per year; 1-9 yr/2 weeks per year; 9-19 years/3 weeks per year; 19+ years/4 weeks per year. pto is amortized and accrued each pay period	1
new hires = 1 hour for each week - 1 year service 40 hrs - 2 years service 80 hrs - 5 years service 120 hrs - 10 years service 160 hrs - 25 years service 200 hrs	1
2.769 hours per 40 hours worked/18 days per year (0-5 years of service) or 3.5385 hours per 40 hours worked/23 days per year (5-10 years of service) or 4.3075 hours per 40 hours worked/28 days per year (10+ years of service)	1
0-3 years of service: 120 hours accrued annually (4.62 hours per pay period); 3-10 years of service: 160 hours accrued annually (6.15 hours per pay period); 10+ years of service: 200 hours accrued annually (7.69 hours per pay period)	1

Results	
for 1-3 years of service, 13.36 hours (1.67 days) for each full month worked during the year. for 4-8 years of service, 16 hours (2 days) for each full month worked during the year. for 9 years or more of service, 17.336 hours (2.167 days) for each full month worked during the year.	1

16.3. Are any of these leave types NOT included in your PTO?

Answered 73 times

Skipped 22 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	17
Vacation	12
Holidays	67
Personal Leave	20

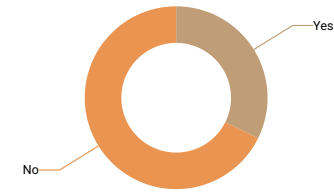
17. Sick Leave

17.1. Does your company offer Sick Leave?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	32%	46
No	67%	96

17.2. Rate of Accrual

Answered 39 times

Skipped 7 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"

Results	
no accrual	1
.8 hours/week	1
3 days a year	1
3 days per year	1
5 days per/year	1
8 days per year	1
64 hours annually	1
80 hours per year	1
2.46 days per month	1
8 hours per quarter	1
1 hr / 43 hrs worked	1
10 hours per quarter	1
3.08 hours bi-weekly	1
6.67 hours per month	1
60 hours, not accrued	1
part of the total pto	1
3 hours per pay period	1
4 hours per pay period	1
1 day per calendar month	1
1.538 per 80 hours worked	1
1 hour for every 30 worked	1
based on need - no set number	1
1.54 hours per 80 hours worked	1
none. annually given 24 hours.	1
40 hours provided 1/1 each year	1
sick leave and pto are the same	1
2 hours per pay period (biweekly)	1
2.76 hours per bi-weekly paycheck	1
accrue 1.85 bi-weekly - maximum 400 hours	1
annual allotment given january 1 of 40 hours	1
4 hours per pay period based on 40 hours worked	1
1.54 bi-weekly max rollover is 80 hours per year	1
varies according to length of service and bargaining unit	1
3 days per year with additional available based on circumstance	1
40 hrs per calendar year, prorated based on employee's hire date	1
2 weeks annually (included as part of pto); annual rollover of unused amount allowed	1

Results	
up to 40 hours in policy year based on hours worked (i.e. earn .77 hours weekly for 40 hours worked)	1
7 month 8 hours, 9 month 8 hours, 11 month 8 hours, anniversary date 32 hours for a total of 56 hours	1
eligible on day 1. 26 weeks 50%pay for time with company less than 12 months, 100% pay for time with company greater than 12 months	1

17.3. Paid out at termination?

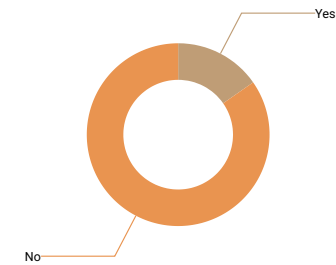
Answered 46 times

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	15%	7
No	83%	38

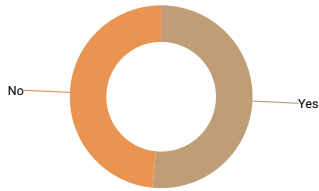
18. Vacation

18.1. Does your company offer Vacation Leave?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	51%	73
No	48%	68

18.2. Rate of Accrual

Answered 63 times

Skipped 10 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"

Results		
	based on years of service	2
	unlimited	1
	no accrual	1
	same as pto	1
	10 days /year	1
	6.67 per week	1
	3.33 per month	1
	1.54 hours/week	1
	10 days annually	1
	10 hrs per month	1
	varies by tenure	1
	by years of service	1
	day 1 of employment	1
	6.66 per month	1
	part of the total pto	1
	4 hours per pay period	1
	10 hours per month worked	1
	varies depending on tenure	1
	1.54 hours per 40 hours worked	1
	3.08 hours per 80 hours worked	1
	42 hours after one year worked	1
	4.615 hours per 80 hours worked	1
	4 hours per pay period (biweekly)	1
	2 weeks per year unless negotiated	1
	.04 per hour worked up to 2000 hours	1
	varies depending on length of service	1
	80 hours up to 200 hours based on service	1
	based on years of service 1-5 years = 80 hours	1
	after 1 year 1 week, 2 -10 years 2 weeks, 10+ years 3 weeks	1
	7 hours per month worked averaging 80 hours per calendar year	1
	based on years of service (minimum 2 weeks - maximum 5 weeks)	1
	minimum 2 weeks annually. annual pay out at end of fiscal year.	1
	1 yr = 40 hrs; 2 yrs = 80 hrs; 6 yrs = 120 hrs; 12 yrs = 160 hrs	1
	3 hours per 80 hours worked or more depending on years of service	1
	varies according to length of service and collective bargaining agreement	1
	1.54 hours per week and increases to 2.31 hours per week at 10 year anniversary.	1

Results	
one week after one year, two weeks after two years, three weeks after five years	1
6.67 hrs per month years 0-3, 10hrs per month years 3-5, 13.33 hrs per month years 5+	1
1 - 4 yos - 80 hours; 5 - 9 yos - 120 hours; 10 - 19 yos - 160 hours; 20+ yos - 200 hours	1
vacation hours given by employer/12 (vacation hours are increased through years of service)	1
0-5 years 3.08 hours ; 6-10 years 4.62 hours; 11+ years 6.16 hours per bi-weekly pay period	1
40 hours after 1 year; 80 hours after 3 years; 120 hours after 8 years; 160 hours after 15 years	1
80 hours year 1-2, 120 hours year 3-9, 160 hours year 10-19, 200 hours year 20-29, 240 hours year 30+	1
2 weeks from hire date to 5 years. 1st year is prorated. 3 weeks 5 to 10 years. 4 weeks over 10 years.	1
10 days less than 5 years, 15 days 5-11 years, 20 days 12- 19 years 24 days, more than 25 years 30 days	1
based on years of service - 12 days year 1-5, 18 days year 5-10, 24 days years 10-15, 30 days 15+ years	1
accrual rate set by years of service, limited carryover from one year to another, remainder is forfeited	1
1 day per month up to 10 days in first 5 years, 1.5 days after 5 years but less than 10, 2 days after 10 years	1
less than 10 years - 4 hours bi-weekly, 10 to 15 years - 5 hours, 15 to 20 hours -6 hours, 20 + years- 7 hours	1
80 hours accrual 1-4 years; 96 hours 5-9 years; 120 hours 10-14 years; 144 hours 15-19 years; 160 hours 20+ years	1
0-3 years of service= 80 hours, 4-9 years or service=120 hours, 10-18 years of service=160 hours, 19+ years=200 hours	1
tiered - 12 days per year (0-3 yrs service); 16 days per year (3-9 yrs of service); 22 days per year (9+ yrs of service)	1
.77 hrs for 40 hrs worked for 0-2 years; 1.54 hrs for 40 hrs worked 2 - 10 years; 2.31 hours for 40 hrs worked after 10 years	1
1-3 yrs 3.08 bi-weekly, 4-10 yrs 4.62 bi-weekly, 11-20 yrs 6.15 bi-weekly & 20+ yrs 7.69 bi-weekly - 240 max rollover per year	1
6.67 hours per month for new employees - at 5 years get 10 hrs per month - at 15 years get 13.37 hrs per month - at 25 years get 16.67 hrs per month	1
1.54 hours per 40 hours (1-5 years), 2.31 hours per 40 hrs. 5-10 years, 3.08 hrs. per 40 hrs. 1- years-20 years, 3.85 hrs. per 40 hours for over 20 years	1
(8/12 hr difference) after 1 year of service 40/48 hours of vacation, after 2 years of service 80/84 hours, after 5 years of service 120 hours, after 10 years of service 160 hours	1
start of employment thru 4 years of service =3.08 hours per pay period (80 hours); 5-9 years of service = 4.62 per pay period (120 hours); over 10 years = 6.16 hours per pay period (160 hours)	1
non-exempt under 5 years' service is 12 days/year, 6-10 is 18 days/year,11+ is 21 days/year. exempt under 5 years' service is 13 days/year, 6-10 is 19 days/year,11+ is 22 days/year. senior administrative is 22 days/year.	1
employees earn vacation days under this policy on an accrual basis over the course of a calendar year beginning in january. vacation is considered earned by the end of october, for employees who were active as of the first of january. employees hired later in the year will accrue vacation thru the end of the calendar year.	1
1-5 years 80 hours; 6 years 88 hours; 7 years 96 hours; 8 years 104 hrs; 9 years 112 hours; 10-15 yrs 120 hours; 16 years 128 hrs; 17 yrs 136 hours; 18 yrs 144 hrs; 19 yrs 152 hours; 20 yrs 160 hrs; 21 yrs 168 hrs; 22 yrs 176 hours; 23 yrs 184 hrs; 24 yrs 192 hours; 27 years 216 hrs; 28 yrs 224 hours; 29 yrs 232 hrs; 30 yrs 240	1
0 to 1.99 years=1 week (40 hours) – new hires have a 90 day waiting period before accrued time may be used. (accrual rate is 1.539 hours/biweekly payroll.); 2 to 4.99 years=2 weeks (80 hours) (accrual rate is 3.077 hours/biweekly payroll.); 5 to 19.99 years=3 weeks (120 hours) (accrual rate is 4.615 hours/biweekly payroll.); 20+ years= 4 weeks (160 hours) (accrual rate is 6.154 hours/biweekly payroll.)	1

18.3. Paid out at termination?

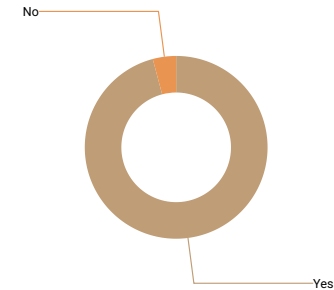
Answered 73 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Yes	93%	68
No	4%	3

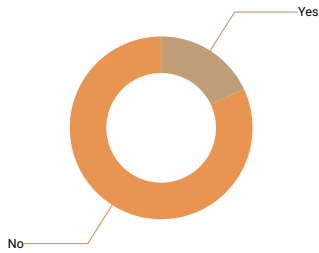
19. Personal Leave

19.1. Does your company offer Personal Leave?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	18%	26
No	82%	117

19.2. Rate of Accrual

Answered 22 times

Skipped 4 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Personal Leave?" has Selected button "Yes"

Results		
3 days per year		3
unpaid		1
varies		1
24 hours		1
0; unpaid		1
unlimited		1
no accrual		1
3 days/year		1
16 hours per year		1
32 hours per year		1
up to 30 days unpaid		1
1.85 hours each pay period		1
based on need - it is unpaid		1
16 hours of personal holiday annually		1
this is an unpaid leave on an approval basis		1
hrly- max 30 days unpaid, slry- 2 days annually- pd		1
1 personal day after 30 days, and one per year every year after		1
2 weeks annually (included as part of pto); rollover of unused amount allowed.		1
40 hours given at the beginning of the year- new hires will be prorated first year.		1
ee's are allowed 2 unpaid hours, 2x/month for dr/dentist appointments. must provide dr excuse		1

19.3. Paid out at termination?

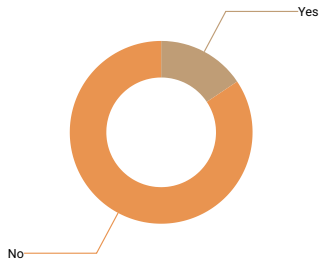
Answered 26 times

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	15%	4
No	81%	21

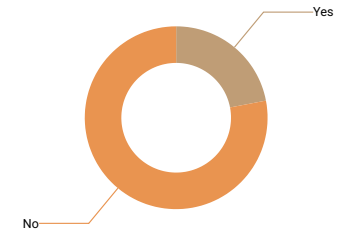
20. Paid Family Leave

20.1. Does your company offer Paid Family/Parental Leave?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	22%	32
No	78%	111

20.2. What is the period for Paid Family Leave in weeks?

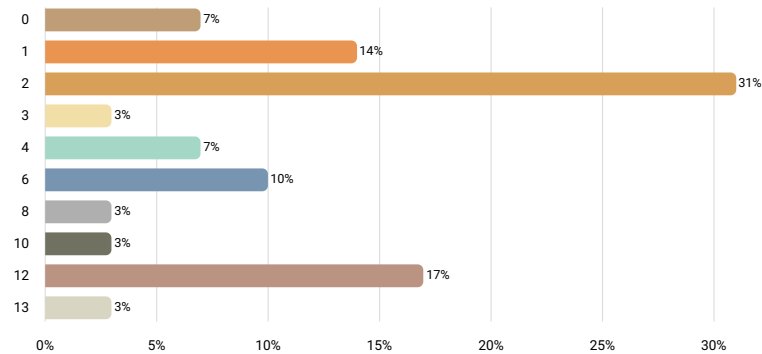
Answered 29 times

Skipped 3 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	2
75th percentile	8
90th percentile	12
Mean	5
Median	2
Standard deviation	4

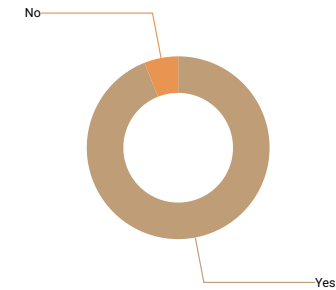
21. Short-term Disability

21.1. Does your company offer Short-Term Disability?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	94%	134
No	6%	9

21.2. Coverage Amount

Answered 123 times

Skipped 11 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"

Results	
60% of employee's weekly gross income	14
60%	11
60% of income	11
60% of employees weekly gross income	5
60	4
60% of weekly gross income	4
50	3
50% of income	2
60% of employee's gross income	2
80	1
50%	1
66.6%	1
varies	1
100%-65%	1
60% of salary	1
70% of income	1
varies by plan	1
60% up to \$1000	1
66.6% of income	1
\$200.00 per week	1
100% up to 26 weeks	1
60% of weekly earnings	1
66.6% of employees pay	1
\$375 per week to hourly	1
60% of employees income	1
60% up to \$750 per week	1
hourly - \$450.00 weekly	1
75% of employees base pay	1
50% of weekly gross income	1
70% of weekly gross income	1
non-exempt - \$250 per week	1
60% subject to contract max	1
60% of predisability earnings	1
60% of covered weekly earnings	1
\$150 or they can buy up to \$350	1
60% of salary, up to \$1000/week	1

Results	
\$150 per week for up to 13 weeks	1
60% of employee's weekly earnings	1
70% of weekly income up to \$1,385	1
60% of salary to max of \$1500/week	1
60% of employee weekly gross income	1
60% of employee's weekly gross incom	1
55% of employee's weekly gross income	1
60% of base pay; maximum of \$350 weekly	1
60% of weekly gross wage (up to \$1,000)	1
60% of employee's weekly pay up to \$1500	1
60% of weekly salary upto \$1500 per week	1
1 - 9 yrs - paid at 60%; 10+ paid at 100%	1
60% of base salary with \$1,500 weekly cap	1
60% of employee's pre-tax weekly earnings	1
66 2/3% of employee's weekly gross income	1
60% of gross wages to a max of \$1000/ week	1
\$230 per week for hourly; salaried full pay	1
100% for the first six weeks then 60% after	1
varies depending on role and elective add ons	1
60% of employee's weekly earnings; max \$1500/week	1
60% of employee's weekly gross income up to \$1,000	1
60% of employees weekly gross income up to \$1000/week	1
60% of weekly earnings to a maximum of \$2307 per week	1
60% of employee's weekly base income up to 1500 per week	1
less than 1 yr of service at 60%; 1 year or more at 100%	1
60% of weekly gross income not to go over \$1,000 per week	1
50% less than a year service, 100% greater than year service	1
basic - 55% / buy-up - 66.67% of employee's weekly gross income	1
60% of employee's weekly gross income after 7 day waiting period	1
60% of employee's weekly gross income up to \$1000 weekly benefit	1
100% for the first 13 weeks per period. 60 % after the first 13 weeks	1
depending on years of service, employees get a range between 60%-100%	1
100% after one year of service up to 13 weeks, then 60% for weeks 14 to 26.	1
60% of the employee's weekly gross income up to a maximum of \$1,500 per week	1
100% 4 to 22 weeks, depending on years of service. after that, 60% through 22 weeks	1
26 weeks (less sick leave taken during calendar year) ratio of full pay to half pay increases with years of service	1
60% of earnings before becoming disabled, but will not exceed \$2,500/week. employer pays 100% of employee premiums.	1
70% of employee's weekly gross income for hourly and nonexempt salaried; 100% pay continuation for exempt employees	1
60% of your before-tax weekly earnings, not to exceed the plan's maximum weekly benefit amount less other income sources.	1
employees under \$75k receive 60% of salary up to \$1,000 per week - employees over \$75k receive 60% of salary up to \$2,000 per week	1

21.3. Coverage Waiting Period Days

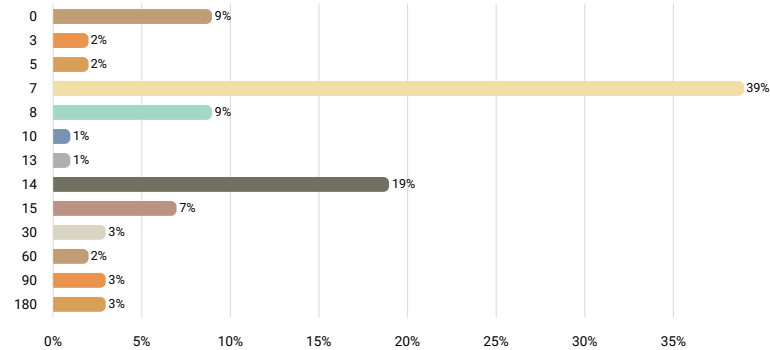
Answered 118 times

Skipped 16 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	3
25th percentile	7
50th percentile	7
75th percentile	14
90th percentile	30
Mean	17
Median	7
Standard deviation	31

21.4. Coverage Term

Answered 118 times

Skipped 16 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"

Results	
3 months	26
6 months	18
11 weeks	12
12 weeks	12
26 weeks	9
13 weeks	8
90 days	5
6	3
3	2
24 weeks	2
up to 26 weeks	2
12	1
26	1
6 month	1
17 weeks	1
2 months	1
22 weeks	1
25 weeks	1
25 weeks max	1
up to 11 weeks	1
up to 6 months	1
maximum 11 weeks	1
life of employment	1
26 weeks rolling annual	1
26 weeks per injury / illness	1
12 weeks after 2 week waiting period	1
11 weeks before converting to long term disability if needed	1
14 day elimination period with 76 days of benefit or 29 day elimination period with 61 days of benefit	1
26 weeks (less sick leave taken during calendar year) ratio of full pay to half pay increases with years of service	1
waiting period and coverage terms varies. employer pays no portion of premium but offers it as a voluntary benefit to employees	1

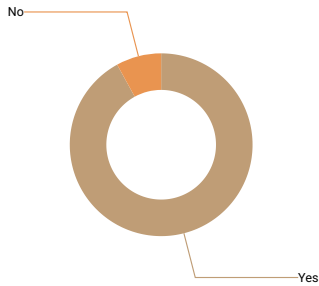
22. Long-term Disability

22.1. Does your company offer Long-Term Disability?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	92%	131
No	8%	12

22.2. Coverage Amount

Answered 117 times

Skipped 14 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"

Results	N
60%	16
60% of income	14
60% of employee's gross income	9
60	5
60% of gross income	5
50	4
50% of employee's gross income	3
50% of income	2
50% of employees gross income	2
60% of employee's weekly gross income	2
40	1
50%	1
66.6	1
60% of base	1
salary only	1
\$850 per week	1
40% of income	1
60% of salary	1
66.6% monthly pay	1
60% of gross wages	1
50% of gross income	1
60% up to \$5000 mth	1
choice of 50 or 60%	1
60% of the base salary	1
60% of weekly earnings	1
20% of employees income	1
60% of monthly earnings	1
40% of montly base salary	1
50% and can buy up to 60%	1
60% up to \$7500 per month	1
60% up to 10,000 per month	1
60% of monthly gross income	1
60% subject to contract max	1
50% of employee gross income	1
60% of covered monthly salary	1
60% of employee's base income	1

Results		
60% of employees gross income		1
60% of predisability earnings		1
60% of monthly pay up to \$10000		1
60% of monthly pay up to \$6,000		1
45% of the employees gross income		1
60% of monthly wage (up to \$5,000)		1
60% of salary to max of \$6000/month		1
66 2/3% for first 90 days, then 60%		1
60% of monthly wages; max \$5000/month		1
60% of employee's gross income monthly		1
60% of employee's monthly gross income		1
60% of employees gross income (salaried)		1
40%, employees can purchase additional 20%		1
60% of base salary with \$8,000 monthly cap		1
60% of employee's pre-tax monthly earnings		1
60% of gross wages to a max of \$5000/month		1
60% of employee's gross income up to \$7000.00		1
50% of base salary + average of last 2 years' bonus		1
60% of employee's gross income up to \$7,500 monthly		1
60% of basic monthly earnings up to \$6,000 per month		1
60% of monthly earnings to a maximum of \$10,000 per month		1
60% of employee's gross income up to \$5,000 monthly benefit		1
60% of employee's gross income not to be over \$10,000 a month		1
basic - 60% / buy-up - 66.67% of employee weekly gross income		1
60% of employee's monthly income up to a maximum payment of \$10,000		1
salaried only- 50%/ annual; eligible after 6 mos std, buy-up available to 66%		1
60% of earnings before becoming disabled, but will not exceed \$5,000/month. employer pays 100% of employee premiums.		1
60% of your before-tax monthly earnings, not to exceed the plan's maximum monthly benefit amount less other income sources.		1
employees under \$75k receive 60% of salary up to \$3,000 per month - employees over \$75k receive 60% of salary up to \$6,000 per month		1

22.3. Coverage Waiting Period Days

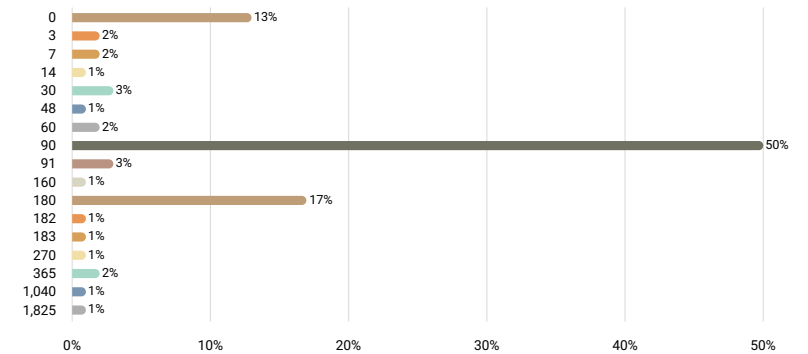
Answered 108 times

Skipped 23 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	90
50th percentile	90
75th percentile	91
90th percentile	180
Mean	121
Median	90
Standard deviation	201

22.4. Coverage Term

Answered 95 times

Skipped 36 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"

Results	
5 years	9
2 years	7
2	5
to social security normal retirement age	4
varies	3
3 years	3
to age 65	3
26 weeks	2
6 months	2
24 months	2
3.5 years	2
until age 65	2
3	1
5	1
none	1
1 year	1
age 65	1
to ae 65	1
until 65	1
12 months	1
60 months	1
to age 67	1
unlimited	1
based on age	1
up to age 65	1
up to age 70	1
rtw or age 65	1
adea 1 or ssnra	1
3 years 6 months	1
life of employment	1
lifetime to age 65	1
more than 26 weeks	1
1 year up to age 65	1
up to retirement age	1
a maximum of 15 years	1
2 years own occupation	1

Results	
until eligible for ssi	1
until ss retirement age	1
until social security age	1
social security normal age	1
up to normal retirement age	1
depends on length of absence	1
can carry to normal retirement	1
social security retirement age	1
until normaol ss retirement age	1
2 years then coverage is reassessed.	1
until social security retirement age	1
able to return to work/retirement age	1
social security normal retirement age	1
until medicare eligible or disability	1
until age of coverage by social security	1
age 65 (additional limits for over age 65)	1
begins after 13 weeks std; no cap instated	1
up to normal social security retirement age	1
normal retirement age or no longer disabled.	1
60% of base salary capped at \$8,000 per month	1
employees certify on an annual or bi annual basis	1
as long as medically disabled up to social security	1
retirement age if they were an active employee when they went on	1
depends on age at time of approval and continued disability can be up to age 65	1
maximum benefit duration: later of age 65 or social security normal retirement age	1
covered until fully recovered, or reach age 65. mental health long term disability is maximum of 2 years.	1
eligible for ltd once they've exhausted std (26 weeks). on ltd until employee received social security disability.	1

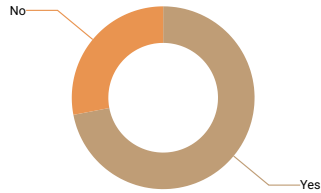
23. Education Assistance/Tuition Reimbursement

23.1. Does your company offer Education Assistance/Tuition Reimbursement?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	72%	103
No	28%	40

23.2. Requirements

Answered 96 times

Skipped 7 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"

Results		
work related		3
b		1
yes		1
salary only		1
work-related		1
as stated above		1
in related field		1
dependent upon case		1
a, b or passing grade		1
must make a "c" average		1
work related, maintainc		1
must have a c or better.		1
passing grade of c or better		1
pre approved and work related		1
work related and certain grade		1
work related courses or degree		1
work related; b average to pass		1
for grades: a= 100%; b=75%; c=50%		1
course relevant to a business need		1
subject to approval by direct manager		1
work related and grade of b or better		1
approved courses up to \$4,500 annually		1
work related, greater than a b average		1
work related and certain gpa requirement		1
work related - average grade of c or higher		1
work related and must maintain a c or above		1
must be work related and maintain a "c" average		1
courses have to be related; partial payment for a c		1
courses must be work related achieve a "c" or above		1
work related, vocational services, grade of c minimum		1
work related courses, grade of c, 1 year of employment		1
a certain grade has to be earned to receive reimbursement		1
12 months service, related course work,c 80%, b 90%,a 100%		1
has to be related to career path here, must get a b or better		1
must be a full time employee and courses must be work related		1
courses have to be specifically related to employees position.		1

Results	
must earn a b or higher and courses must advance career track.	1
full-time employee pursuing a degree in current work career path	1
working toward degree and certain grade to receive reimbursement	1
work related degree; c and above to be eligible for reimbursement	1
courses have to be work related and must make a grade of b or better	1
courses have to be work related, grade has to be above a c for reimbursement	1
have to have passing grade of a, b, c - we will pay up to \$4,000 per year	1
courses bases on work related or a degree program, "c" or above reimbursed	1
work related and achieve good grades. reimbursement scaled based on grades.	1
courses have to be work related and receive a, b or c (100% a, 90% b, 50% c)	1
degree or certification that can be used by the company, with a c or better.	1
courses have to be work related, grade of "c" or better to earn reimbursement	1
must be pre-approved, certain grade achieved & continued period of employment	1
employed one year, courses have to be work related, must maintain c equivalent	1
employee must receive a grade "c" or better or a "pass" when a pass/fail is given.	1
courses must be beneficial to current position and final grade must be a b or above	1
work related with a grade c or better to receive reimbursement up to \$5,250 per year	1
course must e work related and certain grade must to earned to receive reimbursement.	1
courses have to be work related, approved in advance and a grade of b must be obtained	1
university course for which credit hours are awarded for a maximum of six classes per year	1
courses have to be work related and a b or better has to be earned to receive reimbursement.	1
courses have to be work related and certain grade has to be earned to receive reimbursement.	1
courses have to be work related, or a certain grade has to be earned to receive reimbursement.	1
courses have to be work related, and a certain grade has to be earned to receive reimbursement.	1
courses must be work related, c or better grade earned for reimbursement, up to 2 courses per term	1
courses must be work related, a course grade of b or higher must be earned to receive reimbursement.	1
courses have to be approved beforehand and grade of b or better must be earned to receive reimbursement	1
courses have to be work related or certain grade has to be earned to receive tuition reimbursement only	1
courses have to be work related and maintain a certain grade point average. company covers up to \$5250 annual	1
courses/program must be work-related and a certain grade has to be earned for reimbursement - max of \$10k per year	1
courses have to be work related; employees must have 6 months of service with the company before this benefit is available.	1
courses have to be work related and the employee has to earn at least a c to receive reimbursement - have up to \$5k per year	1
up to \$5000. an accredited institute, applicable to their employment, must pass with a b or higher to receive reimbursement.	1
courses must be related to work and must pass the course to give reimbursements. only 2 classes will be approved per semester	1
courses or degrees have to be work related for associates & bachelor degrees. approvals can be course by course or by degree.	1
courses have to be work related, or a certain grade has to be earned to receive reimbursement on a tiered scale based on grade	1
professional development through a qualified program that offers growth in an area related to the employee's current position.	1
courses have to be work related and certain grade must be earned to receive reimbursement. a or b receives 100%, c receives 75%.	1
program varies- some must be work related, some. grade of c is a requirement for reimbursement. reimbursement is \$5,000 per member per year.	1
courses should be job related. employees are expected to achieve a c or higher for undergraduate courses and a b or higher for graduate courses.	1

Results	
employees must make a grade of b or higher. courses must be related, either directly or indirectly, to enhancing the employee's job performance.	1
course work or certifications must be related to the employee's current position or increase promotional opportunities. grade "b" or above must be earned.	1
must be applicable to a position organization currently has must receive at least a c in course. reimbursement is 90% for an a, 80% for a b and 70% for a c.	1
courses related to current job or promotion grade a = 100% reimbursement; grade b = 90% reimbursement; grade c = 70% reimbursement. below c, no reimbursement	1
must be alignment between educational ambitions and organizational needs, must be full-time, must receive grade b or higher and must have been employed at least 1 year	1
grade c or better; related to job; left #3 blank because we offer a flat \$ amount per calendar year vs. %. we offer up to \$5,250/calendar year which is the irs tax-free maximum.	1
courses do not have to be work related. reimbursement for a and b at 100% and c 75%. books are paid at 100% - \$4,500 per year for undergraduate and \$5,250 per year for masters and doctoral	1
must be employed 1 full year to qualify. up to \$5000/year, including books and lab fees. must be job-related. must achieve a c or better for undergraduate course and a b for graduate course.	1
-eligible employees must have an aa/as or equivalent -degree must benefit employee and venturi and fit in employee's career path -education review committee and ceo must approve application	1
degree programs that will assist the employee in performing his or her essential job functions and increase the employee's contribution to the organization. a grade of a or b must be obtained.	1
available to all full-time, part-time and intern employees; a reimbursement up to set cost of bachelor and/or master degree programs. courses and degree programs must be job/career related and align with company work.	1
must achieve "b" or above to earn reimbursement for approved courses; courses must be related to career / development path, and must be approved by manager / supervisor. reimbursement only up to irs mandated guideline before fringe benefit status kicks in.	1
courses directly related to current job, part of a 2-year associate degree or equivalent certification program- not necessarily related to current job; part of an approved job-related bachelor or graduate level program. grade of a "b" or above is required, or repayment of funds is required.	1
job-related and will be of mutual benefit to both the employee and company; have worked for company for at least 6 months prior to the start of a class; employees must receive a "b" grade or better to be eligible for reimbursement. pass/fail classes will be reimbursed with a passing grade; can receive reimbursement up to the annual irs allotment each calendar year	1
course of study must be related to present or anticipated responsibilities at dti or in a field related to work being performed by dti. work must be done on the employee's own time. the employee must provide proof that they have successfully completed the course work and earned at least a "c" average for undergraduate courses and must successfully pass graduate level and above courses.	1
courses must be relevant to the employee's current and future job requirements. reimbursement requires a grade of c or better for undergraduate level studies and a grade of b or better for graduate level studies. the employer reimburses up to \$200 per credit hour for bachelor's degree and \$350 per credit hour for master's degree, based on 2 courses per term, with a limit of \$4000 per year.	1
nta pays 100% of tuition and related fees for college level classes that are part of a curriculum and directly related to the employee's current position. expenses are covered up to \$3,750 per year for undergraduate studies and \$5,250 per year for graduate studies. undergraduate students must receive a grade of "c" or better and graduate students must receive a grade of "b" or better to qualify for this benefit.	1

23.3. Percentage of Reimbursement

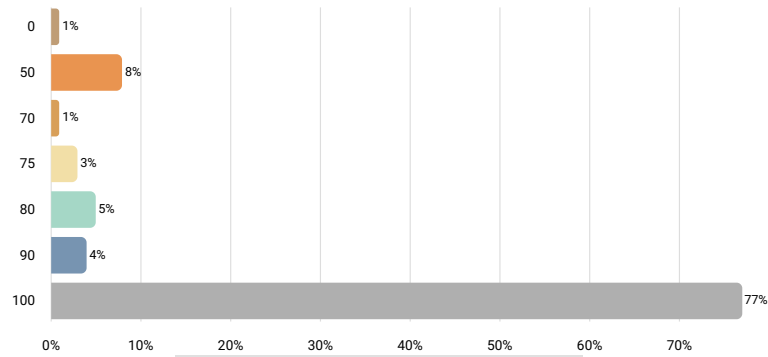
Answered 73 times

Skipped 30 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	92
Median	100
Standard deviation	18

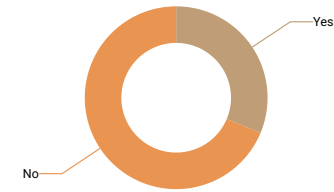
24. Flex-Time

24.1. Does your company offer Flex-Time?

Answered 143 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	31%	45
No	68%	97

24.2. Do you offer flex-time to pursue further education?

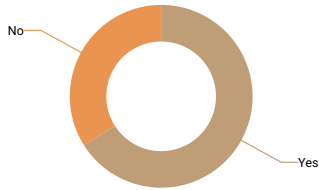
Answered 45 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"



Results	%	N
Yes	64%	29
No	33%	15

24.3. Do you offer flex-time for other reasons?

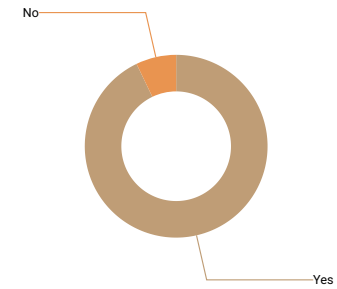
Answered 45 times

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	91%	41
No	7%	3

24.4. Describe your Flex-Time Policy.

Answered 38 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"
- "Do you offer flex-time for other reasons?" has Selected button "Yes"

Results	
as needed	1
depends on role	1
9/80 work schedule	1
employee need based.	1
ee dependent on needs	1
hours worked overtime	1
manager/mission approved.	1
remote work needs approval by supervisor.	1
employees may flex time before/after core hours	1
employees can flex their time within a pay period.	1
offered for salaried employees based on need/availability	1
full time employees may flex within the 80 hour pay period.	1
billing dept only. they can work hours they want or need to.	1
employees can work flex schedules including 4-10's, 9/80, etc.	1
get your job done in the hours it takes to do that successfully.	1
if you work on a saturday or sunday you take off during the week	1
employees may flex their time within the pay period with approval.	1
employees can choose their scheduled hours: 7-4, 7:30-4:30, 8-5 or 8:30-5:30	1
employees may flex their time within a pay period to meet minimum work hours	1
time can be flexed during the two week time period to total 80 working hours	1
employee may flex time within a week for personal absences to avoid use of pto.	1
some employees may work an alternate work schedule to have every other friday off.	1
the company has a flex-time policy in which an employee may use that time as needed.	1
employees may adjust their working hours as work permits to accommodate personal needs	1
we are flexible with our employees time as long as they get 80 hours in the pay period	1
must have 80 hours within a two week pay period, but able to flex time within those two weeks	1
we offer flex schedules. 9 hour days with every other friday off and 10 hour days with every friday off.	1
no policy, flex time is within the pay period. can work hours other than 8-5 to make up time within the pay period.	1
no set policy. as long as you get your work done, we will work with employees that need flexibility in their schedule.	1
flex for dr's appointments, children's activity, etc. non-exempt can flex in a week and exempt can flex over a two week pay period.	1
non-exempt employees may flex time, during the pay period, at the approval and discretion of their departments, on an hour-for-hour basis.	1
employee can work alternate hours for any reasonable purpose. arrangement can be discontinued at any time at the discretion of the manager.	1
non production employees can flex their time for appointments, classes, etc. employees will need to make up their time during their designated work week	1

Results	
approvals on case by case basis. ex- if an employee has military reserves drill on fri-sun, they can work four 10-hour shifts on mon-thurs to ensure full 40-hour work week.	1
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
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
a work schedule is established to accommodate the needs of the business, and individual work schedules on either a short-term or long-term basis. we offer a flexible work schedule that enables employees to accommodate events falling within the workday. invariant offers a modified full-time status with a reduced work hour requirement for employees.	1
total time accounting benefit applies to all full time (defined as 30 hours per week or more) exempt employees. company pays exempt employees for full 40 hours regardless of hours worked and allows employees the flexibility to manage their time within calendar year. for example, an exempt employee may take 2 hours off to attend an event for their child at school and will be paid full salary without having to record pto. employee can make up those 2 hours at any time during calendar year or use any "banked" time from working excess hours in the calendar year.	1

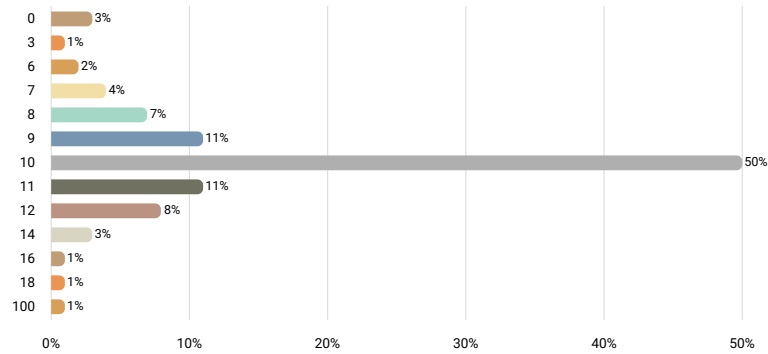
25. Holidays

25.1. How many total holidays are given in a year?

Answered 120 times

Skipped 23 times

Number input



Statistics	
10th percentile	8
25th percentile	9
50th percentile	10
75th percentile	10
90th percentile	12
Mean	10
Median	10
Standard deviation	9

25.2. Annual Holidays Offered

Answered 136 times

Skipped 7 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	135
Martin Luther King, Jr. Day	57
Presidents' Day	44
Good Friday	43
Easter	11
Memorial Day	134
Independence Day	135
Labor Day	134
Veterans Day	44
Thanksgiving Day	132
Day after Thanksgiving	89
Christmas Eve	82
Christmas Day	134
New Year's Eve	56
Others Not Listed	67

25.3. List other holidays.

Answered 65 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- 'Annual Holidays Offered' has 'Others Not Listed' checked

Results	
columbus day	11
birthday	3
floating	3
floating holiday	3
1 floating holiday	2
floater	1
columbus	1
shut down	1
2 floating	1
ee's birthday	1
hourly birthday	1
personal holiday	1
employee birthday	1
2 floating holidays	1
2 personal holidays	1
3 floating holidays	1
4 personal holidays	1
employee's birthday	1
2nd day at labor day	1
3rd day at christmas	1
martin luther king day	1
4 additional days accrued	1
3 extra days during christmas	1
birthday - can be used anytime	1
personal choice up to 16 hours	1
new year's eve day, personal day	1
days between christmas and new years	1
3 floating holidays to be used anytime	1
columbus day and community service day	1
columbus day , one of employee's choice	1
floating holiday of the companies choice	1
floating holiday designated annually by company	1
3 holidays:day after christmas to new year's eve	1
all days between christmas day and new years day	1
entire week from christmas through new year's day	1
2 board-granted holidays, usually around christmas	1

Results	
an additional floating holiday for hourly employees.	1
1 flexible holiday determined and scheduled by company.	1
5 more shut down holidays during the last couple of weeks in december	1
we give from christmas day through new year's eve (typically is 5 days)	1
4 floating days - 1 at 4th of july, 3 week between christmas and new years.	1
offer 2 floating holidays that employee can choose to take at their discretion.	1
5 day of spring break, and the 5 work week days between christmas and new years day	1
floating holiday that can be chosen by company at the beginning of the year or let employees pick the date.	1
we offer paid holidays for the time from christmas eve through new years day. we are closed for these days.	1
we have 2 floating holidays that are determined each year. these change depending on how other holidays fall within the calendar.	1
2 floating holidays to be used at employee's discretion during calendar year--no carry-over for floating holidays/lost if not used.	1
depending on the year and how holidays fall, if any year in which less than 11 holidays are assigned, the remaining holidays are converted to vacation hours.. ie in 2020, 9 holidays have assigned days, leaving the employee 2 more day	1

26. Thank You

