

## 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

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  - 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

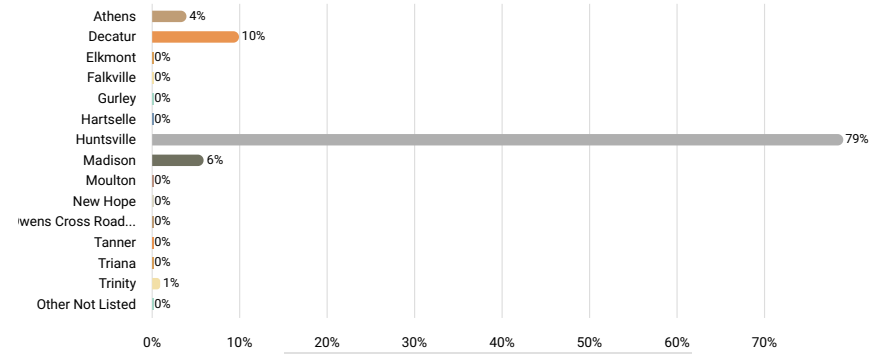
# 2. General Information

## 2.1. Company City

Answered 72 times

Skipped 0 times

Select one answer (drop down)



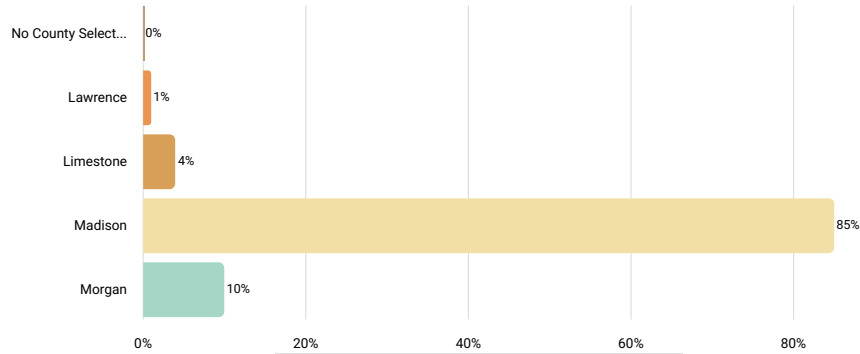
Results	%	N
Athens	4%	3
Decatur	10%	7
Elkmont	0%	0
Falkville	0%	0
Gurley	0%	0
Hartselle	0%	0
Huntsville	79%	57
Madison	6%	4
Moulton	0%	0
New Hope	0%	0
Owens Cross Roads	0%	0
Tanner	0%	0
Triana	0%	0
Trinity	1%	1
Other Not Listed	0%	0

## 2.2. In which county is your company located?

Answered 72 times

Skipped 0 times

Select one answer (drop down)



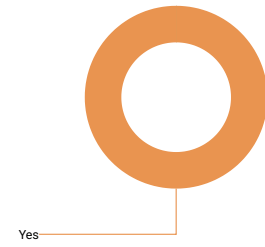
Results	%	N
No County Selected	0%	0
Lawrence	1%	1
Limestone	4%	3
Madison	85%	61
Morgan	10%	7

## 2.3. Is your organization a government contractor?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



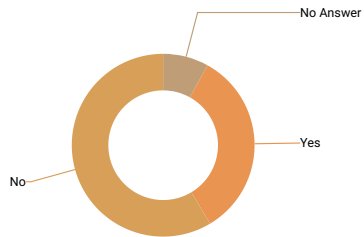
Results	%	N
No Answer	0%	0
Yes	100%	72
No	0%	0

## 2.4. Is your organization a manufacturer?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



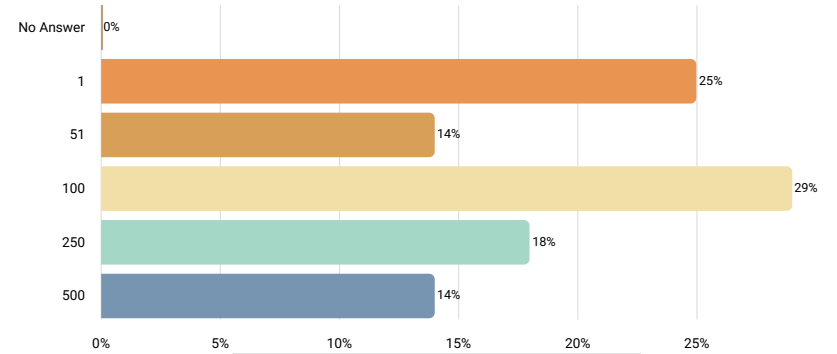
Results	%	N
No Answer	8%	6
Yes	33%	24
No	58%	42

## 2.5. Company Size

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	25%	18
51-99 Employees	14%	10
100-249 Employees	29%	21
250-499 Employees	18%	13
500+ Employees	14%	10

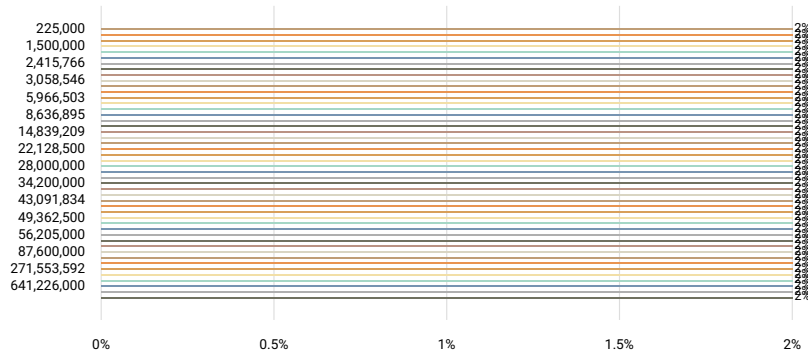
### 3. Company and HR Data

#### 3.1. Total Gross Revenue in 2019

Answered 48 times

Skipped 24 times

Number input



Statistics	
10th percentile	1,600,000
25th percentile	5,812,850
50th percentile	27,442,994
75th percentile	53,505,215
90th percentile	286,000,000
Mean	222,788,351
Median	27,442,994
Standard deviation	983,323,611

#### 3.2. Total Gross Payroll in 2019

Answered 45 times

Skipped 27 times

Number input



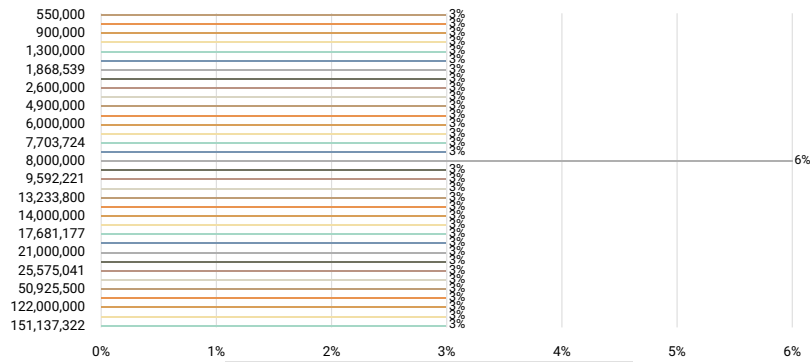
Statistics	
10th percentile	1,141,538
25th percentile	2,531,629
50th percentile	7,863,700
75th percentile	16,900,007
90th percentile	74,940,800
Mean	22,312,030
Median	7,863,700
Standard deviation	38,279,909

### 3.3. Total Budgeted Payroll for 2019

Answered 36 times

Skipped 36 times

Number input



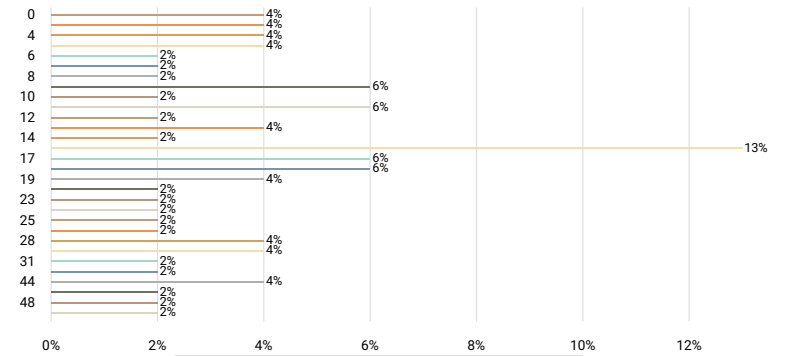
Statistics	
10th percentile	985,166
25th percentile	3,300,000
50th percentile	8,532,827.5
75th percentile	20,750,000
90th percentile	62,518,121
Mean	22,850,937
Median	8,532,828
Standard deviation	37,381,862

### 3.4. Overall Turnover Rate

Answered 53 times

Skipped 19 times

Number input



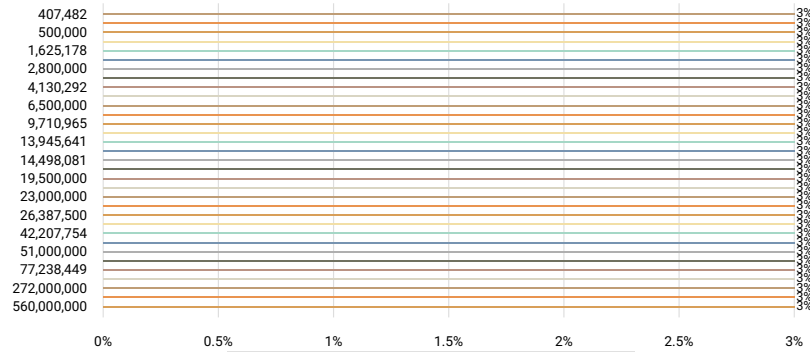
Statistics	
10th percentile	4
25th percentile	9
50th percentile	15
75th percentile	24
90th percentile	37
Mean	18
Median	15
Standard deviation	13

### 3.5. Annual Operating Budget

Answered 33 times

Skipped 39 times

Number input



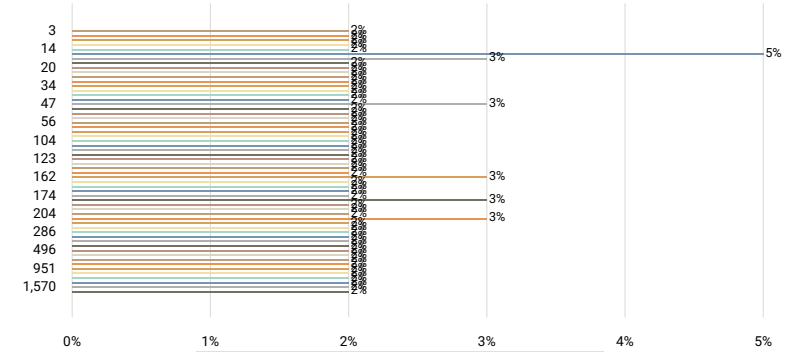
Statistics	
10th percentile	1,593,692
25th percentile	4,130,292
50th percentile	14,498,081
75th percentile	42,207,754
90th percentile	184,000,000
Mean	61,777,251
Median	14,498,081
Standard deviation	131,269,027

### 3.6. Number of Full-Time Employees (FTEs)

Answered 65 times

Skipped 7 times

Number input



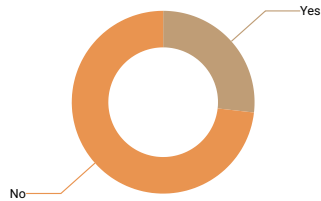
Statistics	
10th percentile	16
25th percentile	35
50th percentile	123
75th percentile	228
90th percentile	746
Mean	270
Median	123
Standard deviation	457

### 3.7. Are you planning a hiring campaign in 2020?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	19
No	71%	51

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

Answered 11 times

Skipped 8 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"

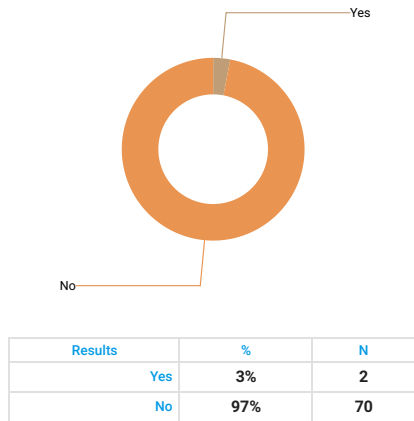
Results	
20 fte additions	1
we forecast a requirement of 30 additional fte's for 2020	1
hourly employees	1
virtual job fairs; campaign through popular social media sites like linkedin and facebook as well as through the local chamber of commerce	1
we plan to attend several college career fairs and professional 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
ramping up hiring efforts in accordance to business needs.	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
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
normal recruiting activities, no special events planned	1
we will be having a hiring campaign for a few specific areas of work	1
yearlong recruiting and job fairs	1

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

Answered 72 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 2 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"



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

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

Answered 2 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



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

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

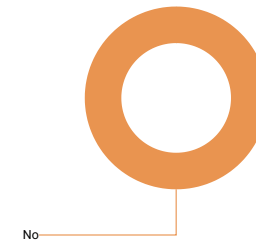
Answered 70 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	0%	0
No	100%	70

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

Answered 0 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 "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.

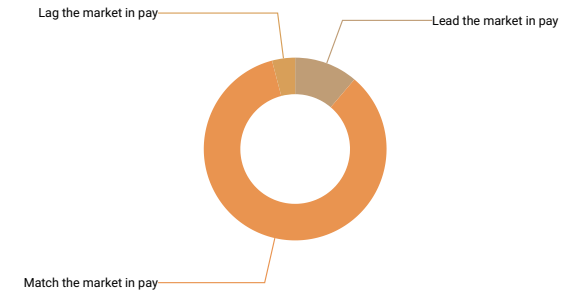
## 4. Pay Practices

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Lead the market in pay	11%	8
Match the market in pay	83%	60
Lag the market in pay	4%	3

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

Answered 44 times

Skipped 28 times

Text input

Results	
01/01/2020	7
10/01/2019	5
03/01/2020	3
n/a	3
1/1/2020	2
07/08/2019	1
03/03/2020	1
05/25/2020	1
07/06/2019	1
07/28/2019	1
06/23/2019	1
03/02/2020	1
01/20/2019	1
09/23/2019	1
05/01/2019	1
12/20/2019	1
04/16/2019	1
07/01/2019	1
01/13/2020	1
4/1/19	1
05/07/2020	1
01/27/2020	1
04/20/2019	1
12/01/2019	1
4/1/20	1
9/1/2019	1
06/05/2019	1
12/19/2019	1
12/312019	1

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

Answered 56 times

Skipped 16 times

Text input

Results	
01/01/2021	10
07/01/2020	4
10/01/2020	4
05/01/2020	3
12/01/2020	3
01/01/2020	2
1/1/2021	2
04/01/2021	2
06/01/2020	2
varies	2
07/06/2020	1
08/01/2020	1
03/15/2021	1
08/02/2020	1
03/01/2020	1
03012020	1
11/15/2020	1
12/18/2020	1
03/01/2021	1
11/13/2020	1
10/1/2020	1
02/01/2021	1
n/a	1
4/1/2021	1
10/01/2021	1
04/01/2020	1
01/25/2020	1
05/08/2020	1
4/1/21	1
9/1/2020	1
06/05/2021	1
12/31/2020	1

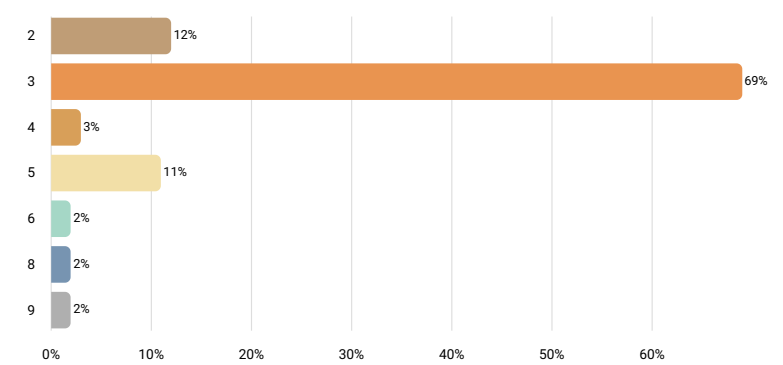
**4.4. If applicable, what is the anticipated date of the next shift or increase in your pay RANGE?**

Answered 29 times  
 Skipped 43 times  
 Text input

Results	
01/01/2021	8
10/01/2020	3
01/01/2020	2
06/01/2020	2
n/a	2
07/06/2020	1
1/1/2021	1
03012020	1
05/01/2020	1
4/1/2021	1
02/01/2021	1
04/01/2020	1
not applic	1
ongoing	1
06/05/2021	1
01/13/2020	1
varies by	1

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

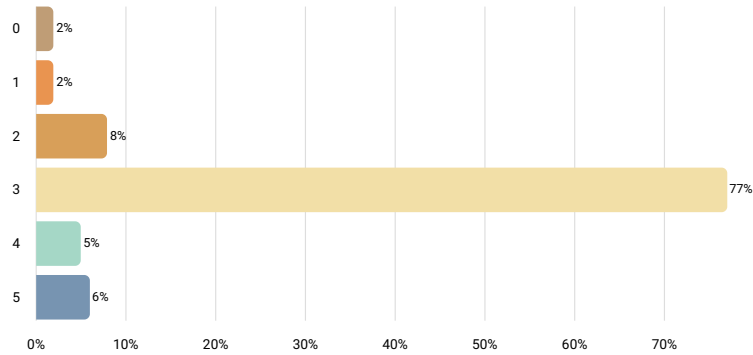
Answered 65 times  
 Skipped 7 times  
 Number input



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

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

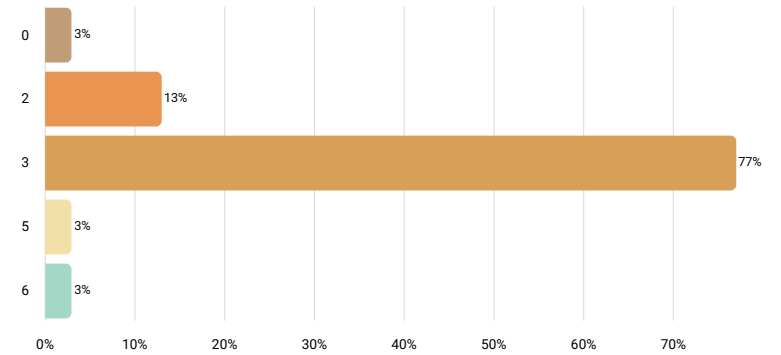
Answered 62 times  
 Skipped 10 times  
 Number input



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 30 times  
 Skipped 42 times  
 Number input



Statistics	
10th percentile	2
25th percentile	3
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 53 times  
 Skipped 19 times  
 Select multiple answers (checkboxes)

Results	N
2 Shifts	9
3 Shifts	11
10 Hour Shifts	6
12 Hour Shifts	8
Swing or Rotating Shifts	7
Other	33

#### 4.9. Describe your shift pattern.

Answered 30 times

Skipped 3 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

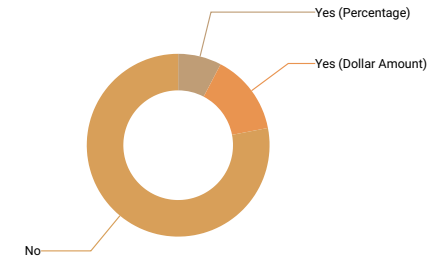
Results	
1 shift	3
production has 12 hour swing shifts. there are also premium jobs that are 8hr/day 5 days a week with some day shifts offered	1
1 8-hour	1
day shift for all employees with exception to on-call operator, truck drivers, and fleet mechanics. exceptions have varying schedules based on roles 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 on/3 off (12 hr), 3 on/4 off (12 hr), and also reg 5x a week (8 hr)	1
1 shift - days	1
9/80 schedule	1
all employees work an 8 hour day monday through friday(8am to 5pm or 7:30am to 4:30pm, etc)	1
1st shift	1
1 shift - 8 a.m. - 5 p.m.	1
one daily shift of 8 hours a day 5 days a week	1
we have one shift, and no production workers.	1
one shift - days	1
we run day shift, second shift, night shifts, and weekend shifts.	1
professionals standard 8 hour shift; site construction/technicians vary by site 8 or 10 hour shift	1
day shift only	1
1 shift. normal business hours 7am-4pm m-f	1
one shift - 8 to 5	1
8 hour shifts	1
1st shift 8 hours per day 5 days per week	1
one shift - normal business day hours. some employees work ot on top of a normal work day/week	1
8 hour work days	1
1 shift- 8 hours	1
8am to 5pm	1
we do not have shifts.	1
all employees work one shift	1
1 shift, flex work schedule	1

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	7%	5
Yes (Dollar Amount)	13%	9
No	71%	51

#### 4.11. Enter your 2nd shift premium percentage.

Answered 4 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



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

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

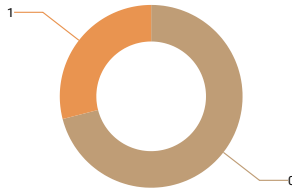
Answered 7 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

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



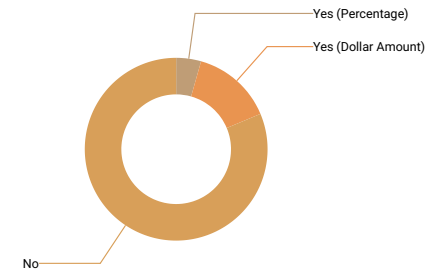
Statistics	
10th percentile	0
25th percentile	0
50th percentile	0
75th percentile	1
90th percentile	1
Mean	0
Median	0
Standard deviation	0

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	4%	3
Yes (Dollar Amount)	13%	9
No	74%	53

#### 4.14. Enter your 3rd shift premium percentage here.

Answered 3 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



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

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

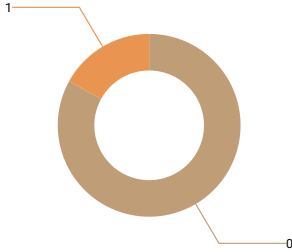
Answered 6 times

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)"



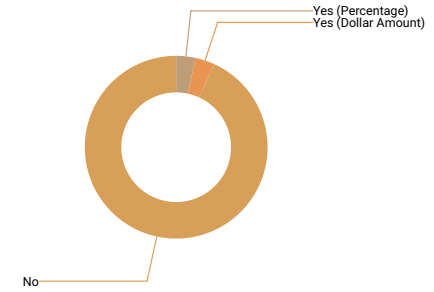
Statistics	
10th percentile	0
25th percentile	0
50th percentile	0
75th percentile	0
90th percentile	1
Mean	0
Median	0
Standard deviation	0

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	3%	2
Yes (Dollar Amount)	3%	2
No	82%	59

#### 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 1 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)"



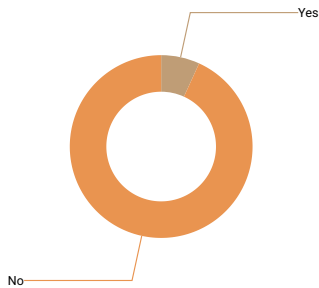
We are sorry but the collected data is not sufficient to render an accurate result.

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	6%	4
No	82%	59

#### 4.20. Please describe your additional shift differentials.

Answered 4 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"



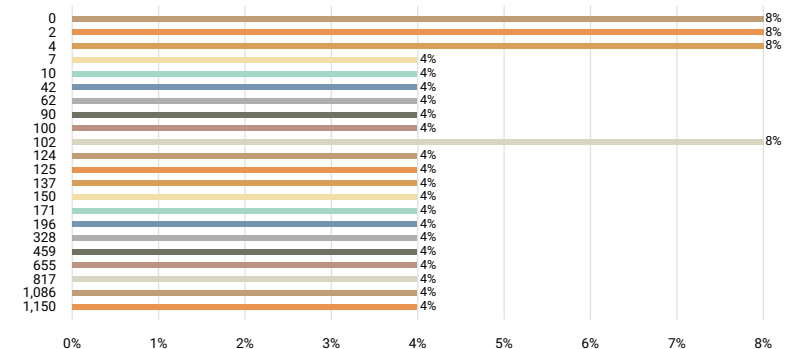
We are sorry but the collected data is not sufficient to render an accurate result.

#### 4.21. Number of employees in production

Answered 26 times

Skipped 46 times

Number input



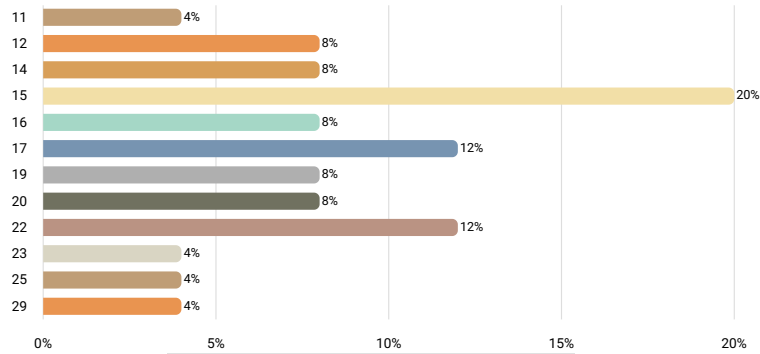
Statistics	
10th percentile	2
25th percentile	7
50th percentile	102
75th percentile	196
90th percentile	817
Mean	228
Median	102
Standard deviation	332

#### 4.22. Average entry/hire hourly rate for production

Answered 25 times

Skipped 47 times

Number input



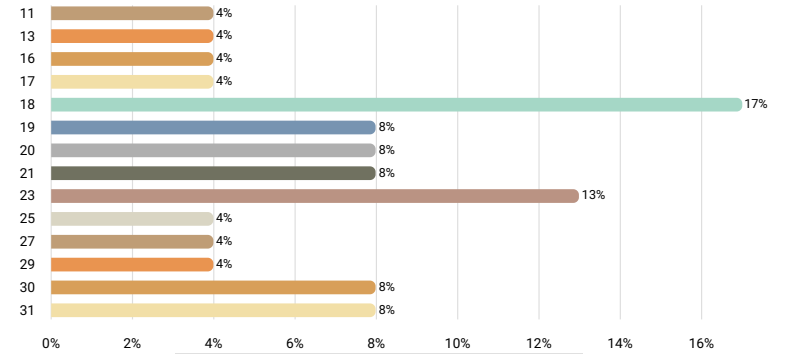
Statistics	
10th percentile	12
25th percentile	15
50th percentile	17
75th percentile	20
90th percentile	23
Mean	18
Median	17
Standard deviation	4

#### 4.23. Average base rate for production

Answered 24 times

Skipped 48 times

Number input



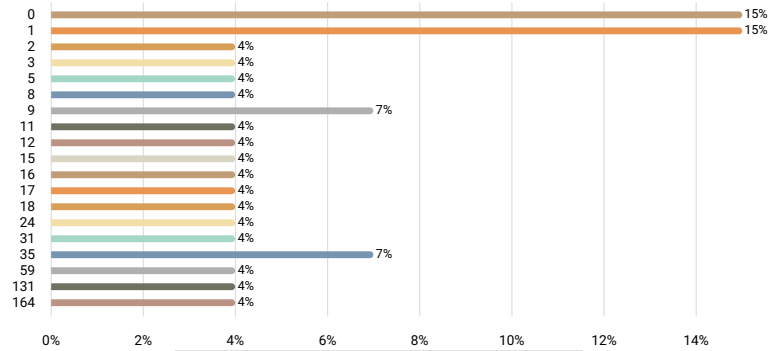
Statistics	
10th percentile	16
25th percentile	18
50th percentile	20.5
75th percentile	26
90th percentile	30
Mean	22
Median	21
Standard deviation	6

#### 4.24. Number of employees in maintenance

Answered 27 times

Skipped 45 times

Number input



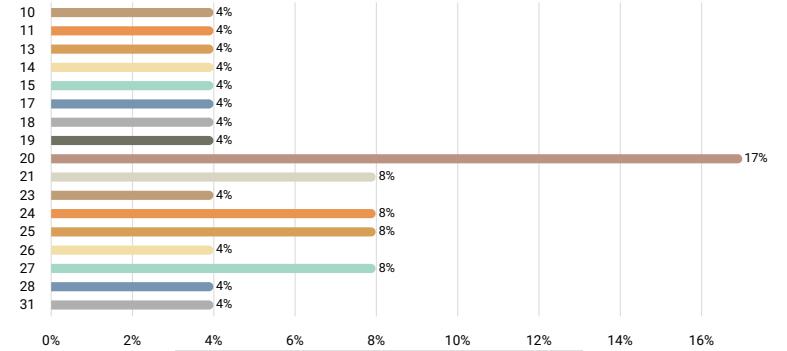
Statistics	
10th percentile	0
25th percentile	1
50th percentile	9
75th percentile	24
90th percentile	59
Mean	23
Median	9
Standard deviation	39

#### 4.25. Average entry/hire hourly rate for maintenance

Answered 24 times

Skipped 48 times

Number input



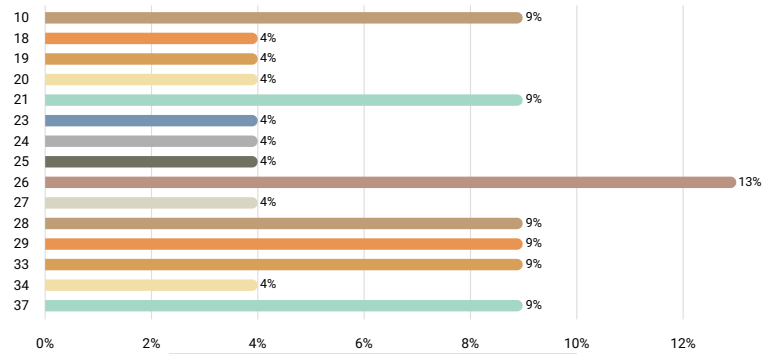
Statistics	
10th percentile	13
25th percentile	17.5
50th percentile	20.5
75th percentile	25
90th percentile	27
Mean	21
Median	21
Standard deviation	6

#### 4.26. Average base rate for maintenance

Answered 23 times

Skipped 49 times

Number input



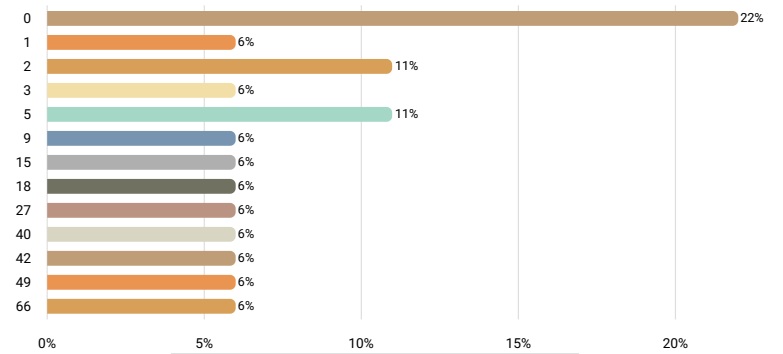
Statistics	
10th percentile	18
25th percentile	21
50th percentile	26
75th percentile	29
90th percentile	34
Mean	25
Median	26
Standard deviation	7

#### 4.27. Number of employees in warehouse

Answered 18 times

Skipped 54 times

Number input



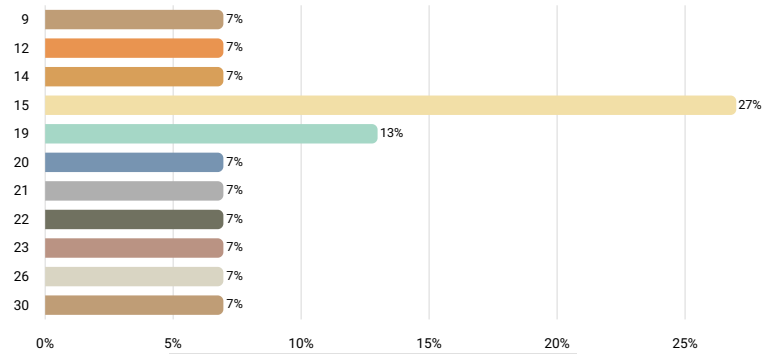
Statistics	
10th percentile	0
25th percentile	1
50th percentile	5
75th percentile	27
90th percentile	49
Mean	16
Median	5
Standard deviation	20

#### 4.28. Average entry/hire hourly rate for warehouse

Answered 15 times

Skipped 57 times

Number input



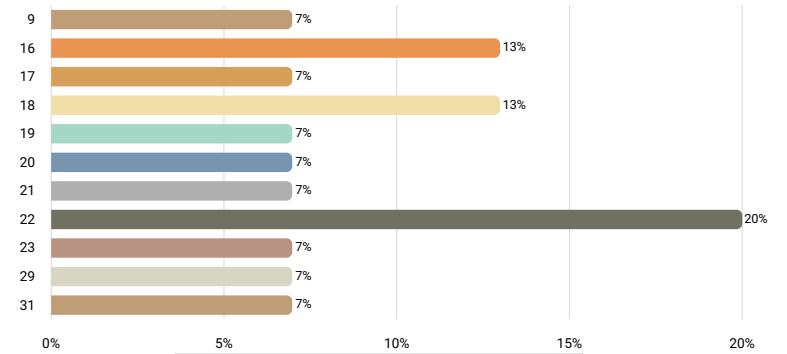
Statistics	
10th percentile	12
25th percentile	15
50th percentile	19
75th percentile	22
90th percentile	26
Mean	18
Median	19
Standard deviation	6

#### 4.29. Average base rate for warehouse

Answered 15 times

Skipped 57 times

Number input



Statistics	
10th percentile	16
25th percentile	17
50th percentile	20
75th percentile	22
90th percentile	29
Mean	20
Median	20
Standard deviation	5

### 4.30. How do you calculate overtime hours?

Answered 61 times

Skipped 11 times

Text area input

Results	
1.5	3
time and a half	2
1.5 times base pay	2
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
time and a half for every hour worked over 40 for hourly workers.	1
over 40 hours worked per week	1
hours over 40.	1
over 40 hours/week.	1
anything greater than 80 hours/2-week pay period	1
anything over 40 hours worked in a week.	1
base rate x 1.5	1
straight time	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
1.5x after 40 worked	1
hours worked over 40 in a week (sunday through saturday)	1
part time employees- 1.5x/ full time employees - 1x	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
weekly over 40 hours; does not include pto	1
over = time x half	1
hours over 80 in a two week period.	1
1.5 over 40 hour/week	1
hourly rate x 1.5 x overtime hours worked.	1
anything over 40 hours in a work week (monday through sunday)	1
1.5 over 40 per week	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
time and one half after 40 hours worked	1
hours worked in excess of 40 hours in a work week.	1
hours over 40 time and a half	1
1.5 x base pay rate	1
hours over 40 in a week	1
time and half for all hours over 40 in one week period beginning sunday and ending saturday	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
any hours worked over 40 in a monday through sunday workweek.	1
hourly rate x 1.5	1
1.5 times after 40 hours physically worked in a week	1

Results	
hours in excess of 40 per week	1
time in excess of 40 hours in a work week are considered overtime hours.	1
standard, hourly non-exempt overtime is calculated in accordance with flsa standards. 1.5x hourly ra	1
time and a half for nonexempt employees	1
1 1/2 x anything over 40 hours	1
hours over 40 per week	1
1.5x rate over 40 hours/week	1
over 40 hrs/wk	1
if overtime is approved, the hourly rate times the excess hours is added to their regular salary pay.	1
1.5x the hourly rate after 40 hours of worked time	1
any hours worked over 40 per work week	1
pay for each hour worked over 40	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
for non-exempt employees, anything over 40 hours in a workweek	1
time and a half for any hours over 40 hours in work week	1
time and a half for anything over 40 hours of work	1
1.5 after 40; on 7th day 2.0	1
time & half for all hours worked over 40 in a week.	1
non-exempt per flsa guidelines	1
hours over 40 per week. does not include fringe hours.	1
1.5 times rate for hours over 40 per week for non-exempt	1
anything over 40 in a week	1

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

Answered 25 times  
 Skipped 47 times  
 Text area input

Results	
	n/a 5
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	1
bi-weekly incentive plan based on customer delivery and annual bonus plan	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
holiday bonus: 2.08% 0-4 years, 3.02% 5 years	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
quarterly gain sharing; annual profitsharing	1
annual discretionary profit sharing into retirement plans (401(k) and esop); annual performance bonus;referral bonus;spot bonus.	1
only discretionary bonuses or bonuses for process improvement determined by value saved	1
we do not have production/maintenance staff.	1
none	1
bonuses are calculated based on company performance and individual contribution	1
end of the year bonus	1
perfect attendance incentive/bonus	1
eligible for discretionary annual bonus after 1 year of employment & potential for discretionary spot bonus at ceo's direction	1
not applicable	1
employees may receive a holiday bonus and annual bonus at the discretion of the president.	1
5% annual bonus based on meeting budgeted goals	1
quarterly payout for waste run rate and down time - \$75 per indices	1
profit sharing based on company performance paid 1 time a year	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

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

Answered 23 times  
 Skipped 49 times  
 Text area input

Results	
	n/a 3
	none 2
ye bonus, 401k profit sharing	1
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	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
bi-weekly incentive plan based on customer delivery and annual bonus plan	1
spot bonuses based on commendations above and beyond; annual performance bonuses	1
401k contributions, 3%	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
holiday bonus: 2.08% 0-4 years, 3.02% 5 years	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
bonus structure is based on both company and employee performance.	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
spot bonus incentive program	1
bonuses are calculated based on company performance and individual contribution	1
end of the year bonus	1
employees are eligible for spot bonuses, semi-annual staff bonuses, and our employee stock ownership plan	1
5% annual bonus based on meeting budgeted goals	1
same	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

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

Answered 33 times

Skipped 39 times

Text area input

Results	
401k profit sharing plan that is discretionary	1
ye bonus, 401k profit sharing	1
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	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
non-qualified plan enrollment	1
annual bonus plan, long term stock incentives	1
annual performance bonuses	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
bonus incentive based on delivery, production, safety & cost objectives	1
annual awards based on performance rating are available for outstanding performance.	1
holiday bonus: 2.08% 0-4 years, 3.02% 5 years. short term incentives and long term incentives	1
discretionary	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
bonus structure is based on both company and employee performance.	1
annual profitsharing	1
fiscal year determination based on annual profitability	1
annual officer bonus decided by board of directors;annual discretionary profit sharing into retirement plans (401(k) and esop);sars;phantom stock.	1
sti based on growth and profitability for the year	1
n/a	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
incentive program - goal driven and deferred compensation relative to tenure	1
end of year bonus depending on performance, hours worked	1
executives are eligible for performance-based cash bonuses tied to the financial growth and success of the business.	1
bonuses are calculated based on company performance and individual contribution	1
end of the yea bonus	1
eligible for discretionary annual bonus after 1 year of employment & potential for discretionary spot bonus at ceo's direction	1
none	1
executive staff are eligible for annual cash bonuses and long term cash bonuses, as well as our employee stock ownership plan	1
10% annual bonus based on meeting budgeted goals	1
at corporate level	1
there is a bonus pool established for the company based on profitability.	1
discretionary profit sharing plan that is paid into their 401(k) plan.	1
varies	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 20 times

Skipped 52 times

Text area input

Results	
n/a	9
none	2
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
lead is \$1 over highest rate in dept, safety lead \$1.50 over their current rate	45
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
company paid skills courses, certifications and licenses, and higher education (college, university, and vocational school)	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
discretionary based on performance and longevity	1
certifications	1
we offered a \$5,000 annual pay increase to our corporate accountant if cpa certification was obtained.	1
none at this time	1

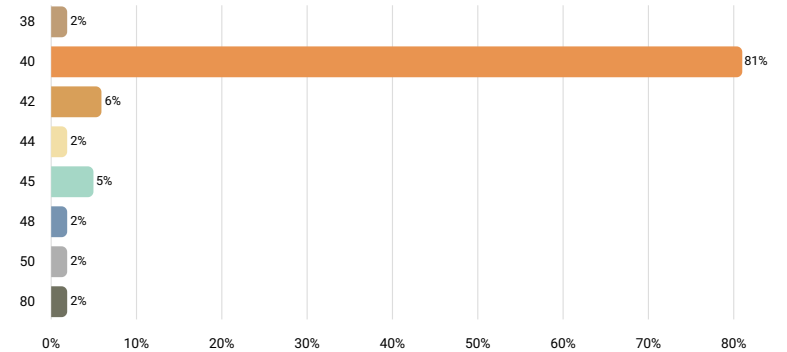
**4.35. Please describe any classification system of employees you have based on tiers. Please include how this affects your wages and wage increases based on tiers.**

Answered 22 times  
 Skipped 50 times  
 Text area input

Results	
n/a	7
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
air products typically uses a three tier system for technical roles. wages increase \$3-4 per hour as you approach tier 1.	1
based on education and experience	1
professionals (exempt), support (non-exempt), technical (non-exempt), management (exempt), and leadership (exempt). each category has 5-6 pay bands each.	1
tiers are based on gsa schedules	1
program manager 1 and 2, based on level of responsibility and size of programs managed.	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
some positions have different levels based on experience, performance and education requirements.	1
5 grades, step pay progression	1
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
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
none	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
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
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

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

Answered 64 times  
 Skipped 8 times  
 Number input



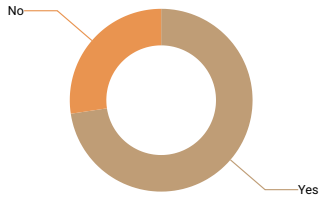
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	44
Mean	41
Median	40
Standard deviation	5

#### 4.37. Does your company have positions that are leveled?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	69%	50
No	26%	19

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

Answered 44 times

Skipped 6 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	
	5 4
	3 2
	5 levels 2
	4 1
	6 1
	technical positions job grades 1-4 1
	at local air products facilities tiers are only for supervisors and managers. within the region there are 5 tiers that see active use. 1
	technical junior positions have 3 levels, technical base positions have 3 to 5 levels. technical senior positions have 3-5 levels. 1
	4-6 1
	up to 6 1
	most professional positions have 4 levels 1
	technical positions have 5 or 6 levels; administrative positions have 3-4 levels. 1
	3 - junior, mid-level, senior 1
	associate has 5 levels, technical has 5, subject matter expert has 4 1
	most of our jobs have at least 4 levels and up to seven. 1
	building tech 1-4 plus chief building tech; admin 1-2 1
	engineering - 2 1
	levels 1 - 4 1
	each position has a grade - most positions would have at least 3 levels 1
	2 levels for herbicide applicator (based on certification) 1
	most have 3, but some have 4 to include a sr. level position 1
	engineering levels 1-5, technician level 1-2 1
	professional technical/engineering positions have 5 levels, managerial 3 levels, and executive positions 1 level. 1
	engineer/scientist have 9 levels; sme has 5 levels; 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
	engineering roles typically have 6 levels, production positions have 4-5 levels 1
	professional technical/engineering positions have 6 levels; technician/clerk positions have 4 levels 1
	varies and depends on awarded work requirements. 1
	all company mangement/professional and technical positions might have up to 6 levels, whereas administrative might have 3 levels. 1
	research positions have 4 steps, professional administrative 2-3, technical 2-3 1
	typically 4 1
	generally 3 levels 1
	individual contributor: a-f manager/supervisor: a-f executive: v 1
	engineer, scientist, analyst, software developer = 1-6, technician, program analyst, senior management, admin - 1-4 1

Results	
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
most technical and analytical positions have about 5 levels	1
salaried positions - different levels; production levels such as machine operator level 1, level 2, level 3.	1
engineering tends to have 5 levels, production generally has 3 levels and most professional positions have 4 levels.	1
varies by job category. engineer i - vi; program analysts i - x; software engineer iii	1

## 5. Compensation Overview

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

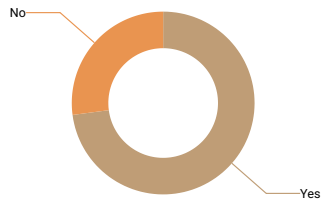
Answered 50 times

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	70%	35
No	26%	13

## 6.1 Support Staff Positions (17 occupations)

### 6.1.1 Accounting Clerk

#### Job description

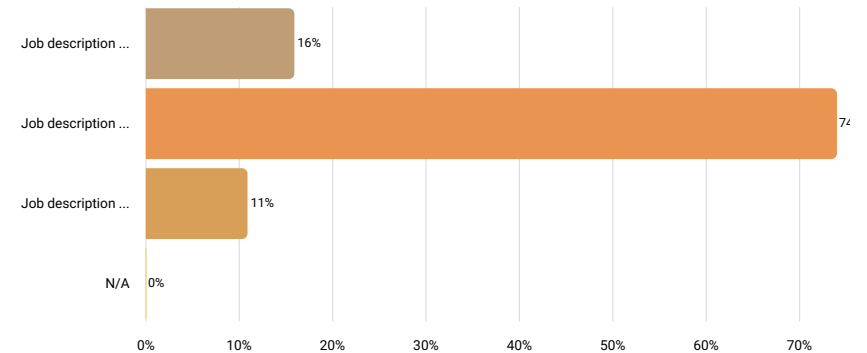
Compute, classify, and record numerical data to keep financial records complete. Perform any combir of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintain accounting records. May also check the accuracy of figures, calculations, and postings pertaining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

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	16%	3
Job description matches the position at your company very well	74%	14
Job description is perceptibly stronger than the position at your company	11%	2
N/A	0%	0

### Job Title (if different than above)

Answered 10 times

Skipped 9 times

Text input

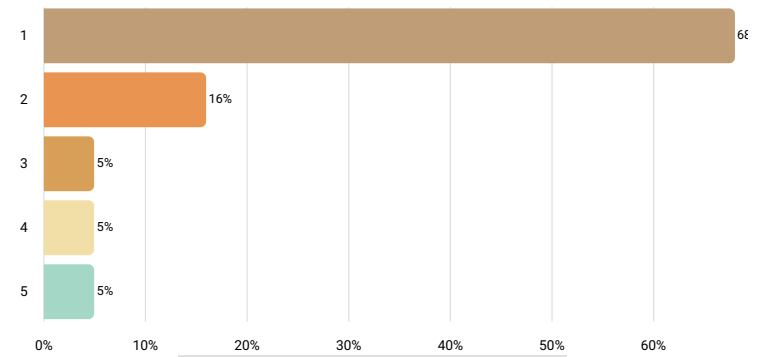
Results	
accounting specialist	1
payroll administrator	1
accounting admin	1
accounting associate	1
accounting assistant/technician	1
accounts payable clerk	1
accountant	1
accounting tech i & ii	1
bookkeeper	1
junior accountant	1

### Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



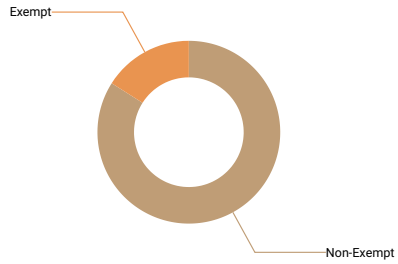
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	84%	16
Exempt	16%	3

### Compensation data

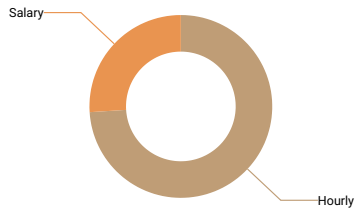
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	11	13	15	16	21	24	17	16	7
Pay Range Maximum Rate	10	15.5	20	23	29	33.5	24	23	7
Actual Lowest Base Rate	10	14.5	16	17.5	23	25	19	18	4
Actual Average Base Rate	12	16	17	20	23.5	25	20	20	4
Actual Highest Base Rate	10	15.5	18	21.5	23	25	21	22	4
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	200	1,473	4,253	1,185	200	1,822
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 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	74%	14
Salary	26%	5

## 6.1.2 Secretary

### Job description

Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers.

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.

## 6.1.3 Administrative Assistant/Executive Secretary

### Job description

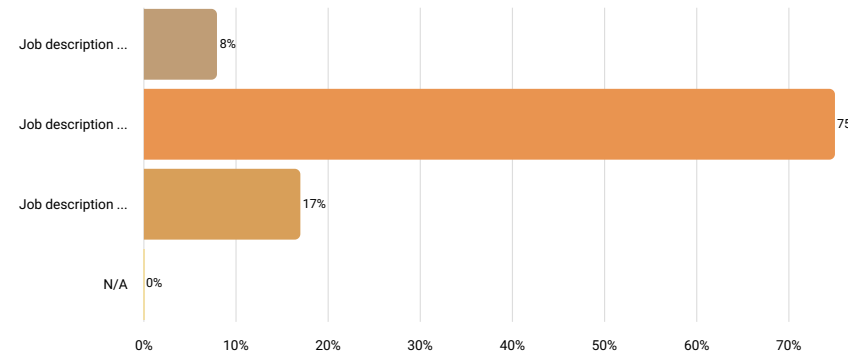
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

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

Answered 36 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	3
Job description matches the position at your company very well	75%	27
Job description is perceptibly stronger than the position at your company	17%	6
	N/A	0

### Job Title (if different than above)

Answered 13 times

Skipped 23 times

Text input

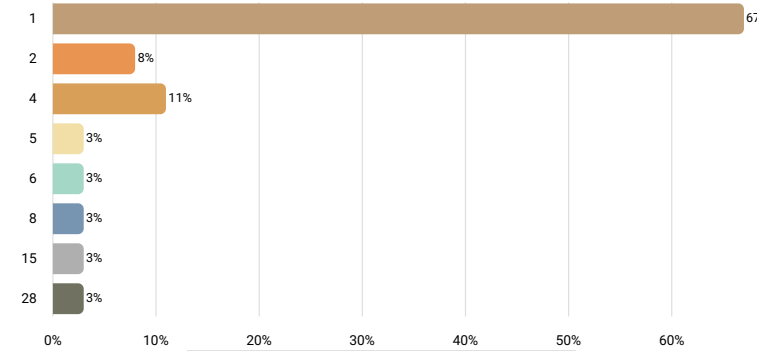
Results
executive assistant
administrative assistant
administrative assistant ii and iii
executive admin assistant, operations support specialist, administrative assistant, administrative analyst, administrative specialist, chief of staff
administrative assistance
administrative specialist
administrator specialist
sr. administrative assistant
administration i & admin/facility assistant ii

### Number of Employees Currently in This Position

Answered 36 times

Skipped 0 times

Number input



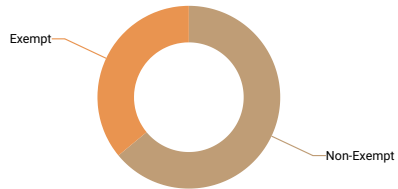
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	6
Mean	3
Median	1
Standard deviation	5

### FLSA Status

Answered 36 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	64%	23
Exempt	36%	13

### Compensation data

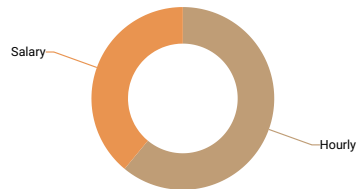
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	18	12	13	15	19	25	17	15	5
Pay Range Maximum Rate	17	15	24	25	31	36	27	25	7
Actual Lowest Base Rate	16	12	14	16.5	21.5	27	18	17	6
Actual Average Base Rate	17	15	16	20	22	28	20	20	5
Actual Highest Base Rate	15	15	17	20	26	28	21	20	5
If there is a step progression in place, enter the number of steps	7	0	2	3	4	4	3	3	1
Average Incentive Bonus or Other Cash Bonus (Annual)	11	0	0	0	2,000	2,800	1,147	0	1,888
Pay Range Minimum Salary	9	18,000	39,134	43,786	47,656	75,000	43,843	43,786	16,540
Pay Range Maximum Salary	9	25,000	66,718	76,225	80,000	96,900	71,404	76,225	20,150
Actual Lowest Base Salary	11	40,000	45,115	57,958	65,520	75,000	55,450	57,958	18,820
Actual Average Base Salary	11	45,000	45,115	58,540	65,520	75,000	57,360	58,540	17,530
Actual Highest Base Salary	10	35,057.5	55,288	62,285.5	80,000	85,000	63,293	62,286	19,200
Average Incentive or Other Cash Bonus (Annual)	6	0	500	2,150	4,500	5,000	2,383	2,150	2,035

### Is this position paid an hourly rate or annual salary?

Answered 36 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	61%	22
Salary	39%	14

## 6.1.4 Purchasing Clerk

### Job description

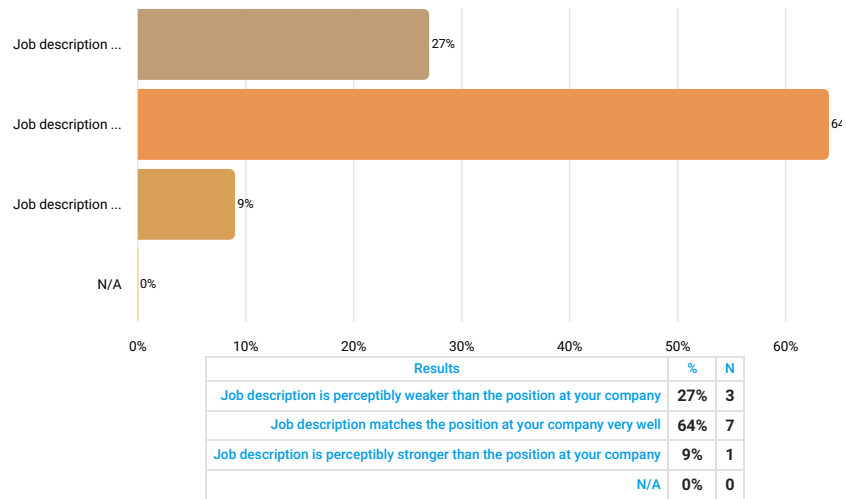
Compile information and records to draw up purchase orders for procurement of materials and servic

#### 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 7 times

Skipped 4 times

Text input

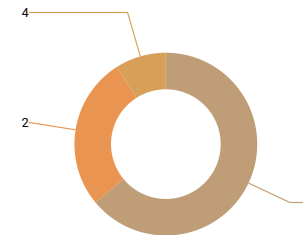
Results	
tda specialist	1
buyer associate	1
procurement officer	1
contracts/purchasing	1
purchasing assistant	1
maintenace coordinator	1
procurement coordinator & inventory analyst	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



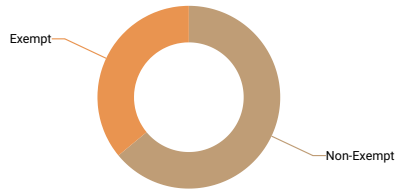
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

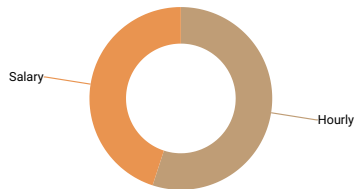
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	15	15	17.5	20	36	20	18	8
Pay Range Maximum Rate	6	20	22	25	26	36	26	25	6
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	55%	6
Salary	45%	5

## 6.1.5 Human Resources Assistant

### Job description

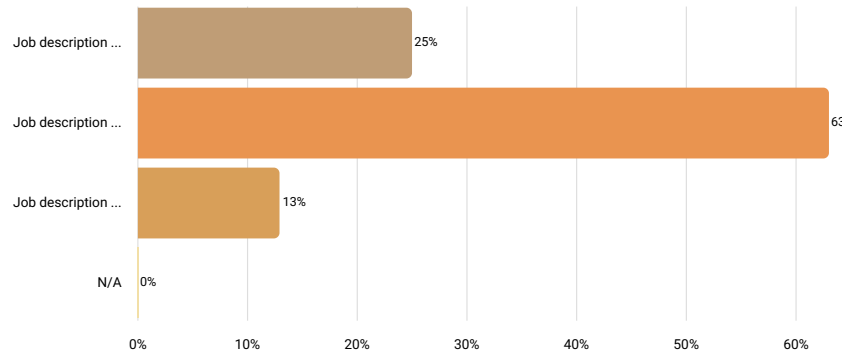
Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports on ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee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

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		25%	4
Job description matches the position at your company very well		63%	10
Job description is perceptibly stronger than the position at your company		13%	2
N/A		0%	0

### Job Title (if different than above)

Answered 9 times

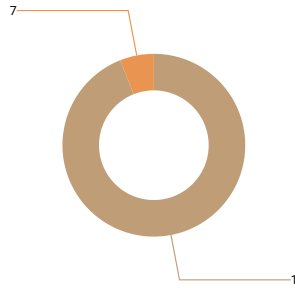
Skipped 7 times

Text input

Results		
human resources coordinator		1
administrative assistant i		1
hr administrative assistant		1
hr administrator, national account rep, onsite account rep, recruiting coordinator, sr.national acct rep		1
hr coordinator		1
human resources assistant		1
hr specialist		1
human resources specialist		1
hr assistant		1

### Number of Employees Currently in This Position

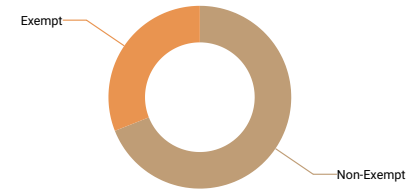
Answered 16 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

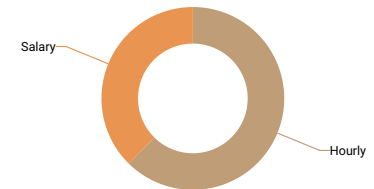
Answered 16 times  
 Skipped 0 times  
 Select one answer (radio button)



Results	%	N
Non-Exempt	69%	11
Exempt	31%	5

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	63%	10
Salary	38%	6

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	10	13	15	15	19	14	15	3
Pay Range Maximum Rate	6	12	16	19.5	20	32	20	20	7
Actual Lowest Base Rate	7	13	15	19	20	25	18	19	4
Actual Average Base Rate	7	15	15	20	21	25	19	20	3
Actual Highest Base Rate	7	15	16	20	25	25	20	20	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	5	37,598	43,000	43,618	57,622	62,500	48,868	43,618	10,622
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

## 6.1.6 Customer Service Representative

### Job description

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

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.**

**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.**

## 6.1.7 Telephone Operator/Receptionist

### Job description

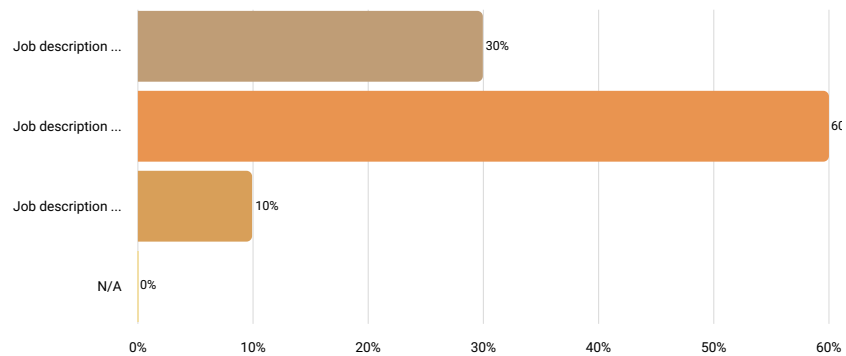
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities conducted at establishment; location of departments/offices, and employees within organization. May operate a switchboard to direct calls.

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

Answered 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 6 times

Skipped 4 times

Text input

Results	
receptionist	3
administrative assistant i	1
receptionist/front desk	1
office administrator	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



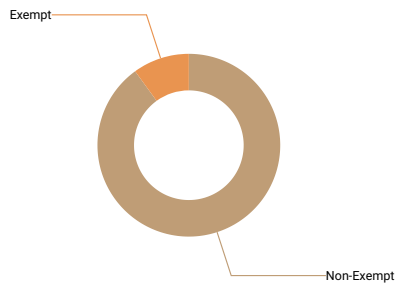
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

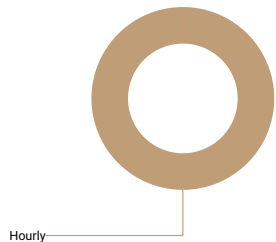
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	8	12	12.5	15	15	13	13	3
Pay Range Maximum Rate	6	12	16	19	24	30	20	19	6
Actual Lowest Base Rate	8	9	14	15	17.5	26	16	15	5
Actual Average Base Rate	8	9	14.5	15	17.5	26	16	15	5
Actual Highest Base Rate	8	9	15	16	17.5	26	17	16	5
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

## 6.1.8 Benefits Clerk

### Job description

Process and file benefits forms and related information. Inform employees of eligibility, verify the validity of claim forms, and maintain benefit records. Assists with setting up informational meetings and distributing proper documentation.

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.

## 6.1.9 Collections Clerk

### Job description

Accountable for collecting the maximum amount of overdue funds from customers, which may include a variety of customer location techniques, collection methods, legal claims, and the selective use of outside collection services.

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.

## 6.1.10 Contracts Assistant

### Job description

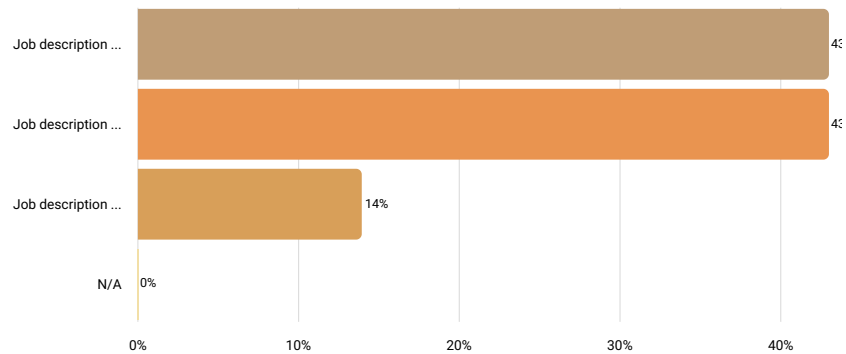
Help contracts managers to effectively enforce contracts made with suppliers, customers, contractor: employees, or government agencies. Prepare contract documents, set up meetings for the manager, communicate with contractors, and maintain contract files.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	43%	3
Job description matches the position at your company very well	43%	3
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

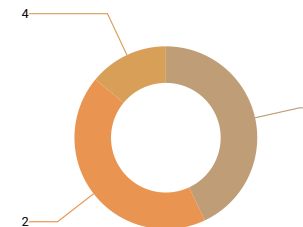
Results	
contracts administrator	1
contract and grants assistant	1
invoicing clerk/specialist	1
contracts specialist	1
contracts administrator ii, cash flow analyst, contract billing analyst & compliance specialist ii	1

### 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

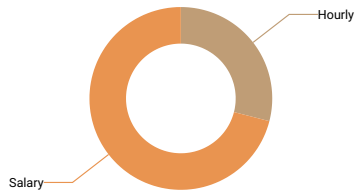
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus 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

Schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers, or for normal installation, service, or emergency repairs rendered outside the place of business. Duties may include using radio, telephone, or computer to transmit assignments and compiling statistics and reports on work progress.

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.

## 6.1.12 Document Control Specialist

### Job description

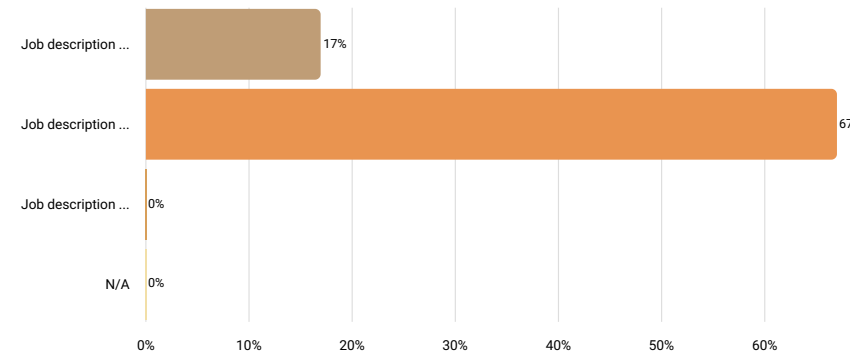
Assist with file migrations and audits, and perform administrative tasks as needed. Periodically respo for training employees on records management procedures and policies, which include documentatio retention, retrieval, destruction, and disaster recovery.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 3 times

Skipped 3 times

Text input



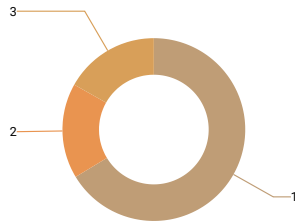
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



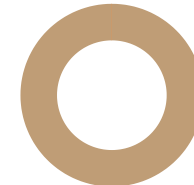
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Non-Exempt

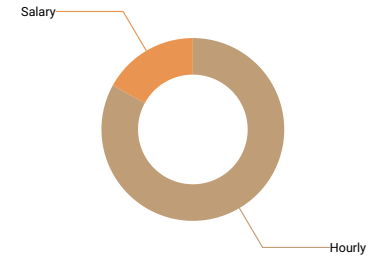
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Salary

Hourly

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									
Actual Average Base Rate	5	13	18	19	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									

### 6.1.13 Expeditor

#### Job description

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

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.**

## 6.1.15 Payroll Specialist

### Job description

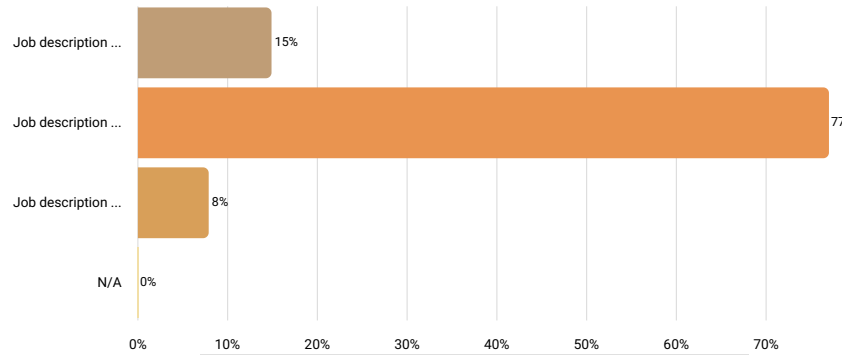
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses etc. with assistance of a computer system.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 11 times

Skipped 2 times

Text input

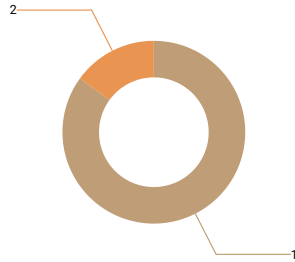
Results	
payroll accountant	2
payroll administrator	2
accountant 1	1
accountant/payroll specialist	1
accountant ii	1
accountant 2/payroll administrator	1
payroll assistant	1
payroll clerk	1
accountant	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



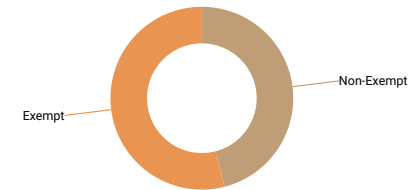
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



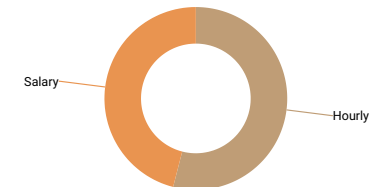
Results	%	N
Non-Exempt	46%	6
Exempt	54%	7

### Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	54%	7
Salary	46%	6

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	17	17	19	20	21	19	19	2
Pay Range Maximum Rate	6	18	20	24.5	45	63	33	25	18
Actual Lowest Base Rate	5	18	20	21	21	26	21	21	3
Actual Average Base Rate	5	18	20	21	21	26	21	21	3
Actual Highest Base Rate	5	18	20	21	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)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	41,488	46,790	49,920	65,000	65,021	53,644	49,920	10,800
Actual Average Base Salary	5	48,522	49,920	52,640	65,000	65,021	56,221	52,640	8,160
Actual Highest Base Salary	5	49,920	55,557	58,490	65,000	65,021	58,798	58,490	6,454
Average Incentive or Other Cash Bonus (Annual)									

### 6.1.16 Security Assistant

#### Job description

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

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

Answered 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.**

## 6.1.17 Clerk, General

### Job description

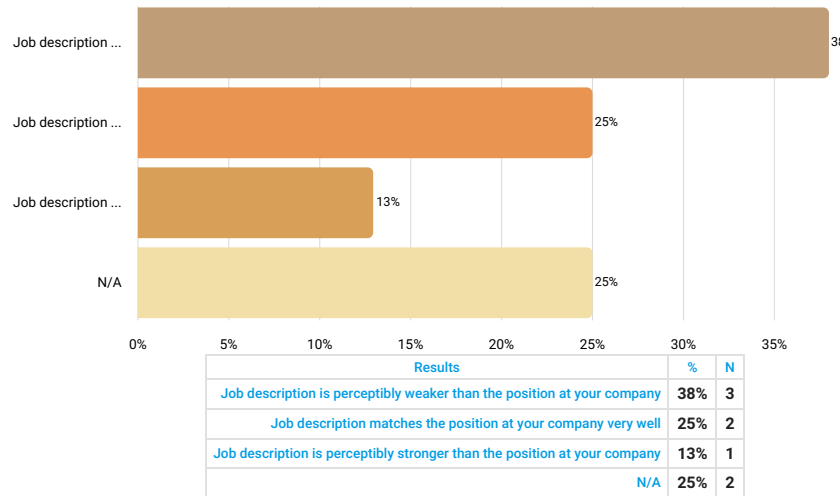
Clerk positions who perform support/office work here that have not already been classified in an above category.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



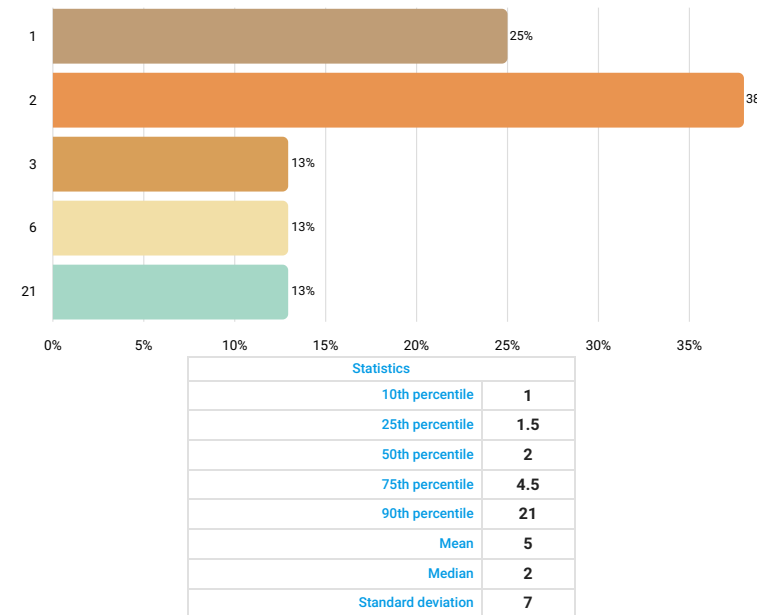
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input

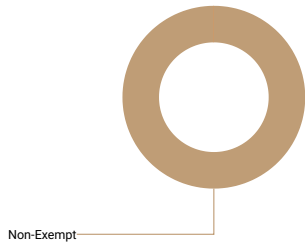


### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

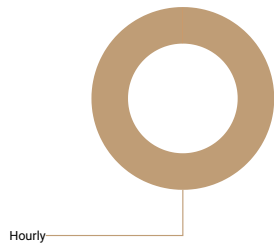
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	10	10	12	19	24	14	12	5
Pay Range Maximum Rate	7	15	16	18	29	34	22	18	7
Actual Lowest Base Rate	7	10	11	15	24	26	16	15	6
Actual Average Base Rate	7	11	14	15	24	28	18	15	6
Actual Highest Base Rate	7	12	15	18	28	35	21	18	8
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 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

# 6.2 Technician Positions (17 occupations)

## 6.2.1 Engineering Technician - Level 1

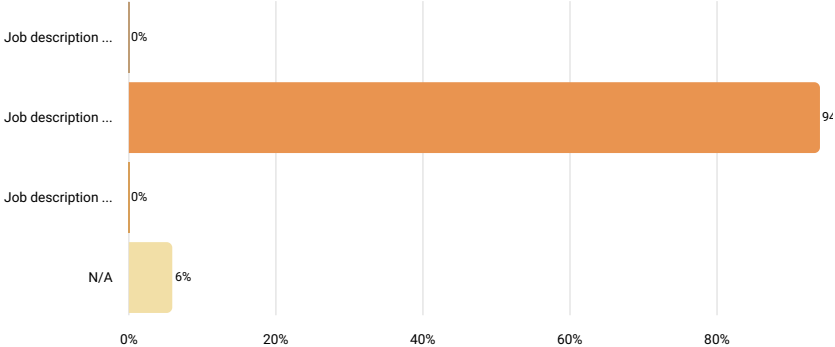
### Job description

Provides technical support to engineers working in a variety of areas. Conducts engineering and other detailed experimental tests to collect design data. Troubleshoots and tests functions of mechanical or electrical design components, equipment or systems.

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

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

Answered 16 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		94%	15
Job description is perceptibly stronger than the position at your company		0%	0
		N/A	6%
			1

### Job Title (if different than above)

Answered 6 times  
Skipped 10 times

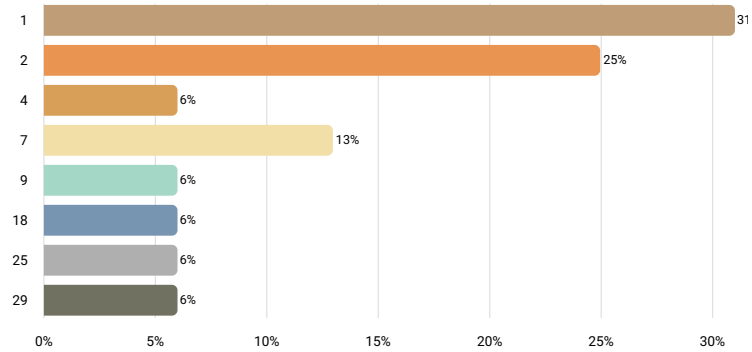
Text input

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

### Number of Employees Currently in This Position

Answered 16 times  
Skipped 0 times

Number input

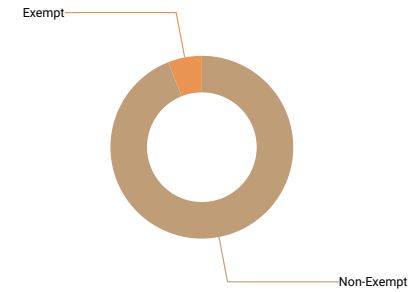


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	8
90th percentile	25
Mean	7
Median	2
Standard deviation	9

### FLSA Status

Answered 16 times  
Skipped 0 times

Select one answer (radio button)

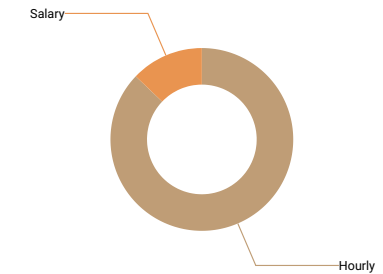


Results	%	N
Non-Exempt	94%	15
Exempt	6%	1

### Is this position paid an hourly rate or annual salary?

Answered 16 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	14
Salary	13%	2

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	12	12	12	14	19	20	15	14	4
Pay Range Maximum Rate	12	14	16.5	19	23.5	30	21	19	7
Actual Lowest Base Rate	12	12	14	15.5	20	20	17	16	5
Actual Average Base Rate	13	12	15	19	20	24	18	19	5
Actual Highest Base Rate	12	12	14	20	24	28	20	20	6
If there is a step progression in place, enter the number of steps	5	0	3	4	4	5	3	4	2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	0	500	500	200	0	274
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

## 6.2.2 Engineering Technician - Level 2

### Job description

Provides technical support to engineers working in a variety of areas. Conducts engineering and other detailed experimental tests to collect design data. Troubleshoots and tests functions of mechanical or electrical design components, equipment or systems.

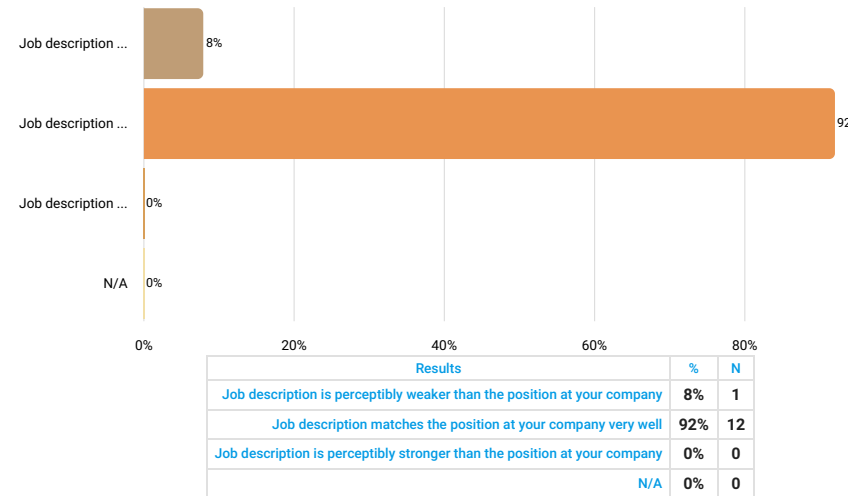
*Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assigned work.*

### 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 4 times

Skipped 9 times

Text input



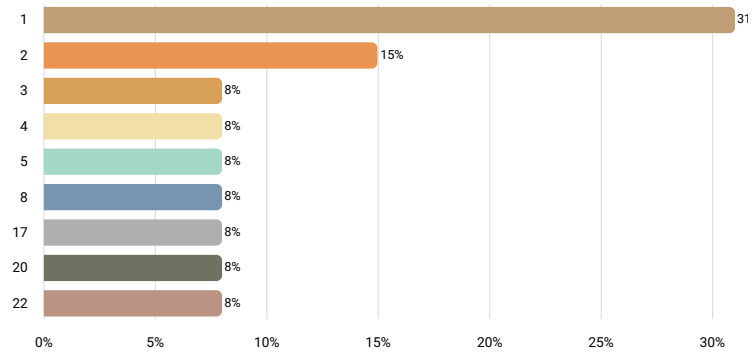
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



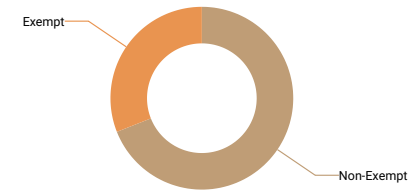
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	8
90th percentile	20
Mean	7
Median	3
Standard deviation	8

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



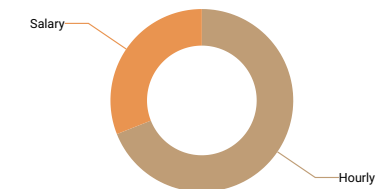
Results	%	N
Non-Exempt	69%	9
Exempt	31%	4

### Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	69%	9
Salary	31%	4

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	18	18	19	22	23	20	19	2
Pay Range Maximum Rate	7	20	23	28	30	35	28	28	5
Actual Lowest Base Rate	8	18	18.5	21.5	25	28	22	22	4
Actual Average Base Rate	9	18	22	25	25	45	25	25	8
Actual Highest Base Rate	8	20	24	25	28.5	31	26	25	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)									

## 6.2.3 Engineering Technician - Level 3

### Job description

Provides technical support to engineers working in a variety of areas. Conducts engineering and other detailed experimental tests to collect design data. Troubleshoots and tests functions of mechanical or electrical design components, equipment or systems.

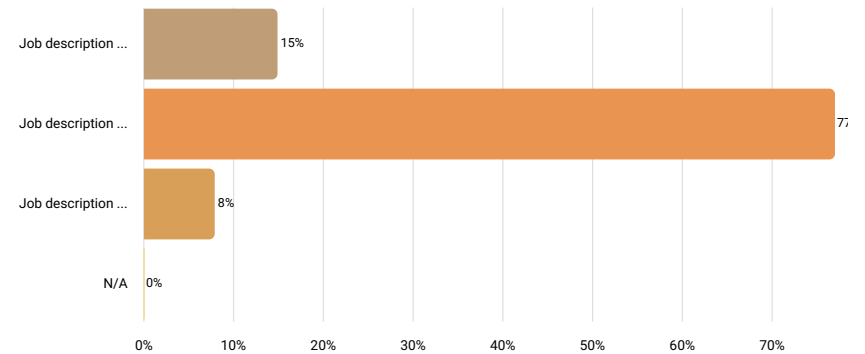
*Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong understanding of the policies and procedures of all work performed.*

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

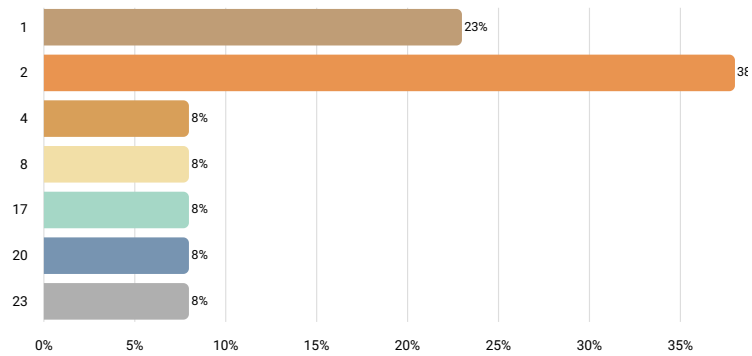
### Job Title (if different than above)

Answered 5 times  
 Skipped 8 times  
 Text input

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

### Number of Employees Currently in This Position

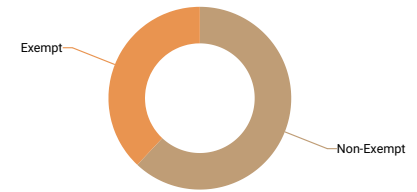
Answered 13 times  
 Skipped 0 times  
 Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	8
90th percentile	20
Mean	7
Median	2
Standard deviation	8

### FLSA Status

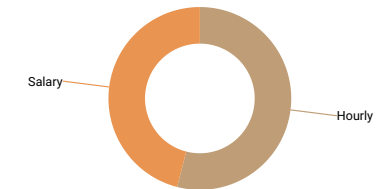
Answered 13 times  
 Skipped 0 times  
 Select one answer (radio button)



Results	%	N
Non-Exempt	62%	8
Exempt	38%	5

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	54%	7
Salary	46%	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	5	21	21	23	27	28	24	23	3
Actual Average Base Rate	7	17	24	26	33	34	27	26	6
Actual Highest Base Rate	5	25	28	35	43	47	36	35	9
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	43,371	48,000	76,165	93,350	131,955	78,568	76,165	36,221
Actual Average Base Salary	5	48,000	50,019	76,165	93,350	142,230	81,953	76,165	38,631
Actual Highest Base Salary	5	48,000	59,334	76,165	93,350	152,505	85,871	76,165	41,011
Average Incentive or Other Cash Bonus (Annual)									

## 6.2.4 Quality Control Technician - Level 1

### Job description

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

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

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

Answered 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.**

## 6.2.5 Quality Control Technician - Level 2

### Job description

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

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

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 4 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 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.

## 6.2.6 Quality Control Technician - Level 3

### Job description

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

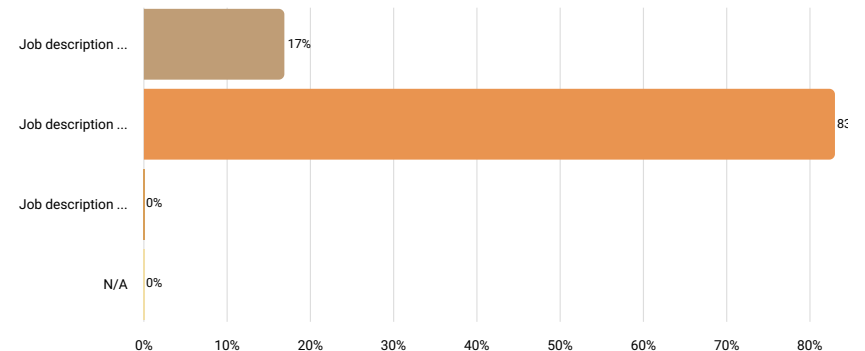
*Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong understanding of the policies and procedures of all work performed.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

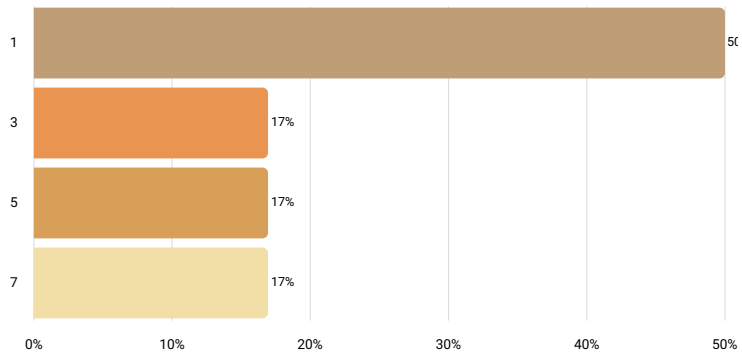
### Job Title (if different than above)

Answered 6 times  
 Skipped 0 times  
 Text input

Results	
qa technician	1
tech, quality assurance iii	1
quality engineering specialist-v	1
quality control inspector, hi-rel inspector	1
electrical quality inspector iii & mechanical quality inspector iii	1
cleaning tech 3	1

### Number of Employees Currently in This Position

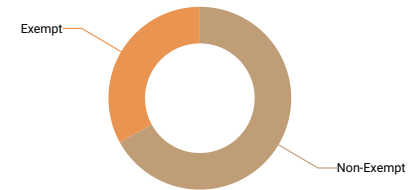
Answered 6 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

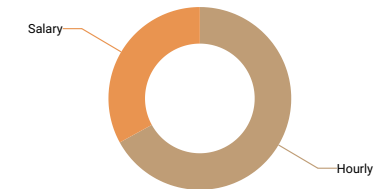
Answered 6 times  
 Skipped 0 times  
 Select one answer (radio button)



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

### 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

### 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)									

### 6.2.7 Electronics Technician - Level 1

#### Job description

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

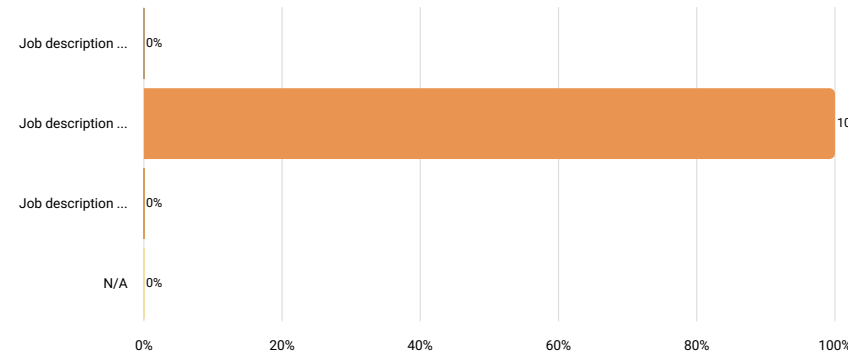
*Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 2 times

Skipped 3 times

Text input



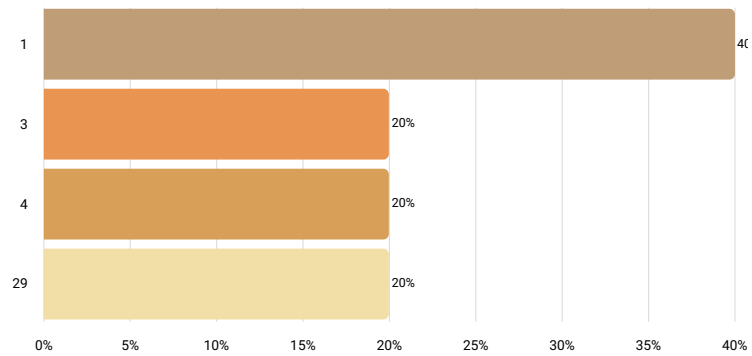
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



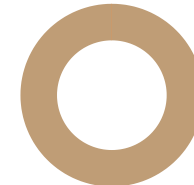
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	29
Mean	8
Median	3
Standard deviation	12

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Non-Exempt

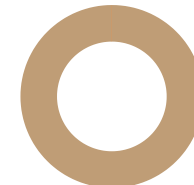
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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	15	15	20	20	22	18	20	3
Actual Average Base Rate	5	17	19	20	24	26	21	20	4
Actual Highest Base Rate	5	20	20	25	29	30	25	25	5
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

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

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

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.

### 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.

## 6.2.9 Electronics Technician - Level 3

### Job description

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

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

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.

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.

## 6.2.11 Drafter - CAD

### Job description

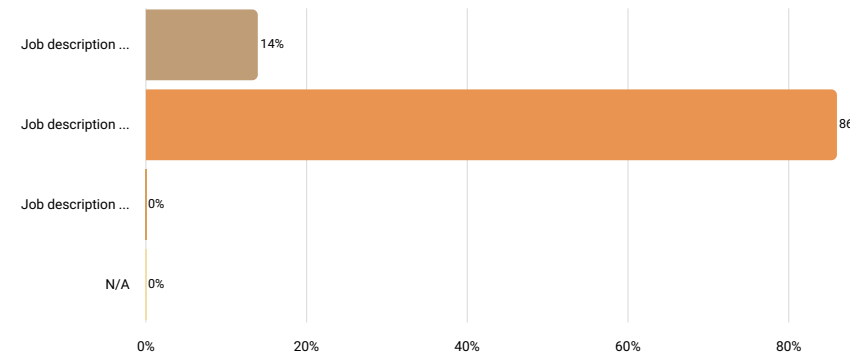
Prepare detailed working diagrams of machinery and mechanical devices and/or electrical parts, including dimensions, fastening methods, and other engineering information with CAD equipment.

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

Answered 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



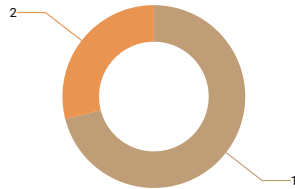
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



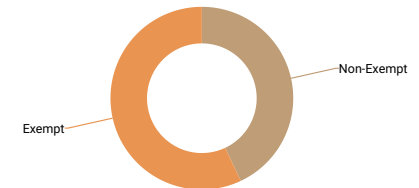
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



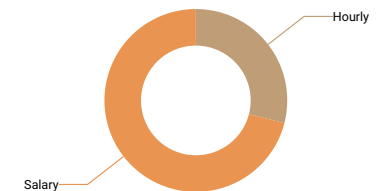
Results	%	N
Non-Exempt	43%	3
Exempt	57%	4

### 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									
Pay Range Minimum Salary	5	43,310	50,400	56,576	62,504	75,398	57,638	56,576	12,22
Pay Range Maximum Salary	5	62,504	80,428	84,864	85,700	105,557	83,811	84,864	15,35
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

## 6.2.13 Field Services Engineer

### Job description

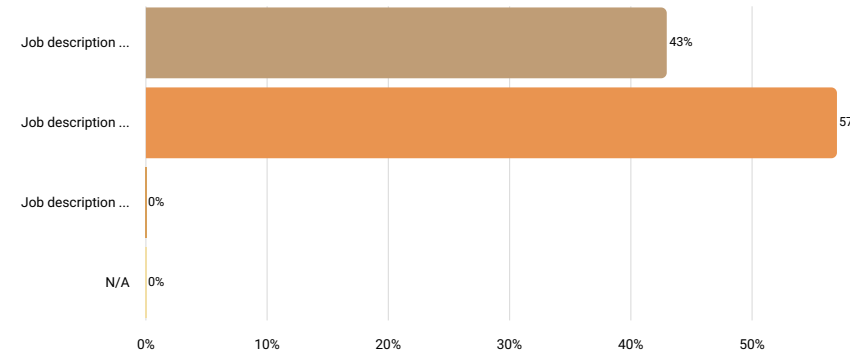
Provides on-site support to customers for products and systems. Troubleshoots systems following procedures in order to fix problems.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 3 times

Text input



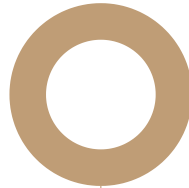
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



1

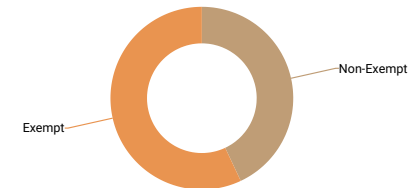
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



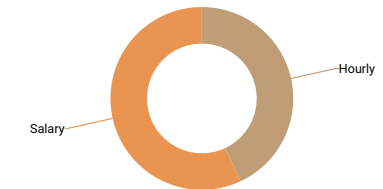
Results	%	N
Non-Exempt	43%	3
Exempt	57%	4

### 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

### 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									

### 6.2.14 PC Network Support Technician

#### Job description

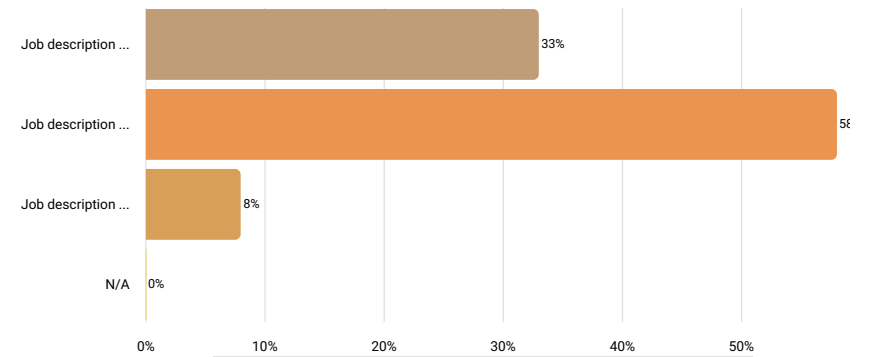
Provide support to internal customers in the installation and upgrade of desktop computers.

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

Answered 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		8%	1
N/A		0%	0

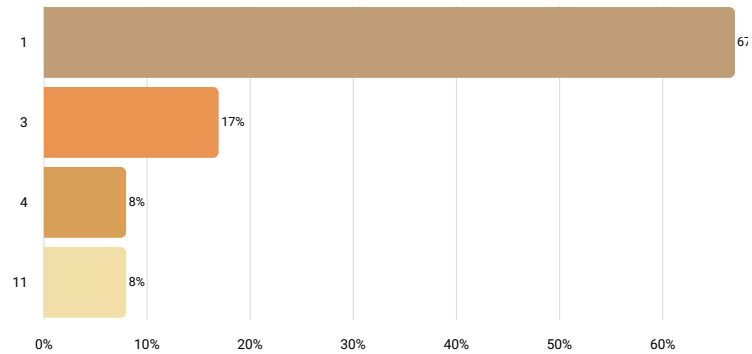
### Job Title (if different than above)

Answered 8 times  
 Skipped 4 times  
 Text input

Results	
entry technical specialist	1
it specialist i	1
it technician	1
it specialist	1
network technician	1
help desk supporttechnician	1
it technician i	1
systems specialist i	1

### Number of Employees Currently in This Position

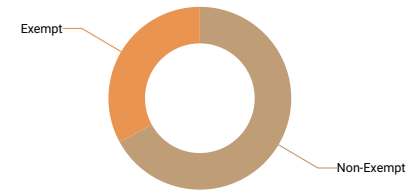
Answered 12 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

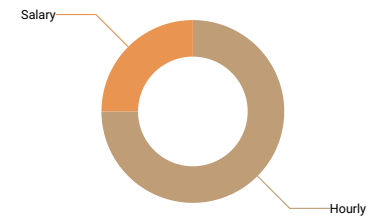
Answered 12 times  
 Skipped 0 times  
 Select one answer (radio button)



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

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	75%	9
Salary	25%	3

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	14	15	19	25	26	20	19	5
Pay Range Maximum Rate	7	22	24	26	33	41	29	26	7
Actual Lowest Base Rate	6	15	16	22.5	25	27	21	23	5
Actual Average Base Rate	6	16	20	22.5	25	28	22	23	4
Actual Highest Base Rate	6	16	22	24	29	32	25	24	6
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)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

## 6.2.15 Lab Technician

### Job description

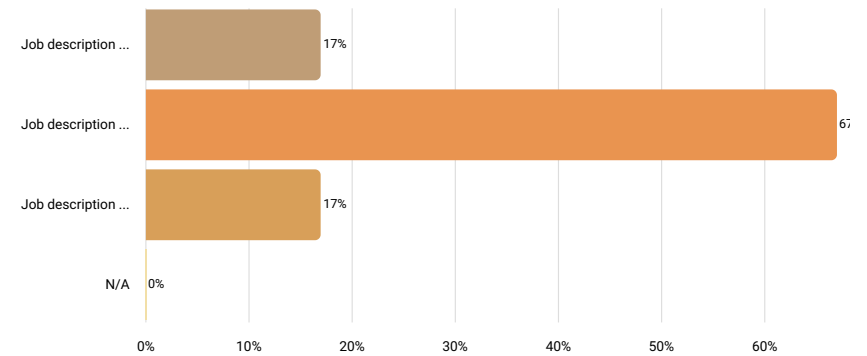
Perform chemical and/or physical analysis for quality control, research and/or development. Assists in compiling and analyzing results.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times  
Skipped 1 times

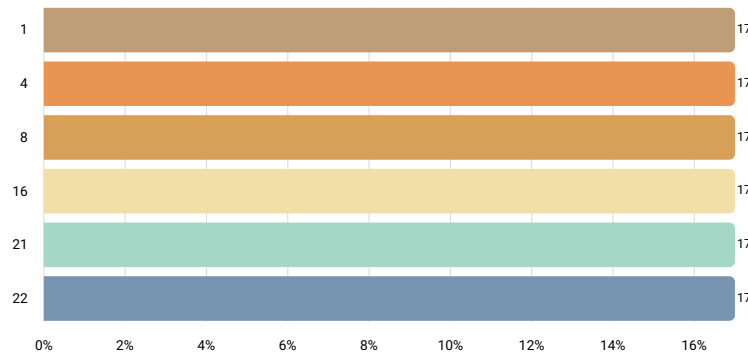
Text input

Results	
quality chem lab technician or met lab technician	1
quality associates/quality specialist	1
qa technician	1
methods technician i - ii	1
cleaning technician	1

### Number of Employees Currently in This Position

Answered 6 times  
Skipped 0 times

Number input

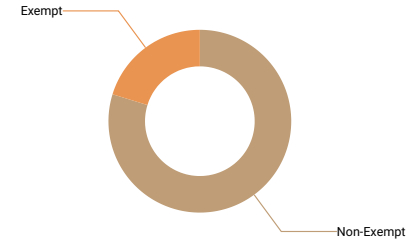


Statistics	
10th percentile	1
25th percentile	4
50th percentile	12
75th percentile	21
90th percentile	22
Mean	12
Median	12
Standard deviation	9

### FLSA Status

Answered 6 times  
Skipped 0 times

Select one answer (radio button)

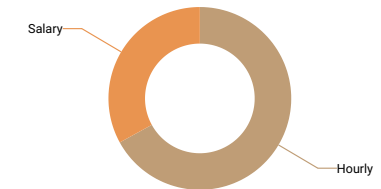


Results	%	N
Non-Exempt	67%	4
Exempt	17%	1

### Is this position paid an hourly rate or annual salary?

Answered 6 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	4
Salary	33%	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									
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)									

### 6.2.16 Data Entry Operator

#### Job description

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

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

Answered 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.**

## 6.2.17 Graphics Sec/Tech Illustrator

### Job description

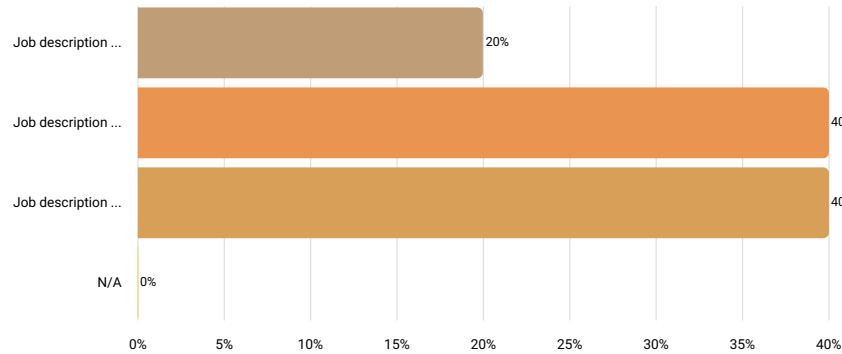
Design and create visual representations for the products and services. Render illustrations for use in technical publications and manuals.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 3 times

Skipped 2 times

Text input



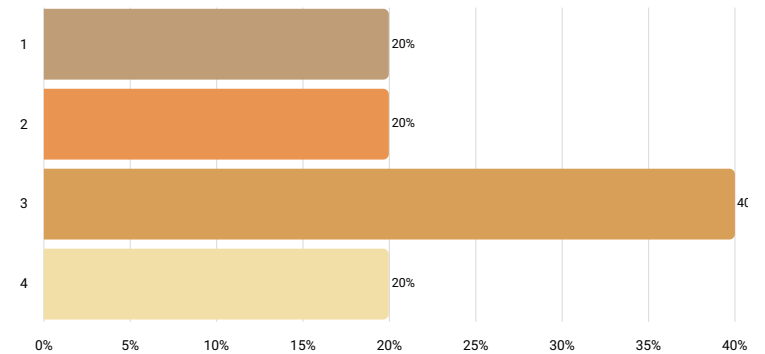
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



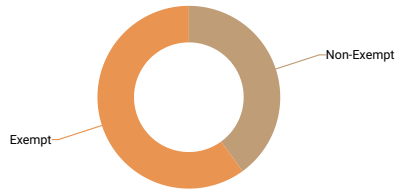
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	3
90th percentile	4
Mean	3
Median	3
Standard deviation	1

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

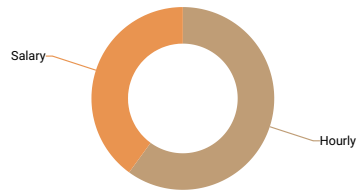
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus 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

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

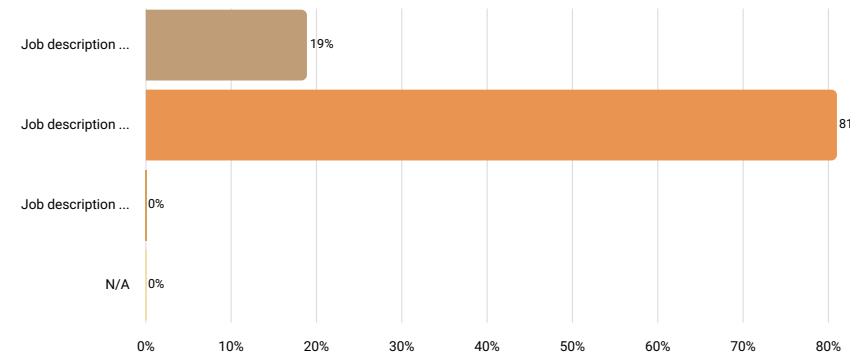
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most t assigned.*

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 6 times  
Skipped 10 times

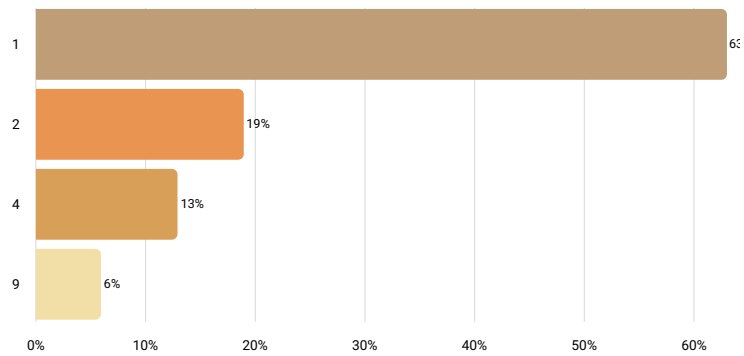
Text input

Results	
staff accountant	2
accounting clerk	1
accounting specialist-i	1
accounting specialist	1
analyst, financial analyst or program analyst	1

### Number of Employees Currently in This Position

Answered 16 times  
Skipped 0 times

Number input

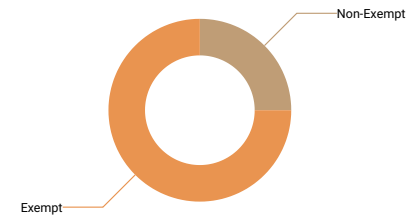


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 16 times  
Skipped 0 times

Select one answer (radio button)

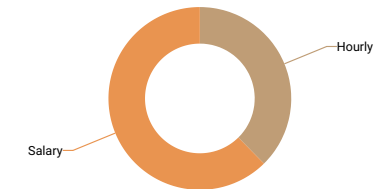


Results	%	N
Non-Exempt	25%	4
Exempt	75%	12

### Is this position paid an hourly rate or annual salary?

Answered 16 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	6
Salary	63%	10

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	15	20	20	21	21	20	20	2
Pay Range Maximum Rate	6	20	23	28	31	31	27	28	5
Actual Lowest Base Rate	5	16	20	20	22	24	20	20	3
Actual Average Base Rate	5	17	20	22	23	24	21	22	3
Actual Highest Base Rate	5	19	20	22	24	30	23	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	7	34,523	37,670	47,400	52,500	60,000	46,163	47,400	8,674
Pay Range Maximum Salary	7	47,085	51,784	66,000	66,836	80,600	61,579	66,000	11,68
Actual Lowest Base Salary	9	35,450	42,000	52,500	54,080	60,000	48,788	52,500	8,732
Actual Average Base Salary	9	38,509	42,378	52,500	57,661	64,301	51,250	52,500	9,351
Actual Highest Base Salary	9	40,900	47,085	52,500	57,661	70,000	53,134	52,500	10,11
Average Incentive or Other Cash Bonus (Annual)	5	500	889	1,730	2,000	2,000	1,424	1,730	689

## 6.3.2 Accountant - Level 2

### Job description

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

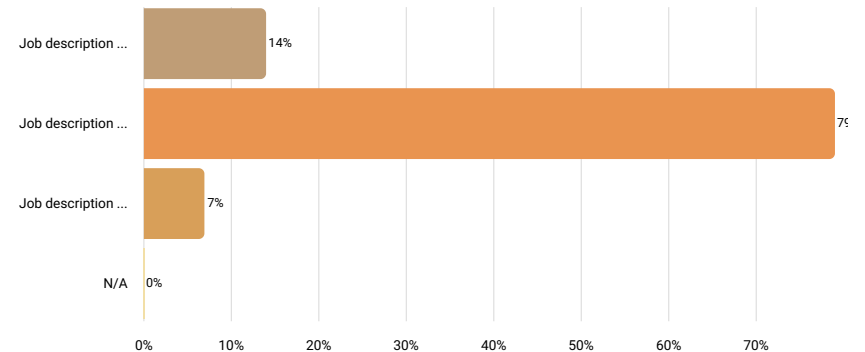
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.*

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 8 times  
Skipped 6 times

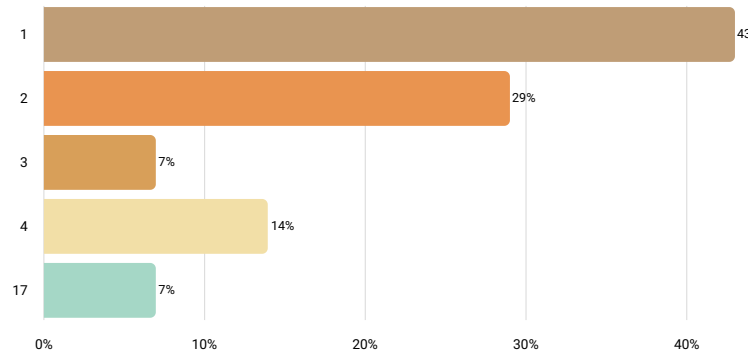
Text input

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

### Number of Employees Currently in This Position

Answered 14 times  
Skipped 0 times

Number input

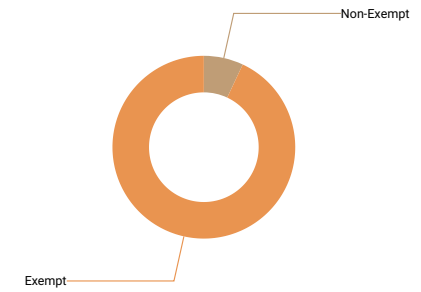


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	3
Median	2
Standard deviation	4

### FLSA Status

Answered 14 times  
Skipped 0 times

Select one answer (radio button)

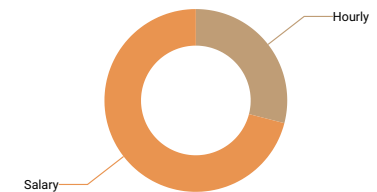


Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

### Is this position paid an hourly rate or annual salary?

Answered 14 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	4
Salary	71%	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									
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	46,790	53,543	60,320	71,909	51,523	53,543	14,510
Pay Range Maximum Salary	7	45,000	58,490	70,537	77,417	133,535	75,706	70,537	27,820
Actual Lowest Base Salary	10	47,895	50,000	51,844.5	63,003	83,898	59,060	51,845	15,360
Actual Average Base Salary	10	50,000	52,640	58,274	63,003	90,050.5	62,929	58,274	15,270
Actual Highest Base Salary	10	54,245	59,668	64,814	74,000	98,413	69,634	64,814	16,440
Average Incentive or Other Cash Bonus (Annual)	6	0	0	250	1,219	1,700	570	250	732

## 6.3.3 Accountant - Level 3

### Job description

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

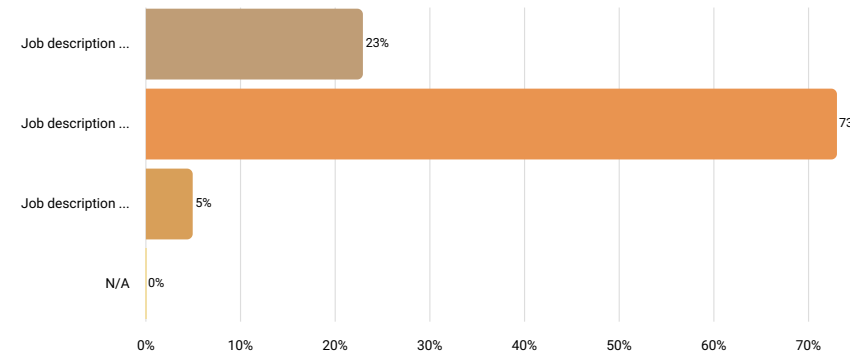
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with direction.*

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	23%	5
Job description matches the position at your company very well	73%	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 10 times

Skipped 12 times

Text input

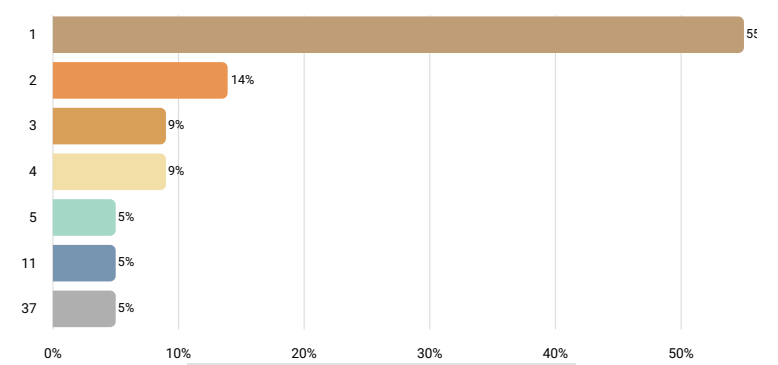
Results	
accountant	2
accounts receivable accountant	1
controller	1
senior accountant, accounts receivable/travel,	1
accountant - level 4	1
accountant iv	1
analyst, financial analyst (non investment), program analyst, cost analyst, gfebs specialist, erp specialist	1
accountant ii	1
group controller	1

### Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input

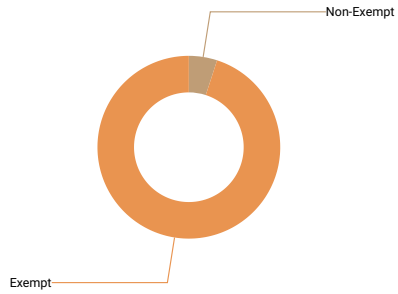


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	4
Median	1
Standard deviation	8

### FLSA Status

Answered 22 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	5%	1
Exempt	95%	21

### Is this position paid an hourly rate or annual salary?

Answered 22 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	32%	7
Salary	68%	15

### 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	6	31	34	41	45	60	42	41	10
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	63,495	66,718	72,164	75,000	84,727	72,679	72,164	8,607
Pay Range Maximum Salary	10	81,850	90,300	109,567	121,600	124,900	105,821	109,567	16,667
Actual Lowest Base Salary	11	65,748	70,012	78,793	95,784	115,003	84,618	78,793	19,300
Actual Average Base Salary	11	70,013	76,000	84,240	98,007	115,003	89,367	84,240	20,100
Actual Highest Base Salary	11	70,013	80,000	95,680	100,000	115,003	98,133	95,680	33,380
Average Incentive or Other Cash Bonus (Annual)	5	0	0	0	2,378	9,300	2,336	0	4,027

### 6.3.4 Buyer - Level 1

#### Job description

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

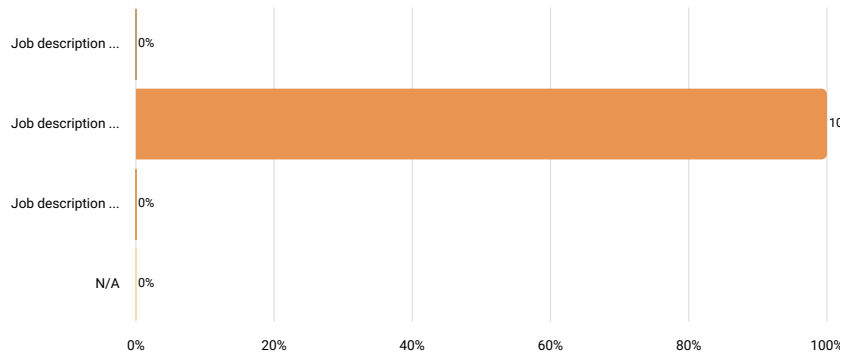
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		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 1 times

Skipped 5 times

Text input



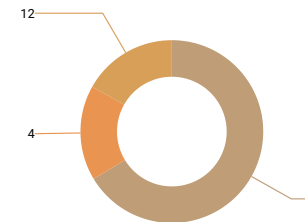
We are sorry but the collected data is not sufficient to render an accurate result.

#### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input

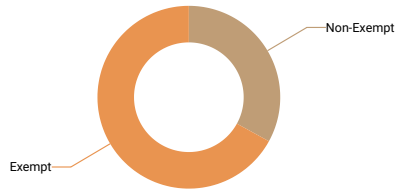


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	12
Mean	3
Median	1
Standard deviation	4

### FLSA Status

Answered 6 times  
Skipped 0 times

Select one answer (radio button)



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

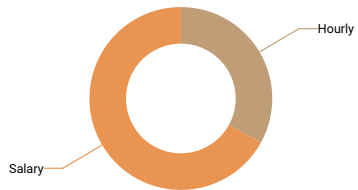
### Compensation data

	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									
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

## 6.3.5 Buyer - Level 2

### Job description

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

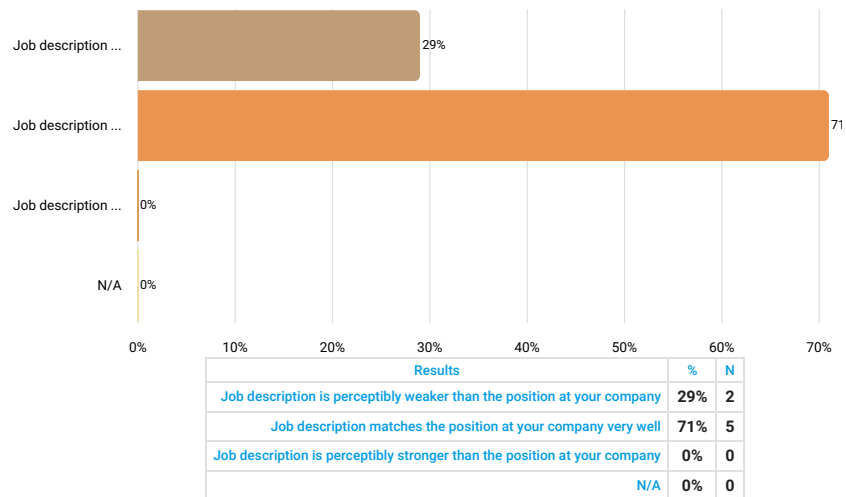
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.*

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 3 times

Skipped 4 times

Text input



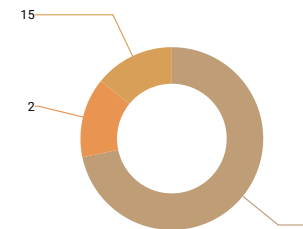
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



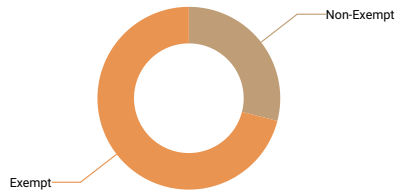
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	15
Mean	3
Median	1
Standard deviation	5

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

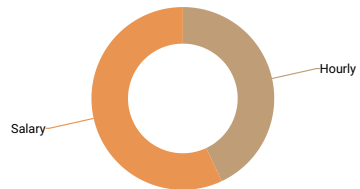
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression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

### 6.3.6 Buyer - Level 3

#### Job description

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

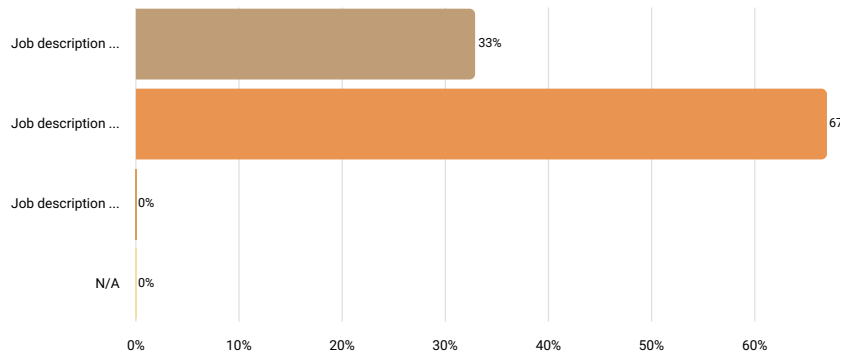
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with direction.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 3 times

Skipped 3 times

Text input



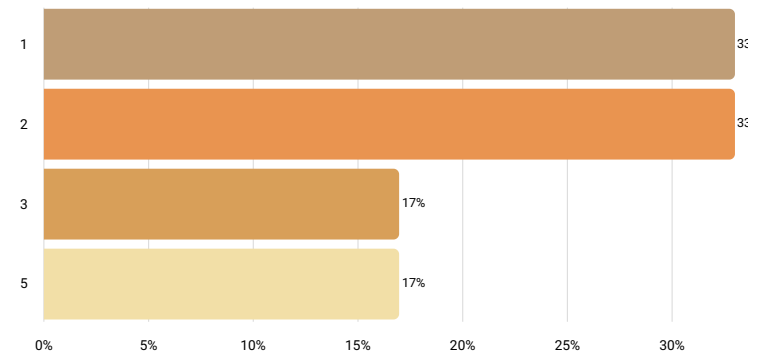
We are sorry but the collected data is not sufficient to render an accurate result.

#### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input

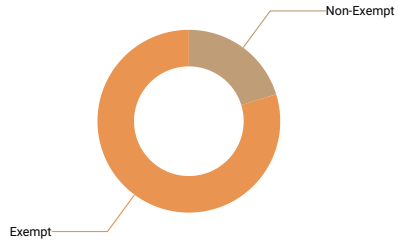


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2
Median	2
Standard deviation	2

### FLSA Status

Answered 6 times  
Skipped 0 times

Select one answer (radio button)



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

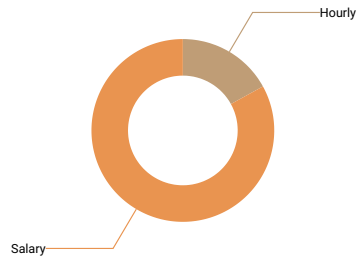
### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
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

### 6.3.7 Contracts Administrator - Level 1

#### Job description

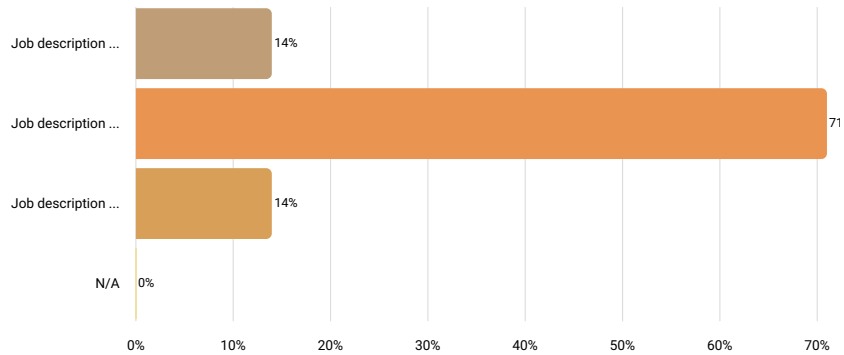
Prepares proposals and bids, negotiates contracts, and performs related contract tasks including ana of contract performance requirements, provisions, and terms and conditions. Typically has a B.S. degi equivalent experience.

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

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

Answered 14 times  
Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 4 times  
Skipped 10 times

Text input

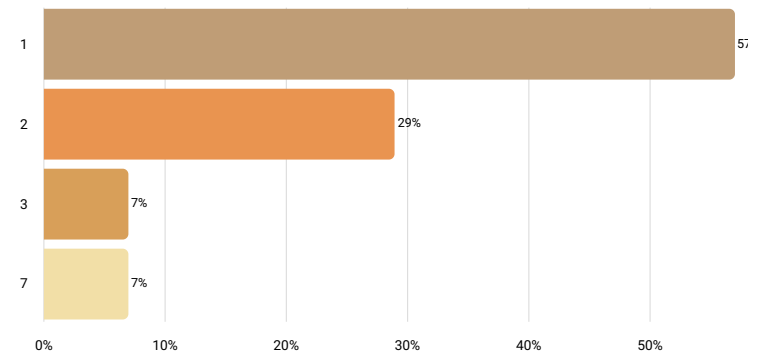


We are sorry but the collected data is not sufficient to rende an accurate result.

#### Number of Employees Currently in This Position

Answered 14 times  
Skipped 0 times

Number input

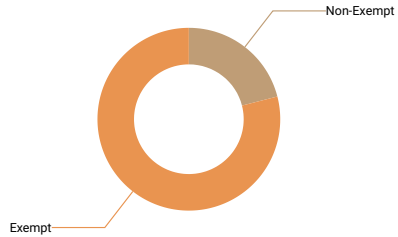


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 14 times  
Skipped 0 times

Select one answer (radio button)



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

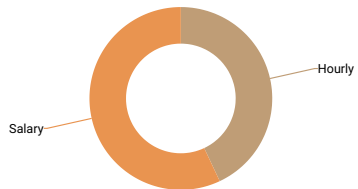
### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	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	6	31,200	34,523	41,770	44,761	47,400	40,237	41,770	6,276
Pay Range Maximum Salary	6	48,000	50,900	53,097	72,072	80,600	59,628	53,097	13,370
Actual Lowest Base Salary	7	31,953	37,999	43,530	53,560	56,000	44,435	43,530	9,013
Actual Average Base Salary	7	31,953	38,831	48,970	54,722	56,000	46,356	48,970	8,686
Actual Highest Base Salary	7	31,953	40,141	50,000	55,883	56,000	48,341	50,000	9,071
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	43%	6
Salary	57%	8

## 6.3.8 Contracts Administrator - Level 2

### Job description

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

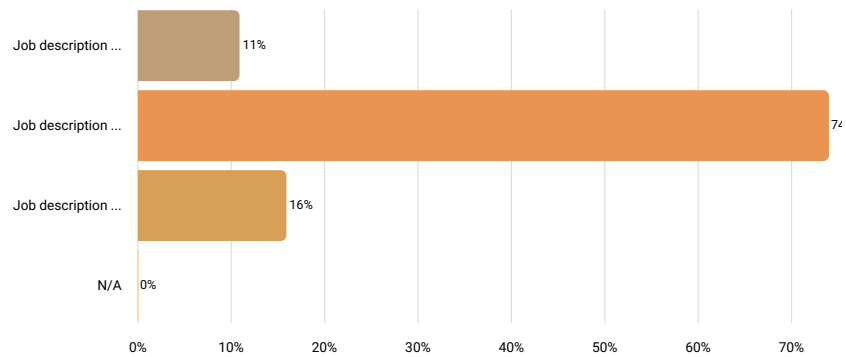
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes init on most routine work. Seeks assistance on non-routine assignments.*

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	2
Job description matches the position at your company very well	74%	14
Job description is perceptibly stronger than the position at your company	16%	3
N/A	0%	0

### Job Title (if different than above)

Answered 6 times

Skipped 13 times

Text input

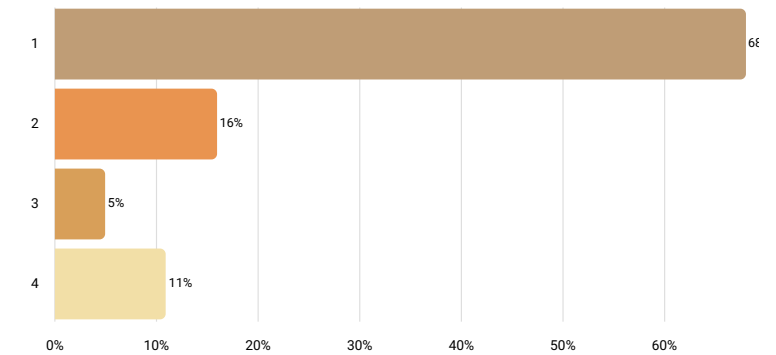
Results	
program control analyst	1
contracts and grants specialist i	1
senior lead contracts administrator	1
contracts specialist	1
contracts administrator ii	1
proposal analyst	1

### Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



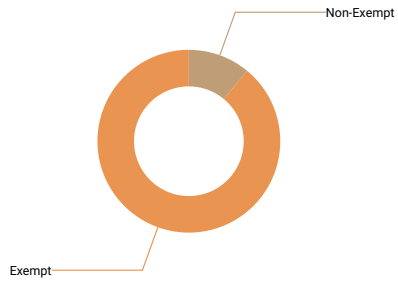
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	11%	2
Exempt	89%	17

### Compensation data

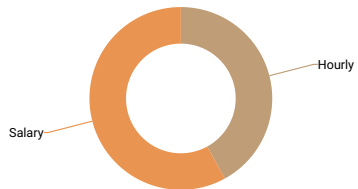
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	27	27	28	30	38	30	28	4
Pay Range Maximum Rate	6	35	35	37.5	41	42	38	38	3
Actual Lowest Base Rate	5	32	33	33	33	35	33	33	1
Actual Average Base Rate	5	32	33	33	33	35	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	6	47,024	54,000	65,000	76,875	78,000	64,317	65,000	12,660
Pay Range Maximum Salary	5	70,537	71,000	78,000	90,000	90,000	79,907	78,000	9,670
Actual Lowest Base Salary	8	42,949	58,400	63,904.5	70,015	82,472	63,758	63,905	11,710
Actual Average Base Salary	8	43,141	60,900	65,490	76,266	82,472	66,366	65,490	12,580
Actual Highest Base Salary	8	43,209	61,979.5	70,560	77,490.5	87,720	68,874	70,560	13,690
Average Incentive or Other Cash Bonus (Annual)									

### Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	42%	8
Salary	58%	11

### 6.3.9 Contracts Administrator - Level 3

#### Job description

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

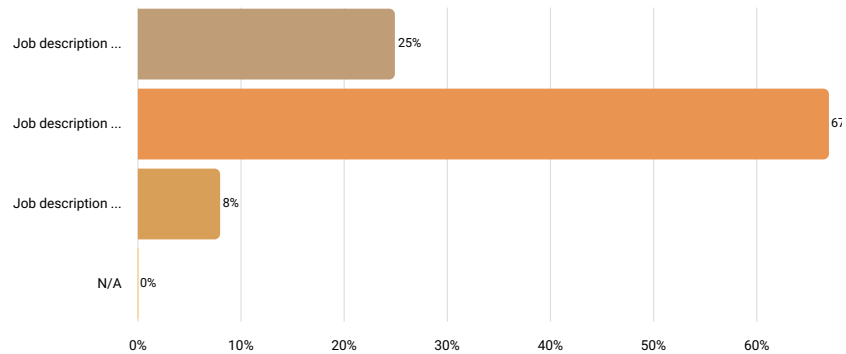
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guid. to less senior colleagues with assignments. Performs both routine and non-routine assignments with direction.*

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 8 times

Skipped 4 times

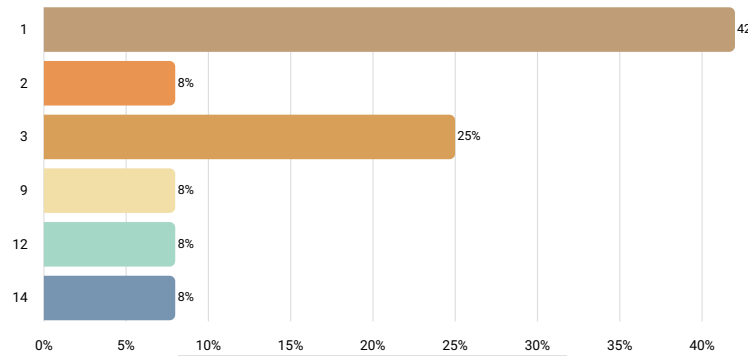
Text input

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

### Number of Employees Currently in This Position

Answered 12 times  
Skipped 0 times

Number input

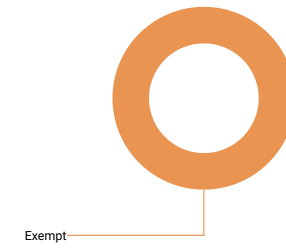


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	6
90th percentile	12
Mean	4
Median	3
Standard deviation	5

### FLSA Status

Answered 12 times  
Skipped 0 times

Select one answer (radio button)

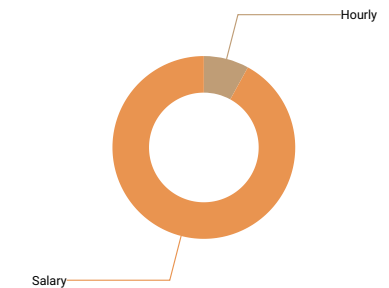


Results	%	N
Non-Exempt	0%	0
Exempt	92%	11

### Is this position paid an hourly rate or annual salary?

Answered 12 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	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									
Pay Range Minimum Salary	5	72,028	80,869	83,948	88,000	90,600	83,089	83,948	7,221
Pay Range Maximum Salary	6	56,000	100,000	112,921	125,000	142,641	108,247	112,921	29,500
Actual Lowest Base Salary	11	72,000	77,168	88,000	98,925	113,006	88,139	88,000	19,780
Actual Average Base Salary	10	69,598.5	80,869	96,969.5	113,006	121,469	96,432	96,970	19,840
Actual Highest Base Salary	10	76,781	88,000	106,503	125,008	136,533.5	107,254	106,503	23,140
Average Incentive or Other Cash Bonus (Annual)									

### 6.3.10 Human Resources Specialist/Generalist - Level 1

#### Job description

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

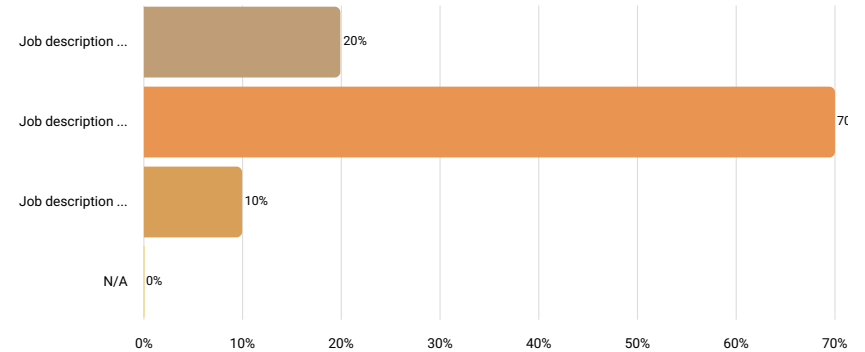
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.*

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 2 times  
Skipped 8 times

Text input

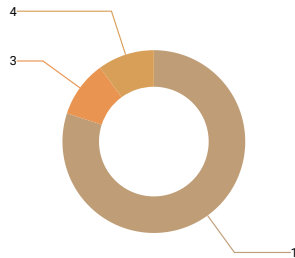


We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 10 times  
Skipped 0 times

Number input



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

### FLSA Status

Answered 10 times  
Skipped 0 times

Select one answer (radio button)

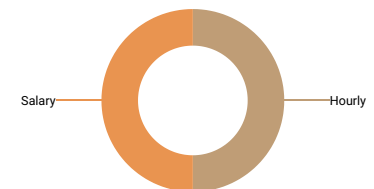


Results	%	N
Non-Exempt	50%	5
Exempt	50%	5

### Is this position paid an hourly rate or annual salary?

Answered 10 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	10	17	18	18	21	17	18	4
Pay Range Maximum Rate	5	17	19	22	26	31	23	22	6
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	35,360	37,670	41,200	42,000	52,000	41,646	41,200	6,381
Actual Average Base Salary	5	41,200	42,000	42,378	45,604	52,000	44,636	42,378	4,445
Actual Highest Base Salary	5	41,200	42,000	47,085	52,000	59,451	48,347	47,085	7,576
Average Incentive or Other Cash Bonus (Annual)									

## 6.3.11 Human Resources Specialist/Generalist - Level 2

### Job description

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

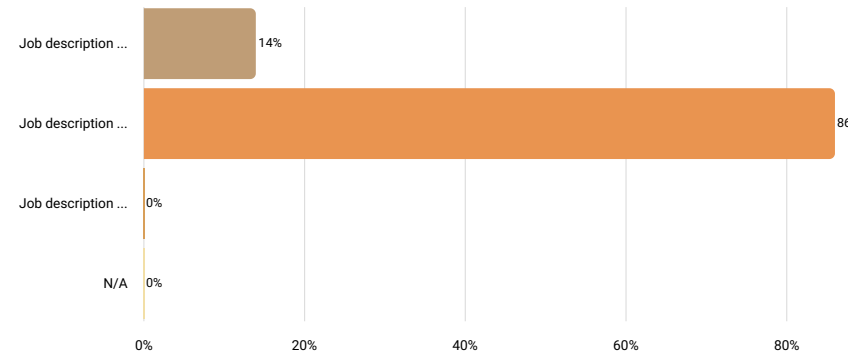
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.*

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		14%	2
Job description matches the position at your company very well		86%	12
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Job Title (if different than above)

Answered 4 times

Skipped 10 times

Text input



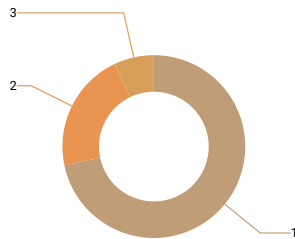
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



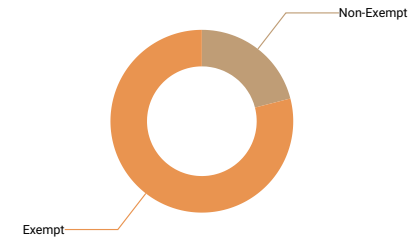
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



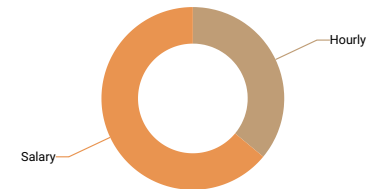
Results	%	N
Non-Exempt	21%	3
Exempt	79%	11

### Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	5
Salary	64%	9

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	17	19	24	24	30	23	24	5
Pay Range Maximum Rate	5	24	27	29	32	38	30	29	5
Actual Lowest Base Rate	5	17	24	24	29	32	25	24	6
Actual Average Base Rate									
Actual Highest Base Rate	5	24	24	27	29	40	29	27	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	7	40,000	47,024	52,187	59,779	72,300	54,084	52,187	10,311
Pay Range Maximum Salary	7	62,875	63,000	76,273	96,900	113,600	81,298	76,273	18,811
Actual Lowest Base Salary	7	41,600	50,300	56,139	60,008	63,850	55,157	56,139	7,266
Actual Average Base Salary	7	45,802	56,588	60,008	65,000	67,618	59,565	60,008	7,227
Actual Highest Base Salary	7	50,000	58,087	62,875	65,000	73,414	61,891	62,875	7,145
Average Incentive or Other Cash Bonus (Annual)									

## 6.3.12 Human Resources Specialist/Generalist - Level 3

### Job description

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

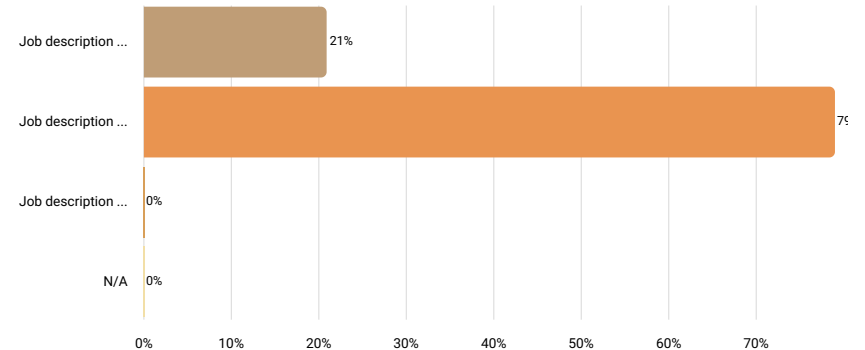
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with direction.*

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times  
Skipped 9 times

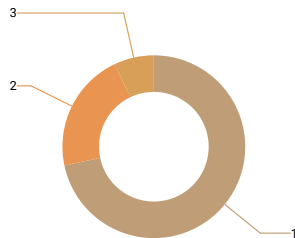
Text input

Results	
human resources generalist sr.	1
sr. hr specialist	1
sr.hr/ benefits administrator	1
hr generalist	1
lead recruiter, technical recruiter,	1

### Number of Employees Currently in This Position

Answered 14 times  
Skipped 0 times

Number input

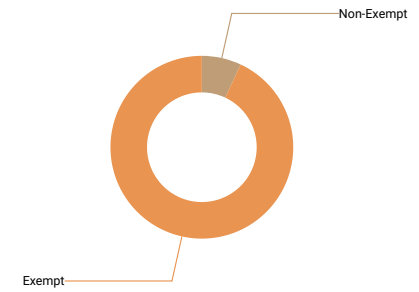


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 14 times  
Skipped 0 times

Select one answer (radio button)

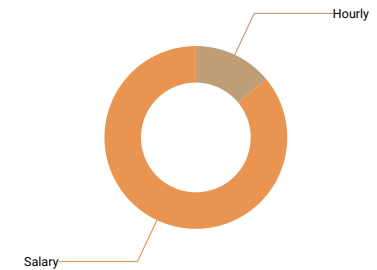


Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

### Is this position paid an hourly rate or annual salary?

Answered 14 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	2
Salary	86%	12

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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	39,134	59,526	65,563	68,000	71,500	62,141	65,563	9,861
Pay Range Maximum Salary	9	72,000	77,000	89,289	93,828	142,500	93,186	89,289	24,027
Actual Lowest Base Salary	11	62,000	65,991	72,092	85,500	93,060	75,658	72,092	17,487
Actual Average Base Salary	11	65,991	70,000	73,611	85,500	99,505	77,519	73,611	17,517
Actual Highest Base Salary	11	65,991	70,562	74,880	85,500	105,949	78,477	74,880	18,287
Average Incentive or Other Cash Bonus (Annual)	5	0	0	2,117	12,600	15,000	5,943	2,117	7,274

## 6.3.13 Security Administrator/FSO - Level 1

### Job description

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

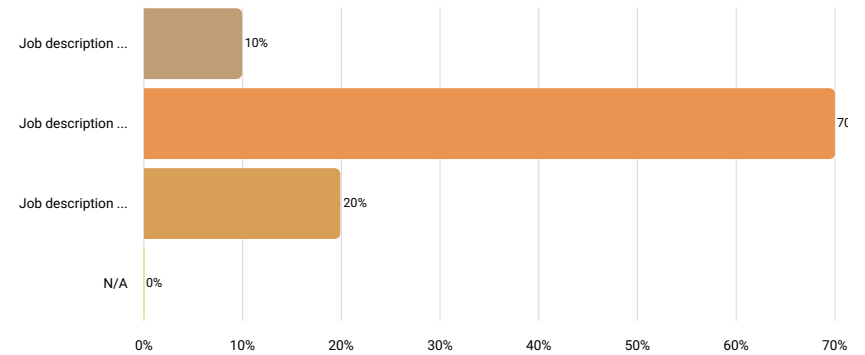
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.*

### 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

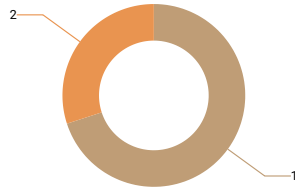
Text input

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

### Number of Employees Currently in This Position

Answered 10 times  
Skipped 0 times

Number input

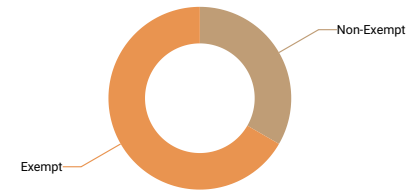


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 10 times  
Skipped 0 times

Select one answer (radio button)

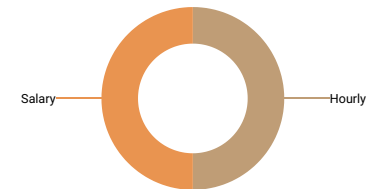


Results	%	N
Non-Exempt	30%	3
Exempt	60%	6

### 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

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

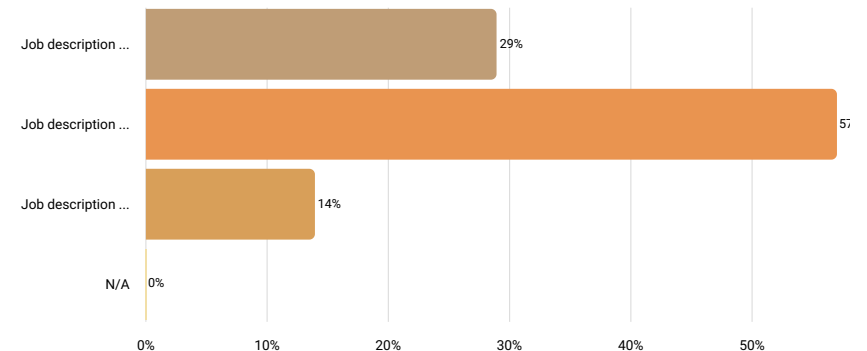
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.*

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 6 times  
Skipped 1 times

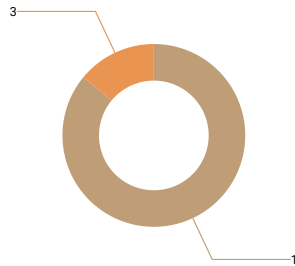
Text input

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

### Number of Employees Currently in This Position

Answered 7 times  
Skipped 0 times

Number input

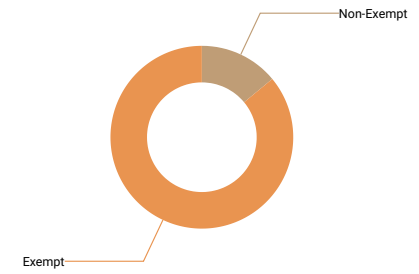


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 7 times  
Skipped 0 times

Select one answer (radio button)

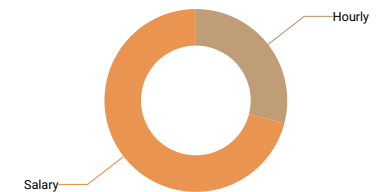


Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

### Is this position paid an hourly rate or annual salary?

Answered 7 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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									
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

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

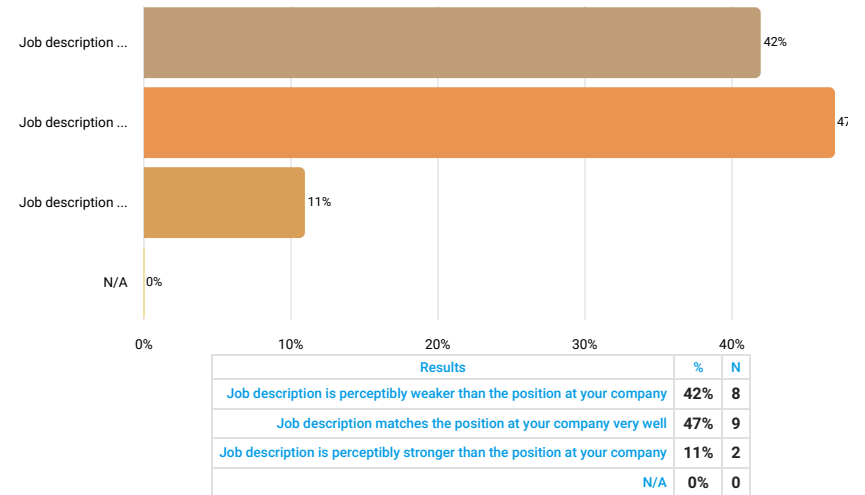
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with direction.*

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 9 times

Skipped 10 times

Text input

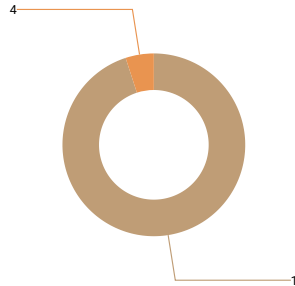
Results	
fso	2
security specialist	1
security manager	1
security manager-i	1
facility security officer, director of corporate security, corporate security specialty, information security mgr	1
director of facility security	1
facility security officer	1
industrial security administrator - principal	1

### Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



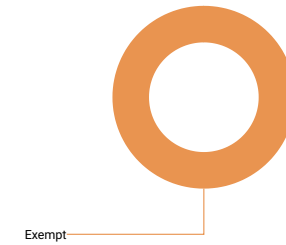
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Exempt

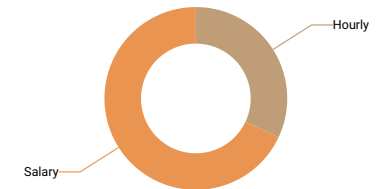
Results	%	N
Non-Exempt	0%	0
Exempt	100%	19

### Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Salary

Hourly

Results	%	N
Hourly	32%	6
Salary	68%	13

### 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	9	59,526	62,400	80,000	86,000	95,908	75,861	80,000	13,24
Pay Range Maximum Salary	8	78,207	88,650	109,021	132,643.5	142,818	110,207	109,021	24,39
Actual Lowest Base Salary	12	62,400	78,756.5	92,500	111,812.5	120,224	93,251	92,500	21,54
Actual Average Base Salary	12	75,000	83,376.5	99,500	115,319	120,224	97,624	99,500	20,09
Actual Highest Base Salary	12	75,000	84,256.5	103,040	117,612	124,800	103,557	103,040	27,18
Average Incentive or Other Cash Bonus (Annual)	5	0	1,000	2,000	2,000	5,000	2,000	2,000	1,871

### 6.3.16 Technical Writer/Editor - Level 1

#### Job description

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

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

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.

**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.

### 6.3.17 Technical Writer/Editor - Level 2

#### Job description

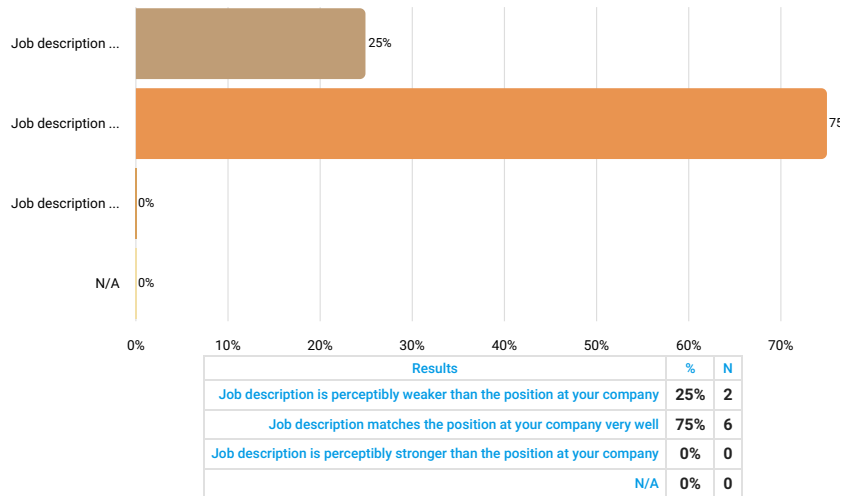
Work with technical staff to make products easier to use and thus need fewer instructions. Organize and write supporting documents for products. Use photographs, drawings, diagrams, animation, and charts to increase users' understanding.

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

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

Answered 8 times  
Skipped 0 times

Select one answer (radio button)



#### Job Title (if different than above)

Answered 4 times  
Skipped 4 times

Text input

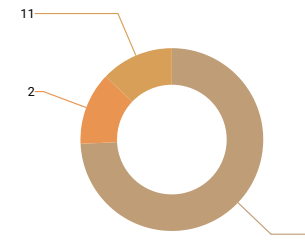


We are sorry but the collected data is not sufficient to render an accurate result.

#### Number of Employees Currently in This Position

Answered 8 times  
Skipped 0 times

Number input



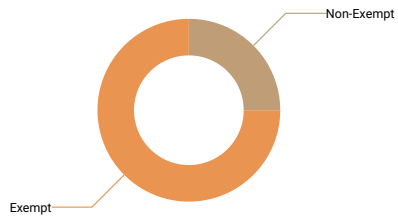
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	11
Mean	2
Median	1
Standard deviation	4

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

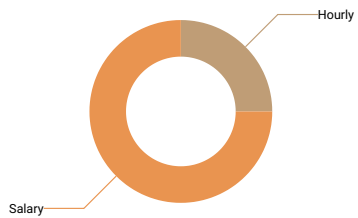
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Average Base Rate									
Pay Range Minimum Salary	6	42,000	45,300	52,313.5	74,500	78,000	57,405	52,314	15,217
Pay Range Maximum Salary	6	65,000	74,000	77,724	98,800	106,500	83,291	77,724	16,017
Actual Lowest Base Salary	5	43,492	58,344	62,500	74,500	78,000	63,367	62,500	13,777
Actual Average Base Salary									
Actual Highest Base Salary	6	58,344	62,400	66,443.5	74,500	98,800	71,155	66,444	14,777
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

### 6.3.18 Technical Writer/Editor - Level 3

#### Job description

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

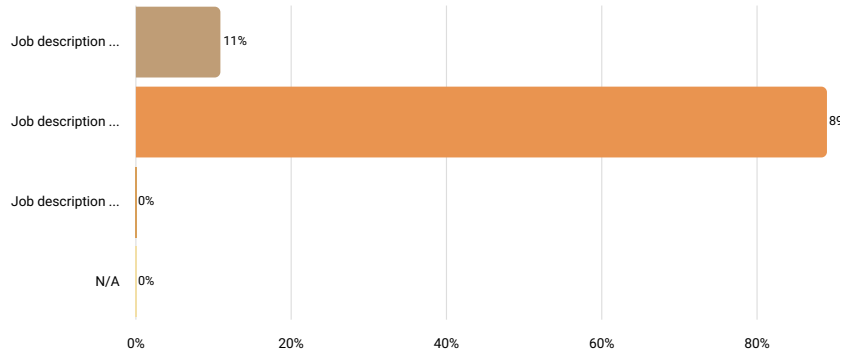
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with direction.*

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 2 times

Skipped 7 times

Text input



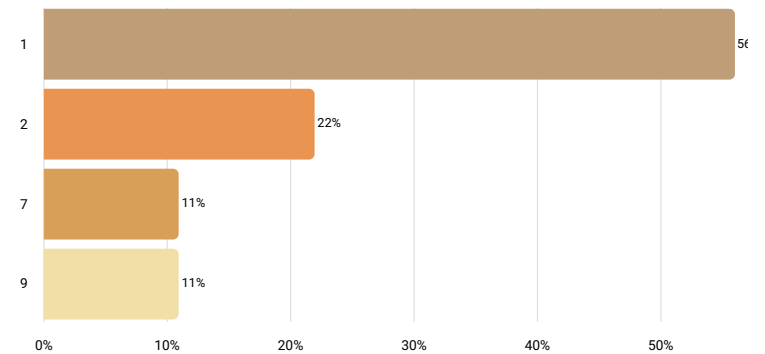
We are sorry but the collected data is not sufficient to render an accurate result.

#### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



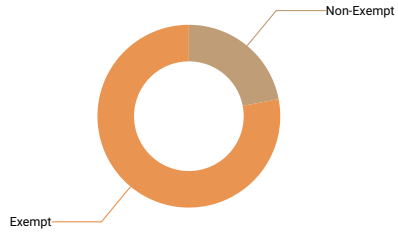
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	9
Mean	3
Median	1
Standard deviation	3

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

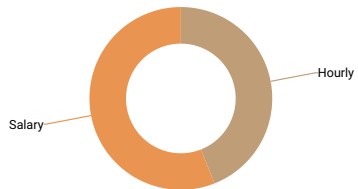
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression 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

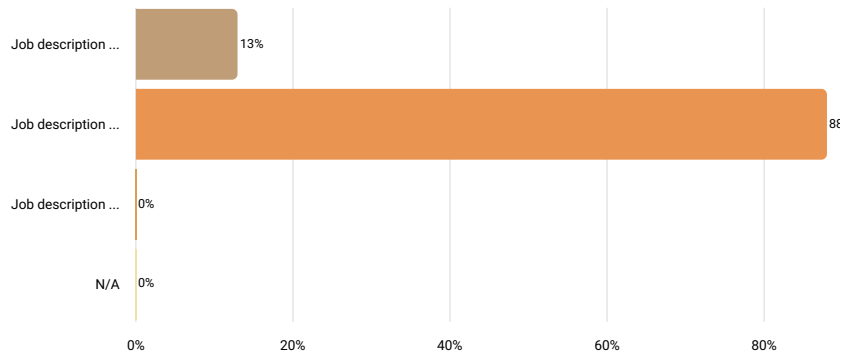
#### Job description

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

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

Answered 8 times  
Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 4 times  
Skipped 4 times

Text input

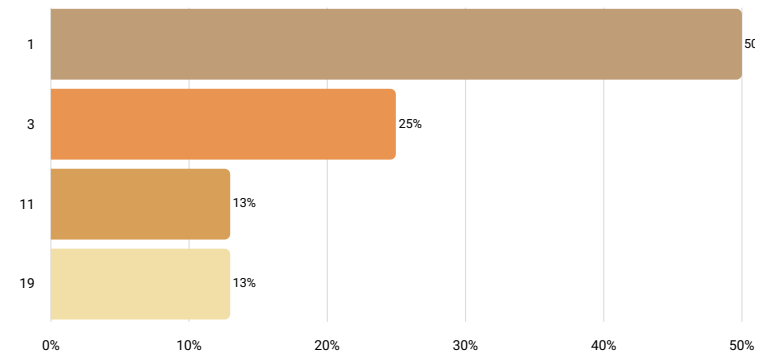


We are sorry but the collected data is not sufficient to render an accurate result.

#### Number of Employees Currently in This Position

Answered 8 times  
Skipped 0 times

Number input



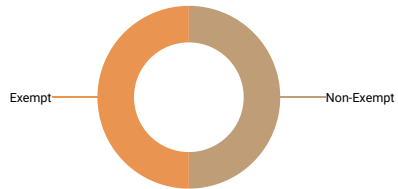
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	19
Mean	5
Median	2
Standard deviation	7

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

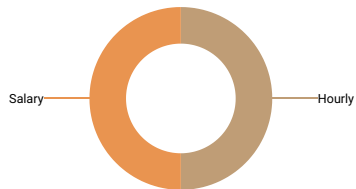
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression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

## 6.3.20 Staff Assistant

### Job description

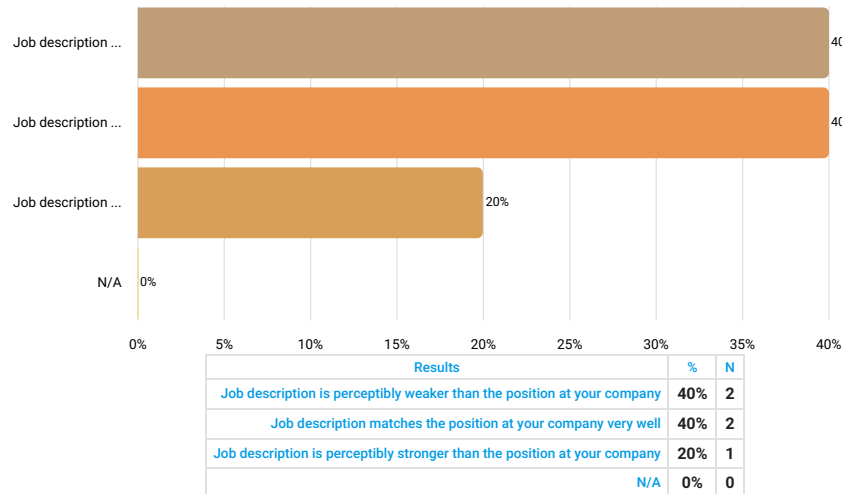
Plans and conducts various administrative tasks and projects that are broad in nature with little supervision.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 3 times

Skipped 2 times

Text input



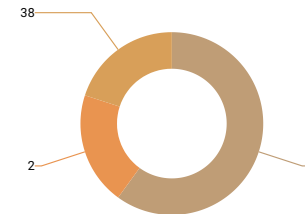
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



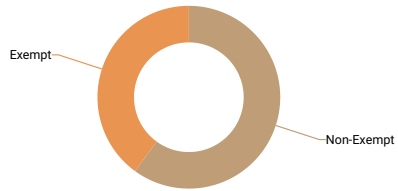
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	38
Mean	9
Median	1
Standard deviation	16

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

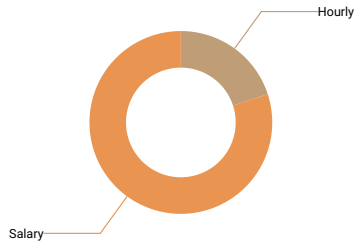
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary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

### 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

### 6.3.21 Office Manager

#### Job description

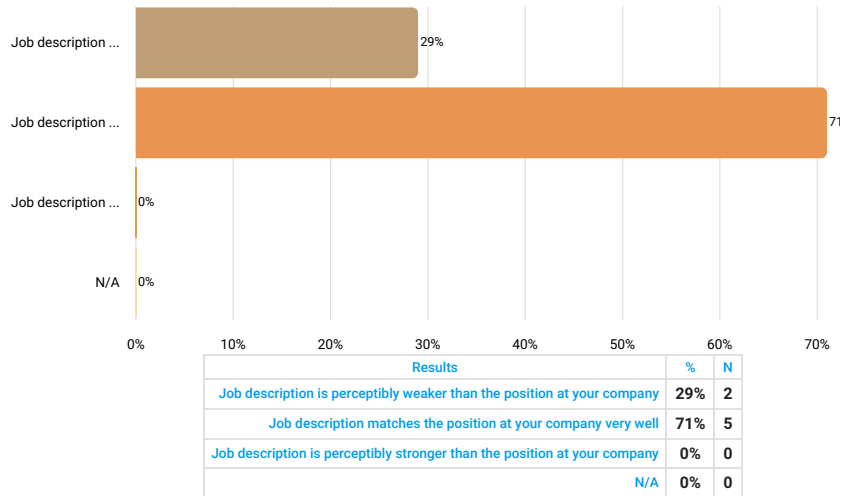
Perform various business functions in various business administration areas including accounting, marketing, human resources, purchasing, security, training, etc.

#### 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



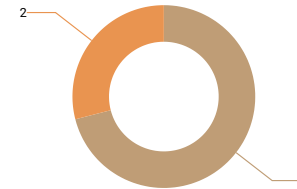
We are sorry but the collected data is not sufficient to render an accurate result.

#### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input

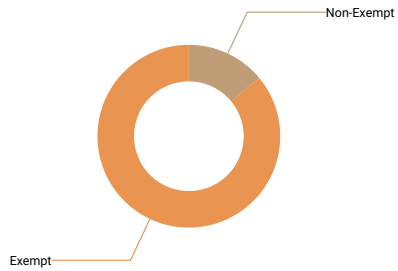


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 7 times  
Skipped 0 times

Select one answer (radio button)



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

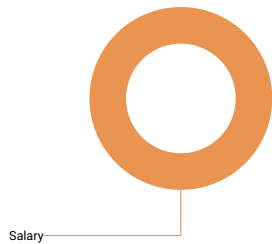
### Compensation data

	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	17,040
Actual Lowest Base Salary	7	35,788	57,408	61,838	84,365	113,068	68,734	61,838	24,310
Actual Average Base Salary	7	35,884	57,408	66,529	84,365	113,068	69,418	66,529	24,130
Actual Highest Base Salary	7	35,981	57,408	68,640	84,365	113,068	70,101	68,640	24,080
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	0%	0
Salary	100%	7

### 6.3.22 Configuration Management Analyst

#### Job description

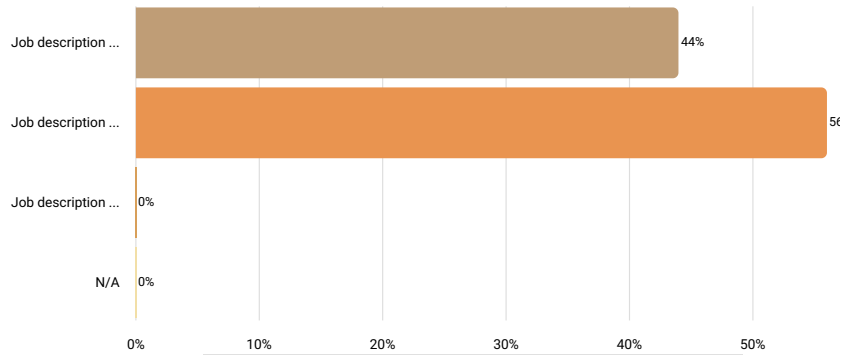
Performs duties related to change, release, and build management. Identifies errors in the build and re process; recommends improvements.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 6 times

Skipped 3 times

Text input

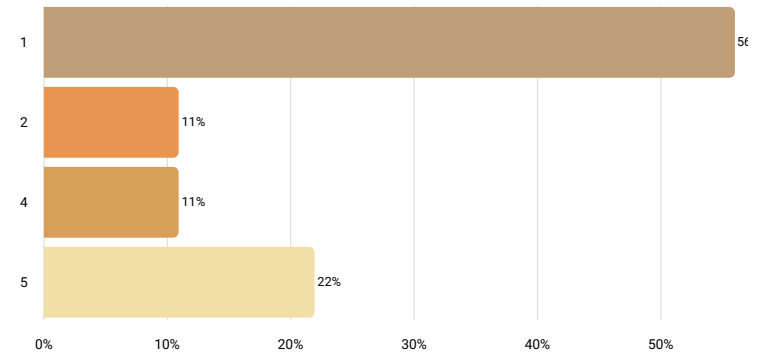
Results	
configuration manager	2
configuration management analyst	1
chief science officer	1
configuration and data manager	1
configuration analyst	1

#### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



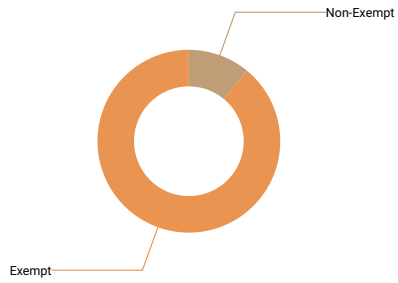
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

### 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	27	37	40	64	86	51	40	24
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

### 6.3.23 Financial Analyst

#### Job description

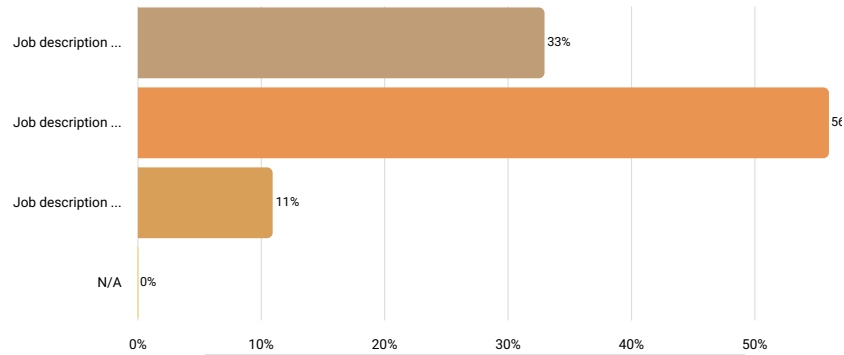
Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 4 times

Skipped 5 times

Text input



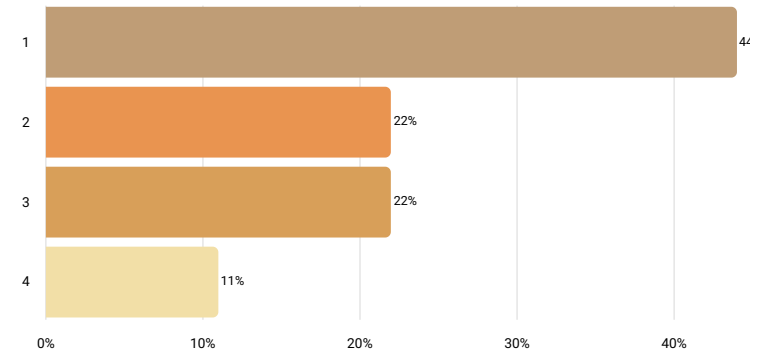
We are sorry but the collected data is not sufficient to render an accurate result.

#### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input

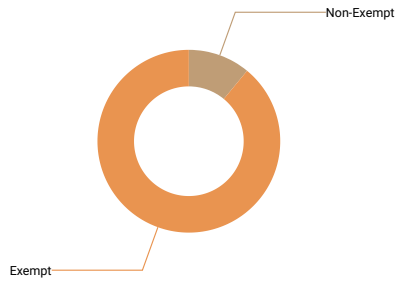


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2
Median	2
Standard deviation	1

### FLSA Status

Answered 9 times  
 Skipped 0 times

Select one answer (radio button)



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

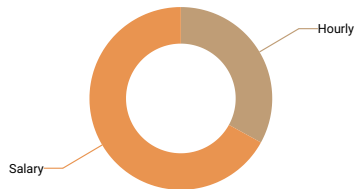
### Compensation data

	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	5	44,553	82,076	85,000	90,000	120,279	84,382	85,000	26,98
Actual Average Base Salary	5	81,069	82,076	85,000	90,000	120,280	91,685	85,000	16,35
Actual Highest Base Salary	5	60,216	82,076	85,000	90,000	120,280	87,514	85,000	21,56
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	33%	3
Salary	67%	6

## 6.3.24 Legal Counsel

### Job description

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

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.

### 6.3.25 Military Analyst

#### Job description

Prepare intelligence reports and assess the reliability of new information as to maintain intelligence systems.

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.**

### 6.3.26 PR/Public Affairs Representative

#### Job description

Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for their organization.

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.

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.

### 6.3.27 Property Management Specialist

#### Job description

Oversee government, commercial and residential properties. Approve and process tenant, business, or government client transactions, such as lease agreements and rental payments.

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.

### 6.3.28 Recruiter

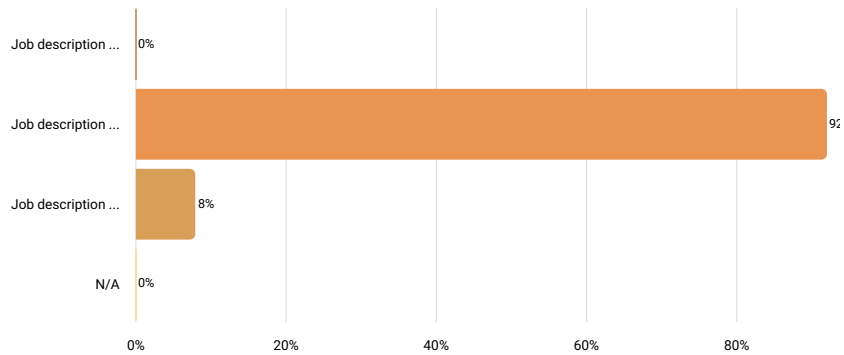
#### Job description

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

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

Answered 12 times  
Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 6 times  
Skipped 6 times

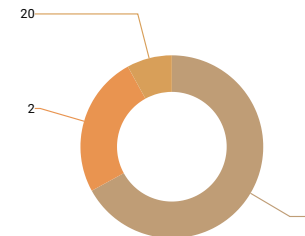
Text input

Results	
technical recruiter	2
jr. recruiter, technical recruiter 1-3, sr. technical recruiter, engineer recruiter 1-3, sr. engineering recruiter	1
technical recruiter-i	1
talent management associate	1
recruiter ii	1

#### Number of Employees Currently in This Position

Answered 12 times  
Skipped 0 times

Number input

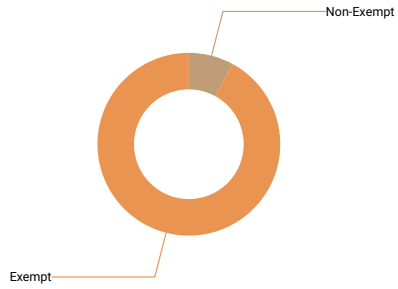


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	3
Median	1
Standard deviation	5

### FLSA Status

Answered 12 times  
Skipped 0 times

Select one answer (radio button)



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

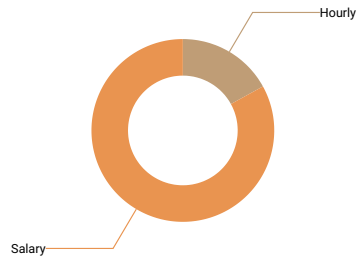
### Compensation data

	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	32,887	40,000	51,765.5	61,900	71,500	51,636	51,766	14,68
Pay Range Maximum Salary	6	63,000	70,000	78,958.5	80,582	121,600	82,183	78,959	20,48
Actual Lowest Base Salary	8	40,000	44,809	59,125	73,250	102,000	62,046	59,125	21,19
Actual Average Base Salary	7	42,830	50,000	68,250	76,500	105,315	66,812	68,250	20,78
Actual Highest Base Salary	7	43,342	50,000	70,000	78,403	108,630	70,732	70,000	21,27
Average Incentive 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	17%	2
Salary	83%	10

### 6.3.29 Training Coordinator

#### Job description

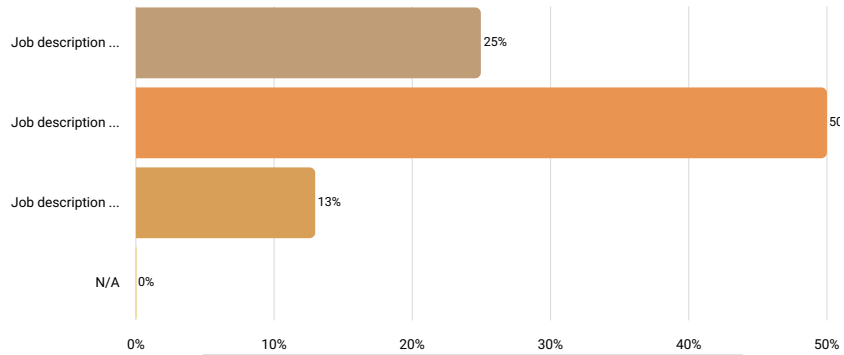
Communicate with managers to identify training needs and map out development plans for teams and individuals. Facilitate training when needed.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results			%	N
Job description is perceptibly weaker than the position at your company			25%	2
Job description matches the position at your company very well			50%	4
Job description is perceptibly stronger than the position at your company			13%	1
N/A			0%	0

#### Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



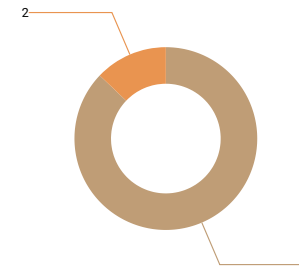
We are sorry but the collected data is not sufficient to render an accurate result.

#### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input

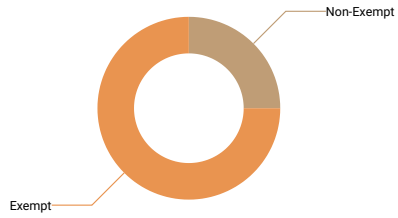


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 8 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	25%	2
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									
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

### 6.3.30 Compensation/Benefits Specialist

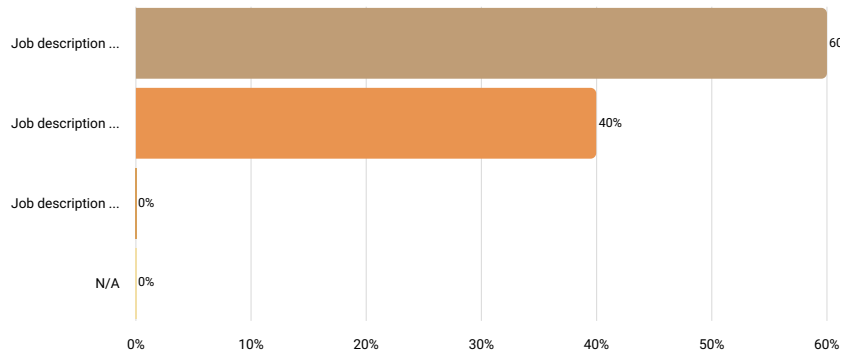
#### Job description

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

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

Answered 5 times  
Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 3 times

Skipped 2 times

Text input



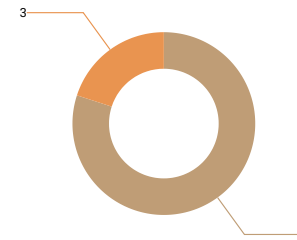
We are sorry but the collected data is not sufficient to render an accurate result.

#### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



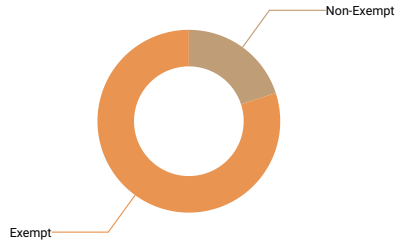
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

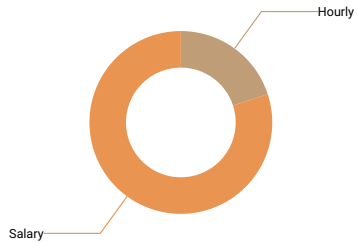
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
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	20%	1
Salary	80%	4

## 6.4 Professional Technical Positions (76 occupations)

### 6.4.1 Mechanical Engineer - Level 1

#### Job description

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

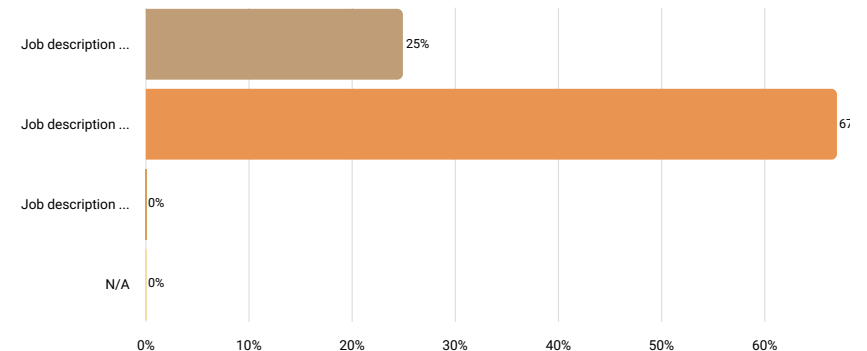
*Level 1: Entry: 0-1 years of experience, performs routine tasks.*

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times  
Skipped 7 times

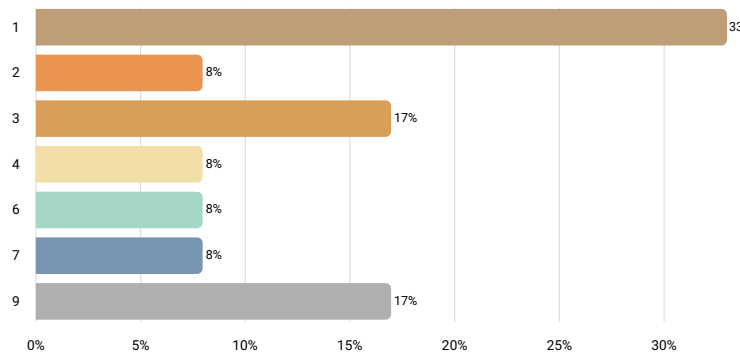
Text input

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

### Number of Employees Currently in This Position

Answered 12 times  
Skipped 0 times

Number input

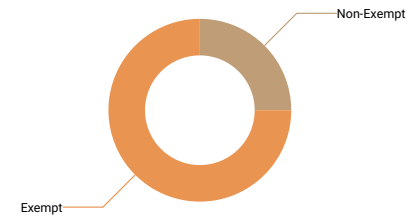


Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6.5
90th percentile	9
Mean	4
Median	3
Standard deviation	3

### FLSA Status

Answered 12 times  
Skipped 0 times

Select one answer (radio button)

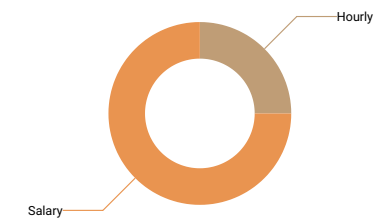


Results	%	N
Non-Exempt	25%	3
Exempt	75%	9

### Is this position paid an hourly rate or annual salary?

Answered 12 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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									
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	7	46,051	55,393	60,000	66,310	68,016	59,961	60,000	7,478
Actual Average Base Salary	8	61,500	63,455	65,047	68,199	75,379	66,285	65,047	4,365
Actual Highest Base Salary	8	10,000	65,508	68,699	74,125	83,012	63,710	68,699	22,570
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.2 Mechanical Engineer - Level 2

### Job description

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

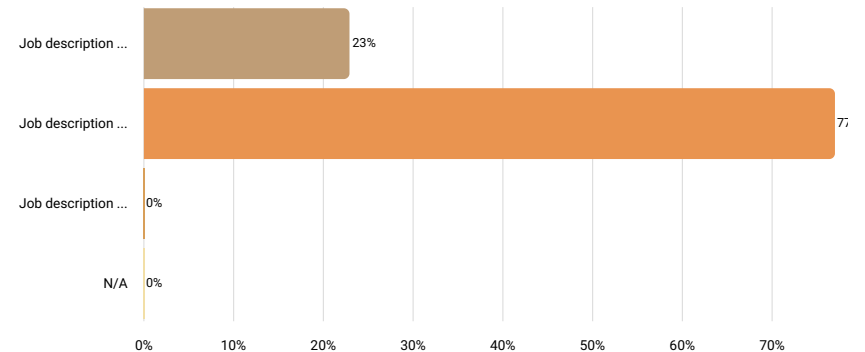
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times  
Skipped 8 times

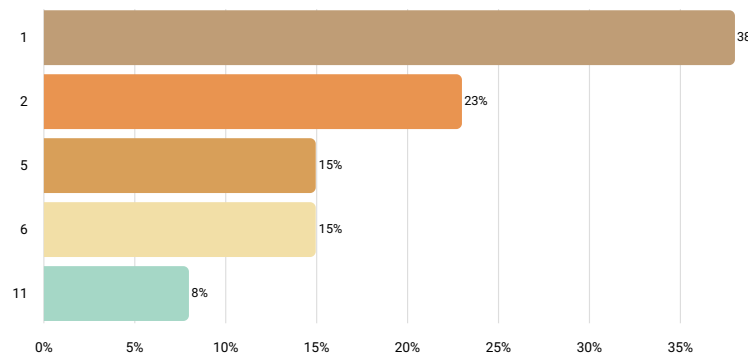
Text input

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

### Number of Employees Currently in This Position

Answered 13 times  
Skipped 0 times

Number input



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

### FLSA Status

Answered 13 times  
Skipped 0 times

Select one answer (radio button)



Exempt

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

### Is this position paid an hourly rate or annual salary?

Answered 13 times  
Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	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)									

## 6.4.3 Mechanical Engineer - Level 3

### Job description

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

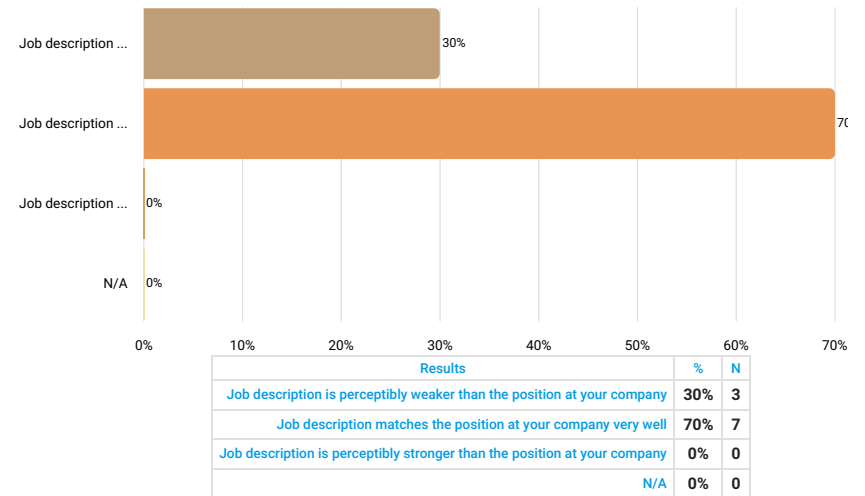
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 3 times

Skipped 7 times

Text input



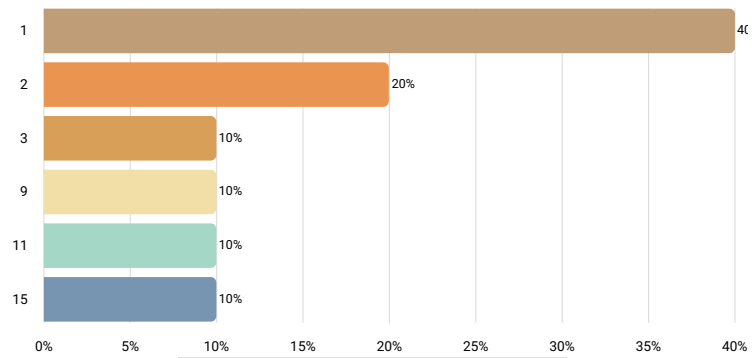
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



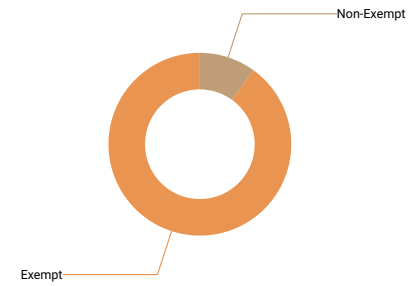
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	9
90th percentile	13
Mean	5
Median	2
Standard deviation	5

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



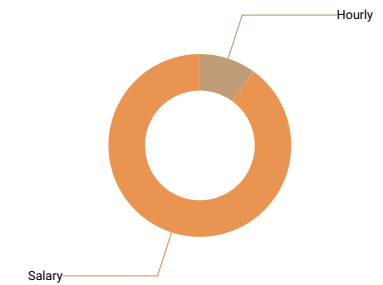
Results	%	N
Non-Exempt	10%	1
Exempt	90%	9

### Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	63,700	68,514	87,560	99,611	111,212	84,771	87,560	17,350
Pay Range Maximum Salary	7	87,560	102,771	108,300	153,374	166,819	121,832	108,300	29,220
Actual Lowest Base Salary	8	67,750	70,650	91,280	114,774	120,016	92,647	91,280	21,900
Actual Average Base Salary	8	69,711	86,087	94,689	125,226	139,016	102,591	94,689	24,450
Actual Highest Base Salary	8	71,672	91,280	109,397.5	141,079	162,573	114,720	109,398	31,740
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.4 Mechanical Engineer - Level 4

### Job description

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

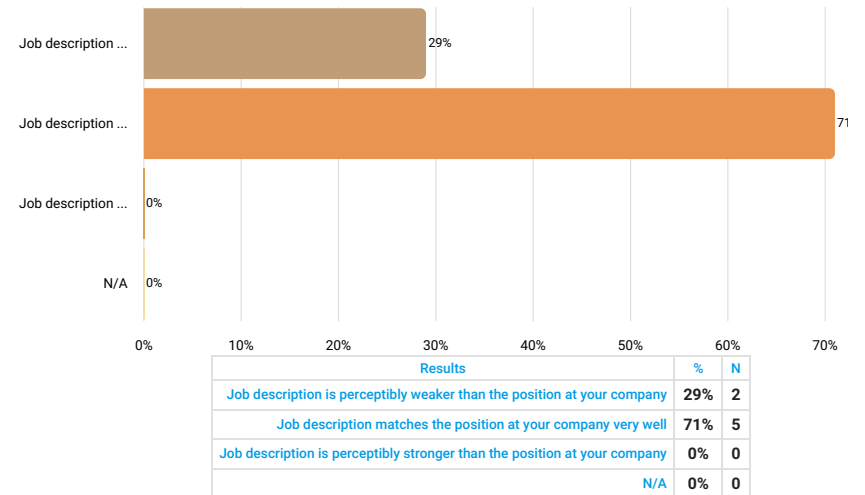
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 3 times

Skipped 4 times

Text input



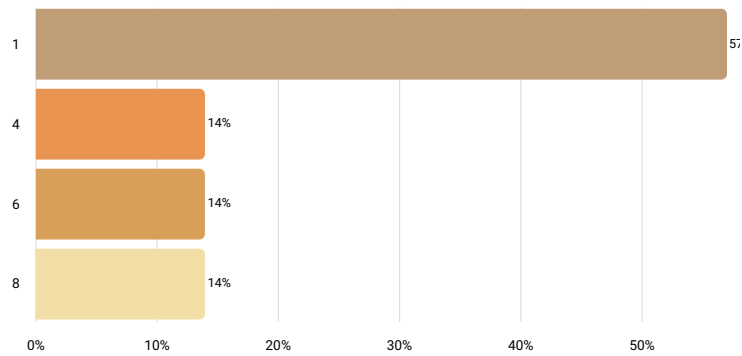
We are sorry but the collected data is not sufficient to render an accurate result.

### 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	6
90th percentile	8
Mean	3
Median	1
Standard deviation	3

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Exempt

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)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	7

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	80,340	83,200	97,385	119,163	150,009	104,580	97,385	27,490
Actual Average Base Salary	7	80,340	85,327	98,357	139,065	152,921	109,716	98,357	27,950
Actual Highest Base Salary	6	80,340	86,585	110,822.5	157,614	158,121	117,384	110,823	34,120
Average Incentive or Other Cash Bonus (Annual)									

### 6.4.5 Mechanical Engineer - Level 5

#### Job description

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

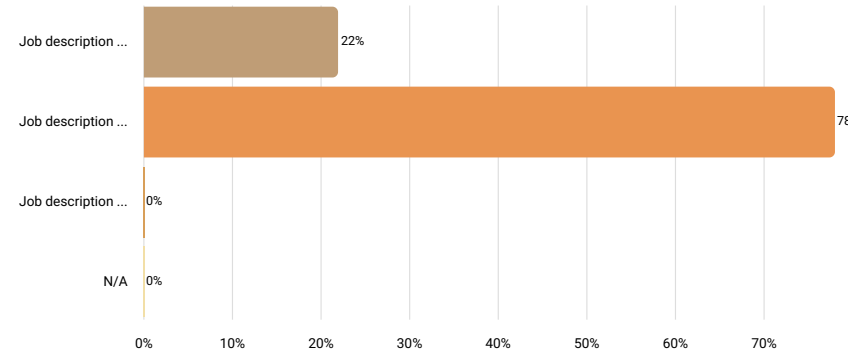
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.*

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		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

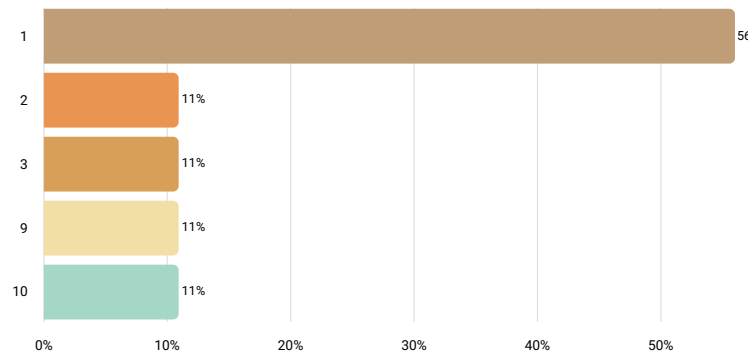


We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 9 times  
Skipped 0 times

Number input



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

### FLSA Status

Answered 9 times  
Skipped 0 times

Select one answer (radio button)



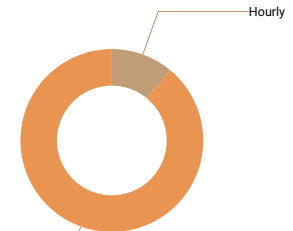
Exempt

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

Hourly

Results	%	N
Hourly	11%	1
Salary	89%	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	5	53,048	98,880	100,700	119,870	148,116	104,123	100,700	34,750
Pay Range Maximum Salary	5	98,510	102,134	143,769	171,200	270,400	157,203	143,769	70,120
Actual Lowest Base Salary	6	95,398	118,000	125,609.5	139,000	173,409	129,504	125,610	26,000
Actual Average Base Salary	8	95,399	105,532	124,597.5	139,892.5	192,004	128,431	124,598	30,660
Actual Highest Base Salary	7	95,399	115,000	130,000	161,629	229,340	141,537	130,000	43,840
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.6 Mechanical Engineer - Level 6

### Job description

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

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

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.

**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.

## 6.4.7 Electrical Design Engineer - Level 1

### Job description

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

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

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

Answered 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.

## 6.4.8 Electrical Design Engineer - Level 2

### Job description

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

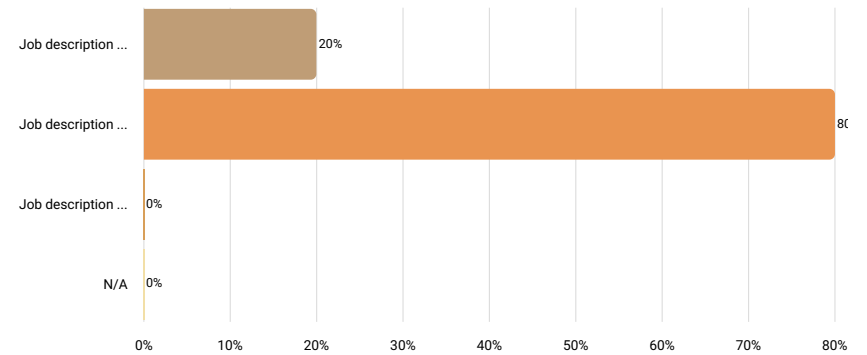
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 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 3 times

Skipped 7 times

Text input



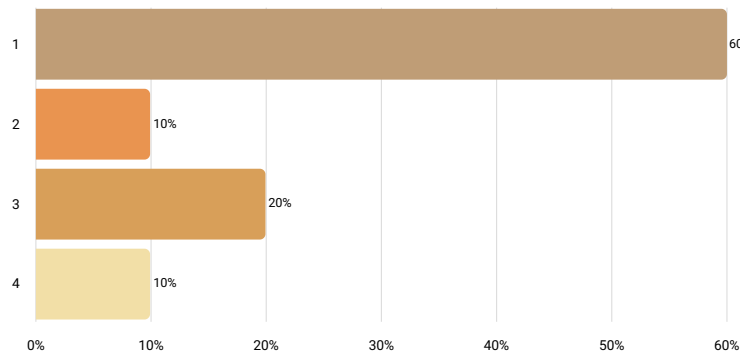
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



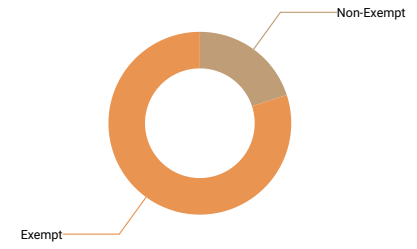
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	3.5
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



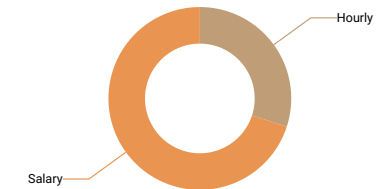
Results	%	N
Non-Exempt	20%	2
Exempt	80%	8

### Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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	70,000	70,314	80,849	81,903	97,850	80,183	80,849	11,36
Actual Average Base Salary	6	71,309	76,100	80,947.5	89,206	97,850	82,727	80,948	9,501
Actual Highest Base Salary	5	80,849	82,200	85,000	95,251	97,850	88,230	85,000	7,79€
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.9 Electrical Design Engineer - Level 3

### Job description

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

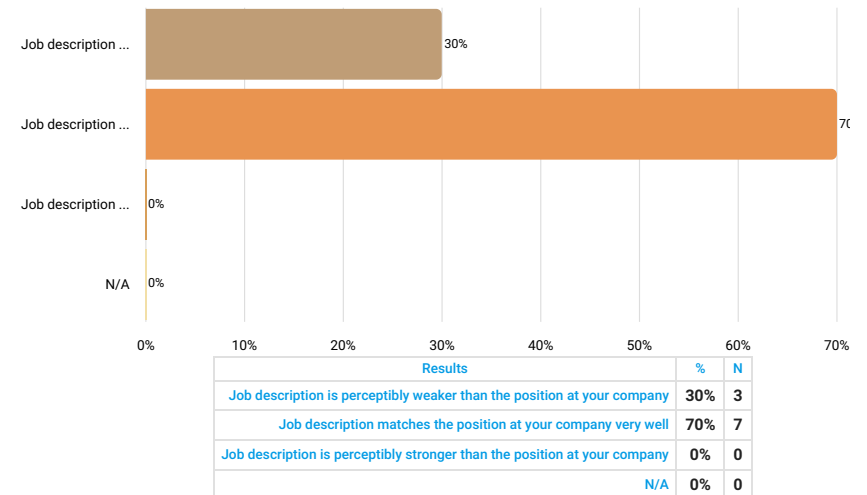
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

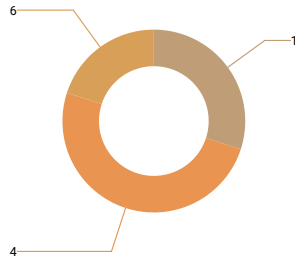
Results	
electrical engineer iii	2
electrical hardware eng iii	1
electrical engineer, laser engineer	1
systems test engineer, senior	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



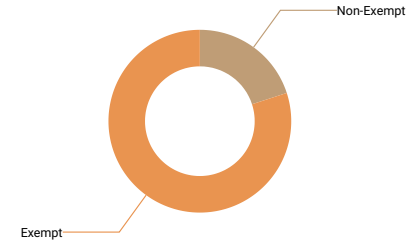
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	4
90th percentile	6
Mean	4
Median	4
Standard deviation	2

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



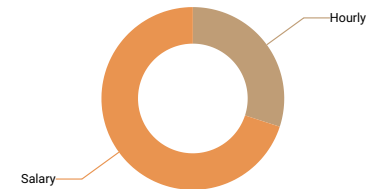
Results	%	N
Non-Exempt	20%	2
Exempt	80%	8

### Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	68,514	72,800	82,889	114,254	115,000	89,391	82,889	20,95
Pay Range Maximum Salary	6	92,341	102,771	105,726	130,000	190,762	121,221	105,726	36,25
Actual Lowest Base Salary	5	81,600	84,822	94,337	105,000	146,515	102,455	94,337	26,26
Actual Average Base Salary	6	85,645	92,248	102,570	105,000	146,515	105,758	102,570	21,31
Actual Highest Base Salary	5	99,674	105,000	106,329	126,672	146,515	116,838	106,329	19,51
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.10 Electrical Design Engineer - Level 4

### Job description

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

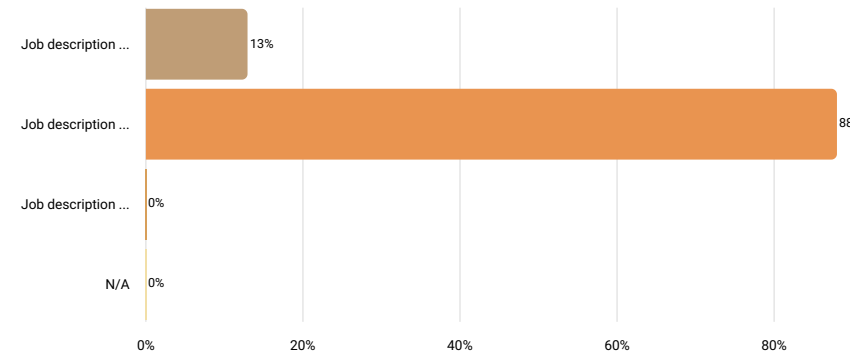
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 3 times

Skipped 5 times

Text input



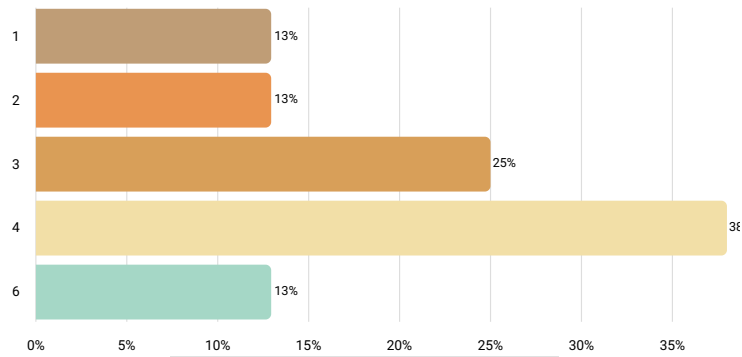
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



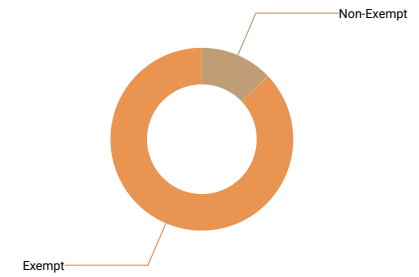
Statistics	
10th percentile	1
25th percentile	2.5
50th percentile	3.5
75th percentile	4
90th percentile	6
Mean	3
Median	4
Standard deviation	2

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



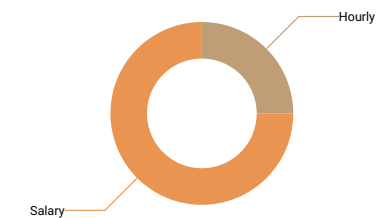
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

### Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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	101,150	115,000	116,134	118,976	146,889	119,630	116,134	16,720
Actual Average Base Salary	6	101,150	101,184	123,269.5	139,488	150,009	123,062	123,270	19,850
Actual Highest Base Salary	5	101,150	128,207	139,431	152,505	160,000	136,259	139,431	23,100
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.11 Electrical Design Engineer - Level 5

### Job description

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

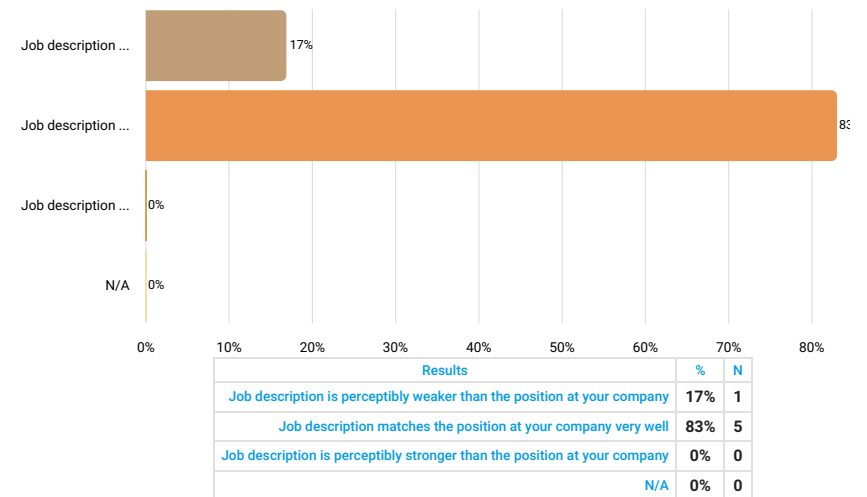
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 2 times

Skipped 4 times

Text input



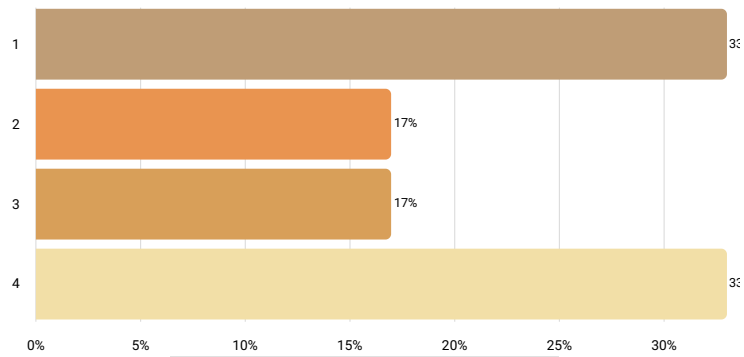
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



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

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Exempt

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)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	6

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	108,681	120,003	126,620	130,000	170,497	131,160	126,620	23,44
Actual Average Base Salary	6	108,681	120,915	131,484	134,654	170,497	132,953	131,484	20,74
Actual Highest Base Salary	5	108,681	141,431	145,104	145,793	170,497	142,301	145,104	22,05
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.12 Electrical Design Engineer - Level 6

### Job description

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

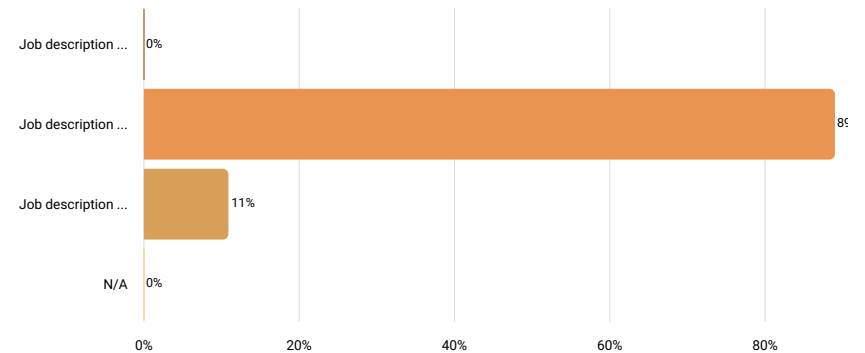
*Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and non-routine assignments that are significant in scope. Typically holds a Ph.D. in area of specialization.*

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 3 times

Skipped 6 times

Text input



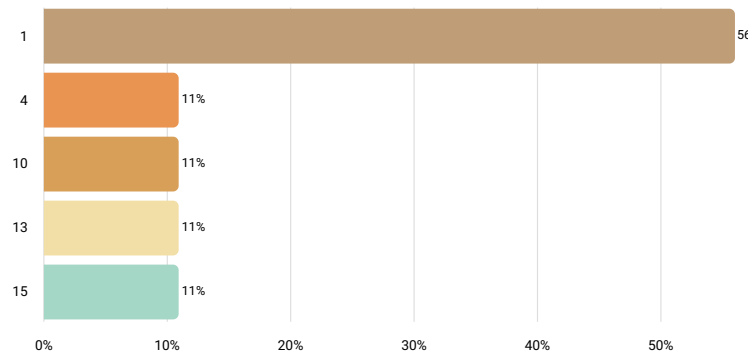
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



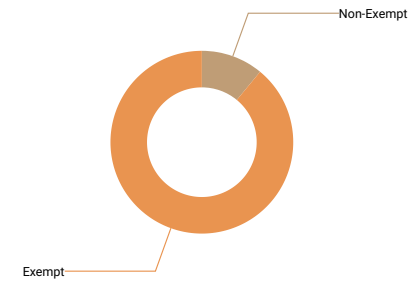
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	10
90th percentile	15
Mean	5
Median	1
Standard deviation	6

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



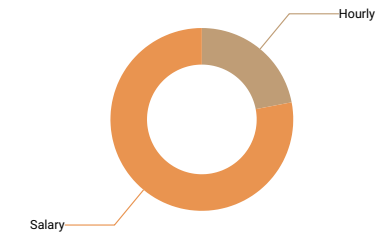
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

### 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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	93,500	111,100	116,268	128,125	166,400	123,079	116,268	27,231
Pay Range Maximum Salary	5	110,335	161,445	174,402	188,900	416,000	210,216	174,402	118,781
Actual Lowest Base Salary	5	84,860	93,500	122,720	160,000	180,960	128,408	122,720	41,551
Actual Average Base Salary	6	101,299	142,885	160,984.5	172,686	194,636	155,579	160,985	31,571
Actual Highest Base Salary	5	110,335	160,000	197,579	208,000	208,312	176,845	197,579	42,121
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.13 Industrial or Manufacturing Engineer - Level 1

### Job description

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

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

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

Answered 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.**

## 6.4.14 Industrial or Manufacturing Engineer - Level 2

### Job description

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

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

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

Answered 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.

## 6.4.15 Industrial or Manufacturing Engineer - Level 3

### Job description

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

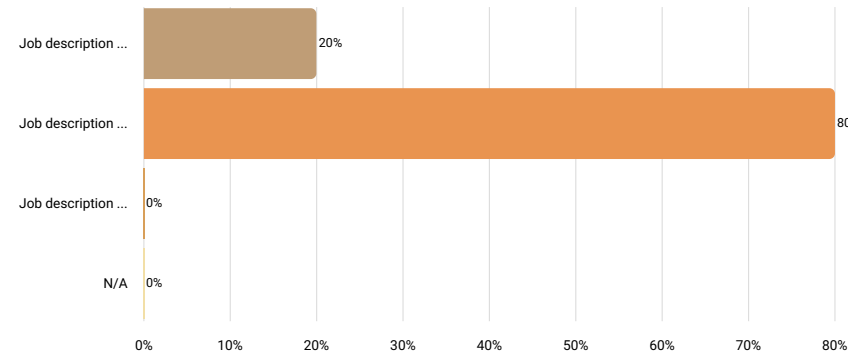
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or stanc engineering techniques.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 2 times

Skipped 3 times

Text input



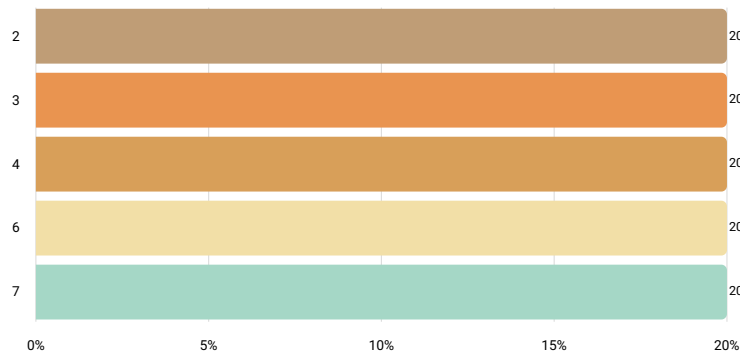
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



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

### 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	5	78,176	80,000	86,000	90,000	98,087	86,453	86,000	8,036
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

### 6.4.16 Industrial or Manufacturing Engineer - Level 4

#### Job description

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

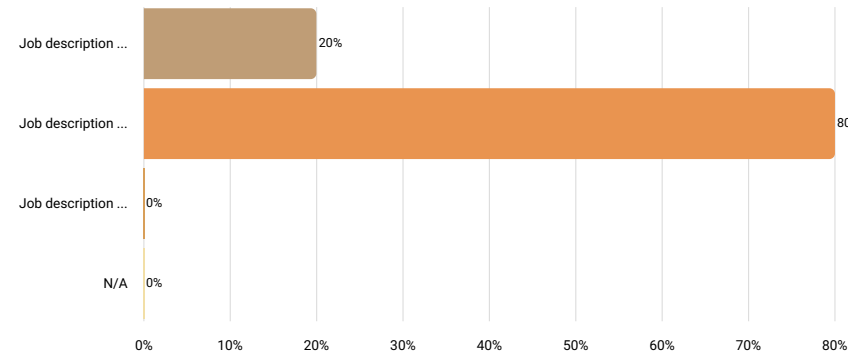
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 1 times

Skipped 4 times

Text input



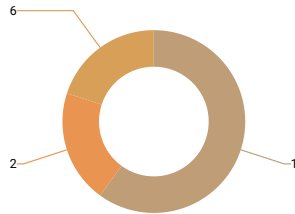
We are sorry but the collected data is not sufficient to render an accurate result.

### 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	6
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Exempt

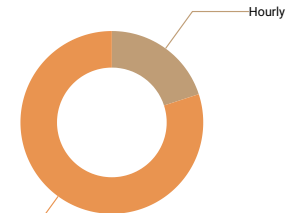
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Salary

Hourly

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									
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)									

### 6.4.17 Industrial or Manufacturing Engineer - Level 5

#### Job description

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

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

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.

## 6.4.18 Industrial or Manufacturing Engineer - Level 6

### Job description

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

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

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.

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.

## 6.4.19 Aeronautical Design Engineer - Level 1

### Job description

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

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

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

Answered 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.**

## 6.4.20 Aeronautical Design Engineer - Level 2

### Job description

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

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

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

Answered 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.

## 6.4.21 Aeronautical Design Engineer - Level 3

### Job description

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

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

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

Answered 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.**

## 6.4.22 Aeronautical Design Engineer - Level 4

### Job description

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

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

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

Answered 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.

## 6.4.23 Aeronautical Design Engineer - Level 5

### Job description

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

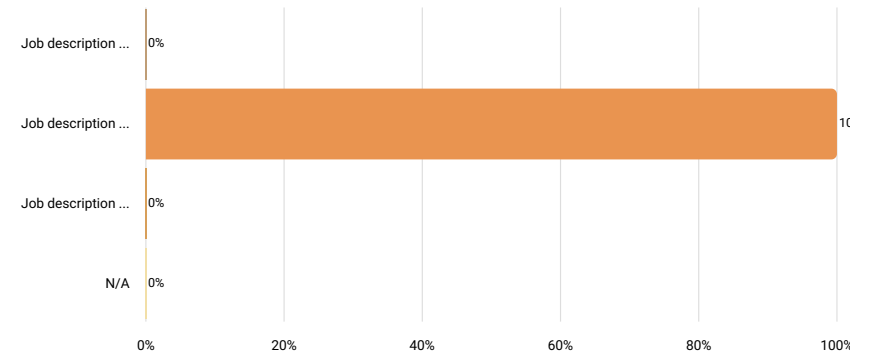
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of specialization for work on significant assignments. Typically holds an advanced degree in area of specialization.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	0%	0	
Job description matches the position at your company very well	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 3 times

Skipped 3 times

Text input



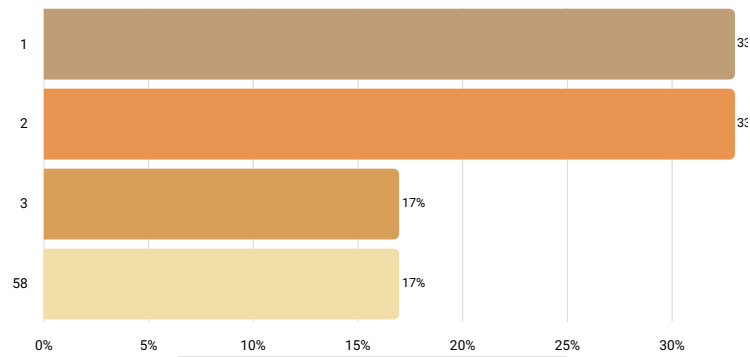
We are sorry but the collected data is not sufficient to render an accurate result.

### 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	58
Mean	11
Median	2
Standard deviation	23

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Exempt

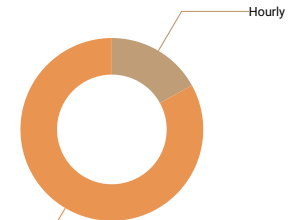
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Salary

Hourly

Results	%	N
Hourly	17%	1
Salary	83%	5

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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)									

### 6.4.24 Aeronautical Design Engineer - Level 6

#### Job description

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

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

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

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

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

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

Answered 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)

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.

## 6.4.26 Quality Engineer - Level 2

### Job description

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

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

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

Answered 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.**

**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.**

### 6.4.27 Quality Engineer - Level 3

#### Job description

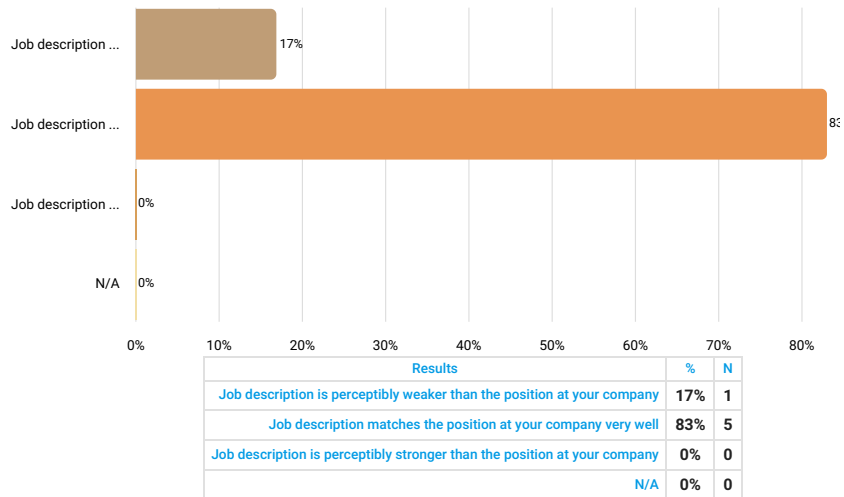
Perform functions in order to increase the quality and reliability of products, processes or services of company. Utilize mathematical and statistical methods.

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

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

Answered 6 times  
Skipped 0 times

Select one answer (radio button)



#### Job Title (if different than above)

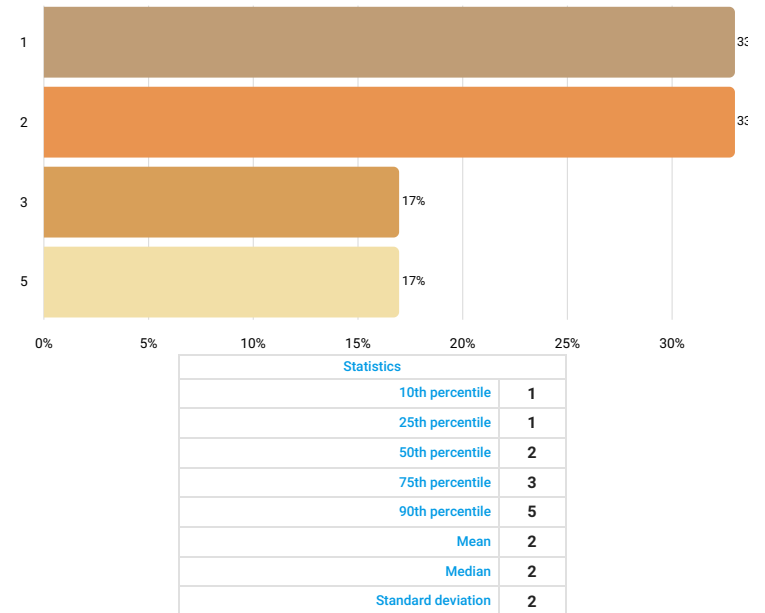
Answered 4 times  
Skipped 2 times  
Text input



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

#### Number of Employees Currently in This Position

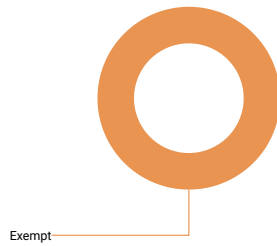
Answered 6 times  
Skipped 0 times  
Number input



### FLSA Status

Answered 6 times  
Skipped 0 times

Select one answer (radio button)



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

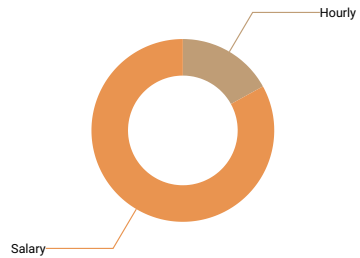
### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	72,810	74,885	78,104	88,209	105,869	83,975	78,104	13,590
Actual Average Base Salary	5	73,897	88,209	89,052	89,871	105,869	89,380	89,052	11,320
Actual Highest Base Salary	5	74,984	88,209	100,000	102,595	105,869	94,331	100,000	12,700
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

## 6.4.28 Quality Engineer - Level 4

### Job description

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

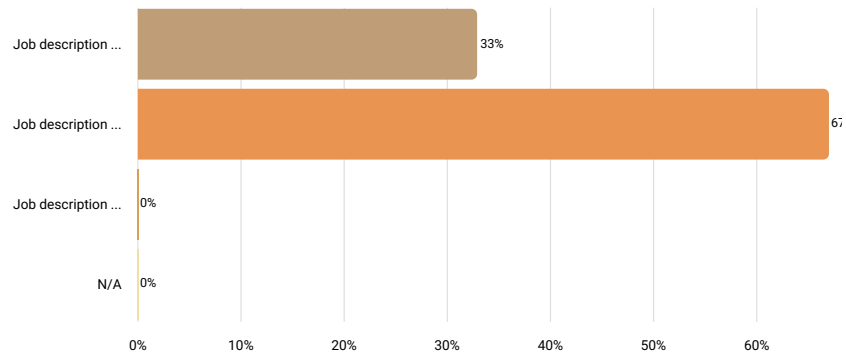
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 2 times

Skipped 4 times

Text input



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

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



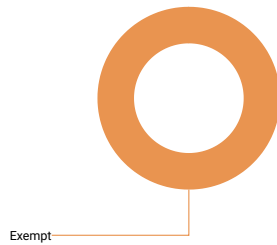
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

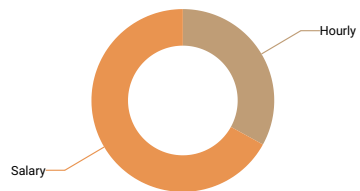
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Average Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
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

## 6.4.29 Quality Engineer - Level 5

### Job description

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

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

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.

### 6.4.30 Quality Engineer - Level 6

#### Job description

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

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

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.

## 6.4.31 Info Assurance/Security Engineer - Level 1

### Job description

Help to safeguard organization's computer networks and systems. They plan and carry out security measures to monitor and protect sensitive data and systems from infiltration and cyber-attacks.

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

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

Answered 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.

## 6.4.32 Info Assurance/Security Engineer - Level 2

### Job description

Help to safeguard organization's computer networks and systems. They plan and carry out security measures to monitor and protect sensitive data and systems from infiltration and cyber-attacks.

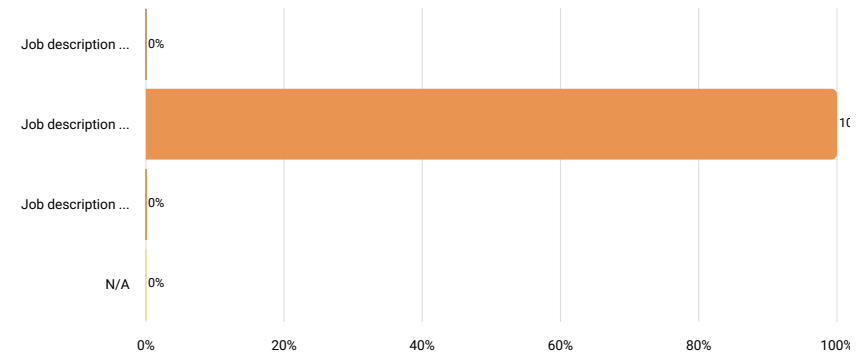
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

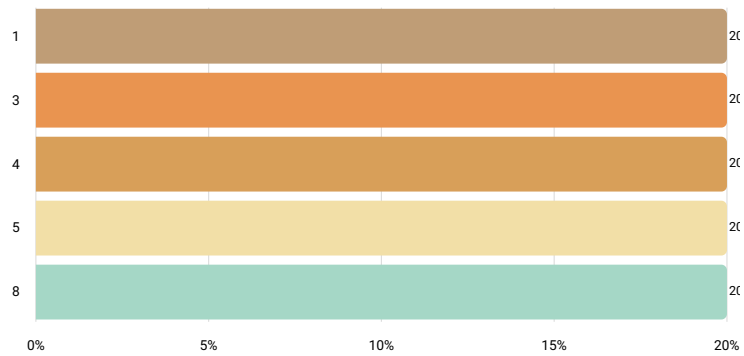
Answered 3 times  
 Skipped 2 times  
 Text input



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

### Number of Employees Currently in This Position

Answered 5 times  
 Skipped 0 times  
 Number input



Statistics	
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)

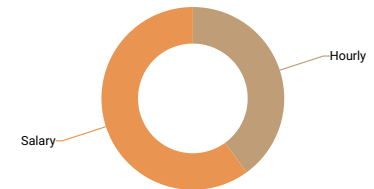


Exempt

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)



Results	%	N
Hourly	40%	2
Salary	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									
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)									

### 6.4.33 Info Assurance/Security Engineer - Level 3

#### Job description

Help to safeguard organization's computer networks and systems. They plan and carry out security measures to monitor and protect sensitive data and systems from infiltration and cyber-attacks.

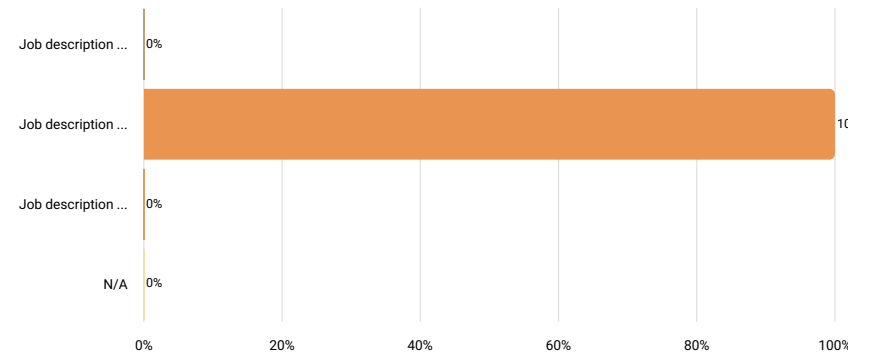
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 1 times

Text input



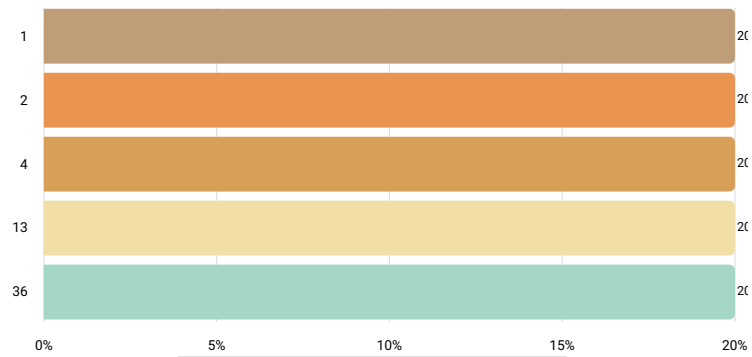
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



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

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Exempt

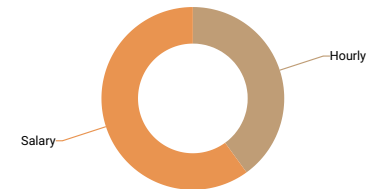
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	2
Salary	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									
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)									

### 6.4.34 Info Assurance/Security Engineer - Level 4

#### Job description

Help to safeguard organization's computer networks and systems. They plan and carry out security measures to monitor and protect sensitive data and systems from infiltration and cyber-attacks.

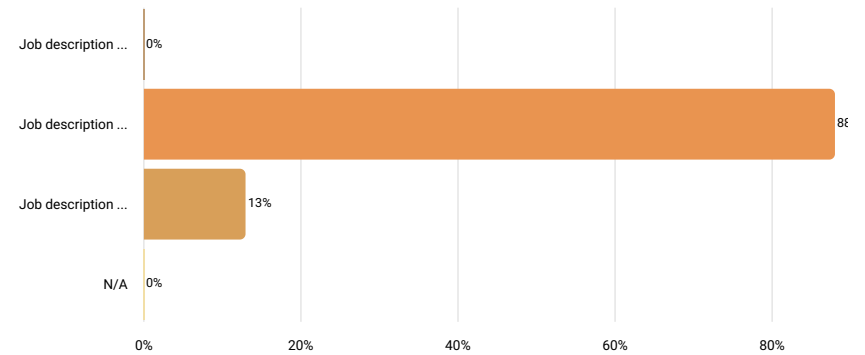
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

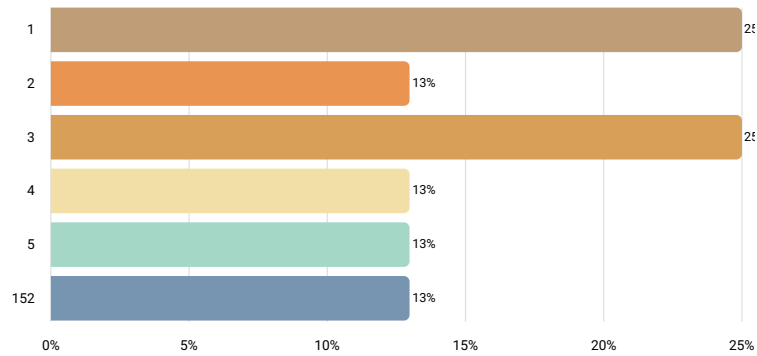
Answered 4 times  
 Skipped 4 times  
 Text input



We are sorry but the collected data is not sufficient to render an accurate 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	3
75th percentile	4.5
90th percentile	152
Mean	21
Median	3
Standard deviation	53

### FLSA Status

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

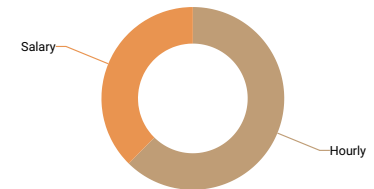


Exempt

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	63%	5
Salary	38%	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									
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)									

### 6.4.35 Info Assurance/Security Engineer - Level 5

#### Job description

Help to safeguard organization's computer networks and systems. They plan and carry out security measures to monitor and protect sensitive data and systems from infiltration and cyber-attacks.

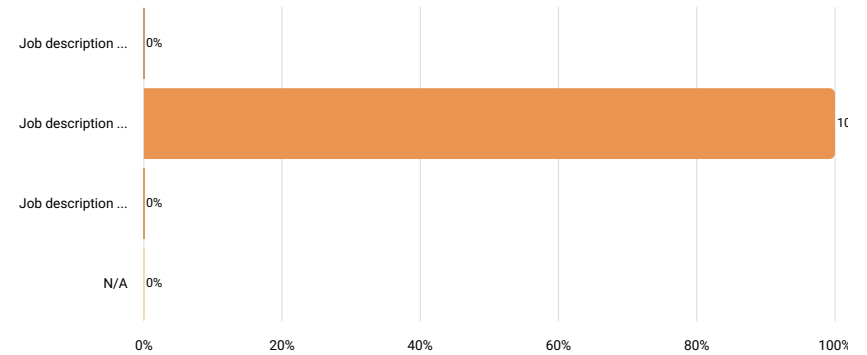
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 3 times

Skipped 2 times

Text input



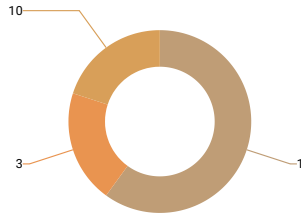
We are sorry but the collected data is not sufficient to render an accurate result.

### 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	10
Mean	3
Median	1
Standard deviation	4

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Exempt

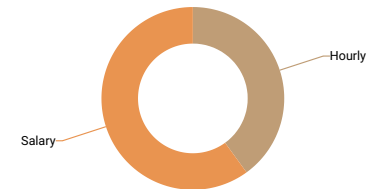
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	2
Salary	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									
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)									

### 6.4.36 Info Assurance/Security Engineer - Level 6

#### Job description

Help to safeguard organization's computer networks and systems. They plan and carry out security measures to monitor and protect sensitive data and systems from infiltration and cyber-attacks.

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

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.**

## 6.4.37 Software Engineer - Level 1

### Job description

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

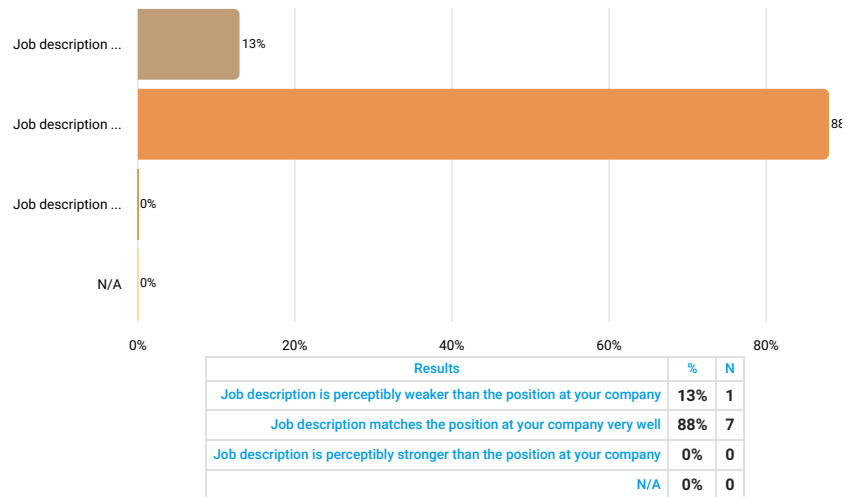
*Level 1: Entry; 0-1 years of experience, performs routine tasks.*

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



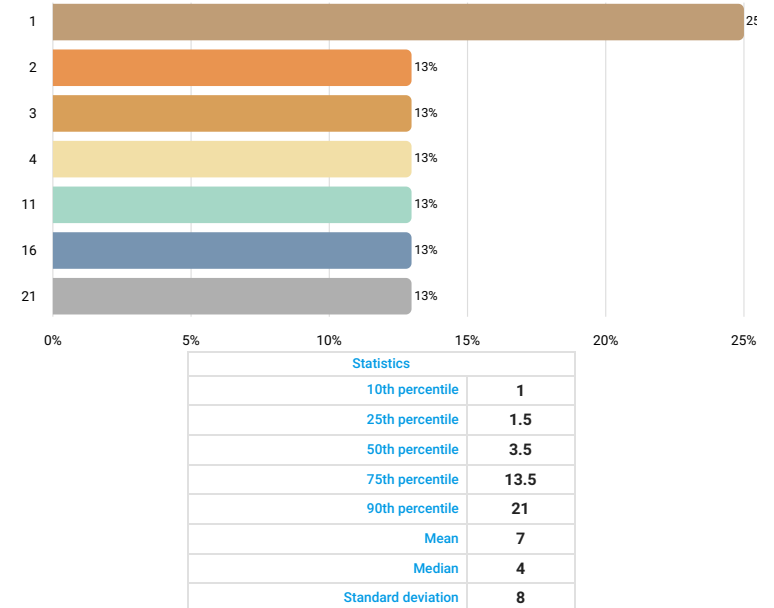
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input

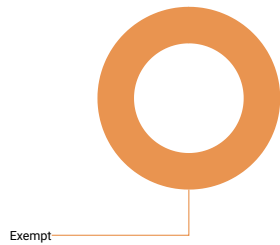


### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

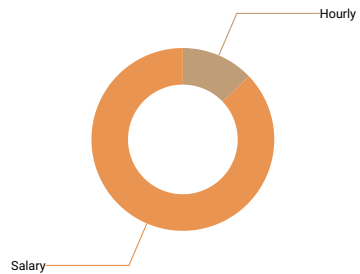
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression 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	6	59,904	60,000	61,990	65,000	73,008	63,649	61,990	5,103
Actual Average Base Salary	6	60,000	66,409	67,909	70,262	73,008	67,583	67,909	4,376
Actual Highest Base Salary	6	60,000	70,720	72,754	74,859	76,502	71,265	72,754	5,867
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	13%	1
Salary	88%	7

## 6.4.38 Software Engineer - Level 2

### Job description

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

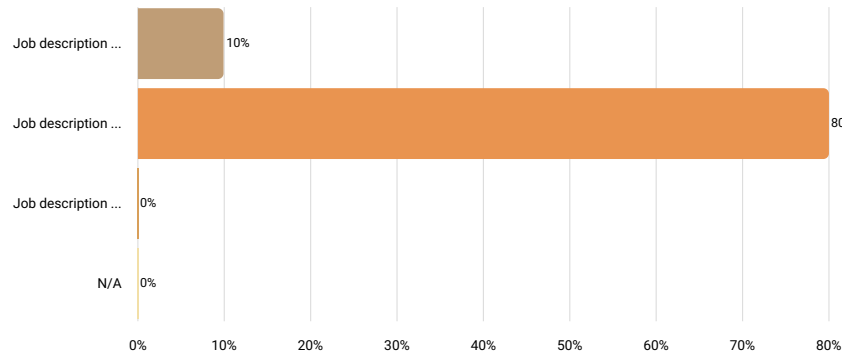
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

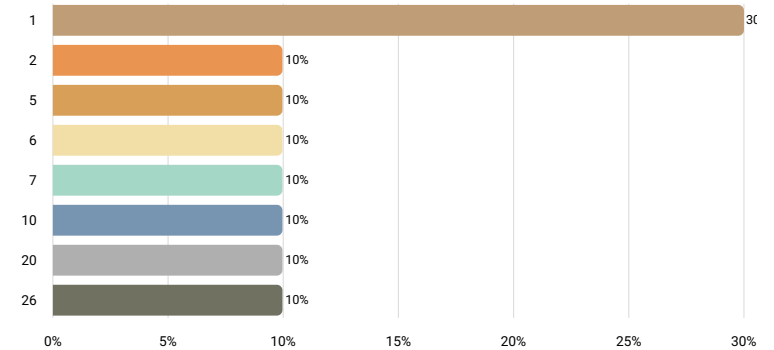
Results	
software engineer ii; database developer ii	1
embedded software engineer	1
software engineer,cyber software engineer, junior reverse engineer, software verification engineer	1
scientist, mid level	1
software engineer	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input

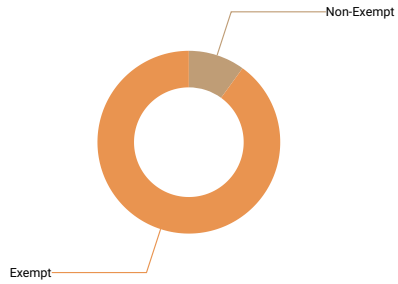


Statistics	
10th percentile	1
25th percentile	1
50th percentile	5.5
75th percentile	10
90th percentile	23
Mean	8
Median	6
Standard deviation	9

### FLSA Status

Answered 10 times  
Skipped 0 times

Select one answer (radio button)



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

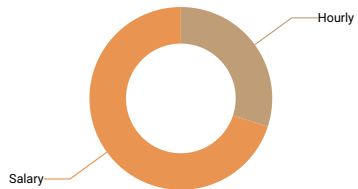
### Compensation data

	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									
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	7	62,748	70,102	72,134	81,036	91,020	75,594	72,134	9,264
Actual Average Base Salary	7	69,427	79,141	80,818	88,212	91,021	81,478	80,818	6,936
Actual Highest Base Salary	7	78,500	81,120	91,021	98,945	99,750	89,985	91,021	8,256
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

### 6.4.39 Software Engineer - Level 3

#### Job description

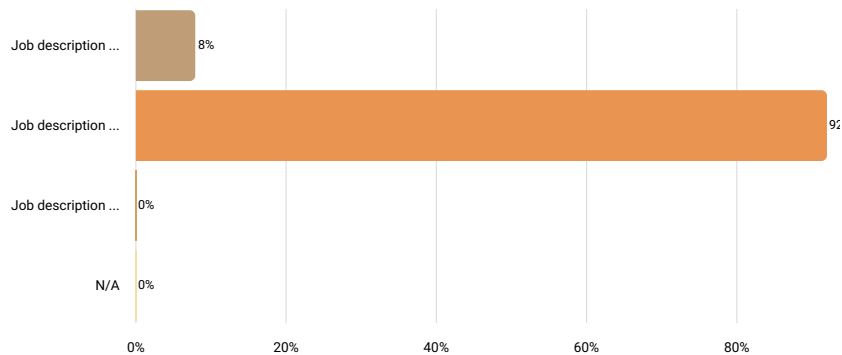
Determines operational feasibility by evaluating analysis, problem definition, requirements, solution development, and proposed solutions. Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments, and clear code.

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

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

Answered 13 times  
Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 6 times  
Skipped 7 times

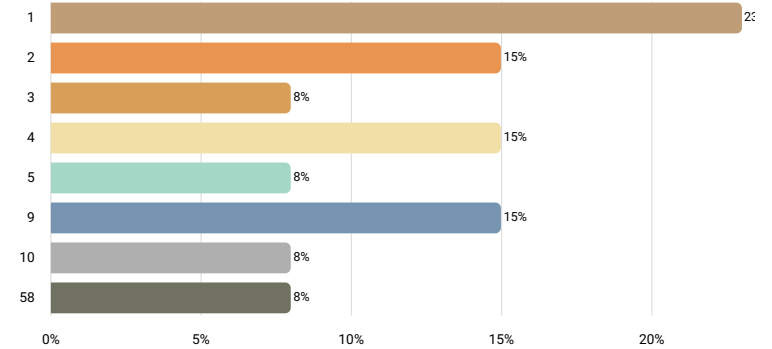
Text input

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

#### Number of Employees Currently in This Position

Answered 13 times  
Skipped 0 times

Number input



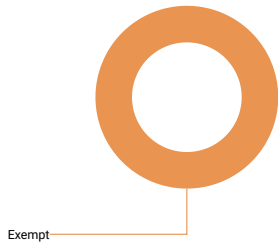
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	9
90th percentile	10
Mean	8
Median	4
Standard deviation	15

### 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 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	6	65,000	68,514	86,834.5	99,569	109,019	85,962	86,835	17,12
Pay Range Maximum Salary	6	105,000	114,400	118,614	156,858	174,473	131,327	118,614	27,65
Actual Lowest Base Salary	7	61,868	78,887	85,592	105,456	128,294	91,012	85,592	21,17
Actual Average Base Salary	7	86,216	88,499	97,406	118,060	156,405	106,182	97,406	24,44
Actual Highest Base Salary	7	86,840	92,476	111,000	145,874	184,517	122,288	111,000	34,22
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	38%	5
Salary	62%	8

## 6.4.40 Software Engineer - Level 4

### Job description

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

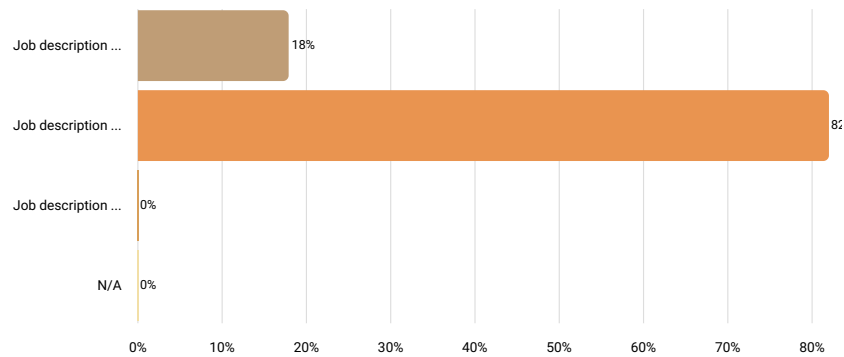
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

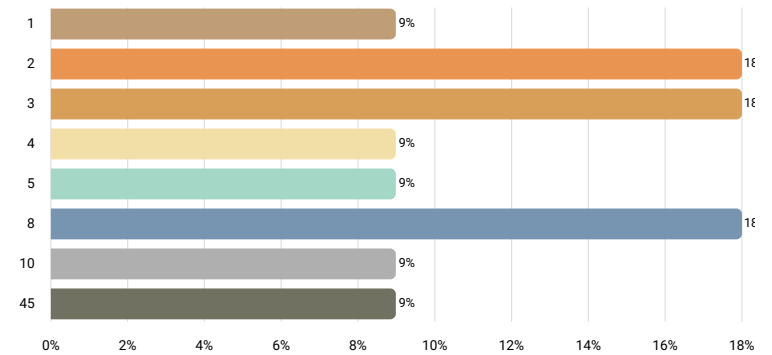
Results	
advanced senior software engineer	1
member senior technical staff	1
software test analyst, big data engineer, senior reverse engineer,modeling and simulation engineer	1
scientist, principal	1
software developer iv	1
software engineer - senior	1

### 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	8
90th percentile	10
Mean	8
Median	4
Standard deviation	13



## 6.4.41 Software Engineer - Level 5

### Job description

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

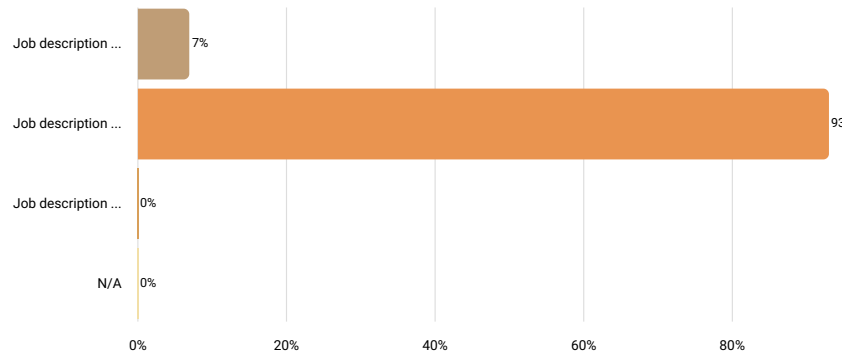
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.*

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	93%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Job Title (if different than above)

Answered 7 times

Skipped 7 times

Text input

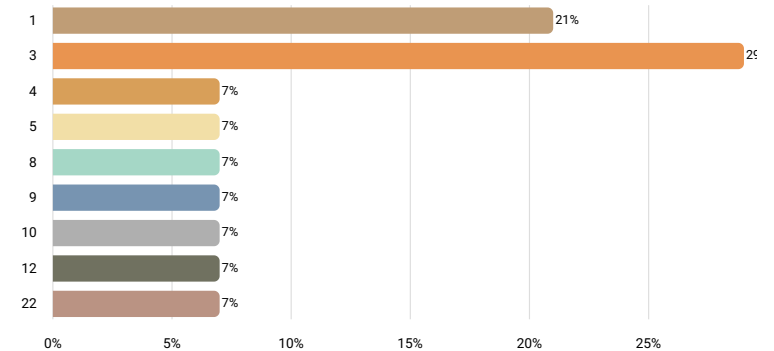
Results	
principal software engineer	1
member senior technical staff	1
software engineer ii	1
software engineer, radar system software engineer, senior software engineer, software iv&v engineer	1
scientist, subject matter expert (sme)	1
software developer v	1
software engineer - principal	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



Statistics	
10th percentile	1
25th percentile	3
50th percentile	3.5
75th percentile	9
90th percentile	12
Mean	6
Median	4
Standard deviation	6



## 6.4.42 Software Engineer - Level 6

### Job description

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

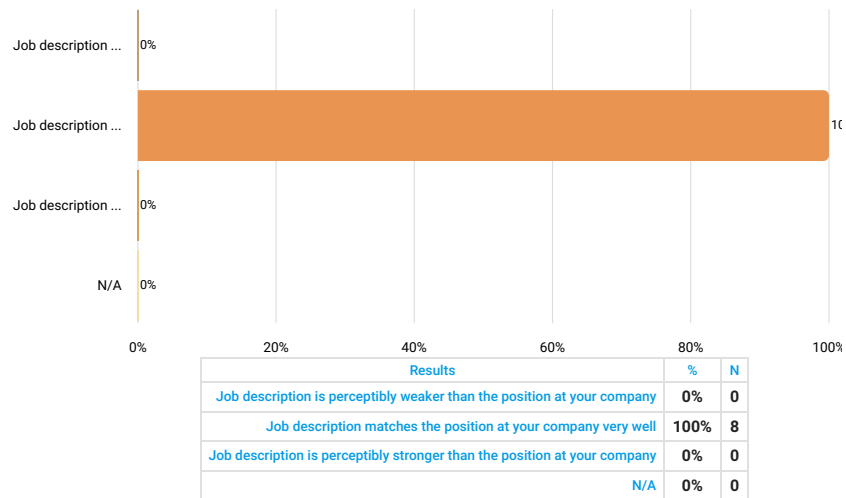
*Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and non assignments that are significant in scope. Typically holds a Ph.D. in area of specialization.*

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



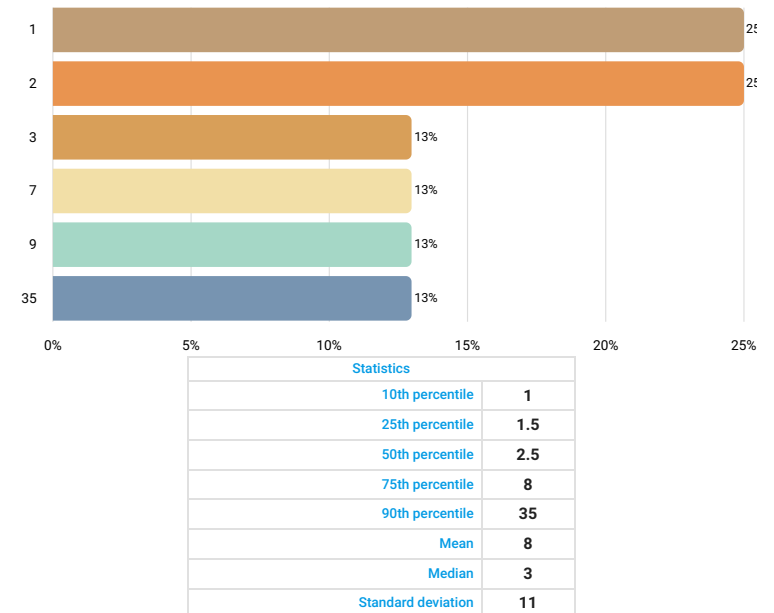
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input





## 6.4.43 System Design Engineer - Level 1

### Job description

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

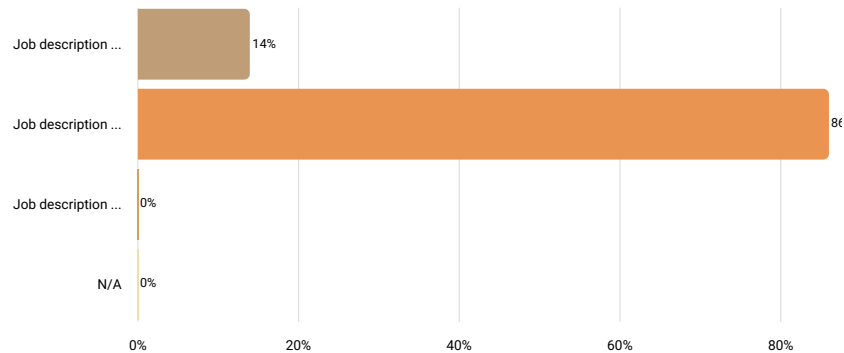
*Level 1: Entry: 0-1 years of experience, performs routine tasks.*

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 3 times

Skipped 4 times

Text input



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

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



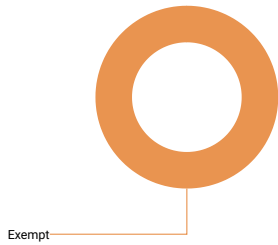
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	4
Mean	2
Median	2
Standard deviation	1

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

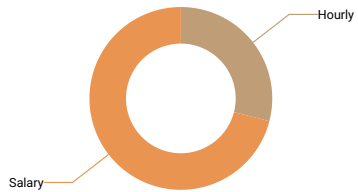
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary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

### 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

## 6.4.44 System Design Engineer - Level 2

### Job description

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

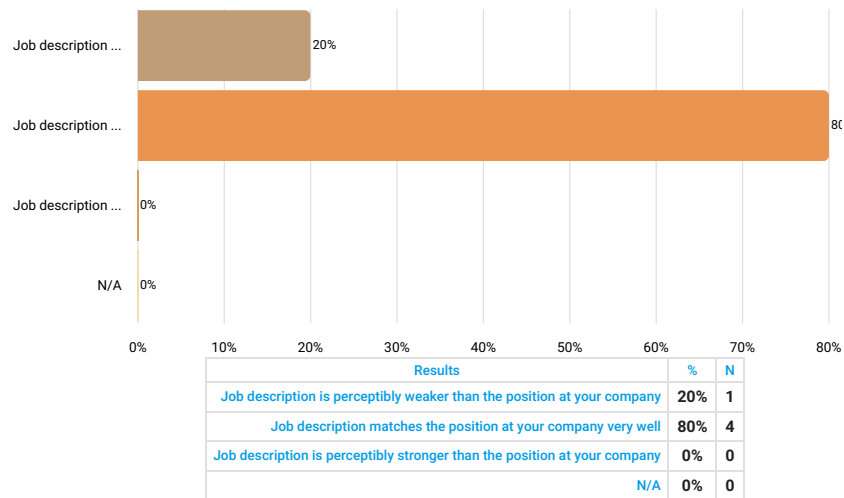
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 2 times

Skipped 3 times

Text input



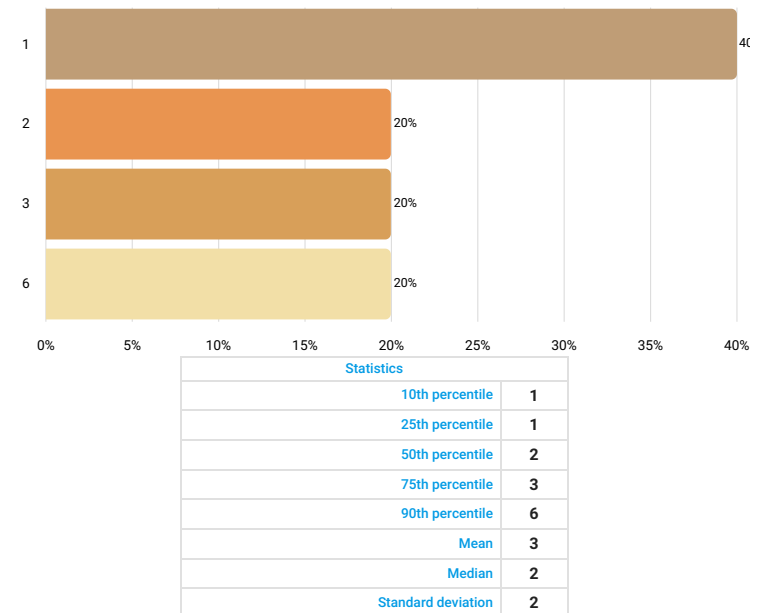
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

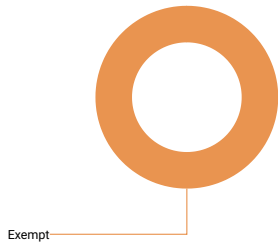
Number input



### FLSA Status

Answered 5 times  
 Skipped 0 times

Select one answer (radio button)



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

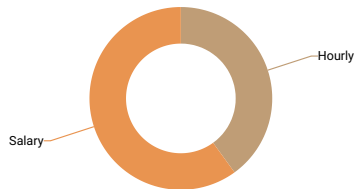
### Compensation data

	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									
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

## 6.4.45 System Design Engineer - Level 3

### Job description

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

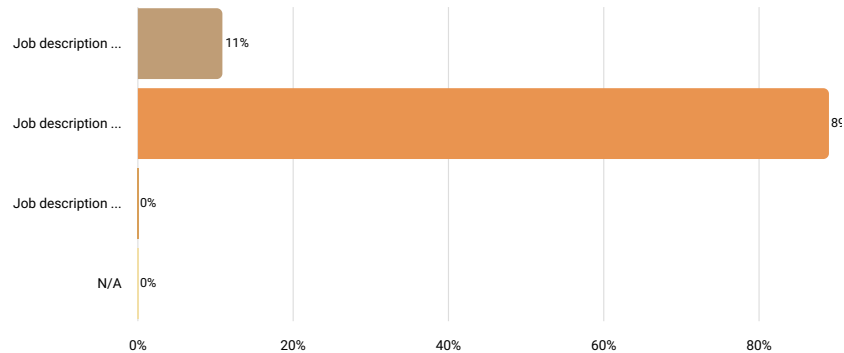
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times

Skipped 4 times

Text input

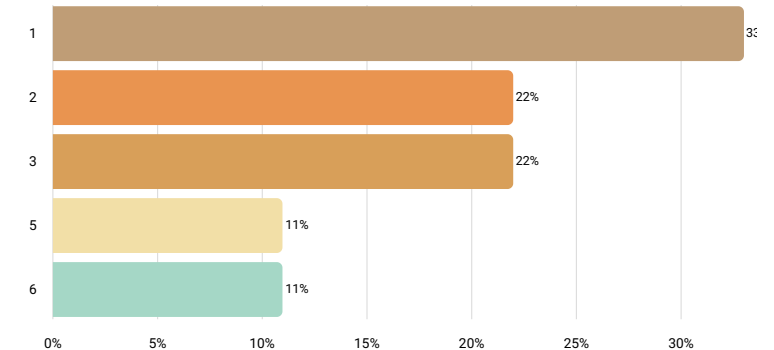
Results	
systems engineer	2
system engineer ii	1
systems engineer-ii	1
engineer iii	1

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input

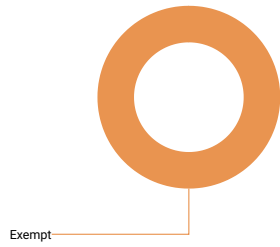


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	6
Mean	3
Median	2
Standard deviation	2

### FLSA Status

Answered 9 times  
Skipped 0 times

Select one answer (radio button)



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

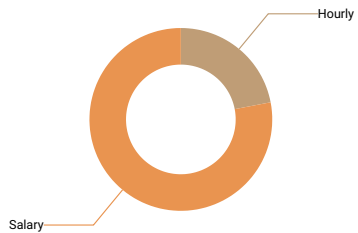
### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	62,937	63,700	68,514	79,800	114,233	77,837	68,514	21,430
Pay Range Maximum Salary	5	62,937	84,864	103,800	108,300	174,772	106,935	103,800	41,940
Actual Lowest Base Salary	7	62,937	70,000	85,008	109,491	111,093	88,350	85,008	20,550
Actual Average Base Salary	6	62,937	88,397	98,812	111,093	114,691	95,790	98,812	19,350
Actual Highest Base Salary	7	62,937	73,000	106,870	111,277	120,016	97,385	106,870	21,460
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

## 6.4.46 System Design Engineer - Level 4

### Job description

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

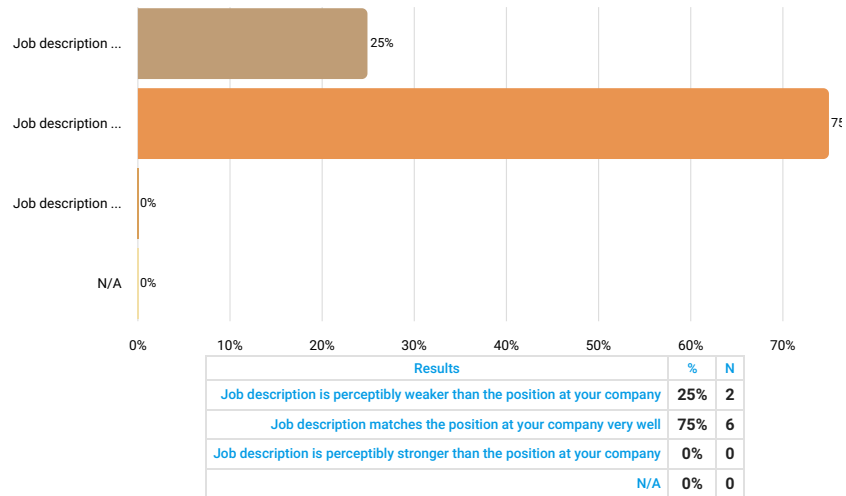
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 3 times

Skipped 5 times

Text input



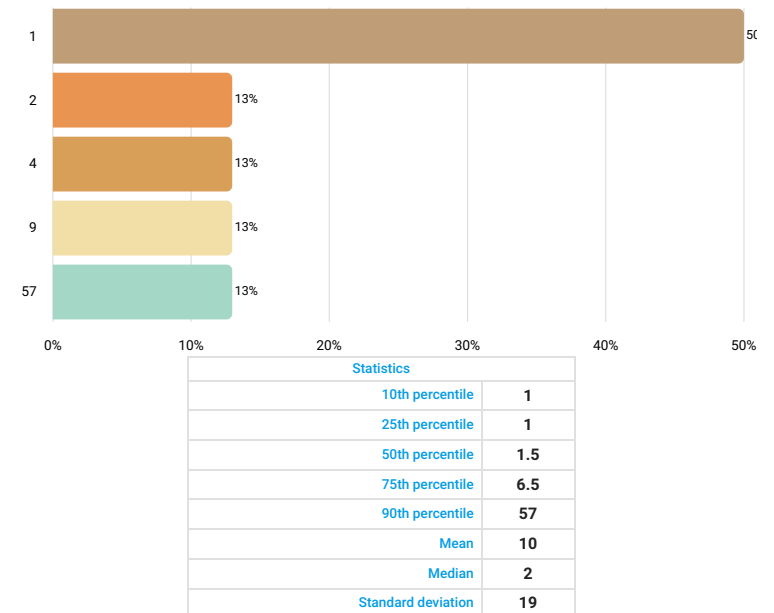
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input

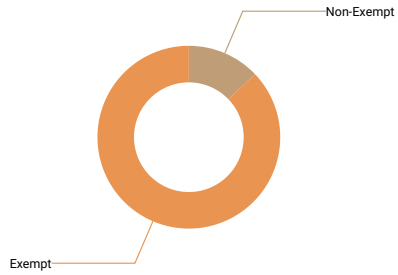


### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

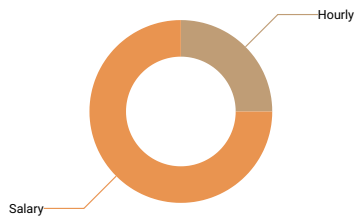
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	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									
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	25%	2
Salary	75%	6

## 6.4.47 System Design Engineer - Level 5

### Job description

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

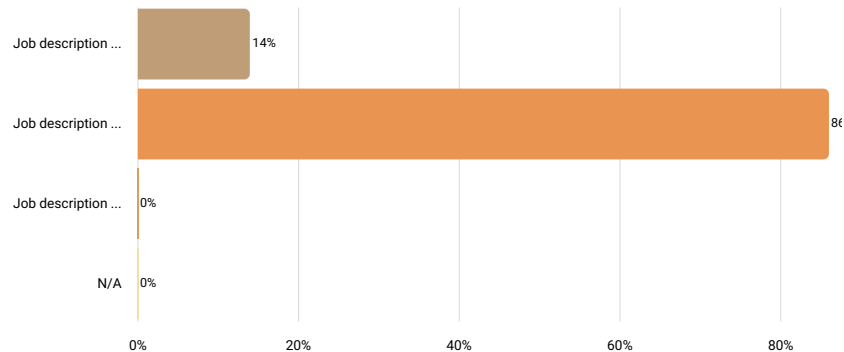
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of specialization. Typically holds an advanced degree in area of specialization.*

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 3 times

Text input



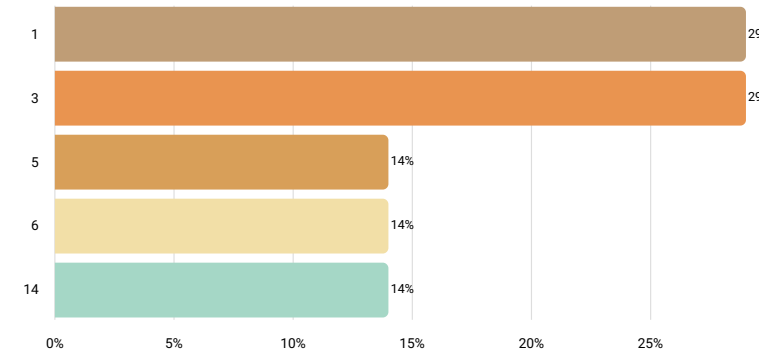
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



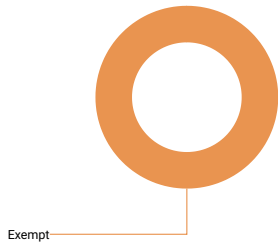
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6
90th percentile	14
Mean	5
Median	3
Standard deviation	4

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

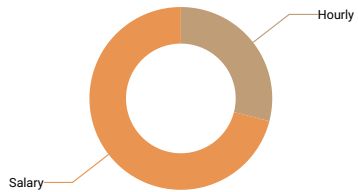
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	95,624	105,927	120,000	127,500	140,379	117,886	120,000	17,610
Actual Average Base Salary									
Actual Highest Base Salary	5	120,000	127,500	141,981	159,222	170,248	143,790	141,981	21,050
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

## 6.4.48 System Design Engineer - Level 6

### Job description

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

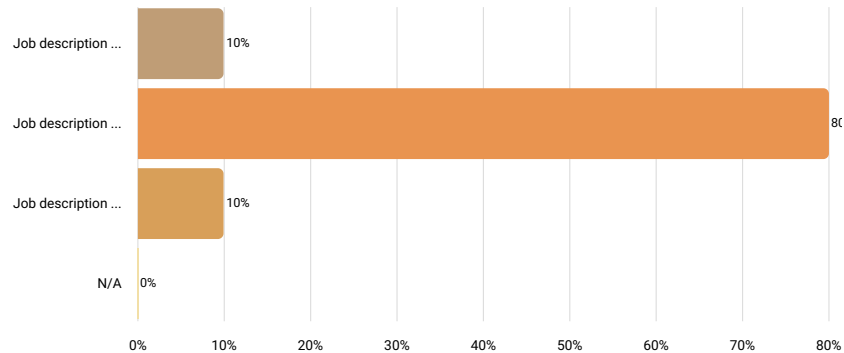
*Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and non-assignments that are significant in scope. Typically holds a Ph.D. in area of specialization.*

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

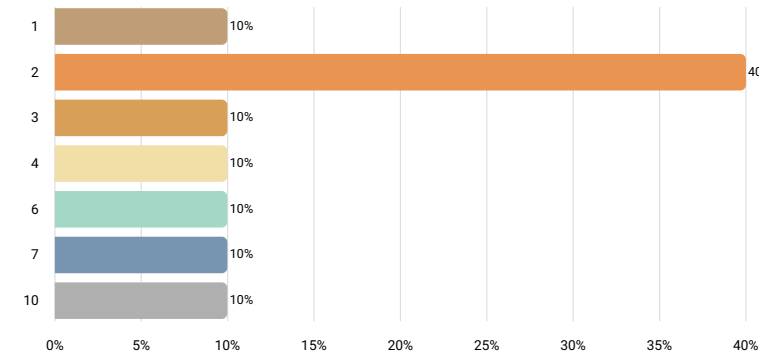
Results	
systems engineer	2
principal engineer	1
systems engineer-v	1
engineer vi	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input

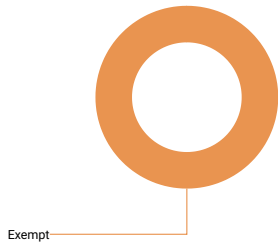


Statistics	
10th percentile	1.5
25th percentile	2
50th percentile	2.5
75th percentile	6
90th percentile	8.5
Mean	4
Median	3
Standard deviation	3

### FLSA Status

Answered 10 times  
Skipped 0 times

Select one answer (radio button)



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

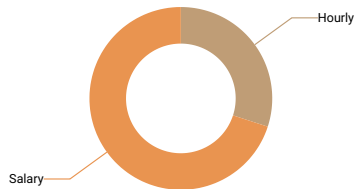
### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	6	97,392	111,100	124,384	159,600	166,400	130,543	124,384	27,62
Pay Range Maximum Salary	5	152,973	172,300	192,850	209,580	225,000	190,541	192,850	28,72
Actual Lowest Base Salary	7	97,392	112,016	141,085	155,000	208,998	141,227	141,085	36,89
Actual Average Base Salary	6	137,022	144,118	152,666.5	169,226	208,998	160,783	152,667	26,37
Actual Highest Base Salary	7	153,583	164,965	171,000	198,997	208,998	179,637	171,000	20,56
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

## 6.4.49 Project Manager - Level 1

### Job description

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

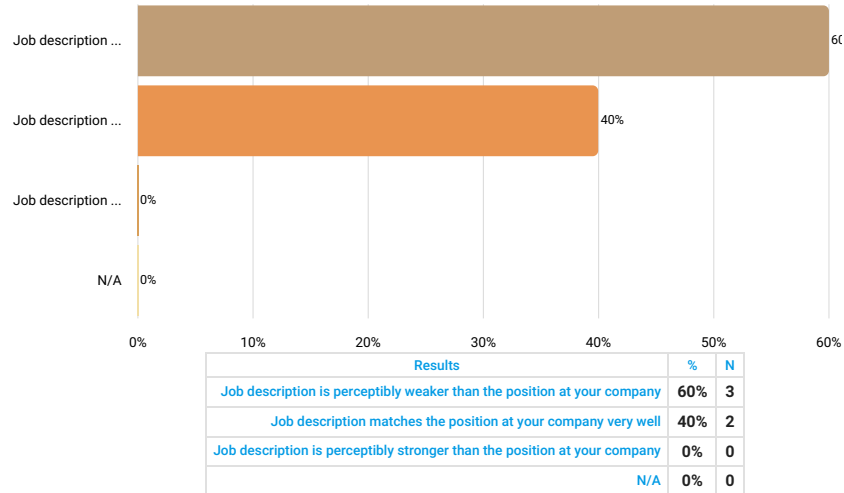
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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



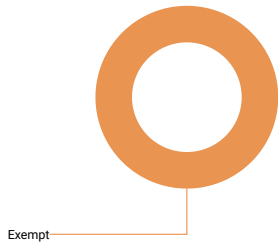
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2
Median	2
Standard deviation	1

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

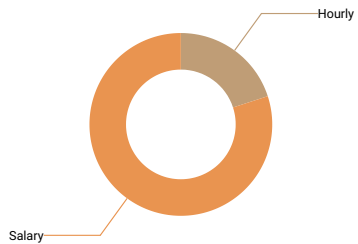
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
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	20%	1
Salary	80%	4

## 6.4.50 Project Manager - Level 2

### Job description

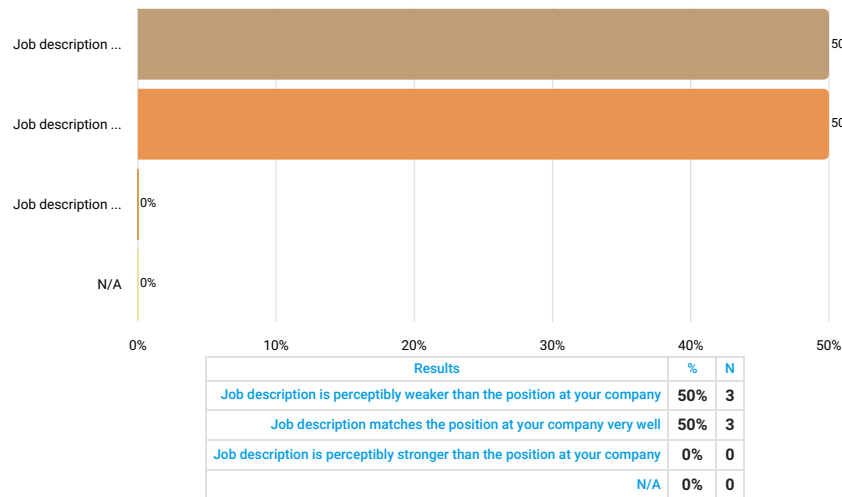
Oversees individual technical/engineering projects or programs. If position supervises teams and larg scale projects or programs, record the data under Program Manager in Management Occupations.

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

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

Answered 6 times  
Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 3 times  
Skipped 3 times

Text input

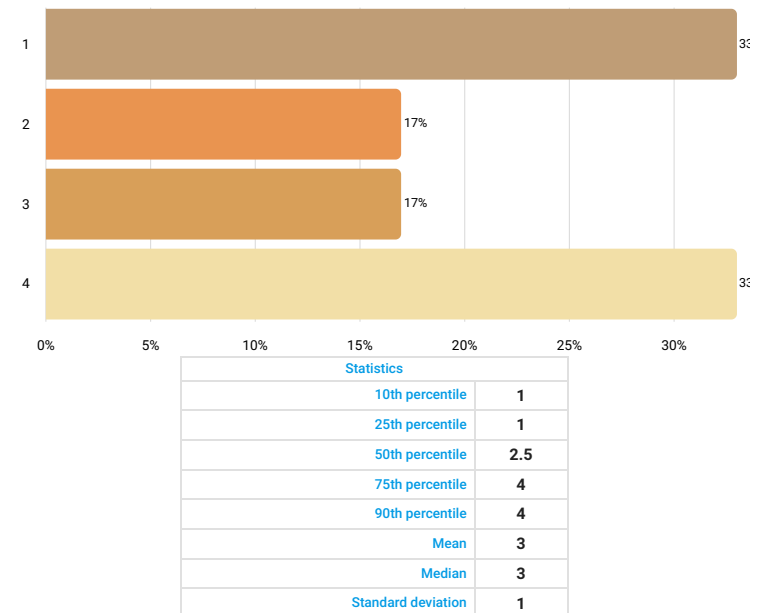


We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 6 times  
Skipped 0 times

Number input

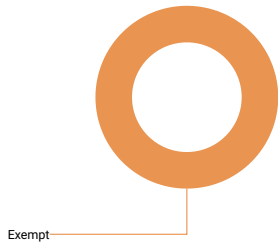


### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

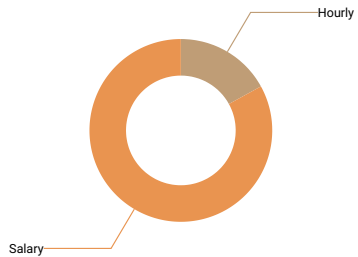
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	71,014	74,784	78,364	82,400	134,653	88,243	78,364	26,28
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

### 6.4.51 Project Manager - Level 3

#### Job description

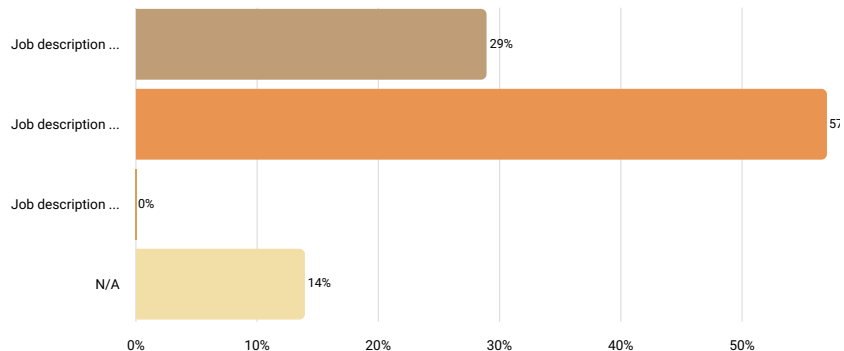
Oversees individual technical/engineering projects or programs. If position supervises teams and larg scale projects or programs, record the data under Program Manager in Management Occupations.

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

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

Answered 7 times  
Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 5 times  
Skipped 2 times

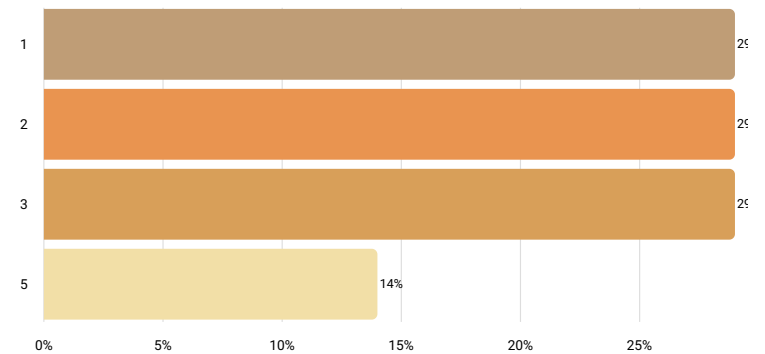
Text input

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

#### Number of Employees Currently in This Position

Answered 7 times  
Skipped 0 times

Number input

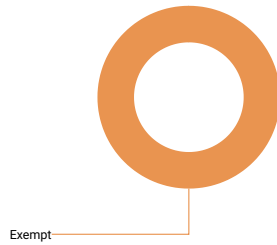


Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2
Median	2
Standard deviation	1

### FLSA Status

Answered 7 times  
Skipped 0 times

Select one answer (radio button)



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

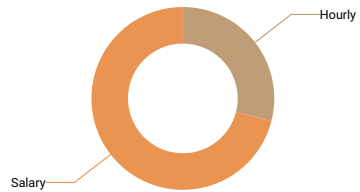
### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	83,734	93,330	98,504	104,650	116,577	99,359	98,504	12,300
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

## 6.4.52 Project Manager - Level 4

### Job description

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

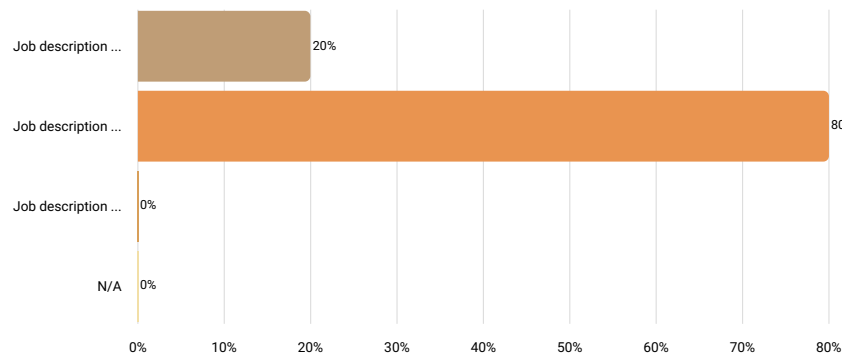
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 1 times

Text input



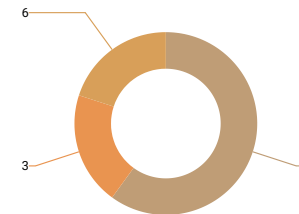
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



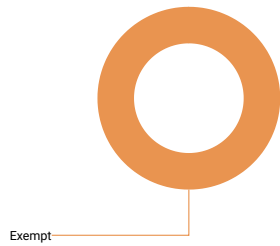
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	6
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

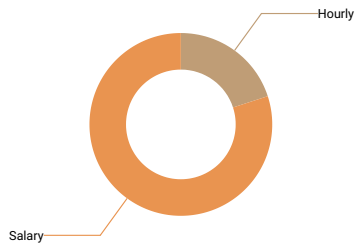
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
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	20%	1
Salary	80%	4

## 6.4.53 Project Manager - Level 5

### Job description

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

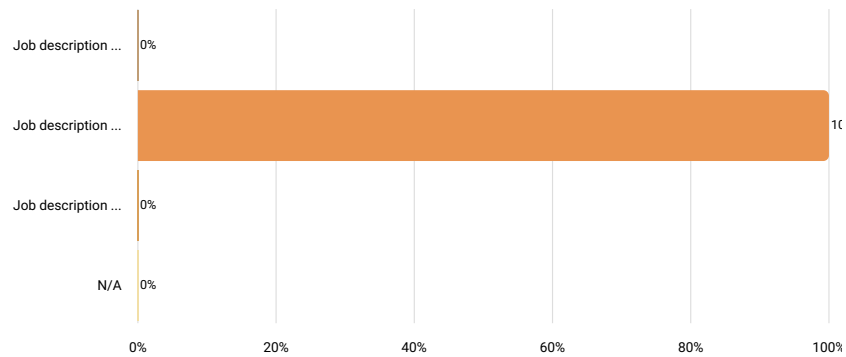
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area experience for work on significant assignments. Typically holds an advanced degree in area of specialization.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	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

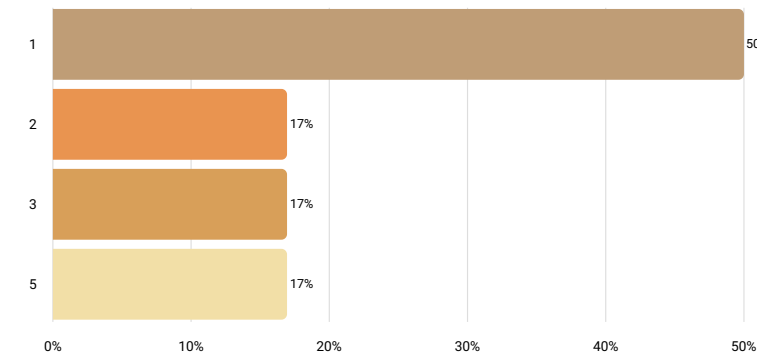
Results	
project manager	1
senior sme	1
special projects pe, projects manager	1
air defense project management analyst	1
strategic thinker	1

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



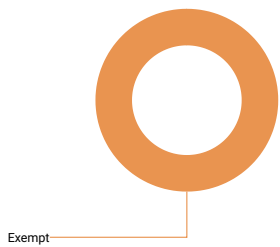
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	5
Mean	2
Median	2
Standard deviation	2

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

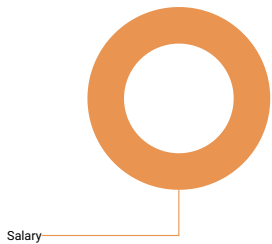
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	5	104,329	109,019	114,000	115,000	134,000	115,270	114,000	11,30
Pay Range Maximum Salary	5	125,780	130,000	134,000	156,494	174,473	144,149	134,000	20,69
Actual Lowest 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)									

### 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

## 6.4.54 Project Manager - Level 6

### Job description

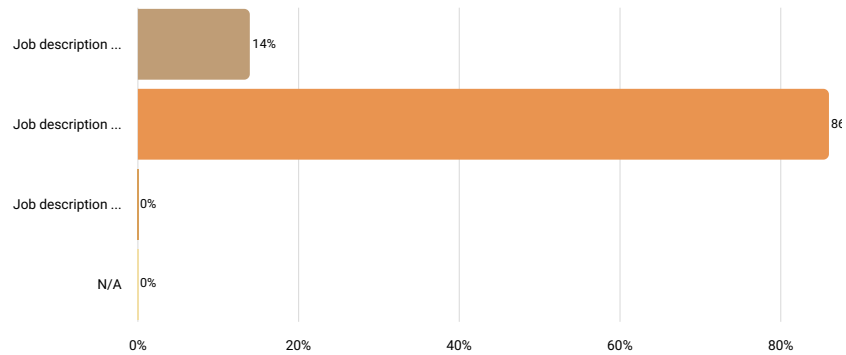
Oversees individual technical/engineering projects or programs. If position supervises teams and larg scale projects or programs, record the data under Program Manager in Management Occupations.

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

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

Answered 7 times  
Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times  
Skipped 2 times

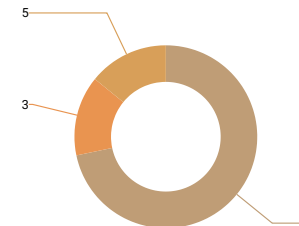
Text input

Results	
proj manager sr	1
chief information officer	1
chief scientist	1
project manager-iii	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



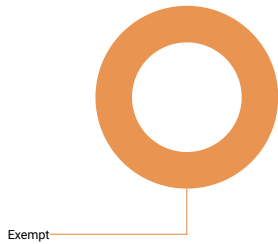
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

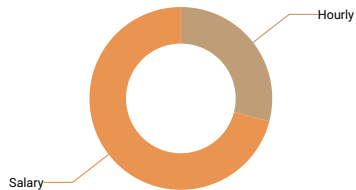
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression 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)									

### 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

## 6.4.55 Chemist

### Job description

Conduct qualitative and quantitative chemical analyses or chemical experiments in laboratories for quality or process control or to develop new products or knowledge.

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.

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.

## 6.4.56 Chemical Engineer

### Job description

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

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.

**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.

## 6.4.57 Safety Engineer

### Job description

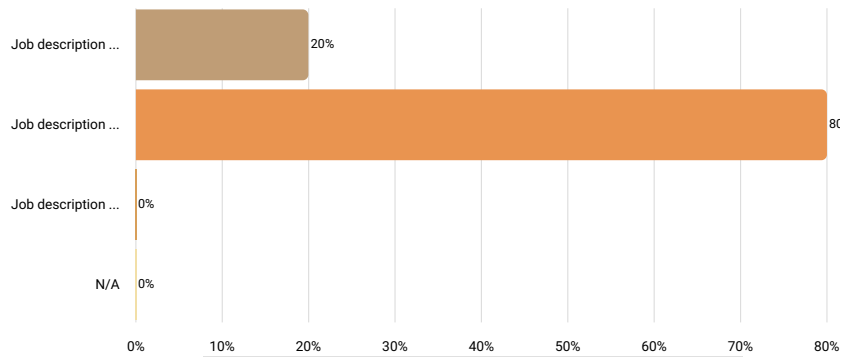
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemical psychology, and industrial health and safety laws.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 1 times

Skipped 4 times

Text input



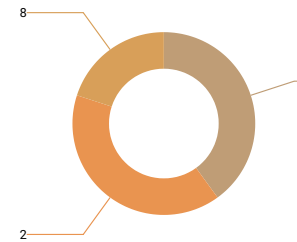
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



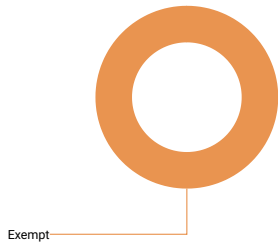
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	8
Mean	3
Median	2
Standard deviation	3

### 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

## 6.4.58 Environmental Engineer

### Job description

Design, plan, or perform engineering duties in the prevention, control, and remediation of environmental health hazards utilizing various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.

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.

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.

### 6.4.59 Avionics Integration Engineer

#### Job description

Responsible for developing integration data packages for Avionics Systems installations in Air Transport Aircraft.

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

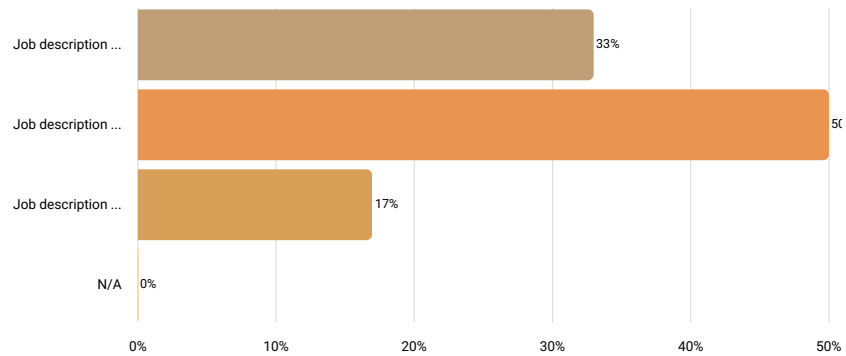
Design and analyze the systems employed in distributing goods and services. Evaluate all aspects of methods of distribution/supply chain with the ultimate goal of improving efficiency.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times

Skipped 1 times

Text input

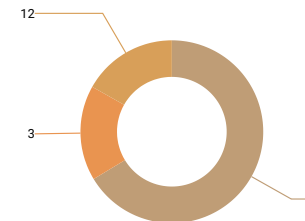
Results	
logistics specialist-v	1
senior logistics specialist	1
logistics support specialist	1
logistician	1
logistics management specialist	1

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



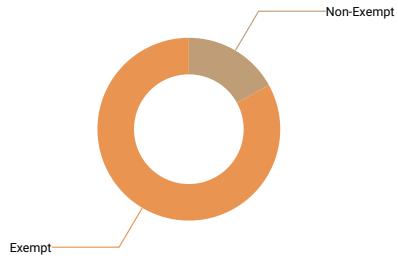
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	12
Mean	3
Median	1
Standard deviation	4

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

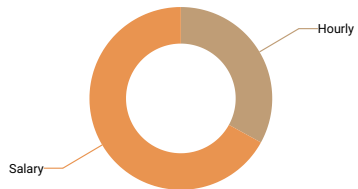
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus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

### 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

## 6.4.61 Materials Engineer

### Job description

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

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.

## 6.4.62 Principal Investigator

### Job description

Responsible for the management and integrity of the design, conduct, and reporting of the research project and for managing, monitoring, and ensuring the integrity of any collaborative relationships.

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.**

**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.**

## 6.4.64 Technical Support Engineer

### Job description

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

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.

## 6.4.66 Machine/CNC Programmer

### Job description

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

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

Answered 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.

## 6.4.67 System Administrator or Network Analyst

### Job description

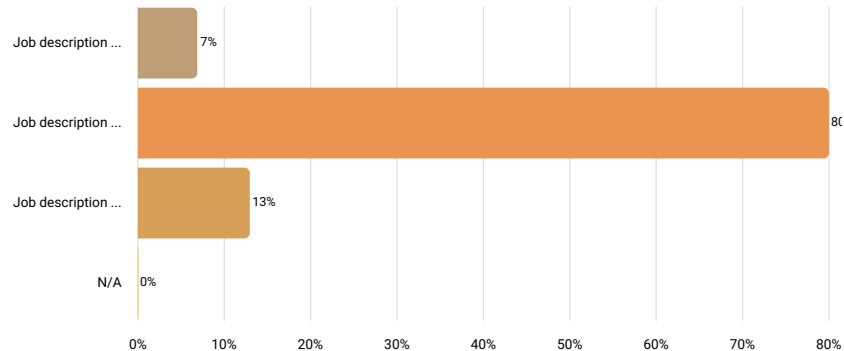
Install, configure, and support an organization's local area network (LAN), wide area network (WAN), a Internet system or a segment of a network system. Maintain network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to sup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

### 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	80%	12
Job description is perceptibly stronger than the position at your company	13%	2
N/A	0%	0

### Job Title (if different than above)

Answered 7 times

Skipped 8 times

Text input

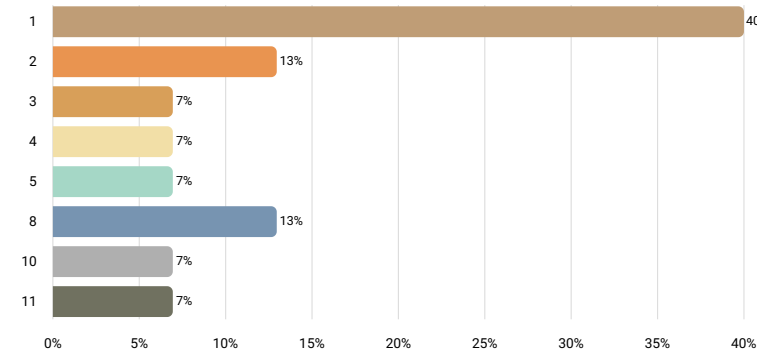
Results	
systems/network administrator	1
information technology analyst	1
member technical staff	1
network administrator iii and system administrator iii	1
information systems technician	1
network systems administrator, sr it network administrator, hardware monitor iv&v analyst,	1
system administrator i	1

### Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



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



## 6.4.68 Database Analyst

### Job description

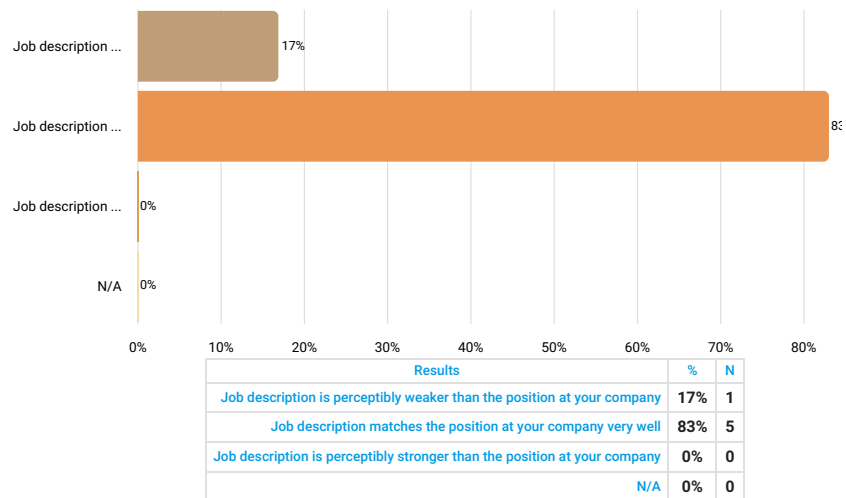
Maintains data storage and access by designing physical databases. Determines changes in physical database by studying project requirements; identifying database characteristics, such as location, amount of space, and access method.

### 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



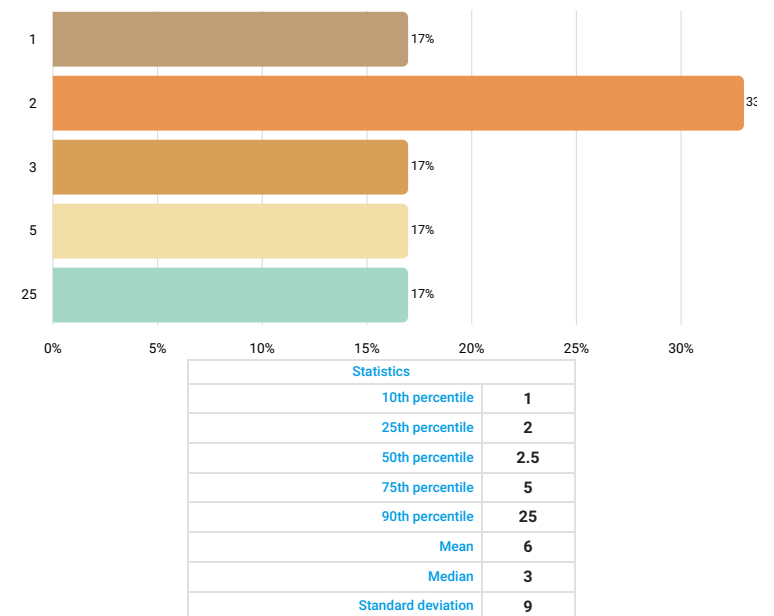
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input

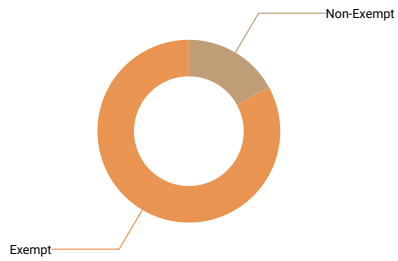


### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

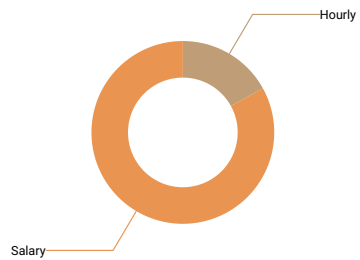
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	43,680	45,760	55,016	64,313	68,889	55,532	55,016	11,088
Actual Average Base Salary	5	59,613	69,805	86,557	93,220	108,792	83,597	86,557	19,377
Actual Highest Base Salary	5	60,986	70,720	98,987	133,900	168,750	106,669	98,987	44,811
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

## 6.4.69 Information System Security Officer/Analyst

### Job description

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

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

Answered 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.

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.

## 6.4.70 Network Engineer

### Job description

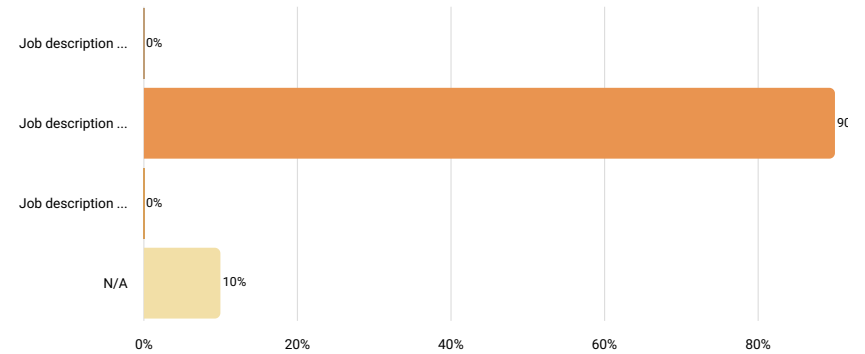
Maintain and administer computer networks and related computing environments including systems software, applications software, hardware, and configurations. Protect data, software, and hardware by coordinating, planning, and implementing network security measures.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results			%	N
Job description is perceptibly weaker than the position at your company	0%	0		
Job description matches the position at your company very well	90%	9		
Job description is perceptibly stronger than the position at your company	0%	0		
	N/A	10%		1

### Job Title (if different than above)

Answered 3 times

Skipped 7 times

Text input



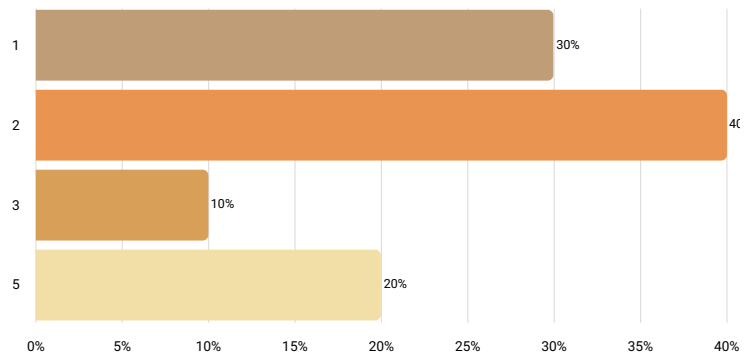
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



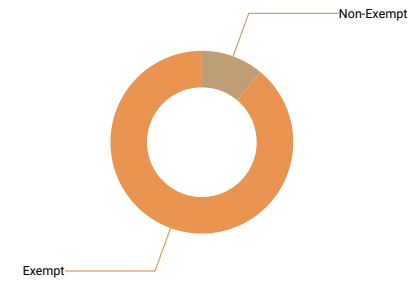
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2
Median	2
Standard deviation	2

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



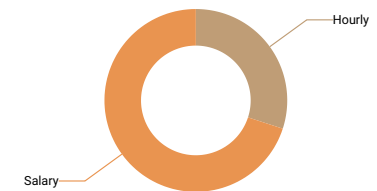
Results	%	N
Non-Exempt	10%	1
Exempt	80%	8

### Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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	42,159	52,520	62,000	90,177	136,599	74,243	62,000	34,84
Actual Average Base Salary	6	49,980	72,000	77,885.5	95,888	152,300	87,657	77,886	35,04
Actual Highest Base Salary	6	57,800	75,000	101,134.5	112,500	168,000	102,595	101,135	37,81
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.72 Program Analyst

### Job description

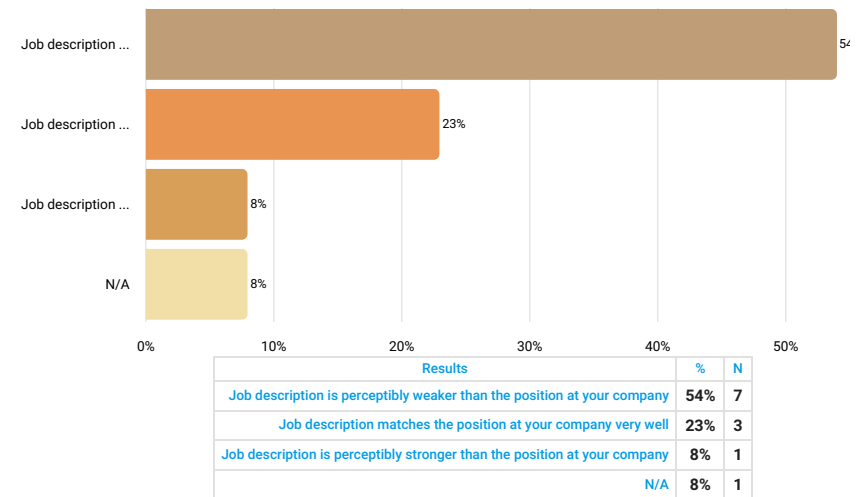
Accomplishes software requirements by developing and maintaining applications and databases.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 5 times

Skipped 8 times

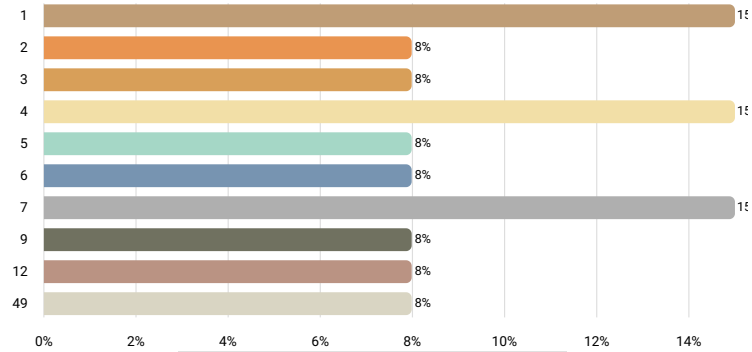
Text input

Results	N
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
program analyst 2 & 3	1
project control analyst i - iv	1

### Number of Employees Currently in This Position

Answered 13 times  
Skipped 0 times

Number input

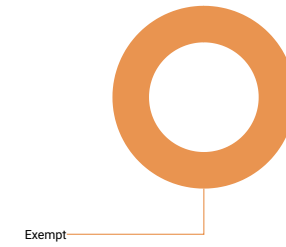


Statistics	
10th percentile	1
25th percentile	3
50th percentile	5
75th percentile	7
90th percentile	12
Mean	8
Median	5
Standard deviation	13

### FLSA Status

Answered 13 times  
Skipped 0 times

Select one answer (radio button)

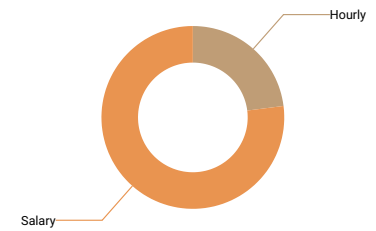


Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

### Is this position paid an hourly rate or annual salary?

Answered 13 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	23%	3
Salary	77%	10

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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	8	50,016	53,747.5	59,435.5	83,373.5	91,000	66,766	59,436	16,640
Actual Average Base Salary	8	76,866	77,792.5	88,122.5	98,074.5	107,222	89,008	88,123	11,380
Actual Highest Base Salary	8	92,456	107,553	120,950	126,897	155,000	119,782	120,950	18,530
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.73 Software Developer

### Job description

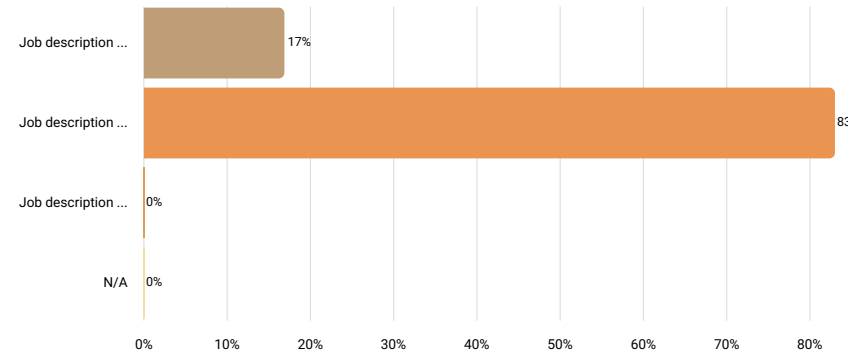
Research, design, develop, and test operating systems-level software, compilers, and network distributed software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements.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

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

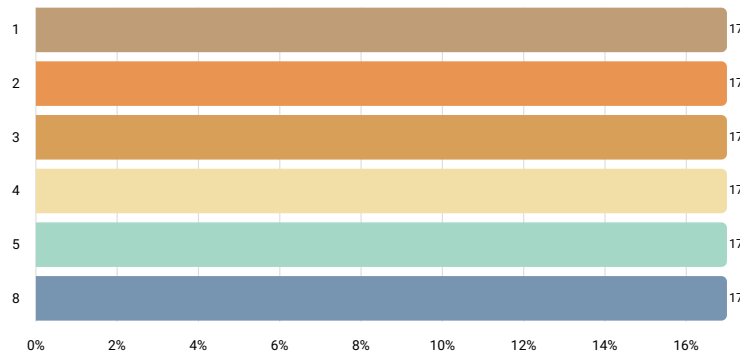
Answered 4 times  
 Skipped 2 times  
 Text input



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)

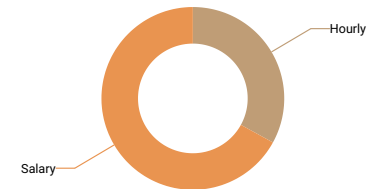


Exempt

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

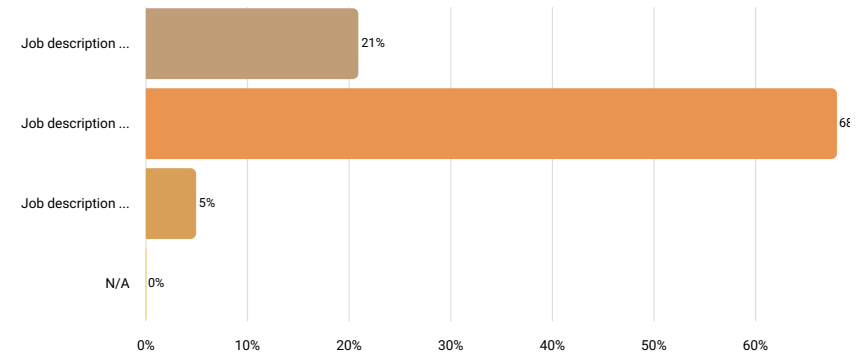
Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze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

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		21%	4
Job description matches the position at your company very well		68%	13
Job description is perceptibly stronger than the position at your company		5%	1
N/A		0%	0

### Job Title (if different than above)

Answered 8 times  
Skipped 11 times

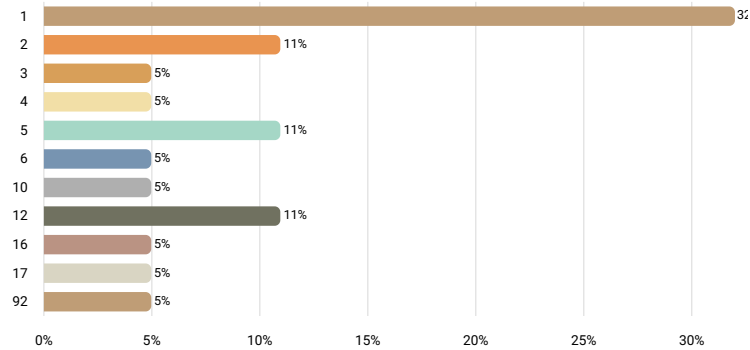
Text input

Results	
systems analyst, sr	1
system analyst iii	1
configuration management analyst-iv and -v	1
fib/sem specialist test analyst, ground station ops analyst, high energy laser prog analyst	1
systems analyst 3, 5, 6, 7	1
logistics analyst (this range is based on 4 levels - entry, basic, intermediate, advanced)	1
it specialist, system engineer	1
enterprise infrastructure architect iv	1

### Number of Employees Currently in This Position

Answered 19 times  
Skipped 0 times

Number input

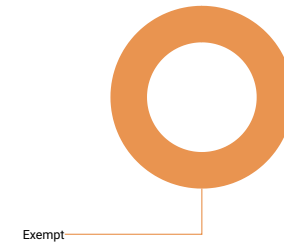


Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	12
90th percentile	17
Mean	10
Median	4
Standard deviation	21

### FLSA Status

Answered 19 times  
Skipped 0 times

Select one answer (radio button)



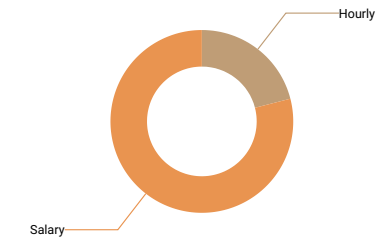
Exempt

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

### Is this position paid an hourly rate or annual salary?

Answered 19 times  
Skipped 0 times

Select one answer (radio button)



Salary

Hourly

Results	%	N
Hourly	21%	4
Salary	79%	15

## 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	46,779	51,300	70,381	90,600	123,780	75,420	70,381	29,944
Pay Range Maximum Salary	13	93,600	112,555	135,000	151,700	188,900	139,945	135,000	50,510
Actual Lowest Base Salary	15	47,278	60,320	96,000	102,507	134,930	89,150	96,000	28,220
Actual Average Base Salary	14	74,539	80,447	99,557.5	111,965	134,930	98,304	99,558	22,410
Actual Highest Base Salary	15	82,000	100,818	134,930	140,400	150,800	122,286	134,930	29,940
Average Incentive or Other Cash Bonus (Annual)	7	0	0	2,000	9,900	10,500	3,748	2,000	4,490

## 6.4.75 Business Analyst

### Job description

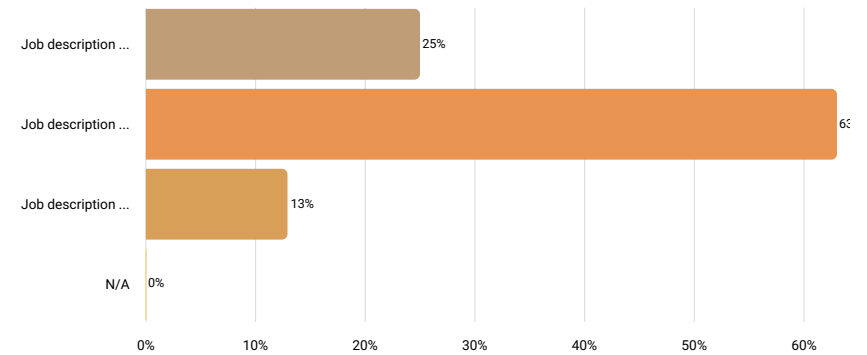
Analyze and document business processes or systems, assessing the business model or its integration with technology. May also guide the organization in improving processes, products, services and software through data analysis.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

Skipped 4 times

Text input



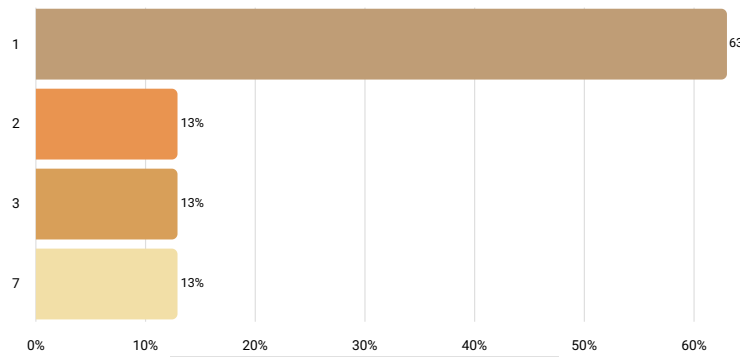
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



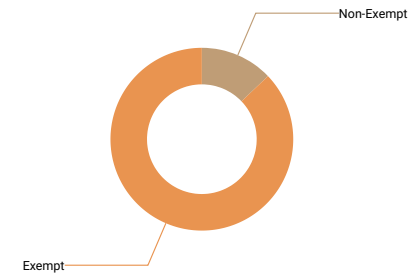
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	7
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



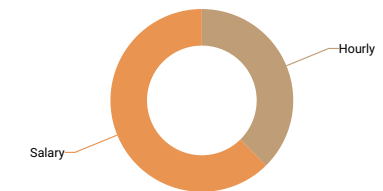
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

### Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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	58,086	66,159	66,925	72,072	93,038	71,256	66,925	13,16
Actual Average Base Salary									
Actual Highest Base Salary	5	72,072	74,314	86,820	93,038	99,074	85,064	86,820	11,69

## 6.4.76 Web Developer

### Job description

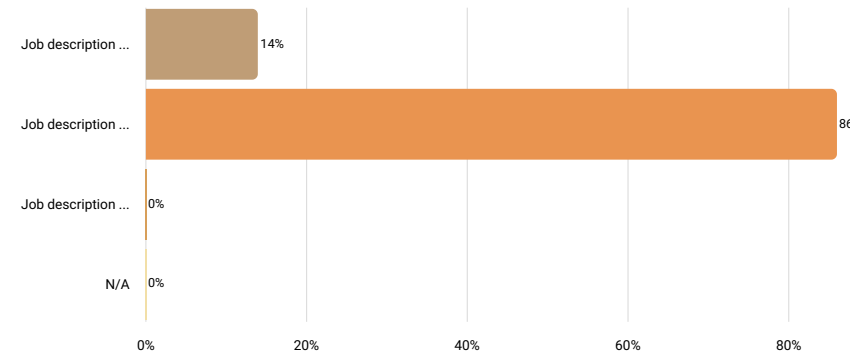
Responsible for designing, coding, and modifying websites, from layout to function and according to client's specifications. Strive to create visually appealing sites that feature user-friendly design and clear navigation.

### 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 1 times

Skipped 6 times

Text input



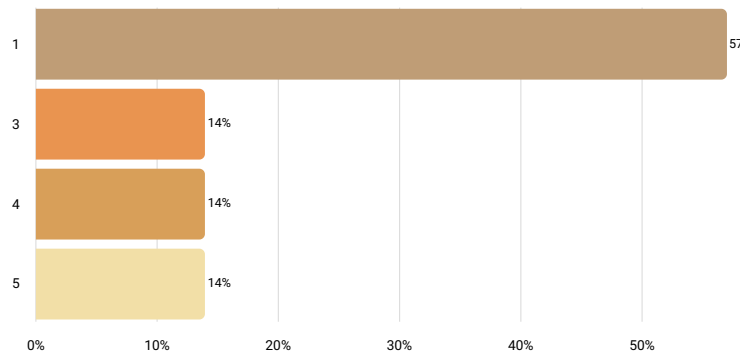
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



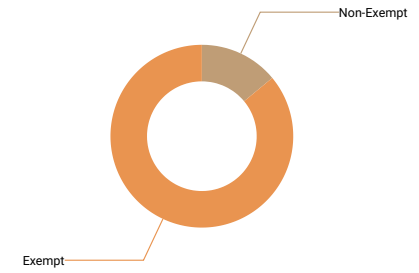
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



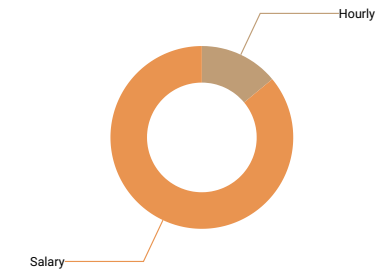
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

### 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	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)									

6.5 Production Positions (22 occupations)

## 6.5.1 Electrical/Electronic Assembler

### Job description

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

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.

## 6.5.2 Mechanical Assembler

### Job description

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

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

Answered 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.

### 6.5.3 Assembler, General

#### Job description

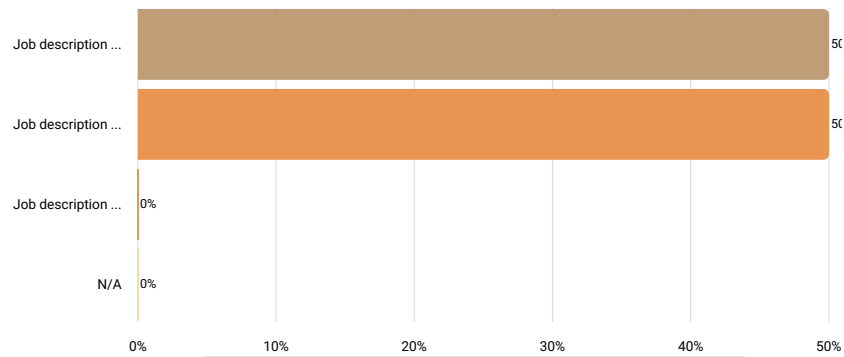
Use this job title for assembly workers other than electrical/electronic or mechanical assemblers.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 6 times

Skipped 2 times

Text input

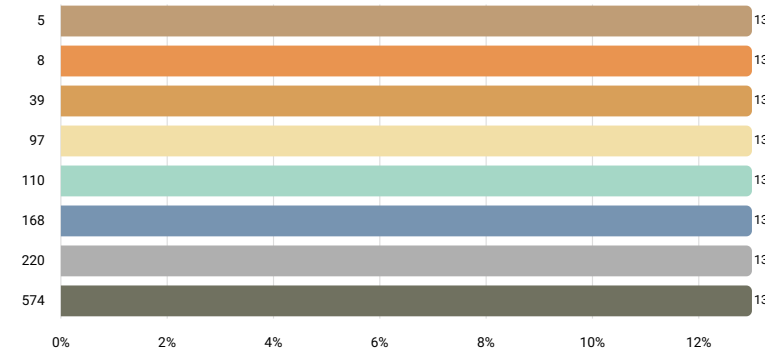
Results	
utility	1
assembly operator	1
operator technician i and ii	1
assembler, solderer, mechanical assembler, conformal coating technician	1
sps01 assembly	1
tech - electrical assembly i - ii	1

#### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



Statistics	
10th percentile	5
25th percentile	23.5
50th percentile	103.5
75th percentile	194
90th percentile	574
Mean	153
Median	104
Standard deviation	186



## 6.5.4 CNC Operator

### Job description

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

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

Answered 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.

## 6.5.5 Machine Tool Operator

### Job description

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

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.**

## 6.5.6 Chemical Operator

### Job description

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

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

Answered 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.

### 6.5.7 Chemical Plant and Systems Operator

#### Job description

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

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.**

## 6.5.8 Packaging Operator

### Job description

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

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

Answered 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.

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.

## 6.5.10 Saw Operator

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

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

Answered 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.

## 6.5.12 Production/Machine Operator

### Job description

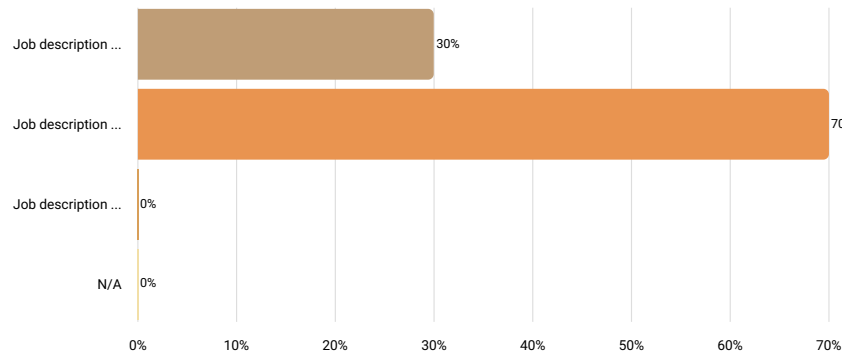
All other operators not included in previous Operator categories. Operates more than one classification machines. May assist with machine set up, packing and completion of finished products as well as inspecting work.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 7 times

Skipped 3 times

Text input

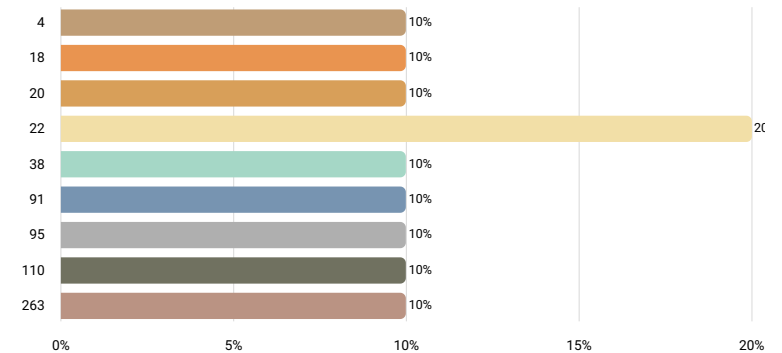
Results	
assistant operator	1
production technician	1
absentee operator	1
operator technician i and ii	1
operator	1
machine operator, smt operator	1
sps01 machine	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



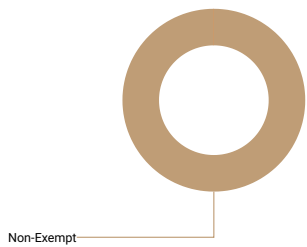
Statistics	
10th percentile	11
25th percentile	20
50th percentile	30
75th percentile	95
90th percentile	186.5
Mean	68
Median	30
Standard deviation	78

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

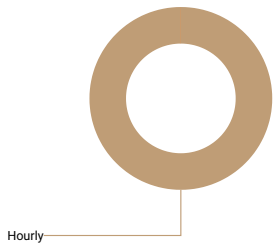
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	9	9	14	16	22	22	17	16	5
Pay Range Maximum Rate	9	17	18	22	24	25	21	22	3
Actual Lowest Base Rate	8	11	14	15.5	19	22	16	16	4
Actual Average Base Rate	9	12	16	18	18	25	18	18	4
Actual Highest Base Rate	9	17	20	24	24	25	22	24	3
If there is a step progression in place, enter the number of steps	6	2	2	2.5	3	4	3	3	1
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	800	2,869	6,700	2,074	800	2,840

### 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

### 6.5.13 Tool and Die Maker

#### Job description

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

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.

## 6.5.14 Tool Crib Attendant

### Job description

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

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

Answered 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.**

## 6.5.15 Production Painter

### Job description

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

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

Answered 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.

## 6.5.16 Welder

### Job description

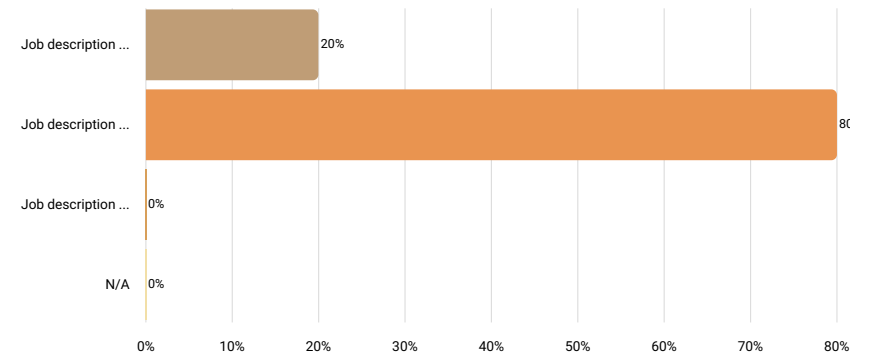
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components to fill holes, indentations, or seams of fabricated metal products.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 3 times

Skipped 2 times

Text input



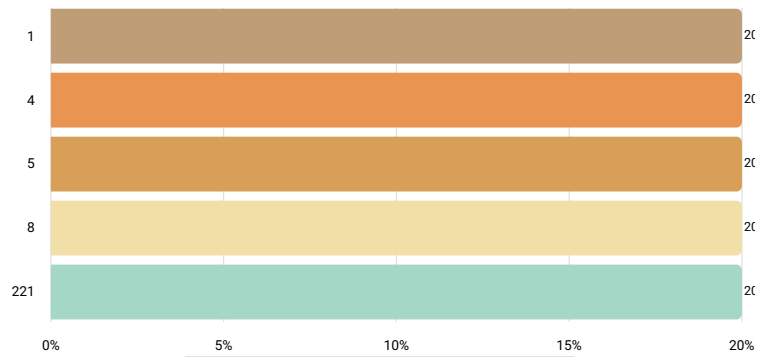
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



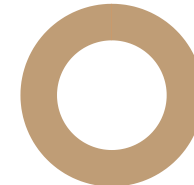
Statistics	
10th percentile	1
25th percentile	4
50th percentile	5
75th percentile	8
90th percentile	221
Mean	48
Median	5
Standard deviation	97

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Non-Exempt

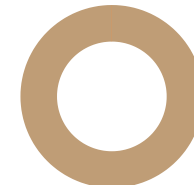
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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	5	10	15	15	17	20	15	15	4
Pay Range Maximum Rate	5	17	19	21	25	30	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)									

### 6.5.17 Inspector

#### Job description

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

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

Answered 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.

## 6.5.18 Production Scheduler

### Job description

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

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

Answered 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.

## 6.5.19 Inventory/Material Planner

### Job description

Tracks inventory related information including receipts, disbursement, balances, prices and costs. Reconciles inventory discrepancies.

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

Answered 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.**

## 6.5.20 Cost Estimator

### Job description

Prepare cost estimates for product manufacturing or services to aid management in bidding on or determining price of product or service.

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.

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.

### 6.5.21 Fabricator

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

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

Answered 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 Maintenance Positions (10 occupations)

### 6.6.1 Janitor

#### Job description

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

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.**

**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.**

## 6.6.2 Electrician

### Job description

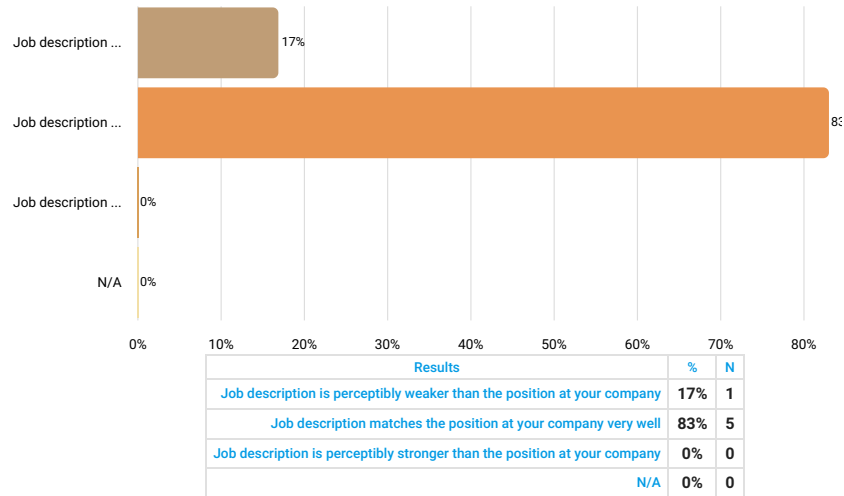
Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas using hand tools and testing instruments in order to supply power for lighting, equipment and machinery.

#### 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



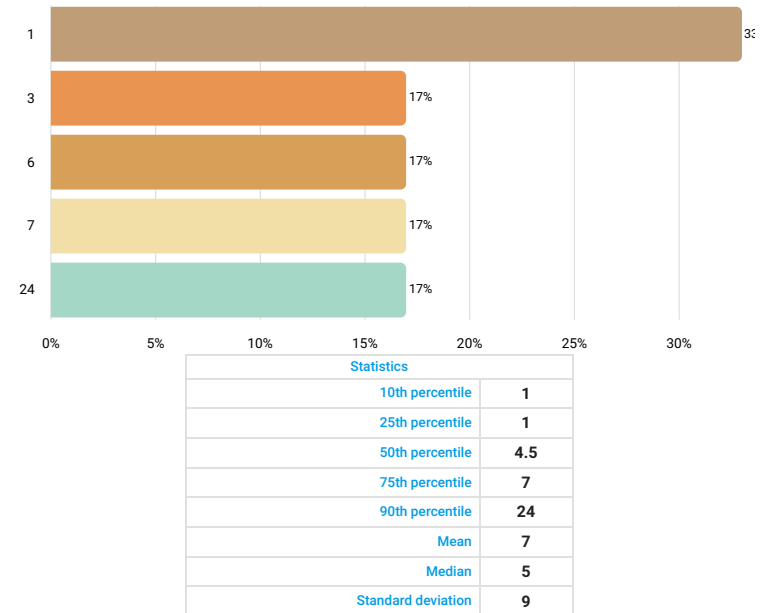
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input

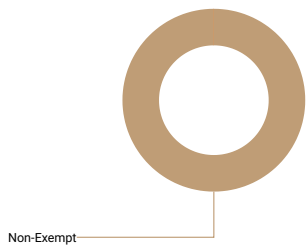


### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

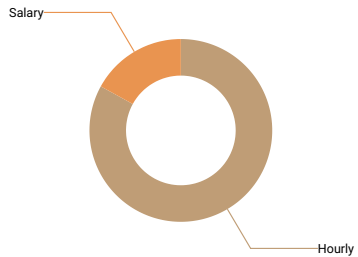
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	22	24	30	32	33	28	30	5
Actual Average Base Rate	5	24	29	32	33	33	30	32	4
Actual Highest Base Rate	5	24	32	33	38	38	33	33	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 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

## 6.6.3 Electrical and Control Mechanic

### Job description

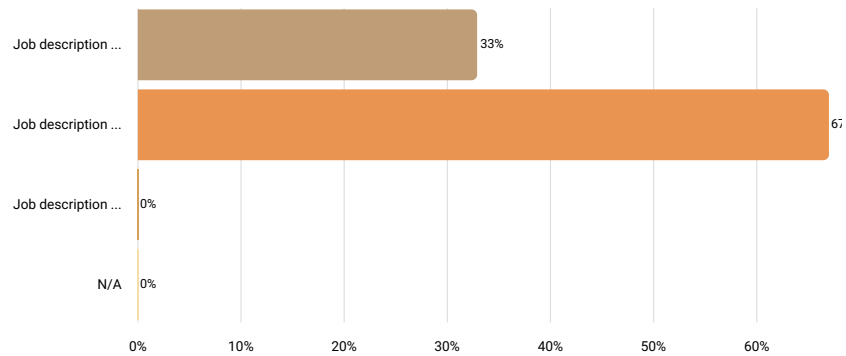
Performs a variety of electrical trade functions including installation, maintenance and repair of equipment or electrical systems. Also maintains computerized production control systems.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times

Skipped 1 times

Text input

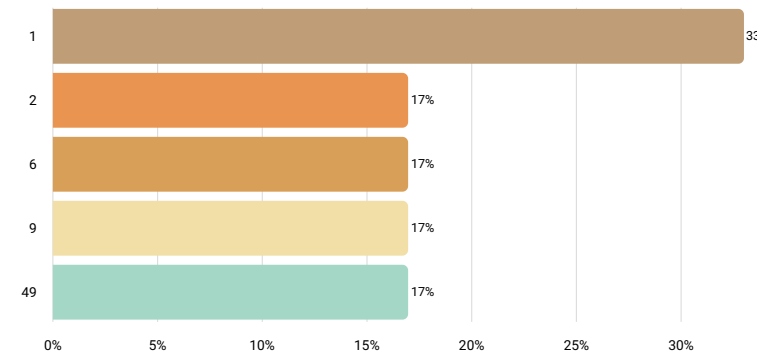
Results	
maintenance technician	1
maintenance mechanic, electrical	1
instrument & electrical technician	1
maintenance technician 5	1
mechanical/electrical specialist	1

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



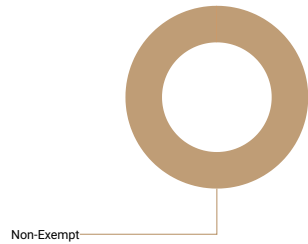
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	9
90th percentile	49
Mean	11
Median	4
Standard deviation	19

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

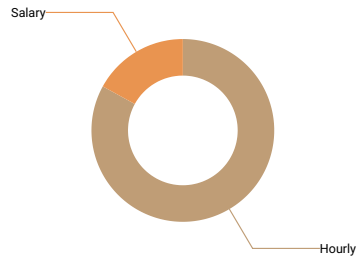
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	19	24	28	31	31	27	28	5
Pay Range Maximum Rate	5	27	31	32	38	39	33	32	5
Actual Lowest Base Rate	5	20	25	28	31	36	28	28	6
Actual Average Base Rate	5	27	28	31	34	36	31	31	4
Actual Highest Base Rate	5	29	29	31	38	39	33	31	5
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 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

## 6.6.4 Multi-Craft Maintenance

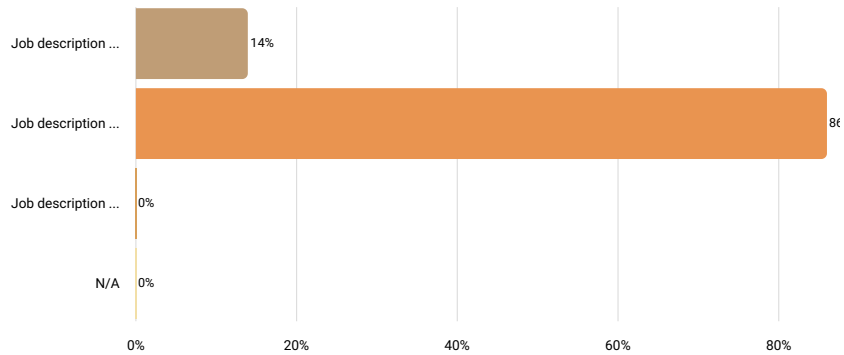
### Job description

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

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

Answered 7 times  
Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times  
Skipped 2 times

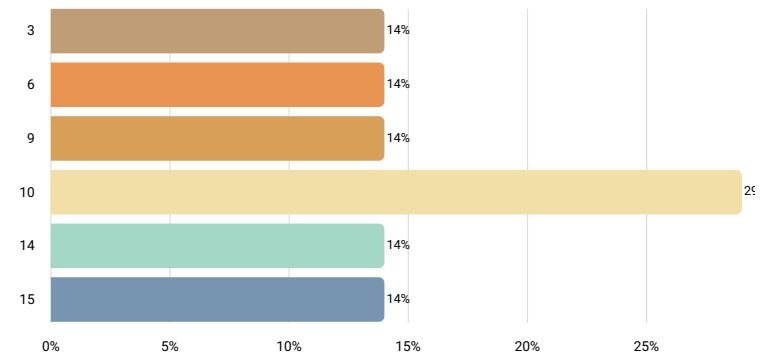
Text input

Results	
maintenance 1-3	1
maintenance technician 4 and 5	1
facilities technician	1
electrician,maintenance, multicraft	1
aircraft mechanic ii	1

### Number of Employees Currently in This Position

Answered 7 times  
Skipped 0 times

Number input

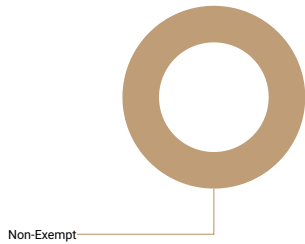


Statistics	
10th percentile	3
25th percentile	6
50th percentile	10
75th percentile	14
90th percentile	15
Mean	10
Median	10
Standard deviation	4

### FLSA Status

Answered 7 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	86%	6
Exempt	0%	0

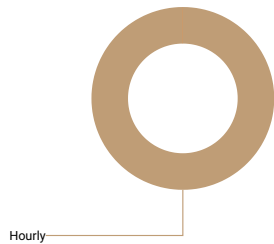
### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	20	21	23	28	32	25	23	4
Pay Range Maximum Rate	7	28	29	32	38	42	33	32	5
Actual Lowest Base Rate	5	23	25	28	28	36	28	28	5
Actual Average Base Rate	5	27	28	29	29	36	30	29	4
Actual Highest Base Rate	5	28	29	29	36	38	32	29	5
If there is a step progression in place, enter the number of steps	5	2	3	3	3	5	3	3	1
Average Incentive Bonus 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	100%	7
Salary	0%	0

## 6.6.5 General Building Maintenance

### Job description

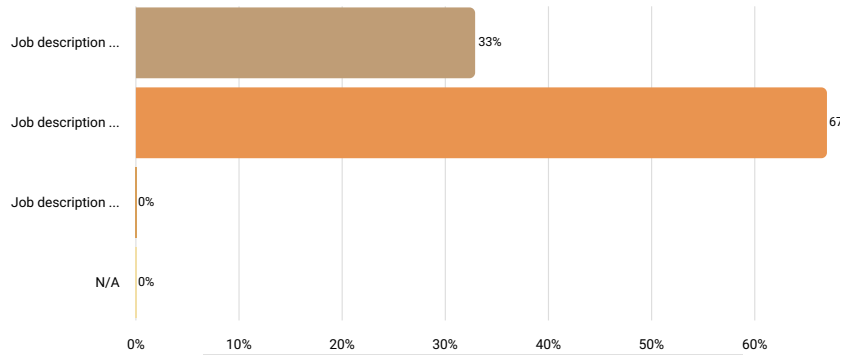
Repairs and maintains physical structures. Requires knowledge of more than one craft area such as carpentry, painting, plastering or plumbing.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 6 times

Skipped 3 times

Text input

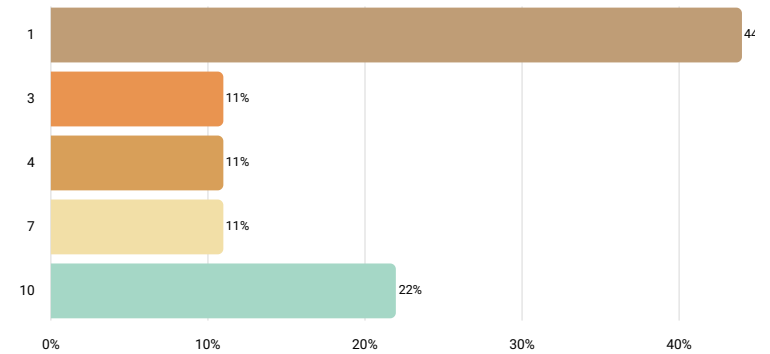
Results	
building technician i or ii	1
facility technician	1
building manager	1
facilities specialist	1
maintenance technician 2	1
maintenance tech ii - iii	1

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input

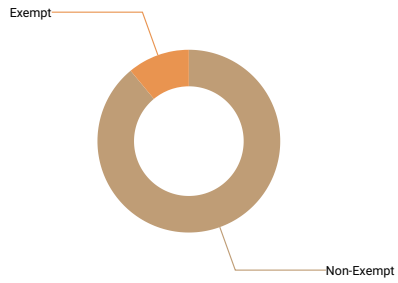


Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	7
90th percentile	10
Mean	4
Median	3
Standard deviation	4

### FLSA Status

Answered 9 times  
Skipped 0 times

Select one answer (radio button)



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

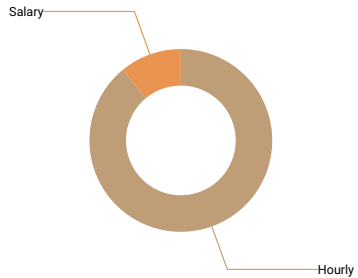
### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	14	15	17.5	21	22	18	18	3
Pay Range Maximum Rate	6	21	25	29	31	33	28	29	4
Actual Lowest Base Rate	8	15	17.5	19.5	22	26	20	20	4
Actual Average Base Rate	8	15	19.5	22	25.5	26	22	22	4
Actual Highest Base Rate	8	15	19.5	24.5	28	37	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)									

### Is this position paid an hourly rate or annual salary?

Answered 9 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	89%	8
Salary	11%	1

## 6.6.7 Maintenance Mechanic

### Job description

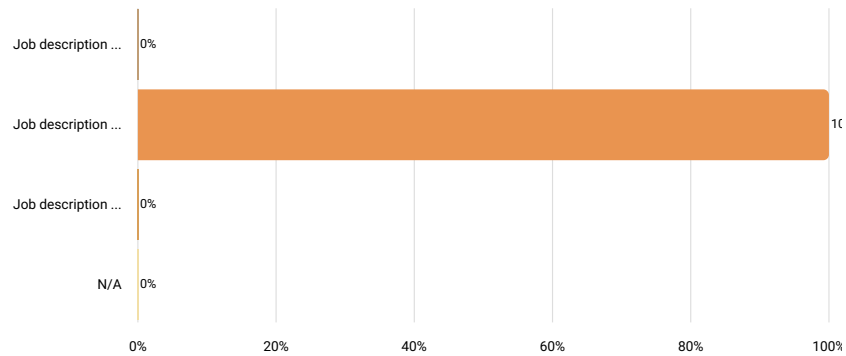
Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 1 times

Skipped 5 times

Text input



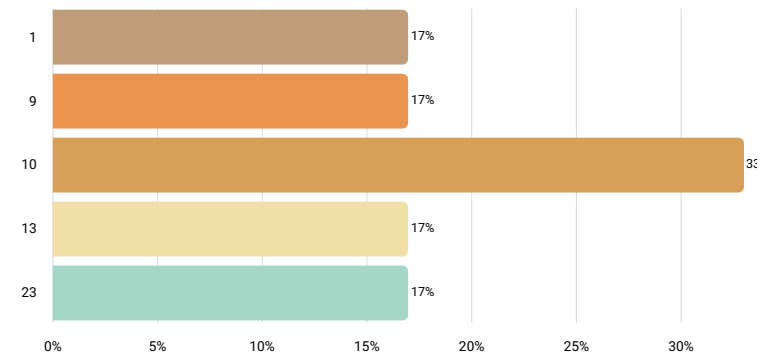
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



Statistics	
10th percentile	1
25th percentile	9
50th percentile	10
75th percentile	13
90th percentile	23
Mean	11
Median	10
Standard deviation	7



## 6.6.9 Maintenance Planner

### Job description

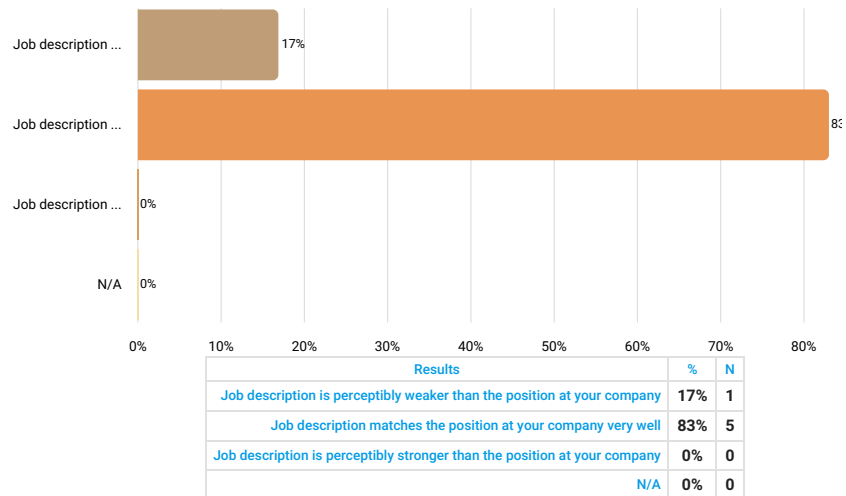
Schedules and plans the work of electricians and mechanics. Develops job plans that include the labor tools, materials and procedures for repairs on all types equipment and general facility maintenance.

#### 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	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1



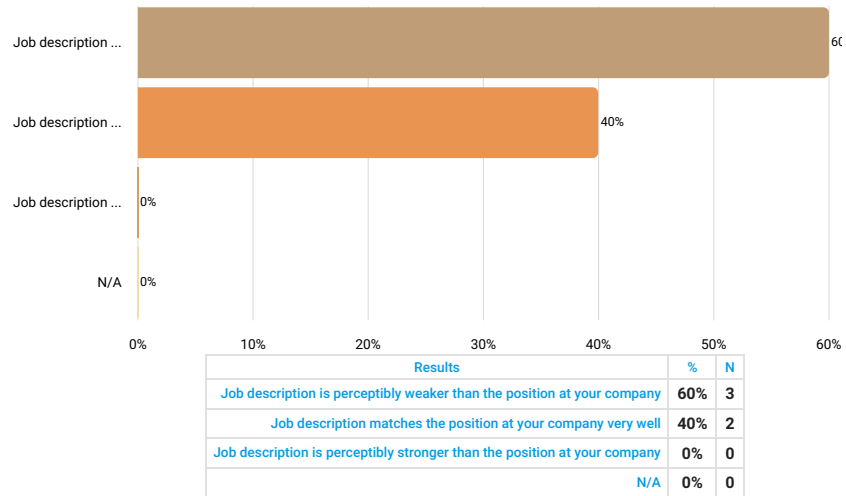
## 6.6.10 Maintenance Employees, General

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

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

Answered 5 times  
Skipped 0 times

Select one answer (radio button)



**Job Title (if different than above)**

Answered 5 times  
Skipped 0 times

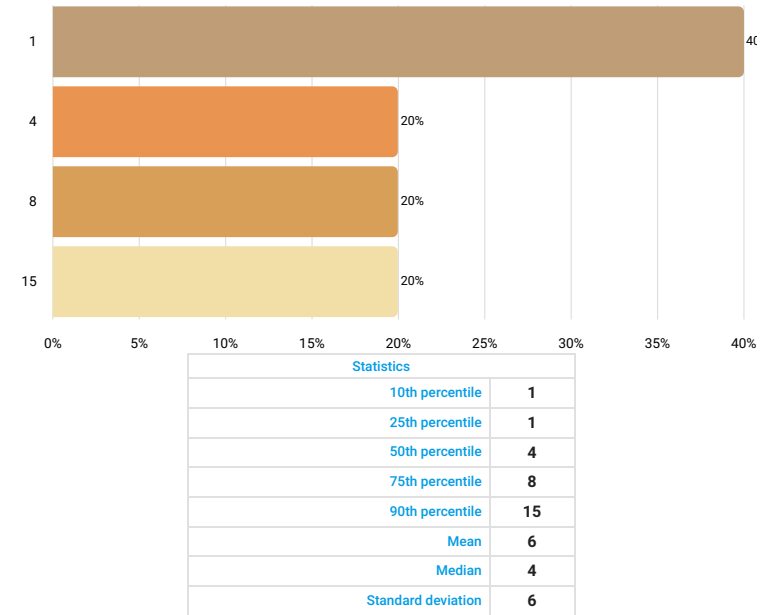
Text input

Results	
vehicle mechanic	1
building technician iii	1
tech, maintenance ii	1
facilities assistant	1
maintenance technician/worker	1

**Number of Employees Currently in This Position**

Answered 5 times  
Skipped 0 times

Number input

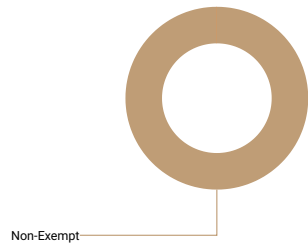


### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

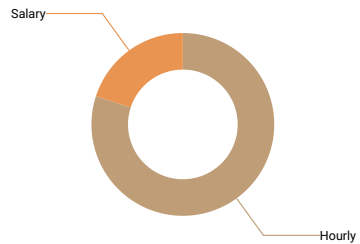
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps									
Average Incentive Bonus or Other Cash Bonus (Annual)									
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	80%	4
Salary	20%	1

## 6.7 Material Handling and Transportation Positions (7 occupations)

### 6.7.1 Fork Lift Driver/Material Handler

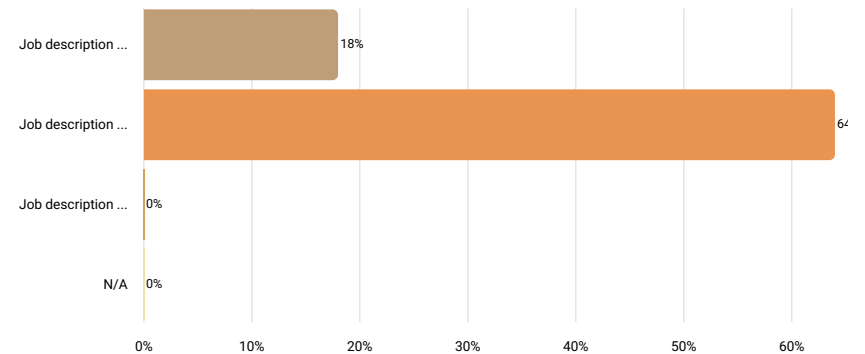
**Job description** Move freight, stock, or other materials. Does not include locomotive material har

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

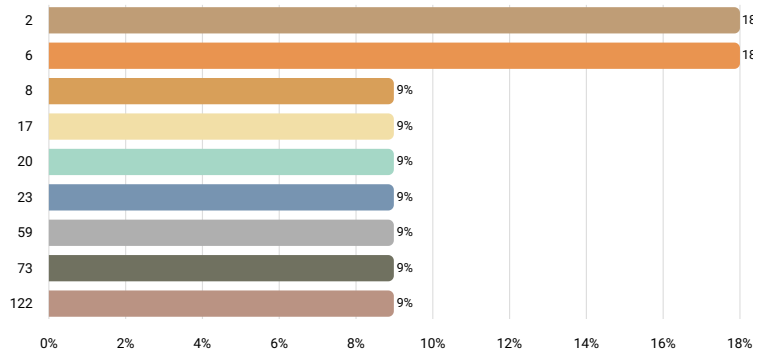
### Job Title (if different than above)

Answered 8 times  
 Skipped 3 times  
 Text input

Results	
packaging operator	1
production technician	1
forklift & tugger	1
operation technician i	1
handler, material	1
material handler	1
sps02 hilo/material handler	1
material handler iii	1

### Number of Employees Currently in This Position

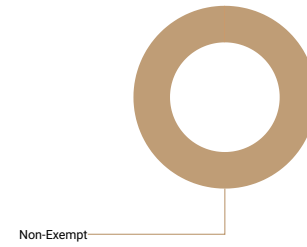
Answered 11 times  
 Skipped 0 times  
 Number input



Statistics	
10th percentile	2
25th percentile	6
50th percentile	17
75th percentile	59
90th percentile	73
Mean	31
Median	17
Standard deviation	38

### FLSA Status

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

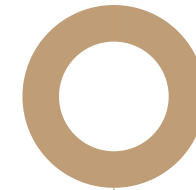


Non-Exempt

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	10	14	15	15.5	19	21	17	16	3
Pay Range Maximum Rate	10	16	18	20	23	24.5	20	20	3
Actual Lowest Base Rate	9	12	15	15	19	22	16	15	3
Actual Average Base Rate	9	14	17	17	20	23	18	17	3
Actual Highest Base Rate	9	15	18	19	21	25	20	19	3
If there is a step progression in place, enter the number of steps	7	2	2	3	3	4	3	3	1
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	0	775	3,925	5,500	2,040	775	2,522

## 6.7.2 Shipping and Receiving Clerk

### Job description

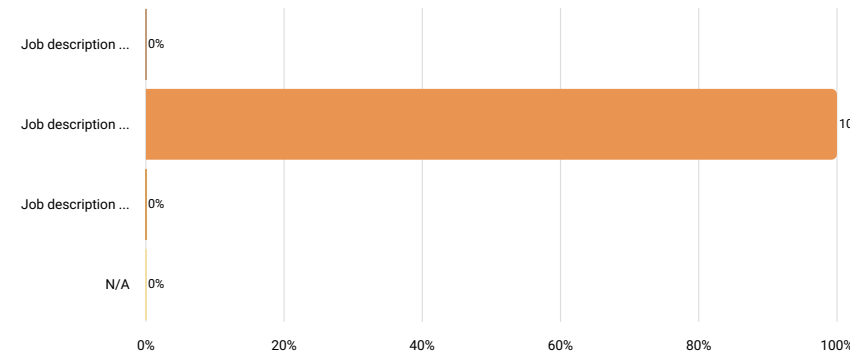
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	9
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Job Title (if different than above)

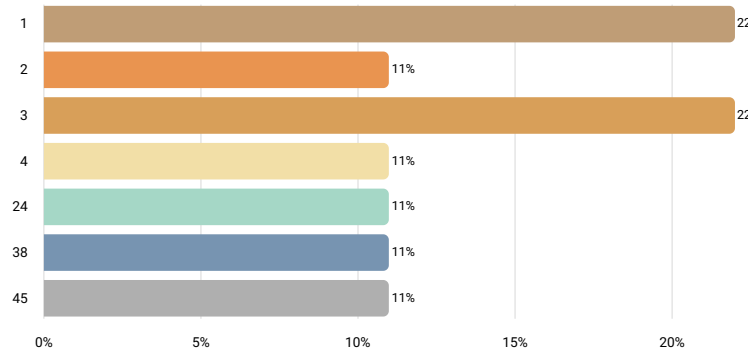
Answered 4 times  
 Skipped 5 times  
 Text input



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

### Number of Employees Currently in This Position

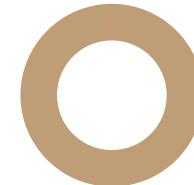
Answered 9 times  
 Skipped 0 times  
 Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	24
90th percentile	45
Mean	13
Median	3
Standard deviation	18

### FLSA Status

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

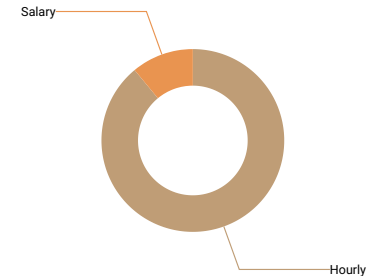


Non-Exempt

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

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	89%	8
Salary	11%	1

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate	5	15	17	21	22	23	20	21	3
Actual Lowest Base Rate	6	12	14	15.5	18	22	16	16	3
Actual Average Base Rate	6	15	16	18	19	22	18	18	2
Actual Highest Base Rate	7	19	20	22	24	25	22	22	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									

### 6.7.3 Truck Driver, Tractor Trailer and Heavy

#### Job description

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

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

Answered 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.**

## 6.7.5 Stockroom Clerk

### Job description

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

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

Answered 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.

### 6.7.7 Warehouse Employees, General

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

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

Answered 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.**

## 6.8 Manufacturing Not Otherwise Classified (3 occupations)

### 6.8.1 Skilled Workers, Not Otherwise Classified

#### Job description

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

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

Answered 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.

## 6.8.2 Semi-Skilled Workers, Not Otherwise Classified

### Job description

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

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

Answered 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.

## 6.8.3 Laborers/Helpers, Not Otherwise Classified

### Job description

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

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.

## 6.9 First Level Supervisory Positions (9 occupations)

### 6.9.1 Accounting Supervisor

#### Job description

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

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

Answered 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.

## 6.9.2 Production Supervisor

### Job description

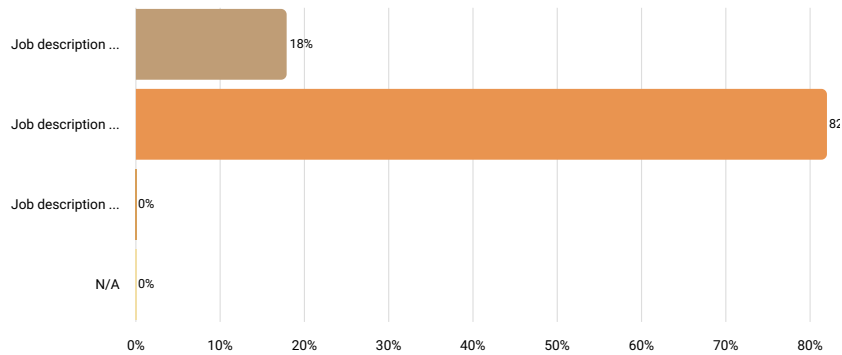
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

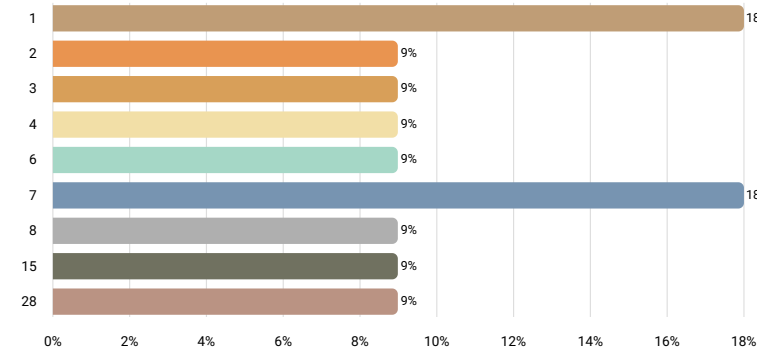
Results	
site supervisor, driver supervisor, terminal superintendent	1
supervisor-manufacturing	1
team leader	1
supervisor, production	1
production supervisor iii	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



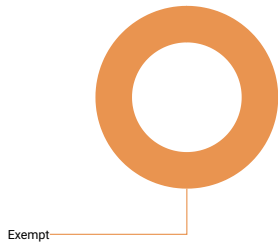
Statistics	
10th percentile	1
25th percentile	2
50th percentile	6
75th percentile	8
90th percentile	15
Mean	7
Median	6
Standard deviation	8

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

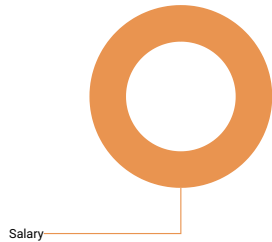
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	8	35,040	46,616.5	67,350	77,083.5	99,000	64,518	67,350	20,880
Pay Range Maximum Salary	8	43,800	88,276	100,750	126,100	150,500	103,069	100,750	32,390
Actual Lowest Base Salary	9	35,040	64,452	66,500	75,067	95,481	67,976	66,500	17,280
Actual Average Base Salary	9	39,420	68,936	73,557	88,292	106,163	75,594	73,557	18,780
Actual Highest Base Salary	9	43,800	80,490	85,453	93,678	115,900	83,811	85,453	20,290
Average Incentive or Other Cash Bonus (Annual)	7	0	0	1,890	12,000	16,852	5,092	1,890	6,704

### 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

## 6.9.4 Quality Assurance Supervisor

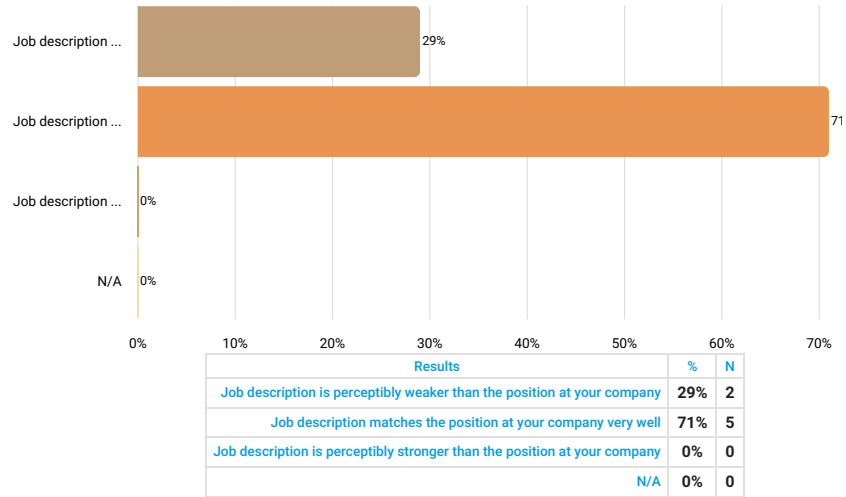
### Job description

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

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

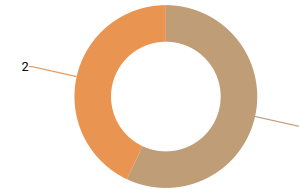


We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times  
Skipped 0 times

Number input



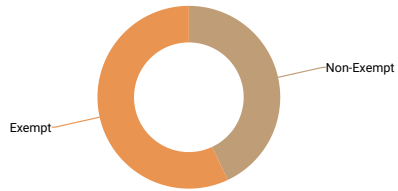
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

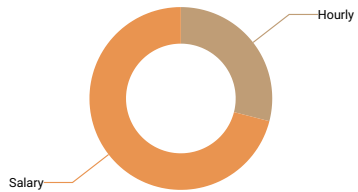
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
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	29%	2
Salary	71%	5

## 6.9.5 Customer Service Supervisor

### Job description

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

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.

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.

## 6.9.6 Shipping and Receiving Supervisor

### Job description

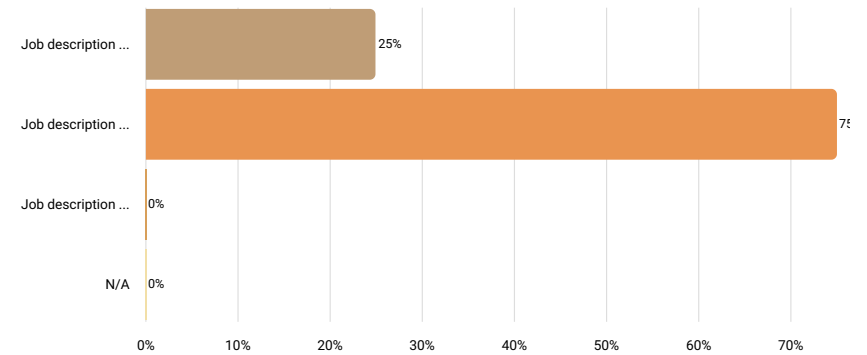
First Line Supervisor responsible for overseeing workers engaged in the shipping or receiving of product which could include the storage and warehousing of products and raw materials. Include Warehouse and/or Material Supervisors here.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

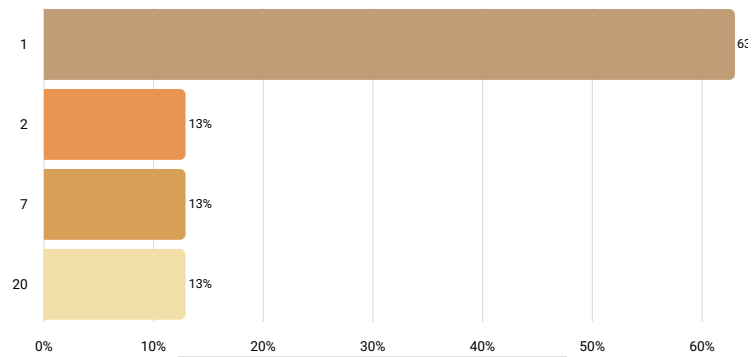
### Job Title (if different than above)

Answered 6 times  
 Skipped 2 times  
 Text input

Results	
warehouse supervisor	2
sSr supervisor, warehouse supervisor	1
material control coordinator	1
shipping and receiving, yard team leader	1
supervisor, warehouse	1

### Number of Employees Currently in This Position

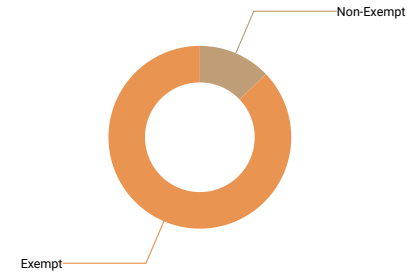
Answered 8 times  
 Skipped 0 times  
 Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4.5
90th percentile	20
Mean	4
Median	1
Standard deviation	7

### FLSA Status

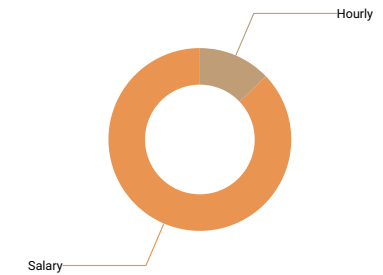
Answered 8 times  
 Skipped 0 times  
 Select one answer (radio button)



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

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	13%	1
Salary	88%	7

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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	36,000	42,120	59,930.5	68,400	79,100	57,580	59,931	16,110
Pay Range Maximum Salary	6	55,000	68,000	85,208	109,023	125,200	87,940	85,208	25,820
Actual Lowest Base Salary									
Actual Average Base Salary	5	43,680	63,080	65,000	73,923	87,326	66,602	65,000	15,990
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

## 6.9.7 Maintenance Supervisor

### Job description

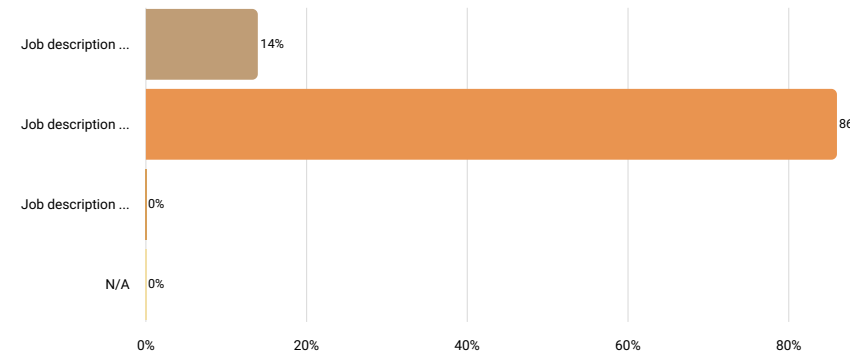
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 3 times

Skipped 4 times

Text input



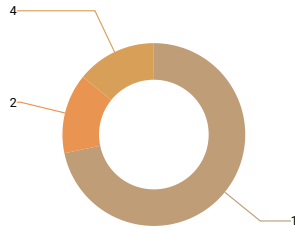
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



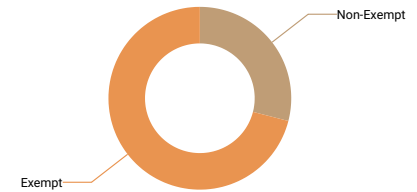
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



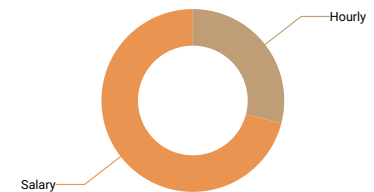
Results	%	N
Non-Exempt	29%	2
Exempt	71%	5

### Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	75,000	78,115	81,115	90,700	124,782	89,942	81,115	20,340
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

### 6.9.8 Team Leader

#### Job description

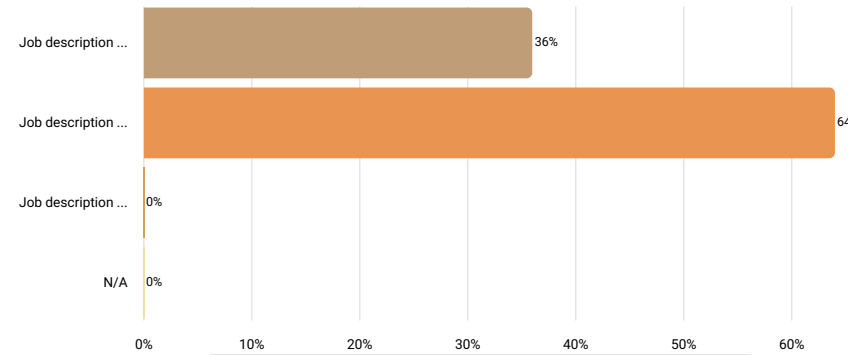
Include workers here that oversee particular areas of work, but may or may not have evaluative responsibility for assigned work unit.

#### 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

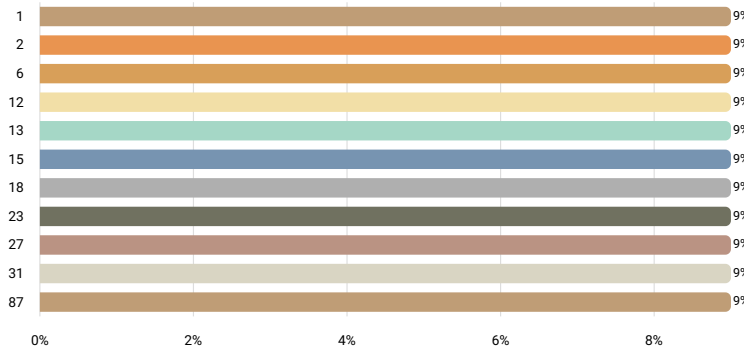
### Job Title (if different than above)

Answered 7 times  
 Skipped 4 times  
 Text input

Results
team leader
facilities lead
lead technician
leader, group ii
task lead
leader, zone
electrical assembler iii lead, electrical inspector iii lead, inventory clerk iii lead, machinist iii lead, mechanical qa iii lead

### Number of Employees Currently in This Position

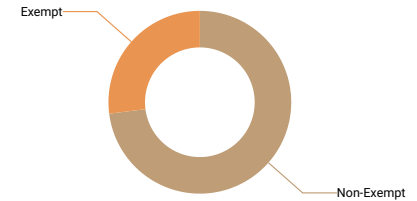
Answered 11 times  
 Skipped 0 times  
 Number input



Statistics	
10th percentile	2
25th percentile	6
50th percentile	15
75th percentile	27
90th percentile	31
Mean	21
Median	15
Standard deviation	24

### FLSA Status

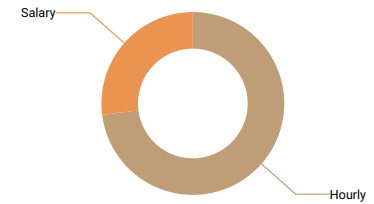
Answered 11 times  
 Skipped 0 times  
 Select one answer (radio button)



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

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	73%	8
Salary	27%	3

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	15	17	20	22	23	20	20	3
Pay Range Maximum Rate	7	23	24	25	30	39	28	25	6
Actual Lowest Base Rate	8	15	19	20	21.5	23	20	20	3
Actual Average Base Rate	8	19	20.5	22.5	25	27	23	23	3
Actual Highest Base Rate	8	22	23.5	25.5	31.5	36	27	26	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									
Average Incentive or Other Cash Bonus (Annual)									

### 6.9.9 Customer Service Supervisor

**Job description** Supervisor responsible for overseeing customer service representatives.

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

Answered 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.

## 6.10 Sales and Marketing Positions (10 occupations)

### 6.10.1 Sales Office Assistant

#### Job description

Provide administrative and clerical support to sales office. Interacts with customers and some times acts a customer service representative in order to meet customers' needs. Operates independently most of the time due to travel of sales staff.

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.**

### 6.10.3 PR or Community Relations Representative

#### Job description

Plans, prepares and disseminates positive and good-will information about the company to the community. Represents company in community endeavors.

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

Answered 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.

### 6.10.4 Outside Sales Rep (commission)

#### Job description

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

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

Answered 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.**

## 6.10.5 Outside Sales Rep (non-commission)

### Job description

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

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

Answered 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.

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.

## 6.10.6 Marketing Representative

### Job description

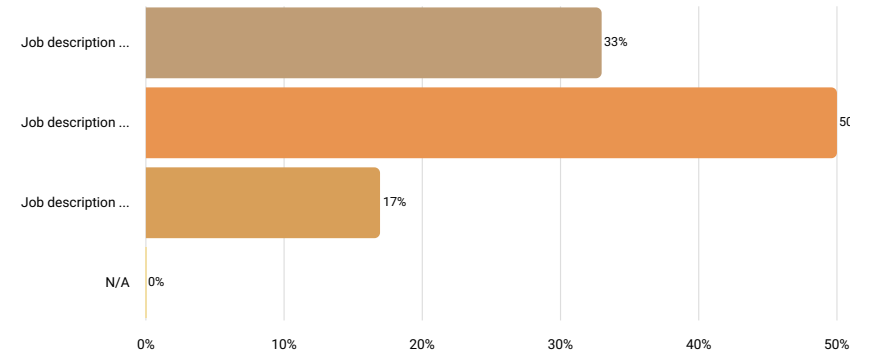
Responsible for driving brand awareness through on-site, face-to-face interaction with consumers. Lia between buyers and sellers.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 5 times

Skipped 1 times

Text input

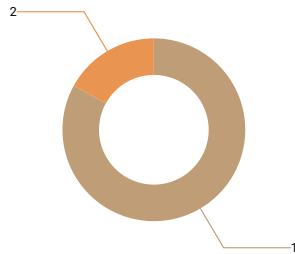
Results	
marketing manager	1
marketing assistant	1
marketing specialist i	1
corporate communications specialist	1
quoting & logistics supervisor	1

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



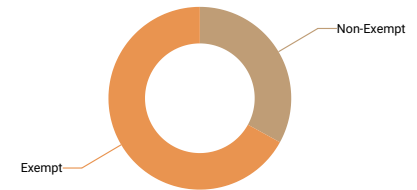
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



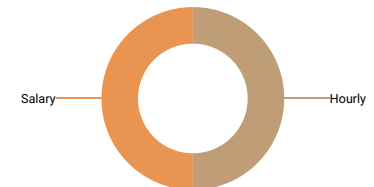
Results	%	N
Non-Exempt	33%	2
Exempt	67%	4

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	3
Salary	50%	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									

### 6.10.7 Sales Manager

#### Job description

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

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.

## 6.10.8 Business Development Specialist

### Job description

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

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

Answered 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.

## 6.10.9 Business Development Manager

### Job description

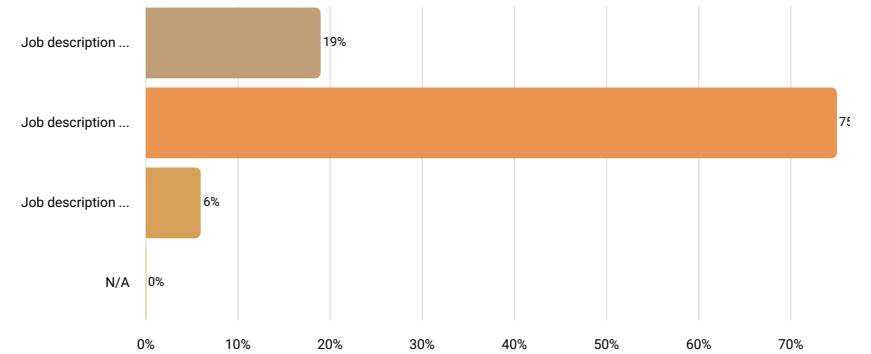
Identifies opportunities for business expansion and develops relationships and markets to establish n accounts. Targets and initiates contact with major potential customers.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 6 times  
Skipped 10 times

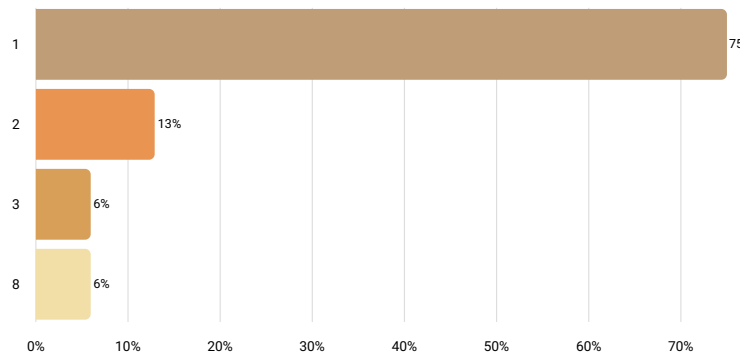
Text input

Results	
director, business development	2
business development manager-i	1
avp business development	1
director of strategic initiatives	1
business development	1

### Number of Employees Currently in This Position

Answered 16 times  
Skipped 0 times

Number input

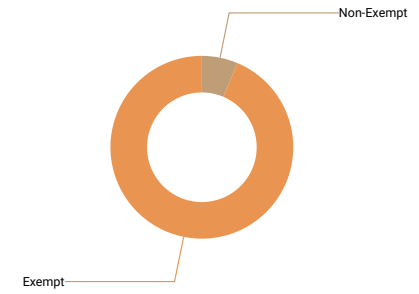


Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 16 times  
Skipped 0 times

Select one answer (radio button)

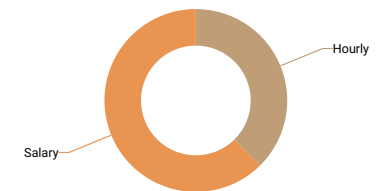


Results	%	N
Non-Exempt	6%	1
Exempt	88%	14

### Is this position paid an hourly rate or annual salary?

Answered 16 times  
Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	6
Salary	63%	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	5	65	70	80	100	100	83	80	16
Actual Average Base Rate	5	65	70	80	100	100	83	80	16
Actual Highest Base Rate	5	65	70	80	100	100	83	80	16
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	75,398	110,489	123,891	140,000	153,000	121,112	123,891	27,18
Pay Range Maximum Salary	7	105,557	110,000	151,700	166,524	209,731	148,073	151,700	35,36
Actual Lowest Base Salary	10	93,825.5	115,000	145,000	155,001	195,796	141,466	145,000	40,61
Actual Average Base Salary	9	77,249	123,500	142,310	153,000	230,433	144,452	142,310	40,68
Actual Highest Base Salary	8	77,249	127,208	145,000	157,079.5	181,702	139,691	145,000	31,08
Average Incentive or Other Cash Bonus (Annual)									

## 6.10.10 Marketing Manager or Director

### Job description

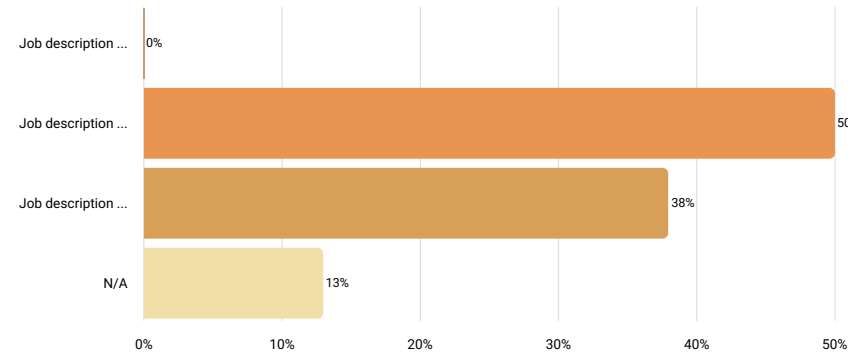
Directs and manages the marketing function of the company including supervising marketing staff, developing promotional material, preparing marketing forecasts and working with sales team to ensure marketing plans are met and sales goals are reached.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



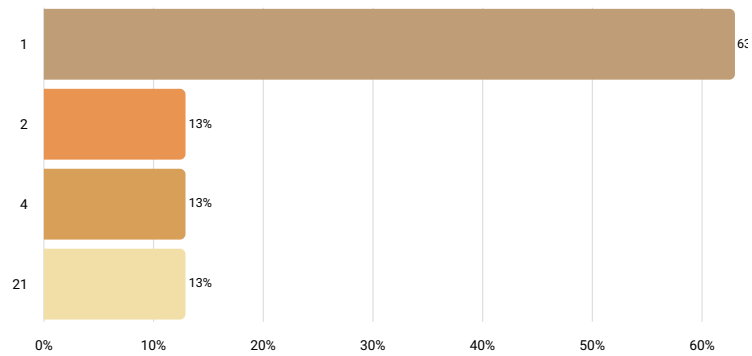
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



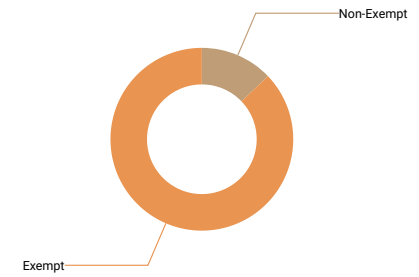
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	21
Mean	4
Median	1
Standard deviation	7

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



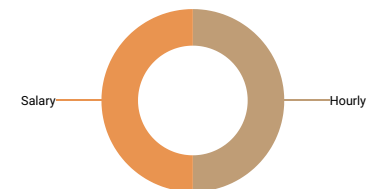
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

### Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	4
Salary	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									
Average Incentive or Other Cash Bonus (Annual)									

6.11 Management/Director Positions (18 occupations)

## 6.11.1 Controller or Accounting Manager

### Job description

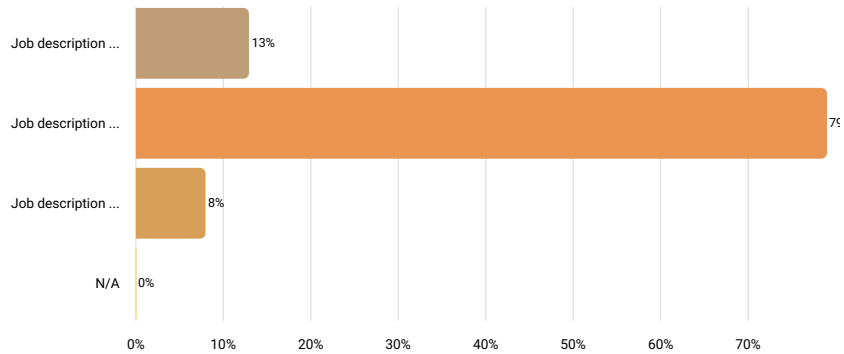
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and accounting work to staff. Responsible for financial reporting analysis for the company.

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	3
Job description matches the position at your company very well	79%	19
Job description is perceptibly stronger than the position at your company	8%	2
N/A	0%	0

### Job Title (if different than above)

Answered 10 times

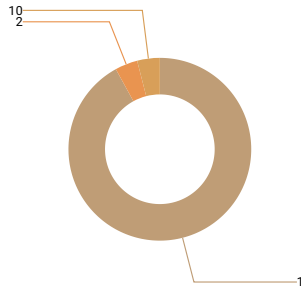
Skipped 14 times

Text input

Results	
controller	1
mkanager, finance and business operations	1
director of accounting	1
director of finance	1
controller/assistant controller/accounting manager	1
accounting manager	1
manager, enterprise finance	1
director, finance and accounting	1
manager, finance	1
director of finance & project control	1

### Number of Employees Currently in This Position

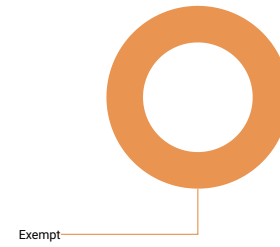
Answered 24 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

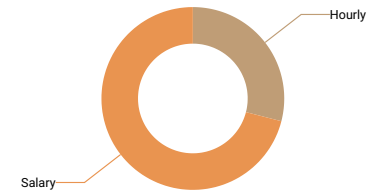
Answered 24 times  
 Skipped 0 times  
 Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	92%	22

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	29%	7
Salary	71%	17

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	32	38	47	50	55	44	47	9
Pay Range Maximum Rate	5	68	70	75	77	77	73	75	4
Actual Lowest Base Rate	5	54	60	62	69	72	63	62	7
Actual Average Base Rate	6	54	60	61.5	69	72	63	62	7
Actual Highest Base Rate	5	54	60	62	69	72	63	62	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	13	72,800	85,400	93,700	100,000	135,632	95,847	93,700	29,410
Pay Range Maximum Salary	12	113,500	122,500	131,982.5	149,393	156,100	141,234	131,983	36,140
Actual Lowest Base Salary	15	80,641	89,464	120,016	131,310	158,445	116,833	120,016	30,920
Actual Average Base Salary	16	80,907	106,753.5	120,008	130,655	158,445	120,080	120,008	25,900
Actual Highest Base Salary	15	80,907	103,507	123,989	135,632	180,000	127,682	123,989	37,610
Average Incentive or Other Cash Bonus (Annual)	9	0	2,684	9,000	17,100	53,044	13,185	9,000	16,620

## 6.11.2 Maintenance Manager

### Job description

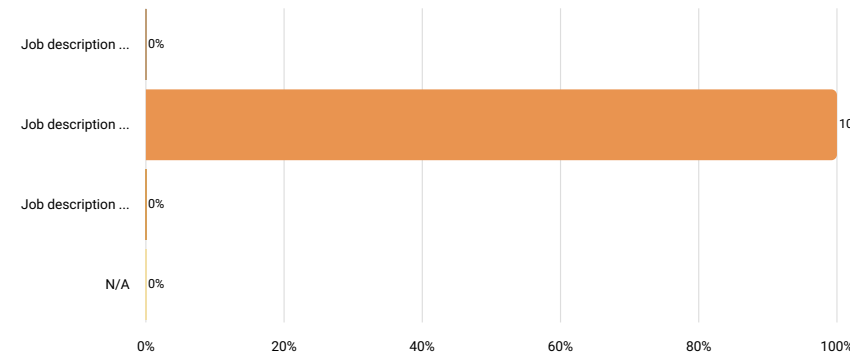
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages planned maintenance shutdowns/outages.

### 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 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



1

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 6 times

Skipped 0 times

Select one answer (radio button)



Exempt

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)



Salary

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	60,000	75,800	81,800	88,904	107,600	82,821	81,800	17,480
Pay Range Maximum Salary	5	80,000	109,000	165,096	170,200	189,400	142,739	165,096	46,110
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

### 6.11.3 Production or Operations Manager

#### Job description

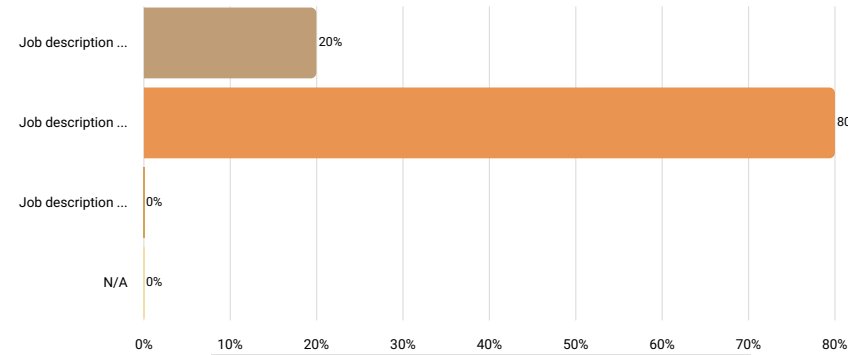
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is met.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 6 times

Text input



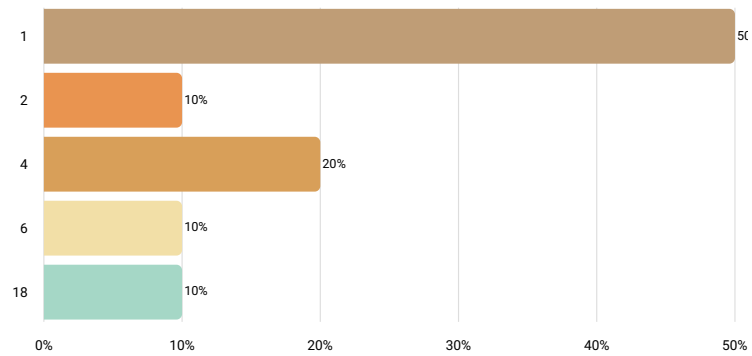
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	12
Mean	4
Median	2
Standard deviation	5

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Exempt

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

### Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	10

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	7	50,300	75,800	86,320	88,904	107,600	82,132	86,320	17,44
Pay Range Maximum Salary	6	62,875	129,400	151,146	170,200	189,400	142,361	151,146	44,76
Actual Lowest Base Salary	9	50,300	86,725	97,323	115,000	138,717	98,420	97,323	25,91
Actual Average Base Salary	9	56,588	100,758	105,421	126,224	140,500	110,476	105,421	25,86
Actual Highest Base Salary	9	62,875	105,000	120,000	138,717	167,458	121,628	120,000	31,27
Average Incentive or Other Cash Bonus (Annual)	6	0	700	12,875	30,000	40,225	16,113	12,875	16,50

## 6.11.4 IT Manager

### Job description

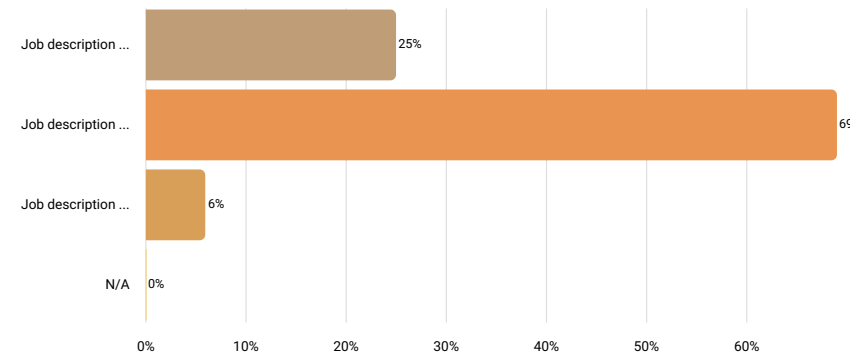
Directs all computer operations that include one or more of the following: programming, network and technical support and system analysis.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



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

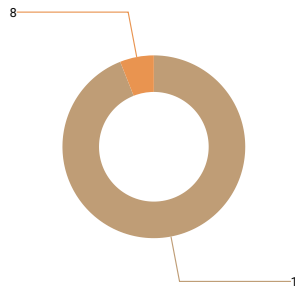
### Job Title (if different than above)

Answered 7 times  
 Skipped 9 times  
 Text input

Results	
director of it	2
it director	2
info technology scientist	1
quantum network administrator	1
manager, it help desk	1

### Number of Employees Currently in This Position

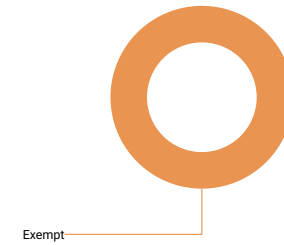
Answered 16 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

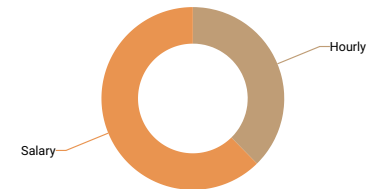
Answered 16 times  
 Skipped 0 times  
 Select one answer (radio button)



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	38%	6
Salary	63%	10

## 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	8	66,900	80,000	98,113	128,099.5	139,256	102,323	98,113	27,400
Pay Range Maximum Salary	8	100,000	126,282	142,428	175,073.5	201,521	148,636	142,428	33,670
Actual Lowest Base Salary	9	72,800	105,000	118,000	139,256	183,518	122,528	118,000	31,440
Actual Average Base Salary	9	72,800	114,410	133,000	141,677	183,518	127,871	133,000	30,560
Actual Highest Base Salary	9	72,800	118,000	133,000	141,677	204,600	135,908	133,000	39,350
Average Incentive or Other Cash Bonus (Annual)									

## 6.11.5 Logistics/Materials Manager

### Job description

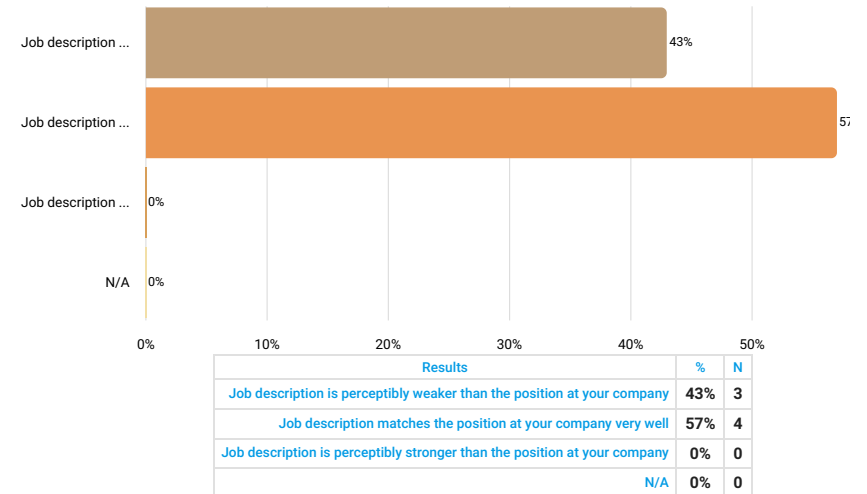
Manages aspects related to logistics including distribution, inventory, warehousing and transportation. Include Material and Traffic Managers in this category as well.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 3 times

Text input



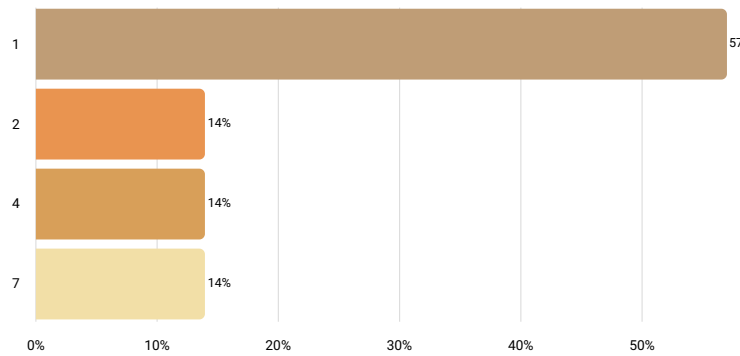
We are sorry but the collected data is not sufficient to render an accurate result.

### 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	7
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Exempt

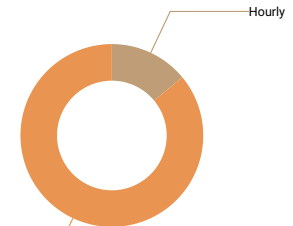
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Salary

Hourly

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	6	58,000	70,000	82,375	126,690	128,749	91,365	82,375	29,580
Actual Average Base Salary	6	70,000	83,000	111,463	132,384	149,375	109,614	111,463	31,130
Actual Highest Base Salary	6	70,000	83,000	145,023	170,000	181,119	132,361	145,023	47,140
Average Incentive or Other Cash Bonus (Annual)									

### 6.11.6 Project or Program Manager

#### Job description

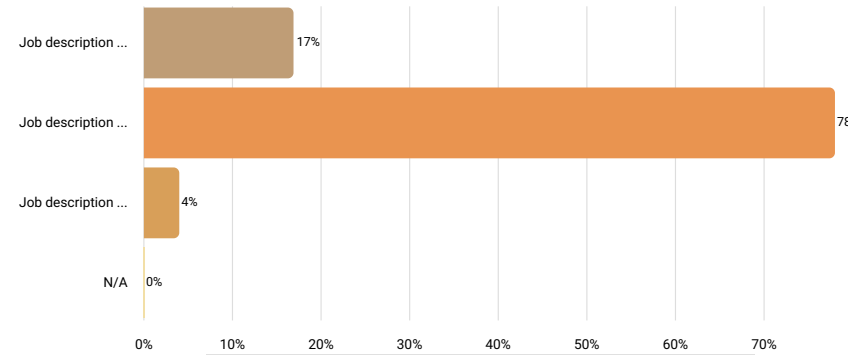
Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the project including budget and workload.

#### 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	78%	18
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

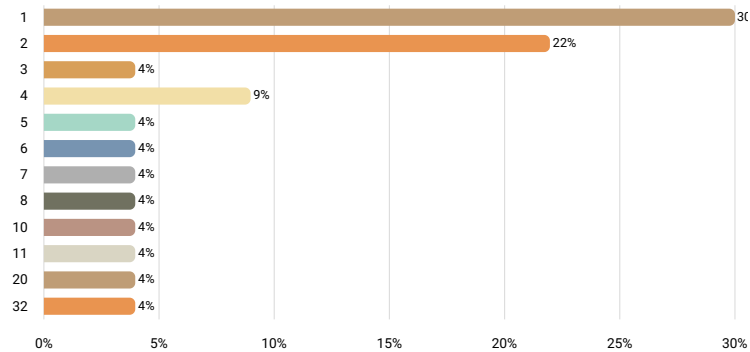
### Job Title (if different than above)

Answered 8 times  
 Skipped 15 times  
 Text input

Results	
program manager	2
senior project manager	1
assistant director/operations manager	1
avp system integration oper, senior business manager, aeromechanics deputy pm	1
program manager (leve 1-3)	1
program manager ii - iv and senior aviation program manager	1
precision cleaning director	1

### Number of Employees Currently in This Position

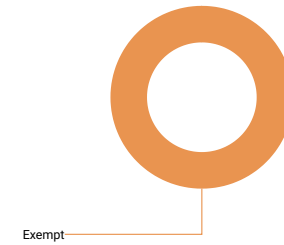
Answered 23 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

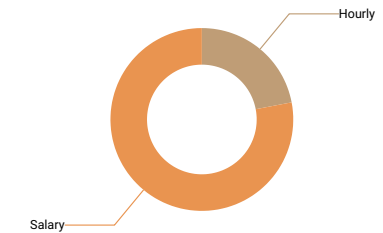
Answered 23 times  
 Skipped 0 times  
 Select one answer (radio button)



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	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	13	79,000	82,202	90,000	109,362	116,838	99,036	90,000	26,400
Pay Range Maximum Salary	13	112,140	129,000	156,000	183,555	268,606	167,567	156,000	57,360
Actual Lowest Base Salary	17	65,000	83,657	113,048	152,268	186,222	119,147	113,048	43,270
Actual Average Base Salary	17	82,202	101,844	133,197	157,726	201,271	133,456	133,197	40,920
Actual Highest Base Salary	17	82,202	120,000	153,608	175,553	216,000	149,534	153,608	44,580
Average Incentive or Other Cash Bonus (Annual)	7	0	0	8,614	20,000	20,208	8,708	8,614	8,952

## 6.11.7 Project or Program Director

### Job description

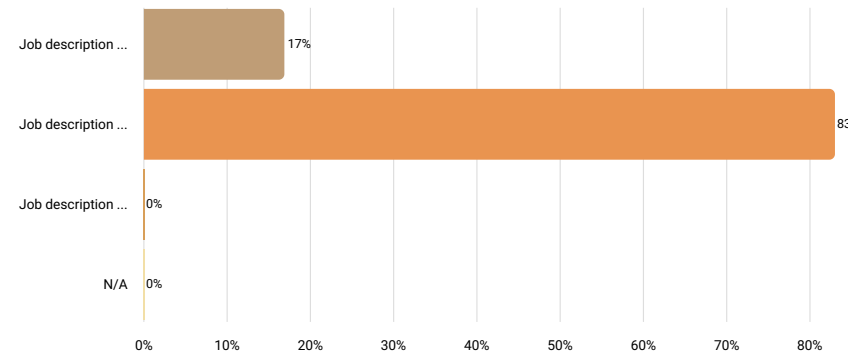
Plans, organizes, directs, coordinates, and controls the activities of the program in support of company goals to obtain optimum efficiency and economy of operations. Analyses and reports project economy including costs, operational budgets, staffing requirements, resources, and risk.

### 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		83%	15
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Job Title (if different than above)

Answered 10 times

Skipped 8 times

Text input

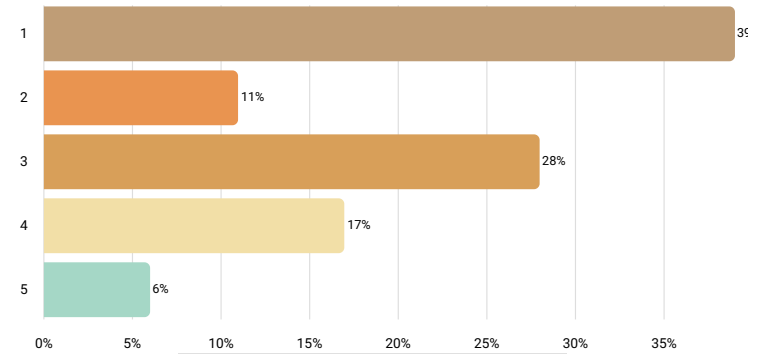
Results	
	director
	project manager
	technical director
	program manager
	project manager ii
	director of spacecraft engineering
	vice president of finance, sr. vice president of contracts, assistant vp of contracts, avp corporate it, director strategic operations,
	business group lead
	director of engineering, director of pricing, director of programs, director of services

### Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



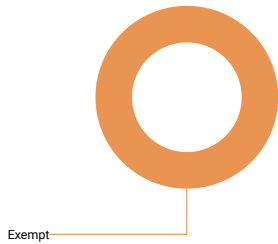
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	3
90th percentile	4
Mean	2
Median	3
Standard deviation	1

### FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



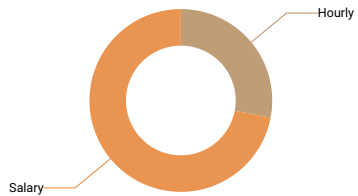
Results	%	N
Non-Exempt	0%	0
Exempt	100%	18

### Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	28%	5
Salary	72%	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	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	8	67,176	94,024.5	107,977	132,848.5	190,008	115,861	107,977	37,474
Pay Range Maximum Salary	8	139,050	147,199.5	161,425	194,844	839,970	248,245	161,425	240,050
Actual Lowest Base Salary	13	81,620	110,000	125,767	175,000	208,060	136,513	125,767	48,160
Actual Average Base Salary	13	107,536	126,194	146,690	175,000	216,986	151,752	146,690	44,420
Actual Highest Base Salary	13	125,000	137,176	146,690	198,000	216,986	165,625	146,690	47,330
Average Incentive or Other Cash Bonus (Annual)	6	0	600	12,500	25,000	29,667	13,378	12,500	13,090

## 6.11.8 Engineering Manager

### Job description

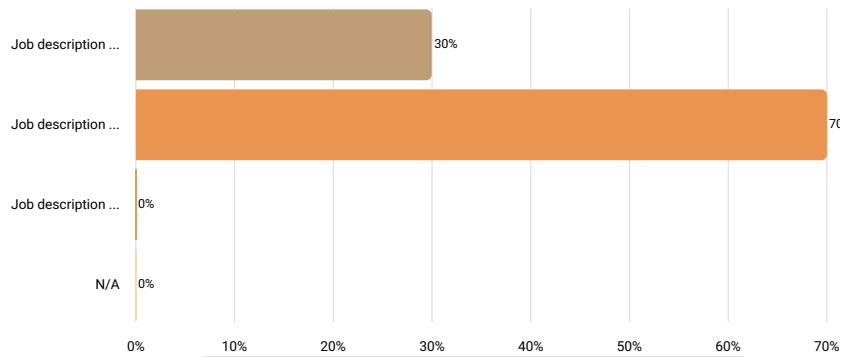
Provide management to members of technical, engineering and/or research business units. Responsi for unit performance.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 3 times

Skipped 7 times

Text input



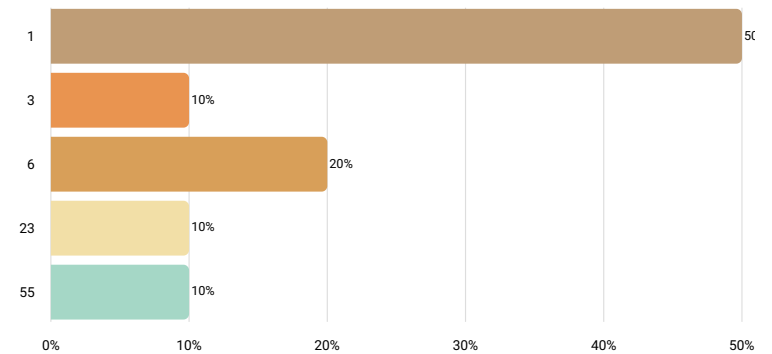
We are sorry but the collected data is not sufficient to render an accurate result.

### 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	6
90th percentile	39
Mean	10
Median	2
Standard deviation	17



## 6.11.9 Quality Control Manager

### Job description

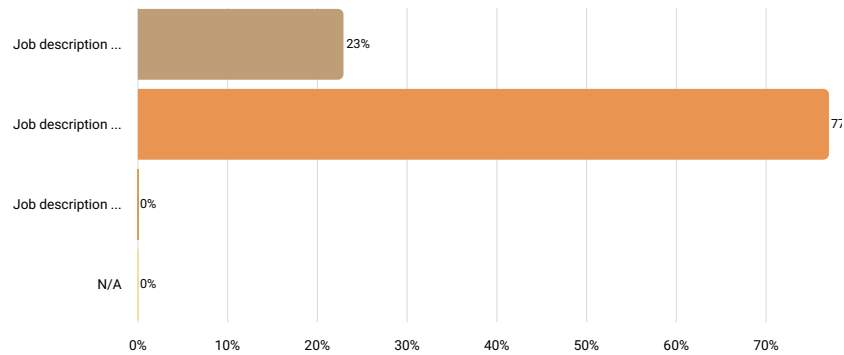
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production performance with Quality Assurance procedures and works with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 7 times

Skipped 6 times

Text input

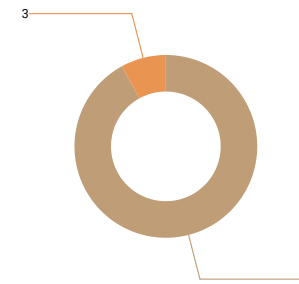
Results	
manager, quality	2
quality assurance manager	1
mgr, quality	1
quality manager	1
quality manager 2	1
quality director	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



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

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Exempt

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

### Compensation data

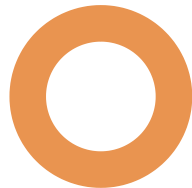
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary	10	56,642	70,000	79,500	92,500	118,000.5	83,699	79,500	21,597
Pay Range Maximum Salary	10	73,966	78,000	110,000	146,369	167,548	114,870	110,000	36,827
Actual Lowest Base Salary	11	65,000	71,157	100,000	122,000	130,105	100,053	100,000	27,267
Actual Average Base Salary	11	65,395	71,157	100,000	122,000	140,286	103,528	100,000	30,927
Actual Highest Base Salary	11	71,157	72,660	100,000	122,000	140,286	106,645	100,000	35,777
Average Incentive or Other Cash Bonus (Annual)	6	0	600	11,250	45,039	92,500	26,773	11,250	36,587

### Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	13

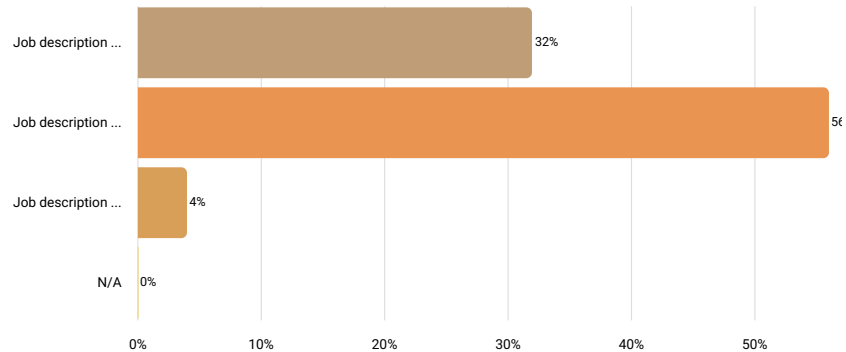
## 6.11.10 Human Resources Manager

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

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

Answered 25 times  
Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	32%	8
Job description matches the position at your company very well	56%	14
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

## Job Title (if different than above)

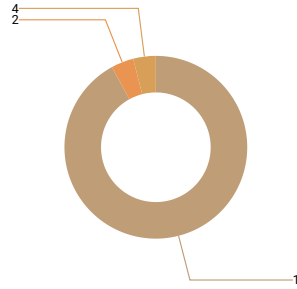
Answered 10 times  
Skipped 15 times

Text input

Results	
director of human resources	2
director of hr	1
senior manager, human resources and community outreach	1
director of human capital	1
professional services manager, national accounts manager, hr compliance manager	1
mgr, human resources	1
human resources manager-ii	1
assistant director - hr	1
hr manager	1

### Number of Employees Currently in This Position

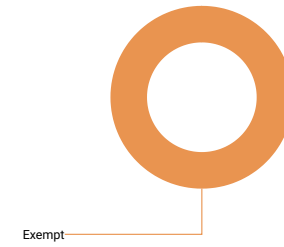
Answered 25 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

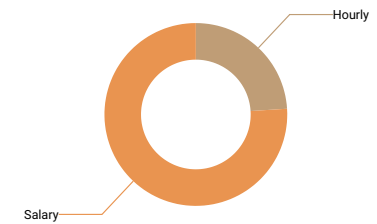
Answered 25 times  
 Skipped 0 times  
 Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	25

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	24%	6
Salary	76%	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	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	14	60,000	62,490	71,550	78,200	107,600	76,502	71,550	18,730
Pay Range Maximum Salary	14	78,200	91,300	104,809.5	130,000	205,296	120,200	104,810	43,800
Actual Lowest Base Salary	16	66,250	74,100	82,648.5	89,044	125,500	86,472	82,649	20,870
Actual Average Base Salary	16	68,095	79,100	85,064	99,320	125,500	90,464	85,064	20,290
Actual Highest Base Salary	16	69,235	79,100	87,716	115,790	137,200	96,310	87,716	24,300
Average Incentive or Other Cash Bonus (Annual)	7	500	2,000	6,000	18,750	38,062	11,190	6,000	13,410

### 6.11.11 Safety/Environmental Manager

#### Job description

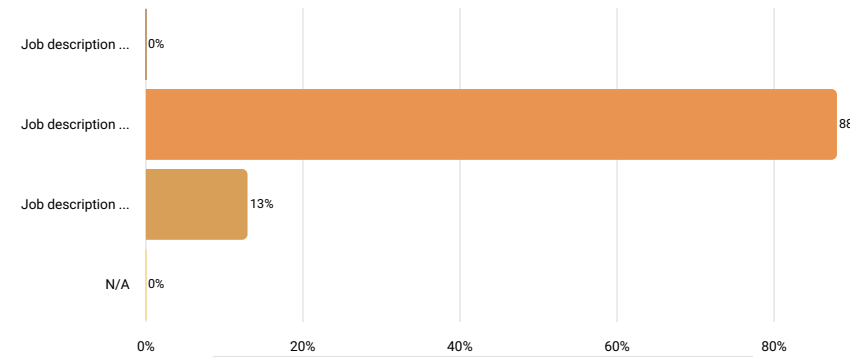
Responsible for compliance with safety and environmental standards throughout the facility.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 5 times

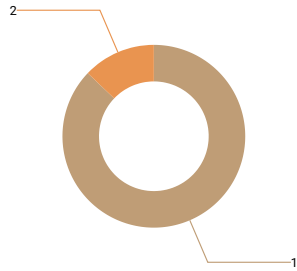
Skipped 3 times

Text input

Results	N
ehs manager	1
safety director	1
safety and security manager	1
mgr, ehs	1
manager, safety/health	1

### Number of Employees Currently in This Position

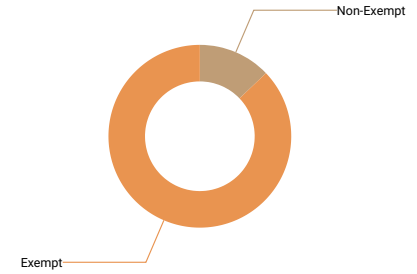
Answered 8 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

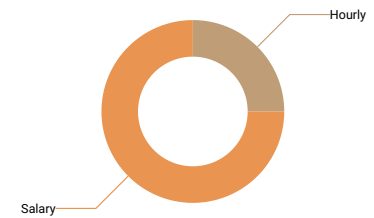
Answered 8 times  
 Skipped 0 times  
 Select one answer (radio button)



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

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	25%	2
Salary	75%	6

## Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	58,130	82,000	95,000	100,000	110,861	89,198	95,000	20,220
Actual Average Base Salary	5	65,395	82,000	95,000	100,000	110,861	90,651	95,000	17,510
Actual Highest Base Salary	5	72,660	82,000	95,000	100,000	110,861	92,104	95,000	15,020
Average Incentive or Other Cash Bonus (Annual)									

## 6.11.12 Administrative Manager

### Job description

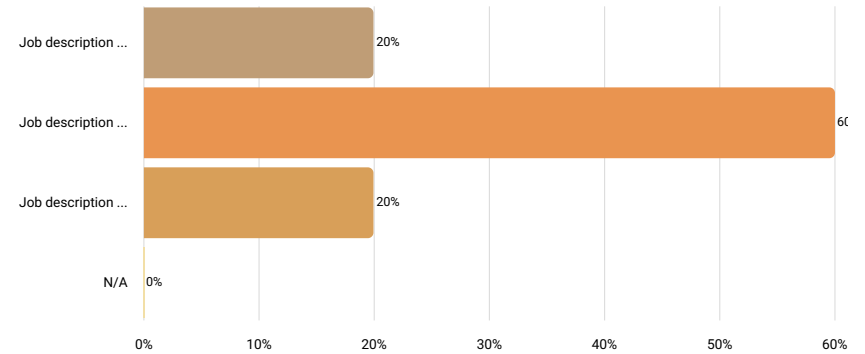
Directs and coordinates administrative functions of the facility. This position may combine the roles of oversight over one or more functional areas such as accounting, finance, human resources, etc.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 1 times

Text input



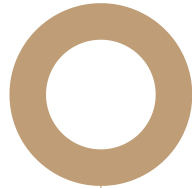
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



1

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)



Exempt

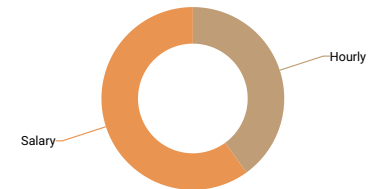
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Salary

Hourly

Results	%	N
Hourly	40%	2
Salary	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									
Average Incentive or Other Cash Bonus (Annual)									

### 6.11.13 Contracts Manager

#### Job description

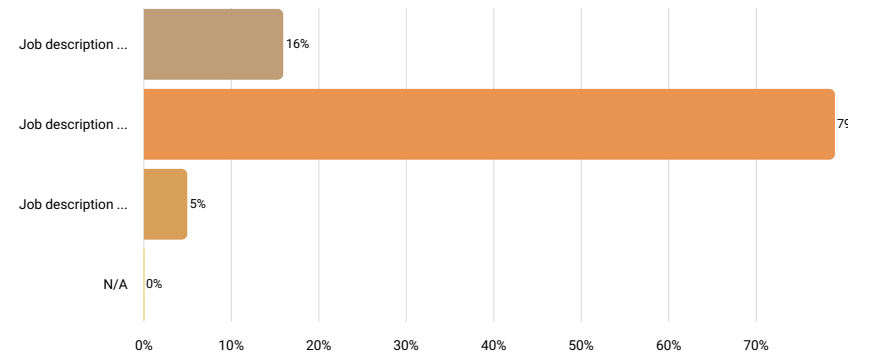
Serve as the key point of contact between a business and third parties/government to ensure timely review and approval of any variations. Provide recommendations and negotiate directly with the government, customer attorneys, or purchasing staff to craft a final document that is satisfactory to all parties.

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	3
Job description matches the position at your company very well	79%	15
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

### Job Title (if different than above)

Answered 9 times

Skipped 10 times

Text input

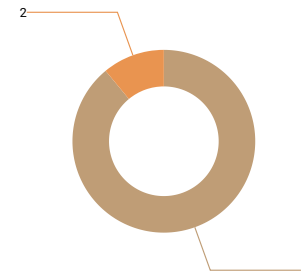
Results	
contracts administrator	1
deputy program manager	1
contracts manager-iii	1
program control manager; contracts manganer	1
asst dir - contracts and grants	1
director of business resources	1
contracts administration director	1
contracts specialist	1
contracts manager	1

### Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



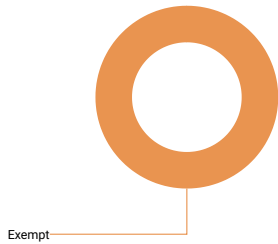
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



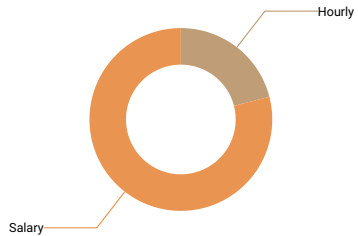
Results	%	N
Non-Exempt	0%	0
Exempt	100%	19

### Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	4
Salary	79%	15

### 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	11	45,000	70,000	90,404	130,936	132,500	93,441	90,404	35,95
Pay Range Maximum Salary	11	100,000	100,000	124,800	172,300	173,191	132,427	124,800	37,53
Actual Lowest Base Salary	12	66,019	82,600	112,715	146,622.5	155,040	109,944	112,715	45,74
Actual Average Base Salary	14	72,186	83,746	112,715	140,345	155,040	115,395	112,715	34,37
Actual Highest Base Salary	14	80,000	83,746	112,715	153,993	175,048	120,177	112,715	34,91
Average Incentive or Other Cash Bonus (Annual)	7	0	2,000	6,500	7,835	14,500	5,762	6,500	4,84

## 6.11.14 Facilities Manager

### Job description

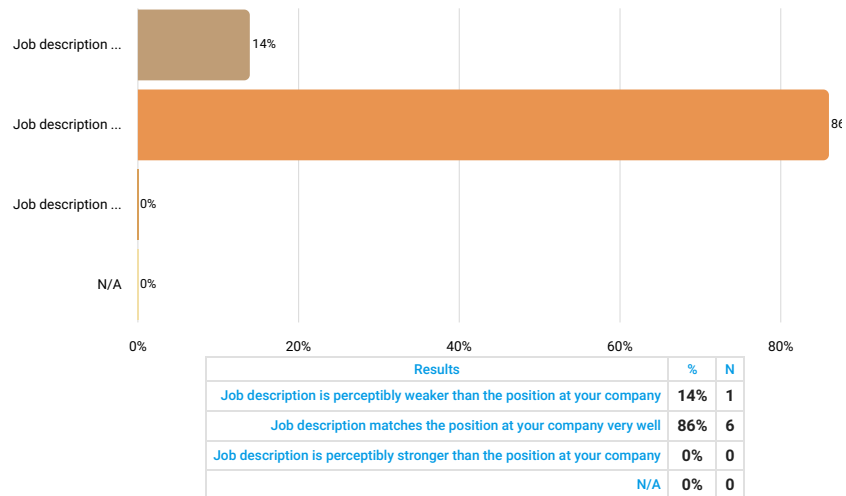
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 1 times

Skipped 6 times

Text input



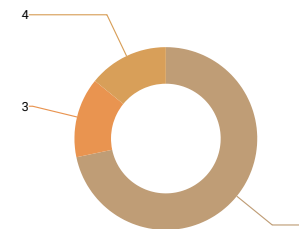
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



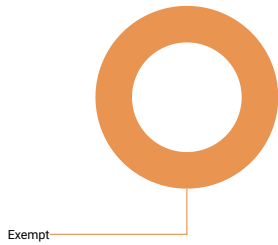
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

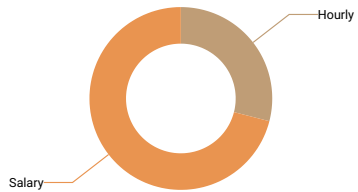
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus 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	29%	2
Salary	71%	5

## 6.11.15 Proposal Manager

### Job description

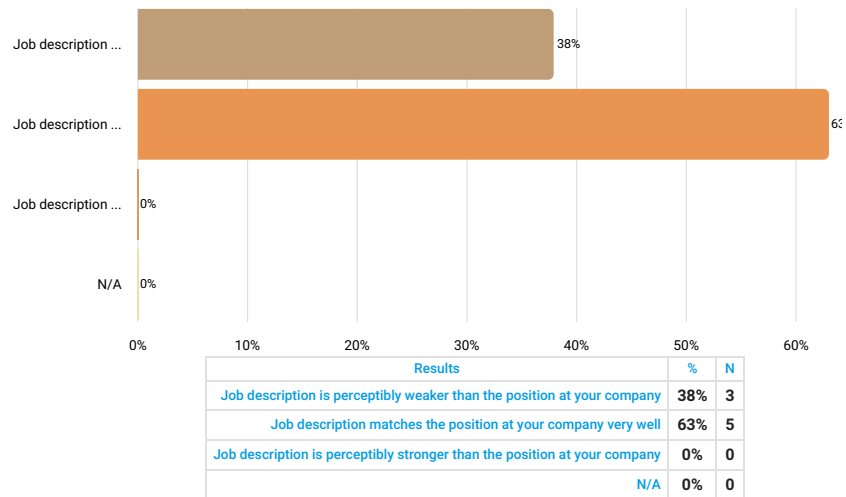
Ensure that all of the company's proposals are fully executed from start to finish. Perform and delegat tasks required to complete a proposal, such as writing, editing, and other efforts associated with the process.

#### 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



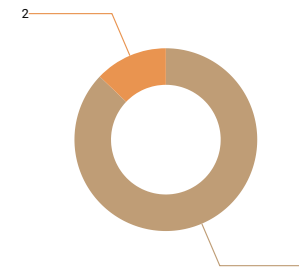
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



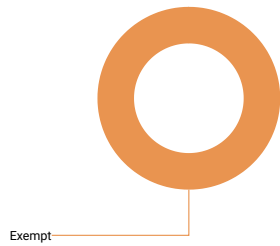
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

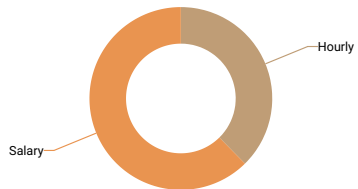
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus 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 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

## 6.11.16 Plant Manager

### Job description

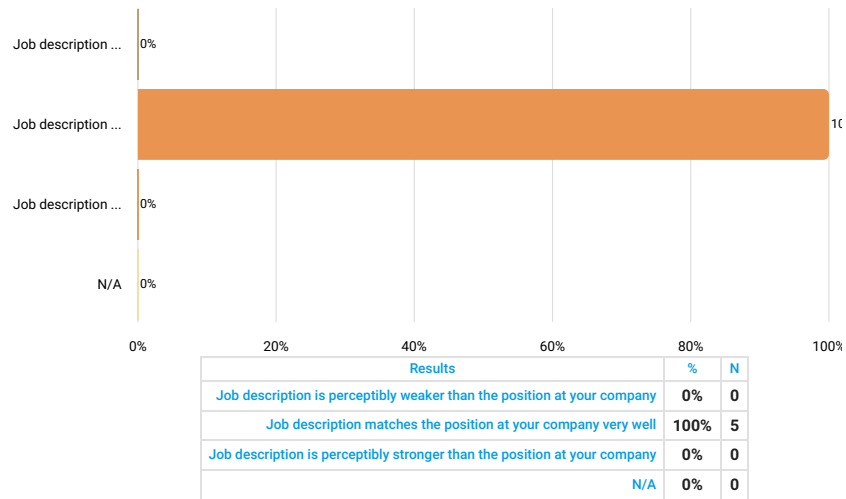
Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 4 times

Skipped 1 times

Text input



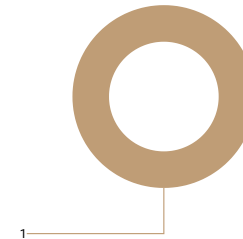
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



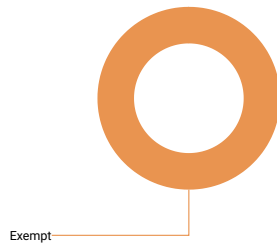
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

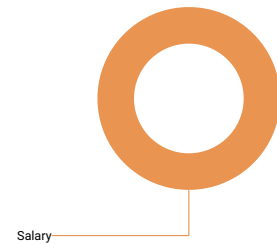
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)	5	800	9,200	30,000	40,000	75,157	31,031	30,000	29,230

### 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

## 6.11.17 Purchasing Manager

### Job description

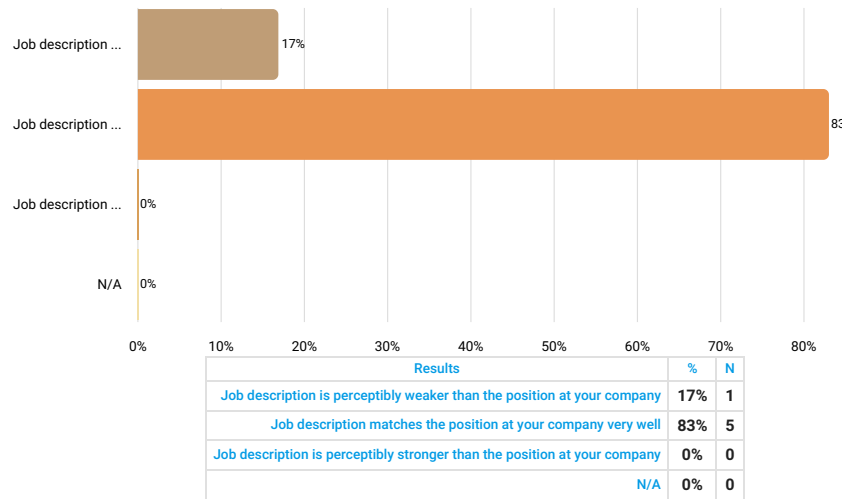
Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 2 times

Skipped 4 times

Text input



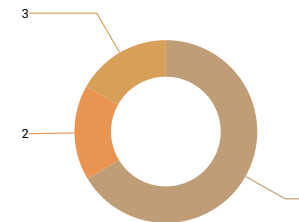
We are sorry but the collected data is not sufficient to render an accurate result.

### 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	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Exempt

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 Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	80,408	87,000	92,400	104,166	106,000	93,995	92,400	10,991
Actual Average Base Salary	5	87,000	92,400	94,495	104,167	106,000	96,812	94,495	8,056
Actual Highest Base Salary	5	87,000	92,400	104,167	106,000	110,027	99,919	104,167	9,755

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Salary

Results	%	N
Hourly	0%	0
Salary	100%	6

## 6.11.18 Continuous Improvement Manager

### Job description

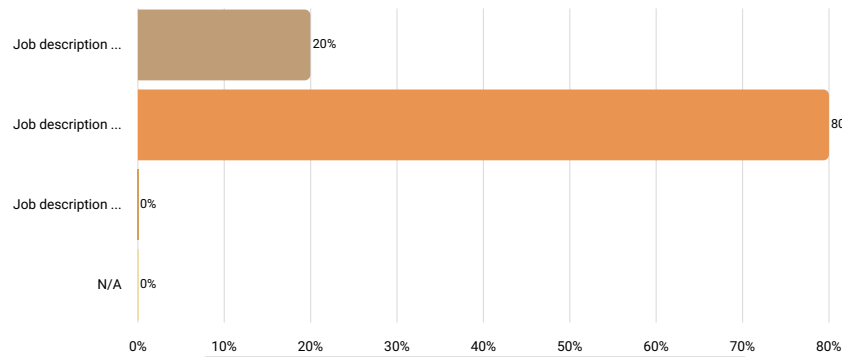
Monitor and improve organizational processes. Research, analyze, and map out all workflows, remove waste and low-value activities, and recommend solutions.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 1 times

Skipped 4 times

Text input



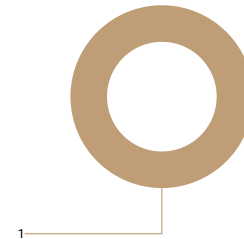
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



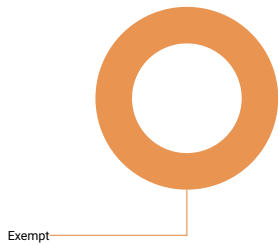
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

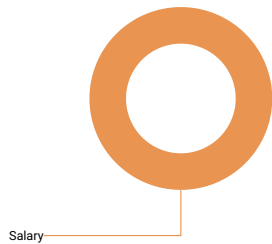
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	74,000	102,000	105,000	162,500	165,600	121,820	105,000	40,410
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	0%	0
Salary	100%	5

## 6.12 Executive Positions (11 occupations)

### 6.12.1 Top Level Sales/Mktg (CMO/VP Sales and Mktg)

#### Job description

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

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

Answered 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.

**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.

## 6.12.2 Top Technical Exec (CTO/VP Technology)

### Job description

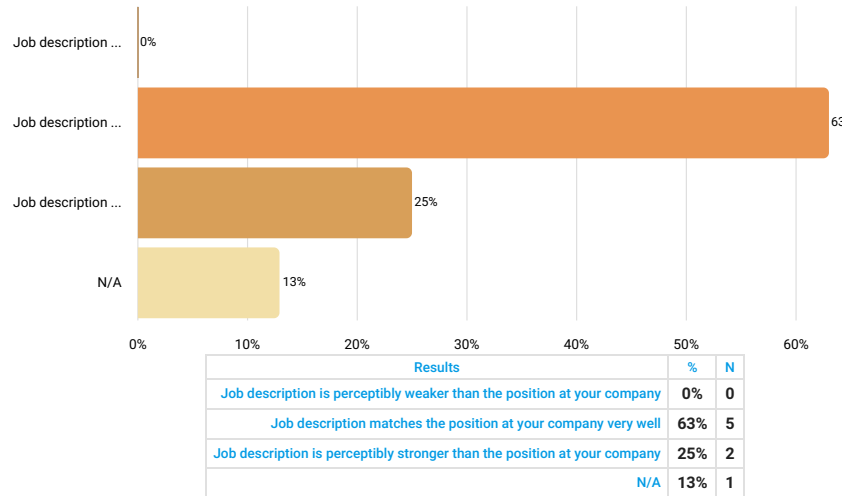
Leader of the entire technical function of the organization, including IT. Guides and directs the technic strategy and function including the work of all technical staff.

### 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



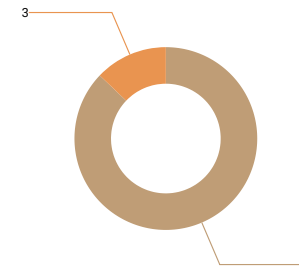
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



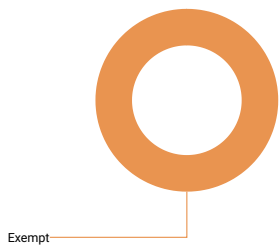
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

### Compensation data

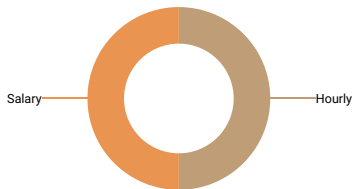
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression 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									

### 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

### 6.12.3 Top Quality Assurance Exec (VP Quality)

#### Job description

Leader of the entire quality function of the organization. Ensure that the employees throughout the company are trained and performing properly to produce quality products and/or services.

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.

## 6.12.4 Top Programs Exec (VP Programs)

### Job description

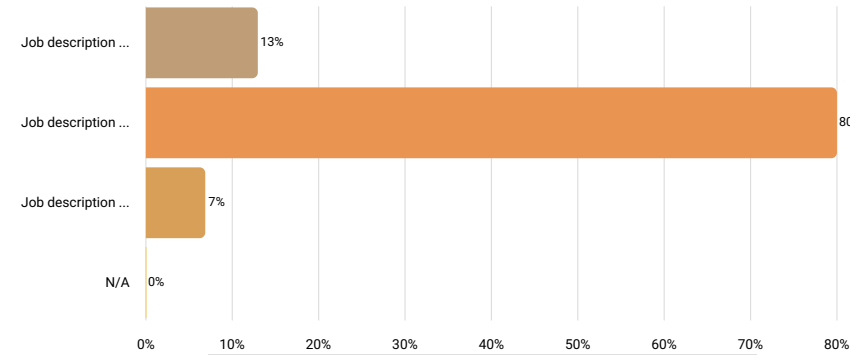
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency and economy of operations.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



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

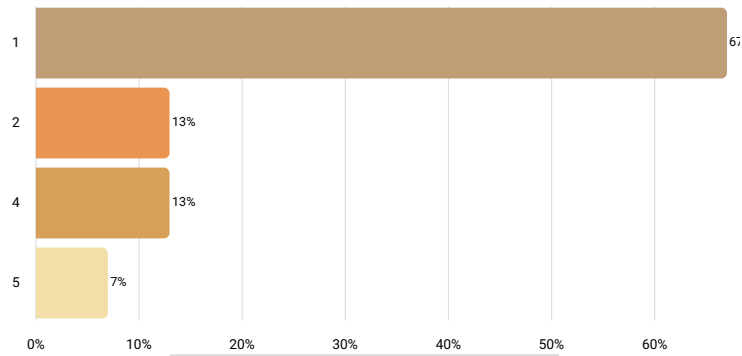
### Job Title (if different than above)

Answered 6 times  
 Skipped 9 times  
 Text input

Results	
vice president / division manager	1
vice president, vocational services	1
avp, learning & development, senior vp	1
senior vice president, huntsville operations	1
senior vice president	1
vice president of business development	1

### Number of Employees Currently in This Position

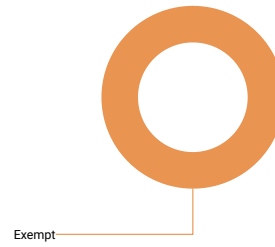
Answered 15 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

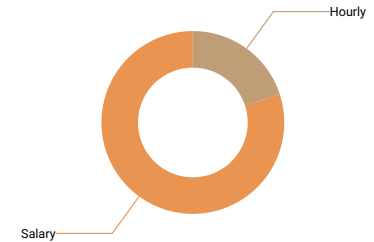
Answered 15 times  
 Skipped 0 times  
 Select one answer (radio button)



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

### Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	20%	3
Salary	80%	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	8	78,214	98,622	124,580.5	156,166	199,992	129,618	124,581	40,870
Pay Range Maximum Salary	8	20,800	117,571.5	169,651	240,763	298,188	171,870	169,651	91,390
Actual Lowest Base Salary	12	111,450	137,735	157,633	195,107.5	199,992	158,550	157,633	36,280
Actual Average Base Salary	12	125,380	137,735	168,791	195,108	199,992	163,444	168,791	32,840
Actual Highest Base Salary	12	134,030	140,375	178,744.5	197,760	202,401	169,415	178,745	33,150
Average Incentive or Other Cash Bonus (Annual)	5	0	0	1,000	15,808	120,000	27,362	1,000	52,220

### 6.12.5 Top Financial Exec (CFO)

#### Job description

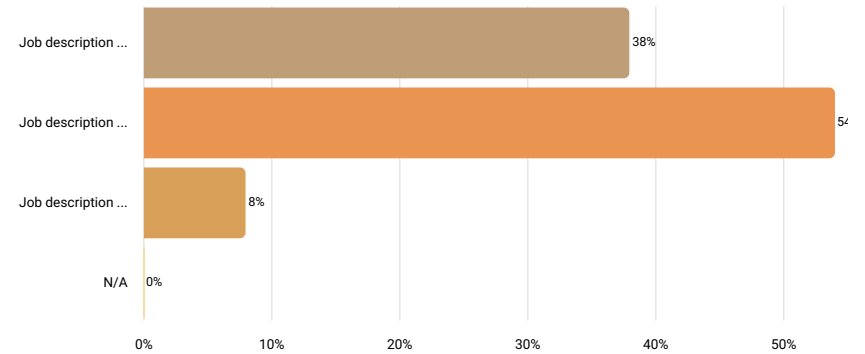
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product output in keeping with the organization's strategic objective

#### 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		54%	7
Job description is perceptibly stronger than the position at your company		8%	1
N/A		0%	0

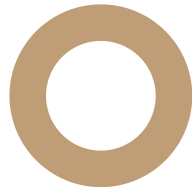
### Job Title (if different than above)

Answered 6 times  
 Skipped 7 times  
 Text input

Results	
chief financial officer	2
controller	1
top financial exec/cfo	1
director of finance	1
cfo	1

### Number of Employees Currently in This Position

Answered 13 times  
 Skipped 0 times  
 Number input



1

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

### FLSA Status

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

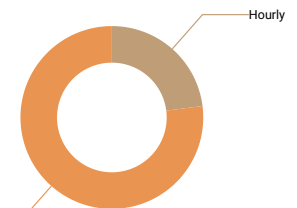


Exempt

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

### Is this position paid an hourly rate or annual salary?

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



Salary

Hourly

Results	%	N
Hourly	23%	3
Salary	77%	10

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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	71,947	98,345	120,000	199,992	221,083	142,511	120,000	54,77
Pay Range Maximum Salary	7	31,200	137,683	150,000	199,992	308,672	167,703	150,000	83,58
Actual Lowest Base Salary	9	93,142	119,810	151,652	199,992	345,641	172,212	151,652	77,58
Actual Average Base Salary	9	93,142	134,785	151,652	199,992	345,641	176,312	151,652	76,55
Actual Highest Base Salary	9	93,142	139,000	151,652	210,246	345,641	180,412	151,652	76,42
Average Incentive or Other Cash Bonus (Annual)									

### 6.12.6 Top Manufacturing/Production Executive

#### Job description

Leader of the entire production/manufacturing function of the organization. Manages all plant and production managers and staff.

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.**

**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.**

## 6.12.7 Top HR Exec (CHRO/VP HR)

### Job description

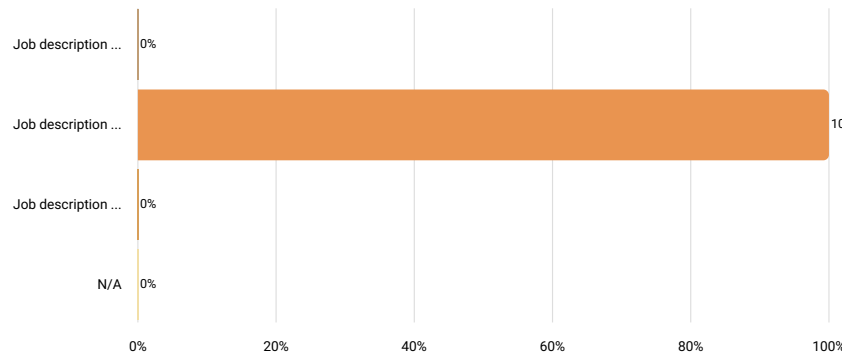
Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results			%	N
Job description is perceptibly weaker than the position at your company			0%	0
Job description matches the position at your company very well			100%	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 4 times

Text input



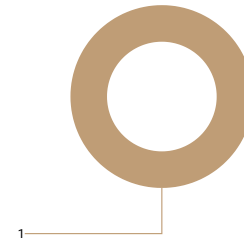
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



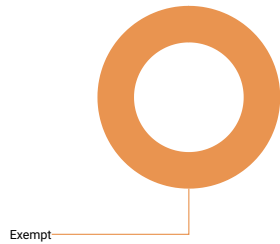
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### Compensation data

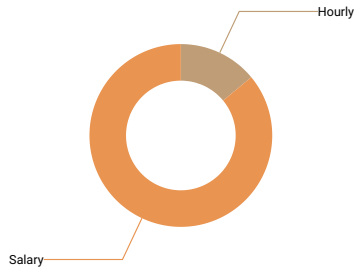
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	100,000	112,551	126,800	178,913	201,571	141,106	126,800	40,05
Actual Average Base Salary	5	112,551	123,600	130,000	178,913	201,571	149,327	130,000	38,70
Actual Highest Base Salary	5	112,551	123,600	130,000	178,913	201,571	149,327	130,000	38,70
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

## 6.12.8 Top Contracts Executive

### Job description

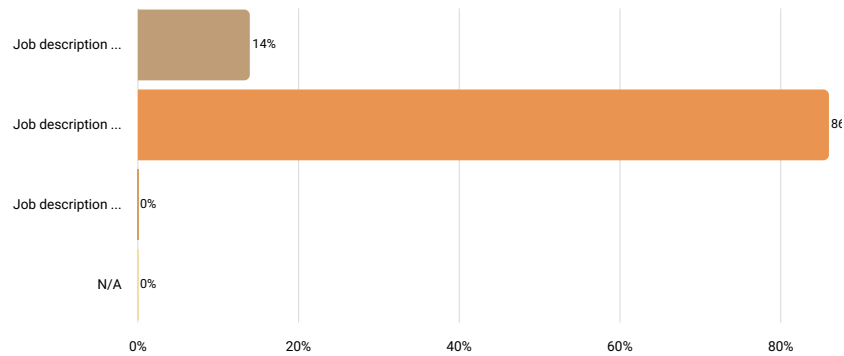
Leader of the entire contracts function of the organization. Serves as the conduit between government customers and the organization to secure and execute contracts.

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 4 times

Skipped 3 times

Text input



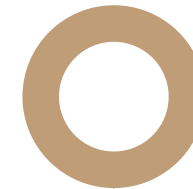
We are sorry but the collected data is not sufficient to render an accurate result.

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



1

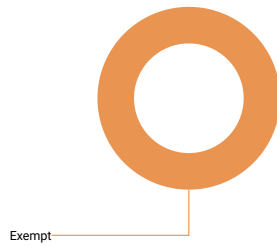
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	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 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	57%	4
Salary	43%	3

## 6.12.9 Chief Operating Officer (COO)

### Job description

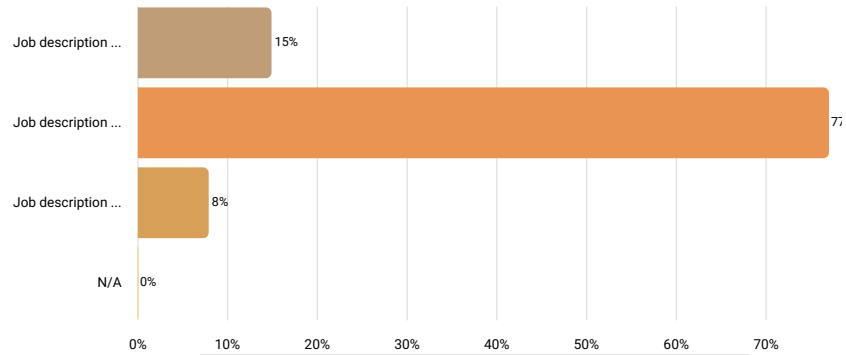
Leader of the operational functions of the organization. Ensures the company has in place, and executes effective operational strategies and procedures.

### How well does the job description above match the position at your company?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

### Job Title (if different than above)

Answered 6 times

Skipped 7 times

Text input

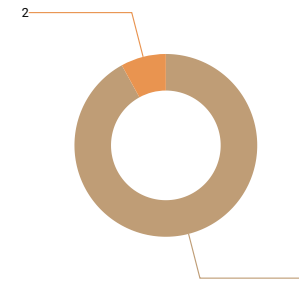
Results	
chief operations officer	1
executive vice president of operations	1
vp professional services	1
chief operation officer	1
director of operations	1
vice president of operations	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0



## 6.12.10 Chief Administrative Officer (VP Admin)

### Job description

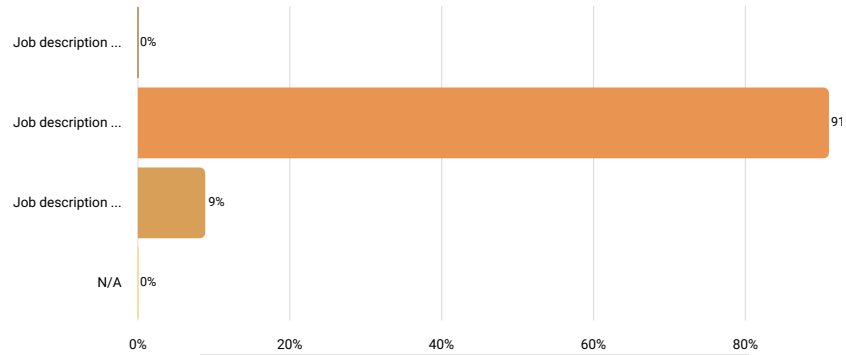
Leader of numerous branches of the business, typically including finance, sales, human resources, and marketing.

### How well does the job description above match the position at your company?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	91%	10
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

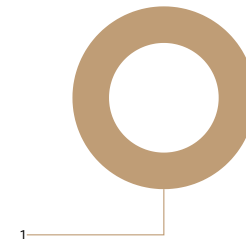
Results	
chief administrative officer	2
senior vice president of business services	1
vice president - finance and administration	1
vice president	1
vice president corporate operations	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



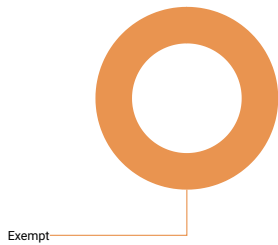
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	91%	10

### Compensation data

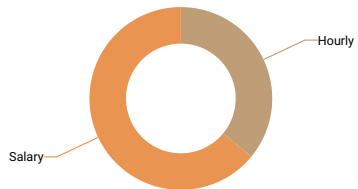
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression 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	101,000	135,000	160,500	198,224	276,918	172,024	160,500	60,680
Actual Average Base Salary	6	101,000	135,000	160,500	198,224	276,918	172,024	160,500	60,680
Actual Highest Base Salary	6	101,000	135,000	160,500	198,224	276,918	172,024	160,500	60,680
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	36%	4
Salary	64%	7

## 6.12.11 CEO/President

### Job description

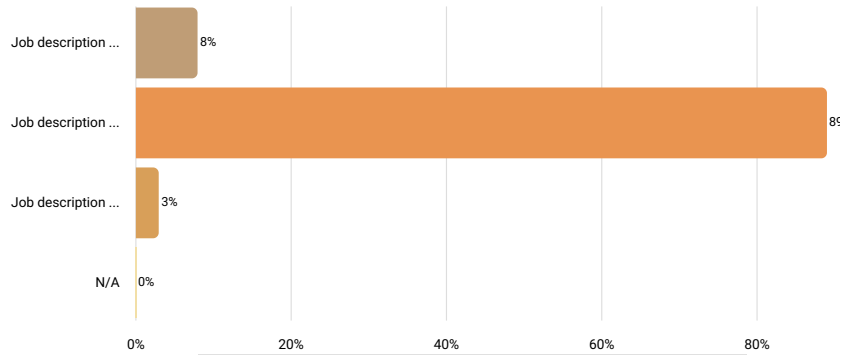
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company and board of directors.

### How well does the job description above match the position at your company?

Answered 38 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	3
Job description matches the position at your company very well	89%	34
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

### Job Title (if different than above)

Answered 7 times

Skipped 31 times

Text input

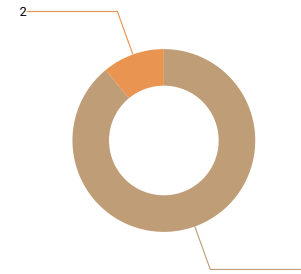
Results	
president and ceo	2
ceo/president	1
same	1
ceo & president	1
ceo president	1
president services and manufacturing	1

### Number of Employees Currently in This Position

Answered 38 times

Skipped 0 times

Number input



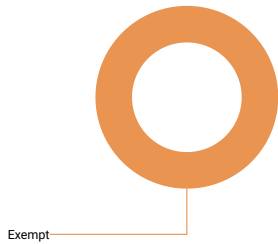
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 38 times

Skipped 0 times

Select one answer (radio button)



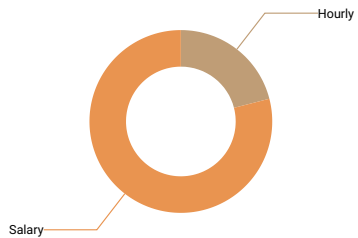
Results	%	N
Non-Exempt	0%	0
Exempt	100%	38

### Is this position paid an hourly rate or annual salary?

Answered 38 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	8
Salary	79%	30

### 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	19	90,000	150,000	185,000	240,000	304,845	193,391	185,000	70,710
Pay Range Maximum Salary	18	150,000	200,000	243,002.5	350,000	500,000	269,690	243,003	118,660
Actual Lowest Base Salary	29	100,000	171,336	200,000	245,003	350,000	231,287	200,000	116,980
Actual Average Base Salary	27	150,155	172,203	200,000	275,000	350,000	241,873	200,000	117,970
Actual Highest Base Salary	29	150,155	172,203	200,000	280,441	394,222	246,166	200,000	116,280
Average Incentive or Other Cash Bonus (Annual)	15	0	0	5,141	25,000	175,000	34,309	5,141	69,150

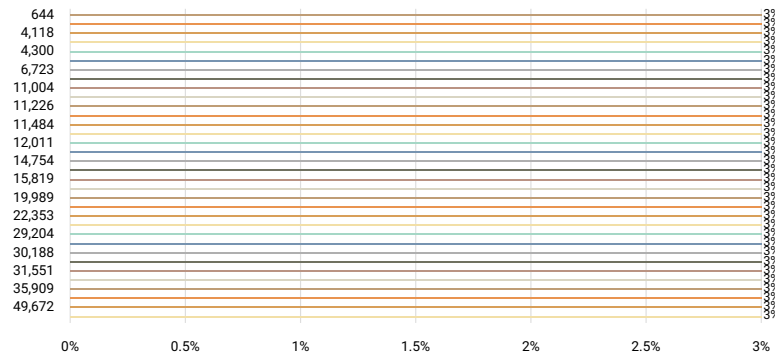
## 7. General Benefit Information

### 7.1. Average Benefit Cost Per Employee

Answered 34 times

Skipped 38 times

Number input



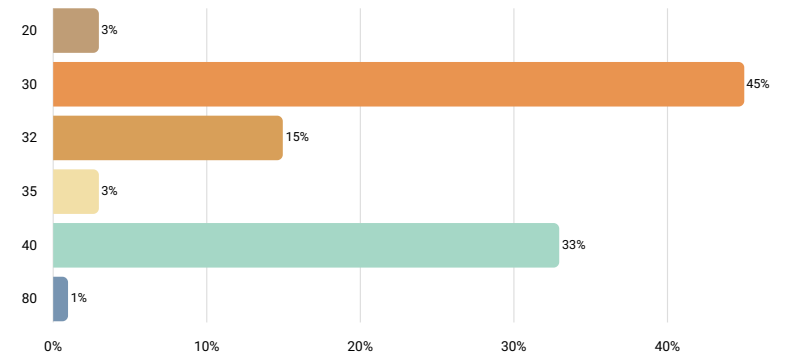
Statistics	
10th percentile	4,244
25th percentile	11,004
50th percentile	14,877
75th percentile	29,300
90th percentile	35,909
Mean	18,962
Median	14,877
Standard deviation	13,369

### 7.2. How many hours do employees work per week to be considered FTE?

Answered 67 times

Skipped 5 times

Number input



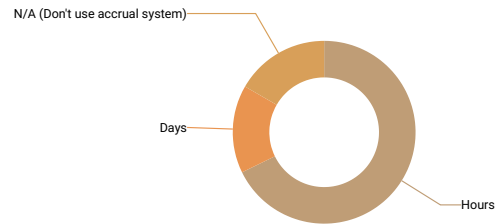
Statistics	
10th percentile	30
25th percentile	30
50th percentile	32
75th percentile	40
90th percentile	40
Mean	34
Median	32
Standard deviation	8

### 7.3. How do you calculate accrual rates?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hours	61%	44
Days	14%	10
N/A (Don't use accrual system)	15%	11

### 7.4. Types of Coverage Offered

Answered 71 times

Skipped 1 times

Select multiple answers per row for multiple rows (checkboxes)

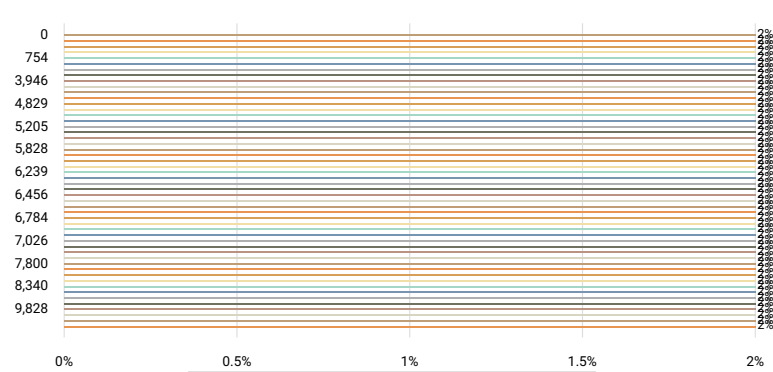
	Offered for FTE	Offered for Part-Time Employees	Self Insured
Medical	97%	17%	18%
Dental	97%	17%	15%
Vision	92%	18%	6%
Prescription Drug Plan	76%	17%	11%
Life Insurance	97%	15%	3%
Health Spending/Savings Account	63%	14%	3%
Dependent Plan	75%	15%	4%
Pension Plan (Defined Benefit)	6%	4%	
401(k) Plan	96%	45%	3%
PTO (typically includes sick, vacation, holiday and/or personal leave in one policy)	85%	21%	
Sick Leave	30%	10%	1%
Family/Parental Leave	39%	10%	1%
Vacation	46%	11%	1%
Bereavement	83%	20%	1%
Jury Duty Leave	99%	23%	1%
Personal Leave	31%	10%	1%
Short-term Disability	96%	15%	3%
Long-term Disability	94%	15%	1%
Salary Continuation Plan	13%	3%	
Education Assistance/Tuition Reimbursement	86%	14%	1%
Employee Assistance Plan	73%	25%	3%
Flex Time	48%	20%	

### 7.5. Medical Coverage (Individual) Total Cost Per Employee

Answered 52 times

Skipped 20 times

Number input



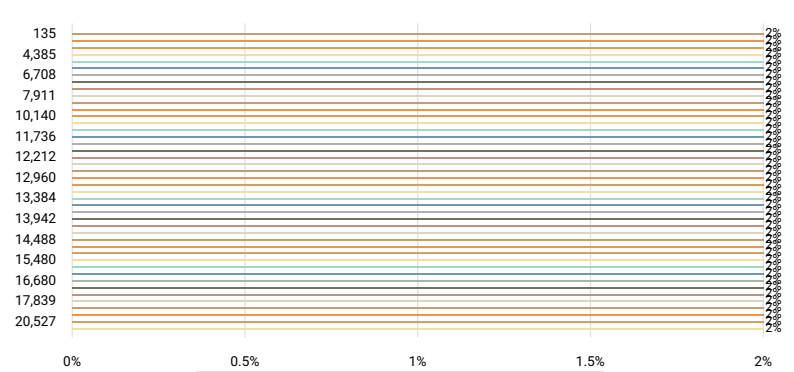
Statistics	
10th percentile	1,139
25th percentile	4,920
50th percentile	6,394
75th percentile	7,216.5
90th percentile	8,532
Mean	6,201
Median	6,394
Standard deviation	3,312

### 7.6. Medical Coverage (Individual +1) Total Cost Per Employee

Answered 44 times

Skipped 28 times

Number input



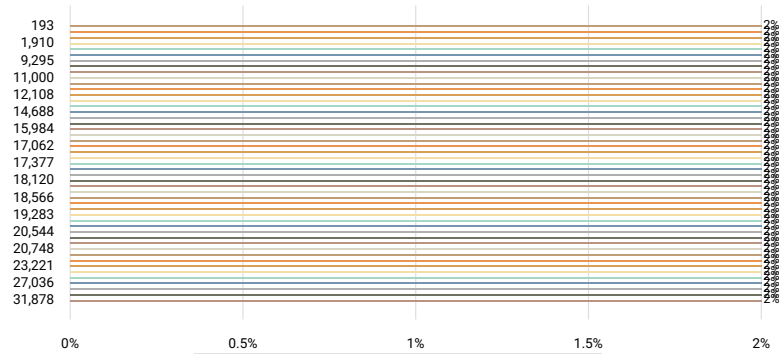
Statistics	
10th percentile	5,600
25th percentile	8,786
50th percentile	12,971
75th percentile	15,239.5
90th percentile	17,839
Mean	12,216
Median	12,971
Standard deviation	5,097

### 7.7. Medical Coverage (Family) Total Cost Per Employee

Answered 49 times

Skipped 23 times

Number input



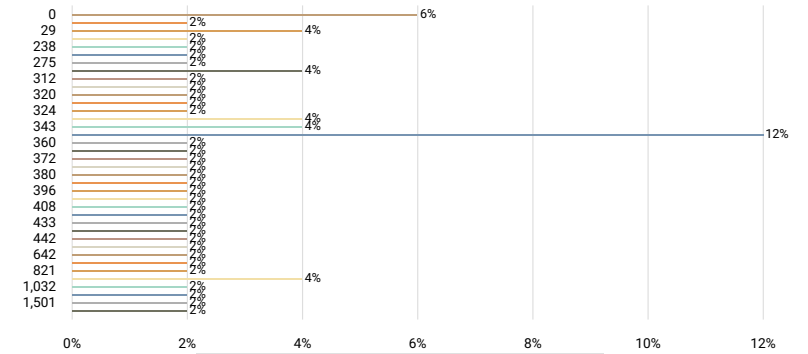
Statistics	
10th percentile	3,246
25th percentile	12,108
50th percentile	17,377
75th percentile	20,544
90th percentile	23,760
Mean	16,312
Median	17,377
Standard deviation	7,182

### 7.8. Dental Coverage Total Cost Per Employee

Answered 50 times

Skipped 22 times

Number input



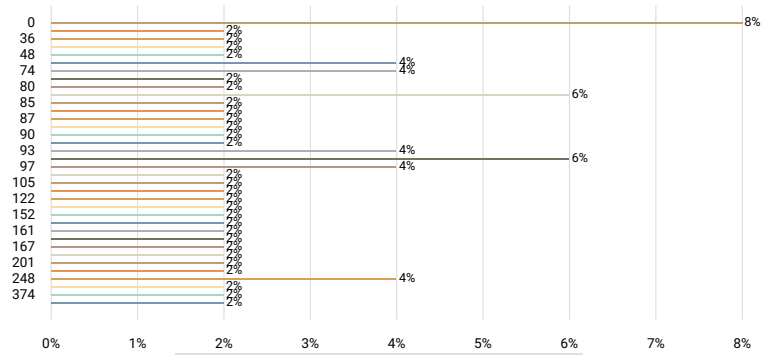
Statistics	
10th percentile	29
25th percentile	312
50th percentile	348
75th percentile	433
90th percentile	984
Mean	460
Median	348
Standard deviation	454

### 7.9. Vision Coverage Total Cost Per Employee

Answered 48 times

Skipped 24 times

Number input



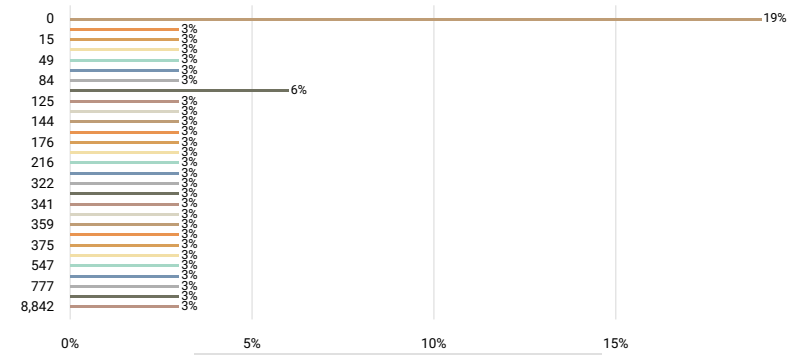
Statistics	
10th percentile	4
25th percentile	75
50th percentile	93
75th percentile	154
90th percentile	248
Mean	129
Median	93
Standard deviation	156

### 7.10. Life Insurance Total Cost Per Employee

Answered 36 times

Skipped 36 times

Number input



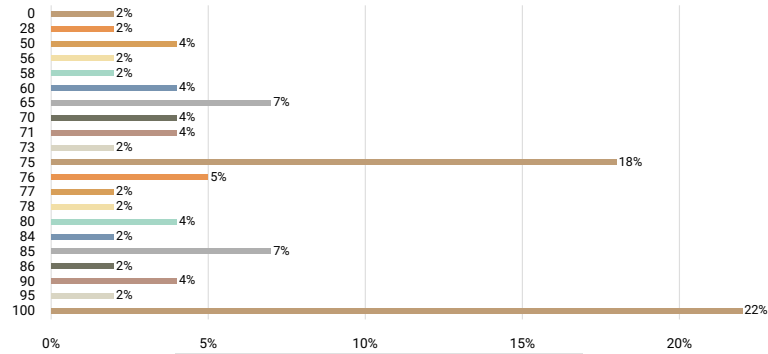
Statistics	
10th percentile	0
25th percentile	24.5
50th percentile	150
75th percentile	354.5
90th percentile	758
Mean	469
Median	150
Standard deviation	1,461

### 7.11. Medical Coverage (Individual) Percentage Paid By Employer

Answered 55 times

Skipped 17 times

Number input



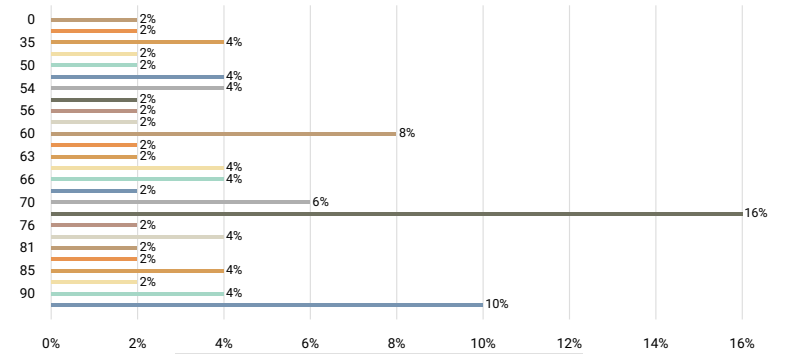
Statistics	
10th percentile	58
25th percentile	70
50th percentile	76
75th percentile	90
90th percentile	100
Mean	77
Median	76
Standard deviation	19

### 7.12. Medical Coverage (Individual +1) Percentage Paid By Employer

Answered 50 times

Skipped 22 times

Number input



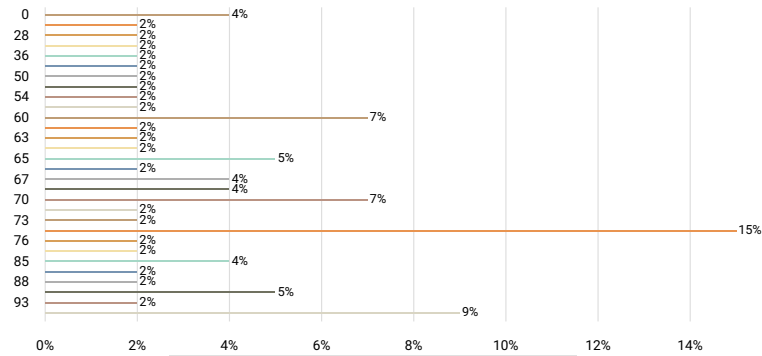
Statistics	
10th percentile	43
25th percentile	58
50th percentile	70
75th percentile	77
90th percentile	95
Mean	68
Median	70
Standard deviation	20

### 7.13. Medical Coverage (Family) Percentage Paid By Employer

Answered 55 times

Skipped 17 times

Number input



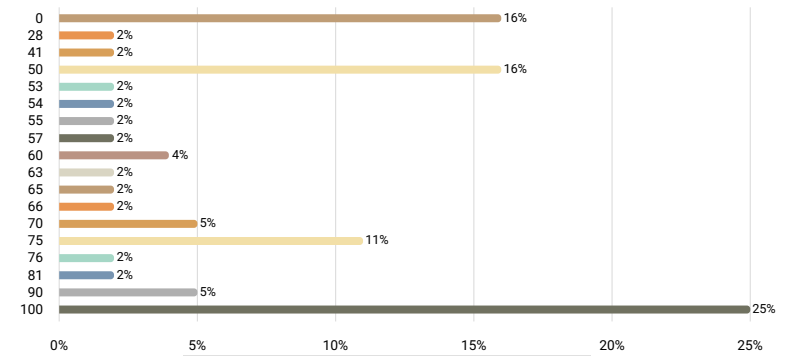
Statistics	
10th percentile	36
25th percentile	60
50th percentile	70
75th percentile	77
90th percentile	93
Mean	68
Median	70
Standard deviation	22

### 7.14. Dental Coverage Percentage Paid By Employer

Answered 57 times

Skipped 15 times

Number input



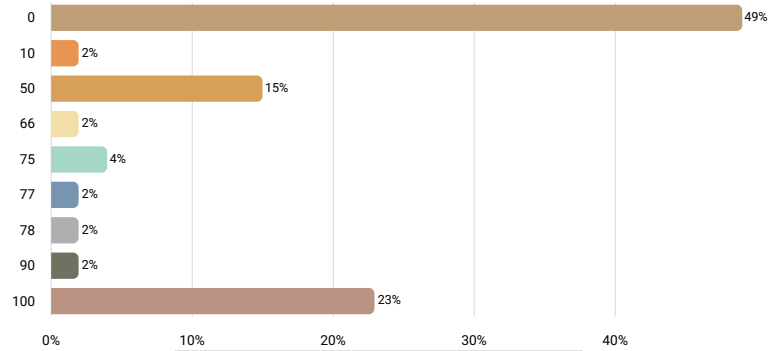
Statistics	
10th percentile	0
25th percentile	50
50th percentile	66
75th percentile	90
90th percentile	100
Mean	62
Median	66
Standard deviation	33

### 7.15. Vision Coverage Percentage Paid By Employer

Answered 53 times

Skipped 19 times

Number input



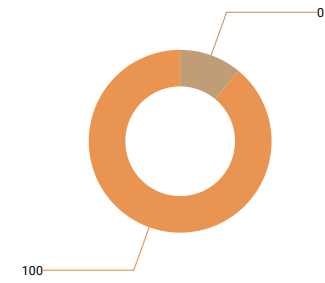
Statistics	
10th percentile	0
25th percentile	0
50th percentile	10
75th percentile	78
90th percentile	100
Mean	39
Median	10
Standard deviation	43

### 7.16. Life Insurance Percentage Paid By Employer

Answered 55 times

Skipped 17 times

Number input



Statistics	
10th percentile	0
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	89
Median	100
Standard deviation	31

### 7.17. What, if any, health and fitness incentives do you offer?

Answered 33 times

Skipped 39 times

Text area input

Results	
none	8
n/a	5
\$20/month if an employee attends an approved gym 12x a month	1
wellness program-wellness coaching	1
free gym membership for ee	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
on-site exercise facility.	1
50% up to \$300 reimbursement for fitness membership	1
discounts for gym memberships and footwear provided through our insurance.	1
pareto wellness	1
virgin pulse,\$600 year for healthy life style and \$200 year for spouse/partner	1
company pays 100% of health and dental insurance for family coverage. also, company pays 100% of ltd, std, and accidental life.	1
fitness room with gym equipment.	1
reduced premium for wellness program completion	1
motivatememe 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, reconginzing healthy ahievements, etc	1
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
\$100 wellness bonus offered per year	1
we have a fitness center on site and have an employee led wellness committee.	1
we have an on-line weight management plan and we offer discounts on diabete control	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
\$100 wellbeing benefit, onsite gym, on site nurse	1
discounts at fitness centers	1

### 7.18. Severance Policy Criteria

Answered 27 times

Skipped 45 times

Text area input

Results	
none	4
n/a	4
one or 2 weeks of pay based on length of employment	1
no written policy	1
i week of severance for each year worked.	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
involuntary terminations with the exception of terminations for misconduct or performance	1
the maximum allowed severance is twelve weeks. severance is calculated on base pay only.	1
seniority	1
two weeks severance pay for employees laid off.	1
case by case	1
case-by-case basis	1
1-3 months salary, bridge cobra for 3 months	1
decided per case	1
no severance policy	1
the company does not have a severance policy	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
our severance is on a case by case basis agreeable to both the exiting employee and the company.	1
none; discretionary	1
based on job position	1
varies based on employee type and location	1

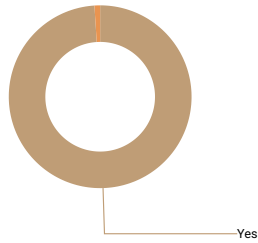
## 8. Medical Coverage

### 8.1. Does your company offer medical coverage?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	99%	71
No	1%	1

### 8.2. Type of Plan

Answered 68 times

Skipped 3 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	
ppo	45
ppo, cdhp	2
hdhp	2
hmo	2
hdhp with hsa and ppo	1
ppo and hsa	1
ppo, hmo, high deductible	1
ppo 80 , hdhp w/hsa,	1
ppo, epo, hdhp	1
ppo - low deductible and high deductible plans	1
ppo, hdhp	1
ppo / hsa	1
various plans offered	1
ppo plan	1
ppo plus secondary health plan	1
ppo, oap	1
ppo and hdhp	1
blue secure gold/ blue secure silver	1
ppo (two plan levels to choose from)	1
hdhp and ppo	1
consumer driven	1

### 8.3. Plan Provider

Answered 68 times

Skipped 3 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	
blue cross blue shield of alabama	18
bcbs	12
blue cross blue shield	6
cigna	4
bcbs alabama	3
blue cross/blue shield	2
aetna	2
blue cross	2
blue cross blue shield of mn	1
bcbs of alabama	1
carefirst	1
bc/bs, united healthcare	1
highmark blue shield	1
bcbs/al	1
bcbs - al	1
bc/bs al	1
carefirst administrators	1
blue cross of alabama	1
unitedhealthcare	1
varies	1
blue cross blue shield of alabama (primary) plus employee benefit services, inc. (secondary)	1
bcbs of al	1
blue cross /blue shield	1
united health care	1
blue cross and blue shield	1
carefirst bluecross blueshield	1
bcbs of michigan	1

### 8.4. When do employees become eligible for coverage?

Answered 70 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	
immediately	6
date of hire	5
1st of the month following date of hire	4
first day of employment	3
after 30 days of employment	2
1st of month following date of hire	2
immediate eligibility	1
1st of month after start date	1
upon hire	1
first date of employment	1
after day 61 for hourly & salary immediate	1
first day of the next month after date of hire	1
the month following the employees date of hire	1
upon date of hire	1
1st of month of hire date	1
first of the month after hire date	1
day 1 of employment.	1
first of month after hire.	1
first day of the month following or coincided with hire date.	1
60 days after date of hire	1
first day of following month	1
day 1	1
30 days after start	1
30 days after 1st of the month	1
1st of next month following hire date	1
1st day of following month after doh	1
first day of the month following employee start date.	1
1st of month following hire	1
1st of month after hire	1
first day of hire	1
date of full time hire	1
eligible to enroll within 31 days from date of hire.	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
immediately upon hire.	1
1st day of next month following employment	1
on their first day of employment	1

Results	
1st of the next month following employment date	1
first day of the month past date of hire	1
first day of month following hire date	1
30 days after hire	1
first of the month following date of hire	1
first day of employment/eligibility	1
after 90 days	1
date of hire or status change	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
1st of the month after start date.	1
first day of the month following date of hire.	1
on hire date	1
non-exempt -90 days; exempt - immediately	1
first day of the month following hire	1
1st day of next month after date of hire	1
first of the month following hire date	1
first of month following hire	1
when they become full time	1

## 8.5. Deductible Amount

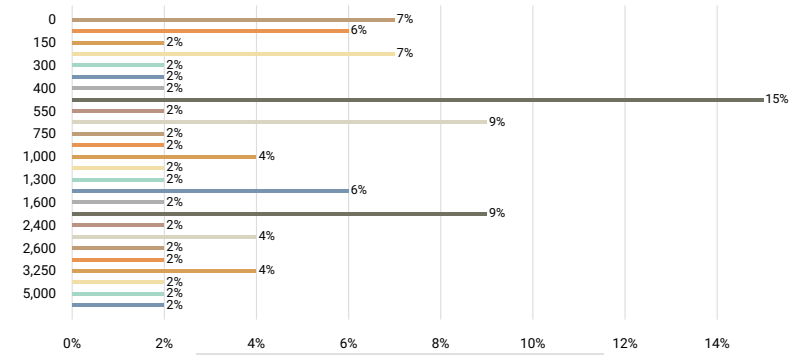
Answered 54 times

Skipped 17 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	100
25th percentile	350
50th percentile	600
75th percentile	2,000
90th percentile	3,200
Mean	1,236
Median	600
Standard deviation	1,312

### 8.6. Copay Amount (after deductible)

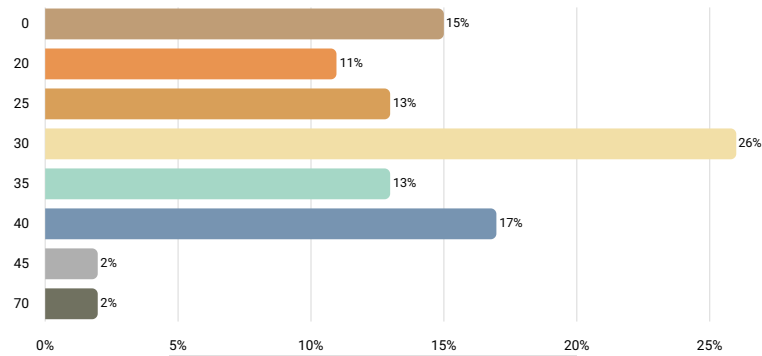
Answered 46 times

Skipped 25 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	20
50th percentile	30
75th percentile	35
90th percentile	40
Mean	27
Median	30
Standard deviation	14

### 8.7. Do you offer retiree coverage for those under the age of 65?

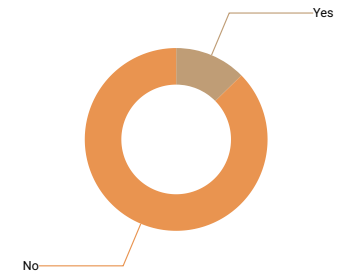
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	11%	8
No	76%	54

### 8.8. Do you offer retiree coverage for those over the age of 65?

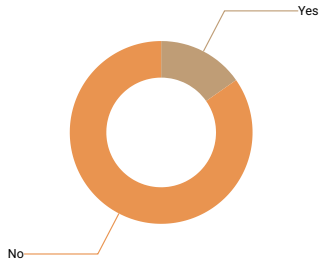
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	13%	9
No	72%	51

### 8.9. If your company is self-insured, do you have stop/loss coverage?

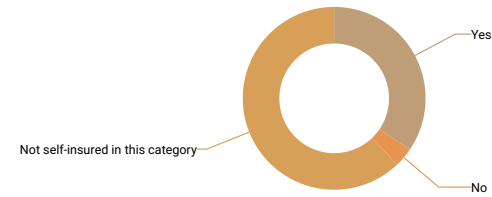
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	30%	21
No	3%	2
Not self-insured in this category	54%	38

### 8.10. Is there a tobacco use surcharge?

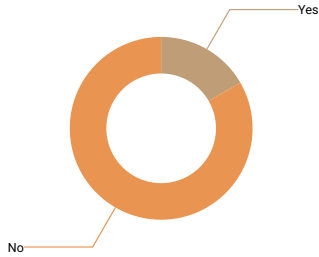
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	15%	11
No	75%	53

### 8.11. Do you offer medical coverage for domestic partners?

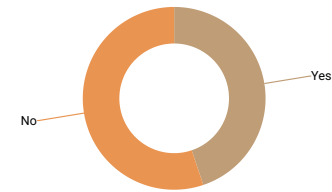
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	39%	28
No	48%	34

### 8.12. What are the requirements for receiving coverage?

Answered 18 times

Skipped 10 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	
verification of jointly own property, joint bank accounts	1
work at least 30 hours per week	1
employed full time	1
employee statement	1
affidavit	1
must be a full time employee working at least 30 hours a week and a dependent or spouse to the employee.	1
married or same dwelling or joint taxes	1
full time employee	1
legal spouse	1
ft employment	1
requirements align with all required affordable care act standards. no additional proof necessary.	1
employee has to prove they live at the same residence as domestic partner with a tax document or something similar.	1
proper paper work	1
certified order showing the court system views them as a domestic partner.	1
proof of marriage	1
documented 12 months living arrangement	1
weekly average of 30 hours or more	1
unrelated by blood, co-habitated for at least 12 months and not married or in domestic partnership with someone else	1

### 8.13. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

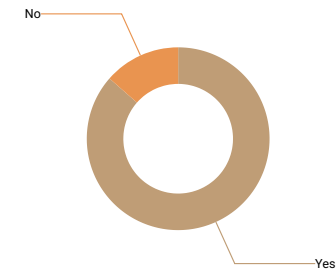
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	83%	59
No	13%	9

### 8.14. Is there a spousal surcharge?

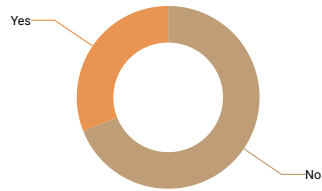
Answered 59 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer 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	69%	41
Yes	31%	18

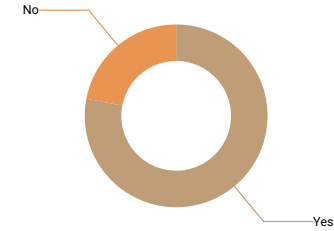
## 9. Prescription Drug Plan

### 9.1. Does your company offer a Prescription Drug Plan?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	78%	56
No	22%	16

## 9.2. Type of Plan

Answered 48 times

Skipped 8 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	23
tiered	8
80/20	6
copay	1
tiered based on coverage selected	1
75/25	1
ppo copay per prescription/tiered levels ; hsa 80% of allowed amount subject to calendar year deductible	1
tiered levels with copay	1
tiered (1-6)	1
15/40/60/100 tiered plan	1
with health	1
3 tiers	1
included with medical plan; tiered levels	1
included in blue cross coverage	1

## 9.3. Plan Provider

Answered 48 times

Skipped 8 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	9
cigna	4
bcbs	4
express scripts	3
cvs/caremark	2
bcbs of alabama	2
aetna	2
cvs caremark	2
blue cross blue shield	2
blue cross	2
prime therapeutics	2
bluecross blue shield of alabama	1
carefirst	1
e- scripts	1
bcbs/al	1
bc/bs al	1
expressscripts	1
blue cross of alabama	1
bcbs of al	1
bcbs alabama	1
b//cb/s	1
rx benefits for ppo, bcbs for cdhp	1
blue cross and blue shield	1
carefirst bluecross blueshield	1
rx benefits express scripts	1

### 9.4. When do employees become eligible for coverage?

Answered 50 times

Skipped 6 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	5
immediately	4
1st of month following date of hire	3
first date of employment	2
first day of employment	2
90	1
immediate eligibiltiy	1
first of month after start date	1
hourly after 61 days & salary immediately	1
first day of the next month after date of hire	1
1st of month of hire date	1
first of the month after date of hire	1
day 1 of fte	1
first of the month after hire.	1
first day of the month following or coincided with hire date.	1
1st day of following month	1
day 1	1
1st of the month following date of hire	1
30 days after 1st of the month	1
1st of the month following hire date	1
first day of the month following employee start date.	1
1st of month following doh	1
first day of hire	1
date of full time hire	1
30 days after employment	1
first day of the month after start date, unles start date is the first day of the month then that day.	1
immediately upon hire	1
first day of the month past date of hire	1
date of hire/eligibility	1
1st day of the month following their hire date (or if hired on the first of the month, their hire date).	1
1st of the month after start of employment	1
on hire date	1
non-exempt - 90 days; exempt - immediately	1
first day of the month following hire	1
1st day of next month after date of hire	1
immediatley	1

Results	
first of the month following hire date	1
first day of month after hire	1
1st of the month after date of hire	1

### 9.5. Do you offer retiree coverage under the age of 65?

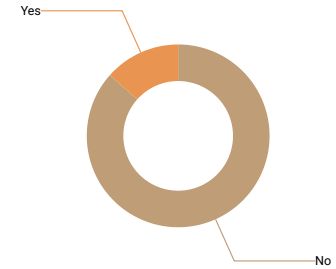
Answered 56 times

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%	40
Yes	11%	6

### 9.6. Do you offer retiree coverage over the age of 65?

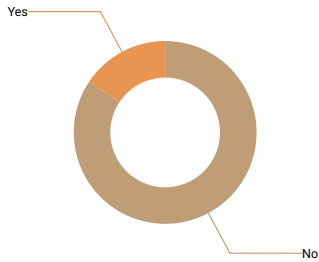
Answered 56 times

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%	39
Yes	13%	7

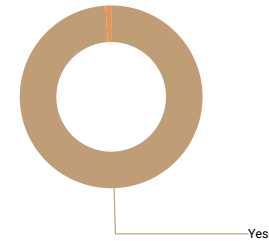
## 10. Dental Coverage

### 10.1. Does your company offer Dental Coverage?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	99%	71
No	1%	1

### 10.2. Type of Plan

Answered 58 times

Skipped 13 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	51
basic + premium	1
ppo plan	1
delta dental premier	1
ppp	1
dppo	1
preferred dentist plan (pdp)	1
dhmo	1

### 10.3. Plan Provider

Answered 64 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	
delta dental	8
blue cross blue shield of alabama	8
guardian	8
bcbs	6
metlife	4
principal	4
bcbs of alabama	3
cigna	3
blue cross blue shield	3
united concordia	2
gulf guaranty	1
concordia	1
lincoln financial group	1
bcbs- al	1
blue cross/blue shief	1
humana	1
carefirst administrators	1
bcbs of al	1
delta dental of new jersey	1
southland benefits	1
bcbsal	1
delta	1
united health care	1
delta dental of michigan	1
blue cross	1

### 10.4. When do employee become eligible for coverage?

Answered 65 times

Skipped 6 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	
immediately	7
date of hire	7
1st of month following date of hire	3
first date of employment	2
first day of employment	2
first day of hire	2
immediate eligibility	1
first of month after start date	1
upon hire	1
1st of the month following	1
hourly after 61 days & salary immediately	1
first day of the next month after date of hire	1
the month following the employees date of hire	1
on date of hire	1
first of the month after date of hire	1
day 1 of fte	1
first of the month after hire.	1
first day of the month following or coincided with hire date.	1
60 days after date of hire	1
1st day of following month	1
day 1	1
30 days after start	1
1st of the month following date of hire	1
30 days after 1st of the month	1
1st of the month following hire date	1
doh then 30 days and first of following month	1
first day of the month following employee start date.	1
1st of month following doh	1
1st of month after hire	1
date of full time hire	1
30 days after employment	1
1st day of next month following employment	1
first day of the month past date of hire	1
30 days after hire	1
first of the month following date of hire	1
date of hire/eligibility	1

Results	
after 90 days	1
1st day of the month following their hire date (or if hired on the first of the month, their hire date).	1
1st of the month following start of employment	1
first day of the month following date of hire	1
on hire date	1
non-exempt - 90 days; exempt - immediately	1
first day of the month following hire	1
1st day of next month after day of hire	1
first of the month following hire date	1
first day of month after hire	1
1st of the month after a date of hire	1
when they become full time	1

### 10.5. Do you offer retiree coverage under the age of 65?

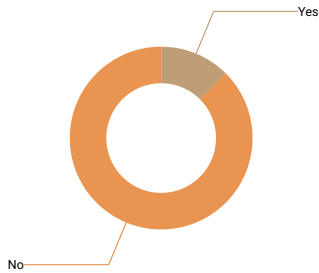
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	10%	7
No	70%	50

### 10.6. Do you offer retiree coverage over the age of 65?

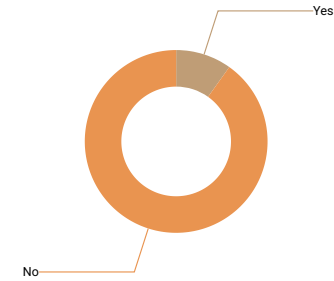
Answered 71 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	6
No	73%	52

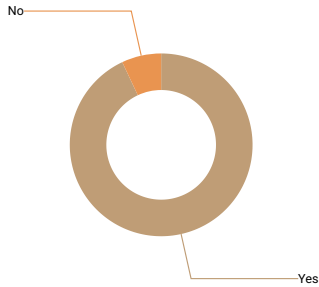
# 11. Vision Coverage

## 11.1. Does your company offer Vision Coverage?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	93%	67
No	7%	5

## 11.2. Plan Provider

Answered 60 times

Skipped 7 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	26
guardian	7
humana	2
eyemed	2
vsp plus	1
ameritas	1
vision benefits of america	1
spectera (lincoln financial group)	1
carefirst administrators + davis vision	1
guardian vision	1
davis vision	1
vsp/principal	1
vision service plan	1
unitedhealthcare	1
cigna	1
southland benefits	1
southland superior vision	1
humana in 2019	1
guardian vsp	1
united healthcare	1
bcbs	1
principal	1
united health care	1
group vision service	1
vsp via principal	1
principal life insurance company vsp network	1
metlife	1

### 11.3. When do employees become eligible for coverage?

Answered 62 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"

Results	
immediately	6
date of hire	3
1st of month following date of hire	3
first date of employment	2
1st of the month following date of hire	2
first of the month after date of hire	2
first day of employment	2
first day of hire	2
immediate eligibility	1
first of month after start date	1
first of month following doh	1
upon hire	1
hourly after 61 days & salary immediately	1
first day of the next month after date of hire	1
1st of month following hire	1
first day following the employees hire date	1
first of the month following date of hire	1
day 1 of fte	1
first of the month after hire.	1
first day of the month following or coincided with hire date.	1
60 days after date of hire	1
1st day of following month	1
day 1	1
30 days after start	1
30 days after 1st of the month	1
1st of the month following hire date	1
doh plus 30 days, first day of month following	1
first day of the month following employee start date.	1
1st of month following doh	1
1st of month after hire	1
date of full time hire	1
immediately upon hire	1
day of hire if employee elects to purchase	1
first day of the month past date of hire	1
30 days after hire	1
first of the month following date of hire	1

Results	
date of hire/eligibility	1
1st of the month following date of hire or eligibility	1
1st day of the month following their hire date (or if hired on the first of the month, their hire date).	1
1st of the month after start of employment	1
first day of the month following date of hire	1
on hire date	1
non-exempt - 90 days; exempt - immediately	1
first day of the month following hire	1
1st day of the next month after hire date	1
first of the month following hire date	1
1st of the month after a date of hire	1
when they become full time	1

### 11.4. Do you offer retiree coverage under the age of 65?

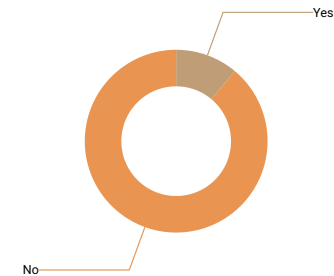
Answered 67 times

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	9%	6
No	72%	48

### 11.5. Do you offer retiree coverage over the age of 65?

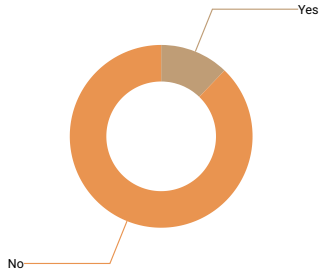
Answered 67 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	10%	7
No	72%	48

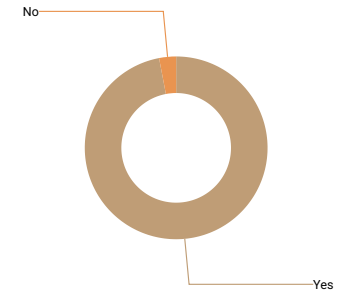
## 12. Life Insurance

### 12.1. Does your company offer Life Insurance?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	97%	70
No	3%	2

## 12.2. Coverage Amount

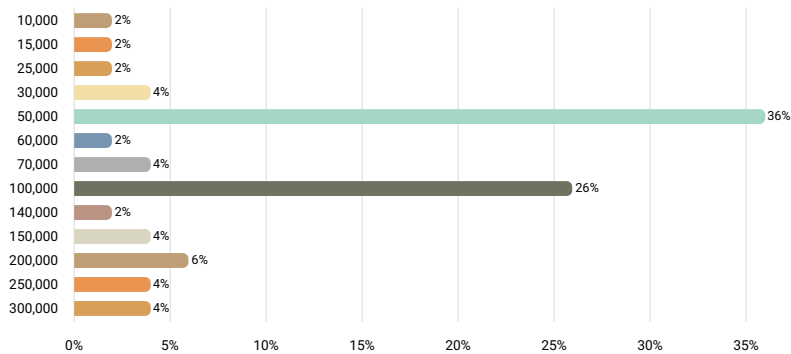
Answered 47 times

Skipped 23 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	30,000
25th percentile	50,000
50th percentile	70,000
75th percentile	100,000
90th percentile	200,000
Mean	95,745
Median	70,000
Standard deviation	71,839

## 12.3. Can employees purchase additional life insurance for themselves or others?

Answered 63 times

Skipped 7 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	58
Yes, Spouse/Partner	58
Yes, Dependents	61

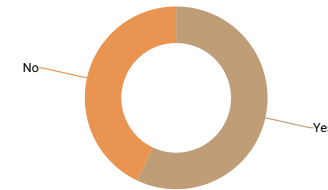
## 13. Health Spending/Savings Account

### 13.1. Does your company offer a Health Spending/Savings Account?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	57%	41
No	43%	31

### 13.2. Is this benefit earned or given?

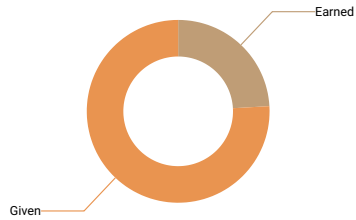
Answered 41 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Spending/Savings Account?" has Selected button "Yes"



Results	%	N
Earned	20%	8
Given	63%	26

### 13.3. What is required for eligibility?

Answered 8 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	N
employee's have to participate in high deductible health plans to be eligible.	1
full-time (30 hours or more)	1
enrolled in high deductible plan	1
fulltime employees	1
for hsa enrollment in the hdhp	1
enrolling in hsa	1
healthcare flexible spending account is funded by employee	1
employed with trivector	1

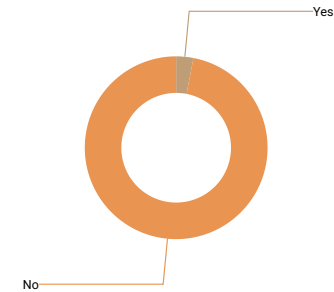
## 14. Pension Plan (Defined Benefit)

### 14.1. Does your company offer a Pension Plan (Defined Benefit)?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	3%	2
No	96%	69

### 14.2. When do employees become eligible?

Answered 2 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"



We are sorry but the collected data is not sufficient to render an accurate result.

### 14.3. Defined amount employer contributes to pension fund per employee (annually)

Answered 1 times

Skipped 1 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.

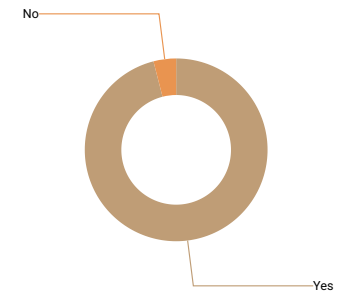
## 15. 401(k) Plan

### 15.1. Does your company offer a 401(k) Plan?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	96%	69
No	4%	3

## 15.2. When do employees become eligible?

Answered 65 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"

Results	
date of hire	9
immediately	8
90 days	2
first day of employment	2
after 45 of employment	1
with first paycheck	1
6 months	1
deferral immediately, employer contribution first of month following 1 year of service	1
upon hire	1
after 30 days	1
hourly after probation period of 120 days	1
30 days after date of hire question #3 - company also contributes additional 3% unmatched to the 6% that is matched.	1
90 days after the employees hire date	1
first of the month after 60 days from hire date	1
first of the month after hire.	1
30 days	1
first day of the month following or coincided with hire date.	1
60 days after date of hire	1
first of month eligibility after 90 days of employment	1
day 1	1
30 days after start	1
6 months after hire date	1
1st of the month, after their hire date- no match until after 1 year anniversary	1
1st of the month after work 30 days	1
at hire	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
immediate	1
first day of hire	1
two entry dates january 1 and july 1	1
1 month and 83 hours of service	1
immediately upon hire.	1
1st of month following 3rd month of service	1
this benefit is available to all eligible employees 90 days after their date of hire.	1
after 90 days	1
date of hire/eligibility	1
axxexum employees become eligible for401k after 90 days.	1

Results	
on their hire date	1
1st of the month following completion of six months employment	1
upon date of hire	1
on hire date	1
non-exempt - 90 days; exempt - immediately	1
first day of the month following hire	1
day one	1
after 45 days	1
can contribute/match first date of employment	1
first of the month following hire date	1
90 days after date of hire	1
right away	1

## 15.3. Up to what percentage does the employer match employee contributions?

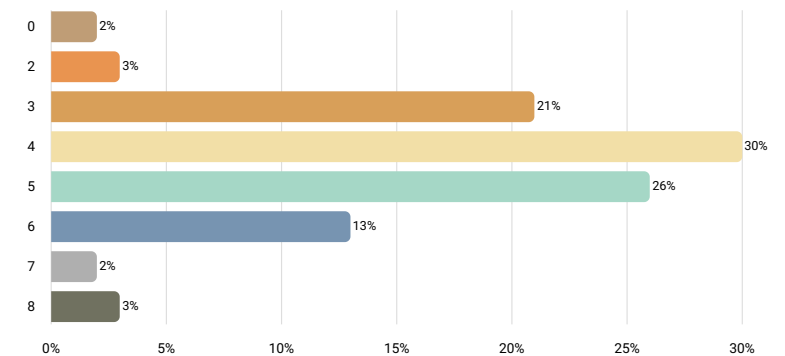
Answered 61 times

Skipped 8 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	1

### 15.4. Is there a vesting period for employer contributions?

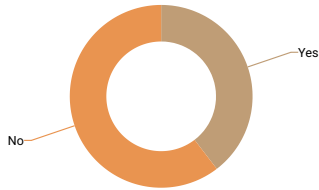
Answered 69 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
Yes	38%	26
No	58%	40

### 15.5. What is the vesting period?

Answered 24 times

Skipped 2 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	N
3 years	4
5 years	4
2 years	3
4 years	2
3	1
4 years, 25% each year	1
at 5 years fully vested	1
6 years	1
50% after 1 yr and 100% after 2 yrs	1
yes	1
immediate vesting with matching every pay period (24 pay periods in the year)	1
company matched funds are vested after two years of service	1
1 year	1
number of hours of service necessary for a year of vesting service: 1000 hours; vesting computation period is plan year	1
100% after two years	1

### 15.6. Is there a vesting schedule?

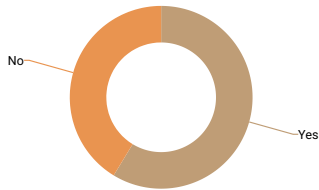
Answered 26 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting period for employer contributions?" has Selected button "Yes"



Results	%	N
Yes	54%	14
No	38%	10

### 15.7. Describe the vesting schedule.

Answered 13 times

Skipped 1 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	
1 year= 40%, 2 years=70%, 3 years=100%	1
25% each year	1
2 year cliff	1
25% / year	1
4 years, 25% each year	1
20% a year	1
0 yrs 0%, 1 yr 20%, 2yrs 40%, 3yrs 60%, 4yrs 80%, 5 yrs or more 100%	1
20% each year	1
50% after 1 yr and 100% after 2 yrs	1
10% after 1 year; 20% after 2 years; 40 % after 3 years; 60% after 4 years; 100% after 5 years	1
5 years	1
no vesting schedule	1
25% vested each plan year	1

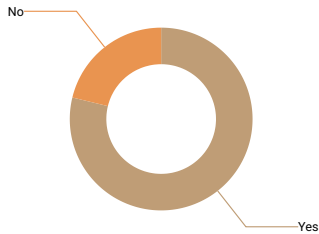
# 16. PTO (Paid Time Off)

## 16.1. Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	78%	56
No	21%	15

## 16.2. Rate of Accrual

Answered 47 times

Skipped 9 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	
varies	2
4.62 hours per 80 hours worked	2
based on years of service	2
6.15 per 80 hours worked	1
.123 days per hour worked	1
120 hours/year, in five hour increments per pay period	1
tiered based on years of experience	1
4.62 per pay period. increases with years of service.	1
8.33 hours per pay period, increasing annually	1
5 hours per pay period	1
1 day per 2080 hours	1
3.33 hours accrued/80-96 hours worked	1
10 days annually	1
6 hours per pay period (biweekly)	1
3 weeks up to 60 months of service, 4 weeks up to 120 months of service, 5 weeks over 120 months	1
accruals - biweekly 0 - 3 years: 3 weeks per year 4 - 10 years: 4 weeks per year 10+ years: 5 weeks per year	1
3 days each calendar year	1
varies by group	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
.77	1
14 to 24 days annually based on years of service, accrued per paycheck with 24 paychecks per year	1
less than 5 years at nta: 3 weeks / 5 years or more 5 weeks	1
5 hours per pay cycle	1
starts at 15 days per year	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
depends on years of service. accrues per week	1
2.31 hours per week worked	1
tiered accrual. to start 5 hours per semi-monthly pay period	1
initial 1-3 years =120 hours =2.45 hrs. a week	1
2 weeks annually; with annual rollover of unused pto	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
2.48 hours per pay period ( every two weeks)	1
5.23 hours accrued every pay period - 26 pay periods in the year	1
varies depending on level, average 2.3 hours/wk	1
5 hours per payperiod	1

Results		
	10 hours per month	1
	4.62	1
	6.154	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
	20 days per year	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
	varies based upon years	1
	up to 20 days annually	1
	7.69 per 80 hours	1

### 16.3. Are any of these leave types NOT included in your PTO?

Answered 43 times

Skipped 13 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	5
Vacation	8
Holidays	41
Personal Leave	10

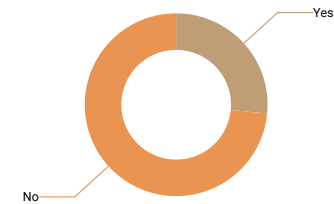
## 17. Sick Leave

### 17.1. Does your company offer Sick Leave?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	19
No	72%	52

## 17.2. Rate of Accrual

Answered 17 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"

Results		
	3.08 hours bi-weekly	1
	3 days per year with additional available based on circumstance	1
	8 days per year	1
	2 hours per pay period (biweekly)	1
	accrue 1.85 bi-weekly - maximum 400 hours	1
	varies according to length of service and bargaining unit	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
	.8 hours/week	1
	2 weeks annually (included as part of pto); annual rollover of unused amount allowed	1
	1.54 hours per 80 hours worked	1
	2.76 hours per bi-weekly paycheck	1
	1 hr / 43 hrs worked	1
	80 hours per year	1
	1.538 per 80 hours worked	1
	1 hour for every 30 worked	1
	annual allotment given january 1 of 40 hours	1
	1.54 bi-weekly max rollover is 80 hours per year	1

## 17.3. Paid out at termination?

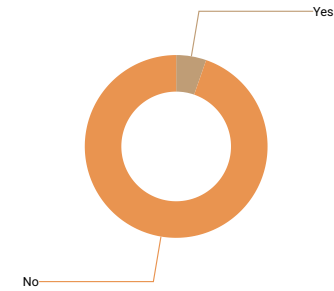
Answered 19 times

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	5%	1
No	89%	17

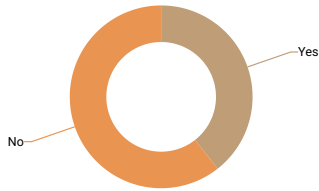
# 18. Vacation

## 18.1. Does your company offer Vacation Leave?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	39%	28
No	60%	43

## 18.2. Rate of Accrual

Answered 23 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"

Results	
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
0-5 years 3.08 hours ; 6-10 years 4.62 hours; 11+ years 6.16 hours per bi-weekly pay period	1
varies depending on tenure	1
7 hours per month worked averaging 80 hours per calendar year	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
10 days annually	1
10 days /year	1
4 hours per pay period (biweekly)	1
based on years of service (minimum 2 weeks - maximum 5 weeks)	1
varies according to length of service and collective bargaining agreement	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
1.54 hours/week	1
minimum 2 weeks annually. annual pay out at end of fiscal year.	1
3.08 hours per 80 hours worked	1
by years of service	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
10 hrs per month	1
2 weeks per year unless negotiated	1
4.615 hours per 80 hours worked	1
3 hours per 80 hours worked or more depending on years of service	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
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
day 1 of employment	1

### 18.3. Paid out at termination?

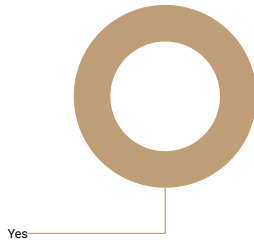
Answered 28 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Yes	93%	26
No	0%	0

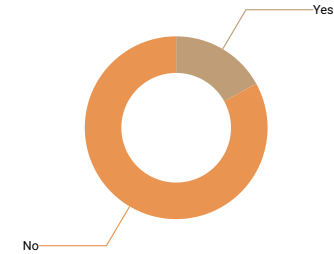
## 19. Personal Leave

### 19.1. Does your company offer Personal Leave?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	17%	12
No	83%	60

### 19.2. Rate of Accrual

Answered 10 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Personal Leave?" has Selected button "Yes"

Results	
3 days per year	3
this is an unpaid leave on an approval basis	1
unpaid	1
16 hours of personal holiday annually	1
1.85 hours each pay period	1
2 weeks annually (included as part of pto); rollover of unused amount allowed.	1
3 days/year	1
0; unpaid	1

### 19.3. Paid out at termination?

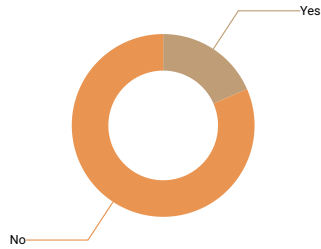
Answered 12 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Personal Leave?" has Selected button "Yes"



Results	%	N
Yes	17%	2
No	75%	9

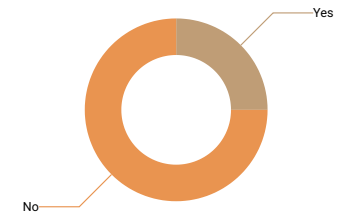
### 20. Paid Family Leave

#### 20.1. Does your company offer Paid Family/Parental Leave?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	25%	18
No	75%	54

## 20.2. What is the period for Paid Family Leave in weeks?

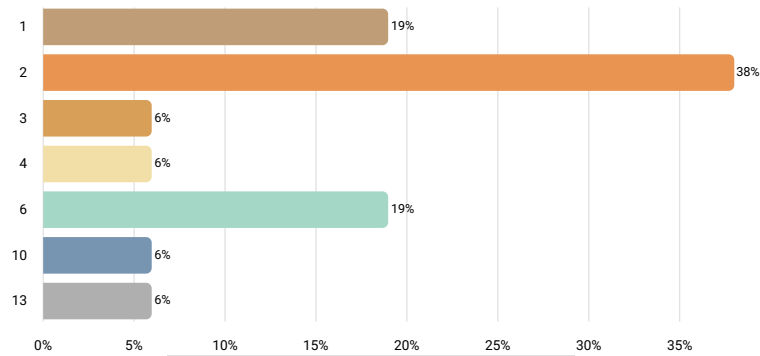
Answered 16 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family/Parental Leave?" has Selected button "Yes"



Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	6
90th percentile	10
Mean	4
Median	2
Standard deviation	3

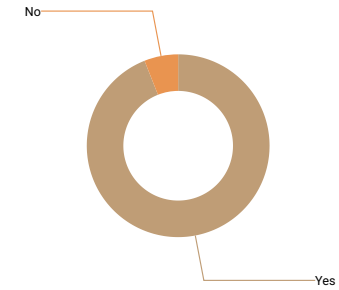
## 21. Short-term Disability

### 21.1. Does your company offer Short-Term Disability?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	94%	68
No	6%	4

## 21.2. Coverage Amount

Answered 60 times

Skipped 8 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	10
60%	7
60% of income	5
60% of employee's gross income	2
60% of employees weekly gross income	2
50	1
60	1
80	1
depending on years of service, employees get a range between 60%-100%	1
60% up to \$750 per week	1
varies depending on role and elective add ons	1
60% of employee's weekly pay up to \$1500	1
hourly - \$450.00 weekly	1
70% of income	1
50% of income	1
basic - 55% / buy-up - 66.67% of employee's weekly gross income	1
60% of salary to max of \$1500/week	1
50% less than a year service, 100% greater than year service	1
60% of weekly salary upto \$1500 per week	1
60% of employee's weekly gross income after 7 day waiting period	1
60% of employee's weekly earnings	1
60% subject to contract max	1
60% up to \$1000	1
60% of employee's weekly base income up to 1500 per week	1
60% of covered weekly earnings	1
60% of your before-tax weekly earnings, not to exceed the plan's maximum weekly benefit amount less other income sources.	1
60% of salary	1
60% of salary, up to \$1000/week	1
60% of base salary with \$1,500 weekly cap	1
60% of weekly earnings	1
60% of weekly gross income not to go over \$1,000 per week	1
60% of earnings before becoming disabled, but will not exceed \$2,500/week. employer pays 100% of employee premiums.	1
non-exempt - \$250 per week	1
70% of weekly income up to \$1,385	1
66.6%	1
100% 4 to 22 weeks, depending on years of service. after that, 60% through 22 weeks	1

Results	
70% of employee's weekly gross income for hourly and nonexempt salaried; 100% pay continuation for exempt employees	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
varies	1

## 21.3. Coverage Waiting Period Days

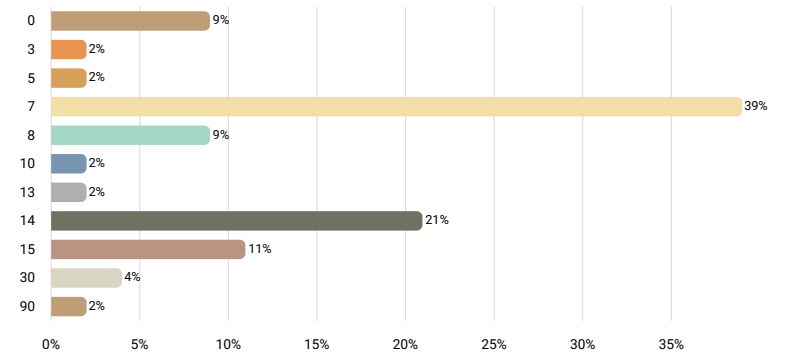
Answered 57 times

Skipped 11 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	15
Mean	11
Median	7
Standard deviation	12

## 21.4. Coverage Term

Answered 58 times

Skipped 10 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"

Results		
3 months		16
11 weeks		7
12 weeks		7
13 weeks		6
6 months		6
26 weeks		3
90 days		3
3		2
6		1
2 months		1
26 weeks per injury / illness		1
25 weeks max		1
14 day elimination period with 76 days of benefit or 29 day elimination period with 61 days of benefit		1
11 weeks before converting to long term disability if needed		1
24 weeks		1
22 weeks		1

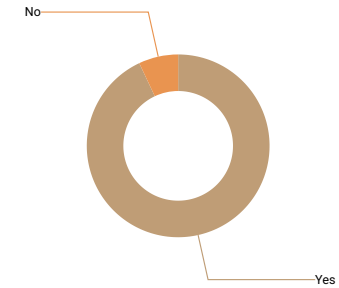
## 22. Long-term Disability

### 22.1. Does your company offer Long-Term Disability?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	93%	67
No	7%	5

## 22.2. Coverage Amount

Answered 58 times

Skipped 9 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"

Results	
60%	10
60	5
60% of employee's gross income	5
60% of income	4
50% of income	2
40	1
50% of employee's gross income	1
60% up to \$5000 mth	1
60% of monthly pay up to \$10000	1
salary only	1
60% of gross income	1
basic - 60% / buy-up - 66.67% of employee weekly gross income	1
40% of income	1
60% of salary to max of \$6000/month	1
60% of basic monthly earnings up to \$6,000 per month	1
60% of employee's gross income up to \$7000.00	1
60% of monthly earnings	1
60% subject to contract max	1
60% up to \$7500 per month	1
60% up to 10,000 per month	1
60% of employee's weekly gross income	1
60% of covered monthly salary	1
60% of your before-tax monthly earnings, not to exceed the plan's maximum monthly benefit amount less other income sources.	1
60% of salary	1
66 2/3% for first 90 days, then 60%	1
60% of base salary with \$8,000 monthly cap	1
60% of weekly earnings	1
60% of employees gross income	1
60% of employee's gross income monthly	1
60% of employee's monthly gross income	1
60% of employee's gross income not to be over \$10,000 a month	1
60% of earnings before becoming disabled, but will not exceed \$5,000/month. employer pays 100% of employee premiums.	1
\$850 per week	1
60% of monthly pay up to \$6,000	1
66.6	1
choice of 50 or 60%	1

Results	
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

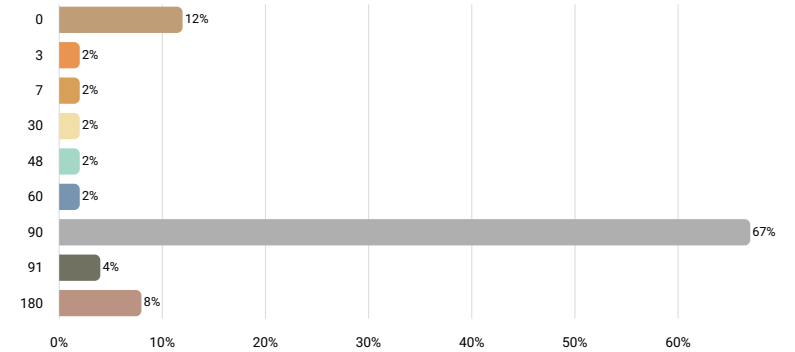
Answered 52 times

Skipped 15 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	90
90th percentile	91
Mean	81
Median	90
Standard deviation	44

## 22.4. Coverage Term

Answered 45 times

Skipped 22 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	5
to social security normal retirement age	3
2 years	3
2	2
3.5 years	2
26 weeks	2
3	1
5	1
employees certify on an annual or bi annual basis	1
lifetime to age 65	1
up to age 70	1
up to normal retirement age	1
to age 65	1
begins after 13 weeks std; no cap instated	1
until ss retirement age	1
eligible for ltd once they've exhausted std (26 weeks), on ltd until employee received social security disability.	1
1 year	1
social security normal retirement age	1
maximum benefit duration: later of age 65 or social security normal retirement age	1
60 months	1
2 years own occupation	1
as long as medically disabled up to social security	1
age 65 (additional limits for over age 65)	1
up to normal social security retirement age	1
3 years 6 months	1
to age 67	1
depends on age at time of approval and continued disability can be up to age 65	1
60% of base salary capped at \$8,000 per month	1
varies	1
3 years	1
depends on length of absence	1
social security retirement age	1
2 years then coverage is reassessed.	1
until age 65	1

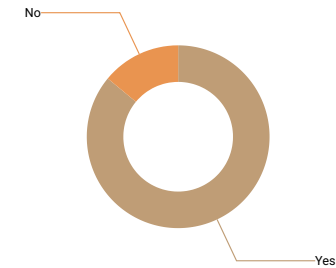
## 23. Education Assistance/Tuition Reimbursement

### 23.1. Does your company offer Education Assistance/Tuition Reimbursement?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	86%	62
No	14%	10

## 23.2. Requirements

Answered 58 times

Skipped 4 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	2
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 approved beforehand and grade of b or better must be earned to receive reimbursement	1
courses bases on work related or a degree program, "c" or above reimbursed	1
courses must be work related, a course grade of b or higher must be earned to receive reimbursement.	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
in related field	1
salary only	1
courses have to be work related or certain grade has to be earned to receive tuition reimbursement only	1
must have a c or better.	1
work related courses or degree	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
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
work related, greater than a b average	1
courses have to be work related, and a certain grade has to be earned to receive reimbursement.	1
working toward degree and certain grade to receive reimbursement	1
work related and must maintain a c or above	1
courses have to be work related and maintain a certain grade point average. company covers up to \$5250 annual	1
work related, vocational services, grade of c minimum	1
work related; b average to pass	1
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
12 months service, related course work,c 80%, b 90%,a 100%	1
a certain grade has to be earned to receive reimbursement	1
courses have to be work related and receive a, b or c (100% a, 90% b, 50% c)	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
employee must receive a grade "c" or better or a "pass" when a pass/fail is given.	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, approved in advance and a grade of b must be obtained	1
courses have to be related; partial payment for a c	1
subject to approval by direct manager	1

Results	
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
up to \$5000. an accredited institute, applicable to their employment, must pass with a b or higher to receive reimbursement.	1
as stated above	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
courses must be related to work and must pass the course to give reimbursements. only 2 classes will be approved per semester	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
work related and certain gpa requirement	1
university course for which credit hours are awarded for a maximum of six classes per year	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
course relevant to a business need	1
work related and certain grade	1
courses have to be work related, grade has to be above a c for reimbursement	1
for grades: a= 100%; b=75%; c=50%	1
courses have to be work related and must make a grade of b or better	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, grade of "c" or better to earn reimbursement	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
courses/program must be work-related and a certain grade has to be earned for reimbursement - max of \$10k per year	1
work-related	1
full-time employee pursuing a degree in current work career path	1
a, b or passing grade	1
approved courses up to \$4,500 annually	1
b	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
work related and grade of b or better	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
has to be related to career path here, must get a b or better	1

### 23.3. Percentage of Reimbursement

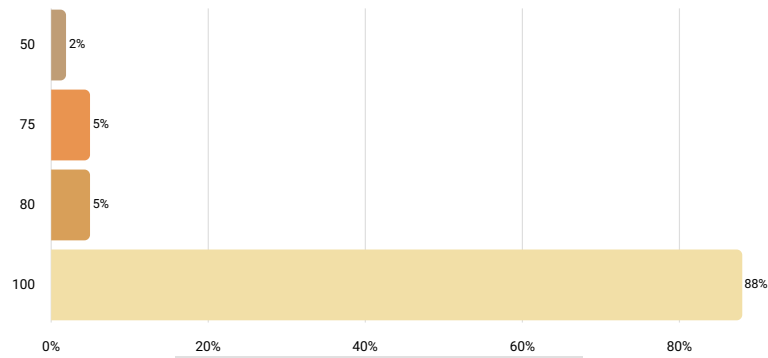
Answered 43 times

Skipped 19 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"



Statistics	
10th percentile	80
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	97
Median	100
Standard deviation	10

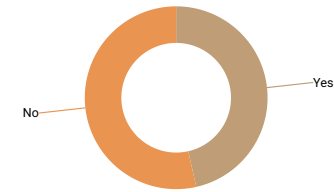
### 24. Flex-Time

#### 24.1. Does your company offer Flex-Time?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	46%	33
No	53%	38

## 24.2. Do you offer flex-time to pursue further education?

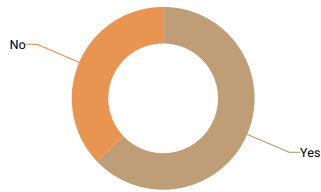
Answered 33 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"



Results	%	N
Yes	61%	20
No	36%	12

## 24.3. Do you offer flex-time for other reasons?

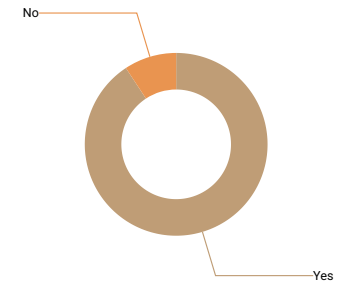
Answered 33 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"



Results	%	N
Yes	88%	29
No	9%	3

## 24.4. Describe your Flex-Time Policy.

Answered 27 times

Skipped 2 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	
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
hours worked overtime	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
employee may flex time within a week for personal absences to avoid use of pto.	1
we are flexible with our employees time as long as they get 80 hours in the pay period	1
employees may adjust their working hours as work permits to accommodate personal needs	1
remote work needs approval by supervisor.	1
ee dependent on needs	1
some employees may work an alternate work schedule to have every other friday off.	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
employees can work flex schedules including 4-10's, 9/80, etc.	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
employee need based.	1
employees can flex their time within a pay period.	1
the company has a flex-time policy in which an employee may use that time as needed.	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
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
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
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
employees may flex their time within a pay period to meet minimum work hours	1
must have 80 hours within a two week pay period, but able to flex time within those two weeks	1
offered for salaried employees based on need/availability	1
we offer flex schedules. 9 hour days with every other friday off and 10 hour days with every friday off.	1
employees may flex their time within the pay period with approval.	1
full time employees may flex within the 80 hour pay period.	1
time can be flexed during the two week time period to total 80 working hours	1

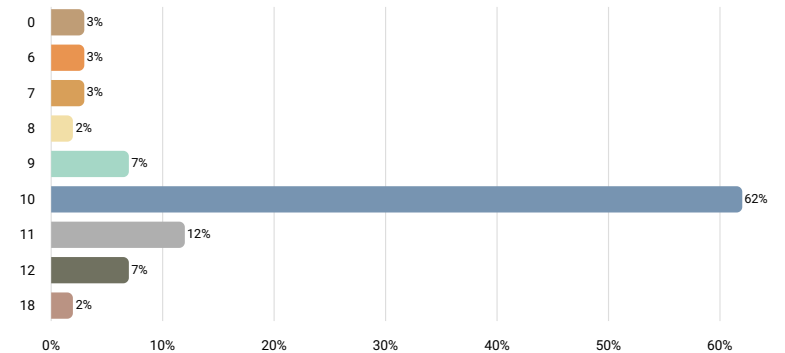
## 25. Holidays

### 25.1. How many total holidays are given in a year?

Answered 60 times

Skipped 12 times

Number input



Statistics	
10th percentile	7.5
25th percentile	10
50th percentile	10
75th percentile	10
90th percentile	11
Mean	10
Median	10
Standard deviation	2

## 25.2. Annual Holidays Offered

Answered 67 times

Skipped 5 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	67
Martin Luther King, Jr. Day	38
Presidents' Day	37
Good Friday	9
Easter	5
Memorial Day	67
Independence Day	67
Labor Day	67
Veterans Day	38
Thanksgiving Day	65
Day after Thanksgiving	31
Christmas Eve	23
Christmas Day	66
New Year's Eve	22
Others Not Listed	36

## 25.3. List other holidays.

Answered 34 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	N
columbus day	11
1 floating holiday	2
floating	2
4 personal holidays	1
columbus	1
3 floating holidays	1
hourly birthday	1
personal holiday	1
floater	1
2nd day at labor day	1
columbus day and community service day	1
3 holidays:day after christmas to new year's eve	1
columbus day , one of employee's choice	1
we offer paid holidays for the time from christmas eve through new years day. we are closed for these days.	1
4 additional days accrued	1
we give from christmas day through new year's eve (typically is 5 days)	1
2 floating	1
5 day of spring break, and the 5 work week days between christmas and new years day	1
3 floating holidays to be used anytime	1
martin luther king day	1
floating holiday	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









































































