



2023 Wage and Benefit Survey Detailed Report

North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 15, 2023
by Horizon Point Consulting, Inc.

2023 North Alabama Wage and Benefit Survey



This is the 2023 Wage and Benefit Survey for Cullman, Lawrence, Limestone, Madison, and Morgan Counties in North Central Alabama, administered by Horizon Point Consulting, Inc.

Wage and benefit information in this report was provided by participating businesses and is as of January 1, 2023. This report was published on June 15, 2023. All published data meets Safe Harbor guidelines.

Participating Businesses

- 3M
- 4M Research
- AI Signal Research, Inc.
- a.i. solutions
- Alliance Technical Group
- AlphaPet, Inc.
- American Leakless Company, LLC
- American Trim
- Anglin Reichmann Armstrong P.C.
- Asahi Kasei Plastics North America
- Ascend Performance Materials
- ATI
- Baron Services
- BASF
- Beyond Gravity
- Blue Origin
- Bocar US
- Boeing
- Brown Precision, Inc.
- Bunge
- Busted Knuckle Offroad
- Carpenter Technology
- CFD Research
- City of Decatur
- City of Huntsville
- CohesionForce, Inc.
- COLSA Corporation
- Consolidated Pipe
- Contractor Service & Fabrication
- Cook Museum
- CTB Inc
- Cullman Cabinet and Supply
- Daikin America, Inc.
- Davidson Technologies, Inc.
- Decatur Utilities
- deciBel Research, Inc.
- DESE Research, Inc.
- Design Technologies, LLC
- EFI Automotive
- EFP, LLC
- Engenius Micro
- FMS Aerospace
- Gleason Research Associates, Inc
- Goat Island Brewing
- Gray Analytics
- Griffon Aerospace
- Hexcel Corporation
- HomTex, Inc
- Huntsville Hospital
- Huntsville-Madison County Airport Authority
- Huntsville Madison County Chamber
- Hyosung USA
- INEOS Styrolution America LLC
- Inland Buildings
- Integration Innovation, Inc. (i3)
- International Paper Huntsville
- Intuitive Research and Technology
- Invariant
- M Smucker
- Jack Daniel Cooperage
- John Blue Company
- Lakeland Industries Inc.
- Leonardo DRS
- LSINC Corp
- Madison County Commission
- Matthews Industries Inc
- Ma da North American Operations
- Mazda Toyota
- McGriff Tire
- Metal Exchange Corporation
- MICOR Industries LLC
- Moseley Technical Services, Inc.
- National Copper & Smelting
- National Packaging Co, Inc.
- North Alabama Fabricating Company, Inc.
- nou Systems, Inc.
- NTA
- Nucor Steel Decatur
- OCI Alabama LLC
- Offset Strategic Services
- Outpost Technologies
- PeopleTec
- Phased n Research, Inc.
- Phoenix
- Polaris Industries
- Polyplex SA
- PROJECTXYZ
- Qualis Corporation
- REHAU
- Reliance Worldwide Corporation
- Ropak Manufacturing Company, Inc
- Royal Technologies Corp
- Science and Engineering Services, LLC
- SEA Wire and Cable, Inc.
- SEI Group, Inc
- Simulation Technologies, Inc. (SimTech)
- Snap-on Tools
- Steelcase Inc.
- Still Serving Veterans
- Strata-G Solutions, LLC
- Systems Automotive Interiors Alabama
- T&C Stamping, Inc.
- T-H Marine
- Tenneco
- Ternion Corporation
- Tolliver Group
- Topre America Corporation
- Toray Composite Materials America, Inc.
- Toray Fluorofibers (America), Inc.
- Total Solutions, Inc.
- Toyota Boshoku (TBAKI)
- Trav-Ad
- TRIS USA, Inc.
- Tru-Line Manufacturing, Inc.
- Tyonek
- University of Alabama in Huntsville
- Valley Rubber, LLC
- Willo Products Company, Inc.
- Wilson Lumber
- Wolverine Tune, Inc.
- Y-tec Keylex Toyotetsu Alabama

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Introduction and Guidelines

APPLICABLE DATA

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

SAFE HARBOR

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

- using a third-party administrator, Horizon Point Consulting, Inc.
- collecting data from the last quarter of the previous year (or as of 01/01/2023)
- aggregating results in charts and graphs and excluding identifying information, and
- requiring a minimum of 5 respondents for a question in order to include the question results.

Any survey items that did not receive a minimum of 5 responses are not published in this report.

CONTACT INFORMATION

Horizon Point Consulting, Inc. is administered this survey using the Sensible Surveys platform. General information about the survey is available at horizonpointconsulting.com/wagesurveyncal. Questions should be directed to info@horizonpointconsulting.com.

The Cullman Economic Development Agency, Lawrence County Industrial Development Board, Limestone County Economic Development Association, Huntsville/Madison County Chamber, and Morgan County Economic Development Association are community partners for this survey. Questions about any costs of participation should be directed to these representatives.

Summary of Wage Rates by Position (Hourly)

Data is as of 01/01/2023

N = number of respondents

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

Item Code	Position Title	N	Average Actual Base Rate (in dollars)			Pay Range (in dollars)	
			Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
4.1.1	Accounting Clerk*	27	18.50	22.50	28.24	18.00	26.00
4.1.3	Administrative Assistant/Executive Secretary*	32	19.00	24.20	32.96	18.16	27.37
4.1.4	Purchasing Clerk*	13	17.00	22.00	27.50	17.50	28.21
4.1.5	Human Resources Assistant*	14	19.00	21.05	28.00	19.71	29.98
4.1.6	Customer Service Representative*	16	16.93	20.68	25.29	17.84	26.48
4.1.7	Telephone Operator/Receptionist	17	12.50	19.00	23.86	15.50	20.00
4.1.12	Document Control Specialist*	7	16.89	25.00	33.76	19.63	28.00
4.1.13	Expeditor	5	15.00	28.00	41.46	21.86	36.00
4.1.15	Payroll Specialist*	10	19.88	23.99	34.14	23.10	32.82
4.1.17	Clerk, General	12	18.81	21.20	26.30	18.50	26.00
4.2.1	Engineering Technician - Level 1	11	18.12	26.09	35.48	22.00	30.14
4.2.2	Engineering Technician - Level 2*	10	18.34	28.16	39.85	22.50	26.75
4.2.3	Engineering Technician - Level 3*	11	25.00	34.59	49.58	25.11	41.17
4.2.4	Quality Control Technician - Level 1	15	17.00	21.70	35.00	18.62	22.50
4.2.5	Quality Control Technician - Level 2	10	18.34	23.73	33.46	21.21	25.75
4.2.6	Quality Control Technician - Level 3	14	19.62	25.22	31.43	22.00	27.00
4.2.9	Electronics Technician - Level 3	5	22.00	34.38	42.10	-	-
4.2.11	Drafter - CAD*	9	19.68	26.78	42.00	22.00	29.00
4.2.12	PC Network Support Technician*	8	20.00	28.34	32.88	23.23	34.92
4.2.13	Lab Technician	15	17.81	23.33	33.00	21.00	28.00
4.2.15	Non-Destructive Testing (NDT) Technician	5	21.88	43.00	45.40	-	-
4.3.2	Accountant - Level 2*	6	28.85	31.73	40.70	26.15	37.25
4.3.3	Accountant - Level 3*	5	26.50	45.56	50.52	-	-
4.3.4	Buyer - Level 1*	8	19.38	26.16	28.00	19.77	28.17
4.3.5	Buyer - Level 2*	7	25.82	32.93	38.36	26.65	36.57
4.3.10	HR Specialist/Generalist - Level 1*	6	19.00	23.95	28.85	20.46	30.48
4.3.11	HR Specialist/Generalist - Level 2*	6	13.00	29.61	36.30	-	-

4.3.19	Office Manager*	5	24.15	26.72	65.10	-	-
4.4.28	Software Engineer - Level 3*	5	41.54	52.87	57.00	-	-
4.4.48	Technical Support Engineer	5	22.00	28.60	36.42	-	-
4.4.49	Machine/CNC Programmer	11	24.74	38.33	43.91	32.26	47.50
4.4.56	System Analyst*	5	30.60	51.33	78.00	33.00	67.31
4.5.1	Electrical/Electronic Assembler	6	15.22	20.81	30.00	-	-
4.5.2	Mechanical Assembler	7	16.70	21.84	28.00	16.22	30.31
4.5.3	Assembler, General	19	16.51	20.00	25.00	16.75	21.00
4.5.4	CNC Operator	17	17.73	23.00	29.62	19.50	25.00
4.5.5	Machine Tool Operator	8	18.63	21.62	37.82	18.80	25.25
4.5.6	Chemical Operator	8	17.99	28.77	36.96	24.48	36.98
4.5.7	Chemical Plant and Systems Operator	6	22.40	32.38	39.39	30.40	36.80
4.5.8	Packaging Operator	9	16.60	20.00	31.68	20.00	24.00
4.5.9	Machine Molding Operator	8	15.22	19.08	25.00	17.60	23.00
4.5.11	Production/Machine Operator	37	16.56	19.62	29.18	18.00	23.70
4.5.12	Tool and Die Maker	11	23.22	32.17	33.53	25.50	33.00
4.5.13	Tool Crib Attendant	5	19.74	20.94	23.23	-	-
4.5.14	Production Painter	9	19.94	23.00	28.00	19.00	25.00
4.5.15	Welder	13	19.72	27.66	32.96	20.00	30.59
4.5.16	Inspector	11	15.00	18.65	21.74	16.00	23.00
4.5.17	Production Scheduler*	7	20.00	28.00	75.61	25.00	30.00
4.5.18	Inventory/Material Planner*	6	20.00	21.00	27.85	-	-
4.5.20	Fabricator	10	18.50	21.67	30.82	19.00	25.00
4.5.21	Metal Finishing Technician	5	18.63	19.82	34.50	-	-
4.6.1	Janitor	18	12.00	16.23	20.38	15.00	18.00
4.6.2	Electrician	11	22.00	31.61	39.02	25.97	39.09
4.6.3	Electrical and Control Mechanic	7	33.22	37.26	49.00	34.79	39.60
4.6.4	Multi-Craft Maintenance	29	25.51	31.50	40.30	27.29	35.86
4.6.5	General Building Maintenance	13	20.37	27.00	28.00	22.50	29.60
4.6.6	Maintenance Mechanic	21	20.00	28.50	36.95	24.00	31.95
4.6.7	Security Guard	5	14.88	16.74	25.52	-	-
4.6.8	Maintenance Planner*	5	-	-	-	32.00	46.15
4.6.9	Maintenance Employees, General	10	20.33	28.13	36.14	21.00	36.23
4.7.1	Fork Lift Driver/Material Handler	27	17.54	19.67	24.84	18.00	22.00
4.7.2	Shipping and Receiving Clerk	34	17.73	20.55	25.17	17.48	24.00
4.7.3	Truck Driver, Tractor Trailer and Heavy	9	19.25	23.00	26.90	19.25	27.00

4.7.4	Truck Driver, Light and Delivery Services	5	20.00	21.33	29.60	-	-
4.7.5	Stockroom Clerk	10	18.35	23.13	30.24	20.00	27.02
4.7.6	Warehouse Employees, General	17	16.75	20.40	33.59	18.75	24.00
4.8.1	Skilled Workers, Not Otherwise Classified	17	17.85	22.00	33.10	17.00	25.00
4.8.2	Semi-Skilled Workers, Not Otherwise Classified	5	17.18	19.91	22.29	15.00	21.00
4.8.3	Laborers/Helpers, Not Otherwise Classified	10	12.84	16.65	22.88	15.00	19.00
4.9.2	Production Supervisor*	9	16.72	28.50	48.58	21.22	34.33
4.9.6	Shipping and Receiving Supervisor*	7	20.00	26.40	40.87	26.16	30.00
4.9.7	Maintenance Supervisor*	5	19.13	27.50	40.36	-	-
4.9.8	Team Leader*	28	18.25	23.57	35.00	22.91	26.25
4.11.1	Controller or Accounting Manager	6	37.00	55.41	77.50	45.00	80.72
4.11.6	Project or Program Manager*	6	27.00	64.34	96.47	-	-
4.11.10	Human Resources Manager*	6	33.50	50.32	86.62	47.12	82.19
4.11.14	Facilities Manager*	5	28.00	31.91	79.32	-	-
4.12.11	CEO/President*	5	30.00	124.95	252.40	118.60	150.00
4.13.1	Intern	19	15.00	18.00	24.00	16.50	20.50

Summary of Wage Rates by Position (Salary)

Data is as of 01/01/2023

N = number of respondents

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

Item Code	Position Title	N	Average Actual Base Salary (in dollars)			Pay Range (in dollars)	
			Low 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
4.1.1	Accounting Clerk*	16	33,945	49,353	62,026	40,000	55,410
4.1.3	Administrative Assistant/Executive Secretary*	20	40,500	60,364	87,833	47,025	71,500
4.1.4	Purchasing Clerk*	12	40,570	54,048	66,000	42,174	64,640
4.1.5	Human Resources Assistant*	6	40,000	55,749	126,006	-	-
4.1.6	Customer Service Representative*	5	40,000	47,300	62,000	36,000	70,000
4.1.10	Document Control Specialist*	5	57,500	69,388	130,000	-	-
4.1.12	Payroll Specialist*	18	51,199	66,300	101,000	50,000	77,655
4.2.2	Engineering Technician - Level 2*	5	-	-	-	60,000	76,000
4.2.3	Engineering Technician - Level 3*	6	-	-	-	70,000	89,875
4.2.10	Drafter - CAD*	6	60,000	82,224	112,333	73,584	105,662
4.2.11	Field Services Engineer	5	71,250	96,033	103,168	-	-
4.2.12	PC Network Support Technician*	6	39,000	62,500	95,000	44,350	70,426
4.2.14	Graphics Sec/Tech Illustrator	5	45,011	87,727	101,004	58,025	98,950
4.3.1	Accountant - Level 1	19	45,225	59,482	68,000	48,870	68,337
4.3.2	Accountant - Level 2*	23	50,000	66,705	89,070	55,000	78,178
4.3.3	Accountant - Level 3*	26	60,000	81,789	114,649	68,400	91,873
4.3.4	Buyer - Level 1*	8	47,500	70,386	80,010	60,986	94,411
4.3.5	Buyer - Level 2	15	54,160	69,975	94,227	54,163	76,960
4.3.6	Buyer - Level 3	13	68,250	81,030	102,752	70,000	102,606
4.3.7	Contracts Administrator - Level 1	6	46,300	54,225	60,000	43700	70000
4.3.8	Contracts Administrator - Level 2	9	55,250	69,992	84,646	60,736	80,000
4.3.9	Contracts Administrator - Level 3	11	87,407	90,337	130,000	80,000	102,466
4.3.10	HR Specialist/Generalist - Level 1*	21	42,500	49,000	72,000	44,000	60,000
4.3.11	HR Specialist/Generalist - Level 2*	20	57,238	68,195	78,591	60,000	82,500
4.3.12	HR Specialist/Generalist - Level 3	23	60,000	76,620	95,971	64,782	90,695
4.3.13	Security Admin/FSO - Level 1	5	60,263	62,800	68,140	-	-
4.3.15	Security Admin/FSO - Level 3	12	81,000	101,775	132,579	90,000	127,400
4.3.16	Technical Writer/Editor - Level 1	5	76,000	83,876	104,110	75,000	100,000

4.3.17	Material Planner	8	67,881	80,192	98,000	52,800	88,300
4.3.19	Office Manager*	8	41,100	57,130	87,306	40,500	60,000
4.3.21	Financial Analyst	12	66,000	90,294	146,057	68,250	120,790
4.3.22	Legal Counsel	6	80,000	142,709	308,900	115,000	186,946
4.3.24	Recruiter	18	50,000	69,014	97,599	60,000	96,000
4.3.25	Training Coordinator	12	61,000	79,490	110,000	58,800	99,985
4.3.26	Compensation/Benefits Specialist	10	54,073	72,920	113,000	59,500	86,748
4.4.1	Mechanical Engineer - Level 1	13	64,272	80,150	88,000	62,400	83,200
4.4.2	Mechanical Engineer - Level 2	10	71,583	87,500	103,506	75,745	91,000
4.4.3	Mechanical Engineer - Level 3	17	81,577	102,461	135,480	81,679	107,470
4.4.4	Mechanical Engineer - Level 4	10	91,500	132,638	159,554	97,000	122,500
4.4.5	Mechanical Engineer - Level 5	6	85,000	141,407	200,000	120,808	148,712
4.4.7	Electrical Design Engineer - Level 1	9	63,407	78,499	113,000	68,143	91,925
4.4.8	Electrical Design Engineer - Level 2	13	82,100	97,000	109,097	76,502	119,300
4.4.9	Electrical Design Engineer - Level 3	12	90,700	113,704	132,412	88,000	137,000
4.4.10	Electrical Design Engineer - Level 4	9	87,000	138,727	206,666	105,500	176,000
4.4.11	Electrical Design Engineer - Level 5	9	116,000	164,809	260,000	128,667	193,434
4.4.12	Electrical Design Engineer - Level 6	9	106,700	169,900	214,000	135,895	181,256
4.4.13	Industrial or Manufacturing Engineer - Level 1	5	68,500	76,000	84,878	56,800	80,000
4.4.14	Industrial or Manufacturing Engineer - Level 2	6	84,700	90,930	111,500	81,920	121,706
4.4.15	Industrial or Manufacturing Engineer - Level 3	11	84,540	100,115	129,000	77,000	132,132
4.4.16	Industrial or Manufacturing Engineer - Level 4	5	84,252	112,000	150,556	98,000	146,827
4.4.17	Quality Engineer - Level 1	9	46,592	68,972	81,043	64,020	80,808
4.4.18	Quality Engineer - Level 2	10	67,879	93,000	102,266	76,834	103,600
4.4.19	Quality Engineer - Level 3	10	67,207	92,689	136,108	70,000	97,873
4.4.20	Quality Engineer - Level 4	6	104,000	133,053	155,846	-	-
4.4.26	Software Engineer - Level 1	9	56,812	76,269	106,997	66,470	90,000
4.4.27	Software Engineer - Level 2	12	74,825	89,047	115,000	70,000	90,000
4.4.28	Software Engineer - Level 3*	10	94,558	128,955	149,102	94,803	137,000
4.4.29	Software Engineer - Level 4	13	110,000	142,119	179,069	104,000	150,000
4.4.30	Software Engineer - Level 5	7	130,200	175,672	184,420	128,500	187,500
4.4.32	System Design Engineer - Level 2	5	81,360	89,406	134,160	-	-
4.4.33	System Design Engineer - Level 3	5	85,000	111,495	192,400	-	-
4.4.34	System Design Engineer - Level 4	10	122,937	147,644	174,608	117,667	170,553
4.4.35	System Design Engineer - Level 5	5	130,250	176,355	203,458	140,000	208,000
4.4.37	Project Manager - Level 1	6	54,000	71,484	91,144	55,000	90,000
4.4.38	Project Manager - Level 2	9	76,532	81,500	135,878	75,000	100,660
4.4.39	Project Manager - Level 3	8	63,179	112,250	139,041	83,640	135,000

4.4.40	Project Manager - Level 4	9	80,000	124,000	174,401.00	101,616	130,000
4.4.41	Project Manager - Level 5	5	-	-	-	95,000	150,000
4.4.43	Chemical Engineer	7	65,000	100,000	119,400	-	-
4.4.44	Safety Engineer	13	60,000	82,400	101,079	64,500	113,848
4.4.45	Environmental Engineer	7	67,600	95,000	137,234	72,500	112,729
4.4.46	Materials Engineer	5	68,307	97,226	123,500	-	-
4.4.47	Principal Investigator	5	91,000	121,732	186,146	-	-
4.4.50	System Admin/Network Analyst	12	62,000	84,163	139,350	56,780	112,455
4.4.52	Information System Security Officer/Analyst	8	48,600	112,441	152,000	77,824	125,000
4.4.53	Network Engineer	6	58,593	87,556	155,188	70,994	109,783
4.4.54	Program Analyst	9	55,099	91,908	127,900	65,824	115,740
4.4.55	Software Developer	5	74,400	104,567	142,314	79,423	138,875
4.4.56	System Analyst*	11	73,000	122,000	133,128	61,200	144,000
4.4.57	Business Analyst	6	82,500	96,413	110,133	-	-
4.4.58	Web Developer	6	55,000	72,022	123,000	48,792	85,745
4.5.17	Production Scheduler*	11	57,300	70,000	90,000	56,520	75,000
4.5.18	Inventory/Material Planner*	7	52,000	63,916	110,900	50,600	88,600
4.6.8	Maintenance Planner*	7	65,300	92,955	127,500	72,800	114,400
4.9.1	Accounting Supervisor	16	64,000	84,500	116,480	65,000	104,894
4.9.2	Production Supervisor*	29	55,354	76,588	103,000	60,000	95,000
4.9.3	Senior Production Supervisor	9	71,745	105,933	150,697	75,848	111,500
4.9.4	Quality Assurance Supervisor	18	60,000	86,225	123,000	70,000	109,242
4.9.5	Customer Service Supervisor	7	45,891	66,888	94,972	58,565	85,000
4.9.6	Shipping and Receiving Supervisor*	19	55,300	77,015	91,500	62,186	87,500
4.9.7	Maintenance Supervisor*	25	62,661	81,786	107,000	71,000	100,500
4.9.8	Team Leader*	6	40,500	80,100	189,497	61,631	85,032
4.10.1	Inside Sales Representative	9	40,500	58,229	64,000	47,500	70,000
4.10.2	Outside Sales Rep (commission)	8	31,000	59,545	108,798	46,000	85,000
4.10.3	Outside Sales Rep (non-commission)	7	10,000	70,000	139,328	50,000	90,000
4.10.4	Marketing Representative	7	44,900	64,500	92,500	50,647	84,368
4.10.5	Sales Manager	10	67,000	103,352	524,984	70,000	110,000
4.10.6	Business Development Specialist	5	46,512	97,930	111,382	-	-
4.10.7	Business Development Manager	15	87,006	140,000	175,000	100,000	150,000
4.10.8	Marketing Manager or Director	13	63,600	93,000	118,414	87,500	102,750
4.11.1	Controller or Accounting Manager*	39	86,000	105,000	149,100	98,073	150,000
4.11.2	Maintenance Manager	26	70,754	98,453	140,000	82,450	125,000
4.11.3	Production or Operations Manager	43	76,000	118,200	162,926	84,225	140,000
4.11.4	IT Manager	31	65,000	108,971	133,036	80,000	127,170

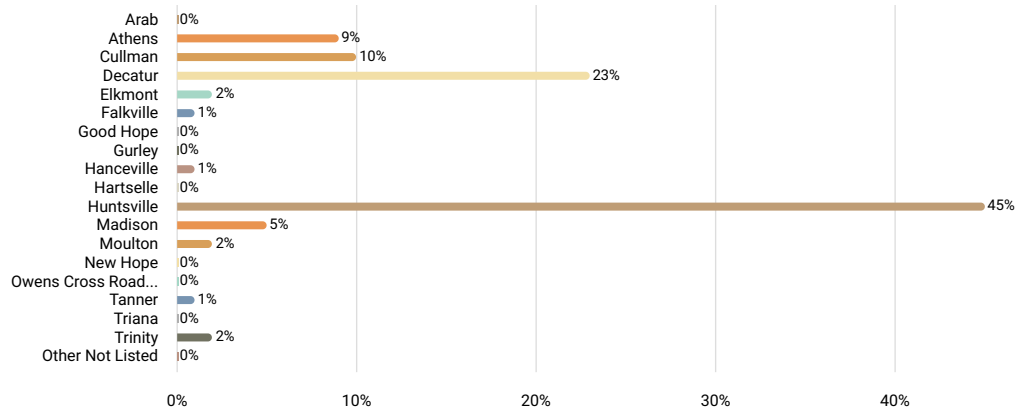
4.11.5	Logistics/Materials Manager	23	75,000	110,000	138,944	88,900	129,950
4.11.6	Project or Program Manager*	23	59,108	146,016	177,806	100,000	144,644
4.11.7	Project or Program Director	11	69,267	194,411	234,270	150,000	180,000
4.11.8	Engineering Manager	26	94,126	150,000	189,215	103,140	170,105
4.11.9	Quality Control Manager	30	80,000	109,940	159,861	88,900	141,500
4.11.10	Human Resources Manager*	48	71,000	100,139	158,000	86,950	127,500
4.11.11	Safety/Environmental Manager	17	57,200	125,000	162,000	79,461	145,000
4.11.12	Administrative Manager	6	77,000	101,150	156,000	87,500	122,500
4.11.13	Contracts Manager	11	94,016	123,600	155,000	96,319	134,900
4.11.14	Facilities Manager*	15	68,910	104,270	168,360	93,245	137,184
4.11.15	Proposal Manager	6	90,000	136,279	188,699	-	-
4.11.16	Plant Manager	23	75,000	142,000	200,000	110,000	170,210
4.11.17	Purchasing Manager	22	65,000	101,000	131,518	78,000	140,000
4.11.18	Continuous Improvement Manager	6	90,000	124,556	156,000	95,000	136,800
4.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	18	87,600	153,850	244,004	121,300	195,709
4.12.2	Top Technical Exec (CTO/VP Technology)	9	135,000	179,587	232,836	150,000	228,800
4.12.4	Top Programs Exec (VP Programs)	17	87,000	169,998	254,841	135,000	205,000
4.12.5	Top Financial Exec (CFO)	28	113,400	168,408	255,299	126,676	180,000
4.12.6	Top Manufacturing/Production Exec	11	122,798	177,840	225,000	150,000	200,000
4.12.7	Top HR Exec (CHRO/VP HR)	18	118,849	145,443	192,566	105,976	171,690
4.12.8	Top Contracts Executive	5	100,000	148,449	178,118	-	-
4.12.9	Chief Operating Officer (COO)	21	145,000	180,000	270,000	140,000	196,745
4.12.10	Chief Administrative Officer (VP Admin)	11	112,600	150,000	205,940	109,116	158,117
4.12.11	CEO/President*	51	102,336	229,132	350,000	166,032	250,000

1.2. Company City

Answered 128 times

Skipped 0 times

Select one answer (drop down)



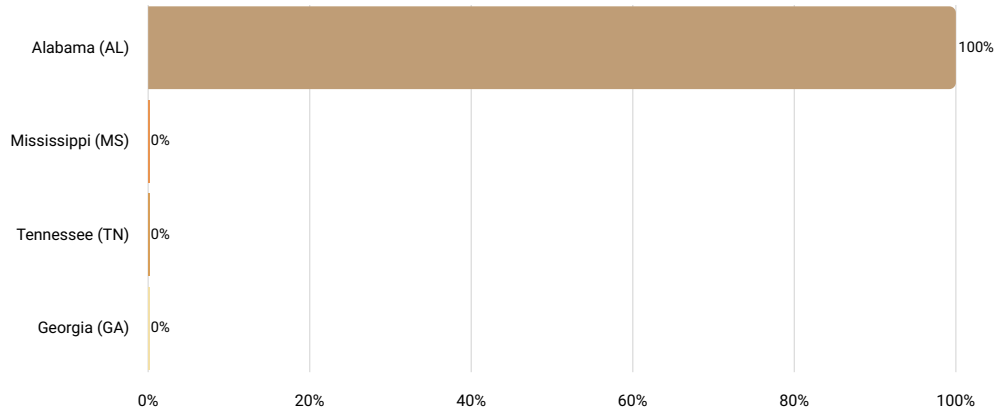
Results	%	N
Arab	0%	0
Athens	9%	11
Cullman	10%	13
Decatur	23%	29
Elkmont	2%	2
Falkville	1%	1
Good Hope	0%	0
Gurley	0%	0
Hanceville	1%	1
Hartselle	0%	0
Huntsville	45%	58
Madison	5%	7
Moulton	2%	2
New Hope	0%	0
Owens Cross Roads	0%	0
Tanner	1%	1
Triana	0%	0
Trinity	2%	3
Other Not Listed	0%	0

1.3. Company State

Answered 128 times

Skipped 0 times

Select one answer (drop down)



Results	%	N
Alabama (AL)	100%	128
Mississippi (MS)	0%	0
Tennessee (TN)	0%	0
Georgia (GA)	0%	0

1.4. Company Zip Code

Answered 128 times

Skipped 0 times

Text input

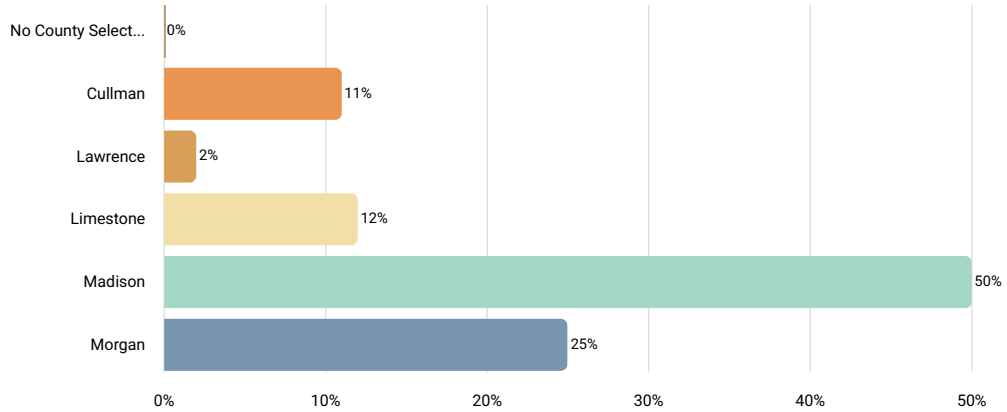
Results	
35601	25
35806	19
35824	9
35055	8
35611	8
35801	8
35805	8
35756	5
35811	5
35603	4
35802	4
35057	3
35673	3
35758	3
35613	2
35620	2
35650	2
35671	2
35808	2
35038	1
35056	1
35077	1
35622	1
35816	1
35899	1

1.5. In which county is your company located?

Answered 128 times

Skipped 0 times

Select one answer (drop down)



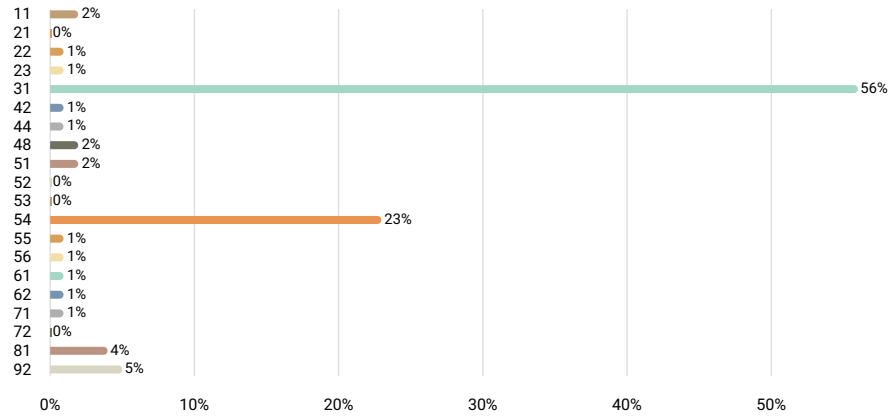
Results	%	N
No County Selected	0%	0
Cullman	11%	14
Lawrence	2%	3
Limestone	12%	15
Madison	50%	64
Morgan	25%	32

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

Answered 128 times

Skipped 0 times

Select one answer (drop down)



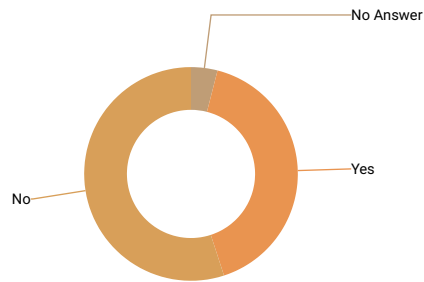
Results		%	N
11	Agriculture, Forestry, Fishing and Hunting	2%	2
21	Mining	0%	0
22	Utilities	1%	1
23	Construction	1%	1
31-33	Manufacturing	56%	72
42	Wholesale Trade	1%	1
44-45	Retail Trade	1%	1
48-49	Transportation and Warehousing	2%	2
51	Information	2%	2
52	Finance and Insurance	0%	0
53	Real Estate Rental and Leasing	0%	0
54	Professional, Scientific, and Technical Services	23%	30
55	Management of Companies and Enterprises	1%	1
56	Administrative and Support and Waste Management and Remediation Services	1%	1
61	Educational Services	1%	1
62	Health Care and Social Assistance	1%	1
71	Arts, Entertainment, and Recreation	1%	1
72	Accommodation and Food Services	0%	0
81	Other Services (except Public Administration)	4%	5
92	Public Administration	5%	6

1.7. Is your organization a government contractor?

Answered 128 times

Skipped 0 times

Select one answer (radio button)



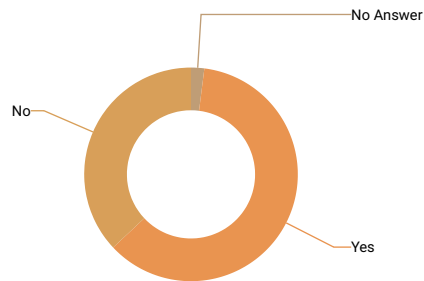
Results	%	N
No Answer	4%	5
Yes	41%	53
No	55%	70

1.8. Is your organization a manufacturer?

Answered 128 times

Skipped 0 times

Select one answer (radio button)



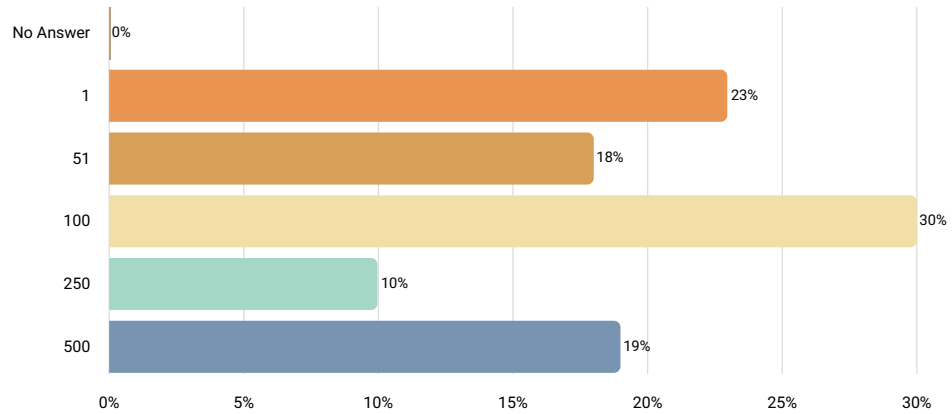
Results	%	N
No Answer	2%	3
Yes	61%	78
No	37%	47

1.9. Company Size

Answered 128 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	23%	29
51-99 Employees	18%	23
100-249 Employees	30%	39
250-499 Employees	10%	13
500+ Employees	19%	24

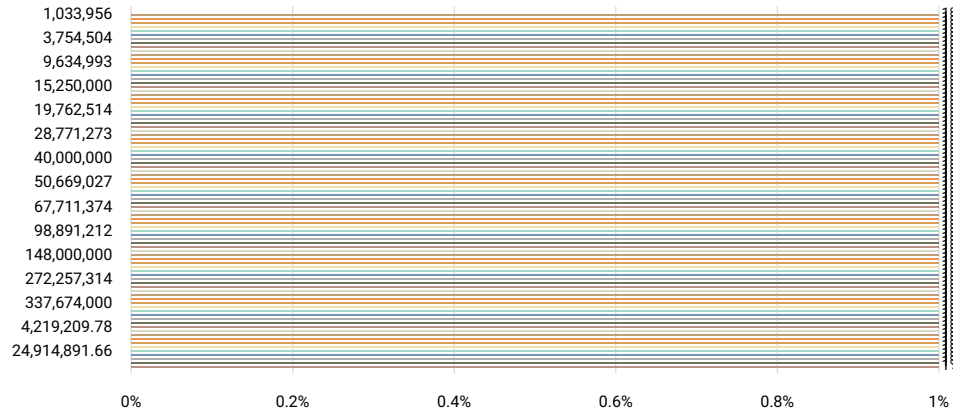
2. Company and HR Data

2.1. Total Gross Revenue in 2022

Answered 89 times

Skipped 39 times

Number input



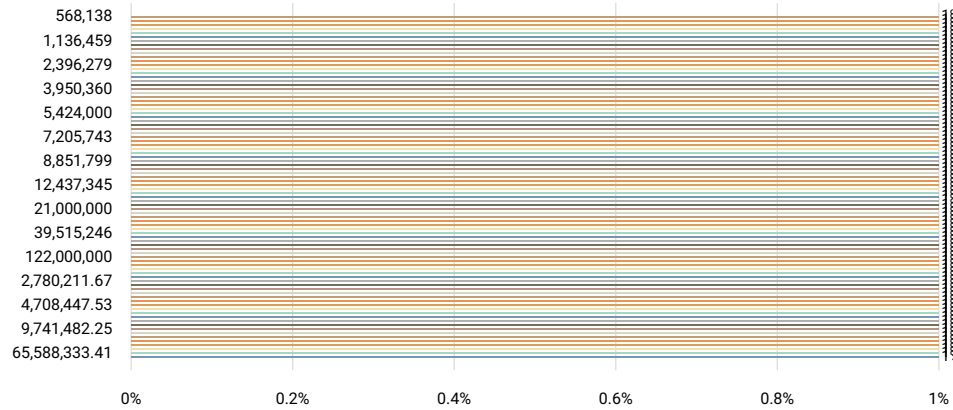
Statistics	
10th percentile	4,500,000
25th percentile	15,250,000
50th percentile	45,228,741
75th percentile	125,714,719.84
90th percentile	337,674,000
Mean	361,838,979.68
Median	45,228,741
Standard deviation	1,444,984,535.94
Total/sum	32,203,669,191.49

2.2. Total Gross Payroll in 2022

Answered 86 times

Skipped 42 times

Number input



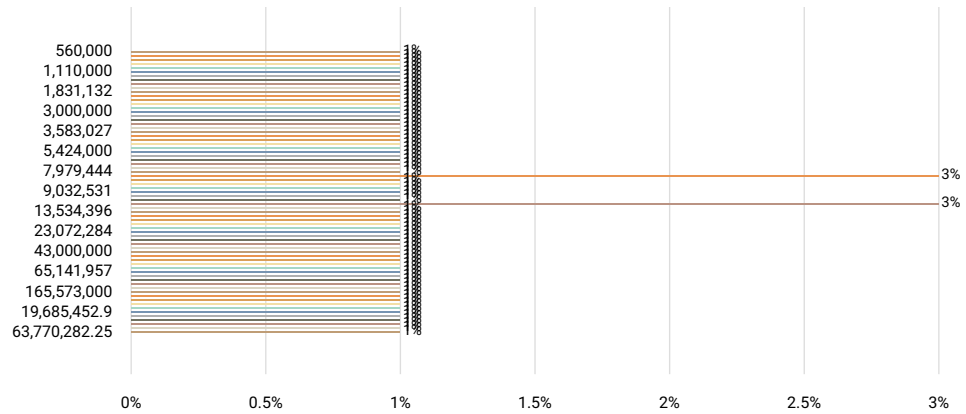
Statistics	
10th percentile	1,498,061
25th percentile	3,236,562
50th percentile	8,316,792.5
75th percentile	21,000,000
90th percentile	57,400,000
Mean	42,255,377.45
Median	8,316,792.5
Standard deviation	154,026,809.78
Total/sum	3,633,962,460.27

2.3. Total Budgeted Payroll for 2022

Answered 73 times

Skipped 55 times

Number input



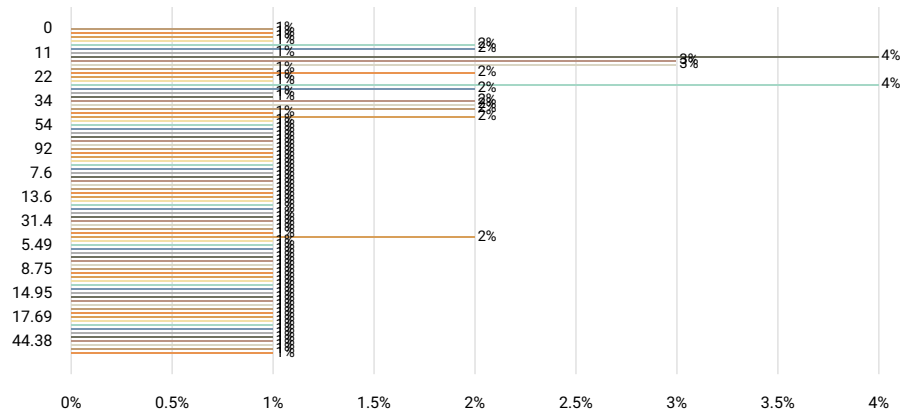
Statistics	
10th percentile	1,200,000
25th percentile	3,191,500
50th percentile	8,018,217
75th percentile	24,805,223
90th percentile	66,510,000
Mean	47,696,762.02
Median	8,018,217
Standard deviation	160,713,702.95
Total/sum	3,481,863,627.32

2.4. Overall Turnover Rate

Answered 101 times

Skipped 27 times

Number input



Statistics	
10th percentile	7
25th percentile	12.42
50th percentile	19
75th percentile	41.66
90th percentile	58
Mean	27.96
Median	19
Standard deviation	23.33
Total/sum	2,823.56

2.5. Total Operating Budget for 2022

Answered 55 times

Skipped 73 times

Number input



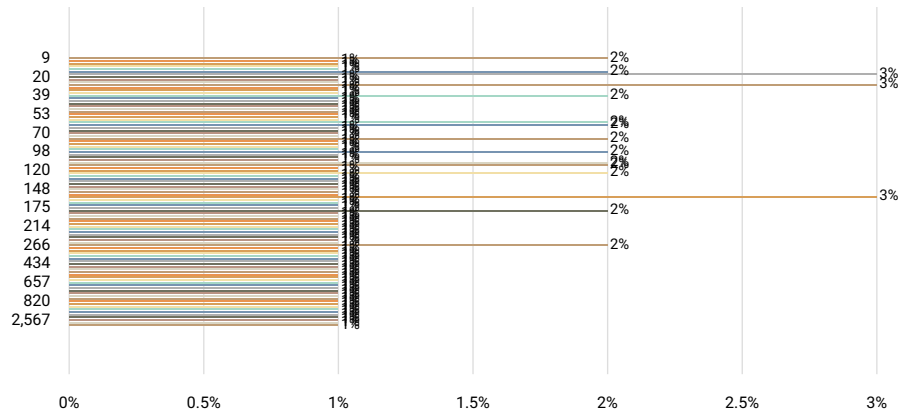
Statistics	
10th percentile	1,950,000
25th percentile	4,058,331
50th percentile	20,000,000
75th percentile	82,000,000
90th percentile	275,000,000
Mean	176,321,286.02
Median	20,000,000
Standard deviation	739,293,036.74
Total/sum	9,697,670,730.87

2.6. Number of Full-Time Employees (FTEs)

Answered 119 times

Skipped 9 times

Number input



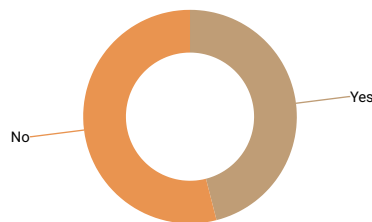
Statistics	
10th percentile	20
25th percentile	54
50th percentile	131
75th percentile	270
90th percentile	749
Mean	346.45
Median	131
Standard deviation	770.68
Total/sum	41,228

2.7. Are you planning a hiring campaign this year?

Answered 119 times

Skipped 9 times

Select one answer (radio button)



Results	%	N
Yes	46%	55
No	54%	64

2.8. Which types of positions do you plan to hire this year?

Answered 54 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"

Results	N
Full-Time, Exempt	46
Full-Time, Non-Exempt	42
Part-Time	16
Temporary	14
Intern	19
Co-Op	5

2.9. How many people do you expect to hire in 2023?

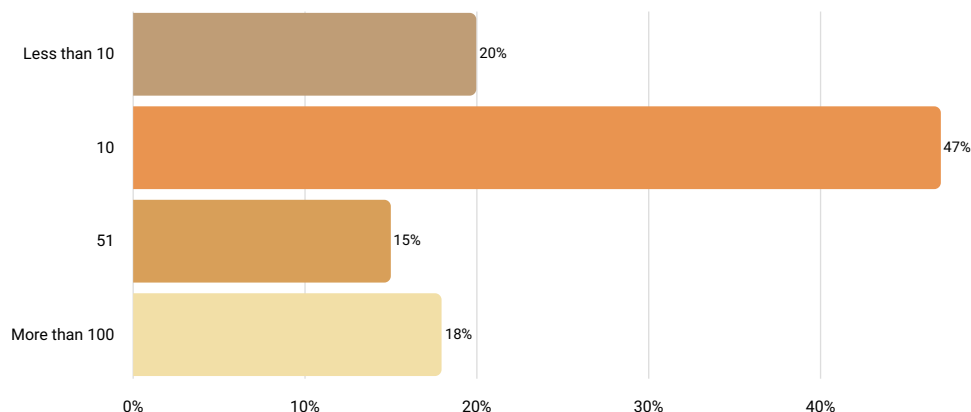
Answered 55 times

Skipped 0 times

Select one answer (drop down)

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"



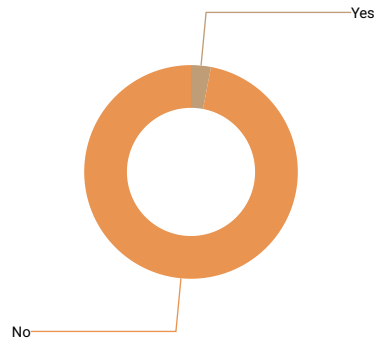
Results	%	N
Less than 10	20%	11
10-50	47%	26
51-100	15%	8
More than 100	18%	10

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

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	3%	4
No	97%	118

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

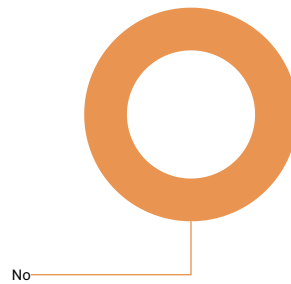
Answered 118 times

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%	118

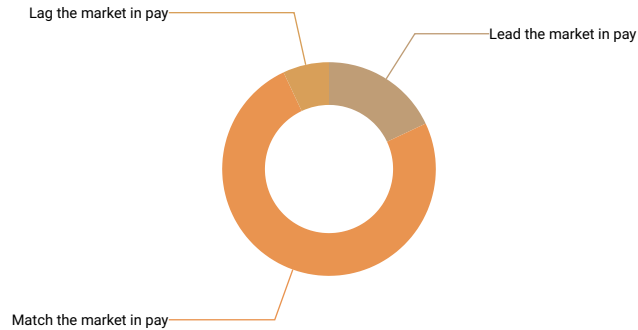
3. Pay Practices

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

Answered 122 times

Skipped 6 times

Select one answer (radio button)



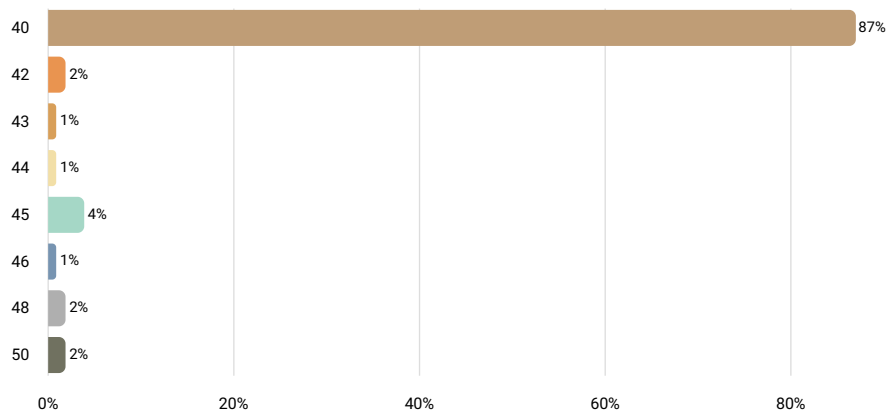
Results	%	N
Lead the market in pay	18%	22
Match the market in pay	75%	91
Lag the market in pay	7%	9

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

Answered 121 times

Skipped 7 times

Number input



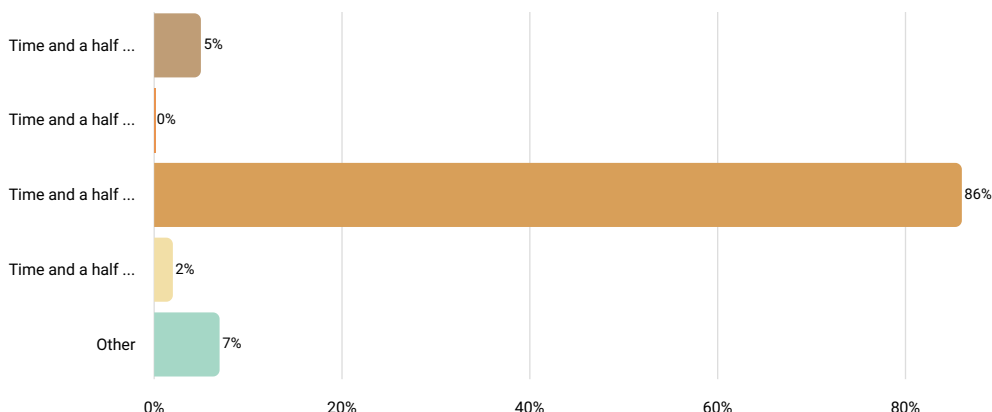
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	43
Mean	40.73
Median	40
Standard deviation	2.09
Total/sum	4,928

3.3. How do you calculate overtime hours?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Time and a half over 8 hours	5%	6
Time and a half over 12 hours	0%	0
Time and a half over 40 hours	86%	105
Time and a half over 80 hours	2%	3
Other	7%	8

3.4. Describe how you calculate overtime hours.

Answered 7 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
straight time	1
time and a half over 36/40 hours	1
any hours over 8 in a day and anything over 40 per week	1
exempt: regular time over 40. non-exempt: time and a half over 40	1
time over 40 hours in a work week (except where state law or specific contracts specify otherwise)	1
our salary, exempt employees get straight-pay ot and hourly, non-exempt employees get 1.5x ot rate for hours over 40	1
non-exempt employees are paid straight for overtime pay. exempt employees utilize total time accounting so can use any hours worked overtime as "flex time" anytime before the end of the calendar year.	1

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

Answered 53 times

Skipped 75 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	2
Semi-Annual Bonus, based on company performance	1
Quarterly Bonus, based on individual performance	5
Quarterly Bonus, based on company performance	9
Annual Bonus, based on individual performance	13
Annual Bonus, based on company performance	26
Other	12

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

Answered 12 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- `Do you offer any incentive, bonus, or profit-sharing options specifically for production/maintenance employees?` has `Other` checked

Results	
profit sharing	1
2% holiday bonus	1
monthly pay for performance	1
referral bonus plan, christmas bonus	1
attendance bonus - quarterly; referral bonus	1
some employees are chosen to receive profit-sharing	1
annual bonus - based on company performance and employee tenure	1
annual bonus, based on company performance and individual performance	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
profit sharing bonus paid the following month if company was profitable for previous month.	1
on occasion, if employees work the weekend, employees will receive a bonus if they volunteer.	1
weekly production bonus paid as a percentage of base hourly rate depending on operating units production rates. all teammates receive profit sharing.	1

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

Answered 41 times

Skipped 87 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	3
Semi-Annual Bonus, based on company performance	0
Quarterly Bonus, based on individual performance	5
Quarterly Bonus, based on company performance	6
Annual Bonus, based on individual performance	12
Annual Bonus, based on company performance	21
Other	10

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

Answered 7 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

- `Do you offer any incentive, bonus, or profit-sharing options specifically for process E&I employees?` has `Other` checked

Results	
profit sharing	1
2% holiday bonus	1
quarterly profit sharing	1
some employees are chosen to receive profit-sharing	1
annual bonus - based on company performance and employee tenure	1
percentage based on employee level and the overall company and individual performance	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1

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

Answered 76 times

Skipped 52 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	2
Semi-Annual Bonus, based on company performance	5
Quarterly Bonus, based on individual performance	2
Quarterly Bonus, based on company performance	8
Annual Bonus, based on individual performance	39
Annual Bonus, based on company performance	45
Other	9

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

Answered 6 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

- `Do you offer any incentive, bonus, or profit-sharing options specifically for executive employees?` has `Other` checked

Results	N
profit sharing	1
executives are chosen to receive profit-sharing	1
annual bonus - based on company and individual performance	1
percentage based on employee level and the overall company and individual performance	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
profit sharing bonus paid to all salaried employees in the following quarter if company was profitable for previous quarter.	1

3.11. Do you offer any incentives, bonuses, or profit-sharing for employees at-large?

Answered 56 times

Skipped 72 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	0
Semi-Annual Bonus, based on company performance	0
Quarterly Bonus, based on individual performance	2
Quarterly Bonus, based on company performance	4
Annual Bonus, based on individual performance	21
Annual Bonus, based on company performance	37
Other	10

3.12. Please describe any incentive, bonus, or profit-sharing for employees at-large.

Answered 8 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

- 'Do you offer any incentives, bonuses, or profit-sharing for employees at-large?' has 'Other' checked

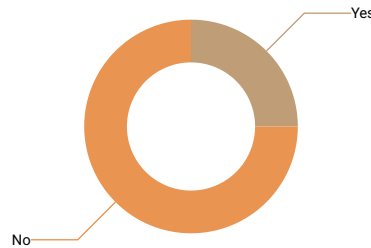
Results	
profit sharing	1
christmas bonus that ranges from 2 weeks to 4 weeks of pay	1
annual bonus, based on both company and individual performance	1
spot bonuses are available for managers to award for performance	1
annual bonus - based on company performance and individual performance	1
spot bonus based on customer recognition. spot bonus based on co-worker recognition.	1
monthly pay for performance for hourly production, profit distribution for administrative and management	1
non-production teammates are eligible for an roa bonus at the end of the year in 2 installments. this is based on a calculation of corporate and division metrics and is a percentage of annual earnings.	1

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

Answered 118 times

Skipped 10 times

Select one answer (radio button)



Results	%	N
Yes	25%	30
No	75%	88

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

Answered 25 times

Skipped 5 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
paramedic license	1
apprenticeship program	1
group leads, maintenance, etc	1
packaging operator 1-3 levels	1
bonus paid when passing the cpa exam	1
internal certification based progression..	1
experience based starting pay, mm and die maintenance skill enhancement program	1
hourly operations, maintenance, nccer maintenance, all pay progression programs.	1
tier progression- specific manufacturing department skills, leadership and ownership skill	1
production helper increases are based on learning and passing off different jobs up to 5 levels	1
this is for maintenance, tool and die. they are placed in a comp step based on their experience.	1
maintenance and semi-skilled can earn higher hourly rates depending on education, training, and assessment tests	1
step rate progression (for non-exempt population only). various levels based on skills set and certification criteria.	1
water pollution control utility worker. ~5% - 3 months +500 hours+cdl; ~5%- 9 months +1500 hours+cdl +ic; ~5% -2950 hours +cdl+ic	1
we work with labor categories aligned with contract requirements. these are determined by years of experience and required skills.	1
each level in production, shipping & maintenance have defined skills that must be obtained before a person can advance in level/pay.	1
journeyman, team lead, maintenance. completion of training generally gets you to the next wage chart level or an additional \$1 per hour.	1
employees that are working on direct projects are classified by labor categories. the categories are based on education, skill set, experience.	1
6 month assessments are done for technicians and they have the potential for a pay increase based on demonstrated proficiency of skills on our skills matrix	1
pay for knowledge in our tool & die marker group. normal top out is 34.36 but they can earn 4 more steps of 2.16 if they learn more upper level skills through on the job training.	1
we have a large number of skills-based positions that require exclusive training based on the position. career progression is available once the requirements for the next level of promotion have been met.	1
hourly increase upon completion of sti training; qa inspectors have tiered job structure with pay increases based on certifications and years of experience working on attestations to move employees to the next level automatically.	1
all of our skilled labor areas, installation and fabrication, have skills-based programs in place. we pay for the training and testing. when the certifications are received, the employee receives a raise based on the complexity of the certification.	1
progression systems for all hourly employee departments. pay increases are different for each department and progression level. the skills needed to acquire increases are pre-determined in each department for each level and are not based on time in the position.	1
any cross-training that is done outside of your regular position has pay increases at any time during your employment. all positions are eligible to receive \$1.00/hr for any area within our facility that an employee has not been previously trained when the trainer and the trainee have time to work on a new skill outside of their normal daily duties. tris uses a skills matrix and training sheets with a list of items that covers the department or area that the employee or employer feels a need for additional trained personnel.	1

3.15. How are employees classified at your company?

Answered 102 times

Skipped 26 times

Select multiple answers (checkboxes)

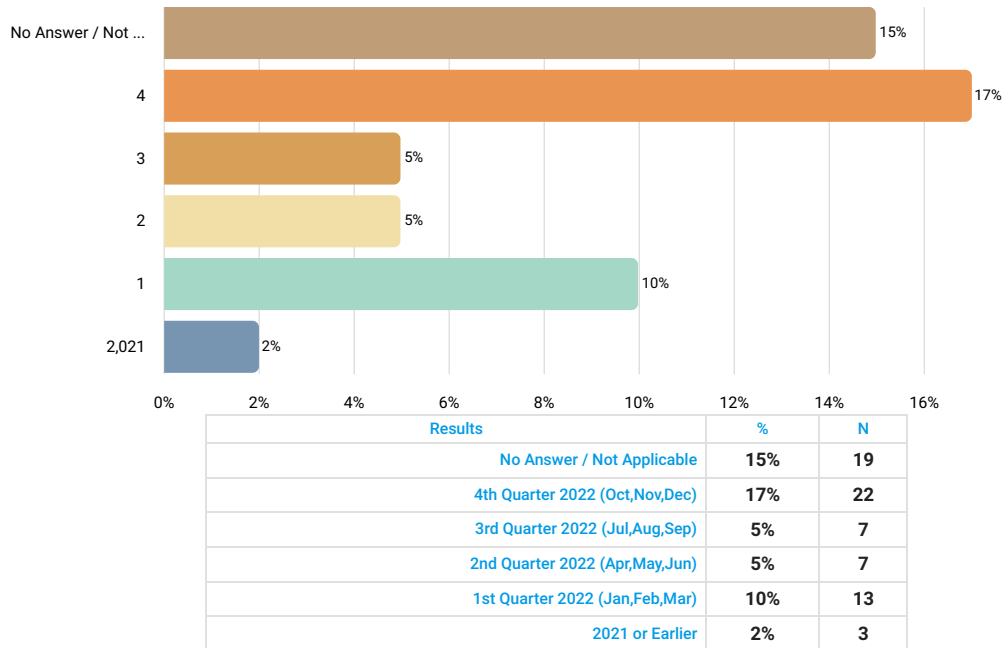
Results	N
Tiers	7
Bands	6
Grades	47
Levels	51
Schedules	3
Other	15

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

Answered 128 times

Skipped 0 times

Select one answer (drop down)

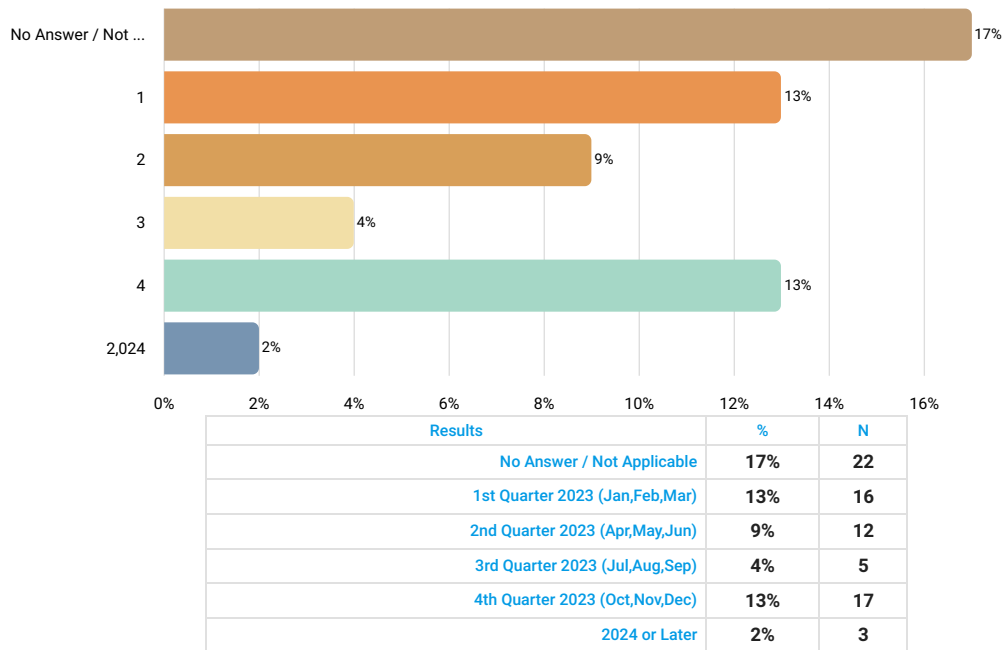


3.17. When is the next anticipated wage increase for hourly employees?

Answered 128 times

Skipped 0 times

Select one answer (drop down)

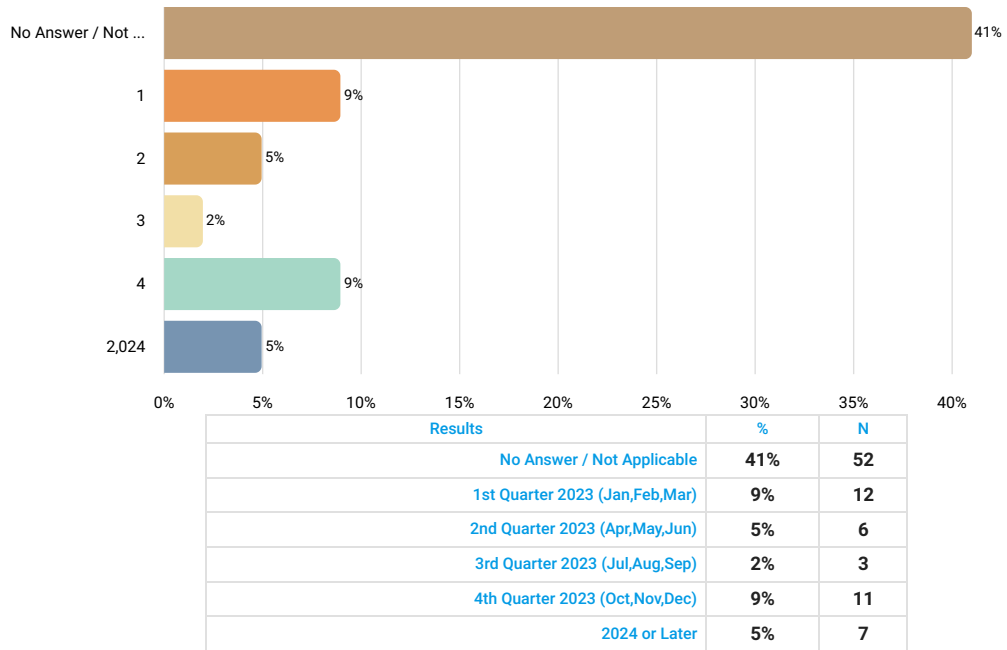


3.18. If applicable, when is the next anticipated change in your pay RANGE for hourly employees :

Answered 128 times

Skipped 0 times

Select one answer (drop down)

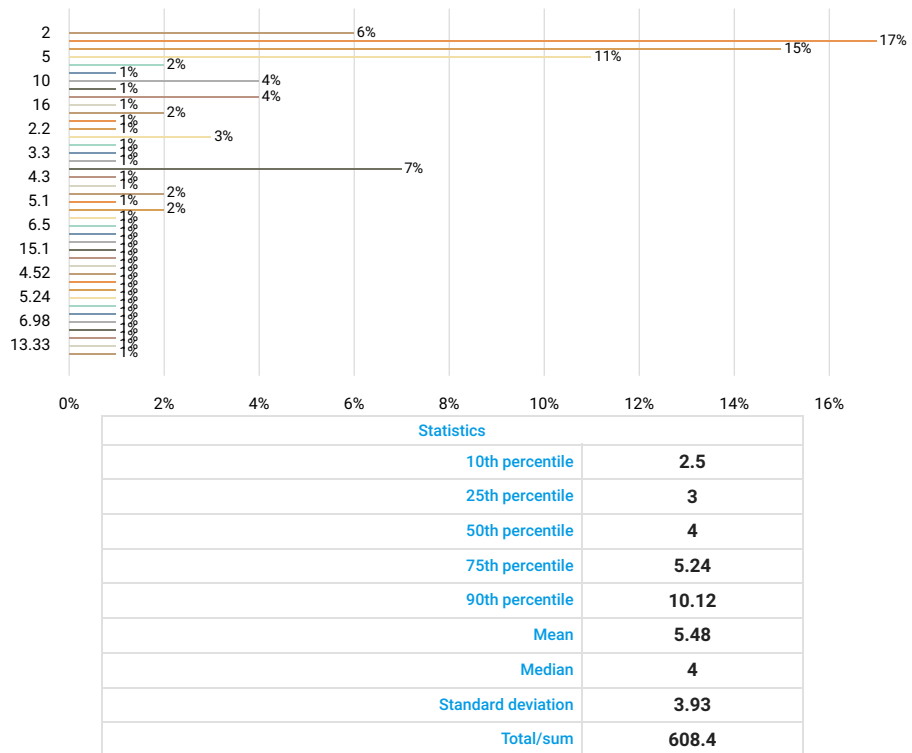


3.19. What was the average amount of your last pay increase as a percentage of base rates?

Answered 111 times

Skipped 17 times

Number input

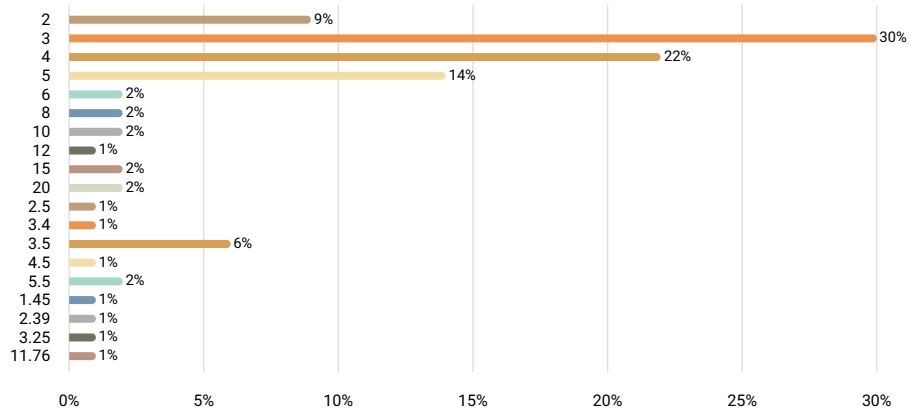


3.20. What is your estimate of the average amount of the next pay increase, as a percentage of base rates?

Answered 104 times

Skipped 24 times

Number input



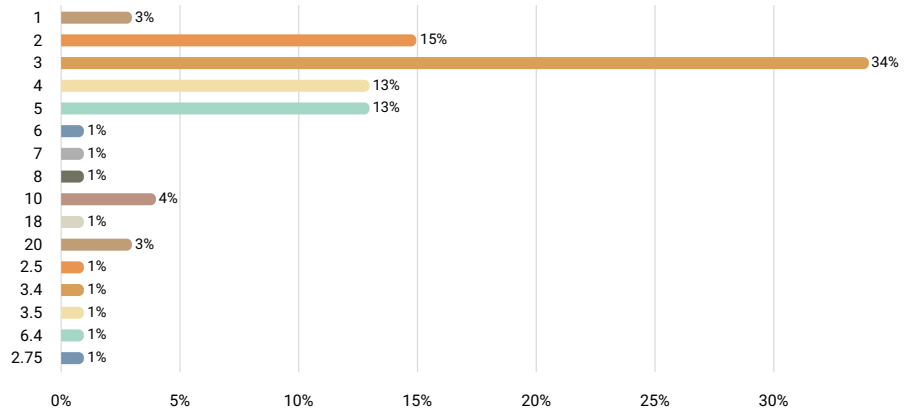
Statistics	
10th percentile	2.39
25th percentile	3
50th percentile	4
75th percentile	5
90th percentile	6
Mean	4.51
Median	4
Standard deviation	3.21
Total/sum	469.25

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

Answered 67 times

Skipped 61 times

Number input



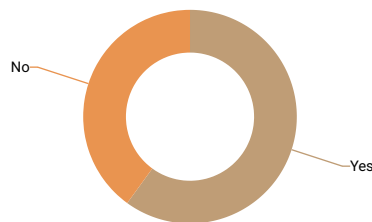
Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	5
90th percentile	8
Mean	4.47
Median	3
Standard deviation	3.75
Total/sum	299.55

3.22. Do you offer Merit Raises that are separate from Cost of Living Adjustments (COLA)?

Answered 105 times

Skipped 23 times

Select one answer (radio button)



Results	%	N
Yes	60%	63
No	40%	42

3.23. How are Merit Raises determined?

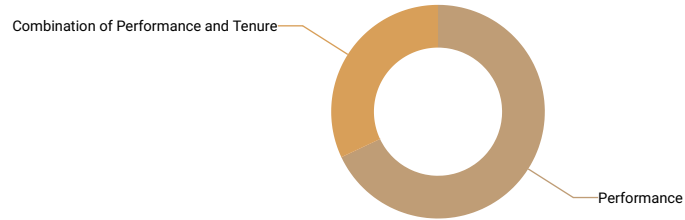
Answered 63 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Do you offer Merit Raises that are separate from Cost of Living Adjustments (COLA)?" has Selected button "Yes"



Results	%	N
Performance	68%	43
Tenure / Seniority	0%	0
Combination of Performance and Tenure	32%	20

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

Answered 121 times

Skipped 7 times

Select multiple answers (checkboxes)

Results	N
1 Shift	69
2 Shifts	31
3 Shifts	37
8 Hour Shifts	36
10 Hour Shifts	34
12 Hour Shifts	34
Rotating Shifts	20
Swing Shifts	7
On-Off Shifts	4
Other	12

3.25. Describe your shift pattern.

Answered 9 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	
public safety works 24 on 48 off	1
4 on/3 off (12 hr), 3 on/4 off (12 hr), and also reg 5x a week (8 hr)	1
some monday - thursday 8.75 hr and fridays 5 hours, some monday - thursday 10 hrs	1
we have a day shift for most workers. bar tenders are part time and work on two shifts.	1
2 on 2 off 3 on 3 off every other weekend and swing from days to nights every two weeks & day shift	1
1st, 2nd, 3rd, ft weekend shift f-s 12 hour shifts with 4 extra hours paid, pt weekend shift f-s-s 12 hour shifts	1
hybrid fixed shift (seniority/skill based); mm unique program allowing for 40 hours per week with guaranteed days off	1
12 hour rotating for maintenance. 36 hour operations team, friday - sunday. primary schedule 1st and 2nd is monday - thursday 10 hour shif	1
for textile manufacturing, we offer a 9.5-10 hour day shift with some weekend work based on need. for face mask production, we offer rotating 12 hour shifts when we are in full production. doesn't rotate days to nights, just rotates dates.	1

3.26. Describe your swing shift pattern.

Answered 6 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

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

Results	
2-2-3 day/night	1
2 week days, 2 week nights	1
12-hour days 12-hour nights.	1
swing days to nights every two weeks	1
alternate 4 day turns on nights and days.	1
2 days on, 2 days off, 3 days on, 2 days off, 2 days on, 3 days off	1

3.27. Describe your rotating shift pattern.

Answered 18 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

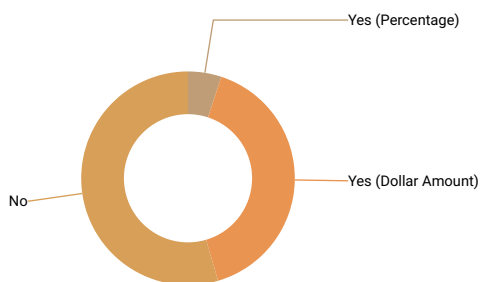
Results	
2,2,3	1
2-2-3	1
48/36	1
3, 2, 2, 3	1
4 on 4 off	1
rotation every 4 weeks	1
1 week days, 1 week nights	1
2 weeks days, 2 weeks nights	1
1 on 2 off for some departments	1
typically, 3 on 2 off 2 on 3 off.	1
rotate from days to nights every 4 weeks	1
2 on 2 off 3 on 2 off - continental schedule	1
12 shift 5 days one week, 2 days the other week	1
3 12-hr shifts on/3 off; 1 24-hr shift on, 48 off	1
mon-thurs 10 hour shift 2 weeks on days and 2 weeks on nights	1
fixed dupont schedule with no rotation between day and night shift.	1
technicians work rotating 12 hour shift. maintenance & support staff work straight days.	1
some departments rotate from 12 hour shifts to 8 hour shifts. this allows employees to have an additional off day.	1

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

Answered 114 times

Skipped 14 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	5%	6
Yes (Dollar Amount)	40%	46
No	54%	62

3.29. Enter your 2nd shift premium percentage.

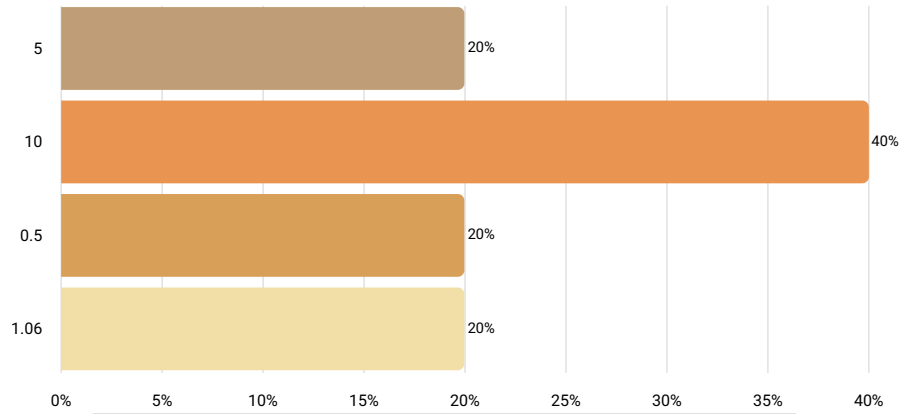
Answered 5 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	0.5
25th percentile	1.06
50th percentile	5
75th percentile	10
90th percentile	10
Mean	5.31
Median	5
Standard deviation	4.62
Total/sum	26.56

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

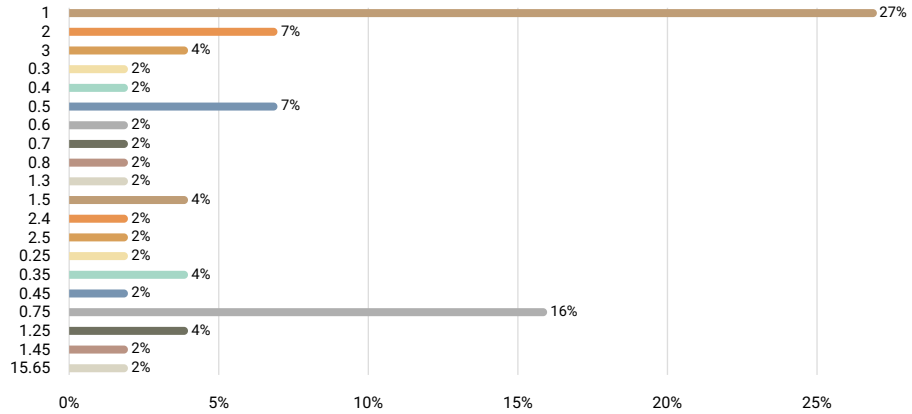
Answered 45 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



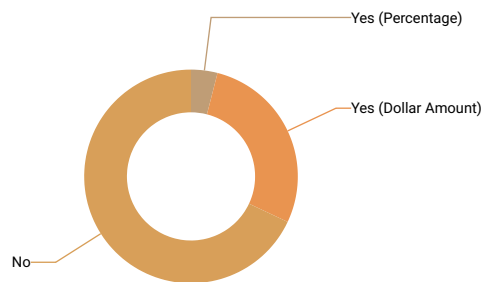
Statistics	
10th percentile	0.4
25th percentile	0.75
50th percentile	1
75th percentile	1.3
90th percentile	2.4
Mean	1.42
Median	1
Standard deviation	2.27
Total/sum	63.75

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

Answered 109 times

Skipped 19 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	4%	4
Yes (Dollar Amount)	28%	31
No	68%	74

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

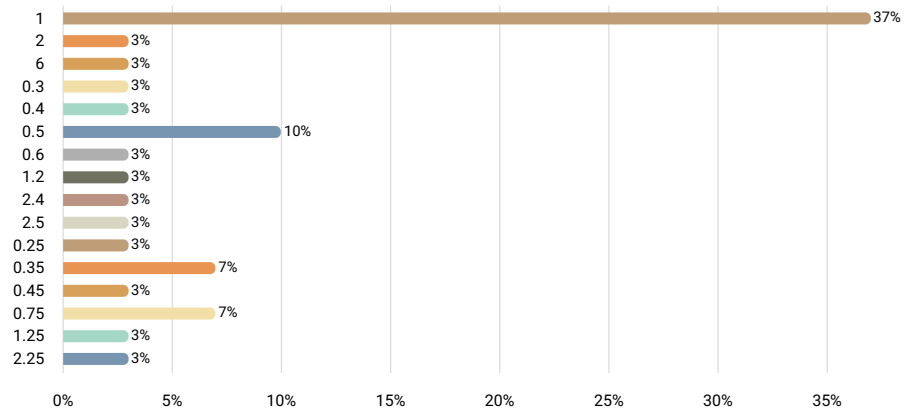
Answered 30 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



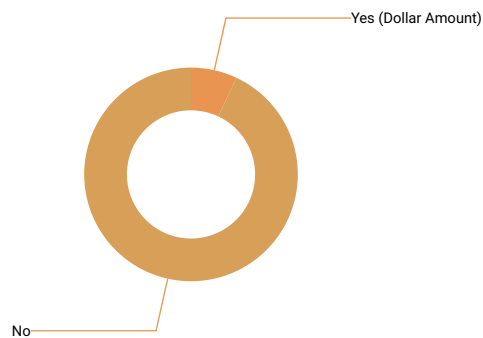
Statistics	
10th percentile	0.35
25th percentile	0.5
50th percentile	1
75th percentile	1
90th percentile	2.33
Mean	1.14
Median	1
Standard deviation	1.1
Total/sum	34.3

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

Answered 111 times

Skipped 17 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	0%	0
Yes (Dollar Amount)	7%	8
No	93%	103

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

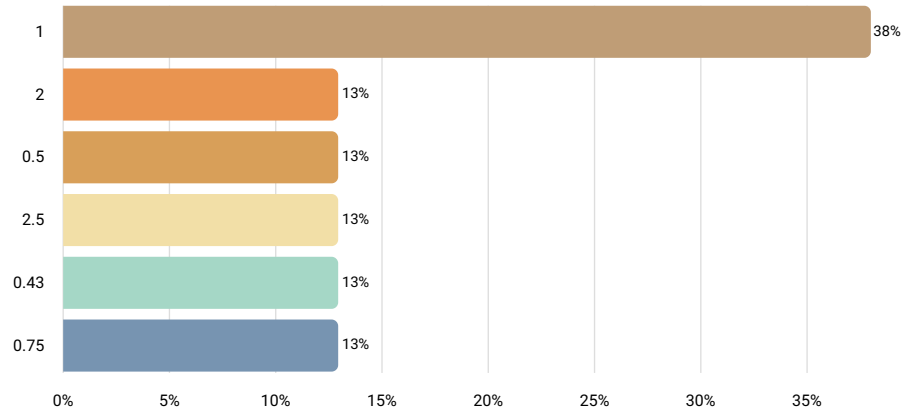
Answered 8 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



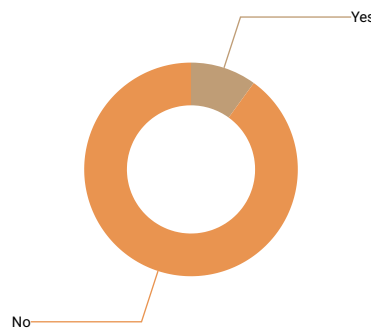
Statistics	
10th percentile	0.43
25th percentile	0.63
50th percentile	1
75th percentile	1.5
90th percentile	2.5
Mean	1.15
Median	1
Standard deviation	0.73
Total/sum	9.18

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

Answered 114 times

Skipped 14 times

Select one answer (radio button)



Results	%	N
Yes	10%	11
No	90%	103

3.36. Please describe your additional shift differentials.

Answered 10 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

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

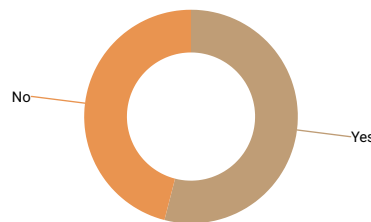
Results	
technical and skilled trades	1
weekend differential of \$.75	1
maintenance weekend shift premium	1
12 hour day shift differential \$0.50	1
standby and call duty pay for workers called in or on-call	1
weekend shift- \$10.00 or \$11.00; plus premium- 20%; prn- 10% or 20%	1
40 hours pay for 36 hours worked for friday - sunday operations team	1
weekend uplift. pay 40 hours for 36 hours worked. weekend shifts are 3x12	1
supervisors and maintenance receive \$2.90 instead of the \$2.40 shift differential	1
not really a shift but installers required to travel overnight are paid at a higher rate	1

3.37. Does your company have positions that are leveled?

Answered 115 times

Skipped 13 times

Select one answer (radio button)



Results	%	N
Yes	54%	62
No	46%	53

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

Answered 54 times

Skipped 8 times

Text input

This question is applicable when the following conditions are met:

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

Results	
3	8
5	3
4	2
6	2
2	1
8	1
4-6	1
3 levels	1
5 levels	1
6 levels	1
9 levels	1
levels 1 - 4	1
3 to 4 levels	1
multicraft levels 1 - 5	1
quality inspectors have 3 levels	1
normally 4 level plus senior level	1
for hourly, 4 levels. for exempt 6 levels	1
most professional positions have 4 levels	1
owners, managers, shop forman, area leads	1
different per job category, family, level.	1
professional technical/engineering 4 levels	1
most positions that are tiered have two levels	1
most job families have 3-5 levels. a few have 6-7	1
generally three levels, then supervisors above that	1
maintenance technician: 1-3 & quality technician 1-3	1
most have 3, but some have 4 to include a sr. level position	1
maintenance 5 levels / shipping 3 levels / production 3 levels	1
technical-5, management-4, salaried non exempt-4, professional-4	1
5 levels for engineering, other positions typically have 3-4 levels	1
engineering typically has 6 levels, most other non-union jobs have 4-5	1
engineer - 3 levels, administrative 2, maintenance 4, operations 4, lab 3,	1
research positions have 4 steps, professional administrative 2-3, technical 2-3	1
some positions have 2 - 3 levels but it's job specific and not by job categories	1
nonexempt - 2 levels. exempt - 2 levels. leader - 4 levels. executives - 3 levels	1
engineering & technician levels have 4 levels, administrative doesn't really have levels	1
job dependent but all can get to tier 3 based on skill set, select positions for tier 4 and 5	1
each position has a step progression - - most positions would have at least 3 levels up to 6 levels	1
2 levels for herbicide applicator (based on certification), 3 levels for project managers and accountants	1
most positions(more than 5 open positions/employees) will have 3 levels of progression. some positions will have 4.	1
engineering tends to have 5 levels, production generally has 3 levels and most professional positions have 4 levels.	1
skilled postions are level basedand paid according to the level that they test into. maintenance and die maintenance	1
engineering: 7, scientist/tech staff: 6, analyst: 7, software developer: 7, senior management/principal investigator: 7, technician: 4, administrative: 3-4	1
we have three tracks, with two levels each (executives and non-executives). t-track (technical track) goes from t0 to t7, c-track (corporate track) goes from c0 to c9, and m-track (management track) goes from m3 to m7.	1

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

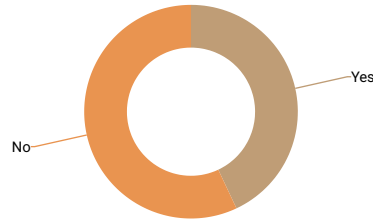
Answered 60 times

Skipped 2 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"



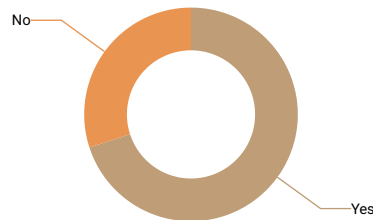
Results	%	N
Yes	43%	26
No	57%	34

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

Answered 115 times

Skipped 13 times

Select one answer (radio button)



Results	%	N
Yes	70%	80
No	30%	35

3.41. Number of employees in production

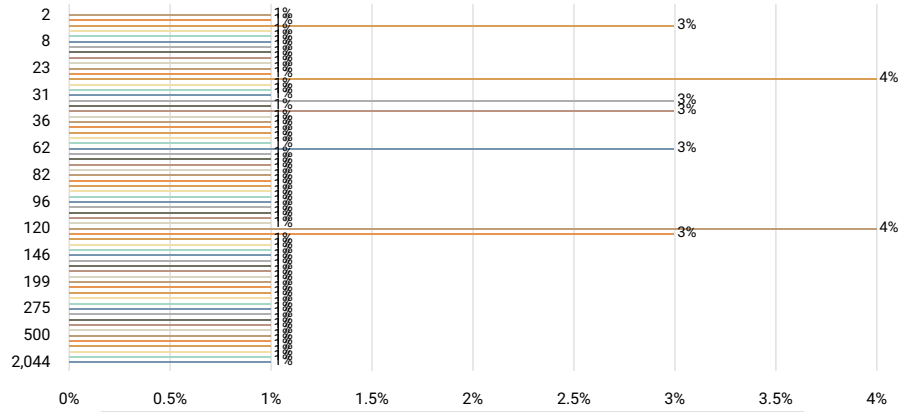
Answered 75 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	13
25th percentile	31
50th percentile	87
75th percentile	173
90th percentile	443
Mean	170.05
Median	87
Standard deviation	293.28
Total/sum	12,754

3.42. Average entry/hire hourly rate for production employees

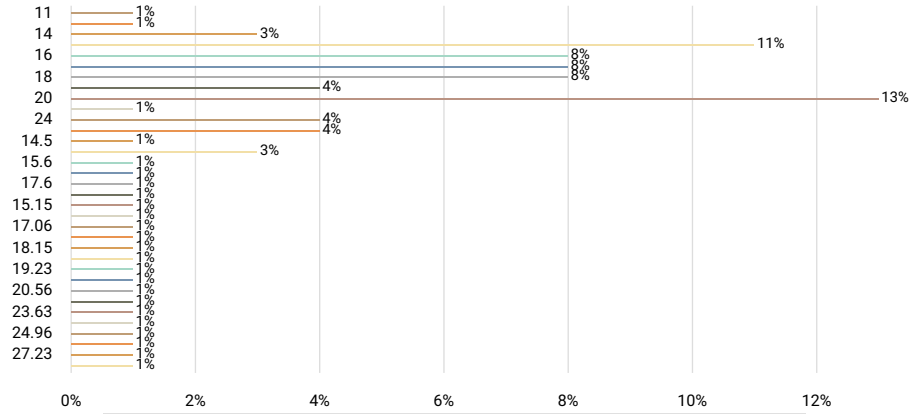
Answered 72 times

Skipped 8 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	15
25th percentile	15.8
50th percentile	18
75th percentile	20
90th percentile	24.86
Mean	18.74
Median	18
Standard deviation	4.5
Total/sum	1,349.22

3.43. Average actual base rate for production employees

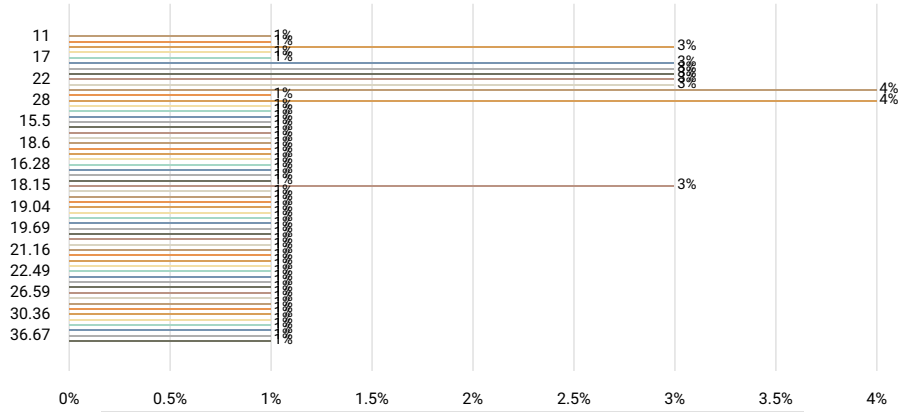
Answered 69 times

Skipped 11 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	16.28
25th percentile	18.15
50th percentile	20.59
75th percentile	26.59
90th percentile	31.24
Mean	22.37
Median	20.59
Standard deviation	5.75
Total/sum	1,543.85

3.44. Number of employees in maintenance

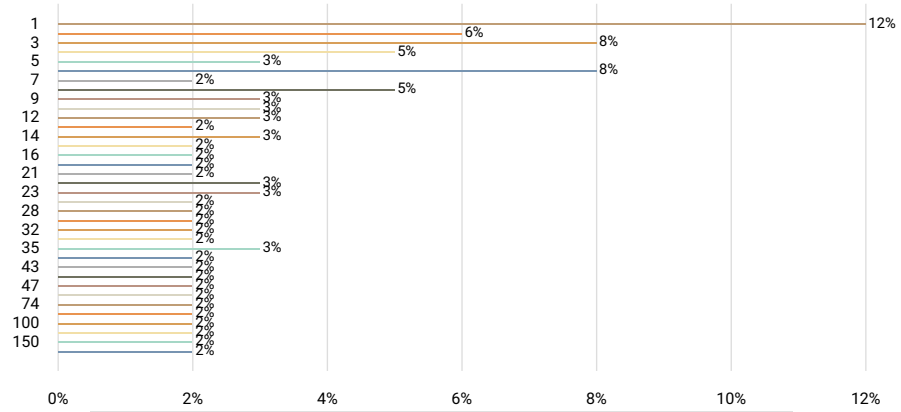
Answered 66 times

Skipped 14 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	3
50th percentile	9.5
75th percentile	28
90th percentile	48
Mean	22.64
Median	9.5
Standard deviation	32.97
Total/sum	1,494

3.45. Average entry/hire hourly rate for maintenance employees

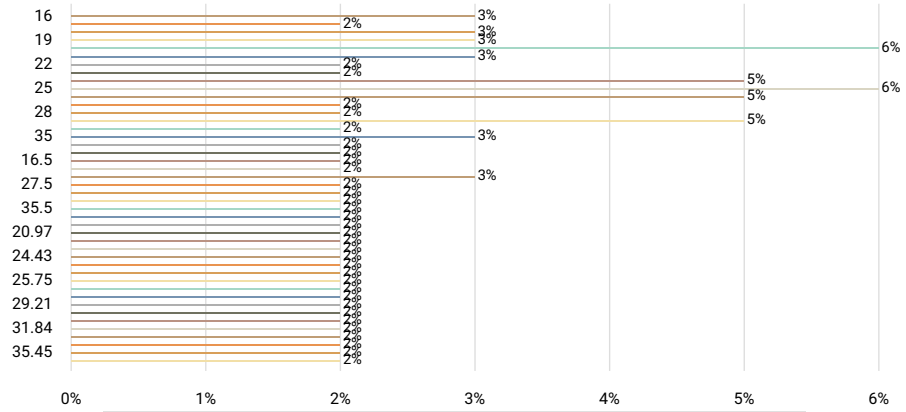
Answered 62 times

Skipped 18 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	18
25th percentile	20
50th percentile	25
75th percentile	30
90th percentile	35
Mean	25.61
Median	25
Standard deviation	6.14
Total/sum	1,587.76

3.46. Average actual base rate for maintenance employees

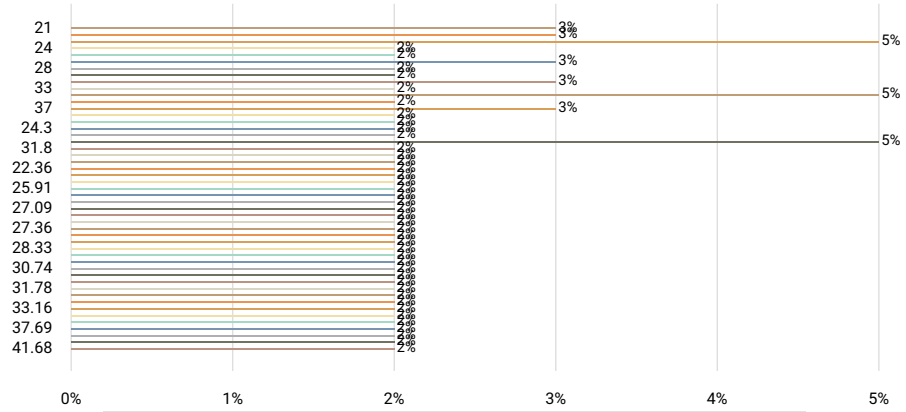
Answered 60 times

Skipped 20 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	22.42
25th percentile	25.94
50th percentile	28.29
75th percentile	33.58
90th percentile	37.85
Mean	29.65
Median	28.29
Standard deviation	5.74
Total/sum	1,779.28

3.47. Number of employees in warehouse

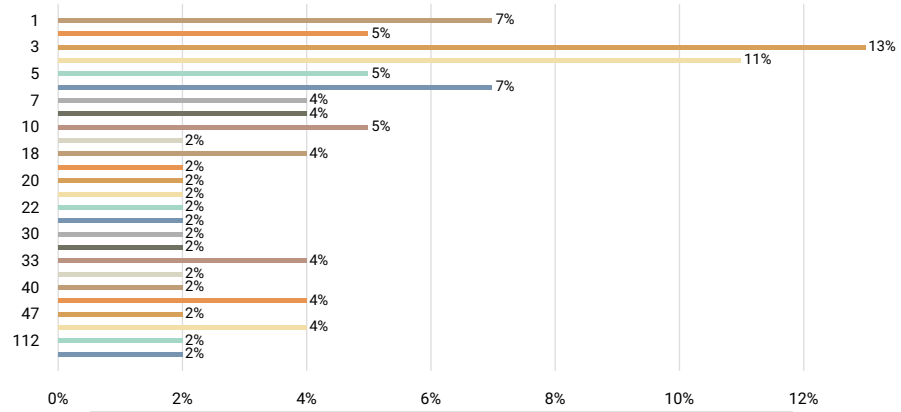
Answered 55 times

Skipped 25 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	2
25th percentile	3
50th percentile	7
75th percentile	23
90th percentile	44
Mean	20.78
Median	7
Standard deviation	40.95
Total/sum	1,143

3.48. Average entry/hire hourly rate for warehouse employees

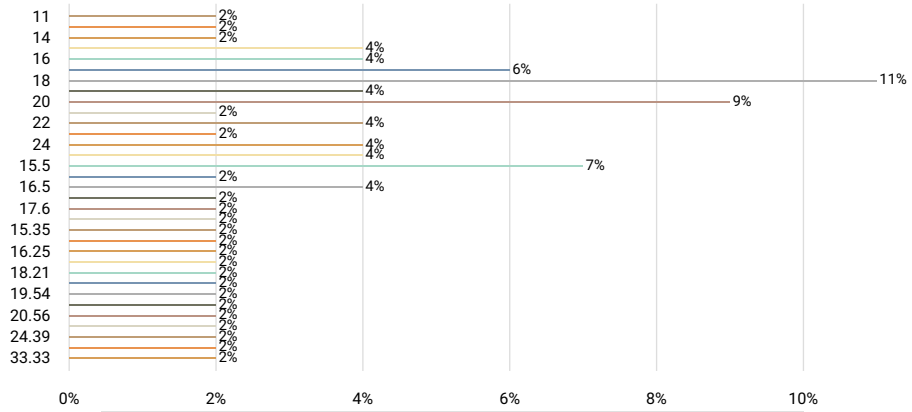
Answered 54 times

Skipped 26 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	15.35
25th percentile	16.1
50th percentile	18
75th percentile	20
90th percentile	24
Mean	18.75
Median	18
Standard deviation	3.77
Total/sum	1,012.42

3.49. Average actual base rate for warehouse employees

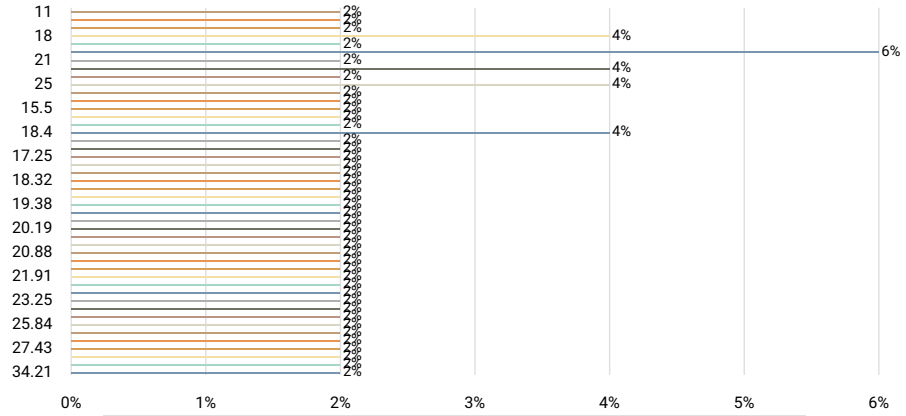
Answered 52 times

Skipped 28 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	17.25
25th percentile	18.36
50th percentile	20.7
75th percentile	23.46
90th percentile	27.43
Mean	21.52
Median	20.7
Standard deviation	4.71
Total/sum	1,119.02

4. Compensation Overview

COMPENSATION DATA

In this section, participants chose the positions for which they wanted to report wage data. Positions are organized into groups by job type.

Positions descriptions should have at least an 85% match with the description used at a business in order for the data to be reported.

JOB LEVELING

Some companies use job leveling and wish to see wage data reported in 3-6 levels. Based on results from previous surveys, levels are most prevalent with Technical/Engineering and Professional Administrative positions. Thus, you will see a combination of positions in those categories that are leveled and not leveled.

4.1 Support Staff Positions

The survey received sufficient data for the following job titles:

Accounting Clerk
Administrative Assistant/Executive Secretary
Purchasing Clerk
Customer Service Representative
Telephone Operator/Receptionist
Document Control Specialist
Expeditor
Payroll Specialist
Clerk, General

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

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

4.1.1 Accounting Clerk

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 25 times

Skipped 20 times

Text input

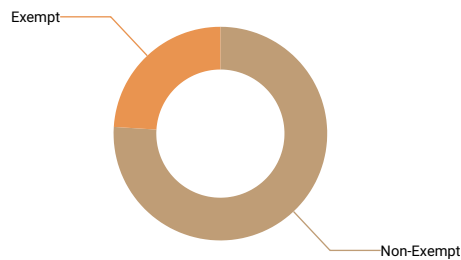
Results	
accountant	2
accounts payable	2
accounting assistant	2
accounting associate	2
accounting specialist	2
accounts payable specialist	2
ap / ar clerk	1
program control	1
ap clerk/ar clerk	1
junior accountant	1
ar clerk, ap clerk	1
accounting tech i & ii	1
accounts payable clerk	1
accounts payable associate	1
accounting clerk i, ii, iii	1
accounts payable/receivable	1
accounts payable, accounts receivable	1
accounts payable assistant / receptionist	1
accounting technician i, accounting technician 2	1

FLSA Status

Answered 45 times

Skipped 0 times

Select one answer (radio button)



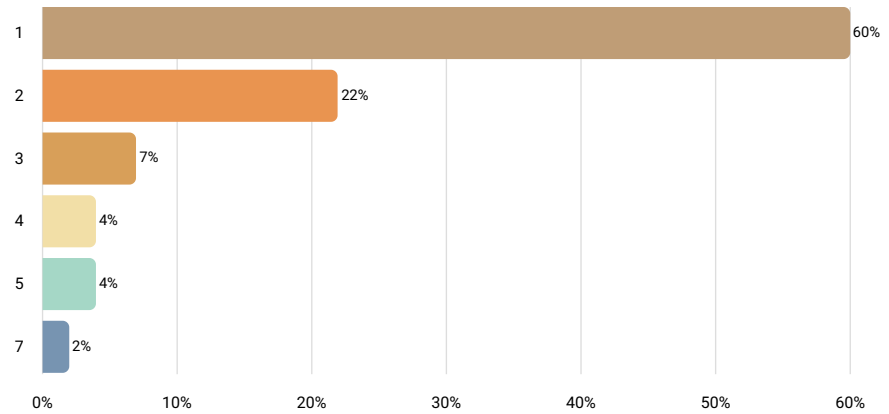
Results	%	N
Non-Exempt	76%	34
Exempt	24%	11

Number of Employees Currently in This Position

Answered 45 times

Skipped 0 times

Number input



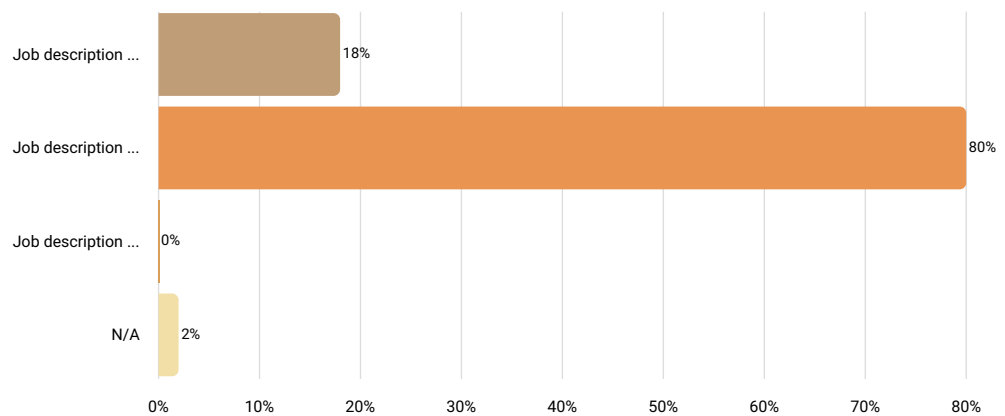
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.8
Median	1
Standard deviation	1.34
Total/sum	81

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

Answered 45 times

Skipped 0 times

Select one answer (radio button)



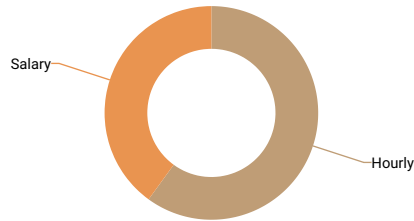
Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	8
Job description matches the position at your company very well	80%	36
Job description is perceptibly stronger than the position at your company	0%	0
N/A	2%	1

Is this position paid an hourly rate or annual salary?

Answered 45 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	60%	27
Salary	40%	18

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	27	\$18.50	\$21.00	\$22.50	\$24.00	\$28.24	\$22.71	\$22.50
Pay Range Maximum Rate	22	\$22.00	\$24.00	\$26.00	\$28.00	\$31.93	\$26.72	\$26.00
Pay Range Minimum Rate	23	\$13.10	\$16.00	\$18.00	\$20.00	\$21.91	\$17.73	\$18.00
Actual Highest Base Rate	26	\$21.21	\$22.50	\$24.18	\$27.00	\$28.85	\$24.69	\$24.18
Actual Lowest Base Rate	26	\$16.00	\$18.00	\$20.75	\$22.50	\$27.00	\$20.71	\$20.75
Actual Average Base Salary	16	\$33,945.00	\$43,180.00	\$49,352.50	\$55,008.00	\$62,025.60	\$49,207.35	\$49,352.50
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$500.00	\$1,160.00	\$2,500.00	\$5,000.00	\$10,000.00	\$3,517.78	\$2,500.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	\$0.00	\$1.50	\$3.00	\$3.50	\$18.00	\$4.25	\$3.00
Pay Range Maximum Salary	15	\$39,171.00	\$43,000.00	\$55,410.00	\$65,000.00	\$83,200.00	\$60,991.13	\$55,410.00
Pay Range Minimum Salary	15	\$31,140.00	\$36,000.00	\$40,000.00	\$45,760.00	\$50,000.00	\$41,166.53	\$40,000.00
Average Incentive Bonus or Other Bonus (Annual)	8	\$0.00	\$1,000.00	\$2,798.50	\$5,246.00	\$7,500.00	\$3,198.63	\$2,798.50
Actual Highest Base Salary	15	\$40,000.00	\$43,000.00	\$54,080.00	\$58,833.00	\$66,000.00	\$65,630.37	\$54,080.00
Actual Lowest Base Salary	17	\$36,000.00	\$39,580.00	\$48,195.00	\$55,000.00	\$62,025.60	\$48,044.04	\$48,195.00

4.1.3 Administrative Assistant/Executive Secretary

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 29 times

Skipped 24 times

Text input

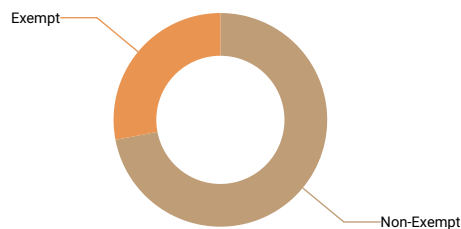
Results	
executive assistant	10
administrative assistant	2
administrative coordinator	2
office manager	1
administrative aides	1
administrative clerk	1
administrative staff	1
office administrator	1
administrator specialist	1
administrative specialist	1
associate business manager	1
operations support coordinator	1
business administration specialist	1
assistant, administrative operations	1
administrative assistant/event manager	1
executive admin basic, intermediate and advanced	1
administrative assistance/front desk receptionist/executive assistant	1
administration assistant i, administrative assistant ii, & administrative assistant i - quality	1

FLSA Status

Answered 53 times

Skipped 0 times

Select one answer (radio button)



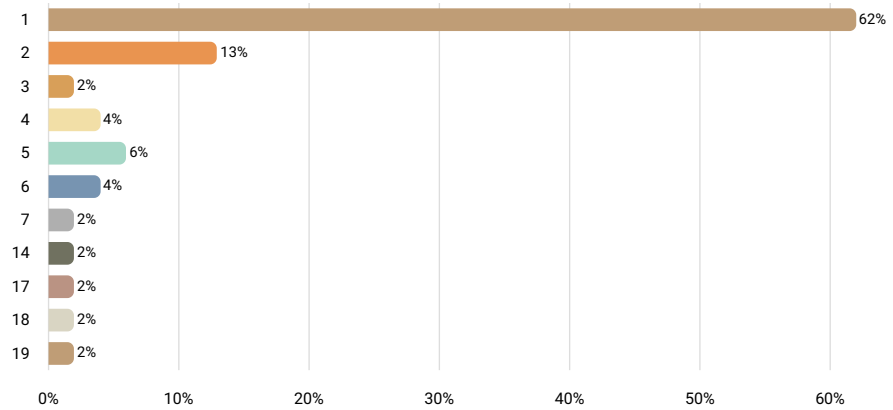
Results	%	N
Non-Exempt	72%	38
Exempt	28%	15

Number of Employees Currently in This Position

Answered 53 times

Skipped 0 times

Number input



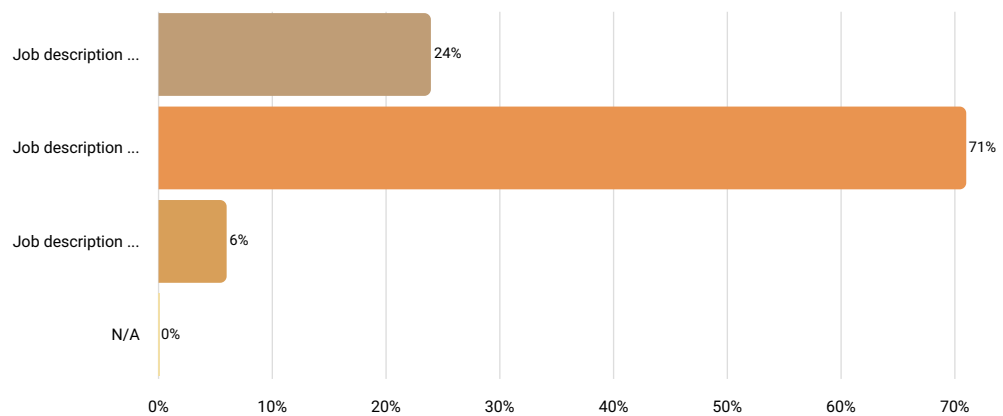
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	3.02
Median	1
Standard deviation	4.35
Total/sum	160

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

Answered 51 times

Skipped 2 times

Select one answer (radio button)



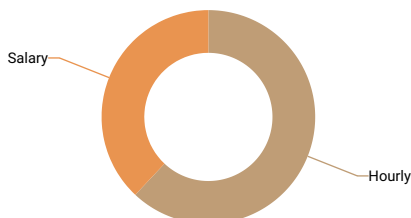
Results	%	N
Job description is perceptibly weaker than the position at your company	24%	12
Job description matches the position at your company very well	71%	36
Job description is perceptibly stronger than the position at your company	6%	3
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	62%	33
Salary	38%	20

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	32	\$19.00	\$21.85	\$24.20	\$28.33	\$32.96	\$55.81	\$24.20
Pay Range Maximum Rate	24	\$20.00	\$22.50	\$27.37	\$36.14	\$41.50	\$29.79	\$27.37
Pay Range Minimum Rate	24	\$15.00	\$17.16	\$18.16	\$21.68	\$24.40	\$19.17	\$18.16
Actual Highest Base Rate	32	\$20.00	\$21.96	\$25.65	\$33.72	\$41.50	\$72.31	\$25.65
Actual Lowest Base Rate	32	\$17.00	\$19.94	\$22.25	\$25.25	\$30.32	\$53.82	\$22.25
Actual Average Base Salary	20	\$40,500.00	\$44,686.90	\$60,364.62	\$65,297.50	\$87,833.50	\$59,813.09	\$60,364.62
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$1,000.00	\$2,000.00	\$2,500.00	\$7,100.00	\$7,600.00	\$4,720.45	\$2,500.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	17	\$40,000.00	\$65,000.00	\$71,500.00	\$84,477.00	\$89,996.00	\$70,313.87	\$71,500.00
Pay Range Minimum Salary	17	\$32,980.00	\$38,792.00	\$47,025.00	\$54,569.00	\$60,000.00	\$47,814.72	\$47,025.00
Average Incentive Bonus or Other Bonus (Annual)	9	\$500.00	\$500.00	\$800.00	\$3,000.00	\$7,976.93	\$2,047.77	\$800.00
Actual Highest Base Salary	20	\$42,224.00	\$50,792.50	\$62,012.80	\$71,300.00	\$89,208.00	\$63,602.99	\$62,012.80
Actual Lowest Base Salary	20	\$38,396.00	\$43,534.40	\$59,000.00	\$64,279.50	\$86,123.50	\$57,854.65	\$59,000.00

4.1.4 Purchasing Clerk

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

If your job title is different than what is shown above, provide it here:

Answered 15 times

Skipped 12 times

Text input

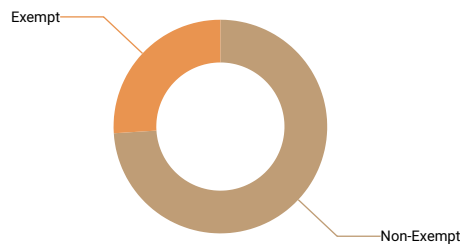
Results	
procurement specialist	2
purchasing	1
purchasing agent	1
maintenance clerk	1
procurement analyst	1
inventory specialist	1
purchasing assistant	1
procurement officer i	1
purchasing admin asst	1
purchasing coordinator	1
procurement specialist i	1
acquisition specialist, tda specialist	1
supply chain clerk and purchasing clerk	1
quality inventory specialist (manufacturing - assistant quality control)	1

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



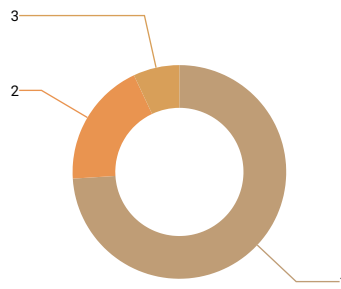
Results	%	N
Non-Exempt	74%	20
Exempt	26%	7

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



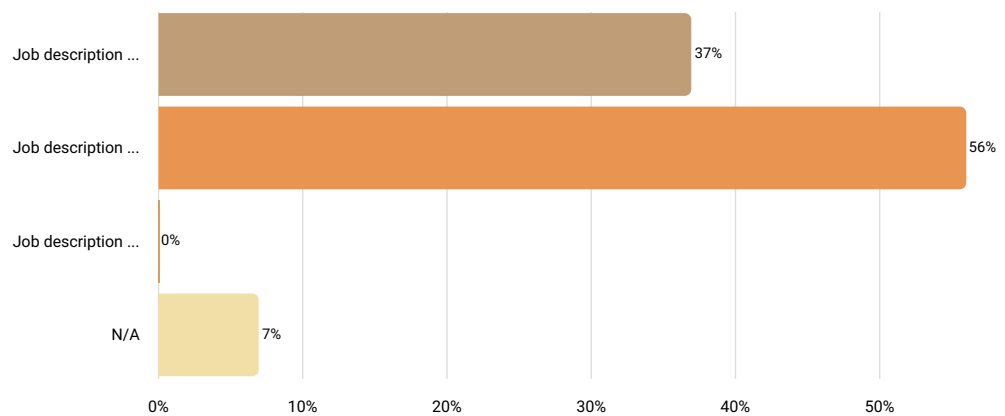
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.33
Median	1
Standard deviation	0.62
Total/sum	36

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

Answered 27 times

Skipped 0 times

Select one answer (radio button)



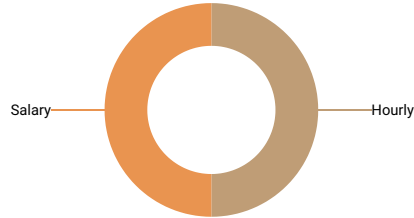
Results	%	N
Job description is perceptibly weaker than the position at your company	37%	10
Job description matches the position at your company very well	56%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	2

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Hourly	50%	13
Salary	50%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	13	\$17.00	\$19.00	\$22.00	\$26.79	\$27.50	\$36.95	\$22.00
Pay Range Maximum Rate	11	\$24.36	\$26.00	\$28.21	\$35.00	\$40.00	\$48.36	\$28.21
Pay Range Minimum Rate	11	\$16.00	\$16.63	\$17.50	\$20.00	\$25.00	\$32.87	\$17.50
Actual Highest Base Rate	12	\$19.00	\$19.07	\$22.30	\$27.66	\$29.52	\$39.06	\$22.30
Actual Lowest Base Rate	12	\$16.00	\$19.00	\$21.30	\$24.02	\$26.79	\$37.30	\$21.30
Actual Average Base Salary	12	\$40,570.00	\$43,250.00	\$54,048.50	\$63,987.00	\$66,000.00	\$53,803.33	\$54,048.50
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$500.00	\$1,721.46	\$3,460.00	\$4,720.00	\$5,000.00	\$3,162.86	\$3,460.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	12	\$47,000.00	\$48,698.00	\$64,640.00	\$71,749.99	\$75,000.00	\$62,448.00	\$64,640.00
Pay Range Minimum Salary	12	\$38,000.00	\$40,000.00	\$42,174.00	\$45,000.00	\$63,000.00	\$45,683.83	\$42,174.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	12	\$42,000.00	\$44,844.50	\$54,048.50	\$66,449.00	\$71,999.98	\$55,617.25	\$54,048.50
Actual Lowest Base Salary	12	\$38,450.00	\$42,000.00	\$48,548.50	\$63,012.00	\$66,000.00	\$51,162.50	\$48,548.50

4.1.5 Human Resources Assistant

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 11 times

Skipped 11 times

Text input

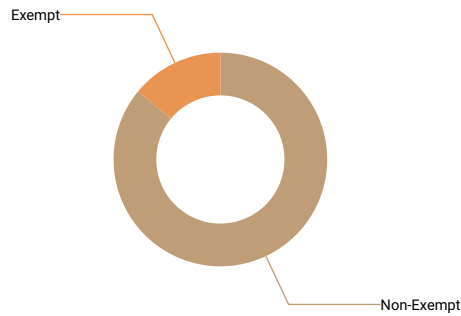
Results	
human resources associate	2
human resources coordinator	2
hr specialist	1
hr admin assistant	1
assoc, human resources	1
hr / executive assistant	1
direct of human resources	1
human resources specialist	1
hr coordinator, national account rep, onsite account rep, recruiting coordinator, sourcing specialist, metrics analyst	1

FLSA Status

Answered 21 times

Skipped 1 times

Select one answer (radio button)



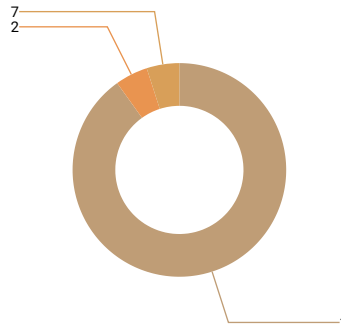
Results	%	N
Non-Exempt	86%	18
Exempt	14%	3

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



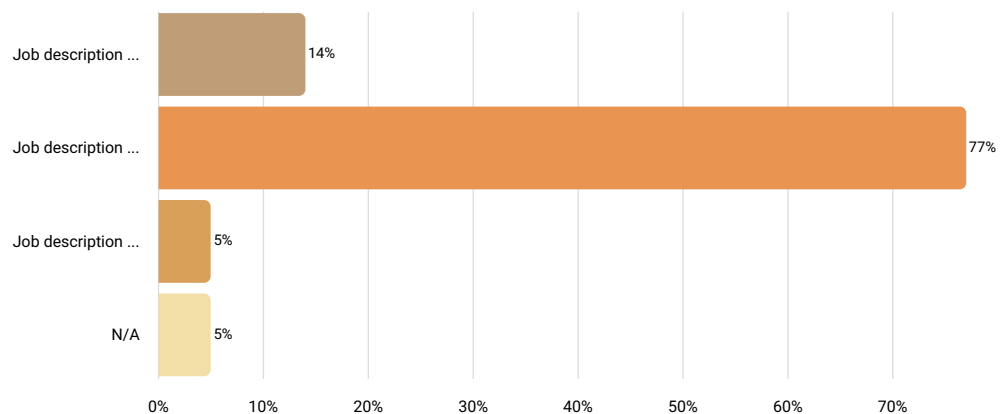
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.32
Median	1
Standard deviation	1.29
Total/sum	29

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



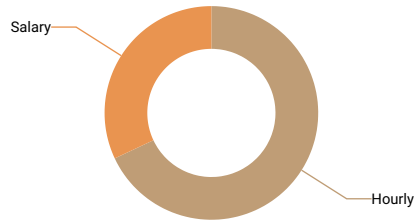
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	3
Job description matches the position at your company very well	77%	17
Job description is perceptibly stronger than the position at your company	5%	1
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	68%	15
Salary	32%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	14	\$19.00	\$20.00	\$21.05	\$26.48	\$28.00	\$22.63	\$21.05
Pay Range Maximum Rate	12	\$24.72	\$25.00	\$29.98	\$31.50	\$32.13	\$28.71	\$29.98
Pay Range Minimum Rate	12	\$14.00	\$15.74	\$19.71	\$23.23	\$25.48	\$19.57	\$19.71
Actual Highest Base Rate	14	\$19.00	\$20.00	\$21.05	\$28.85	\$30.59	\$23.61	\$21.05
Actual Lowest Base Rate	14	\$18.00	\$19.00	\$20.87	\$25.48	\$30.59	\$39.37	\$20.87
Actual Average Base Salary	6	\$40,000.00	\$40,000.00	\$55,749.99	\$59,600.00	\$126,006.40	\$62,851.06	\$55,749.99 \$
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	6	\$40,000.00	\$43,000.00	\$55,749.99	\$59,600.00	\$126,006.40	\$63,351.06	\$55,749.99 \$
Actual Lowest Base Salary	6	\$40,000.00	\$40,000.00	\$55,749.99	\$59,600.00	\$126,006.40	\$62,851.06	\$55,749.99 \$

4.1.6 Customer Service Representative

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 18 times

Text input

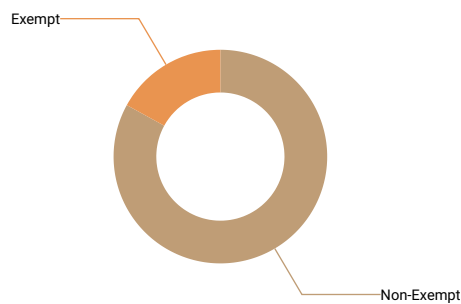
Results	
quality control	1
customer service rep	1
water services clerk	1
inside sales representative	1
constituent services program officer -1620	1

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



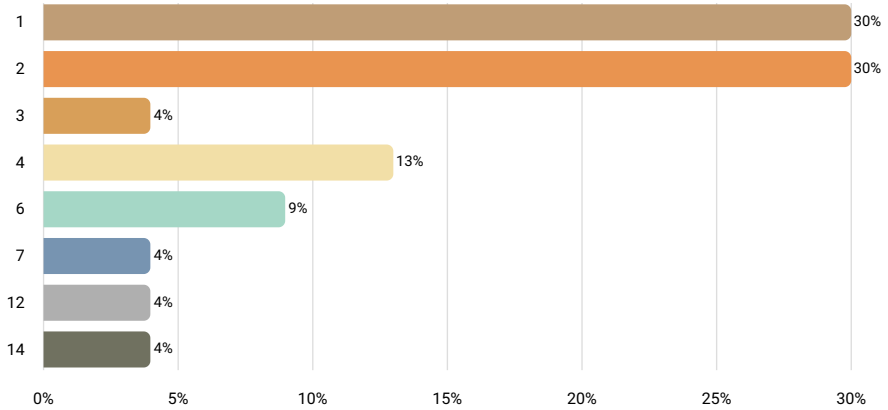
Results	%	N
Non-Exempt	83%	19
Exempt	17%	4

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



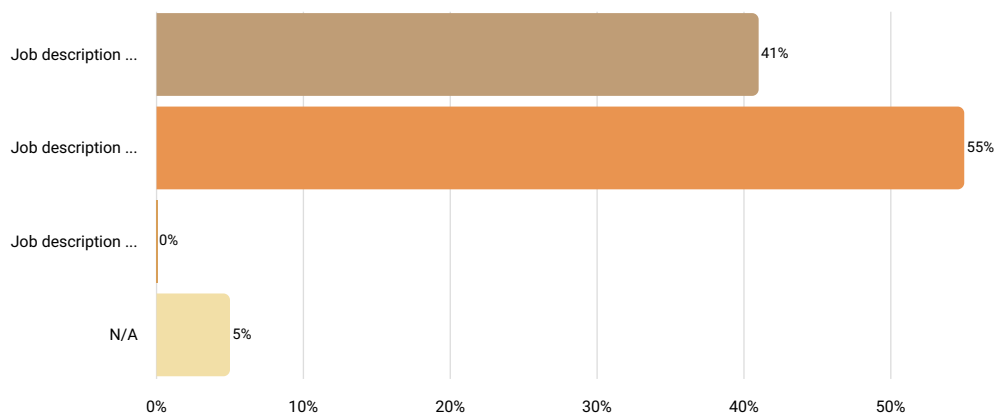
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	7
Mean	3.52
Median	2
Standard deviation	3.49
Total/sum	81

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

Answered 22 times

Skipped 1 times

Select one answer (radio button)



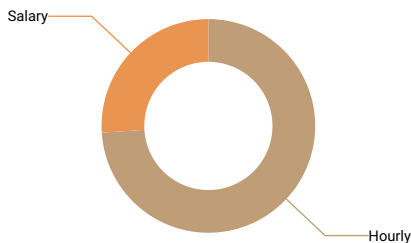
Results		
	%	N
Job description is perceptibly weaker than the position at your company	41%	9
Job description matches the position at your company very well	55%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	74%	17
Salary	26%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	16	\$16.93	\$19.60	\$20.68	\$23.66	\$25.29	\$21.35	\$20.68
Pay Range Maximum Rate	15	\$22.00	\$22.50	\$26.48	\$28.00	\$30.00	\$26.20	\$26.48
Pay Range Minimum Rate	15	\$14.00	\$16.00	\$17.84	\$19.95	\$21.75	\$18.11	\$17.84
Actual Highest Base Rate	17	\$17.00	\$22.20	\$23.85	\$25.42	\$31.00	\$24.04	\$23.85
Actual Lowest Base Rate	17	\$16.00	\$17.93	\$19.00	\$23.32	\$25.00	\$20.10	\$19.00
Actual Average Base Salary	5	\$40,000.00	\$43,867.20	\$47,300.00	\$58,000.00	\$62,000.00	\$50,233.44	\$47,300.00
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	5	\$43,000.00	\$60,000.00	\$70,000.00	\$72,000.00	\$72,321.60	\$63,464.32	\$70,000.00
Pay Range Minimum Salary	5	\$32,000.00	\$35,000.00	\$36,000.00	\$40,000.00	\$42,598.40	\$37,119.68	\$36,000.00
Average Incentive Bonus or Other Bonus (Annual)	5	\$1,000.00	\$1,200.00	\$1,350.00	\$3,500.00	\$3,839.00	\$2,177.80	\$1,350.00
Actual Highest Base Salary	5	\$42,500.00	\$43,867.20	\$58,000.00	\$62,000.00	\$72,000.00	\$55,673.44	\$58,000.00
Actual Lowest Base Salary	5	\$32,000.00	\$35,000.00	\$36,000.00	\$43,867.20	\$58,000.00	\$40,973.44	\$36,000.00

4.1.7 Telephone Operator/Receptionist

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 8 times

Skipped 10 times

Text input

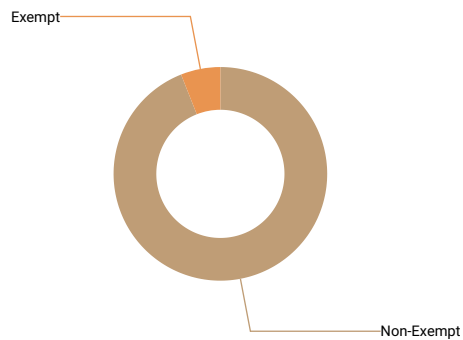
Results	
receptionist	5
clerical assistant	1
receptionist/typist	1
resource desk coordinator	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



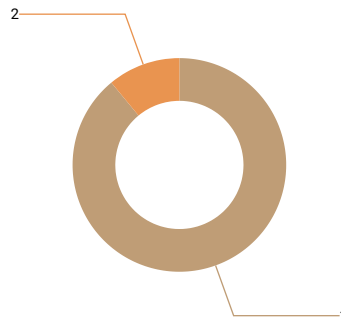
Results	%	N
Non-Exempt	94%	17
Exempt	6%	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



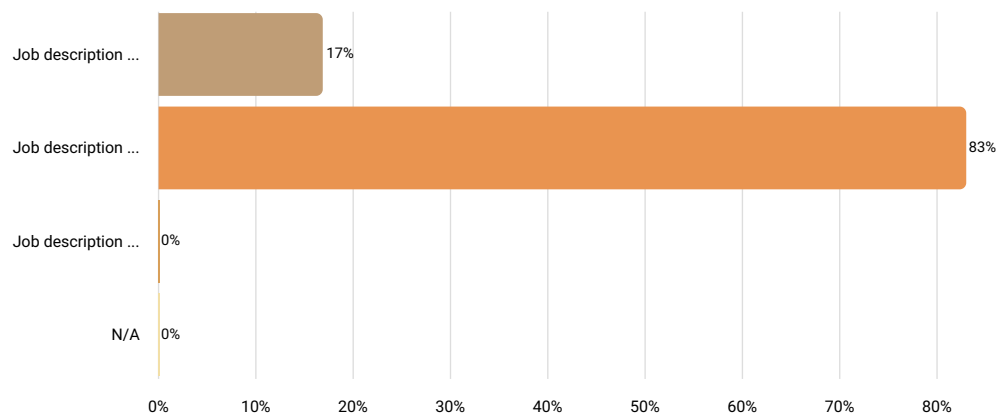
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.11
Median	1
Standard deviation	0.32
Total/sum	20

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



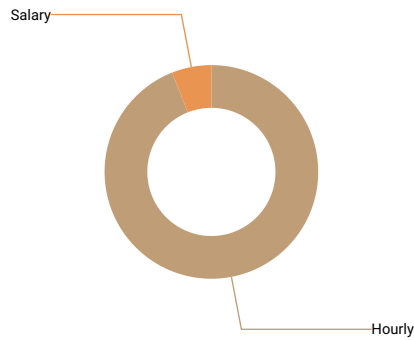
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	3
Job description matches the position at your company very well	83%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	17
Salary	6%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	17	\$12.50	\$16.39	\$19.00	\$22.00	\$23.86	\$19.08	\$19.00
Pay Range Maximum Rate	13	\$15.00	\$19.43	\$20.00	\$25.00	\$27.46	\$21.48	\$20.00
Pay Range Minimum Rate	14	\$10.00	\$12.00	\$15.50	\$16.00	\$18.76	\$14.53	\$15.50
Actual Highest Base Rate	15	\$15.00	\$16.39	\$19.38	\$23.00	\$25.00	\$19.53	\$19.38
Actual Lowest Base Rate	17	\$10.00	\$16.39	\$19.00	\$22.00	\$23.86	\$18.72	\$19.00
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	7	\$500.00	\$750.00	\$1,353.00	\$1,587.00	\$3,395.00	\$1,440.71	\$1,353.00
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.1.10 Document Control Specialist

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 6 times

Text input

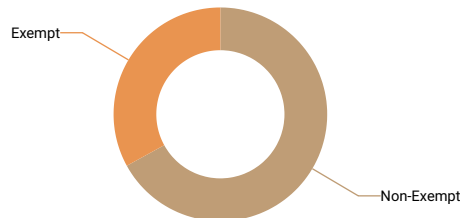
Results	
records clerk	1
quality manager	1
calibration technician	1
document controls tech	1
document security admin ii	1
records maintenance supervisor - 0122	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



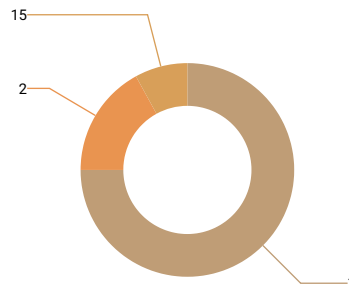
Results	%	N
Non-Exempt	67%	8
Exempt	33%	4

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



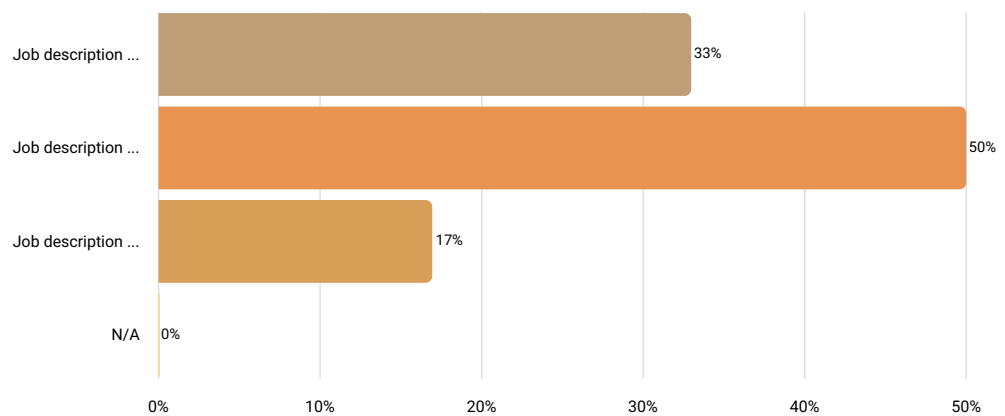
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	2.33
Median	1
Standard deviation	4.01
Total/sum	28

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



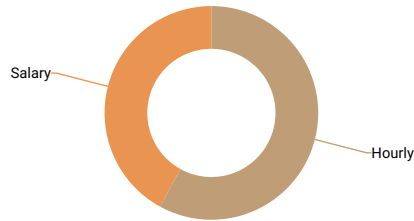
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	4
Job description matches the position at your company very well		50%	6
Job description is perceptibly stronger than the position at your company		17%	2
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	58%	7
Salary	42%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	7	\$16.89	\$18.00	\$25.00	\$30.00	\$33.76	\$24.71	\$25.00
Pay Range Maximum Rate	5	\$27.00	\$27.60	\$28.00	\$28.75	\$29.50	\$28.17	\$28.00
Pay Range Minimum Rate	6	\$0.00	\$14.00	\$19.63	\$21.72	\$25.00	\$16.66	\$19.63
Actual Highest Base Rate	7	\$21.34	\$22.00	\$26.38	\$30.00	\$33.76	\$26.64	\$26.38
Actual Lowest Base Rate	7	\$14.00	\$14.23	\$22.00	\$30.00	\$33.76	\$23.33	\$22.00
Actual Average Base Salary	5	\$57,500.00	\$60,000.00	\$69,388.80	\$71,000.00	\$130,000.00	\$77,577.76	\$69,388.80
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	5	\$57,500.00	\$60,000.00	\$69,388.80	\$71,000.00	\$130,000.00	\$77,577.76	\$69,388.80
Actual Lowest Base Salary	5	\$57,000.00	\$57,500.00	\$60,000.00	\$69,388.80	\$71,000.00	\$62,977.76	\$60,000.00

4.1.11 Expeditor

Job description

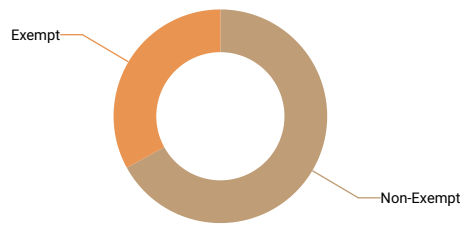
Facilitates the flow of materials to and from various work sites or departments. Work with vendors to secure the appropriate goods and coordinate delive
Responsible for inspecting materials for both quality and quantity.

FLSA Status

Answered 6 times

Skipped 1 times

Select one answer (radio button)



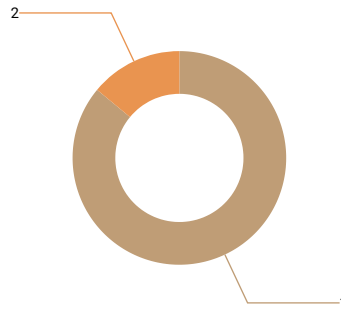
Results	%	N
Non-Exempt	67%	4
Exempt	33%	2

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



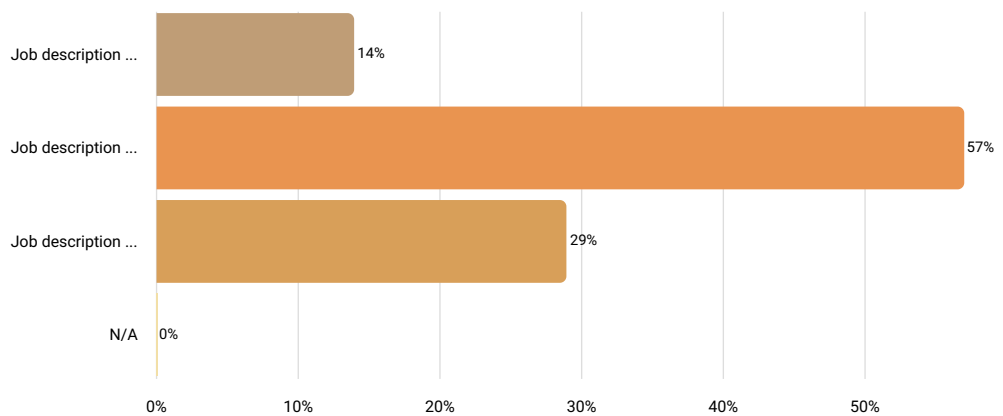
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.14
Median	1
Standard deviation	0.38
Total/sum	8

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



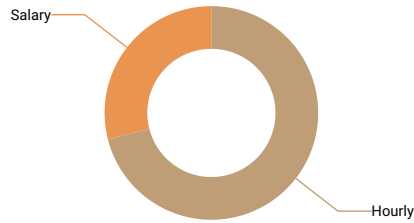
Results		%	N
Job description is perceptibly weaker than the position at your company		14%	1
Job description matches the position at your company very well		57%	4
Job description is perceptibly stronger than the position at your company		29%	2
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	71%	5
Salary	29%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$15.00	\$24.00	\$28.00	\$29.51	\$41.46	\$27.59	\$28.00	\$9.59
Pay Range Maximum Rate	5	\$15.00	\$20.00	\$36.00	\$36.44	\$41.46	\$29.78	\$36.00	\$11.55
Pay Range Minimum Rate	5	\$15.00	\$17.00	\$21.86	\$25.00	\$34.78	\$22.73	\$21.86	\$7.81
Actual Highest Base Rate	5	\$15.00	\$24.00	\$31.00	\$31.00	\$41.46	\$28.49	\$31.00	\$9.78
Actual Lowest Base Rate	5	\$15.00	\$24.00	\$25.00	\$28.00	\$41.46	\$26.69	\$25.00	\$9.57
Actual Average Base Salary									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

4.1.12 Payroll Specialist

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 19 times

Skipped 13 times

Text input

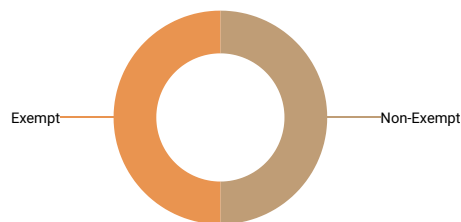
Results	
payroll assistant	2
payroll supervisor	2
payroll coordinator	2
staff accountant	1
payroll clerk iii	1
payroll specialist	1
accounting specialist	1
payroll administrator	1
sr. payroll accountant	1
payroll/hr administrator	1
payroll financial analyst	1
hr anayst/payroll specialist	1
payroll & benefits specialist	1
payroll and benefits specialist	1
payroll/human resources specialist	1
payroll/retirement benefits specialist - 0004	1

FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



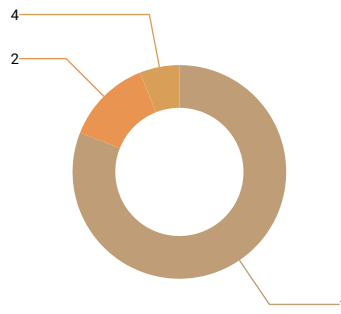
Results	%	N
Non-Exempt	50%	16
Exempt	50%	16

Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



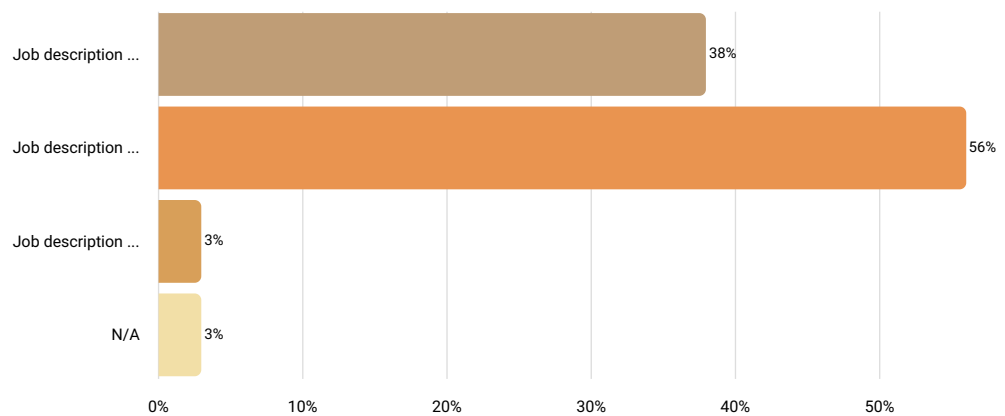
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.31
Median	1
Standard deviation	0.78
Total/sum	42

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

Answered 32 times

Skipped 0 times

Select one answer (radio button)



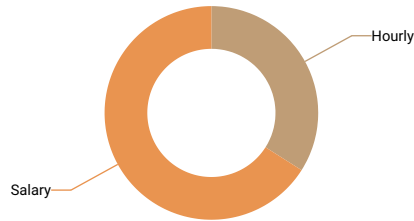
Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	12
Job description matches the position at your company very well	56%	18
Job description is perceptibly stronger than the position at your company	3%	1
	N/A	3%

Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	34%	11
Salary	66%	21

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	10	\$19.88	\$22.44	\$23.99	\$31.69	\$34.14	\$26.16	\$23.99	
Pay Range Maximum Rate	9	\$24.00	\$28.97	\$32.82	\$37.00	\$47.81	\$34.35	\$32.82	
Pay Range Minimum Rate	9	\$16.43	\$20.76	\$23.10	\$26.16	\$28.40	\$23.01	\$23.10	
Actual Highest Base Rate	10	\$19.74	\$22.00	\$25.69	\$31.91	\$34.50	\$26.53	\$25.69	
Actual Lowest Base Rate	11	\$19.31	\$22.00	\$23.10	\$30.73	\$31.91	\$25.36	\$23.10	
Actual Average Base Salary	18	\$51,199.20	\$60,000.00	\$66,300.00	\$76,000.00	\$101,000.00	\$70,100.80	\$66,300.00	
Average Incentive Bonus or Other Cash Bonus (Annual)	10	\$1,400.00	\$2,200.00	\$5,500.00	\$7,900.00	\$12,000.00	\$5,830.00	\$5,500.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	16	\$54,000.00	\$75,000.00	\$77,655.00	\$86,738.50	\$109,200.00	\$81,226.18	\$77,655.00	
Pay Range Minimum Salary	16	\$44,699.20	\$48,885.50	\$50,000.00	\$68,900.00	\$77,968.00	\$58,524.45	\$50,000.00	
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	18	\$52,000.00	\$60,000.00	\$68,300.00	\$79,500.00	\$101,000.00	\$71,315.87	\$68,300.00	
Actual Lowest Base Salary	18	\$45,000.00	\$52,919.00	\$64,105.50	\$76,000.00	\$101,000.00	\$68,691.29	\$64,105.50	

4.1.14 Clerk, General

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 4 times

Text input

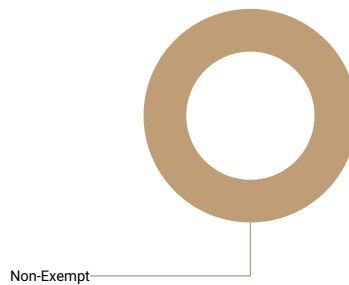
Results	
associate	1
logistic clerk	1
clerk, shipping	1
business administrator	1
general clerk ii - 0073	1
accounting hr specialist	1
outside sales coordinator	1
engineering clerk; traffic clerk	1
project clerk, safety clerk, procurement associate	1
accounts receivable specialist, sr. accounts receivable specialist	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



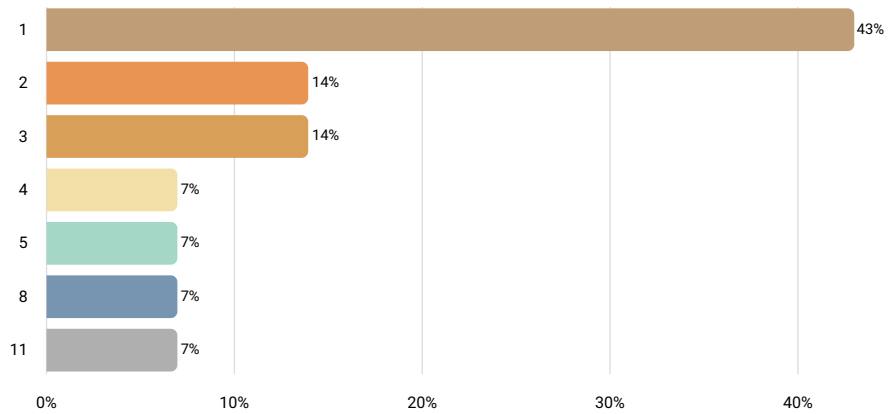
Results	%	N
Non-Exempt	100%	14
Exempt	0%	0

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



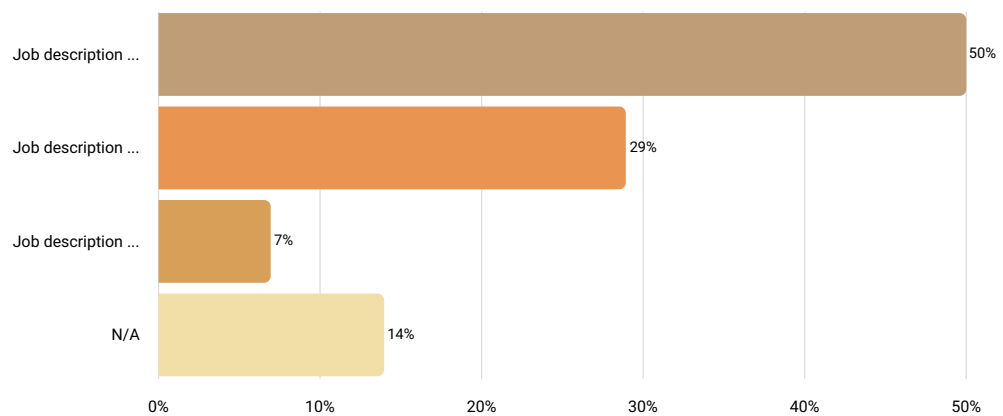
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	8
Mean	3.14
Median	2
Standard deviation	3.03
Total/sum	44

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



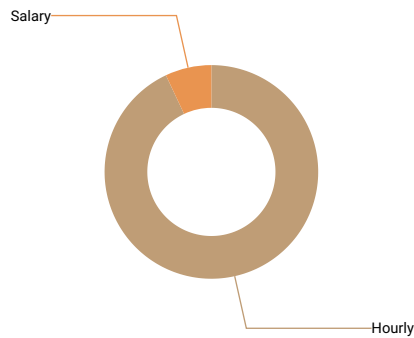
Results		%	N
Job description is perceptibly weaker than the position at your company		50%	7
Job description matches the position at your company very well		29%	4
Job description is perceptibly stronger than the position at your company		7%	1
N/A		14%	2

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	13
Salary	7%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	12	\$18.81	\$19.67	\$21.20	\$23.59	\$26.30	\$21.74	\$21.20
Pay Range Maximum Rate	10	\$19.96	\$25.00	\$26.00	\$26.70	\$30.98	\$25.70	\$26.00
Pay Range Minimum Rate	11	\$16.00	\$17.25	\$18.50	\$21.00	\$21.31	\$18.71	\$18.50
Actual Highest Base Rate	12	\$18.81	\$20.14	\$22.84	\$26.00	\$28.00	\$23.09	\$22.84
Actual Lowest Base Rate	12	\$17.50	\$18.41	\$20.00	\$23.34	\$23.85	\$20.57	\$20.00
Actual Average Base Salary								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	5	\$1,200.00	\$1,248.00	\$3,450.00	\$3,500.00	\$36,000.00	\$9,079.60	\$3,450.00
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.2 Technician Positions

The survey received sufficient data for the following job titles:

Engineering Technician - Level 1, Level 2, Level 3
Quality Control Technician - Level 1, Level 2, Level 3
Electronics Technician - Level 2, Level 3
Drafter - CAD
Field Services Engineer
PC Network Support Technician
Lab Technician
Graphics Sec/Tech Illustrator
Non-Destructive Testing (NDT) Technician

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

Electronics Technician - Level 1
Computer Operator
Drafter - Manual
Data Entry Operator

4.2.1 Engineering Technician - Level 1

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 9 times

Text input

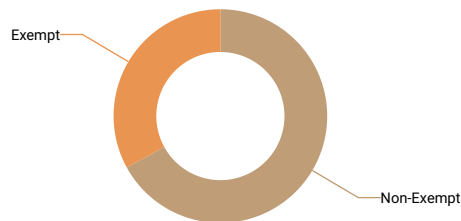
Results	
member technical staff	1
electrical technician 4	1
engineering technician - 4055	1
electronics engineer, entry level	1
technician - integration engineering	1
process technician, product launch technician	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



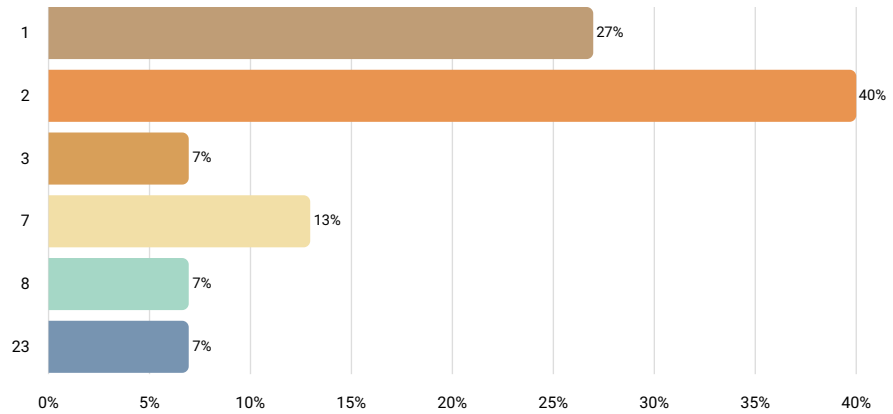
Results	%	N
Non-Exempt	67%	10
Exempt	33%	5

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



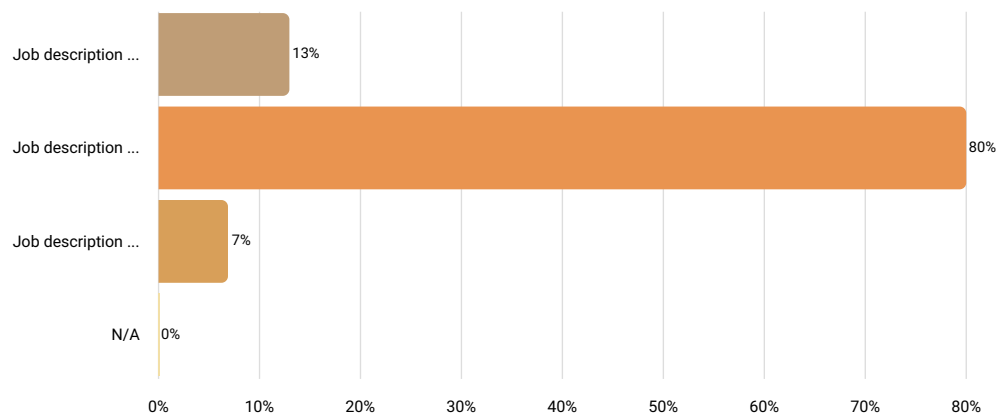
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	8
Mean	4.27
Median	2
Standard deviation	5.7
Total/sum	64

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

Answered 15 times

Skipped 0 times

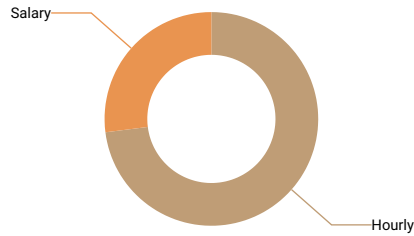
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	73%	11
Salary	27%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	11	\$18.12	\$22.00	\$26.09	\$32.00	\$35.48	\$26.51	\$26.09
Pay Range Maximum Rate	9	\$10.30	\$19.00	\$30.14	\$42.33	\$52.78	\$30.78	\$30.14
Pay Range Minimum Rate	9	\$10.30	\$17.00	\$22.00	\$27.03	\$32.50	\$22.71	\$22.00
Actual Highest Base Rate	11	\$19.00	\$23.00	\$29.17	\$34.38	\$35.48	\$28.24	\$29.17
Actual Lowest Base Rate	11	\$17.25	\$19.57	\$24.81	\$32.00	\$32.81	\$24.89	\$24.81
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$0.00	\$2.00	\$4.00	\$4.00	\$5.00	\$3.00	\$4.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.2.2 Engineering Technician - Level 2

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 7 times

Skipped 11 times

Text input

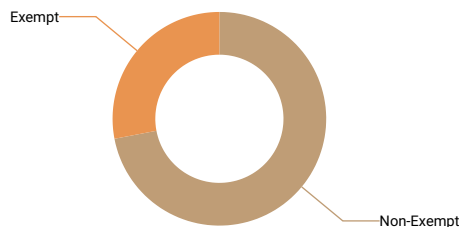
Results	
designer	1
engineer	1
technician	1
electrical technician 3	1
electronics engineer, mid level	1
engineering aide; test technician i	1
technician - integration engineering ii and iii	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



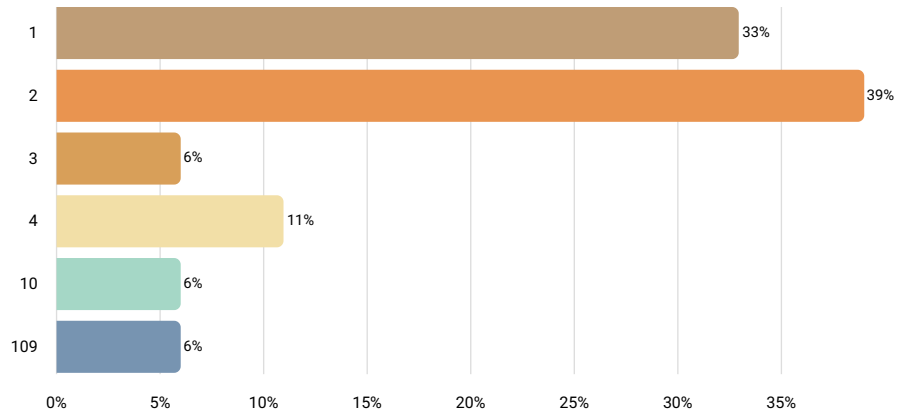
Results	%	N
Non-Exempt	72%	13
Exempt	28%	5

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



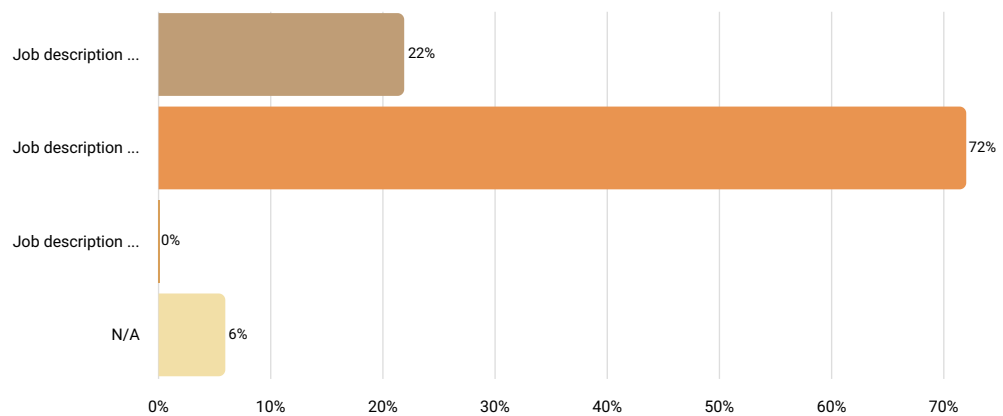
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	10
Mean	8.33
Median	2
Standard deviation	25.21
Total/sum	150

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



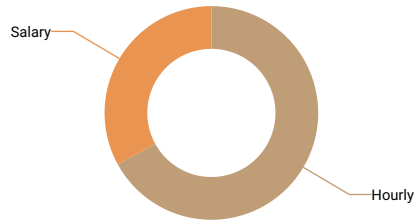
Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	4
Job description matches the position at your company very well	72%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	12
Salary	33%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	10	\$18.34	\$22.50	\$28.16	\$31.00	\$39.85	\$28.31	\$28.16	
Pay Range Maximum Rate	8	\$16.48	\$21.00	\$26.75	\$42.14	\$57.93	\$31.77	\$26.75	
Pay Range Minimum Rate	8	\$16.48	\$17.88	\$22.50	\$25.81	\$36.27	\$23.14	\$22.50	
Actual Highest Base Rate	9	\$18.50	\$22.63	\$29.62	\$32.13	\$49.00	\$30.56	\$29.62	
Actual Lowest Base Rate	10	\$16.75	\$22.50	\$25.67	\$27.73	\$36.62	\$25.95	\$25.67	
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	5	\$60,000.00	\$65,000.00	\$76,000.00	\$95,000.00	\$166,538.00	\$92,507.60	\$76,000.00	\$
Pay Range Minimum Salary	5	\$38,000.00	\$52,000.00	\$60,000.00	\$60,000.00	\$74,713.00	\$56,942.60	\$60,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

4.2.3 Engineering Technician - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 7 times

Skipped 11 times

Text input

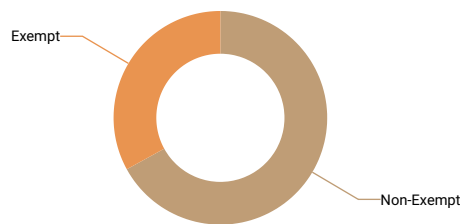
Results	
technician iii	1
project engineer	1
engineering tech ii	1
electrical technician 2	1
electronics engineer, senior	1
test technician ii, testing lead	1
technician - integration engineering sr	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



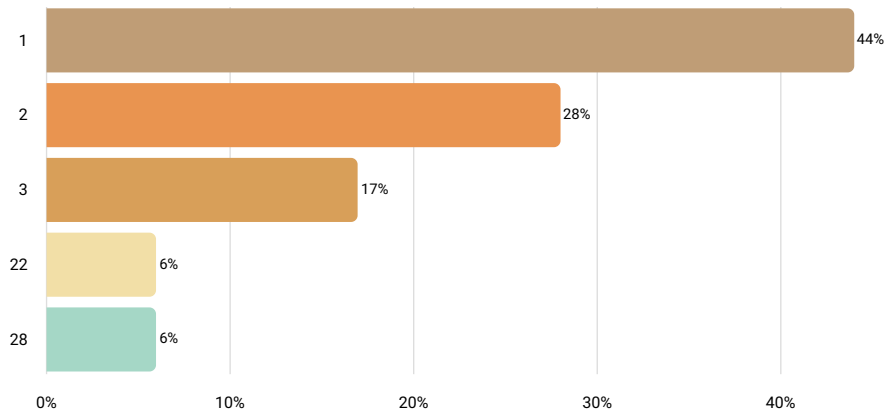
Results	%	N
Non-Exempt	67%	12
Exempt	33%	6

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



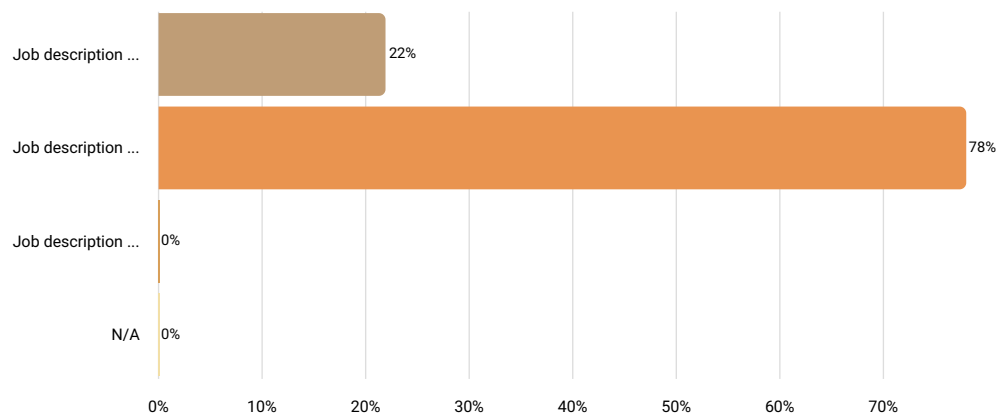
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	22
Mean	4.28
Median	2
Standard deviation	7.65
Total/sum	77

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



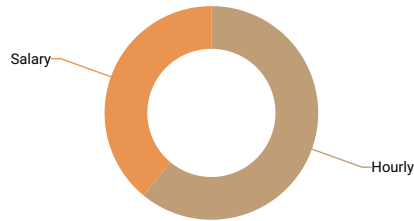
Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	4
Job description matches the position at your company very well	78%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	61%	11
Salary	39%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	11	\$25.00	\$29.18	\$34.59	\$41.75	\$49.58	\$35.86	\$34.59	
Pay Range Maximum Rate	8	\$28.63	\$35.98	\$41.17	\$44.99	\$65.00	\$42.24	\$41.17	
Pay Range Minimum Rate	8	\$21.00	\$23.24	\$25.11	\$30.43	\$39.00	\$27.20	\$25.11	
Actual Highest Base Rate	10	\$28.48	\$35.37	\$38.67	\$42.31	\$57.09	\$40.37	\$38.67	
Actual Lowest Base Rate	10	\$22.93	\$25.00	\$34.80	\$42.31	\$48.57	\$34.69	\$34.80	
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$2,500.00	\$3,000.00	\$3,800.00	\$8,000.00	\$17,050.00	\$6,870.00	\$3,800.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	6	\$76,000.00	\$78,000.00	\$89,875.02	\$110,000.00	\$142,621.00	\$97,728.51	\$89,875.02	
Pay Range Minimum Salary	6	\$38,000.00	\$65,000.00	\$70,000.00	\$89,250.20	\$97,115.00	\$71,560.87	\$70,000.00	
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

4.2.4 Quality Control Technician - Level 1

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

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 10 times

Text input

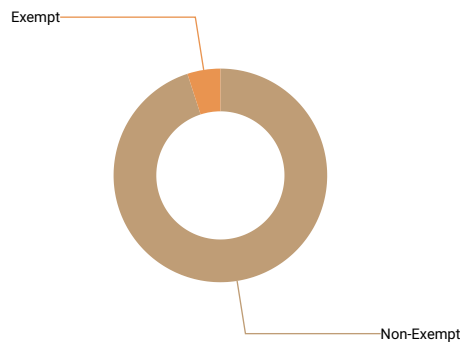
Results	
quality inspector	2
si - quality	1
qc inspector i	1
quality technician	1
quality inspector i	1
quality & ts technician	1
associate quality inspector	1
quality assurance technician	1
mechanical quality inspector i	1

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



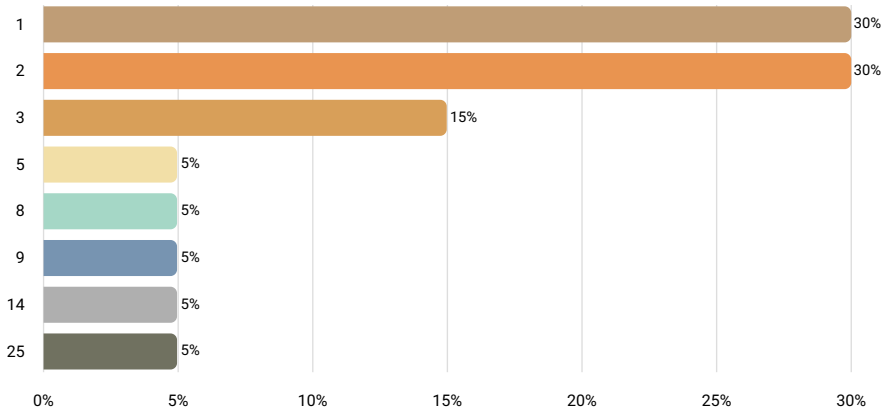
Results	%	N
Non-Exempt	95%	19
Exempt	5%	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



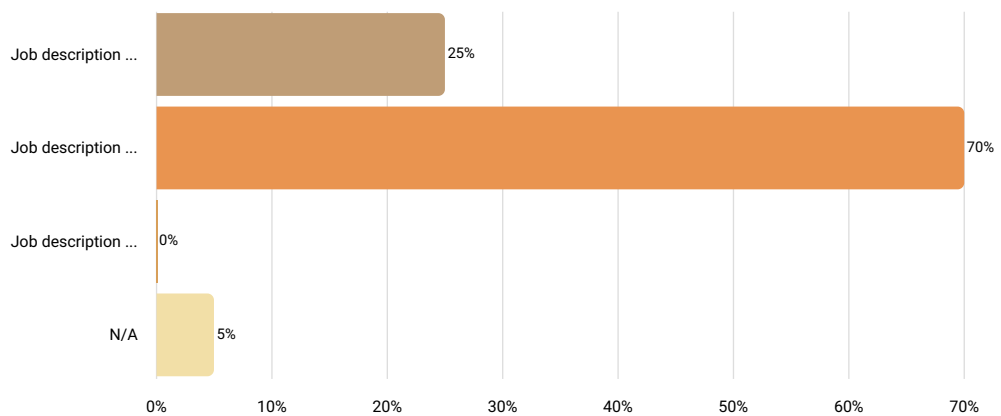
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	11.5
Mean	4.4
Median	2
Standard deviation	5.9
Total/sum	88

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



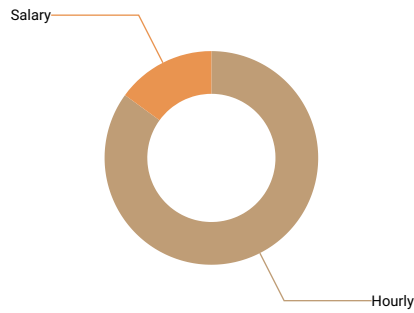
Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	5
Job description matches the position at your company very well	70%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	85%	17
Salary	15%	3

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	15	\$17.00	\$18.00	\$21.70	\$26.32	\$35.00	\$23.21	\$21.70
Pay Range Maximum Rate	13	\$19.00	\$20.15	\$22.50	\$32.00	\$33.69	\$25.05	\$22.50
Pay Range Minimum Rate	13	\$15.00	\$16.50	\$18.62	\$21.50	\$25.00	\$19.50	\$18.62
Actual Highest Base Rate	16	\$18.00	\$19.68	\$21.78	\$28.53	\$39.45	\$24.52	\$21.78
Actual Lowest Base Rate	15	\$15.60	\$18.50	\$21.30	\$24.48	\$29.00	\$21.89	\$21.30
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$3.00	\$3.00	\$4.00	\$4.00	\$7.00	\$4.00	\$4.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.2.5 Quality Control Technician - Level 2

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 5 times

Text input

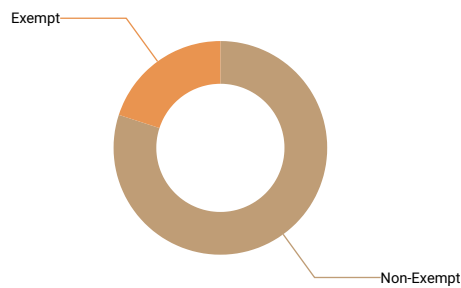
Results	
auditor	1
qc inspector ii	1
quality inspector	1
quality technician	1
quality inspector ii	1
quality & ts technician	1
engineer, supplier quality	1
quality assurance specialist	1
quality assurance technician ii	1
electrical quality inspector ii & mechanical quality inspector ii	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



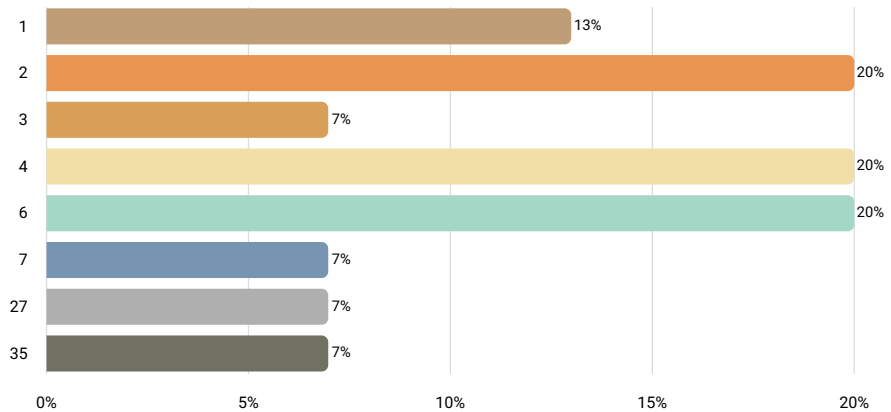
Results	%	N
Non-Exempt	80%	12
Exempt	20%	3

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



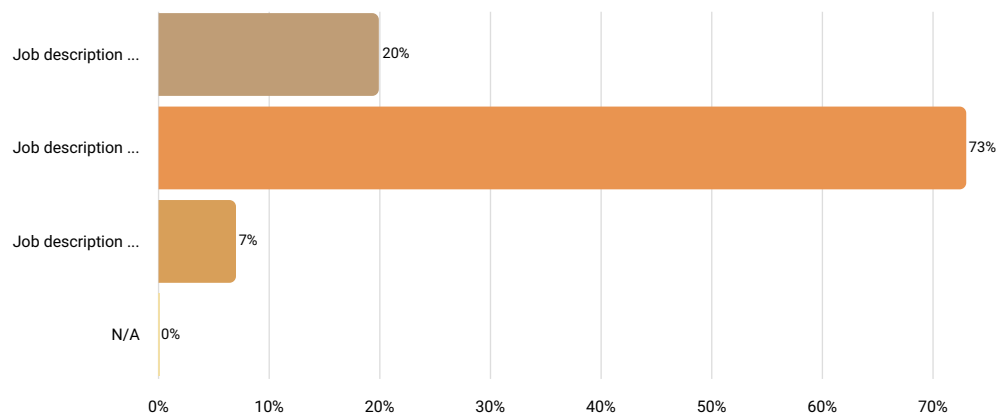
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	27
Mean	7.33
Median	4
Standard deviation	9.91
Total/sum	110

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



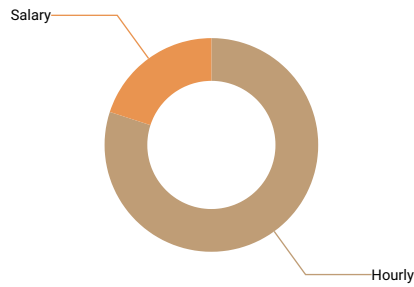
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	3
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	12
Salary	20%	3

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	10	\$18.34	\$20.00	\$23.73	\$26.21	\$33.46	\$24.51	\$23.73
Pay Range Maximum Rate	10	\$21.80	\$22.00	\$25.75	\$36.00	\$38.05	\$28.21	\$25.75
Pay Range Minimum Rate	10	\$14.80	\$19.00	\$21.21	\$21.98	\$27.50	\$21.04	\$21.21
Actual Highest Base Rate	11	\$21.90	\$22.00	\$25.75	\$33.83	\$34.65	\$27.32	\$25.75
Actual Lowest Base Rate	11	\$16.60	\$18.22	\$21.17	\$22.63	\$30.48	\$21.72	\$21.17
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$2.00	\$2.00	\$3.00	\$4.00	\$4.00	\$3.00	\$3.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	6	\$1,000.00	\$1,500.00	\$3,034.79	\$4,000.00	\$6,720.00	\$3,214.93	\$3,034.79
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.2.6 Quality Control Technician - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 12 times

Skipped 6 times

Text input

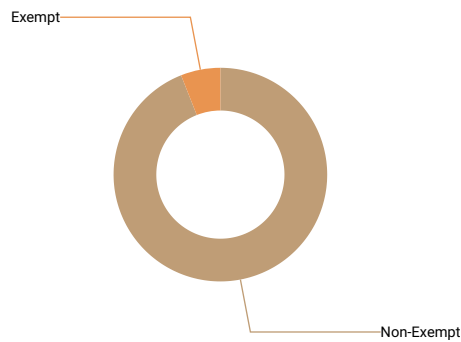
Results	
senior quality inspector	2
quality lead	1
qa technician	1
qa coordinator	1
quality resource	1
quality inspector	1
quality technician	1
quality inspector iv	1
engineer, sr supplier quality	1
quality assurance technician iii	1
electrical quality inspector iii, electrical quality inspector iii lead & ac quality control inspector	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



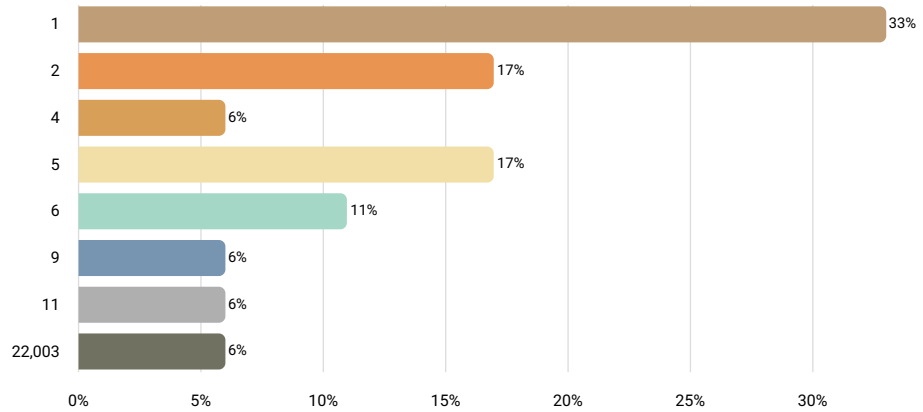
Results	%	N
Non-Exempt	94%	17
Exempt	6%	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



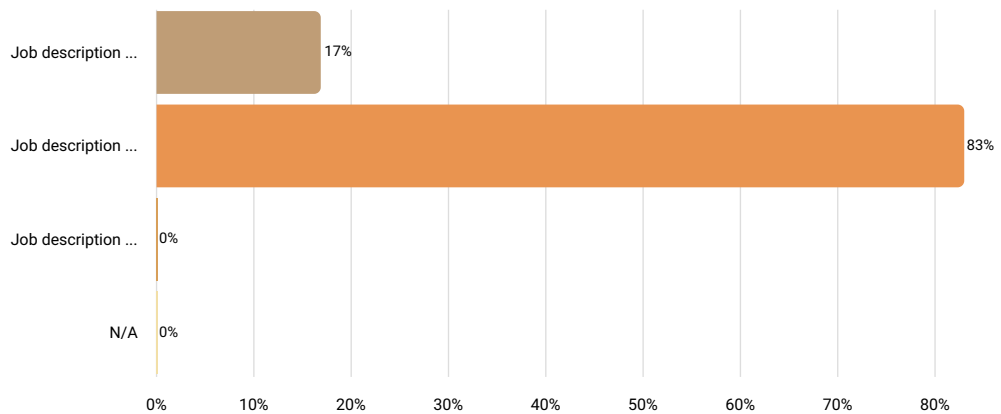
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6
90th percentile	11
Mean	1,225.89
Median	3
Standard deviation	5,185.28
Total/sum	22,066

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

Answered 18 times

Skipped 0 times

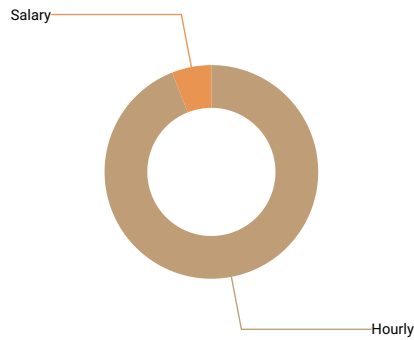
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	94%	17
Salary	6%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	14	\$19.62	\$21.50	\$25.22	\$28.00	\$31.43	\$25.65	\$25.22
Pay Range Maximum Rate	12	\$19.24	\$23.38	\$27.00	\$34.00	\$42.00	\$29.33	\$27.00
Pay Range Minimum Rate	13	\$15.08	\$20.00	\$22.00	\$27.94	\$33.00	\$23.67	\$22.00
Actual Highest Base Rate	14	\$19.62	\$22.20	\$27.63	\$33.10	\$35.00	\$27.83	\$27.63
Actual Lowest Base Rate	16	\$19.62	\$20.58	\$23.35	\$27.49	\$32.00	\$24.65	\$23.35
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$2.00	\$3.00	\$4.00	\$5.00	\$6.00	\$4.00	\$4.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.2.8 Electronics Technician - Level 2

Job description

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

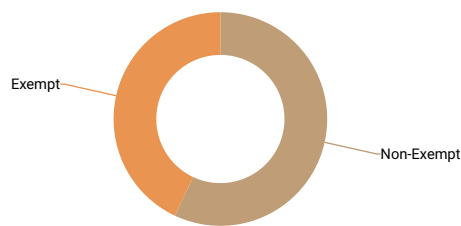
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



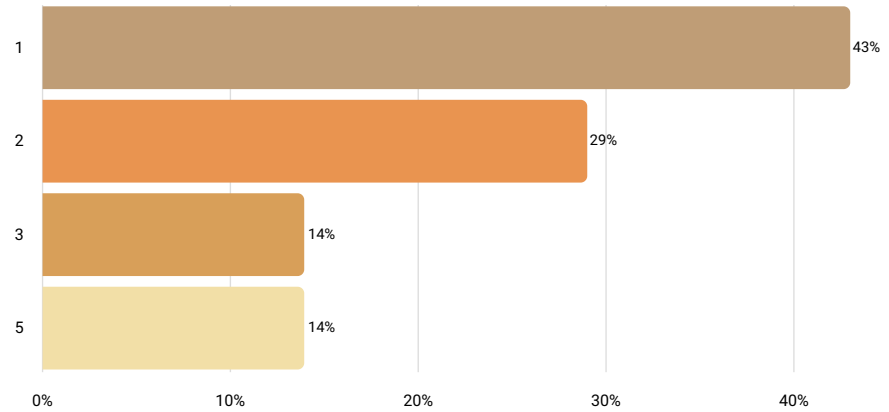
Results	%	N
Non-Exempt	57%	4
Exempt	43%	3

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



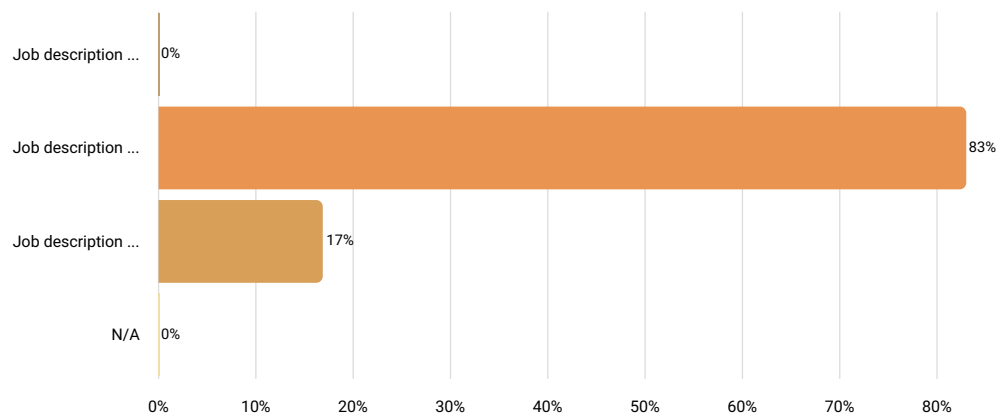
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.14
Median	2
Standard deviation	1.46
Total/sum	15

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



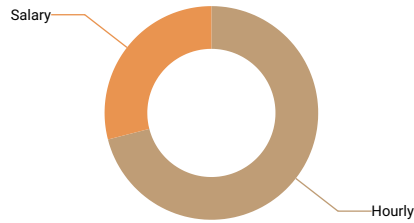
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		17%	1
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	71%	5
Salary	29%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate	5	\$26.25	\$27.42	\$29.64	\$31.62	\$38.00	\$30.59	\$29.64
Actual Lowest Base Rate	5	\$20.40	\$24.00	\$26.25	\$27.00	\$29.64	\$25.46	\$26.25
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.2.9 Electronics Technician - Level 3

Job description

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

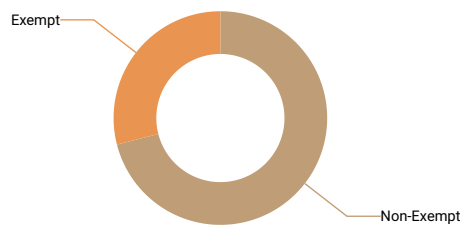
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



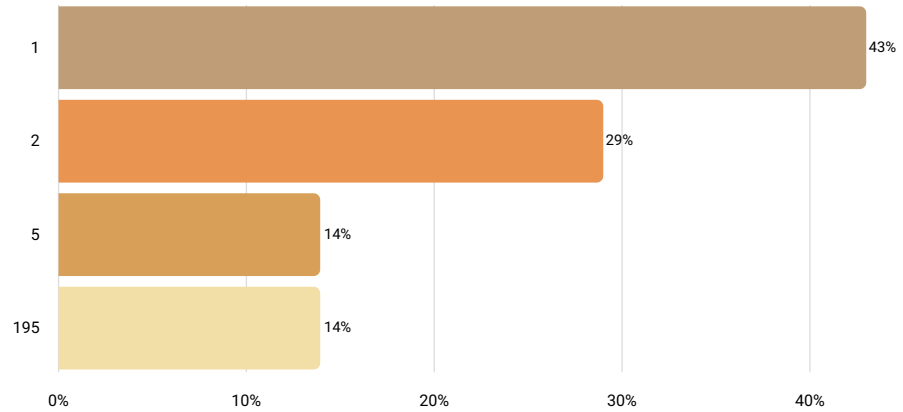
Results	%	N
Non-Exempt	71%	5
Exempt	29%	2

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



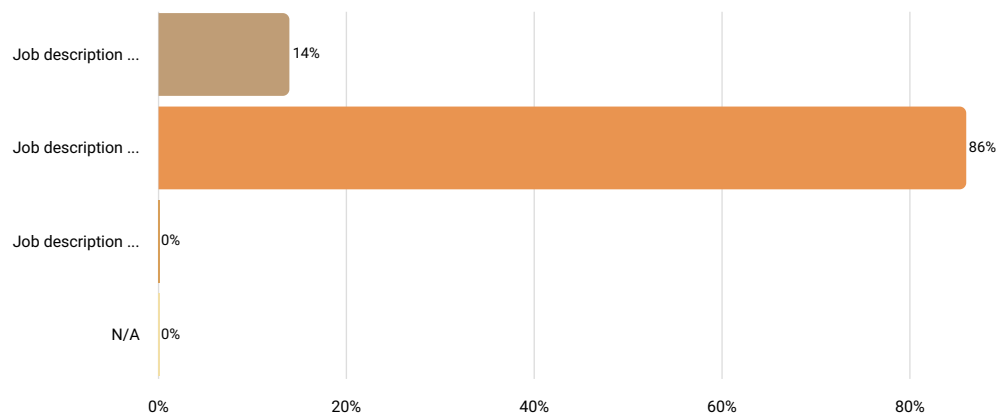
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	195
Mean	29.57
Median	2
Standard deviation	72.96
Total/sum	207

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



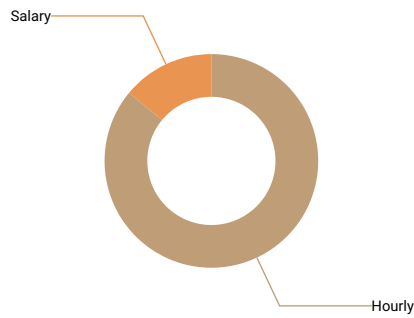
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	6
Salary	14%	1

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Average Base Rate		5	\$22.00	\$29.00	\$34.38	\$35.00	\$42.10	\$32.50	\$34.38	
Pay Range Maximum Rate										
Pay Range Minimum Rate										
Actual Highest Base Rate		6	\$22.00	\$31.27	\$34.69	\$38.61	\$44.17	\$34.24	\$34.69	
Actual Lowest Base Rate		6	\$20.53	\$22.00	\$29.63	\$35.00	\$40.00	\$29.46	\$29.63	
Actual Average Base Salary										
Average Incentive Bonus or Other Cash Bonus (Annual)										
Pay Range Maximum Salary										
Pay Range Minimum Salary										
Average Incentive Bonus or Other Bonus (Annual)										
Actual Highest Base Salary										
Actual Lowest Base Salary										

4.2.10 Drafter - CAD

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 10 times

Text input

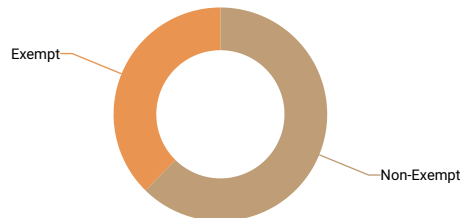
Results	
designer	1
draftsman	1
designer, sr	1
mechanical designers	1
technical designer - cad	1
cad designer iii & cad designer iv	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



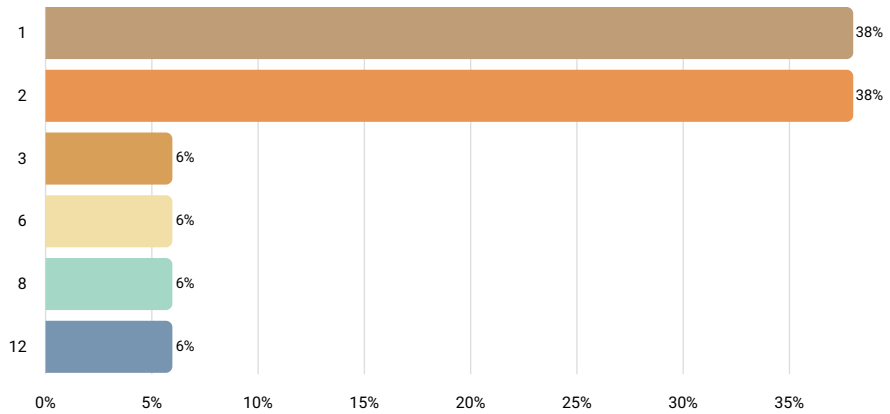
Results	%	N
Non-Exempt	63%	10
Exempt	38%	6

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



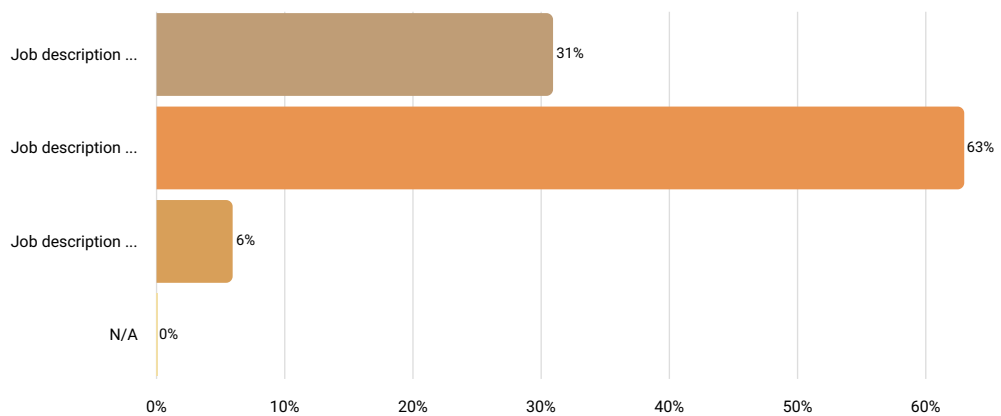
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2.5
90th percentile	8
Mean	2.94
Median	2
Standard deviation	3.11
Total/sum	47

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



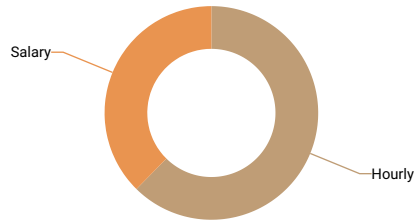
Results	%	N
Job description is perceptibly weaker than the position at your company	31%	5
Job description matches the position at your company very well	63%	10
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	9	\$19.68	\$20.00	\$26.78	\$32.38	\$42.00	\$28.28	\$26.78
Pay Range Maximum Rate	8	\$18.00	\$24.00	\$29.00	\$34.67	\$40.00	\$29.17	\$29.00
Pay Range Minimum Rate	9	\$16.50	\$18.00	\$22.00	\$27.78	\$31.00	\$23.16	\$22.00
Actual Highest Base Rate	10	\$22.00	\$24.20	\$27.56	\$32.00	\$39.73	\$29.11	\$27.56
Actual Lowest Base Rate	9	\$16.50	\$24.20	\$25.56	\$32.38	\$42.00	\$28.04	\$25.56
Actual Average Base Salary	6	\$60,000.00	\$71,700.00	\$82,224.80	\$98,422.00	\$112,333.33	\$84,484.16	\$82,224.80
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	6	\$75,000.00	\$95,000.00	\$105,662.40	\$122,696.00	\$177,668.72	\$113,614.92	\$105,662.40
Pay Range Minimum Salary	6	\$50,000.00	\$60,000.00	\$73,584.00	\$81,798.00	\$86,955.00	\$70,986.83	\$73,584.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	5	\$71,136.00	\$88,878.40	\$90,000.00	\$98,422.00	\$141,000.00	\$97,887.28	\$90,000.00
Actual Lowest Base Salary	5	\$52,000.00	\$71,052.80	\$78,000.00	\$84,000.00	\$98,422.00	\$76,694.96	\$78,000.00

4.2.11 Field Services Engineer

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

If your job title is different than what is shown above, provide it here:

Answered 7 times

Skipped 2 times

Text input

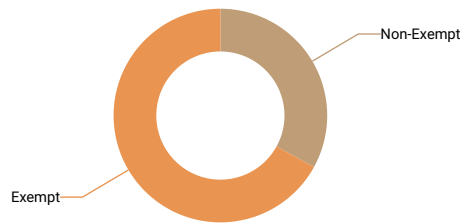
Results	
civil engineer	1
senior technician	1
field engineer iii	1
field service engineer	1
field service technician	1
field service lead engineer	1
customer service field technician	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



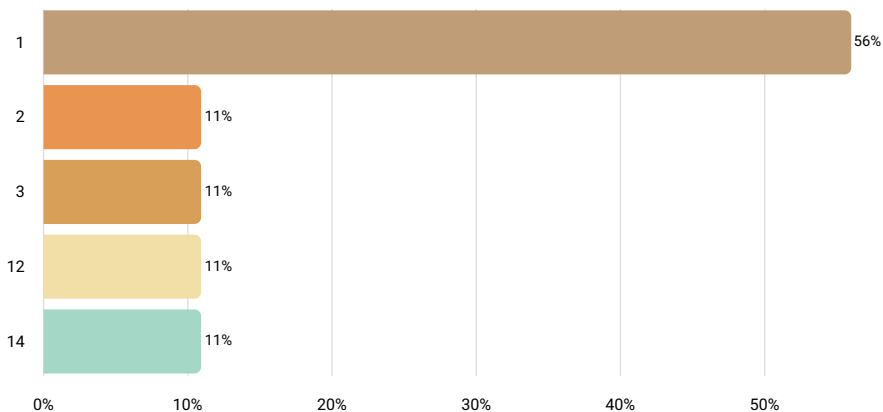
Results	%	N
Non-Exempt	33%	3
Exempt	67%	6

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



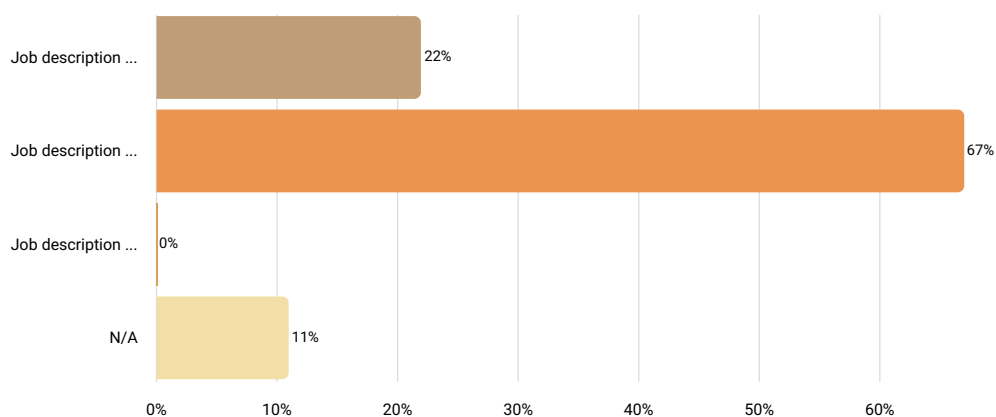
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	14
Mean	4
Median	1
Standard deviation	5.17
Total/sum	36

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



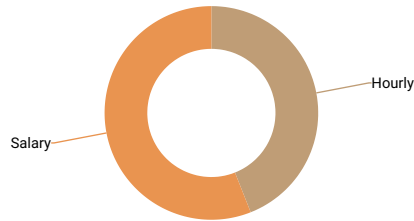
Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	2
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	11%	1

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	4
Salary	56%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	5	\$71,250.00	\$87,713.00	\$96,033.60	\$100,000.00	\$103,168.00	\$91,632.92	\$96,033.60
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	5	\$87,713.00	\$90,000.00	\$96,033.60	\$100,000.00	\$180,731.00	\$110,895.52	\$96,033.60
Actual Lowest Base Salary	5	\$52,500.00	\$73,902.00	\$87,713.00	\$96,033.60	\$100,000.00	\$82,029.72	\$87,713.00

4.2.12 PC Network Support Technician

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

If your job title is different than what is shown above, provide it here:

Answered 14 times

Skipped 2 times

Text input

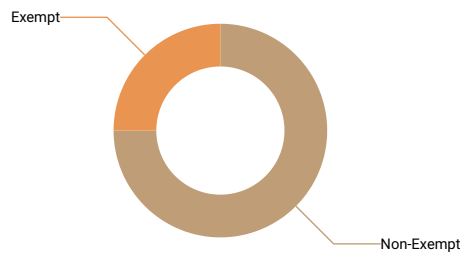
Results	
it analyst	1
pc technician	1
it coordinator	1
it administrator	1
it system analyst	1
technician ii - is	1
it technician i, ii	1
help desk analyst ii	1
network support tech	1
it support specialist	1
technician - help desk	1
it technician ii - 4073	1
desktop support specialist	1
systems specialist ii & systems support specialist iii	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



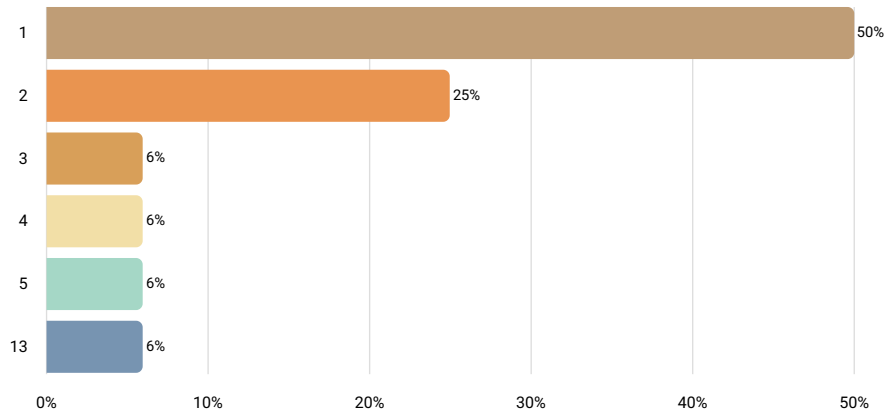
Results	%	N
Non-Exempt	75%	12
Exempt	25%	4

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



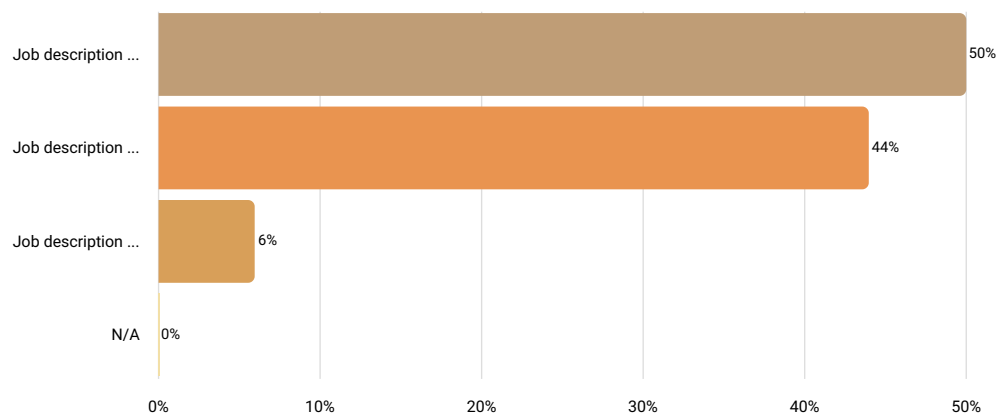
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2.5
90th percentile	5
Mean	2.56
Median	1.5
Standard deviation	3.03
Total/sum	41

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	50%	8
Job description matches the position at your company very well	44%	7
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	8
Salary	50%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	8	\$20.00	\$25.58	\$28.34	\$31.70	\$32.88	\$28.01	\$28.34
Pay Range Maximum Rate	6	\$31.45	\$32.00	\$34.92	\$40.90	\$49.98	\$37.36	\$34.92
Pay Range Minimum Rate	6	\$15.65	\$21.69	\$23.23	\$24.97	\$25.95	\$22.45	\$23.23
Actual Highest Base Rate	8	\$20.00	\$28.19	\$31.81	\$34.64	\$36.25	\$30.69	\$31.81
Actual Lowest Base Rate	8	\$16.10	\$21.92	\$24.93	\$28.46	\$31.80	\$24.81	\$24.93
Actual Average Base Salary	6	\$39,000.00	\$48,952.80	\$62,500.00	\$77,521.56	\$95,000.00	\$64,245.73	\$62,500.00
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$350.00	\$1,000.00	\$1,170.00	\$5,000.00	\$7,500.00	\$3,004.00	\$1,170.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	8	\$43,000.00	\$59,494.00	\$70,426.40	\$99,850.00	\$117,500.00	\$77,505.10	\$70,426.40
Pay Range Minimum Salary	8	\$38,000.00	\$39,059.00	\$44,350.00	\$49,800.00	\$58,000.00	\$45,302.25	\$44,350.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	6	\$39,000.00	\$51,604.80	\$62,500.00	\$77,521.56	\$95,000.00	\$64,687.73	\$62,500.00
Actual Lowest Base Salary	6	\$39,000.00	\$46,300.80	\$62,500.00	\$77,521.56	\$95,000.00	\$63,803.73	\$62,500.00

4.2.13 Lab Technician

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 12 times

Text input

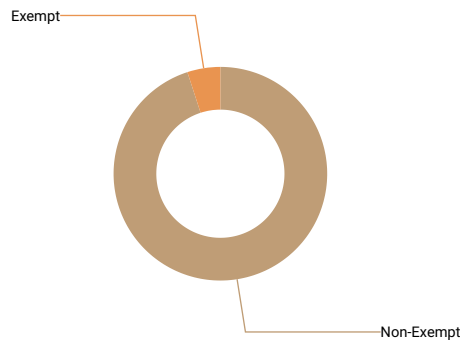
Results	
lab analyst	1
qa technician	1
lab technician	1
lab technician i	1
quality technician	1
central processing technician	1
resin chemical lab technician	1
quality associates/quality specialist	1
quality chem lab technician or met lab technician	1
metrology technician, metallurgical technician, cmm technician	1

FLSA Status

Answered 21 times

Skipped 1 times

Select one answer (radio button)



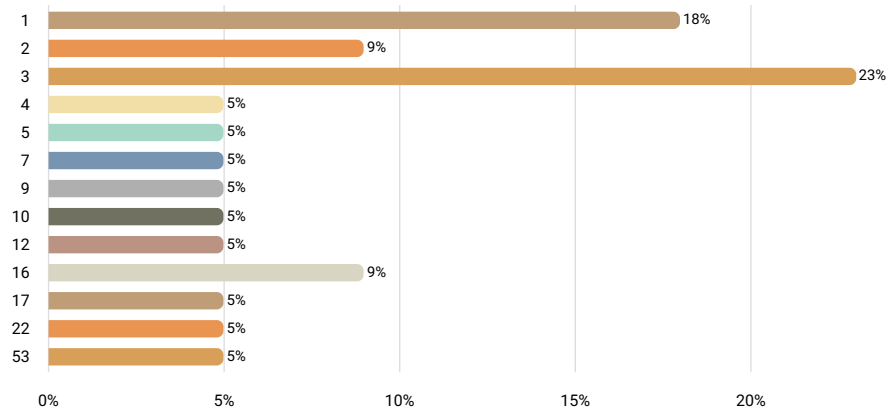
Results	%	N
Non-Exempt	95%	20
Exempt	5%	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



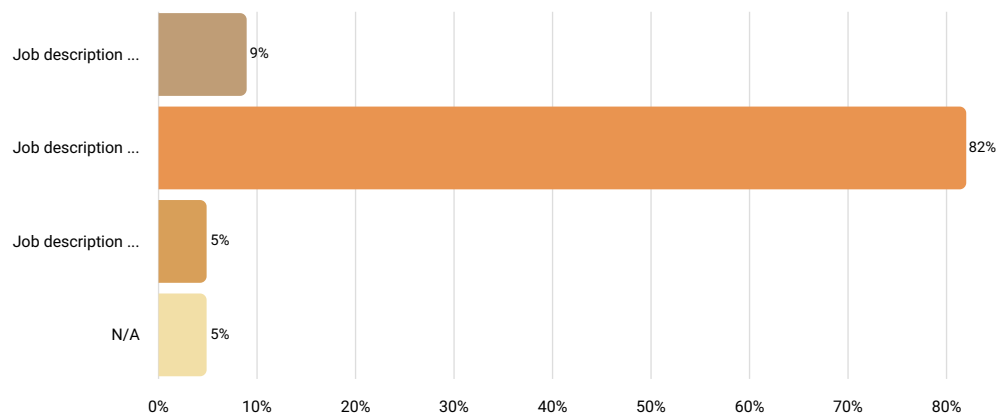
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	12
90th percentile	17
Mean	8.82
Median	3.5
Standard deviation	11.66
Total/sum	194

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



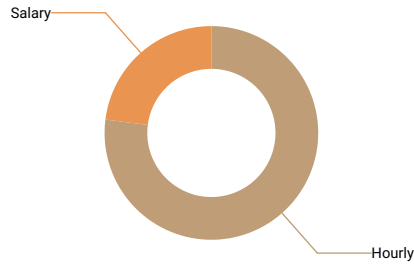
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	2
Job description matches the position at your company very well	82%	18
Job description is perceptibly stronger than the position at your company	5%	1
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	77%	17
Salary	23%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	15	\$17.81	\$18.00	\$23.33	\$30.02	\$33.00	\$24.96	\$23.33
Pay Range Maximum Rate	17	\$21.75	\$23.90	\$28.00	\$33.69	\$36.00	\$28.65	\$28.00
Pay Range Minimum Rate	17	\$14.25	\$18.00	\$21.00	\$24.50	\$28.67	\$20.85	\$21.00
Actual Highest Base Rate	15	\$18.97	\$20.00	\$25.00	\$35.34	\$36.00	\$27.20	\$25.00
Actual Lowest Base Rate	16	\$14.50	\$17.50	\$21.75	\$26.33	\$29.65	\$22.56	\$21.75
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$3.00	\$4.00	\$5.00	\$5.00	\$9.00	\$5.00	\$5.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	8	\$1,373.00	\$2,091.00	\$2,400.00	\$4,250.00	\$6,000.00	\$3,106.88	\$2,400.00
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.2.14 Graphics Sec/Tech Illustrator

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 2 times

Text input

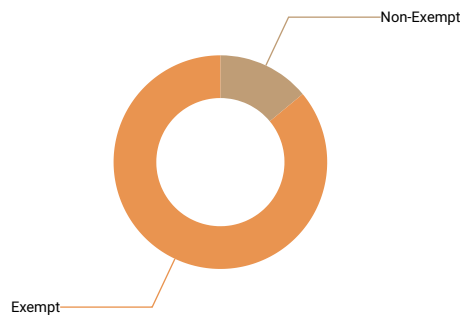
Results	
3d artist	1
graphic designer	1
graphics designer	1
network design analyst	1
graphics designer/illustrator	1

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



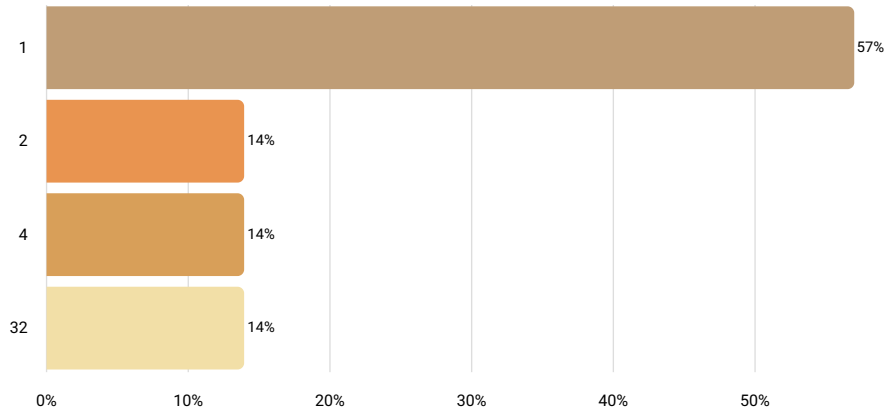
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



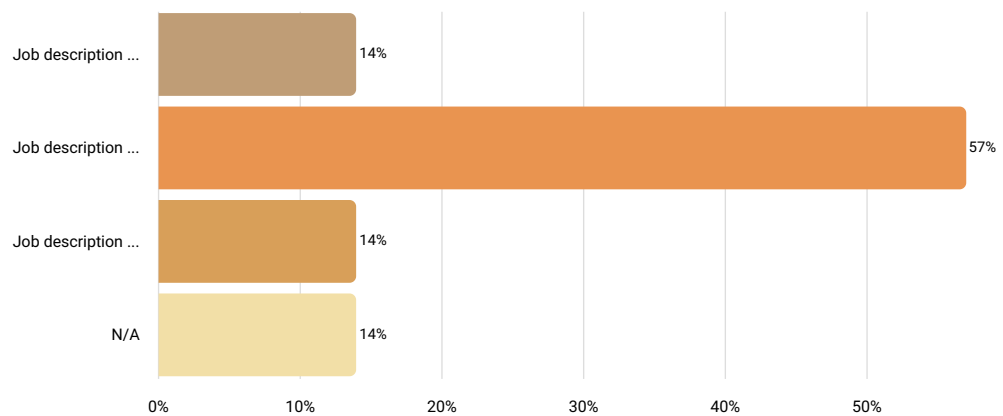
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	32
Mean	6
Median	1
Standard deviation	11.52
Total/sum	42

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



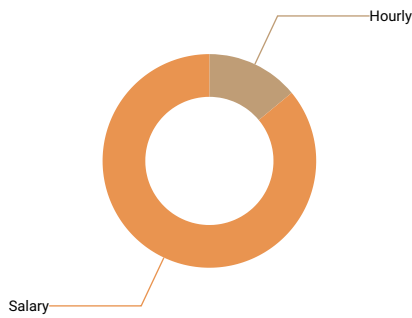
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	14%	1
N/A	14%	1

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$45,011.20	\$62,600.00	\$87,727.67	\$96,283.20	\$101,004.00	\$78,525.21	\$87,727.67	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	6	\$55,000.00	\$66,404.00	\$98,950.00	\$118,600.00	\$122,226.00	\$93,355.00	\$98,950.00	\$
Pay Range Minimum Salary	6	\$36,109.00	\$40,000.00	\$58,025.00	\$77,875.00	\$80,000.00	\$58,339.00	\$58,025.00	\$
Actual Highest Base Salary	5	\$45,011.20	\$62,600.00	\$91,975.00	\$96,283.20	\$101,004.00	\$79,374.68	\$91,975.00	\$
Actual Lowest Base Salary	5	\$45,011.20	\$60,000.00	\$83,480.34	\$96,283.20	\$101,004.00	\$77,155.75	\$83,480.34	\$

4.2.15 Non-Destructive Testing (NDT) Technician

Job description

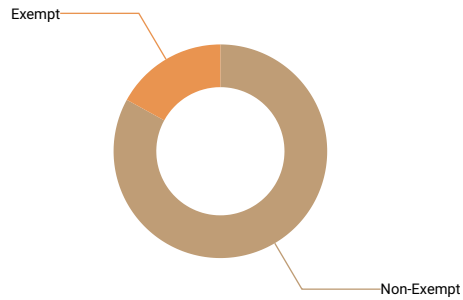
Non-Destructive Testing (NDT) technicians examine structures, vehicles, and products for flaws and structural weaknesses using non-destructive testing. They conduct material tests, interpret the results, and generate reports on their findings. They also calibrate test equipment and develop testing procedures.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



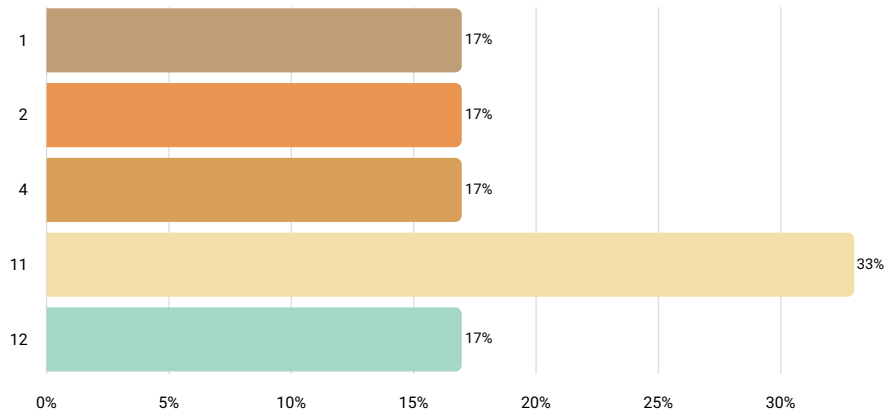
Results	%	N
Non-Exempt	83%	5
Exempt	17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



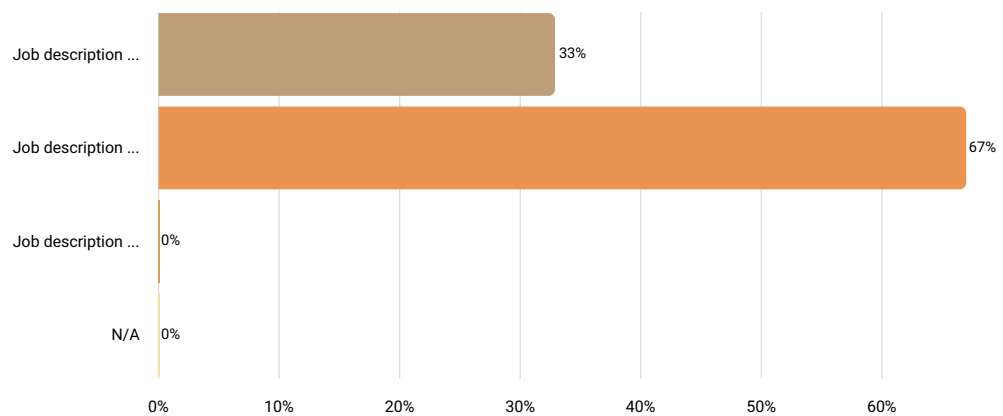
Statistics	
10th percentile	1
25th percentile	2
50th percentile	7.5
75th percentile	11
90th percentile	12
Mean	6.83
Median	7.5
Standard deviation	5.04
Total/sum	41

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



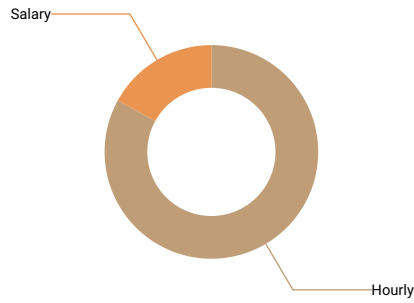
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	5		\$21.88	\$39.00	\$43.00	\$45.00	\$45.40	\$38.86	\$43.00
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5		\$23.00	\$45.00	\$46.00	\$46.50	\$54.50	\$43.00	\$46.00
Actual Lowest Base Rate	5		\$20.75	\$32.50	\$34.00	\$40.00	\$45.00	\$34.45	\$34.00
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									

4.3 Professional Administrative Positions

The survey received sufficient data for the following job titles:

Accountant - Level 1

Accountant - Level 2

Accountant - Level 3

Buyer - Level 1

Buyer - Level 2

Buyer - Level 3

Contracts Administrator - Level 1, Level 2, Level 3

Human Resources Specialist/Generalist - Level 1, Level 2, Level 3

Security Administrator/FSO - Level 1, Level 3

Technical Writer/Editor - Level 3

Office Manager

Financial Analyst

Recruiter

Training Coordinator

Legal Counsel

Compensation/Benefits Specialist

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

Security Administrator/FSO - Level 2

Technical Writer/Editor - Level 1, Level 2

Configuration Management Analyst

Staff Assistant

Material Planner

Military Analyst

PR/Public Affairs Representative

Property Management Specialist

4.3.1 Accountant - Level 1

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 12 times

Skipped 11 times

Text input

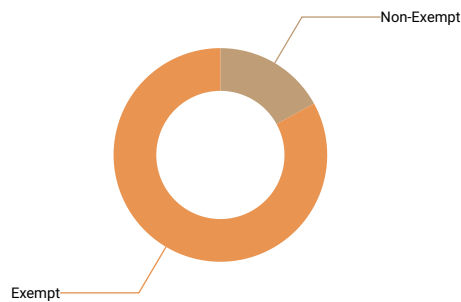
Results	
accountant	2
staff accountant	2
intern	1
accountant i	1
ar/ap specialist	1
accountant i - 1101	1
billing analyst i-iii	1
accountant, fixed assets	1
cost accountant; associate accountant	1
staff accountant, payroll accountant, sr	1

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



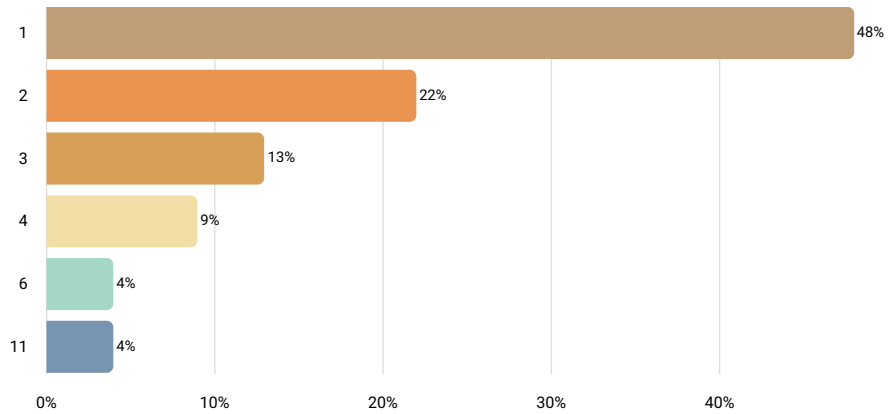
Results	%	N
Non-Exempt	17%	4
Exempt	83%	19

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



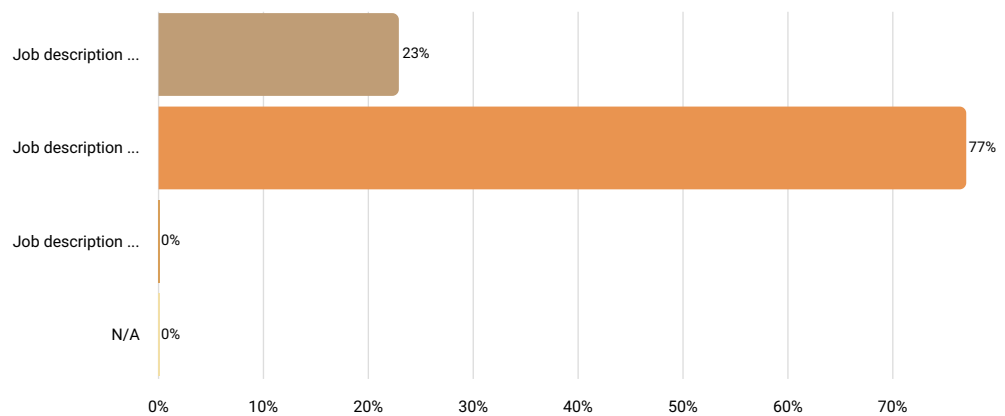
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2.39
Median	2
Standard deviation	2.29
Total/sum	55

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

Answered 22 times

Skipped 1 times

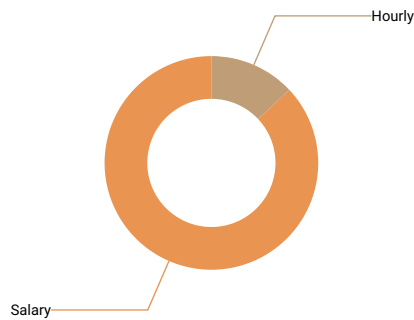
Select one answer (radio button)



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	77%	17
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	13%	3
Salary	87%	20

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	19	\$45,225.00	\$51,538.62	\$59,482.50	\$62,500.00	\$68,000.14	\$58,439.74	\$59,482.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	10	\$1,000.00	\$1,356.00	\$2,065.00	\$3,000.00	\$5,560.00	\$2,585.60	\$2,065.00	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	16	\$53,626.00	\$62,500.00	\$68,337.24	\$73,729.00	\$83,880.00	\$67,297.25	\$68,337.24	\$
Pay Range Minimum Salary	16	\$35,568.00	\$40,164.80	\$48,870.25	\$52,199.50	\$57,500.00	\$47,269.97	\$48,870.25	\$
Actual Highest Base Salary	19	\$47,707.00	\$53,000.00	\$61,672.00	\$65,000.00	\$83,880.00	\$61,844.87	\$61,672.00	\$
Actual Lowest Base Salary	19	\$39,936.00	\$48,068.80	\$57,500.00	\$60,000.14	\$65,000.00	\$54,914.75	\$57,500.00	\$

4.3.2 Accountant - Level 2

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 15 times

Skipped 16 times

Text input

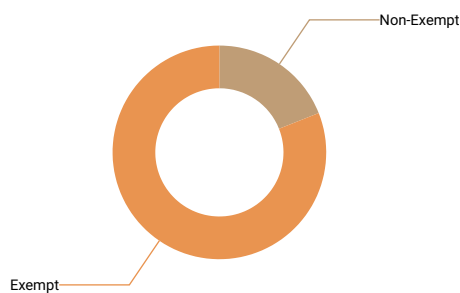
Results	
staff accountant	4
accountant	1
accountant 2	1
accountant ii	1
accountant iii	1
accountant, cost	1
senior accountant	1
accounts receivable	1
accountant ii - 1102	1
accounting specialist	1
accountant, mid level 1	1
there wasn't a position listed for senior accounts receivable or senior accounts payable so i included them here	1

FLSA Status

Answered 31 times

Skipped 0 times

Select one answer (radio button)



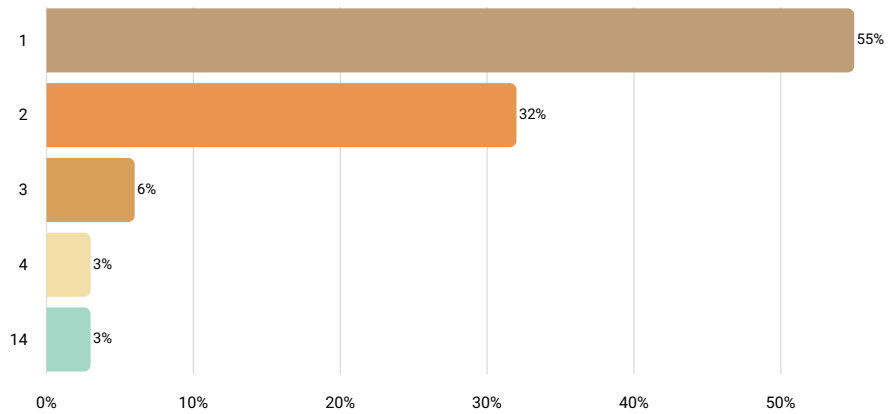
Results	%	N
Non-Exempt	19%	6
Exempt	81%	25

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



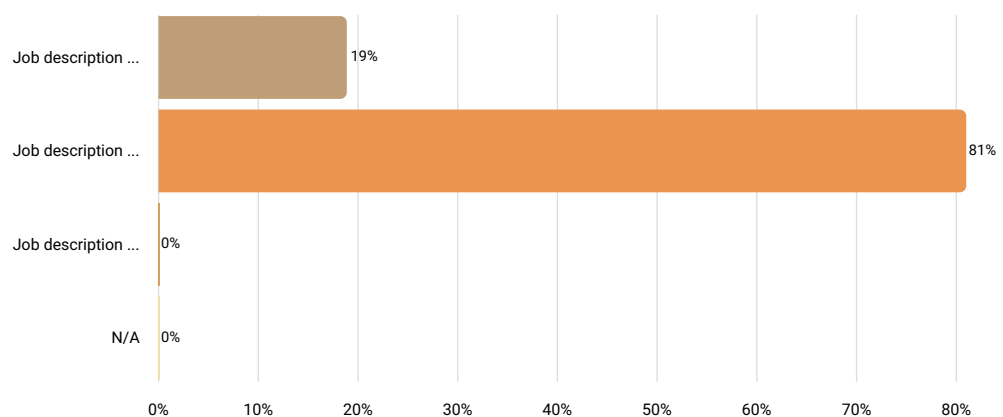
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.97
Median	1
Standard deviation	2.36
Total/sum	61

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

Answered 31 times

Skipped 0 times

Select one answer (radio button)



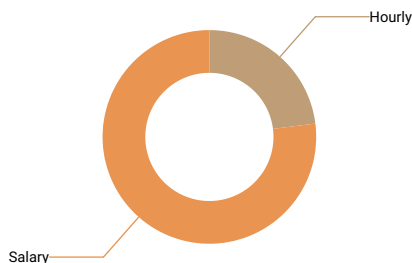
Results		%	N
Job description is perceptibly weaker than the position at your company		19%	6
Job description matches the position at your company very well		81%	25
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	23%	7
Salary	77%	24

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	6	\$28.85	\$30.50	\$31.73	\$35.10	\$40.70	\$33.10	\$31.73	
Pay Range Maximum Rate	6	\$17.00	\$36.00	\$37.25	\$47.23	\$53.96	\$38.11	\$37.25	
Pay Range Minimum Rate	6	\$19.00	\$23.73	\$26.15	\$30.15	\$31.49	\$26.11	\$26.15	
Actual Highest Base Rate	7	\$21.00	\$28.85	\$34.00	\$36.11	\$43.69	\$32.80	\$34.00	
Actual Lowest Base Rate	6	\$26.85	\$28.85	\$30.75	\$34.72	\$36.64	\$31.43	\$30.75	
Actual Average Base Salary	23	\$50,000.00	\$58,000.00	\$66,705.00	\$79,000.00	\$89,070.00	\$70,159.86	\$66,705.00	
Average Incentive Bonus or Other Cash Bonus (Annual)	15	\$1,000.00	\$1,000.00	\$3,500.00	\$7,125.00	\$8,900.00	\$4,302.80	\$3,500.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	21	\$62,000.00	\$66,809.00	\$78,178.82	\$85,000.00	\$109,200.00	\$82,372.32	\$78,178.82	
Pay Range Minimum Salary	21	\$44,699.20	\$50,000.00	\$55,000.00	\$65,800.00	\$72,800.00	\$59,129.17	\$55,000.00	
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	23	\$50,000.00	\$58,000.00	\$66,950.00	\$82,000.00	\$93,705.00	\$72,419.18	\$66,950.00	
Actual Lowest Base Salary	23	\$50,000.00	\$58,000.00	\$65,303.00	\$79,000.00	\$86,400.00	\$69,369.09	\$65,303.00	

4.3.3 Accountant - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 20 times

Skipped 13 times

Text input

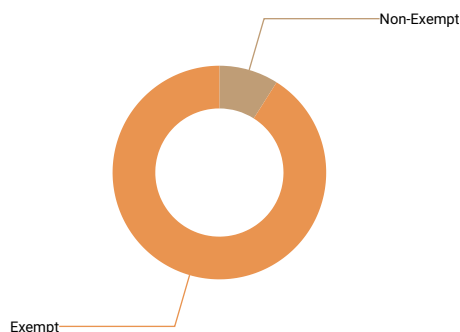
Results	
senior accountant	5
staff accountant	2
accountant 1	1
cost control	1
accountant iv	1
accountant iii	1
accountant, sr	1
financial analyst	1
corporate accountant	1
sr. staff accountant	1
accountant iii - 1103	1
accounting specialist	1
senior cost accountant	1
accountant, mid level 2	1
accountant iv, accountant v	1

FLSA Status

Answered 33 times

Skipped 0 times

Select one answer (radio button)



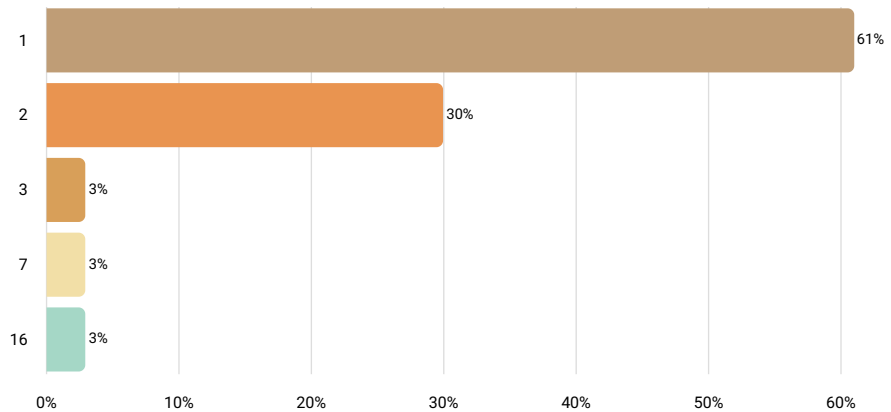
Results	%	N
Non-Exempt	9%	3
Exempt	91%	30

Number of Employees Currently in This Position

Answered 33 times

Skipped 0 times

Number input



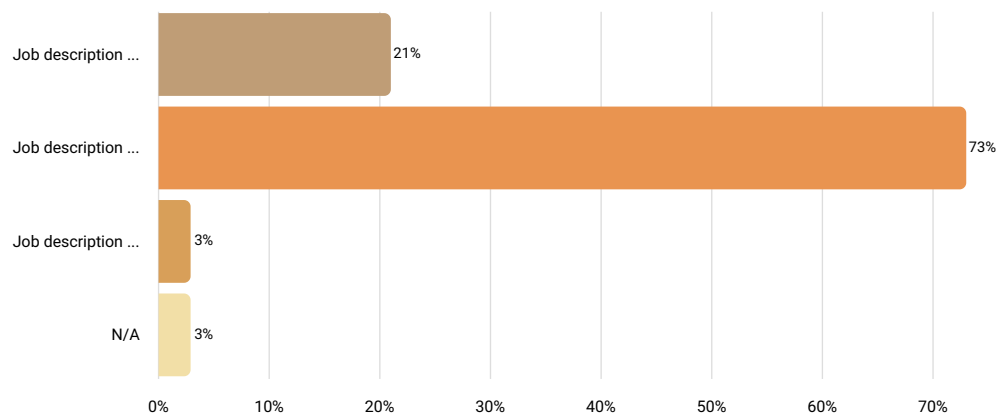
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	2.75
Total/sum	66

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

Answered 33 times

Skipped 0 times

Select one answer (radio button)



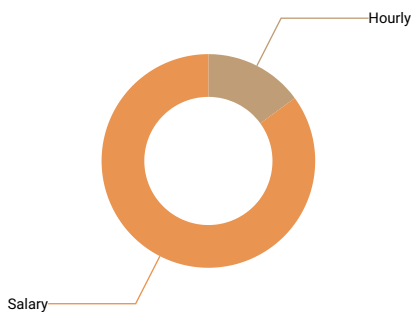
Results	%	N
Job description is perceptibly weaker than the position at your company	21%	7
Job description matches the position at your company very well	73%	24
Job description is perceptibly stronger than the position at your company	3%	1
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 33 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	5
Salary	85%	28

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	5	\$26.50	\$37.26	\$45.56	\$50.00	\$50.52	\$41.97	\$45.56
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate	5	\$26.50	\$41.57	\$45.56	\$50.00	\$50.52	\$42.83	\$45.56
Actual Lowest Base Rate	5	\$26.50	\$36.60	\$45.56	\$50.00	\$50.52	\$41.84	\$45.56
Actual Average Base Salary	26	\$60,000.00	\$71,489.00	\$81,789.00	\$97,000.00	\$114,649.00	\$86,142.10	\$81,789.00
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$1,500.00	\$2,250.00	\$3,000.00	\$6,150.00	\$10,500.00	\$4,350.00	\$3,000.00
Pay Range Maximum Salary	21	\$70,000.00	\$83,512.00	\$91,873.60	\$118,795.00	\$162,052.00	\$102,552.96	\$91,873.60
Pay Range Minimum Salary	21	\$51,000.00	\$55,318.11	\$68,400.00	\$85,000.00	\$101,000.00	\$74,145.55	\$68,400.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	25	\$65,000.00	\$71,489.00	\$85,000.00	\$101,000.00	\$117,832.00	\$89,314.80	\$85,000.00
Actual Lowest Base Salary	25	\$60,000.00	\$68,400.00	\$72,612.00	\$90,000.00	\$101,000.00	\$80,460.99	\$72,612.00

4.3.4 Buyer - Level 1

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 9 times

Skipped 9 times

Text input

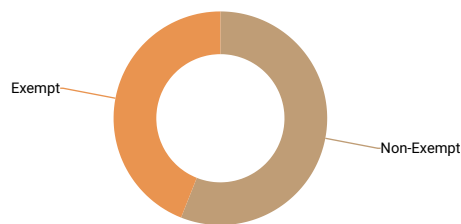
Results	
buyer	1
buyer i	1
purchasing	1
associate buyer	1
buyer associate	1
purchasing agent	1
procurement specialist	1
procurement specialist i	1
program support specialist	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



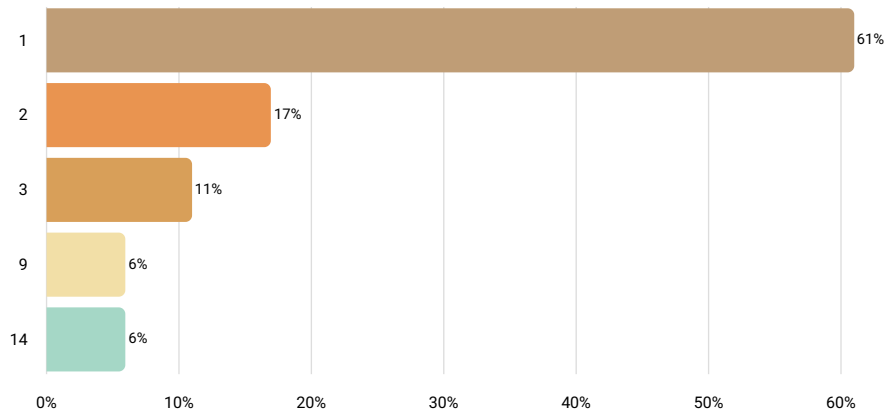
Results	%	N
Non-Exempt	56%	10
Exempt	44%	8

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



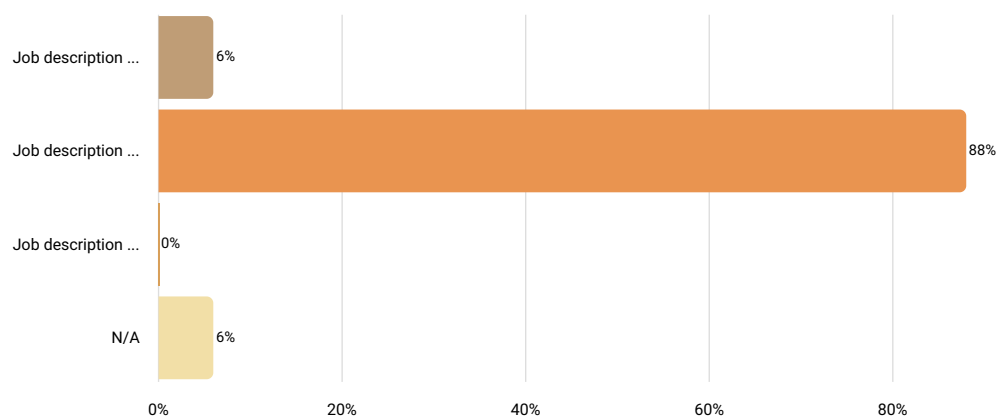
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	9
Mean	2.56
Median	1
Standard deviation	3.43
Total/sum	46

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

Answered 16 times

Skipped 2 times

Select one answer (radio button)



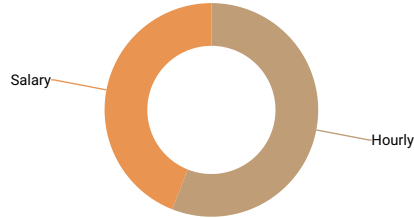
Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	88%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	56%	10
Salary	44%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	8	\$19.38	\$23.41	\$26.16	\$27.17	\$28.00	\$25.11	\$26.16
Pay Range Maximum Rate	6	\$18.00	\$25.00	\$28.17	\$33.70	\$36.35	\$28.23	\$28.17
Pay Range Minimum Rate	6	\$15.65	\$16.00	\$19.77	\$24.23	\$27.39	\$20.47	\$19.77
Actual Highest Base Rate	8	\$22.51	\$23.44	\$27.17	\$30.02	\$30.48	\$26.78	\$27.17
Actual Lowest Base Rate	9	\$15.00	\$22.50	\$23.46	\$26.00	\$27.89	\$22.73	\$23.46
Actual Average Base Salary	8	\$47,500.00	\$61,044.00	\$70,386.49	\$77,906.00	\$80,010.00	\$68,272.87	\$70,386.49
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	7	\$57,000.00	\$64,138.00	\$94,411.00	\$100,660.00	\$119,339.00	\$86,221.14	\$94,411.00
Pay Range Minimum Salary	6	\$47,500.00	\$55,405.00	\$60,986.00	\$64,000.00	\$64,292.00	\$58,861.50	\$60,986.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	8	\$60,000.00	\$64,294.00	\$75,838.49	\$80,546.50	\$100,660.00	\$75,252.25	\$75,838.49
Actual Lowest Base Salary	7	\$61,089.00	\$62,088.00	\$64,000.00	\$71,999.98	\$79,677.00	\$66,893.43	\$64,000.00

4.3.5 Buyer - Level 2

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 13 times

Skipped 12 times

Text input

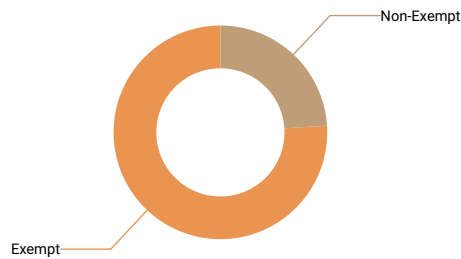
Results	
buyer	2
buyer 3	1
buyer ii	1
purchasing agent	1
purchasing manager	1
procurement specialist	1
purchasing agent/buyer	1
purchasing coordinator	1
purchasing administrator 2	1
mro buyer stores coordinator	1
procurement analyst ii- 1024	1
procurement specialist ii & aviation procurement specialist ii	1

FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



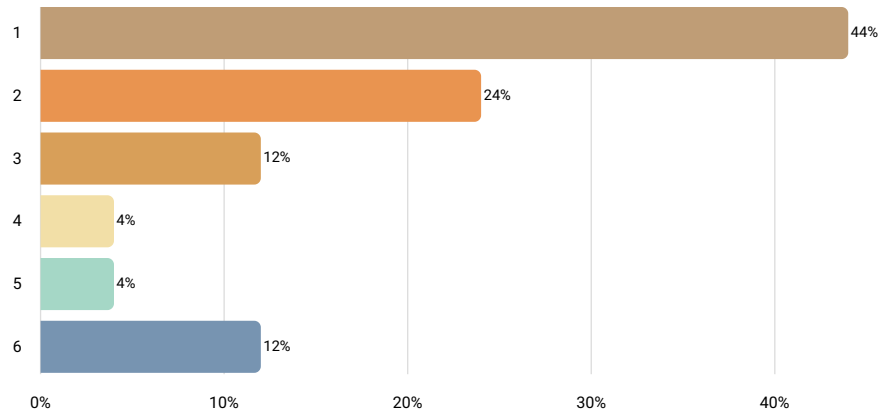
Results	%	N
Non-Exempt	24%	6
Exempt	76%	19

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



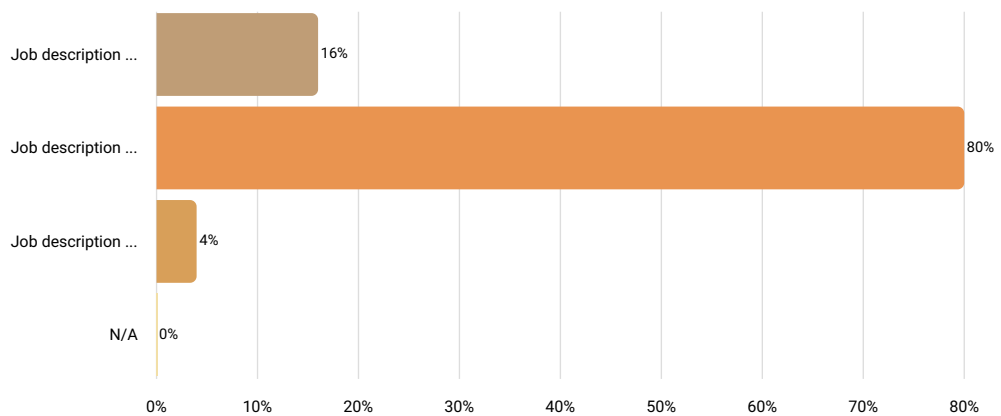
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	6
Mean	2.36
Median	2
Standard deviation	1.73
Total/sum	59

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



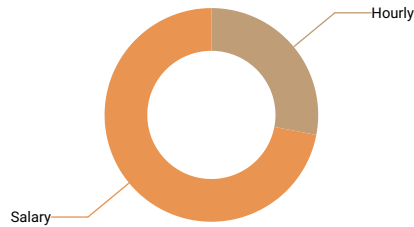
Results		%	N
Job description is perceptibly weaker than the position at your company		16%	4
Job description matches the position at your company very well		80%	20
Job description is perceptibly stronger than the position at your company		4%	1
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	28%	7
Salary	72%	18

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	7	\$25.82	\$26.07	\$31.35	\$32.93	\$38.36	\$30.79	\$31.35
Pay Range Maximum Rate	6	\$27.00	\$30.48	\$36.57	\$38.38	\$47.23	\$36.04	\$36.57
Pay Range Minimum Rate	6	\$18.11	\$22.00	\$26.65	\$30.41	\$31.49	\$25.88	\$26.65
Actual Highest Base Rate	7	\$26.07	\$29.71	\$31.35	\$36.66	\$38.36	\$32.36	\$31.35
Actual Lowest Base Rate	7	\$22.42	\$26.07	\$28.44	\$31.35	\$38.36	\$29.36	\$28.44
Actual Average Base Salary	15	\$54,160.00	\$60,569.00	\$69,975.00	\$74,426.00	\$94,227.00	\$67,644.96	\$69,975.00
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$1,500.00	\$6,000.00	\$6,202.00	\$7,800.00	\$16,406.35	\$7,044.04	\$6,202.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	15	\$34,278.00	\$70,000.00	\$76,960.00	\$103,537.50	\$120,790.00	\$78,899.62	\$76,960.00
Pay Range Minimum Salary	15	\$34,278.00	\$45,000.00	\$54,163.00	\$72,000.00	\$75,490.00	\$55,643.17	\$54,163.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	16	\$54,160.00	\$62,576.00	\$72,213.00	\$84,468.60	\$95,665.32	\$71,471.08	\$72,213.00
Actual Lowest Base Salary	16	\$53,560.00	\$57,556.00	\$65,636.00	\$75,578.60	\$93,100.18	\$65,725.29	\$65,636.00

4.3.6 Buyer - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 12 times

Skipped 7 times

Text input

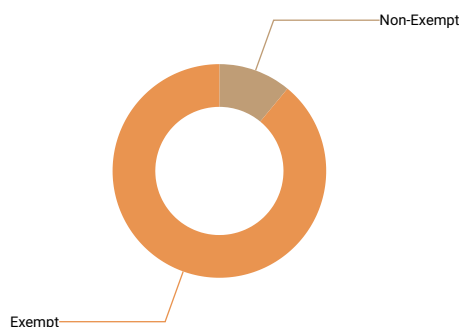
Results	
senior buyer	3
buyer 4	1
buyer sr	1
sr. buyer	1
materials coordinator	1
also includes buyer iv	1
procurement specialist	1
procurement manager - 1025	1
lead procurement specialist	1
procurement specialist iii & aviation procurement specialist iii	1

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



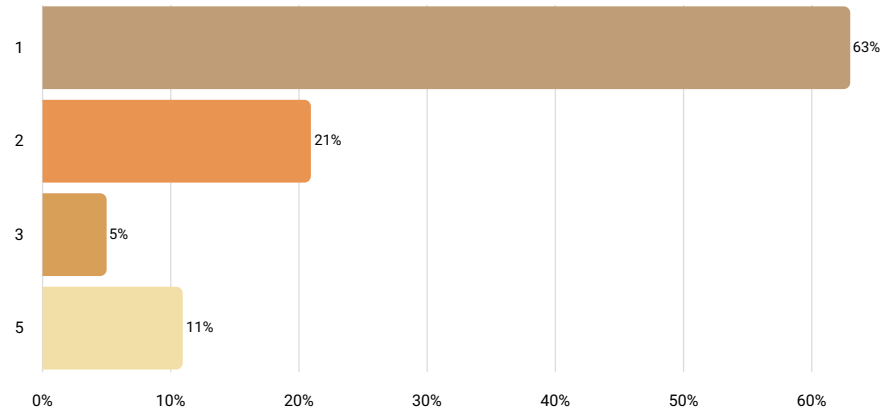
Results	%	N
Non-Exempt	11%	2
Exempt	89%	17

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



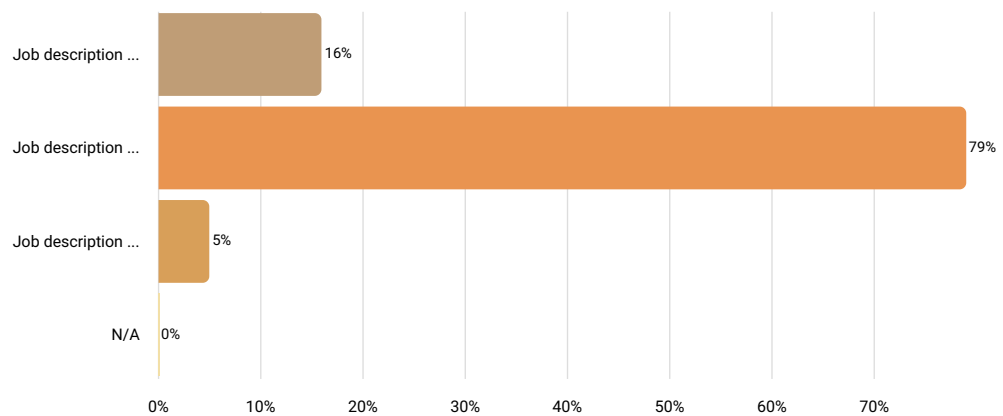
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	1.74
Median	1
Standard deviation	1.28
Total/sum	33

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



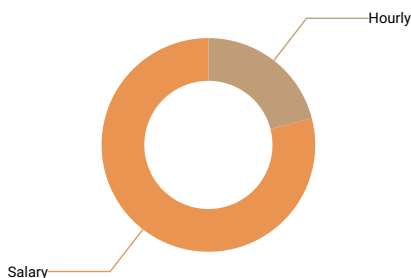
Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	3
Job description matches the position at your company very well	79%	15
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	13	\$68,250.00	\$71,760.00	\$81,030.00	\$87,921.00	\$102,752.00	\$83,296.64	\$81,030.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,500.00	\$2,500.00	\$4,300.00	\$4,906.00	\$11,000.00	\$4,841.20	\$4,300.00	\$
Pay Range Maximum Salary	9	\$72,000.00	\$85,000.00	\$102,606.40	\$105,851.00	\$163,021.25	\$101,972.07	\$102,606.40	\$
Pay Range Minimum Salary	9	\$45,000.00	\$62,400.00	\$70,000.00	\$82,846.40	\$97,812.75	\$70,805.13	\$70,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	13	\$68,250.00	\$71,760.00	\$82,830.00	\$94,764.80	\$102,752.00	\$84,840.33	\$82,830.00	\$
Actual Lowest Base Salary	13	\$68,250.00	\$71,760.00	\$80,000.00	\$84,045.73	\$102,752.00	\$81,514.60	\$80,000.00	\$

4.3.7 Contracts Administrator - Level 1

Job description

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

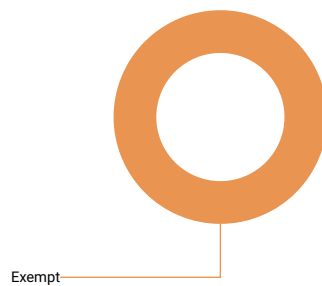
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



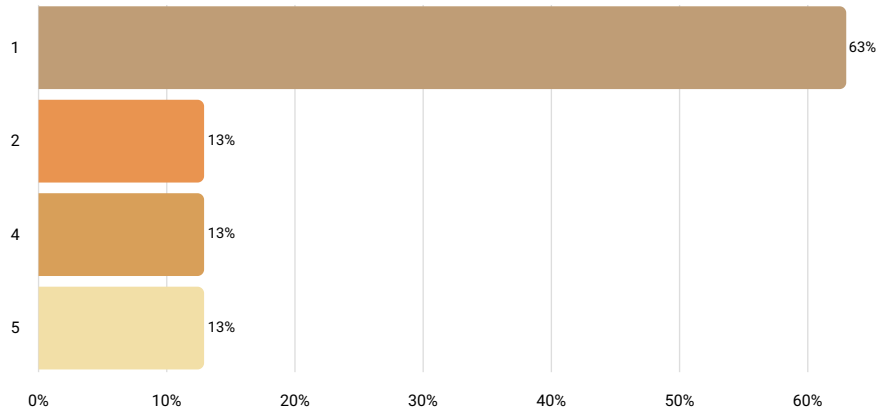
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



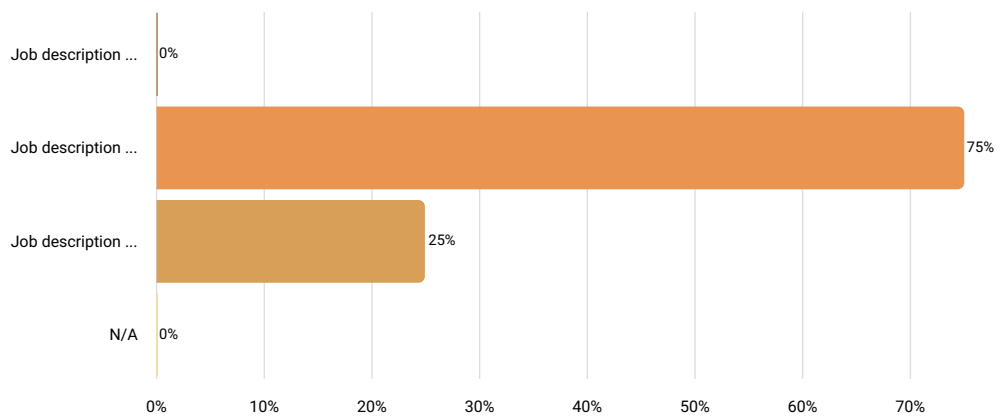
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	1.6
Total/sum	16

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



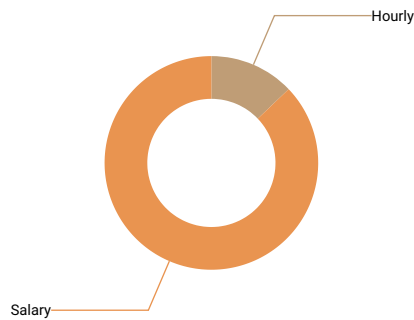
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	25%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate										
Pay Range Maximum Rate										
Pay Range Minimum Rate										
Actual Highest Base Rate										
Actual Lowest Base Rate										
Actual Average Base Salary	6		\$46,300.00	\$51,000.00	\$54,225.00	\$56,659.20	\$60,000.00	\$53,734.87	\$54,225.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)										
Pay Range Maximum Salary	5		\$21,424.00	\$64,887.00	\$70,000.00	\$71,697.60	\$83,200.00	\$62,241.72	\$70,000.00	\$:
Pay Range Minimum Salary	5		\$21,424.00	\$43,258.00	\$43,700.00	\$50,000.00	\$57,907.20	\$43,257.84	\$43,700.00	\$:
Actual Highest Base Salary	7		\$51,000.00	\$55,000.00	\$59,293.00	\$62,129.00	\$90,000.00	\$62,011.60	\$59,293.00	\$:
Actual Lowest Base Salary	7		\$27,040.00	\$50,000.00	\$55,000.00	\$60,000.00	\$90,000.00	\$55,671.31	\$55,000.00	\$:

4.3.8 Contracts Administrator - Level 2

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 5 times

Text input

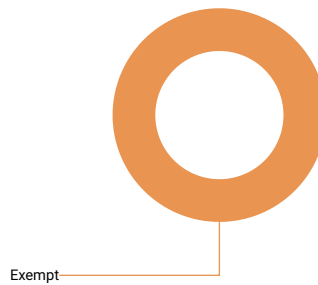
Results	
contract manager	1
subcontracts administrator	1
principal contracts administrator	1
contracts and grants specialist ii	1
contracts/program control specialist, mid level 1	1
contracts administrator ii & subcontracts administrator ii	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



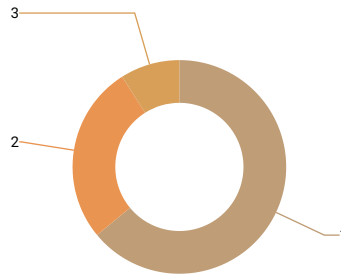
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



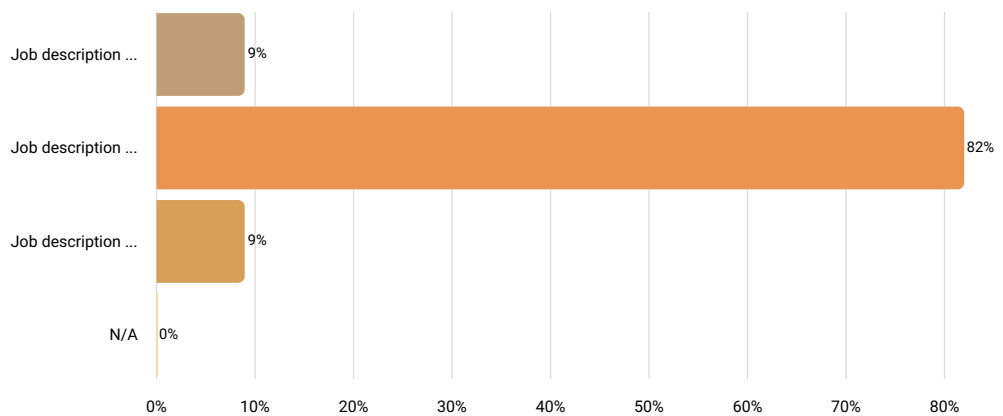
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.45
Median	1
Standard deviation	0.69
Total/sum	16

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



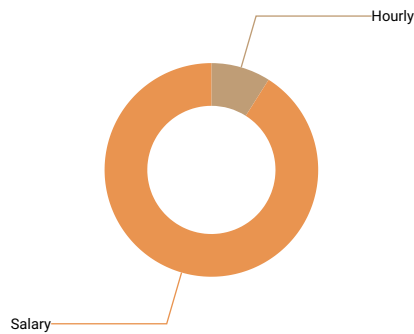
Results		%	N
Job description is perceptibly weaker than the position at your company		9%	1
Job description matches the position at your company very well		82%	9
Job description is perceptibly stronger than the position at your company		9%	1
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	9	\$55,250.00	\$60,070.00	\$69,992.00	\$72,000.00	\$84,646.00	\$69,361.44	\$69,992.00
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary	9	\$65,000.00	\$71,376.00	\$80,000.00	\$82,846.40	\$90,000.00	\$78,577.16	\$80,000.00
Pay Range Minimum Salary	9	\$47,584.00	\$57,000.00	\$60,736.00	\$70,000.00	\$75,000.00	\$62,717.69	\$60,736.00
Actual Highest Base Salary	9	\$55,500.00	\$67,425.00	\$71,000.00	\$75,000.00	\$83,000.00	\$70,428.20	\$71,000.00
Actual Lowest Base Salary	10	\$55,000.00	\$60,070.00	\$67,668.50	\$70,000.00	\$77,435.00	\$66,228.00	\$67,668.50

4.3.9 Contracts Administrator - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 5 times

Text input

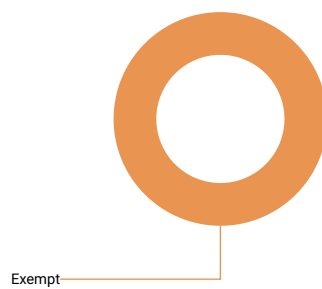
Results	
sales estimator	1
contracts administrator	1
sr. contracts specialist	1
contracts administrator 1	1
senior contract specialist	1
contracts administrator iii	1
contract administrator iii, iv	1
senior contracts administrator	1
contract and grants specialist iii	1
contracts/program control specialist, mid level 2	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



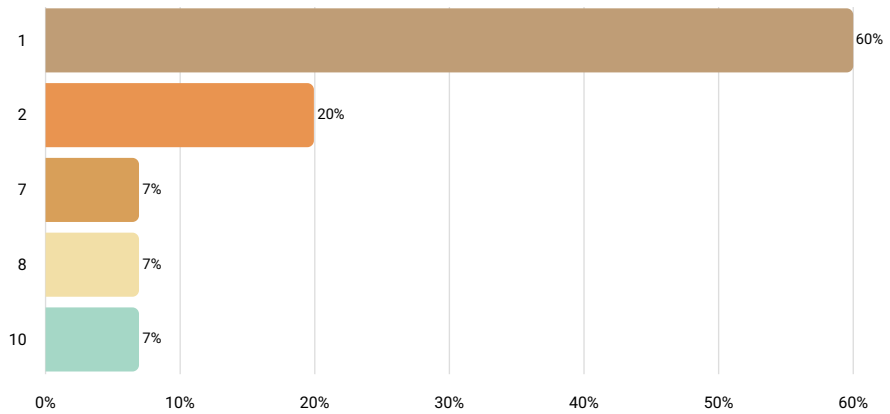
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



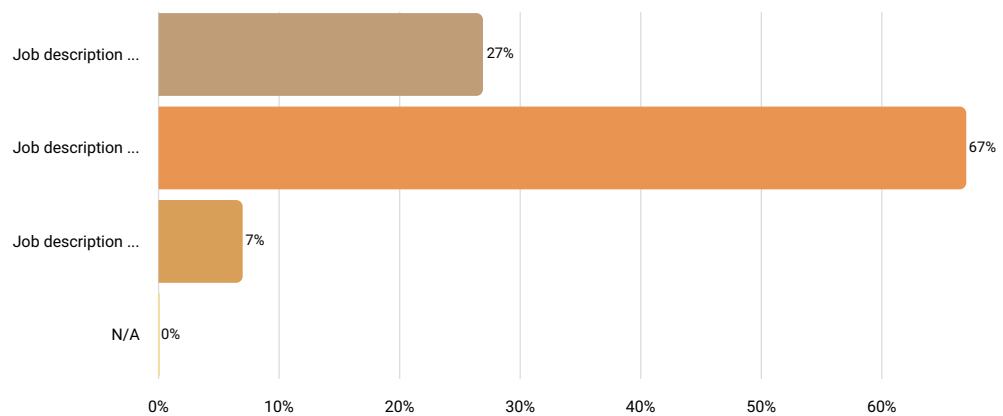
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	8
Mean	2.67
Median	1
Standard deviation	3.02
Total/sum	40

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

Answered 15 times

Skipped 0 times

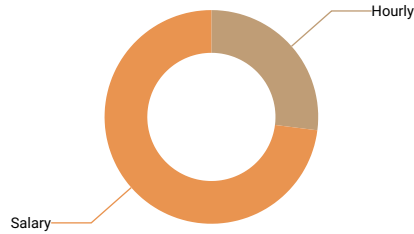
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	4
Job description matches the position at your company very well	67%	10
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	27%	4
Salary	73%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	11	\$87,407.00	\$88,628.80	\$90,337.00	\$124,500.00	\$130,000.00	\$102,207.31	\$90,337.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$2,500.00	\$4,514.00	\$7,869.50	\$14,000.00	\$26,000.00	\$10,158.38	\$7,869.50	\$
Pay Range Maximum Salary	7	\$44,990.00	\$78,514.00	\$102,466.00	\$115,000.00	\$150,000.00	\$99,700.40	\$102,466.00	\$
Pay Range Minimum Salary	7	\$44,990.00	\$52,343.00	\$80,000.00	\$84,427.20	\$89,000.00	\$71,104.60	\$80,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	11	\$90,000.00	\$90,001.60	\$110,000.00	\$130,000.00	\$135,304.00	\$111,107.29	\$110,000.00	\$
Actual Lowest Base Salary	11	\$72,841.00	\$80,574.00	\$89,700.00	\$110,000.00	\$130,000.00	\$94,436.87	\$89,700.00	\$

4.3.10 Human Resources Specialist/Generalist - Level 1

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 13 times

Skipped 17 times

Text input

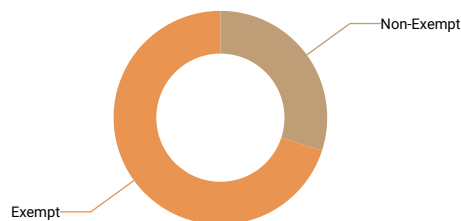
Results	
hr generalist	2
hr coordinator	2
specialist - hr	1
human resource generalist	1
human resources coordinator	1
talent management associate	1
human resources generalist i	1
human resources specialist i	1
human resources analyst - 1082	1
human resources administrator 3	1
human resources specialist (basic)	1

FLSA Status

Answered 30 times

Skipped 0 times

Select one answer (radio button)



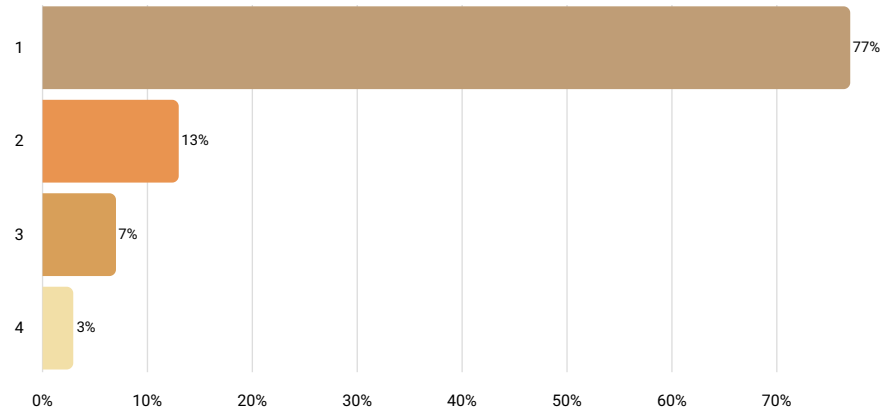
Results	%	N
Non-Exempt	30%	9
Exempt	70%	21

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



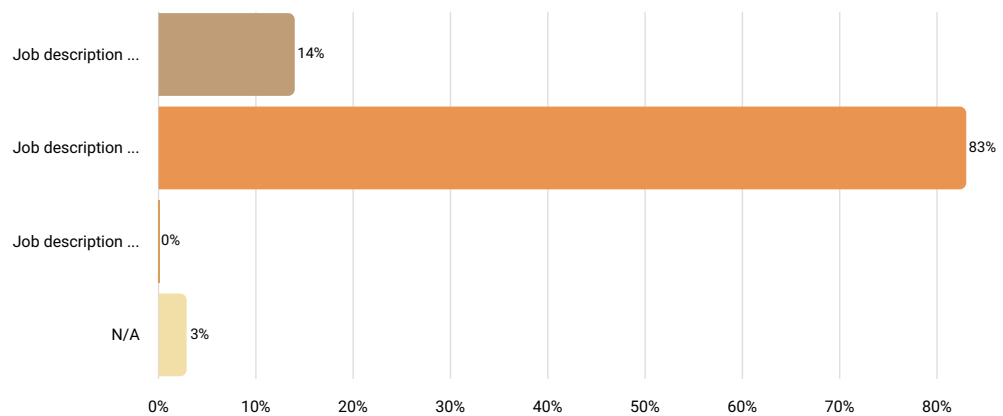
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2.5
Mean	1.37
Median	1
Standard deviation	0.76
Total/sum	41

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

Answered 29 times

Skipped 1 times

Select one answer (radio button)



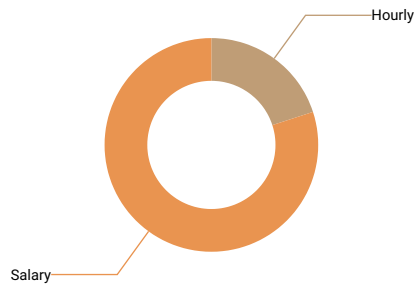
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	4
Job description matches the position at your company very well	83%	24
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	6
Salary	80%	24

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	6	\$19.00	\$20.58	\$23.95	\$26.89	\$28.85	\$23.87	\$23.95
Pay Range Maximum Rate	5	\$29.37	\$30.00	\$30.48	\$31.14	\$34.37	\$31.07	\$30.48
Pay Range Minimum Rate	5	\$18.11	\$20.00	\$20.46	\$21.91	\$27.42	\$21.58	\$20.46
Actual Highest Base Rate	6	\$19.00	\$20.58	\$24.57	\$27.34	\$28.85	\$24.15	\$24.57
Actual Lowest Base Rate	6	\$19.00	\$20.58	\$23.33	\$26.44	\$28.85	\$23.59	\$23.33
Actual Average Base Salary	21	\$42,500.00	\$46,942.00	\$49,000.00	\$59,600.00	\$72,000.00	\$53,241.19	\$49,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$1,408.00	\$1,500.00	\$2,800.00	\$5,000.00	\$7,500.00	\$4,114.55	\$2,800.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	21	\$45,100.00	\$50,000.00	\$60,000.00	\$75,836.80	\$81,452.00	\$62,867.05	\$60,000.00
Pay Range Minimum Salary	21	\$33,000.00	\$38,690.00	\$44,000.00	\$50,960.00	\$55,000.00	\$44,306.84	\$44,000.00
Actual Highest Base Salary	21	\$46,942.00	\$48,299.00	\$55,000.00	\$62,129.00	\$72,000.00	\$58,335.19	\$55,000.00
Actual Lowest Base Salary	22	\$41,200.00	\$46,942.00	\$49,500.00	\$60,000.00	\$72,000.00	\$53,611.59	\$49,500.00

4.3.11 Human Resources Specialist/Generalist - Level 2

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 12 times

Skipped 16 times

Text input

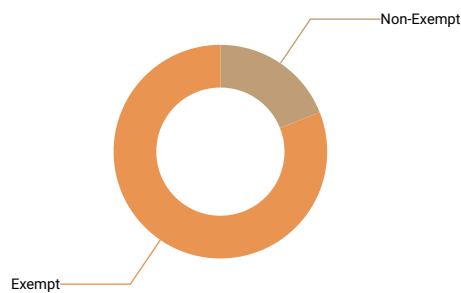
Results	
hr specialist	2
hr generalist	1
specialist hr	1
hr business partner	1
human resource generalist	1
human resource specialist	1
human resource coordinator	1
human resources generalist	1
human resource representative	1
office manager and hr manager	1
human resourcesspecialist (intermediate)	1

FLSA Status

Answered 27 times

Skipped 1 times

Select one answer (radio button)



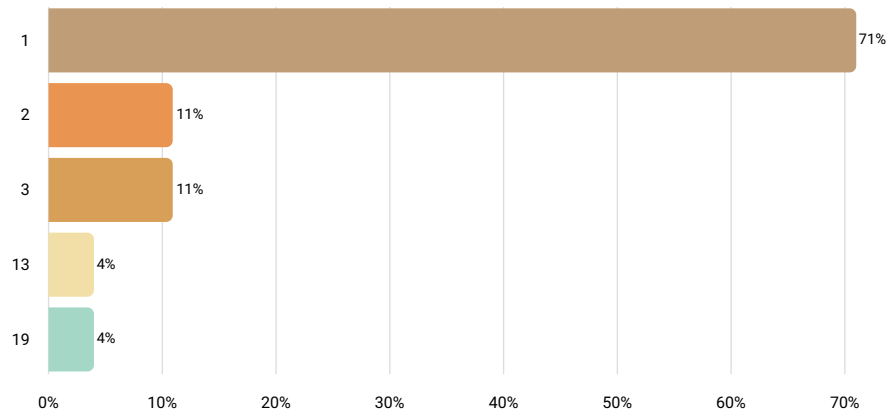
Results	%	N
Non-Exempt	19%	5
Exempt	81%	22

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



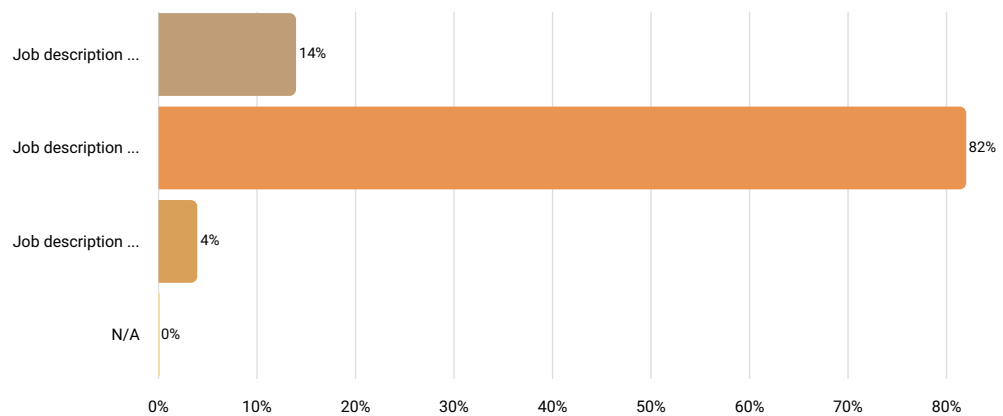
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2.39
Median	1
Standard deviation	3.98
Total/sum	67

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



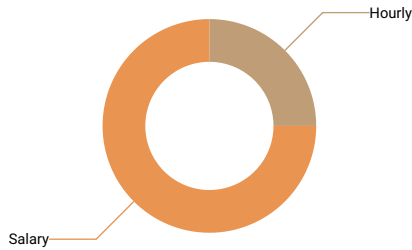
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	4
Job description matches the position at your company very well	82%	23
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	7
Salary	75%	21

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	6	\$13.00	\$22.00	\$29.61	\$36.06	\$36.30	\$27.76	\$29.61
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate	6	\$13.00	\$22.00	\$29.61	\$36.06	\$36.30	\$27.76	\$29.61
Actual Lowest Base Rate	6	\$13.00	\$22.00	\$29.61	\$36.06	\$36.30	\$27.76	\$29.61
Actual Average Base Salary	20	\$57,238.13	\$63,875.00	\$68,195.40	\$75,650.00	\$78,591.50	\$69,917.60	\$68,195.40
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$800.00	\$1,000.00	\$3,300.00	\$7,000.00	\$15,172.00	\$5,549.64	\$3,300.00
Pay Range Maximum Salary	15	\$65,000.00	\$75,000.00	\$82,500.00	\$100,660.00	\$128,419.00	\$92,315.13	\$82,500.00
Pay Range Minimum Salary	15	\$45,000.00	\$53,120.00	\$60,000.00	\$64,000.00	\$77,968.00	\$61,046.20	\$60,000.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	20	\$59,100.00	\$63,875.00	\$68,195.40	\$81,250.00	\$97,182.50	\$73,797.80	\$68,195.40
Actual Lowest Base Salary	20	\$54,499.50	\$60,500.00	\$65,000.00	\$72,128.00	\$78,150.00	\$67,041.25	\$65,000.00

4.3.12 Human Resources Specialist/Generalist - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 14 times

Skipped 12 times

Text input

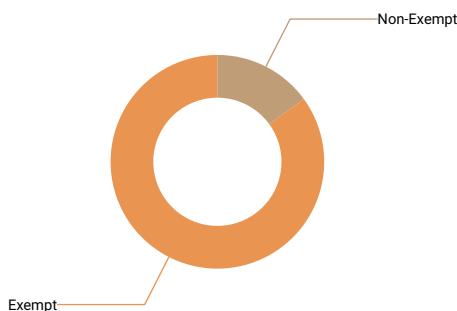
Results	
hr generalist iii	1
payroll/hr specialist	1
administrative assistant 4	1
organizational psychologist	1
supervisor, human resources	1
human resources generalist ii	1
strategic hr business partner	1
human resources administrator 2	1
hr generalist/specialist, senior	1
human resources analyst ii - 1087	1
senior human resources generalist	1
senior human resources specialist	1
human resource specialist/analyst (advanced)	1
sr.hr/ benefits administrator, sr hr generalist	1

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



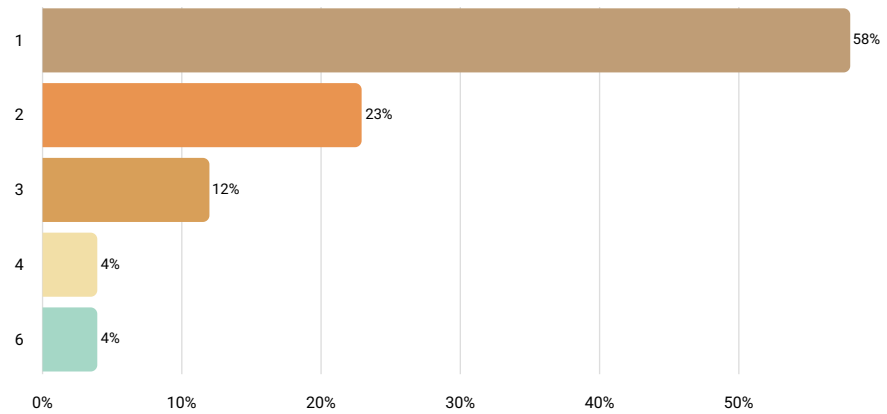
Results	%	N
Non-Exempt	15%	4
Exempt	85%	22

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



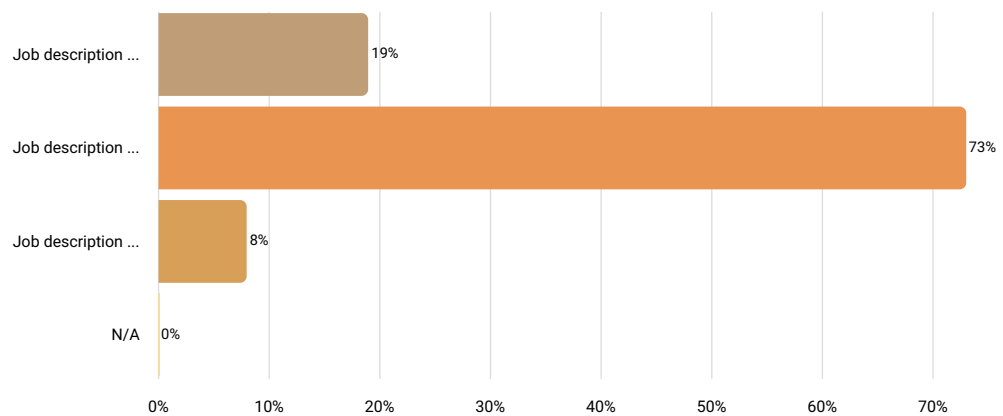
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.77
Median	1
Standard deviation	1.21
Total/sum	46

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



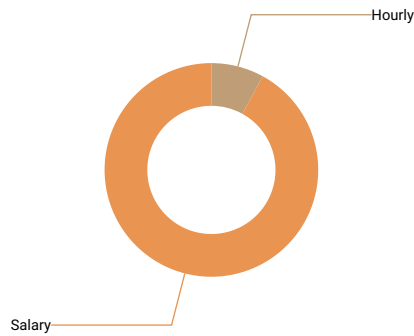
Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	5
Job description matches the position at your company very well	73%	19
Job description is perceptibly stronger than the position at your company	8%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	2
Salary	92%	24

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	23	\$60,000.00	\$70,000.00	\$76,620.27	\$85,675.00	\$95,971.00	\$78,486.66	\$76,620.27	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$2,117.00	\$2,500.00	\$4,250.00	\$8,000.00	\$9,590.00	\$5,290.24	\$4,250.00	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	21	\$64,000.00	\$80,000.00	\$90,695.92	\$109,200.00	\$128,750.00	\$94,122.39	\$90,695.92	\$
Pay Range Minimum Salary	21	\$53,138.00	\$55,318.11	\$64,782.80	\$72,800.00	\$90,000.00	\$66,881.27	\$64,782.80	\$
Actual Highest Base Salary	22	\$62,612.00	\$70,591.50	\$79,946.00	\$88,600.00	\$100,000.00	\$83,000.50	\$79,946.00	\$
Actual Lowest Base Salary	22	\$59,000.00	\$62,088.00	\$72,536.00	\$80,000.00	\$90,590.00	\$72,591.74	\$72,536.00	\$

4.3.13 Security Administrator/FSO - Level 1

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 2 times

Text input

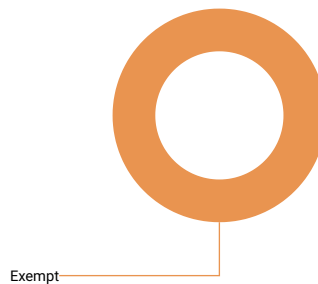
Results	
security - fso	1
security specialist	1
security specialist i	1
physical security specialist	1
supv security and parking/supv security and parking dog handler	1

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



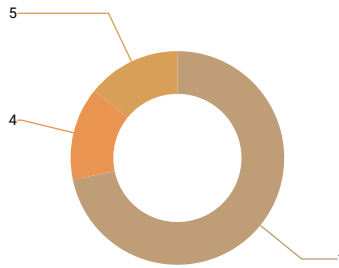
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



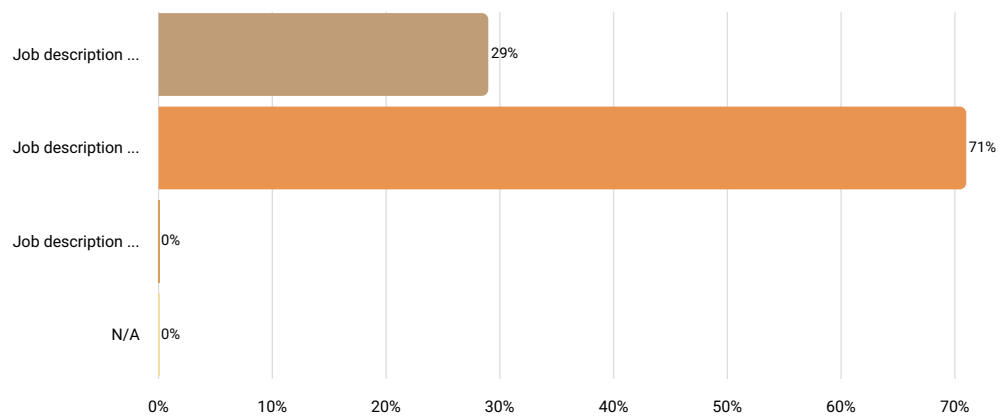
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2
Median	1
Standard deviation	1.73
Total/sum	14

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



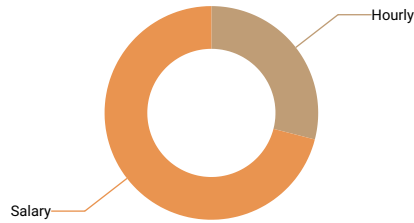
Results		%	N
Job description is perceptibly weaker than the position at your company		29%	2
Job description matches the position at your company very well		71%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5		\$60,263.00	\$61,110.40	\$62,800.00	\$63,150.00	\$68,140.80	\$63,092.84	\$62,800.00
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5		\$60,263.00	\$62,800.00	\$66,345.20	\$68,140.80	\$71,300.00	\$65,769.80	\$66,345.20
Actual Lowest Base Salary	5		\$54,163.20	\$55,000.00	\$60,263.00	\$62,800.00	\$68,140.80	\$60,073.40	\$60,263.00

4.3.15 Security Administrator/FSO - Level 3

Job description

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

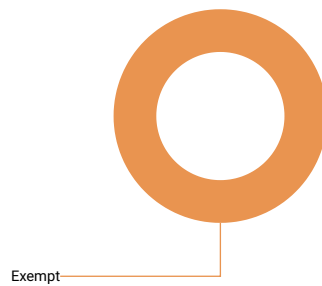
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



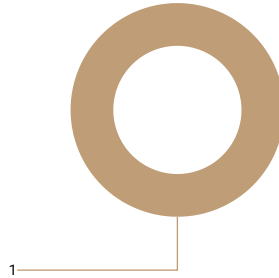
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



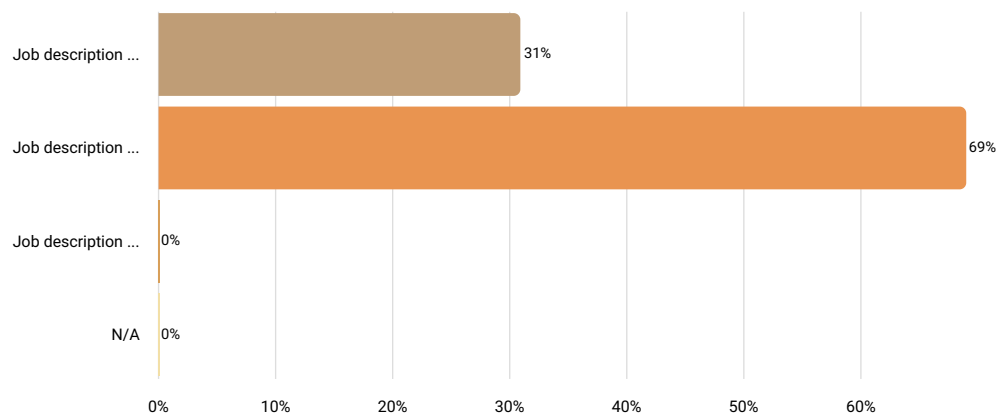
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	13

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



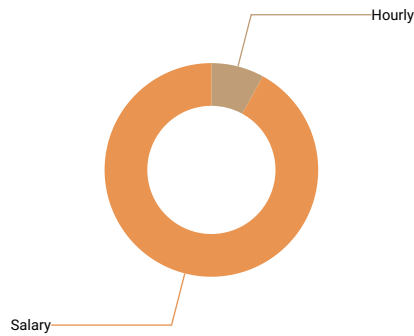
Results		%	N
Job description is perceptibly weaker than the position at your company		31%	4
Job description matches the position at your company very well		69%	9
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$81,000.00	\$84,319.81	\$101,775.00	\$130,302.00	\$132,579.24	\$106,637.57	\$101,775.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,000.00	\$2,000.00	\$2,500.00	\$8,000.00	\$16,500.00	\$6,000.00	\$2,500.00	\$
Pay Range Maximum Salary	8	\$34,278.00	\$98,000.00	\$127,400.00	\$147,813.00	\$164,300.00	\$118,125.50	\$127,400.00	\$
Pay Range Minimum Salary	8	\$34,278.00	\$73,000.00	\$90,000.00	\$98,890.00	\$104,000.00	\$82,757.25	\$90,000.00	\$
Actual Highest Base Salary	12	\$81,000.00	\$86,139.81	\$102,325.00	\$130,302.00	\$132,579.24	\$107,746.70	\$102,325.00	\$
Actual Lowest Base Salary	12	\$63,814.00	\$82,720.81	\$100,557.00	\$130,302.00	\$132,579.24	\$103,842.74	\$100,557.00	\$

4.3.16 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 pictures, drawings, diagrams, animation, and charts that increase users' understanding.

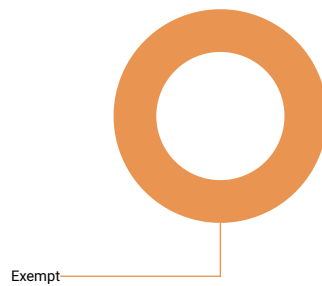
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



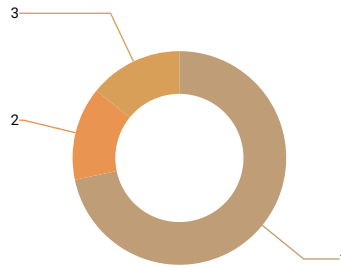
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



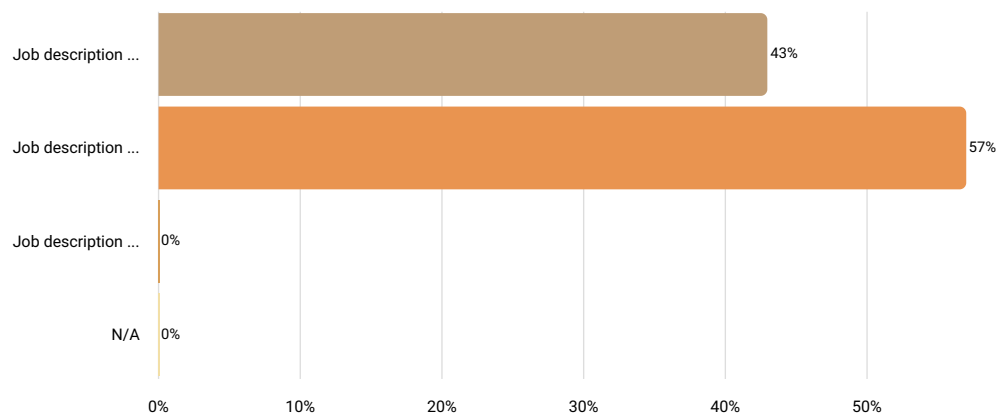
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.43
Median	1
Standard deviation	0.79
Total/sum	10

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



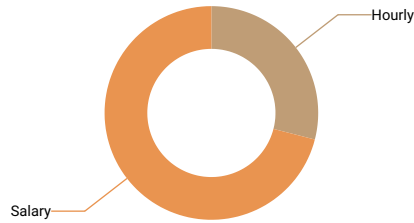
Results		
	%	N
Job description is perceptibly weaker than the position at your company	43%	3
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$76,000.00	\$77,000.00	\$83,876.00	\$85,000.00	\$104,110.00	\$85,197.20	\$83,876.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$77,000.00	\$85,000.00	\$100,000.00	\$116,500.00	\$140,000.00	\$103,700.00	\$100,000.00	\$
Pay Range Minimum Salary	5	\$49,600.00	\$75,000.00	\$75,000.00	\$78,000.00	\$80,000.00	\$71,520.00	\$75,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

4.3.17 Material Planner

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 8 times

Skipped 6 times

Text input

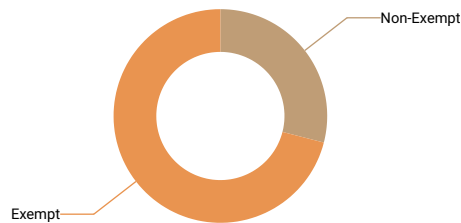
Results	
production planner	2
master scheduler	1
npi material planner	1
production scheduler	1
property book specialist	1
operations planning analyst	1
production support specialist	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



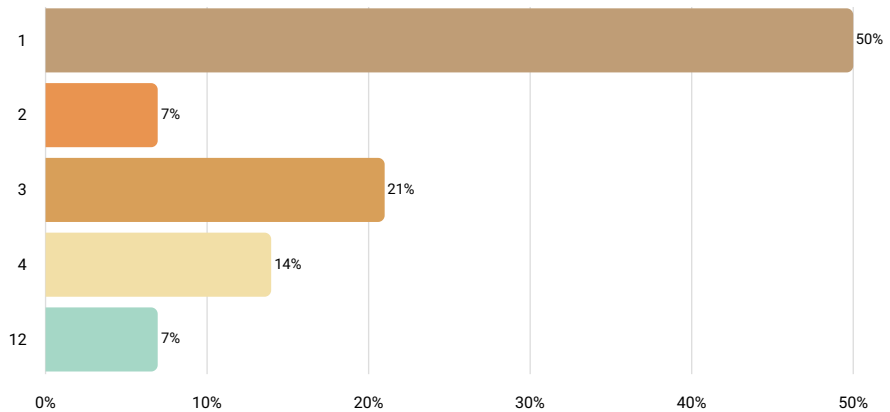
Results	%	N
Non-Exempt	29%	4
Exempt	71%	10

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



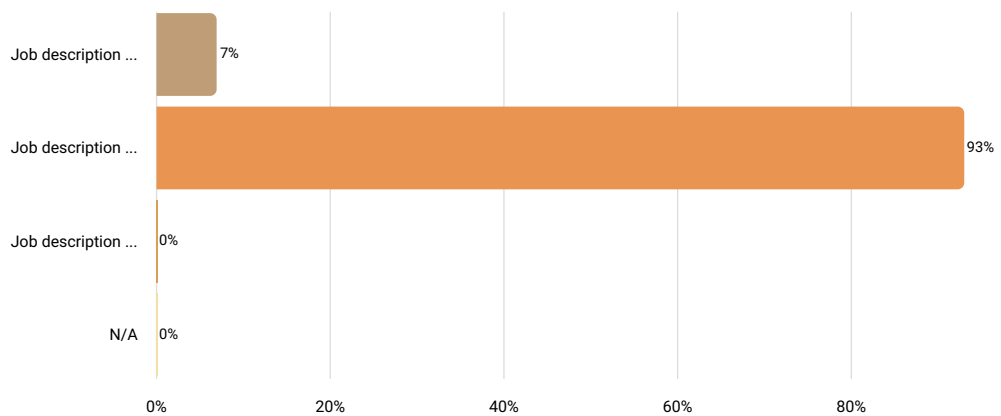
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	4
Mean	2.71
Median	1.5
Standard deviation	2.92
Total/sum	38

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



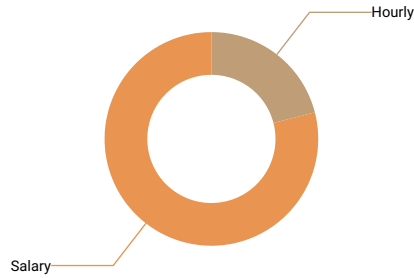
Results	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	93%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	3
Salary	79%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	8	\$67,881.84	\$72,150.00	\$80,192.40	\$95,500.00	\$98,000.00	\$82,695.83	\$80,192.40	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	8	\$75,000.00	\$78,825.00	\$88,300.00	\$110,050.00	\$120,000.00	\$93,668.75	\$88,300.00	\$
Pay Range Minimum Salary	8	\$38,500.00	\$46,450.00	\$52,800.00	\$71,400.00	\$80,000.00	\$57,475.00	\$52,800.00	\$
Actual Highest Base Salary	9	\$68,432.00	\$75,000.00	\$80,309.80	\$93,000.00	\$119,000.00	\$86,901.52	\$80,309.80	\$
Actual Lowest Base Salary	9	\$53,505.00	\$60,000.00	\$76,460.80	\$82,000.00	\$93,000.00	\$72,518.69	\$76,460.80	\$

4.3.19 Office Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 8 times

Text input

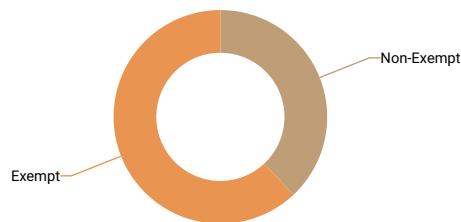
Results	
office administrator	2
mgr office	1
also handles travel	1
operations manager/executive assistant	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



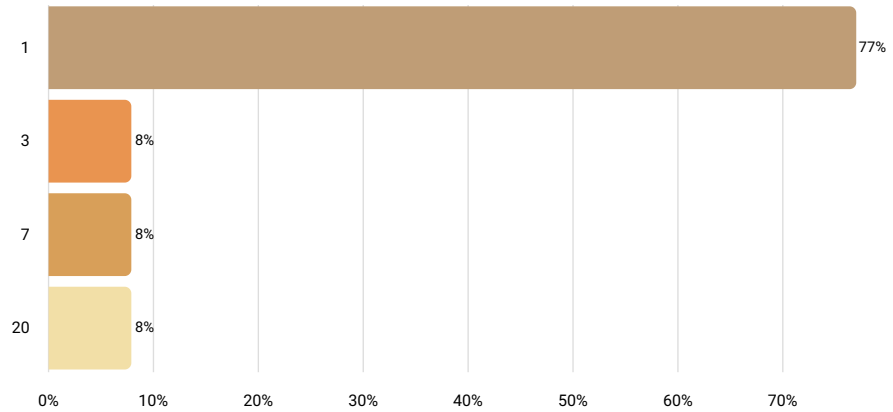
Results	%	N
Non-Exempt	38%	5
Exempt	62%	8

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



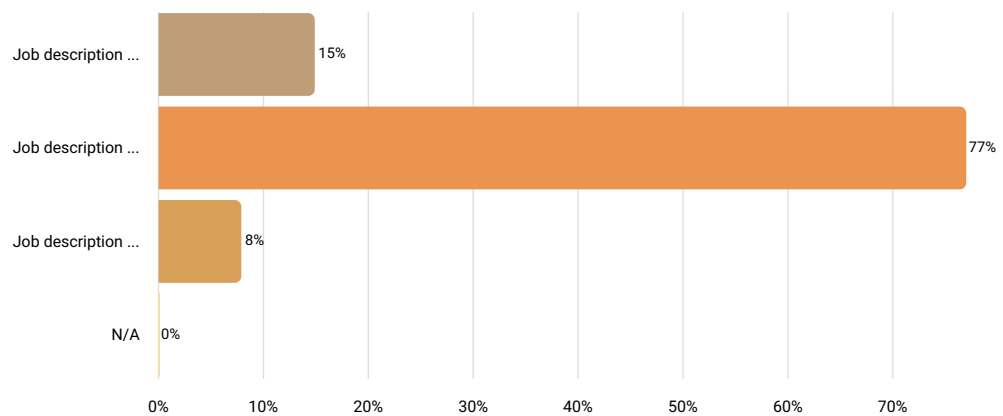
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	7
Mean	3.08
Median	1
Standard deviation	5.36
Total/sum	40

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



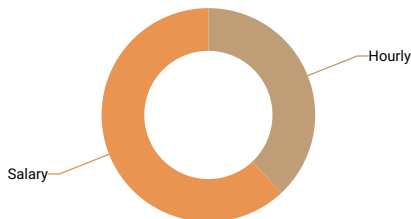
Results	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	5
Salary	62%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	5	\$24.15	\$26.42	\$26.72	\$30.54	\$65.10	\$34.59	\$26.72
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	8	\$41,100.00	\$43,972.40	\$57,130.00	\$72,730.40	\$87,306.00	\$59,508.95	\$57,130.00
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$500.00	\$2,500.00	\$3,200.00	\$8,800.00	\$2,916.67	\$2,500.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	6	\$44,200.00	\$53,626.00	\$60,000.00	\$75,000.00	\$91,624.00	\$64,075.00	\$60,000.00
Pay Range Minimum Salary	6	\$35,750.00	\$36,000.00	\$40,500.00	\$50,000.00	\$65,582.40	\$44,722.07	\$40,500.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	8	\$44,200.00	\$47,424.00	\$60,643.50	\$72,730.40	\$87,306.00	\$61,637.73	\$60,643.50
Actual Lowest Base Salary	8	\$34,000.00	\$39,496.30	\$55,880.00	\$72,730.40	\$87,306.00	\$57,189.92	\$55,880.00

4.3.21 Financial Analyst

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 11 times

Text input

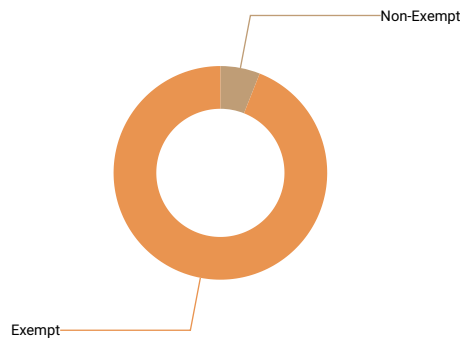
Results	
pricing analyst	1
sr. financial analyst	1
purchasing/risk manager	1
senior financial analyst	1
program analyst ii-iii; program analyst lead	1
project control analyst ii - iv & project finance analyst i, ii iii, & iv	1

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



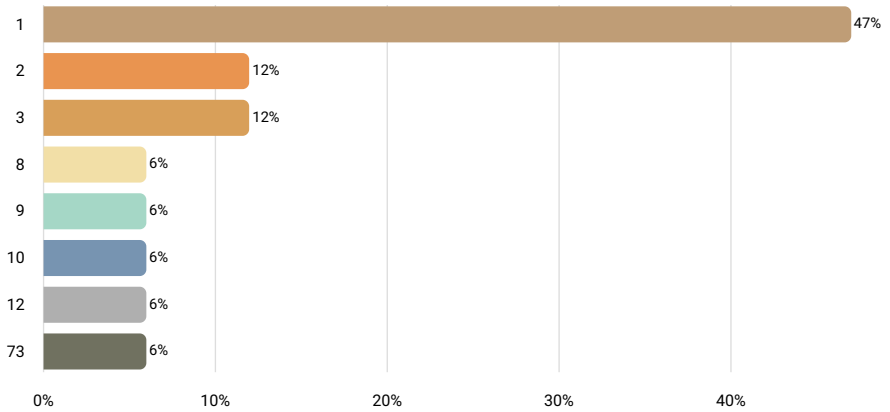
Results	%	N
Non-Exempt	6%	1
Exempt	94%	16

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



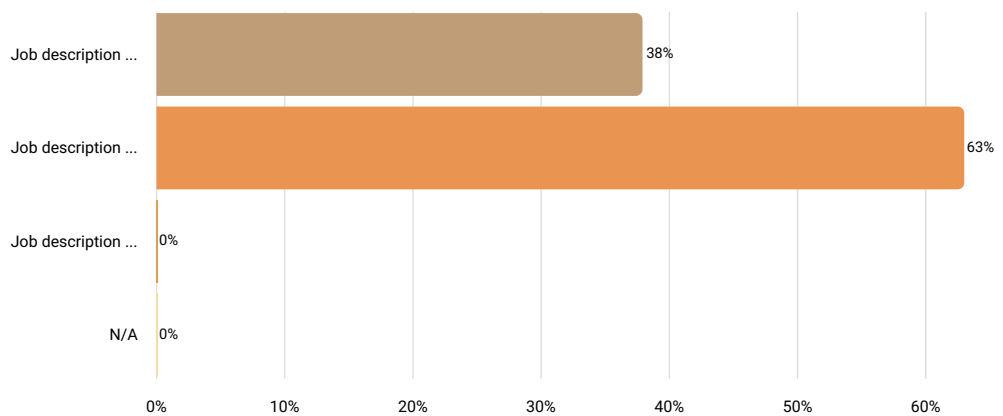
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	8
90th percentile	12
Mean	7.65
Median	2
Standard deviation	17.24
Total/sum	130

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

Answered 16 times

Skipped 1 times

Select one answer (radio button)



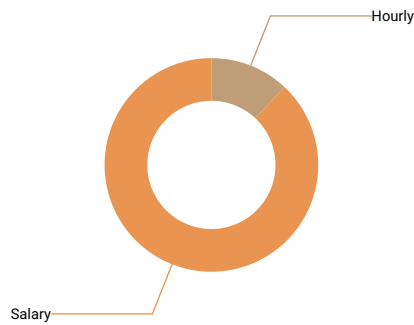
Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	6
Job description matches the position at your company very well	63%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	12%	2
Salary	88%	15

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$66,000.00	\$80,500.00	\$90,294.71	\$104,298.00	\$146,057.64	\$97,100.29	\$90,294.71	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$1,500.00	\$6,292.50	\$8,500.00	\$10,688.50	\$13,532.00	\$8,249.25	\$8,500.00	\$
Pay Range Maximum Salary	11	\$85,000.00	\$90,249.00	\$120,790.00	\$160,000.00	\$164,300.00	\$123,552.73	\$120,790.00	\$
Pay Range Minimum Salary	11	\$60,000.00	\$60,424.00	\$68,250.00	\$77,960.00	\$104,000.00	\$76,716.18	\$68,250.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	13	\$66,000.00	\$81,000.00	\$110,323.00	\$126,006.40	\$157,497.60	\$110,586.82	\$110,323.00	\$
Actual Lowest Base Salary	13	\$55,100.00	\$61,200.00	\$75,490.00	\$81,000.00	\$146,057.64	\$82,810.83	\$75,490.00	\$

4.3.22 Legal Counsel

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 1 times

Text input

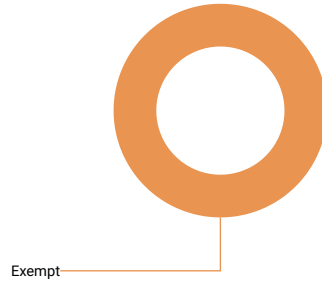
Results	
chief attorney	1
general counsel	1
senior legal counsel	1
assistant city attorney - 5054	1
city attorney/assistant city attorney	1

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



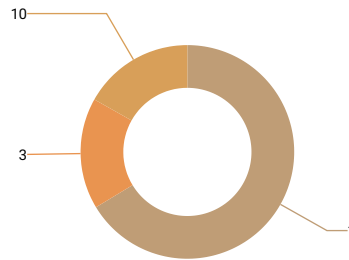
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



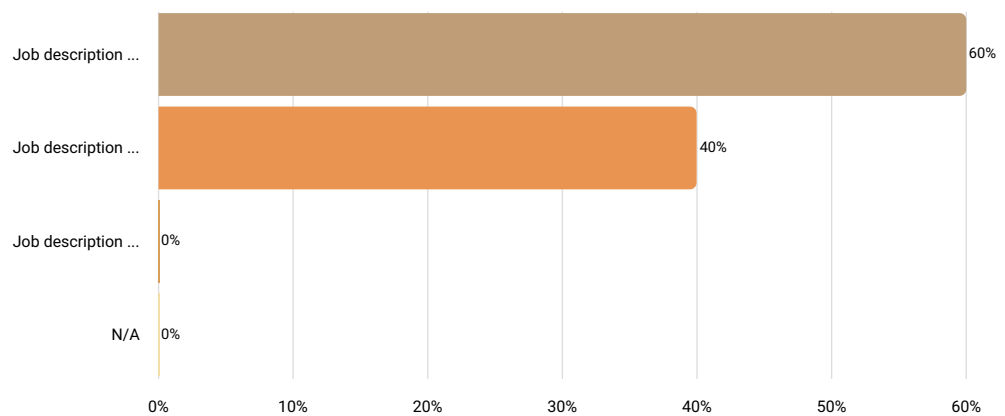
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	10
Mean	2.83
Median	1
Standard deviation	3.6
Total/sum	17

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

Answered 5 times

Skipped 1 times

Select one answer (radio button)



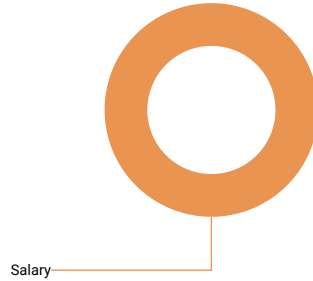
Results		
	%	N
Job description is perceptibly weaker than the position at your company	60%	3
Job description matches the position at your company very well	40%	2
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	6	\$80,000.00	\$115,131.00	\$142,709.60	\$208,686.40	\$308,900.00	\$166,356.10	\$142,709.60	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$120,000.00	\$128,481.60	\$186,946.00	\$314,600.00	\$358,217.00	\$215,865.10	\$186,946.00	\$
Pay Range Minimum Salary	6	\$69,742.00	\$75,712.00	\$115,000.00	\$224,078.00	\$248,268.80	\$141,300.13	\$115,000.00	\$
Actual Highest Base Salary	6	\$80,000.00	\$128,481.60	\$154,617.50	\$208,686.40	\$308,900.00	\$172,550.50	\$154,617.50	\$
Actual Lowest Base Salary	6	\$80,000.00	\$90,417.60	\$131,898.00	\$208,686.40	\$308,900.00	\$158,633.33	\$131,898.00	\$

4.3.24 Recruiter

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 17 times

Skipped 6 times

Text input

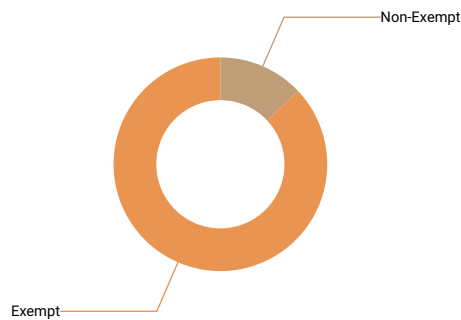
Results	
talent acquisition specialist	5
hr specialist	1
recruiter iii	1
technical recruiter	1
recruiting specialist	1
recruiting coordinator	1
hr recruiter/generalist	1
director of staff development	1
talent acquisition partner ii	1
specialist - talent acquisition	1
recruiter/recruiter allied health	1
talent advisor iii; college recruiter	1
jr. recruiter, technical recruiter 1-3, sr. technical recruiter, engineer recruiter 1-3, sr. engineering recruiter	1

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



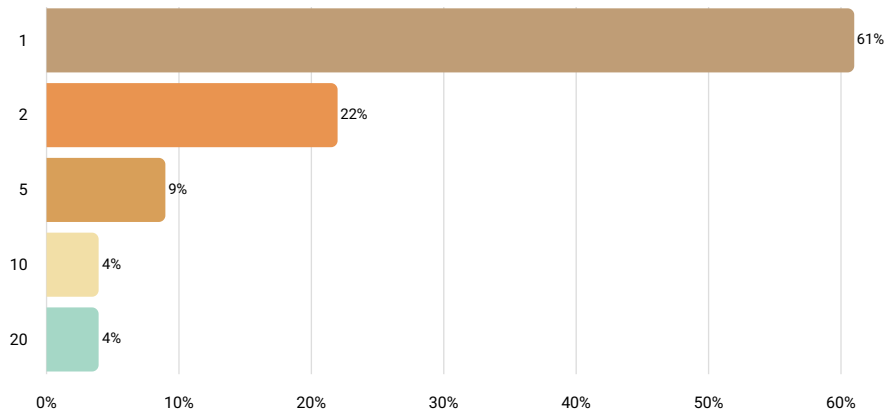
Results	%	N
Non-Exempt	13%	3
Exempt	87%	20

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



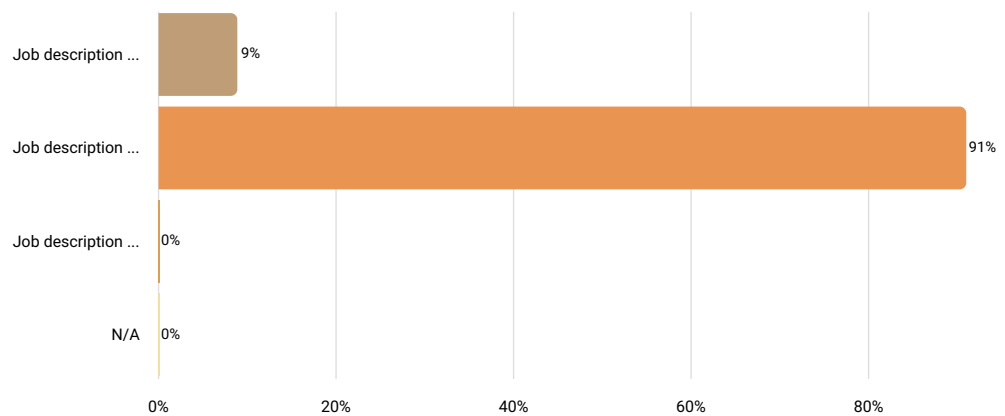
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2.78
Median	1
Standard deviation	4.3
Total/sum	64

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



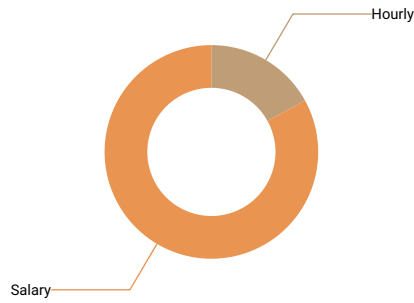
Results	%	N
Job description is perceptibly weaker than the position at your company	9%	2
Job description matches the position at your company very well	91%	21
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	4
Salary	83%	19

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	18	\$50,000.00	\$60,590.00	\$69,014.00	\$85,800.00	\$97,599.52	\$73,915.27	\$69,014.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$1,000.00	\$1,822.00	\$2,500.00	\$4,000.00	\$8,580.00	\$3,278.00	\$2,500.00	\$
Pay Range Maximum Salary	15	\$83,283.20	\$84,477.00	\$96,000.00	\$118,600.00	\$130,000.00	\$105,157.95	\$96,000.00	\$
Pay Range Minimum Salary	15	\$49,483.20	\$50,960.00	\$60,000.00	\$66,742.50	\$80,000.00	\$60,341.98	\$60,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	18	\$53,529.84	\$68,140.00	\$79,274.40	\$86,881.56	\$125,700.00	\$81,828.06	\$79,274.40	\$
Actual Lowest Base Salary	18	\$50,000.00	\$53,529.84	\$66,620.00	\$80,000.00	\$89,564.80	\$69,314.23	\$66,620.00	\$

4.3.25 Training Coordinator

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 6 times

Text input

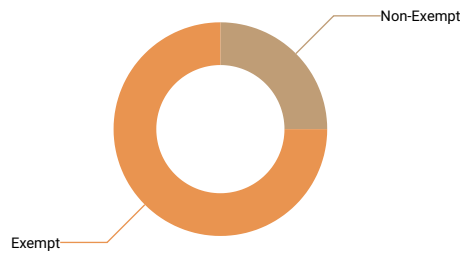
Results	
training manager	1
trainer developer	1
training specialist	1
training administrator	1
human resources specialist i	1
technical training coordinator	1
operations development specialist	1
faa program lead, training records clerk	1
training and development specialist 1, 2, 3	1
employee development training specialist - 1152	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



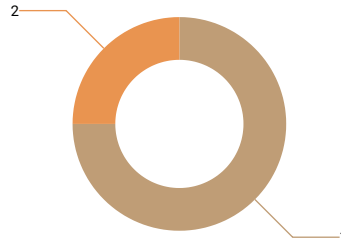
Results	%	N
Non-Exempt	25%	4
Exempt	75%	12

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



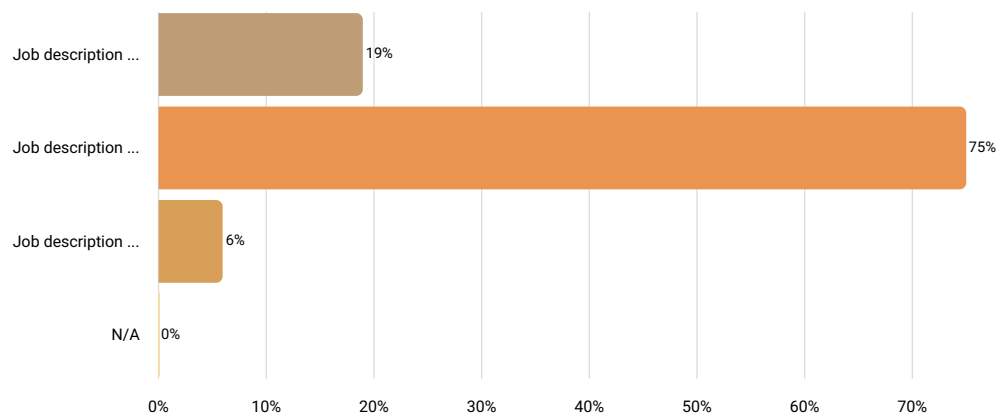
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1.25
Median	1
Standard deviation	0.45
Total/sum	20

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

Answered 16 times

Skipped 0 times

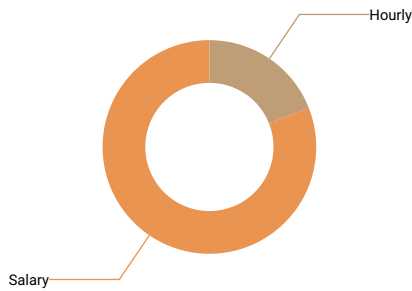
Select one answer (radio button)



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%	0

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	19%	3
Salary	81%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$61,000.00	\$63,620.27	\$79,490.40	\$94,974.60	\$110,000.00	\$80,483.46	\$79,490.40	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,500.00	\$3,000.00	\$7,250.00	\$8,000.00	\$11,000.00	\$6,500.00	\$7,250.00	\$
Pay Range Maximum Salary	12	\$65,000.00	\$77,953.00	\$99,985.60	\$121,350.00	\$132,533.00	\$100,120.52	\$99,985.60	\$
Pay Range Minimum Salary	12	\$45,000.00	\$49,846.97	\$58,800.00	\$78,540.80	\$94,490.00	\$64,947.66	\$58,800.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	12	\$61,000.00	\$63,620.27	\$79,790.40	\$94,974.60	\$110,000.00	\$80,783.46	\$79,790.40	\$
Actual Lowest Base Salary	12	\$61,000.00	\$63,620.27	\$77,540.40	\$94,974.60	\$110,000.00	\$80,158.46	\$77,540.40	\$

4.3.26 Compensation/Benefits Specialist

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 7 times

Skipped 4 times

Text input

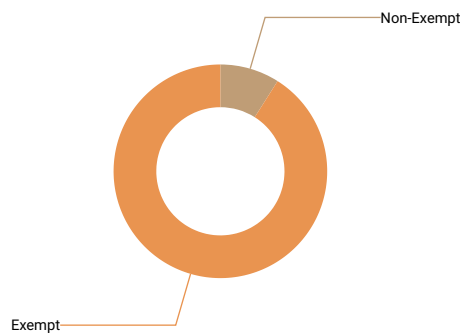
Results	
compensation analyst	2
benefits specialist	1
leaves administrator i	1
benefits technician - 1086	1
human resources specialist iv	1
payroll and benefits specialist	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



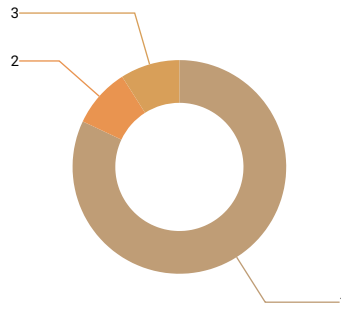
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



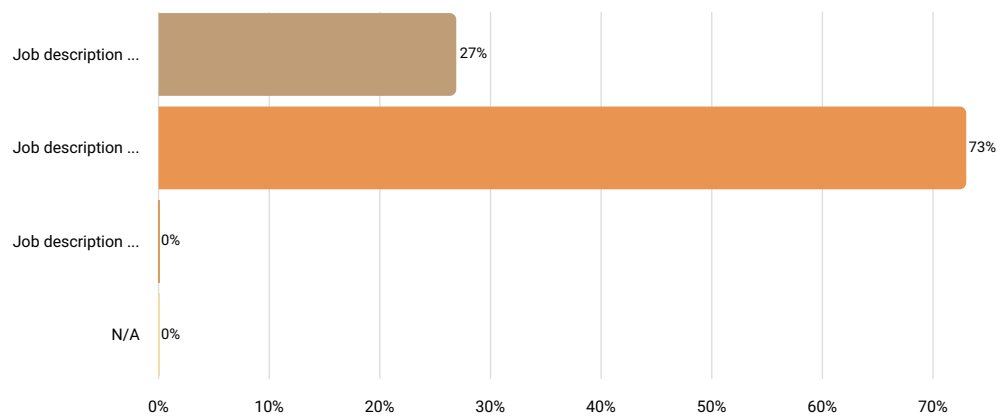
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.27
Median	1
Standard deviation	0.65
Total/sum	14

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



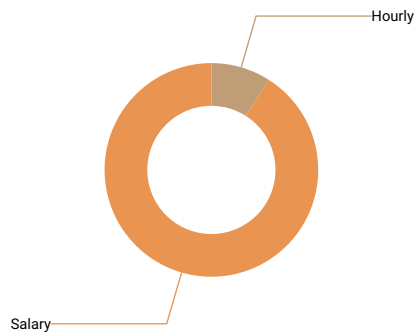
Results	%	N
Job description is perceptibly weaker than the position at your company	27%	3
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$54,073.07	\$59,000.00	\$72,920.00	\$87,000.00	\$113,000.00	\$76,646.85	\$72,920.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	10	\$65,498.80	\$70,000.00	\$86,748.00	\$111,721.00	\$163,801.00	\$99,219.70	\$86,748.00	\$
Pay Range Minimum Salary	10	\$41,412.80	\$51,665.00	\$59,500.00	\$72,167.00	\$98,859.50	\$64,035.58	\$59,500.00	\$
Actual Highest Base Salary	9	\$51,584.00	\$60,216.00	\$66,840.00	\$79,476.00	\$126,000.00	\$75,902.49	\$66,840.00	\$
Actual Lowest Base Salary	10	\$52,062.00	\$59,000.00	\$72,920.00	\$87,000.00	\$113,000.00	\$76,244.64	\$72,920.00	\$

4.4 Professional Technical Positions

The survey received sufficient data for the following job titles:

Mechanical Engineer - Level 1-5
Electrical Design Engineer - Level 1-6
Industrial or Manufacturing Engineer - Level 1-4
Quality Engineer - Level 1-4
Software Engineer - Level 1-5
System Design Engineer - Level 2-5
Project Manager - Level 1-5
Chemical Engineer
Safety Engineer
Environmental Engineer
Materials Engineer
Principal Investigator
Technical Support Engineer
Machine/CNC Programmer
System Administrator or Network Analyst
Information System Security Officer/Analyst
Network Engineer
Program Analyst
Software Developer
System Analyst
Business Analyst
Web Developer

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

Mechanical Engineer - Level 6
Industrial or Manufacturing Engineer - Level 5-6
Aeronautical Design Engineer - Level 1-3, 5-6
Quality Engineer - Level 5-6
Software Engineer - Level 6
System Design Engineer - Level 1, 6
Info Assurance/Security Engineer - Level 1-6
Project Manager - Level 6
Chemist
Avionics Integration Engineer
Logistics Engineer
MIS Programmer or Analyst
Database Analyst
Intelligence Analyst

4.4.1 Mechanical Engineer - Level 1

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 7 times

Text input

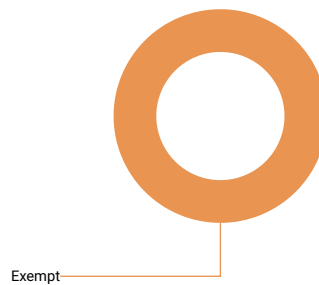
Results	
engineer	1
design engineer i	1
mechanical engineer 6	1
mechanical engineer i	1
maintenance mechanical engineer	1
engineer i, r&d design - interior/exterior	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



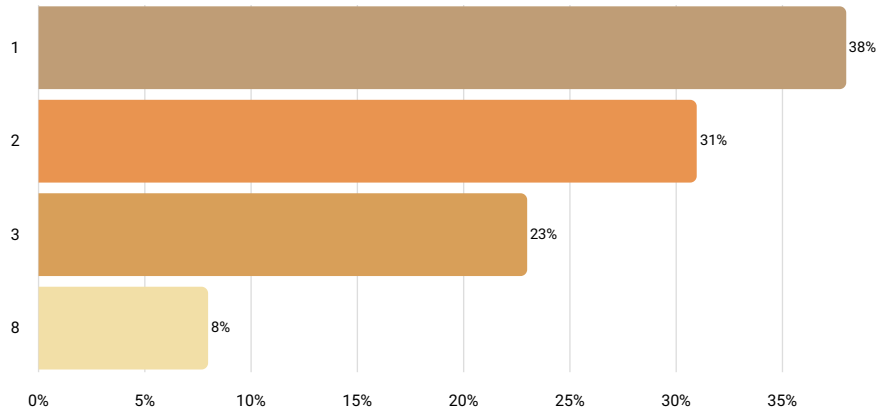
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



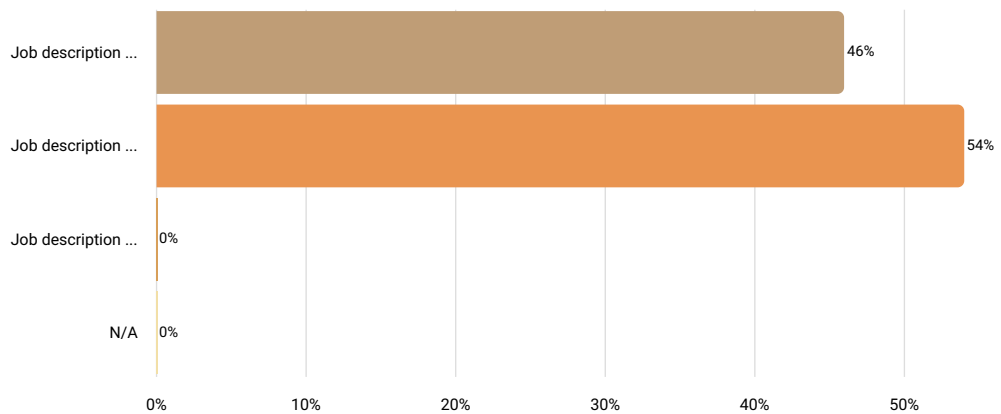
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2.31
Median	2
Standard deviation	1.89
Total/sum	30

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



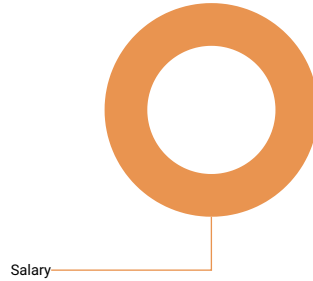
Results		
	%	N
Job description is perceptibly weaker than the position at your company	46%	6
Job description matches the position at your company very well	54%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	13	\$64,272.00	\$68,120.00	\$80,150.11	\$85,664.00	\$88,000.00	\$77,246.74	\$80,150.11	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$2,000.00	\$3,000.00	\$4,000.00	\$4,963.80	\$8,000.00	\$4,392.76	\$4,000.00	\$
Pay Range Maximum Salary	9	\$34,278.00	\$68,700.00	\$83,200.00	\$100,660.00	\$150,000.00	\$86,470.37	\$83,200.00	\$
Pay Range Minimum Salary	9	\$34,278.00	\$50,000.00	\$62,400.00	\$69,217.50	\$80,000.00	\$59,662.52	\$62,400.00	\$
Actual Highest Base Salary	13	\$65,000.00	\$71,240.00	\$81,390.40	\$87,000.00	\$88,000.00	\$78,951.75	\$81,390.40	\$
Actual Lowest Base Salary	13	\$62,000.00	\$65,000.00	\$77,500.20	\$83,740.80	\$88,000.00	\$75,544.89	\$77,500.20	\$

4.4.2 Mechanical Engineer - Level 2

Job description

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

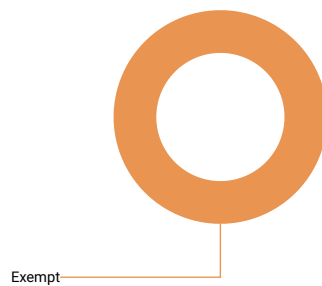
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



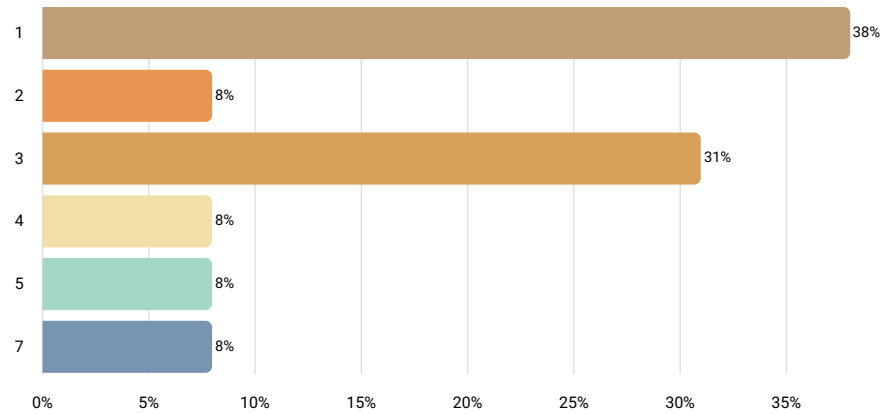
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



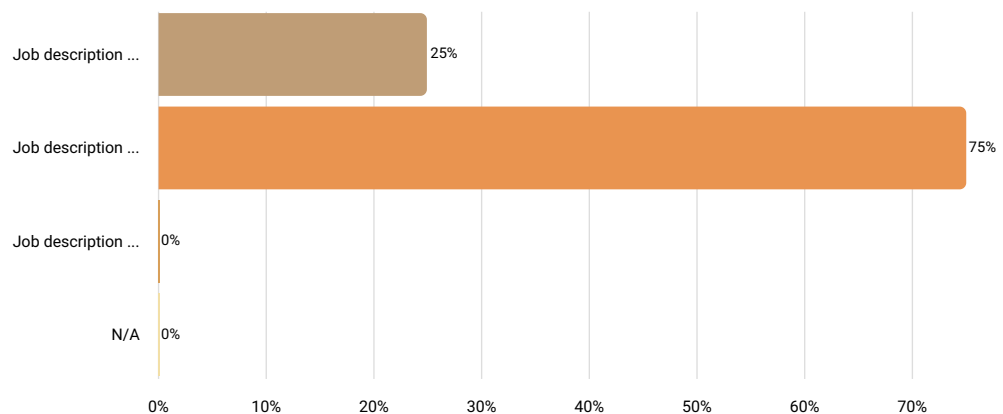
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	3
90th percentile	5
Mean	2.69
Median	3
Standard deviation	1.84
Total/sum	35

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

Answered 12 times

Skipped 1 times

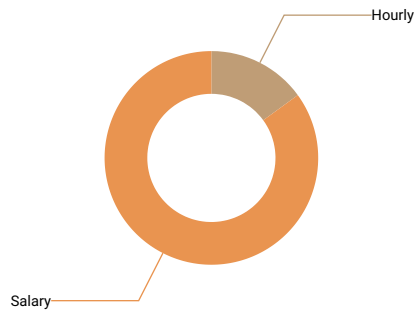
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	15%	2
Salary	85%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$71,583.50	\$82,326.36	\$87,500.00	\$98,060.30	\$103,506.50	\$88,559.67	\$87,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,000.00	\$3,000.00	\$4,150.00	\$7,000.00	\$14,589.00	\$5,648.17	\$4,150.00	\$
Pay Range Maximum Salary	10	\$58,995.00	\$80,000.00	\$91,000.00	\$118,600.00	\$129,007.50	\$95,810.50	\$91,000.00	\$
Pay Range Minimum Salary	10	\$50,595.00	\$60,000.00	\$75,745.00	\$82,335.00	\$90,227.00	\$72,546.90	\$75,745.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	10	\$75,000.00	\$82,326.36	\$93,500.00	\$104,644.00	\$113,500.00	\$93,774.54	\$93,500.00	\$
Actual Lowest Base Salary	10	\$53,527.00	\$70,000.00	\$84,500.00	\$95,000.00	\$99,000.05	\$81,564.55	\$84,500.00	\$

4.4.3 Mechanical Engineer - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 7 times

Skipped 11 times

Text input

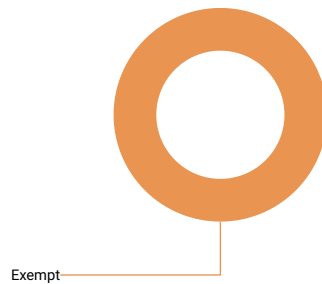
Results	
stress engineer	1
design engineer iii	1
mechanical engineer	1
mechanical engineer 4	1
mechanical engineer ii	1
manufacturing engineer iii - mechanical, mechanical engineer iii - aircraft integration	1
engineer, sr r&d design - body, engineer, sr r&d design - chassis, engineer, sr r&d design - interior/exterior	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



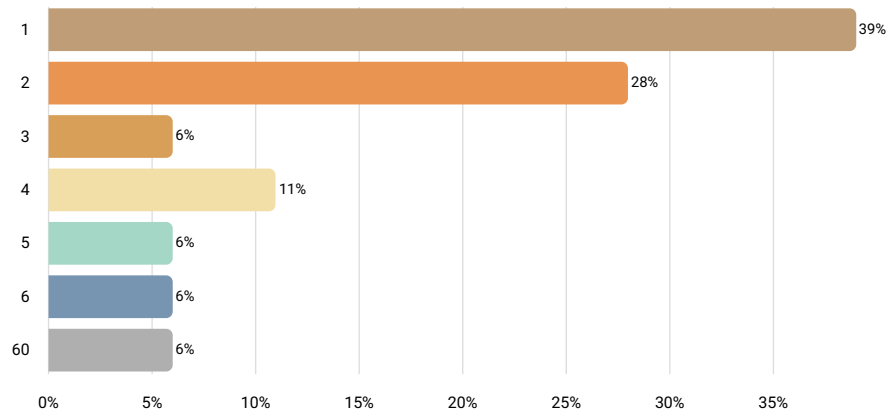
Results	%	N
Non-Exempt	0%	0
Exempt	100%	18

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



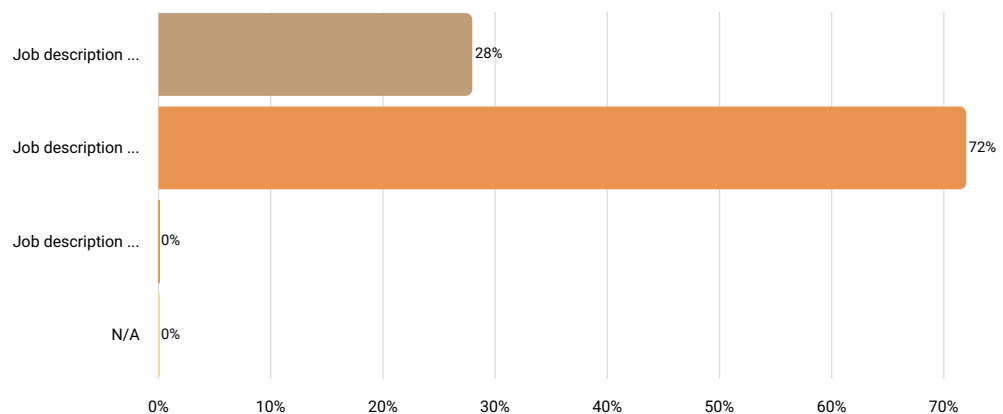
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	6
Mean	5.5
Median	2
Standard deviation	13.69
Total/sum	99

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

Answered 18 times

Skipped 0 times

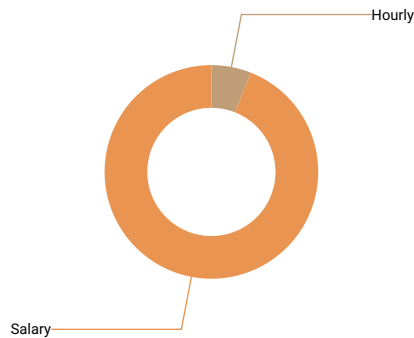
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	6%	1
Salary	94%	17

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	17	\$81,577.00	\$97,425.00	\$102,461.00	\$116,600.17	\$135,480.00	\$106,688.20	\$102,461.00
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$1,000.00	\$3,998.50	\$7,000.00	\$10,500.00	\$35,900.00	\$9,987.13	\$7,000.00
Pay Range Maximum Salary	14	\$81,577.00	\$95,000.00	\$107,470.40	\$140,000.00	\$160,000.00	\$114,157.13	\$107,470.40
Pay Range Minimum Salary	14	\$53,560.00	\$75,000.00	\$81,679.00	\$90,590.00	\$94,515.20	\$79,931.23	\$81,679.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	17	\$81,577.00	\$100,000.00	\$104,665.60	\$129,072.00	\$155,000.00	\$113,170.72	\$104,665.60
Actual Lowest Base Salary	17	\$81,577.00	\$87,559.00	\$100,000.00	\$105,982.00	\$121,035.00	\$99,790.60	\$100,000.00

4.4.4 Mechanical Engineer - Level 4

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 7 times

Text input

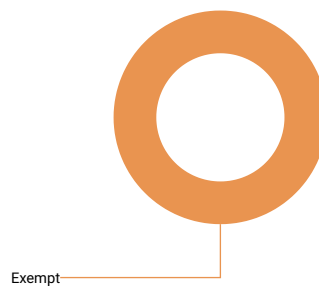
Results	
design engineer iv	1
mechanical engineer 3	1
automation/ndi engineer	1
mechanical engineer iii	1
senior mechanical engineer	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



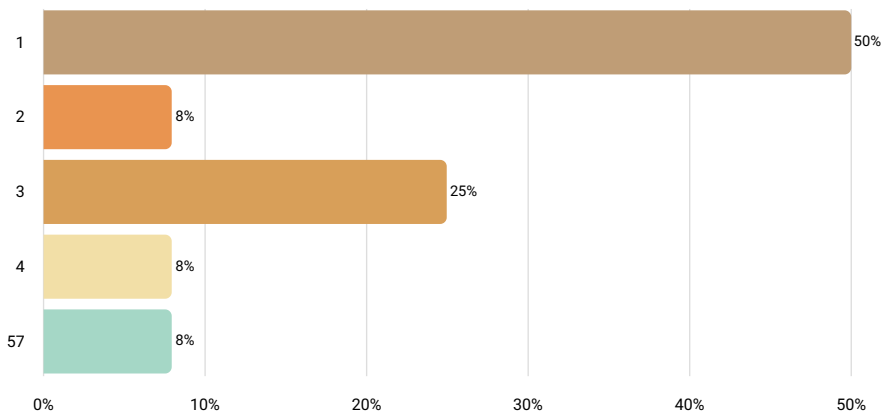
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



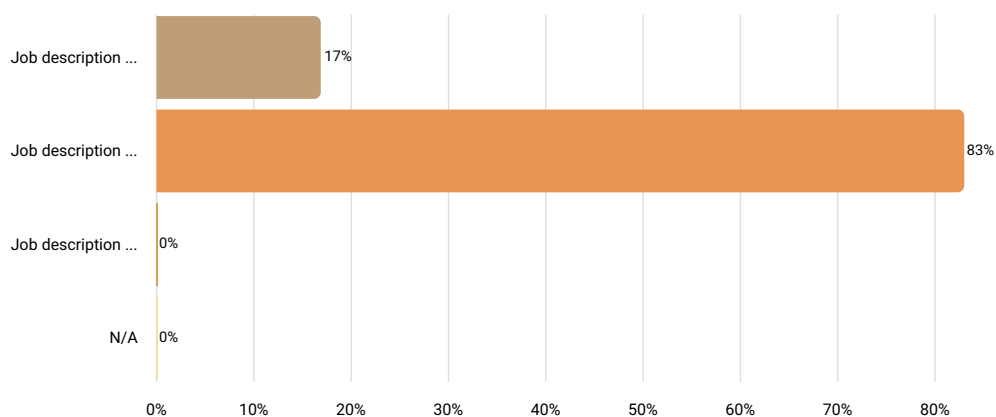
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	4
Mean	6.5
Median	1.5
Standard deviation	15.94
Total/sum	78

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



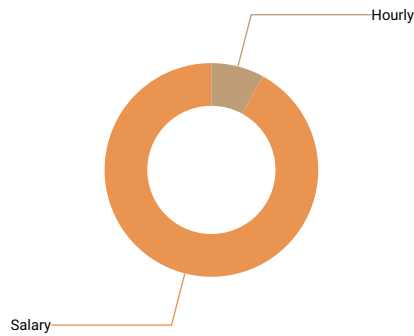
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	2
Job description matches the position at your company very well	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Actual Average Base Salary	10	\$91,500.00	\$102,000.00	\$132,638.50	\$147,319.78	\$159,554.35	\$126,160.05	\$132,638.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,000.00	\$3,800.00	\$6,433.00	\$9,100.00	\$11,000.00	\$6,666.60	\$6,433.00	\$
Pay Range Maximum Salary	8	\$51,417.00	\$106,000.00	\$122,500.00	\$163,020.00	\$209,133.75	\$130,448.84	\$122,500.00	\$
Pay Range Minimum Salary	8	\$51,417.00	\$90,000.00	\$97,000.00	\$108,167.00	\$125,480.25	\$95,903.91	\$97,000.00	\$
Actual Highest Base Salary	9	\$102,000.00	\$120,000.00	\$147,319.78	\$155,100.00	\$175,000.00	\$141,212.42	\$147,319.78	\$
Actual Lowest Base Salary	10	\$66,527.00	\$102,000.00	\$110,947.50	\$147,319.78	\$152,230.00	\$115,162.78	\$110,947.50	\$

4.4.5 Mechanical Engineer - Level 5

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.

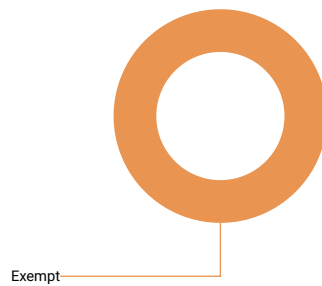
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



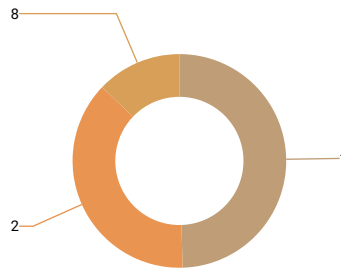
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



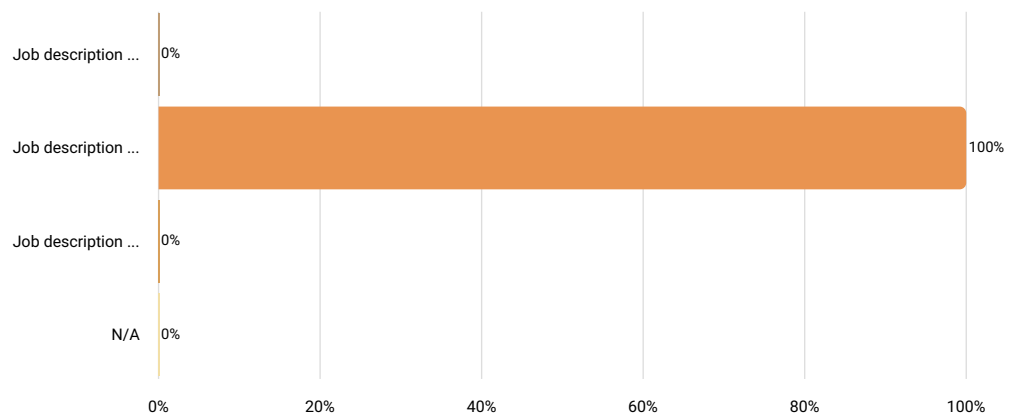
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	8
Mean	2.25
Median	1.5
Standard deviation	2.38
Total/sum	18

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



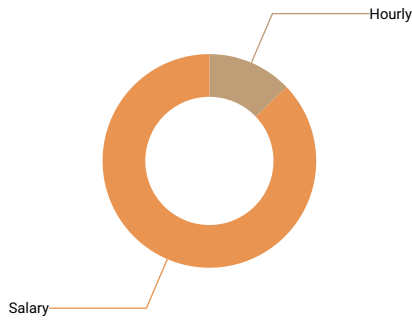
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	6	\$85,000.00	\$129,280.00	\$141,407.50	\$153,000.00	\$200,000.00	\$141,682.50	\$141,407.50
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary	6	\$90,000.00	\$95,000.00	\$148,712.00	\$190,000.00	\$256,398.75	\$154,803.79	\$148,712.00
Pay Range Minimum Salary	6	\$44,000.00	\$60,000.00	\$120,808.00	\$150,000.00	\$153,839.25	\$108,242.54	\$120,808.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	6	\$85,000.00	\$132,290.00	\$148,000.00	\$167,600.00	\$200,000.00	\$146,815.00	\$148,000.00
Actual Lowest Base Salary	6	\$85,000.00	\$114,750.00	\$133,135.00	\$153,000.00	\$200,000.00	\$136,503.33	\$133,135.00

4.4.7 Electrical Design Engineer - Level 1

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

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 3 times

Text input

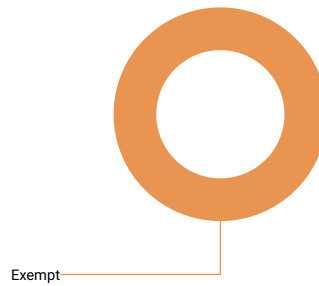
Results	
engineer i	1
electrical engineer 6	1
electrical engineer i	1
engineer, entry level	1
entry level electrical engineer	1
maintenance i&e engineer; maintenance electrical engineer	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



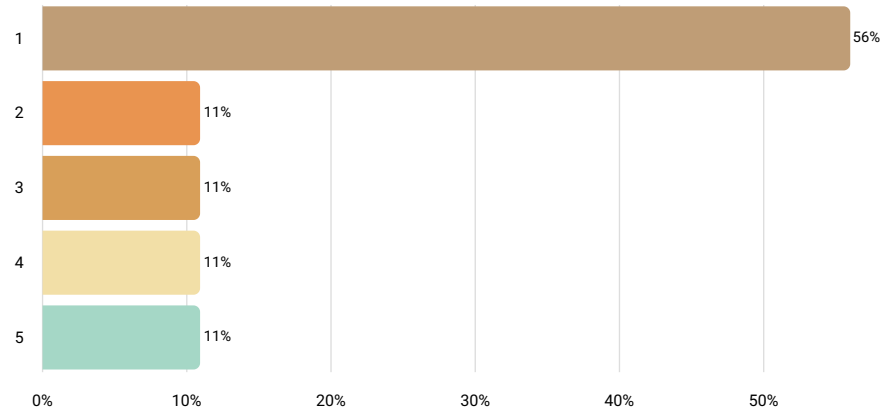
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



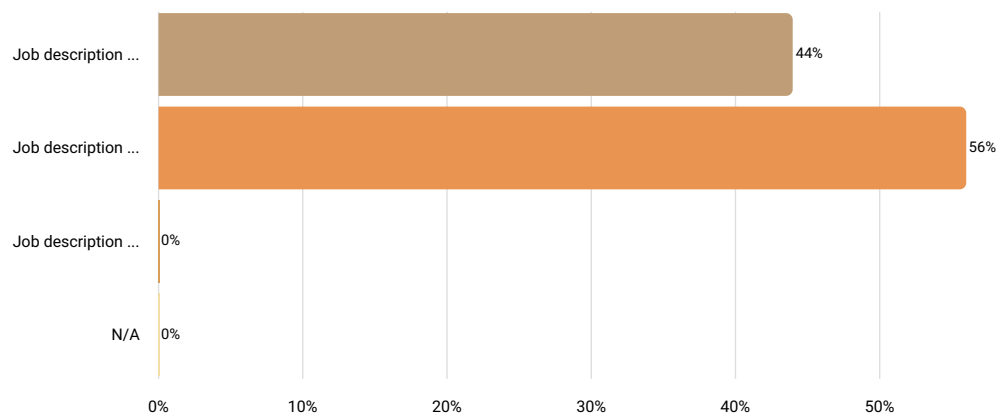
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2.11
Median	1
Standard deviation	1.54
Total/sum	19

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



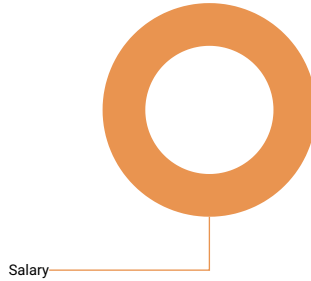
Results		
	%	N
Job description is perceptibly weaker than the position at your company	44%	4
Job description matches the position at your company very well	56%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	9	\$63,407.00	\$74,053.94	\$78,499.00	\$80,000.00	\$113,000.00	\$81,754.66	\$78,499.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$34,278.00	\$81,000.00	\$91,925.82	\$141,212.50	\$150,000.00	\$98,390.36	\$91,925.82	\$
Pay Range Minimum Salary	6	\$34,278.00	\$62,566.00	\$68,143.80	\$75,000.00	\$84,727.50	\$65,476.52	\$68,143.80	\$
Actual Highest Base Salary	9	\$64,688.00	\$78,050.00	\$79,539.00	\$80,000.00	\$113,000.00	\$83,210.67	\$79,539.00	\$
Actual Lowest Base Salary	9	\$62,126.00	\$70,000.00	\$78,499.00	\$80,000.00	\$113,000.00	\$80,620.56	\$78,499.00	\$

4.4.8 Electrical Design Engineer - Level 2

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 10 times

Text input

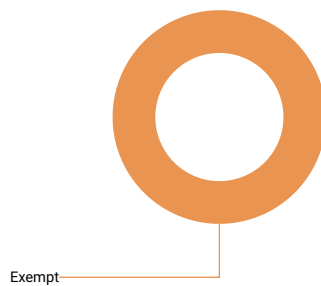
Results	
engineer ii	1
engineer, mid	1
electrical engineer	1
electrical engineer 5	1
electrical engineer ii	1
engineer ii, r&d design - electrical	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



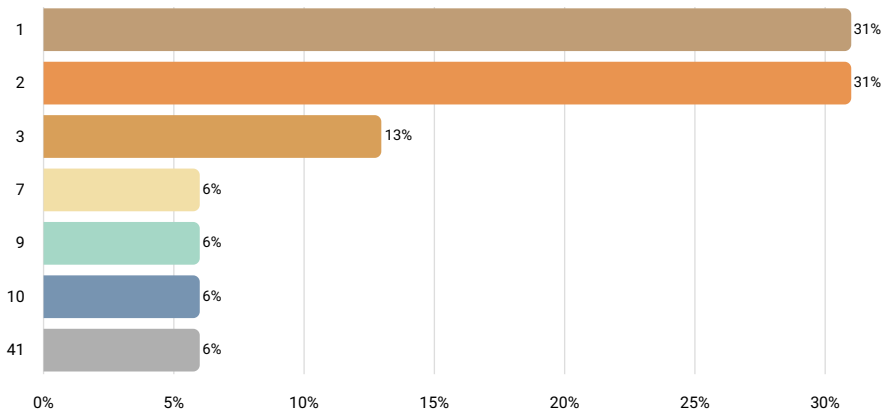
Results	%	N
Non-Exempt	0%	0
Exempt	100%	16

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



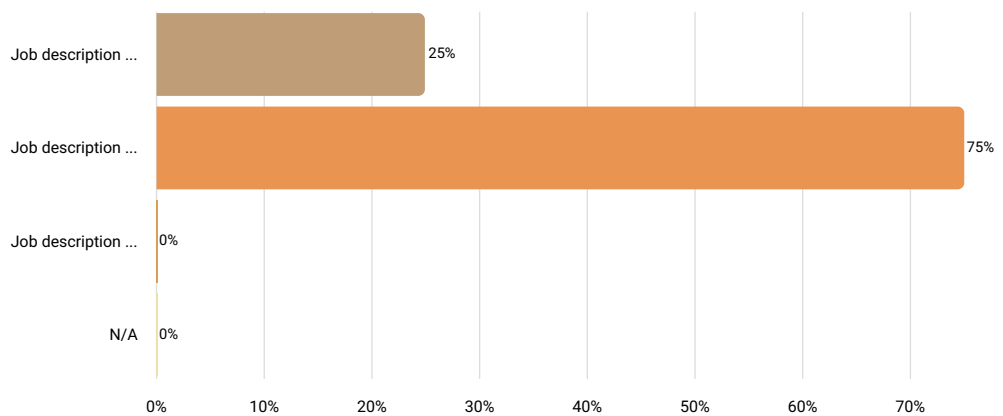
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	10
Mean	5.5
Median	2
Standard deviation	9.9
Total/sum	88

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



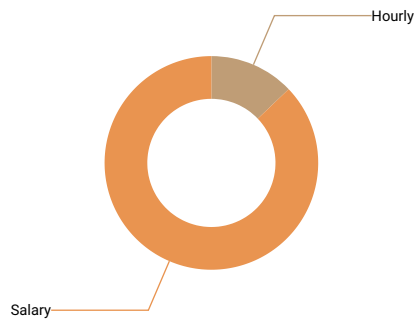
Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	4
Job description matches the position at your company very well	75%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	88%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	13	\$82,100.00	\$89,832.00	\$97,000.00	\$104,400.00	\$109,097.00	\$96,072.03	\$97,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,000.00	\$2,500.00	\$4,554.50	\$7,000.00	\$12,176.70	\$5,297.62	\$4,554.50	\$
Pay Range Maximum Salary	8	\$44,990.00	\$96,051.57	\$119,300.00	\$121,459.50	\$168,025.00	\$110,829.64	\$119,300.00	\$
Pay Range Minimum Salary	9	\$44,990.00	\$66,000.00	\$76,502.24	\$81,000.00	\$116,000.00	\$77,245.03	\$76,502.24	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	13	\$85,300.00	\$90,064.00	\$104,400.00	\$109,491.00	\$134,167.00	\$102,345.51	\$104,400.00	\$
Actual Lowest Base Salary	13	\$76,800.00	\$81,515.00	\$90,001.00	\$90,523.94	\$104,400.00	\$88,742.90	\$90,001.00	\$

4.4.9 Electrical Design Engineer - Level 3

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 10 times

Text input

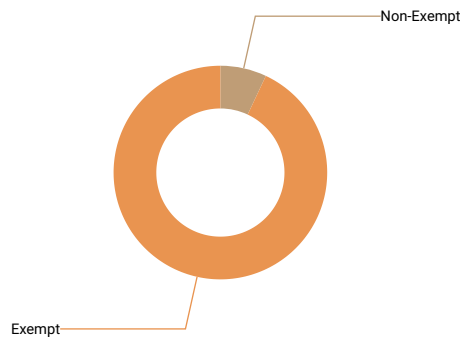
Results	
engineer, senior	1
electrical engineer 4	1
electrical engineer iii	1
engineer - engineer/scientist	1
engineer, sr r&d design - electrical	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



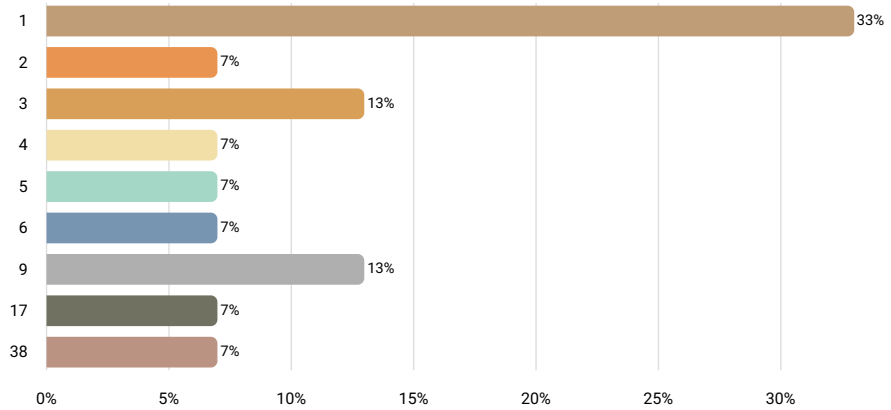
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



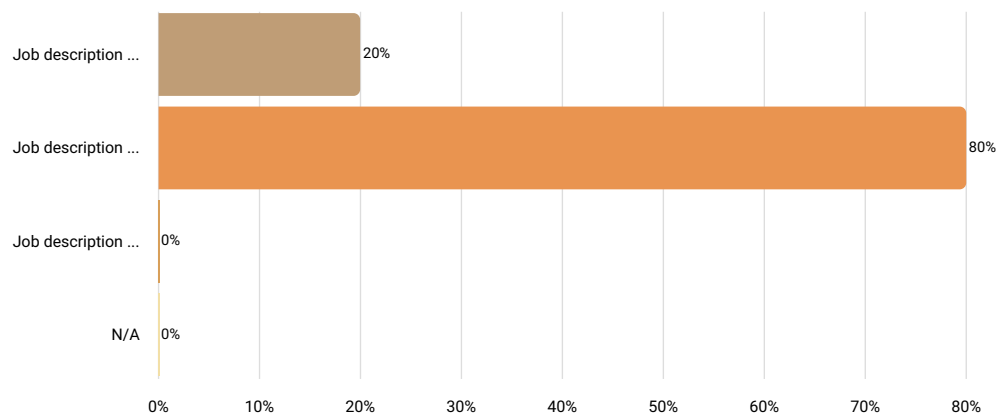
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	9
90th percentile	17
Mean	6.73
Median	3
Standard deviation	9.71
Total/sum	101

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



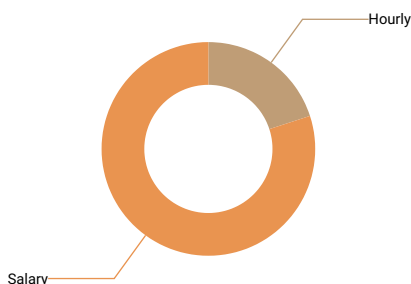
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	3
Job description matches the position at your company very well	80%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	3
Salary	80%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$90,700.00	\$102,500.00	\$113,704.55	\$131,433.00	\$132,412.00	\$117,120.50	\$113,704.55	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,978.00	\$2,500.00	\$5,788.00	\$8,000.00	\$27,643.47	\$8,272.78	\$5,788.00	\$
Pay Range Maximum Salary	10	\$74,280.00	\$100,000.00	\$137,000.00	\$156,349.00	\$186,650.00	\$130,715.90	\$137,000.00	\$
Pay Range Minimum Salary	10	\$54,280.00	\$80,000.00	\$88,000.00	\$101,774.00	\$114,700.00	\$87,232.40	\$88,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	12	\$90,700.00	\$96,496.80	\$140,459.50	\$149,813.50	\$171,649.00	\$132,872.69	\$140,459.50	\$
Actual Lowest Base Salary	12	\$65,000.00	\$86,804.98	\$90,645.00	\$107,105.29	\$121,908.00	\$92,845.75	\$90,645.00	\$

4.4.10 Electrical Design Engineer - Level 4

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

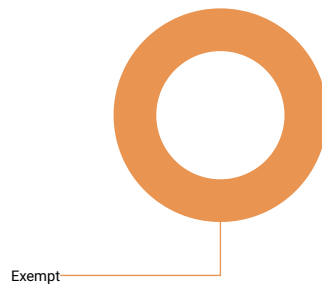
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techni

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



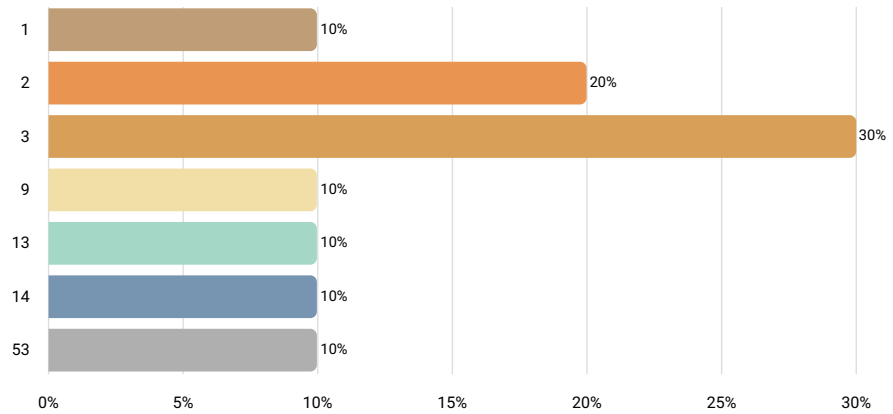
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



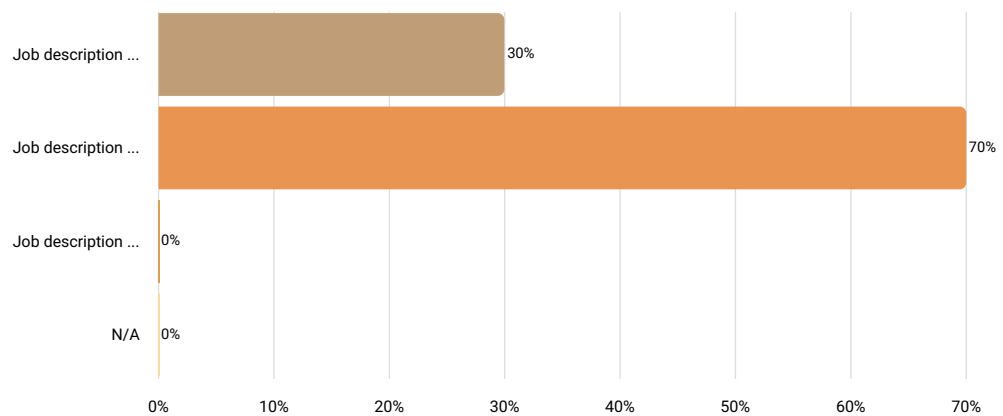
Statistics	
10th percentile	1.5
25th percentile	2
50th percentile	3
75th percentile	13
90th percentile	33.5
Mean	10.3
Median	3
Standard deviation	15.74
Total/sum	103

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



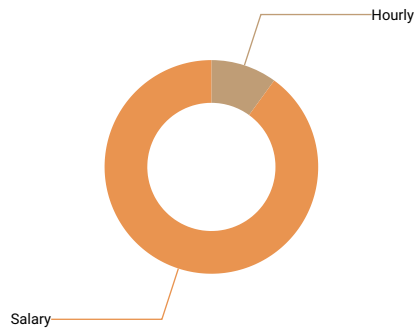
Results		
	%	N
Job description is perceptibly weaker than the position at your company	30%	3
Job description matches the position at your company very well	70%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$87,000.00	\$137,989.32	\$138,727.00	\$162,115.00	\$206,666.00	\$145,837.50	\$138,727.00	\$52,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,000.00	\$2,500.00	\$5,900.00	\$8,351.00	\$10,000.00	\$5,608.50	\$5,900.00	\$4,000.00
Pay Range Maximum Salary	8	\$51,417.00	\$118,000.00	\$176,000.00	\$195,669.50	\$256,060.00	\$160,852.00	\$176,000.00	\$60,000.00
Pay Range Minimum Salary	8	\$51,417.00	\$94,000.00	\$105,500.00	\$132,745.50	\$153,636.00	\$108,693.00	\$105,500.00	\$30,000.00
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	9	\$120,000.00	\$151,000.00	\$171,000.00	\$176,259.00	\$1,766,964.00	\$340,738.41	\$171,000.00	\$50,000.00
Actual Lowest Base Salary	9	\$43,054.00	\$107,592.00	\$124,669.91	\$150,072.00	\$200,000.00	\$124,063.69	\$124,669.91	\$40,000.00

4.4.11 Electrical Design Engineer - Level 5

Job description

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

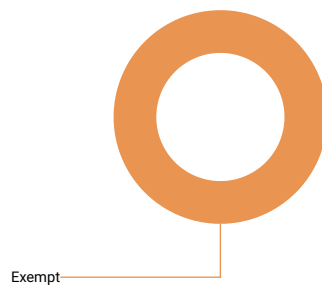
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



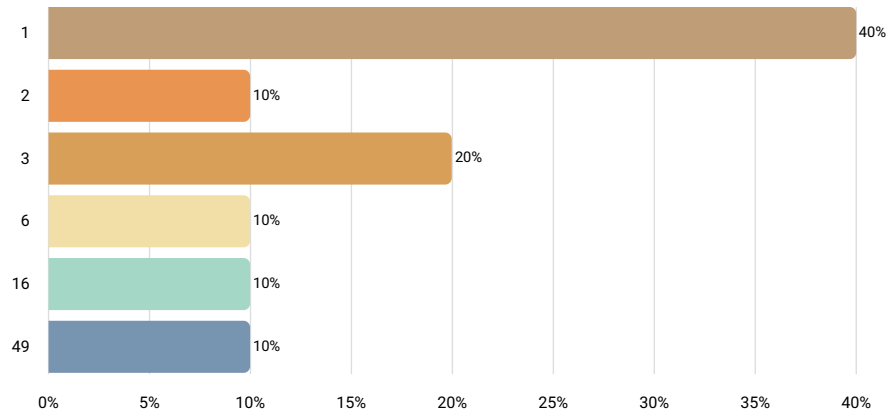
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



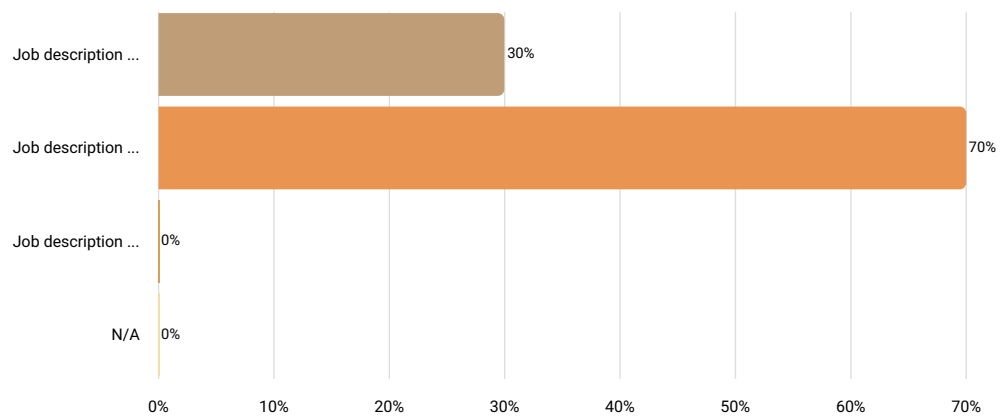
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	6
90th percentile	32.5
Mean	8.3
Median	2.5
Standard deviation	15.02
Total/sum	83

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



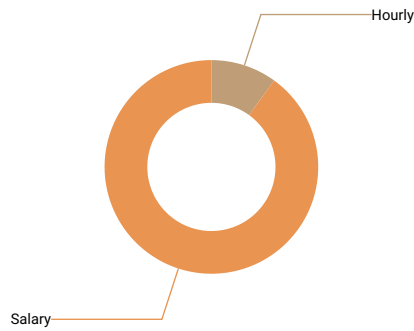
Results		%	N
Job description is perceptibly weaker than the position at your company		30%	3
Job description matches the position at your company very well		70%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	9	\$116,000.00	\$143,000.00	\$164,809.00	\$181,000.00	\$260,000.00	\$171,621.84	\$164,809.00
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary	6	\$53,560.00	\$145,000.00	\$193,434.51	\$250,000.00	\$314,045.00	\$191,579.00	\$193,434.51
Pay Range Minimum Salary	6	\$53,560.00	\$119,000.00	\$128,667.51	\$161,449.00	\$188,427.00	\$129,961.84	\$128,667.51
Actual Highest Base Salary	9	\$116,000.00	\$150,009.60	\$170,960.85	\$200,000.00	\$260,000.00	\$180,711.54	\$170,960.85
Actual Lowest Base Salary	9	\$116,000.00	\$136,073.00	\$147,319.00	\$178,048.00	\$260,000.00	\$163,342.17	\$147,319.00

4.4.12 Electrical Design Engineer - Level 6

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 5 times

Text input

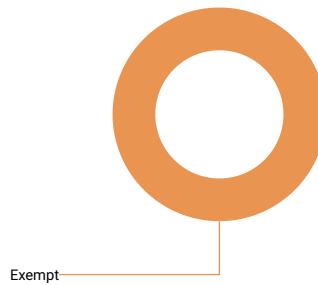
Results	
sme	1
engineer/sme2	1
electrical engineer 1	1
advanced radar engineer	1
principal electrical engineer	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



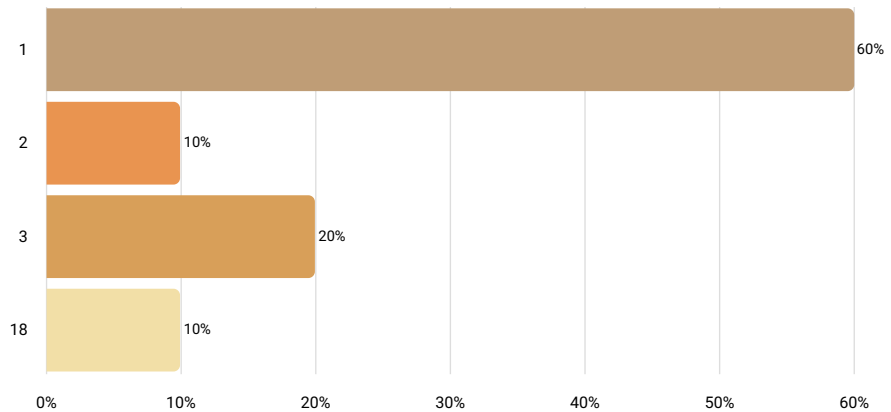
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



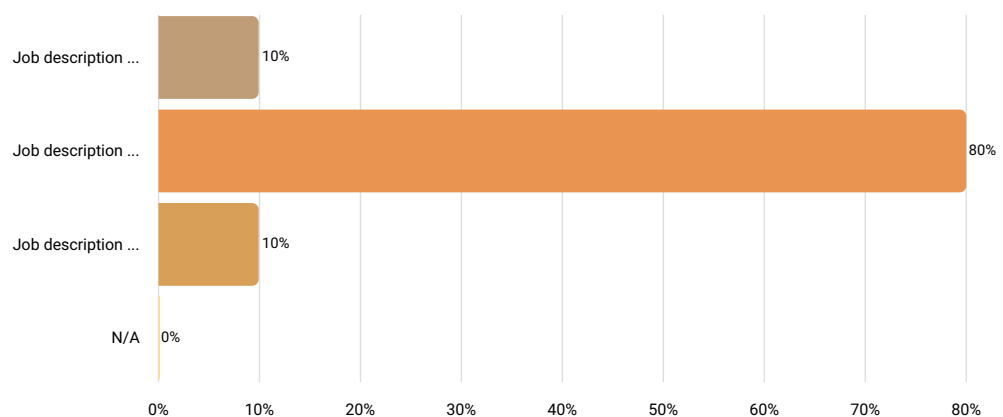
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	10.5
Mean	3.2
Median	1
Standard deviation	5.27
Total/sum	32

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



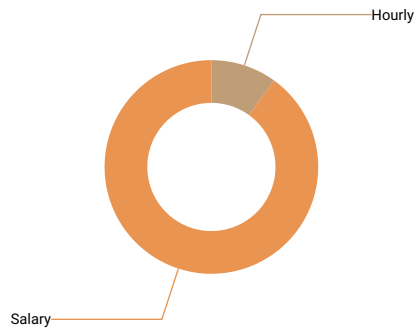
Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	1
Job description matches the position at your company very well	80%	8
Job description is perceptibly stronger than the position at your company	10%	1
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$106,700.00	\$157,704.00	\$169,900.00	\$178,000.00	\$214,000.00	\$167,656.22	\$169,900.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	7	\$53,560.00	\$110,000.00	\$181,256.00	\$200,000.00	\$228,800.00	\$160,981.33	\$181,256.00	\$
Pay Range Minimum Salary	7	\$50,000.00	\$53,560.00	\$135,895.21	\$156,000.00	\$170,600.00	\$116,236.32	\$135,895.21	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	9	\$106,700.00	\$164,174.40	\$168,022.40	\$178,000.00	\$224,744.00	\$171,517.57	\$168,022.40	\$
Actual Lowest Base Salary	9	\$106,700.00	\$145,000.00	\$168,022.40	\$171,000.00	\$208,800.00	\$159,096.91	\$168,022.40	\$

4.4.13 Industrial or Manufacturing Engineer - Level 1

Job description

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

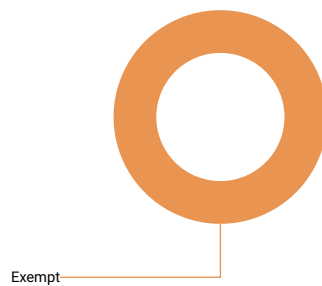
Level 1: Entry: 0-1 years of experience, performs routine tasks.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



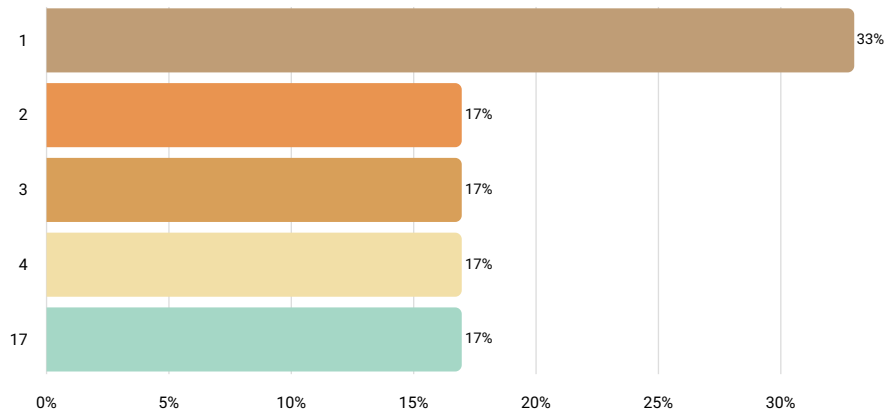
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



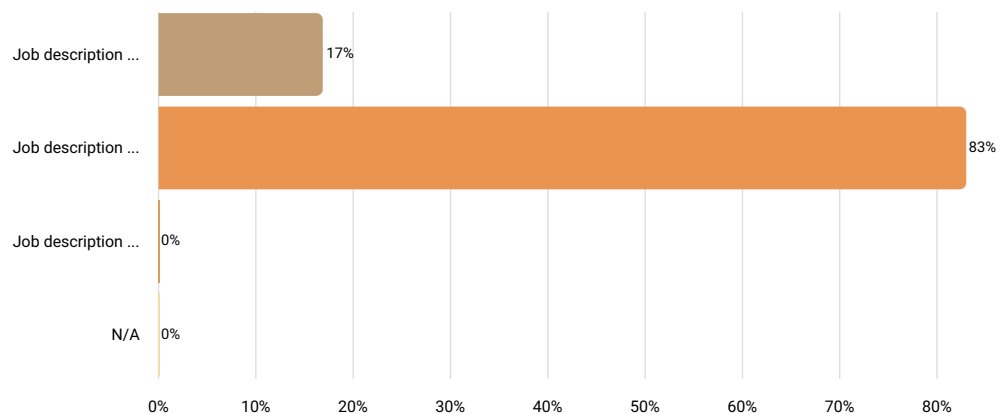
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	4
90th percentile	17
Mean	4.67
Median	2.5
Standard deviation	6.15
Total/sum	28

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



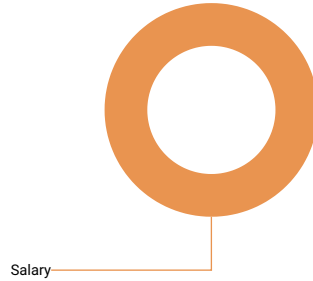
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	5	\$68,500.00	\$72,100.00	\$76,000.00	\$84,610.00	\$84,878.00	\$77,217.60	\$76,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$77,000.00	\$80,000.00	\$80,000.00	\$99,900.00	\$106,700.00	\$88,720.00	\$80,000.00	\$
Pay Range Minimum Salary	5	\$44,500.00	\$53,000.00	\$56,800.00	\$64,020.00	\$69,000.00	\$57,464.00	\$56,800.00	\$
Actual Highest Base Salary	5	\$72,100.00	\$78,000.00	\$90,000.00	\$95,000.00	\$98,773.00	\$86,774.60	\$90,000.00	\$
Actual Lowest Base Salary	5	\$57,000.00	\$57,100.00	\$70,000.00	\$71,240.00	\$79,376.00	\$66,943.20	\$70,000.00	\$

4.4.14 Industrial or Manufacturing Engineer - Level 2

Job description

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

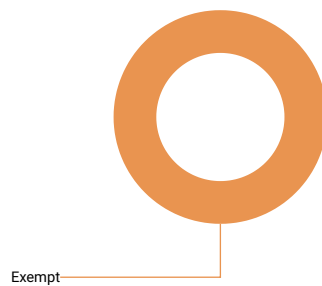
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



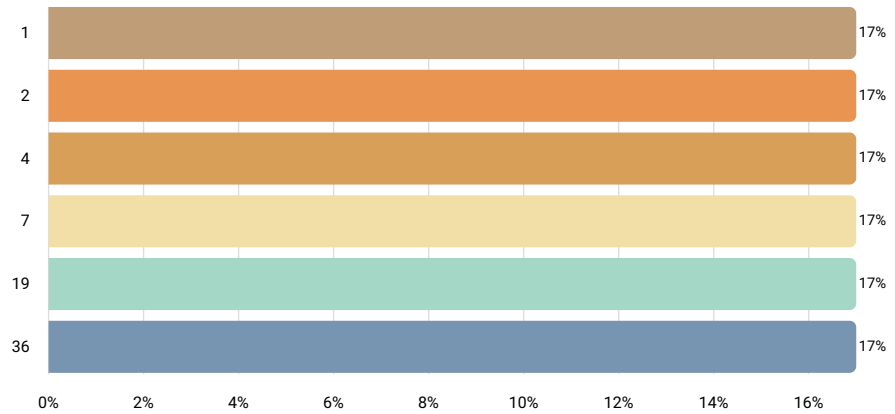
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



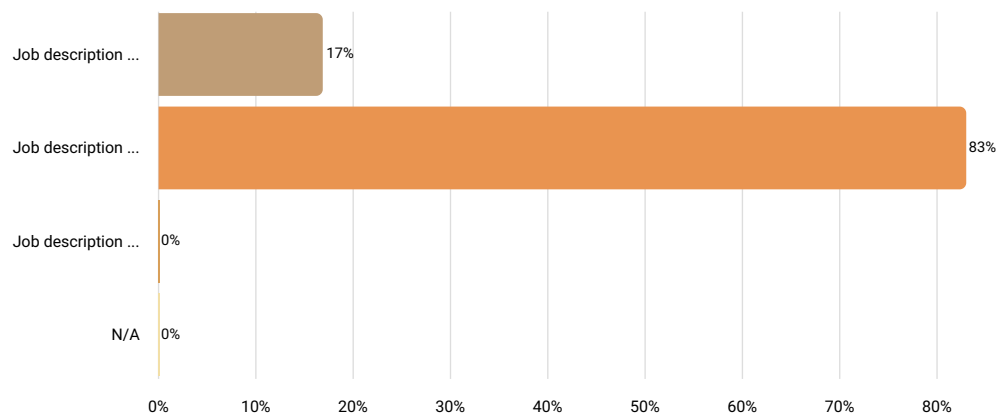
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5.5
75th percentile	19
90th percentile	36
Mean	11.5
Median	5.5
Standard deviation	13.66
Total/sum	69

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



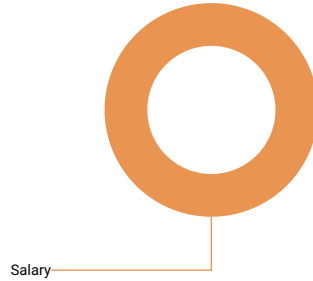
Results		%	N
Job description is perceptibly weaker than the position at your company		17%	1
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	6	\$84,700.00	\$86,053.00	\$90,930.20	\$99,874.13	\$111,500.00	\$93,997.92	\$90,930.20	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$103,896.00	\$109,200.00	\$121,706.25	\$130,000.00	\$149,822.00	\$122,721.75	\$121,706.25	\$
Pay Range Minimum Salary	6	\$49,600.00	\$72,800.00	\$81,920.15	\$90,000.00	\$90,963.00	\$77,867.22	\$81,920.15	\$
Actual Highest Base Salary	6	\$84,700.00	\$95,772.00	\$102,170.40	\$118,000.00	\$128,000.00	\$105,135.47	\$102,170.40	\$
Actual Lowest Base Salary	6	\$70,000.00	\$79,747.20	\$85,350.00	\$92,070.00	\$95,000.00	\$84,586.20	\$85,350.00	\$

4.4.15 Industrial or Manufacturing Engineer - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 8 times

Text input

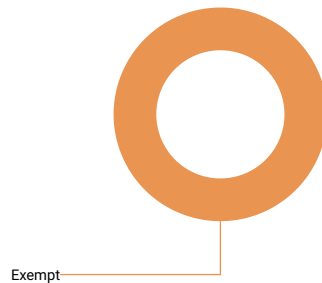
Results	
me	1
senior process engineer	1
process and controls engineer	1
senior manufacturing engineer	1
manufacturing engineer iii - electrical, manufacturing engineer iii - machine shop, manufacturing engineer - mechanical	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



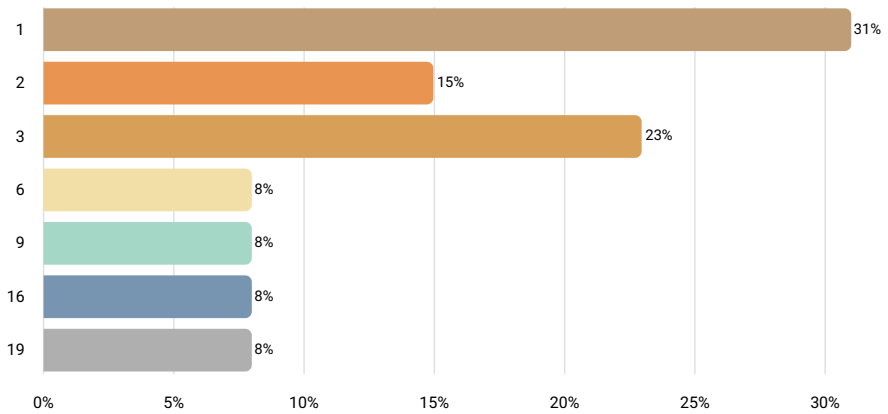
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



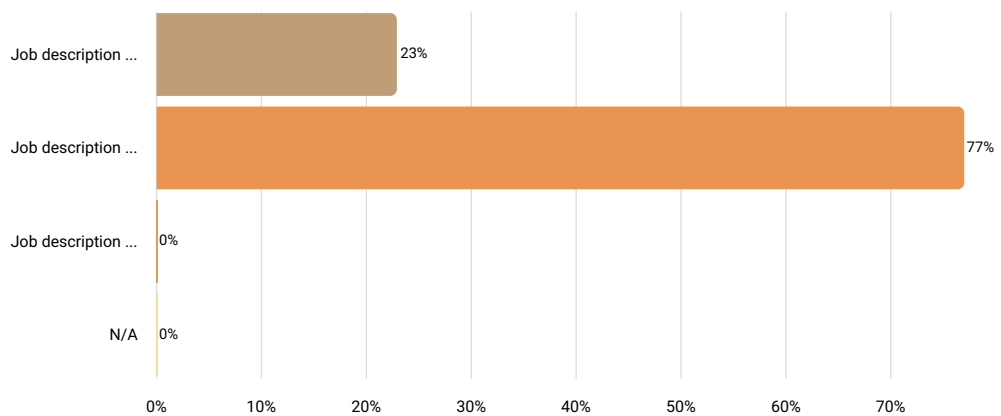
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6
90th percentile	16
Mean	5.15
Median	3
Standard deviation	5.97
Total/sum	67

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



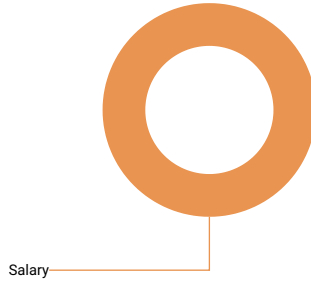
Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	11	\$84,540.84	\$90,852.00	\$100,115.00	\$117,299.58	\$129,000.00	\$104,795.35	\$100,115.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$4,712.00	\$6,360.00	\$10,000.00	\$11,124.00	\$13,800.00	\$9,332.67	\$10,000.00	\$
Pay Range Maximum Salary	13	\$95,000.00	\$100,000.00	\$132,132.00	\$134,800.00	\$157,712.50	\$125,141.91	\$132,132.00	\$
Pay Range Minimum Salary	13	\$56,100.00	\$68,000.00	\$77,000.00	\$94,627.50	\$109,527.60	\$80,316.47	\$77,000.00	\$
Actual Highest Base Salary	11	\$95,000.00	\$98,000.00	\$111,240.00	\$133,000.00	\$133,348.00	\$114,526.44	\$111,240.00	\$
Actual Lowest Base Salary	10	\$75,000.06	\$90,852.00	\$101,176.80	\$111,240.00	\$131,642.50	\$102,123.07	\$101,176.80	\$

4.4.16 Industrial or Manufacturing Engineer - Level 4

Job description

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

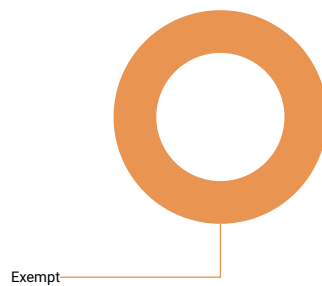
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



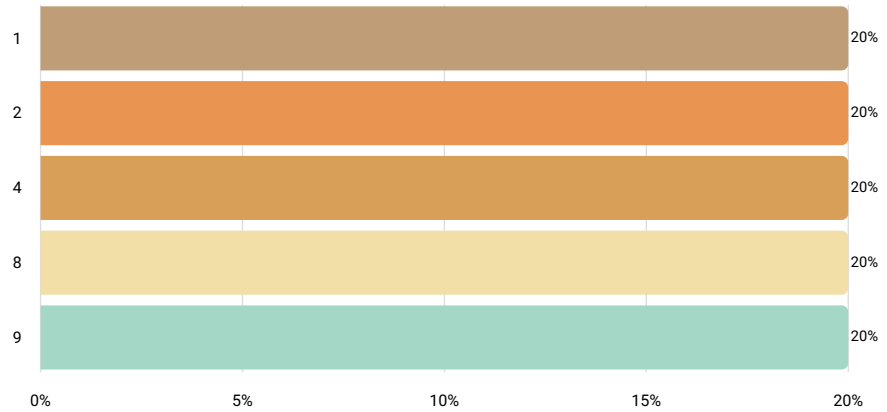
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



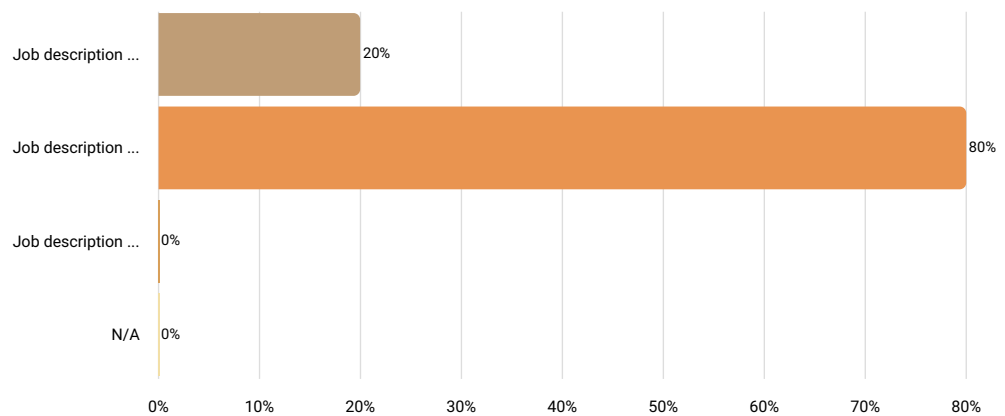
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	8
90th percentile	9
Mean	4.8
Median	4
Standard deviation	3.56
Total/sum	24

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



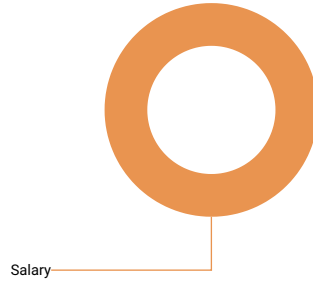
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	5	\$84,252.00	\$101,000.00	\$112,000.00	\$134,992.00	\$150,556.85	\$116,560.17	\$112,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$104,000.00	\$124,700.00	\$146,827.20	\$155,900.00	\$193,401.25	\$144,965.69	\$146,827.20	\$
Pay Range Minimum Salary	5	\$62,600.00	\$63,500.00	\$98,000.00	\$116,040.75	\$123,136.00	\$92,655.35	\$98,000.00	\$
Actual Highest Base Salary	5	\$104,000.00	\$105,000.00	\$122,910.00	\$134,992.00	\$165,000.00	\$126,380.40	\$122,910.00	\$
Actual Lowest Base Salary	5	\$65,000.00	\$98,000.00	\$107,000.00	\$134,992.00	\$135,035.00	\$108,005.40	\$107,000.00	\$

4.4.17 Quality Engineer - Level 1

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 4 times

Text input

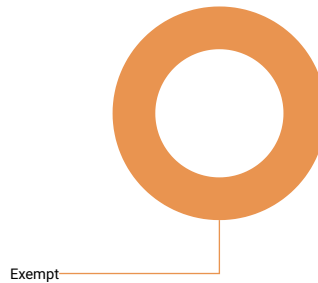
Results	
quality analyst	1
quality engineer i	1
jr. systems engineer	1
quality assurance specialist	1
quality control inspector - custodial	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



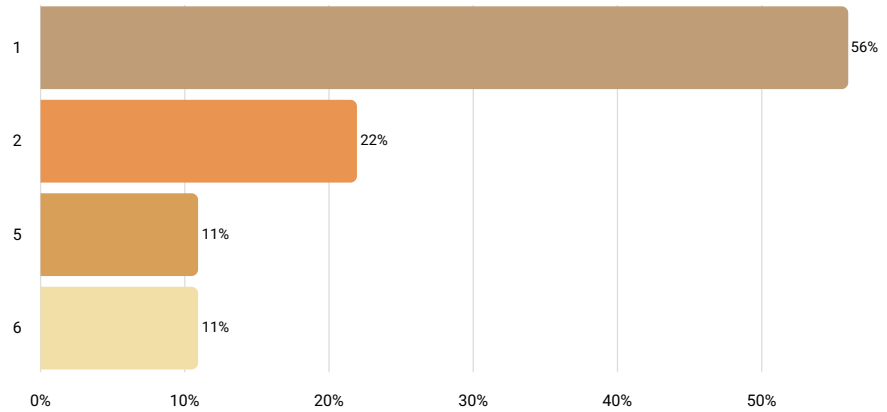
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



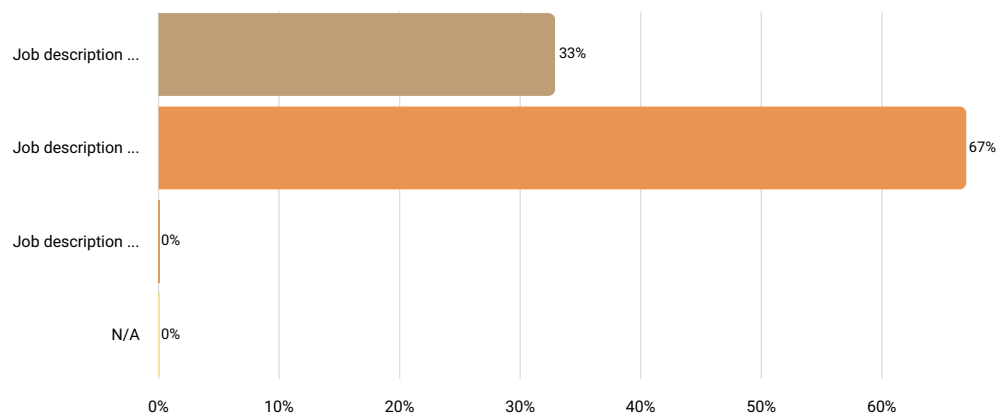
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2.22
Median	1
Standard deviation	1.92
Total/sum	20

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



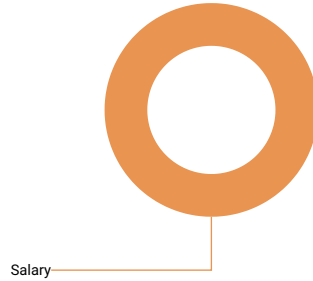
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	3
Job description matches the position at your company very well		67%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	9	\$46,592.00	\$61,300.00	\$68,972.80	\$80,000.00	\$81,043.00	\$68,183.80	\$68,972.80	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,397.00	\$4,000.00	\$5,500.00	\$12,000.00	\$15,503.00	\$7,680.00	\$5,500.00	\$
Pay Range Maximum Salary	7	\$50,214.00	\$55,000.00	\$80,808.00	\$91,520.00	\$106,700.00	\$77,034.57	\$80,808.00	\$
Pay Range Minimum Salary	7	\$33,475.00	\$55,000.00	\$64,020.00	\$67,537.60	\$73,145.52	\$59,739.73	\$64,020.00	\$
Actual Highest Base Salary	9	\$46,592.00	\$61,300.00	\$68,972.80	\$82,000.00	\$91,520.00	\$70,247.38	\$68,972.80	\$
Actual Lowest Base Salary	9	\$46,592.00	\$61,300.00	\$68,972.80	\$73,145.52	\$80,000.00	\$66,467.46	\$68,972.80	\$

4.4.18 Quality Engineer - Level 2

Job description

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

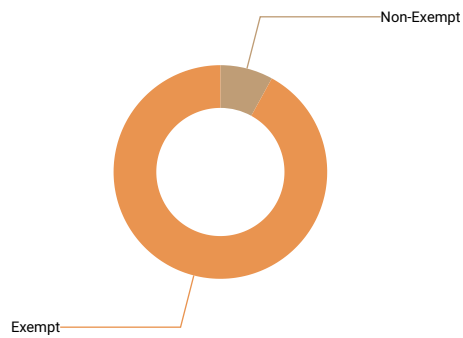
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



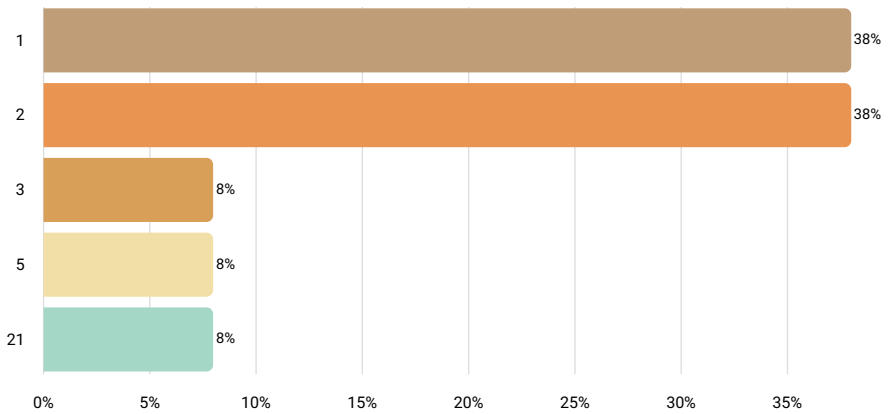
Results	%	N
Non-Exempt	8%	1
Exempt	92%	12

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



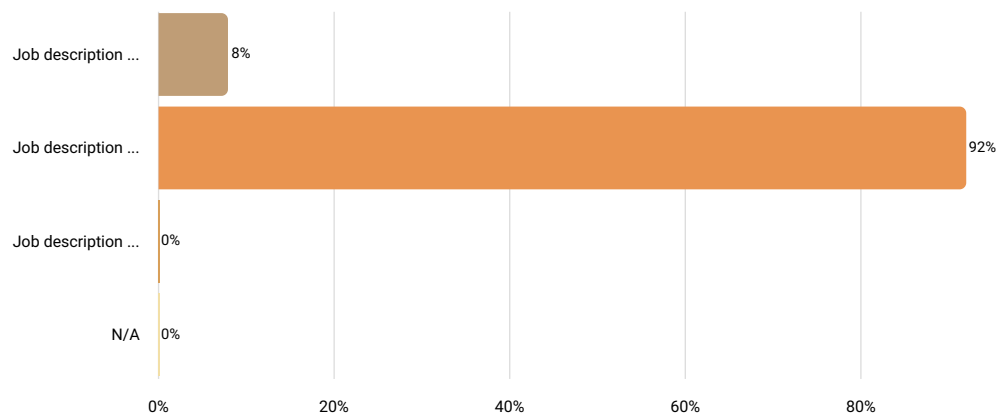
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	5
Mean	3.38
Median	2
Standard deviation	5.41
Total/sum	44

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

Answered 13 times

Skipped 0 times

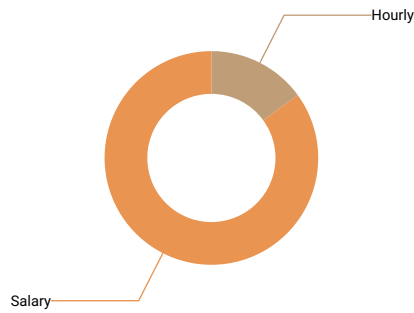
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	15%	2
Salary	85%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$67,879.75	\$74,405.00	\$93,000.00	\$95,682.00	\$102,266.72	\$86,969.94	\$93,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$94,681.60	\$96,760.00	\$103,600.00	\$126,912.50	\$134,534.00	\$110,014.68	\$103,600.00	\$
Pay Range Minimum Salary	6	\$62,350.00	\$72,800.00	\$76,834.55	\$80,000.00	\$81,681.00	\$75,083.35	\$76,834.55	\$
Actual Highest Base Salary	10	\$67,879.75	\$78,810.00	\$93,500.00	\$109,190.00	\$117,995.80	\$92,731.27	\$93,500.00	\$
Actual Lowest Base Salary	10	\$66,500.00	\$72,759.49	\$83,856.70	\$92,000.00	\$94,210.00	\$81,700.49	\$83,856.70	\$

4.4.19 Quality Engineer - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 9 times

Text input

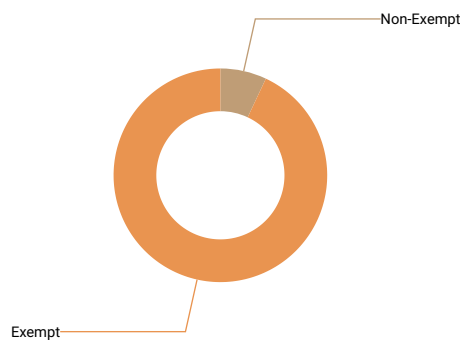
Results	
qfe	1
quality engineer	1
sr. systems engineer	1
member technical staff	1
quality assurance engineer	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



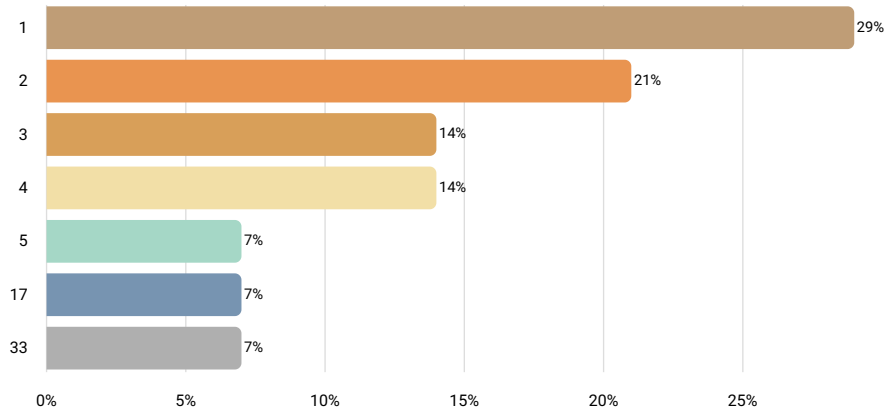
Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



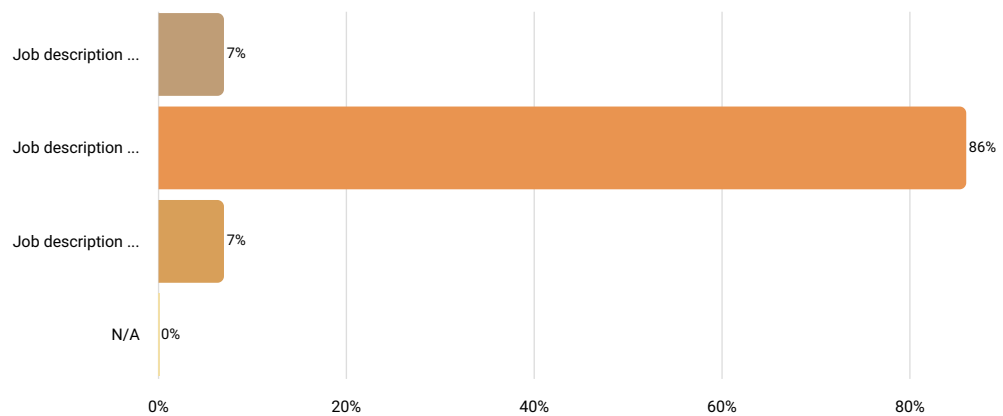
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	4
90th percentile	17
Mean	5.64
Median	2.5
Standard deviation	8.87
Total/sum	79

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



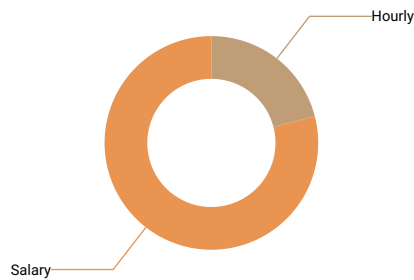
Results		
	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	86%	12
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	3
Salary	79%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$67,207.50	\$70,000.00	\$92,689.50	\$106,678.00	\$136,108.51	\$95,868.70	\$92,689.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,000.00	\$4,701.00	\$5,000.00	\$6,125.00	\$8,000.00	\$5,365.20	\$5,000.00	\$
Pay Range Maximum Salary	10	\$42,500.00	\$78,589.00	\$97,873.65	\$132,533.00	\$145,857.75	\$99,028.48	\$97,873.65	\$
Pay Range Minimum Salary	10	\$53,800.00	\$62,800.00	\$70,000.00	\$73,000.00	\$96,313.75	\$71,239.15	\$70,000.00	\$
Actual Highest Base Salary	10	\$67,557.50	\$72,000.00	\$96,049.50	\$138,125.00	\$155,073.20	\$103,998.34	\$96,049.50	\$
Actual Lowest Base Salary	10	\$66,207.50	\$68,000.00	\$89,761.00	\$100,000.00	\$111,358.40	\$88,285.18	\$89,761.00	\$

4.4.20 Quality Engineer - Level 4

Job description

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

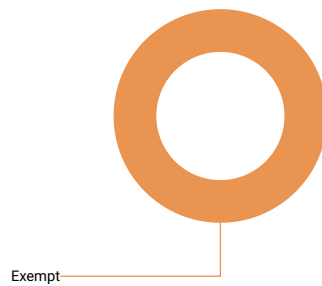
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



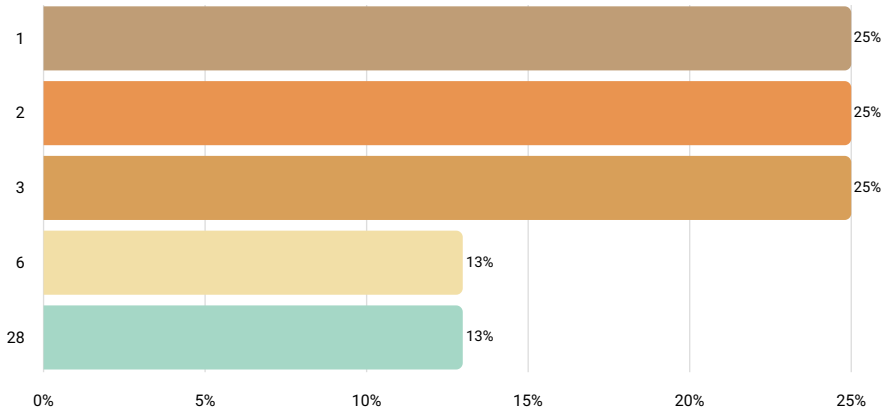
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



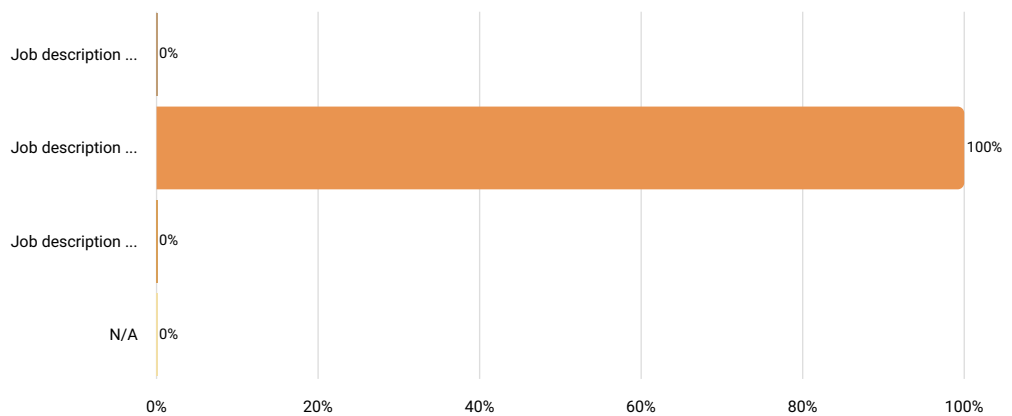
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2.5
75th percentile	4.5
90th percentile	28
Mean	5.75
Median	2.5
Standard deviation	9.13
Total/sum	46

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



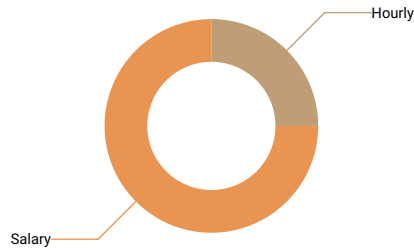
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	6	\$104,000.00	\$126,029.93	\$133,053.50	\$151,618.13	\$155,846.21	\$133,933.55	\$133,053.50
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Actual Highest Base Salary	6	\$94,814.00	\$127,584.32	\$149,888.50	\$166,998.29	\$170,227.20	\$143,233.47	\$149,888.50
Actual Lowest Base Salary	6	\$105,000.00	\$115,596.00	\$119,810.40	\$124,475.55	\$142,000.00	\$121,115.39	\$119,810.40

4.4.26 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.

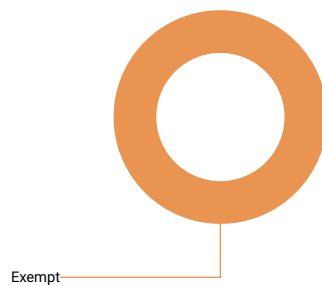
Level 1: Entry: 0-1 years of experience, performs routine tasks.

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



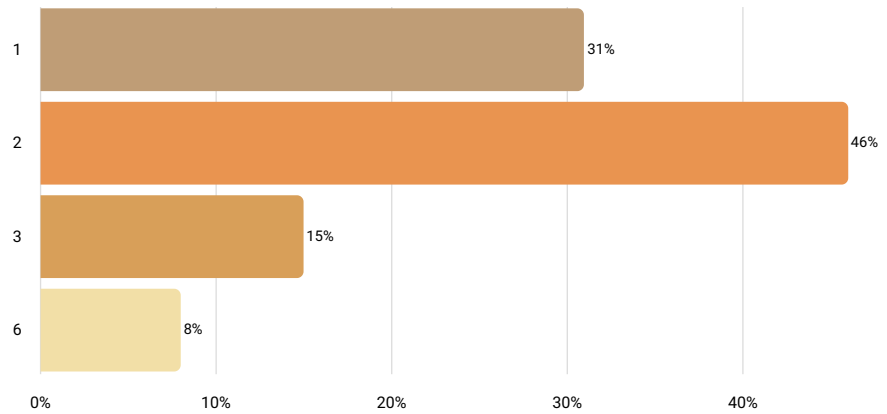
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



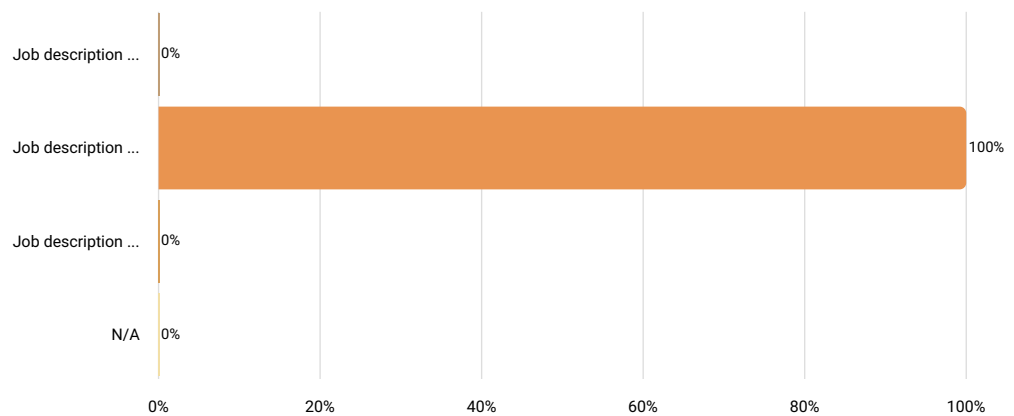
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	2.15
Median	2
Standard deviation	1.34
Total/sum	28

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

Answered 13 times

Skipped 0 times

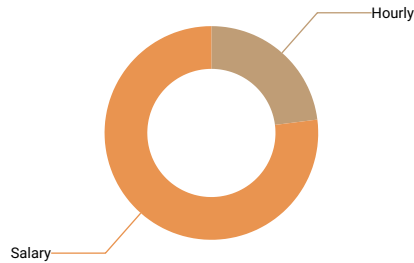
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	23%	3
Salary	77%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$56,812.60	\$69,600.00	\$76,269.59	\$81,515.00	\$106,997.50	\$78,650.30	\$76,269.59	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$500.00	\$600.00	\$2,500.00	\$3,000.00	\$9,000.00	\$3,120.00	\$2,500.00	\$
Pay Range Maximum Salary	8	\$65,000.00	\$77,439.00	\$90,000.00	\$106,836.00	\$143,412.50	\$94,620.31	\$90,000.00	\$
Pay Range Minimum Salary	8	\$43,700.00	\$48,152.00	\$66,470.00	\$73,500.00	\$86,047.50	\$63,248.94	\$66,470.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	9	\$64,251.20	\$73,300.00	\$77,539.00	\$83,636.00	\$113,006.40	\$82,392.51	\$77,539.00	\$
Actual Lowest Base Salary	9	\$45,760.00	\$65,000.00	\$75,000.12	\$80,000.00	\$103,995.00	\$74,237.41	\$75,000.12	\$

4.4.27 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.

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 9 times

Text input

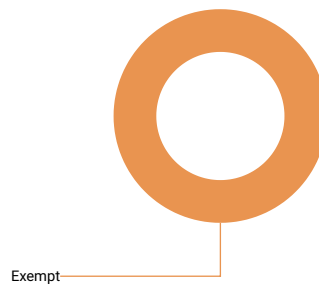
Results	
software engineer	1
software engineer 5	1
scientist, mid level	1
software engineer ii	1
technical staff - ts2	1
computer scientist ii - itsc	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



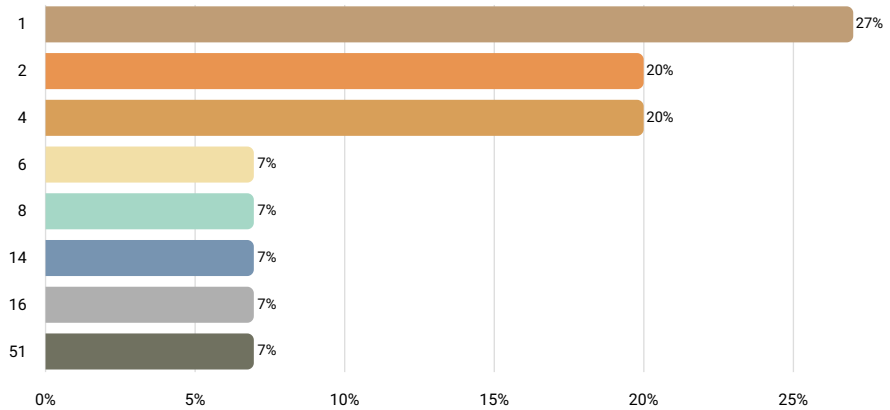
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



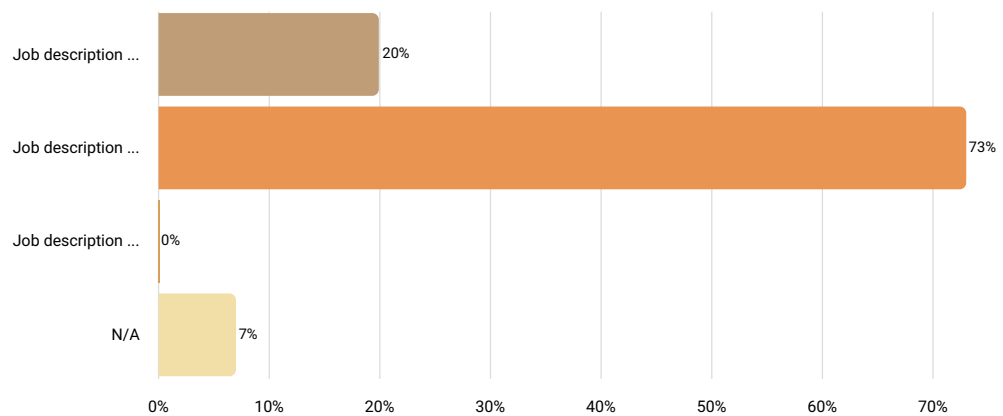
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	8
90th percentile	16
Mean	7.8
Median	4
Standard deviation	12.83
Total/sum	117

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

Answered 15 times

Skipped 0 times

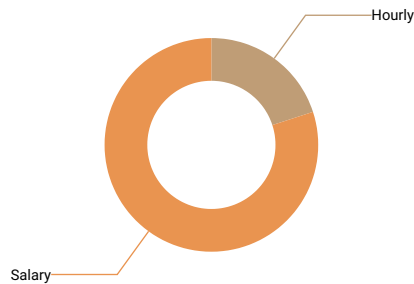
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	3
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$74,825.00	\$76,686.37	\$89,047.66	\$103,205.00	\$115,000.00	\$91,795.55	\$89,047.66	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,000.00	\$1,600.00	\$3,505.00	\$5,000.00	\$5,896.00	\$3,357.29	\$3,505.00	\$
Pay Range Maximum Salary	11	\$76,650.00	\$85,000.00	\$90,000.00	\$123,127.00	\$125,000.00	\$103,205.77	\$90,000.00	\$
Pay Range Minimum Salary	11	\$56,200.00	\$62,754.00	\$70,000.00	\$79,227.00	\$79,800.00	\$71,384.68	\$70,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	12	\$76,650.00	\$79,673.60	\$104,333.50	\$124,584.80	\$130,000.00	\$106,106.07	\$104,333.50	\$
Actual Lowest Base Salary	12	\$60,000.00	\$71,464.80	\$77,962.50	\$97,718.00	\$115,000.00	\$84,794.78	\$77,962.50	\$

4.4.28 Software Engineer - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 9 times

Text input

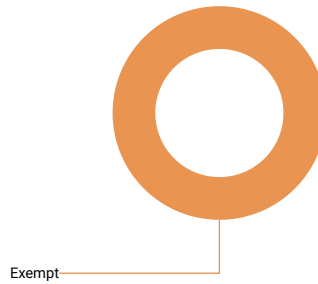
Results	
scientist, senior	1
software engineer 4	1
sr. software engineer	1
technical staff - ts3	1
member technical staff	1
computer scientist iii - itsc	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



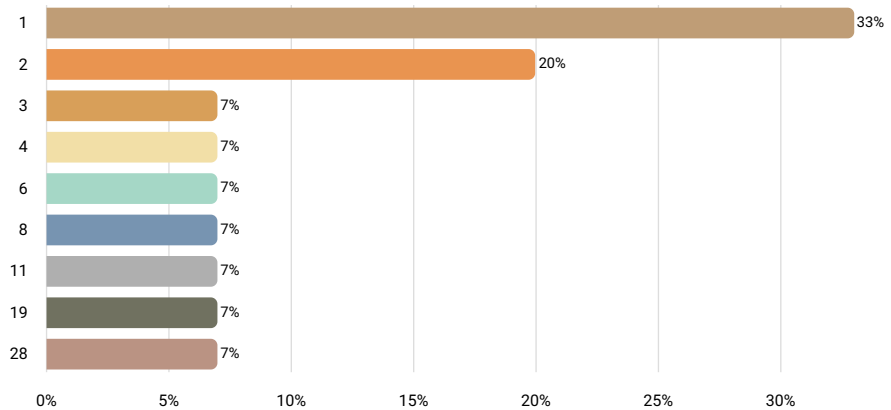
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



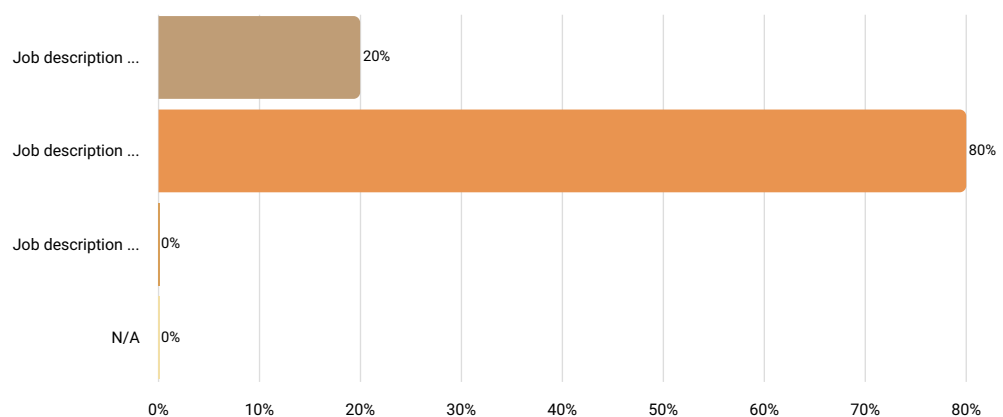
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	8
90th percentile	19
Mean	6
Median	2
Standard deviation	7.87
Total/sum	90

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



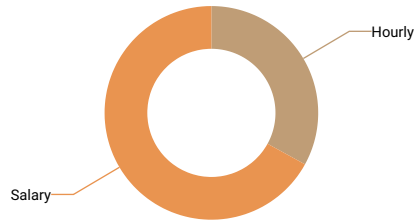
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	3
Job description matches the position at your company very well		80%	12
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	5
Salary	67%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	5	\$41.54	\$52.76	\$52.87	\$56.00	\$57.00	\$52.03	\$52.87
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	10	\$94,558.20	\$114,421.67	\$128,955.96	\$143,395.00	\$149,102.40	\$126,278.55	\$128,955.96
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,000.00	\$2,300.00	\$2,500.00	\$5,000.00	\$5,200.00	\$3,200.00	\$2,500.00
Pay Range Maximum Salary	8	\$53,560.00	\$102,729.00	\$137,000.00	\$160,861.00	\$216,150.00	\$133,861.25	\$137,000.00
Pay Range Minimum Salary	8	\$53,560.00	\$81,442.00	\$94,803.00	\$104,500.00	\$129,690.00	\$93,092.50	\$94,803.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	10	\$98,952.20	\$120,000.00	\$140,727.06	\$145,200.00	\$179,004.78	\$138,041.11	\$140,727.06
Actual Lowest Base Salary	10	\$88,764.02	\$92,560.00	\$108,915.86	\$143,395.00	\$149,102.40	\$116,271.86	\$108,915.86

4.4.29 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.

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 11 times

Text input

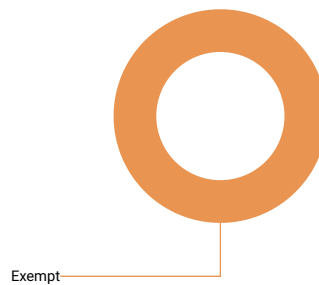
Results	
software engineer 3	1
scientist, principal	1
senior software engineer	1
full stack software developer	1
member senior technical staff	1
computer scientist iv - vi- itsc	1

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



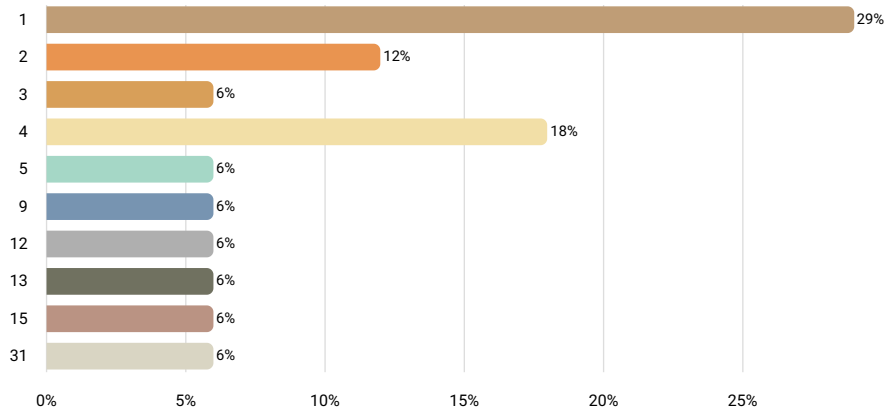
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



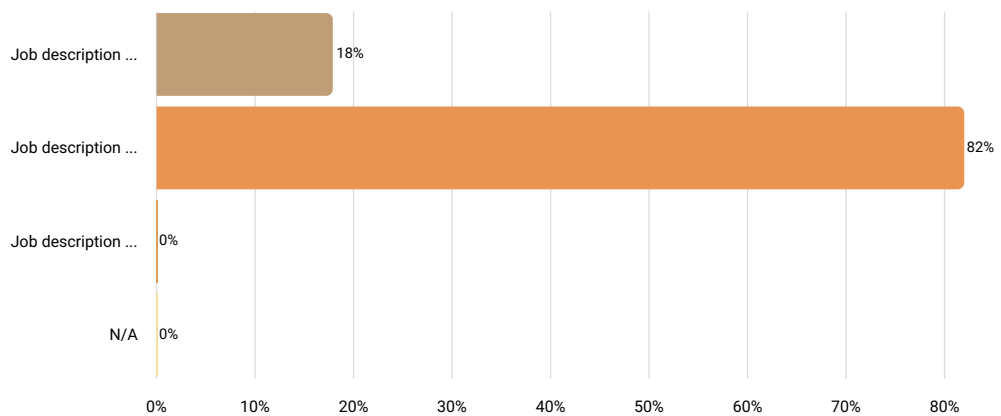
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	9
90th percentile	15
Mean	6.41
Median	4
Standard deviation	7.81
Total/sum	109

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

Answered 17 times

Skipped 0 times

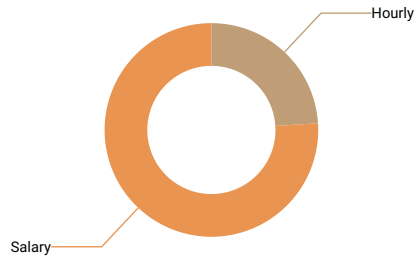
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	3
Job description matches the position at your company very well	82%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	24%	4
Salary	76%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	13	\$110,000.00	\$120,978.00	\$142,119.92	\$162,115.00	\$179,069.53	\$141,123.72	\$142,119.92	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,000.00	\$2,500.00	\$5,817.00	\$9,000.00	\$10,000.00	\$5,689.00	\$5,817.00	\$
Pay Range Maximum Salary	11	\$105,000.00	\$108,707.00	\$150,000.00	\$180,000.00	\$196,085.00	\$147,933.20	\$150,000.00	\$
Pay Range Minimum Salary	11	\$80,000.00	\$82,941.00	\$104,000.00	\$135,000.00	\$138,652.00	\$108,823.98	\$104,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	12	\$120,500.00	\$130,437.50	\$151,719.84	\$171,879.86	\$190,000.00	\$151,649.00	\$151,719.84	\$
Actual Lowest Base Salary	12	\$102,350.00	\$119,300.00	\$135,251.00	\$147,915.45	\$161,948.00	\$134,925.49	\$135,251.00	\$

4.4.30 Software Engineer - Level 5

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 5 times

Text input

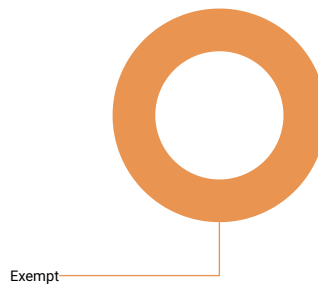
Results	
software engineer 2	1
technical staff 4 - ts4	1
senior software engineer	1
member senior technical staff	1
scientist, subject matter expert (sme)	1

FLSA Status

Answered 9 times

Skipped 1 times

Select one answer (radio button)



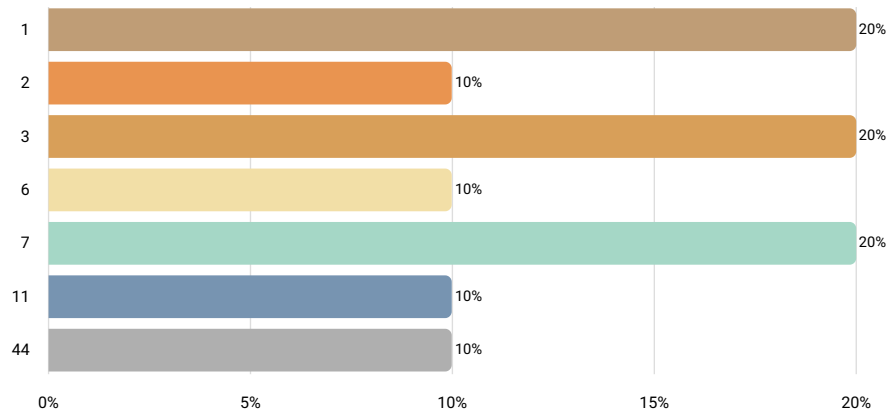
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



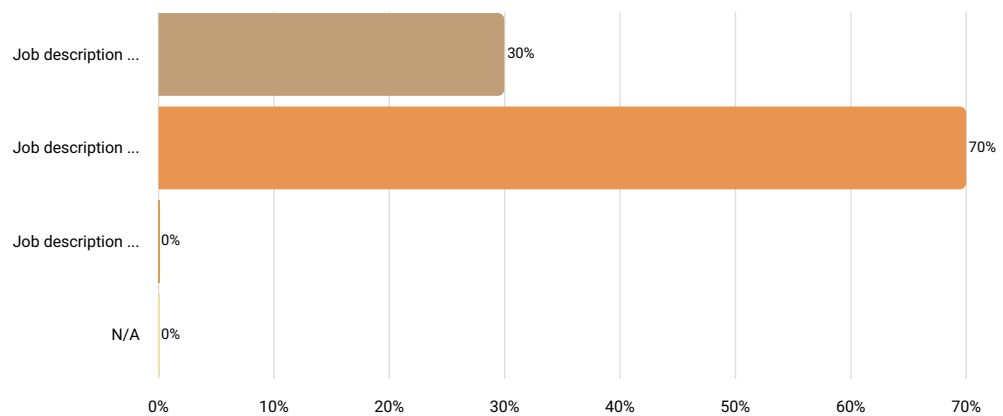
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4.5
75th percentile	7
90th percentile	27.5
Mean	8.5
Median	4.5
Standard deviation	12.88
Total/sum	85

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

Answered 10 times

Skipped 0 times

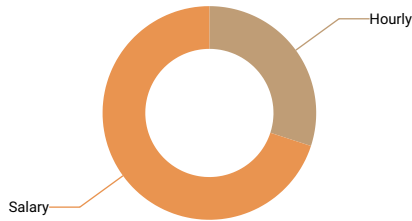
Select one answer (radio button)



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

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$130,200.00	\$165,484.80	\$175,672.68	\$181,833.00	\$184,420.00	\$169,601.07	\$175,672.68	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,500.00	\$9,512.00	\$10,000.00	\$13,250.00	\$13,500.00	\$9,793.67	\$10,000.00	\$
Pay Range Maximum Salary	6	\$53,560.00	\$155,000.00	\$187,500.00	\$223,000.00	\$270,400.00	\$179,493.33	\$187,500.00	\$
Pay Range Minimum Salary	6	\$53,560.00	\$125,000.00	\$128,500.00	\$150,000.00	\$151,091.00	\$122,775.17	\$128,500.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	7	\$130,200.00	\$175,988.80	\$185,915.00	\$195,529.00	\$205,192.00	\$180,666.54	\$185,915.00	\$
Actual Lowest Base Salary	7	\$130,200.00	\$150,000.00	\$163,630.00	\$170,422.41	\$181,833.00	\$160,184.74	\$163,630.00	\$

4.4.32 System Design Engineer - Level 2

Job description

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

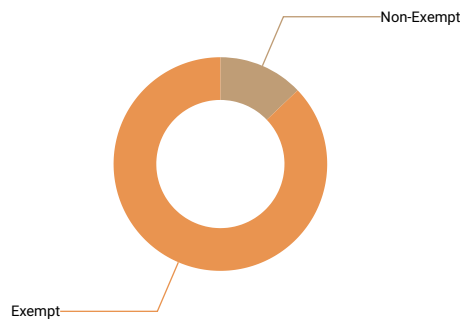
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



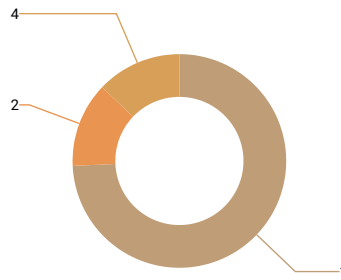
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



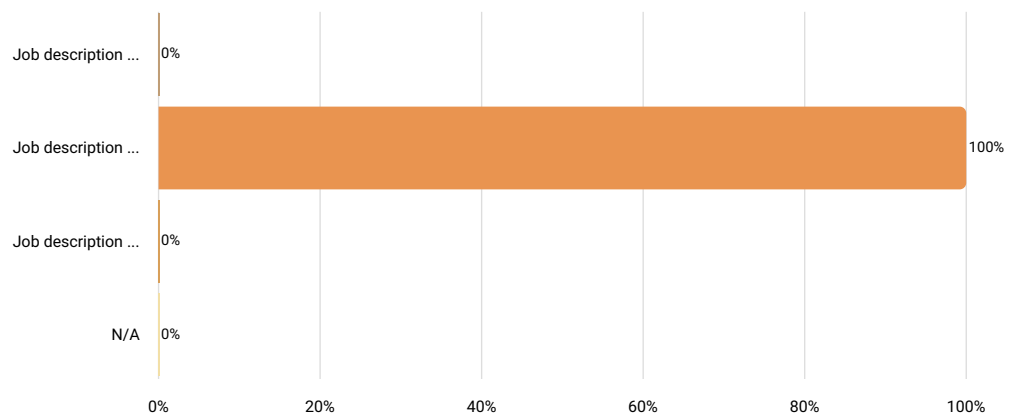
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	4
Mean	1.5
Median	1
Standard deviation	1.07
Total/sum	12

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



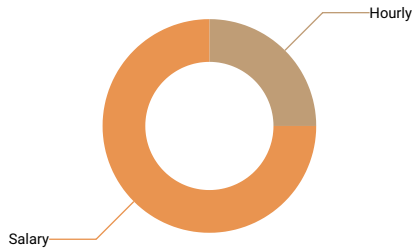
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	5	\$81,360.00	\$85,500.00	\$89,406.24	\$99,219.00	\$134,160.00	\$97,929.05	\$89,406.24
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	5	\$85,176.00	\$85,500.00	\$89,406.24	\$99,219.00	\$134,160.00	\$98,692.25	\$89,406.24
Actual Lowest Base Salary	5	\$77,560.00	\$85,500.00	\$89,406.24	\$99,219.00	\$134,160.00	\$97,169.05	\$89,406.24

4.4.33 System Design Engineer - Level 3

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 3 times

Text input

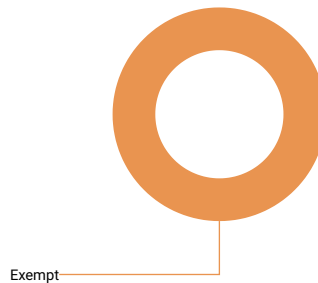
Results	
engineer iii	1
design engineer	1
systems engineer	1
systems engineer 3	1
scientist/tech staff iii	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



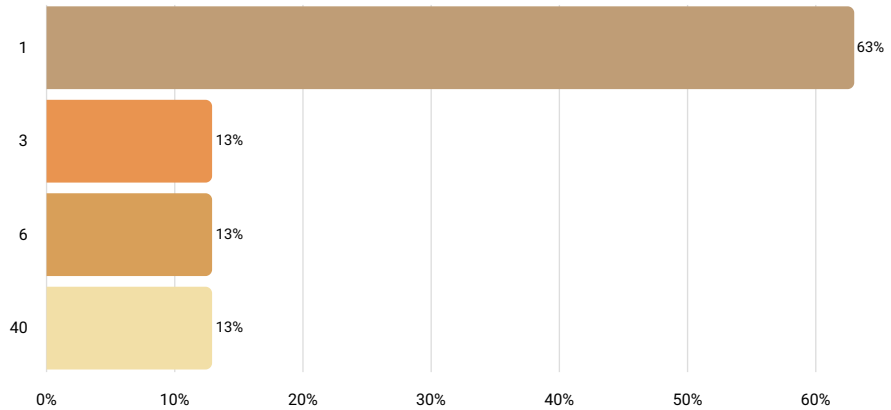
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



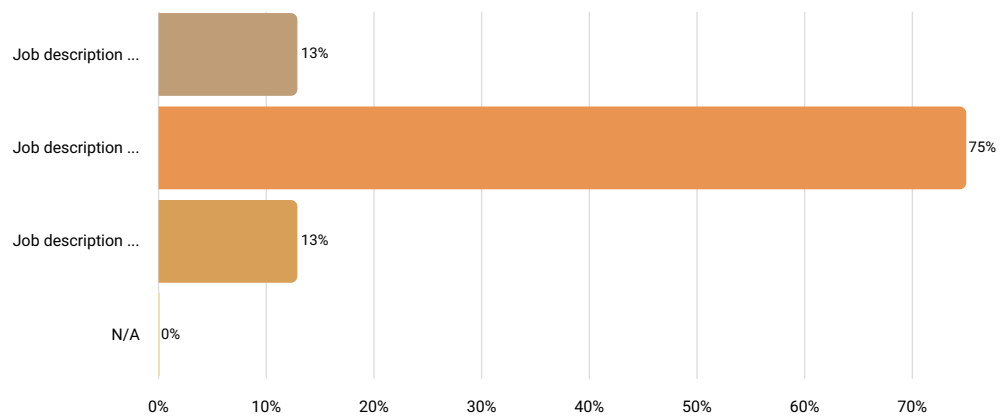
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4.5
90th percentile	40
Mean	6.75
Median	1
Standard deviation	13.55
Total/sum	54

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



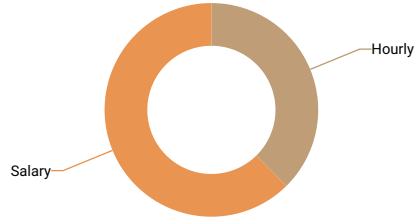
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	13%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$85,000.00	\$91,500.00	\$111,495.00	\$124,342.44	\$192,400.00	\$120,947.49	\$111,495.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	5	\$90,000.00	\$91,500.00	\$124,342.44	\$130,500.00	\$192,400.00	\$125,748.49	\$124,342.44	\$
Actual Lowest Base Salary	5	\$80,000.00	\$90,007.00	\$91,500.00	\$124,342.44	\$192,400.00	\$115,649.89	\$91,500.00	\$

4.4.34 System Design Engineer - Level 4

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 9 times

Skipped 4 times

Text input

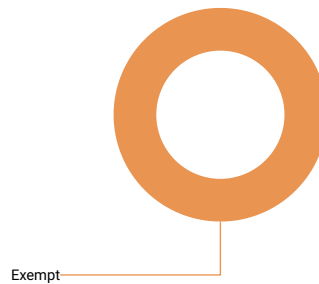
Results	
systems engineer	2
senior systems engineer	2
engineer iv	1
systems engineer 4	1
scientist/tech staff iv	1
system test/engineer, principal	1
enterprise infrastructure architect iv	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



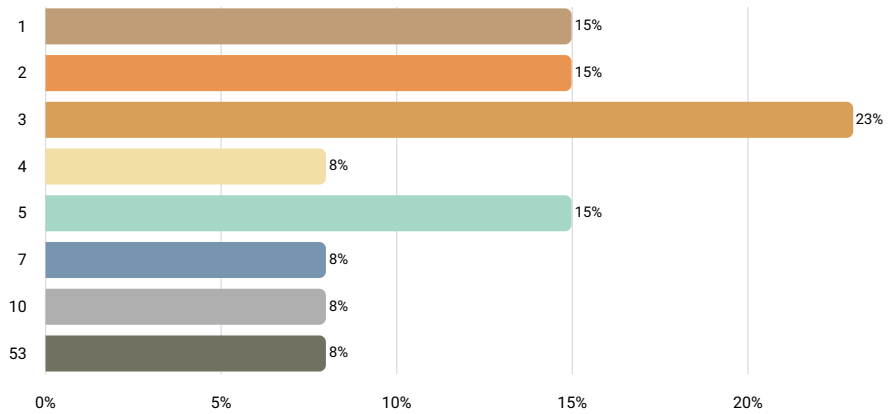
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



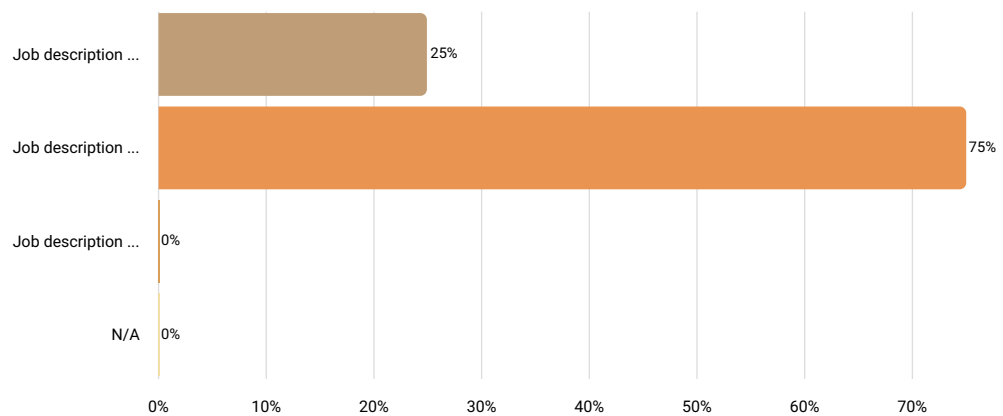
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	10
Mean	7.62
Median	3
Standard deviation	13.87
Total/sum	99

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

Answered 12 times

Skipped 1 times

Select one answer (radio button)



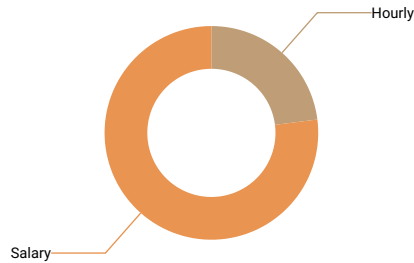
Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	3
Job description matches the position at your company very well	75%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	10	\$122,937.95	\$137,000.00	\$147,644.00	\$165,335.00	\$174,608.66	\$149,248.57	\$147,644.00 \$
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	8	\$120,000.00	\$148,020.00	\$170,553.40	\$188,500.00	\$230,127.21	\$170,534.25	\$170,553.40 \$
Pay Range Minimum Salary	8	\$99,000.00	\$105,000.00	\$117,667.00	\$144,612.00	\$164,376.58	\$124,741.82	\$117,667.00 \$
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	10	\$132,250.00	\$144,000.00	\$162,546.55	\$174,700.00	\$184,119.00	\$159,264.95	\$162,546.55 \$
Actual Lowest Base Salary	10	\$104,800.00	\$113,150.00	\$136,572.80	\$162,260.00	\$168,467.50	\$137,268.73	\$136,572.80 \$

4.4.35 System Design Engineer - Level 5

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 4 times

Text input

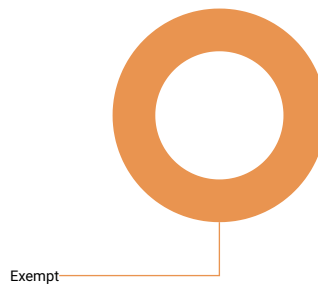
Results	
engineer v	1
systems engineer 5	1
scientist/tech staff v	1
system test/engineer, sme	1
member senior technical staff	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



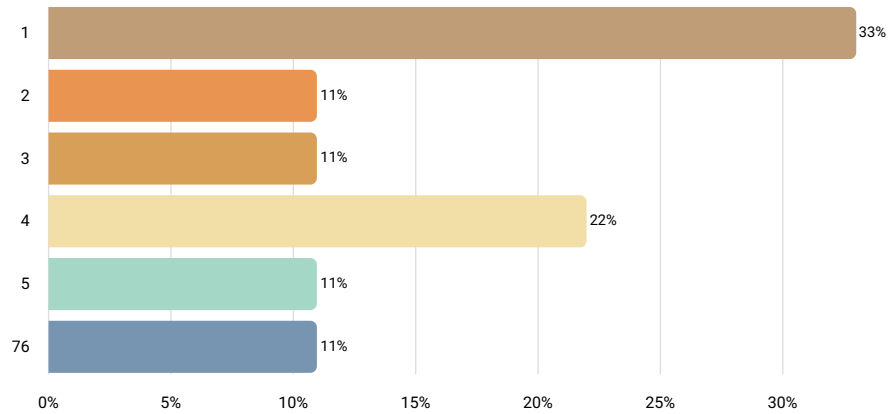
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



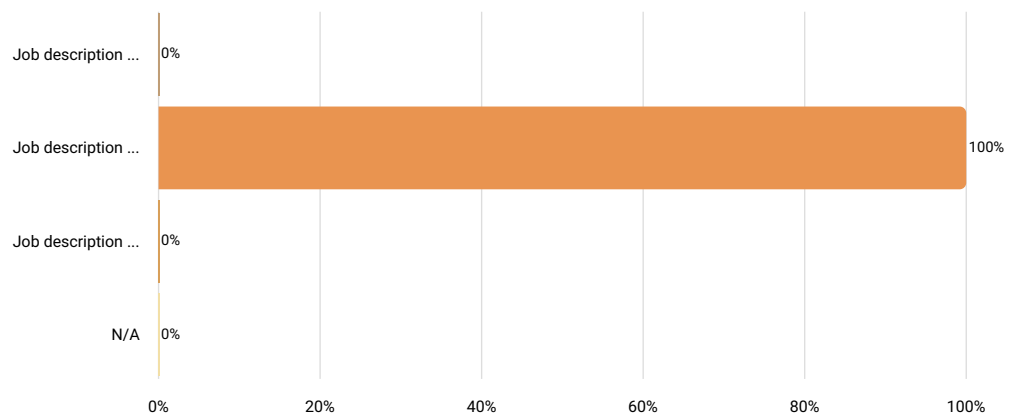
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	76
Mean	10.78
Median	3
Standard deviation	24.5
Total/sum	97

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



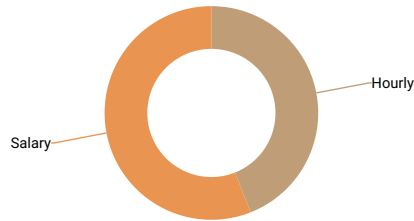
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	9
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	4
Salary	56%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	5	\$130,250.00	\$140,500.00	\$176,355.00	\$179,129.00	\$203,458.67	\$165,938.53	\$176,355.00
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	5	\$135,000.00	\$170,000.00	\$208,000.00	\$217,000.00	\$248,537.38	\$195,707.48	\$208,000.00
Pay Range Minimum Salary	5	\$118,000.00	\$122,000.00	\$140,000.00	\$145,745.00	\$184,101.77	\$141,969.35	\$140,000.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	5	\$135,500.00	\$140,500.00	\$179,129.00	\$205,920.00	\$225,580.00	\$177,325.80	\$179,129.00
Actual Lowest Base Salary	5	\$125,000.00	\$140,500.00	\$141,510.00	\$179,129.00	\$199,680.00	\$157,163.80	\$141,510.00

4.4.37 Project Manager - Level 1

Job description

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

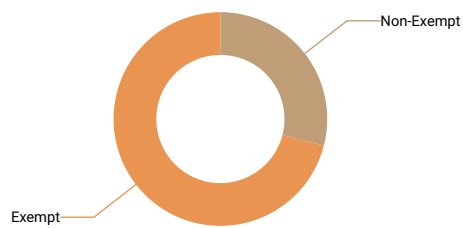
Level 1: Entry: 0-1 years of experience, performs routine tasks.

FLSA Status

Answered 7 times

Skipped 1 times

Select one answer (radio button)



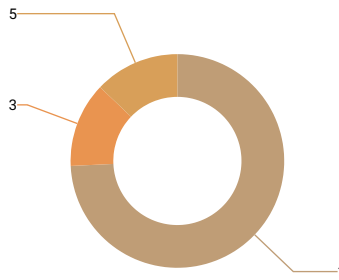
Results	%	N
Non-Exempt	29%	2
Exempt	71%	5

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



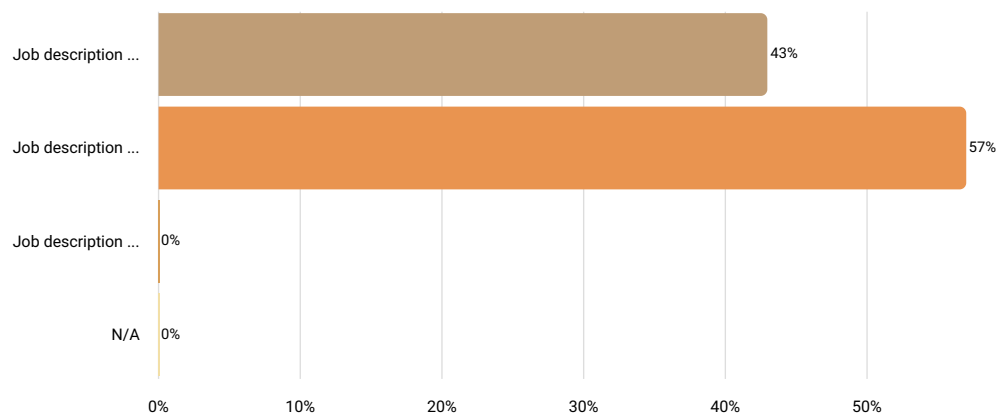
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	1.75
Median	1
Standard deviation	1.49
Total/sum	14

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



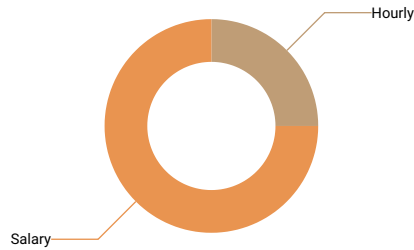
Results		%	N
Job description is perceptibly weaker than the position at your company	43%	3	
Job description matches the position at your company very well	57%	4	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	6	\$54,000.00	\$55,000.00	\$71,484.80	\$89,620.00	\$91,144.00	\$72,122.27	\$71,484.80
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary	5	\$60,000.00	\$60,000.00	\$90,000.00	\$96,241.60	\$118,937.50	\$85,035.82	\$90,000.00
Pay Range Minimum Salary	5	\$45,000.00	\$50,000.00	\$55,000.00	\$71,362.50	\$75,150.40	\$59,302.58	\$55,000.00
Actual Highest Base Salary	5	\$55,000.00	\$60,000.00	\$70,969.60	\$89,620.00	\$109,200.00	\$76,957.92	\$70,969.60
Actual Lowest Base Salary	5	\$48,000.00	\$55,000.00	\$70,969.60	\$74,000.00	\$89,620.00	\$67,517.92	\$70,969.60

4.4.38 Project Manager - Level 2

Job description

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

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 4 times

Text input

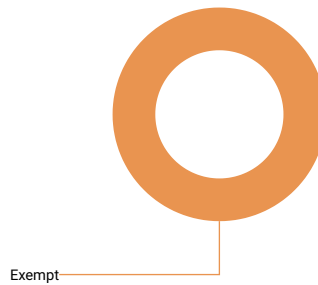
Results	
project engineer	1
engineer, project	1
program scheduler	1
project controller	1
project manager ii	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



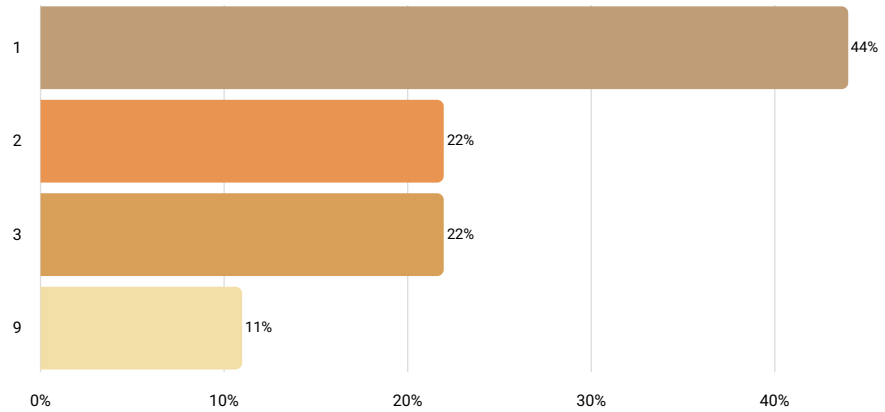
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



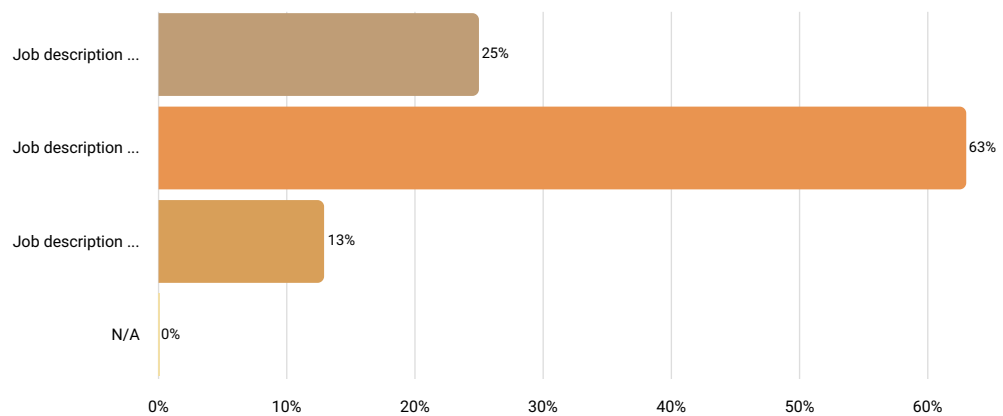
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	9
Mean	2.56
Median	2
Standard deviation	2.55
Total/sum	23

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

Answered 8 times

Skipped 1 times

Select one answer (radio button)



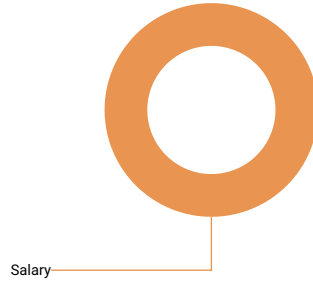
Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	2
Job description matches the position at your company very well	63%	5
Job description is perceptibly stronger than the position at your company	13%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	9	\$76,532.31	\$77,591.00	\$81,500.00	\$108,000.00	\$135,878.00	\$93,836.43	\$81,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	7	\$82,000.00	\$90,000.00	\$100,660.00	\$120,000.00	\$140,250.00	\$106,077.91	\$100,660.00	\$
Pay Range Minimum Salary	7	\$62,754.00	\$62,900.00	\$75,000.00	\$85,883.20	\$100,000.00	\$76,526.74	\$75,000.00	\$
Actual Highest Base Salary	9	\$79,218.00	\$81,500.00	\$95,472.00	\$108,000.00	\$152,611.00	\$100,912.33	\$95,472.00	\$
Actual Lowest Base Salary	9	\$62,900.00	\$75,000.00	\$80,000.00	\$103,280.00	\$110,000.00	\$85,866.38	\$80,000.00	\$

4.4.39 Project Manager - Level 3

Job description

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

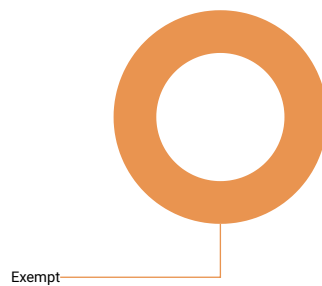
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



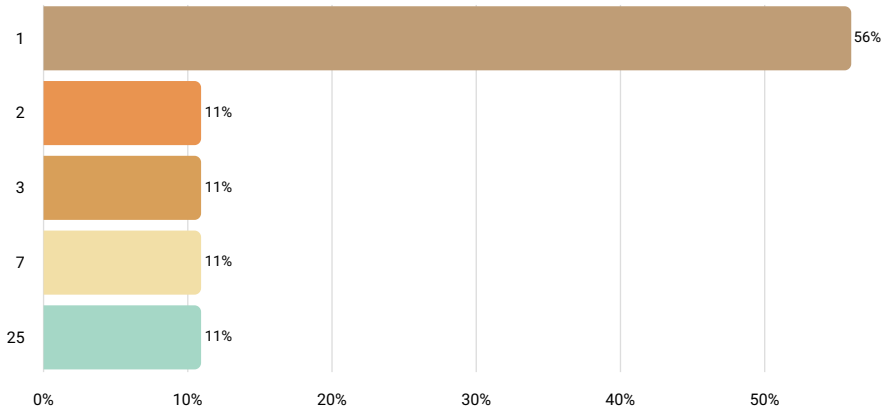
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



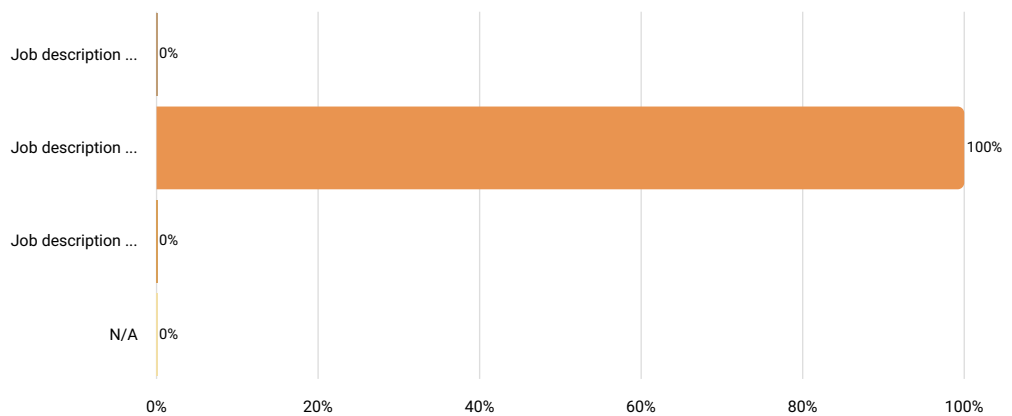
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	25
Mean	4.67
Median	1
Standard deviation	7.87
Total/sum	42

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



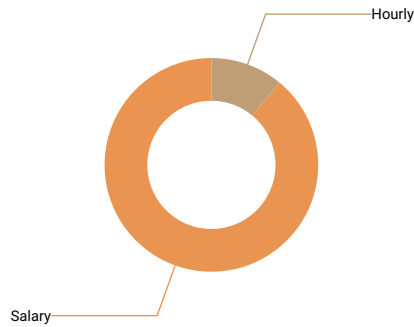
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Actual Average Base Salary	8	\$63,179.00	\$80,595.50	\$112,250.00	\$133,016.00	\$139,041.00	\$106,742.88	\$112,250.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$3,000.00	\$4,017.00	\$5,000.00	\$11,950.00	\$12,000.00	\$6,827.83	\$5,000.00	\$
Pay Range Maximum Salary	8	\$75,000.00	\$110,000.00	\$135,000.00	\$154,868.00	\$177,100.00	\$131,479.50	\$135,000.00	\$
Pay Range Minimum Salary	8	\$45,000.00	\$66,500.00	\$83,640.00	\$103,130.00	\$119,142.00	\$83,835.25	\$83,640.00	\$
Actual Highest Base Salary	6	\$63,179.00	\$65,000.00	\$126,476.50	\$146,016.00	\$146,928.00	\$112,346.00	\$126,476.50	\$
Actual Lowest Base Salary	6	\$63,179.00	\$65,000.00	\$96,900.00	\$126,048.00	\$130,000.00	\$96,337.83	\$96,900.00	\$

4.4.40 Project Manager - Level 4

Job description

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

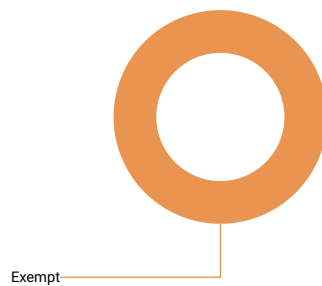
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



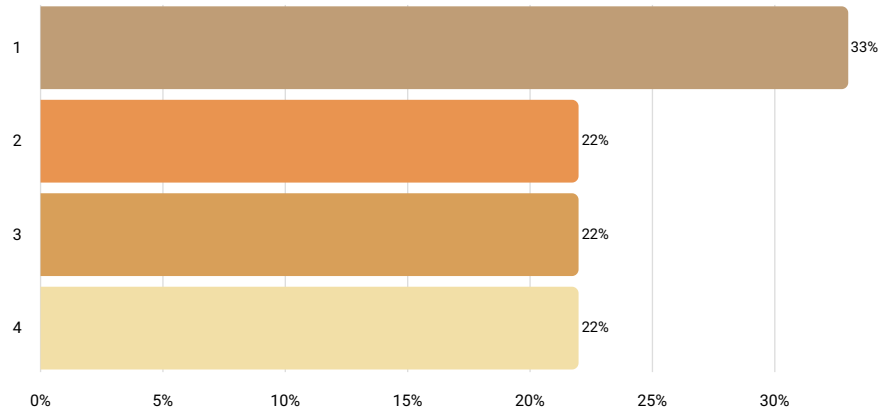
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



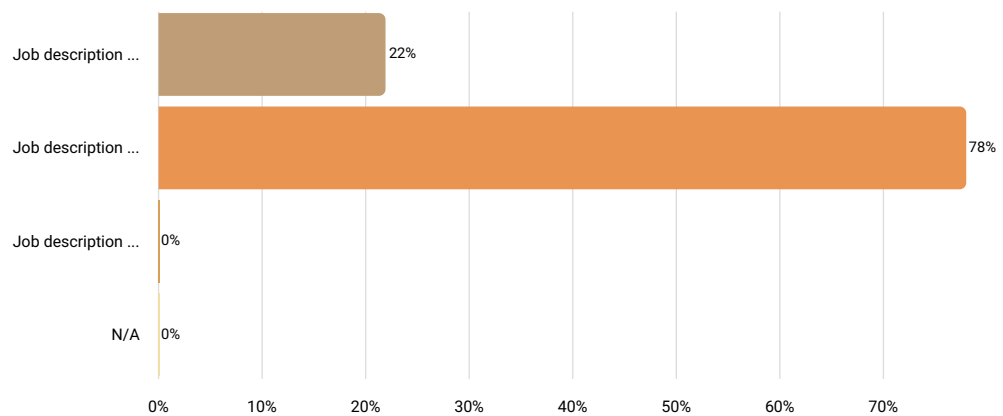
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2.33
Median	2
Standard deviation	1.22
Total/sum	21

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



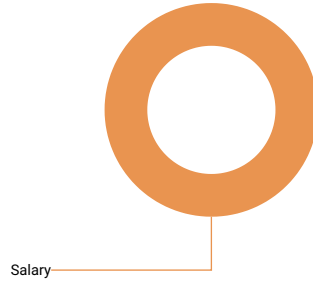
Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		78%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	9	\$80,000.00	\$109,866.00	\$124,000.00	\$131,533.50	\$174,401.81	\$122,900.37	\$124,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$3,000.00	\$3,368.00	\$8,000.00	\$14,500.00	\$15,000.00	\$8,338.29	\$8,000.00	\$
Pay Range Maximum Salary	9	\$85,000.00	\$120,000.00	\$130,000.00	\$152,424.00	\$220,661.88	\$140,127.32	\$130,000.00	\$
Pay Range Minimum Salary	9	\$70,000.00	\$83,906.00	\$101,616.00	\$120,000.00	\$132,397.13	\$101,413.24	\$101,616.00	\$
Actual Highest Base Salary	8	\$85,000.00	\$111,118.50	\$132,214.00	\$146,500.00	\$194,000.00	\$132,333.13	\$132,214.00	\$
Actual Lowest Base Salary	8	\$72,000.00	\$93,747.00	\$123,567.00	\$136,713.50	\$159,205.42	\$117,407.55	\$123,567.00	\$

4.4.41 Project Manager - Level 5

Job description

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

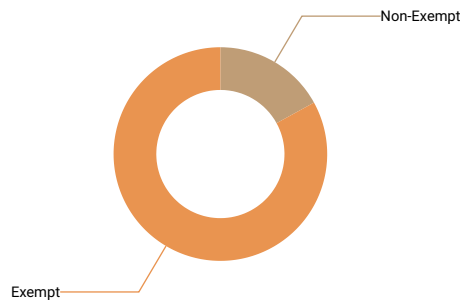
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



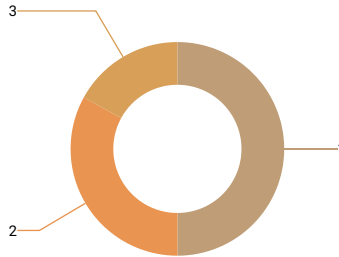
Results	%	N
Non-Exempt	17%	1
Exempt	83%	5

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



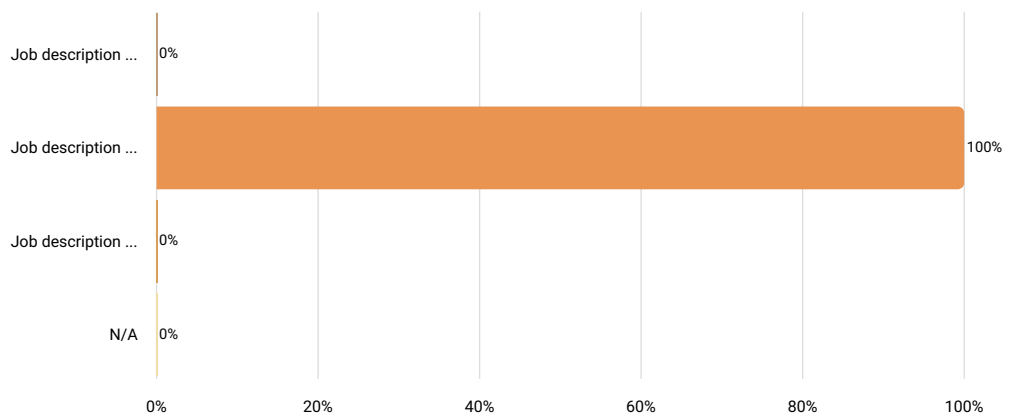
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	3
Mean	1.67
Median	1.5
Standard deviation	0.82
Total/sum	10

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



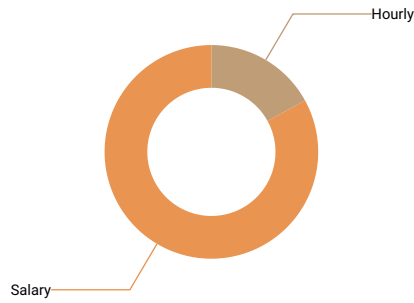
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary	5	\$125,000.00	\$132,132.00	\$150,000.00	\$155,000.00	\$170,000.00	\$146,426.40	\$150,000.00 \$
Pay Range Minimum Salary	5	\$88,088.00	\$92,000.00	\$95,000.00	\$100,000.00	\$155,000.00	\$106,017.60	\$95,000.00 \$
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.4.43 Chemical Engineer

Job description

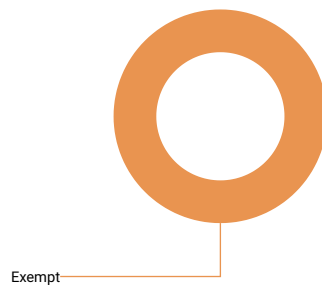
Design chemical plant equipment and devise processes for manufacturing chemicals and products by applying principles and technology of chemistry, p engineering.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



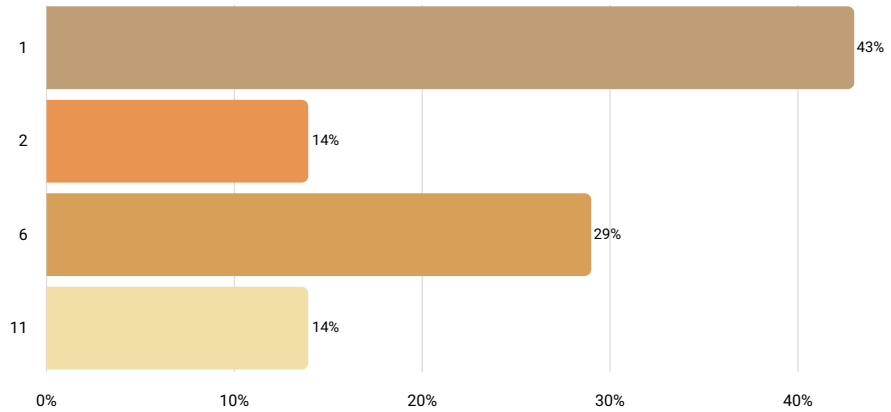
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



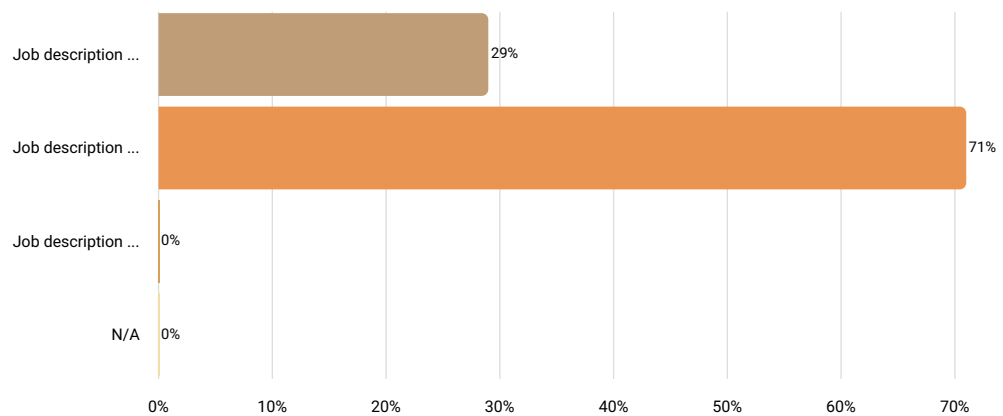
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	11
Mean	4
Median	2
Standard deviation	3.83
Total/sum	28

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	7	\$65,000.00	\$80,045.00	\$100,000.00	\$103,000.00	\$119,400.00	\$93,206.43	\$100,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	7	\$65,000.00	\$94,900.00	\$100,000.00	\$128,800.00	\$143,000.00	\$107,385.71	\$100,000.00	\$
Actual Lowest Base Salary	7	\$65,000.00	\$65,650.00	\$81,000.00	\$100,000.00	\$117,939.00	\$83,512.71	\$81,000.00	\$

4.4.44 Safety Engineer

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 4 times

Text input

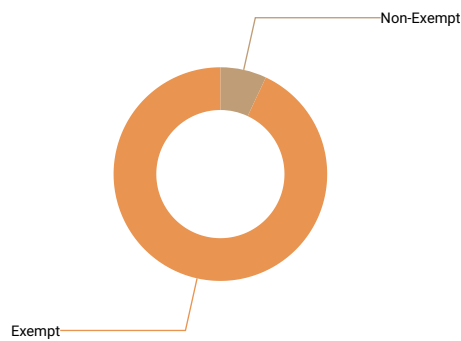
Results	
ehs specialist	1
ehs coordinator	1
essh specialist	1
safety specialist	1
psm safety engineer	1
field safety coordinator	1
health & safety specialist	1
safety & health specialist	1
member senior technical staff	1
safety lead, safety specialist	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



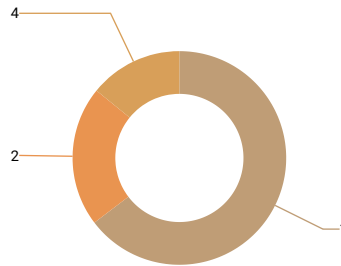
Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



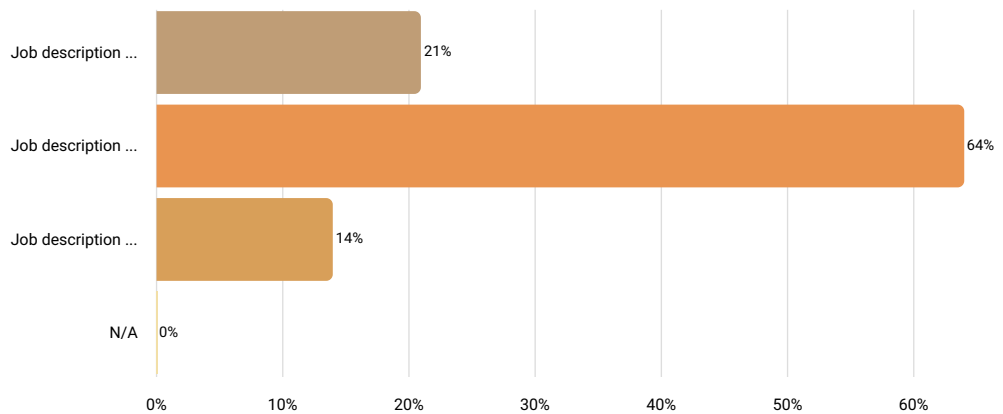
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.64
Median	1
Standard deviation	1.08
Total/sum	23

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



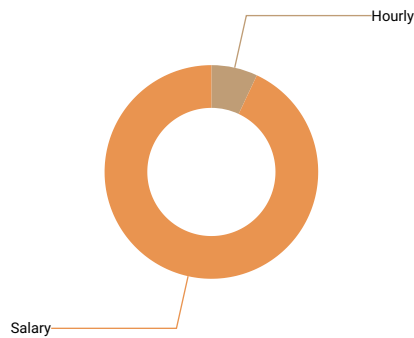
Results	%	N
Job description is perceptibly weaker than the position at your company	21%	3
Job description matches the position at your company very well	64%	9
Job description is perceptibly stronger than the position at your company	14%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	13	\$60,000.00	\$62,400.00	\$82,400.00	\$97,250.00	\$101,079.00	\$82,808.63	\$82,400.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,600.00	\$6,000.00	\$7,777.00	\$8,000.00	\$10,000.00	\$7,075.40	\$7,777.00	\$
Pay Range Maximum Salary	12	\$72,800.00	\$82,300.00	\$113,848.00	\$130,476.00	\$134,800.00	\$107,021.71	\$113,848.00	\$
Pay Range Minimum Salary	12	\$50,000.00	\$51,250.00	\$64,500.00	\$75,373.75	\$77,968.00	\$63,956.46	\$64,500.00	\$
Actual Highest Base Salary	13	\$60,000.00	\$65,728.00	\$82,400.00	\$104,873.60	\$114,820.00	\$87,310.97	\$82,400.00	\$
Actual Lowest Base Salary	13	\$54,080.00	\$62,100.00	\$80,495.00	\$89,000.00	\$101,079.00	\$78,261.60	\$80,495.00	\$

4.4.45 Environmental Engineer

Job description

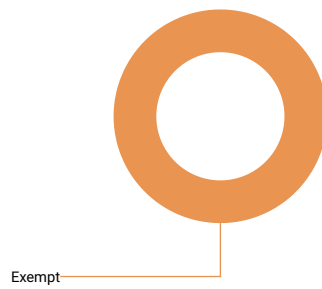
Design, plan, or perform engineering duties in the prevention, control, and remediation of environmental health hazards utilizing various engineering disciplines may include waste treatment, site remediation, or pollution control technology.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



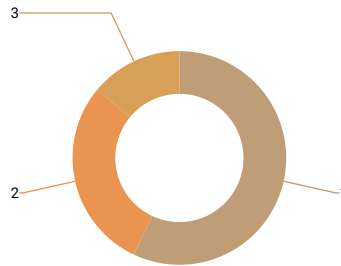
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



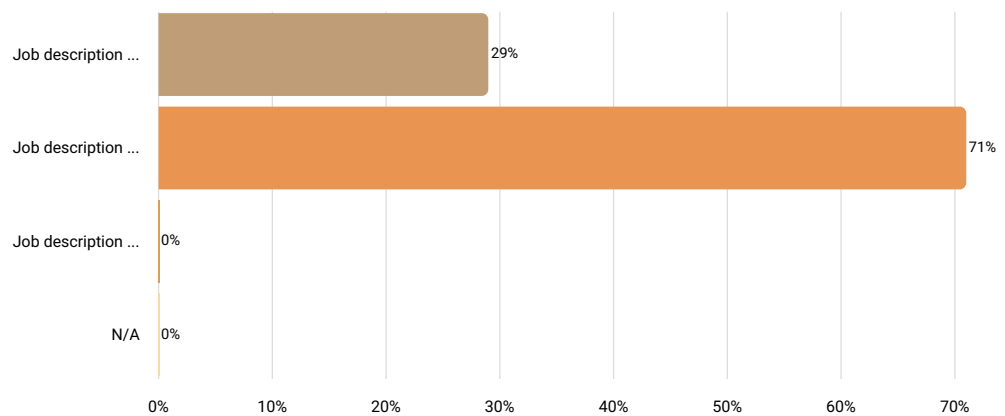
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.57
Median	1
Standard deviation	0.79
Total/sum	11

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



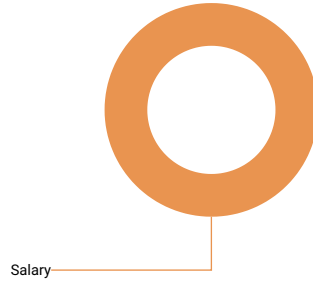
Results	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	7	\$67,600.00	\$81,000.00	\$95,000.00	\$104,000.00	\$137,234.00	\$96,855.00	\$95,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$70,000.00	\$90,000.00	\$112,729.00	\$163,293.00	\$180,398.00	\$121,524.83	\$112,729.00	\$
Pay Range Minimum Salary	6	\$51,304.00	\$65,000.00	\$72,500.00	\$87,927.00	\$109,527.00	\$76,459.67	\$72,500.00	\$
Actual Highest Base Salary	7	\$67,600.00	\$81,000.00	\$101,760.00	\$117,000.00	\$137,234.00	\$101,227.71	\$101,760.00	\$
Actual Lowest Base Salary	7	\$67,600.00	\$75,316.80	\$81,000.00	\$104,000.00	\$137,234.00	\$89,991.54	\$81,000.00	\$

4.4.46 Materials Engineer

Job description

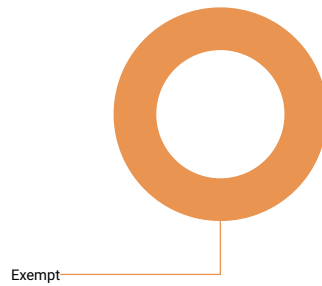
Develop composite materials or study the atomic structure of materials in order to discover new applications for their mechanical, electrical, or chemical

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



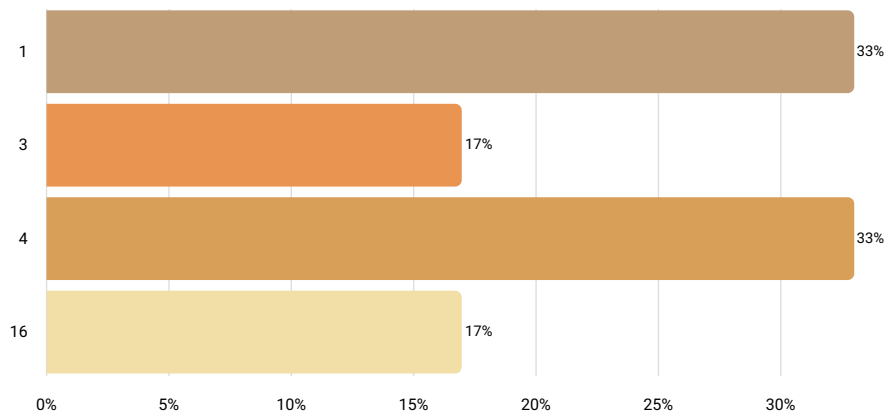
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



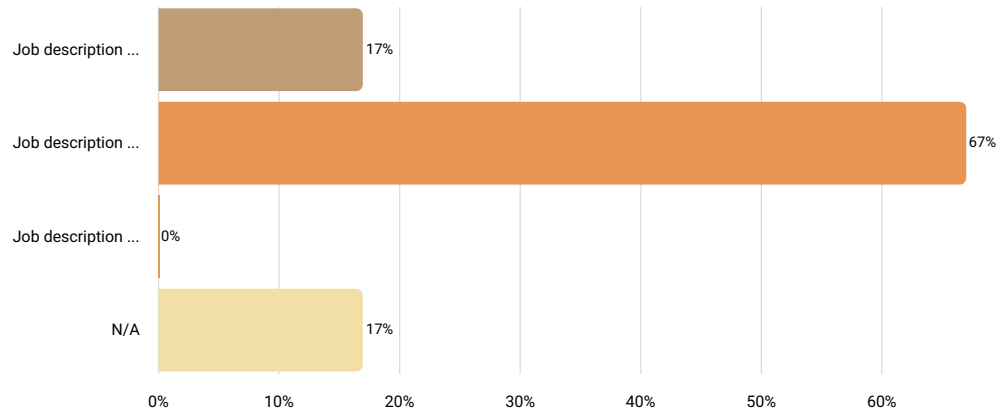
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3.5
75th percentile	4
90th percentile	16
Mean	4.83
Median	3.5
Standard deviation	5.64
Total/sum	29

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



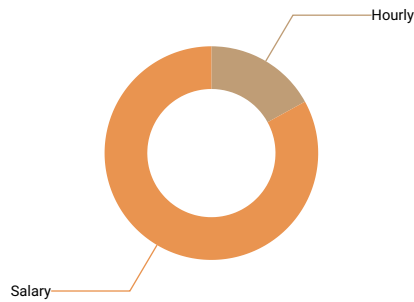
Results	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	17%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Actual Average Base Salary	5	\$68,307.36	\$90,000.00	\$97,226.00	\$122,480.00	\$123,500.00	\$100,302.67	\$97,226.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$68,307.36	\$116,170.00	\$142,480.00	\$147,000.00	\$171,660.00	\$129,123.47	\$142,480.00	\$
Actual Lowest Base Salary									

4.4.47 Principal Investigator

Job description

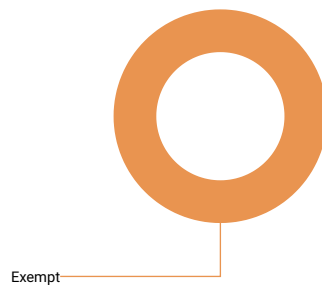
Responsible for the management and integrity of the design, conduct, and reporting of the research project and for managing, monitoring, and ensuring t any collaborative relationships.

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



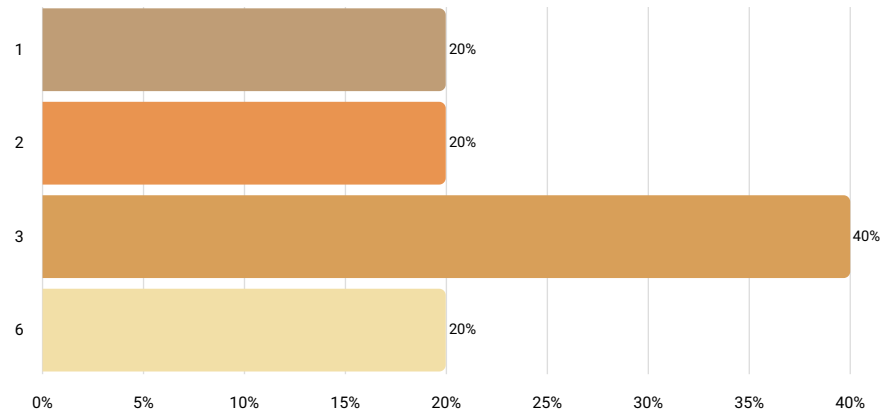
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



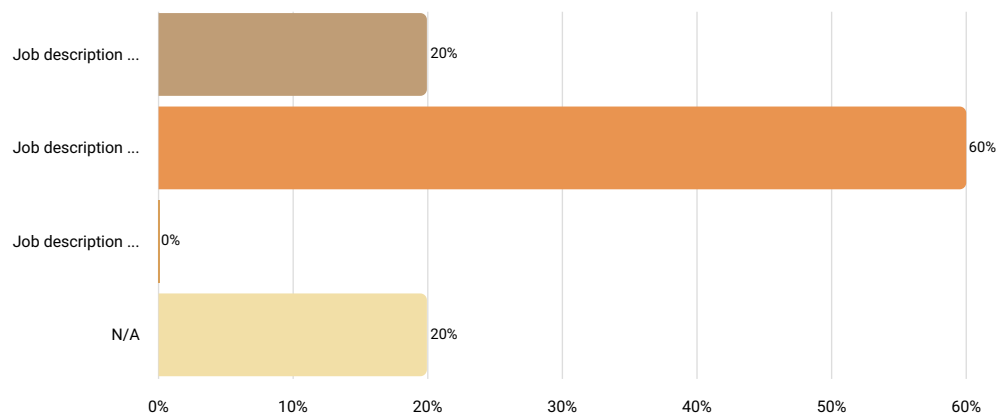
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	3
90th percentile	6
Mean	3
Median	3
Standard deviation	1.87
Total/sum	15

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



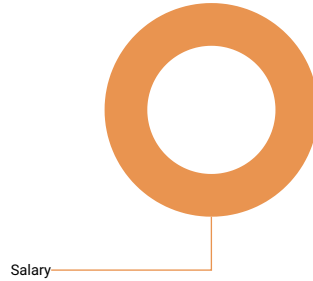
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	20%	1

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	5	\$91,000.00	\$96,000.00	\$121,732.00	\$166,698.12	\$186,146.00	\$132,315.22	\$121,732.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$91,000.00	\$142,064.00	\$150,000.00	\$200,038.00	\$233,937.60	\$163,407.92	\$150,000.00	\$
Actual Lowest Base Salary	5	\$90,000.00	\$91,000.00	\$101,400.00	\$125,007.96	\$170,625.00	\$115,606.59	\$101,400.00	\$

4.4.48 Technical Support Engineer

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 0 times

Text input

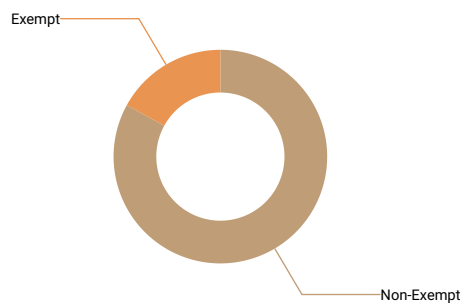
Results	
it support specialist	2
it support staff	1
it technician ii, iii	1
desktop support technician	1
technical support specialist	1

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



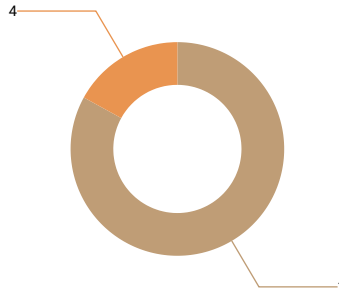
Results	%	N
Non-Exempt	83%	5
Exempt	17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



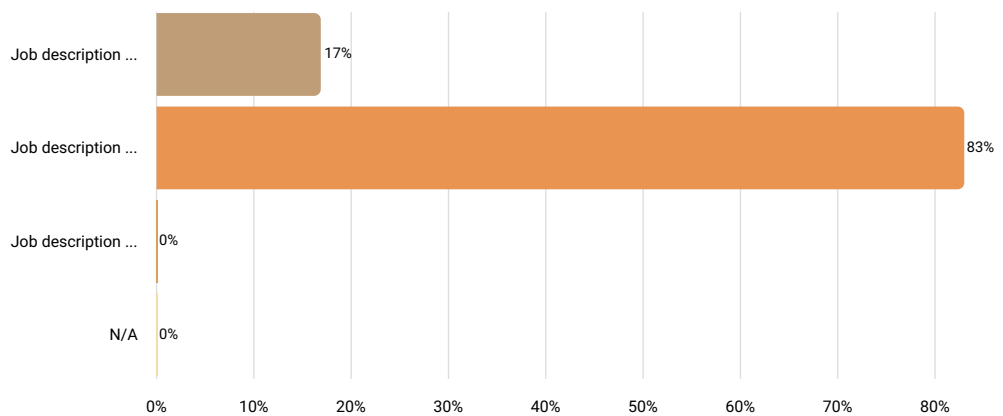
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.5
Median	1
Standard deviation	1.22
Total/sum	9

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



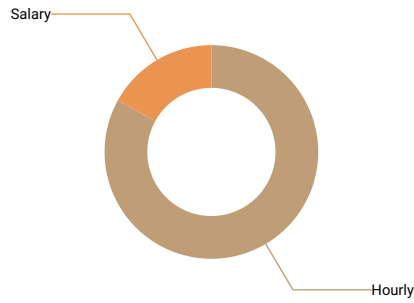
Results		%	N
Job description is perceptibly weaker than the position at your company		17%	1
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Average Base Rate	5	\$22.00	\$24.00	\$28.60	\$30.48	\$36.42	\$28.30	\$28.60	
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$22.00	\$24.00	\$28.60	\$30.48	\$40.55	\$29.13	\$28.60	
Actual Lowest Base Rate	5	\$22.00	\$24.00	\$28.60	\$30.48	\$30.86	\$27.19	\$28.60	
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

4.4.49 Machine/CNC Programmer

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 11 times

Text input

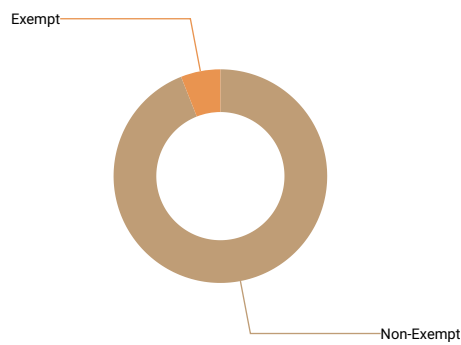
Results	
machinist	1
lead programmer	1
machining process engineer	1
senior engineering technician	1
cnc programmer i & cnc programmer iii	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



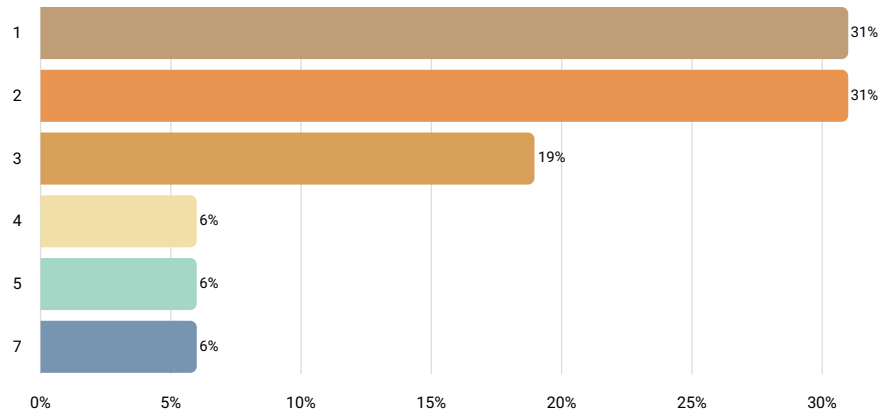
Results	%	N
Non-Exempt	94%	15
Exempt	6%	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



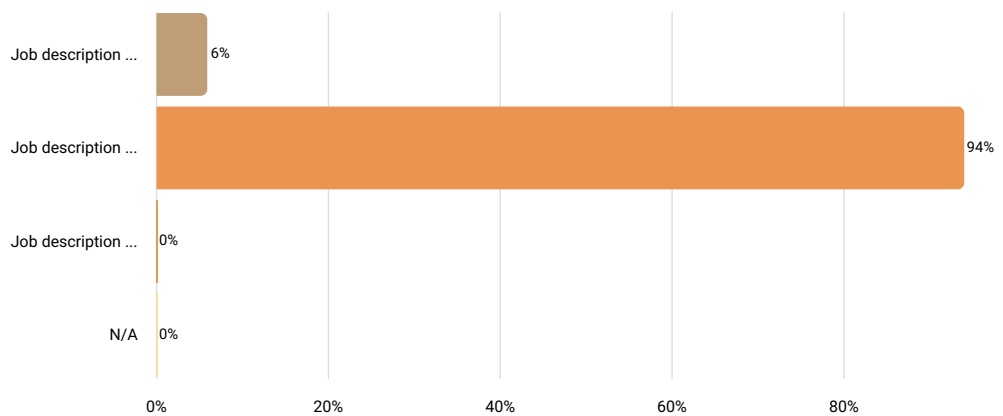
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.5
Median	2
Standard deviation	1.67
Total/sum	40

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

Answered 16 times

Skipped 0 times

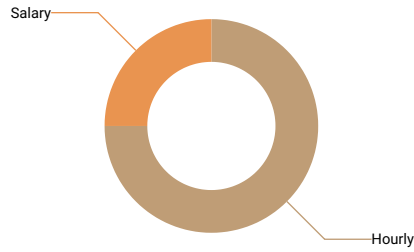
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	94%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	75%	12
Salary	25%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	11	\$24.74	\$25.80	\$38.33	\$41.33	\$43.91	\$35.89	\$38.33
Pay Range Maximum Rate	8	\$22.50	\$25.90	\$47.50	\$53.59	\$69.94	\$43.30	\$47.50
Pay Range Minimum Rate	8	\$19.00	\$22.40	\$32.26	\$35.00	\$37.00	\$29.42	\$32.26
Actual Highest Base Rate	11	\$24.74	\$24.80	\$38.33	\$48.32	\$50.50	\$39.06	\$38.33
Actual Lowest Base Rate	11	\$24.74	\$25.80	\$33.86	\$37.40	\$38.33	\$32.26	\$33.86
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.4.50 System Administrator or Network Analyst

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 8 times

Skipped 10 times

Text input

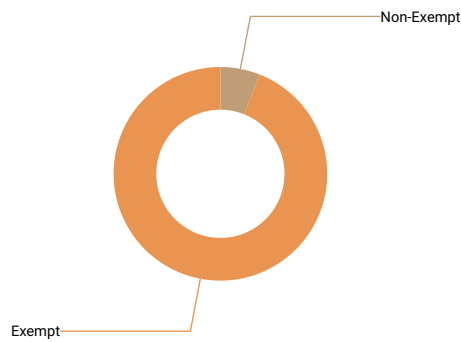
Results	
it associate	1
network analyst	1
system administrator	1
network administrator	1
it system administrator	1
system administrator ii	1
information system analyst	1
linux system administrator	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



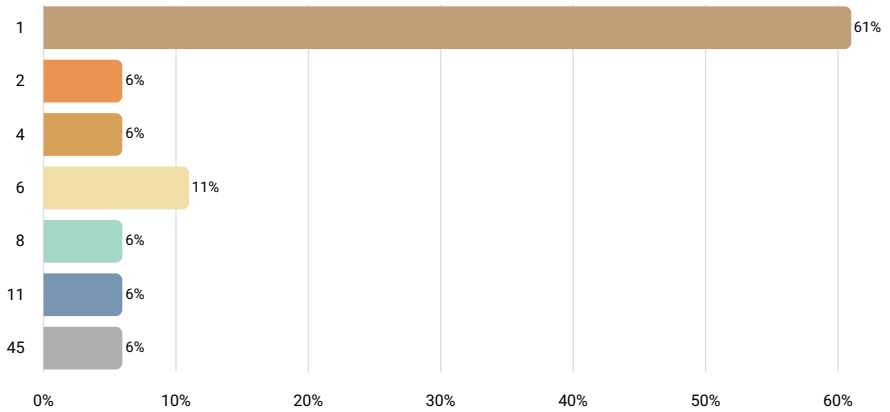
Results	%	N
Non-Exempt	6%	1
Exempt	94%	17

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



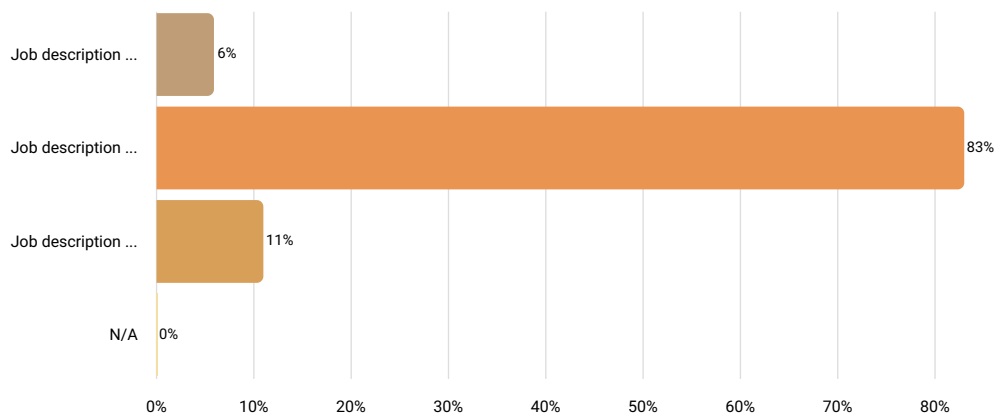
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	6
90th percentile	11
Mean	5.17
Median	1
Standard deviation	10.38
Total/sum	93

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



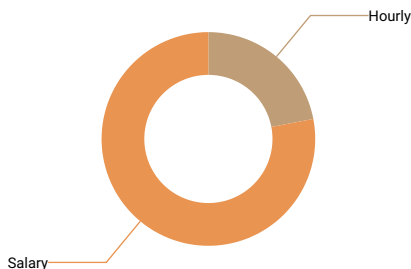
Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	83%	15
Job description is perceptibly stronger than the position at your company	11%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	4
Salary	78%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$62,000.00	\$71,000.00	\$84,163.50	\$99,266.00	\$139,350.80	\$90,349.78	\$84,163.50	\$20,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$1,000.00	\$1,000.00	\$2,500.00	\$9,000.00	\$2,700.00	\$1,000.00	\$3,000.00
Pay Range Maximum Salary	10	\$85,000.00	\$90,000.00	\$112,455.20	\$152,000.00	\$349,950.00	\$155,637.64	\$112,455.20	\$100,000.00
Pay Range Minimum Salary	10	\$42,499.00	\$46,675.20	\$56,780.00	\$71,988.00	\$94,713.30	\$62,631.58	\$56,780.00	\$20,000.00
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	11	\$70,000.00	\$72,000.00	\$88,212.80	\$112,465.60	\$147,992.00	\$98,049.72	\$88,212.80	\$30,000.00
Actual Lowest Base Salary	12	\$47,611.20	\$66,000.00	\$83,634.50	\$98,872.40	\$124,992.00	\$84,789.08	\$83,634.50	\$20,000.00

4.4.52 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.

If your job title is different than what is shown above, provide it here:

Answered 9 times

Skipped 2 times

Text input

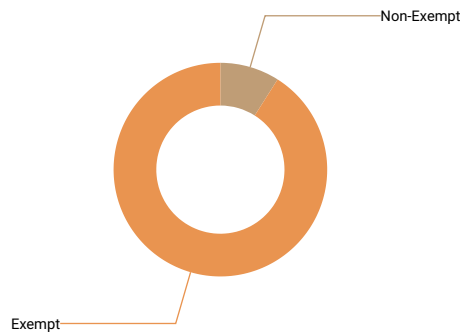
Results	
cybersecurity analyst	2
it director	1
cyber analyst 3	1
it security officer	1
cyber computer scientist	1
systems security engineer	1
information security engineer	1
information systems security officer - 1361	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



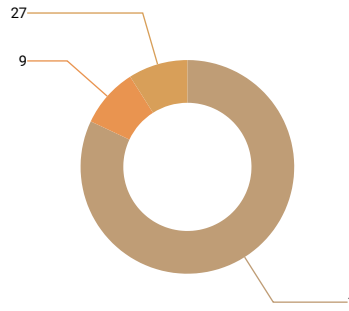
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



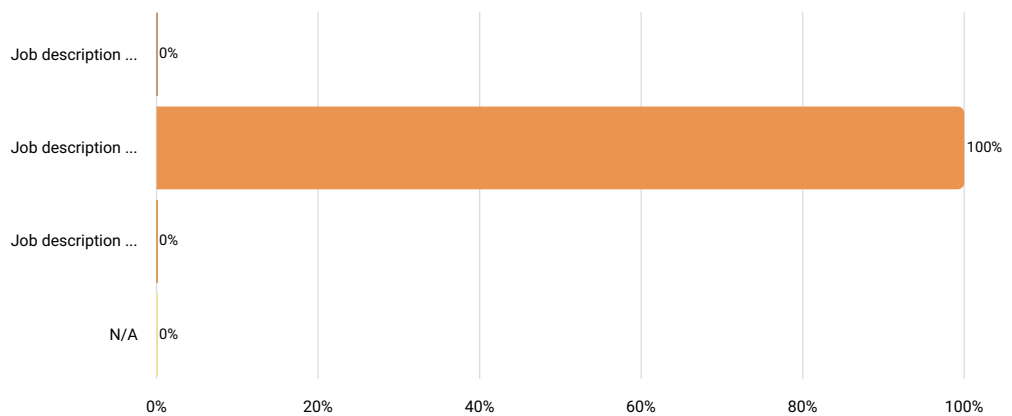
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	9
Mean	4.09
Median	1
Standard deviation	7.97
Total/sum	45

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



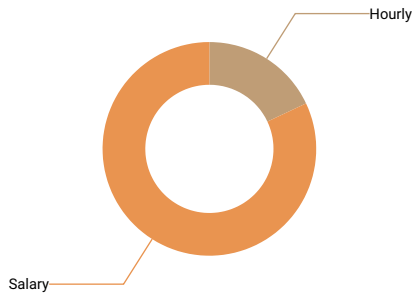
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	2
Salary	82%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	8	\$48,600.00	\$81,695.40	\$112,441.50	\$126,955.20	\$152,000.00	\$105,348.03	\$112,441.50
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary	9	\$44,990.00	\$95,001.00	\$125,000.00	\$157,872.00	\$164,300.00	\$118,153.93	\$125,000.00
Pay Range Minimum Salary	9	\$40,000.00	\$62,400.00	\$77,824.00	\$104,000.00	\$125,000.00	\$79,325.60	\$77,824.00
Actual Highest Base Salary	8	\$48,600.00	\$81,695.40	\$112,441.50	\$126,955.20	\$152,000.00	\$105,348.03	\$112,441.50
Actual Lowest Base Salary	8	\$48,600.00	\$81,695.40	\$112,441.50	\$126,955.20	\$152,000.00	\$105,348.03	\$112,441.50

4.4.53 Network Engineer

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 5 times

Text input

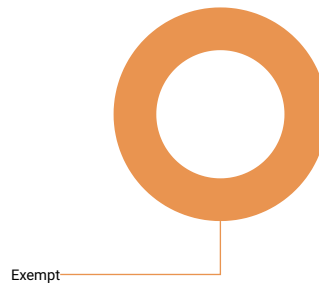
Results	
it technician	1
network engineer	1
network engineer iii	1
network engineer i - 1355	1
network engineer i, ii, sr	1
it specialist and it support technician	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



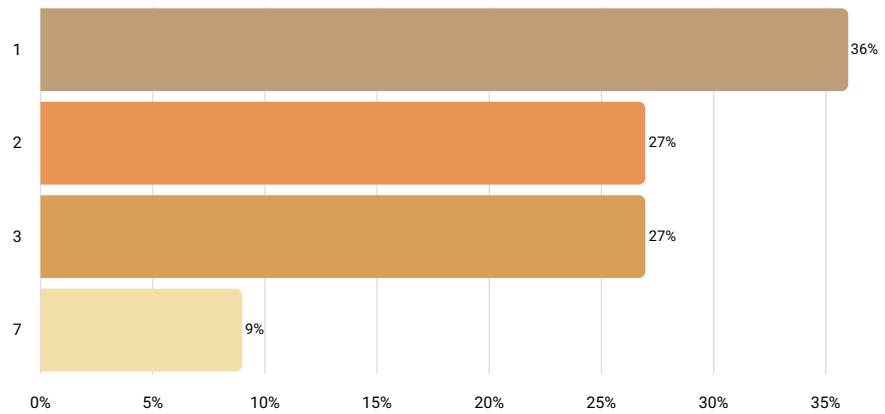
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



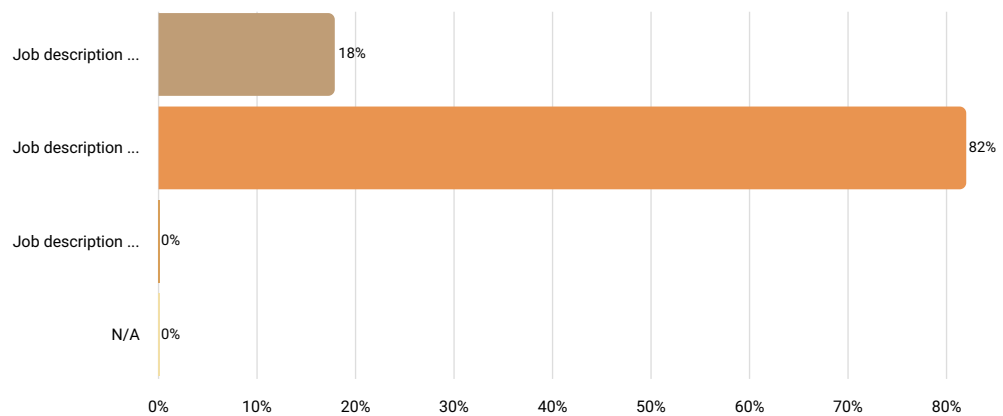
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	3
Mean	2.36
Median	2
Standard deviation	1.75
Total/sum	26

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



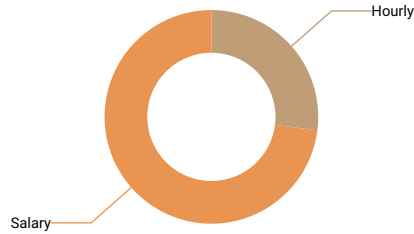
Results		%	N
Job description is perceptibly weaker than the position at your company		18%	2
Job description matches the position at your company very well		82%	9
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$58,593.60	\$73,192.00	\$87,556.00	\$134,555.00	\$155,188.80	\$99,440.23	\$87,556.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	8	\$87,800.00	\$95,745.60	\$109,783.00	\$163,525.00	\$187,962.50	\$126,733.71	\$109,783.00	\$
Pay Range Minimum Salary	8	\$44,300.00	\$63,278.00	\$70,994.00	\$87,952.50	\$104,000.00	\$74,093.63	\$70,994.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	6	\$58,593.60	\$73,192.00	\$87,856.00	\$141,110.00	\$158,017.56	\$101,104.19	\$87,856.00	\$
Actual Lowest Base Salary	6	\$58,593.60	\$72,800.00	\$87,452.00	\$128,000.00	\$152,360.00	\$97,776.27	\$87,452.00	\$

4.4.54 Program Analyst

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 5 times

Text input

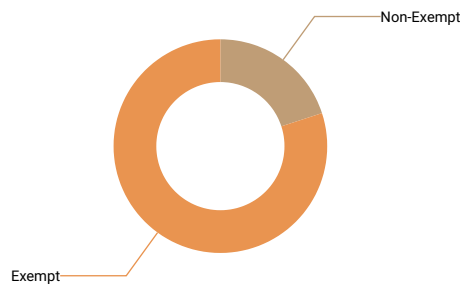
Results	
sr. it analyst	1
analyst (entry-sme)	1
program control analyst	1
programmer analyst i - 1336	1
system support specialist iii	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



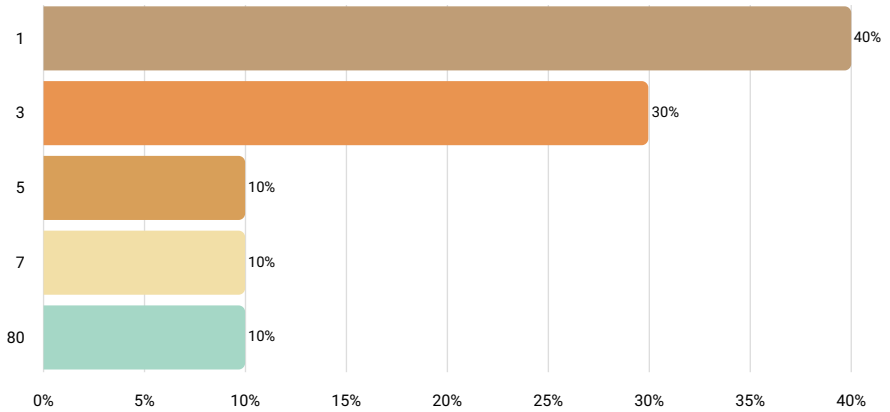
Results	%	N
Non-Exempt	20%	2
Exempt	80%	8

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



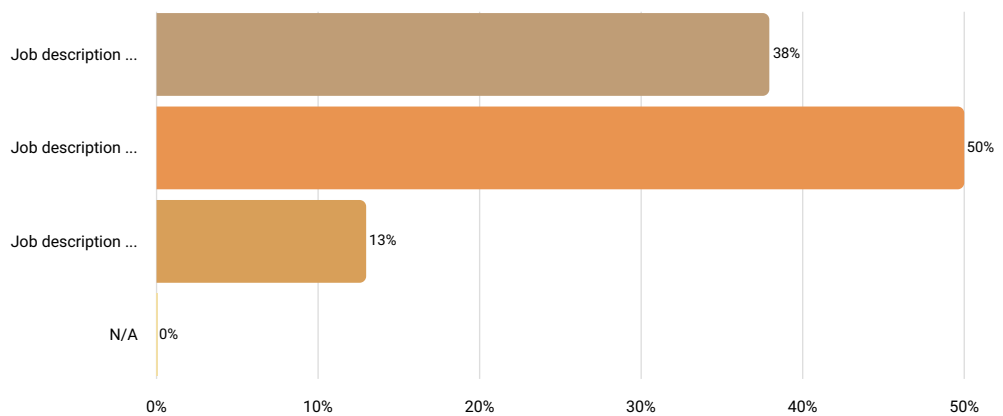
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	43.5
Mean	10.5
Median	3
Standard deviation	24.5
Total/sum	105

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

Answered 8 times

Skipped 2 times

Select one answer (radio button)



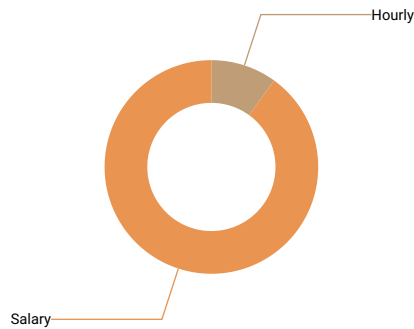
Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	3
Job description matches the position at your company very well	50%	4
Job description is perceptibly stronger than the position at your company	13%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$55,099.20	\$85,000.00	\$91,908.38	\$99,777.00	\$127,900.00	\$90,754.18	\$91,908.38	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$2,500.00	\$4,000.00	\$5,000.00	\$6,000.00	\$7,000.00	\$4,900.00	\$5,000.00	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	6	\$44,990.00	\$75,836.80	\$115,740.00	\$155,135.00	\$190,000.00	\$116,240.30	\$115,740.00	\$
Pay Range Minimum Salary	6	\$44,699.20	\$44,990.00	\$65,824.00	\$70,000.00	\$90,000.00	\$63,556.20	\$65,824.00	\$
Actual Highest Base Salary	9	\$58,344.00	\$97,136.00	\$104,457.43	\$108,492.00	\$172,000.00	\$105,800.71	\$104,457.43	\$
Actual Lowest Base Salary	9	\$50,294.40	\$71,193.20	\$85,000.00	\$93,974.00	\$105,000.00	\$82,287.40	\$85,000.00	\$

4.4.55 Software Developer

Job description

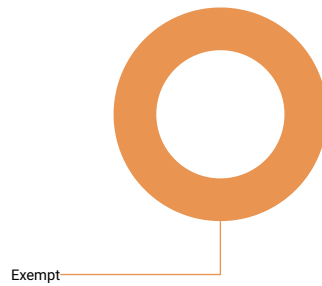
Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, comm aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements.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

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



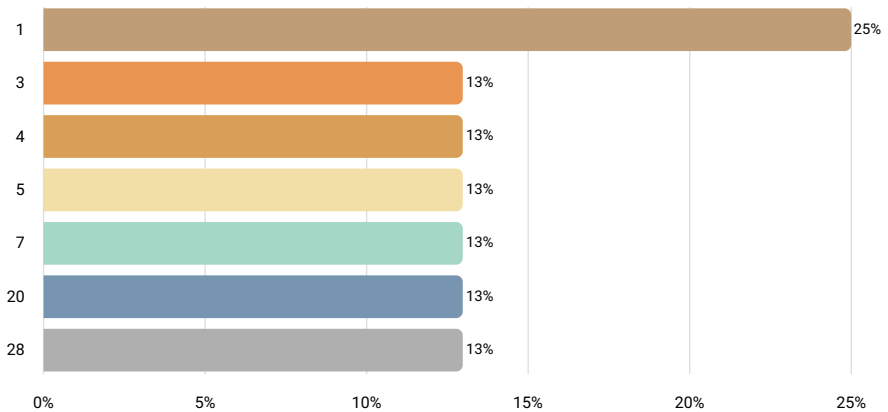
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



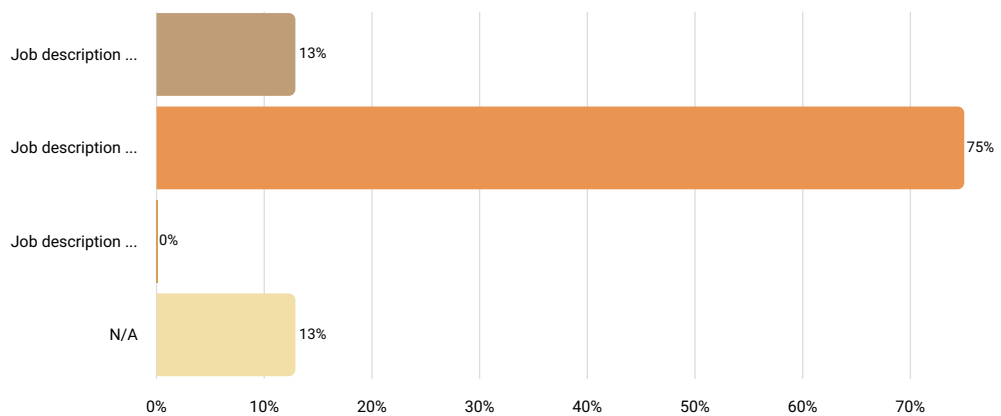
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4.5
75th percentile	13.5
90th percentile	28
Mean	8.63
Median	4.5
Standard deviation	9.93
Total/sum	69

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



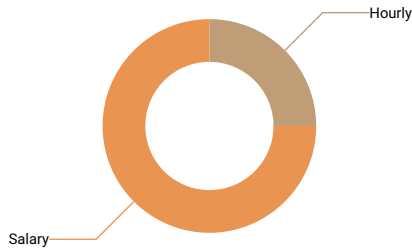
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	1

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	5	\$74,400.00	\$101,400.00	\$104,567.56	\$113,000.00	\$142,314.69	\$107,136.45	\$104,567.56
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	6	\$89,300.00	\$110,000.00	\$138,875.50	\$216,150.00	\$223,025.00	\$152,704.33	\$138,875.50
Pay Range Minimum Salary	6	\$27,500.00	\$47,250.00	\$79,423.75	\$95,000.00	\$95,442.00	\$70,673.25	\$79,423.75
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	5	\$89,300.00	\$106,090.80	\$113,500.00	\$122,345.60	\$165,000.00	\$119,247.28	\$113,500.00
Actual Lowest Base Salary	5	\$61,800.00	\$77,126.40	\$100,000.00	\$110,000.00	\$113,000.00	\$92,385.28	\$100,000.00

4.4.56 System Analyst

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 7 times

Skipped 9 times

Text input

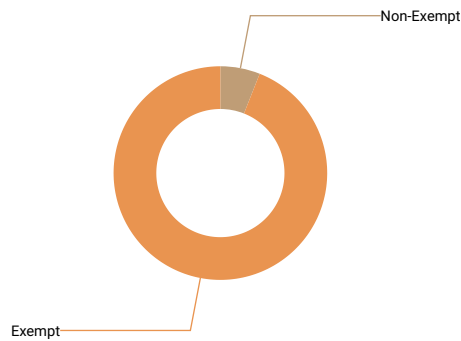
Results	
analyst	1
systems analyst 3	1
member technical staff	1
senior systems analyst	1
systems analyst - 1358	1
computer systems analyst	1
system test/analyst (entry-sme)	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



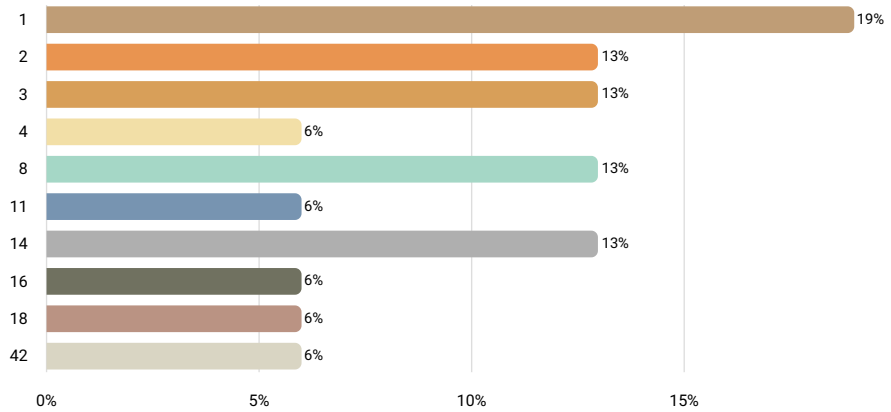
Results	%	N
Non-Exempt	6%	1
Exempt	94%	15

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



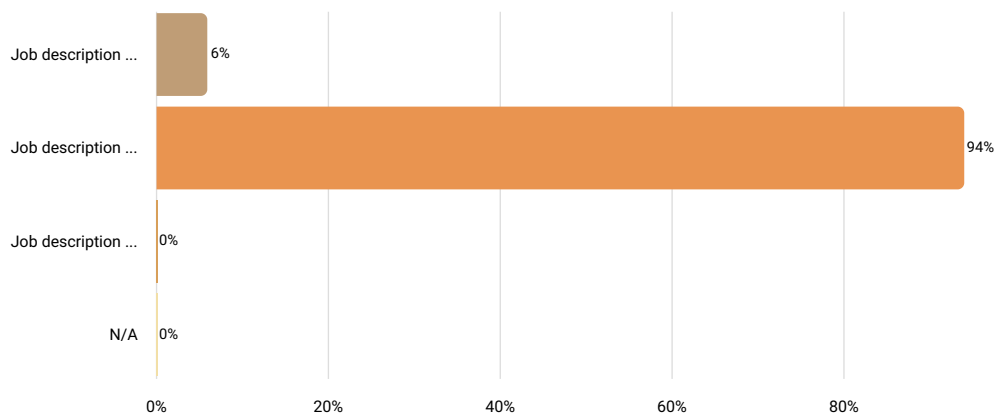
Statistics	
10th percentile	1
25th percentile	2
50th percentile	6
75th percentile	14
90th percentile	18
Mean	9.25
Median	6
Standard deviation	10.52
Total/sum	148

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



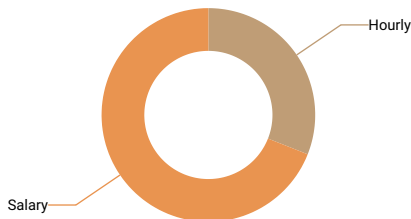
Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	94%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	31%	5
Salary	69%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	5	\$30.60	\$47.15	\$51.33	\$60.12	\$78.00	\$53.44	\$51.33	
Pay Range Maximum Rate	5	\$37.94	\$55.22	\$67.31	\$101.85	\$106.23	\$73.71	\$67.31	
Pay Range Minimum Rate	5	\$22.59	\$27.88	\$33.00	\$34.52	\$62.76	\$36.15	\$33.00	
Actual Highest Base Rate	5	\$37.94	\$52.12	\$66.36	\$90.00	\$98.00	\$68.88	\$66.36	
Actual Lowest Base Rate	5	\$25.55	\$32.03	\$38.28	\$40.00	\$66.00	\$40.37	\$38.28	
Actual Average Base Salary	11	\$73,000.00	\$92,000.00	\$122,000.00	\$131,000.00	\$133,128.56	\$112,083.53	\$122,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,000.00	\$2,500.00	\$5,000.00	\$7,000.00	\$15,000.00	\$6,100.00	\$5,000.00	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	8	\$75,000.00	\$94,432.20	\$144,000.00	\$177,150.00	\$208,000.00	\$139,270.55	\$144,000.00	\$
Pay Range Minimum Salary	8	\$45,302.00	\$51,521.60	\$61,200.00	\$92,000.00	\$110,000.00	\$70,593.15	\$61,200.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	11	\$73,000.00	\$92,000.00	\$125,008.00	\$170,000.00	\$186,804.00	\$137,559.64	\$125,008.00	\$
Actual Lowest Base Salary	11	\$63,044.00	\$73,000.00	\$89,918.40	\$110,000.00	\$124,992.00	\$90,423.91	\$89,918.40	\$

4.4.57 Business Analyst

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 2 times

Text input

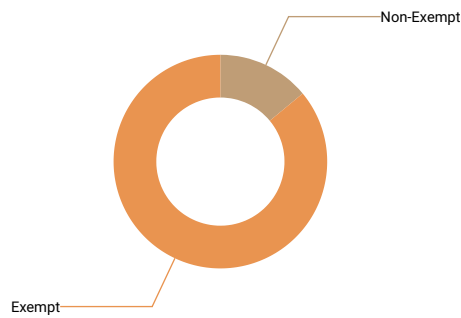
Results	
budget analyst	1
program integrator	1
consulting bus analyst	1
business systems analysis	1
business systems analyst iii	1

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



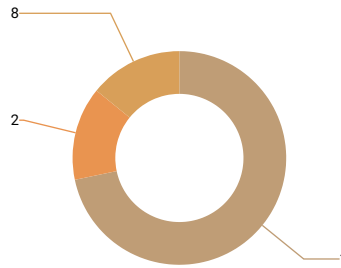
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



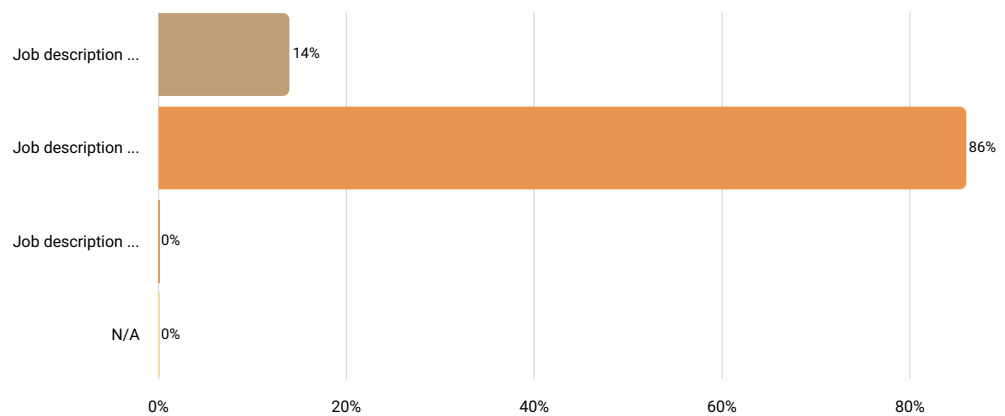
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	8
Mean	2.14
Median	1
Standard deviation	2.61
Total/sum	15

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



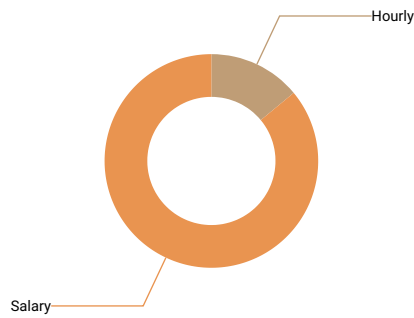
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0%

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Actual Average Base Salary	6	\$82,500.00	\$90,771.00	\$96,413.80	\$104,925.00	\$110,133.40	\$96,859.50	\$96,413.80
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Actual Highest Base Salary	6	\$82,500.00	\$90,771.00	\$96,413.80	\$144,950.00	\$150,009.60	\$110,176.37	\$96,413.80
Actual Lowest Base Salary	6	\$73,569.60	\$82,500.00	\$90,680.50	\$91,178.00	\$101,649.60	\$88,376.37	\$90,680.50

4.4.58 Web Developer

Job description

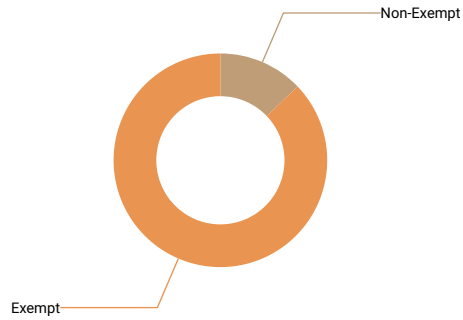
Responsible for designing, coding, and modifying websites, from layout to function and according to a client's specifications. Strive to create visually app that feature user-friendly design and clear navigation.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



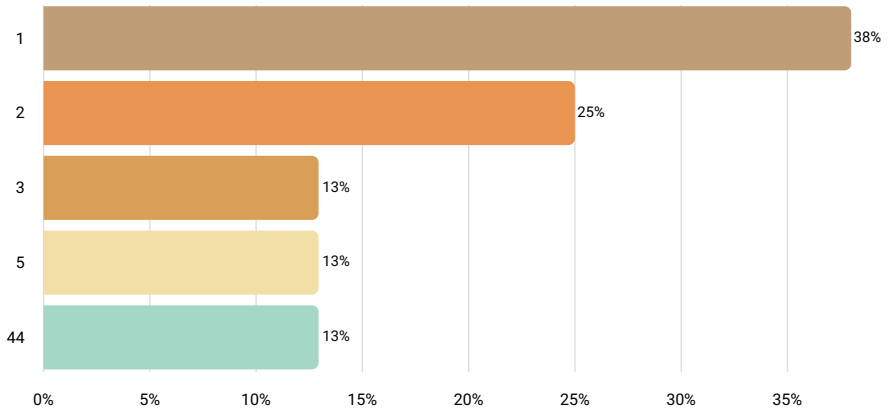
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



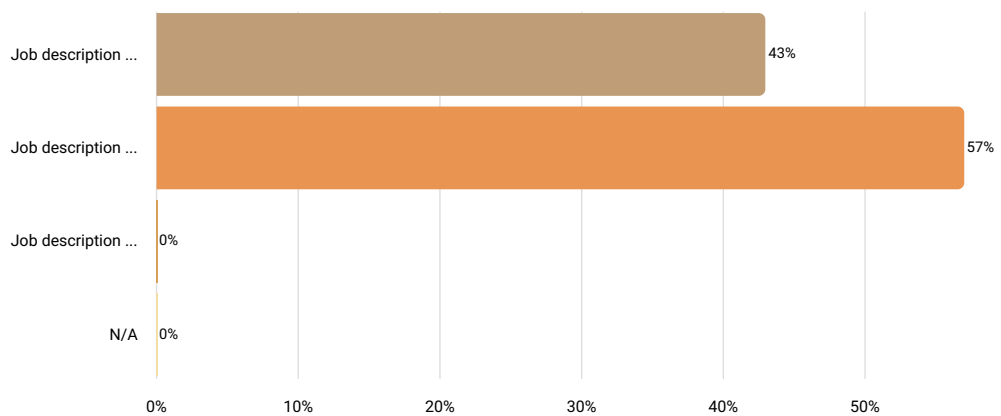
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	44
Mean	7.38
Median	2
Standard deviation	14.86
Total/sum	59

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

Answered 7 times

Skipped 1 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

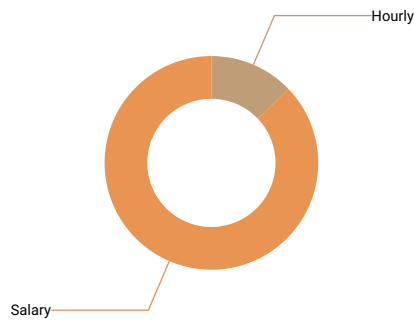
[Table](#)

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviat
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$55,000.00	\$62,000.00	\$72,022.50	\$92,289.60	\$123,000.00	\$79,389.10	\$72,022.50	\$25,204.16
Pay Range Maximum Salary	6	\$65,000.00	\$71,376.00	\$85,745.60	\$114,450.00	\$161,000.00	\$97,219.53	\$85,745.60	\$36,235.51
Pay Range Minimum Salary	6	\$40,000.00	\$41,600.00	\$48,792.00	\$53,000.00	\$56,888.00	\$48,178.67	\$48,792.00	\$6,525.92
Actual Highest Base Salary	6	\$64,000.00	\$65,000.00	\$72,385.00	\$92,289.60	\$161,000.00	\$87,843.27	\$72,385.00	\$37,501.95
Actual Lowest Base Salary	6	\$45,000.00	\$50,000.00	\$62,075.00	\$79,170.00	\$92,289.60	\$65,101.60	\$62,075.00	\$17,867.13

4.5 Production Positions

The survey received sufficient data for the following job titles:

Electrical/Electronic Assembler
Mechanical Assembler
Assembler, General
CNC Operator
Machine Tool Operator
Production/Machine Operator
Chemical Operator
Chemical Plant and Systems Operator
Packaging Operator
Molding Machine Operator
Welder
Tool and Die Maker
Tool Crib Attendant
Production Painter
Inspector
Production Scheduler
Inventory/Material Planner
Cost Estimator
Fabricator
Metal Finishing Technician

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

Saw Operator
Crane Operator

4.5.1 Electrical/Electronic Assembler

Job description

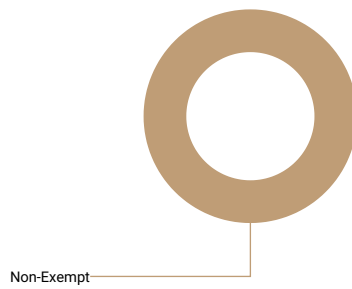
Assembles electrical or electronic systems and support structures; install components, units, subassemblies, wiring, and assembly casings, using rivets, soldering and micro-welding equipment.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



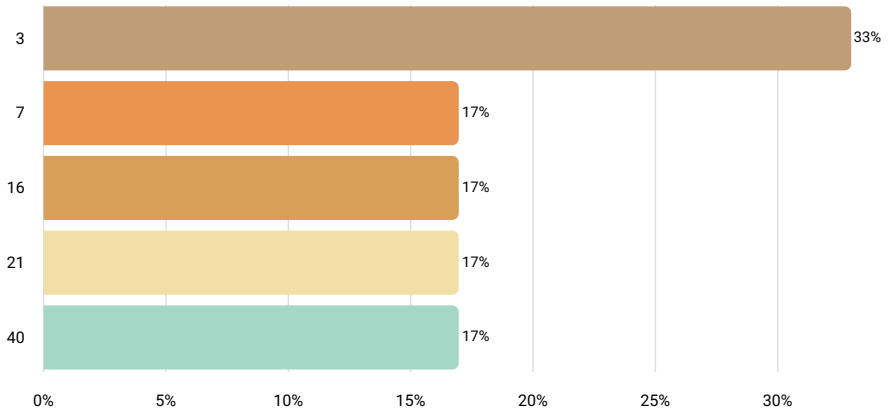
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



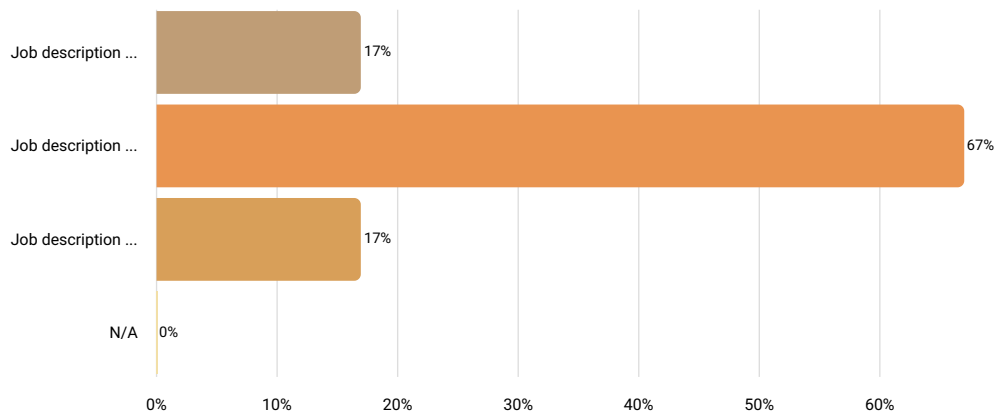
Statistics	
10th percentile	3
25th percentile	3
50th percentile	11.5
75th percentile	21
90th percentile	40
Mean	15
Median	11.5
Standard deviation	14.24
Total/sum	90

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



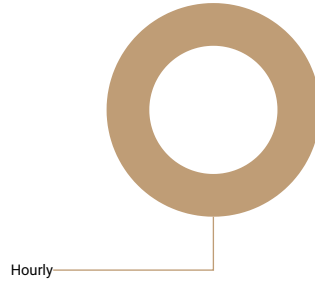
Results		%	N
Job description is perceptibly weaker than the position at your company		17%	1
Job description matches the position at your company very well		67%	4
Job description is perceptibly stronger than the position at your company		17%	1
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	6	\$15.22	\$17.00	\$20.81	\$25.06	\$30.00	\$21.48	\$20.81
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate	6	\$18.65	\$22.00	\$22.90	\$28.42	\$30.00	\$24.15	\$22.90
Actual Lowest Base Rate	6	\$12.74	\$14.00	\$17.85	\$20.50	\$30.00	\$18.82	\$17.85
If there is a step progression in place, enter the number of steps. If not, leave blank.								

4.5.2 Mechanical Assembler

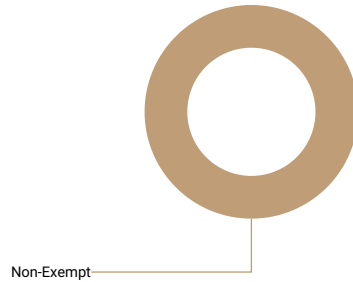
Job description Assembles small mechanical parts and subassemblies. Combines subassemblies into final assemblies.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



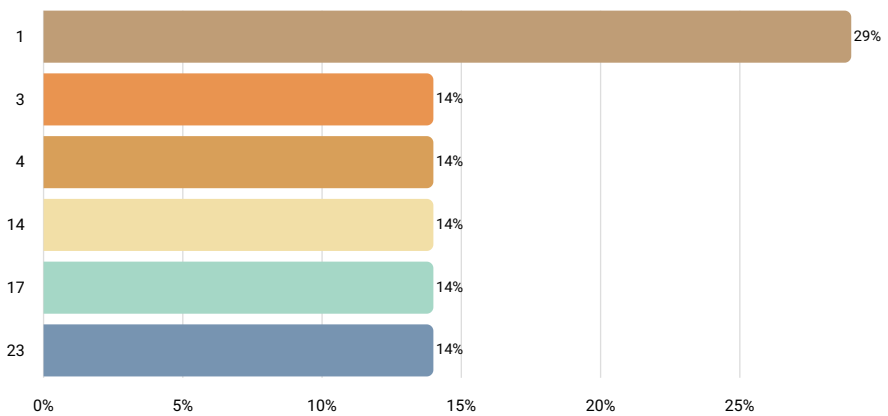
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



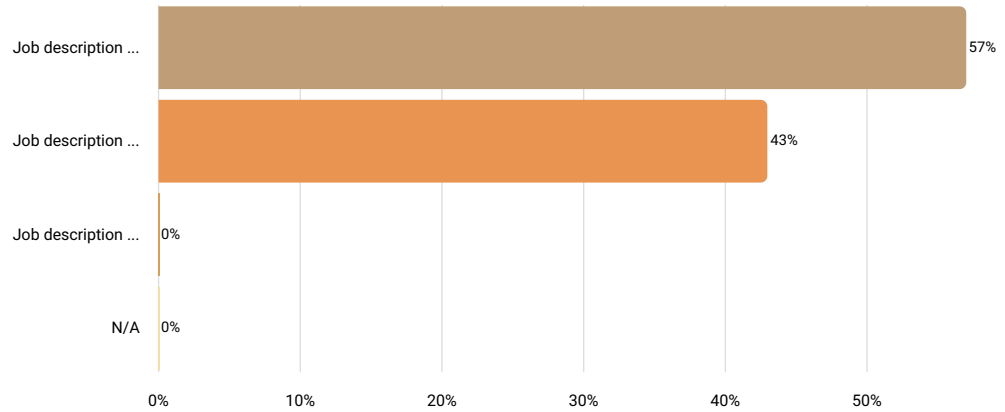
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	17
90th percentile	23
Mean	9
Median	4
Standard deviation	8.89
Total/sum	63

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



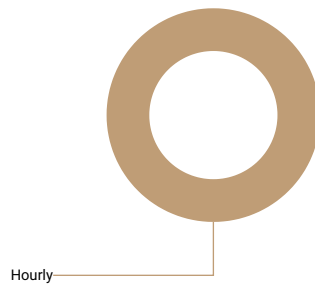
Results	%	N
Job description is perceptibly weaker than the position at your company	57%	4
Job description matches the position at your company very well	43%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	7	\$16.70	\$17.00	\$21.84	\$26.42	\$28.00	\$21.91	\$21.84
Pay Range Maximum Rate	6	\$18.00	\$20.00	\$30.31	\$35.00	\$40.42	\$29.01	\$30.31
Pay Range Minimum Rate	6	\$12.00	\$15.00	\$16.22	\$20.00	\$22.00	\$16.91	\$16.22
Actual Highest Base Rate	6	\$18.54	\$21.84	\$27.50	\$30.16	\$34.73	\$26.71	\$27.50
Actual Lowest Base Rate	6	\$15.00	\$16.00	\$20.91	\$21.84	\$28.00	\$20.44	\$20.91
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.5.3 Assembler, General

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

If your job title is different than what is shown above, provide it here:

Answered 13 times

Skipped 9 times

Text input

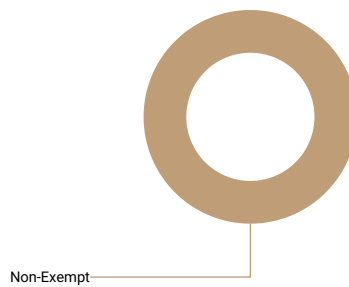
Results	
utility	1
operator	1
assembler	1
general helper	1
assembly worker	1
general assembly	1
production operator	1
production assembler	1
production associate	1
operator technician i	1
powder coating operator	1
tech - electrical assembly i - ii	1
millwork production associate and truss production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

FLSA Status

Answered 21 times

Skipped 1 times

Select one answer (radio button)



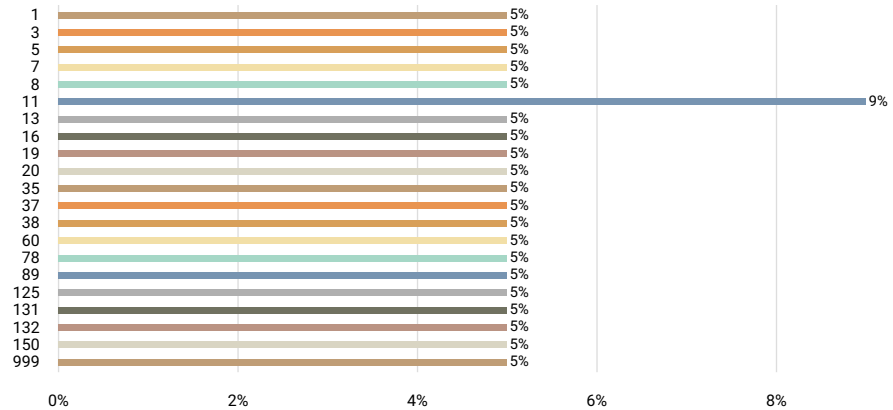
Results	%	N
Non-Exempt	100%	21
Exempt	0%	0

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



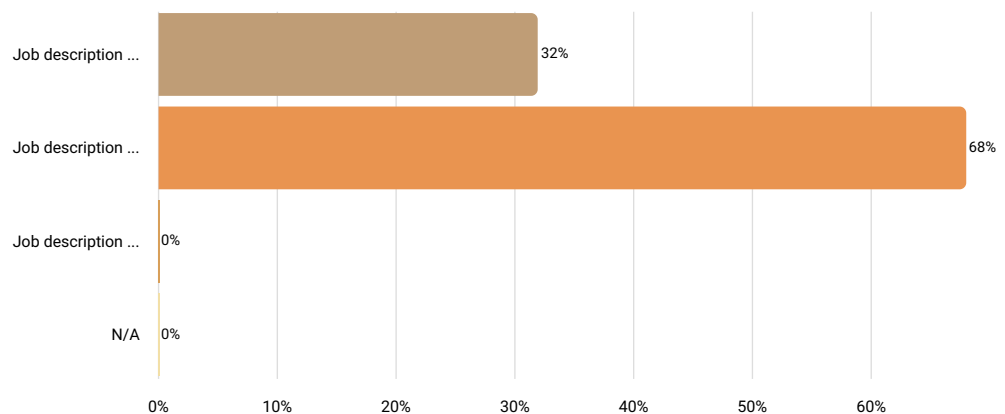
Statistics	
10th percentile	5
25th percentile	11
50th percentile	27.5
75th percentile	89
90th percentile	132
Mean	90.36
Median	27.5
Standard deviation	208.66
Total/sum	1,988

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



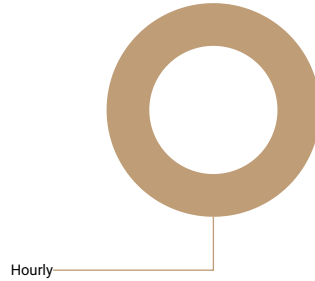
Results	%	N
Job description is perceptibly weaker than the position at your company	32%	7
Job description matches the position at your company very well	68%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	22
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	19	\$16.51	\$17.86	\$20.00	\$22.15	\$25.00	\$20.06	\$20.00
Pay Range Maximum Rate	21	\$17.60	\$19.99	\$21.00	\$24.00	\$26.20	\$22.18	\$21.00
Pay Range Minimum Rate	21	\$15.00	\$15.60	\$16.75	\$18.28	\$19.66	\$16.99	\$16.75
Actual Highest Base Rate	19	\$18.25	\$20.15	\$23.00	\$24.00	\$28.12	\$22.65	\$23.00
Actual Lowest Base Rate	20	\$13.62	\$15.80	\$18.00	\$20.27	\$22.59	\$17.32	\$18.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$2.00	\$3.00	\$4.00	\$4.00	\$12.00	\$4.57	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	10	\$400.00	\$1,370.00	\$2,398.50	\$3,200.00	\$5,640.50	\$2,594.80	\$2,398.50

4.5.4 CNC Operator

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

If your job title is different than what is shown above, provide it here:

Answered 8 times

Skipped 13 times

Text input

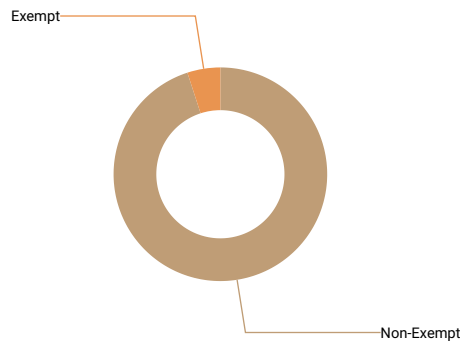
Results	
machinist	1
operator i	1
cnc machinist	1
machinist ii - iii	1
operator technician	1
machinist 1,2,3,4,5,6	1
bending machine operator/setup	1
manufacturing/shop technician ii	1

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



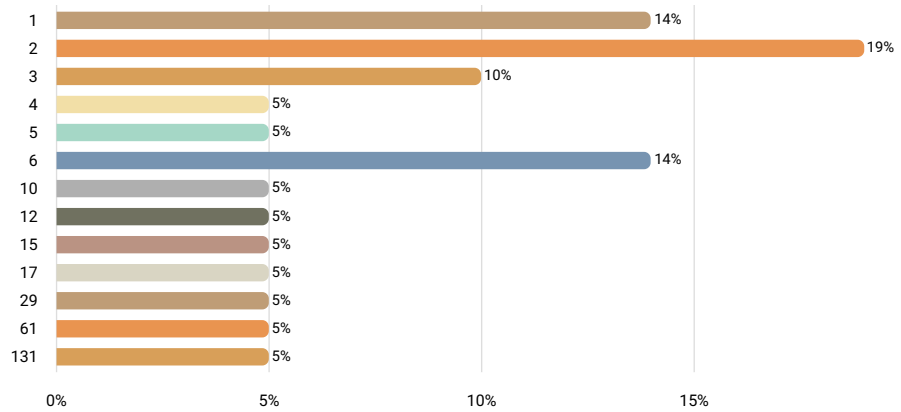
Results	%	N
Non-Exempt	95%	20
Exempt	5%	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



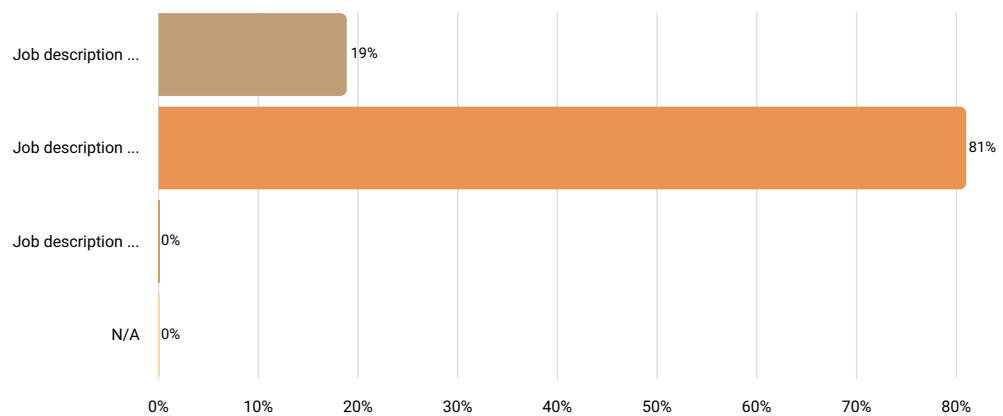
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	12
90th percentile	29
Mean	15.19
Median	5
Standard deviation	29.85
Total/sum	319

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



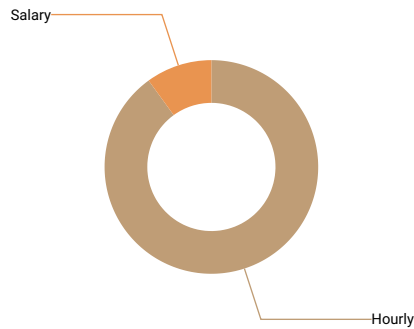
Results		%	N
Job description is perceptibly weaker than the position at your company		19%	4
Job description matches the position at your company very well		81%	17
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	19
Salary	10%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	17	\$17.73	\$21.00	\$23.00	\$26.00	\$29.62	\$23.63	\$23.00
Pay Range Maximum Rate	19	\$18.00	\$23.00	\$25.00	\$35.00	\$46.87	\$29.61	\$25.00
Pay Range Minimum Rate	18	\$15.53	\$18.00	\$19.50	\$22.00	\$24.86	\$21.29	\$19.50
Actual Highest Base Rate	15	\$21.00	\$23.00	\$25.00	\$30.26	\$38.00	\$28.39	\$25.00
Actual Lowest Base Rate	16	\$16.50	\$18.00	\$22.00	\$24.13	\$30.00	\$22.01	\$22.00
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$3.00	\$4.00	\$5.00	\$5.00	\$6.00	\$4.60	\$5.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	5	\$1,200.00	\$1,370.00	\$1,500.00	\$1,500.00	\$5,000.00	\$2,114.00	\$1,500.00
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.5.5 Machine Tool Operator

Job description

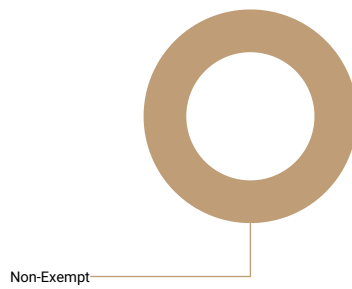
Set up, operate, or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone, or polish r work pieces.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



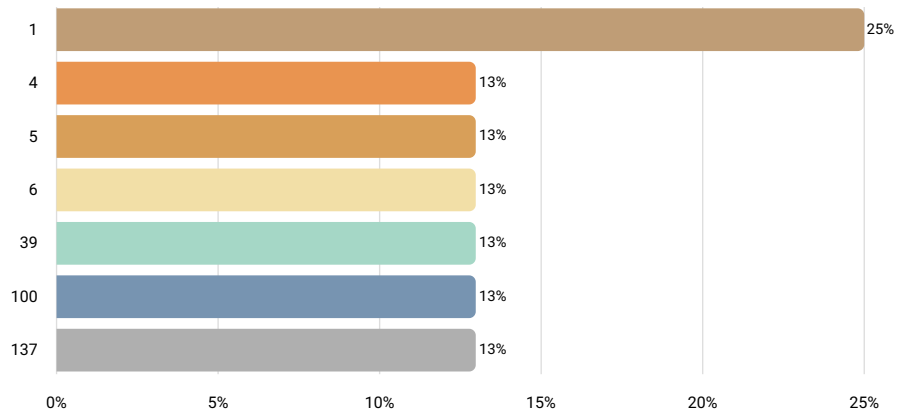
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



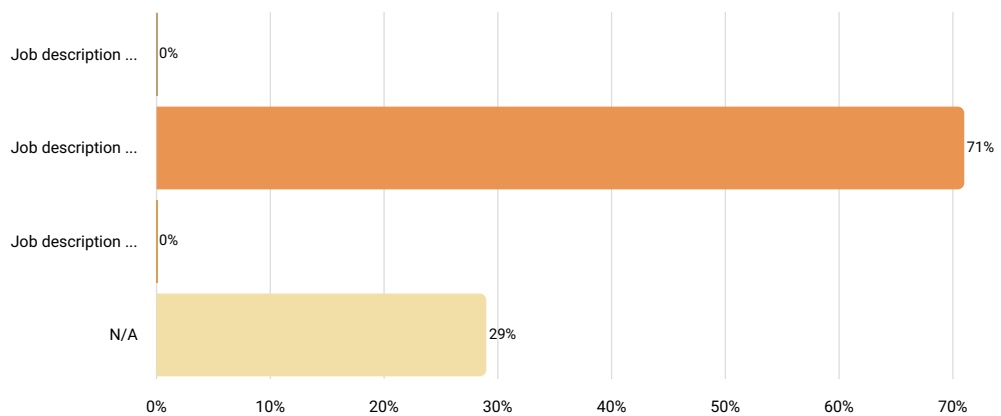
Statistics	
10th percentile	1
25th percentile	2.5
50th percentile	5.5
75th percentile	69.5
90th percentile	137
Mean	36.63
Median	5.5
Standard deviation	52.97
Total/sum	293

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



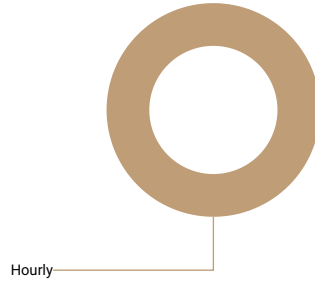
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	29%	2

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	8	8	\$18.63	\$20.38	\$21.62	\$25.44	\$37.82	\$23.91	\$21.62
Pay Range Maximum Rate	8	8	\$19.67	\$22.72	\$25.25	\$29.04	\$69.94	\$30.45	\$25.25
Pay Range Minimum Rate	8	8	\$16.00	\$17.00	\$18.80	\$20.51	\$23.66	\$19.04	\$18.80
Actual Highest Base Rate	7	7	\$19.67	\$21.00	\$23.43	\$32.10	\$54.24	\$28.28	\$23.43
Actual Lowest Base Rate	7	7	\$15.00	\$17.00	\$20.00	\$21.00	\$27.68	\$19.89	\$20.00
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

4.5.6 Chemical Operator

Job description

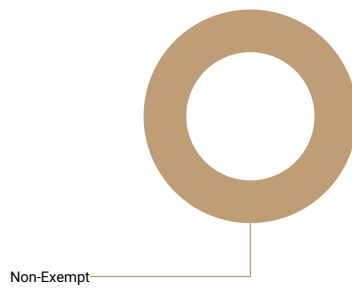
Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes dev. steam-jacketed kettles, and reactor vessels. Exclude "Chemical Plant and System Operators".

FLSA Status

Answered 7 times

Skipped 1 times

Select one answer (radio button)



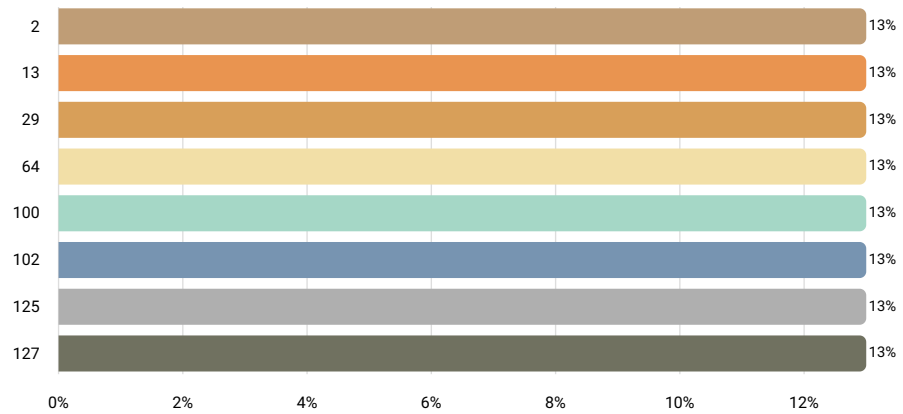
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



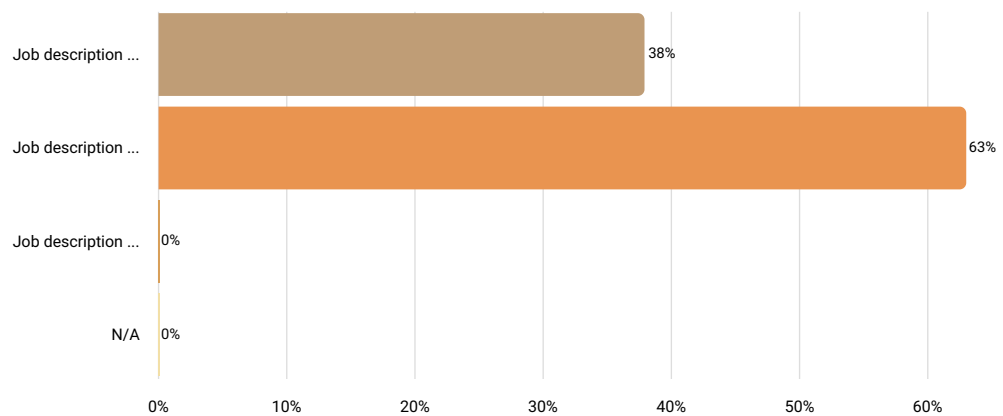
Statistics	
10th percentile	2
25th percentile	21
50th percentile	82
75th percentile	113.5
90th percentile	127
Mean	70.25
Median	82
Standard deviation	50.41
Total/sum	562

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



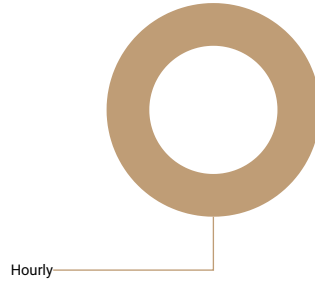
Results		%	N
Job description is perceptibly weaker than the position at your company		38%	3
Job description matches the position at your company very well		63%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	8	\$17.99	\$25.39	\$28.77	\$31.62	\$36.96	\$28.31	\$28.77
Pay Range Maximum Rate	8	\$24.75	\$32.49	\$36.98	\$39.40	\$361.00	\$75.44	\$36.98
Pay Range Minimum Rate	8	\$16.50	\$23.10	\$24.48	\$26.39	\$28.32	\$24.09	\$24.48
Actual Highest Base Rate	8	\$29.68	\$35.38	\$36.73	\$41.15	\$1,000.00	\$157.02	\$36.73
Actual Lowest Base Rate	8	\$16.50	\$22.14	\$24.03	\$26.39	\$28.32	\$23.74	\$24.03
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$3.00	\$4.00	\$4.50	\$5.00	\$8.00	\$4.83	\$4.50
Average Incentive Bonus or Other Bonus (Annual)								

4.5.7 Chemical Plant and Systems Operator

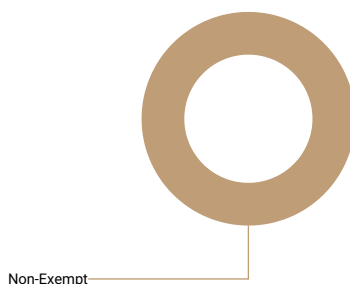
Job description Control and/or operate entire chemical processes or systems of machines, using panelboards, control boards, or semi-automatic

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



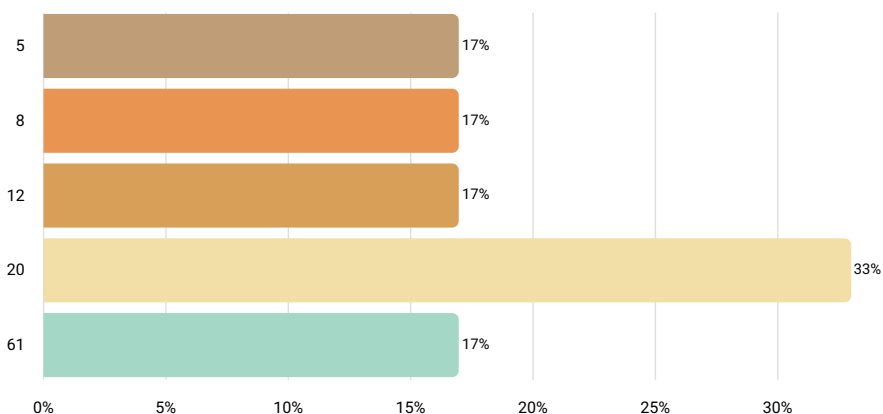
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



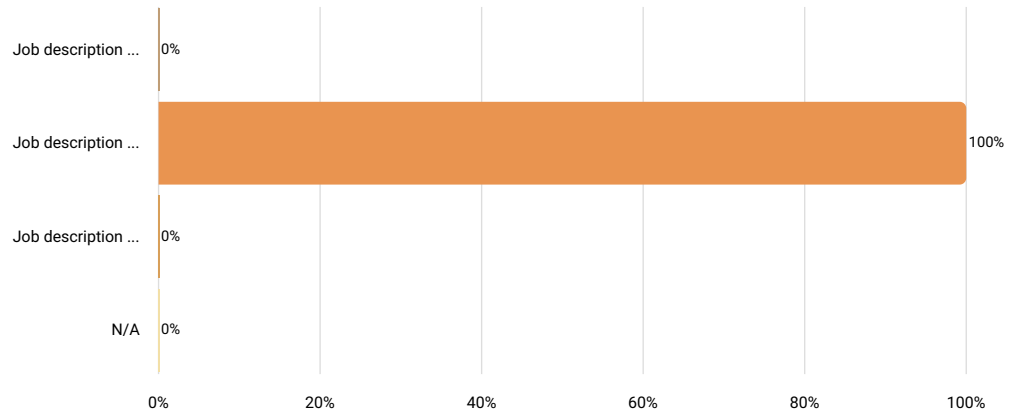
Statistics	
10th percentile	5
25th percentile	8
50th percentile	16
75th percentile	20
90th percentile	61
Mean	21
Median	16
Standard deviation	20.53
Total/sum	126

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



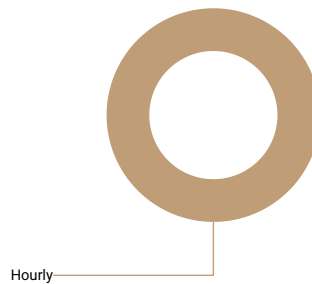
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	6	\$22.40	\$29.58	\$32.38	\$38.70	\$39.39	\$32.47	\$32.38
Pay Range Maximum Rate	5	\$24.50	\$29.58	\$36.80	\$42.00	\$47.93	\$36.16	\$36.80
Pay Range Minimum Rate	5	\$19.00	\$26.10	\$30.40	\$31.97	\$33.60	\$28.21	\$30.40
Actual Highest Base Rate	6	\$23.50	\$29.58	\$34.38	\$42.00	\$463.00	\$104.47	\$34.38
Actual Lowest Base Rate	5	\$19.50	\$26.10	\$30.80	\$33.60	\$35.00	\$29.00	\$30.80
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.5.8 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.

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 6 times

Text input

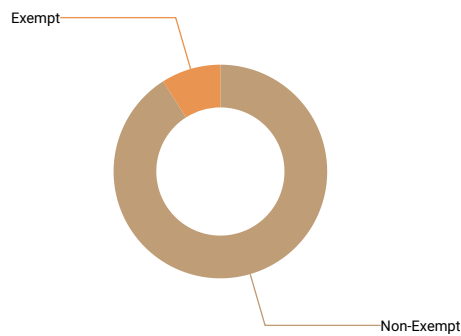
Results	
finishing operator	1
packaging operator	1
package handling operator	1
stacker / baler / strapping operator	1
engineer, packaging (distribution center)	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



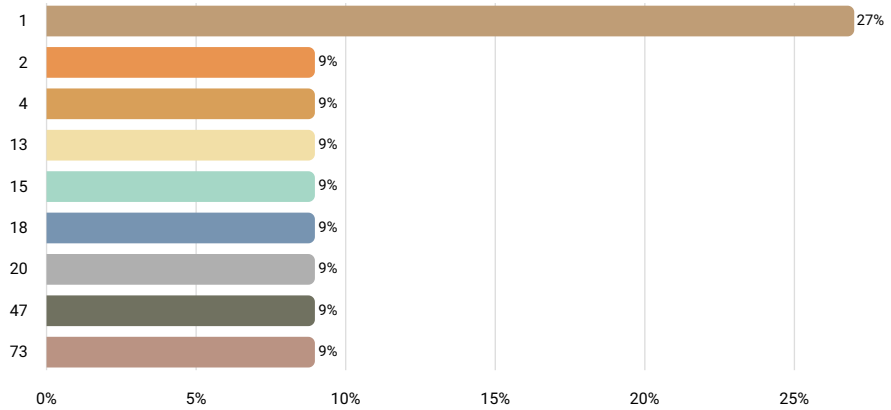
Results	%	N
Non-Exempt	91%	10
Exempt	9%	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



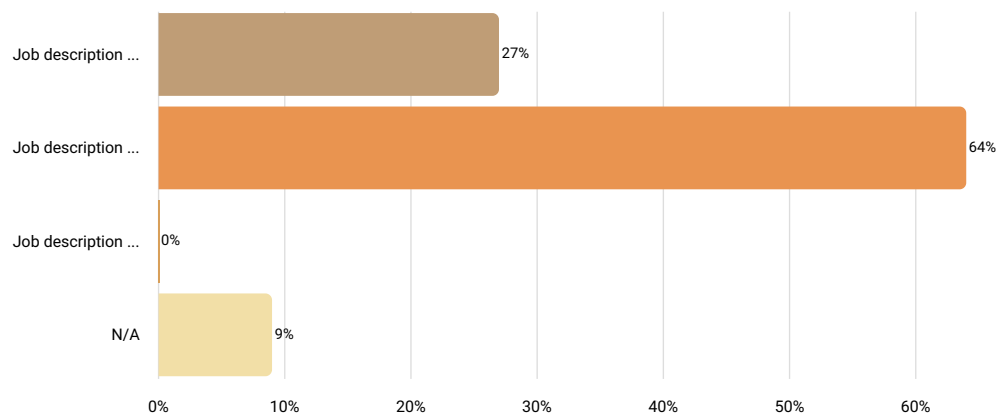
Statistics	
10th percentile	1
25th percentile	1
50th percentile	13
75th percentile	20
90th percentile	47
Mean	17.73
Median	13
Standard deviation	22.85
Total/sum	195

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



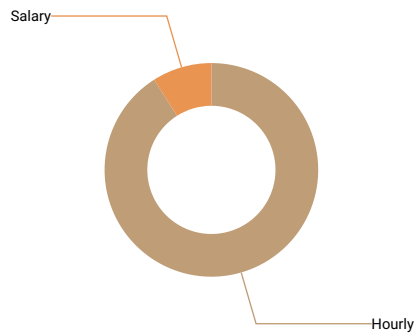
Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	3
Job description matches the position at your company very well	64%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	9%	1

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	91%	10
Salary	9%	1

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	9	9	\$16.60	\$18.90	\$20.00	\$21.00	\$31.68	\$21.35	\$20.00
Pay Range Maximum Rate	9	9	\$20.00	\$20.00	\$24.00	\$27.40	\$33.65	\$24.37	\$24.00
Pay Range Minimum Rate	9	9	\$11.00	\$18.00	\$20.00	\$24.00	\$286.00	\$64.13	\$20.00
Actual Highest Base Rate	9	9	\$18.71	\$20.00	\$21.00	\$24.00	\$40.95	\$23.81	\$21.00
Actual Lowest Base Rate	9	9	\$15.00	\$18.00	\$18.71	\$20.00	\$24.00	\$19.40	\$18.71
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	5	\$3.00	\$3.00	\$4.00	\$4.00	\$4.00	\$3.60	\$4.00
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

4.5.9 Molding Machine Operator

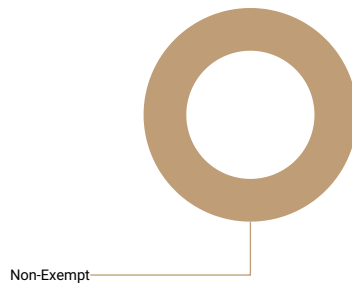
Job description Set up, operate, or tend metal or plastic molding, casting, or coremaking machines to mold or cast metal or thermoplastic parts o

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



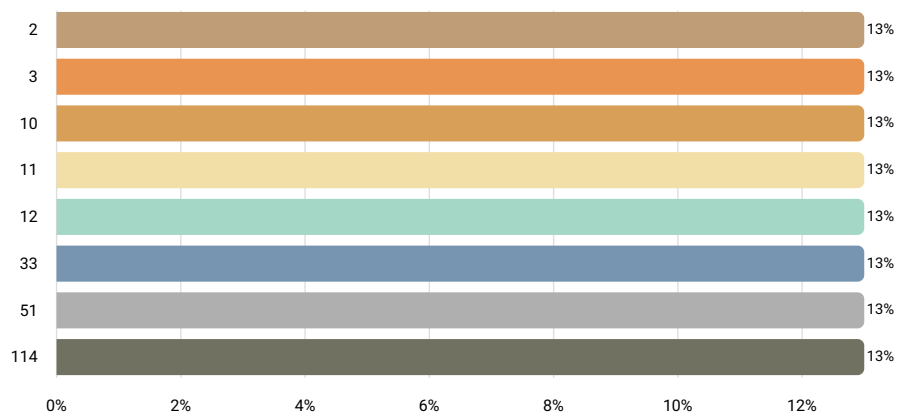
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



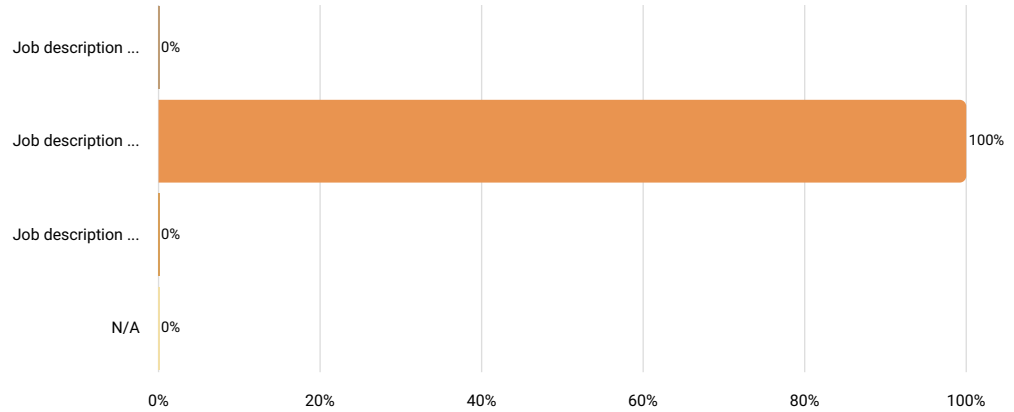
Statistics	
10th percentile	2
25th percentile	6.5
50th percentile	11.5
75th percentile	42
90th percentile	114
Mean	29.5
Median	11.5
Standard deviation	37.99
Total/sum	236

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



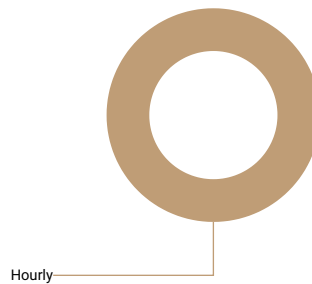
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	8	\$15.22	\$18.17	\$19.08	\$22.55	\$25.00	\$19.97	\$19.08
Pay Range Maximum Rate	7	\$20.15	\$21.28	\$23.00	\$30.00	\$30.00	\$24.74	\$23.00
Pay Range Minimum Rate	7	\$15.60	\$15.75	\$17.60	\$22.25	\$170.00	\$39.53	\$17.60
Actual Highest Base Rate	7	\$18.65	\$20.15	\$23.00	\$26.00	\$27.00	\$22.99	\$23.00
Actual Lowest Base Rate	7	\$12.74	\$15.60	\$17.60	\$22.25	\$24.00	\$18.22	\$17.60
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

4.5.11 Production/Machine Operator

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 18 times

Skipped 24 times

Text input

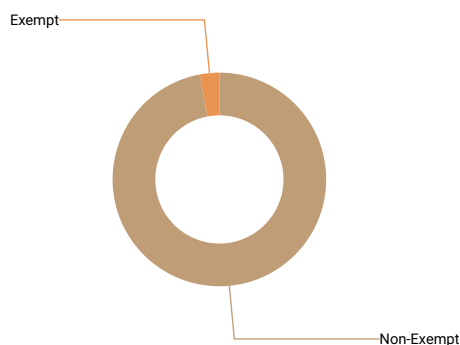
Results	
machine operator	3
packer	1
machinist	1
operator i	1
foam operator	1
assistant operator	1
coating operator i	1
operator technician	1
aerospace technician	1
production technician	1
production level 2 & 3	1
production team member	1
machinist i, ii, iii, iv	1
multi-skilled production technician	1
operator (multiple grades and roles)	1
end finish, form, robotic bender/machine shop	1

FLSA Status

Answered 40 times

Skipped 2 times

Select one answer (radio button)



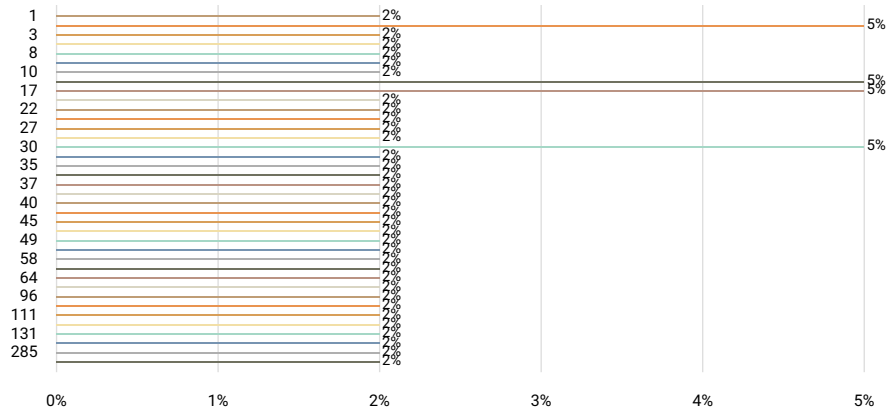
Results	%	N
Non-Exempt	98%	39
Exempt	3%	1

Number of Employees Currently in This Position

Answered 42 times

Skipped 0 times

Number input



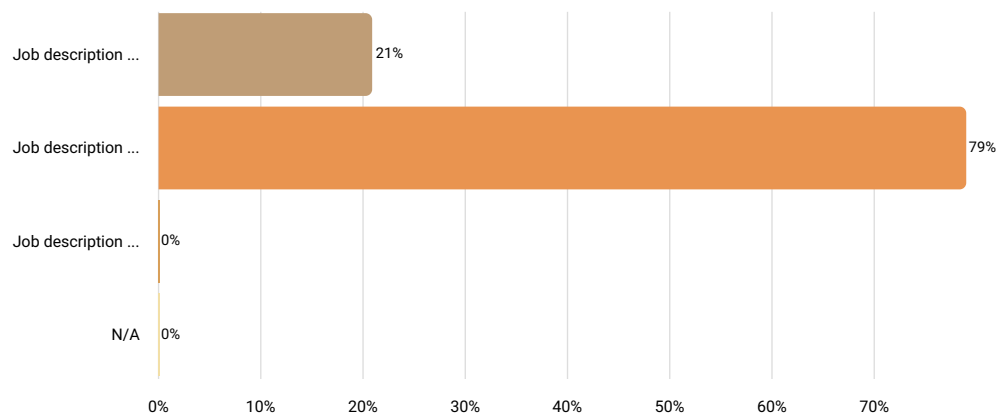
Statistics	
10th percentile	6
25th percentile	17
50th percentile	35.5
75th percentile	61
90th percentile	127
Mean	60.6
Median	35.5
Standard deviation	84.75
Total/sum	2,545

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

Answered 42 times

Skipped 0 times

Select one answer (radio button)



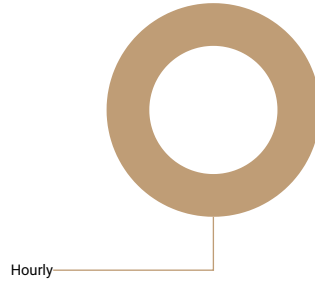
Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	9
Job description matches the position at your company very well	79%	33
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 42 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	42
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	37	\$16.56	\$18.38	\$19.62	\$23.54	\$29.18	\$21.85	\$19.62
Pay Range Maximum Rate	38	\$20.00	\$20.75	\$23.70	\$26.10	\$35.00	\$25.19	\$23.70
Pay Range Minimum Rate	38	\$15.00	\$15.53	\$18.00	\$20.00	\$22.00	\$18.08	\$18.00
Actual Highest Base Rate	36	\$18.50	\$20.05	\$23.63	\$28.80	\$37.00	\$25.75	\$23.63
Actual Lowest Base Rate	38	\$13.59	\$15.60	\$18.00	\$20.50	\$26.10	\$18.44	\$18.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	21	\$2.00	\$2.00	\$4.00	\$5.00	\$6.00	\$3.76	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	16	\$500.00	\$1,050.50	\$1,479.50	\$3,316.00	\$5,000.00	\$2,433.44	\$1,479.50

4.5.12 Tool and Die Maker

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 9 times

Text input

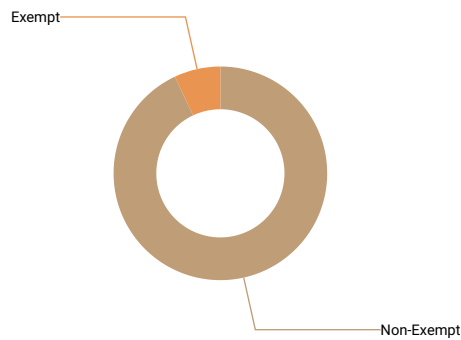
Results	
tool maker	1
mold repair	1
tooling technician	1
design equipment engineer	1
die maintenance team member	1
fabrication tech - tool & die iii	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



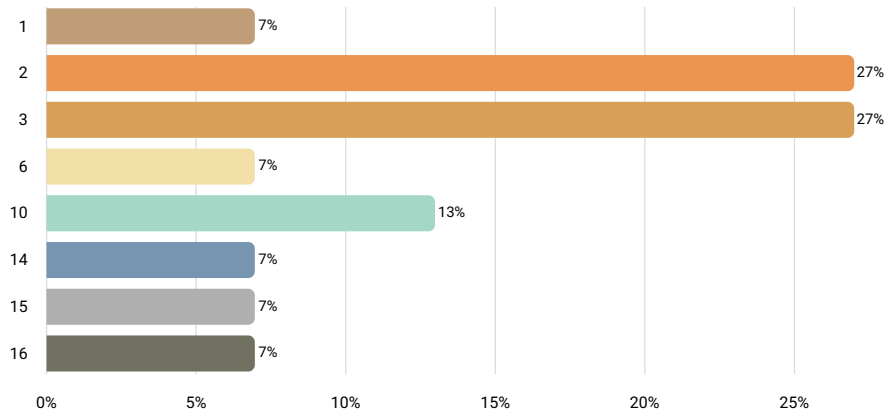
Results	%	N
Non-Exempt	93%	14
Exempt	7%	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



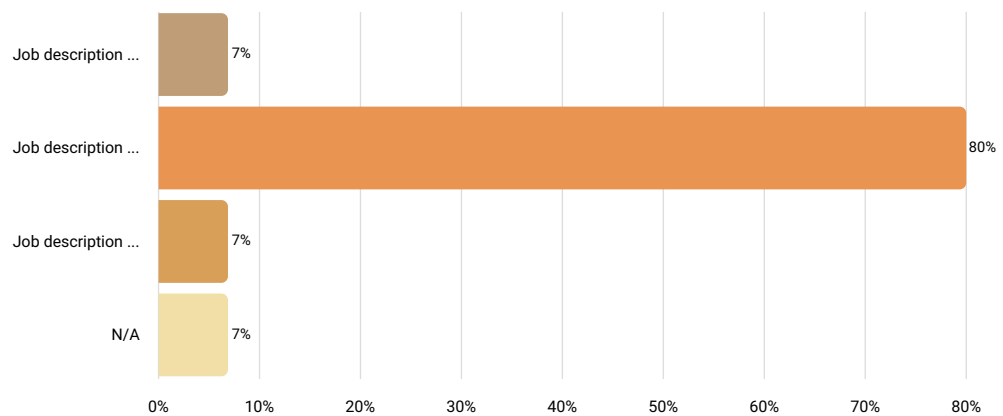
Statistics	
10th percentile	2
25th percentile	2
50th percentile	3
75th percentile	10
90th percentile	15
Mean	6.13
Median	3
Standard deviation	5.36
Total/sum	92

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



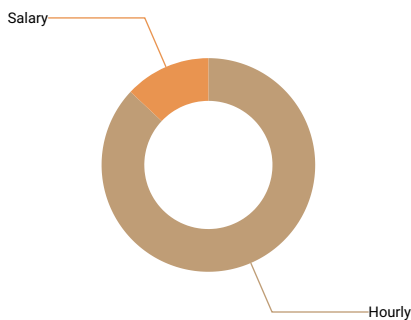
Results		
	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	80%	12
Job description is perceptibly stronger than the position at your company	7%	1
N/A	7%	1

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	87%	13
Salary	13%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	11	\$23.22	\$23.25	\$32.17	\$33.50	\$33.53	\$29.26	\$32.17
Pay Range Maximum Rate	12	\$26.00	\$30.88	\$33.00	\$35.61	\$37.10	\$32.10	\$33.00
Pay Range Minimum Rate	12	\$17.50	\$20.50	\$25.50	\$31.15	\$31.74	\$25.42	\$25.50
Actual Highest Base Rate	10	\$22.62	\$27.65	\$32.88	\$36.23	\$37.63	\$31.46	\$32.88
Actual Lowest Base Rate	11	\$17.50	\$18.28	\$25.81	\$29.71	\$31.05	\$23.56	\$25.81
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$2.00	\$5.00	\$6.00	\$7.00	\$12.00	\$6.33	\$6.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	5	\$500.00	\$1,000.00	\$1,359.00	\$3,380.00	\$8,648.00	\$2,977.40	\$1,359.00
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.5.13 Tool Crib Attendant

Job description

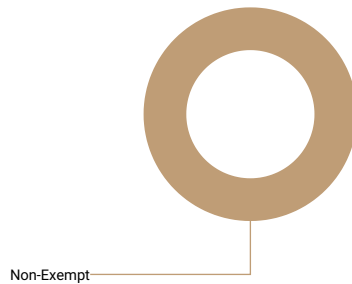
Receives, stores and issues all tools including dies and measurement tools; keeps up with inventory of tools and inspects tools for wear and defects.

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



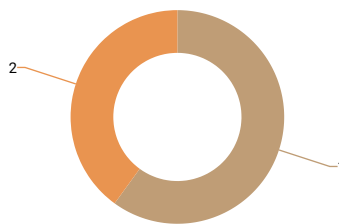
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



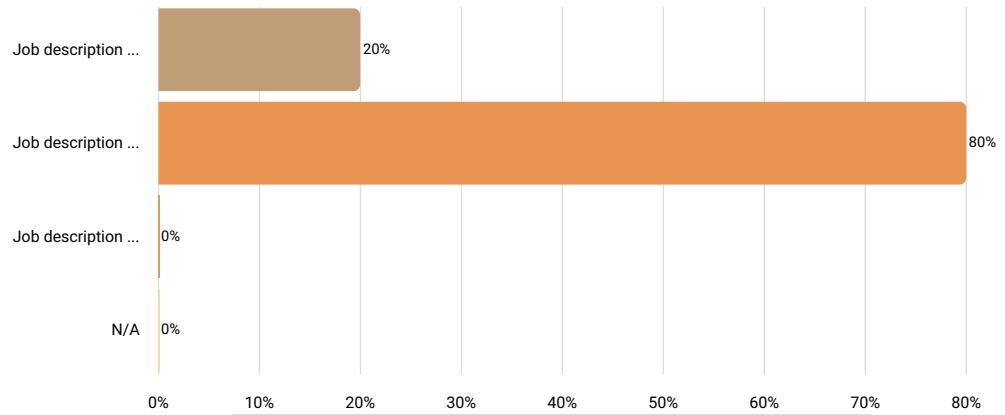
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.4
Median	1
Standard deviation	0.55
Total/sum	7

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



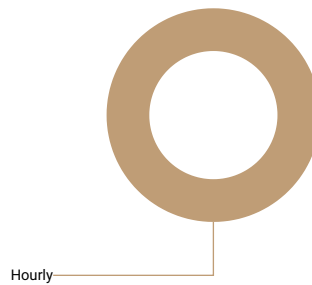
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	5	\$19.74	\$20.50	\$20.94	\$21.96	\$23.23	\$21.27	\$20.94
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate	5	\$19.74	\$20.94	\$21.96	\$22.00	\$28.71	\$22.67	\$21.96
Actual Lowest Base Rate	5	\$17.75	\$19.00	\$19.74	\$20.94	\$21.96	\$19.88	\$19.74
If there is a step progression in place, enter the number of steps. If not, leave blank.								

4.5.14 Production Painter

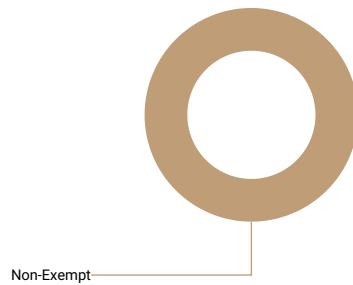
Job description Operate or tend painting machines to paint surfaces of various types of equipment, wood, metal or other fabricated items.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



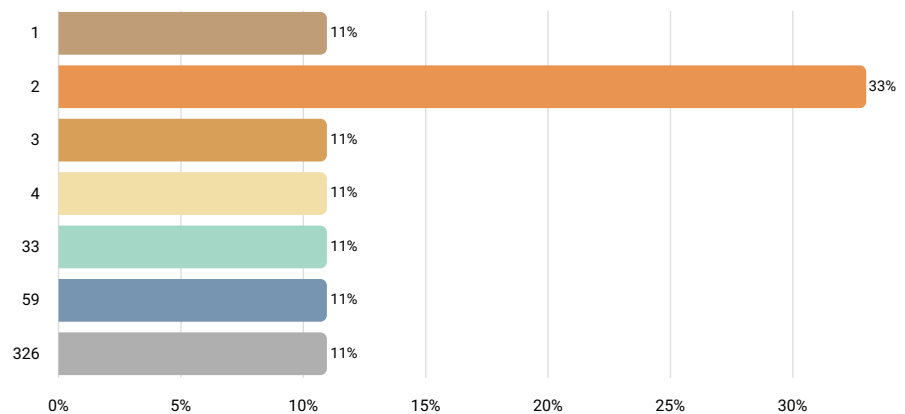
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



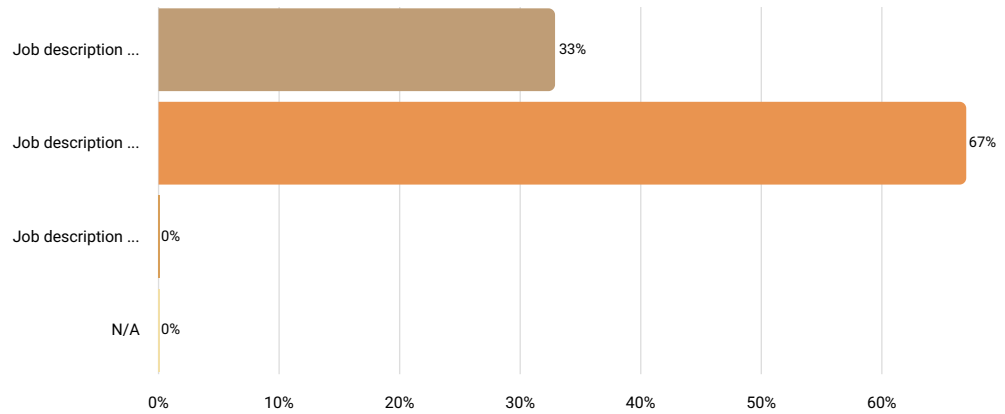
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	33
90th percentile	326
Mean	48
Median	3
Standard deviation	106.15
Total/sum	432

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



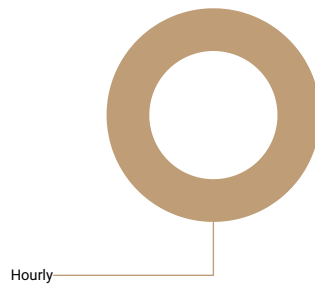
Results		%	N
Job description is perceptibly weaker than the position at your company	33%	3	
Job description matches the position at your company very well	67%	6	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	9
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	9	\$19.94	\$20.76	\$23.00	\$24.00	\$28.00	\$23.40	\$23.00
Pay Range Maximum Rate	7	\$20.00	\$20.80	\$25.00	\$32.00	\$34.21	\$25.81	\$25.00
Pay Range Minimum Rate	7	\$16.43	\$17.43	\$19.00	\$20.52	\$20.74	\$18.87	\$19.00
Actual Highest Base Rate	7	\$20.00	\$20.93	\$24.39	\$27.42	\$31.00	\$24.70	\$24.39
Actual Lowest Base Rate	8	\$19.17	\$19.88	\$20.26	\$21.34	\$24.96	\$20.89	\$20.26
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$0.00	\$2.00	\$2.50	\$4.00	\$12.00	\$3.83	\$2.50
Average Incentive Bonus or Other Bonus (Annual)								

4.5.15 Welder

Job description

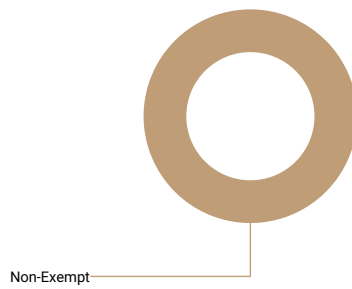
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabrica products.

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



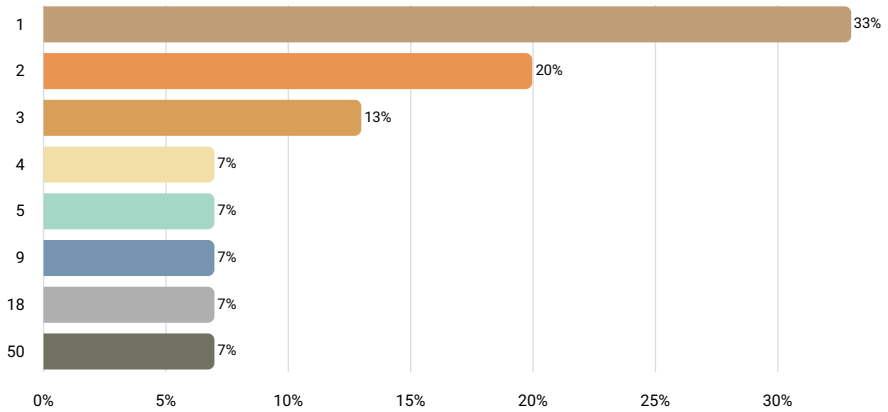
Results	%	N
Non-Exempt	100%	15
Exempt	0%	0

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



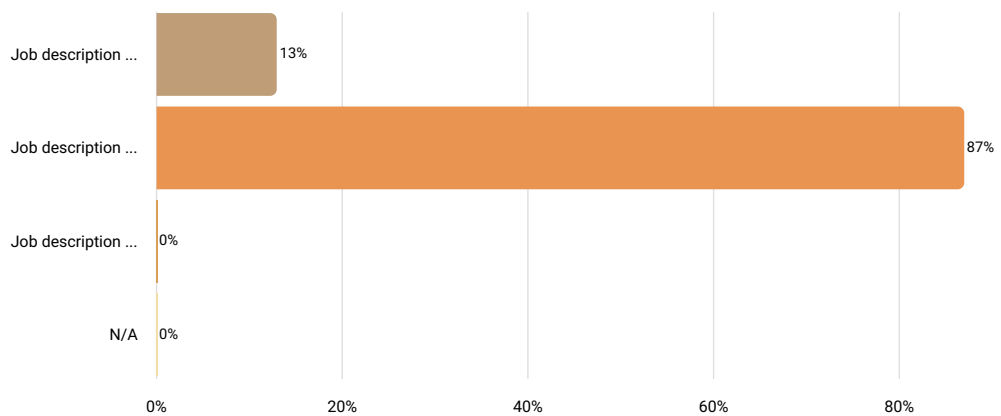
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	18
Mean	6.87
Median	2
Standard deviation	12.74
Total/sum	103

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



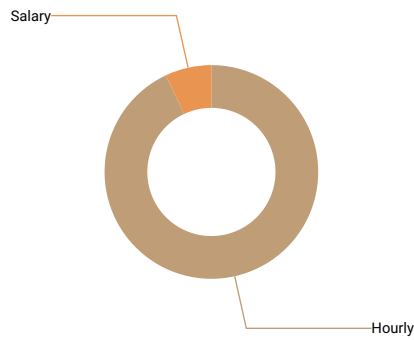
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	87%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	14
Salary	7%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	13	\$19.72	\$20.00	\$27.66	\$30.81	\$32.96	\$26.28	\$27.66
Pay Range Maximum Rate	13	\$23.50	\$25.00	\$30.59	\$35.00	\$36.00	\$32.55	\$30.59
Pay Range Minimum Rate	13	\$16.00	\$17.00	\$20.00	\$25.00	\$27.26	\$21.31	\$20.00
Actual Highest Base Rate	12	\$23.50	\$24.25	\$29.93	\$32.88	\$35.00	\$30.13	\$29.93
Actual Lowest Base Rate	12	\$17.00	\$18.68	\$23.97	\$29.93	\$32.00	\$24.59	\$23.97
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								

4.5.16 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 fr specifications. May use precision measuring instruments and complex test equipment.

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 7 times

Text input

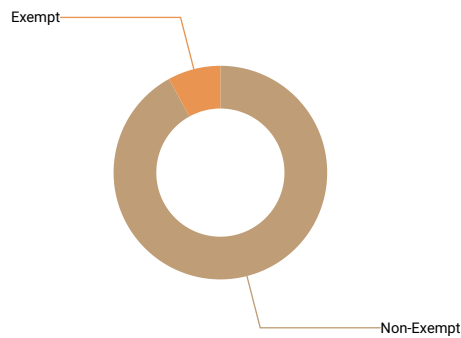
Results	
quality inspector	1
quality technician	1
quality control/inspector	1
qc technician & qc auditor	1
aircraft quality control inspector, electrical quality inspector ii-iii, mechanical quality inspector i-ii	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



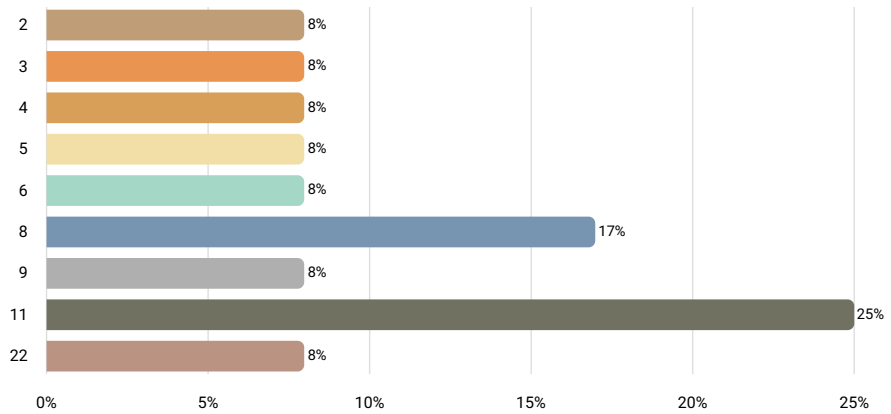
Results	%	N
Non-Exempt	92%	11
Exempt	8%	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



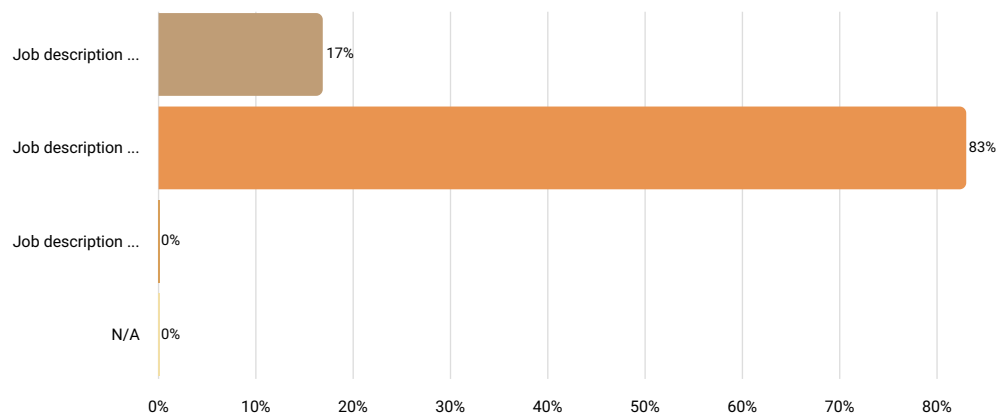
Statistics	
10th percentile	3
25th percentile	4.5
50th percentile	8
75th percentile	11
90th percentile	11
Mean	8.33
Median	8
Standard deviation	5.33
Total/sum	100

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



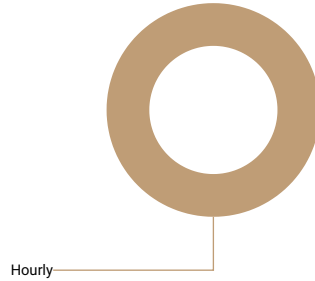
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	2
Job description matches the position at your company very well	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	12
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	11	\$15.00	\$16.82	\$18.65	\$20.46	\$21.74	\$18.98	\$18.65
Pay Range Maximum Rate	12	\$17.00	\$18.25	\$23.00	\$25.00	\$25.00	\$23.75	\$23.00
Pay Range Minimum Rate	11	\$11.00	\$12.00	\$16.00	\$18.48	\$20.00	\$15.88	\$16.00
Actual Highest Base Rate	11	\$15.00	\$18.00	\$21.00	\$23.81	\$25.00	\$21.33	\$21.00
Actual Lowest Base Rate	11	\$14.50	\$15.00	\$16.75	\$18.00	\$20.30	\$16.66	\$16.75
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$0.00	\$3.00	\$3.00	\$4.00	\$5.00	\$3.00	\$3.00
Average Incentive Bonus or Other Bonus (Annual)								

4.5.17 Production Scheduler

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 12 times

Skipped 10 times

Text input

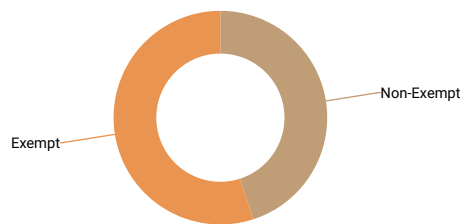
Results	
plant scheduler	1
master scheduler	1
material planner	1
program scheduler	1
production analyst	1
production planner	1
production planning	1
project coordinator	1
production control analyst	1
project coordinator i - iii	1
production control coordinator	1
inventory / production assistant	1

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



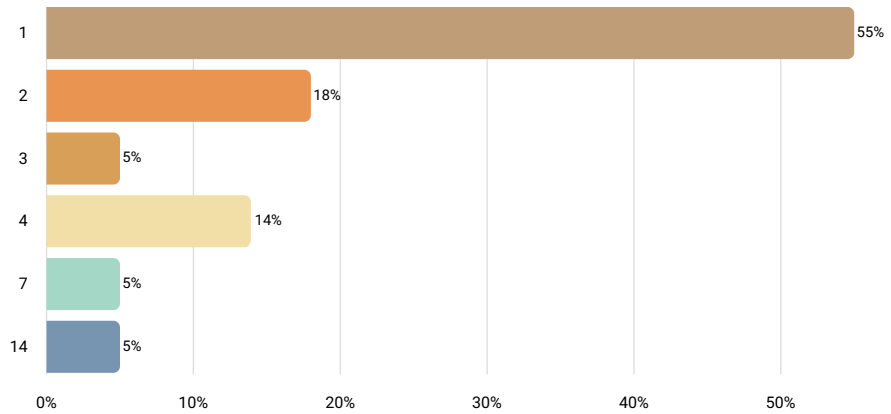
Results	%	N
Non-Exempt	45%	10
Exempt	55%	12

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



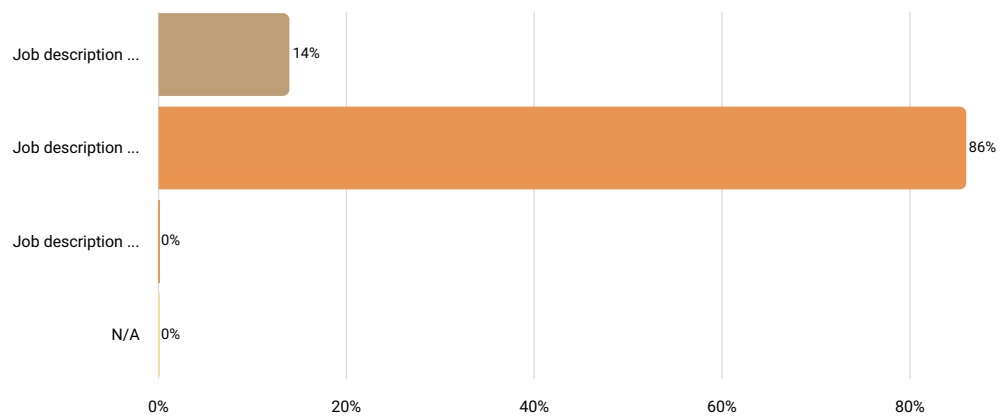
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2.55
Median	1
Standard deviation	2.99
Total/sum	56

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



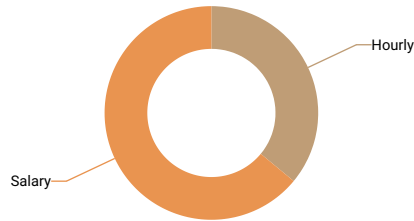
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	3
Job description matches the position at your company very well	86%	19
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	8
Salary	64%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	7	\$20.00	\$22.84	\$28.00	\$37.50	\$75.61	\$34.79	\$28.00	
Pay Range Maximum Rate	7	\$21.50	\$22.00	\$30.00	\$55.00	\$77.90	\$38.49	\$30.00	
Pay Range Minimum Rate	7	\$17.00	\$20.00	\$25.00	\$29.50	\$44.53	\$26.72	\$25.00	
Actual Highest Base Rate	7	\$20.00	\$24.68	\$30.00	\$43.27	\$75.61	\$36.92	\$30.00	
Actual Lowest Base Rate	7	\$20.00	\$21.00	\$26.00	\$37.00	\$75.61	\$33.23	\$26.00	
Actual Average Base Salary	11	\$57,300.00	\$59,000.00	\$70,000.00	\$81,918.00	\$90,000.00	\$71,969.47	\$70,000.00	
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$3,000.00	\$3,250.00	\$3,700.00	\$6,000.00	\$12,000.00	\$5,316.86	\$3,700.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	10	\$62,500.00	\$70,380.00	\$75,000.00	\$94,300.00	\$133,860.63	\$85,665.13	\$75,000.00	
Pay Range Minimum Salary	10	\$40,250.00	\$45,440.00	\$56,250.00	\$62,122.50	\$67,350.00	\$54,526.25	\$56,250.00	
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	11	\$57,300.00	\$59,000.00	\$73,500.00	\$85,874.00	\$90,000.00	\$75,984.32	\$73,500.00	
Actual Lowest Base Salary	10	\$54,625.00	\$59,000.00	\$70,750.00	\$78,000.00	\$87,078.50	\$70,058.70	\$70,750.00	

4.5.18 Inventory/Material Planner

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 5 times

Text input

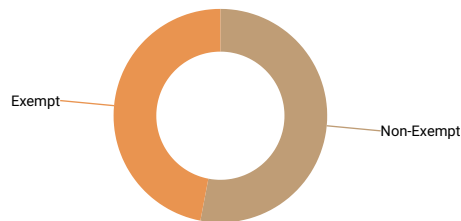
Results	
erp manager	1
plant planner	1
inventory analyst	1
production controller	1
procurement/purchasing	1
inventory clerk i - iii	1
production control clerk	1
logistics concept planner	1
inventory control specialist	1
purchasing coordinator or inventory control coordinator	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



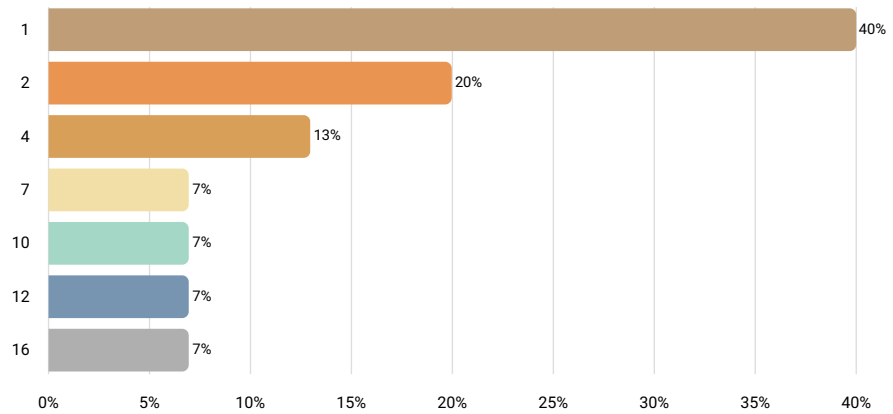
Results	%	N
Non-Exempt	53%	8
Exempt	47%	7

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



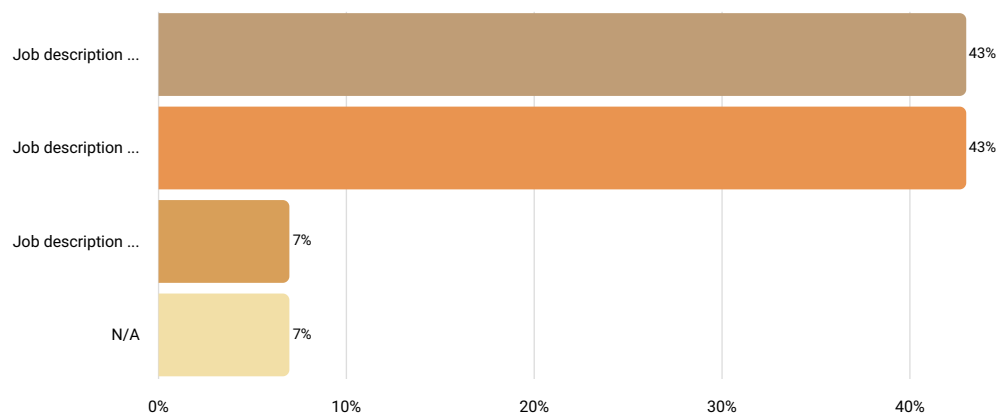
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	12
Mean	4.33
Median	2
Standard deviation	4.76
Total/sum	65

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

Answered 14 times

Skipped 1 times

Select one answer (radio button)



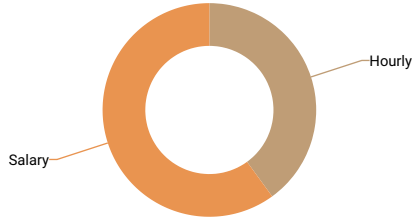
Results		
	%	N
Job description is perceptibly weaker than the position at your company	43%	6
Job description matches the position at your company very well	43%	6
Job description is perceptibly stronger than the position at your company	7%	1
N/A	7%	1

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	6
Salary	60%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	6	\$20.00	\$20.94	\$21.00	\$21.63	\$27.85	\$22.07	\$21.00
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate	6	\$21.00	\$21.80	\$23.11	\$23.92	\$29.64	\$23.76	\$23.11
Actual Lowest Base Rate	6	\$18.54	\$20.00	\$20.00	\$21.00	\$26.33	\$20.98	\$20.00
Actual Average Base Salary	7	\$52,000.00	\$52,000.00	\$63,916.50	\$89,500.00	\$110,900.00	\$72,402.36	\$63,916.50 \$
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	7	\$74,250.00	\$75,000.00	\$88,600.00	\$103,051.50	\$132,132.00	\$91,861.93	\$88,600.00 \$
Pay Range Minimum Salary	7	\$37,500.00	\$50,000.00	\$50,600.00	\$76,169.00	\$88,000.00	\$59,181.29	\$50,600.00 \$
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	6	\$52,000.00	\$56,000.00	\$78,367.50	\$93,000.00	\$110,900.00	\$78,105.83	\$78,367.50 \$
Actual Lowest Base Salary	6	\$50,000.00	\$52,000.00	\$67,583.00	\$86,000.00	\$110,900.00	\$72,344.33	\$67,583.00 \$

4.5.19 Cost Estimator

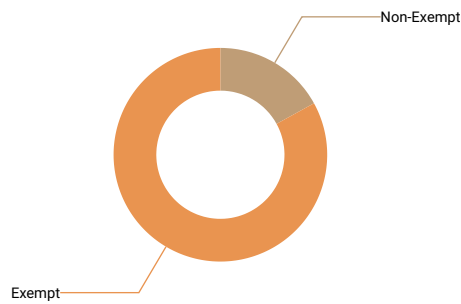
Job description Prepare cost estimates for product manufacturing or services to aid management in bidding on or determining price of product c

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



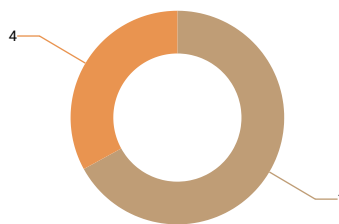
Results	%	N
Non-Exempt	17%	1
Exempt	83%	5

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



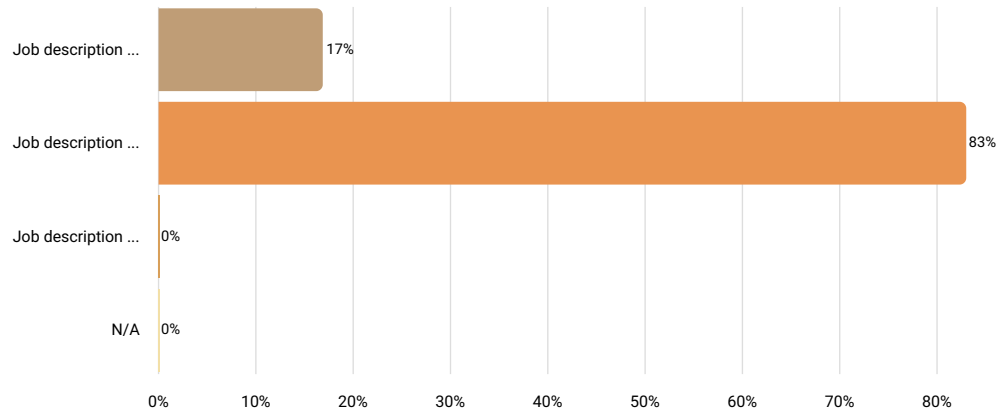
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	4
Mean	2
Median	1
Standard deviation	1.55
Total/sum	12

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



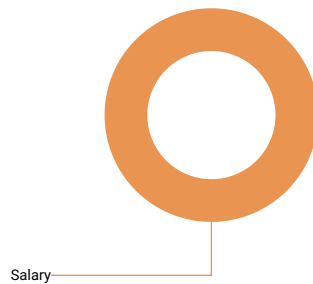
Results		%	N
Job description is perceptibly weaker than the position at your company		17%	1
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	6	\$60,000.00	\$65,000.00	\$73,782.50	\$95,035.20	\$147,500.00	\$85,850.03	\$73,782.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$65,000.00	\$80,000.00	\$104,700.00	\$125,777.60	\$191,909.38	\$113,477.40	\$104,700.00	\$
Pay Range Minimum Salary	5	\$50,000.00	\$50,000.00	\$52,500.00	\$88,462.40	\$115,145.63	\$71,221.61	\$52,500.00	\$
Actual Highest Base Salary	5	\$69,940.00	\$75,000.00	\$77,625.00	\$100,776.00	\$147,500.00	\$94,168.20	\$77,625.00	\$
Actual Lowest Base Salary	5	\$55,000.00	\$69,940.00	\$77,625.00	\$89,606.40	\$147,500.00	\$87,934.28	\$77,625.00	\$

4.5.20 Fabricator

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 5 times

Text input

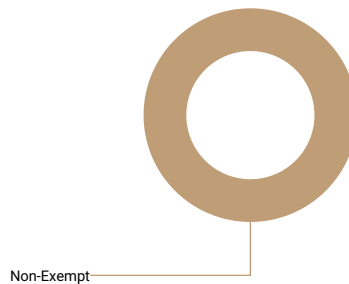
Results	
welder	1
fabricator i	1
structural fitter	1
aircraft mechanic ii - sheetmetal	1
sheet metal fabricator; sheet metal fabricator lead	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



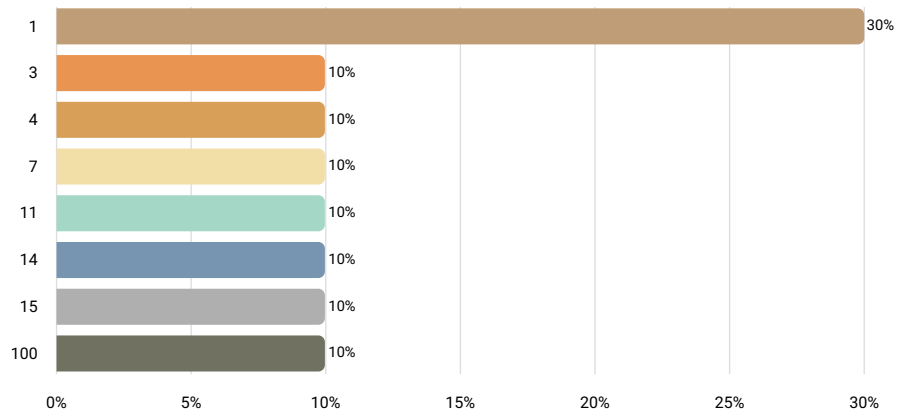
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



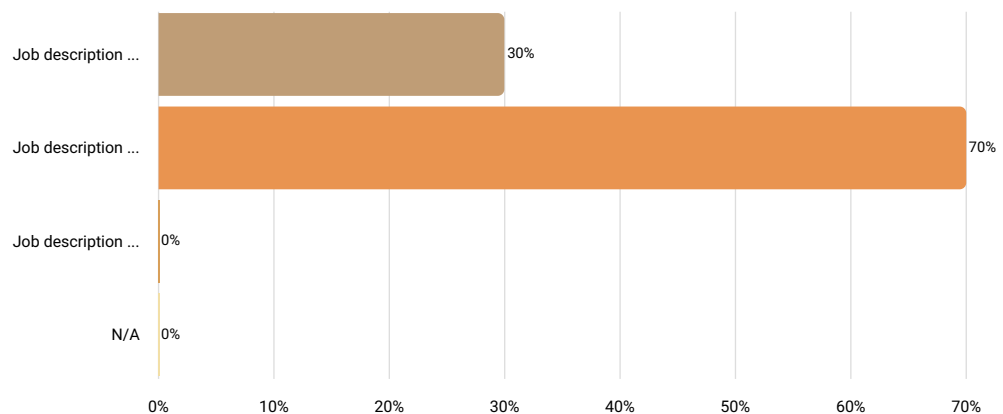
Statistics	
10th percentile	1
25th percentile	1
50th percentile	5.5
75th percentile	14
90th percentile	57.5
Mean	15.7
Median	5.5
Standard deviation	30.1
Total/sum	157

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



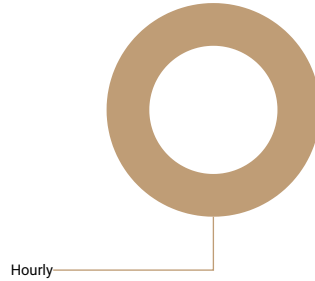
Results		
	%	N
Job description is perceptibly weaker than the position at your company	30%	3
Job description matches the position at your company very well	70%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	10		\$18.50	\$19.50	\$21.67	\$25.00	\$30.82	\$23.01	\$21.67
Pay Range Maximum Rate	8		\$20.30	\$22.50	\$25.00	\$30.37	\$48.80	\$28.10	\$25.00
Pay Range Minimum Rate	8		\$17.00	\$17.00	\$19.00	\$20.50	\$32.00	\$20.25	\$19.00
Actual Highest Base Rate	8		\$23.00	\$23.91	\$26.00	\$29.83	\$36.00	\$27.31	\$26.00
Actual Lowest Base Rate	8		\$17.00	\$17.50	\$19.25	\$22.38	\$36.00	\$21.41	\$19.25
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

4.5.21 Metal Finishing Technician

Job description

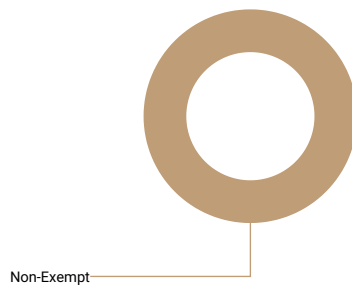
Removes dents, scratches, and defects from metal surfaces using hand and power tools including grinding, sanding, and filling uneven surfaces, polishing metal, and etching decorative details.

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



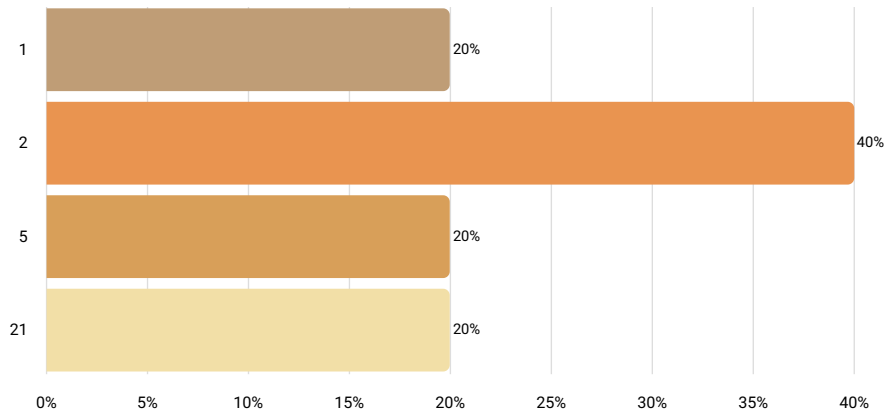
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



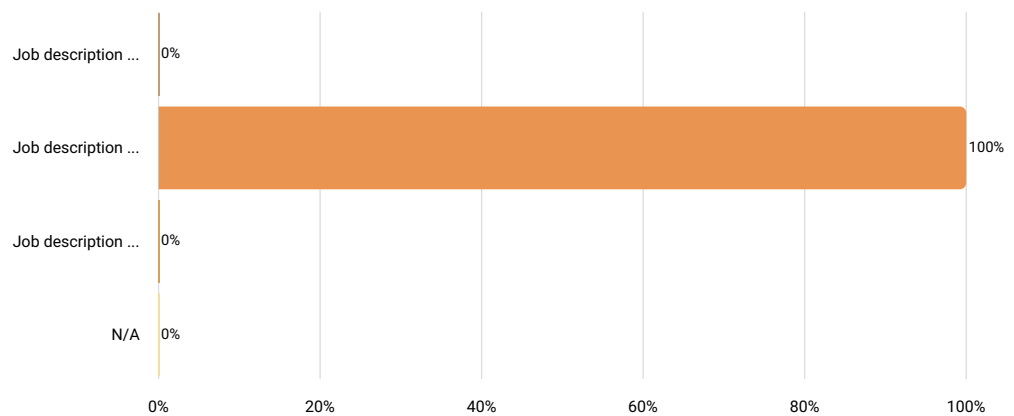
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	5
90th percentile	21
Mean	6.2
Median	2
Standard deviation	8.41
Total/sum	31

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



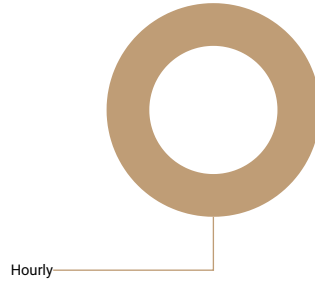
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	5		\$18.63	\$19.18	\$19.82	\$20.00	\$34.50	\$22.43	\$19.82
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5		\$19.55	\$19.67	\$19.82	\$21.00	\$40.00	\$24.01	\$19.82
Actual Lowest Base Rate	5		\$17.60	\$18.81	\$19.00	\$19.82	\$29.00	\$20.85	\$19.00
If there is a step progression in place, enter the number of steps. If not, leave blank.									

4.6 Maintenance Positions

The survey received sufficient data for the following job titles:

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

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

Laborer

4.6.1 Janitor

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 11 times

Skipped 9 times

Text input

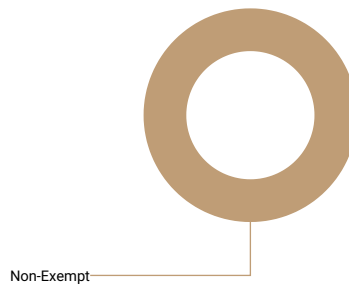
Results	
custodian	2
facility i	1
housekeeping	1
janitor i-ii	1
custodial worker	1
janitor custodian	1
facilities associate	1
building custodian - 6012	1
custodial worker i, ii, iii	1
env services aide/general production aide	1

FLSA Status

Answered 19 times

Skipped 1 times

Select one answer (radio button)



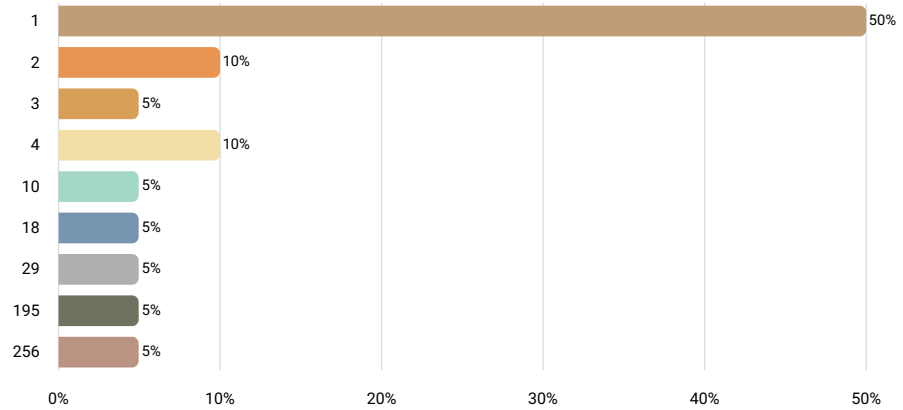
Results	%	N
Non-Exempt	100%	19
Exempt	0%	0

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



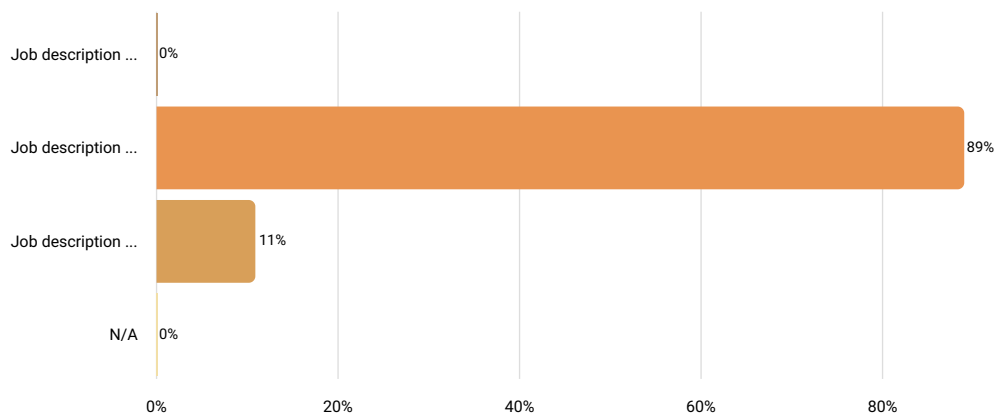
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	7
90th percentile	112
Mean	26.65
Median	1.5
Standard deviation	69.08
Total/sum	533

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

Answered 19 times

Skipped 1 times

Select one answer (radio button)



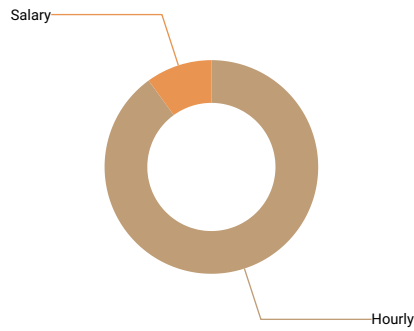
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	89%	17
Job description is perceptibly stronger than the position at your company	11%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	18
Salary	10%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	18	\$12.00	\$14.23	\$16.23	\$18.44	\$20.38	\$16.26	\$16.23
Pay Range Maximum Rate	16	\$15.00	\$17.00	\$18.00	\$20.77	\$21.73	\$18.52	\$18.00
Pay Range Minimum Rate	16	\$11.00	\$13.00	\$15.00	\$16.10	\$17.25	\$14.79	\$15.00
Actual Highest Base Rate	17	\$13.50	\$16.00	\$16.90	\$18.50	\$21.30	\$17.24	\$16.90
Actual Lowest Base Rate	17	\$11.00	\$14.23	\$16.20	\$17.51	\$20.38	\$15.91	\$16.20
Actual Average Base Salary								
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$0.00	\$1.00	\$2.00	\$4.00	\$4.00	\$2.20	\$2.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	6	\$1,011.00	\$1,011.00	\$1,169.11	\$3,000.00	\$4,000.00	\$1,893.37	\$1,169.11
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.6.2 Electrician

Job description

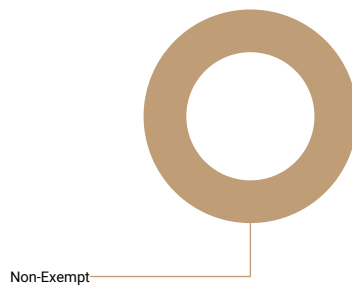
Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas using hand tools and testing instruments in or d power for lighting, equipment and machines.

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



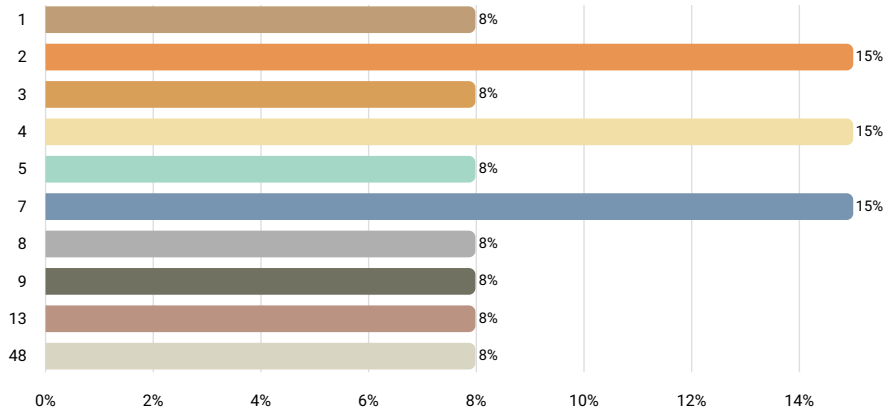
Results	%	N
Non-Exempt	100%	13
Exempt	0%	0

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



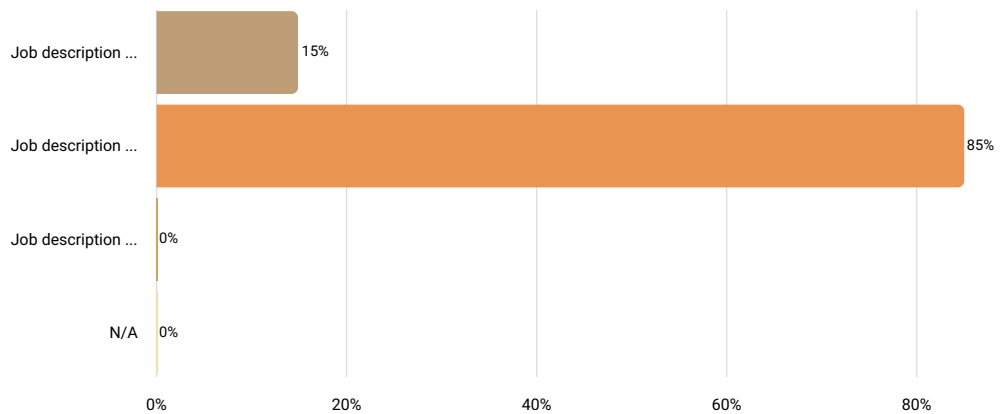
Statistics	
10th percentile	2
25th percentile	3
50th percentile	5
75th percentile	8
90th percentile	13
Mean	8.69
Median	5
Standard deviation	12.28
Total/sum	113

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

Answered 13 times

Skipped 0 times

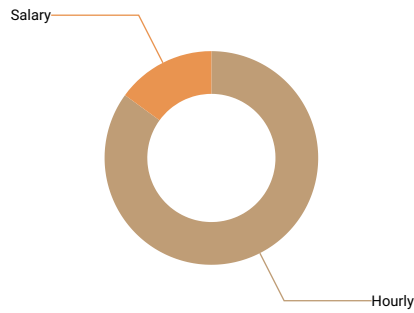
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	85%	11
Salary	15%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	11	\$22.00	\$29.56	\$31.61	\$38.00	\$39.02	\$32.18	\$31.61
Pay Range Maximum Rate	10	\$22.44	\$33.00	\$39.09	\$42.43	\$46.50	\$37.00	\$39.09
Pay Range Minimum Rate	10	\$18.47	\$19.00	\$25.97	\$31.50	\$36.76	\$26.89	\$25.97
Actual Highest Base Rate	10	\$25.17	\$31.34	\$37.14	\$39.02	\$46.86	\$36.24	\$37.14
Actual Lowest Base Rate	10	\$22.94	\$28.00	\$29.91	\$34.50	\$37.26	\$30.21	\$29.91
Actual Average Base Salary								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.6.3 Electrical and Control Mechanic

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 7 times

Skipped 2 times

Text input

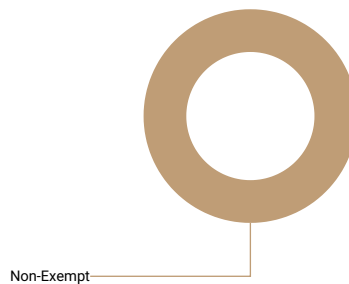
Results	
robot tech i	1
lead electrician	1
maintenance technician	1
maintenance technician 5	1
instrument & electrical technician	1
general services controls technician - 6023	1
maintenance i&e technician; maintenance control technician	1

FLSA Status

Answered 8 times

Skipped 1 times

Select one answer (radio button)



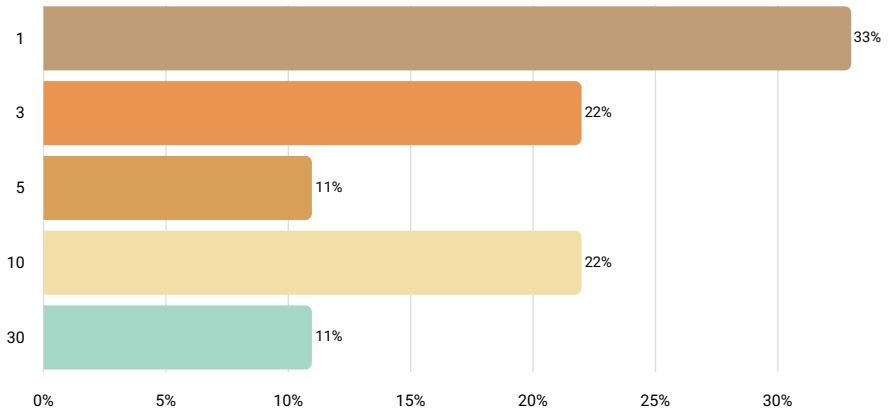
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



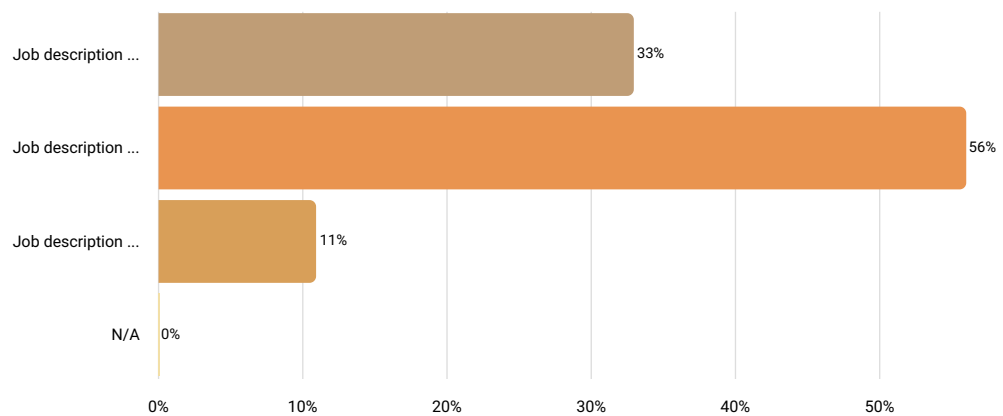
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	10
90th percentile	30
Mean	7.11
Median	3
Standard deviation	9.29
Total/sum	64

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



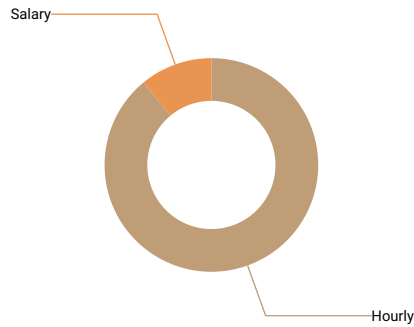
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	3
Job description matches the position at your company very well	56%	5
Job description is perceptibly stronger than the position at your company	11%	1
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	7	\$33.22	\$36.00	\$37.26	\$40.20	\$49.00	\$38.90	\$37.26
Pay Range Maximum Rate	8	\$35.50	\$37.11	\$39.60	\$42.74	\$52.78	\$40.89	\$39.60
Pay Range Minimum Rate	8	\$27.78	\$32.25	\$34.79	\$35.80	\$37.26	\$33.84	\$34.79
Actual Highest Base Rate	7	\$35.50	\$36.00	\$37.95	\$42.00	\$49.00	\$39.72	\$37.95
Actual Lowest Base Rate	7	\$31.50	\$34.78	\$36.92	\$37.26	\$49.00	\$37.49	\$36.92
Actual Average Base Salary								
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$0.00	\$2.00	\$4.50	\$5.00	\$6.00	\$3.67	\$4.50
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.6.4 Multi-Craft Maintenance

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 15 times

Skipped 15 times

Text input

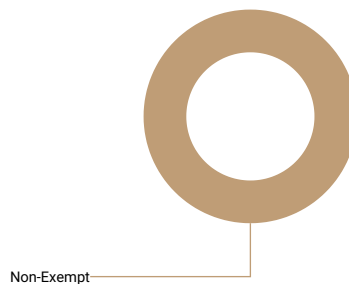
Results	
maintenance technician	3
technician ii	1
maintenance 1-3	1
maintenance tech	1
aircraft mechanic ii	1
equipment specialist	1
maintenance mechanic	1
multicraft journeyman	1
maintenance technician 4 and 5	1
electrician, maintenance multicraft	1
mentor/trainer maintenance technician	1
sr. instrument and electronics technician	1
welding maintenance/stamping maintenance team member	1

FLSA Status

Answered 28 times

Skipped 2 times

Select one answer (radio button)



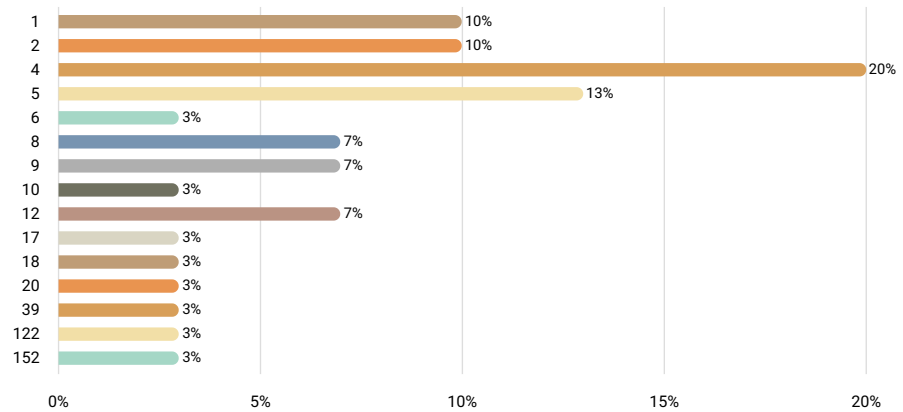
Results	%	N
Non-Exempt	100%	28
Exempt	0%	0

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



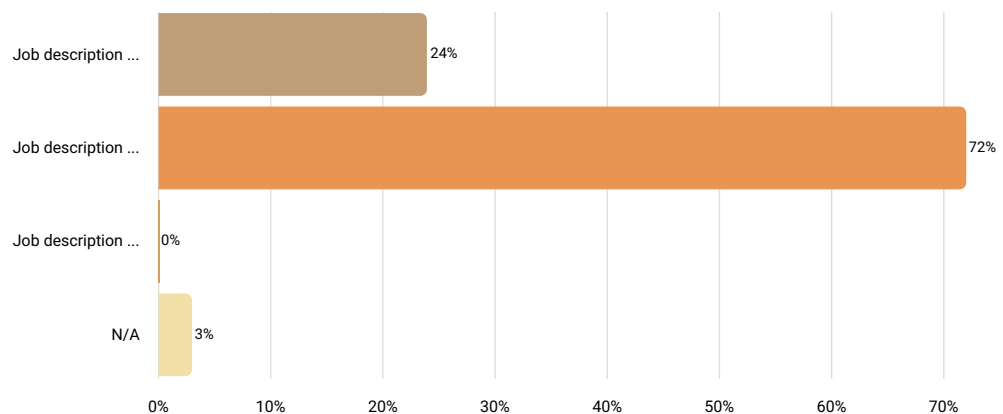
Statistics	
10th percentile	1.5
25th percentile	4
50th percentile	5
75th percentile	12
90th percentile	29.5
Mean	16.5
Median	5
Standard deviation	33.88
Total/sum	495

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

Answered 29 times

Skipped 1 times

Select one answer (radio button)



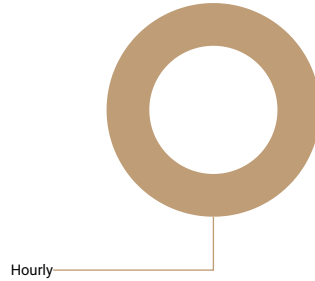
Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	7
Job description matches the position at your company very well	72%	21
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	30
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	29	\$25.51	\$27.50	\$31.50	\$34.13	\$40.30	\$31.46	\$31.50
Pay Range Maximum Rate	26	\$29.00	\$33.25	\$35.86	\$40.30	\$44.33	\$50.33	\$35.86
Pay Range Minimum Rate	26	\$19.00	\$24.43	\$27.29	\$29.18	\$31.25	\$26.53	\$27.29
Actual Highest Base Rate	29	\$27.51	\$32.00	\$34.99	\$36.35	\$40.30	\$34.34	\$34.99
Actual Lowest Base Rate	29	\$19.75	\$25.00	\$28.33	\$31.80	\$37.95	\$28.61	\$28.33
If there is a step progression in place, enter the number of steps. If not, leave blank.	19	\$2.00	\$3.00	\$4.00	\$6.00	\$6.00	\$4.21	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	10	\$961.50	\$1,900.00	\$3,600.00	\$6,000.00	\$6,600.00	\$3,812.30	\$3,600.00

4.6.5 General Building Maintenance

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

If your job title is different than what is shown above, provide it here:

Answered 11 times

Skipped 4 times

Text input

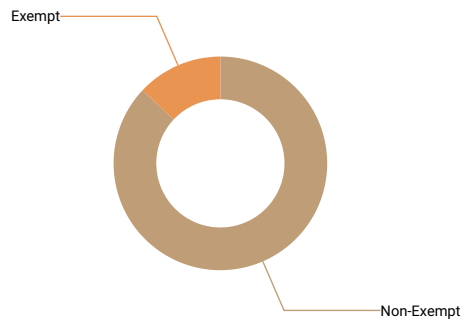
Results	
facilities specialist	1
facilities supervisor	1
facilities technician	1
facilities maintenance	1
maintenance specialist	1
maintenance tech ii & iv	1
building & grounds associate	1
facilities maintenance technician	1
building maintenance associate i/ii	1
facilities technician; facilities lead	1
general services facilities technician - 6015	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



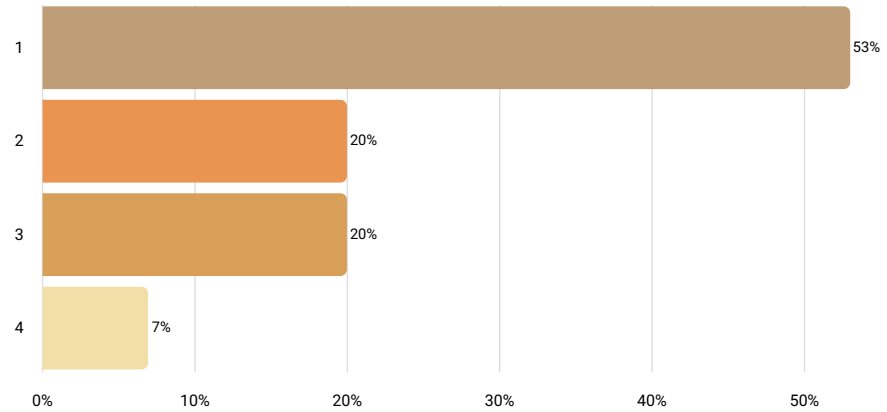
Results	%	N
Non-Exempt	87%	13
Exempt	13%	2

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



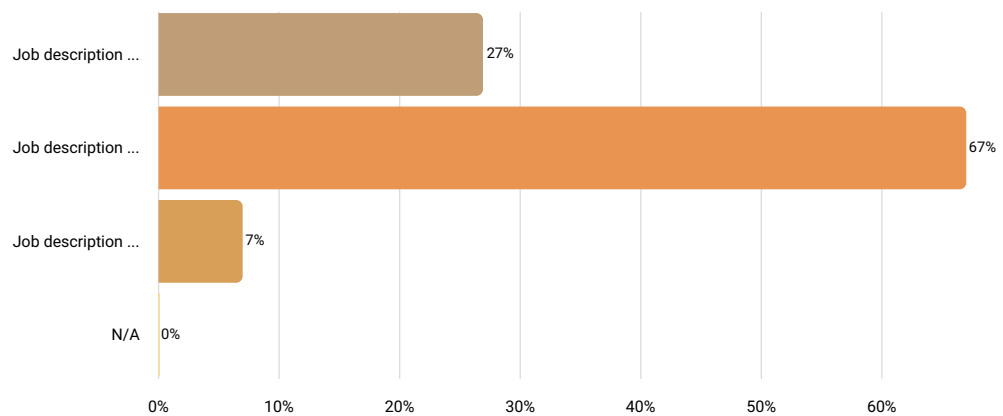
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	3
Mean	1.8
Median	1
Standard deviation	1.01
Total/sum	27

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



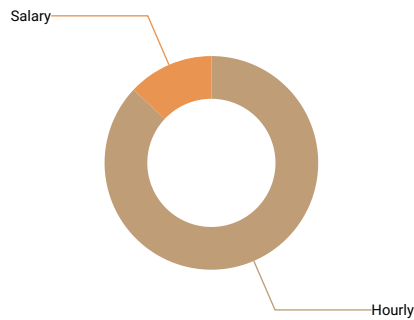
Results	%	N
Job description is perceptibly weaker than the position at your company	27%	4
Job description matches the position at your company very well	67%	10
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	87%	13
Salary	13%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	13	\$20.37	\$23.75	\$27.00	\$27.50	\$28.00	\$25.76	\$27.00
Pay Range Maximum Rate	11	\$25.32	\$28.00	\$29.60	\$31.05	\$33.00	\$29.47	\$29.60
Pay Range Minimum Rate	11	\$16.00	\$17.00	\$22.50	\$25.00	\$26.91	\$21.66	\$22.50
Actual Highest Base Rate	13	\$22.95	\$24.61	\$27.50	\$29.00	\$33.81	\$27.24	\$27.50
Actual Lowest Base Rate	13	\$19.41	\$22.95	\$25.00	\$27.50	\$28.00	\$24.37	\$25.00
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$3.00	\$3.00	\$5.00	\$7.00	\$18.00	\$6.43	\$5.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.6.6 Maintenance Mechanic

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

If your job title is different than what is shown above, provide it here:

Answered 8 times

Skipped 18 times

Text input

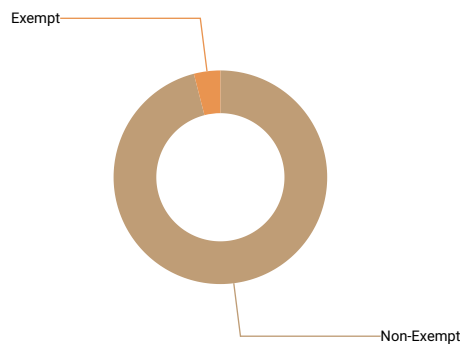
Results	
14.83	1
mechanic	1
maintenance ii	1
maintenance specialist	1
maintenance technician	1
general maintenance mechanic	1
maintenance mechanic (manufacturing equipment)	1
maintenance mechanic; i & e maintenace mechanic	1

FLSA Status

Answered 24 times

Skipped 2 times

Select one answer (radio button)



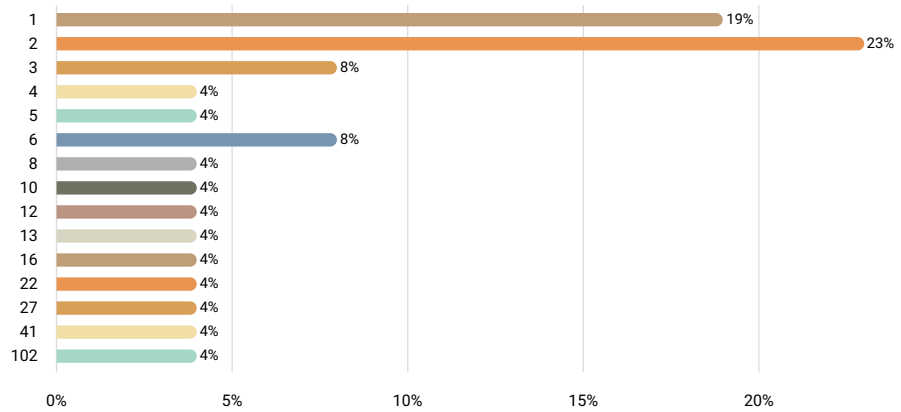
Results	%	N
Non-Exempt	96%	23
Exempt	4%	1

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



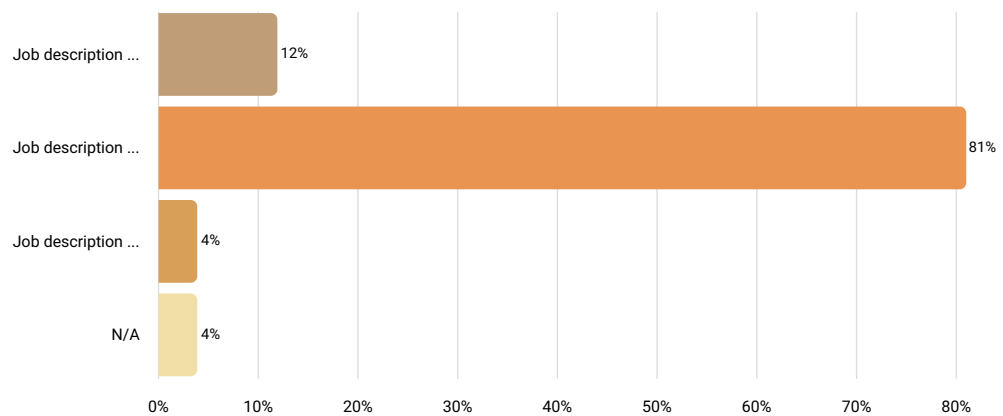
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	12
90th percentile	27
Mean	11.35
Median	3.5
Standard deviation	20.83
Total/sum	295

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



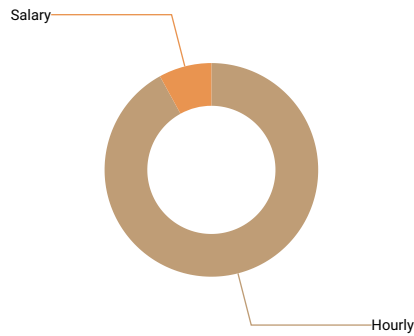
Results		
	%	N
Job description is perceptibly weaker than the position at your company	12%	3
Job description matches the position at your company very well	81%	21
Job description is perceptibly stronger than the position at your company	4%	1
N/A	4%	1

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	24
Salary	8%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	21	\$20.00	\$26.30	\$28.50	\$32.75	\$36.95	\$28.69	\$28.50
Pay Range Maximum Rate	21	\$24.00	\$30.00	\$31.95	\$36.00	\$42.90	\$32.66	\$31.95
Pay Range Minimum Rate	21	\$17.50	\$19.45	\$24.00	\$30.74	\$31.50	\$24.45	\$24.00
Actual Highest Base Rate	21	\$20.87	\$26.47	\$31.95	\$36.95	\$43.00	\$43.98	\$31.95
Actual Lowest Base Rate	21	\$20.00	\$22.00	\$27.00	\$29.41	\$33.50	\$26.19	\$27.00
Actual Average Base Salary								
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	\$2.00	\$3.50	\$4.00	\$5.00	\$7.00	\$4.25	\$4.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	9	\$1,145.00	\$1,248.00	\$2,500.00	\$5,800.00	\$9,660.00	\$3,800.33	\$2,500.00
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.6.7 Security Guard

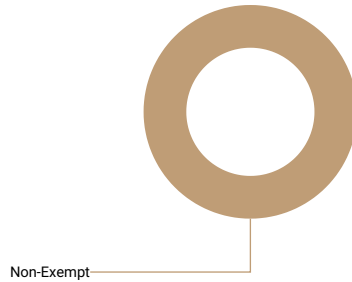
Job description Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. Monitors entrance in and out of the facility.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



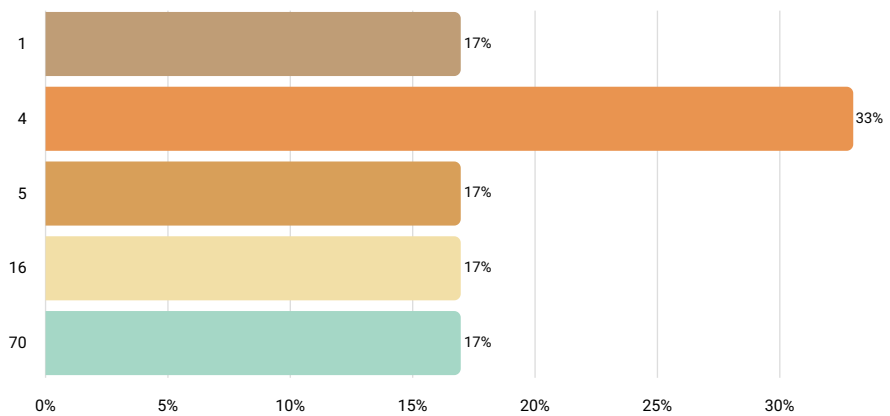
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



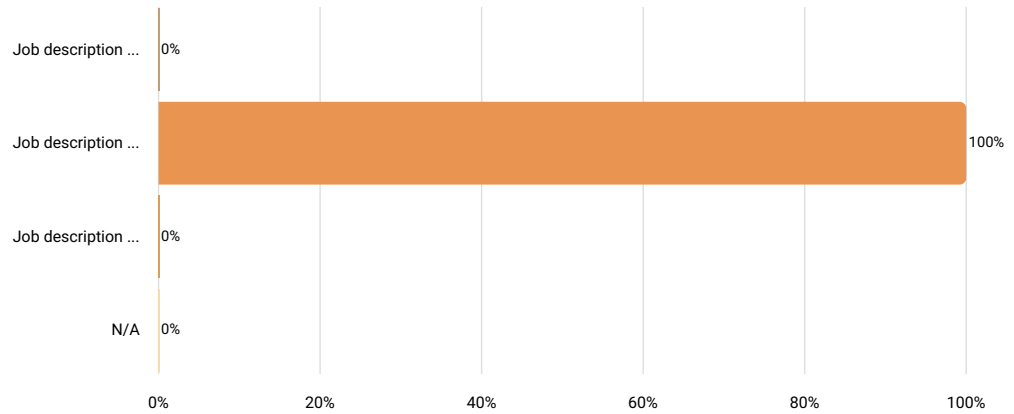
Statistics	
10th percentile	1
25th percentile	4
50th percentile	4.5
75th percentile	16
90th percentile	70
Mean	16.67
Median	4.5
Standard deviation	26.64
Total/sum	100

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



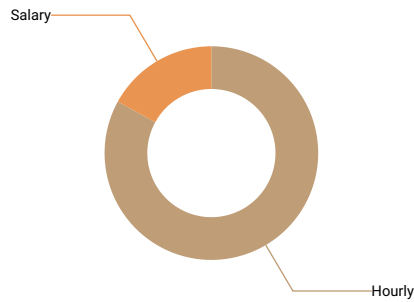
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	5	\$14.88	\$15.60	\$16.74	\$17.73	\$25.52	\$18.09	\$16.74
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate	5	\$15.60	\$17.50	\$22.20	\$25.99	\$30.60	\$22.38	\$22.20
Actual Lowest Base Rate	5	\$10.00	\$14.57	\$14.92	\$15.60	\$20.94	\$15.21	\$14.92
Actual Average Base Salary								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.6.8 Maintenance Planner

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 7 times

Text input

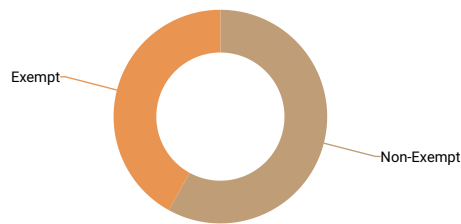
Results	
maintenance planner	1
ehs & facilities supervisor	1
facilities planner; shutdown planner	1
mro stores manager and maintenance planner	1
total productive/preventative maintenance manager	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



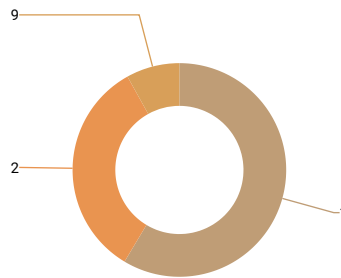
Results	%	N
Non-Exempt	58%	7
Exempt	42%	5

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



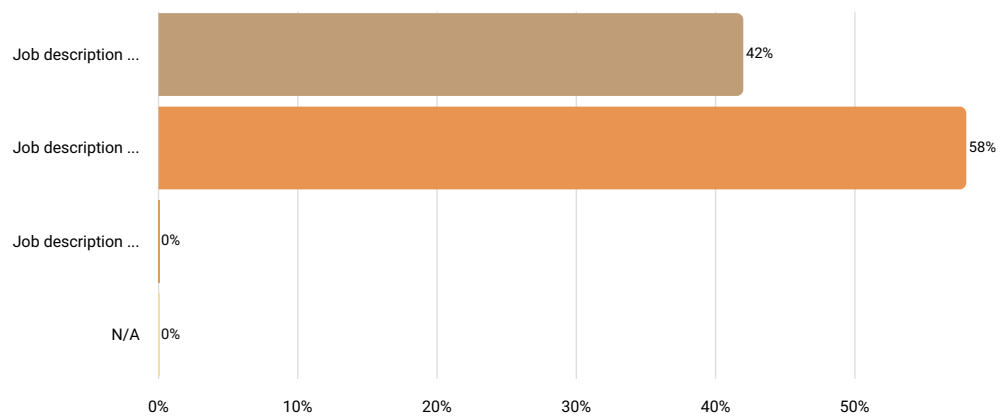
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	2.26
Total/sum	24

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



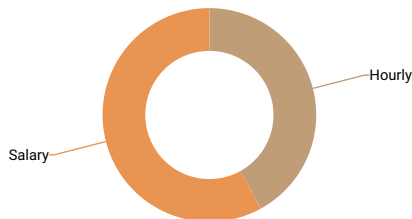
Results		%	N
Job description is perceptibly weaker than the position at your company	42%	5	
Job description matches the position at your company very well	58%	7	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	42%	5
Salary	58%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate	5	\$30.84	\$40.00	\$46.15	\$47.91	\$50.00	\$42.98	\$46.15
Pay Range Minimum Rate	5	\$27.94	\$30.77	\$32.00	\$37.50	\$445.00	\$114.64	\$32.00
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	7	\$65,300.00	\$80,000.00	\$92,955.20	\$101,999.82	\$127,500.00	\$93,154.72	\$92,955.20
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	5	\$67,000.00	\$109,200.00	\$114,400.00	\$131,684.80	\$150,000.00	\$114,456.96	\$114,400.00
Pay Range Minimum Salary	5	\$63,000.00	\$72,100.00	\$72,800.00	\$99,465.60	\$120,000.00	\$85,473.12	\$72,800.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	7	\$65,300.00	\$80,000.00	\$101,999.82	\$103,973.00	\$127,500.00	\$96,246.86	\$101,999.82
Actual Lowest Base Salary	7	\$65,300.00	\$77,000.00	\$88,683.00	\$101,999.82	\$127,500.00	\$90,491.15	\$88,683.00

4.6.9 Maintenance Employees, General

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 7 times

Text input

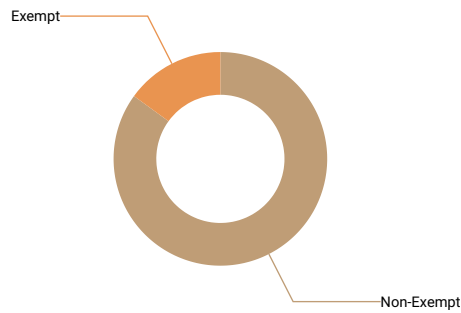
Results	
maintenance technician	1
maintenance technicians	1
maintenance technician i-ii	1
maintenance/saw/paint booth	1
parks maintenance associate i, ii, iii	1
general services facilities worker -6019	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



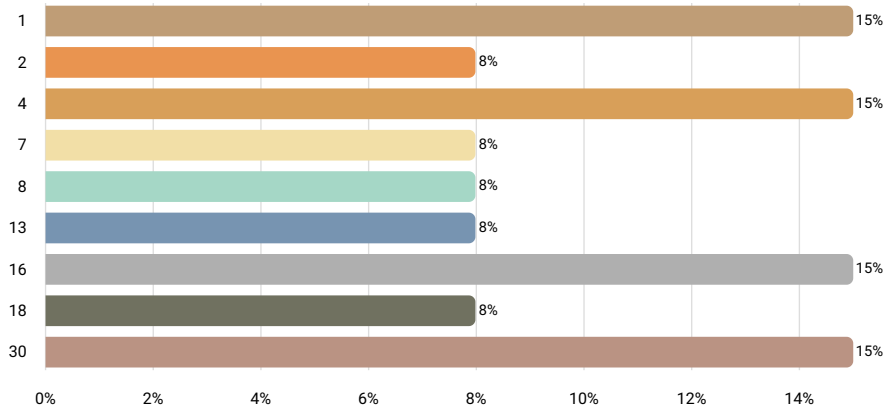
Results	%	N
Non-Exempt	85%	11
Exempt	15%	2

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



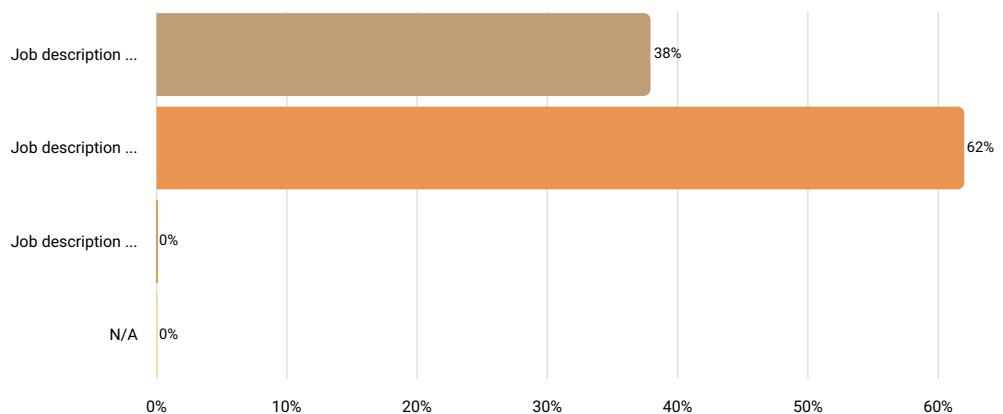
Statistics	
10th percentile	1
25th percentile	4
50th percentile	8
75th percentile	16
90th percentile	30
Mean	11.54
Median	8
Standard deviation	10.1
Total/sum	150

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

Answered 13 times

Skipped 0 times

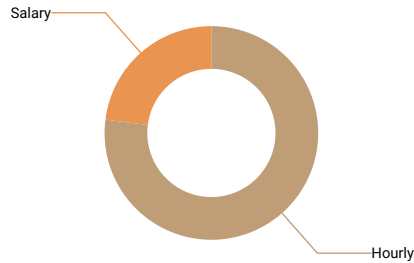
Select one answer (radio button)



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		62%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	77%	10
Salary	23%	3

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	10	\$20.33	\$23.00	\$28.13	\$34.30	\$36.14	\$28.53	\$28.13
Pay Range Maximum Rate	9	\$25.00	\$28.21	\$36.23	\$38.00	\$60.19	\$36.40	\$36.23
Pay Range Minimum Rate	9	\$15.23	\$16.00	\$21.00	\$26.00	\$31.05	\$22.07	\$21.00
Actual Highest Base Rate	9	\$21.00	\$25.75	\$31.50	\$36.23	\$48.00	\$31.84	\$31.50
Actual Lowest Base Rate	9	\$15.21	\$21.00	\$25.69	\$26.75	\$31.05	\$23.83	\$25.69
Actual Average Base Salary								
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.7 Material Handling and Transportation Positions

The survey received sufficient data for the following job titles:

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

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

Locomotive Material Handler

4.7.1 Fork Lift Driver/Material Handler

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

If your job title is different than what is shown above, provide it here:

Answered 15 times

Skipped 13 times

Text input

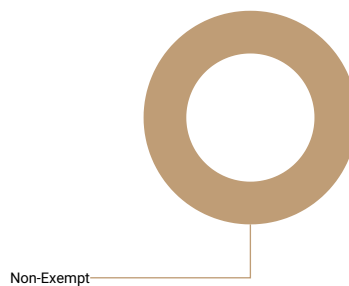
Results	
material handler	2
warehouse	1
operator ii	1
material handling	1
material handler i	1
packaging operator	1
material handler iii	1
operator technician i	1
production technician	1
conveyance team member	1
shipping and receiving	1
material movement operator	1
material handler osbl operator	1
yard associate, material handler	1

FLSA Status

Answered 26 times

Skipped 2 times

Select one answer (radio button)



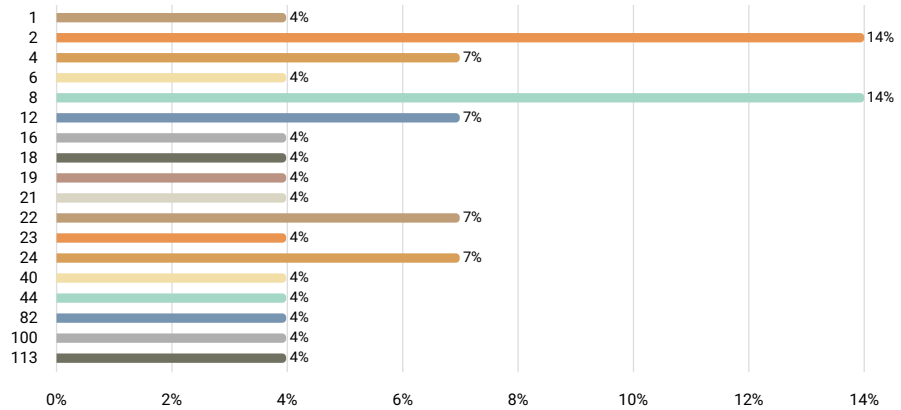
Results	%	N
Non-Exempt	100%	26
Exempt	0%	0

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



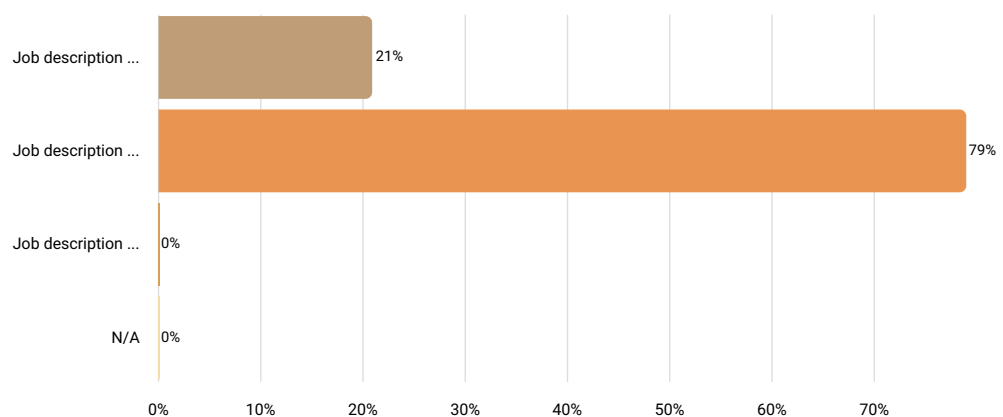
Statistics	
10th percentile	2
25th percentile	5
50th percentile	14
75th percentile	23.5
90th percentile	82
Mean	23.11
Median	14
Standard deviation	29.02
Total/sum	647

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



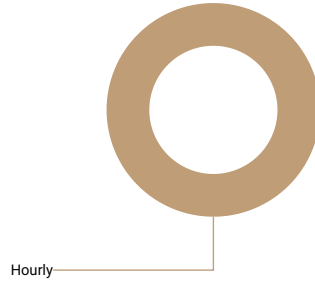
Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	6
Job description matches the position at your company very well	79%	22
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	28
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	27	\$17.54	\$18.32	\$19.67	\$21.63	\$24.84	\$20.12	\$19.67
Pay Range Maximum Rate	25	\$18.64	\$20.00	\$22.00	\$24.00	\$27.23	\$22.68	\$22.00
Pay Range Minimum Rate	25	\$16.00	\$17.60	\$18.00	\$19.30	\$22.00	\$18.37	\$18.00
Actual Highest Base Rate	26	\$18.29	\$19.42	\$21.83	\$23.10	\$27.23	\$21.83	\$21.83
Actual Lowest Base Rate	26	\$16.00	\$17.25	\$18.43	\$19.75	\$24.00	\$18.82	\$18.43
If there is a step progression in place, enter the number of steps. If not, leave blank.	16	\$1.00	\$2.00	\$3.00	\$4.50	\$6.00	\$3.25	\$3.00
Average Incentive Bonus or Other Bonus (Annual)	10	\$475.00	\$1,000.00	\$1,487.50	\$2,125.00	\$3,489.50	\$1,722.90	\$1,487.50

4.7.2 Shipping and Receiving Clerk

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 13 times

Skipped 24 times

Text input

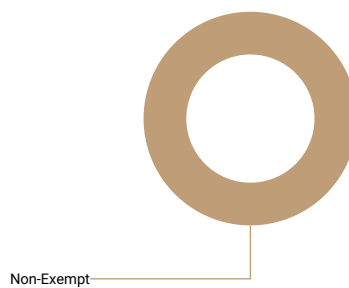
Results	
shipping clerk	2
utility	1
receiving clerk	1
warehouse clerk	1
material handler	1
logistics coordinator	1
materials coordinator	1
warehouse coordinator	1
distribution associate	1
shipping and receiving clerk	1
shipping & receiving associate	1
shipping clerk, receiving (2 positions)	1

FLSA Status

Answered 36 times

Skipped 1 times

Select one answer (radio button)



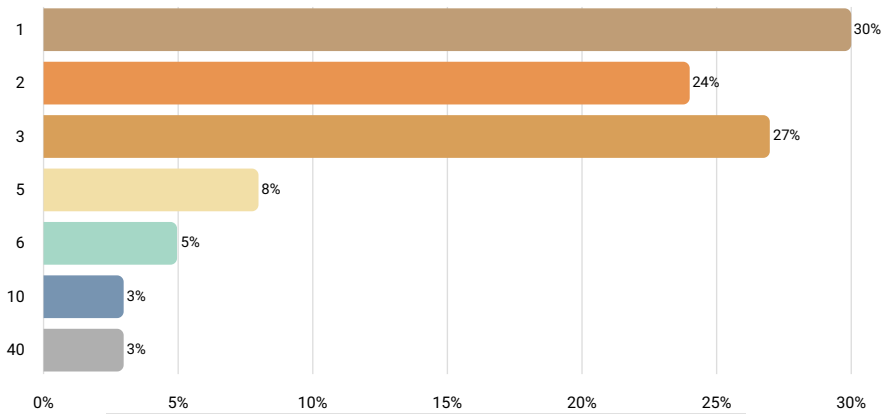
Results	%	N
Non-Exempt	100%	36
Exempt	0%	0

Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



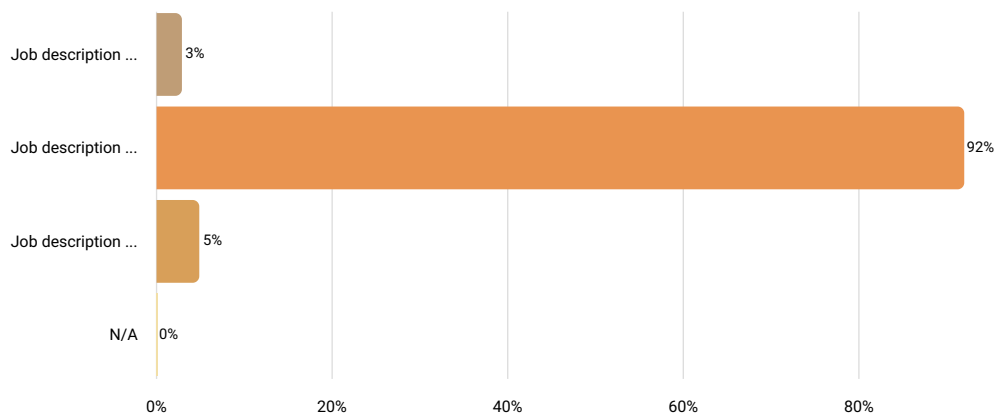
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	6
Mean	3.68
Median	2
Standard deviation	6.42
Total/sum	136

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

Answered 37 times

Skipped 0 times

Select one answer (radio button)



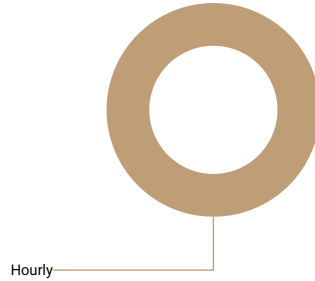
Results	%	N
Job description is perceptibly weaker than the position at your company	3%	1
Job description matches the position at your company very well	92%	34
Job description is perceptibly stronger than the position at your company	5%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	37
Salary	0%	0

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	34		\$17.73	\$19.24	\$20.55	\$23.00	\$25.17	\$21.05	\$20.55
Pay Range Maximum Rate	32		\$18.50	\$20.00	\$24.00	\$25.00	\$28.00	\$23.25	\$24.00
Pay Range Minimum Rate	32		\$14.00	\$16.00	\$17.48	\$20.00	\$22.00	\$17.96	\$17.48
Actual Highest Base Rate	33		\$18.50	\$20.18	\$21.75	\$24.00	\$26.90	\$22.27	\$21.75
Actual Lowest Base Rate	34		\$16.00	\$18.00	\$20.00	\$22.50	\$25.33	\$24.63	\$20.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	9		\$3.00	\$4.00	\$4.00	\$4.00	\$8.00	\$4.44	\$4.00
Average Incentive Bonus or Other Bonus (Annual)	12		\$1,000.00	\$1,225.00	\$2,837.00	\$3,900.00	\$4,000.00	\$2,783.67	\$2,837.00

4.7.3 Truck Driver, Tractor Trailer and Heavy

Job description

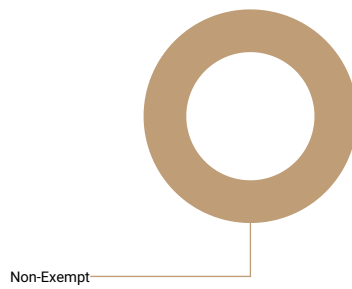
Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

FLSA Status

Answered 9 times

Skipped 1 times

Select one answer (radio button)



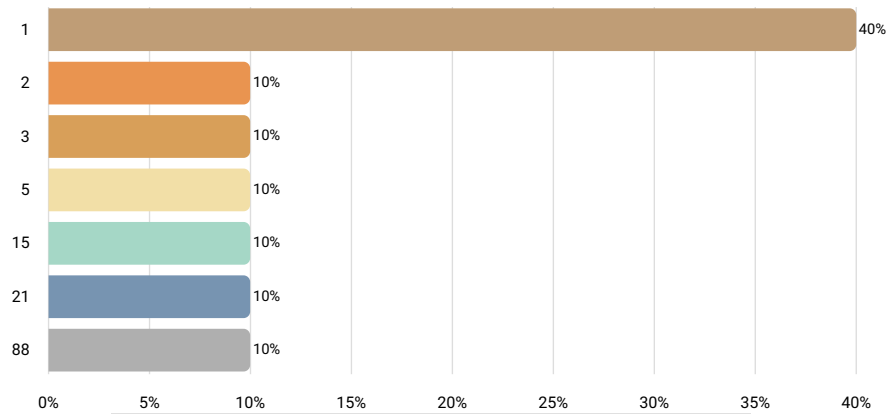
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



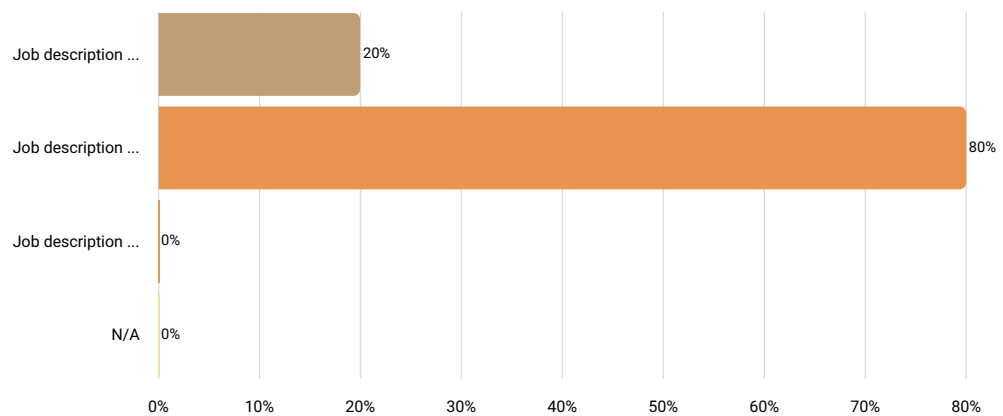
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	15
90th percentile	54.5
Mean	13.8
Median	2.5
Standard deviation	26.97
Total/sum	138

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



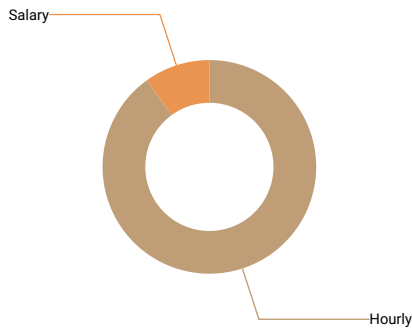
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	2
Job description matches the position at your company very well		80%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	9
Salary	10%	1

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	9		\$19.25	\$21.00	\$23.00	\$23.75	\$26.90	\$22.77	\$23.00
Pay Range Maximum Rate	8		\$20.00	\$24.00	\$27.00	\$28.50	\$29.64	\$26.08	\$27.00
Pay Range Minimum Rate	8		\$16.50	\$17.83	\$19.25	\$20.50	\$23.00	\$19.33	\$19.25
Actual Highest Base Rate	9		\$20.00	\$22.50	\$24.50	\$26.90	\$30.68	\$24.61	\$24.50
Actual Lowest Base Rate	9		\$16.50	\$18.50	\$21.00	\$23.00	\$26.90	\$20.84	\$21.00
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	5		\$1,200.00	\$1,201.00	\$2,900.00	\$5,000.00	\$5,000.00	\$3,060.20	\$2,900.00
Actual Highest Base Salary									
Actual Lowest Base Salary									

4.7.4 Truck Driver, Light and Delivery Services

Job description

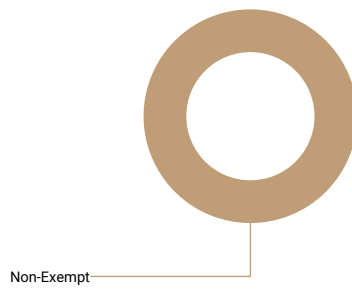
Drive a truck or van with a capacity of under 26,000 GVW, primarily to deliver or pick up merchandise or to deliver packages within a specified area. May r automatic routing or location software. May load and unload truck.

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



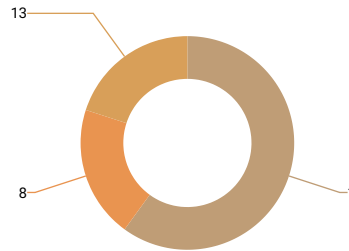
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



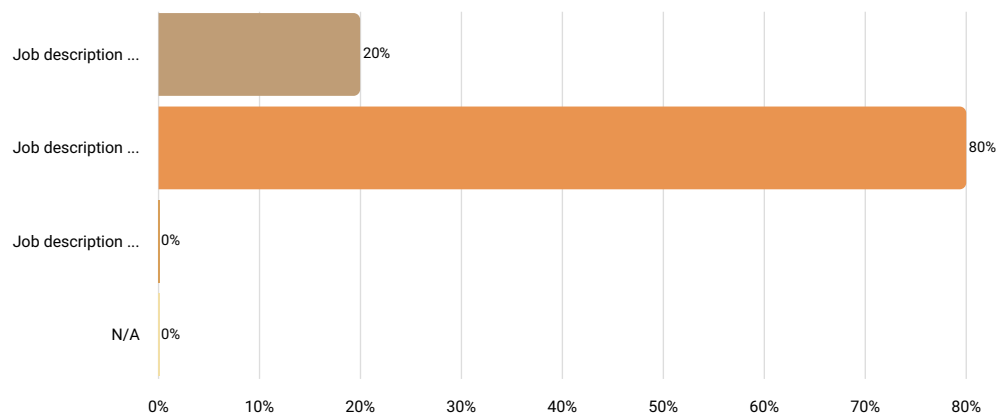
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	8
90th percentile	13
Mean	4.8
Median	1
Standard deviation	5.5
Total/sum	24

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



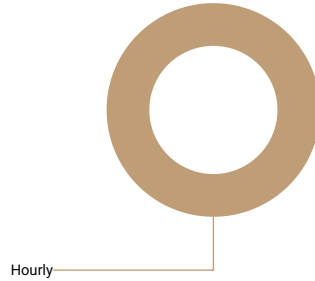
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Actual Average Base Rate	5	\$20.00	\$20.00	\$21.33	\$26.00	\$29.60	\$23.39	\$21.33	\$
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$20.00	\$20.00	\$22.00	\$26.00	\$36.00	\$24.80	\$22.00	\$
Actual Lowest Base Rate	5	\$18.00	\$20.00	\$21.00	\$24.50	\$26.00	\$21.90	\$21.00	\$
Average Incentive Bonus or Other Bonus (Annual)									

4.7.5 Stockroom Clerk

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

If your job title is different than what is shown above, provide it here:

Answered 8 times

Skipped 3 times

Text input

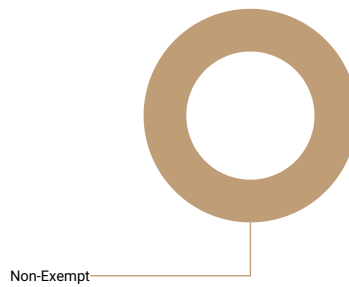
Results	
storeroom clerk	2
parts clerk	1
yard associate	1
inventory clerk	1
stores attendant ii	1
mro storeroom technician	1
materials clerk/coordinator	1

FLSA Status

Answered 10 times

Skipped 1 times

Select one answer (radio button)



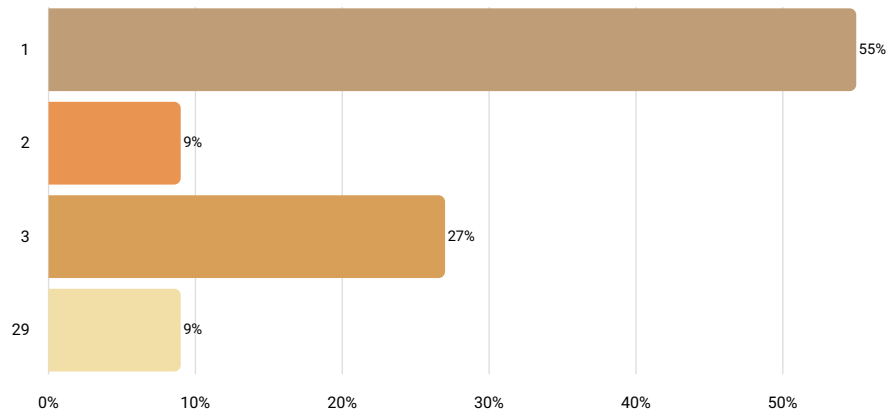
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



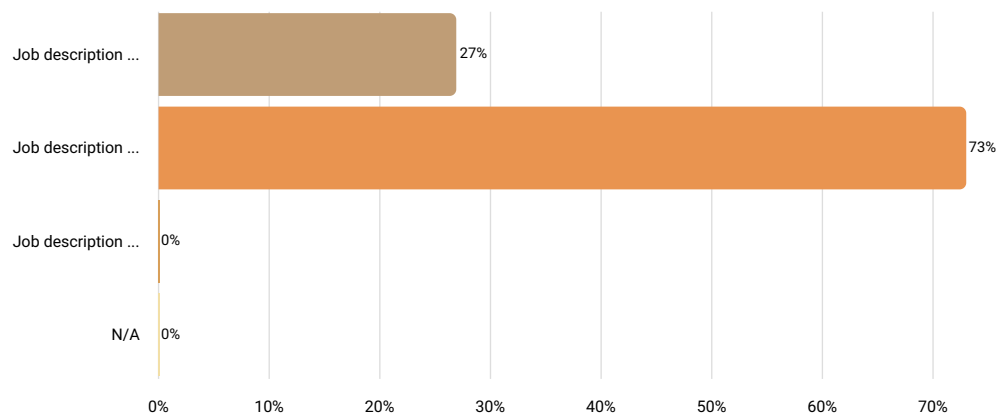
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	3
Mean	4.18
Median	1
Standard deviation	8.28
Total/sum	46

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



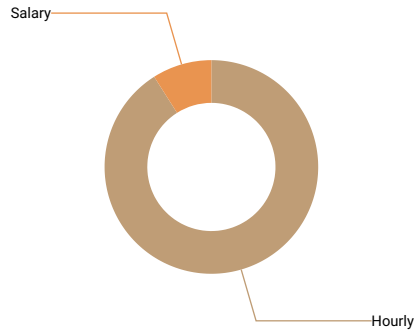
Results		%	N
Job description is perceptibly weaker than the position at your company		27%	3
Job description matches the position at your company very well		73%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	91%	10
Salary	9%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	10	\$18.35	\$20.00	\$23.13	\$28.86	\$30.24	\$24.11	\$23.13
Pay Range Maximum Rate	8	\$19.00	\$22.00	\$27.02	\$31.28	\$36.00	\$26.95	\$27.02
Pay Range Minimum Rate	8	\$17.00	\$17.73	\$20.00	\$23.00	\$28.86	\$20.92	\$20.00
Actual Highest Base Rate	10	\$19.50	\$21.75	\$23.37	\$28.86	\$30.98	\$24.78	\$23.37
Actual Lowest Base Rate	10	\$17.00	\$20.00	\$23.13	\$28.70	\$29.56	\$23.63	\$23.13
Actual Average Base Salary								
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.7.6 Warehouse Employees, General

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

If your job title is different than what is shown above, provide it here:

Answered 14 times

Skipped 4 times

Text input

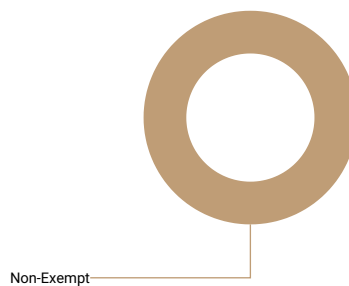
Results	
warehouse clerk	1
material handler	1
material handlers	1
warehouse operator	1
freight coordinator	1
shipping technician	1
warehouse associate	1
warehouse associates	1
distribution associate	1
certified warehouse worker	1
warehouse operations clerk	1
millwork warehouse dock associate	1
warehouse operator; storeroom operator	1
warehouse specialist/warehouse specialist lead	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



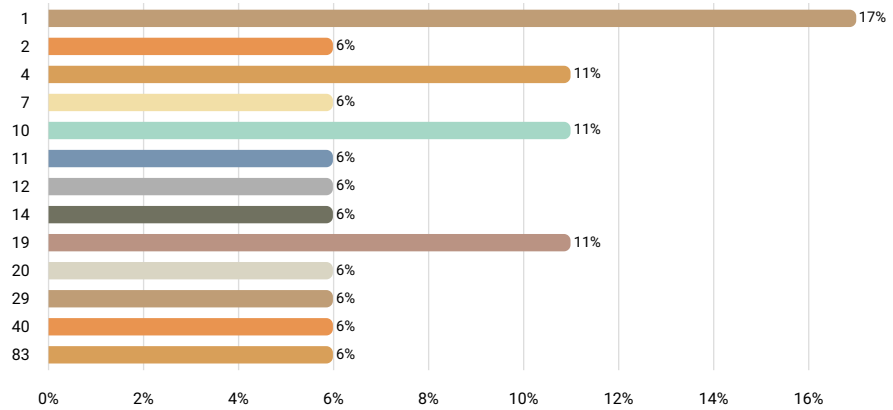
Results	%	N
Non-Exempt	100%	18
Exempt	0%	0

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



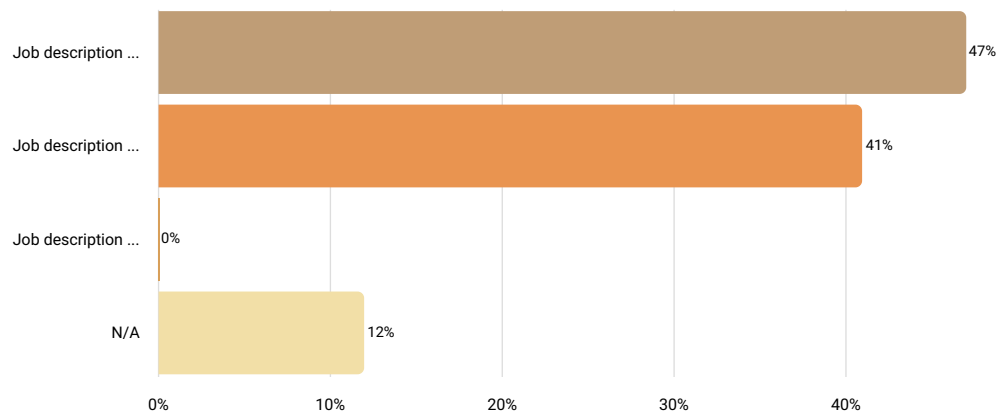
Statistics	
10th percentile	1
25th percentile	4
50th percentile	10.5
75th percentile	19
90th percentile	40
Mean	15.94
Median	10.5
Standard deviation	19.74
Total/sum	287

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

Answered 17 times

Skipped 1 times

Select one answer (radio button)



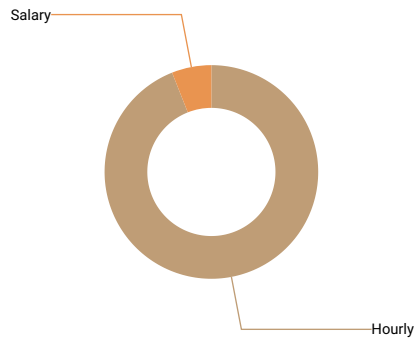
Results		
	%	N
Job description is perceptibly weaker than the position at your company	47%	8
Job description matches the position at your company very well	41%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	12%	2

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	17
Salary	6%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	17	\$16.75	\$18.00	\$20.40	\$23.25	\$33.59	\$22.40	\$20.40
Pay Range Maximum Rate	17	\$18.50	\$20.50	\$24.00	\$29.00	\$35.86	\$25.49	\$24.00
Pay Range Minimum Rate	17	\$14.90	\$16.00	\$18.75	\$20.00	\$24.86	\$18.98	\$18.75
Actual Highest Base Rate	17	\$18.50	\$20.00	\$22.36	\$26.55	\$37.65	\$24.94	\$22.36
Actual Lowest Base Rate	17	\$15.50	\$17.00	\$19.50	\$22.00	\$33.33	\$21.03	\$19.50
Actual Average Base Salary								
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$3.00	\$3.00	\$4.00	\$4.00	\$4.00	\$3.60	\$4.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	5	\$500.00	\$1,373.00	\$1,700.00	\$4,300.00	\$5,767.00	\$2,728.00	\$1,700.00
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.8 Manufacturing Not Otherwise Classified

The survey received sufficient data for the following job titles:

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

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

4.8.1 Skilled Workers, Not Otherwise Classified

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

If your job title is different than what is shown above, provide it here:

Answered 15 times

Skipped 5 times

Text input

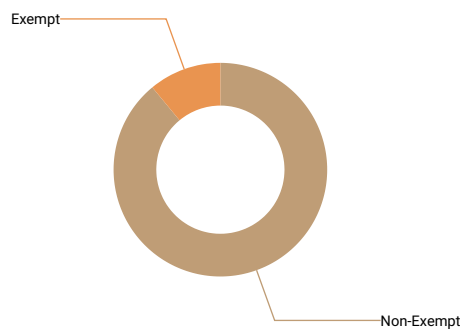
Results	
phosphate	1
ndi level 3	1
production laborers	1
equipment specialist	1
maintenance director	1
step 5 set up operator	1
plant operator – grade iv	1
secondary slitting floaters	1
production/machine operators	1
process specialist/utility specialist	1
composite technicians / operation technicians	1
cellerman, assistant brewer, packaging technician	1
leadman/fitter/machine operator/welder/welding inspector	1
methods technician i - quality & methods technician ii - electrical	1
fabricators, electricians, pipefitters, welder, foreman, general foreman, supervisor, superintendent, instrument fitter, instrument tech, millwright, multicraftjourneyman	1

FLSA Status

Answered 19 times

Skipped 1 times

Select one answer (radio button)



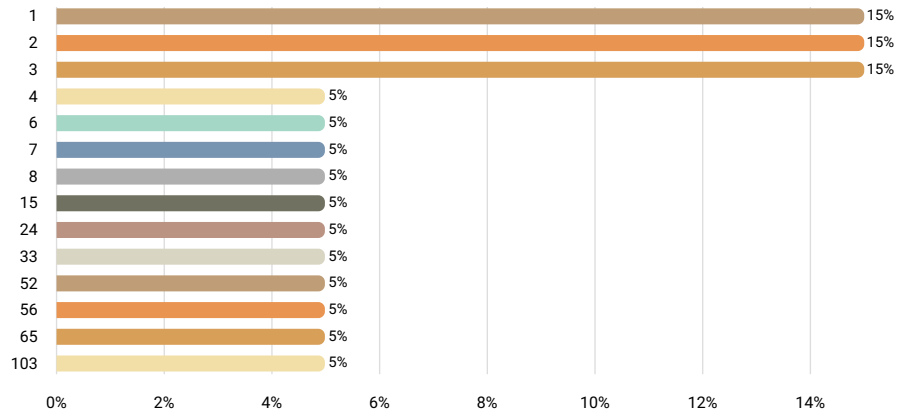
Results	%	N
Non-Exempt	89%	17
Exempt	11%	2

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



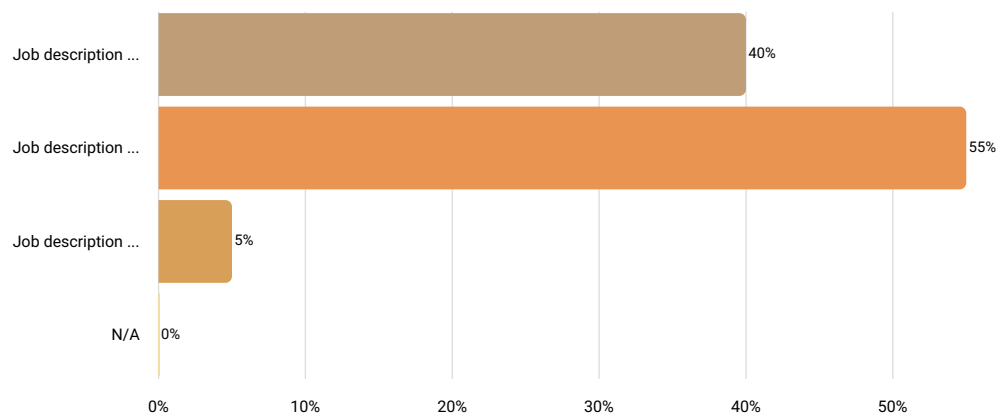
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	28.5
90th percentile	60.5
Mean	19.55
Median	5
Standard deviation	28.22
Total/sum	391

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



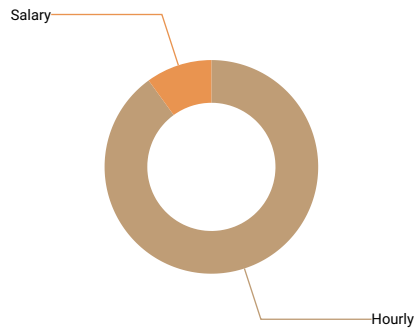
Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	8
Job description matches the position at your company very well	55%	11
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	18
Salary	10%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	17	\$17.85	\$19.68	\$22.00	\$27.53	\$33.10	\$24.01	\$22.00
Pay Range Maximum Rate	17	\$20.45	\$23.00	\$25.00	\$36.00	\$39.85	\$28.44	\$25.00
Pay Range Minimum Rate	17	\$13.00	\$16.00	\$17.00	\$22.00	\$29.50	\$19.41	\$17.00
Actual Highest Base Rate	16	\$20.45	\$22.75	\$24.88	\$35.14	\$42.00	\$29.42	\$24.88
Actual Lowest Base Rate	17	\$13.00	\$15.60	\$18.90	\$24.00	\$29.50	\$19.49	\$18.90
Actual Average Base Salary								
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$1.00	\$3.00	\$3.00	\$5.00	\$9.00	\$4.20	\$3.00
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)	7	\$790.00	\$1,200.00	\$1,485.00	\$5,500.00	\$7,500.00	\$3,333.43	\$1,485.00
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.8.2 Semi-Skilled Workers, Not Otherwise Classified

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 1 times

Text input

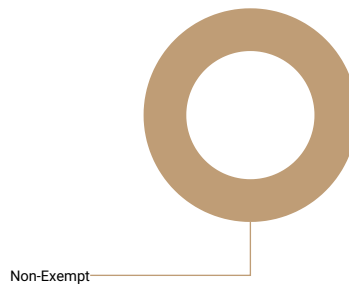
Results	
painter	1
technicians	1
step 6 set up operator	1
sewing machine operator; production admin	1
civil workers, fabricators, millwrights, welders, pipefitters, iron workers	1

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



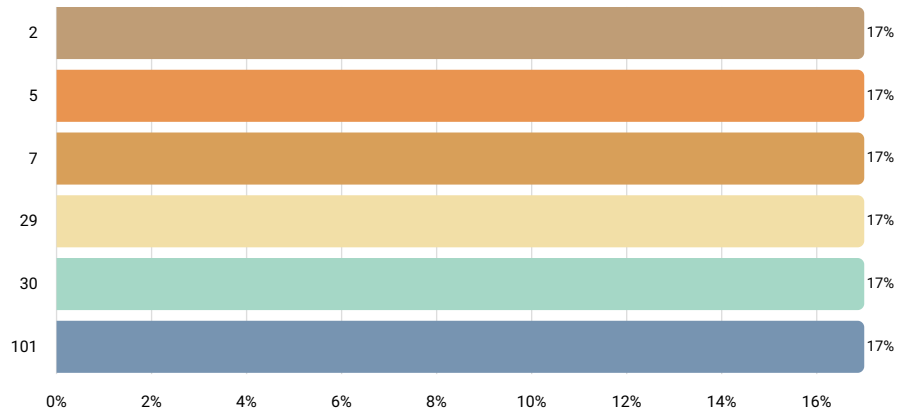
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



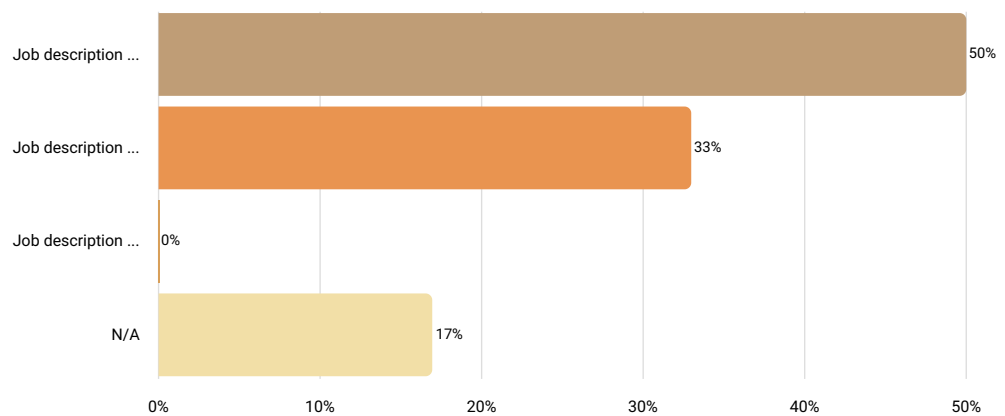
Statistics	
10th percentile	2
25th percentile	5
50th percentile	18
75th percentile	30
90th percentile	101
Mean	29
Median	18
Standard deviation	37.35
Total/sum	174

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



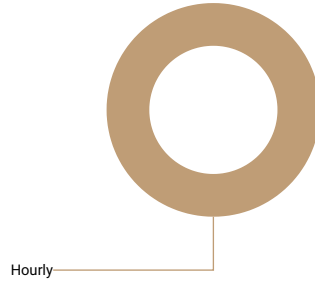
Results		%	N
Job description is perceptibly weaker than the position at your company		50%	3
Job description matches the position at your company very well		33%	2
Job description is perceptibly stronger than the position at your company		0%	0
N/A		17%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	5		\$17.18	\$18.54	\$19.91	\$21.54	\$22.29	\$19.89	\$19.91
Pay Range Maximum Rate	5		\$20.00	\$20.28	\$21.00	\$22.97	\$35.00	\$23.85	\$21.00
Pay Range Minimum Rate	5		\$14.00	\$15.00	\$15.00	\$19.00	\$19.53	\$16.51	\$15.00
Actual Highest Base Rate	6		\$18.88	\$19.75	\$21.63	\$28.00	\$33.00	\$23.81	\$21.63
Actual Lowest Base Rate	6		\$15.00	\$15.00	\$18.10	\$19.00	\$19.53	\$17.46	\$18.10
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

4.8.3 Laborers/Helpers, Not Otherwise Classified

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 4 times

Text input

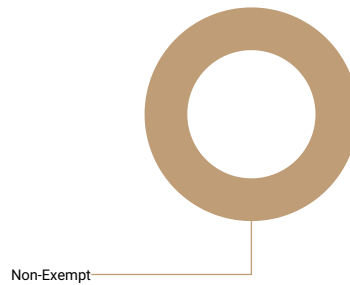
Results	
seamstress	1
helper/loader	1
shipping floater	1
production helper	1
sewing machine operator	1
building manager, property management specialist/inventory	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



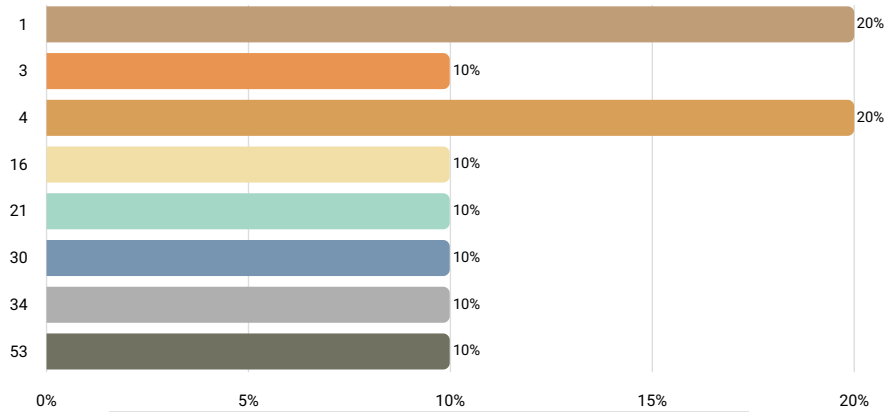
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



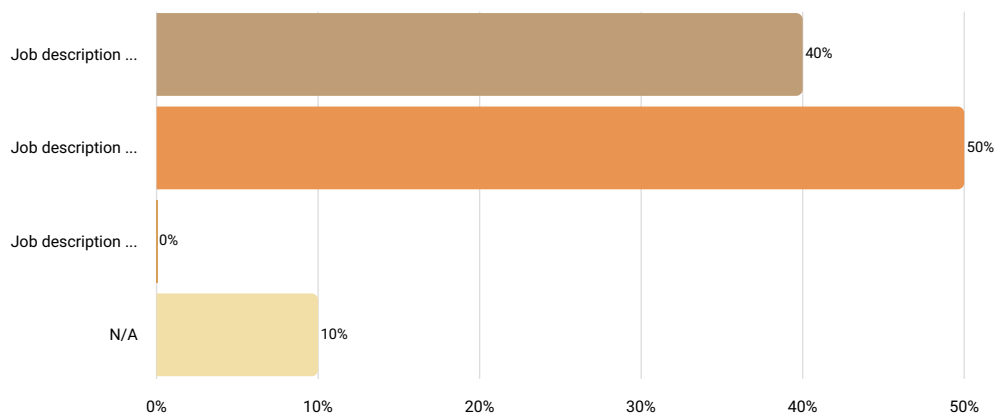
Statistics	
10th percentile	1
25th percentile	3
50th percentile	10
75th percentile	30
90th percentile	43.5
Mean	16.7
Median	10
Standard deviation	17.69
Total/sum	167

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



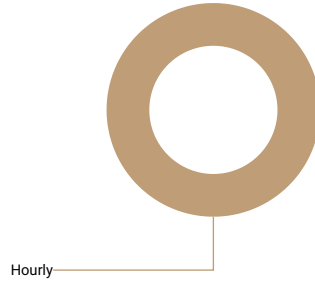
Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	4
Job description matches the position at your company very well	50%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	10%	1

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	10		\$12.84	\$15.00	\$16.65	\$19.68	\$22.88	\$17.35	\$16.65
Pay Range Maximum Rate	9		\$14.00	\$18.00	\$19.00	\$22.00	\$35.33	\$20.87	\$19.00
Pay Range Minimum Rate	9		\$7.50	\$12.00	\$15.00	\$15.00	\$17.00	\$13.70	\$15.00
Actual Highest Base Rate	9		\$15.00	\$15.50	\$19.00	\$20.00	\$35.33	\$20.27	\$19.00
Actual Lowest Base Rate	9		\$7.52	\$13.00	\$15.00	\$16.00	\$18.00	\$14.26	\$15.00
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	6		\$300.00	\$730.00	\$900.00	\$1,200.00	\$1,359.00	\$898.17	\$900.00

4.9 First Level Supervisory Positions

The survey received sufficient data for the following job titles:

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

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

4.9.1 Accounting Supervisor

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 9 times

Skipped 8 times

Text input

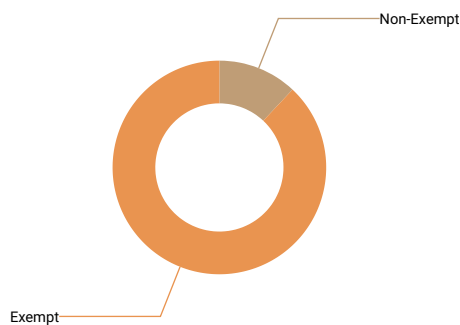
Results	
supervisor	1
senior accountant	1
supv accounts payable	1
payroll supervisor iii	1
sr. accounting specialist	1
finance admin manager-1121	1
accounting assistant manager	1
manger, billings; manager, enterprise finance	1
accounts payable supervisor; accounts receivable supervisor	1

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



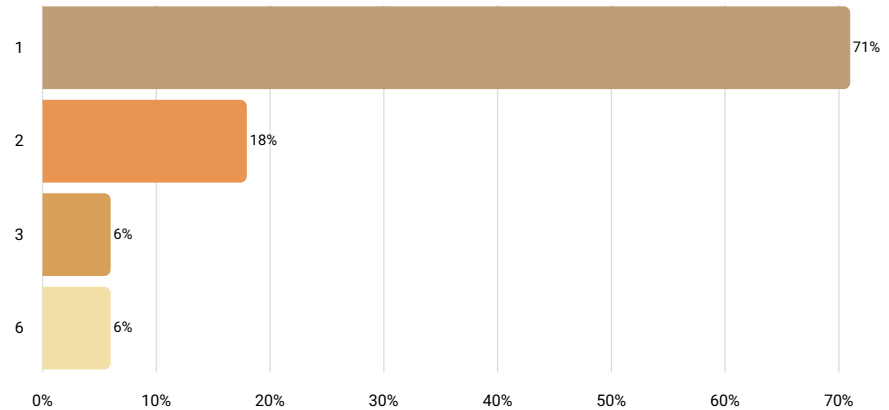
Results	%	N
Non-Exempt	12%	2
Exempt	88%	15

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



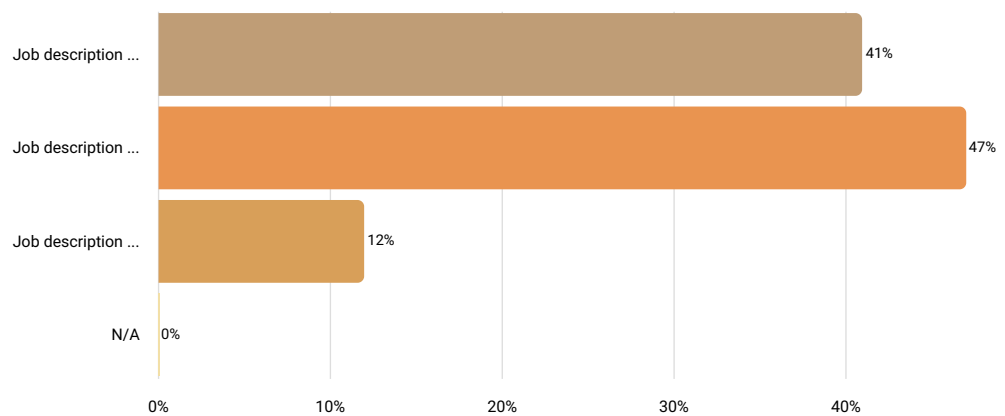
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.59
Median	1
Standard deviation	1.28
Total/sum	27

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



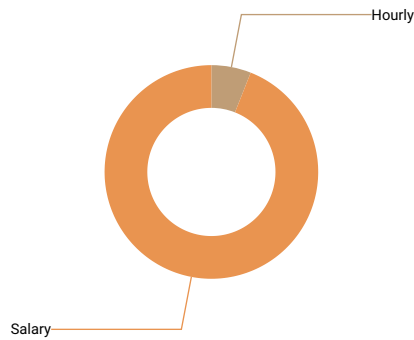
Results		
	%	N
Job description is perceptibly weaker than the position at your company	41%	7
Job description matches the position at your company very well	47%	8
Job description is perceptibly stronger than the position at your company	12%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	1
Salary	94%	16

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	16	\$64,000.00	\$73,250.00	\$84,500.00	\$106,495.10	\$116,480.00	\$88,578.42	\$84,500.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,030.00	\$2,000.00	\$2,000.00	\$2,000.00	\$18,954.00	\$5,196.80	\$2,000.00	\$
Pay Range Maximum Salary	11	\$80,000.00	\$80,000.00	\$104,894.40	\$124,700.00	\$135,000.00	\$108,010.65	\$104,894.40	\$
Pay Range Minimum Salary	11	\$60,000.00	\$60,000.00	\$65,000.00	\$82,680.00	\$94,761.00	\$71,474.38	\$65,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	16	\$64,000.00	\$75,250.00	\$86,500.00	\$107,627.20	\$121,687.00	\$90,353.59	\$86,500.00	\$
Actual Lowest Base Salary	15	\$68,993.60	\$71,500.00	\$88,000.00	\$105,279.00	\$115,000.00	\$87,566.17	\$88,000.00	\$

4.9.2 Production Supervisor

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 18 times

Skipped 26 times

Text input

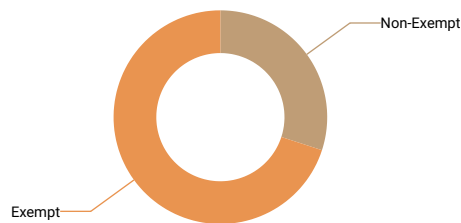
Results	
production supervisor	2
foreman	1
team leader	1
area manager	1
assembly lead	1
film supervisor	1
supv env services	1
contact supervisor	1
manager production	1
fabrication manager	1
operations supervisor	1
senior production manager	1
production supervisor i-iii	1
deputy production supervisor	1
supervisor, production planning	1
group leader or front line supervisor	1
molding supervisor, assembly supervisor, foam supervisor	1

FLSA Status

Answered 43 times

Skipped 1 times

Select one answer (radio button)



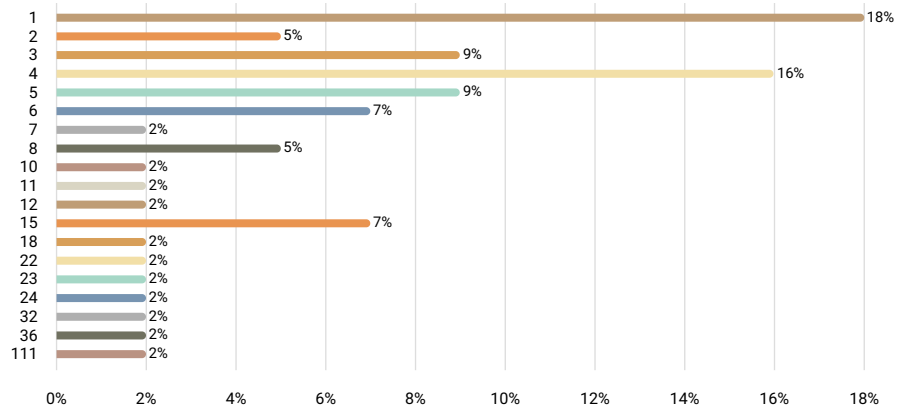
Results	%	N
Non-Exempt	30%	13
Exempt	70%	30

Number of Employees Currently in This Position

Answered 44 times

Skipped 0 times

Number input



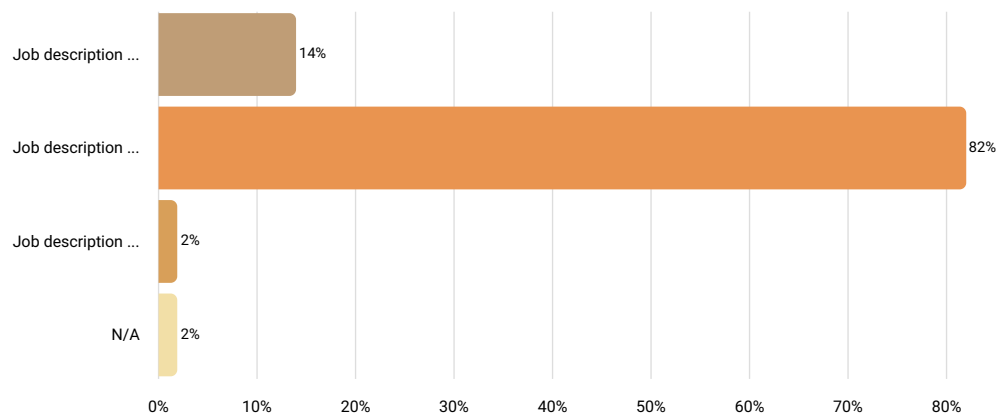
Statistics	
10th percentile	1
25th percentile	3
50th percentile	5
75th percentile	11.5
90th percentile	23
Mean	10.39
Median	5
Standard deviation	17.65
Total/sum	457

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

Answered 44 times

Skipped 0 times

Select one answer (radio button)



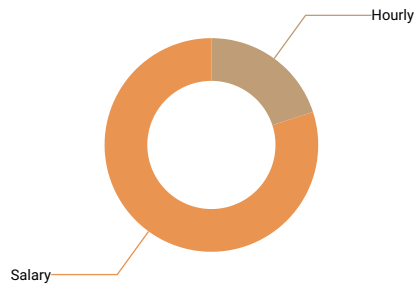
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	6
Job description matches the position at your company very well	82%	36
Job description is perceptibly stronger than the position at your company	2%	1
N/A	2%	1

Is this position paid an hourly rate or annual salary?

Answered 44 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	9
Salary	80%	35

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	9	\$16.72	\$25.00	\$28.50	\$29.50	\$48.58	\$29.21	\$28.50
Pay Range Maximum Rate	8	\$19.00	\$31.25	\$34.33	\$43.37	\$65.12	\$37.75	\$34.33
Pay Range Minimum Rate	8	\$14.00	\$20.00	\$21.22	\$27.87	\$39.00	\$23.90	\$21.22
Actual Highest Base Rate	9	\$16.72	\$25.00	\$30.00	\$35.00	\$60.58	\$32.50	\$30.00
Actual Lowest Base Rate	9	\$16.72	\$22.00	\$25.00	\$28.75	\$43.00	\$26.78	\$25.00
Actual Average Base Salary	29	\$55,354.00	\$65,000.00	\$76,588.00	\$92,000.00	\$103,000.00	\$79,178.89	\$76,588.00
Average Incentive Bonus or Other Cash Bonus (Annual)	19	\$1,200.00	\$3,000.00	\$6,500.00	\$8,000.00	\$12,000.00	\$5,965.56	\$6,500.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	27	\$61,084.00	\$75,000.00	\$95,000.00	\$120,000.00	\$142,160.00	\$98,295.85	\$95,000.00
Pay Range Minimum Salary	27	\$47,500.00	\$53,120.00	\$60,000.00	\$73,440.00	\$83,625.00	\$62,112.97	\$60,000.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	29	\$59,057.00	\$73,000.00	\$93,545.00	\$100,000.16	\$130,148.00	\$89,011.29	\$93,545.00
Actual Lowest Base Salary	29	\$49,000.00	\$59,000.00	\$69,000.00	\$80,000.00	\$94,000.00	\$71,585.98	\$69,000.00

4.9.3 Senior Production Supervisor

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 8 times

Skipped 3 times

Text input

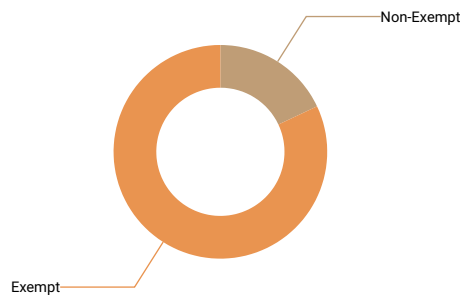
Results	
supervisor, production	1
assistant plant manager	1
production superintendent	1
extrusion process champion	1
plant production supervisor	1
production control supervisor	1
die casting supervisor, melt supervisor	1
mechanical program manager, aviation quality manager, production control manager, manufacturing quality director	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



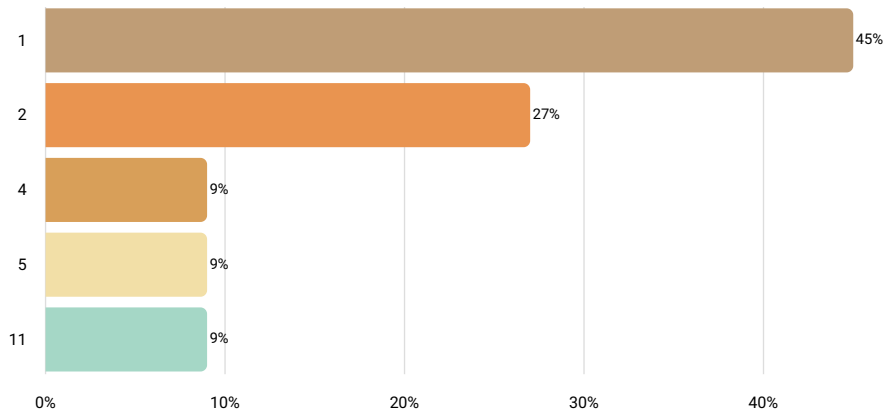
Results	%	N
Non-Exempt	18%	2
Exempt	82%	9

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



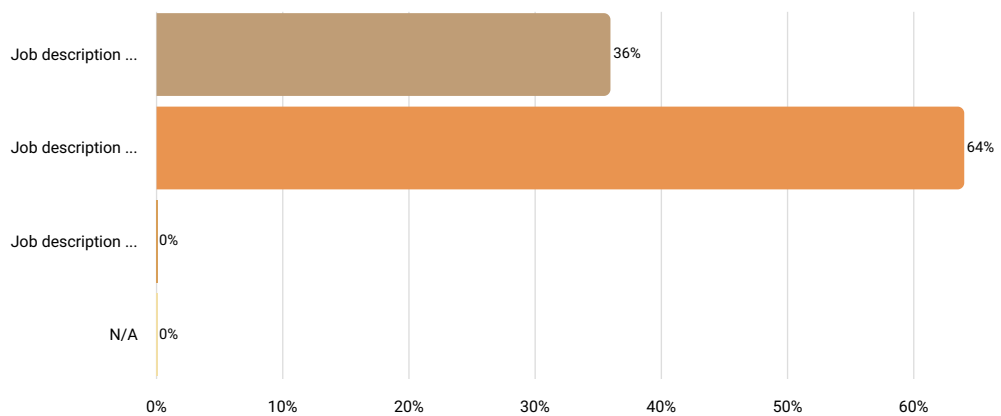
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	5
Mean	2.82
Median	2
Standard deviation	3.03
Total/sum	31

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



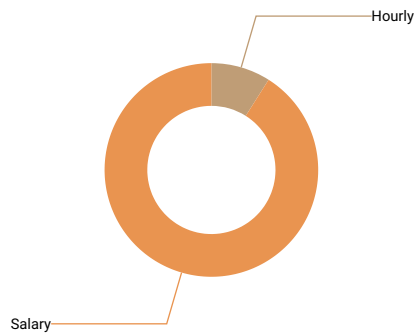
Results		%	N
Job description is perceptibly weaker than the position at your company		36%	4
Job description matches the position at your company very well		64%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$71,745.00	\$82,380.00	\$105,933.43	\$120,306.00	\$150,697.00	\$104,939.03	\$105,933.43	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$6,000.00	\$7,700.00	\$8,000.00	\$10,593.30	\$20,000.00	\$10,458.66	\$8,000.00	\$
Pay Range Maximum Salary	9	\$83,200.00	\$109,200.00	\$111,500.00	\$162,374.00	\$190,070.40	\$126,199.82	\$111,500.00	\$
Pay Range Minimum Salary	9	\$54,163.00	\$70,000.00	\$75,848.00	\$90,000.00	\$108,250.00	\$80,014.58	\$75,848.00	\$
Actual Highest Base Salary	9	\$72,000.00	\$92,000.00	\$109,202.50	\$147,240.00	\$150,697.00	\$114,976.52	\$109,202.50	\$
Actual Lowest Base Salary	9	\$61,200.00	\$82,380.00	\$102,664.36	\$112,840.00	\$150,697.00	\$98,094.97	\$102,664.36	\$

4.9.4 Quality Assurance Supervisor

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 11 times

Skipped 10 times

Text input

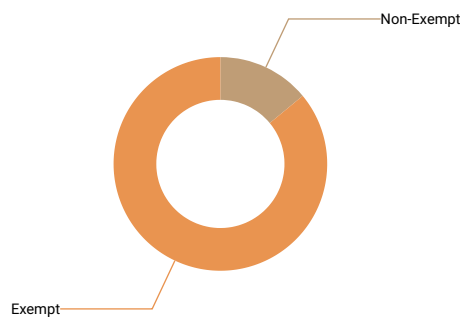
Results	
quality ndt	1
group leader	1
lab supervisor	1
quality control	1
quality manager	1
quality director	1
qc inspector supervisor	1
manager quality inspection	1
quality control supervisor	1
supervisor, quality; supervisor, aircraft quality	1
qc supervisor janitorial, and qc supervisor grounds	1

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



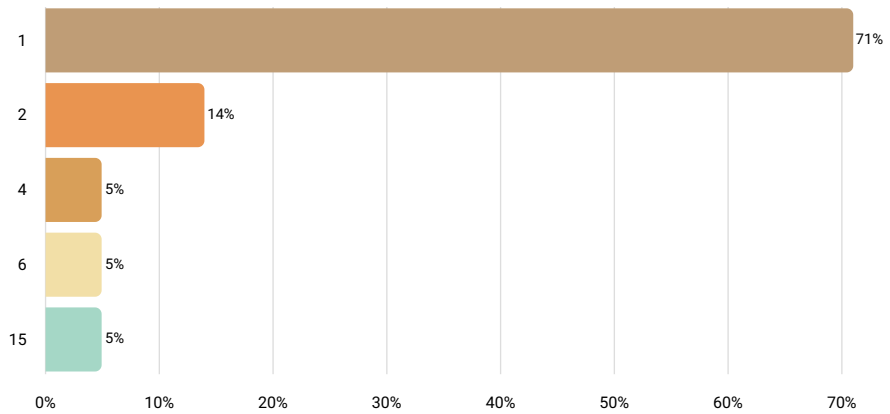
Results	%	N
Non-Exempt	14%	3
Exempt	86%	18

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



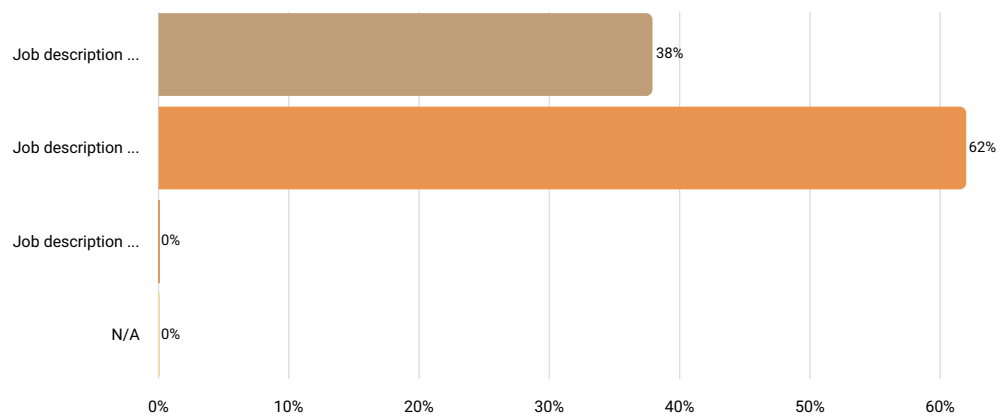
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2.19
Median	1
Standard deviation	3.19
Total/sum	46

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



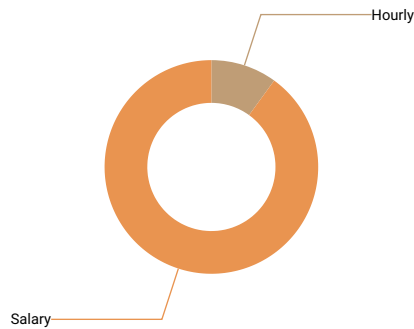
Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	8
Job description matches the position at your company very well	62%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	2
Salary	90%	19

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	18	\$60,000.00	\$68,000.00	\$86,225.00	\$103,455.00	\$123,000.00	\$88,702.89	\$86,225.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$1,762.00	\$6,500.00	\$7,750.00	\$10,345.50	\$15,000.00	\$8,102.94	\$7,750.00	\$
Pay Range Maximum Salary	18	\$65,000.00	\$85,000.00	\$109,242.40	\$125,361.00	\$141,736.00	\$106,730.93	\$109,242.40	\$
Pay Range Minimum Salary	18	\$50,000.00	\$56,100.00	\$70,000.00	\$75,848.00	\$90,000.00	\$68,370.17	\$70,000.00	\$
Actual Highest Base Salary	18	\$60,000.00	\$68,000.00	\$92,480.20	\$105,060.00	\$123,000.00	\$90,111.83	\$92,480.20	\$
Actual Lowest Base Salary	18	\$60,000.00	\$65,000.00	\$86,225.00	\$103,455.00	\$123,000.00	\$87,519.06	\$86,225.00	\$

4.9.5 Customer Service Supervisor

Job description

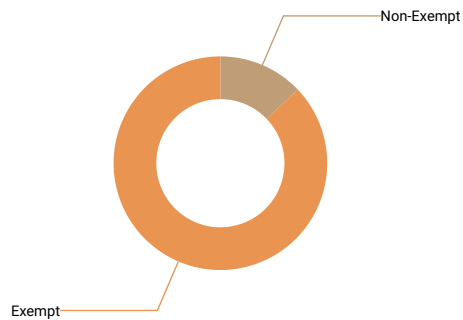
First Line Supervisor response for overseeing workers in order to ensure that customers get the best service possible. Coordinates with other departmen this goal is met.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



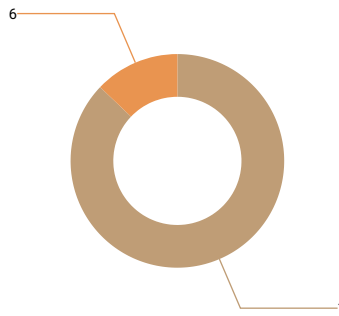
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



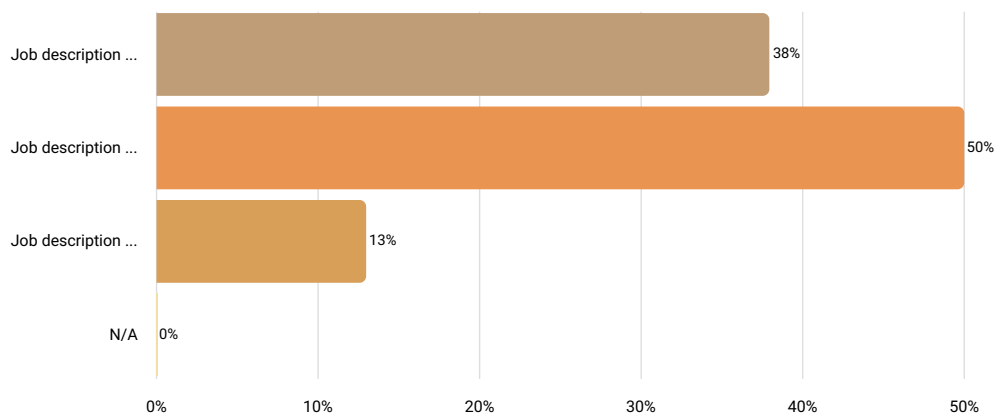
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	6
Mean	1.63
Median	1
Standard deviation	1.77
Total/sum	13

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



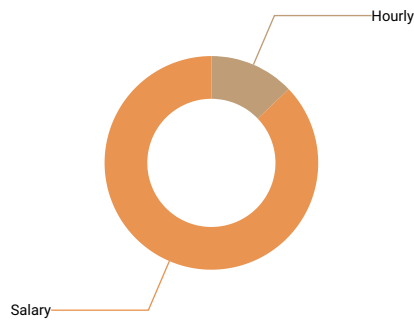
Results	%	N
Job description is perceptibly weaker than the position at your company	38%	3
Job description matches the position at your company very well	50%	4
Job description is perceptibly stronger than the position at your company	13%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$45,891.00	\$53,768.00	\$66,888.38	\$82,451.20	\$94,972.80	\$68,138.77	\$66,888.38	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$53,982.00	\$60,000.00	\$85,000.00	\$99,576.24	\$115,918.40	\$83,246.11	\$85,000.00	\$
Pay Range Minimum Salary	6	\$35,990.00	\$50,000.00	\$58,565.24	\$65,000.00	\$95,971.20	\$60,681.95	\$58,565.24	\$
Actual Highest Base Salary	7	\$47,864.00	\$53,768.00	\$66,888.38	\$82,451.20	\$94,972.80	\$68,420.63	\$66,888.38	\$
Actual Lowest Base Salary	7	\$43,807.00	\$53,768.00	\$66,888.38	\$82,451.20	\$94,972.80	\$67,841.05	\$66,888.38	\$

4.9.6 Shipping and Receiving Supervisor

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 18 times

Skipped 10 times

Text input

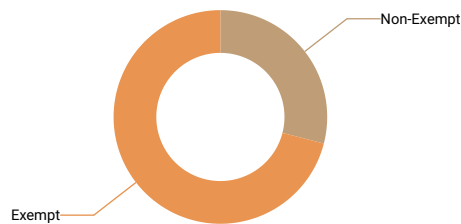
Results	
warehouse supervisor	3
shipping supervisor	2
logistics supervisor	2
materials supervisor	1
supervisor, warehouse	1
conveyance group leader	1
distribution supervisor	1
shipping & receiving lead	1
manager warehouse operations	1
material control coordinator	1
material handling supervisor	1
supervisor, materials management	1
dock supervisor, warehouse supervisor	1
warehouse supervisor ii & government property manager	1

FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



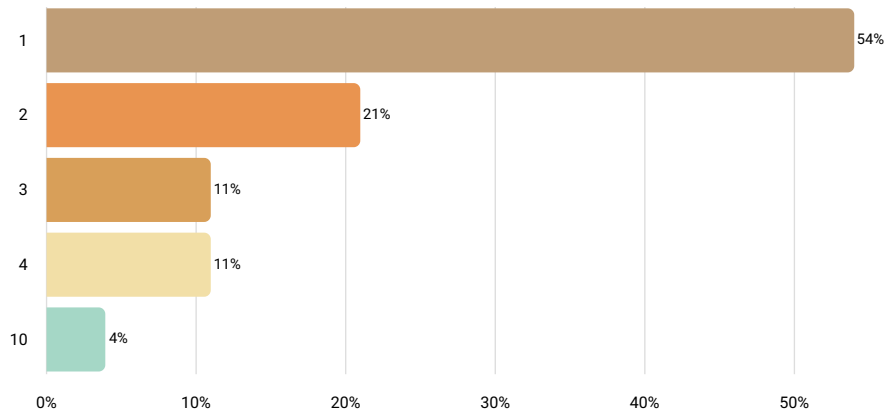
Results	%	N
Non-Exempt	29%	8
Exempt	71%	20

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



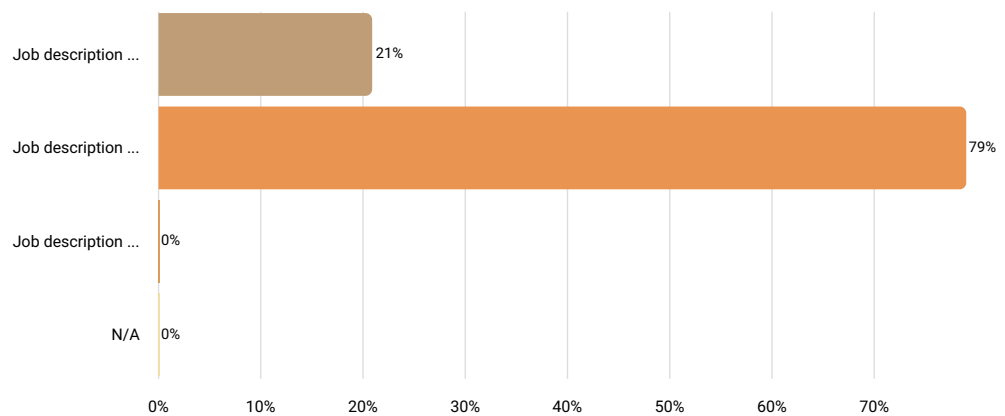
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	4
Mean	2.07
Median	1
Standard deviation	1.86
Total/sum	58

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



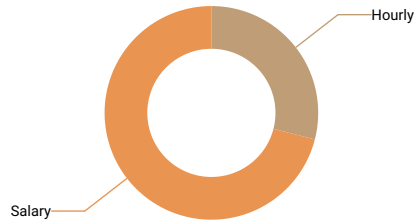
Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	6
Job description matches the position at your company very well	79%	22
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	8
Salary	71%	20

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	7	\$20.00	\$25.40	\$26.40	\$33.14	\$40.87	\$28.29	\$26.40
Pay Range Maximum Rate	5	\$26.16	\$26.40	\$30.00	\$33.65	\$35.70	\$30.38	\$30.00
Pay Range Minimum Rate	5	\$20.00	\$22.00	\$26.16	\$26.40	\$30.00	\$24.91	\$26.16
Actual Highest Base Rate	7	\$20.00	\$26.40	\$29.00	\$34.55	\$40.87	\$30.27	\$29.00
Actual Lowest Base Rate	7	\$20.00	\$21.00	\$26.40	\$30.20	\$40.87	\$26.92	\$26.40
Actual Average Base Salary	19	\$55,300.00	\$64,000.00	\$77,015.00	\$85,314.00	\$91,500.00	\$73,691.88	\$77,015.00
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$5,000.00	\$7,150.00	\$9,000.00	\$15,632.50	\$79,326.67	\$18,486.46	\$9,000.00
Pay Range Maximum Salary	16	\$57,000.00	\$70,000.00	\$87,500.00	\$111,300.00	\$132,533.00	\$91,302.13	\$87,500.00
Pay Range Minimum Salary	16	\$50,000.00	\$54,000.00	\$62,186.40	\$68,182.00	\$75,848.00	\$61,899.05	\$62,186.40
Average Incentive Bonus or Other Bonus (Annual)	5	\$450.00	\$1,000.00	\$3,698.00	\$5,200.00	\$8,000.00	\$3,669.60	\$3,698.00
Actual Highest Base Salary	19	\$52,000.00	\$64,000.00	\$79,550.64	\$87,568.00	\$92,925.00	\$75,473.17	\$79,550.64
Actual Lowest Base Salary	19	\$55,000.00	\$60,000.00	\$72,000.00	\$83,690.00	\$91,500.00	\$71,854.69	\$72,000.00

4.9.7 Maintenance Supervisor

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 13 times

Skipped 21 times

Text input

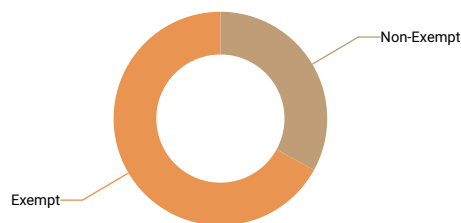
Results	
maintenance supervisor	2
facilities supervisor	1
supv plant operations	1
maintenance team leader	1
supervisor, maintenance	1
maintenance group leader	1
supervisor, grounds maintenance	1
maintenance supervisor / planner	1
general maintenance mechanic lead	1
maintenance and construction supervisor	1
general services faculties supervisor - 6008	1
maintenance i&e supervisor; maintenance mechanical supervisor; maintenance supervisor	1

FLSA Status

Answered 33 times

Skipped 1 times

Select one answer (radio button)



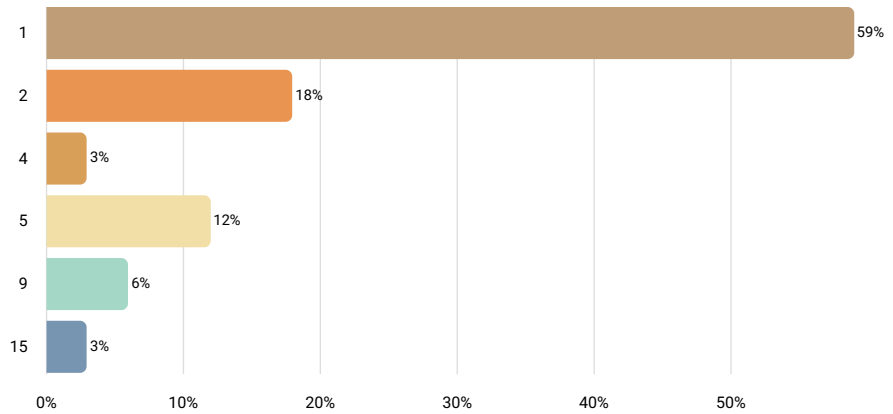
Results	%	N
Non-Exempt	33%	11
Exempt	67%	22

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



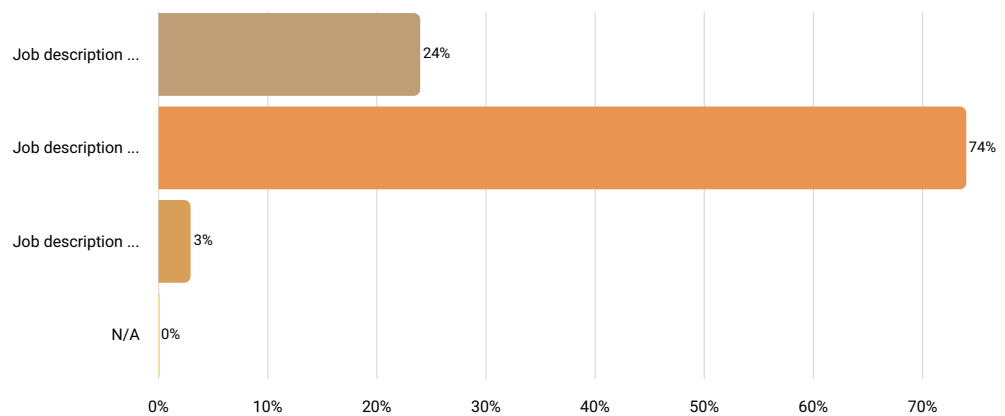
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2.62
Median	1
Standard deviation	3.08
Total/sum	89

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



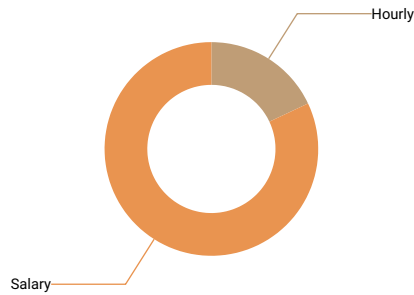
Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	8
Job description matches the position at your company very well	74%	25
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	6
Salary	82%	28

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	5	\$19.13	\$27.25	\$27.50	\$40.00	\$40.36	\$30.85	\$27.50	
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$27.25	\$27.50	\$29.13	\$40.00	\$46.24	\$34.02	\$29.13	
Actual Lowest Base Rate	5	\$27.25	\$27.50	\$29.13	\$36.75	\$40.00	\$32.13	\$29.13	
Actual Average Base Salary	25	\$62,661.00	\$70,000.00	\$81,786.00	\$101,497.00	\$107,000.00	\$85,941.10	\$81,786.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$1,880.00	\$5,688.00	\$8,000.00	\$11,000.00	\$15,000.00	\$8,696.50	\$8,000.00	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	22	\$77,496.00	\$80,000.00	\$100,500.00	\$121,161.00	\$142,160.00	\$105,278.58	\$100,500.00	\$
Pay Range Minimum Salary	22	\$49,600.00	\$60,000.00	\$71,000.00	\$75,848.00	\$90,500.00	\$70,316.59	\$71,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	25	\$62,700.00	\$72,500.00	\$87,550.00	\$101,497.00	\$121,000.00	\$88,216.82	\$87,550.00	\$
Actual Lowest Base Salary	25	\$60,590.40	\$67,626.00	\$81,000.00	\$93,000.00	\$103,020.58	\$83,216.58	\$81,000.00	\$

4.9.8 Team Leader

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

If your job title is different than what is shown above, provide it here:

Answered 18 times

Skipped 23 times

Text input

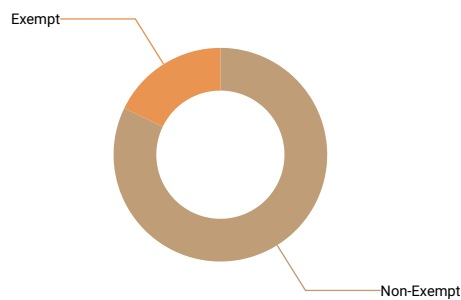
Results	
production team leader	2
no	1
team lead	1
zone leader	1
process leads	1
lead technician	1
plant team lead	1
assistant supervisor	1
film leads, resin leads	1
team lead, chief engineer	1
distribution or manufacturing lead	1
recruiter team lead, recruiting supervisor	1
lead worker manufacturing, lead worker janitorial, lead worker admin	1
guest services lead associate, cafe lead associate, retail sales lead associate, and lead explainer	1
electrical assembler iii lead, electrical quality inspector iii lead, inventory clerk iii lead, machinist iii lead	1
advanced analyst/team lead; intermediate specialist/team lead; advanced trainer/team lead; communications team lead	1
order management supervisor, order pulling supervisor, processing supervisor, quality supervisor, trucks supervisor	1

FLSA Status

Answered 40 times

Skipped 1 times

Select one answer (radio button)



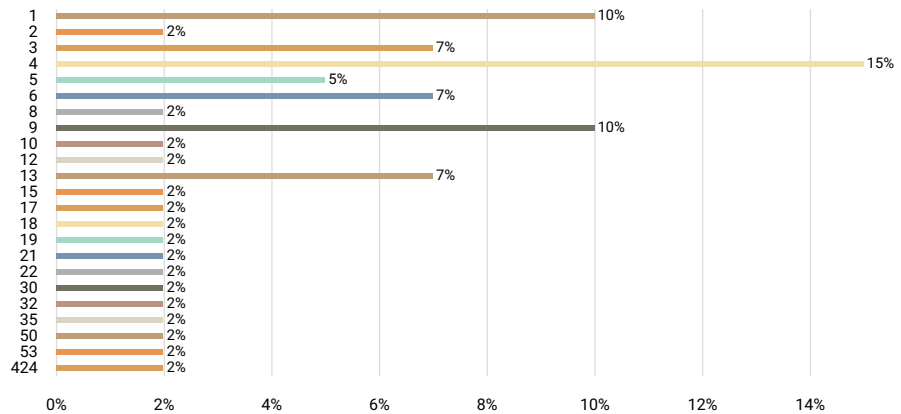
Results	%	N
Non-Exempt	83%	33
Exempt	18%	7

Number of Employees Currently in This Position

Answered 41 times

Skipped 0 times

Number input



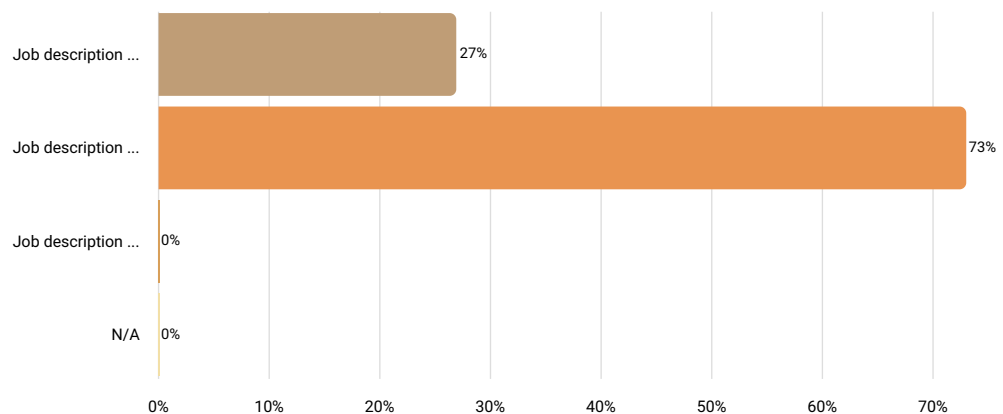
Statistics	
10th percentile	2
25th percentile	4
50th percentile	9
75th percentile	17
90th percentile	32
Mean	22.15
Median	9
Standard deviation	65.51
Total/sum	908

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

Answered 41 times

Skipped 0 times

Select one answer (radio button)



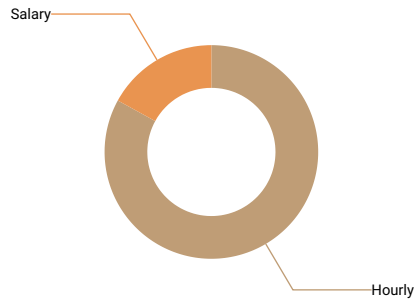
Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	11
Job description matches the position at your company very well	73%	30
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	34
Salary	17%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	28	\$18.25	\$19.68	\$23.57	\$27.12	\$35.00	\$24.61	\$23.57
Pay Range Maximum Rate	30	\$21.40	\$23.75	\$26.25	\$35.69	\$41.46	\$29.32	\$26.25
Pay Range Minimum Rate	30	\$16.55	\$18.15	\$22.91	\$25.00	\$31.13	\$23.02	\$22.91
Actual Highest Base Rate	28	\$18.72	\$20.90	\$25.25	\$33.34	\$36.81	\$26.72	\$25.25
Actual Lowest Base Rate	29	\$15.50	\$18.15	\$22.50	\$24.35	\$33.54	\$22.07	\$22.50
Actual Average Base Salary	6	\$40,500.00	\$54,422.38	\$80,100.50	\$172,000.00	\$189,497.00	\$102,770.06	\$80,100.50
Average Incentive Bonus or Other Cash Bonus (Annual)								
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	\$0.00	\$2.50	\$5.00	\$6.00	\$12.00	\$4.88	\$5.00
Pay Range Maximum Salary	6	\$45,000.00	\$80,000.00	\$85,032.05	\$122,500.00	\$243,337.00	\$110,150.18	\$85,032.05
Pay Range Minimum Salary	6	\$38,000.00	\$45,000.00	\$61,631.68	\$78,000.00	\$85,696.00	\$61,659.89	\$61,631.68
Average Incentive Bonus or Other Bonus (Annual)	11	\$1,000.00	\$1,025.00	\$2,298.00	\$5,850.00	\$6,000.00	\$3,248.00	\$2,298.00
Actual Highest Base Salary	6	\$44,500.00	\$62,000.00	\$99,818.00	\$216,082.00	\$217,672.00	\$123,315.00	\$99,818.00
Actual Lowest Base Salary	6	\$39,000.00	\$62,000.00	\$77,704.58	\$133,286.00	\$141,258.00	\$88,492.19	\$77,704.58

4.10 Sales and Marketing Positions

The survey received sufficient data for the following job titles:

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

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

PR or Community Relations Representative
Sales Office Assistant

4.10.1 Inside Sales Representative

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 3 times

Text input

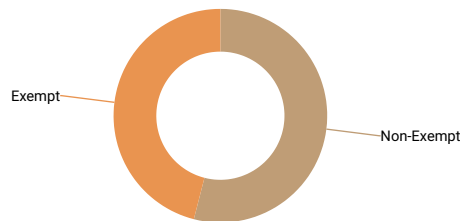
Results	
sales engineer	1
inside sales rep	1
sales service managers	1
inside sales specialist	1
sales and service manager	1
membership sales executive	1
sales and purchasing specialist	1
marketing development representative	1
events coordinator and field trip coordinator	1
contractor sales associate & showroom specialist	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



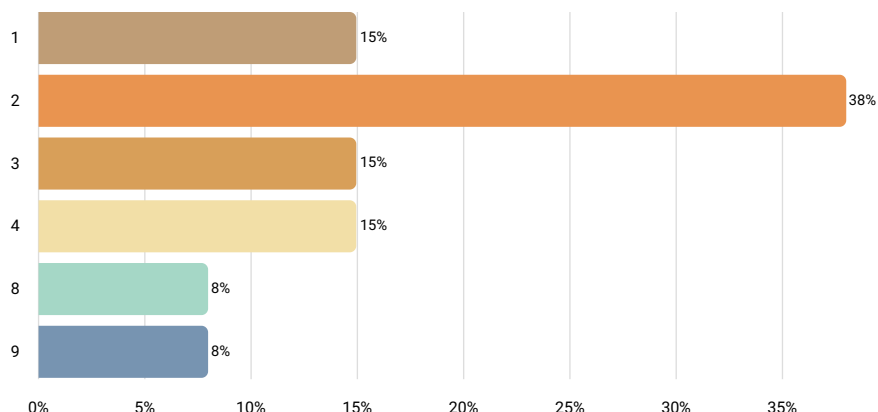
Results	%	N
Non-Exempt	54%	7
Exempt	46%	6

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



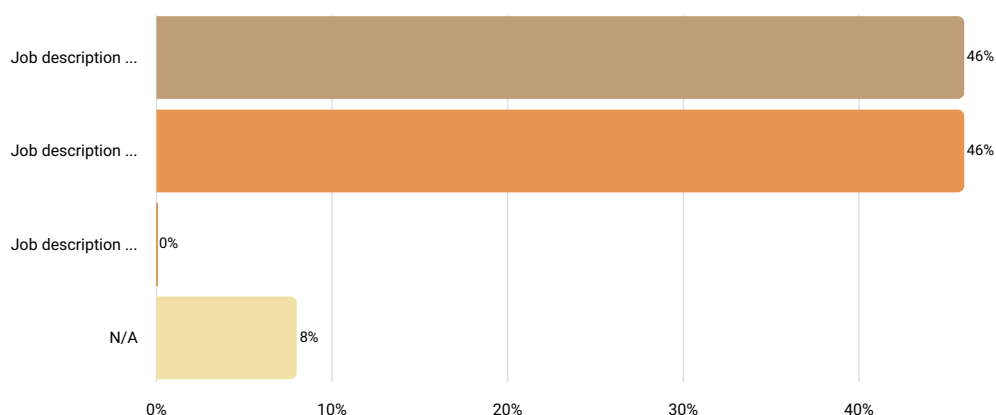
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	8
Mean	3.31
Median	2
Standard deviation	2.5
Total/sum	43

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

Answered 13 times

Skipped 0 times

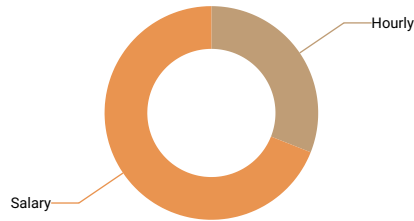
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	46%	6
Job description matches the position at your company very well	46%	6
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	8%

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	31%	4
Salary	69%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$40,500.00	\$44,000.00	\$58,229.60	\$60,250.00	\$64,000.00	\$54,279.84	\$58,229.60	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	8	\$44,000.00	\$53,250.00	\$70,000.00	\$80,000.00	\$90,000.00	\$67,562.50	\$70,000.00	\$
Pay Range Minimum Salary	8	\$28,600.00	\$37,750.00	\$47,500.00	\$51,250.00	\$59,000.00	\$45,075.00	\$47,500.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	9	\$40,500.00	\$45,000.00	\$61,500.00	\$65,000.00	\$80,000.00	\$58,957.33	\$61,500.00	\$
Actual Lowest Base Salary	9	\$40,000.00	\$43,000.00	\$53,000.00	\$58,000.00	\$60,000.00	\$51,062.13	\$53,000.00	\$

4.10.2 Outside Sales Rep (commission)

Job description

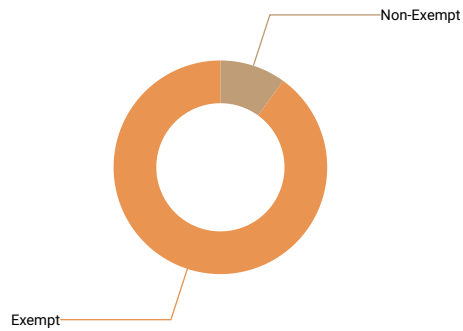
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically rec degree and 2-4 years of sales related experience. Opportunity to earn a commission on products or services sold.

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



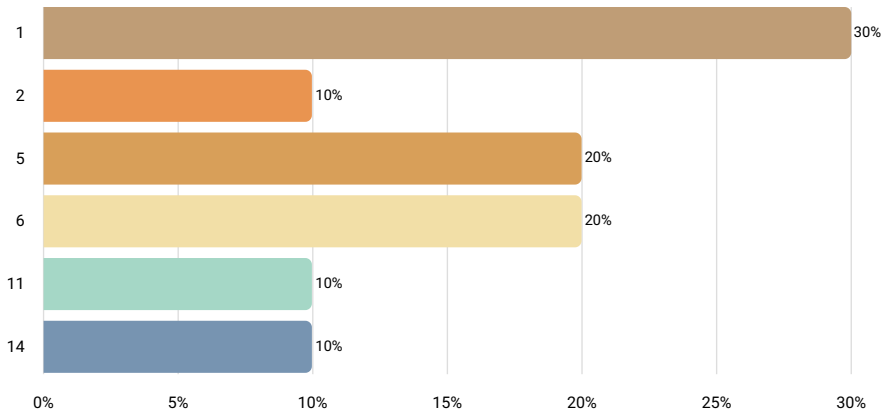
Results	%	N
Non-Exempt	10%	1
Exempt	90%	9

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



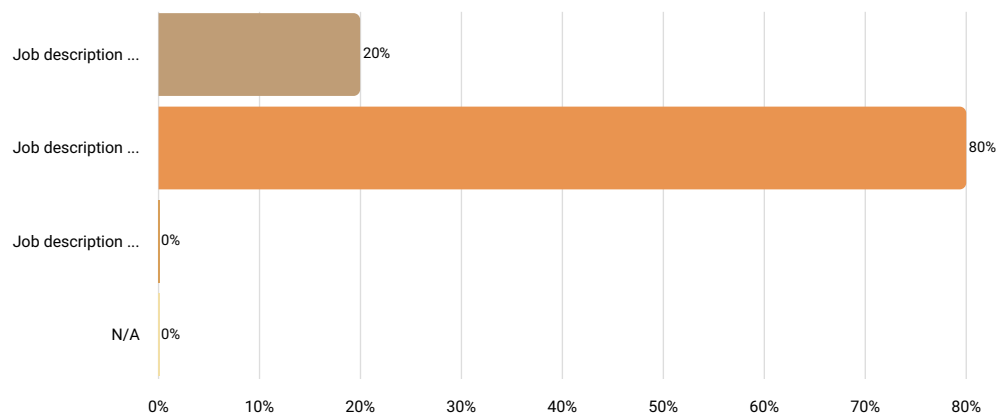
Statistics	
10th percentile	1
25th percentile	1
50th percentile	5
75th percentile	6
90th percentile	12.5
Mean	5.2
Median	5
Standard deviation	4.42
Total/sum	52

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



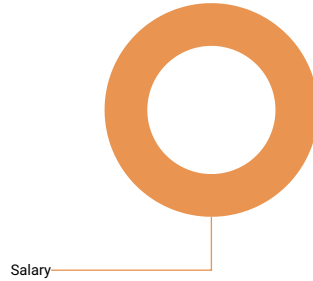
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	2
Job description matches the position at your company very well	80%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	8	\$31,000.00	\$44,761.47	\$59,545.00	\$84,332.50	\$108,798.12	\$64,634.51	\$59,545.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	7	\$55,000.00	\$55,000.00	\$85,000.00	\$100,116.00	\$150,000.00	\$87,159.43	\$85,000.00	\$
Pay Range Minimum Salary	8	\$20,000.00	\$28,900.00	\$46,000.00	\$70,000.00	\$84,000.00	\$49,225.00	\$46,000.00	\$
Actual Highest Base Salary	7	\$31,000.00	\$37,500.00	\$80,017.60	\$108,798.12	\$150,000.00	\$80,347.39	\$80,017.60	\$
Actual Lowest Base Salary	8	\$21,800.00	\$33,500.06	\$43,750.00	\$74,500.00	\$108,798.12	\$54,262.28	\$43,750.00	\$

4.10.3 Outside Sales Rep (non-commission)

Job description

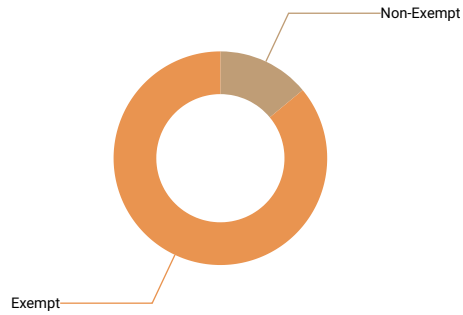
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically rec degree and 2-4 years of sales related experience. No commission opportunities.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



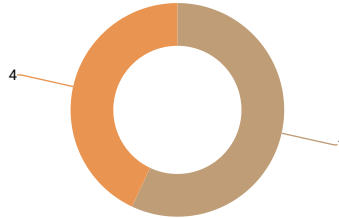
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



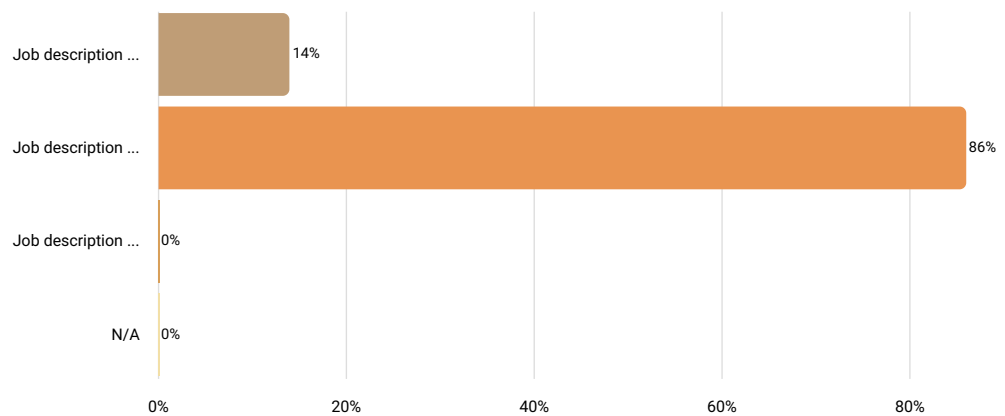
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	4
Mean	2.29
Median	1
Standard deviation	1.6
Total/sum	16

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



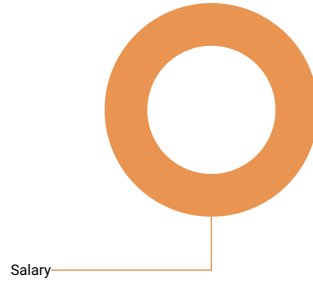
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	7	\$10,000.00	\$48,193.60	\$70,000.00	\$120,000.00	\$139,328.00	\$78,931.66	\$70,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	7	\$10,000.00	\$55,000.00	\$90,000.00	\$130,000.00	\$133,339.00	\$87,619.86	\$90,000.00	\$
Pay Range Minimum Salary	7	\$10,000.00	\$42,000.00	\$50,000.00	\$85,951.00	\$90,000.00	\$58,278.71	\$50,000.00	\$
Actual Highest Base Salary	6	\$48,193.60	\$70,000.00	\$95,500.00	\$120,000.00	\$152,712.00	\$96,984.27	\$95,500.00	\$
Actual Lowest Base Salary	6	\$48,193.60	\$50,000.00	\$80,000.00	\$120,000.00	\$133,692.00	\$85,314.27	\$80,000.00	\$

4.10.4 Marketing Representative

Job description Responsible for driving brand awareness through on-site, face-to-face interaction with consumers. Liaison between buyers and se

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 2 times

Text input

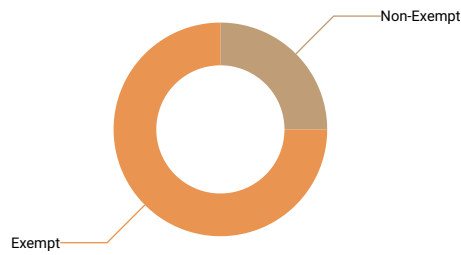
Results	
marketing specialist	2
marketing coordinator	2
sr marketing specialist	1
performance metrics analyst, operations analyst	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



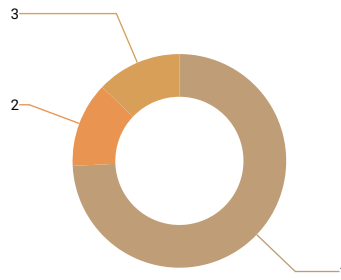
Results	%	N
Non-Exempt	25%	2
Exempt	75%	6

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



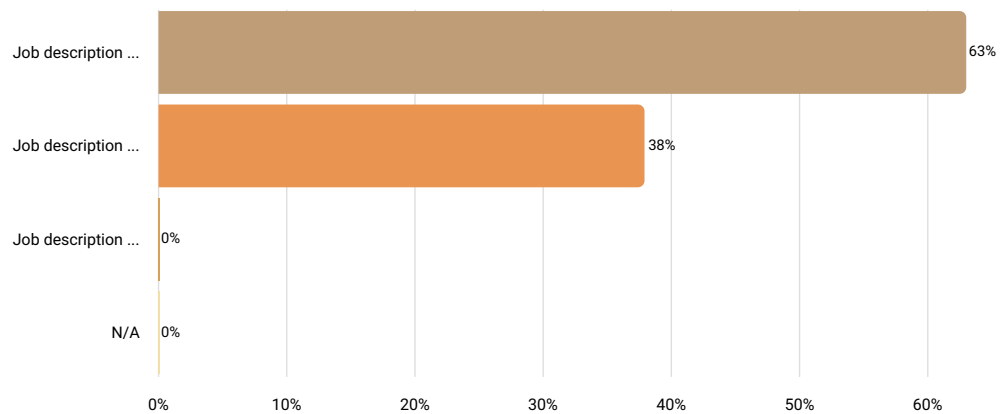
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	1.38
Median	1
Standard deviation	0.74
Total/sum	11

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



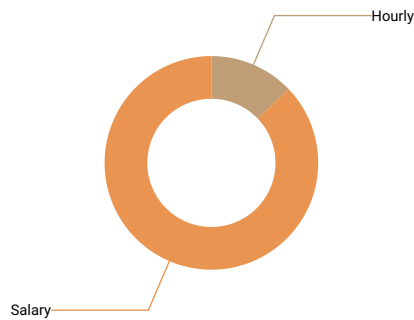
Results	%	N
Job description is perceptibly weaker than the position at your company	63%	5
Job description matches the position at your company very well	38%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	7	\$44,900.00	\$48,000.00	\$64,500.00	\$82,243.20	\$92,500.00	\$66,862.06	\$64,500.00 \$
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary	7	\$55,000.00	\$55,000.00	\$84,368.71	\$93,558.40	\$100,000.00	\$78,556.22	\$84,368.71 \$
Pay Range Minimum Salary	7	\$40,000.00	\$46,500.00	\$50,647.16	\$69,492.80	\$90,000.00	\$57,176.91	\$50,647.16 \$
Actual Highest Base Salary	7	\$44,900.00	\$48,000.00	\$76,000.00	\$82,243.20	\$92,500.00	\$70,397.77	\$76,000.00 \$
Actual Lowest Base Salary	7	\$44,900.00	\$46,500.00	\$50,647.00	\$82,243.20	\$92,500.00	\$63,668.77	\$50,647.00 \$

4.10.5 Sales Manager

Job description

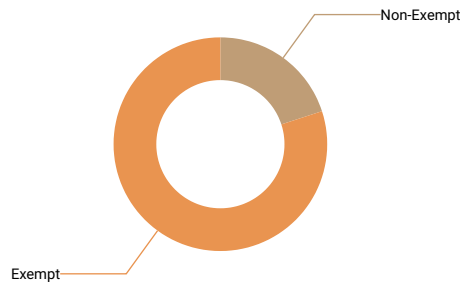
Manages sales division to ensure the achievement of sales goals. Serves as the principal liaison to major accounts and monitors and develops sales stal

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



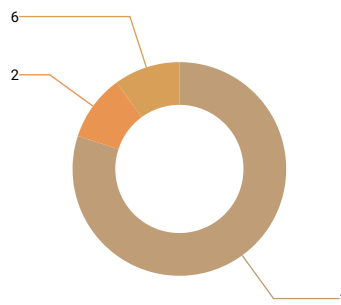
Results	%	N
Non-Exempt	20%	2
Exempt	80%	8

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



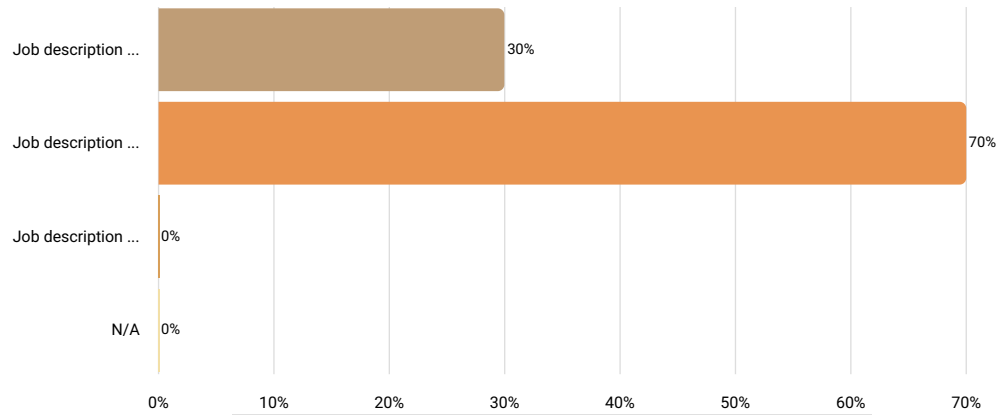
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.6
Median	1
Standard deviation	1.58
Total/sum	16

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



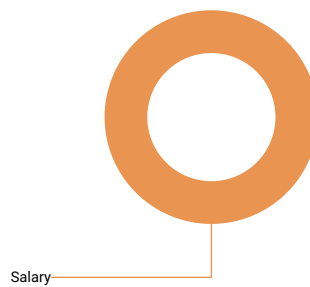
Results		%	N
Job description is perceptibly weaker than the position at your company		30%	3
Job description matches the position at your company very well		70%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Average Base Salary	10	\$67,000.00	\$80,000.00	\$103,352.00	\$150,000.00	\$524,984.00	\$183,577.20	\$103,352.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$4,000.00	\$9,184.00	\$22,900.00	\$45,000.00	\$225,000.00	\$54,830.67	\$22,900.00	\$6
Pay Range Maximum Salary	9	\$80,000.00	\$90,000.00	\$110,000.00	\$115,000.00	\$200,000.00	\$119,300.44	\$110,000.00	\$4
Pay Range Minimum Salary	9	\$54,569.00	\$62,400.00	\$70,000.00	\$95,000.00	\$200,000.00	\$88,552.11	\$70,000.00	\$4
Actual Highest Base Salary	9	\$58,000.00	\$92,600.00	\$106,704.00	\$185,000.00	\$1,000,000.16	\$215,644.91	\$106,704.00	\$2
Actual Lowest Base Salary	9	\$58,000.00	\$92,600.00	\$106,704.00	\$122,500.00	\$699,920.00	\$173,969.33	\$106,704.00	\$2

4.10.6 Business Development Specialist

Job description

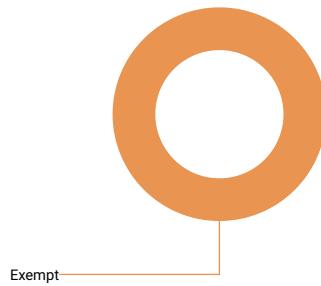
Responsible for creating effective business plans for their company. Analyze business processes and identify opportunities to generate additional revenue

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



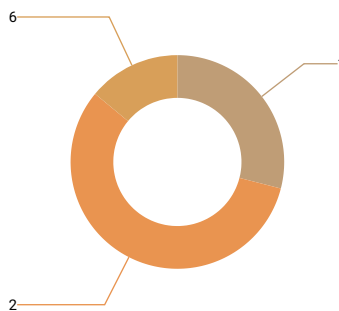
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



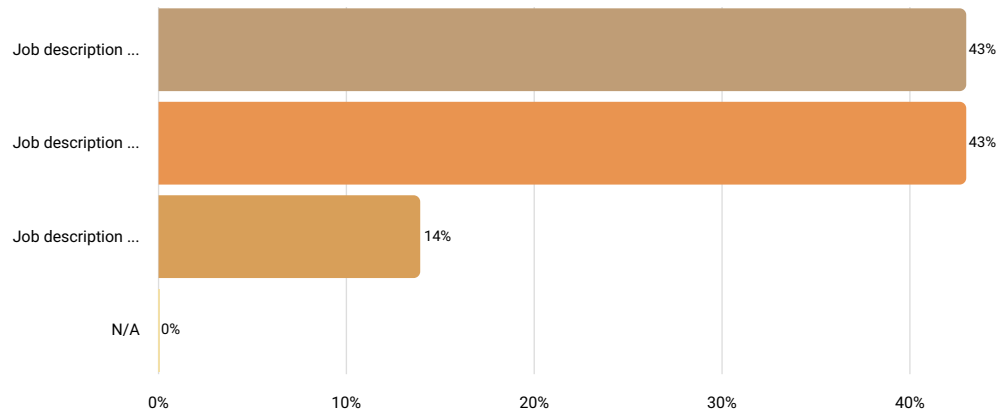
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	6
Mean	2.29
Median	2
Standard deviation	1.7
Total/sum	16

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



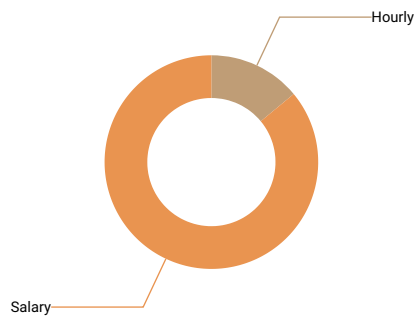
Results	%	N
Job description is perceptibly weaker than the position at your company	43%	3
Job description matches the position at your company very well	43%	3
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$46,512.56	\$70,000.00	\$97,930.00	\$100,484.80	\$111,382.00	\$85,261.87	\$97,930.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	5	\$48,025.12	\$70,000.00	\$111,818.00	\$128,377.60	\$133,000.00	\$98,244.14	\$111,818.00	\$
Actual Lowest Base Salary	5	\$45,000.00	\$61,905.00	\$66,830.40	\$70,000.00	\$110,946.00	\$70,936.28	\$66,830.40	\$

4.10.7 Business Development Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 7 times

Skipped 11 times

Text input

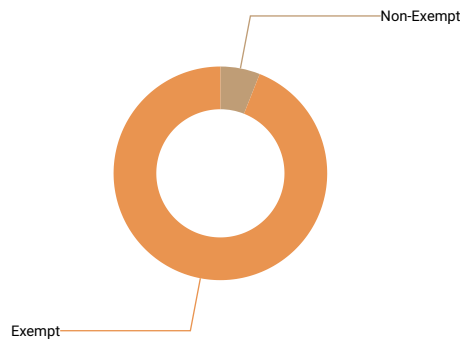
Results	
director of business development	2
business development manager	1
business development director	1
external relations officer - 1615	1
chief business development officer	1
business development manager & sr. aviation program manager	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



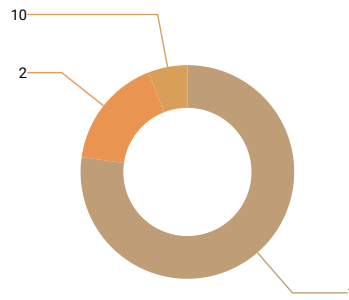
Results	%	N
Non-Exempt	6%	1
Exempt	94%	17

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



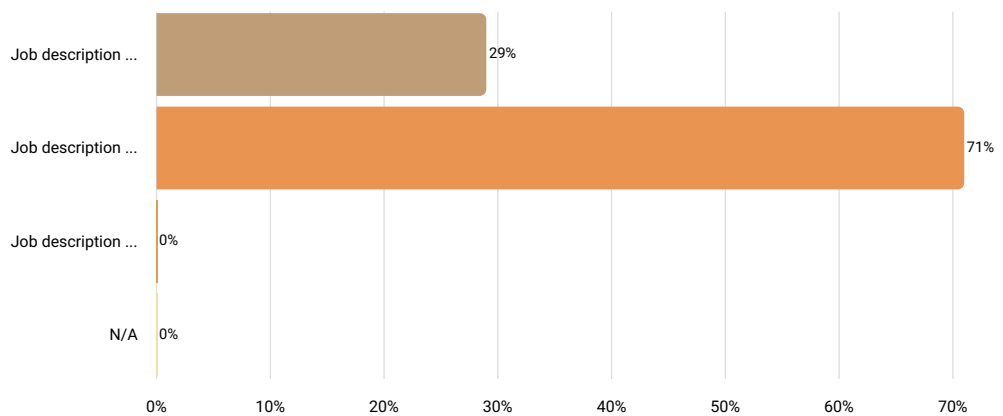
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.67
Median	1
Standard deviation	2.11
Total/sum	30

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

Answered 17 times

Skipped 1 times

Select one answer (radio button)



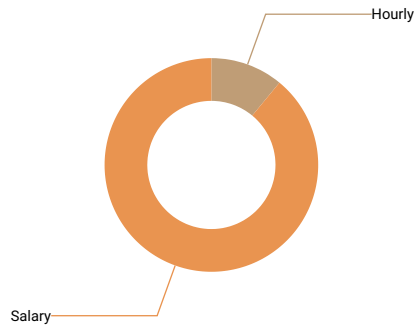
Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	5
Job description matches the position at your company very well	71%	12
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	2
Salary	89%	16

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	15	\$87,006.40	\$115,000.00	\$140,000.00	\$156,000.00	\$175,000.00	\$135,153.52	\$140,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$2,000.00	\$3,669.00	\$11,000.00	\$33,306.00	\$140,000.00	\$29,743.75	\$11,000.00	\$
Pay Range Maximum Salary	12	\$116,584.00	\$127,930.00	\$150,000.00	\$190,000.00	\$228,800.00	\$159,707.80	\$150,000.00	\$
Pay Range Minimum Salary	11	\$83,906.00	\$84,448.00	\$100,000.00	\$126,217.00	\$135,200.00	\$107,133.95	\$100,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	15	\$87,006.40	\$115,000.00	\$145,000.00	\$174,948.84	\$180,000.00	\$141,196.14	\$145,000.00	\$
Actual Lowest Base Salary	15	\$87,006.40	\$111,269.00	\$121,996.69	\$156,000.00	\$175,000.00	\$128,862.37	\$121,996.69	\$

4.10.8 Marketing Manager or Director

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 9 times

Text input

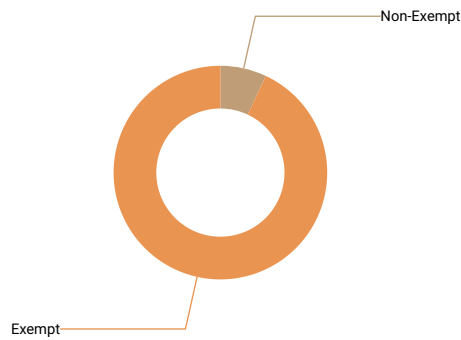
Results	
marketing specialist	1
dir marketing phys relations	1
marketing & communications director	1
senior communications marketing manager	1
director of marketing and communications	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



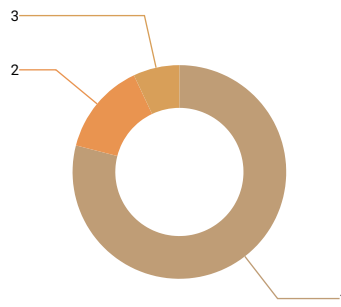
Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



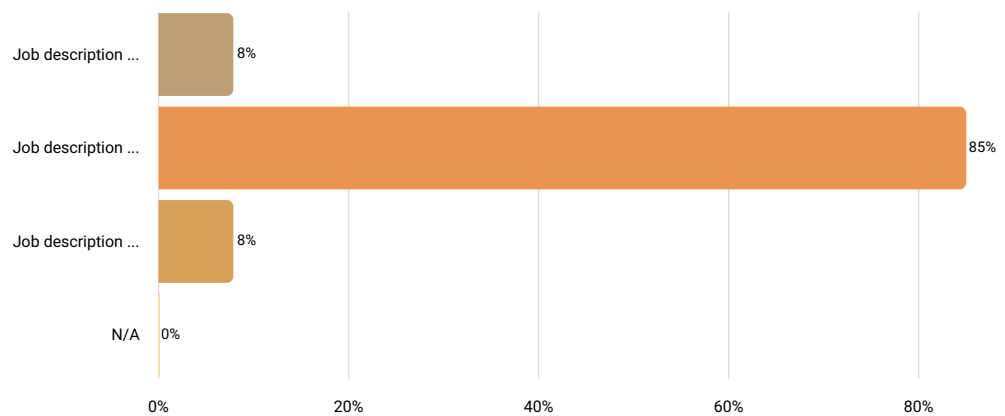
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.29
Median	1
Standard deviation	0.61
Total/sum	18

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



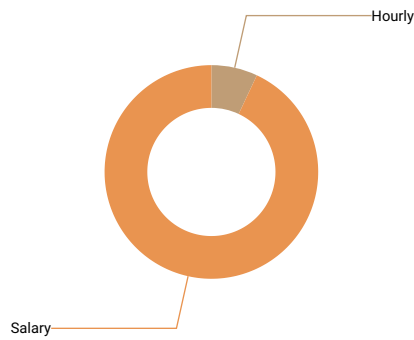
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	85%	11
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	13	\$63,600.00	\$69,300.00	\$93,000.00	\$116,688.00	\$118,414.40	\$91,441.41	\$93,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$1,000.00	\$4,824.73	\$15,850.00	\$40,000.00	\$10,418.68	\$4,824.73	\$
Pay Range Maximum Salary	10	\$60,943.50	\$75,000.00	\$102,750.00	\$125,000.00	\$155,428.00	\$103,824.30	\$102,750.00	\$
Pay Range Minimum Salary	10	\$43,629.00	\$60,000.00	\$87,500.00	\$95,000.00	\$111,384.00	\$80,002.60	\$87,500.00	\$
Actual Highest Base Salary	12	\$63,600.00	\$66,557.20	\$98,500.00	\$116,000.00	\$118,414.40	\$93,537.27	\$98,500.00	\$
Actual Lowest Base Salary	12	\$63,600.00	\$66,557.20	\$79,260.00	\$108,002.40	\$117,000.00	\$85,679.47	\$79,260.00	\$

4.11 Management/Director Positions

The survey received sufficient data for the following job titles:

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

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

4.11.1 Controller or Accounting Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 27 times

Skipped 21 times

Text input

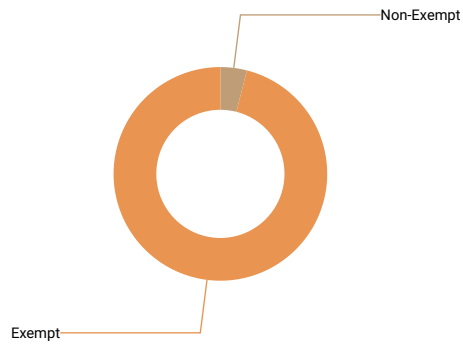
Results	
controller	4
plant controller	3
finance manager	2
comptroller	1
finance analyst	1
business manager	1
chief accountant	1
accounting manager	1
finance supervisor	1
assistant controller	1
divisional controller	1
operations controller	1
accounting manager, mid	1
director of finance - 1133	1
sr hr & accounting manager	1
corporate financial manager	1
senior manager, cost accounting	1
director of finance and accounting	1
us controller; international controller	1
controller and co-controller/credit manager	1
corporate controller & director of treasury & financial planning	1

FLSA Status

Answered 47 times

Skipped 1 times

Select one answer (radio button)



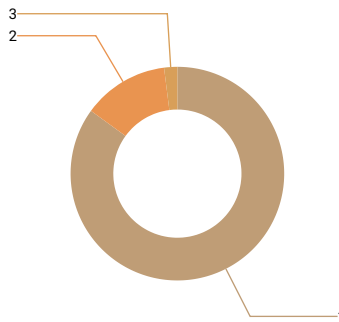
Results	%	N
Non-Exempt	4%	2
Exempt	96%	45

Number of Employees Currently in This Position

Answered 48 times

Skipped 0 times

Number input



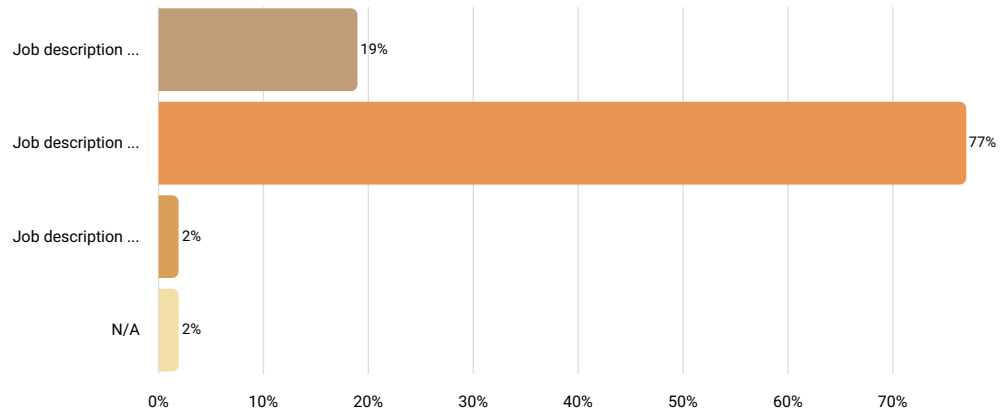
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.17
Median	1
Standard deviation	0.43
Total/sum	56

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

Answered 48 times

Skipped 0 times

Select one answer (radio button)



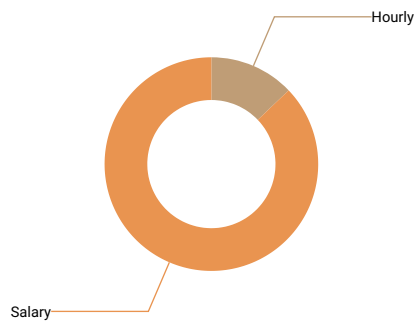
Results	%	N
Job description is perceptibly weaker than the position at your company	19%	9
Job description matches the position at your company very well	77%	37
Job description is perceptibly stronger than the position at your company	2%	1
N/A	2%	1

Is this position paid an hourly rate or annual salary?

Answered 48 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	6
Salary	88%	42

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	6	\$37.00	\$44.20	\$55.41	\$76.12	\$77.50	\$57.61	\$55.41	
Pay Range Maximum Rate	6	\$50.00	\$51.00	\$80.72	\$94.37	\$99.97	\$76.13	\$80.72	
Pay Range Minimum Rate	6	\$33.53	\$39.37	\$45.00	\$51.21	\$57.19	\$45.22	\$45.00	
Actual Highest Base Rate	6	\$37.00	\$44.20	\$55.41	\$76.12	\$77.50	\$57.61	\$55.41	
Actual Lowest Base Rate	6	\$37.00	\$44.20	\$55.41	\$76.12	\$77.50	\$57.61	\$55.41	
Actual Average Base Salary	39	\$86,000.00	\$105,000.00	\$121,834.78	\$149,100.00	\$195,000.00	\$129,154.17	\$121,834.78	\$5
Average Incentive Bonus or Other Cash Bonus (Annual)	19	\$500.00	\$2,684.00	\$12,016.00	\$24,000.00	\$27,000.00	\$13,699.58	\$12,016.00	\$1
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	34	\$100,000.00	\$125,000.00	\$150,000.00	\$173,940.00	\$229,000.00	\$189,443.87	\$150,000.00	\$2
Pay Range Minimum Salary	34	\$65,187.20	\$79,968.00	\$98,073.17	\$121,347.20	\$139,000.00	\$100,816.05	\$98,073.17	\$2
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	38	\$86,000.00	\$112,762.00	\$135,184.40	\$155,000.00	\$195,000.00	\$134,375.21	\$135,184.40	\$4
Actual Lowest Base Salary	38	\$82,472.00	\$91,000.00	\$120,589.82	\$149,100.00	\$195,000.00	\$124,160.97	\$120,589.82	\$4

4.11.2 Maintenance Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 9 times

Skipped 21 times

Text input

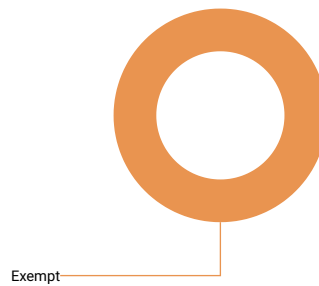
Results	
maintenance supervisor	1
maintenance coordinator	1
asst director - maintenance	1
lead industrialization manager	1
facilities & maintenance manager	1
mechanical maintenance supervisor	1
leader, operations engineering team	1
maintenance and engineering manager	1
mgr plant operations/ admin mgr plant ops	1

FLSA Status

Answered 30 times

Skipped 0 times

Select one answer (radio button)



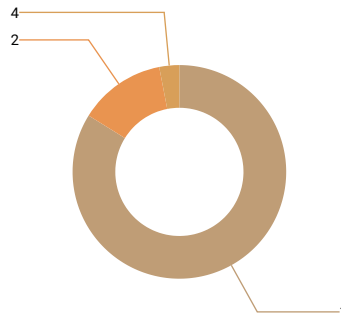
Results	%	N
Non-Exempt	0%	0
Exempt	100%	30

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



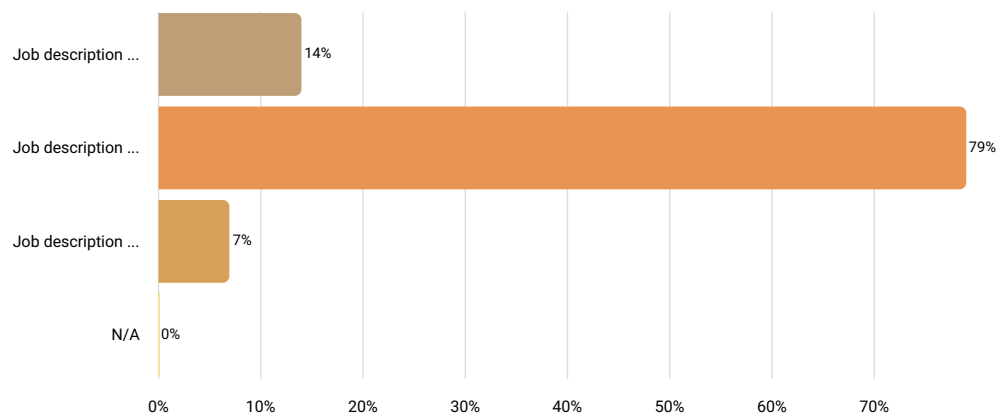
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.23
Median	1
Standard deviation	0.63
Total/sum	37

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

Answered 29 times

Skipped 1 times

Select one answer (radio button)



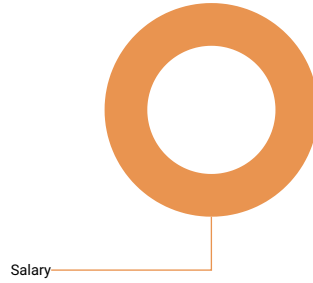
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	4
Job description matches the position at your company very well	79%	23
Job description is perceptibly stronger than the position at your company	7%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	30

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	26	\$70,754.89	\$85,420.00	\$98,453.50	\$127,199.00	\$140,000.00	\$103,712.69	\$98,453.50	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$1,000.00	\$7,000.00	\$12,000.00	\$15,000.00	\$20,000.00	\$10,647.15	\$12,000.00	\$
Pay Range Maximum Salary	24	\$95,000.00	\$105,428.50	\$125,000.00	\$144,600.00	\$207,200.00	\$134,281.31	\$125,000.00	\$
Pay Range Minimum Salary	24	\$63,044.80	\$72,648.00	\$82,450.00	\$99,700.00	\$108,335.00	\$87,021.42	\$82,450.00	\$
Actual Highest Base Salary	25	\$72,841.00	\$85,803.12	\$100,000.00	\$127,199.00	\$140,000.00	\$108,875.18	\$100,000.00	\$
Actual Lowest Base Salary	26	\$70,754.89	\$85,420.00	\$99,528.50	\$127,199.00	\$140,000.00	\$106,154.67	\$99,528.50	\$

4.11.3 Production or Operations Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 19 times

Skipped 28 times

Text input

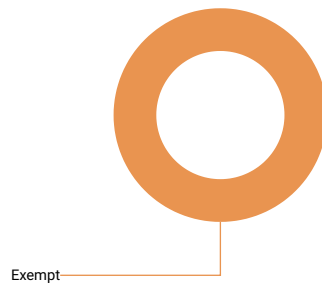
Results	
production manager	2
production supervisor	2
millwork manager	1
director operations	1
shop manager, grounds	1
director of operations	1
senior factory manager	1
mgr operations env svcs	1
director of manufacturing	1
vice president of operations	1
pm / design / quality / lead pm	1
film manager, operations manager	1
production manager /operations manager	1
die casting manager, machining production manager	1
supervisor, electrical; supervisor, mechanical; director, operations; deputy director, manufacturing	1
director of engineering, director of maintenance, director of production control, director of business operations	1
director of operations ; & other position is director of manufacturing (each separate functions held by separate people)	1

FLSA Status

Answered 46 times

Skipped 1 times

Select one answer (radio button)



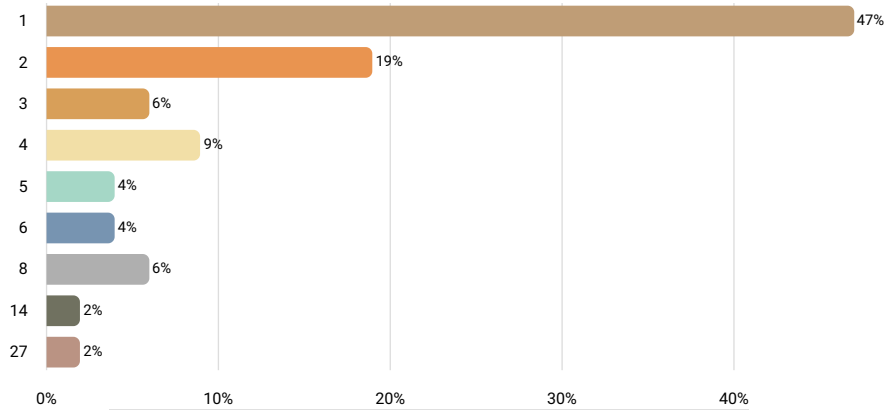
Results	%	N
Non-Exempt	0%	0
Exempt	100%	46

Number of Employees Currently in This Position

Answered 47 times

Skipped 0 times

Number input



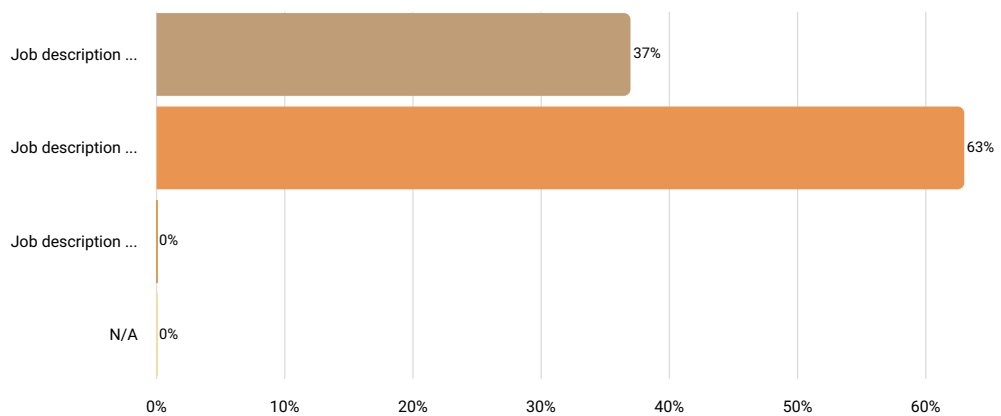
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	8
Mean	3.23
Median	2
Standard deviation	4.41
Total/sum	152

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

Answered 46 times

Skipped 1 times

Select one answer (radio button)



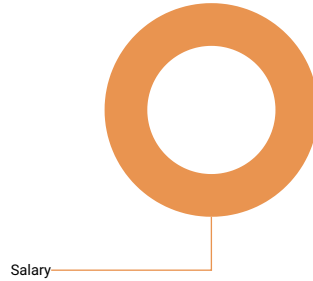
Results		
	%	N
Job description is perceptibly weaker than the position at your company	37%	17
Job description matches the position at your company very well	63%	29
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 47 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	47

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	43	\$76,000.00	\$92,000.00	\$118,200.00	\$137,000.00	\$162,926.40	\$120,634.65	\$118,200.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	24	\$1,936.22	\$5,899.00	\$10,748.00	\$18,000.00	\$32,000.00	\$13,680.97	\$10,748.00	\$
Pay Range Maximum Salary	36	\$90,000.00	\$107,500.00	\$140,000.00	\$175,950.00	\$205,812.00	\$142,329.60	\$140,000.00	\$
Pay Range Minimum Salary	36	\$62,000.00	\$75,000.00	\$84,225.00	\$105,000.00	\$119,392.00	\$89,855.78	\$84,225.00	\$
Actual Highest Base Salary	41	\$83,000.00	\$100,000.00	\$130,426.00	\$160,000.00	\$197,380.00	\$132,399.90	\$130,426.00	\$
Actual Lowest Base Salary	40	\$75,000.00	\$83,995.20	\$102,000.00	\$128,637.60	\$164,111.50	\$113,647.87	\$102,000.00	\$

4.11.4 IT Manager

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

If your job title is different than what is shown above, provide it here:

Answered 13 times

Skipped 22 times

Text input

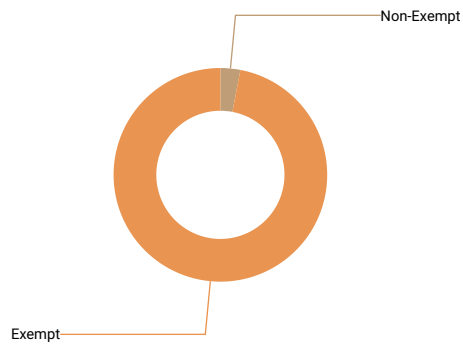
Results	
it lead	1
it director	1
it assistant	1
it manager us	1
director of it	1
it manager, mid	1
information systems manager	1
information technology supervisor	1
information technology manager -1368	1
corporate information technology manager	1
senior manager of information technology	1
director of corporate information technology	1
mgr it systems/mgr it business/mgr it clinical systems	1

FLSA Status

Answered 34 times

Skipped 1 times

Select one answer (radio button)



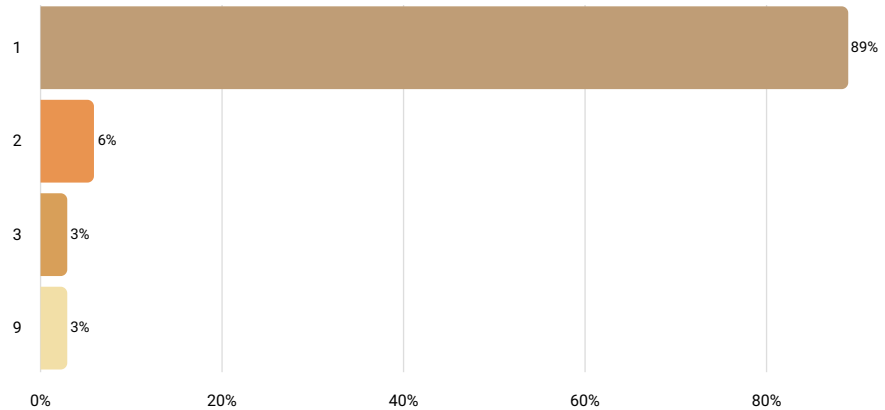
Results	%	N
Non-Exempt	3%	1
Exempt	97%	33

Number of Employees Currently in This Position

Answered 35 times

Skipped 0 times

Number input



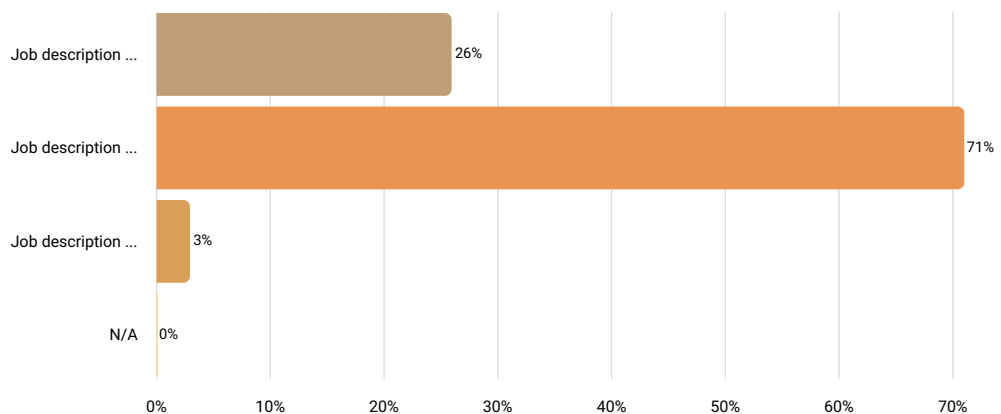
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.34
Median	1
Standard deviation	1.39
Total/sum	47

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

Answered 34 times

Skipped 1 times

Select one answer (radio button)



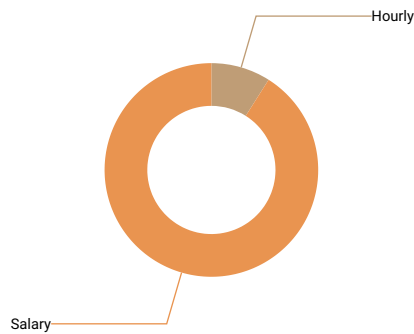
Results	%	N
Job description is perceptibly weaker than the position at your company	26%	9
Job description matches the position at your company very well	71%	24
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 35 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	3
Salary	91%	32

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	31	\$65,000.00	\$87,149.92	\$108,971.00	\$120,556.00	\$133,036.80	\$105,245.82	\$108,971.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$1,000.00	\$5,000.00	\$7,627.00	\$11,000.00	\$12,530.00	\$7,552.85	\$7,627.00	\$
Pay Range Maximum Salary	24	\$47,751.00	\$93,815.00	\$127,170.80	\$150,910.27	\$175,000.00	\$121,496.16	\$127,170.80	\$
Pay Range Minimum Salary	23	\$60,000.00	\$67,142.40	\$80,000.00	\$90,412.68	\$100,000.00	\$84,811.31	\$80,000.00	\$
Actual Highest Base Salary	31	\$65,000.00	\$87,000.00	\$108,971.00	\$125,300.00	\$134,000.00	\$107,140.99	\$108,971.00	\$
Actual Lowest Base Salary	31	\$62,504.00	\$87,000.00	\$100,000.00	\$116,803.00	\$130,002.00	\$100,966.97	\$100,000.00	\$

4.11.5 Logistics/Materials Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 14 times

Skipped 12 times

Text input

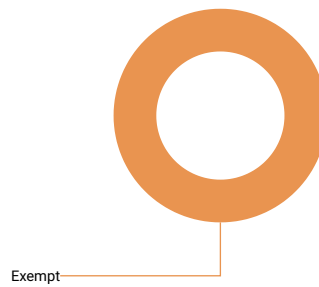
Results	
materials manager	2
supply chain manager	2
ipt manager	1
mgr materials mgt	1
conveyance manager	1
purchasing manager	1
production control manager	1
materials management supervisor	1
huntsville building materials manager	1
material and production logistics manager	1
supply chain director & supply chain manager	1
planning director; logistics director; distribution manager	1

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



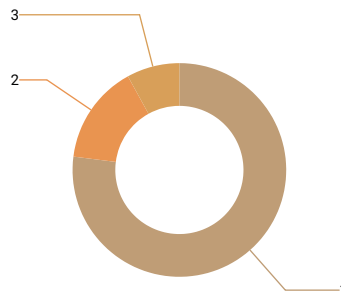
Results	%	N
Non-Exempt	0%	0
Exempt	100%	26

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



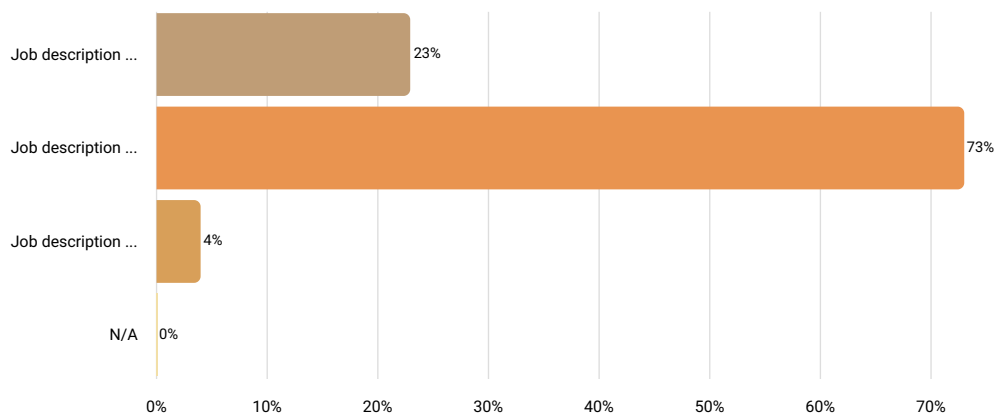
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.31
Median	1
Standard deviation	0.62
Total/sum	34

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



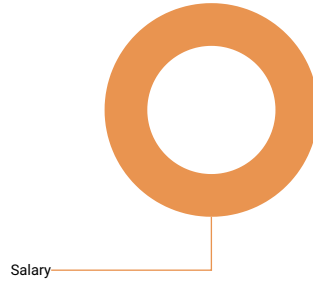
Results	%	N
Job description is perceptibly weaker than the position at your company	23%	6
Job description matches the position at your company very well	73%	19
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	26

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	23	\$75,000.00	\$85,152.13	\$110,000.00	\$128,500.00	\$138,944.00	\$108,648.82	\$110,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$4,000.00	\$7,500.00	\$11,443.00	\$25,000.00	\$35,000.00	\$16,127.64	\$11,443.00	\$
Pay Range Maximum Salary	23	\$80,000.00	\$95,000.00	\$129,950.00	\$171,600.00	\$185,658.00	\$130,750.89	\$129,950.00	\$
Pay Range Minimum Salary	23	\$62,130.49	\$75,000.00	\$88,900.00	\$100,000.00	\$107,628.00	\$87,325.56	\$88,900.00	\$
Actual Highest Base Salary	23	\$75,000.00	\$89,014.00	\$110,000.00	\$130,000.00	\$144,922.00	\$110,227.36	\$110,000.00	\$
Actual Lowest Base Salary	23	\$75,000.00	\$85,152.13	\$110,000.00	\$128,500.00	\$132,621.00	\$107,341.76	\$110,000.00	\$

4.11.6 Project or Program Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 18 times

Skipped 13 times

Text input

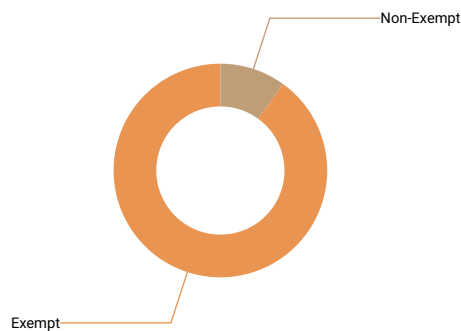
Results	
program manager	3
manager	1
project manager	1
division manager	1
project engineer	1
project manager 2	1
senior management	1
project coordinator	1
program manager i, ii	1
project manager, senior	1
project engineer manager	1
senior manager program office	1
technical lead/program manager	1
deputy program manager, senior program manager	1
program manager i-iv & sr. aviation program manager	1
assistant project manager i, assistant project manager ii, assistant project manager iii	1

FLSA Status

Answered 31 times

Skipped 0 times

Select one answer (radio button)



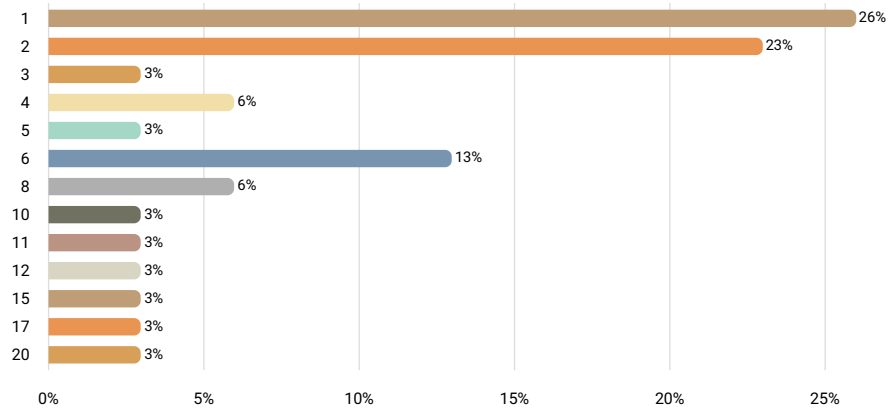
Results	%	N
Non-Exempt	10%	3
Exempt	90%	28

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



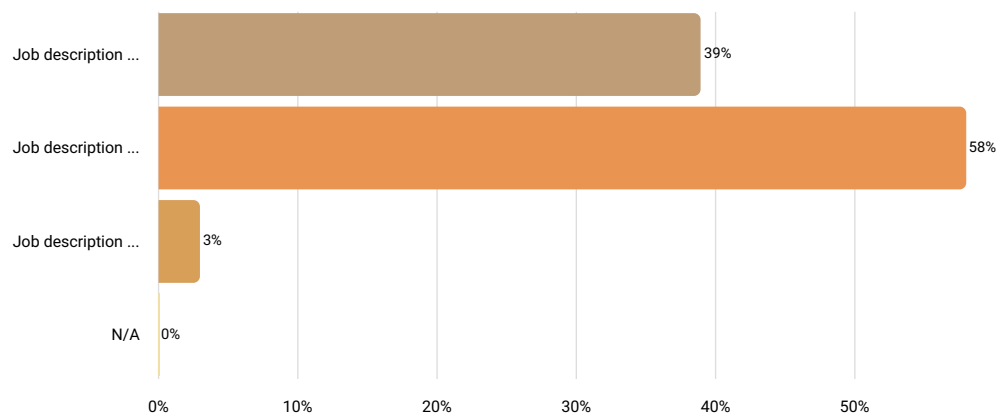
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	8
90th percentile	12
Mean	5.26
Median	3
Standard deviation	5.15
Total/sum	163

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

Answered 31 times

Skipped 0 times

Select one answer (radio button)



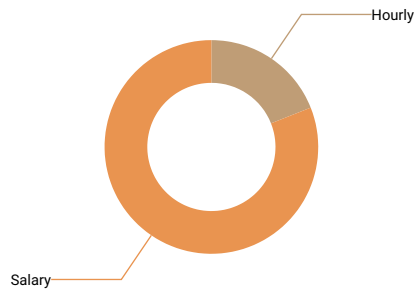
Results	%	N
Job description is perceptibly weaker than the position at your company	39%	12
Job description matches the position at your company very well	58%	18
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	19%	6
Salary	81%	25

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	6	\$27.00	\$58.13	\$64.34	\$79.36	\$96.47	\$64.94	\$64.34
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate	6	\$27.00	\$61.11	\$66.11	\$82.97	\$109.29	\$68.77	\$66.11
Actual Lowest Base Rate	6	\$27.00	\$51.74	\$62.58	\$67.48	\$74.82	\$57.70	\$62.58
Actual Average Base Salary	23	\$59,108.00	\$118,441.00	\$146,016.00	\$168,875.00	\$177,806.00	\$138,048.77	\$146,016.00
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$2,500.00	\$6,400.00	\$15,000.00	\$16,500.00	\$26,000.00	\$23,240.92	\$15,000.00
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Maximum Salary	19	\$60,000.00	\$120,000.00	\$144,644.70	\$180,000.00	\$215,000.00	\$141,378.99	\$144,644.70
Pay Range Minimum Salary	19	\$47,584.00	\$53,560.00	\$100,000.00	\$119,142.00	\$135,200.00	\$97,626.38	\$100,000.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	23	\$67,806.00	\$127,950.00	\$155,000.00	\$195,083.00	\$205,774.00	\$153,152.57	\$155,000.00
Actual Lowest Base Salary	23	\$52,770.00	\$88,483.20	\$135,000.00	\$165,000.00	\$177,806.00	\$125,440.29	\$135,000.00

4.11.7 Project or Program Director

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 9 times

Skipped 7 times

Text input

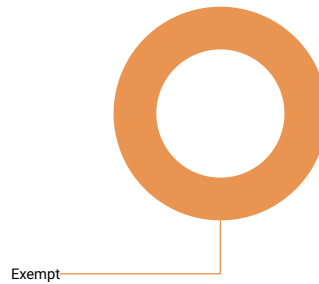
Results	
cpm	1
director	1
project manager	1
program manager 4	1
director of engineering	1
director, (technical area)	1
director launchers new business	1
program manager iii; director, programs	1
project manager i, project manager ii, and project manager iii	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



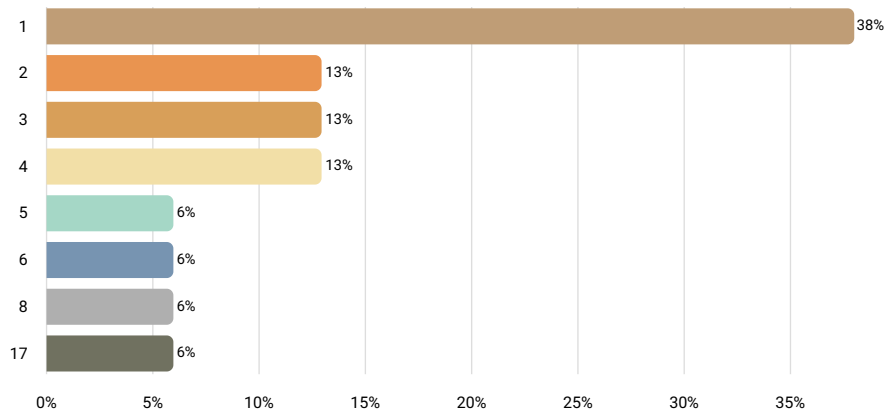
Results	%	N
Non-Exempt	0%	0
Exempt	100%	16

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



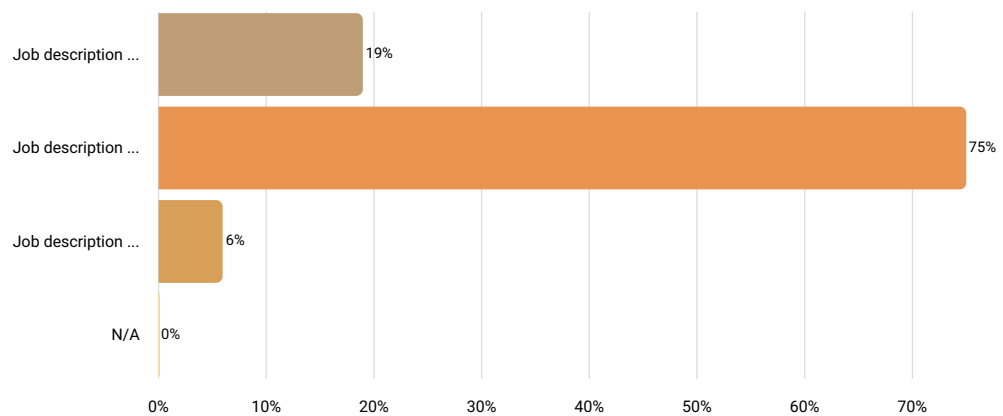
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	4.5
90th percentile	8
Mean	3.75
Median	2.5
Standard deviation	4.11
Total/sum	60

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

Answered 16 times

Skipped 0 times

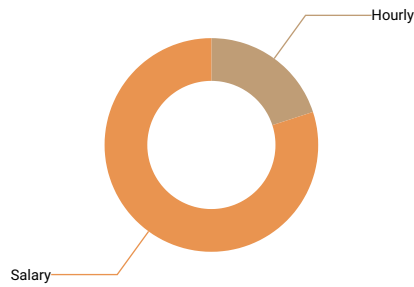
Select one answer (radio button)



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%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times
 Skipped 1 times
 Select one answer (radio button)



Results	%	N
Hourly	20%	3
Salary	80%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	11	\$69,267.00	\$74,451.00	\$194,411.11	\$226,367.22	\$234,270.40	\$166,334.98	\$194,411.11	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$2,234.00	\$13,000.00	\$25,000.00	\$38,250.00	\$15,247.33	\$13,000.00	\$
Pay Range Maximum Salary	7	\$50,000.00	\$81,923.00	\$180,000.00	\$228,800.00	\$262,890.00	\$164,067.86	\$180,000.00	\$
Pay Range Minimum Salary	7	\$40,000.00	\$51,665.00	\$150,000.00	\$194,310.00	\$210,000.00	\$124,242.57	\$150,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	11	\$72,600.00	\$91,954.00	\$205,631.72	\$235,000.00	\$249,309.75	\$178,326.44	\$205,631.72	\$
Actual Lowest Base Salary	11	\$56,728.00	\$62,600.00	\$178,461.92	\$217,734.36	\$234,270.40	\$156,908.70	\$178,461.92	\$

4.11.8 Engineering Manager

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

If your job title is different than what is shown above, provide it here:

Answered 9 times

Skipped 25 times

Text input

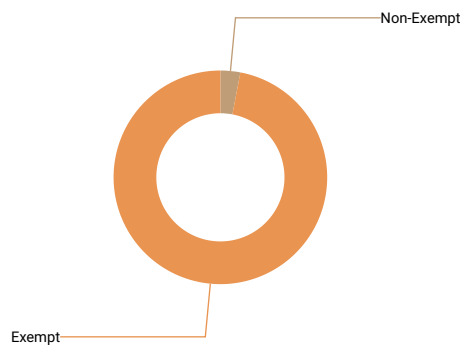
Results	
engineering manager	2
city engineer	1
chief engineer	1
engineering supervisor	1
federal business leader	1
maintenance and engineering	1
engineering manager, mid-senior	1
manufacturing engineering manager	1

FLSA Status

Answered 34 times

Skipped 0 times

Select one answer (radio button)



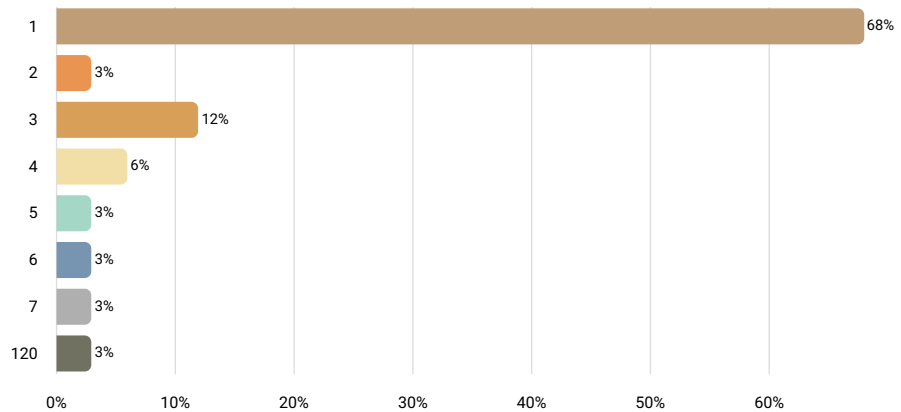
Results	%	N
Non-Exempt	3%	1
Exempt	97%	33

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



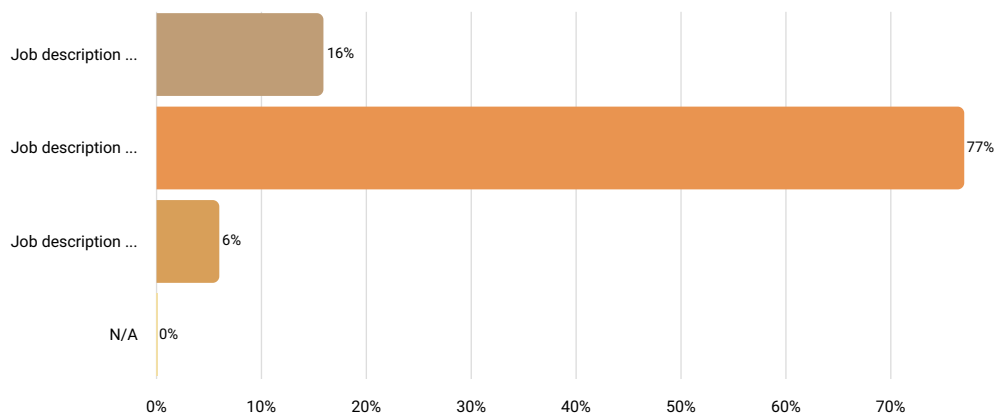
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	5.38
Median	1
Standard deviation	20.32
Total/sum	183

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

Answered 31 times

Skipped 3 times

Select one answer (radio button)



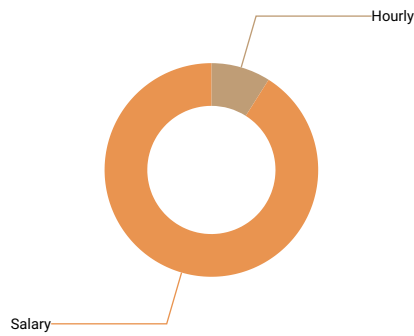
Results	%	N
Job description is perceptibly weaker than the position at your company	16%	5
Job description matches the position at your company very well	77%	24
Job description is perceptibly stronger than the position at your company	6%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	3
Salary	91%	31

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	26	\$94,126.00	\$124,250.00	\$150,000.00	\$173,840.50	\$189,215.00	\$152,908.90	\$150,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	16	\$2,000.00	\$11,399.50	\$15,938.00	\$36,481.00	\$50,000.00	\$27,093.50	\$15,938.00	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	24	\$125,000.00	\$151,000.00	\$170,105.00	\$189,653.00	\$238,500.00	\$177,935.12	\$170,105.00	\$
Pay Range Minimum Salary	24	\$79,429.43	\$98,500.00	\$103,140.50	\$127,707.60	\$150,000.00	\$111,704.41	\$103,140.50	\$
Actual Highest Base Salary	26	\$95,000.00	\$124,250.00	\$150,000.00	\$196,456.00	\$208,460.00	\$161,482.87	\$150,000.00	\$
Actual Lowest Base Salary	26	\$94,126.00	\$120,000.00	\$143,474.48	\$165,000.00	\$185,000.00	\$146,356.53	\$143,474.48	\$

4.11.9 Quality Control Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 18 times

Skipped 18 times

Text input

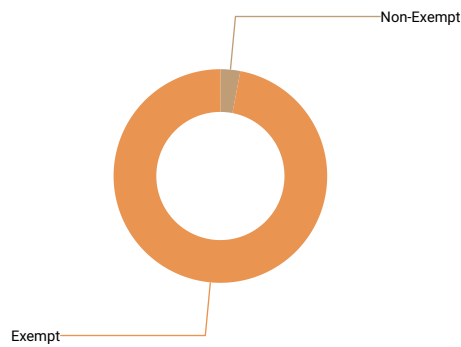
Results	
quality manager	7
quality assurance manager	2
qc manager	1
manager, quality	1
senior manager quality	1
senior quality manager	1
supplier quality manager	1
corporate quality director	1
director of global quality	1
quality engineering manager	1
software quality and safety manager	1

FLSA Status

Answered 36 times

Skipped 0 times

Select one answer (radio button)



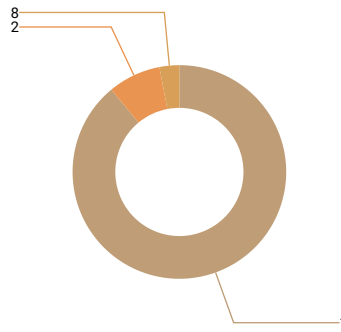
Results	%	N
Non-Exempt	3%	1
Exempt	97%	35

Number of Employees Currently in This Position

Answered 36 times

Skipped 0 times

Number input



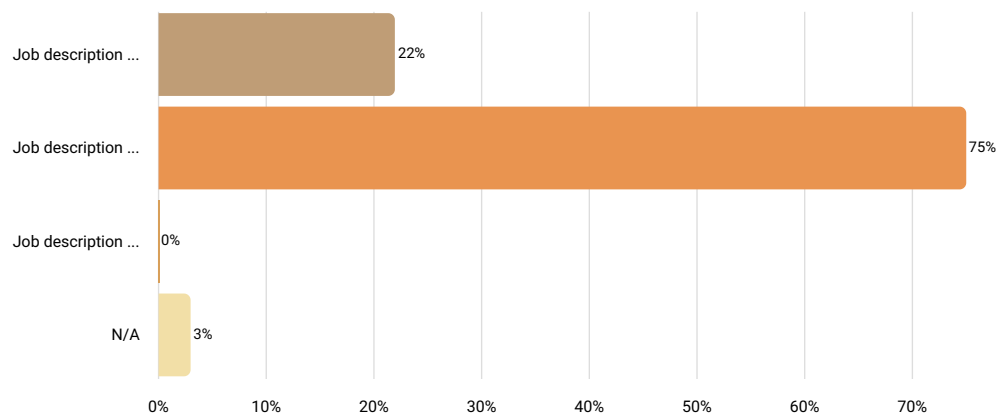
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.28
Median	1
Standard deviation	1.19
Total/sum	46

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

Answered 36 times

Skipped 0 times

Select one answer (radio button)



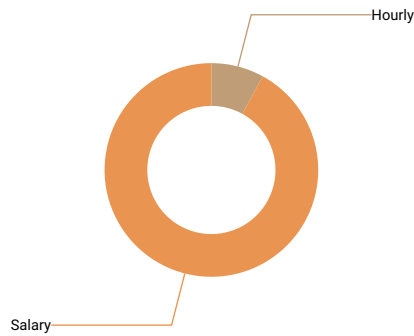
Results	%	N
Job description is perceptibly weaker than the position at your company	22%	8
Job description matches the position at your company very well	75%	27
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 36 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	3
Salary	92%	33

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	30	\$80,000.00	\$91,000.00	\$109,940.00	\$136,894.00	\$159,861.40	\$116,084.21	\$109,940.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$1,982.00	\$8,900.00	\$13,500.00	\$15,000.00	\$26,800.00	\$13,688.77	\$13,500.00	\$
Pay Range Maximum Salary	21	\$85,000.00	\$97,000.00	\$141,500.00	\$161,440.00	\$201,194.00	\$136,268.67	\$141,500.00	\$
Pay Range Minimum Salary	21	\$70,000.00	\$79,968.00	\$88,900.00	\$107,628.00	\$125,000.00	\$94,295.83	\$88,900.00	\$
Actual Highest Base Salary	30	\$82,500.00	\$91,000.00	\$109,940.00	\$136,894.00	\$159,861.40	\$117,316.11	\$109,940.00	\$
Actual Lowest Base Salary	30	\$75,750.00	\$91,000.00	\$109,940.00	\$136,894.00	\$152,570.40	\$114,359.84	\$109,940.00	\$

4.11.10 Human Resources Manager

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

If your job title is different than what is shown above, provide it here:

Answered 22 times

Skipped 38 times

Text input

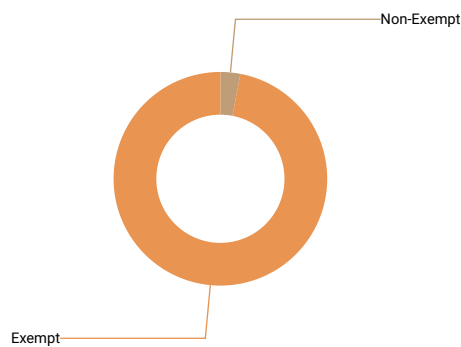
Results	
director of human resources	4
hr manager	2
human resources manager	2
no	1
hr director	1
director of hr	1
hr/safety manager	1
corporate h.r. manager	1
direct of human resources	1
hr & finance administrator	1
director of hr and security	1
dir human resources operations	1
assistant/associate director -hr	1
corporate human resources manager	1
business operations & hr supervisor	1
human resources administrative manager -1081	1
professional services manager, national accounts manager, hr compliance manager	1

FLSA Status

Answered 60 times

Skipped 0 times

Select one answer (radio button)



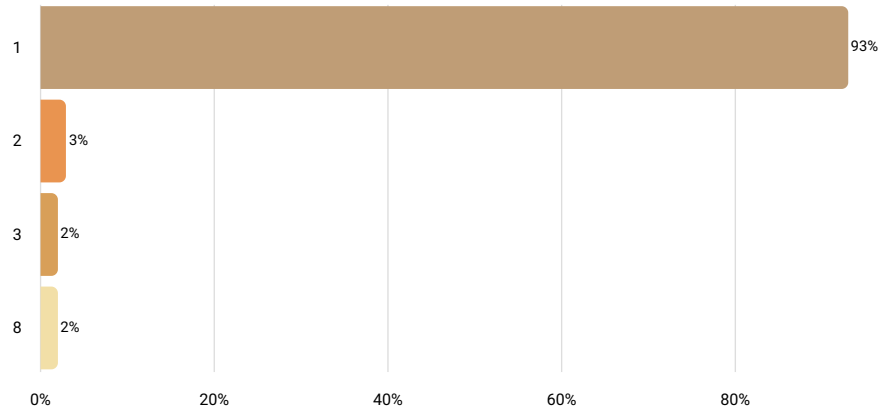
Results	%	N
Non-Exempt	3%	2
Exempt	97%	58

Number of Employees Currently in This Position

Answered 60 times

Skipped 0 times

Number input



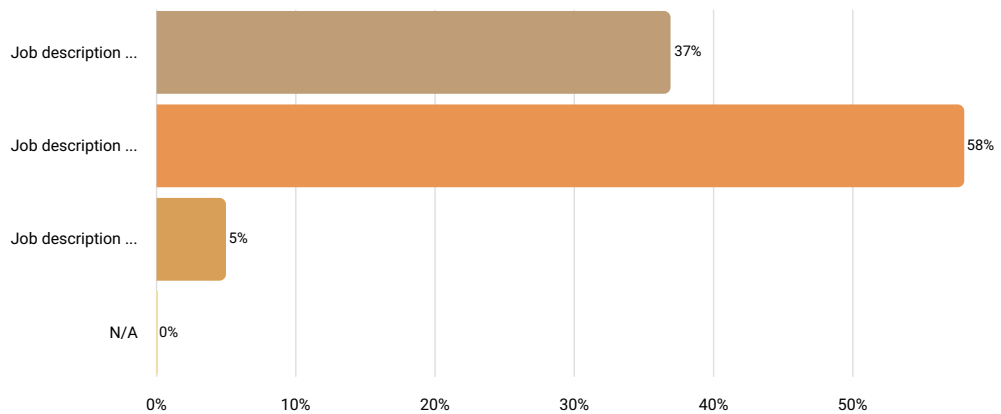
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.18
Median	1
Standard deviation	0.95
Total/sum	71

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

Answered 60 times

Skipped 0 times

Select one answer (radio button)



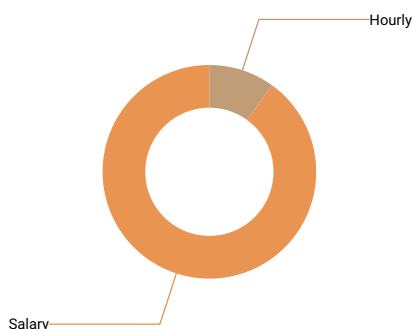
Results	%	N
Job description is perceptibly weaker than the position at your company	37%	22
Job description matches the position at your company very well	58%	35
Job description is perceptibly stronger than the position at your company	5%	3
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 60 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	6
Salary	90%	54

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	6	\$33.50	\$38.77	\$50.32	\$65.67	\$86.62	\$54.20	\$50.32	
Pay Range Maximum Rate	6	\$45.00	\$50.00	\$82.19	\$99.97	\$108.72	\$78.01	\$82.19	
Pay Range Minimum Rate	6	\$22.00	\$30.00	\$47.12	\$57.19	\$60.23	\$43.94	\$47.12	
Actual Highest Base Rate	6	\$38.77	\$48.08	\$51.28	\$65.37	\$86.62	\$56.90	\$51.28	
Actual Lowest Base Rate	6	\$22.00	\$38.77	\$50.32	\$65.67	\$86.62	\$52.28	\$50.32	
Actual Average Base Salary	48	\$71,000.00	\$86,950.00	\$100,139.96	\$129,842.00	\$158,000.00	\$124,608.29	\$100,139.96	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	27	\$2,000.00	\$4,000.00	\$10,000.00	\$15,000.00	\$28,000.00	\$12,385.22	\$10,000.00	\$1
Pay Range Maximum Salary	38	\$80,000.00	\$95,001.00	\$127,500.00	\$160,000.00	\$190,437.50	\$132,157.59	\$127,500.00	\$4
Pay Range Minimum Salary	38	\$52,343.00	\$65,000.00	\$86,950.00	\$103,064.00	\$120,000.00	\$86,836.99	\$86,950.00	\$2
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	46	\$72,500.00	\$81,452.00	\$100,781.46	\$132,000.00	\$158,000.00	\$110,016.44	\$100,781.46	\$3
Actual Lowest Base Salary	46	\$71,000.00	\$90,000.00	\$100,000.00	\$127,684.00	\$150,000.00	\$107,450.52	\$100,000.00	\$3

4.11.11 Safety/Environmental Manager

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

If your job title is different than what is shown above, provide it here:

Answered 13 times

Skipped 8 times

Text input

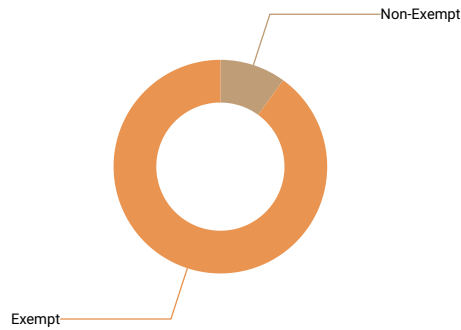
Results	
ehs manager	4
safety director	1
security manager	1
safety specialist	1
aviation safety officer	1
health & safety specialist	1
safety and security manager	1
env spc hospital safety officer	1
security, safety, environmental manager	1
environmental & sustainability sr. manager	1

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



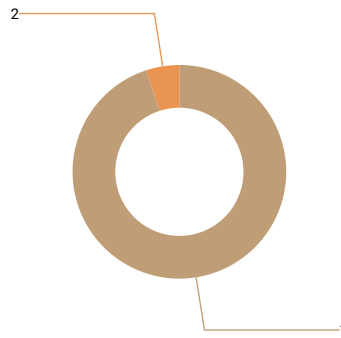
Results	%	N
Non-Exempt	10%	2
Exempt	90%	19

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



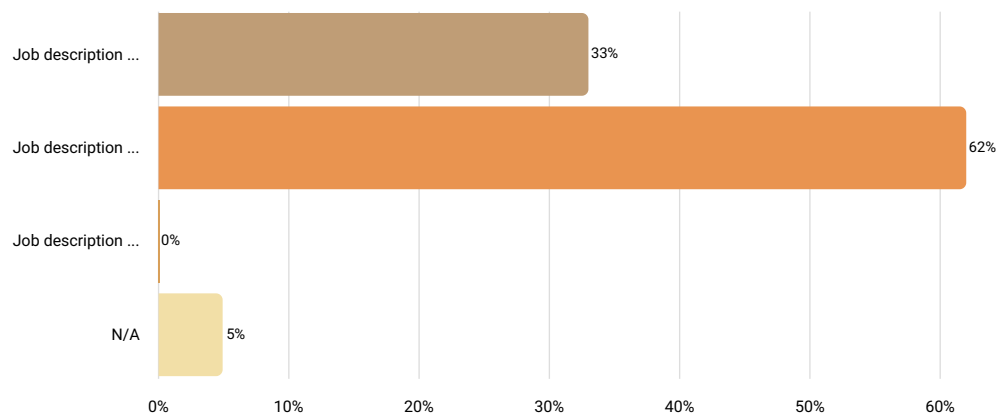
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.05
Median	1
Standard deviation	0.22
Total/sum	22

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



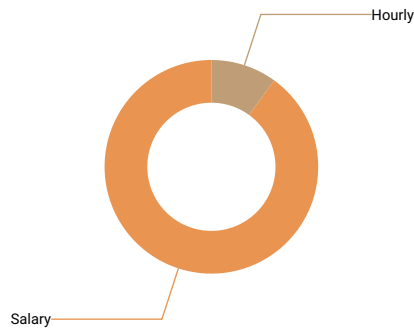
Results	%	N
Job description is perceptibly weaker than the position at your company	33%	7
Job description matches the position at your company very well	62%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	2
Salary	90%	19

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	17	\$57,200.00	\$80,100.00	\$125,000.00	\$136,097.00	\$162,000.00	\$112,937.58	\$125,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$2,093.00	\$7,000.00	\$11,400.00	\$29,200.00	\$53,800.00	\$18,886.63	\$11,400.00	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	14	\$69,908.80	\$83,304.00	\$145,000.00	\$162,374.00	\$181,256.00	\$132,027.81	\$145,000.00	\$
Pay Range Minimum Salary	14	\$41,537.60	\$65,000.00	\$79,461.50	\$107,827.50	\$108,250.00	\$83,538.58	\$79,461.50	\$
Actual Highest Base Salary	16	\$57,200.00	\$77,550.00	\$125,420.00	\$138,147.00	\$162,000.00	\$112,683.68	\$125,420.00	\$
Actual Lowest Base Salary	16	\$57,200.00	\$77,550.00	\$125,420.00	\$138,147.00	\$162,000.00	\$112,683.68	\$125,420.00	\$

4.11.12 Administrative Manager

Job description

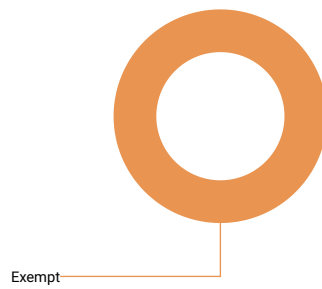
Directs and coordinates administrative functions of the facility. This position may combine the roles of oversight over one or more functional areas such as finance, human resources, etc.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



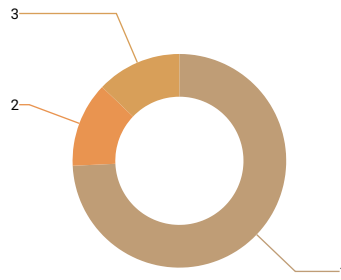
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



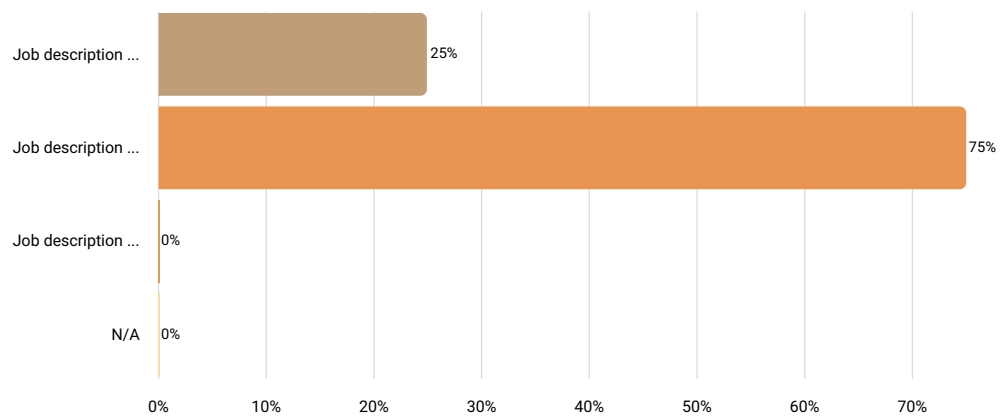
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	1.38
Median	1
Standard deviation	0.74
Total/sum	11

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



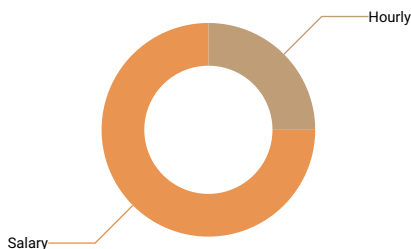
Results		%	N
Job description is perceptibly weaker than the position at your company		25%	2
Job description matches the position at your company very well		75%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$77,000.00	\$87,000.00	\$101,150.00	\$152,000.00	\$156,000.00	\$112,383.33	\$101,150.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$500.00	\$3,800.00	\$9,750.00	\$10,000.00	\$14,363.00	\$8,027.17	\$9,750.00	\$
Pay Range Maximum Salary	6	\$98,000.00	\$111,721.00	\$122,500.00	\$150,000.00	\$160,000.00	\$127,453.50	\$122,500.00	\$
Pay Range Minimum Salary	6	\$68,500.00	\$72,167.00	\$87,500.00	\$95,000.00	\$150,000.00	\$93,444.50	\$87,500.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	6	\$77,000.00	\$98,000.00	\$113,000.00	\$152,000.00	\$156,000.00	\$118,166.67	\$113,000.00	\$
Actual Lowest Base Salary	6	\$43,054.00	\$77,000.00	\$100,500.00	\$152,000.00	\$156,000.00	\$104,842.33	\$100,500.00	\$

4.11.13 Contracts Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 6 times

Skipped 7 times

Text input

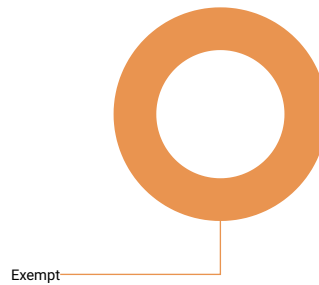
Results	
contracts director	1
director of contracts	1
contracts manager, mid	1
contracts administration director	1
corporate contract administration manager	1
director, contracts; sr director, contracts; deputy director, contracts	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



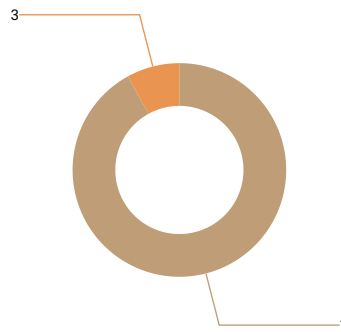
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



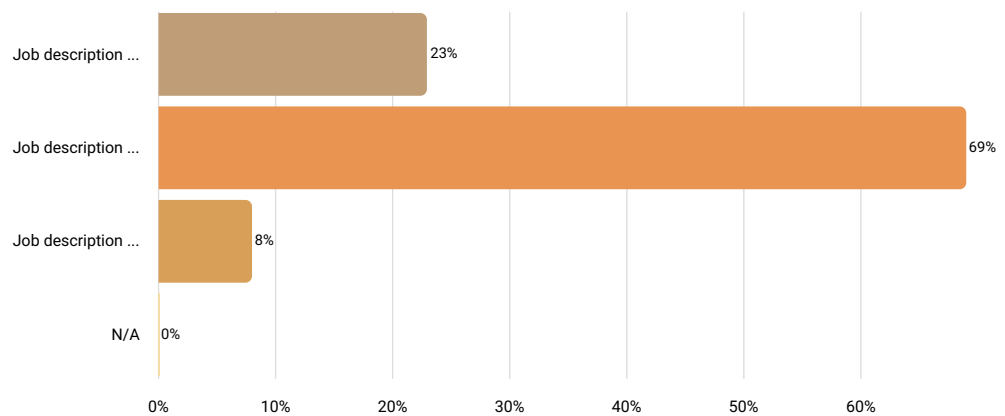
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.15
Median	1
Standard deviation	0.55
Total/sum	15

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



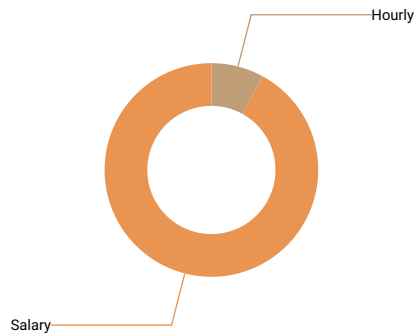
Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	69%	9
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	11	\$94,016.00	\$102,900.00	\$123,600.20	\$139,217.00	\$155,000.00	\$124,567.82	\$123,600.20	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$500.00	\$5,000.00	\$8,700.00	\$15,000.00	\$15,000.00	\$8,816.67	\$8,700.00	\$
Pay Range Maximum Salary	8	\$53,560.00	\$112,236.00	\$134,900.00	\$165,000.00	\$215,196.80	\$136,628.60	\$134,900.00	\$
Pay Range Minimum Salary	8	\$53,560.00	\$70,600.00	\$96,319.00	\$130,000.00	\$173,180.80	\$102,572.35	\$96,319.00	\$
Actual Highest Base Salary	11	\$94,016.00	\$104,000.00	\$123,600.20	\$155,000.00	\$170,000.00	\$128,245.33	\$123,600.20	\$
Actual Lowest Base Salary	11	\$94,016.00	\$100,000.00	\$110,931.00	\$135,000.00	\$155,000.00	\$121,732.73	\$110,931.00	\$

4.11.14 Facilities Manager

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 10 times

Text input

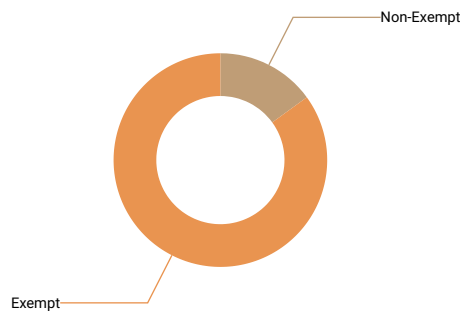
Results	
assets supervisor	1
facilities manager	1
facilities director	1
facilities supervisor	1
aviation safety manager	1
facilities administrator	1
building maintenance manager	1
facility security officer (fso)	1
facilities & maintenance manager	1
facilities and security manager (fso)	1

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



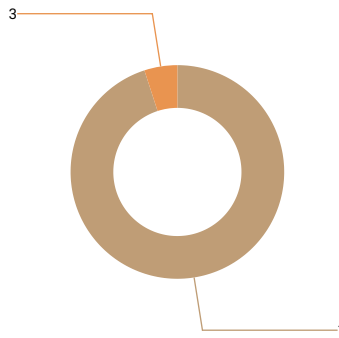
Results	%	N
Non-Exempt	15%	3
Exempt	85%	17

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



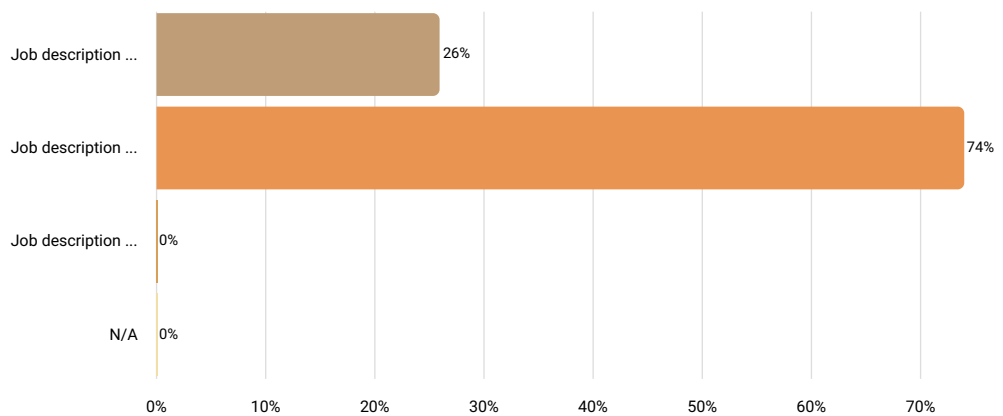
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.1
Median	1
Standard deviation	0.45
Total/sum	22

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

Answered 19 times

Skipped 1 times

Select one answer (radio button)



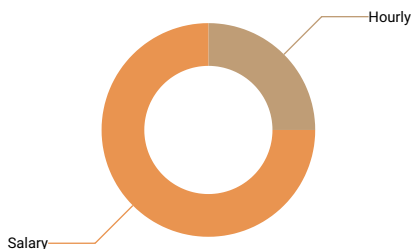
Results	%	N
Job description is perceptibly weaker than the position at your company	26%	5
Job description matches the position at your company very well	74%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	5
Salary	75%	15

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Average Base Rate	5	\$28.00	\$30.00	\$31.91	\$55.80	\$79.32	\$45.01	\$31.91	
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$28.00	\$30.00	\$31.91	\$55.80	\$79.32	\$45.01	\$31.91	
Actual Lowest Base Rate									
Actual Average Base Salary	15	\$68,910.00	\$77,482.00	\$104,270.00	\$127,316.80	\$168,360.00	\$175,980.17	\$104,270.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$9,656.00	\$11,000.00	\$12,000.00	\$20,000.00	\$33,672.00	\$17,265.60	\$12,000.00	\$1
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	12	\$78,514.00	\$106,737.50	\$137,184.00	\$163,267.50	\$186,420.00	\$137,837.33	\$137,184.00	\$4
Pay Range Minimum Salary	12	\$52,343.00	\$70,550.00	\$93,245.50	\$99,422.80	\$101,712.00	\$88,270.05	\$93,245.50	\$2
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	15	\$68,910.00	\$77,482.00	\$104,270.00	\$127,316.80	\$137,945.00	\$104,383.04	\$104,270.00	\$3
Actual Lowest Base Salary	15	\$52,500.00	\$76,521.00	\$90,000.00	\$123,156.80	\$137,945.00	\$97,129.77	\$90,000.00	\$3

4.11.15 Proposal Manager

Job description

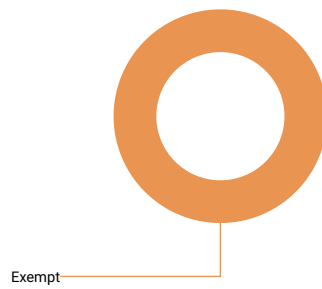
Ensure that all of the company's proposals are fully executed from start to finish. Perform and delegate tasks required to complete a proposal, such as w and other efforts associated with the process.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



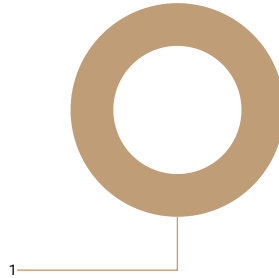
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



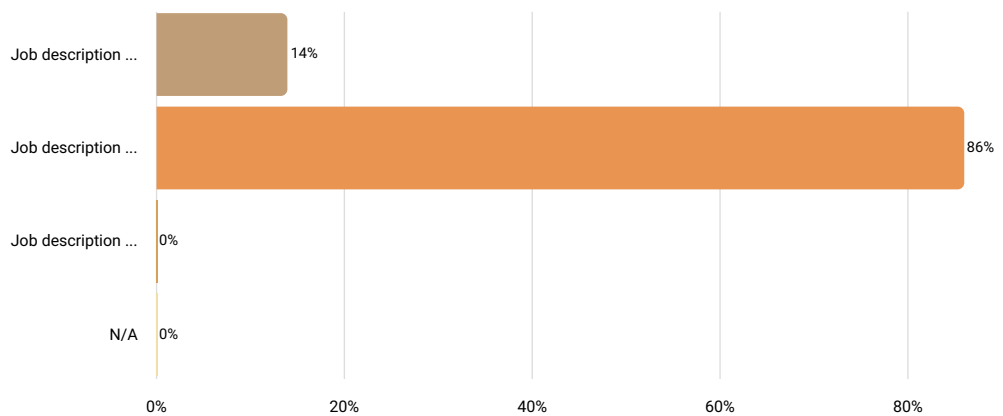
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	7

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



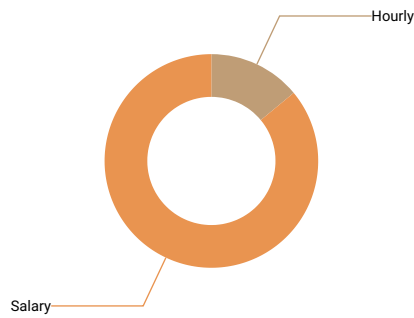
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	6	\$90,000.00	\$128,772.00	\$136,279.50	\$172,494.40	\$188,699.98	\$142,087.56	\$136,279.50
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Actual Highest Base Salary	6	\$90,000.00	\$128,772.00	\$136,279.50	\$172,494.40	\$188,699.98	\$142,087.56	\$136,279.50
Actual Lowest Base Salary	6	\$90,000.00	\$128,772.00	\$136,279.50	\$172,494.40	\$188,699.98	\$142,087.56	\$136,279.50

4.11.16 Plant Manager

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

If your job title is different than what is shown above, provide it here:

Answered 11 times

Skipped 20 times

Text input

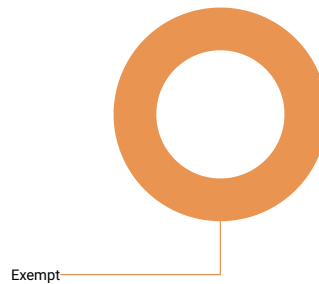
Results	
site manager	1
warehouse manager	1
production manager	1
sr. factory manager	1
truss plant manager	1
assistant plant manager	1
water resources manager	1
director of production control	1
general manager, manufacturing	1
senior manager decatur operations	1
head brewer and operations manager	1

FLSA Status

Answered 31 times

Skipped 0 times

Select one answer (radio button)



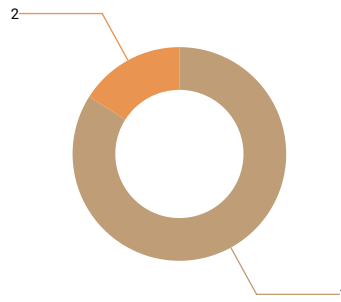
Results	%	N
Non-Exempt	0%	0
Exempt	100%	31

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



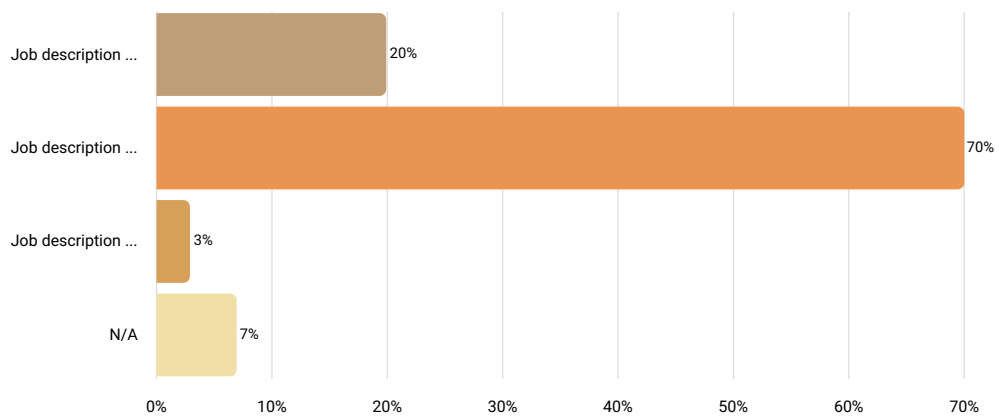
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.16
Median	1
Standard deviation	0.37
Total/sum	36

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

Answered 30 times

Skipped 1 times

Select one answer (radio button)



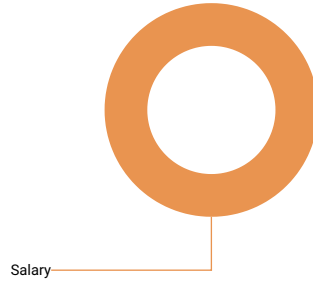
Results	%	N
Job description is perceptibly weaker than the position at your company	20%	6
Job description matches the position at your company very well	70%	21
Job description is perceptibly stronger than the position at your company	3%	1
N/A	7%	2

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	31

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	23	\$75,000.00	\$85,152.13	\$142,000.00	\$177,000.00	\$200,000.00	\$138,527.74	\$142,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	16	\$4,000.00	\$15,500.00	\$26,800.00	\$42,187.00	\$67,500.00	\$30,353.63	\$26,800.00	\$
Pay Range Maximum Salary	25	\$90,000.00	\$135,200.00	\$170,210.00	\$214,921.20	\$250,000.00	\$172,254.42	\$170,210.00	\$
Pay Range Minimum Salary	25	\$60,000.00	\$76,960.00	\$110,000.00	\$135,893.00	\$158,855.00	\$112,644.14	\$110,000.00	\$
Actual Highest Base Salary	22	\$75,000.00	\$85,152.13	\$142,500.00	\$177,000.00	\$200,000.00	\$141,209.27	\$142,500.00	\$
Actual Lowest Base Salary	21	\$71,280.00	\$77,000.00	\$132,000.00	\$154,245.00	\$196,200.00	\$130,121.90	\$132,000.00	\$

4.11.17 Purchasing Manager

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

If your job title is different than what is shown above, provide it here:

Answered 14 times

Skipped 12 times

Text input

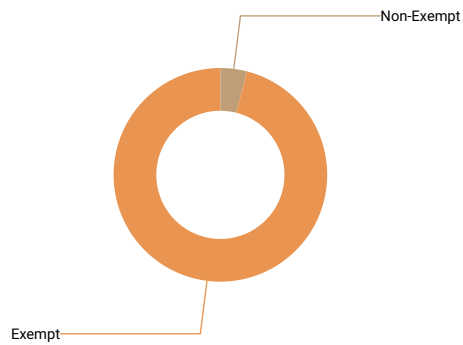
Results	
procurement manager	2
dir purchasing	1
procurementagent	1
purchasing agent	1
purchasing manager	1
accounting manager i	1
purchasing supervisor	1
purchasing administrator	1
sales/purchasing manager	1
senior manager supply chain	1
assistant purchasing manager	1
planning, purchasing manager	1
manager, production parts purchasing	1

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



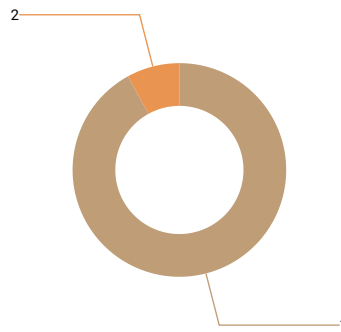
Results	%	N
Non-Exempt	4%	1
Exempt	96%	25

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



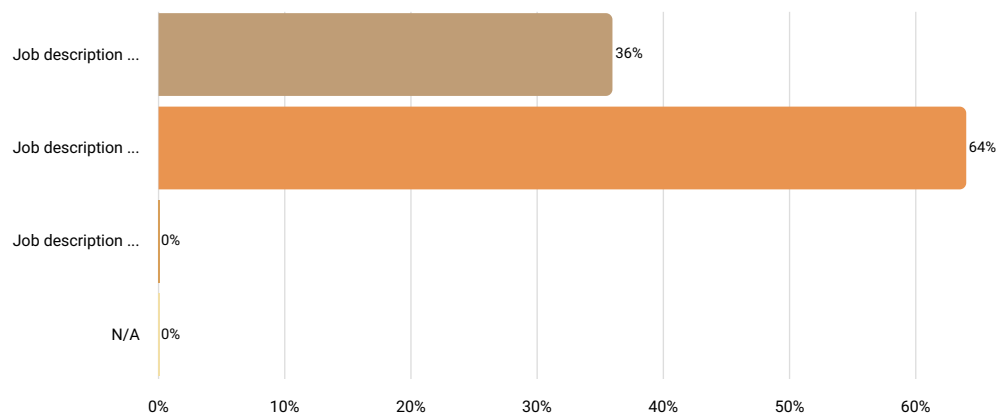
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.08
Median	1
Standard deviation	0.27
Total/sum	28

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

Answered 25 times

Skipped 1 times

Select one answer (radio button)



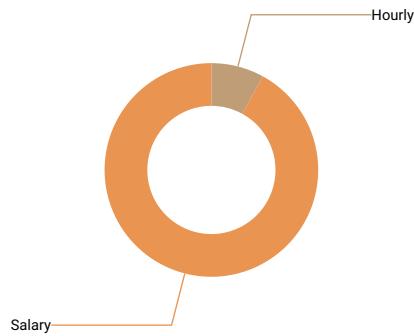
Results	%	N
Job description is perceptibly weaker than the position at your company	36%	9
Job description matches the position at your company very well	64%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	2
Salary	92%	24

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	22	\$65,000.00	\$76,000.00	\$101,000.00	\$122,500.00	\$131,518.40	\$100,484.38	\$101,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	10	\$2,375.00	\$4,000.00	\$15,250.00	\$22,324.00	\$29,500.00	\$14,804.90	\$15,250.00	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	15	\$68,000.00	\$90,000.00	\$140,000.00	\$152,000.00	\$160,000.00	\$121,240.08	\$140,000.00	\$
Pay Range Minimum Salary	15	\$50,000.00	\$65,000.00	\$78,000.00	\$97,281.60	\$120,000.00	\$82,182.80	\$78,000.00	\$
Actual Highest Base Salary	22	\$65,000.00	\$76,000.00	\$101,000.00	\$128,000.00	\$144,000.00	\$102,181.61	\$101,000.00	\$
Actual Lowest Base Salary	22	\$62,000.00	\$76,000.00	\$91,295.00	\$121,760.00	\$131,518.40	\$98,210.70	\$91,295.00	\$

4.11.18 Continuous Improvement Manager

Job description

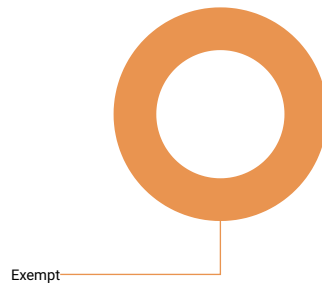
Monitor and improve organizational processes. Research, analyze, and map out all workflows, remove waste and low-value activities, and recommend so

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



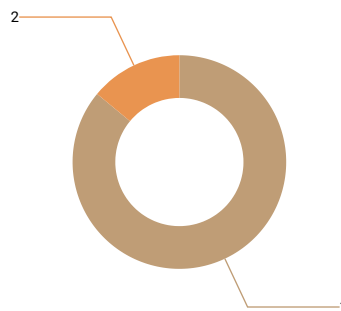
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



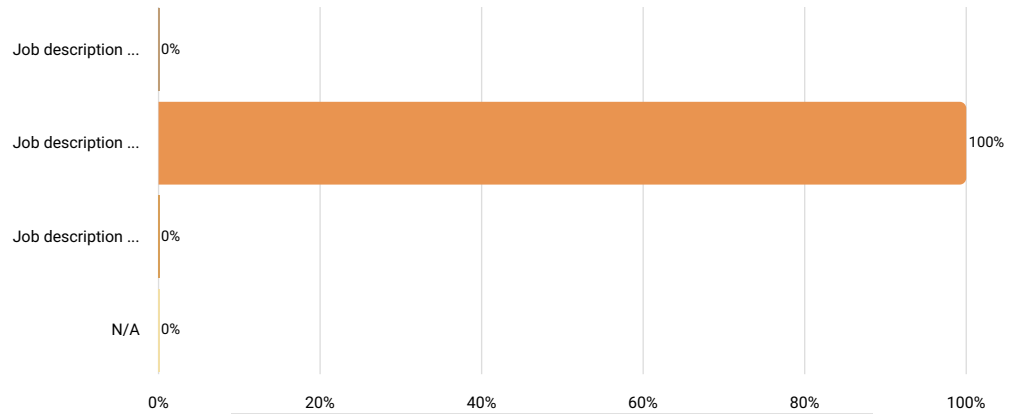
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.14
Median	1
Standard deviation	0.38
Total/sum	8

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



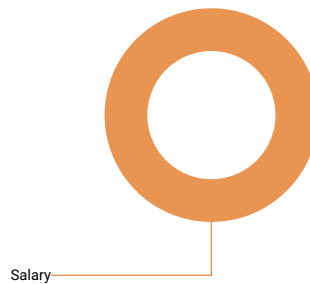
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	6	\$90,000.00	\$96,900.00	\$124,556.15	\$135,000.00	\$156,000.00	\$121,168.72	\$124,556.15	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$7,500.00	\$9,900.00	\$15,000.00	\$18,000.00	\$20,000.00	\$14,080.00	\$15,000.00	\$
Pay Range Maximum Salary	6	\$125,000.00	\$130,000.00	\$136,800.00	\$175,000.00	\$207,200.00	\$151,800.00	\$136,800.00	\$
Pay Range Minimum Salary	6	\$82,900.00	\$88,000.00	\$95,000.00	\$100,000.00	\$120,000.00	\$96,816.67	\$95,000.00	\$
Actual Highest Base Salary	6	\$90,000.00	\$96,900.00	\$124,556.15	\$135,000.00	\$156,000.00	\$121,168.72	\$124,556.15	\$
Actual Lowest Base Salary	6	\$90,000.00	\$96,900.00	\$124,556.15	\$135,000.00	\$156,000.00	\$121,168.72	\$124,556.15	\$

4.12 Executive Positions

The survey received sufficient data for the following job titles:

Top Level Sales/Mktg (CMO/VP Sales and Mktg)
Top Technical Exec (CTO/VP Technology)
Top Programs Exec (VP Programs)
Top Financial Exec (CFO)
Top Manufacturing/Production Executive
Top HR Exec (CHRO/VP HR)
Top Contracts Executive
Chief Operating Officer (COO)
Chief Administrative Officer (VP Admin)
CEO/President

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

Top Quality Assurance Exec (VP Quality)

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

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 12 times

Skipped 10 times

Text input

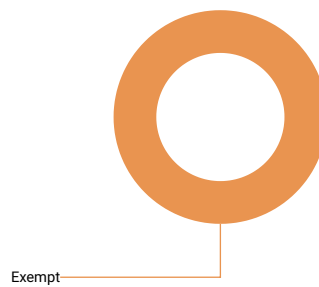
Results	
vp sales	2
vp of sales	1
chief sales officer	1
vp of investor relations	1
vice pres comm and mktg	1
vp of business development	1
sales and marketing director	1
director, business development	1
sr. vp of business development	1
vice president, business development	1
vp marketing & sales operations; exec. vp	1

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



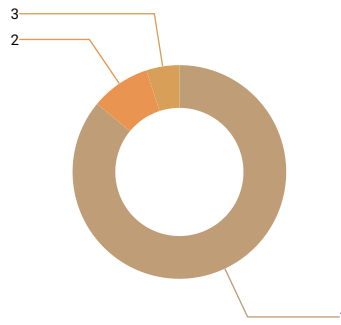
Results	%	N
Non-Exempt	0%	0
Exempt	100%	22

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



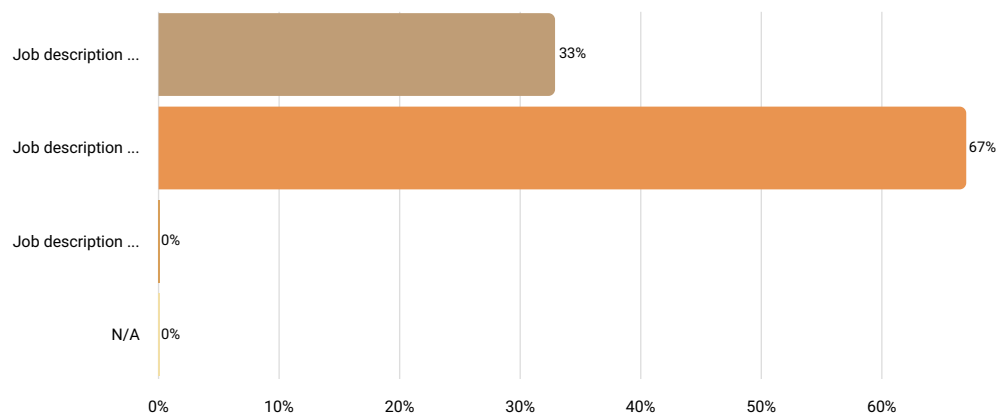
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.18
Median	1
Standard deviation	0.5
Total/sum	26

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

Answered 21 times

Skipped 1 times

Select one answer (radio button)



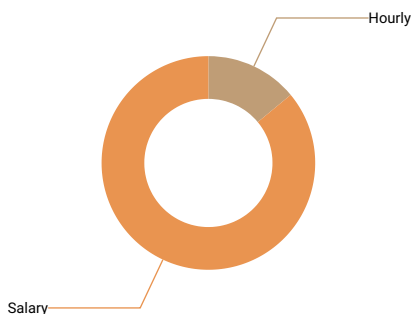
Results	%	N
Job description is perceptibly weaker than the position at your company	33%	7
Job description matches the position at your company very well	67%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	3
Salary	86%	19

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	18	\$87,600.00	\$129,377.00	\$153,850.00	\$205,000.12	\$244,004.80	\$162,499.38	\$153,850.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	10	\$15,184.00	\$18,000.00	\$29,000.00	\$100,000.00	\$205,000.00	\$70,577.40	\$29,000.00	\$
Pay Range Maximum Salary	14	\$150,000.00	\$151,234.00	\$195,709.00	\$225,000.00	\$364,728.00	\$213,727.14	\$195,709.00	\$
Pay Range Minimum Salary	14	\$68,165.00	\$100,000.00	\$121,300.00	\$150,000.00	\$200,137.60	\$129,493.61	\$121,300.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	16	\$87,600.00	\$119,688.50	\$160,613.50	\$222,500.06	\$270,000.00	\$176,315.87	\$160,613.50	\$
Actual Lowest Base Salary	16	\$87,600.00	\$110,000.00	\$151,000.00	\$193,600.00	\$240,000.00	\$151,733.68	\$151,000.00	\$

4.12.2 Top Technical Exec (CTO/VP Technology)

Job description

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

If your job title is different than what is shown above, provide it here:

Answered 8 times

Skipped 5 times

Text input

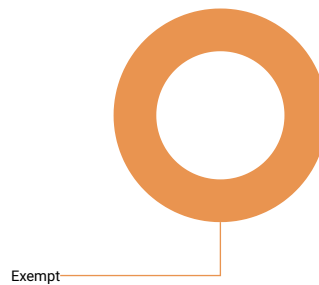
Results	
chief information officer	3
vice president	1
chief technical officer	1
chief technology officer	1
vp information technology	1
sr manager of it and engineering	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



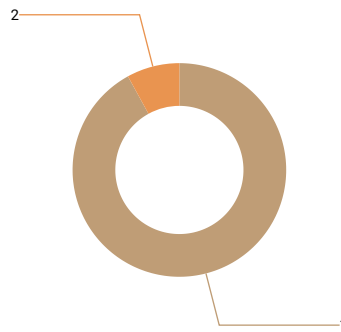
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



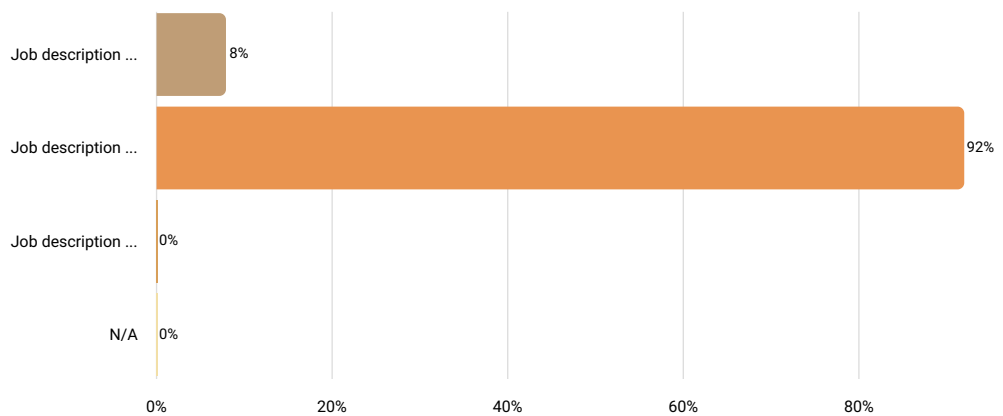
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.08
Median	1
Standard deviation	0.28
Total/sum	14

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

Answered 12 times

Skipped 1 times

Select one answer (radio button)



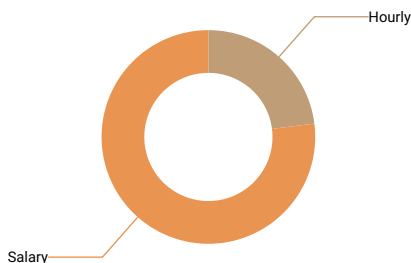
Results	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	92%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$135,000.00	\$160,000.00	\$179,587.00	\$195,000.00	\$232,836.00	\$182,847.51	\$179,587.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,500.00	\$7,700.00	\$17,625.00	\$30,000.00	\$65,000.00	\$23,241.67	\$17,625.00	\$
Pay Range Maximum Salary	7	\$145,000.00	\$175,000.00	\$228,800.00	\$268,606.00	\$312,000.00	\$224,898.14	\$228,800.00	\$
Pay Range Minimum Salary	7	\$100,000.00	\$120,000.00	\$150,000.00	\$180,000.00	\$188,024.00	\$150,333.00	\$150,000.00	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	9	\$135,000.00	\$160,000.00	\$179,587.00	\$195,000.00	\$232,836.00	\$182,847.51	\$179,587.00	\$
Actual Lowest Base Salary	9	\$135,000.00	\$160,000.00	\$179,587.00	\$195,000.00	\$232,836.00	\$182,847.51	\$179,587.00	\$

4.12.4 Top Programs Exec (VP Programs)

Job description

Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency ar operations.

If your job title is different than what is shown above, provide it here:

Answered 9 times

Skipped 11 times

Text input

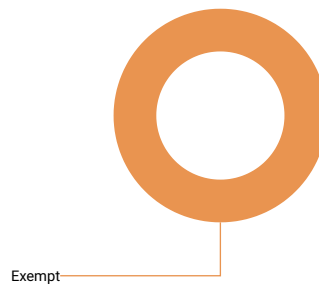
Results	
vp of ops	1
vice president	1
chief science officer	1
president of services	1
chief technical officer	1
chief technology officer	1
vice president, operations	1
vice president, vocational services	1
chief technology office (cto); other position is vp, government solutions	1

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



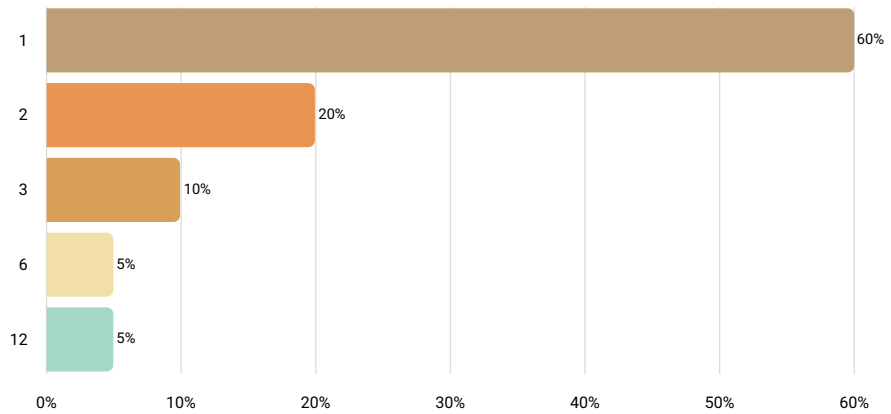
Results	%	N
Non-Exempt	0%	0
Exempt	100%	20

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



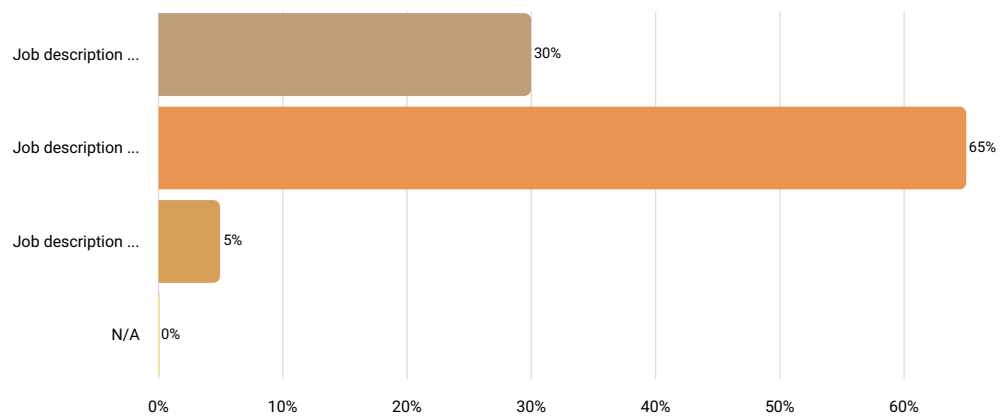
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4.5
Mean	2.2
Median	1
Standard deviation	2.61
Total/sum	44

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



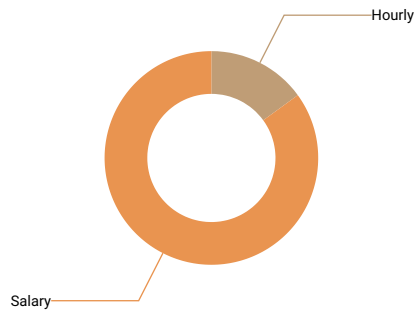
Results		
	%	N
Job description is perceptibly weaker than the position at your company	30%	6
Job description matches the position at your company very well	65%	13
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	3
Salary	85%	17

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	17	\$87,000.00	\$140,000.00	\$169,998.00	\$228,779.00	\$254,841.00	\$178,509.50	\$169,998.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$3,800.00	\$4,641.00	\$24,600.00	\$65,000.00	\$70,000.00	\$31,031.86	\$24,600.00	\$
Pay Range Maximum Salary	14	\$125,000.00	\$151,234.00	\$205,000.00	\$250,000.00	\$265,000.00	\$199,323.90	\$205,000.00	\$
Pay Range Minimum Salary	14	\$68,165.00	\$105,000.00	\$135,000.00	\$166,928.00	\$200,000.00	\$135,829.41	\$135,000.00	\$
Actual Highest Base Salary	17	\$117,000.00	\$154,711.00	\$196,622.40	\$229,985.60	\$254,841.00	\$187,877.33	\$196,622.40	\$
Actual Lowest Base Salary	17	\$77,000.00	\$140,000.00	\$162,000.00	\$228,779.00	\$243,364.33	\$168,507.77	\$162,000.00	\$

4.12.5 Top Financial Exec (CFO)

Job description

Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product out with the organization's strategic objectives.

If your job title is different than what is shown above, provide it here:

Answered 13 times

Skipped 19 times

Text input

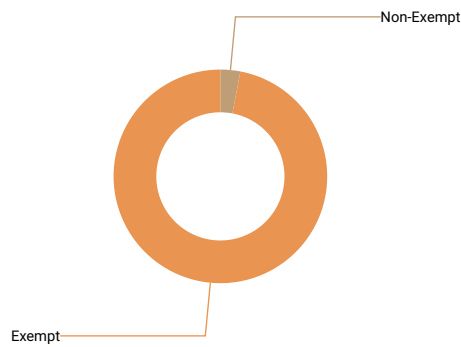
Results	
cfo	3
chief financial officer	3
ceo	1
unit cfo	1
controller	1
cfo/vice chairman	1
director of accounting	1
vp - finance and operation	1
director of financial planning and analysis	1

FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



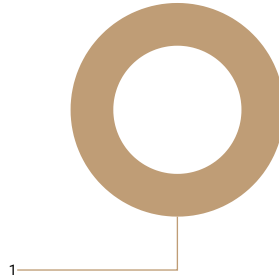
Results	%	N
Non-Exempt	3%	1
Exempt	97%	31

Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



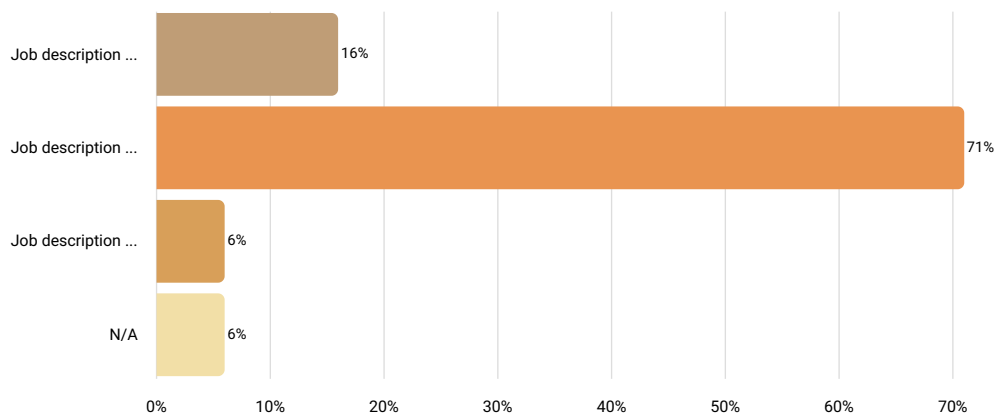
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	32

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

Answered 31 times

Skipped 1 times

Select one answer (radio button)



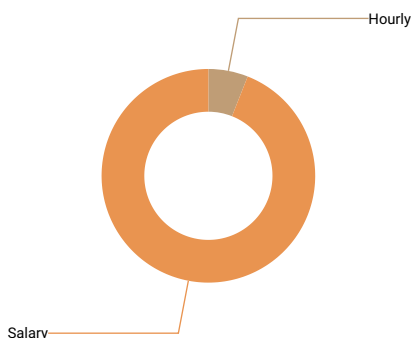
Results	%	N
Job description is perceptibly weaker than the position at your company	16%	5
Job description matches the position at your company very well	71%	22
Job description is perceptibly stronger than the position at your company	6%	2
N/A	6%	2

Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	2
Salary	94%	30

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	28	\$113,400.00	\$125,247.25	\$168,408.00	\$219,272.50	\$255,299.20	\$175,699.58	\$168,408.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	17	\$3,278.00	\$11,400.00	\$20,000.00	\$30,000.00	\$119,615.00	\$31,651.35	\$20,000.00	\$
Pay Range Maximum Salary	21	\$113,400.00	\$170,166.00	\$180,000.00	\$213,288.00	\$312,000.00	\$201,531.87	\$180,000.00	\$
Pay Range Minimum Salary	21	\$93,796.00	\$103,402.00	\$126,676.76	\$160,000.00	\$200,000.00	\$138,148.23	\$126,676.76	\$
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	28	\$113,400.00	\$128,003.00	\$173,410.00	\$221,550.40	\$255,299.20	\$178,848.77	\$173,410.00	\$
Actual Lowest Base Salary	28	\$106,121.00	\$125,127.00	\$166,608.00	\$219,272.50	\$255,299.20	\$173,930.88	\$166,608.00	\$

4.12.6 Top Manufacturing/Production Executive

Job description Leader of the entire production/manufacturing function of the organization. Manages all plant and production managers and staf

If your job title is different than what is shown above, provide it here:

Answered 9 times

Skipped 3 times

Text input

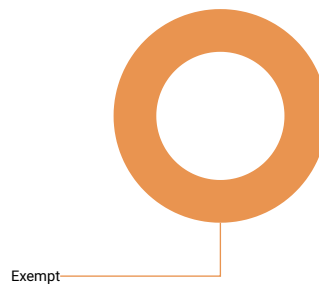
Results	
vp manufacturing	1
vp of operations	1
vp - manufacturing	1
vp/general manager	1
president of operations	1
director of manufacturing	1
corporate operations manager	1
vice pres senior support svc	1
director, manufacturing and director government services	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



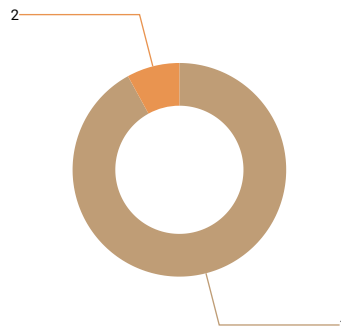
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



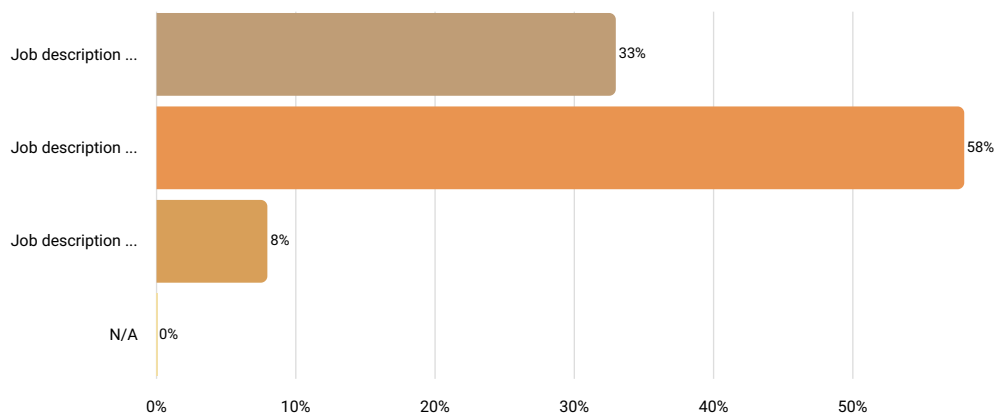
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.08
Median	1
Standard deviation	0.29
Total/sum	13

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



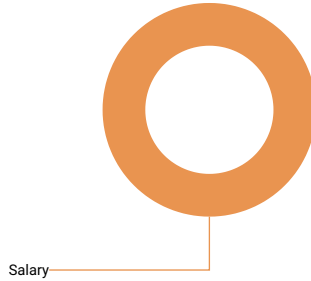
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	4
Job description matches the position at your company very well		58%	7
Job description is perceptibly stronger than the position at your company		8%	1
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Salary	11	\$122,798.00	\$150,000.00	\$177,840.00	\$216,250.00	\$225,000.00	\$178,329.80	\$177,840.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$159,714.00	\$187,200.00	\$200,000.00	\$312,000.00	\$344,073.60	\$240,597.52	\$200,000.00	\$
Pay Range Minimum Salary	5	\$99,050.00	\$100,000.00	\$150,000.00	\$187,200.00	\$223,828.80	\$152,015.76	\$150,000.00	\$
Actual Highest Base Salary	10	\$121,849.50	\$150,000.00	\$175,670.00	\$210,000.00	\$239,670.40	\$178,157.98	\$175,670.00	\$
Actual Lowest Base Salary	10	\$110,647.00	\$150,000.00	\$175,670.00	\$200,000.00	\$219,670.40	\$170,917.48	\$175,670.00	\$

4.12.7 Top HR Exec (CHRO/VP HR)

Job description Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 11 times

Text input

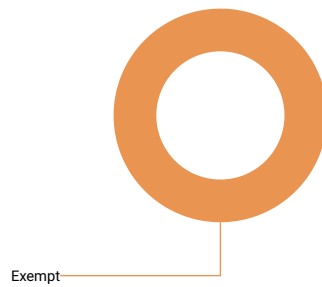
Results	
director of human resources	4
director hr	1
vice pres human resources	1
associate vice president - hr	1
chief people and culture officer	1
administrative operations officer	1
director of human resources - 1089	1

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



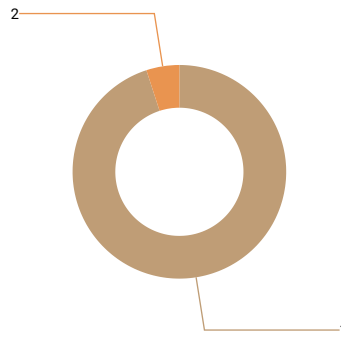
Results	%	N
Non-Exempt	0%	0
Exempt	100%	21

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



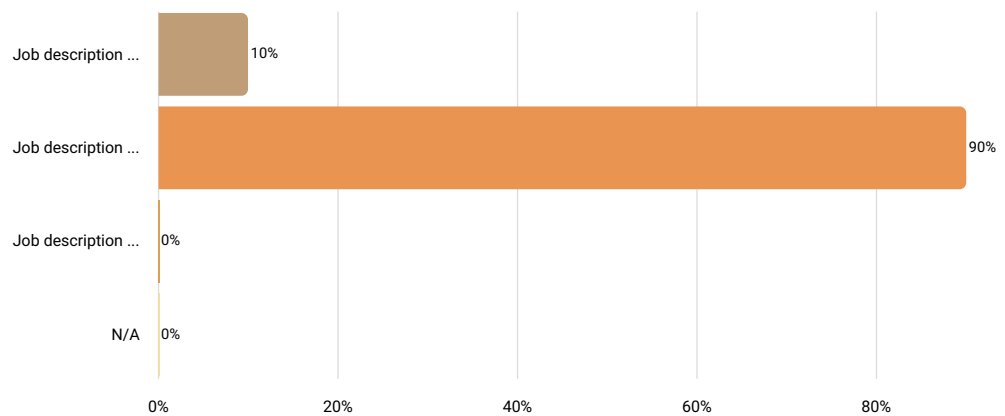
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.05
Median	1
Standard deviation	0.22
Total/sum	22

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



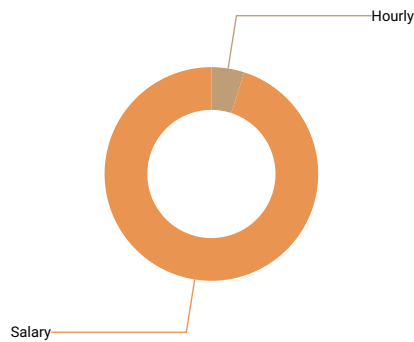
Results	%	N
Job description is perceptibly weaker than the position at your company	10%	2
Job description matches the position at your company very well	90%	19
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	1
Salary	95%	20

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	18	\$118,849.79	\$140,000.00	\$145,443.50	\$174,285.00	\$192,566.40	\$155,414.61	\$145,443.50
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$4,317.00	\$14,000.00	\$20,000.00	\$37,500.00	\$38,000.00	\$24,550.09	\$20,000.00
Pay Range Maximum Salary	15	\$150,000.00	\$157,571.23	\$171,690.00	\$229,673.60	\$249,298.00	\$192,295.38	\$171,690.00
Pay Range Minimum Salary	15	\$99,050.00	\$100,000.00	\$105,976.00	\$143,595.00	\$178,609.60	\$120,587.09	\$105,976.00
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary	18	\$118,849.79	\$140,000.00	\$145,443.50	\$174,285.00	\$192,566.40	\$155,414.61	\$145,443.50
Actual Lowest Base Salary	18	\$118,849.79	\$140,000.00	\$142,943.50	\$161,000.00	\$192,566.40	\$154,287.67	\$142,943.50

4.12.8 Top Contracts Executive

Job description

Leader of the entire contracts function of the organization. Serves as the conduit between government customers and the organization to secure and exe

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 3 times

Text input

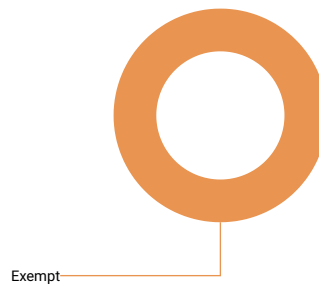
Results	
director of contracts	1
contracts administrator	1
asst vp, contracts & grants	1
vice president of contracts	1
vice president of sales and marketing	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



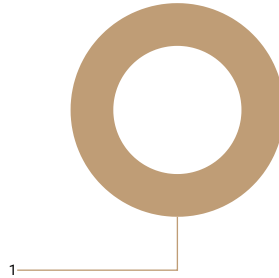
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



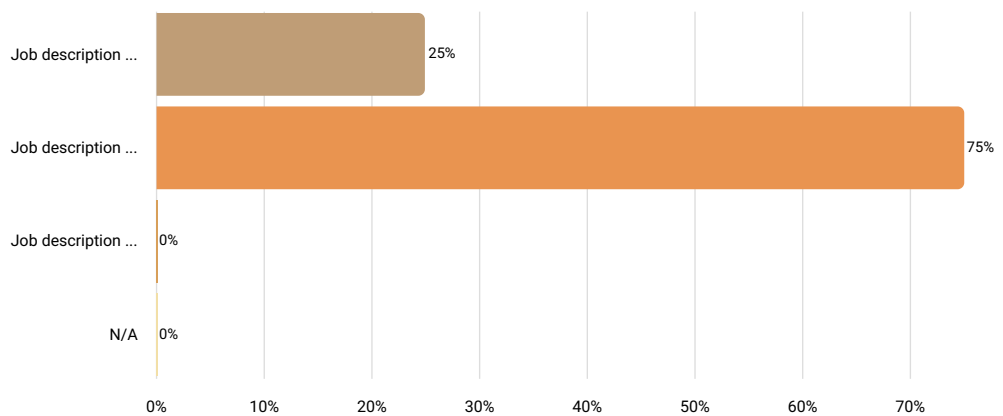
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	8

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



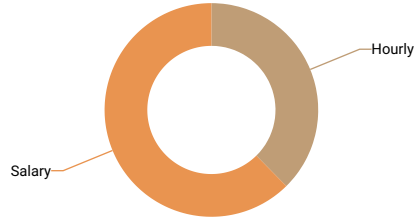
Results	%	N
Job description is perceptibly weaker than the position at your company	25%	2
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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 = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate								
Pay Range Maximum Rate								
Pay Range Minimum Rate								
Actual Highest Base Rate								
Actual Lowest Base Rate								
Actual Average Base Salary	5	\$100,000.00	\$140,000.00	\$148,449.60	\$164,257.00	\$178,118.00	\$146,164.92	\$148,449.60
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Maximum Salary								
Pay Range Minimum Salary								
Average Incentive Bonus or Other Bonus (Annual)								
Actual Highest Base Salary								
Actual Lowest Base Salary								

4.12.9 Chief Operating Officer (COO)

Job description

Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures

If your job title is different than what is shown above, provide it here:

Answered 12 times

Skipped 14 times

Text input

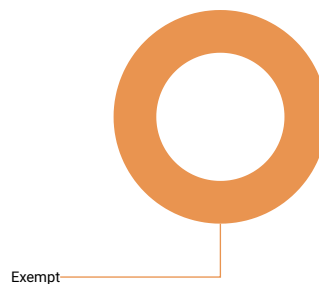
Results	
coo	2
president/coo	1
operations manager	1
director of finance	1
chief growth officer	1
vp launchers alabama	1
chief operations officer	1
vp professional services	1
president huntsville hospital coo	1
president/chief operating officer	1
chief operating and financial officer	1

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



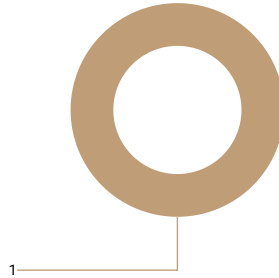
Results	%	N
Non-Exempt	0%	0
Exempt	100%	26

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



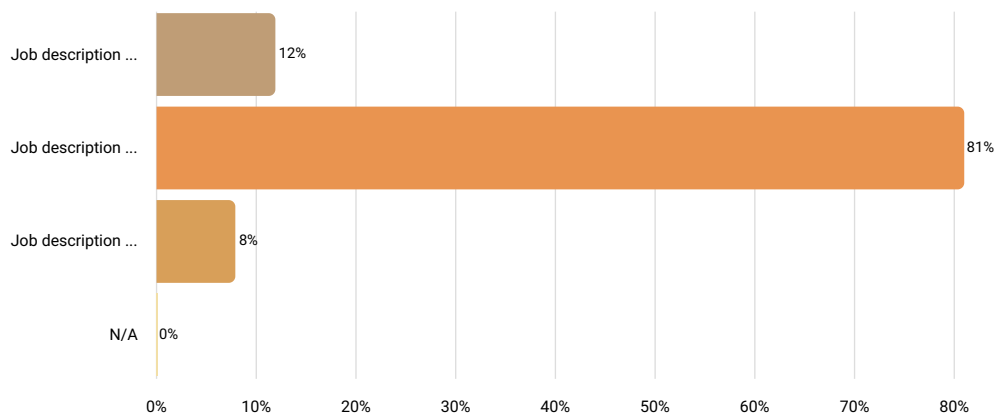
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	26

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



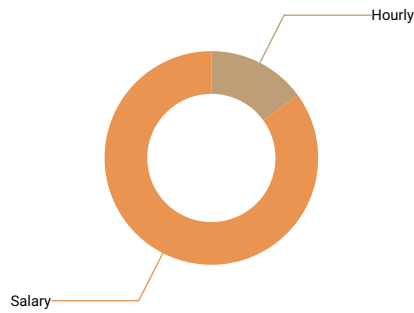
Results	%	N
Job description is perceptibly weaker than the position at your company	12%	3
Job description matches the position at your company very well	81%	21
Job description is perceptibly stronger than the position at your company	8%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	4
Salary	85%	22

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St. Dev.
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	21	\$145,000.00	\$170,000.00	\$180,000.00	\$231,000.00	\$270,000.00	\$195,250.62	\$180,000.00	\$55,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$5,000.00	\$12,000.00	\$25,000.00	\$68,750.00	\$75,000.00	\$74,846.42	\$25,000.00	\$19,000.00
Pay Range Maximum Salary	17	\$150,000.00	\$175,000.00	\$196,745.00	\$250,000.00	\$312,000.00	\$211,019.09	\$196,745.00	\$66,000.00
Pay Range Minimum Salary	17	\$100,000.00	\$120,000.00	\$140,000.00	\$164,600.00	\$200,000.00	\$146,743.79	\$140,000.00	\$40,000.00
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	20	\$144,500.00	\$158,840.00	\$190,004.00	\$233,500.00	\$285,603.00	\$198,256.28	\$190,004.00	\$55,000.00
Actual Lowest Base Salary	20	\$144,500.00	\$153,840.05	\$185,000.00	\$233,500.00	\$260,000.00	\$193,438.36	\$185,000.00	\$55,000.00

4.12.10 Chief Administrative Officer (VP Admin)

Job description Leader of numerous branches of the business, typically including finance, sales, human resources, and marketing.

If your job title is different than what is shown above, provide it here:

Answered 10 times

Skipped 3 times

Text input

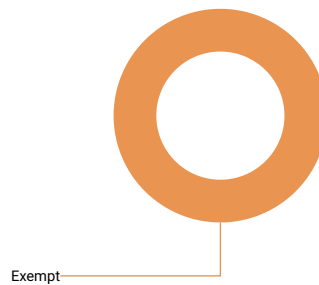
Results	
administrator	1
city administrator - 1604	1
chief administrative officer	1
vp of finance & administration	1
administrative operations officer	1
general manager of administration	1
senior director of administration	1
vice president, businessoperations	1
sr vice president, business management	1
vice president - finance and administration	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



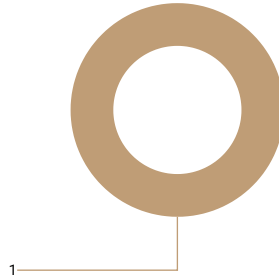
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



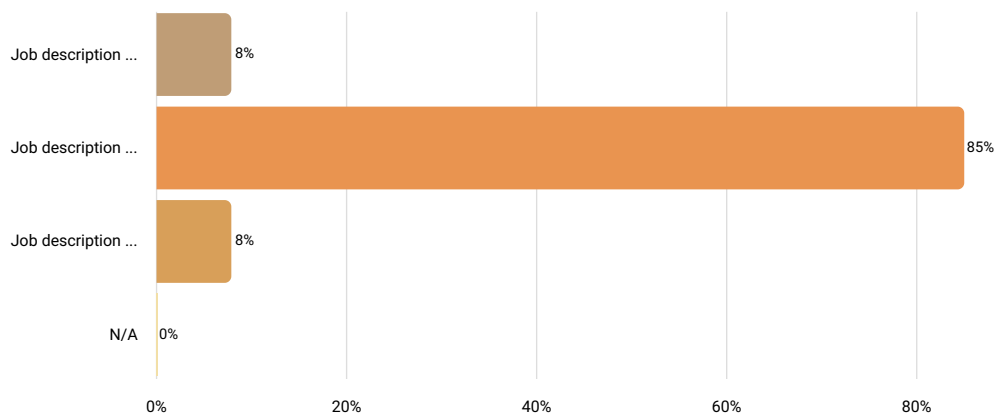
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	13

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



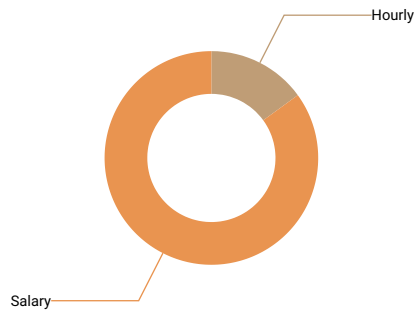
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	85%	11
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	2
Salary	85%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	11	\$112,600.00	\$143,000.00	\$150,000.00	\$166,171.00	\$205,940.80	\$162,444.07	\$150,000.00	\$
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$10,000.00	\$15,000.00	\$25,000.00	\$50,000.00	\$80,000.00	\$36,000.00	\$25,000.00	\$
Pay Range Maximum Salary	8	\$85,000.00	\$140,000.00	\$158,117.00	\$178,635.50	\$205,940.80	\$155,555.73	\$158,117.00	\$
Pay Range Minimum Salary	8	\$68,165.00	\$85,000.00	\$109,116.50	\$128,173.60	\$144,000.00	\$107,093.15	\$109,116.50	\$
Actual Highest Base Salary	11	\$112,600.00	\$143,000.00	\$150,000.00	\$166,171.00	\$205,940.80	\$162,444.07	\$150,000.00	\$
Actual Lowest Base Salary	11	\$100,000.00	\$112,600.00	\$147,305.00	\$166,171.00	\$205,940.80	\$157,716.80	\$147,305.00	\$

4.12.11 CEO/President

Job description

Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

If your job title is different than what is shown above, provide it here:

Answered 16 times

Skipped 47 times

Text input

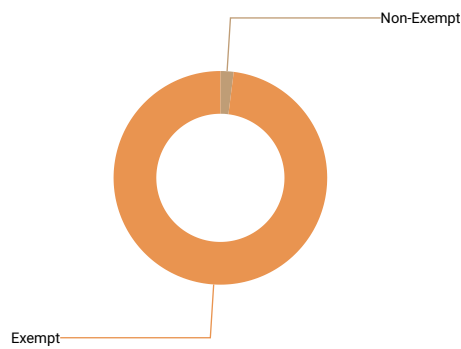
Results	
president/ceo	3
chief executive officer	3
president	2
gm	1
ceo	1
ceo/cto	1
mayor - 0016	1
ceo/president	1
executive director	1
president/ceo/owner	1
ceo and then also president	1

FLSA Status

Answered 62 times

Skipped 1 times

Select one answer (radio button)



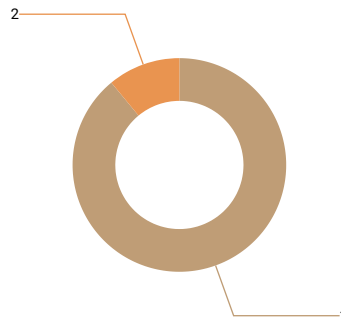
Results	%	N
Non-Exempt	2%	1
Exempt	98%	61

Number of Employees Currently in This Position

Answered 63 times

Skipped 0 times

Number input



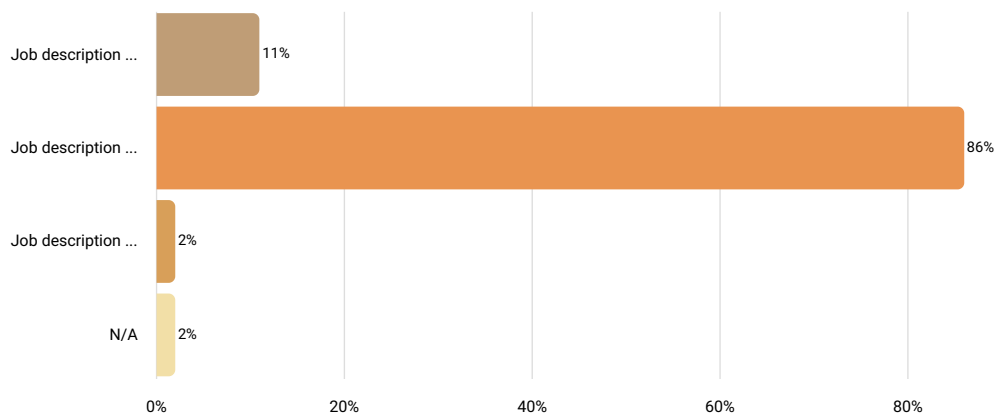
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.11
Median	1
Standard deviation	0.32
Total/sum	70

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

Answered 63 times

Skipped 0 times

Select one answer (radio button)



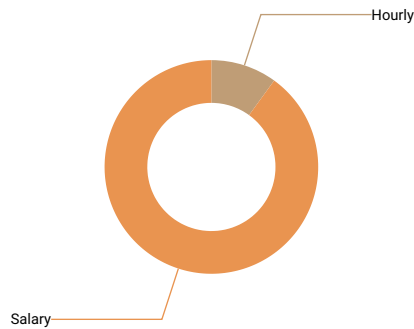
Results	%	N
Job description is perceptibly weaker than the position at your company	11%	7
Job description matches the position at your company very well	86%	54
Job description is perceptibly stronger than the position at your company	2%	1
N/A	2%	1

Is this position paid an hourly rate or annual salary?

Answered 63 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	6
Salary	90%	57

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Actual Average Base Rate	5	\$30.00	\$118.60	\$124.95	\$216.35	\$252.40	\$148.46	\$124.95	
Pay Range Maximum Rate	5	\$60.00	\$118.60	\$150.00	\$175.00	\$262.68	\$153.26	\$150.00	
Pay Range Minimum Rate	5	\$30.00	\$100.00	\$118.60	\$120.00	\$183.23	\$110.37	\$118.60	
Actual Highest Base Rate	5	\$30.00	\$118.60	\$126.21	\$216.35	\$252.40	\$148.71	\$126.21	
Actual Lowest Base Rate	5	\$30.00	\$118.60	\$123.68	\$216.35	\$252.40	\$148.21	\$123.68	
Actual Average Base Salary	51	\$102,336.00	\$153,300.00	\$229,132.80	\$263,485.60	\$350,000.00	\$226,100.75	\$229,132.80	\$5
Average Incentive Bonus or Other Cash Bonus (Annual)	25	\$10,000.00	\$25,269.00	\$65,000.00	\$100,000.00	\$279,016.00	\$107,829.72	\$65,000.00	\$1
Pay Range Maximum Salary	35	\$145,000.00	\$175,000.00	\$250,000.00	\$350,000.00	\$400,000.00	\$264,371.29	\$250,000.00	\$5
Pay Range Minimum Salary	35	\$99,999.00	\$125,000.00	\$166,032.97	\$250,000.00	\$250,000.00	\$177,214.57	\$166,032.97	\$6
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	48	\$120,000.00	\$169,251.50	\$248,000.00	\$280,498.50	\$361,426.00	\$242,449.45	\$248,000.00	\$5
Actual Lowest Base Salary	48	\$100,000.00	\$150,000.00	\$232,585.40	\$261,742.80	\$350,000.00	\$219,437.47	\$232,585.40	\$5

4.13 Internship and Co-Op Positions

The survey received sufficient data for the following job titles:

Intern

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

Co-Op

4.13.1 Intern

Job description

refers to a one-term work assignment, most often in the summer, but not always. Internships can be full- or part-time, paid or unpaid, depending on the career field.

If your job title is different than what is shown above, provide it here:

Answered 5 times

Skipped 17 times

Text input

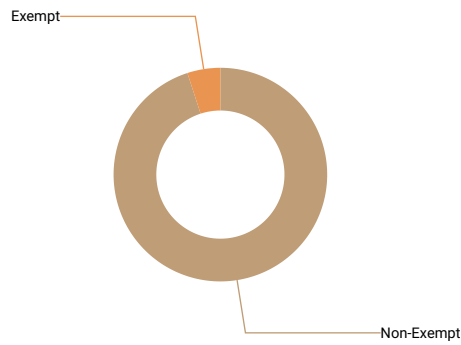
Results	
it intern	1
ehs intern	1
engineering intern	1
marketing intern, recruiting intern, hr intern,	1
admin intern & engineering intern & manufacturing interns	1

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



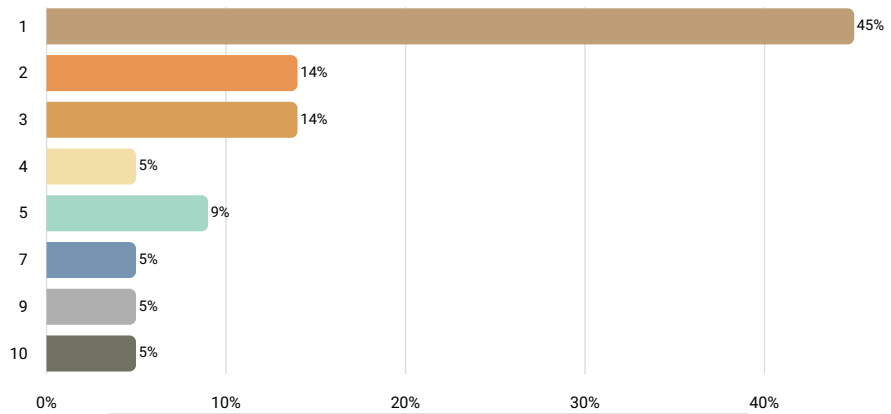
Results	%	N
Non-Exempt	95%	21
Exempt	5%	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



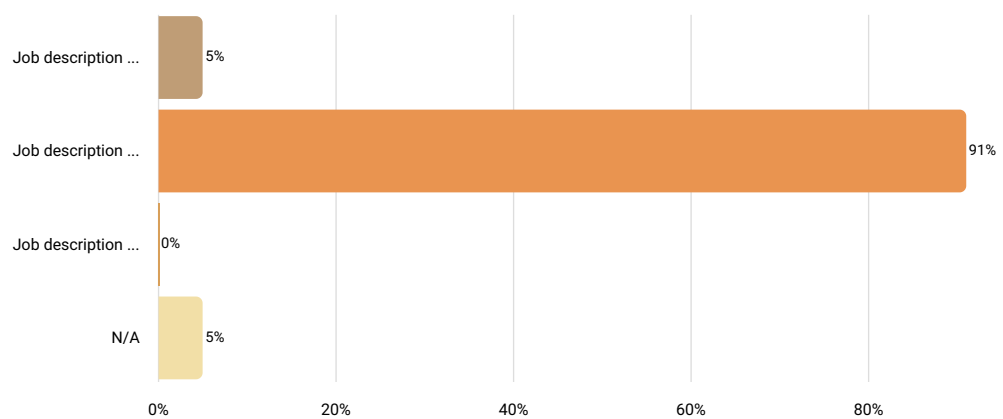
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	7
Mean	2.95
Median	2
Standard deviation	2.7
Total/sum	65

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



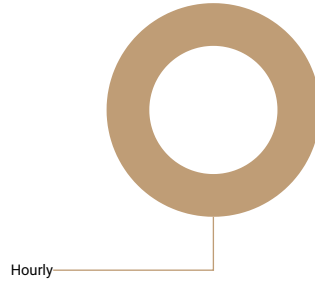
Results	%	N
Job description is perceptibly weaker than the position at your company	5%	1
Job description matches the position at your company very well	91%	20
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	22
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Actual Average Base Rate	19	\$15.00	\$15.00	\$18.00	\$20.80	\$24.00	\$19.44	\$18.00
Pay Range Maximum Rate	16	\$15.00	\$19.77	\$20.50	\$24.00	\$25.00	\$21.13	\$20.50
Pay Range Minimum Rate	16	\$13.95	\$15.00	\$16.50	\$19.50	\$20.00	\$16.75	\$16.50
Actual Highest Base Rate	17	\$15.00	\$15.00	\$20.00	\$23.50	\$25.00	\$21.79	\$20.00
Actual Lowest Base Rate	16	\$15.00	\$15.00	\$17.50	\$20.00	\$21.00	\$17.66	\$17.50
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Bonus (Annual)								

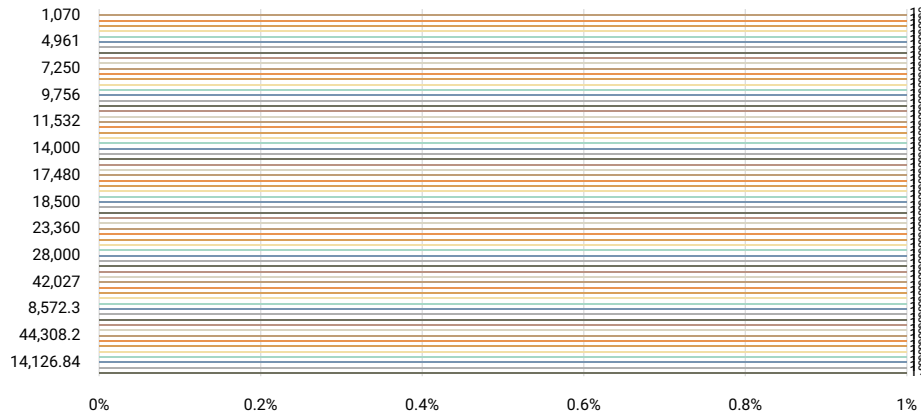
5. General Benefit Information

5.1. Average Benefit Cost Per Employee

Answered 68 times

Skipped 60 times

Number input



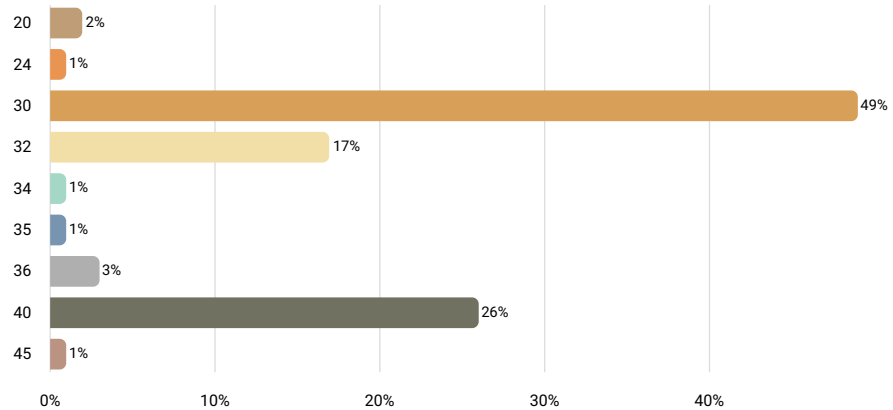
Statistics	
10th percentile	4,466.5
25th percentile	7,998.5
50th percentile	13,500
75th percentile	23,050.3
90th percentile	35,941.38
Mean	17,080.9
Median	13,500
Standard deviation	12,744.68
Total/sum	1,161,501.04

5.2. How many hours do employees work per week to be considered FTE?

Answered 118 times

Skipped 10 times

Number input



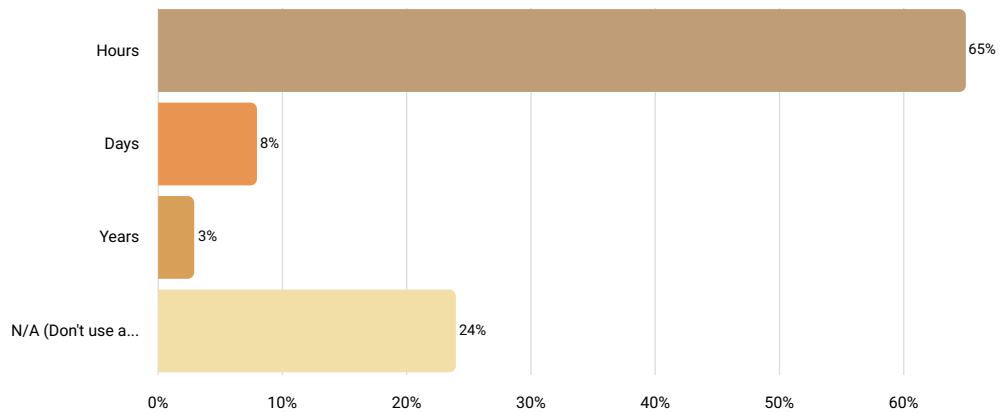
Statistics	
10th percentile	30
25th percentile	30
50th percentile	30
75th percentile	40
90th percentile	40
Mean	33.1
Median	30
Standard deviation	4.76
Total/sum	3,906

5.3. How do you calculate accrual rates for a typical FTE?

Answered 115 times

Skipped 13 times

Select one answer (radio button)



Results		
	%	N
Hours	65%	75
Days	8%	9
Years	3%	3
N/A (Don't use accrual system)	24%	28

5.4. Types of Benefits Offered

Answered 122 times

Skipped 6 times

Select multiple answers per row for multiple rows (checkboxes)

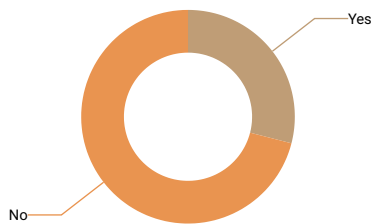
	Offered for FTE	Offered for Part-Time	Self Insured
Medical	98%	10%	21%
Dental	99%	8%	15%
Vision	95%	9%	9%
Prescription Drug Plan	86%	8%	18%
Life Insurance	98%	11%	2%
Flexible Spending Account (FSA)	50%	7%	1%
Health Savings Account (HSA)	28%	4%	1%
Pension Plan (Defined Benefit)	8%	3%	
401(k) Plan	93%	34%	
Paid Time Off (PTO)	48%	11%	
Sick Leave	36%	12%	1%
Vacation	62%	12%	1%
Paid Family/Medical Leave	15%	2%	
Bereavement	91%	19%	1%
Jury Duty Leave	92%	20%	1%
Short-term Disability	94%	10%	4%
Long-term Disability	90%	9%	2%
Cancer / Critical Illness / AD&D Insurance	52%	6%	1%
Salary Continuation Plan	11%	3%	1%
Employee Stock Ownership Plan (ESOP)	12%	5%	1%
Education Assistance/Tuition Reimbursement	68%	9%	1%
Telework/Remote Work	52%	21%	
Flex Time	39%	12%	
Child Care Assistance	4%	1%	
Employee Assistance Plan	72%	15%	1%
Pet Insurance	10%	3%	1%
Fitness Center / Gym Membership	18%	6%	
Health Clinic	8%	3%	

5.5. Does your company offer any benefit(s) not listed above?

Answered 116 times

Skipped 12 times

Select one answer (radio button)



Results	%	N
Yes	29%	34
No	71%	82

5.6. Please describe the benefit(s) at your company that are not included in the matrix above.

Answered 28 times

Skipped 6 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer any benefit(s) not listed above?" has Selected button "Yes"

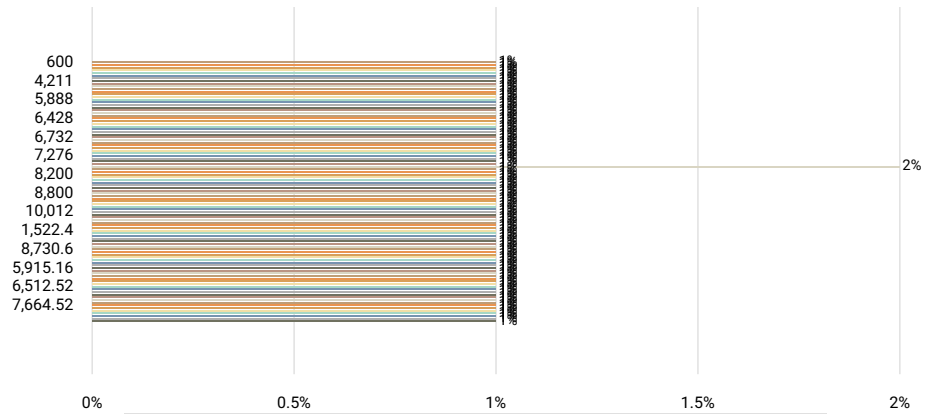
Results	
adoption	1
gym membership	1
credit monitoring	1
employee health clinic	1
vehicle purchase program	1
identity theft protection	1
wellness reimbursement plan	1
cash balance plan, will prep	1
company cars for managers and above	1
museum membership, chaplain service	1
medical indemnity coverage (gap plan)	1
medical gap coverage, teledoc coverage	1
telemedicine, computer certification program	1
vehicle program, wellness fund, gift matching	1
military leave--168 hours/year for drills, annual training	1
charitable contributions (\$350/yr/employee), bi-annual swag	1
telemedicine program available 24/7 at no cost to employees.	1
"added benefit" legal insurance id theft / auto & home / hearing	1
id protection, medicare assistance, mental health benefits, urgent care	1
accident, child fsa, legal assistance, tricare supplement, gap insurance	1
pet insurance, legal, identity theft, critical illness, hospital idemnity	1
ppe provided to employees; onsite physical every 3 years; flu shot clinic	1
legal club, holiday savings club, healthperx (teledoc), adoption benefit, elder care benefit	1
employee stock purchase program, company discount, virtual physical therapy, diabetes& weight management, health coach,	1
voluntary paid time off (vpto) company offers 24 hours of voluntary paid time off to serve community partners, global partners and other company supported volunteer events	1
financial advisory services, legal benefits; tax preparation assistance; credit monitoring, paid military leave, discount programs, telemedicine, e-learning program, employee resource groups	1
voluntary benefits as follows are offered: fsa for unreimbursed medical and dependent child care legal shield identity theft protection life insurance with a long term care rider aflac policies	1
we pay exempt employees for every hour worked. if they work 90 hours in a 2 week pay period, they can get paid straight time for the 10 hours or deposit the 10 hours into comp time bank. all earned leave is paid out once you hit the max accrual rate. our company provides a non elective contribution/profit sharing of 0-11% each year.	1

5.7. Annual Total Cost of Medical Coverage (Individual) Per Employee

Answered 99 times

Skipped 29 times

Number input



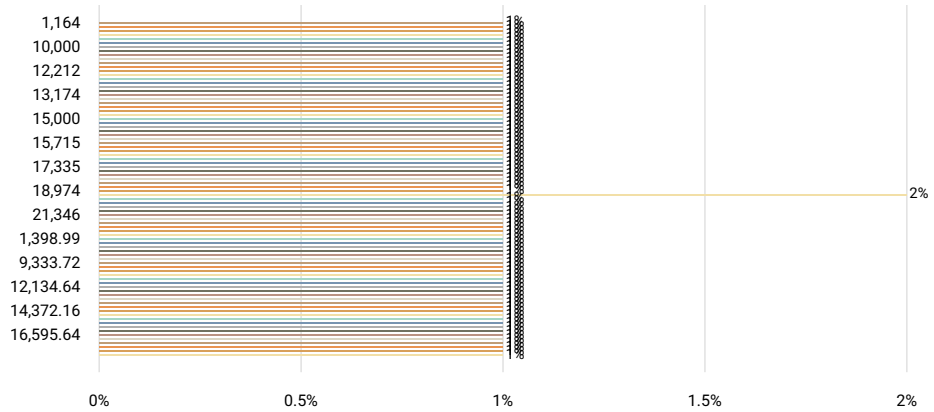
Statistics	
10th percentile	2,412
25th percentile	5,832
50th percentile	6,707
75th percentile	8,060
90th percentile	9,460
Mean	6,972.5
Median	6,707
Standard deviation	3,836.99
Total/sum	690,277.75

5.8. Annual Total Cost of Medical Coverage (Individual +1) Per Employee

Answered 85 times

Skipped 43 times

Number input



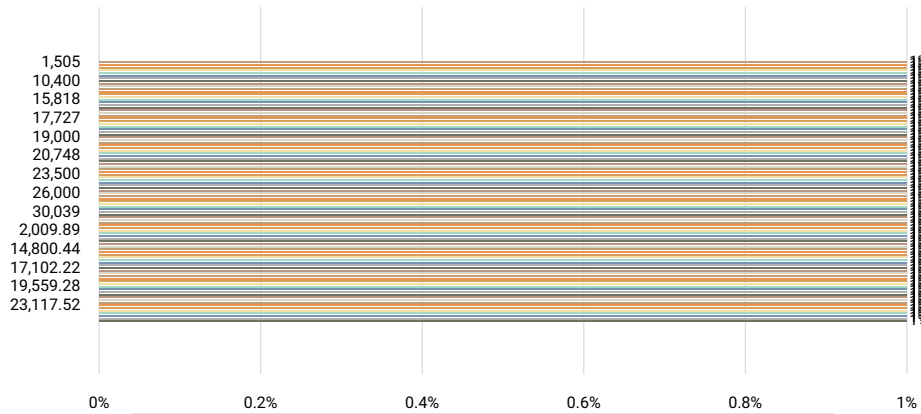
Statistics	
10th percentile	8,668.32
25th percentile	12,040
50th percentile	14,372.16
75th percentile	17,335
90th percentile	20,172
Mean	15,879.33
Median	14,372.16
Standard deviation	13,714.34
Total/sum	1,349,743.11

5.9. Annual Total Cost of Medical Coverage (Family) Per Employee

Answered 98 times

Skipped 30 times

Number input



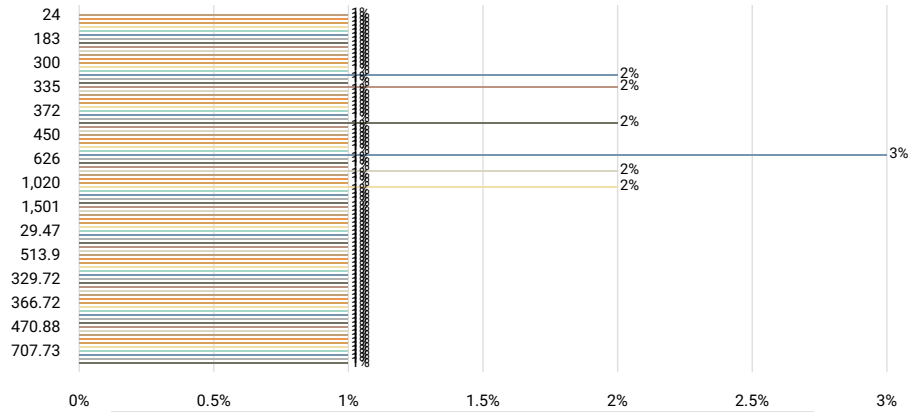
Statistics	
10th percentile	9,672
25th percentile	15,496
50th percentile	18,591.48
75th percentile	23,700
90th percentile	26,963
Mean	20,597.13
Median	18,591.48
Standard deviation	18,036.98
Total/sum	2,018,518.71

5.10. Annual Total Cost for Dental Coverage Per Employee

Answered 95 times

Skipped 33 times

Number input



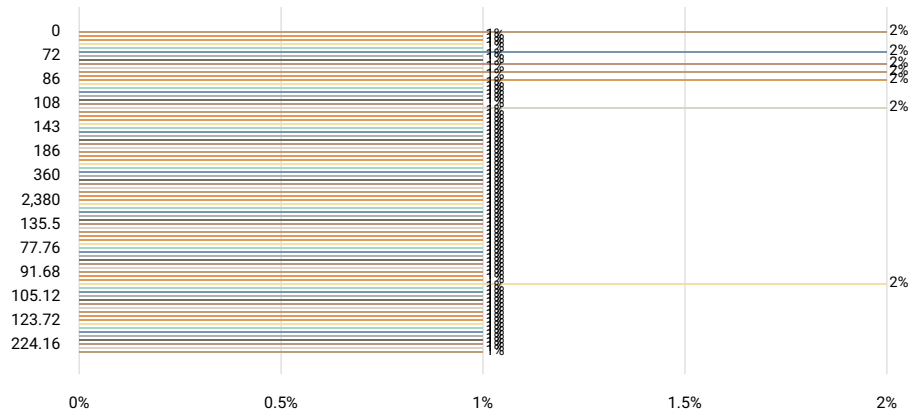
Statistics	
10th percentile	216
25th percentile	315.12
50th percentile	378.47
75th percentile	626
90th percentile	1,059
Mean	913.38
Median	378.47
Standard deviation	2,437.98
Total/sum	86,771.28

5.11. Annual Total Cost for Vision Coverage Per Employee (Annual)

Answered 88 times

Skipped 40 times

Number input



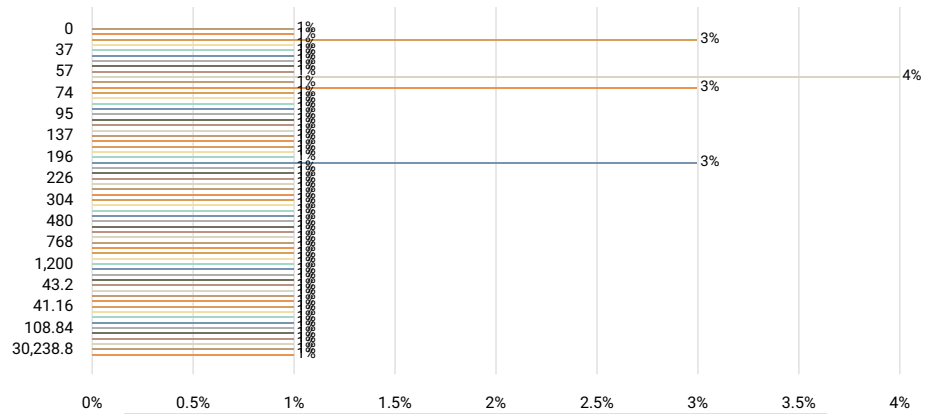
Statistics	
10th percentile	65.4
25th percentile	79.36
50th percentile	102.6
75th percentile	175.86
90th percentile	360
Mean	252.03
Median	102.6
Standard deviation	709.35
Total/sum	22,178.53

5.12. Annual Total Cost of Life Insurance Per Employee

Answered 67 times

Skipped 61 times

Number input



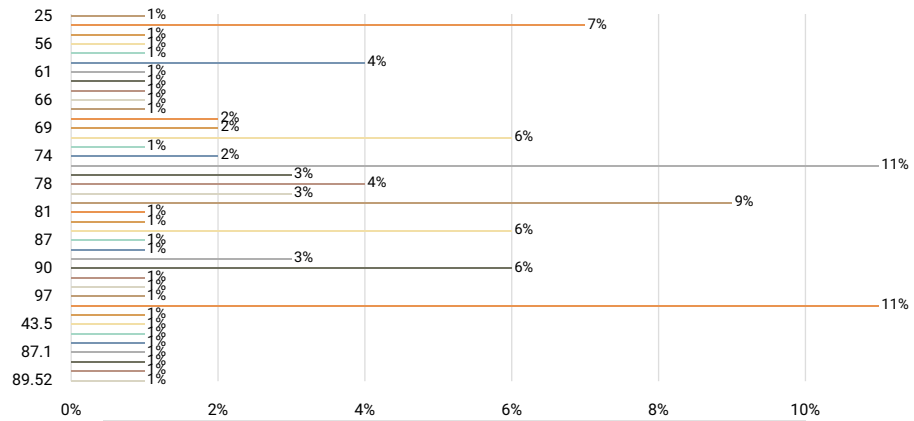
Statistics	
10th percentile	41.16
25th percentile	60
50th percentile	151.8
75th percentile	431
90th percentile	1,122
Mean	970.55
Median	151.8
Standard deviation	3,831.53
Total/sum	65,026.92

5.13. Medical Coverage (Individual) Percentage Paid By Employer (Annual)

Answered 107 times

Skipped 21 times

Number input



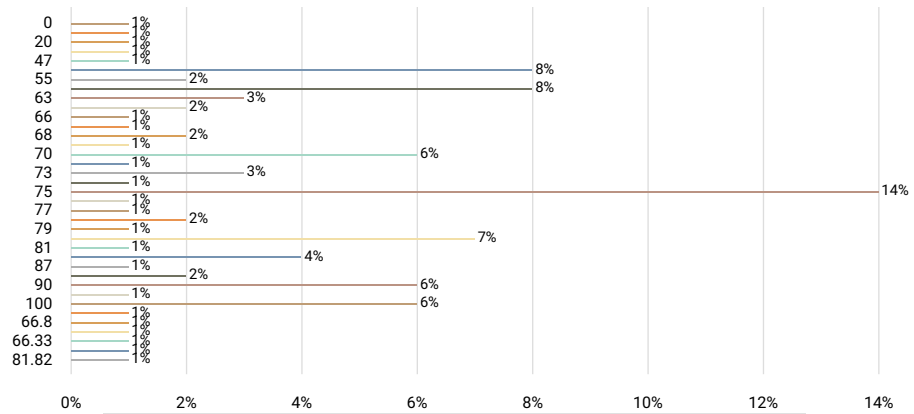
Statistics	
10th percentile	55
25th percentile	69
50th percentile	78
75th percentile	88
90th percentile	100
Mean	76.6
Median	78
Standard deviation	15.61
Total/sum	8,196.25

5.14. Medical Coverage (Individual +1) Percentage Paid By Employer (Annual)

Answered 97 times

Skipped 31 times

Number input



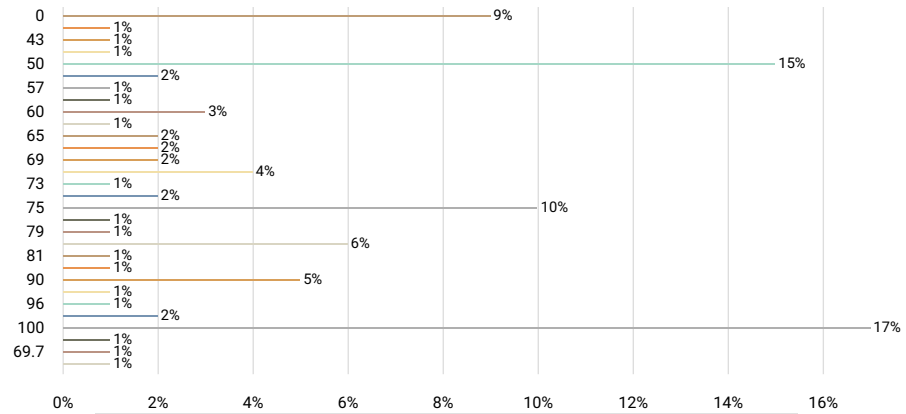
Statistics	
10th percentile	50
25th percentile	63
50th percentile	75
75th percentile	80
90th percentile	90
Mean	70.9
Median	75
Standard deviation	17.58
Total/sum	6,877.72

5.16. Dental Coverage Percentage Paid By Employer (Annual)

Answered 93 times

Skipped 35 times

Number input



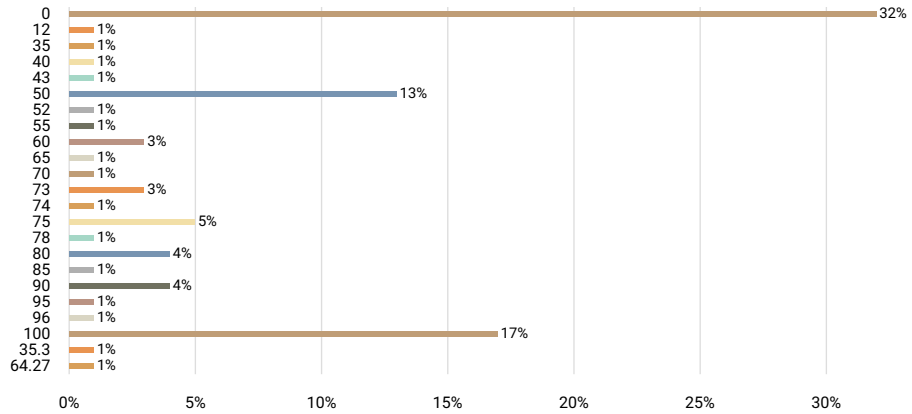
Statistics	
10th percentile	43
25th percentile	50
50th percentile	73
75th percentile	90
90th percentile	100
Mean	67.85
Median	73
Standard deviation	27.36
Total/sum	6,310.24

5.17. Vision Coverage Percentage Paid By Employer (Annual)

Answered 76 times

Skipped 52 times

Number input



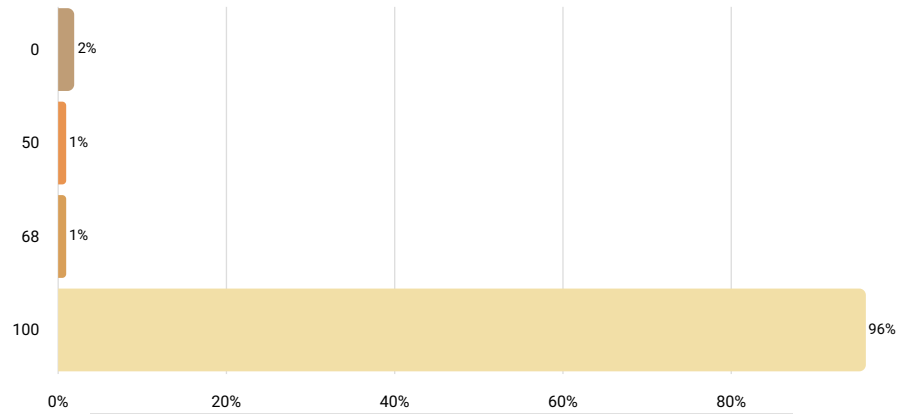
Statistics	
10th percentile	0
25th percentile	0
50th percentile	50
75th percentile	82.5
90th percentile	100
Mean	49.68
Median	50
Standard deviation	38.88
Total/sum	3,775.57

5.18. Life Insurance Percentage Paid By Employer (Annual)

Answered 104 times

Skipped 24 times

Number input



Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	97.29
Median	100
Standard deviation	14.86
Total/sum	10,118

5.19. Does your company offer Health and Fitness incentives?

Answered 37 times

Skipped 91 times

Select multiple answers (checkboxes)

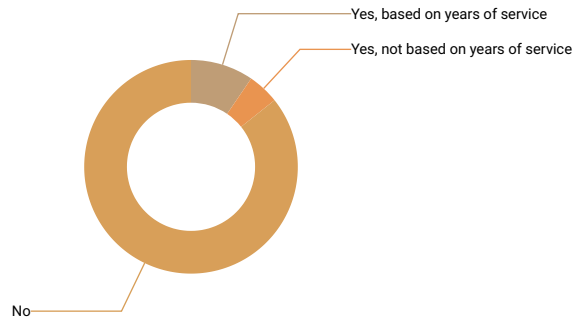
Results	N
Reimbursement for Fitness Center Visits	9
Reimbursement for Fitness Equipment	5
Incentives for Nicotine Cessation	13
Rebate or Discount for Wellness Physical	17
Free Gym Membership	7

5.20. Does your company have a severance policy?

Answered 116 times

Skipped 12 times

Select one answer (radio button)



Results	%	N
Yes, based on years of service	8%	9
Yes, not based on years of service	4%	5
No	72%	83

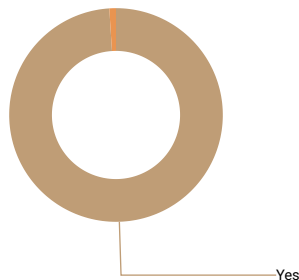
6. Medical Coverage

6.1. Does your company offer medical coverage?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	99%	121
No	1%	1

6.2. Type of Medical Coverage Plan(s) Offered

Answered 120 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
PPO	120
HMO	3
EPO	1
POS	1
HDHP	37

6.3. Medical Coverage Plan Provider(s)

Answered 120 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
Aetna	4
Blue Cross Blue Shield	107
Cigna	5
Humana	0
United Healthcare	8
Viva Health	0
Other Not Listed	5

6.4. Other Medical Coverage Plan Provider

Answered 5 times
 Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- `Medical Coverage Plan Provider(s)` has `Other Not Listed` checked

Results	
umr	1
principal	1
anthem of georgia	1
gilsbar insurance	1
alliance - kemper is the underwriter	1

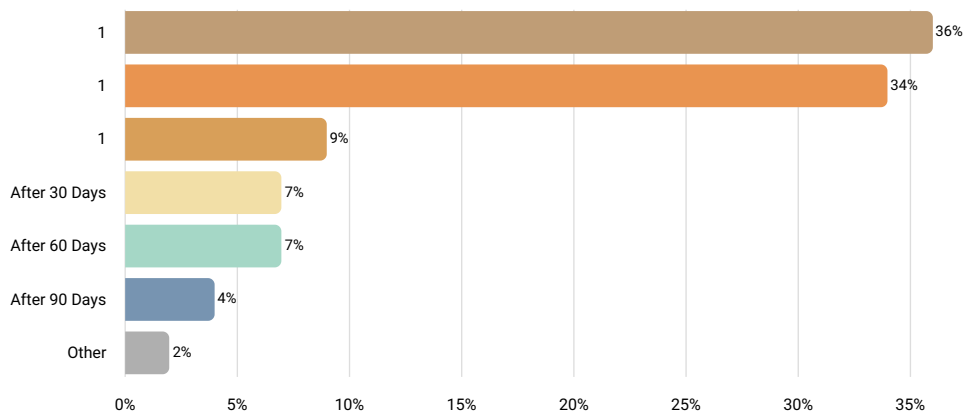
6.5. When do employees become eligible for coverage?

Answered 121 times
 Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results		
	%	N
1st Day of Employment	36%	44
1st of Month After Date of Hire	34%	41
1st of Month After 30 Days	9%	11
After 30 Days	7%	8
After 60 Days	7%	9
After 90 Days	4%	5
Other	2%	3

6.6. Deductible Amount

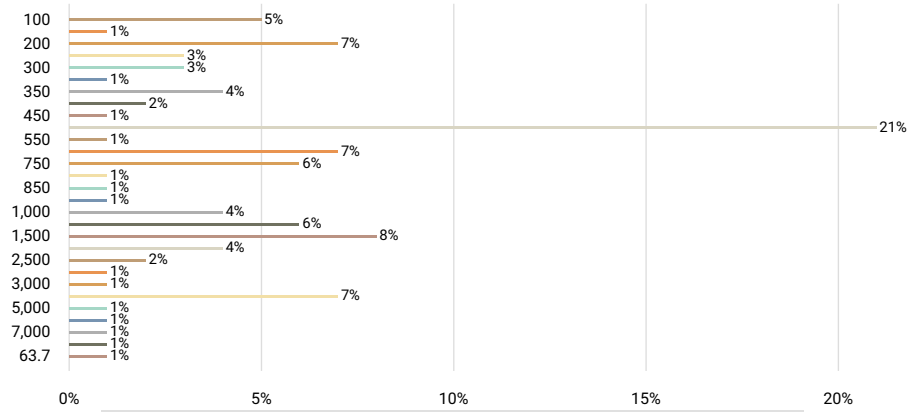
Answered 107 times

Skipped 14 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	200
25th percentile	400
50th percentile	600
75th percentile	1,500
90th percentile	4,000
Mean	1,205.17
Median	600
Standard deviation	1,500.57
Total/sum	128,953.7

6.7. Copay Amount (after deductible)

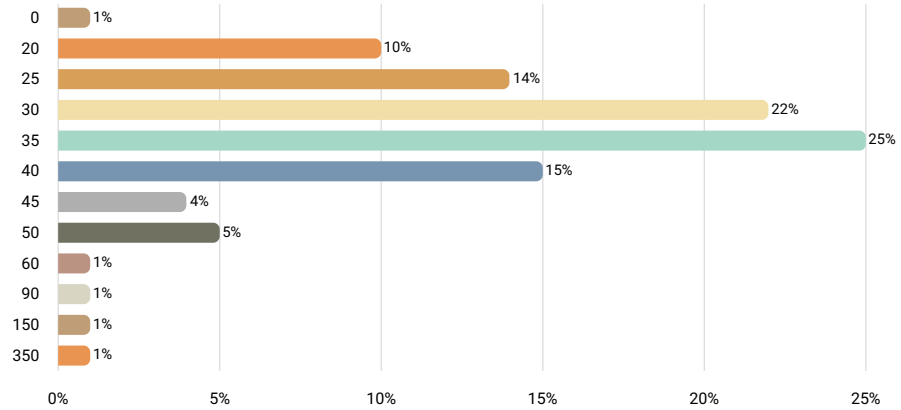
Answered 96 times

Skipped 25 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	20
25th percentile	27.5
50th percentile	35
75th percentile	40
90th percentile	45
Mean	37.86
Median	35
Standard deviation	35.91
Total/sum	3,635

6.8. Do you offer retiree coverage for those under the age of 65?

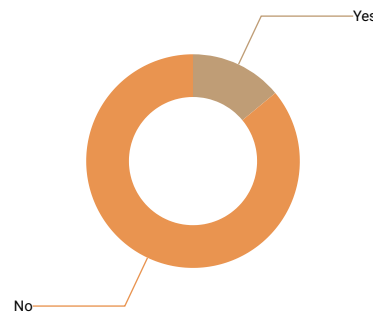
Answered 115 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	14%	16
No	86%	99

6.9. Do you offer retiree coverage for those over the age of 65?

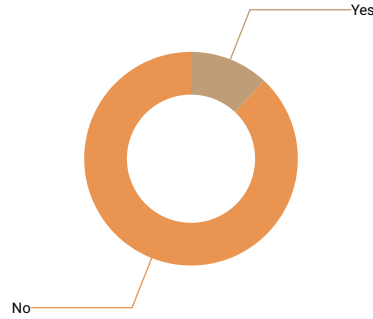
Answered 115 times

Skipped 6 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	12%	14
No	88%	101

6.10. If your company is self-insured, do you have stop/loss coverage?

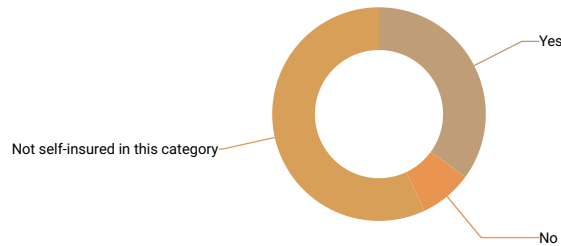
Answered 112 times

Skipped 9 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	35%	39
No	8%	9
Not self-insured in this category	57%	64

6.11. Is there a tobacco use surcharge?

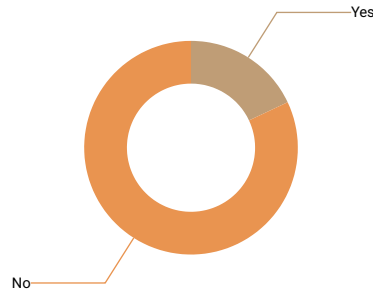
Answered 118 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	18%	21
No	82%	97

6.12. Do you offer medical coverage for domestic partners?

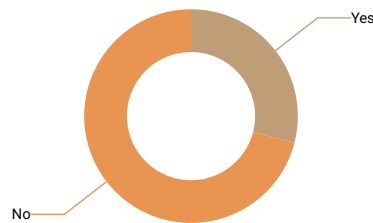
Answered 116 times

Skipped 5 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	29%	34
No	71%	82

6.13. What are the requirements for receiving coverage?

Answered 27 times

Skipped 7 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Do you offer medical coverage for domestic partners?" has Selected button "Yes"

Results	N
Must be a Qualified Dependent of Employee	18
Proof of Residence with Employee	6
Affidavit of Domestic Partnership	18
Other	1

6.14. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

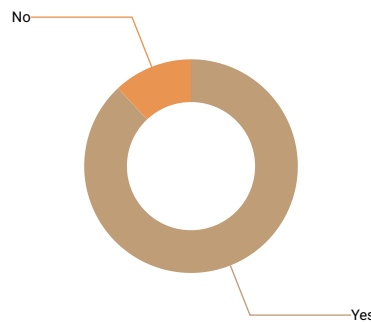
Answered 120 times

Skipped 1 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	88%	106
No	12%	14

6.15. Is there a spousal surcharge?

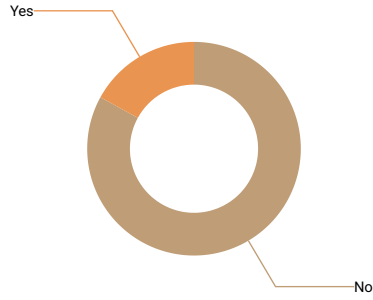
Answered 105 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?" has Selected button "Y



Results	%	N
No	83%	87
Yes	17%	18

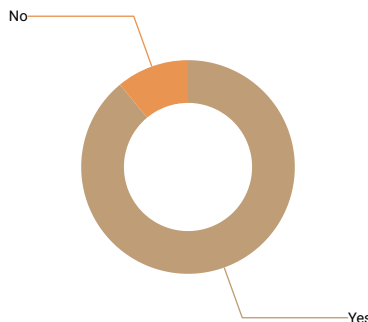
7. Prescription Drug Plan

7.1. Does your company offer a Prescription Drug Plan?

Answered 121 times

Skipped 7 times

Select one answer (radio button)



Results	%	N
Yes	89%	108
No	11%	13

7.2. Type of Prescription Plan(s) Offered

Answered 100 times

Skipped 8 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Tiered	90
80/20	10
Other	6

7.3. Prescription Plan Provider(s)

Answered 106 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Aetna	3
Anthem	2
Blue Cross Blue Shield	72
Cigna	3
CVS Caremark	10
Express Scripts	3
Humana	0
United Healthcare	4
Viva Health	0
Other	15

7.4. Other Prescription Plan Provider

Answered 14 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"
- 'Prescription Plan Provider(s)' has 'Other' checked

Results	
optumrx	4
proact	2
elixir	1
optium	1
megallan	1
rxbenefits	1
prime therapeutics	1
proact / paydhealth	1
cvs caremark network administered by rxbenefits	1
some common prescriptions are free through our wellness clinic.	1

7.5. When do employees become eligible for coverage?

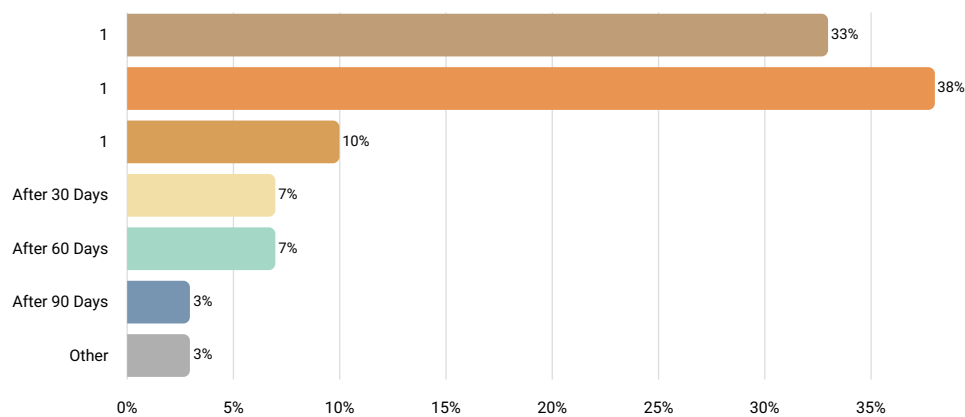
Answered 107 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	33%	35
1st of Month After Date of Hire	38%	41
1st of Month After 30 Days	10%	11
After 30 Days	7%	7
After 60 Days	7%	7
After 90 Days	3%	3
Other	3%	3

7.6. Do you offer retiree coverage under the age of 65?

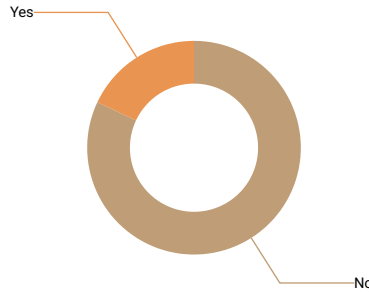
Answered 103 times

Skipped 5 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	82%	84
Yes	18%	19

7.7. Do you offer retiree coverage over the age of 65?

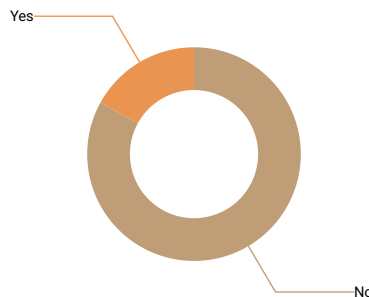
Answered 103 times

Skipped 5 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	83%	85
Yes	17%	18

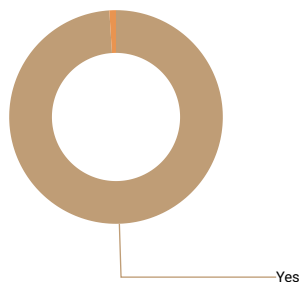
8. Dental Coverage

8.1. Does your company offer Dental Coverage?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	99%	121
No	1%	1

8.2. Type(s) of Dental Coverage Offered

Answered 114 times

Skipped 7 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
PPO	111
DHMO	4
Other	3

8.3. Dental Plan Provider(s)

Answered 117 times

Skipped 4 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
Aetna	2
Blue Cross Blue Shield	43
Cigna	4
Concordia	4
Delta Dental	26
Guardian	12
Metlife	2
Principal	15
United Healthcare	5
Other	11

8.4. Other Dental Plan Provider

Answered 11 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"
- `Dental Plan Provider(s)` has `Other` checked

Results	
unum	2
the standard	2
ameritas	1
dentemax	1
guardian	1
southland	1
united concordia	1
standard insurance	1
unum (starmount/always care benefits)	1

8.5. When do employee become eligible for coverage?

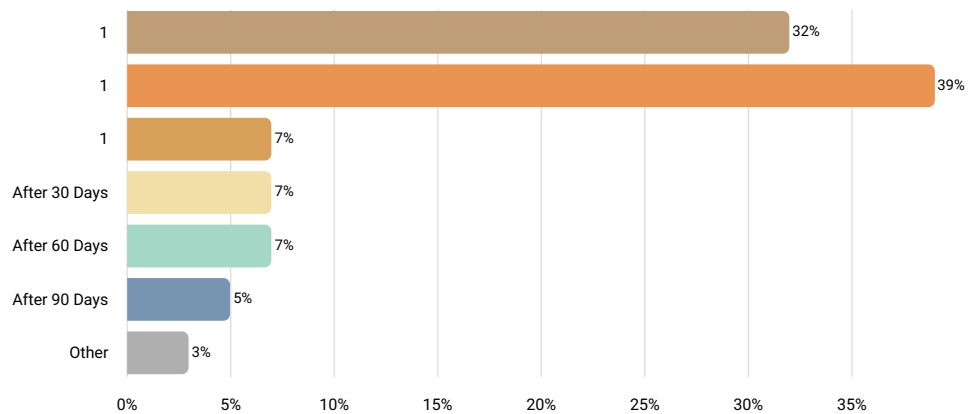
Answered 117 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	32%	38
1st of Month After Date of Hire	39%	46
1st of Month After 30 Days	7%	8
After 30 Days	7%	8
After 60 Days	7%	8
After 90 Days	5%	6
Other	3%	3

8.6. Do you offer retiree coverage under the age of 65?

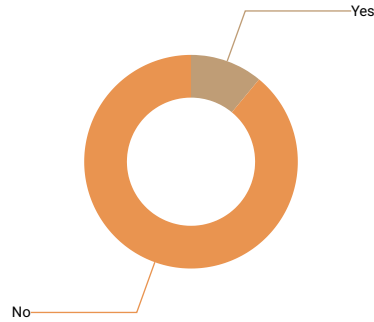
Answered 115 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	11%	13
No	89%	102

8.7. Do you offer retiree coverage over the age of 65?

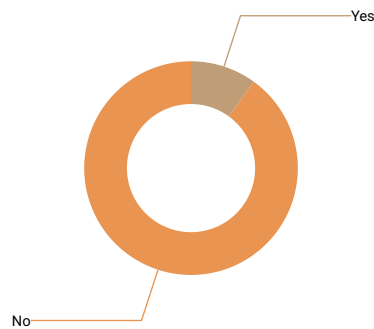
Answered 115 times

Skipped 6 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%	11
No	90%	104

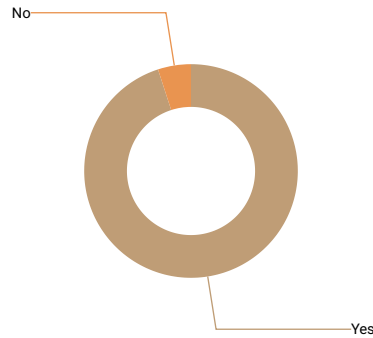
9. Vision Coverage

9.1. Does your company offer Vision Coverage?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	95%	116
No	5%	6

9.2. Vision Plan Provider(s)

Answered 115 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"

Results	N
Aetna	0
Blue Cross Blue Shield	4
Cigna	0
Eyemed	15
Guardian	13
Humana	2
Metlife	1
Principal	10
Superior Vision	1
United Healthcare	6
VSP	67
Other	10

9.3. Other Vision Plan Provider

Answered 9 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"
- `Vision Plan Provider(s)` has `Other` checked

Results	
nva	1
avesis	1
ameritas	1
southland	1
the standard	1
davis vision direct	1
vision benefis of america	1
national vision administrators	1
unum (starmount/always care benefits)	1

9.4. When do employees become eligible for coverage?

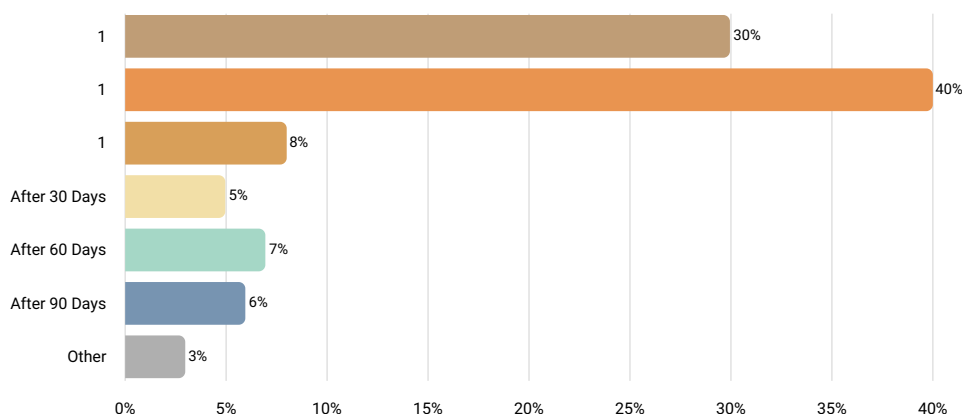
Answered 115 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results		
	%	N
1st Day of Employment	30%	35
1st of Month After Date of Hire	40%	46
1st of Month After 30 Days	8%	9
After 30 Days	5%	6
After 60 Days	7%	8
After 90 Days	6%	7
Other	3%	4

9.5. Do you offer retiree coverage under the age of 65?

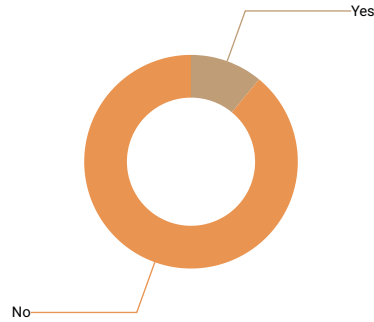
Answered 109 times

Skipped 7 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	11%	12
No	89%	97

9.6. Do you offer retiree coverage over the age of 65?

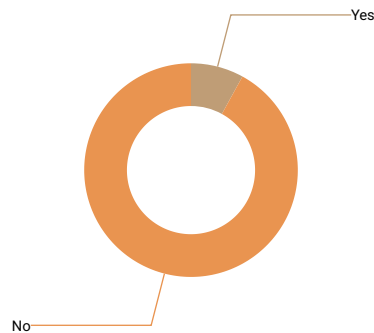
Answered 110 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	9
No	92%	101

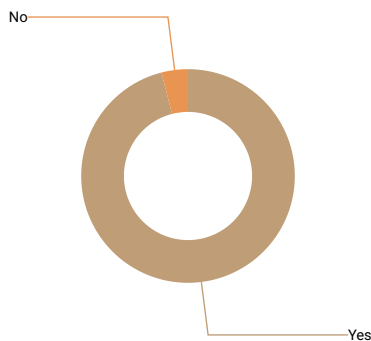
10. Life Insurance

10.1. Does your company offer Life Insurance?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	96%	117
No	4%	5

10.2. Type(s) of Life Insurance Offered

Answered 110 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
Term Life Insurance	101
Whole Life Insurance	10
Other	7

10.3. Other Type of Life Insurance Offered

Answered 6 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"
- `Type(s) of Life Insurance Offered` has `Other` checked

Results	
ad&d	1
1.5x annual salary	1
basic life equal to one times annual salary	1
group life policy - employee receive 2.5 times their annual salary.	1
group life is valued at twice their base pay up to a maximum of \$400,000	1
group term life insurance - paid by the company (also offer voluntary life insurance which is paid for by the employee)	1

10.4. Coverage Amount (dollars)

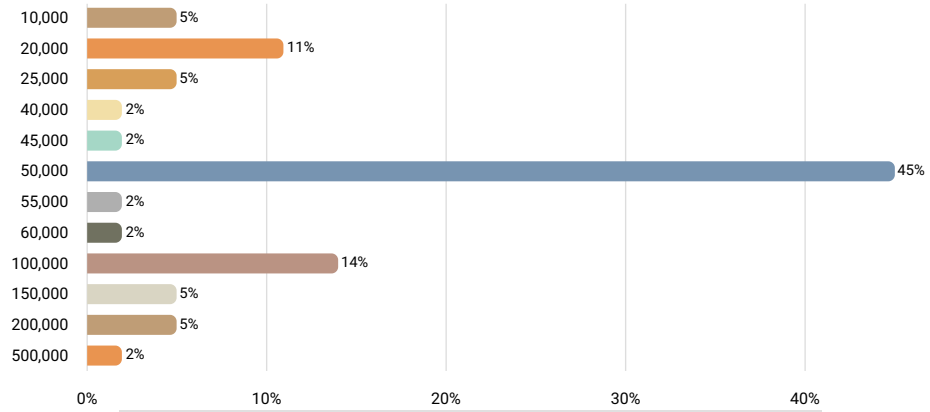
Answered 44 times

Skipped 73 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	20,000
25th percentile	47,500
50th percentile	50,000
75th percentile	80,000
90th percentile	150,000
Mean	72,045.45
Median	50,000
Standard deviation	79,286.93
Total/sum	3,170,000

10.5. Coverage Amount (percentage)

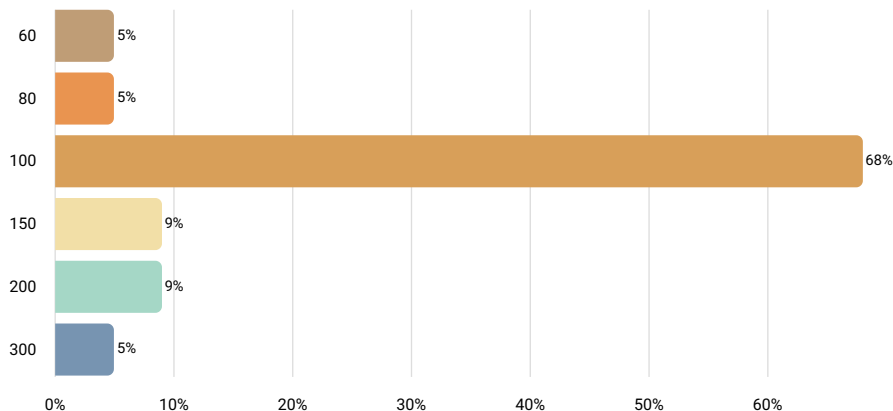
Answered 22 times

Skipped 95 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	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	200
Mean	120
Median	100
Standard deviation	52.64
Total/sum	2,640

10.6. Can employees purchase additional life insurance for themselves or others?

Answered 108 times

Skipped 9 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"

Results	N
Yes, Self	100
Yes, Spouse/Partner	100
Yes, Dependents	102

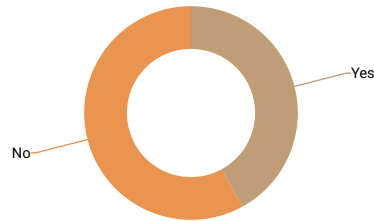
11. Health Savings Account

11.1. Does your company offer a Health Savings Account?

Answered 118 times

Skipped 10 times

Select one answer (radio button)



Results	%	N
Yes	42%	50
No	58%	68

11.2. Is this benefit earned or given?

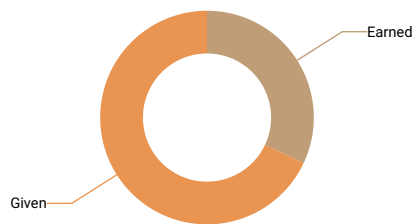
Answered 50 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Savings Account?" has Selected button "Yes"



Results	%	N
Earned	32%	16
Given	68%	34

11.3. What is required for eligibility?

Answered 15 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Savings Account?" has Selected button "Yes"
- "Is this benefit earned or given?" has Selected button "Earned"

Results	N
Enrolled in HDHP	12
FTE Status	7
Other	0

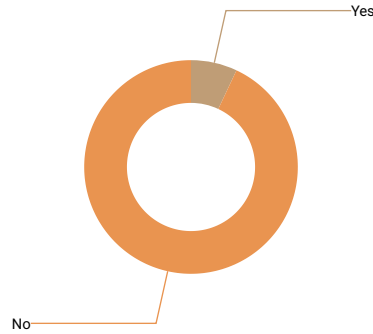
12. Pension Plan (Defined Benefit)

12.1. Does your company offer a Pension Plan (Defined Benefit)?

Answered 121 times

Skipped 7 times

Select one answer (radio button)



Results	%	N
Yes	7%	9
No	93%	112

12.2. When do employees become eligible?

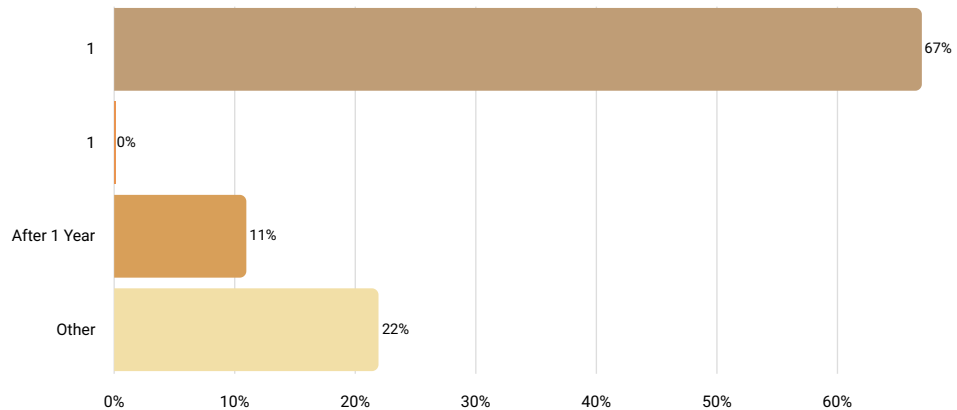
Answered 9 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Pension Plan (Defined Benefit)?" has Selected button "Yes"



Results	%	N
1st Day of Employment	67%	6
1st of Month After Date of Hire	0%	0
After 1 Year	11%	1
Other	22%	2

12.3. Defined amount employer contributes to pension fund per employee (annual)

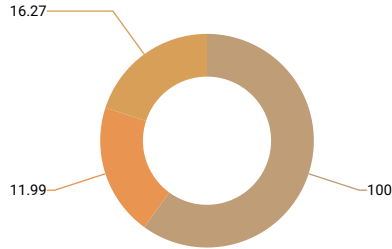
Answered 5 times

Skipped 4 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a Pension Plan (Defined Benefit)?" has Selected button "Yes"



Statistics	
10th percentile	11.99
25th percentile	16.27
50th percentile	100
75th percentile	100
90th percentile	100
Mean	65.65
Median	100
Standard deviation	47.06
Total/sum	328.26

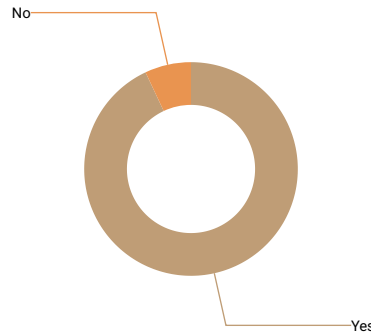
13. 401(k) Plan

13.1. Does your company offer a 401(k) Plan?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	93%	114
No	7%	8

13.2. When do employees become eligible?

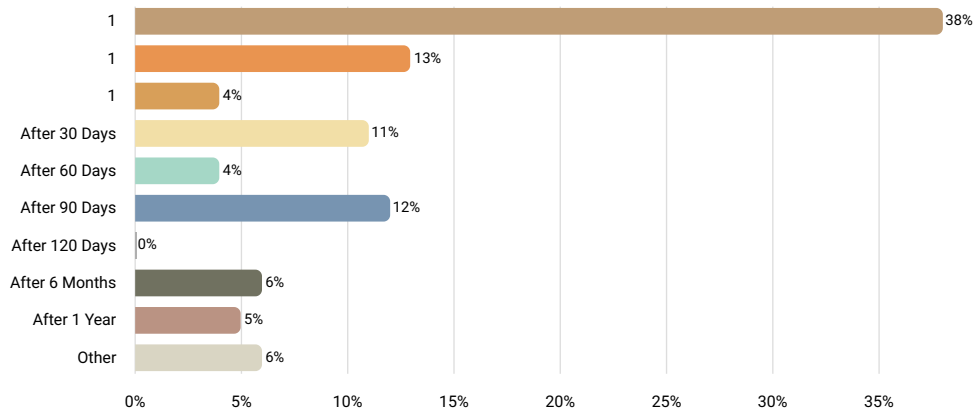
Answered 114 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	38%	43
1st of Month After Date of Hire	13%	15
1st of Month After 30 Days	4%	4
After 30 Days	11%	13
After 60 Days	4%	5
After 90 Days	12%	14
After 120 Days	0%	0
After 6 Months	6%	7
After 1 Year	5%	6
Other	6%	7

13.3. Other 401(k) Eligibility Period

Answered 7 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "When do employees become eligible?" has Selected button "Other"

Results	
quarterly	1
after 120 days	1
1st of quarter following 6 months of service	1
after 1 year of service and attained age of 21	1
1st entry date after 6 months. entry dates are 1/1 and 7/1	1
employee must complete one year of service and 1000 hours of service	1
after six months if worked 1,000 hours during eligibility period. if not, then if worked 1,000 hours by 1st anniversary. if not, if worked 1,000 hours in any following calendar year.	1

13.4. Up to what percentage does the employer match employee contributions?

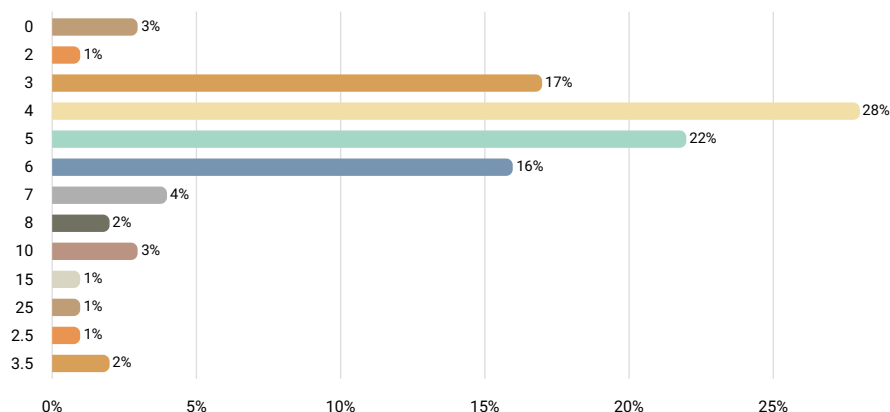
Answered 107 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	4
50th percentile	4
75th percentile	6
90th percentile	7
Mean	4.87
Median	4
Standard deviation	2.78
Total/sum	521.5

13.5. Is there a vesting schedule for employer contributions?

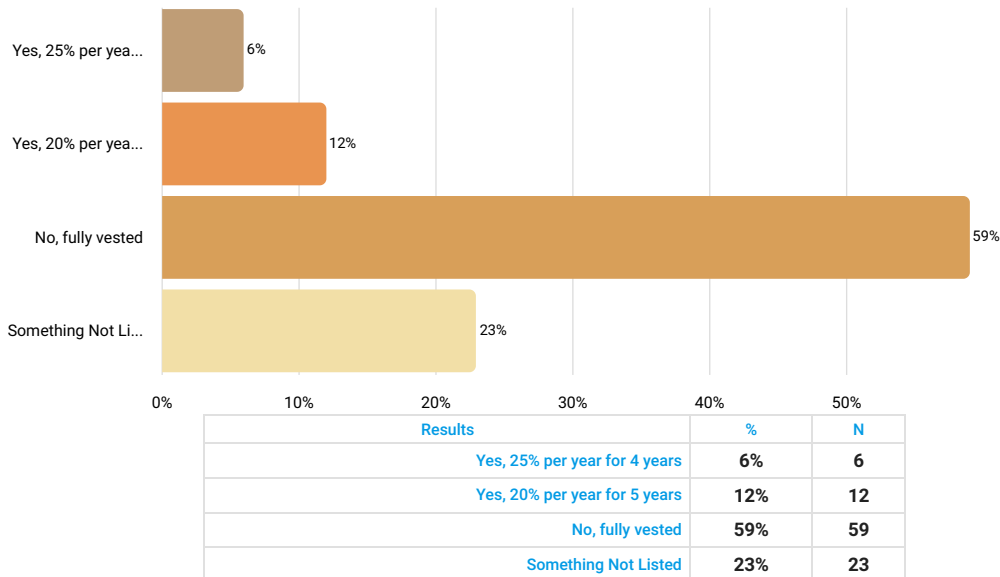
Answered 100 times

Skipped 14 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"



13.6. Describe the vesting schedule.

Answered 20 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting schedule for employer contributions?" has Selected button "Something Not Listed"

Results	
2 years	3
3 years	1
2 year cliff	1
3 years to 100%	1
33.3% each year	1
hours of service	1
1 year=50% 2 years=100%	1
25% per year for 3 years	1
fully vested after 1 year	1
yes, 40/70/100% fully vested at 3 years	1
fully vested after 3 years of employment	1
1st year: 0% 2nd year: 50% 3rd year: 75% 4th year: 100%	1
100% vested in company match contributions after 2 years	1
20% after 1st year, 50% after 2nd year and 100% after 3rd year	1
2 years 20%, 3 years 40%, 4 years 60%, 5 years 80%, 6 years 100%	1
3% is 100% vested; any additional discretionary % on 2-5 year vesting schedule	1
after 1 year 0% after 2 years 20% after 3 years 40% after 4 years 60% after 5 years 80% after 6 years 100%	1
20% per year after 2 years of service, increasing by 20% per year until 6 years of service are completed, at which point, the participant is 100% vested.	1

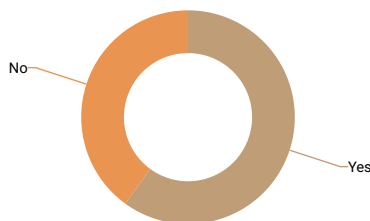
14. PTO (Paid Time Off)

14.1. Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	60%	73
No	40%	49

14.2. Annual Amount of PTO in Days

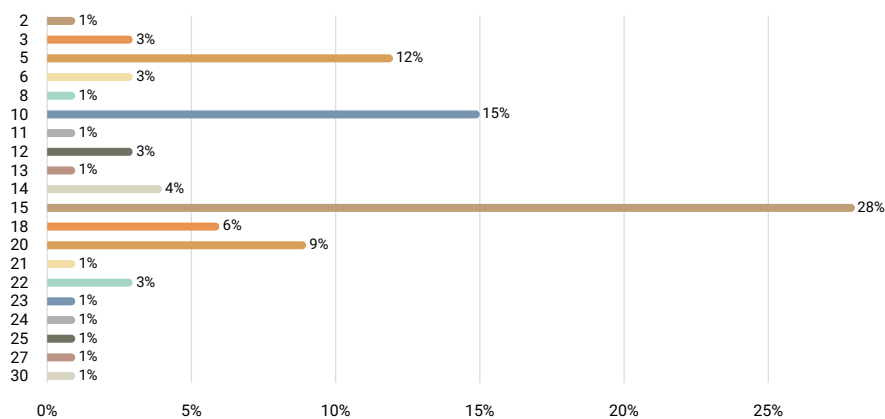
Answered 68 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Statistics	
10th percentile	5
25th percentile	10
50th percentile	15
75th percentile	18
90th percentile	22
Mean	13.66
Median	15
Standard deviation	6.19
Total/sum	929

14.3. How is PTO accrued?

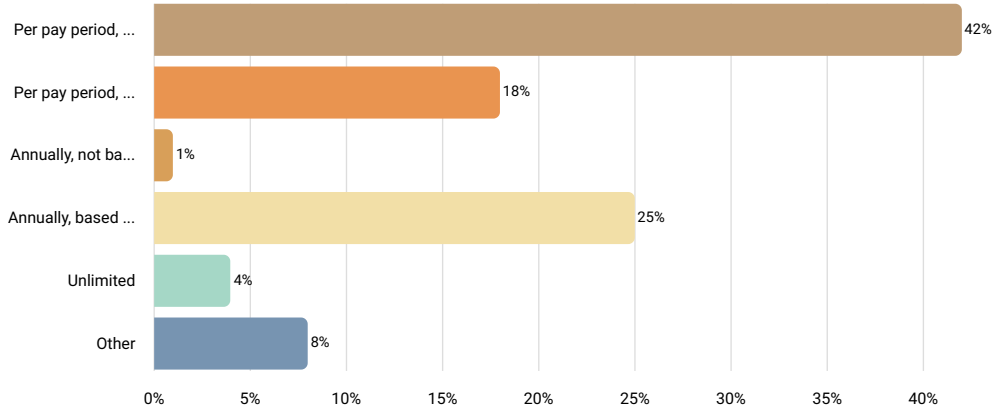
Answered 71 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	42%	30
Per pay period, based on hours worked	18%	13
Annually, not based on years of service	1%	1
Annually, based on years of service	25%	18
Unlimited	4%	3
Other	8%	6

14.4. Other PTO Accrual Rate

Answered 6 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"
- "How is PTO accrued?" has Selected button "Other"

Results	Count
per month	1
vacation is earned per month	1
per pay period, based of years of experience	1
accrued per pay period based on years of service	1
per pay period based on hours worked but increases with years of service	1
awarded at beginning of year, but accrued monthly based on years of service.	1

14.5. Are any of these leave types NOT included in your PTO?

Answered 59 times

Skipped 14 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	7
Vacation	12
Holidays	51
Personal Leave	13

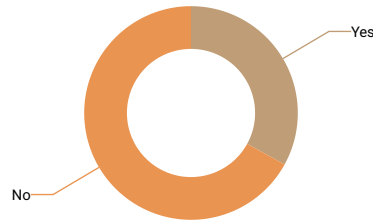
15. Sick Leave

15.1. Does your company offer Sick Leave?

Answered 121 times

Skipped 7 times

Select one answer (radio button)



Results	%	N
Yes	33%	40
No	67%	81

15.2. Annual Amount of Sick Leave in Days

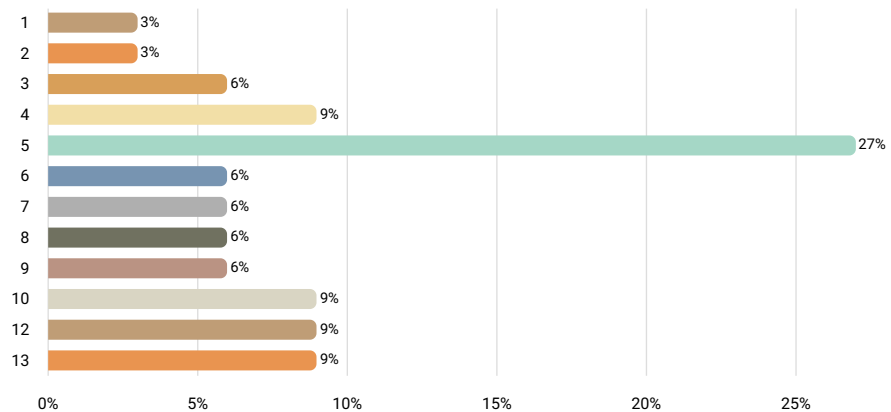
Answered 33 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	5
50th percentile	6
75th percentile	10
90th percentile	12
Mean	7
Median	6
Standard deviation	3.44
Total/sum	231

15.3. How is Sick Leave accrued?

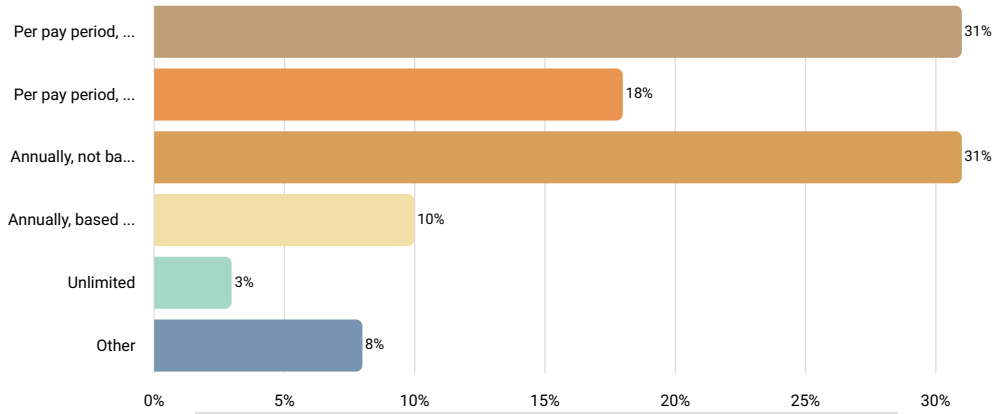
Answered 39 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	31%	12
Per pay period, based on hours worked	18%	7
Annually, not based on years of service	31%	12
Annually, based on years of service	10%	4
Unlimited	3%	1
Other	8%	3

15.4. Paid out at termination?

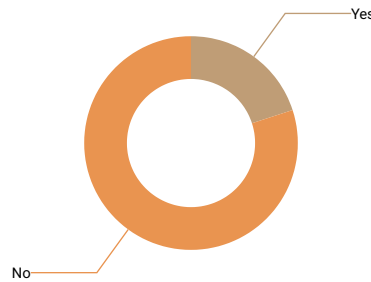
Answered 40 times

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	20%	8
No	80%	32

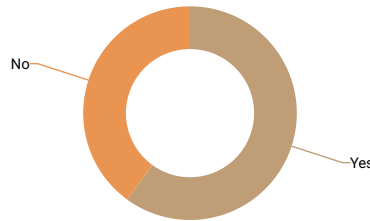
16. Vacation

16.1. Does your company offer Vacation Leave?

Answered 121 times

Skipped 7 times

Select one answer (radio button)



Results	%	N
Yes	60%	73
No	40%	48

16.2. Annual Amount of Vacation Leave in Days

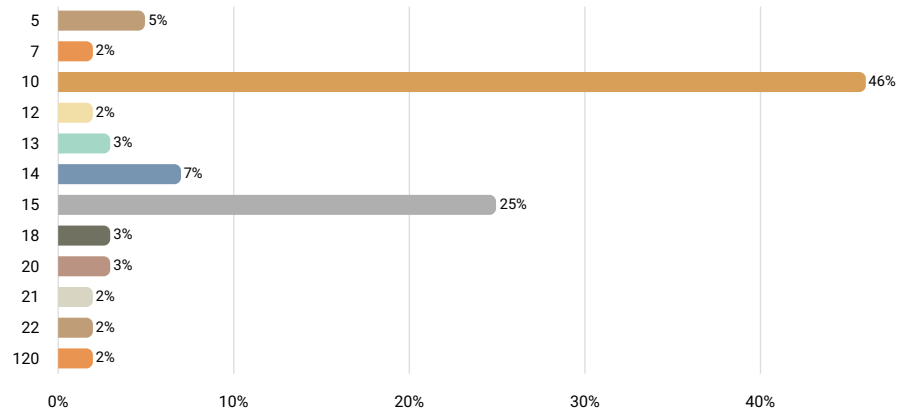
Answered 61 times

Skipped 12 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Statistics	
10th percentile	10
25th percentile	10
50th percentile	10
75th percentile	15
90th percentile	18
Mean	14.1
Median	10
Standard deviation	14.27
Total/sum	860

16.3. How is Vacation Leave accrued?

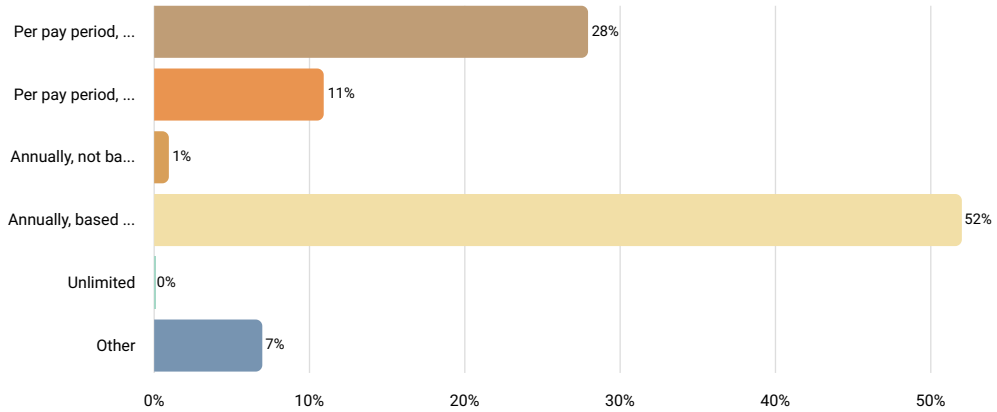
Answered 71 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	28%	20
Per pay period, based on hours worked	11%	8
Annually, not based on years of service	1%	1
Annually, based on years of service	52%	37
Unlimited	0%	0
Other	7%	5

16.4. Paid out at termination?

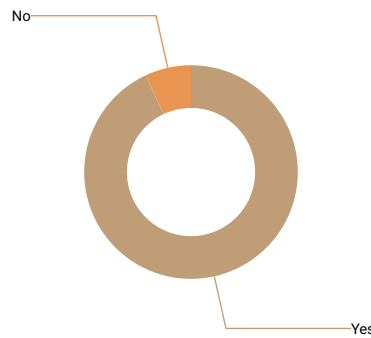
Answered 72 times

Skipped 1 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%	67
No	7%	5

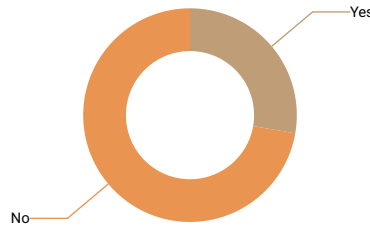
17. Paid Family and Medical Leave

17.1. Does your company offer Paid Family and Medical Leave?

Answered 120 times

Skipped 8 times

Select one answer (radio button)



Results	%	N
Yes	28%	33
No	73%	87

17.2. Eligibility Criteria for Paid Family Leave

Answered 31 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"

Results	N
Full-Time Equivalent (FTE)	27
Employee has given birth to a child	28
Employee is a spouse or committed partner of someone who has given birth to a child.	24
Employee has adopted a child or been placed with a foster child.	24
Must have already used short-term disability	1
Must use short-term disability concurrently	5
Must use FMLA concurrently	13

17.3. Annual Amount of Paid Family Leave in Weeks

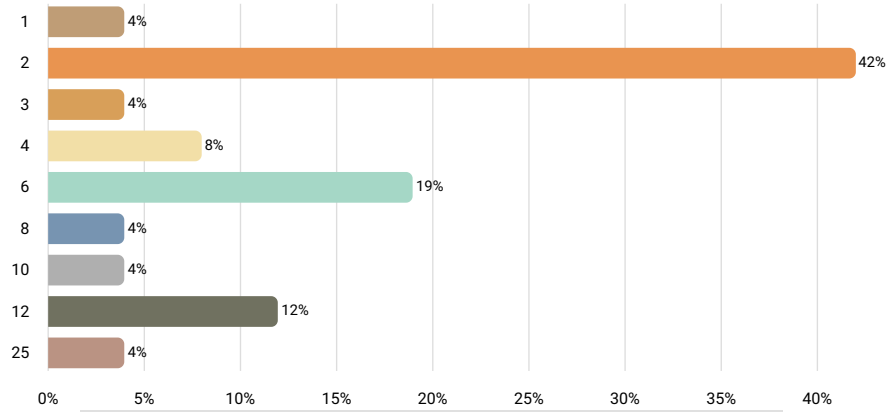
Answered 26 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"



Statistics	
10th percentile	2
25th percentile	2
50th percentile	3.5
75th percentile	6
90th percentile	12
Mean	5.5
Median	3.5
Standard deviation	5.29
Total/sum	143

17.4. Percent of Salary Paid for Family Leave

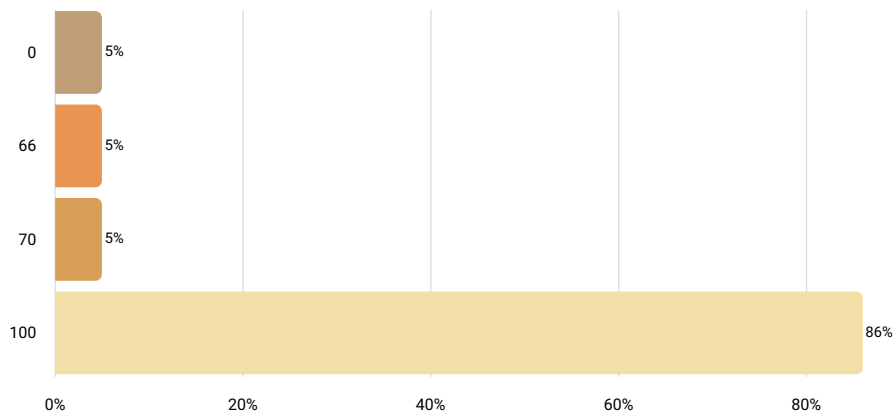
Answered 21 times

Skipped 12 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"



Statistics	
10th percentile	70
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	92.19
Median	100
Standard deviation	23.21
Total/sum	1,936

17.5. Eligibility Criteria for Paid Medical Leave

Answered 17 times

Skipped 16 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"

Results	N
Full-Time Equivalent (FTE)	15
Critical Illness of Employee	8
Critical Illness of a Dependent	4
Must have already used short-term disability	0
Must use short-term disability concurrently	3
Must use FMLA concurrently	8

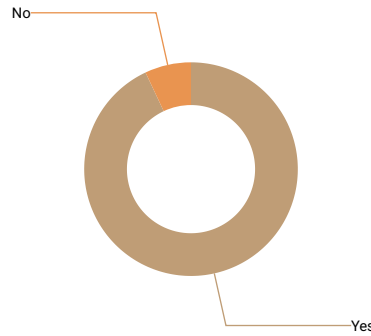
18. Short-term Disability

18.1. Does your company offer Short-Term Disability?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	93%	114
No	7%	8

18.2. Short-term Disability Coverage Amount

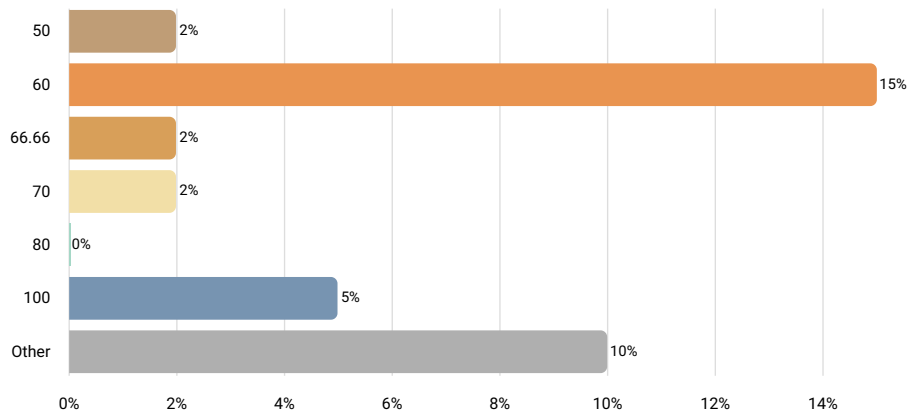
Answered 111 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results	%	N
50% of Salary	2%	2
60% of Salary	15%	17
66.66% of Salary	2%	2
70% of Salary	2%	2
80% of Salary	0%	0
100% of Salary	5%	5
Other	10%	11

18.3. Other Short-term Disability Coverage Amount

Answered 9 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"
- "Short-term Disability Coverage Amount" has Selected button "Other"

Results	
\$200weekly	1
100% & 60%	1
\$525 weekly for hourly	1
based on years of service	1
60 % of base pay, maximum of \$2000 per week	1
less than 1 year of service at 60%; 1 year or more at 100%	1
weeks 2-13: 80%; weeks 14-24: 60% and can supplement with pto	1
0-9 years of service - 60% of base pay / 10+ years of service 100% of base pay	1
paid leave for extended serious medical illness beyond 40 working hours. 50%, 75%, 100% pay based on years of service. some restrictions apply.	1

18.4. Coverage Waiting Period Days

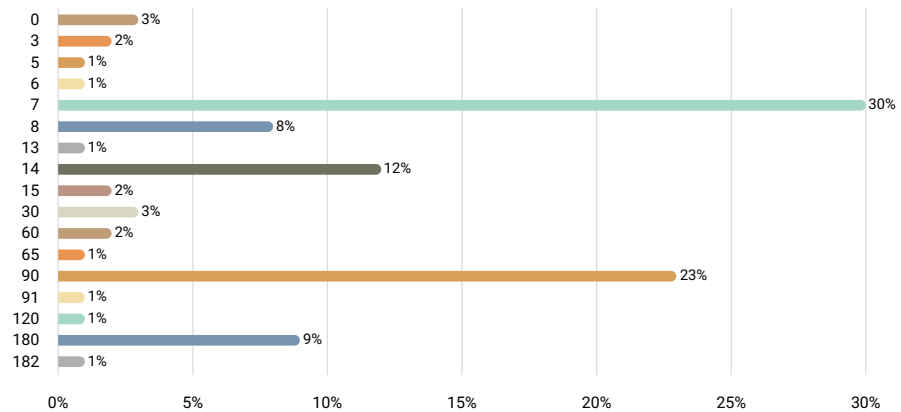
Answered 109 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Statistics	
10th percentile	7
25th percentile	7
50th percentile	14
75th percentile	90
90th percentile	180
Mean	48.28
Median	14
Standard deviation	56.74
Total/sum	5,263

18.5. Short-term Disability Coverage Term

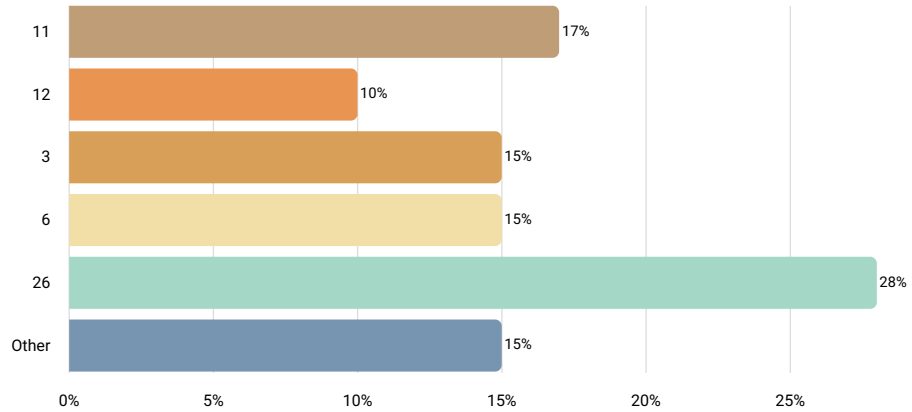
Answered 110 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results	%	N
11 weeks	17%	19
12 Weeks	10%	11
3 months	15%	16
6 months	15%	17
26 weeks	28%	31
Other	15%	16

18.6. Other Short-term Disability Coverage Term

Answered 14 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"
- "Short-term Disability Coverage Term" has Selected button "Other"

Results	N
13 weeks	6
12 weeks	2
13	1
25 weeks	1
3 months	1
12.5 weeks	1
60 weeks (for full-time hourly employees)	1
graduated based on years of service up to 26 weeks in 5 years	1

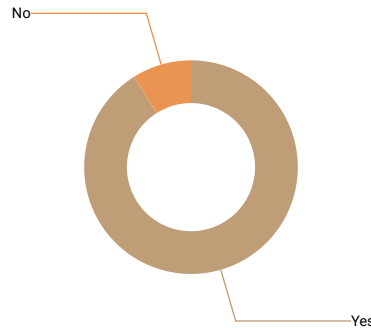
19. Long-term Disability

19.1. Does your company offer Long-Term Disability?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	91%	111
No	9%	11

19.2. Long-term Disability Coverage Amount

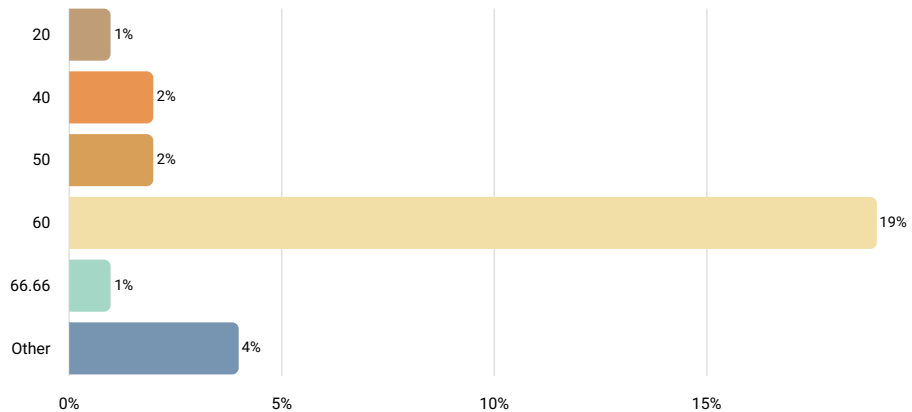
Answered 105 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Results	%	N
20 of Salary	1%	1
40 of Salary	2%	2
50 of Salary	2%	2
60 of Salary	19%	20
66.66 of Salary	1%	1
Other	4%	4

19.3. Coverage Waiting Period Days

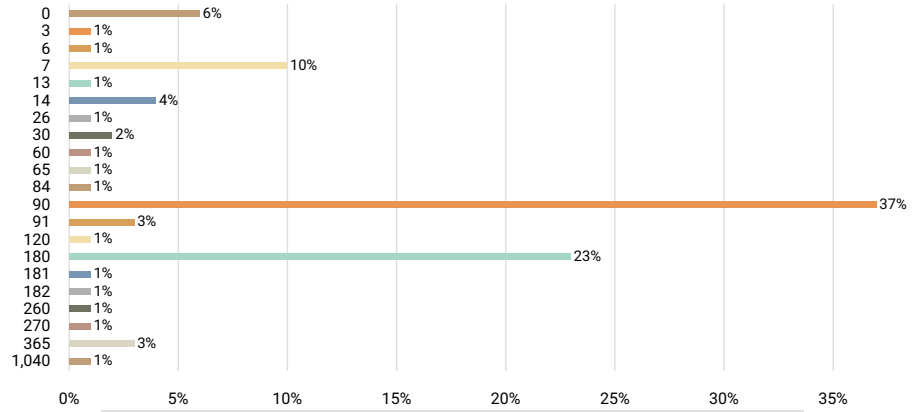
Answered 102 times

Skipped 9 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Statistics	
10th percentile	7
25th percentile	30
50th percentile	90
75th percentile	180
90th percentile	180
Mean	112
Median	90
Standard deviation	122.65
Total/sum	11,424

19.4. Long-term Disability Coverage Term

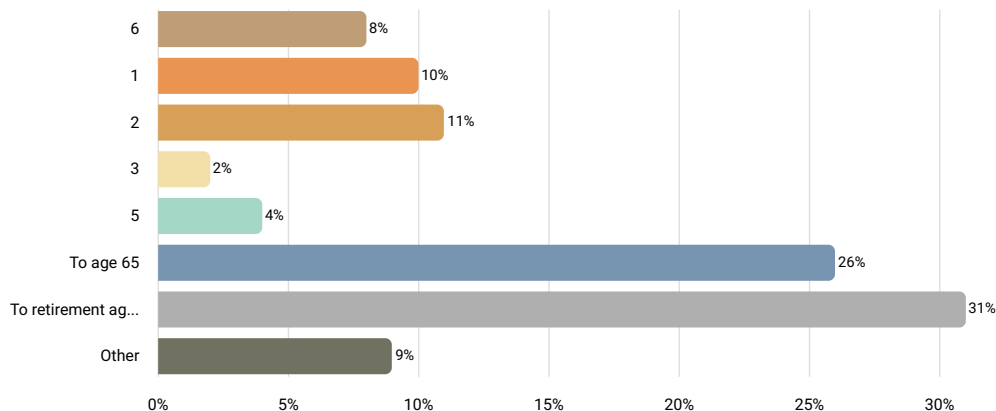
Answered 101 times

Skipped 10 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Results	%	N
6 months	8%	8
1 year	10%	10
2 years	11%	11
3 Years	2%	2
5 years	4%	4
To age 65	26%	26
To retirement age	31%	31
Other	9%	9

19.5. Other Long-term Disability Coverage Term

Answered 6 times

Skipped 3 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"
- "Long-term Disability Coverage Term" has Selected button "Other"

Results	N
3 years	1
up to \$7500	1
based on age	1
more than 26 weeks	1
dependent on age; 69 or over - 1 year	1
duration of benefits vs. normal retirement age scale dependent upon age at disablement	1

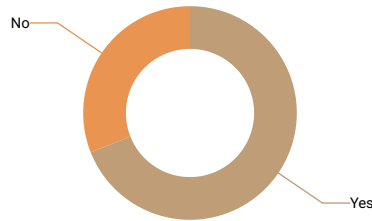
20. Education Assistance/Tuition Reimbursement

20.1. Does your company offer Education Assistance/Tuition Reimbursement?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	69%	84
No	31%	38

20.2. Education/Tuition Eligibility Requirements

Answered 82 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"

Results	N
Work-related	69
FTE	64
Minimum grade/score	67
Other	9

20.3. Other Education/Tuition Eligibility Requirement

Answered 9 times
 Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"
- 'Education/Tuition Eligibility Requirements` has `Other` checked

Results	
must make a c average	1
capped at \$5,250 per year	1
related to your current position	1
not guaranteed. must be approved.	1
only salaried employees after 1 year	1
up to \$2000, per president approval.	1
related to a job at royal, not necessarily job they are in	1
been with the company for at least six months - \$5k per year	1
courses should be job related. employees are expected to achieve a c or higher for undergraduate courses and a b or or higher for graduate courses.	1

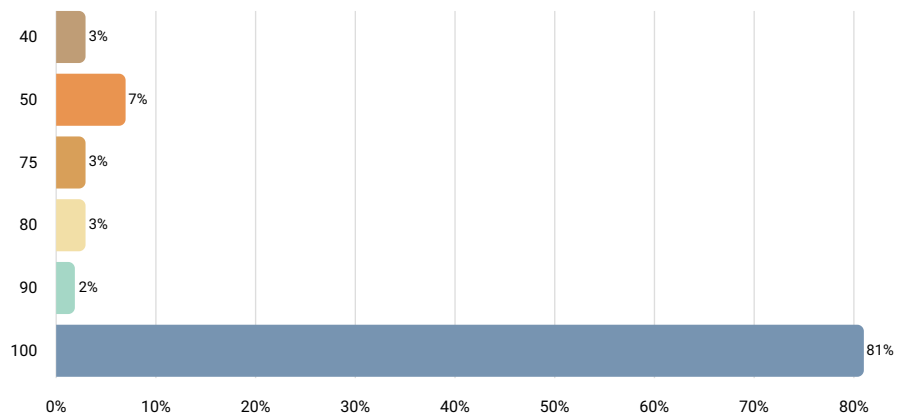
20.4. Percentage of Reimbursement

Answered 59 times
 Skipped 25 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	50
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	92.88
Median	100
Standard deviation	16.79
Total/sum	5,480

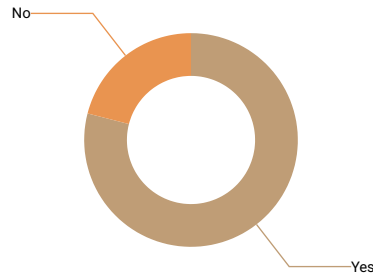
21. Employee Assistance Program

21.1. Does your company offer an Employee Assistance Program (EAP)?

Answered 121 times

Skipped 7 times

Select one answer (radio button)



Results	%	N
Yes	79%	95
No	21%	26

21.2. Name of EAP Provider

Answered 80 times

Skipped 15 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer an Employee Assistance Program (EAP)?" has Selected button "Yes"

Results	
mutual of omaha	12
magellan	6
guardian	4
principal	4
uprise health	4
health advocate	4
new directions	3
behavioral health systems	3
unum	2
optum	2
lincoln	2
eagle consulting	2
behavioral health services	2
fei	1
cigna	1
navia	1
carelon	1
metlife	1
curalinc	1
lifecare	1
encompass	1
equitable	1
guide one	1
carebridge	1
new york life	1
spring health	1
magellan heath	1
mutual of ohama	1
lincoln financial	1
lifeworks (metlife)	1
alliance work partners	1
blue cross blue shield	1
lincoln financial group	1
optum-insperity services	1
carelon behavioral health	1
guardian worklife matters	1
aetna resources for living	1
blue cross and blue shield	1
eagle consulting/counseling	1
eagles center for leadership	1
global help anywhere you are	1
behavioral health systems and mutual of omaha	1
offered through bluecross blueshield medial insurance	1

21.3. Who is eligible to participate in the EAP?

Answered 90 times

Skipped 5 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer an Employee Assistance Program (EAP)?" has Selected button "Yes"

Results	N
Employee	90
Spouse	72
Domestic Partner	41
Dependents	74

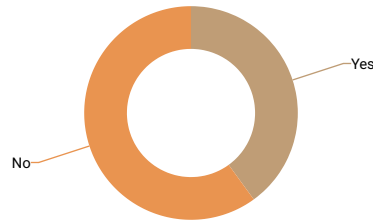
22. Flex-Time

22.1. Does your company offer Flex-Time?

Answered 122 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	40%	49
No	60%	73

22.2. Flex-Time Eligibility Criteria

Answered 45 times

Skipped 4 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"

Results	N
FTE	27
Manager Approval	40
Child Care Needs	13
To Pursue Further Education	12
Other	10

22.3. Describe your Flex-Time Policy.

Answered 8 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"
- `Flex-Time Eligibility Criteria` has `Other` checked

Results	
personal reasons	1
salaries/office based team members only	1
varies depending on the position and need.	1
on an as-needed basis, by president approval	1
flex-time for manufacturing production staff to allow for 4/10's and ability to off-set shift start time	1
some employees may work an alternate work schedule to have every other friday off or telework per government customer requirements.	1
flexible work options: hybrid work (combination of working remotely and on-site); flexible scheduling (compressed work week or non-traditional working hours; remote work (work is performed almost exclusively away from a basf site).	1
offer a modified full-time status with a reduced work hour requirement for employees. full-time: average 30 hours or more / week modified full-time: average 25 to 29 hours / week flexible work schedule for exempt employees in 2 week pay period. employees may create their own schedule as long as they meet established goals.	1

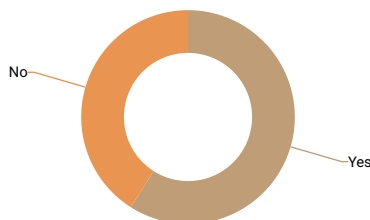
23. Remote/Telework

23.1. Does your company offer remote work, also referred to as telework?

Answered 121 times

Skipped 7 times

Select one answer (radio button)



Results	%	N
Yes	59%	71
No	41%	50

23.2. Type(s) of Remote Work Offered

Answered 68 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer remote work, also referred to as telework?" has Selected button "Yes"

Results	N
Fully Remote	30
Hybrid (some combination of Remote and In-Office)	59
Requires Prior Approval	54

23.3. Does your company offer any remote/telework assistance?

Answered 36 times

Skipped 35 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer remote work, also referred to as telework?" has Selected button "Yes"

Results	N
Monthly Stipend	1
Partial Reimbursement for Internet	1
Partial Reimbursement for Phone	7
Company-Provided Computer	30
Company-Provided Phone	9
Other	4

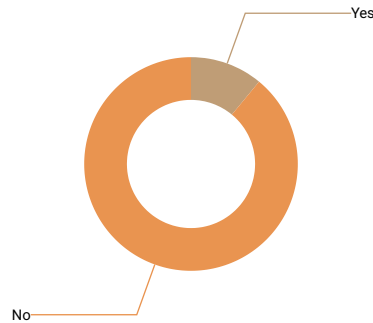
24. Child Care

24.1. Does your company provide Child Care Benefits?

Answered 121 times

Skipped 7 times

Select one answer (radio button)



Results	%	N
Yes	11%	13
No	89%	108

24.2. Does your company offer on-site Child Care?

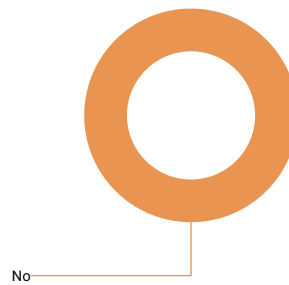
Answered 13 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company provide Child Care Benefits?" has Selected button "Yes"



Results	%	N
Yes	0%	0
No	100%	13

24.3. Do you assist with Child Care needs by offering an FSA or vouchers to nearby child care centers?

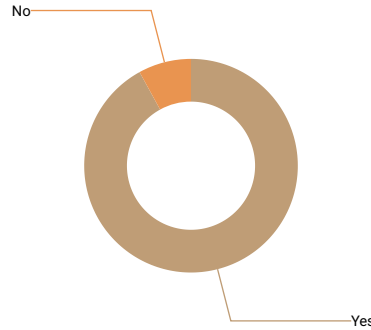
Answered 13 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company provide Child Care Benefits?" has Selected button "Yes"



Results	%	N
Yes	92%	12
No	8%	1

24.4. Do you provide backup / emergency Child Care for employees?

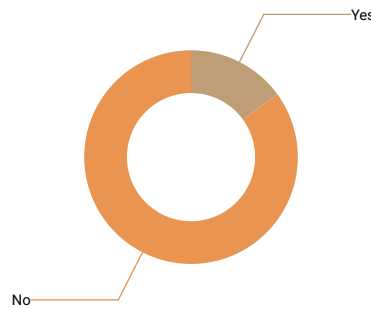
Answered 13 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company provide Child Care Benefits?" has Selected button "Yes"



Results	%	N
Yes	15%	2
No	85%	11

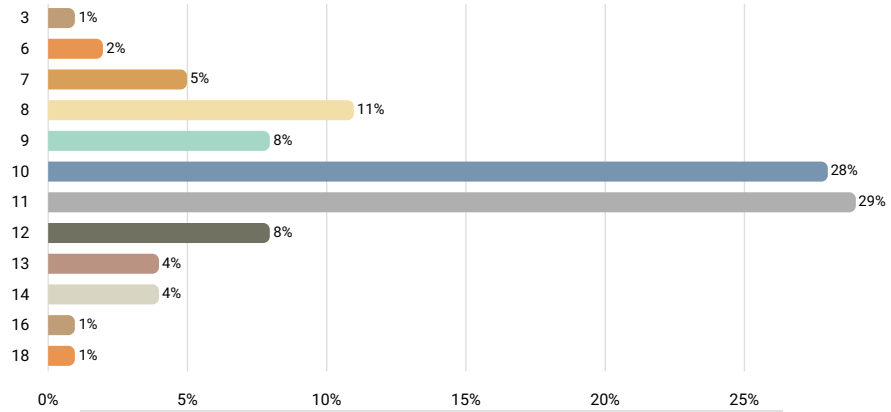
25. Holidays

25.1. How many total holidays are given in a year?

Answered 112 times

Skipped 16 times

Number input



Statistics	
10th percentile	8
25th percentile	9
50th percentile	10
75th percentile	11
90th percentile	12
Mean	10.23
Median	10
Standard deviation	2.02
Total/sum	1,146

25.2. Annual Holidays Offered

Answered 120 times

Skipped 8 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	118
Martin Luther King, Jr. Day	51
Presidents' Day	34
Columbus Day	12
Good Friday	44
Easter	6
Memorial Day	117
Juneteenth	27
Independence Day	117
Labor Day	117
Veterans Day	36
Thanksgiving Day	118
Day after Thanksgiving	80
Christmas Eve	67
Christmas Day	118
Day after Christmas	8
New Year's Eve	42
Floating	47
Others Not Listed	26

25.3. List other holidays.

Answered 24 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	
birthday	2
2 floating	1
columbus day	1
hourly birthday	1
2nd floating day	1
2 floating holidays	1
2 personal holidays	1
employee's birthday	1
floating / juneteenth	1
july & december shutdown	1
additional floating holiday	1
3 extra days during christmas	1
days between christmas and new years	1
from christmas eve to after new years day	1
all days between christmas day and new years day	1
shutdown holidays (4 total in july and december)	1
entire week from christmas through new year's day	1
we consider christmas eve through new years day holidays.	1
winter break (six days, christmas eve through new year's eve)	1
5 day of spring break, and the 5 work week days between christmas and new years day	1
the rest of the holidays cover time at the end of the year when the facility closes.	1
4 holidays during summer shutdown and 5 more shut down holidays during the last couple of weeks in december	1
we offer paid holidays for the time from christmas eve through new years day. we are closed for these days.	1

END OF REPORT

Thank you for your support of regional wage and benefit surveys. Wage surveys are critical resources for businesses to understand wage and benefit benchmarks in their local communities.

The 2023 North Central Alabama Wage and Benefit Survey was sponsored by the following organizations. Learn more about the great work they are doing:

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