



SPECIAL REPORT: GOVERNMENT CONTRACTORS

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 12, 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
- J.M. Smucker
- Jack Daniel Cooperage
- John Blue Company
- Lakeland Industries Inc.
- Leonardo DRS
- LSINC Corp
- Madison County Commission
- Matthews Industries Inc
- Mazda 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 USA
- 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*	8	19.74	22.63	28.95	19.49	25.00
4.1.2	Administrative Assistant/Executive Secretary*	17	19.00	25.76	52.10	19.00	29.00
4.1.3	Purchasing Clerk*	5	17.00	23.15	27.50	-	-
4.1.5	Telephone Operator/Receptionist	10	12.31	18.75	22.78	12.48	19.43
4.2.1	Engineering Technician - Level 1	8	16.97	24.50	32.00	18.50	22.00
4.2.2	Engineering Technician - Level 2	7	17.00	28.67	37.96	-	-
4.2.3	Engineering Technician - Level 3	8	23.80	37.58	51.97	26.86	42.00
4.2.6	Quality Control Technician - Level 3	5	24.00	27.78	31.43	-	-
4.3.2	Accountant - Level 2*	5	28.85	32.50	40.70	-	-
4.3.4	Buyer - Level 1	7	23.31	26.40	28.00	-	-
4.4.28	Software Engineer - Level 3*	5	41.54	52.87	57.00	-	-
4.4.36	Machine/CNC Programmer	5	36.36	40.10	49.00	-	-
4.5.1	Electrical/Electronic Assembler	7	16.51	24.00	25.97	18.71	24.00
4.5.2	CNC Operator	6	20.59	24.88	29.00	20.00	27.00
4.5.3	Production/Machine Operator	8	24.00	31.23	50.50	20.60	26.10
4.5.4	Welder	6	20.00	29.24	32.96	24.33	34.79
4.5.5	Inspector	5	-	-	-	18.00	23.00
4.5.6	Production Scheduler	5	22.84	35.95	75.61	27.00	33.00
4.6.1	Janitor	5	12.00	16.20	21.30	-	-
4.6.2	Multi-Craft Maintenance	6	27.46	33.39	41.68	28.84	37.90
4.6.3	General Building Maintenance	5	19.41	26.56	31.86	-	-
4.6.4	Maintenance Mechanic	5	-	-	-	30.74	30.84
4.7.1	Fork Lift Driver/Material Handler	7	18.23	22.84	25.84	19.00	24.00
4.7.2	Shipping and Receiving Clerk	8	17.25	20.55	24.00	19.00	23.15
4.7.4	Warehouse Employees, General	5	17.65	21.71	33.59	19.54	25.00
4.8.7	Team Leader*	5	16.42	25.40	34.54	23.71	35.00
4.10.6	Project or Program Manager*	5	58.13	64.67	96.47	-	-
4.12.1	Intern	15	15.00	18.00	24.00	16.75	23.50

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*	7	33,186	54,080	62,026	41,850	54,000
4.1.2	Administrative Assistant/Executive Secretary*	17	35,558	58,000	88,420	47,025	75,279
4.1.3	Purchasing Clerk*	5	40,570	44,500	63,024	41,590	47,396
4.1.5	Payroll Specialist	8	53,765	72,248	116,480	52,285	79,500
4.2.14	Graphics Sec/Tech Illustrator	5	-	-	-	59,850	102,900
4.3.1	Accountant - Level 1	9	38,500	54,790	68,000	47,451	60,000
4.3.2	Accountant - Level 2*	8	43,974	68,353	147,472	54,600	80,000
4.3.3	Accountant - Level 3	13	57,500	88,650	141,930	78,686	96,325
4.3.5	Buyer - Level 2	5	-	-	-	45,000	75,000
4.3.6	Buyer - Level 3	5	68,250	87,921	142,936	-	-
4.3.7	Contracts Administrator - Level 1	6	46,300	53,450	56,659	-	-
4.3.8	Contracts Administrator - Level 2	8	55,250	68,709	84,646	60,000	75,000
4.3.9	Contracts Administrator - Level 3	9	82,443	90,337	135,304	73,486	104,699
4.3.10	HR Specialist/Generalist - Level 1	14	40,705	48,150	72,000	42,500	55,545
4.3.11	HR Specialist/Generalist - Level 2	8	57,200	68,695	108,142	55,999	77,000
4.3.12	HR Specialist/Generalist - Level 3	12	62,612	77,990	94,025	64,215	99,343
4.3.15	Security Admin/FSO - Level 3	11	81,000	100,650	131,000	85,000	124,800
4.3.17	Material Planner	5	67,882	78,385	98,000	52,000	93,600
4.3.18	Office Manager	6	43,048	57,130	76,461	45,000	60,000
4.3.20	Financial Analyst	8	66,000	93,195	157,498	65,000	137,592
4.3.21	Recruiter	11	50,000	69,888	97,600	60,000	115,000
4.4.1	Mechanical Engineer - Level 1	9	58,500	75,903	90,333	62,000	75,000
4.4.2	Mechanical Engineer - Level 2	9	71,500	87,000	105,333	76,000	90,000
4.4.3	Mechanical Engineer - Level 3	13	83,000	102,224	135,480	80,750	100,000
4.4.4	Mechanical Engineer - Level 4	9	87,000	132,227	162,000	94,000	115,000
4.4.6	Electrical Design Engineer - Level 1	7	63,407	75,712	113,000	64,287	90,002
4.4.7	Electrical Design Engineer - Level 2	12	82,100	97,809	109,097	77,355	118,600
4.4.8	Electrical Design Engineer - Level 3	10	93,850	118,618	148,020	88,000	137,000

4.4.9	Electrical Design Engineer - Level 4	9	87,000	138,727	206,666	105,500	176,000
4.4.10	Electrical Design Engineer - Level 5	9	116,000	164,809	260,000	128,667	193,434
4.4.11	Electrical Design Engineer - Level 6	8	142,250	172,450	214,000	142,947	185,754
4.4.12	Industrial or Manufacturing Engineer - Level 3	5	84,540	100,115	117,299	70,000	128,660
4.4.13	Quality Engineer - Level 1	5	46,592	76,731	81,043	-	-
4.4.20	Software Engineer - Level 1	9	56,812	76,269	106,997	62,940	85,000
4.4.21	Software Engineer - Level 2	12	74,825	89,047	115,000	70,000	90,000
4.4.22	Software Engineer - Level 3*	10	94,558	128,955	149,102	94,803	137,000
4.4.23	Software Engineer - Level 4	11	120,978	145,194	179,069	122,000	150,000
4.4.24	Software Engineer - Level 5	7	130,200	175,672	184,420	128,500	187,500
4.4.28	System Design Engineer - Level 4	9	117,300	150,000	183,317	120,000	174,894
4.4.29	System Design Engineer - Level 5	5	130,250	176,355	203,458	140,000	208,000
4.4.31	Project Manager - Level 2	5	77,591	90,417	135,878	-	-
4.4.33	Project Manager - Level 4	5	80,000	124,000	174,401.00	120,000	130,000
4.4.34	Safety Engineer	5	62,400	86,039	100,000	65,000	126,912
4.4.35	Principal Investigator	5	91,000	121,732	186,146	-	-
4.4.37	System Admin/Network Analyst	7	61,000	87,208	145,818	60,000	111,904
4.4.38	Information System Security Officer/Analyst	5	48,600	108,243	152,000	70,579	126,436
4.4.40	Program Analyst	6	70,000	93,731	127,900	-	-
4.4.41	Software Developer	5	-	-	-	86,047	147,751
4.4.42	System Analyst	7	73,000	125,000	156,709	70,000	157,650
4.4.43	Business Analyst	5	82,500	91,178	110,133	-	-
4.8.1	Accounting Supervisor	7	54,960	79,000	116,480	-	-
4.8.2	Production Supervisor	9	40,093	87,200	99,545	55,000	115,000
4.8.4	Quality Assurance Supervisor	6	58,746	91,255	124,000	70,000	105,000
4.8.6	Maintenance Supervisor	8	62,661	86,836	104,500	64,292	95,000
4.8.7	Team Leader*	5	54,422	98,201	189,497	63,000	85,696
4.9.1	Business Development Manager	6	125,000	145,236	181,126	120,000	168,105
4.10.1	Controller or Accounting Manager	15	105,000	136,500	189,820	109,758	158,938
4.10.2	Maintenance Manager	6	68,827	100,207	140,000	82,900	150,000
4.10.3	Production or Operations Manager	12	96,383	125,538	161,496	101,500	161,825
4.10.4	IT Manager	14	65,000	105,500	160,000	90,000	130,000
4.10.6	Project or Program Manager*	17	59,108	157,005	194,906	115,000	158,891
4.10.7	Project or Program Director	7	74,451	199,466	234,270	-	-
4.10.8	Engineering Manager	11	120,000	169,554	182,673	102,481	189,306
4.10.9	Quality Control Manager	9	66,082	106,000	166,776	94,167	173,143
4.10.10	Human Resources Manager	20	76,274	102,091	185,220	93,579	135,619
4.10.11	Safety/Environmental Manager	5	69,757	130,000	161,850	97,599	152,000

4.10.13	Contracts Manager	11	94,016	123,600	155,000	96,319	134,900
4.10.14	Facilities Manager	7	76,521	120,827	127,316	93,890	137,184
4.10.15	Proposal Manager	6	90,000	136,279	188,699	-	-
4.10.16	Plant Manager	5	-	-	-	115,000	171,475
4.10.17	Purchasing Manager	8	60,150	94,881	122,500	70,000	136,000
4.11.2	Top Technical Exec (CTO/VP Technology)	6	160,000	192,909	232,836	-	-
4.11.3	Top Programs Exec (VP Programs)	12	117,000	201,416	254,841	155,000	217,355
4.11.4	Top Financial Exec (CFO)	13	137,795	170,000	225,000	155,000	202,012
4.11.5	Top HR Exec (CHRO/VP HR)	10	115,700	146,943	190,939	109,263	174,687
4.11.7	Chief Operating Officer (COO)	13	145,000	190,000	238,825	145,124	180,000
4.11.8	Chief Administrative Officer (VP Admin)	6	143,000	158,013	319,841	-	-
4.11.9	CEO/President	26	154,881	251,349	351,052	185,000	250,016

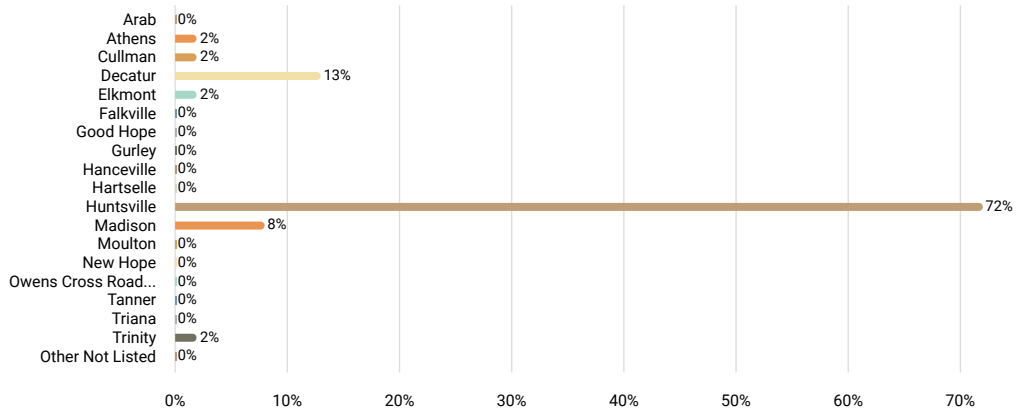
1. General Information

1.2. Company City

Answered 53 times

Skipped 0 times

Select one answer (drop down)



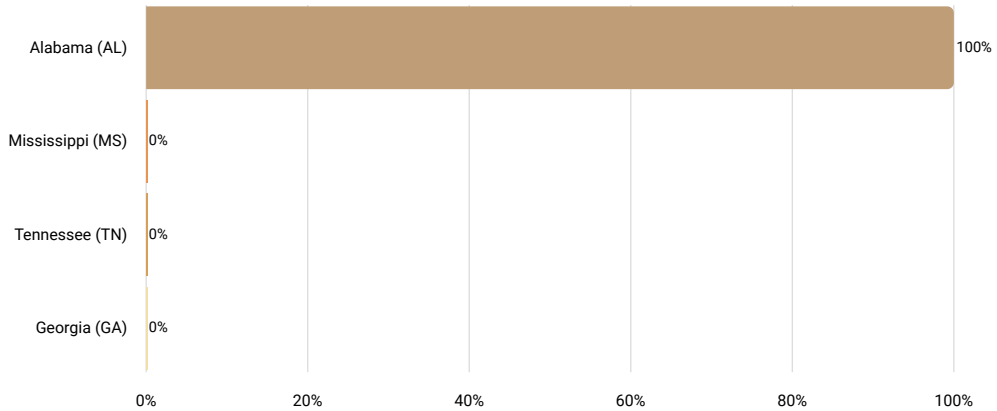
Results		%	N
Arab	0%	0	
Athens	2%	1	
Cullman	2%	1	
Decatur	13%	7	
Elkmont	2%	1	
Falkville	0%	0	
Good Hope	0%	0	
Gurley	0%	0	
Hanceville	0%	0	
Hartselle	0%	0	
Huntsville	72%	38	
Madison	8%	4	
Moulton	0%	0	
New Hope	0%	0	
Owens Cross Roads	0%	0	
Tanner	0%	0	
Triana	0%	0	
Trinity	2%	1	
Other Not Listed	0%	0	

1.3. Company State

Answered 53 times

Skipped 0 times

Select one answer (drop down)



Results	%	N
Alabama (AL)	100%	53
Mississippi (MS)	0%	0
Tennessee (TN)	0%	0
Georgia (GA)	0%	0

1.4. Company Zip Code

Answered 53 times

Skipped 0 times

Text input

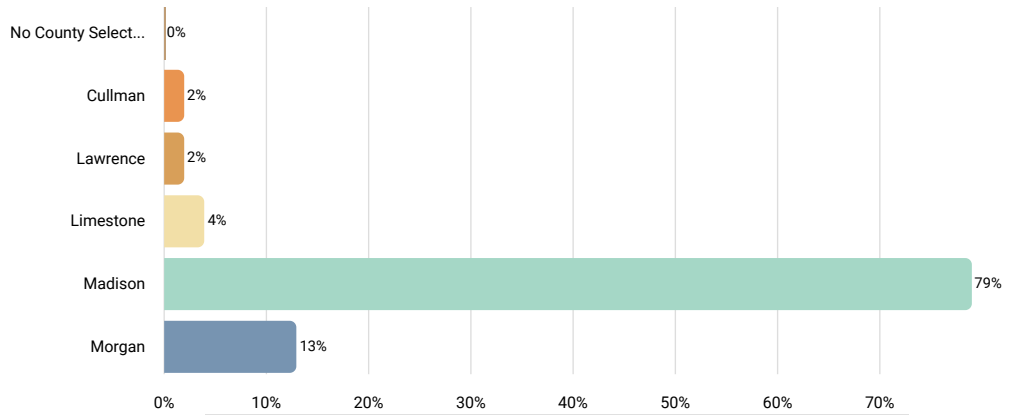
Results	
35806	16
35601	7
35805	7
35802	4
35758	3
35824	3
35756	2
35801	2
35808	2
35057	1
35620	1
35671	1
35673	1
35811	1
35816	1
35899	1

1.5. In which county is your company located?

Answered 53 times

Skipped 0 times

Select one answer (drop down)



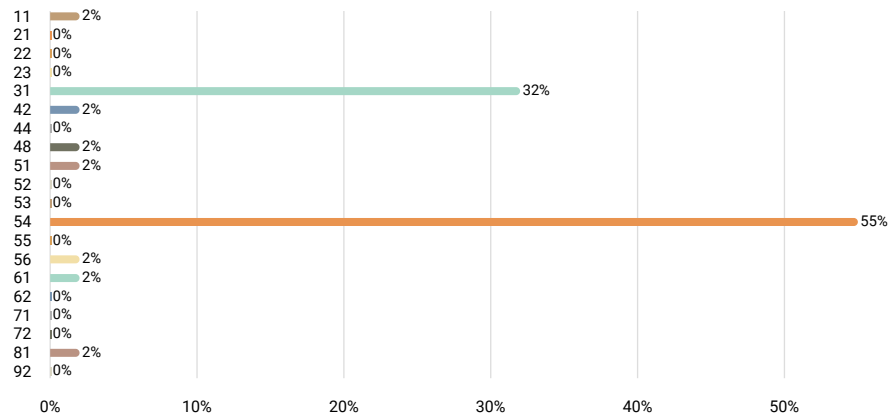
Results	%	N
No County Selected	0%	0
Cullman	2%	1
Lawrence	2%	1
Limestone	4%	2
Madison	79%	42
Morgan	13%	7

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

Answered 53 times

Skipped 0 times

Select one answer (drop down)



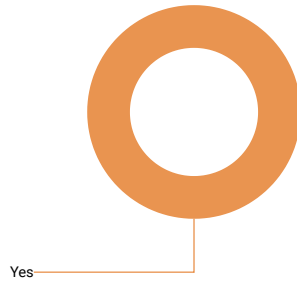
Results		%	N
11 Agriculture, Forestry, Fishing and Hunting		2%	1
21 Mining		0%	0
22 Utilities		0%	0
23 Construction		0%	0
31-33 Manufacturing		32%	17
42 Wholesale Trade		2%	1
44-45 Retail Trade		0%	0
48-49 Transportation and Warehousing		2%	1
51 Information		2%	1
52 Finance and Insurance		0%	0
53 Real Estate Rental and Leasing		0%	0
54 Professional, Scientific, and Technical Services		55%	29
55 Management of Companies and Enterprises		0%	0
56 Administrative and Support and Waste Management and Remediation Services		2%	1
61 Educational Services		2%	1
62 Health Care and Social Assistance		0%	0
71 Arts, Entertainment, and Recreation		0%	0
72 Accommodation and Food Services		0%	0
81 Other Services (except Public Administration)		2%	1
92 Public Administration		0%	0

1.7. Is your organization a government contractor?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



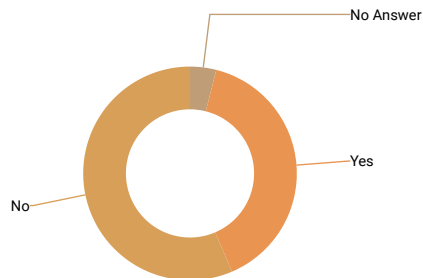
Results	%	N
No Answer	0%	0
Yes	100%	53
No	0%	0

1.8. Is your organization a manufacturer?

Answered 53 times

Skipped 0 times

Select one answer (radio button)



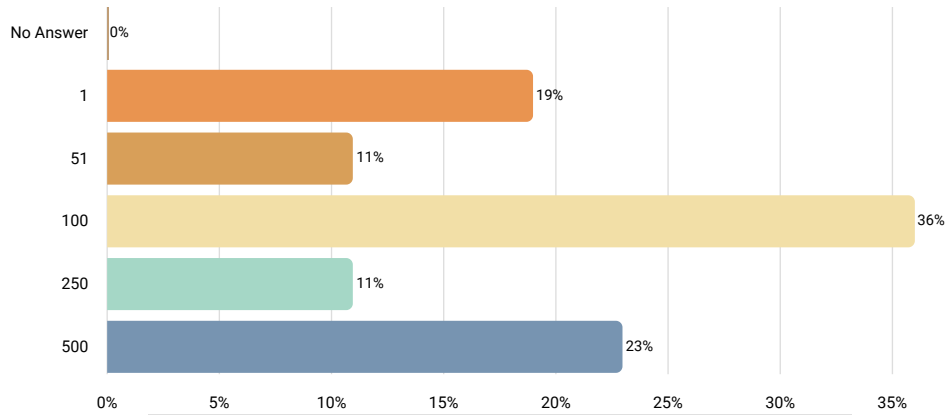
Results	%	N
No Answer	4%	2
Yes	40%	21
No	57%	30

1.9. Company Size

Answered 53 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	19%	10
51-99 Employees	11%	6
100-249 Employees	36%	19
250-499 Employees	11%	6
500+ Employees	23%	12

2. Company and HR Data

2.1. Total Gross Revenue in 2022

Answered 35 times

Skipped 18 times

Number input



Statistics	
10th percentile	8,576,000
25th percentile	17,049,874
50th percentile	45,228,741
75th percentile	103,580,145
90th percentile	272,257,314
Mean	320,670,261.04
Median	45,228,741
Standard deviation	1,441,680,453.52
Total/sum	11,223,459,136.53

2.2. Total Gross Payroll in 2022

Answered 32 times

Skipped 21 times

Number input



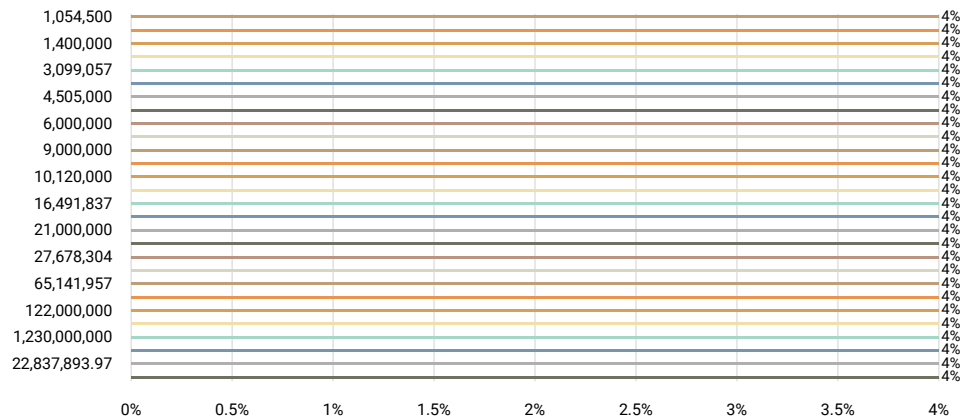
Statistics	
10th percentile	2,396,279
25th percentile	5,712,000
50th percentile	12,707,375.5
75th percentile	29,305,307
90th percentile	65,797,717
Mean	63,815,602.21
Median	12,707,375.5
Standard deviation	215,833,609.28
Total/sum	2,042,099,270.57

2.3. Total Budgeted Payroll for 2022

Answered 28 times

Skipped 25 times

Number input



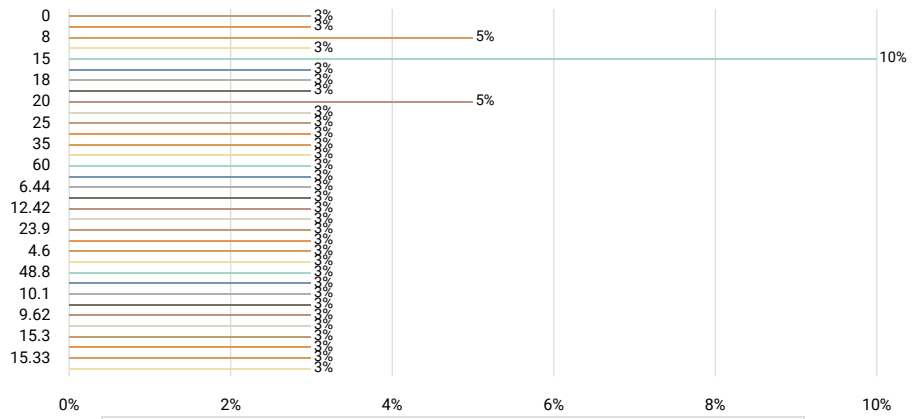
Statistics	
10th percentile	1,400,000
25th percentile	4,964,500
50th percentile	13,495,918.5
75th percentile	29,790,326.5
90th percentile	122,000,000
Mean	70,573,904.11
Median	13,495,918.5
Standard deviation	230,460,831.97
Total/sum	1,976,069,315.12

2.4. Overall Turnover Rate

Answered 39 times

Skipped 14 times

Number input



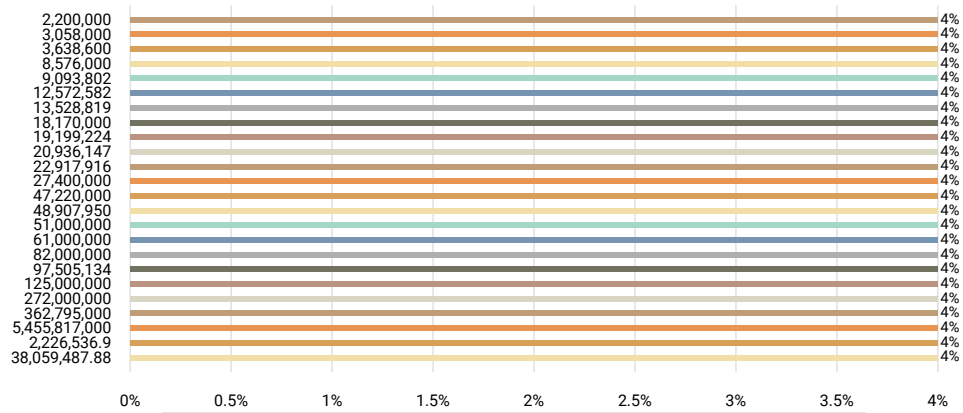
Statistics	
10th percentile	6.44
25th percentile	9.62
50th percentile	15.33
75th percentile	24
90th percentile	40
Mean	19.38
Median	15.33
Standard deviation	14.33
Total/sum	755.84

2.5. Total Operating Budget for 2022

Answered 24 times

Skipped 29 times

Number input



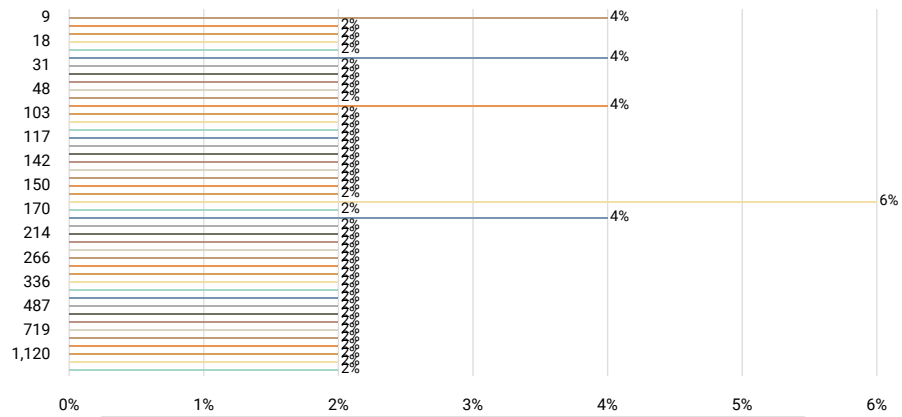
Statistics	
10th percentile	3,058,000
25th percentile	10,833,192
50th percentile	25,158,958
75th percentile	71,500,000
90th percentile	272,000,000
Mean	283,534,258.28
Median	25,158,958
Standard deviation	1,105,113,301.9
Total/sum	6,804,822,198.78

2.6. Number of Full-Time Employees (FTEs)

Answered 51 times

Skipped 2 times

Number input



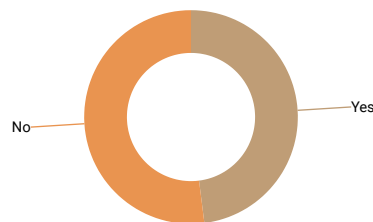
Statistics	
10th percentile	23
25th percentile	65
50th percentile	154
75th percentile	288
90th percentile	719
Mean	317.84
Median	154
Standard deviation	508.65
Total/sum	16,210

2.7. Are you planning a hiring campaign this year?

Answered 50 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes	48%	24
No	52%	26

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

Answered 23 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	22
Full-Time, Non-Exempt	16
Part-Time	10
Temporary	7
Intern	11
Co-Op	1

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

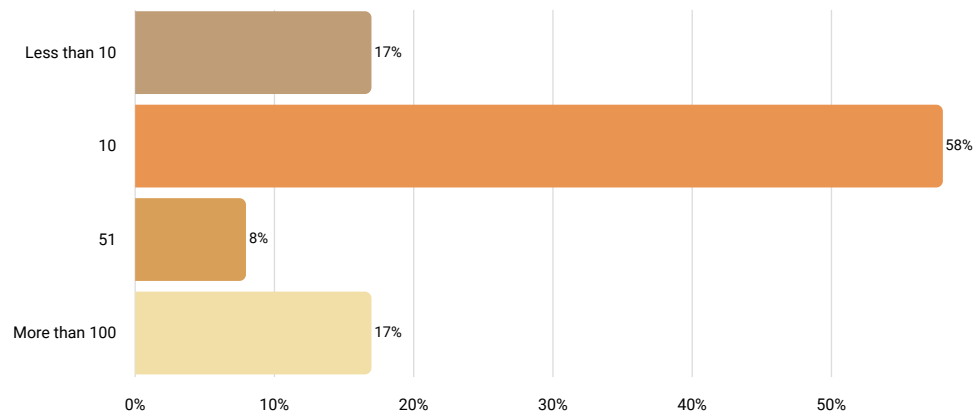
Answered 24 times

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"



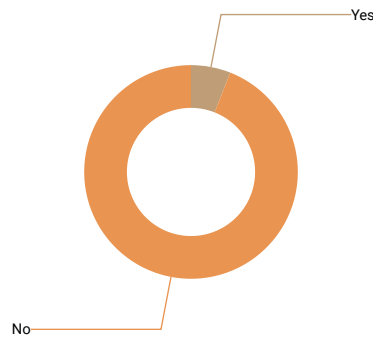
Results	%	N
Less than 10	17%	4
10-50	58%	14
51-100	8%	2
More than 100	17%	4

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

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	6%	3
No	94%	49

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

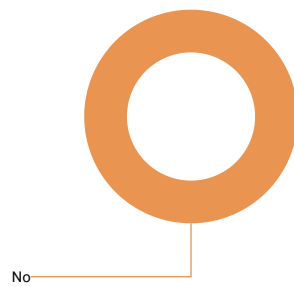
Answered 49 times

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%	49

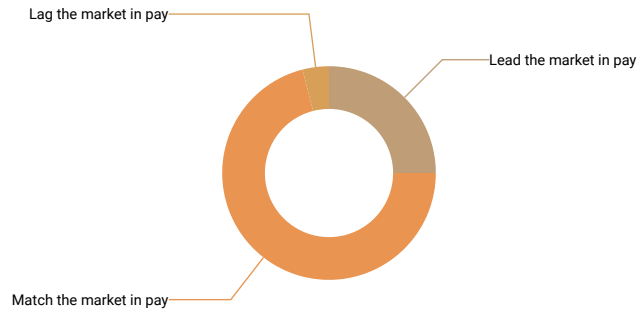
3. Pay Practices

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

Answered 52 times

Skipped 1 times

Select one answer (radio button)



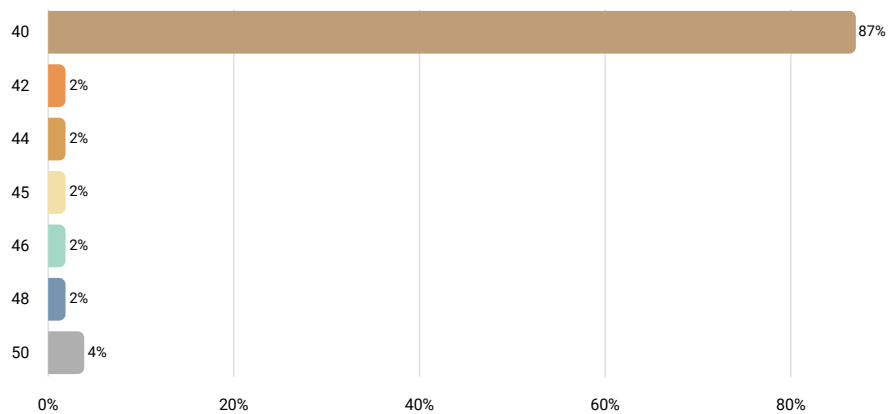
Results	%	N
Lead the market in pay	25%	13
Match the market in pay	71%	37
Lag the market in pay	4%	2

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

Answered 52 times

Skipped 1 times

Number input



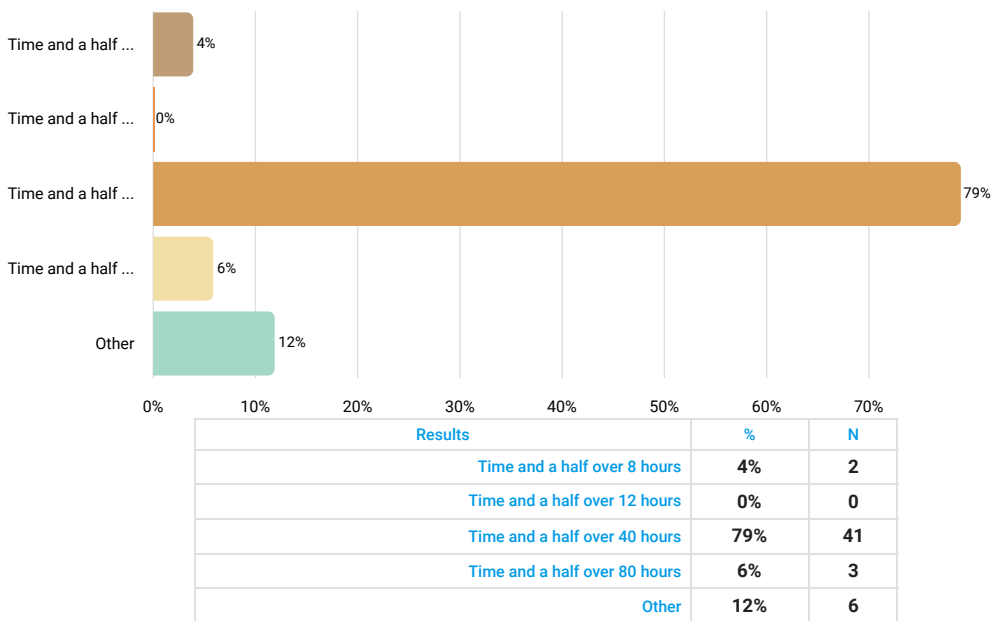
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	44
Mean	40.87
Median	40
Standard deviation	2.45
Total/sum	2,125

3.3. How do you calculate overtime hours?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



3.4. Describe how you calculate overtime hours.

Answered 5 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	N
time over 40 hours in a work week (except where state law or specific contracts specify otherwise)	1
exempt: regular time over 40. non-exempt: time and a half 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
straight time	1
our salary, exempt employees get straight-pay ot and hourly, non-exempt employees get 1.5x ot rate for hours over 40	1

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

Answered 15 times

Skipped 38 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	0
Quarterly Bonus, based on company performance	0
Annual Bonus, based on individual performance	5
Annual Bonus, based on company performance	12
Other	3

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

Answered 15 times

Skipped 38 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	0
Quarterly Bonus, based on company performance	0
Annual Bonus, based on individual performance	5
Annual Bonus, based on company performance	11
Other	3

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

Answered 33 times

Skipped 20 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	1
Semi-Annual Bonus, based on company performance	1
Quarterly Bonus, based on individual performance	1
Quarterly Bonus, based on company performance	4
Annual Bonus, based on individual performance	18
Annual Bonus, based on company performance	27
Other	3

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

Answered 29 times

Skipped 24 times

Select multiple answers (checkboxes)

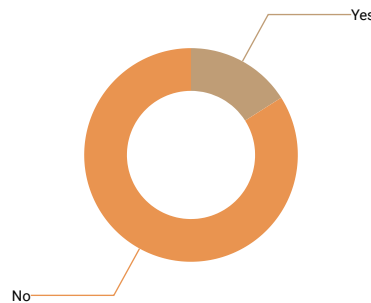
Results	N
Semi-Annual Bonus, based on individual performance	0
Semi-Annual Bonus, based on company performance	0
Quarterly Bonus, based on individual performance	0
Quarterly Bonus, based on company performance	1
Annual Bonus, based on individual performance	14
Annual Bonus, based on company performance	22
Other	3

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

Answered 50 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes	16%	8
No	84%	42

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

Answered 5 times

Skipped 3 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	N
internal certification based progression..	1
packaging operator 1-3 levels	1
employees that are working on direct projects are classified by labor categories. the categories are based on education, skill set, experience.	1
we work with labor categories aligned with contract requirements. these are determined by years of experience and required skills.	1
group leads, maintenance, etc	1

3.11. How are employees classified at your company?

Answered 43 times

Skipped 10 times

Select multiple answers (checkboxes)

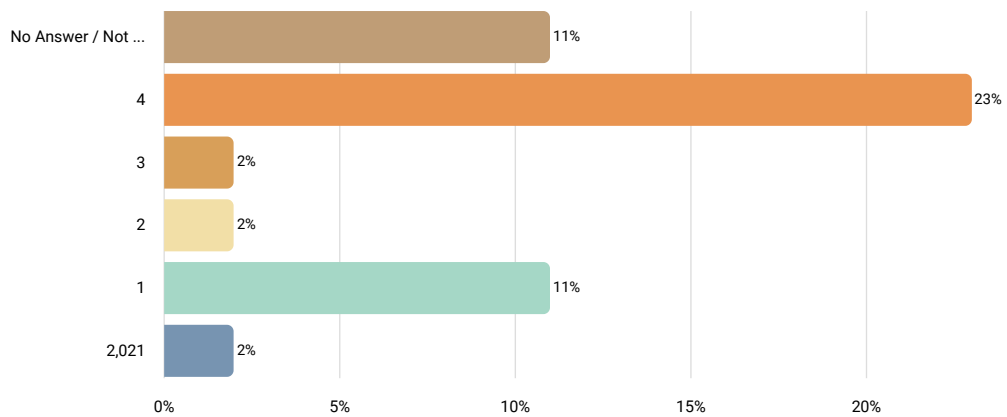
Results	N
Tiers	3
Bands	3
Grades	20
Levels	33
Schedules	1
Other	2

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

Answered 53 times

Skipped 0 times

Select one answer (drop down)



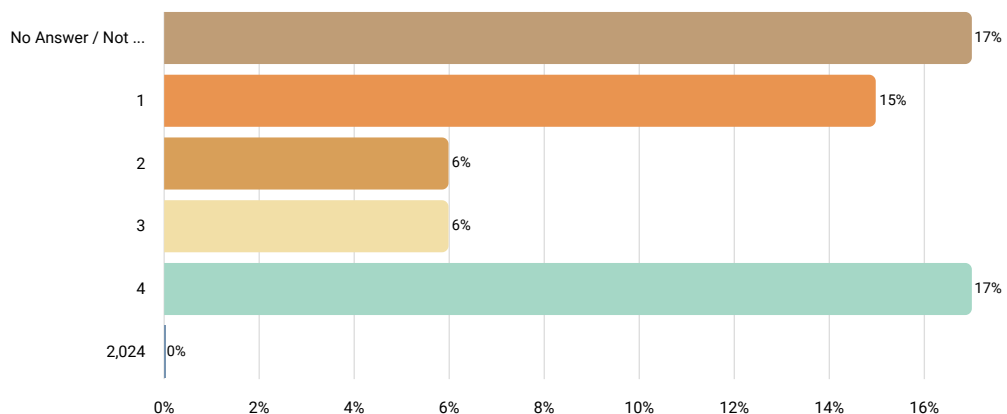
Results	%	N
No Answer / Not Applicable	11%	6
4th Quarter 2022 (Oct,Nov,Dec)	23%	12
3rd Quarter 2022 (Jul,Aug,Sep)	2%	1
2nd Quarter 2022 (Apr,May,Jun)	2%	1
1st Quarter 2022 (Jan,Feb,Mar)	11%	6
2021 or Earlier	2%	1

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

Answered 53 times

Skipped 0 times

Select one answer (drop down)



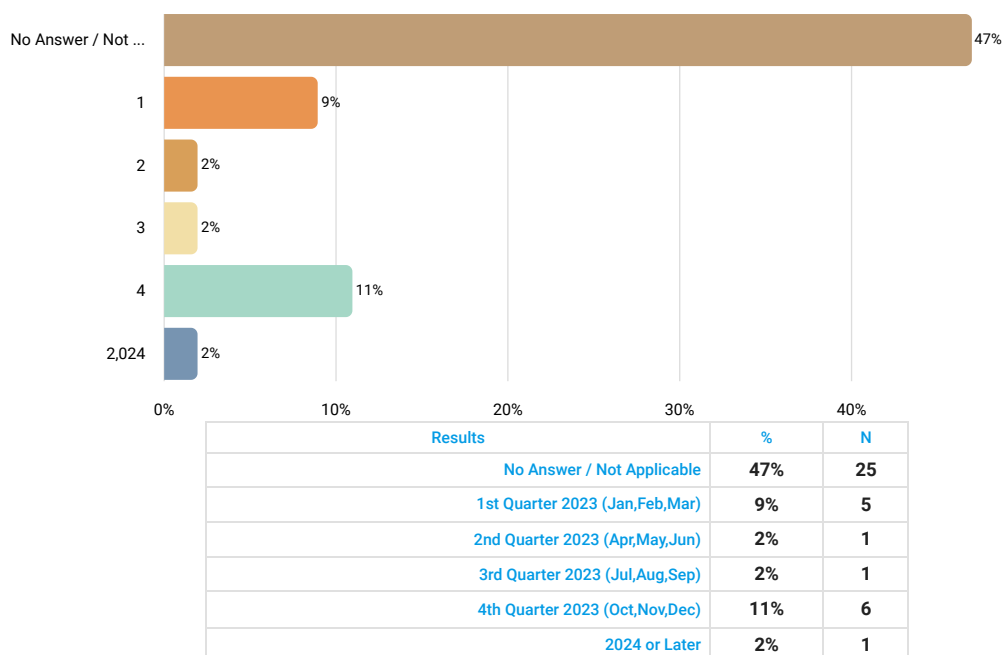
Results	%	N
No Answer / Not Applicable	17%	9
1st Quarter 2023 (Jan,Feb,Mar)	15%	8
2nd Quarter 2023 (Apr,May,Jun)	6%	3
3rd Quarter 2023 (Jul,Aug,Sep)	6%	3
4th Quarter 2023 (Oct,Nov,Dec)	17%	9
2024 or Later	0%	0

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

Answered 53 times

Skipped 0 times

Select one answer (drop down)

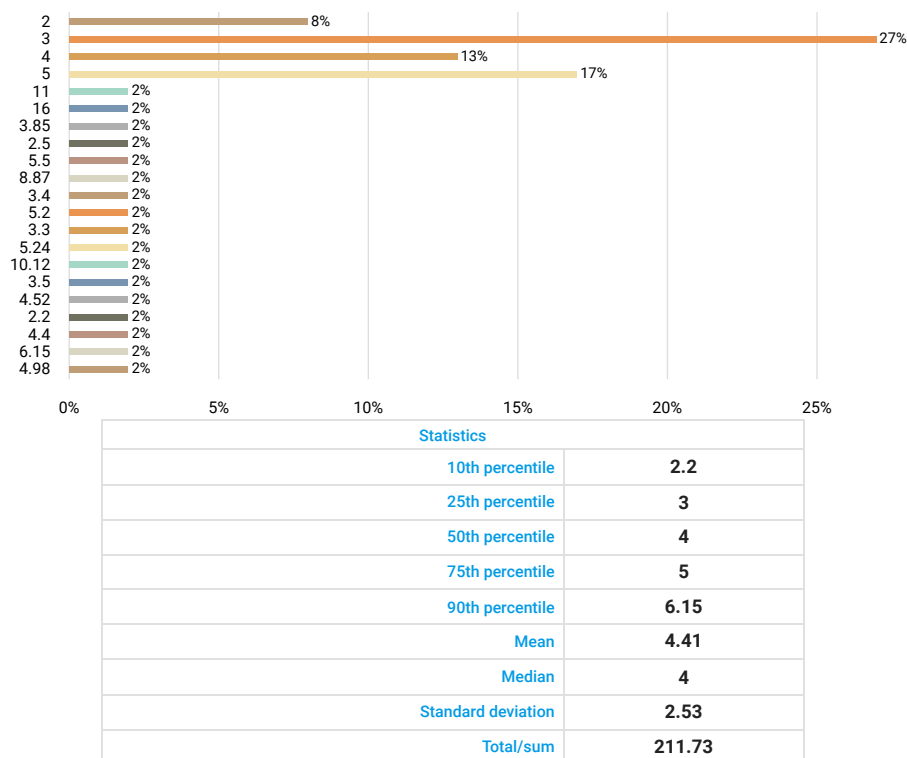


3.15. What was the average amount of your last pay increase as a percentage of base rates?

Answered 48 times

Skipped 5 times

Number input



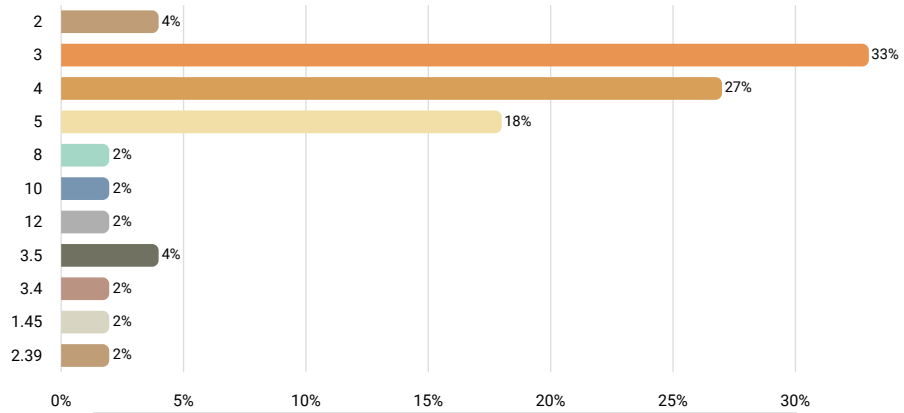
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3.16. What is your estimate of the average amount of the next pay increase, as a percentage of base rates?

Answered 45 times

Skipped 8 times

Number input



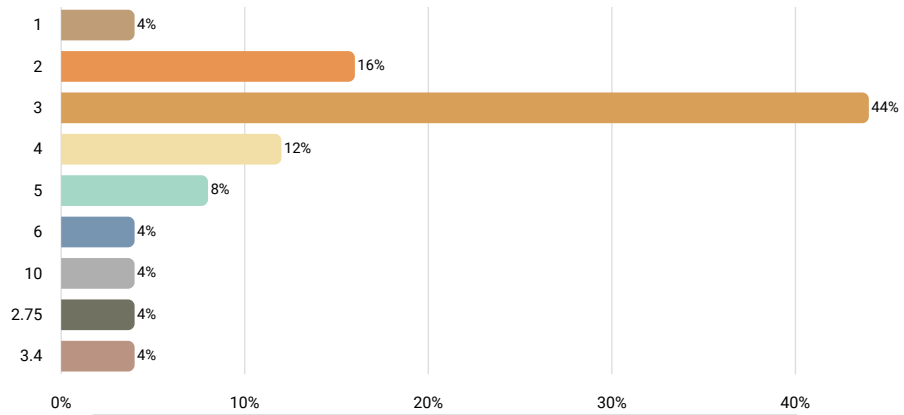
Statistics	
10th percentile	3
25th percentile	3
50th percentile	4
75th percentile	4
90th percentile	5
Mean	4.03
Median	4
Standard deviation	1.89
Total/sum	181.24

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

Answered 25 times

Skipped 28 times

Number input



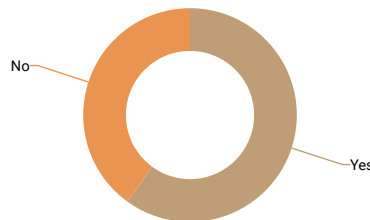
Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	5
Mean	3.45
Median	3
Standard deviation	1.74
Total/sum	86.15

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

Answered 42 times

Skipped 11 times

Select one answer (radio button)



Results	%	N
Yes	60%	25
No	40%	17

3.19. How are Merit Raises determined?

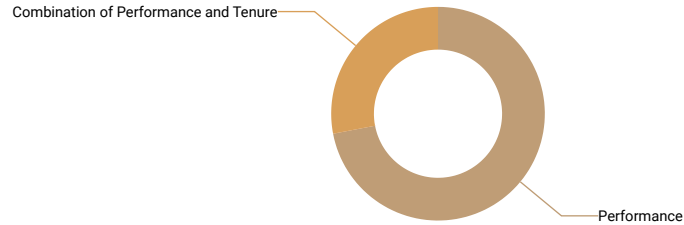
Answered 25 times

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	72%	18
Tenure / Seniority	0%	0
Combination of Performance and Tenure	28%	7

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

Answered 51 times

Skipped 2 times

Select multiple answers (checkboxes)

Results	N
1 Shift	38
2 Shifts	7
3 Shifts	10
8 Hour Shifts	13
10 Hour Shifts	9
12 Hour Shifts	9
Rotating Shifts	6
Swing Shifts	2
On-Off Shifts	1
Other	4

3.21. Describe your rotating shift pattern.

Answered 5 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 'Rotating Shifts' checked

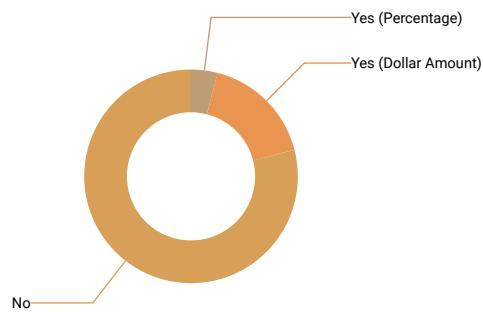
Results	
typically, 3 on 2 off 2 on 3 off.	1
2 weeks days, 2 weeks nights	1
3, 2, 2, 3	1
2,2,3	1
2 on 2 off 3 on 2 off - continental schedule	1

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

Answered 47 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	4%	2
Yes (Dollar Amount)	17%	8
No	79%	37

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

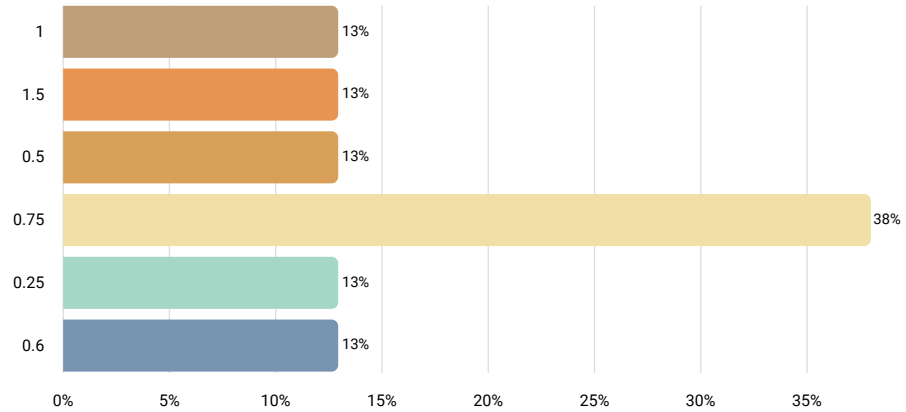
Answered 8 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



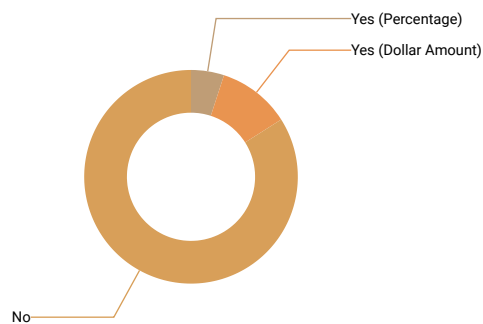
Statistics	
10th percentile	0.25
25th percentile	0.55
50th percentile	0.75
75th percentile	0.88
90th percentile	1.5
Mean	0.76
Median	0.75
Standard deviation	0.37
Total/sum	6.1

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

Answered 44 times

Skipped 9 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	5%	2
Yes (Dollar Amount)	11%	5
No	84%	37

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

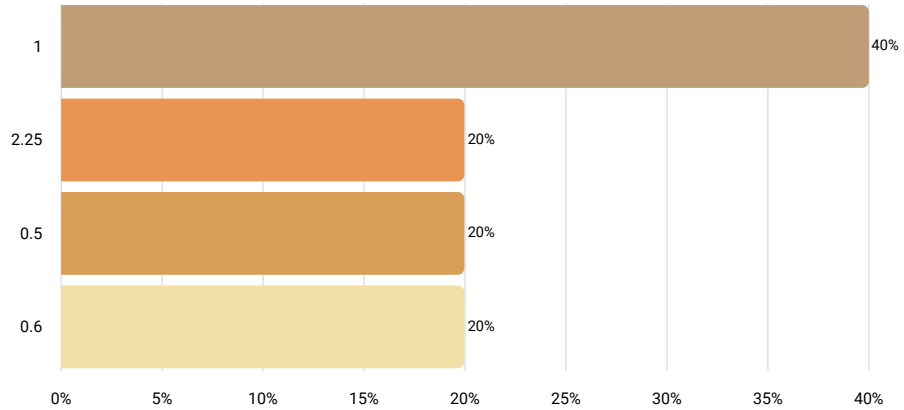
Answered 5 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



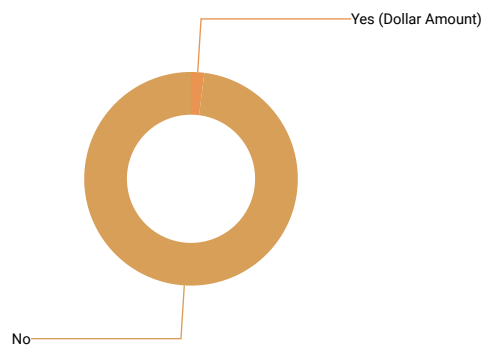
Statistics	
10th percentile	0.5
25th percentile	0.6
50th percentile	1
75th percentile	1
90th percentile	2.25
Mean	1.07
Median	1
Standard deviation	0.7
Total/sum	5.35

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

Answered 44 times

Skipped 9 times

Select one answer (radio button)



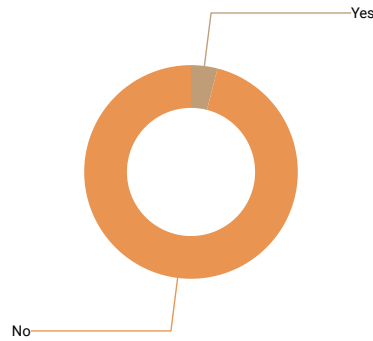
Results	%	N
Yes (Percentage)	0%	0
Yes (Dollar Amount)	2%	1
No	98%	43

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

Answered 47 times

Skipped 6 times

Select one answer (radio button)



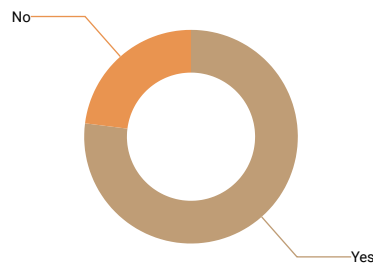
Results	%	N
Yes	4%	2
No	96%	45

3.28. Does your company have positions that are leveled?

Answered 48 times

Skipped 5 times

Select one answer (radio button)



Results	%	N
Yes	77%	37
No	23%	11

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

Answered 31 times

Skipped 6 times

Text input

This question is applicable when the following conditions are met:

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

Results	
	5 3
	3 2
	4 1
	6 1
	8 1
different per job category, family, level.	1
for hourly, 4 levels. for exempt 6 levels	1
engineering typically has 6 levels, most other non-union jobs have 4-5	1
most job families have 3-5 levels. a few have 6-7	1
most professional positions have 4 levels	1
9 levels	1
levels 1 - 4	1
5 levels	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
6 levels	1
nonexempt - 2 levels. exempt - 2 levels. leader - 4 levels. executives - 3 levels	1
5 levels for engineering, other positions typically have 3-4 levels	1
most have 3, but some have 4 to include a sr. level position	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
4-6	1
engineering: 7, scientist/tech staff: 6, analyst: 7, software developer: 7, senior management/principal investigator: 7, technician: 4, administrative: 3-4	1
generally three levels, then supervisors above that	1
3 to 4 levels	1
engineering tends to have 5 levels, production generally has 3 levels and most professional positions have 4 levels.	1
research positions have 4 steps, professional administrative 2-3, technical 2-3	1
normally 4 level plus senior level	1
engineering & technician levels have 4 levels, administrative doesn't really have levels	1

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

Answered 36 times

Skipped 1 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	53%	19
No	47%	17

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

Answered 47 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	47%	22
No	53%	25

3.32. Number of employees in production

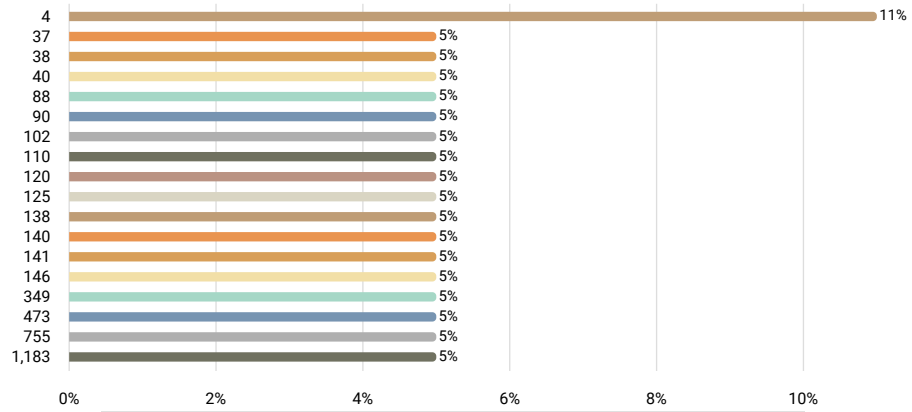
Answered 19 times

Skipped 3 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	4
25th percentile	40
50th percentile	120
75th percentile	146
90th percentile	755
Mean	214.89
Median	120
Standard deviation	297.24
Total/sum	4,083

3.33. Average entry/hire hourly rate for production employees

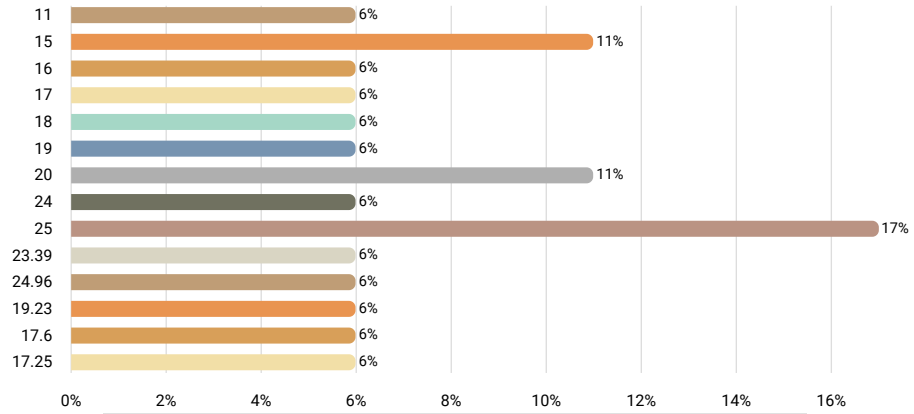
Answered 18 times

Skipped 4 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	15
25th percentile	17
50th percentile	19.12
75th percentile	24
90th percentile	25
Mean	19.58
Median	19.12
Standard deviation	4.19
Total/sum	352.43

3.34. Average actual base rate for production employees

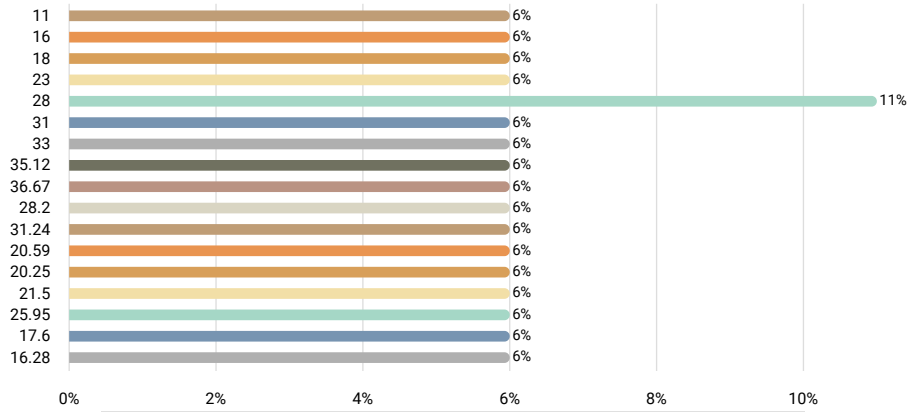
Answered 18 times

Skipped 4 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	16
25th percentile	18
50th percentile	24.48
75th percentile	31
90th percentile	35.12
Mean	24.52
Median	24.48
Standard deviation	7.35
Total/sum	441.4

3.35. Number of employees in maintenance

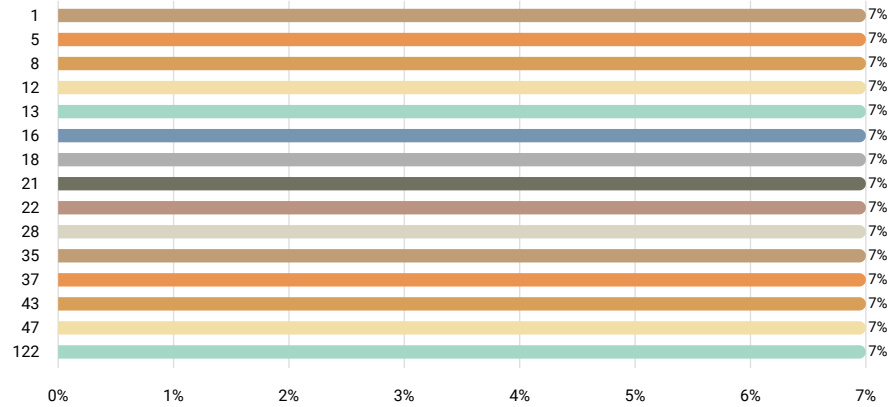
Answered 15 times

Skipped 7 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	5
25th percentile	12
50th percentile	21
75th percentile	37
90th percentile	47
Mean	28.53
Median	21
Standard deviation	29.3
Total/sum	428

3.36. Average entry/hire hourly rate for maintenance employees

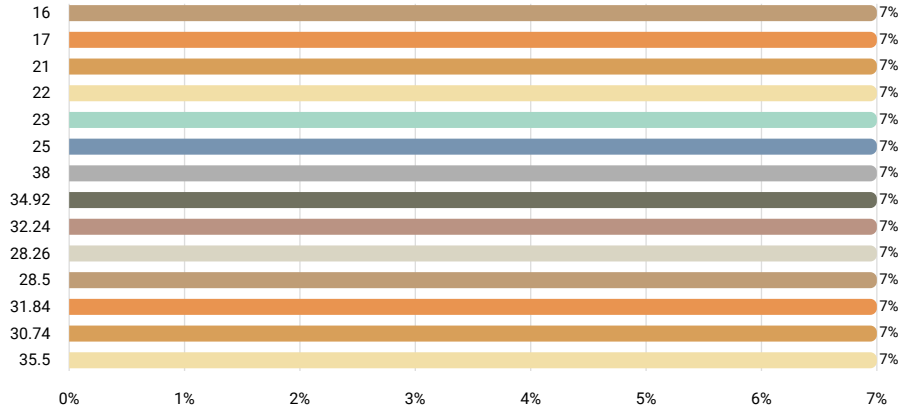
Answered 14 times

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	17
25th percentile	22
50th percentile	28.38
75th percentile	32.24
90th percentile	35.5
Mean	27.43
Median	28.38
Standard deviation	6.93
Total/sum	384

3.37. Average actual base rate for maintenance employees

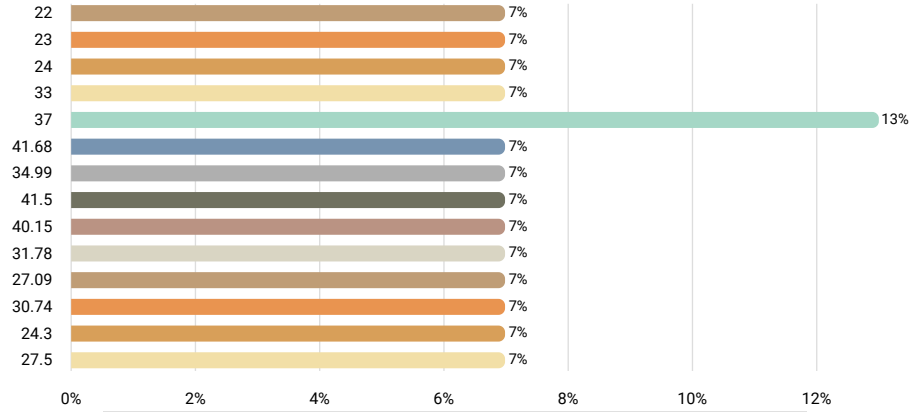
Answered 15 times

Skipped 7 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	23
25th percentile	24.3
50th percentile	31.78
75th percentile	37
90th percentile	41.5
Mean	31.72
Median	31.78
Standard deviation	6.86
Total/sum	475.73

3.38. Number of employees in warehouse

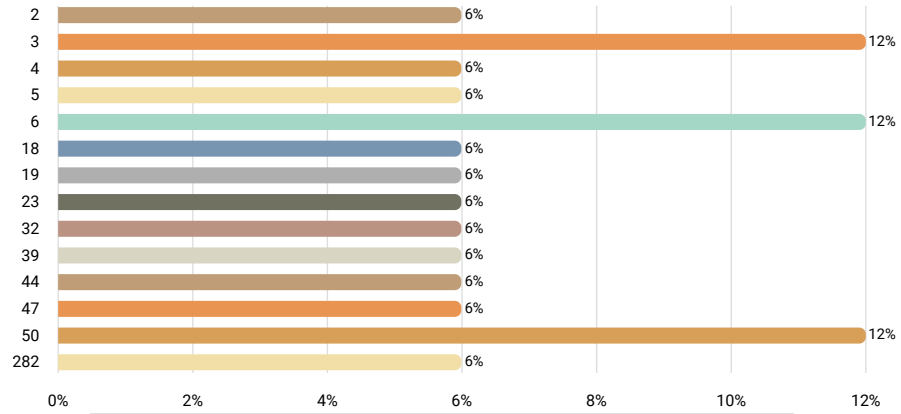
Answered 17 times

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	3
25th percentile	5
50th percentile	19
75th percentile	44
90th percentile	50
Mean	37.24
Median	19
Standard deviation	65.67
Total/sum	633

3.39. Average entry/hire hourly rate for warehouse employees

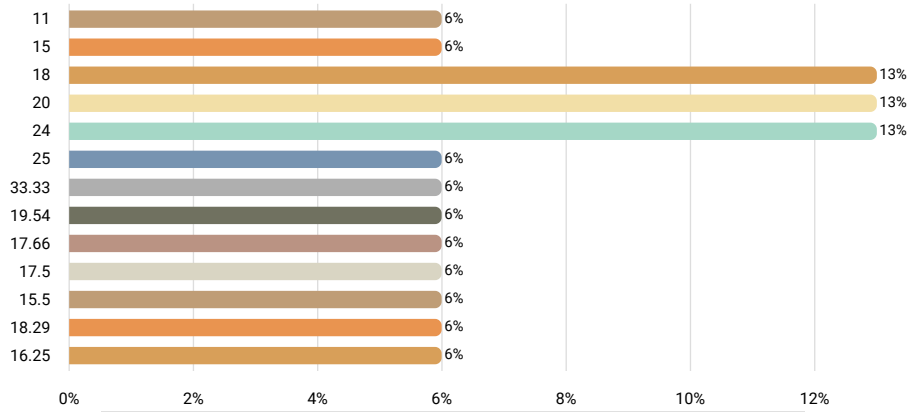
Answered 16 times

Skipped 6 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	15
25th percentile	16.88
50th percentile	18.15
75th percentile	22
90th percentile	25
Mean	19.57
Median	18.15
Standard deviation	5.13
Total/sum	313.07

3.40. Average actual base rate for warehouse employees

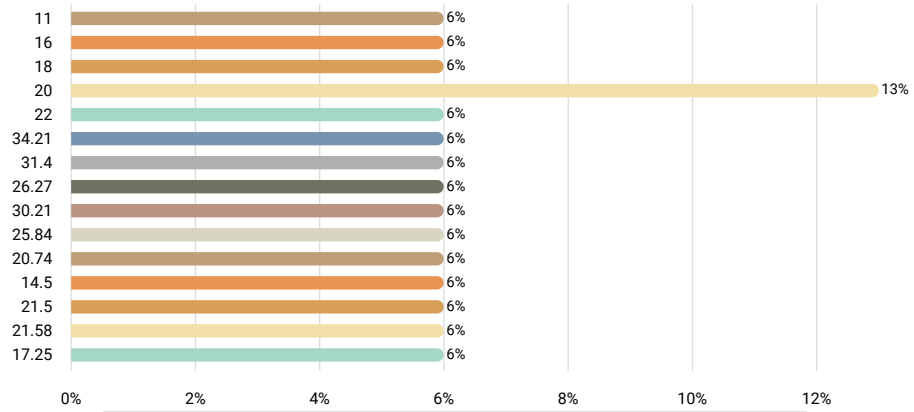
Answered 16 times

Skipped 6 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	14.5
25th percentile	17.63
50th percentile	21.12
75th percentile	26.06
90th percentile	31.4
Mean	21.91
Median	21.12
Standard deviation	6.32
Total/sum	350.5

4. Compensation Overview

COMPENSATION DATA

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

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

JOB LEVELING

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

4.1 Support Staff Positions

The survey received sufficient data for the following job titles:

Accounting Clerk
Administrative Assistant/Executive Secretary
Purchasing Clerk
Customer Service Representative
Telephone Operator/Receptionist
Payroll Specialist

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

Secretary
Human Resources Assistant
Benefits Clerk
Document Control Specialist
Expeditor
Collections Clerk
Contracts Assistant
Dispatcher
Messenger/Courier
Security Assistant
Clerk, General

4.1.1 Accounting Clerk

Job description

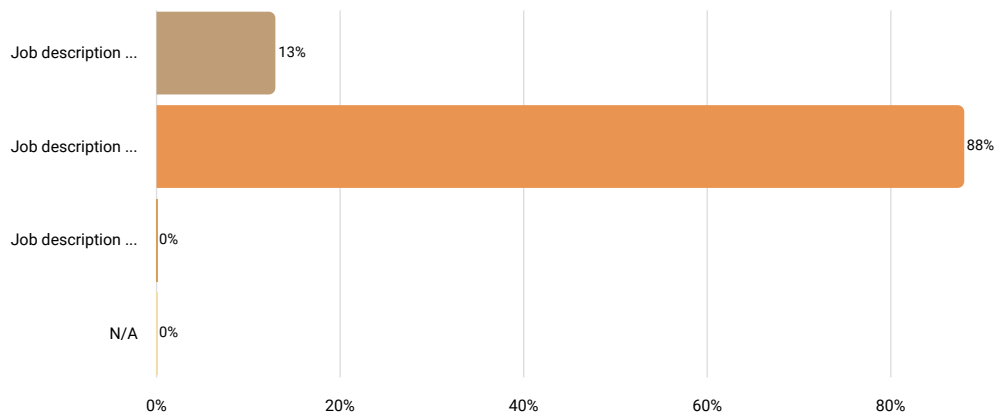
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying d primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to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

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	88%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 9 times

Skipped 7 times

Text input

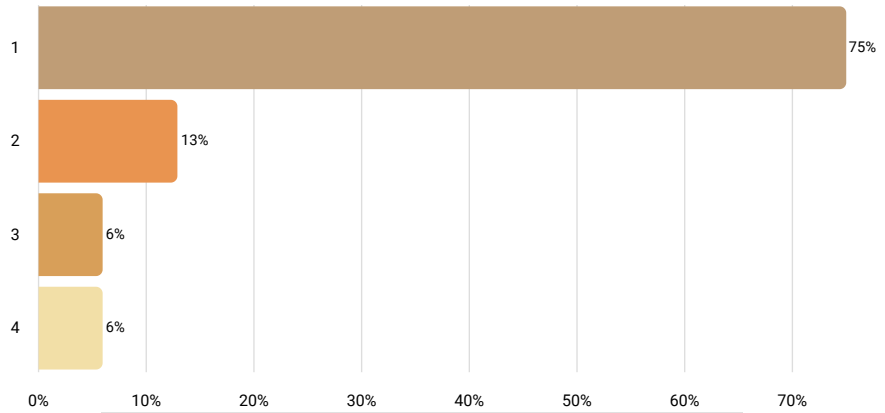
Results	
accountant	1
accounts payable assistant / receptionist	1
junior accountant	1
accounting associate	1
accounts payable, accounts receivable	1
accounting tech i & ii	1
accounts payable clerk	1
program control	1
accounts payable specialist	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



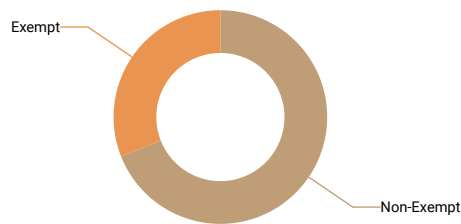
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	1.44
Median	1
Standard deviation	0.89
Total/sum	23

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



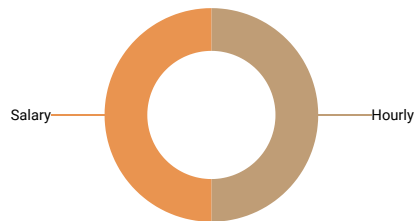
Results	%	N
Non-Exempt	69%	11
Exempt	31%	5

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	8
Salary	50%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	8	\$0.00	\$16.00	\$19.49	\$20.75	\$28.95	\$17.68	\$19.49	
Pay Range Maximum Rate	7	\$20.00	\$23.50	\$25.00	\$30.71	\$47.29	\$27.93	\$25.00	
Actual Lowest Base Rate	7	\$16.00	\$18.00	\$20.00	\$22.50	\$28.95	\$20.73	\$20.00	
Actual Average Base Rate	8	\$19.74	\$20.78	\$22.63	\$23.75	\$28.95	\$22.88	\$22.63	
Actual Highest Base Rate	7	\$21.21	\$22.50	\$24.00	\$28.95	\$35.16	\$25.76	\$24.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$27,979.00	\$34,739.50	\$41,850.00	\$45,380.00	\$50,000.00	\$40,239.75	\$41,850.00	\$10,000.00
Pay Range Maximum Salary	8	\$38,925.00	\$42,465.50	\$54,000.00	\$68,100.50	\$83,200.00	\$56,407.13	\$54,000.00	\$15,000.00
Actual Lowest Base Salary	8	\$33,186.00	\$42,161.50	\$50,040.00	\$56,924.50	\$62,025.60	\$49,182.95	\$50,040.00	\$10,000.00
Actual Average Base Salary	7	\$33,186.00	\$45,760.00	\$54,080.00	\$58,833.00	\$62,025.60	\$50,700.09	\$54,080.00	\$10,000.00
Actual Highest Base Salary	6	\$33,186.00	\$40,000.00	\$54,548.00	\$58,833.00	\$62,025.60	\$50,523.43	\$54,548.00	\$10,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.1.2 Administrative Assistant/Executive Secretary

Job description

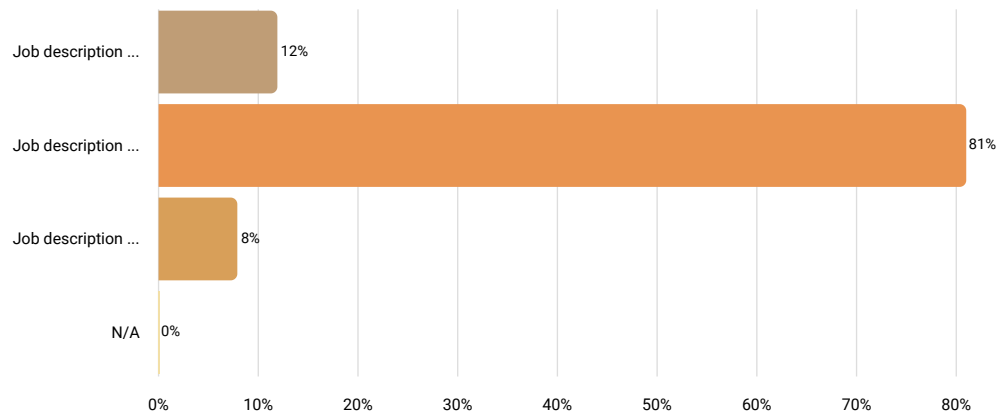
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical fun preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

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

Answered 26 times

Skipped 1 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

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

Answered 16 times

Skipped 11 times

Text input

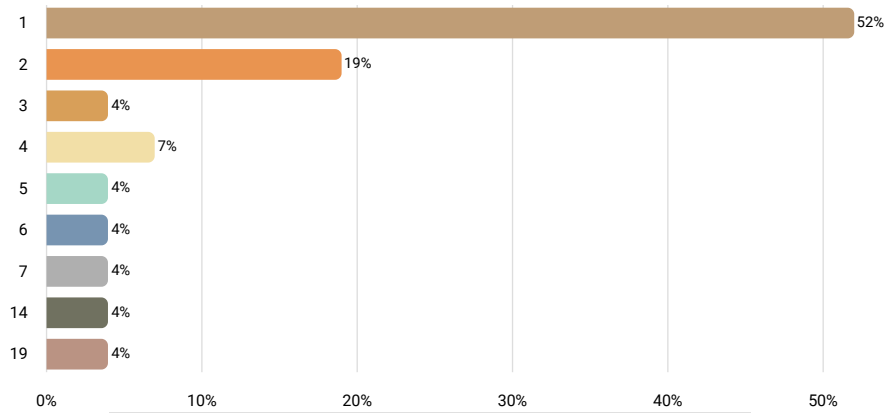
Results	
executive assistant	4
administrative coordinator	2
executive admin basic, intermediate and advanced	1
associate business manager	1
administrative specialist	1
administrative assistance/front desk receptionist/executive assistant	1
assistant, administrative operations	1
administrator specialist	1
office manager	1
administration assistant i, administrative assistant ii, & administrative assistant i - quality	1
administrative assistant	1
office administrator	1

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



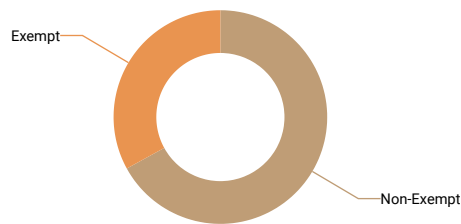
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	7
Mean	3.19
Median	1
Standard deviation	4.24
Total/sum	86

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



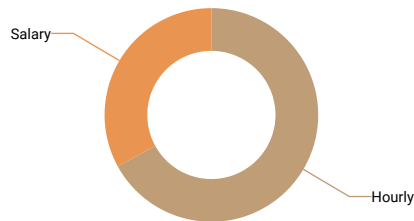
Results	%	N
Non-Exempt	67%	18
Exempt	33%	9

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	18
Salary	33%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	13	\$16.50	\$18.00	\$19.00	\$24.00	\$24.40	\$20.15	\$19.00	
Pay Range Maximum Rate	13	\$19.43	\$24.75	\$29.00	\$40.00	\$46.69	\$31.75	\$29.00	
Actual Lowest Base Rate	17	\$17.00	\$20.00	\$24.42	\$27.81	\$52.10	\$82.72	\$24.42	\$
Actual Average Base Rate	17	\$19.00	\$24.00	\$25.76	\$30.32	\$52.10	\$84.72	\$25.76	\$
Actual Highest Base Rate	17	\$20.00	\$24.00	\$30.16	\$39.15	\$52.10	\$87.94	\$30.16	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$30,000.00	\$35,750.00	\$47,025.00	\$51,958.00	\$54,569.00	\$45,091.86	\$47,025.00	\$
Pay Range Maximum Salary	7	\$40,000.00	\$53,626.00	\$75,279.00	\$87,332.00	\$89,996.00	\$70,815.71	\$75,279.00	\$1
Actual Lowest Base Salary	9	\$32,136.00	\$45,468.80	\$51,341.00	\$63,835.00	\$85,000.00	\$54,167.20	\$51,341.00	\$1
Actual Average Base Salary	9	\$35,557.60	\$45,468.80	\$58,000.00	\$64,724.00	\$88,420.00	\$56,956.16	\$58,000.00	\$1
Actual Highest Base Salary	9	\$38,979.20	\$48,720.00	\$63,835.00	\$70,000.00	\$89,996.00	\$63,127.00	\$63,835.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,000.00	\$2,000.00	\$2,500.00	\$7,100.00	\$7,600.00	\$4,040.00	\$2,500.00	\$:

4.1.3 Purchasing Clerk

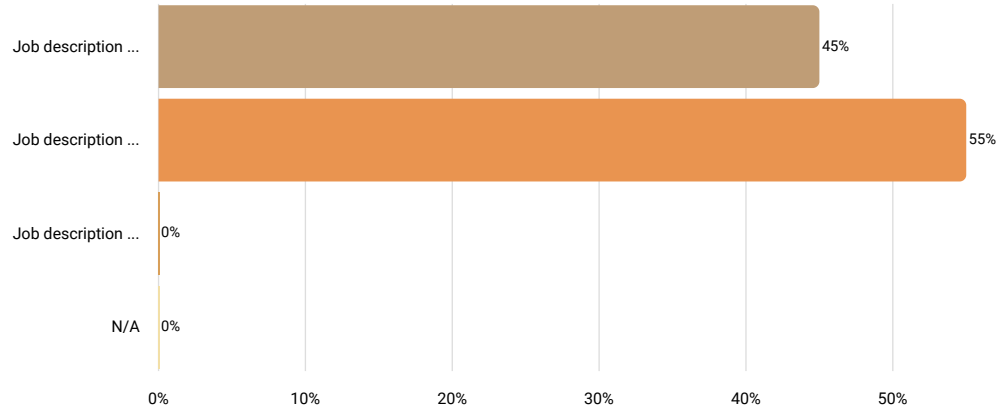
Job description Compile information and records to draw up purchase orders for procurement of materials and services.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

Skipped 5 times

Text input

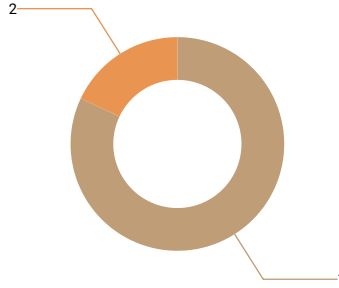
Results	
acquisition specialist, tda specialist	1
quality inventory specialist (manufacturing - assistant quality control)	1
procurement specialist	1
purchasing assistant	1
procurement officer i	1
purchasing coordinator	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



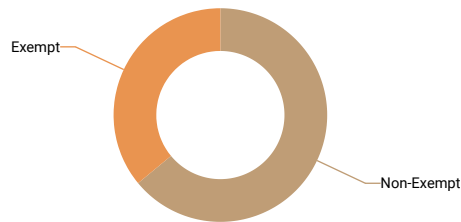
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.18
Median	1
Standard deviation	0.4
Total/sum	13

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



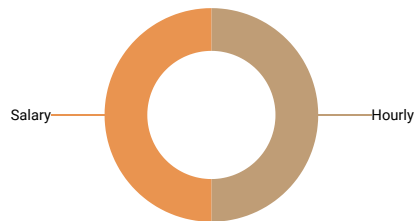
Results	%	N
Non-Exempt	64%	7
Exempt	36%	4

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Hourly	50%	5
Salary	50%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	\$17.00	\$19.00	\$23.15	\$26.79	\$27.50	\$22.69	\$23.15	
Actual Highest Base Rate									
Pay Range Minimum Salary	5	\$35,568.00	\$38,000.00	\$41,590.00	\$42,000.00	\$43,700.00	\$40,171.60	\$41,590.00	\$3,000.00
Pay Range Maximum Salary	5	\$44,000.00	\$47,000.00	\$47,396.00	\$62,382.00	\$83,200.00	\$56,795.60	\$47,396.00	\$11,000.00
Actual Lowest Base Salary	5	\$38,450.00	\$42,000.00	\$42,000.00	\$48,097.00	\$63,024.00	\$46,714.20	\$42,000.00	\$9,000.00
Actual Average Base Salary	5	\$40,570.00	\$42,000.00	\$44,500.00	\$48,097.00	\$63,024.00	\$47,638.20	\$44,500.00	\$9,000.00
Actual Highest Base Salary	5	\$42,000.00	\$42,689.00	\$47,000.00	\$48,097.00	\$63,024.00	\$48,562.00	\$47,000.00	\$8,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.1.5 Telephone Operator/Receptionist

Job description

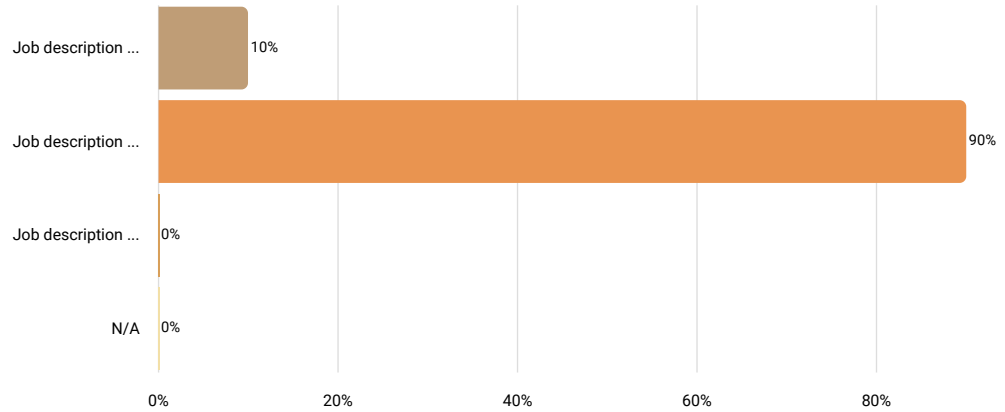
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities c establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



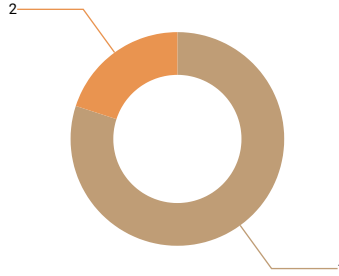
Results		%	N
Job description is perceptibly weaker than the position at your company		10%	1
Job description matches the position at your company very well		90%	9
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



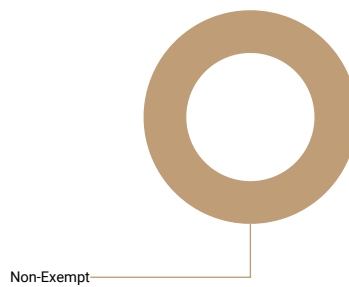
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.2
Median	1
Standard deviation	0.42
Total/sum	12

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



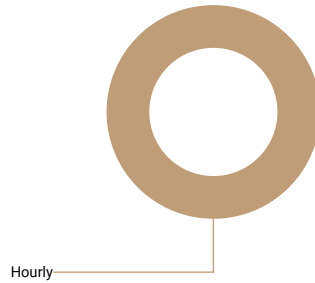
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	8	\$8.25	\$10.65	\$12.48	\$15.50	\$16.00	\$12.69	\$12.48	
Pay Range Maximum Rate	7	\$15.00	\$15.00	\$19.43	\$25.00	\$27.46	\$19.98	\$19.43	
Actual Lowest Base Rate	10	\$9.75	\$15.00	\$18.75	\$19.50	\$22.78	\$17.14	\$18.75	
Actual Average Base Rate	10	\$12.31	\$15.00	\$18.75	\$20.50	\$22.78	\$17.76	\$18.75	
Actual Highest Base Rate	8	\$12.11	\$15.00	\$18.94	\$20.60	\$25.00	\$18.27	\$18.94	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

4.1.6 Payroll Specialist

Job description

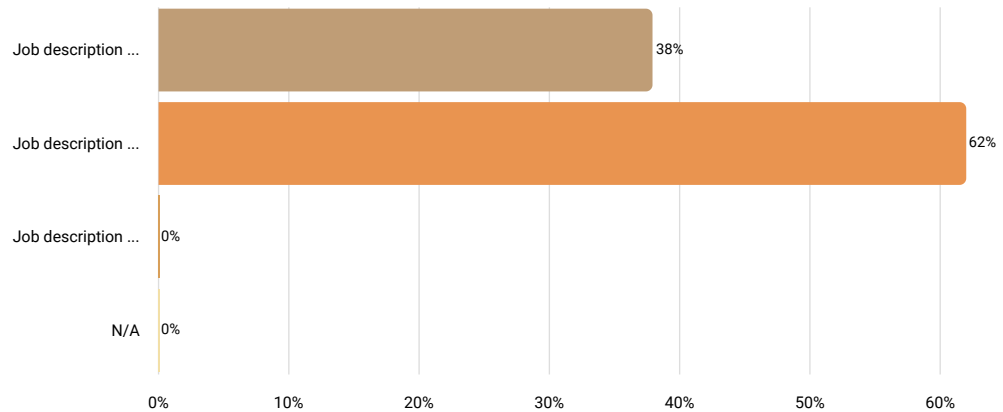
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses e assistance of a computer system.

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

Answered 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

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

Answered 8 times

Skipped 5 times

Text input

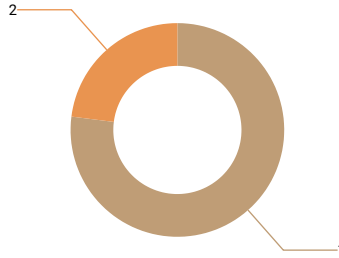
Results	
staff accountant	1
payroll assistant	1
payroll financial analyst	1
accounting specialist	1
payroll/hr administrator	1
payroll clerk iii	1
sr. payroll accountant	1
payroll supervisor	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



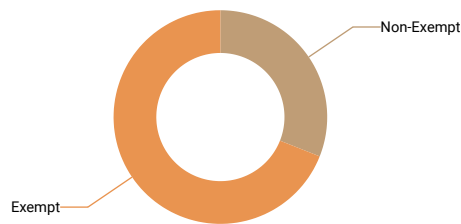
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.23
Median	1
Standard deviation	0.44
Total/sum	16

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



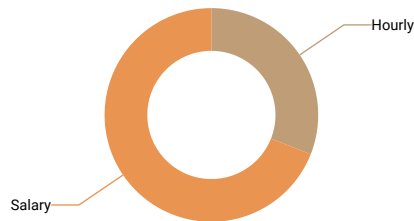
Results	%	N
Non-Exempt	31%	4
Exempt	69%	9

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	31%	4
Salary	69%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	6	\$47,584.00	\$47,771.00	\$52,284.50	\$60,000.00	\$101,000.00	\$60,154.00	\$52,284.50	\$2
Pay Range Maximum Salary	6	\$71,376.00	\$76,310.00	\$79,500.00	\$84,477.00	\$101,000.00	\$82,027.17	\$79,500.00	\$1
Actual Lowest Base Salary	8	\$45,000.00	\$56,765.00	\$72,248.10	\$88,500.00	\$116,480.00	\$74,563.28	\$72,248.10	\$2
Actual Average Base Salary	8	\$53,765.00	\$62,805.50	\$72,248.10	\$88,500.00	\$116,480.00	\$77,169.03	\$72,248.10	\$2
Actual Highest Base Salary	8	\$54,611.00	\$64,805.50	\$75,748.10	\$90,500.00	\$116,480.00	\$79,149.78	\$75,748.10	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.2 Technician Positions

The survey received sufficient data for the following job titles:

Engineering Technician - Level 1, Level 2, Level 3
Quality Control Technician - Level 2, Level 3
Electronics Technician - Level 3
Graphics Sec/Tech Illustrator

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

Quality Control Technician - Level 1
Electronics Technician - Level 1, Level 2
Computer Operator
Drafter - CAD
Drafter - Manual
Data Entry Operator
Field Services Engineer
PC Network Support Technician
Lab Technician
Non-Destructive Testing (NDT) Technician

4.2.1 Engineering Technician - Level 1

Job description

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

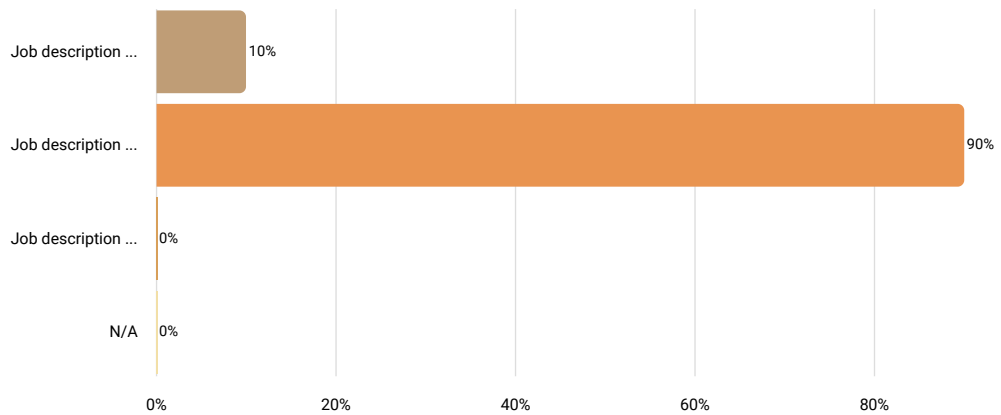
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



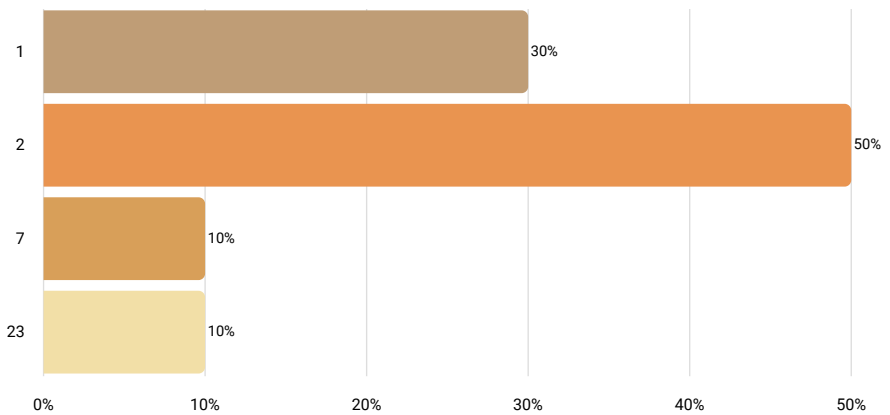
Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	1
Job description matches the position at your company very well	90%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



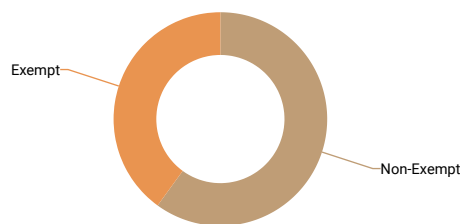
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	15
Mean	4.3
Median	2
Standard deviation	6.8
Total/sum	43

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



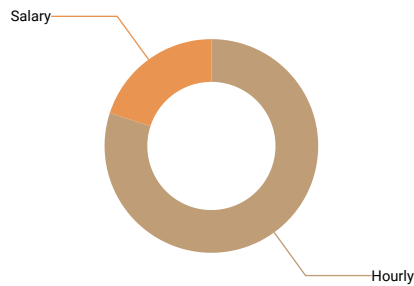
Results	%	N
Non-Exempt	60%	6
Exempt	40%	4

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	8
Salary	20%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	6	\$10.30	\$16.20	\$18.50	\$22.00	\$32.43	\$19.66	\$18.50	
Pay Range Maximum Rate	6	\$10.30	\$17.50	\$22.00	\$36.69	\$42.33	\$25.14	\$22.00	
Actual Lowest Base Rate	8	\$15.98	\$18.41	\$21.50	\$25.41	\$32.00	\$22.33	\$21.50	
Actual Average Base Rate	8	\$16.97	\$20.06	\$24.50	\$28.03	\$32.00	\$24.27	\$24.50	
Actual Highest Base Rate	8	\$17.50	\$21.00	\$25.50	\$30.59	\$34.38	\$25.76	\$25.50	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.2.2 Engineering Technician - Level 2

Job description

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

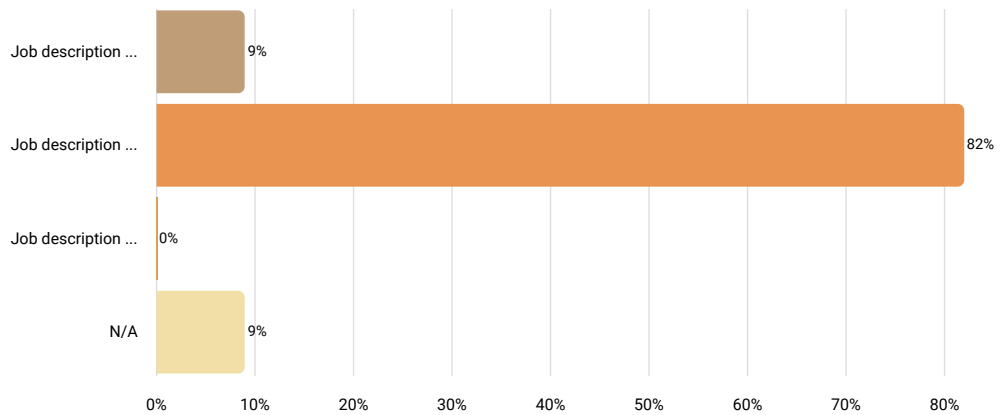
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



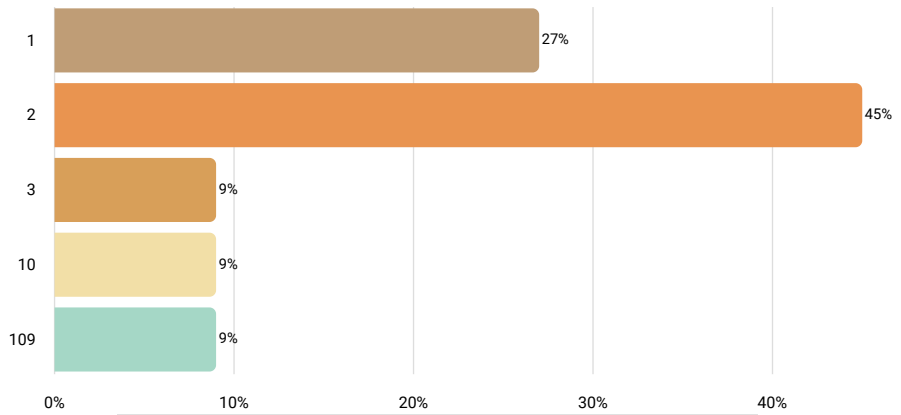
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	82%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	9%	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



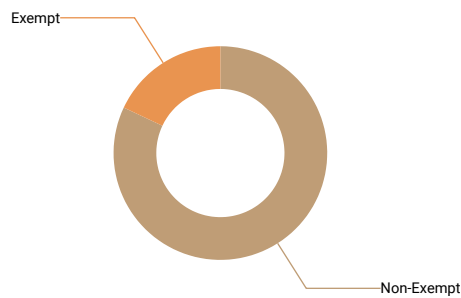
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	10
Mean	12.27
Median	2
Standard deviation	32.18
Total/sum	135

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



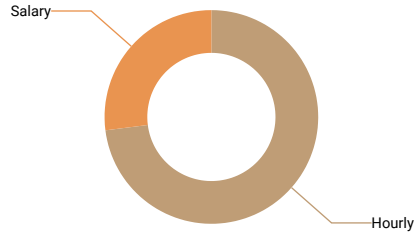
Results	%	N
Non-Exempt	82%	9
Exempt	18%	2

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	73%	8
Salary	27%	3

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate										
Pay Range Maximum Rate										
Actual Lowest Base Rate	6		\$15.50	\$18.00	\$26.77	\$27.73	\$31.49	\$24.38	\$26.77	
Actual Average Base Rate	7		\$17.00	\$19.68	\$28.67	\$31.00	\$37.96	\$27.42	\$28.67	
Actual Highest Base Rate	6		\$18.50	\$22.63	\$29.28	\$32.13	\$49.00	\$30.14	\$29.28	
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)										
Pay Range Minimum Salary										
Pay Range Maximum Salary										
Actual Lowest Base Salary										
Actual Average Base Salary										
Actual Highest Base Salary										
Average Incentive Bonus or Other Cash Bonus (Annual)										

4.2.3 Engineering Technician - Level 3

Job description

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

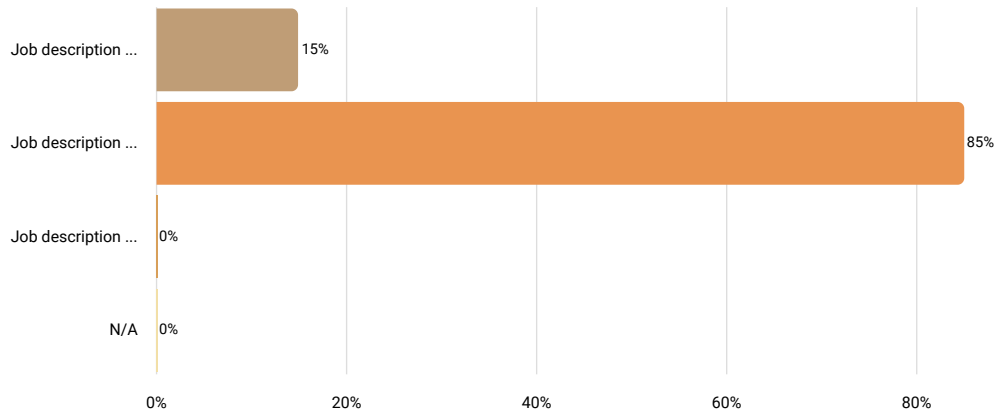
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 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

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

Answered 5 times

Skipped 8 times

Text input

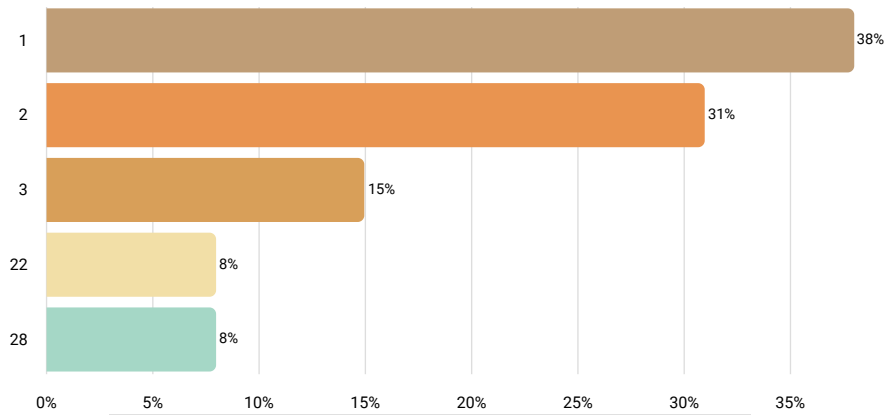
Results	Count
technician - integration engineering sr	1
technician iii	1
electrical technician 2	1
test technician ii, testing lead	1
electronics engineer, senior	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



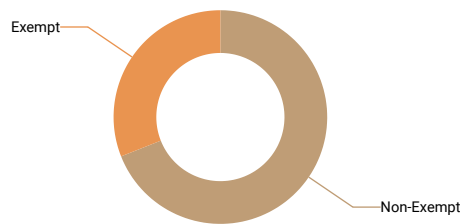
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	22
Mean	5.31
Median	2
Standard deviation	8.85
Total/sum	69

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



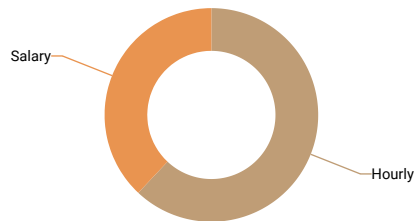
Results	%	N
Non-Exempt	69%	9
Exempt	31%	4

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	62%	8
Salary	38%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	\$21.00	\$21.63	\$26.86	\$34.00	\$39.00	\$28.50	\$26.86	
Pay Range Maximum Rate	5	\$28.63	\$42.00	\$42.00	\$47.97	\$65.00	\$45.12	\$42.00	
Actual Lowest Base Rate	7	\$21.00	\$33.80	\$41.75	\$48.00	\$49.14	\$38.83	\$41.75	
Actual Average Base Rate	8	\$23.80	\$31.89	\$37.58	\$45.67	\$51.97	\$38.25	\$37.58	
Actual Highest Base Rate	7	\$35.37	\$35.79	\$41.75	\$56.65	\$57.52	\$43.77	\$41.75	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.2.5 Quality Control Technician - Level 2

Job description

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

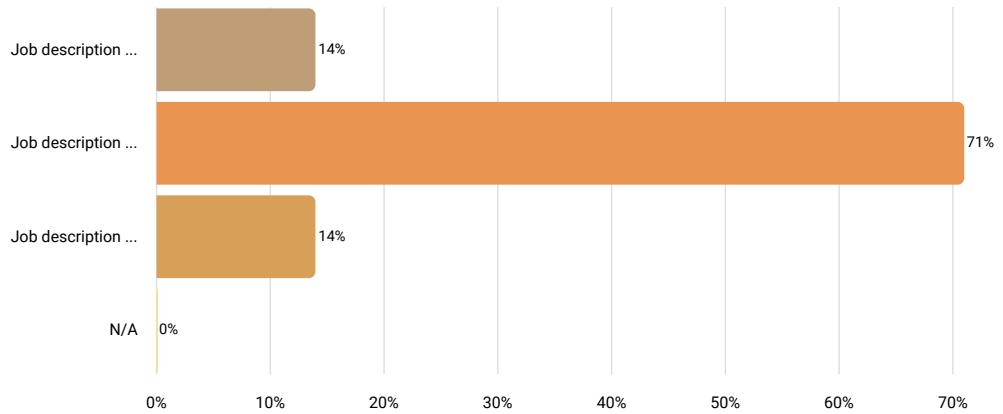
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



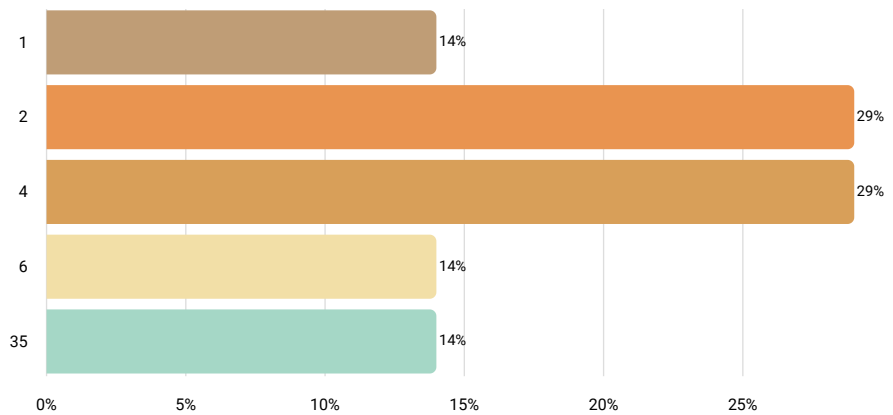
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



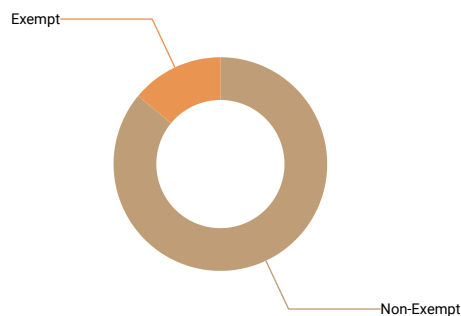
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	35
Mean	7.71
Median	4
Standard deviation	12.15
Total/sum	54

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



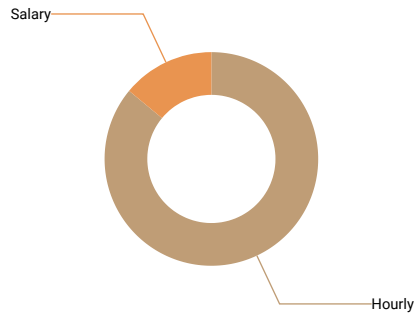
Results	%	N
Non-Exempt	86%	6
Exempt	14%	1

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	6
Salary	14%	1

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate										
Pay Range Maximum Rate										
Actual Lowest Base Rate	5		\$18.22	\$20.00	\$21.17	\$21.42	\$22.63	\$20.69	\$21.17	
Actual Average Base Rate										
Actual Highest Base Rate	5		\$22.00	\$25.48	\$25.75	\$28.10	\$33.83	\$27.03	\$25.75	
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)										
Actual Lowest Base Salary										
Actual Average Base Salary										
Actual Highest Base Salary										

4.2.6 Quality Control Technician - Level 3

Job description

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

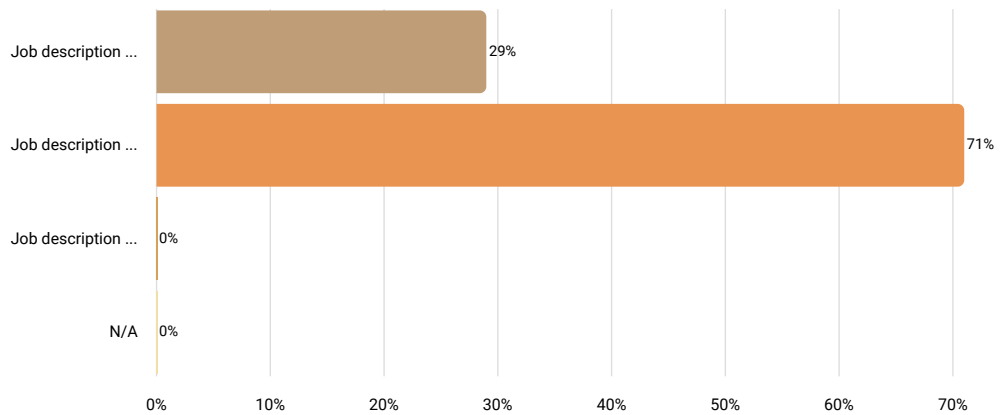
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 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

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

Answered 5 times

Skipped 2 times

Text input

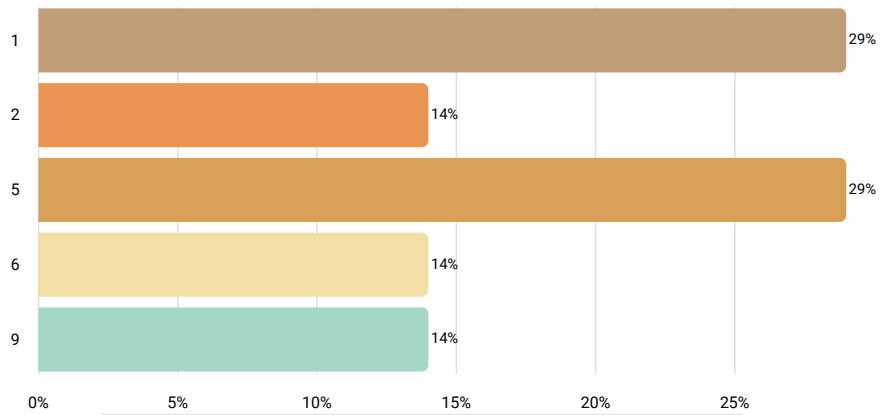
Results	
senior quality inspector	1
quality assurance technician iii	1
quality inspector iv	1
quality lead	1
electrical quality inspector iii, electrical quality inspector iii lead & ac quality control inspector	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



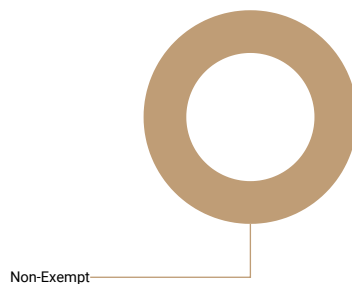
Statistics	
10th percentile	1
25th percentile	1
50th percentile	5
75th percentile	6
90th percentile	9
Mean	4.14
Median	5
Standard deviation	2.97
Total/sum	29

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



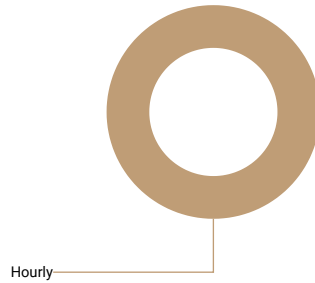
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	\$22.00	\$22.51	\$25.40	\$27.94	\$29.30	\$25.43	\$25.40	
Actual Average Base Rate	5	\$24.00	\$26.21	\$27.78	\$31.38	\$31.43	\$28.16	\$27.78	
Actual Highest Base Rate	6	\$26.00	\$28.23	\$31.13	\$33.10	\$34.70	\$30.72	\$31.13	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

4.2.9 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.

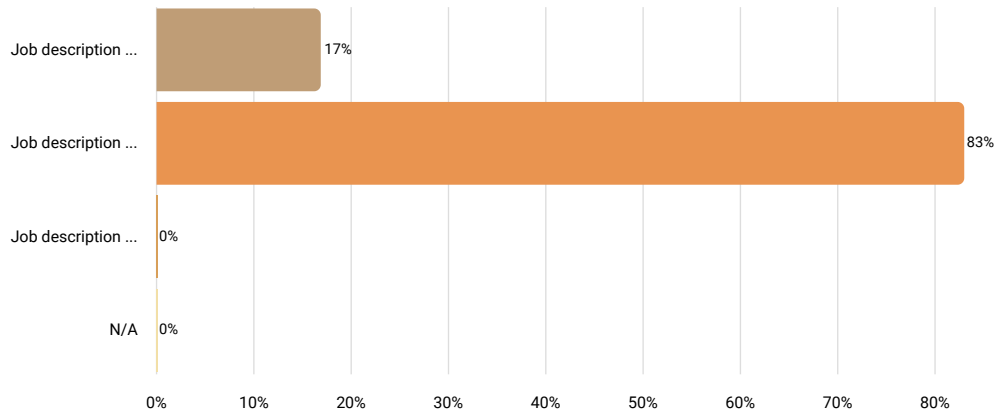
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



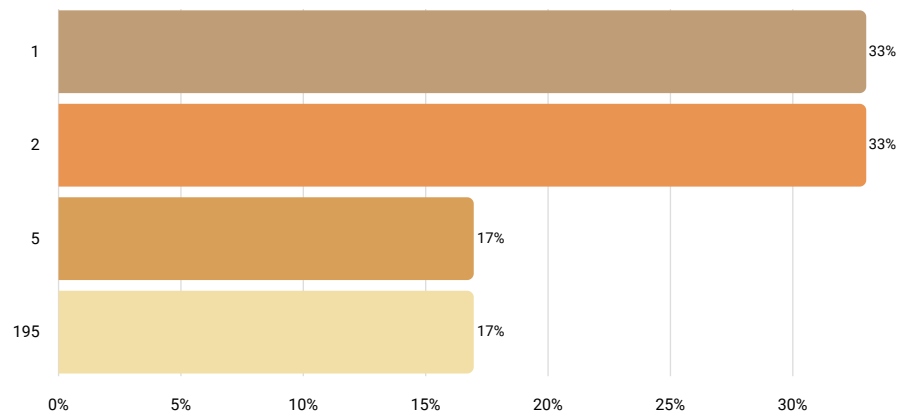
Results		%	N
Job description is perceptibly weaker than the position at your company		17%	1
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



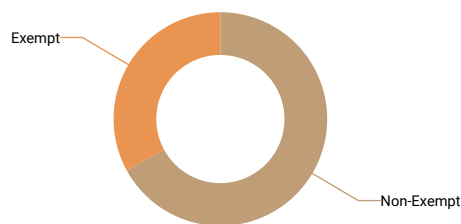
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	195
Mean	34.33
Median	2
Standard deviation	78.72
Total/sum	206

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



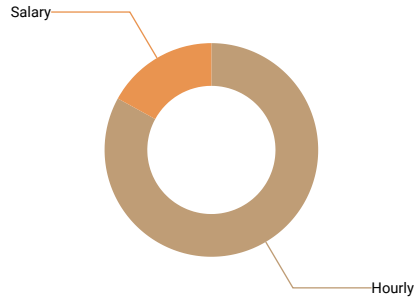
Results	%	N
Non-Exempt	67%	4
Exempt	33%	2

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$20.53	\$24.87	\$34.38	\$35.00	\$40.00	\$30.96	\$34.38	!
Actual Average Base Rate									
Actual Highest Base Rate	5	\$31.27	\$34.38	\$35.00	\$38.61	\$44.17	\$36.69	\$35.00	!
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.2.14 Graphics Sec/Tech Illustrator

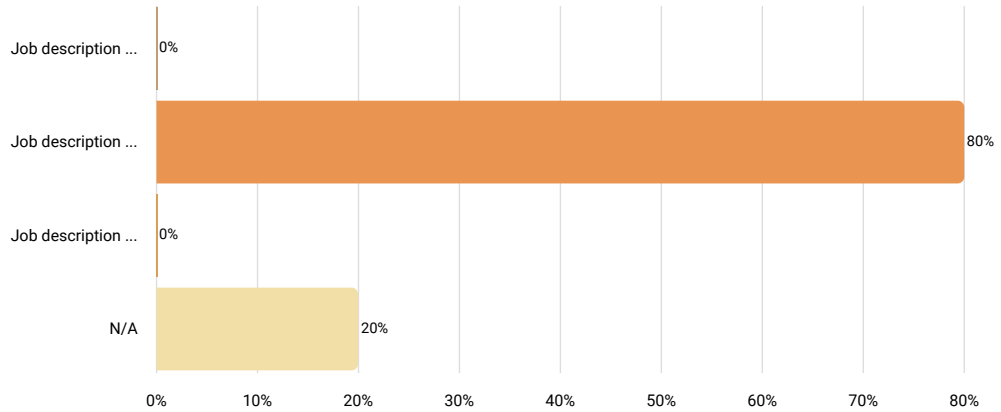
Job description Design and create visual representations for the products and services. Render illustrations for use in technical publications and

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



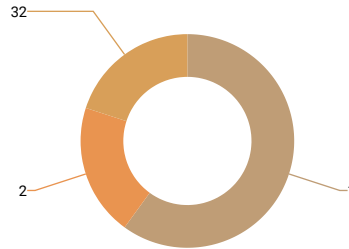
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		20%	1

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



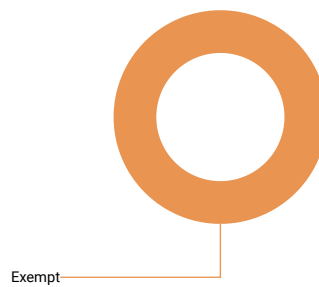
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	32
Mean	7.4
Median	1
Standard deviation	13.76
Total/sum	37

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



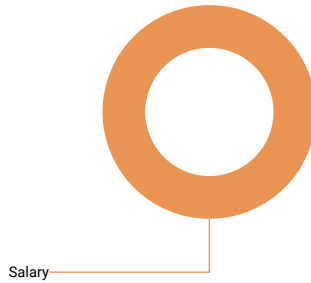
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	5	\$40,000.00	\$56,200.00	\$59,850.00	\$77,875.00	\$80,000.00	\$62,785.00	\$59,850.00	\$1
Pay Range Maximum Salary	5	\$55,000.00	\$95,000.00	\$102,900.00	\$118,600.00	\$122,226.00	\$98,745.20	\$102,900.00	\$2
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3 Professional Administrative Positions

The survey received sufficient data for the following job titles:

Accountant - Level 1

Accountant - Level 2

Accountant - Level 3

Buyer - Level 1

Buyer - Level 2

Buyer - Level 3

Contracts Administrator - Level 1, Level 2, Level 3

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

Security Administrator/FSO - Level 3

Material Planner

Office Manager

Financial Analyst

Recruiter

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

Security Administrator/FSO - Level 1, Level 2

Technical Writer/Editor - Level 1, Level 2, Level 3

Legal Counsel

Configuration Management Analyst

Staff Assistant

Training Coordinator

Military Analyst

PR/Public Affairs Representative

Property Management Specialist

Compensation/Benefits Specialist

4.3.1 Accountant - Level 1

Job description

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

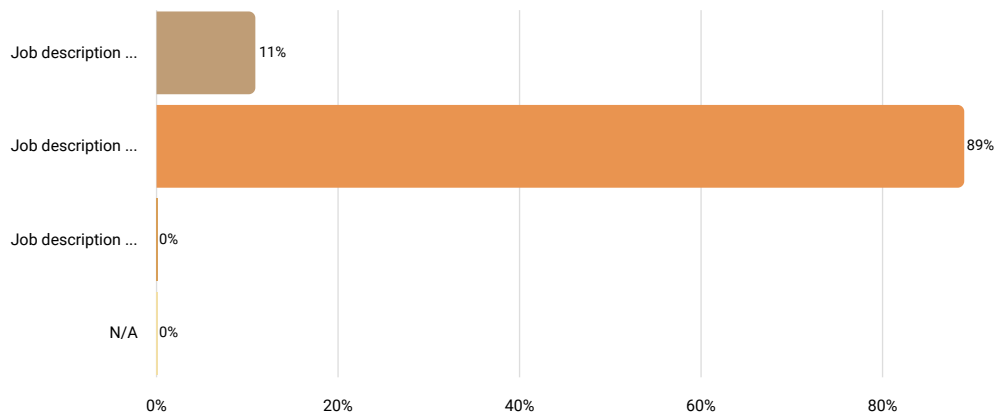
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 9 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 5 times

Text input

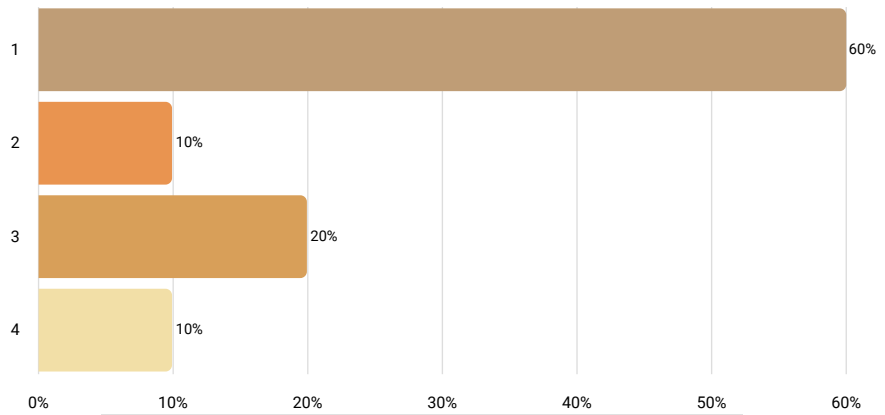
Results	
staff accountant	2
staff accountant, payroll accountant, sr	1
billing analyst i-iii	1
accountant i	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



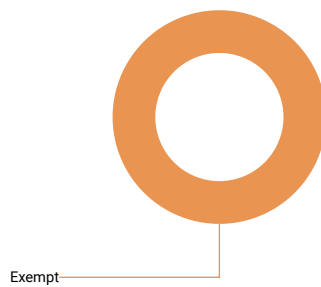
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	3.5
Mean	1.8
Median	1
Standard deviation	1.14
Total/sum	18

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



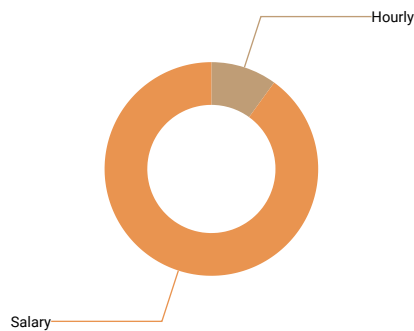
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	7	\$35,000.00	\$35,568.00	\$47,451.00	\$50,000.00	\$57,000.00	\$44,492.79	\$47,451.00	\$8
Pay Range Maximum Salary	7	\$40,000.00	\$53,626.00	\$60,000.00	\$73,458.00	\$74,000.00	\$60,850.39	\$60,000.00	\$1
Actual Lowest Base Salary	9	\$38,500.00	\$41,639.00	\$53,000.00	\$59,482.50	\$65,000.00	\$51,809.17	\$53,000.00	\$11
Actual Average Base Salary	9	\$38,500.00	\$47,000.00	\$54,790.00	\$59,482.50	\$68,000.00	\$54,295.39	\$54,790.00	\$9
Actual Highest Base Salary	9	\$38,500.00	\$50,000.00	\$57,661.00	\$62,843.00	\$73,000.00	\$56,354.83	\$57,661.00	\$11
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,200.00	\$1,356.00	\$1,500.00	\$1,730.00	\$2,400.00	\$1,637.20	\$1,500.00	\$

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.

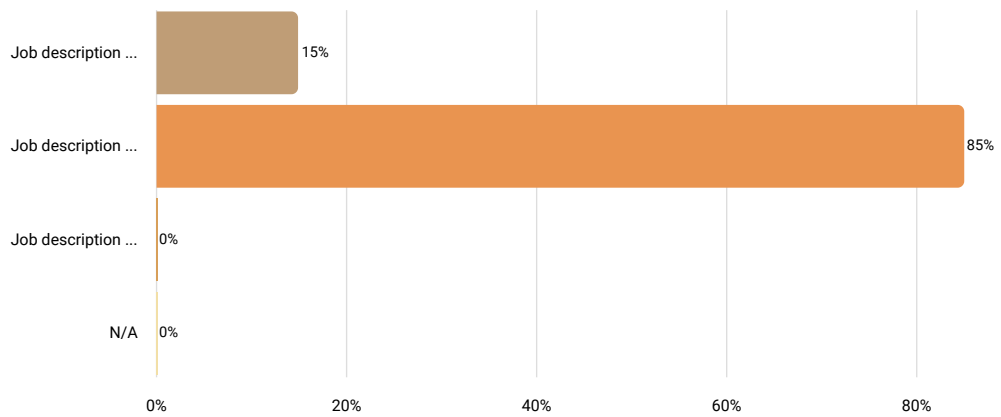
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

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

Answered 6 times

Skipped 7 times

Text input

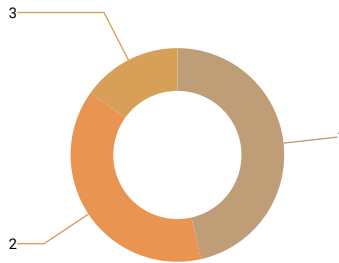
Results	
staff accountant	2
accountant iii	1
accountant 2	1
accountant, mid level 1	1
accountant ii	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



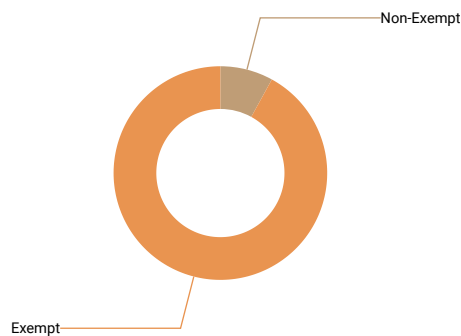
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	1.69
Median	2
Standard deviation	0.75
Total/sum	22

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



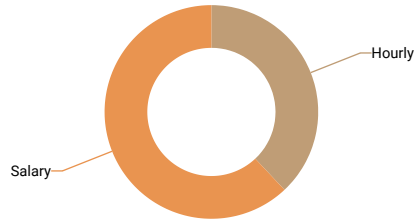
Results	%	N
Non-Exempt	8%	1
Exempt	92%	12

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	5
Salary	62%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$28.85	\$30.50	\$31.00	\$34.72	\$36.64	\$32.34	\$31.00	
Actual Average Base Rate	5	\$28.85	\$30.50	\$32.50	\$35.10	\$40.70	\$33.53	\$32.50	
Actual Highest Base Rate	5	\$28.85	\$30.50	\$34.00	\$35.48	\$43.69	\$34.50	\$34.00	
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$34,000.00	\$43,258.00	\$54,600.00	\$70,000.00	\$104,000.00	\$60,236.86	\$54,600.00	\$2,000.00
Pay Range Maximum Salary	7	\$34,000.00	\$64,887.00	\$80,000.00	\$81,182.00	\$164,300.00	\$81,596.86	\$80,000.00	\$4,000.00
Actual Lowest Base Salary	8	\$43,934.00	\$62,795.00	\$67,651.50	\$84,500.00	\$147,471.90	\$77,662.36	\$67,651.50	\$3,000.00
Actual Average Base Salary	8	\$43,974.00	\$64,246.50	\$68,352.50	\$84,500.00	\$147,471.90	\$78,205.49	\$68,352.50	\$3,000.00
Actual Highest Base Salary	8	\$44,014.00	\$64,246.50	\$75,591.00	\$86,000.00	\$147,471.90	\$80,395.11	\$75,591.00	\$3,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,000.00	\$1,000.00	\$2,000.00	\$2,500.00	\$4,099.00	\$2,119.80	\$2,000.00	\$1,000.00

4.3.3 Accountant - Level 3

Job description

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

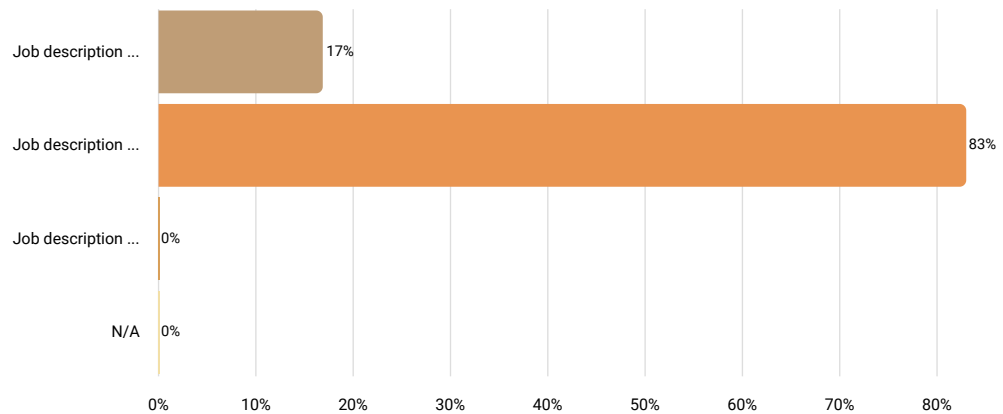
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 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

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

Answered 11 times

Skipped 7 times

Text input

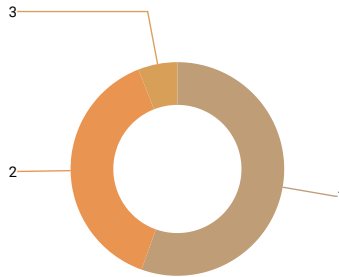
Results	
senior accountant	2
accountant iv	1
corporate accountant	1
staff accountant	1
financial analyst	1
accountant, sr	1
accountant 1	1
accountant iv, accountant v	1
accountant, mid level 2	1
accountant iii	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



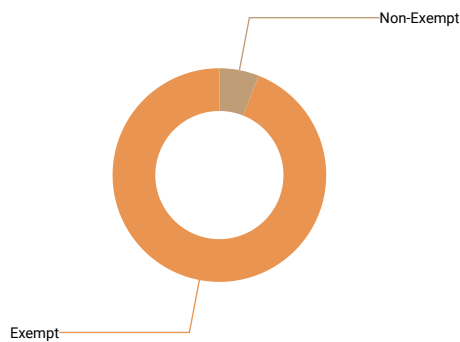
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.5
Median	1
Standard deviation	0.62
Total/sum	27

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



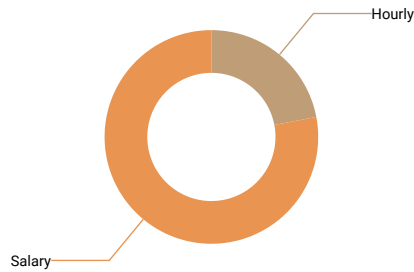
Results	%	N
Non-Exempt	6%	1
Exempt	94%	17

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	4
Salary	78%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	11	\$50,000.00	\$57,577.00	\$78,686.40	\$101,000.00	\$104,000.00	\$79,091.09	\$78,686.40	\$2
Pay Range Maximum Salary	11	\$70,000.00	\$83,512.00	\$96,324.80	\$124,800.00	\$164,300.00	\$107,225.13	\$96,324.80	\$4
Actual Lowest Base Salary	13	\$50,000.00	\$71,155.00	\$72,841.00	\$100,000.00	\$141,929.55	\$85,887.67	\$72,841.00	\$3
Actual Average Base Salary	13	\$57,500.00	\$72,612.00	\$88,649.60	\$102,900.00	\$141,929.55	\$92,834.06	\$88,649.60	\$2
Actual Highest Base Salary	13	\$65,000.00	\$74,734.00	\$91,841.00	\$112,569.60	\$141,929.55	\$95,828.89	\$91,841.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,000.00	\$2,000.00	\$2,500.00	\$3,000.00	\$10,900.00	\$3,557.14	\$2,500.00	\$3

4.3.4 Buyer - Level 1

Job description

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

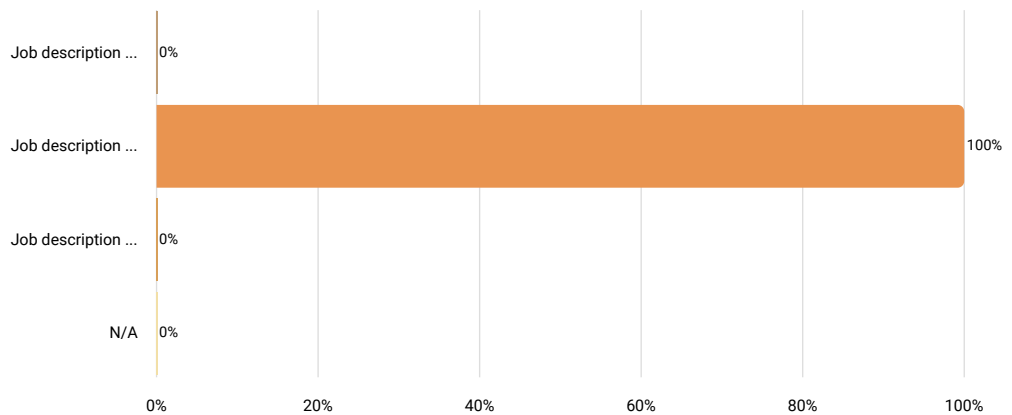
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.

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

Answered 8 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%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

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

Answered 5 times

Skipped 4 times

Text input

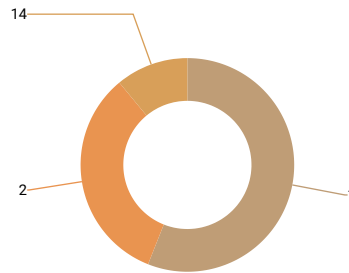
Results	
purchasing agent	1
program support specialist	1
associate buyer	1
buyer associate	1
procurement specialist i	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



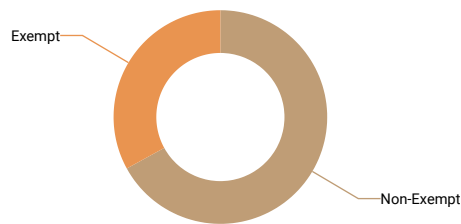
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	14
Mean	2.78
Median	1
Standard deviation	4.24
Total/sum	25

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



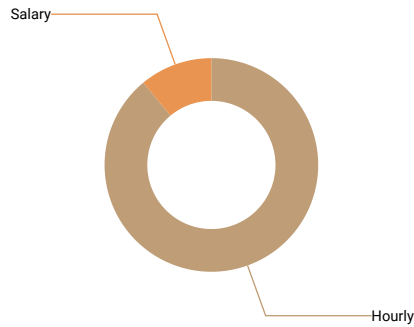
Results	%	N
Non-Exempt	67%	6
Exempt	33%	3

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	89%	8
Salary	11%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	7	\$22.50	\$23.31	\$24.00	\$26.44	\$27.89	\$24.80	\$24.00	
Actual Average Base Rate	7	\$23.31	\$23.51	\$26.40	\$27.89	\$28.00	\$25.92	\$26.40	
Actual Highest Base Rate	7	\$23.31	\$23.56	\$27.89	\$30.29	\$30.48	\$27.39	\$27.89	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

4.3.5 Buyer - Level 2

Job description

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

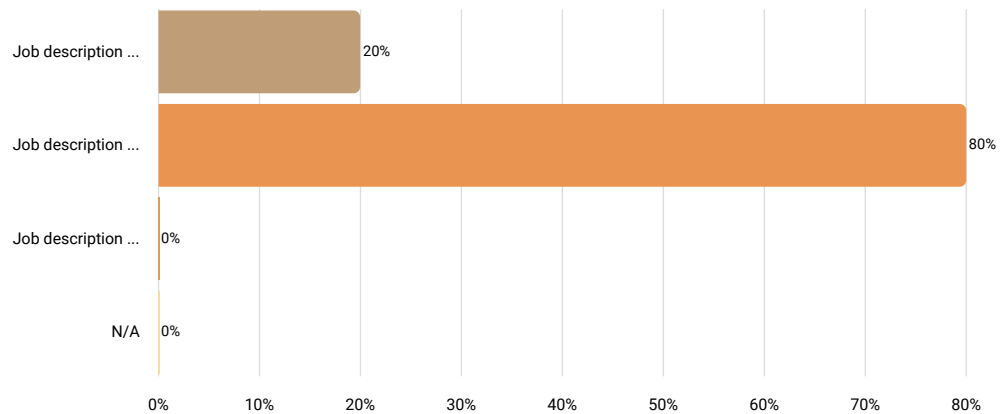
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



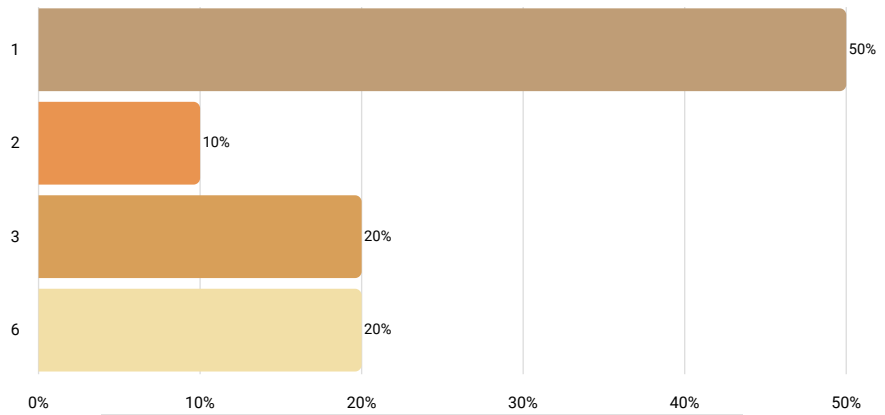
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	2
Job description matches the position at your company very well		80%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



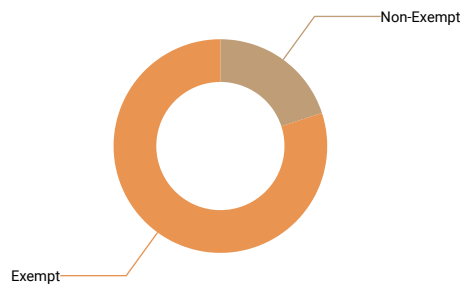
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	6
Mean	2.5
Median	1.5
Standard deviation	2.01
Total/sum	25

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



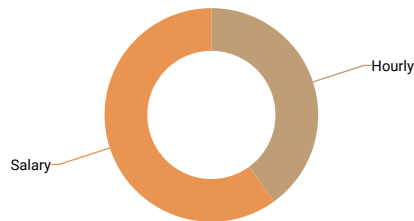
Results	%	N
Non-Exempt	20%	2
Exempt	80%	8

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	4
Salary	60%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$34,278.00	\$42,000.00	\$45,000.00	\$62,122.50	\$65,000.00	\$49,680.10	\$45,000.00	\$1
Pay Range Maximum Salary	5	\$34,278.00	\$70,000.00	\$75,000.00	\$86,000.00	\$103,537.50	\$73,763.10	\$75,000.00	\$2
Actual Lowest Base Salary	5	\$53,560.00	\$54,160.00	\$70,000.00	\$76,731.20	\$80,000.00	\$66,890.24	\$70,000.00	\$1
Actual Average Base Salary									
Actual Highest Base Salary	5	\$54,160.00	\$70,000.00	\$78,228.80	\$87,838.00	\$88,000.00	\$75,645.36	\$78,228.80	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.6 Buyer - Level 3

Job description

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

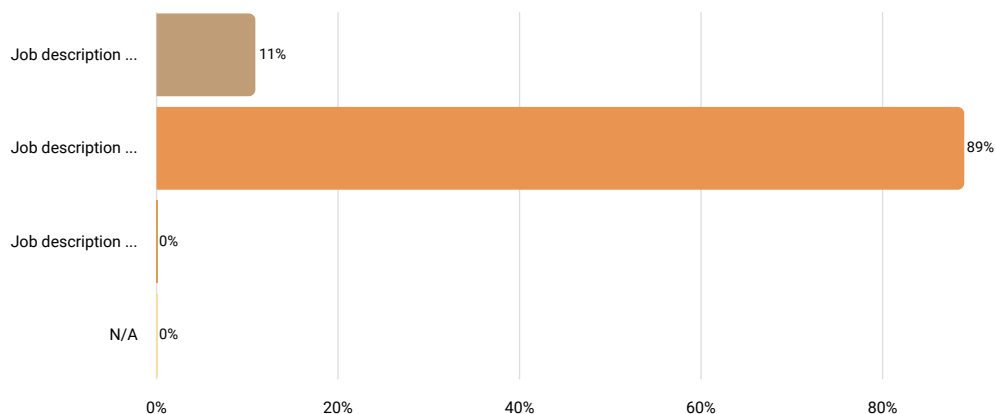
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

Skipped 3 times

Text input

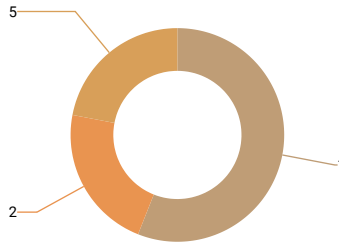
Results	
buyer sr	1
buyer 4	1
senior buyer	1
also includes buyer iv	1
sr. buyer	1
procurement specialist iii & aviation procurement specialist iii	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



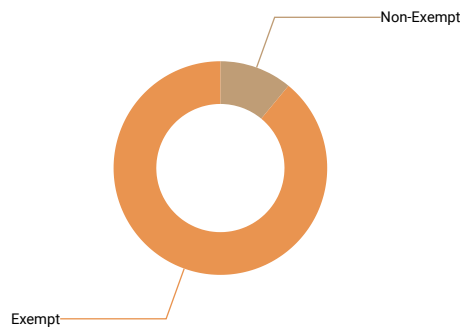
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2.11
Median	1
Standard deviation	1.69
Total/sum	19

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



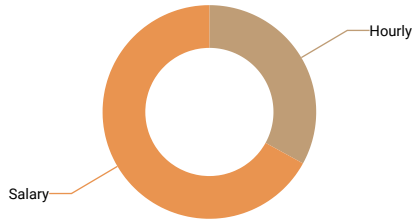
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	3
Salary	67%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$68,250.00	\$81,057.60	\$84,045.73	\$87,921.00	\$142,935.52	\$92,841.97	\$84,045.73	\$21,000.00
Actual Average Base Salary	5	\$68,250.00	\$87,790.17	\$87,921.00	\$87,921.60	\$142,935.52	\$94,963.66	\$87,921.00	\$21,000.00
Actual Highest Base Salary	5	\$68,250.00	\$87,921.00	\$94,764.80	\$96,000.00	\$142,935.52	\$97,974.26	\$94,764.80	\$21,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

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, provisi and conditions. Typically has a B.S. degree or equivalent experience.

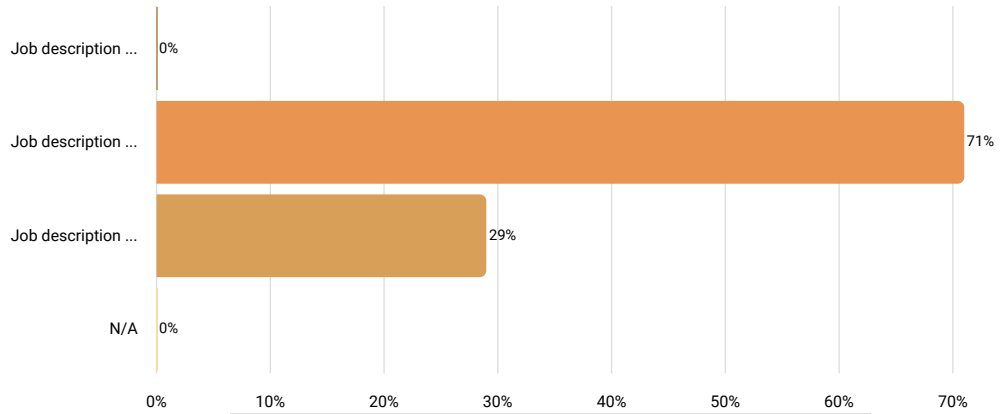
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



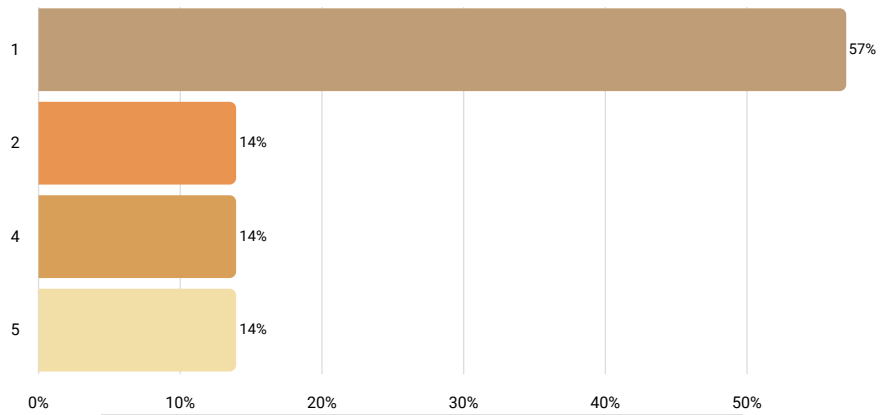
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	29%	2
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



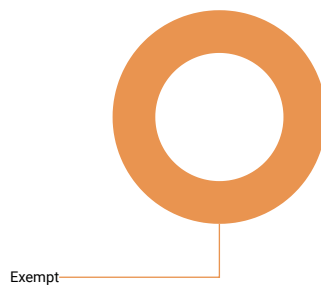
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2.14
Median	1
Standard deviation	1.68
Total/sum	15

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



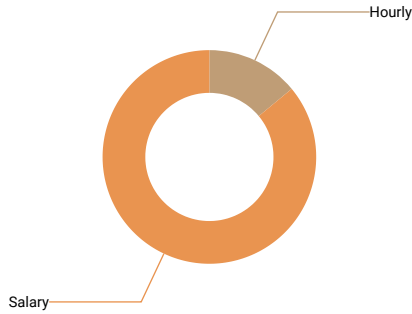
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$27,040.00	\$50,000.00	\$53,000.00	\$56,659.20	\$90,000.00	\$54,949.87	\$53,000.00	\$21,000.00
Actual Average Base Salary	5	\$46,300.00	\$51,000.00	\$53,450.00	\$55,000.00	\$56,659.20	\$52,481.84	\$53,450.00	\$4,000.00
Actual Highest Base Salary	6	\$51,000.00	\$55,000.00	\$57,976.10	\$62,129.00	\$90,000.00	\$62,346.87	\$57,976.10	\$11,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.8 Contracts Administrator - Level 2

Job description

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

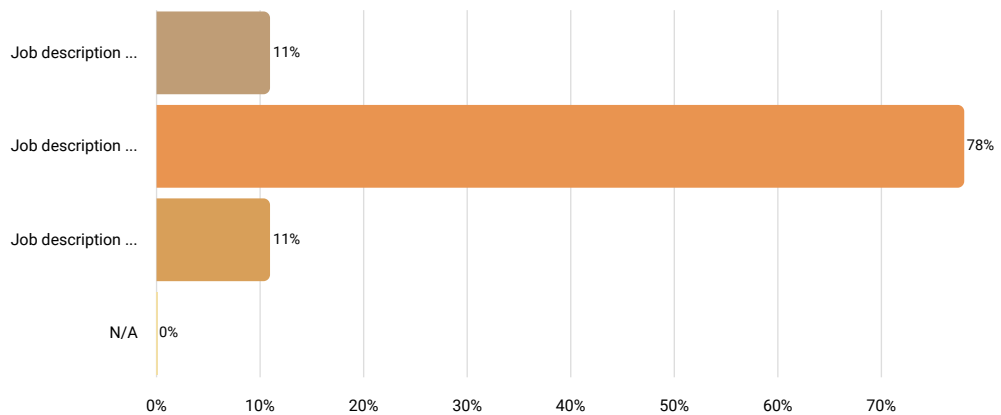
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 4 times

Text input

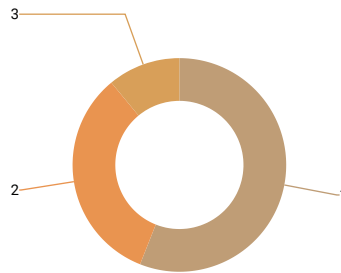
Results	
subcontracts administrator	1
contracts/program control specialist, mid level 1	1
contracts administrator ii & subcontracts administrator ii	1
contracts and grants specialist ii	1
contract manager	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



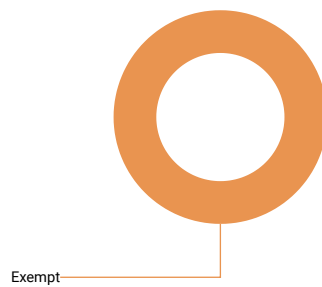
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.56
Median	1
Standard deviation	0.73
Total/sum	14

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



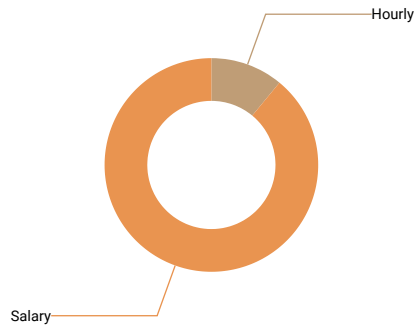
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	7	\$47,584.00	\$55,000.00	\$60,000.00	\$69,139.20	\$70,000.00	\$59,922.74	\$60,000.00	\$7
Pay Range Maximum Salary	7	\$65,000.00	\$71,000.00	\$75,000.00	\$81,972.00	\$82,846.40	\$75,313.49	\$75,000.00	\$6
Actual Lowest Base Salary	8	\$55,000.00	\$57,535.00	\$65,214.00	\$68,456.00	\$71,870.00	\$63,660.00	\$65,214.00	\$6
Actual Average Base Salary	8	\$55,250.00	\$60,035.00	\$68,708.50	\$71,935.00	\$84,646.00	\$67,656.63	\$68,708.50	\$5
Actual Highest Base Salary	8	\$55,500.00	\$63,747.50	\$70,496.00	\$73,435.00	\$79,996.80	\$68,856.73	\$70,496.00	\$7
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.9 Contracts Administrator - Level 3

Job description

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

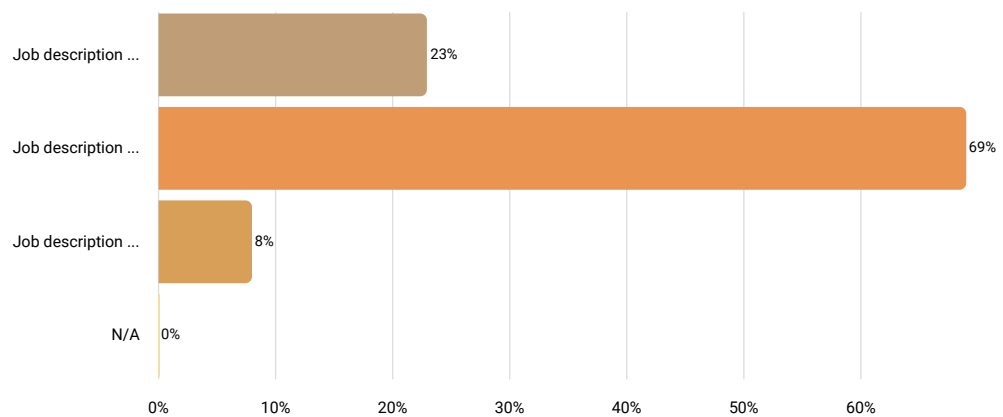
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 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

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

Answered 9 times

Skipped 4 times

Text input

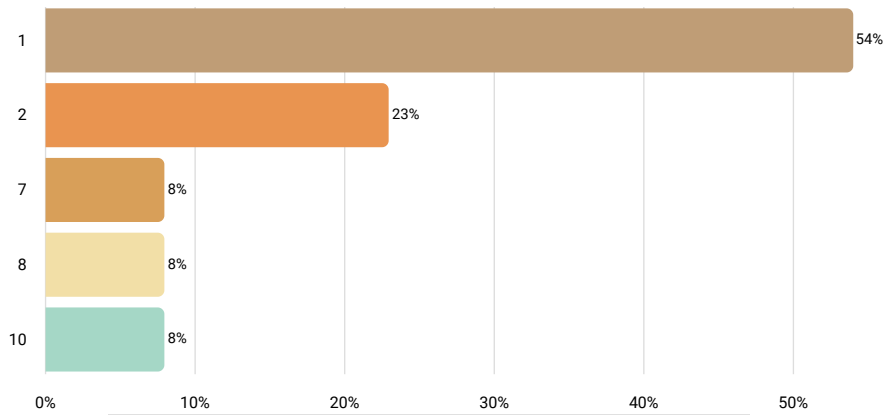
Results	
contracts administrator	1
senior contracts administrator	1
senior contract specialist	1
sr. contracts specialist	1
contracts administrator 1	1
contract administrator iii, iv	1
contracts/program control specialist, mid level 2	1
contracts administrator iii	1
contract and grants specialist iii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

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



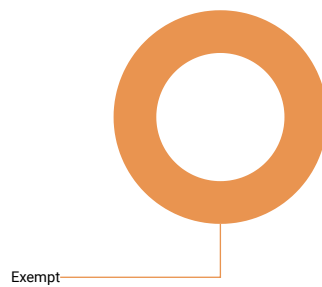
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	8
Mean	2.92
Median	1
Standard deviation	3.17
Total/sum	38

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



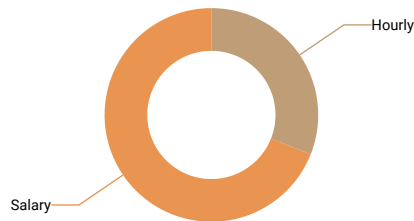
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	31%	4
Salary	69%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	6	\$44,990.00	\$52,343.00	\$73,486.00	\$84,427.20	\$89,000.00	\$69,622.03	\$73,486.00	\$1
Pay Range Maximum Salary	6	\$44,990.00	\$78,514.00	\$104,699.40	\$115,000.00	\$150,000.00	\$99,650.47	\$104,699.40	\$3
Actual Lowest Base Salary	9	\$70,686.00	\$80,574.00	\$87,256.00	\$90,001.60	\$135,304.00	\$90,978.40	\$87,256.00	\$2
Actual Average Base Salary	9	\$82,443.00	\$88,628.80	\$90,337.00	\$110,000.00	\$135,304.00	\$100,475.60	\$90,337.00	\$1
Actual Highest Base Salary	9	\$82,443.00	\$90,001.60	\$110,000.00	\$117,832.00	\$159,300.00	\$111,353.36	\$110,000.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,500.00	\$4,028.00	\$5,369.50	\$13,000.00	\$15,000.00	\$7,544.50	\$5,369.50	\$5

4.3.10 Human Resources Specialist/Generalist - Level 1

Job description

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

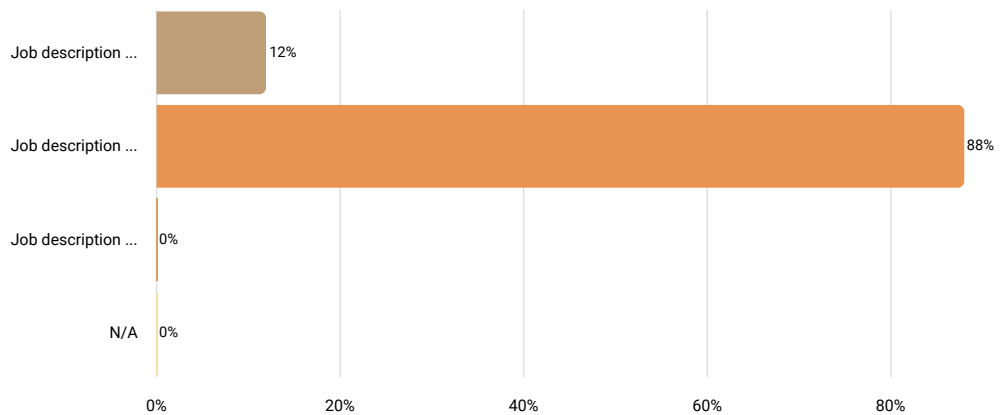
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	12%	2
Job description matches the position at your company very well	88%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 9 times

Skipped 8 times

Text input

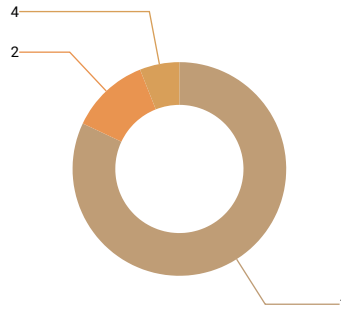
Results	
hr coordinator	2
hr generalist	2
specialist - hr	1
human resources specialist (basic)	1
human resources administrator 3	1
human resources generalist i	1
talent management associate	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



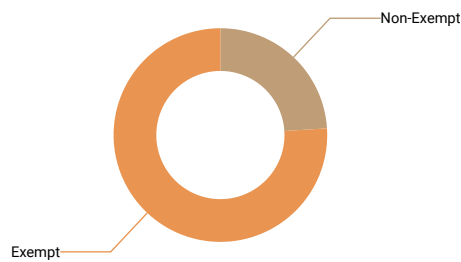
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.29
Median	1
Standard deviation	0.77
Total/sum	22

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



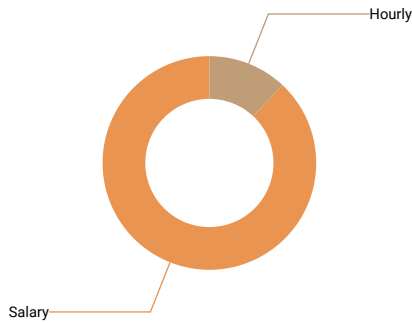
Results	%	N
Non-Exempt	24%	4
Exempt	76%	13

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	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	15	\$33,000.00	\$37,440.00	\$42,500.00	\$55,000.00	\$66,742.50	\$44,853.70	\$42,500.00	\$1
Pay Range Maximum Salary	15	\$37,440.00	\$50,000.00	\$55,545.00	\$71,000.00	\$76,331.67	\$59,813.81	\$55,545.00	\$2
Actual Lowest Base Salary	14	\$40,705.00	\$42,515.00	\$48,149.50	\$55,000.00	\$72,000.00	\$51,000.07	\$48,149.50	\$1
Actual Average Base Salary	14	\$40,705.00	\$46,250.00	\$48,149.50	\$55,000.00	\$72,000.00	\$49,450.79	\$48,149.50	\$1
Actual Highest Base Salary	13	\$46,942.00	\$48,299.00	\$52,000.00	\$59,600.00	\$72,000.00	\$54,806.54	\$52,000.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,408.00	\$1,500.00	\$4,000.00	\$7,500.00	\$14,052.00	\$5,280.00	\$4,000.00	\$-

4.3.11 Human Resources Specialist/Generalist - Level 2

Job description

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

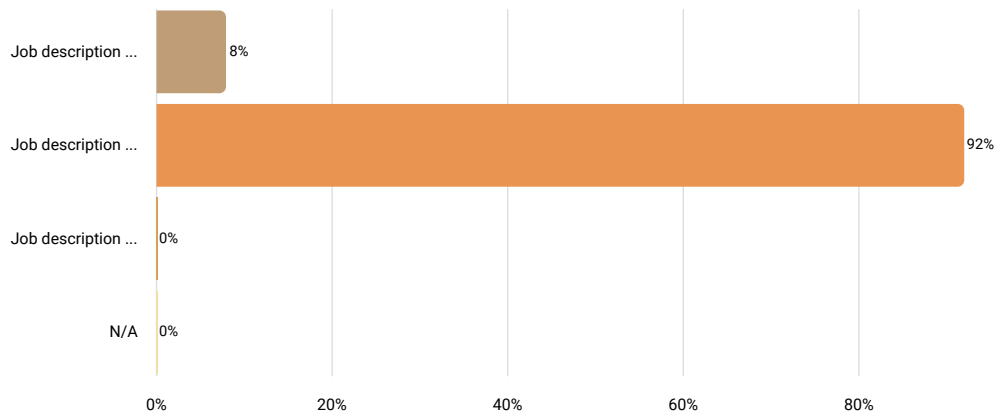
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

Skipped 6 times

Text input

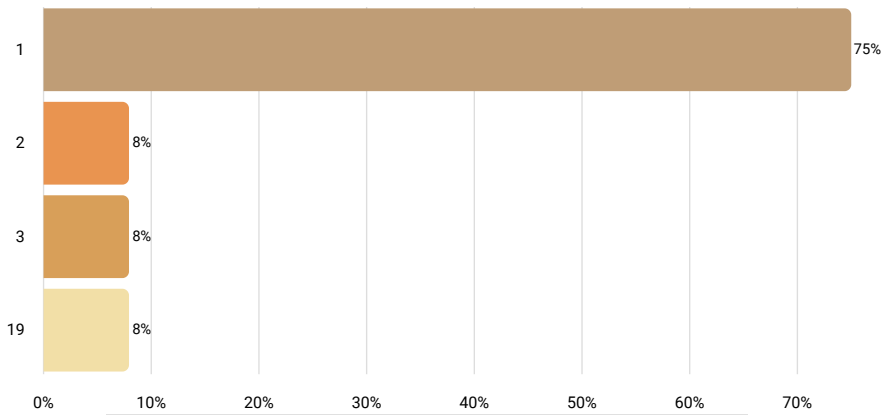
Results	
specialist hr	1
human resource coordinator	1
hr business partner	1
human resource specialist	1
human resourcesspecialist (intermediate)	1
hr specialist	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



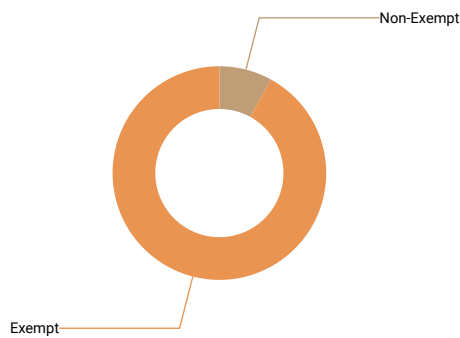
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	2.75
Median	1
Standard deviation	5.15
Total/sum	33

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



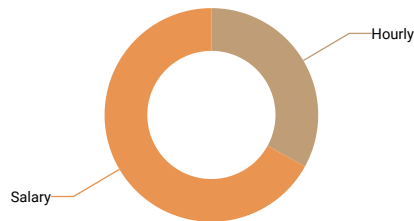
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	4
Salary	67%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$41,600.00	\$55,000.00	\$55,999.00	\$67,000.00	\$99,330.00	\$63,785.80	\$55,999.00	\$2
Pay Range Maximum Salary	5	\$62,400.00	\$75,000.00	\$77,000.00	\$82,500.00	\$165,550.00	\$92,490.00	\$77,000.00	\$4
Actual Lowest Base Salary	8	\$52,499.20	\$56,599.50	\$64,570.40	\$75,650.00	\$103,530.00	\$68,708.63	\$64,570.40	\$11
Actual Average Base Salary	8	\$57,200.00	\$59,138.13	\$68,695.15	\$75,650.00	\$108,141.70	\$71,538.53	\$68,695.15	\$11
Actual Highest Base Salary	8	\$57,200.00	\$61,294.40	\$71,570.40	\$79,400.00	\$112,753.40	\$74,310.38	\$71,570.40	\$11
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.12 Human Resources Specialist/Generalist - Level 3

Job description

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

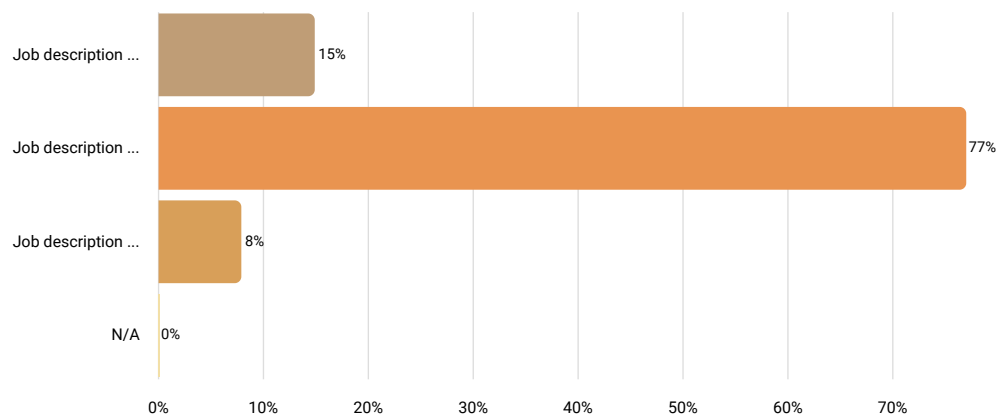
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 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

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

Answered 8 times

Skipped 5 times

Text input

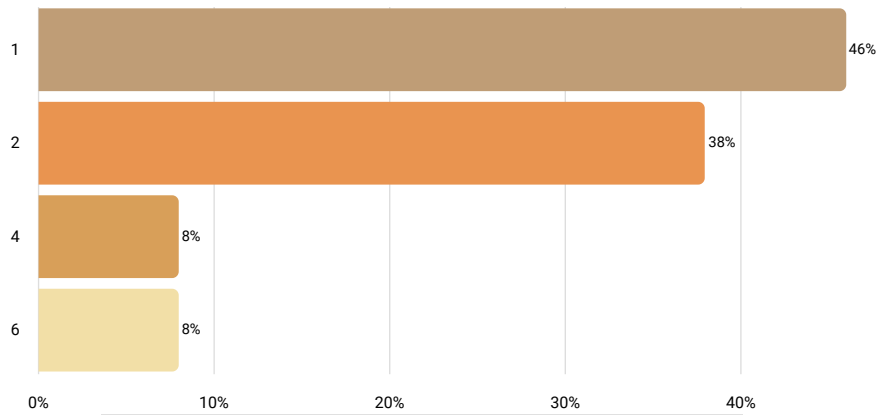
Results	
administrative assistant 4	1
human resource specialist/analyst (advanced)	1
sr.hr/ benefits administrator, sr hr generalist	1
human resources administrator 2	1
supervisor, human resources	1
hr generalist/specialist, senior	1
hr generalist iii	1
senior human resources generalist	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



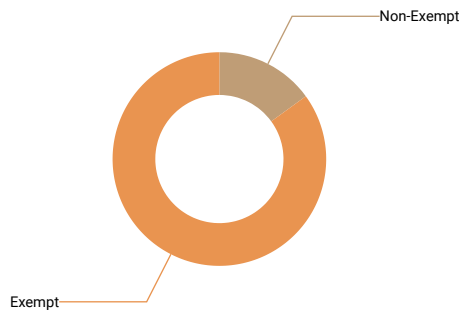
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	4
Mean	2
Median	2
Standard deviation	1.47
Total/sum	26

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



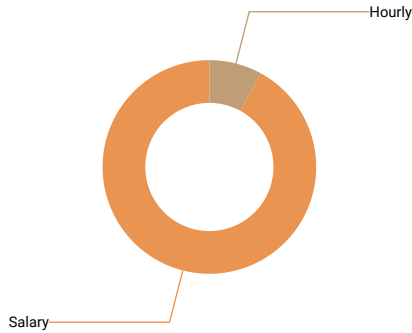
Results	%	N
Non-Exempt	15%	2
Exempt	85%	11

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	10	\$42,139.00	\$53,138.00	\$64,215.40	\$84,999.00	\$87,983.20	\$65,897.92	\$64,215.40	\$1
Pay Range Maximum Salary	10	\$49,639.00	\$80,000.00	\$99,342.50	\$111,721.00	\$121,523.00	\$93,225.15	\$99,342.50	\$2
Actual Lowest Base Salary	12	\$53,560.00	\$62,306.00	\$73,790.50	\$82,499.50	\$89,065.60	\$72,262.13	\$73,790.50	\$1
Actual Average Base Salary	12	\$62,612.00	\$73,418.00	\$77,990.00	\$89,377.50	\$94,025.00	\$79,573.46	\$77,990.00	\$1
Actual Highest Base Salary	12	\$62,612.00	\$73,790.50	\$82,077.00	\$92,000.00	\$96,553.60	\$83,450.55	\$82,077.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

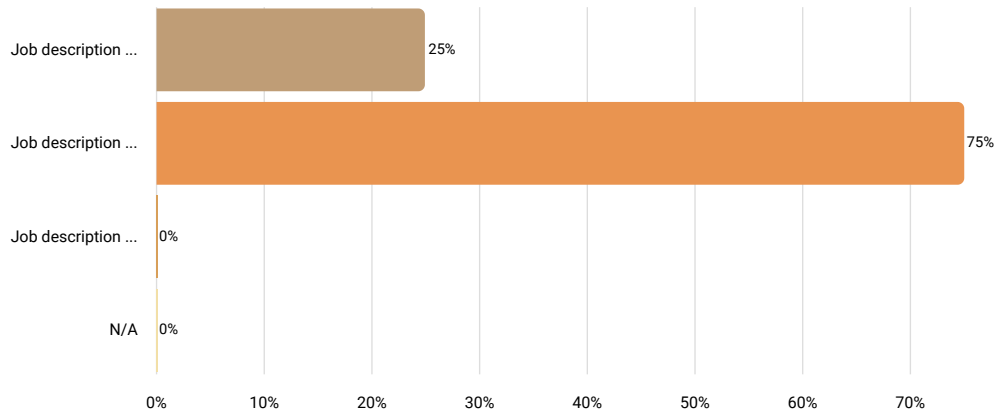
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



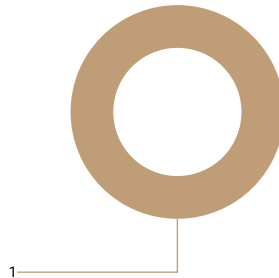
Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	3
Job description matches the position at your company very well	75%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



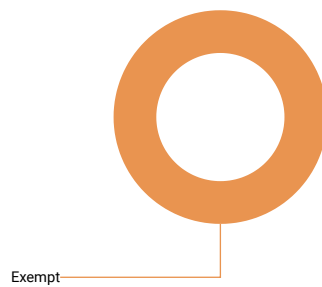
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	12

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



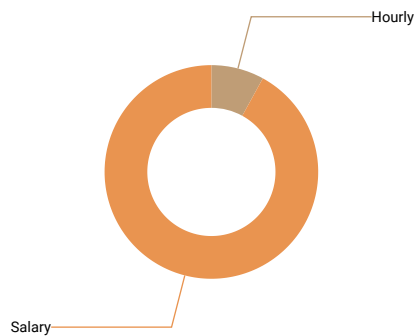
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	7	\$34,278.00	\$65,000.00	\$85,000.00	\$97,780.00	\$104,000.00	\$80,294.00	\$85,000.00	\$2
Pay Range Maximum Salary	7	\$34,278.00	\$81,000.00	\$124,800.00	\$145,626.00	\$164,300.00	\$113,572.00	\$124,800.00	\$4
Actual Lowest Base Salary	11	\$63,814.00	\$81,000.00	\$100,464.00	\$129,604.00	\$131,000.00	\$98,282.99	\$100,464.00	\$2
Actual Average Base Salary	11	\$81,000.00	\$84,198.00	\$100,650.00	\$129,604.00	\$131,000.00	\$101,331.90	\$100,650.00	\$2
Actual Highest Base Salary	11	\$81,000.00	\$84,441.61	\$100,650.00	\$129,604.00	\$131,000.00	\$102,541.86	\$100,650.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.17 Material Planner

Job description

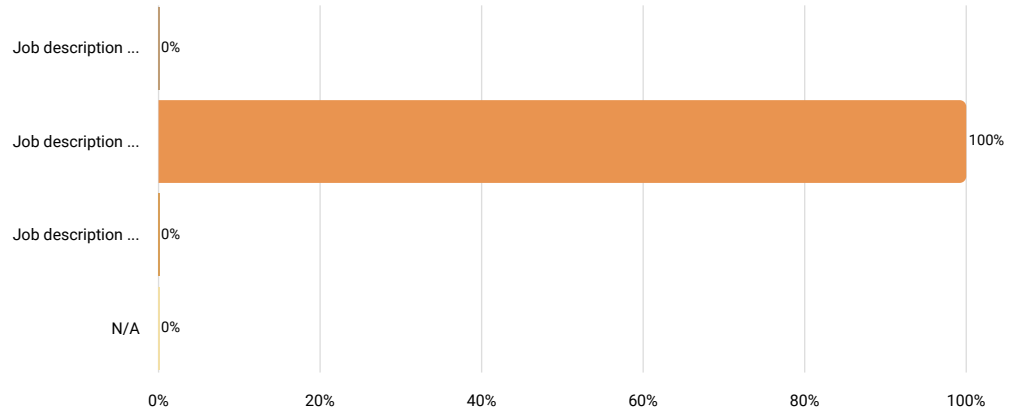
Monitor, schedule and coordinate movement of material for production throughout the facility. Coordinates with purchasing, production and other depart efficient movement and delivery of material. Typically has a B.S. degree or equivalent experience.

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

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

Answered 5 times

Skipped 4 times

Text input

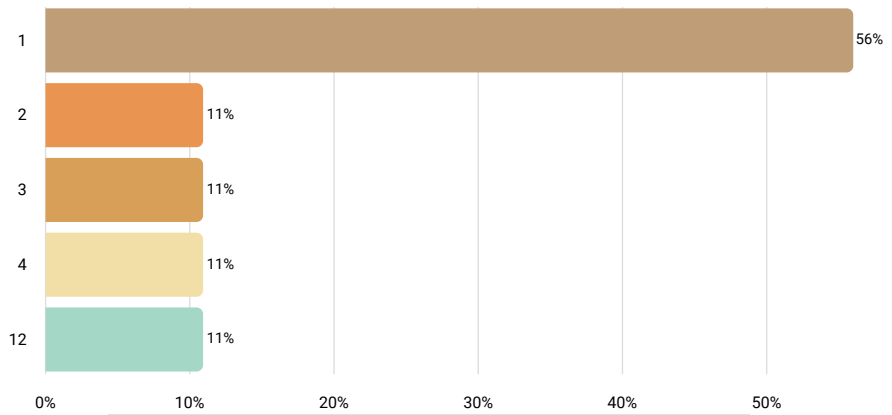
Results	
operations planning analyst	1
property book specialist	1
npi material planner	1
production planner	1
production scheduler	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



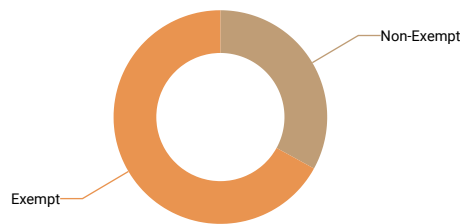
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	12
Mean	2.89
Median	1
Standard deviation	3.59
Total/sum	26

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



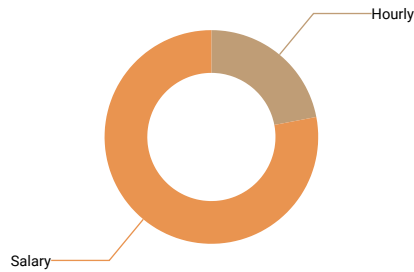
Results	%	N
Non-Exempt	33%	3
Exempt	67%	6

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	5	\$38,500.00	\$47,900.00	\$52,000.00	\$70,000.00	\$80,000.00	\$57,680.00	\$52,000.00	\$1
Pay Range Maximum Salary	5	\$77,250.00	\$83,000.00	\$93,600.00	\$110,900.00	\$120,000.00	\$96,950.00	\$93,600.00	\$1
Actual Lowest Base Salary	6	\$53,505.00	\$55,702.40	\$68,230.40	\$80,000.00	\$82,000.00	\$67,944.70	\$68,230.40	\$1
Actual Average Base Salary	5	\$67,881.84	\$72,800.00	\$78,384.80	\$82,000.00	\$98,000.00	\$79,813.33	\$78,384.80	\$1
Actual Highest Base Salary	6	\$68,432.00	\$70,720.00	\$78,980.83	\$82,000.00	\$119,000.00	\$83,018.94	\$78,980.83	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.18 Office Manager

Job description

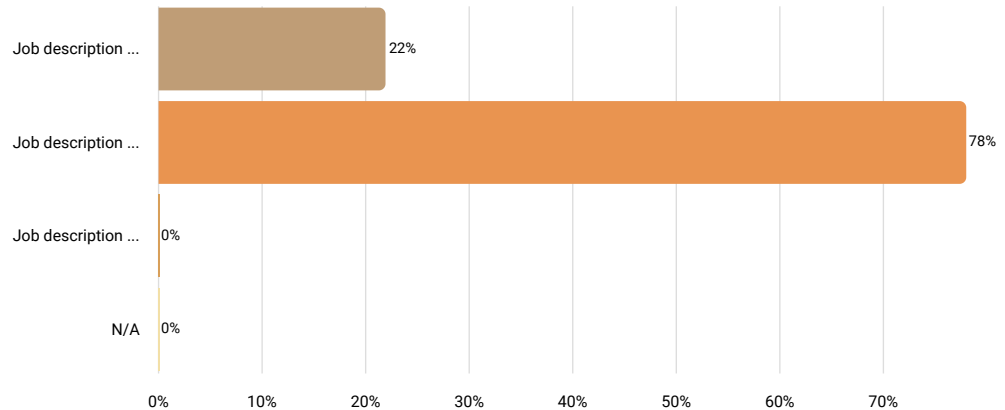
Perform various business functions in various business administration areas including accounting, marketing, human resources, purchasing, security, tra

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



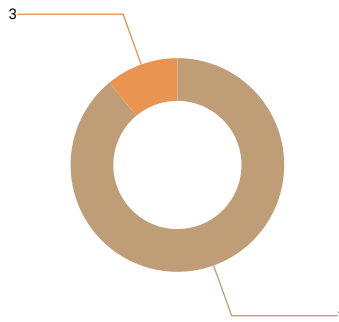
Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	2
Job description matches the position at your company very well	78%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



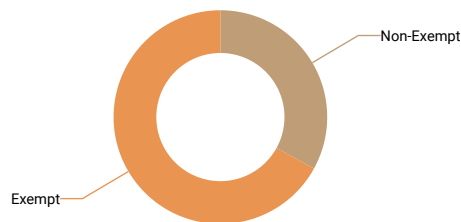
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.22
Median	1
Standard deviation	0.67
Total/sum	11

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



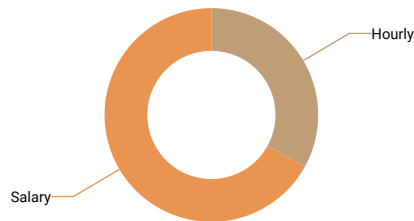
Results	%	N
Non-Exempt	33%	3
Exempt	67%	6

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	3
Salary	67%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$35,750.00	\$36,000.00	\$45,000.00	\$50,000.00	\$65,582.40	\$46,466.48	\$45,000.00	\$11,000.00
Pay Range Maximum Salary	5	\$53,626.00	\$60,000.00	\$60,000.00	\$75,000.00	\$91,624.00	\$68,050.00	\$60,000.00	\$11,000.00
Actual Lowest Base Salary	6	\$38,287.00	\$40,705.60	\$55,880.00	\$69,000.00	\$76,460.80	\$56,035.57	\$55,880.00	\$11,000.00
Actual Average Base Salary	6	\$43,048.00	\$44,896.80	\$57,130.00	\$69,000.00	\$76,460.80	\$57,944.27	\$57,130.00	\$11,000.00
Actual Highest Base Salary	6	\$45,760.00	\$49,088.00	\$60,643.50	\$69,000.00	\$76,460.80	\$60,265.97	\$60,643.50	\$11,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.20 Financial Analyst

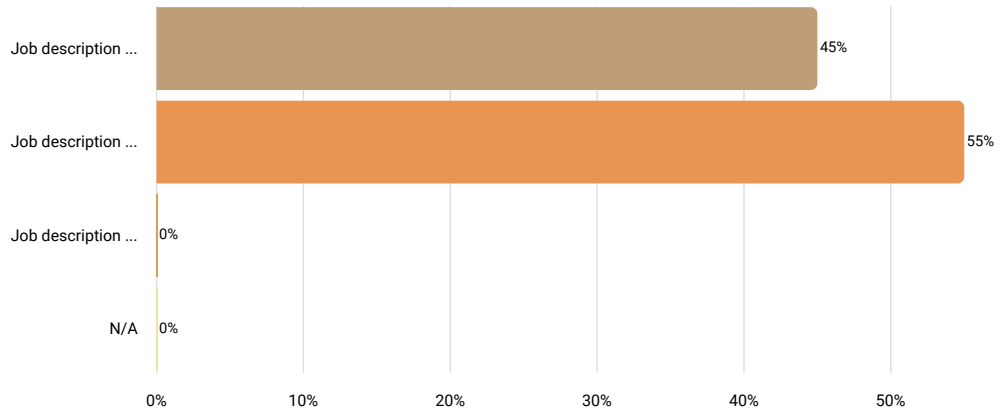
Job description Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



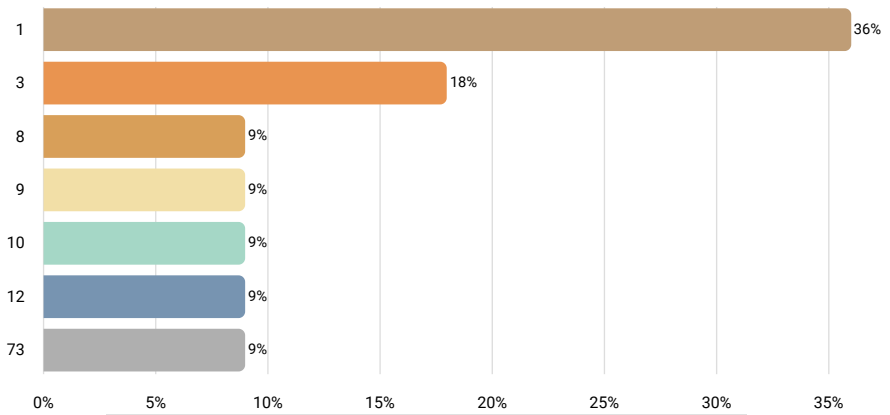
Results		%	N
Job description is perceptibly weaker than the position at your company		45%	5
Job description matches the position at your company very well		55%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



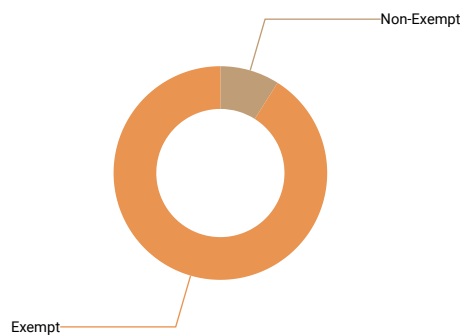
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	10
90th percentile	12
Mean	11.09
Median	3
Standard deviation	20.94
Total/sum	122

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



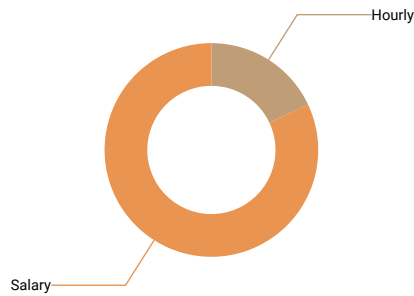
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	2
Salary	82%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$45,000.00	\$60,424.00	\$65,000.00	\$104,000.00	\$150,000.00	\$79,346.86	\$65,000.00	\$3
Pay Range Maximum Salary	7	\$80,000.00	\$97,149.00	\$137,592.00	\$164,300.00	\$198,000.00	\$137,577.29	\$137,592.00	\$4
Actual Lowest Base Salary	8	\$55,100.00	\$60,100.00	\$64,116.80	\$113,028.82	\$157,497.60	\$85,886.11	\$64,116.80	\$4
Actual Average Base Salary	8	\$66,000.00	\$84,225.00	\$93,195.40	\$126,976.82	\$157,497.60	\$104,036.51	\$93,195.40	\$3
Actual Highest Base Salary	8	\$66,000.00	\$95,161.50	\$121,953.20	\$151,777.62	\$180,105.00	\$122,986.21	\$121,953.20	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.3.21 Recruiter

Job description

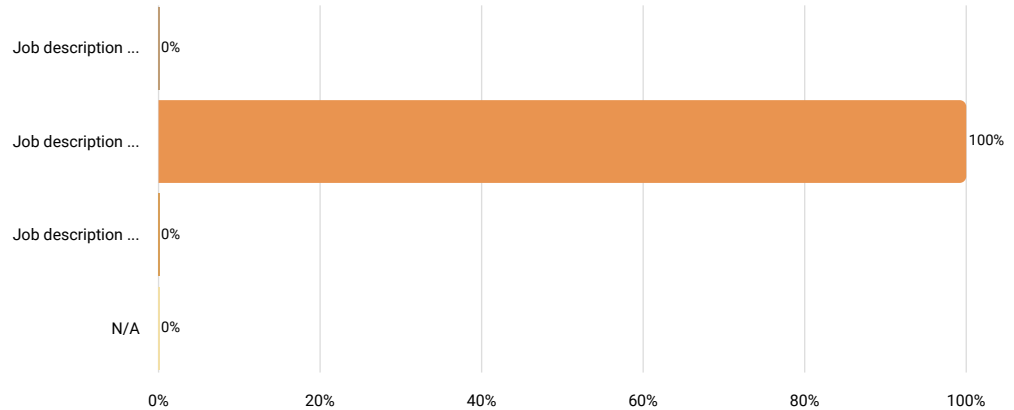
Partners with hiring managers to determine staffing needs. Screen resumes, perform in-person and phone interviews with candidates, negotiate job offer job openings and the organization through various hiring channels.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	15
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

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

Answered 10 times

Skipped 5 times

Text input

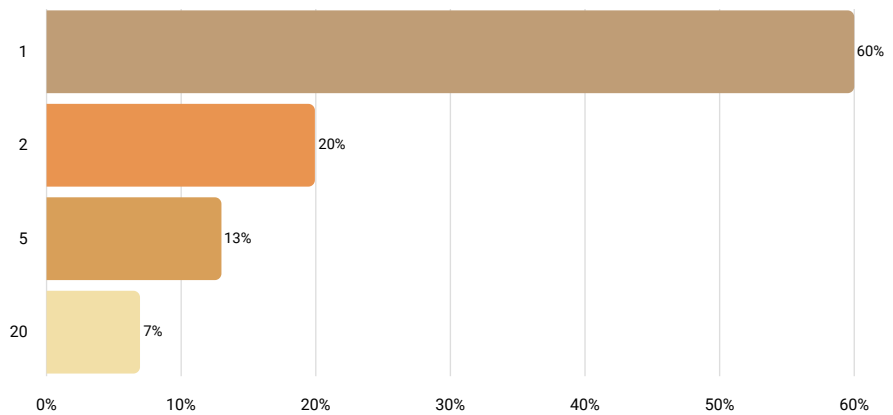
Results	
talent acquisition specialist	3
specialist - talent acquisition	1
talent acquisition partner ii	1
technical recruiter	1
jr. recruiter, technical recruiter 1-3, sr. technical recruiter, engineer recruiter 1-3, sr. engineering recruiter	1
hr recruiter/generalist	1
recruiter iii	1
talent advisor iii; college recruiter	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



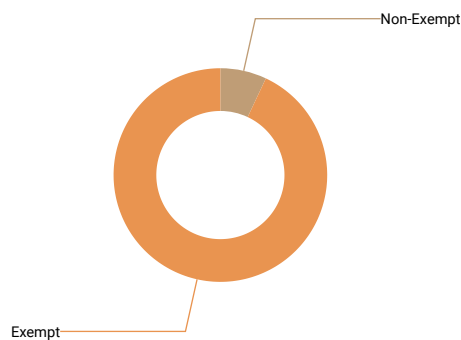
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	3
Median	1
Standard deviation	4.9
Total/sum	45

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



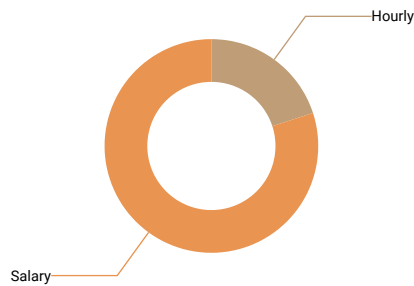
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	3
Salary	80%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	9	\$43,044.96	\$54,569.00	\$60,000.00	\$66,742.50	\$82,721.60	\$62,154.06	\$60,000.00	\$1
Pay Range Maximum Salary	9	\$84,368.71	\$103,542.40	\$115,000.00	\$130,000.00	\$165,550.00	\$116,203.79	\$115,000.00	\$2
Actual Lowest Base Salary	11	\$50,000.00	\$50,000.00	\$69,888.00	\$86,881.56	\$89,564.80	\$73,039.67	\$69,888.00	\$2
Actual Average Base Salary	11	\$50,000.00	\$54,788.00	\$69,888.00	\$89,564.80	\$97,599.52	\$76,438.53	\$69,888.00	\$2
Actual Highest Base Salary	11	\$68,140.00	\$69,888.00	\$83,262.00	\$120,000.00	\$125,700.00	\$87,712.40	\$83,262.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,000.00	\$1,644.00	\$2,250.00	\$3,000.00	\$5,000.00	\$2,524.00	\$2,250.00	\$1

4.4 Professional Technical Positions

The survey received sufficient data for the following job titles:

Mechanical Engineer - Level 1-4
Electrical Design Engineer - Level 1-6
Industrial or Manufacturing Engineer - Level 3
Quality Engineer - Level 1
Software Engineer - Level 1-5
System Design Engineer - Level 4-5
Project Manager - Level 2, 4
Safety Engineer
Principal Investigator
Machine/CNC Programmer
System Administrator or Network Analyst
Information System Security Officer/Analyst
Program Analyst
Software Developer
System Analyst
Business Analyst

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

Mechanical Engineer - Level 5-6
Industrial or Manufacturing Engineer - Level 1-2, 4-6
Aeronautical Design Engineer - Level 1-3, 5-6
Quality Engineer - Level 2-6
Software Engineer - Level 6
System Design Engineer - Level 1-3, 6
Info Assurance/Security Engineer - Level 1-6
Project Manager - Level 1, 3, 5-6
Chemical Engineer
Chemist
Materials Engineer
Technical Support Engineer
Environmental Engineer
Avionics Integration Engineer
Logistics Engineer
Network Engineer
Web Developer
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.

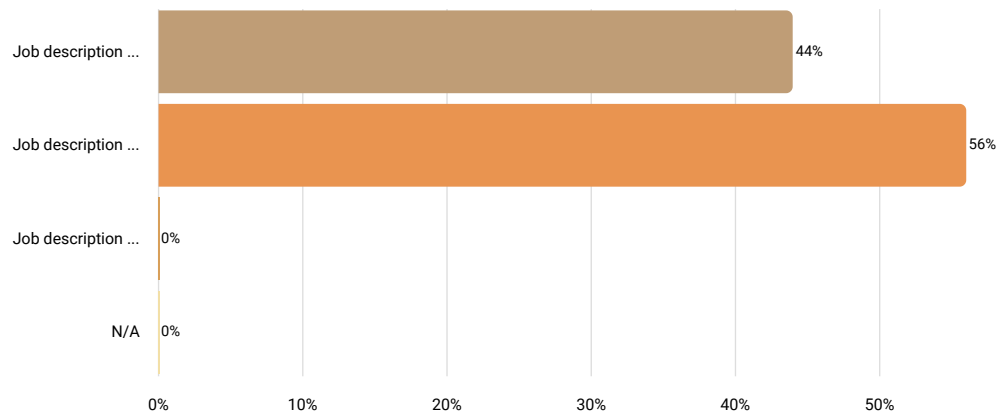
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



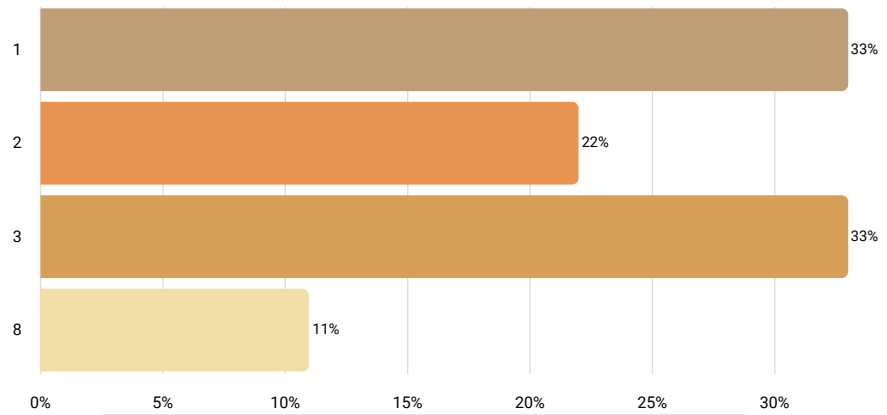
Results		
	%	N
Job description is perceptibly weaker than the position at your company	44%	4
Job description matches the position at your company very well	56%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



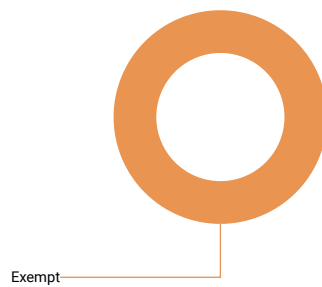
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	8
Mean	2.67
Median	2
Standard deviation	2.18
Total/sum	24

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



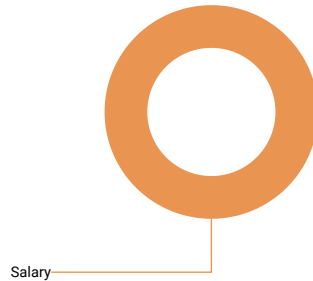
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	7	\$34,278.00	\$43,700.00	\$62,000.00	\$69,217.50	\$72,467.20	\$56,294.67	\$62,000.00	\$11,000.00
Pay Range Maximum Salary	7	\$34,278.00	\$67,500.00	\$75,000.00	\$83,532.80	\$115,362.50	\$75,367.61	\$75,000.00	\$20,000.00
Actual Lowest Base Salary	9	\$52,000.00	\$63,543.96	\$75,903.17	\$81,390.40	\$90,000.00	\$72,730.93	\$75,903.17	\$11,000.00
Actual Average Base Salary	9	\$58,500.00	\$64,750.00	\$75,903.17	\$81,390.40	\$90,333.00	\$74,436.95	\$75,903.17	\$11,000.00
Actual Highest Base Salary	9	\$65,000.00	\$67,500.00	\$75,903.17	\$81,390.40	\$91,000.00	\$76,152.51	\$75,903.17	\$9,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.2 Mechanical Engineer - Level 2

Job description

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

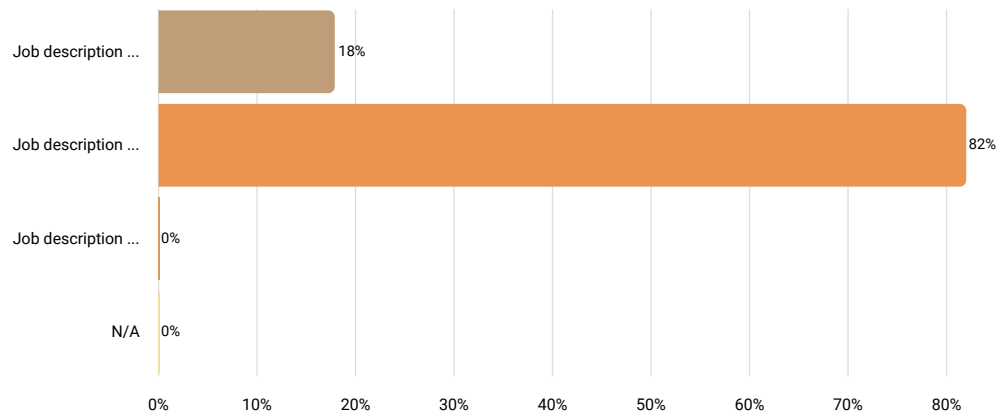
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 11 times

Skipped 1 times

Select one answer (radio button)



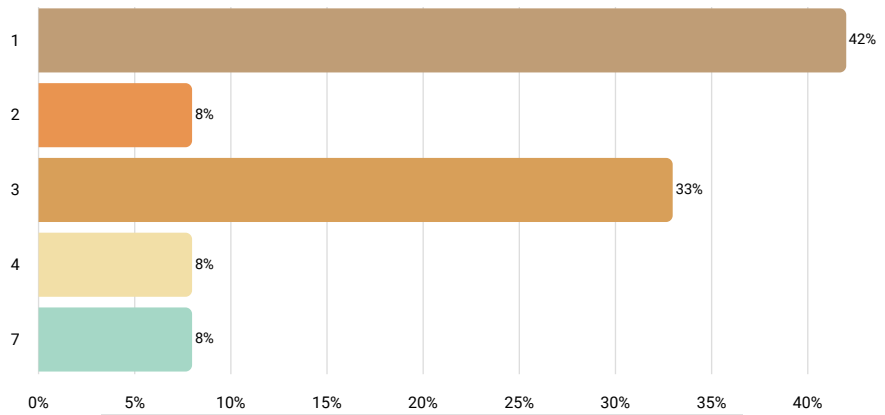
Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	2
Job description matches the position at your company very well	82%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



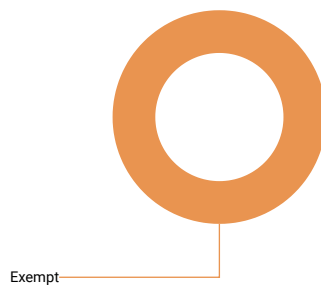
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	3
90th percentile	4
Mean	2.5
Median	2.5
Standard deviation	1.78
Total/sum	30

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



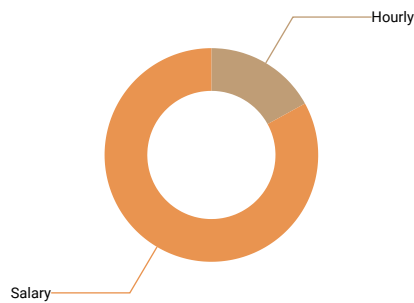
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	9	\$44,990.00	\$60,000.00	\$76,000.00	\$82,335.00	\$95,454.00	\$72,219.89	\$76,000.00	\$1
Pay Range Maximum Salary	9	\$44,990.00	\$80,000.00	\$90,000.00	\$115,500.00	\$137,225.00	\$93,035.00	\$90,000.00	\$2
Actual Lowest Base Salary	9	\$43,054.00	\$70,000.00	\$84,000.00	\$94,265.00	\$103,000.00	\$80,071.71	\$84,000.00	\$1
Actual Average Base Salary	9	\$71,500.00	\$82,326.36	\$87,000.00	\$95,000.00	\$105,333.00	\$87,504.04	\$87,000.00	\$1
Actual Highest Base Salary	9	\$73,000.00	\$82,326.36	\$92,000.00	\$104,644.00	\$120,000.00	\$92,907.82	\$92,000.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,000.00	\$3,000.00	\$3,800.00	\$4,500.00	\$7,000.00	\$3,860.00	\$3,800.00	\$2

4.4.3 Mechanical Engineer - Level 3

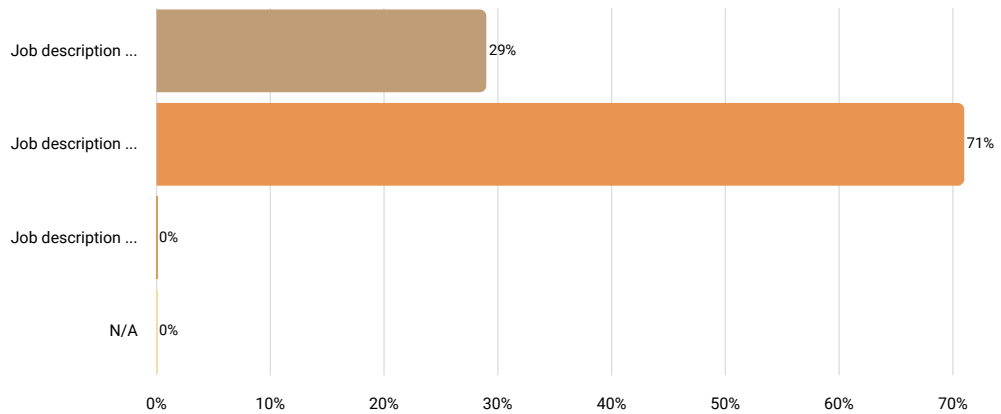
Job description

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

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

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

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



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	4
Job description matches the position at your company very well	71%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 5 times
 Skipped 9 times
 Text input

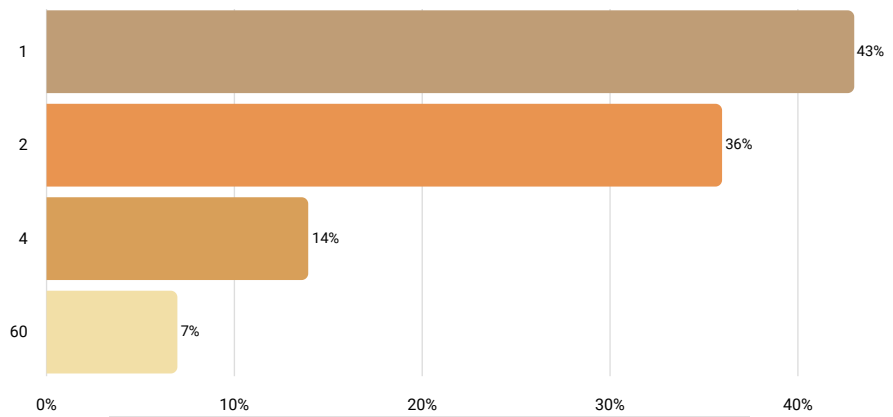
Results	
mechanical engineer	1
mechanical engineer 4	1
mechanical engineer ii	1
manufacturing engineer iii - mechanical, mechanical engineer iii - aircraft integration	1
design engineer iii	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



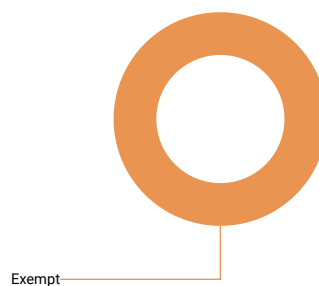
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	4
Mean	6
Median	2
Standard deviation	15.58
Total/sum	84

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



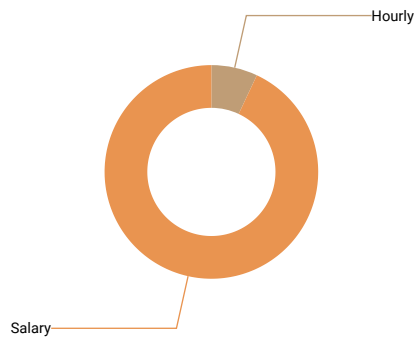
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	10	\$62,462.00	\$75,000.00	\$80,750.00	\$86,000.00	\$99,257.60	\$80,893.92	\$80,750.00	\$1
Pay Range Maximum Salary	10	\$67,568.50	\$83,000.00	\$100,000.00	\$132,533.00	\$152,150.00	\$106,491.08	\$100,000.00	\$3
Actual Lowest Base Salary	13	\$83,000.00	\$87,559.00	\$100,000.00	\$105,982.00	\$121,035.00	\$100,341.31	\$100,000.00	\$1
Actual Average Base Salary	13	\$83,000.00	\$97,425.00	\$102,224.00	\$105,982.00	\$135,480.00	\$105,159.17	\$102,224.00	\$1
Actual Highest Base Salary	13	\$83,000.00	\$100,000.00	\$102,461.00	\$113,847.82	\$149,926.00	\$110,733.68	\$102,461.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,000.00	\$3,000.00	\$6,998.50	\$10,000.00	\$11,000.00	\$6,499.50	\$6,998.50	\$4

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.

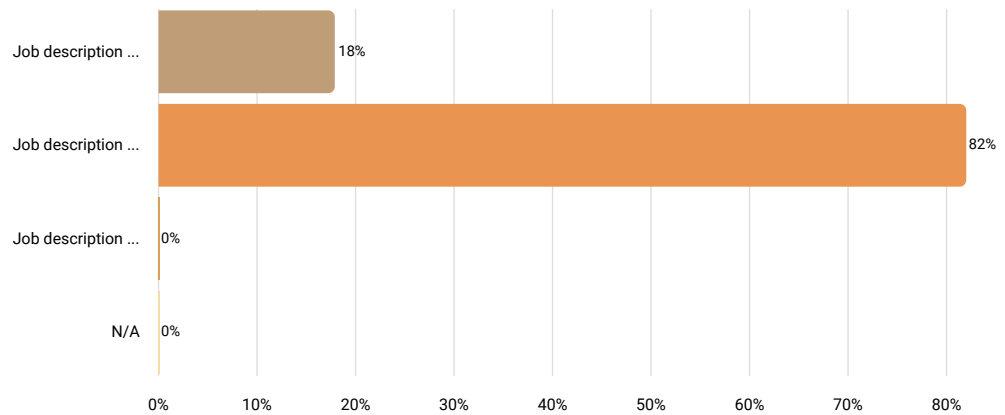
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



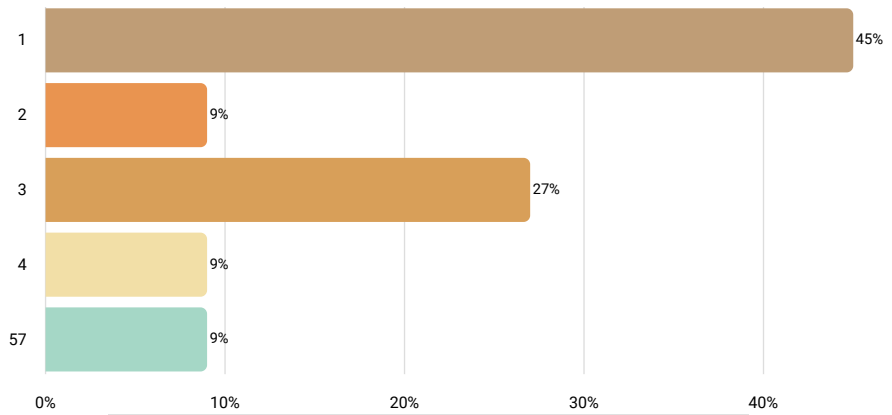
Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	2
Job description matches the position at your company very well	82%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



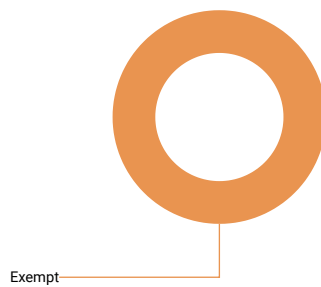
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	7
Median	2
Standard deviation	16.62
Total/sum	77

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



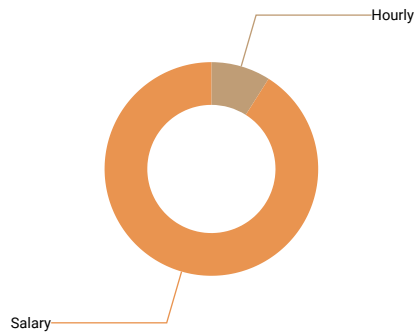
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Actual Average Base Rate									
Pay Range Minimum Salary	7	\$51,417.00	\$90,000.00	\$94,000.00	\$101,000.00	\$125,480.25	\$93,128.18	\$94,000.00	\$2
Pay Range Maximum Salary	7	\$51,417.00	\$102,000.00	\$115,000.00	\$170,000.00	\$209,133.75	\$126,792.96	\$115,000.00	\$5
Actual Lowest Base Salary	9	\$43,054.00	\$102,000.00	\$110,895.00	\$147,319.78	\$154,460.00	\$113,069.75	\$110,895.00	\$3
Actual Average Base Salary	9	\$87,000.00	\$102,000.00	\$132,227.00	\$147,319.78	\$162,000.00	\$125,288.94	\$132,227.00	\$2
Actual Highest Base Salary	8	\$102,000.00	\$115,447.50	\$149,900.39	\$164,608.00	\$175,000.00	\$142,113.97	\$149,900.39	\$2
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	\$3

4.4.6 Electrical Design Engineer - Level 1

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

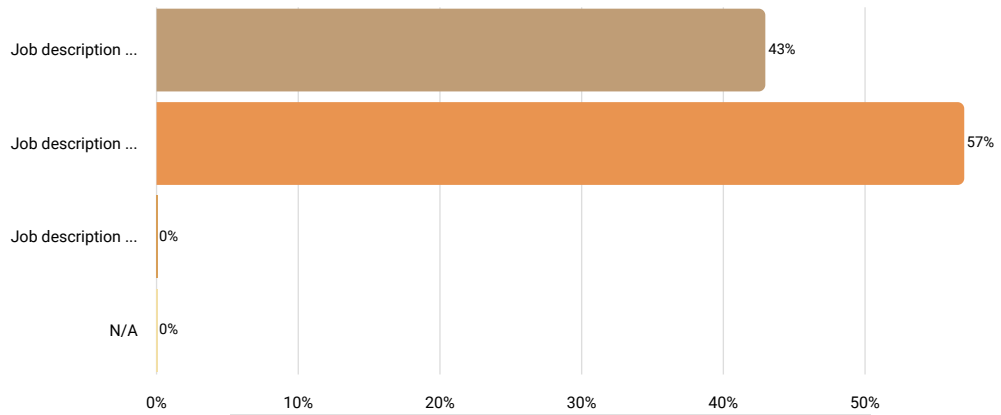
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 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

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

Answered 5 times

Skipped 2 times

Text input

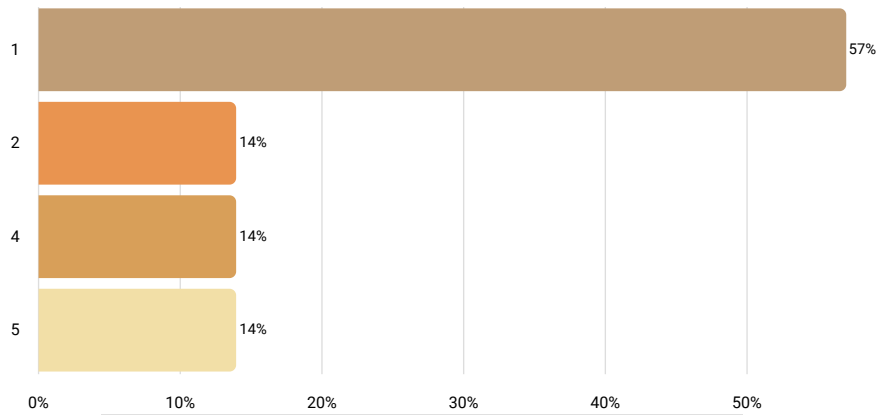
Results	
entry level electrical engineer	1
electrical engineer 6	1
engineer i	1
electrical engineer i	1
engineer, entry level	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



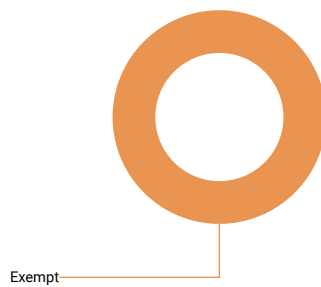
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2.14
Median	1
Standard deviation	1.68
Total/sum	15

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



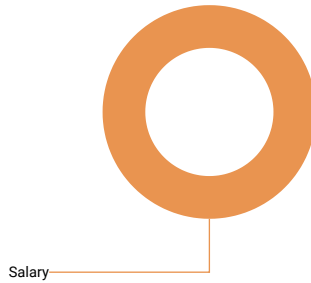
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	5	\$34,278.00	\$62,566.00	\$64,287.60	\$72,000.00	\$84,727.50	\$63,571.82	\$64,287.60	\$11,412.40
Pay Range Maximum Salary	5	\$34,278.00	\$81,000.00	\$90,002.64	\$93,849.00	\$141,212.50	\$88,068.43	\$90,002.64	\$31,761.36
Actual Lowest Base Salary	7	\$62,126.00	\$65,520.00	\$73,840.00	\$79,600.00	\$113,000.00	\$77,512.14	\$73,840.00	\$11,412.40
Actual Average Base Salary	7	\$63,407.00	\$65,520.00	\$75,712.00	\$79,600.00	\$113,000.00	\$78,541.71	\$75,712.00	\$11,412.40
Actual Highest Base Salary	7	\$64,688.00	\$65,520.00	\$78,499.00	\$79,600.00	\$113,000.00	\$79,842.29	\$78,499.00	\$11,412.40
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.7 Electrical Design Engineer - Level 2

Job description

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

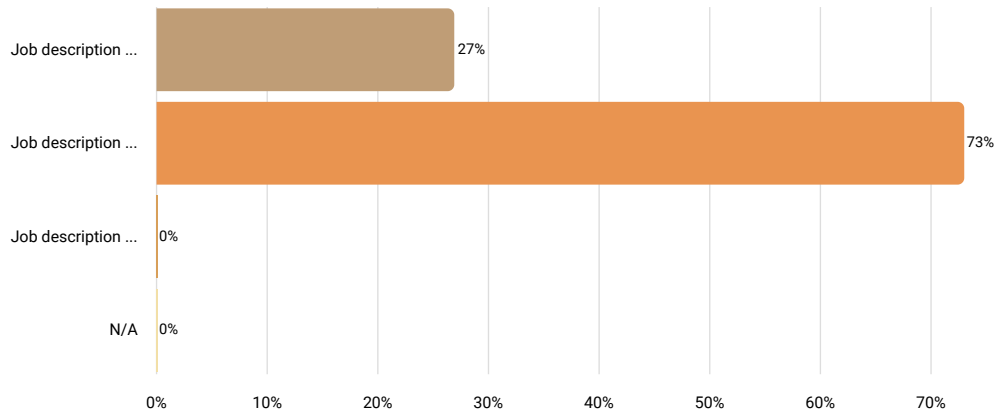
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 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	73%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 5 times

Skipped 10 times

Text input

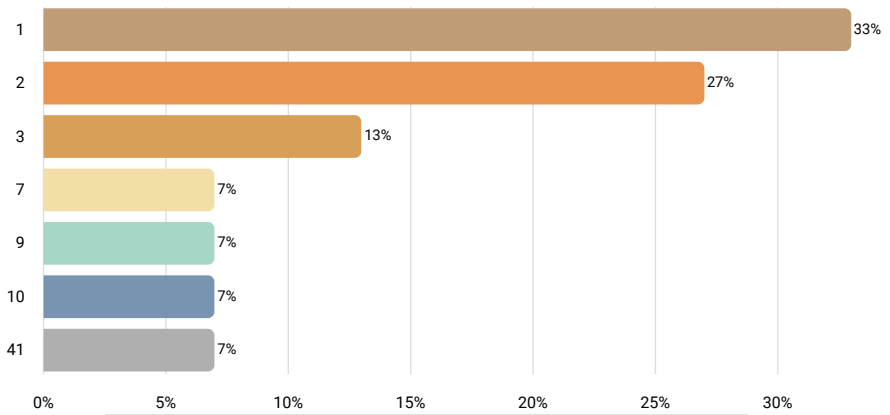
Results	
electrical engineer	1
electrical engineer 5	1
engineer ii	1
electrical engineer ii	1
engineer, mid	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



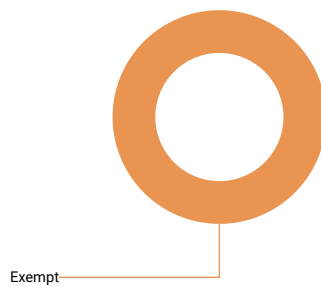
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	10
Mean	5.73
Median	2
Standard deviation	10.2
Total/sum	86

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



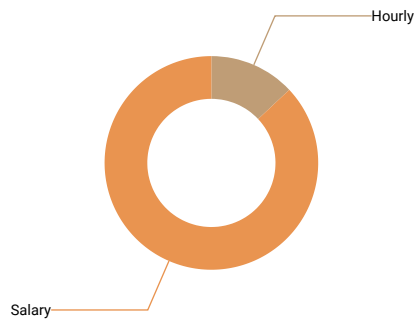
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$44,990.00	\$61,100.00	\$77,355.12	\$90,907.50	\$116,000.00	\$77,464.41	\$77,355.12	\$2
Pay Range Maximum Salary	7	\$44,990.00	\$85,000.00	\$118,600.00	\$122,129.00	\$168,025.00	\$109,406.73	\$118,600.00	\$3
Actual Lowest Base Salary	12	\$76,800.00	\$80,207.50	\$88,473.91	\$93,740.00	\$104,400.00	\$88,594.49	\$88,473.91	\$1
Actual Average Base Salary	12	\$82,100.00	\$88,684.86	\$97,809.50	\$106,179.00	\$109,097.00	\$96,336.33	\$97,809.50	\$1
Actual Highest Base Salary	12	\$85,300.00	\$89,096.31	\$105,968.00	\$109,709.50	\$134,167.00	\$102,934.55	\$105,968.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,000.00	\$2,500.00	\$4,109.00	\$5,000.00	\$7,000.00	\$3,921.80	\$4,109.00	\$2

4.4.8 Electrical Design Engineer - Level 3

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

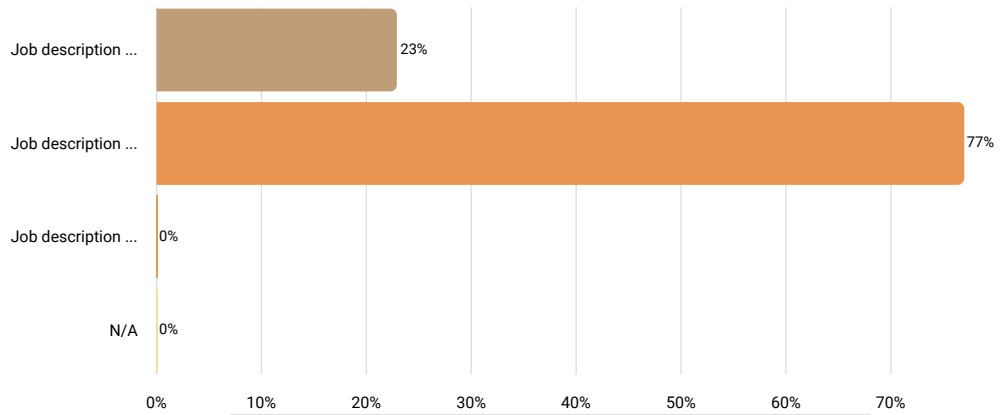
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



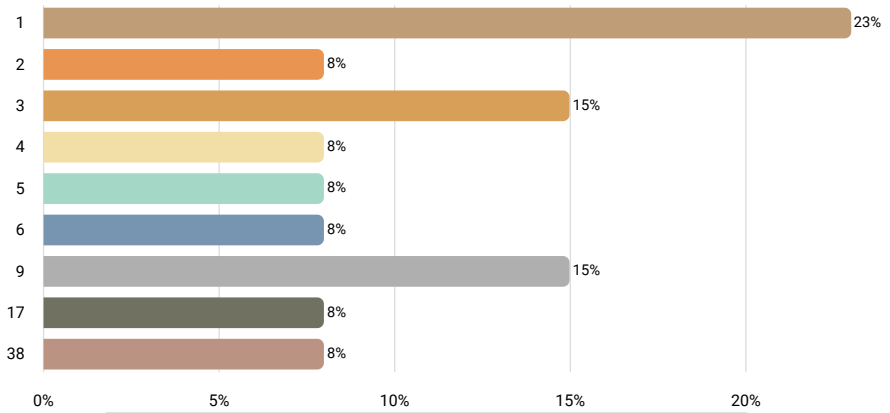
Results		%	N
Job description is perceptibly weaker than the position at your company		23%	3
Job description matches the position at your company very well		77%	10
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



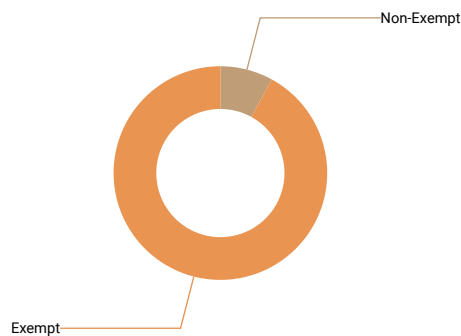
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	9
90th percentile	17
Mean	7.62
Median	4
Standard deviation	10.18
Total/sum	99

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



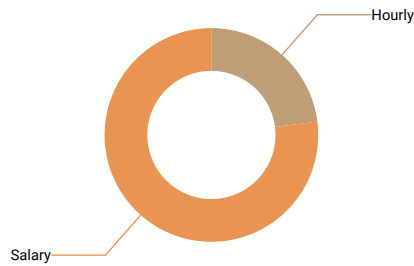
Results	%	N
Non-Exempt	8%	1
Exempt	92%	12

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	23%	3
Salary	77%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$53,560.00	\$83,000.00	\$88,000.00	\$102,887.00	\$125,400.00	\$90,841.75	\$88,000.00	\$2
Pay Range Maximum Salary	8	\$53,560.00	\$105,000.00	\$137,000.00	\$160,324.50	\$209,000.00	\$133,401.13	\$137,000.00	\$4
Actual Lowest Base Salary	10	\$41,681.50	\$87,255.96	\$92,566.50	\$118,601.00	\$138,454.00	\$93,720.49	\$92,566.50	\$3
Actual Average Base Salary	10	\$93,850.00	\$108,000.00	\$118,618.10	\$132,166.00	\$148,020.91	\$120,192.99	\$118,618.10	\$2
Actual Highest Base Salary	10	\$92,846.80	\$98,000.00	\$141,606.00	\$149,992.00	\$183,251.72	\$136,316.83	\$141,606.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,978.00	\$2,500.00	\$5,788.00	\$7,000.00	\$8,000.00	\$5,053.20	\$5,788.00	\$2

4.4.9 Electrical Design Engineer - Level 4

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

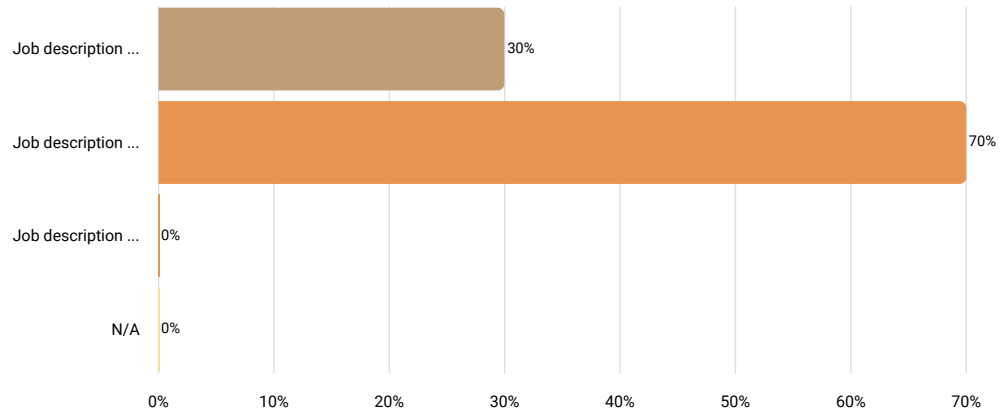
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techni

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



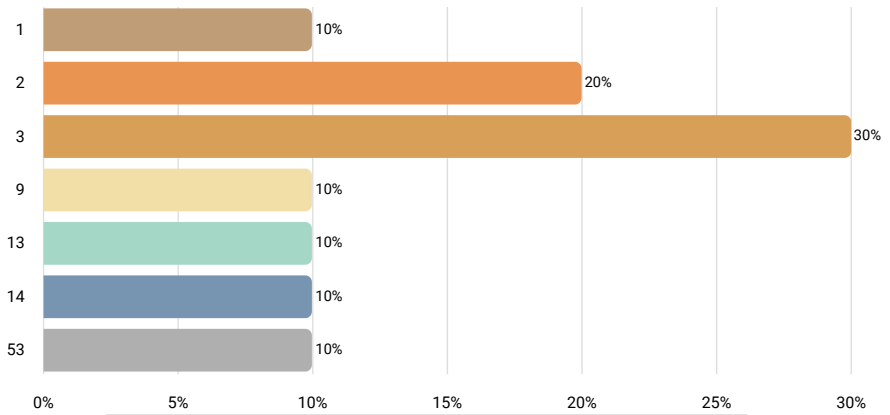
Results		
	%	N
Job description is perceptibly weaker than the position at your company	30%	3
Job description matches the position at your company very well	70%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



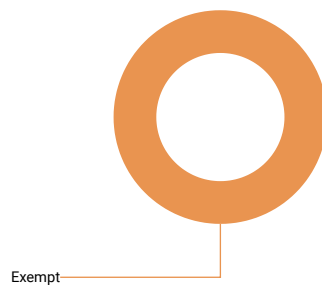
Statistics	
10th percentile	1.5
25th percentile	2
50th percentile	3
75th percentile	13
90th percentile	33.5
Mean	10.3
Median	3
Standard deviation	15.74
Total/sum	103

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



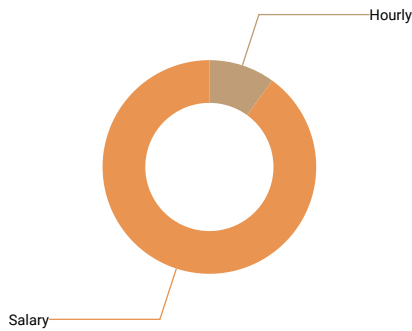
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
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	\$3
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	\$6
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	\$4
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	\$3
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	\$53
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	\$3

4.4.10 Electrical Design Engineer - Level 5

Job description

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

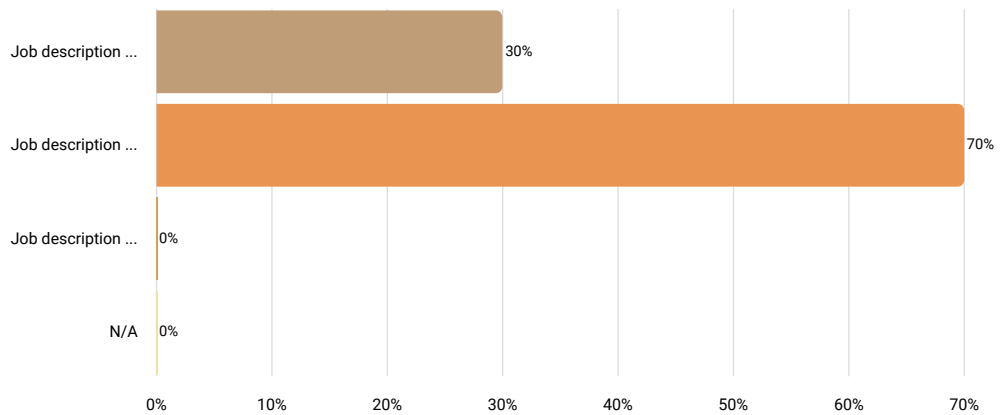
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



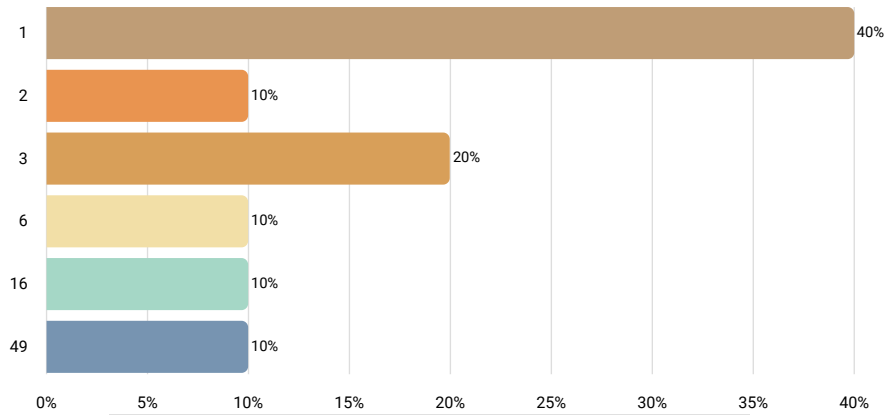
Results		
	%	N
Job description is perceptibly weaker than the position at your company	30%	3
Job description matches the position at your company very well	70%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



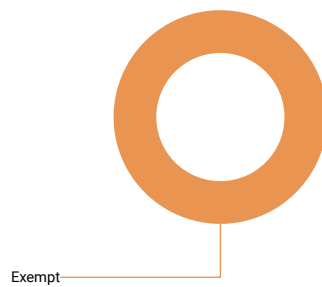
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	6
90th percentile	32.5
Mean	8.3
Median	2.5
Standard deviation	15.02
Total/sum	83

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



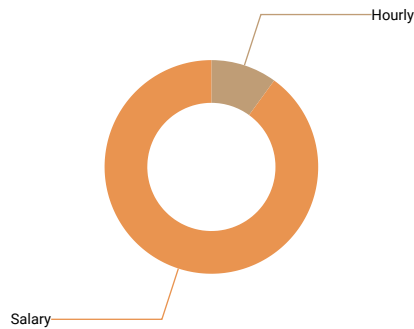
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	6	\$53,560.00	\$119,000.00	\$128,667.51	\$161,449.00	\$188,427.00	\$129,961.84	\$128,667.51	\$4
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	\$9
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
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	\$4
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	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.11 Electrical Design Engineer - Level 6

Job description

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

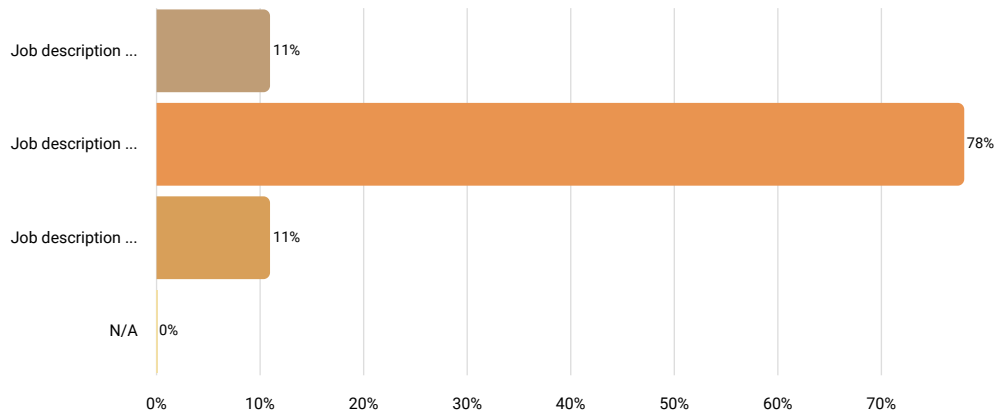
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typical Ph.D. in area of specialization.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 4 times

Text input

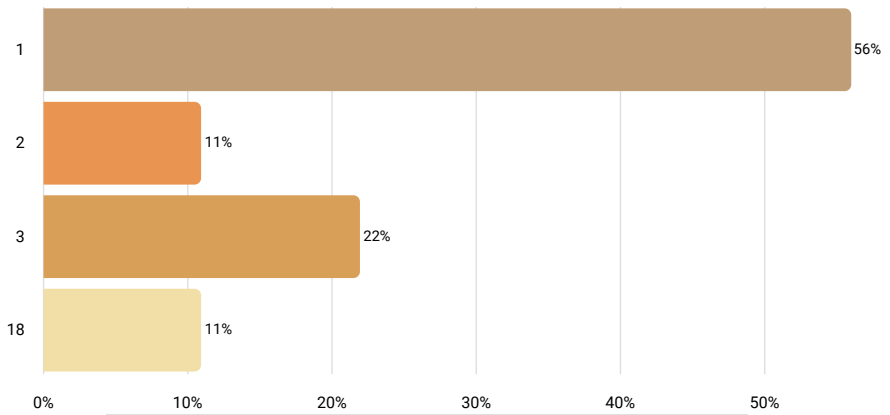
Results	
engineer/sme2	1
sme	1
principal electrical engineer	1
electrical engineer 1	1
advanced radar engineer	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



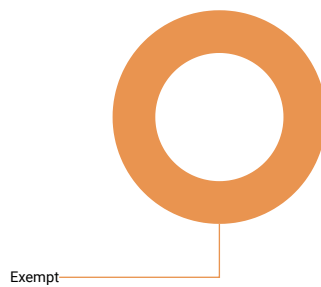
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	18
Mean	3.44
Median	1
Standard deviation	5.53
Total/sum	31

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



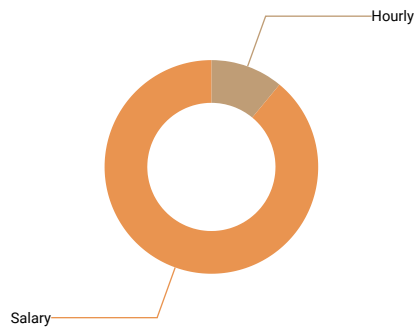
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	6	\$53,560.00	\$97,599.00	\$142,947.60	\$156,000.00	\$170,600.00	\$127,275.70	\$142,947.60	\$4
Pay Range Maximum Salary	6	\$53,560.00	\$163,000.00	\$185,754.65	\$200,000.00	\$228,800.00	\$169,478.22	\$185,754.65	\$6
Actual Lowest Base Salary	8	\$119,600.00	\$149,846.50	\$168,961.20	\$179,578.38	\$208,800.00	\$165,646.52	\$168,961.20	\$2
Actual Average Base Salary	8	\$142,250.00	\$162,863.20	\$172,450.00	\$187,664.78	\$214,000.00	\$175,275.75	\$172,450.00	\$2
Actual Highest Base Salary	8	\$160,715.00	\$164,537.20	\$168,961.20	\$192,251.18	\$224,744.00	\$179,619.77	\$168,961.20	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.12 Industrial or Manufacturing Engineer - Level 3

Job description

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

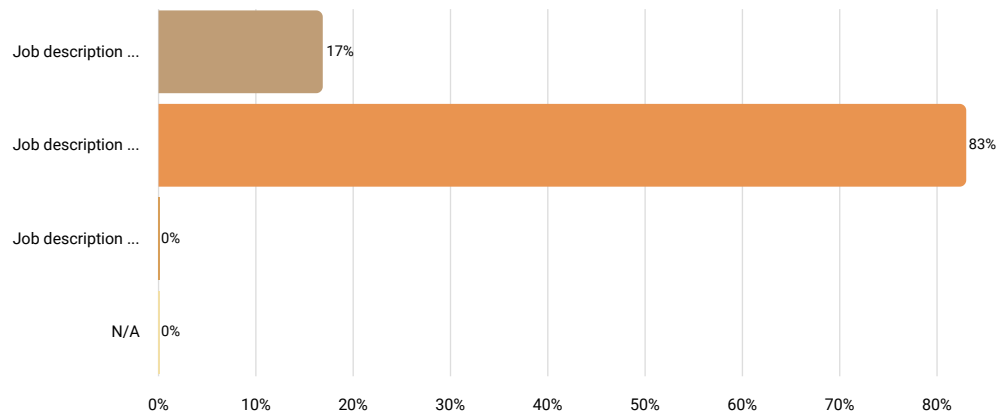
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



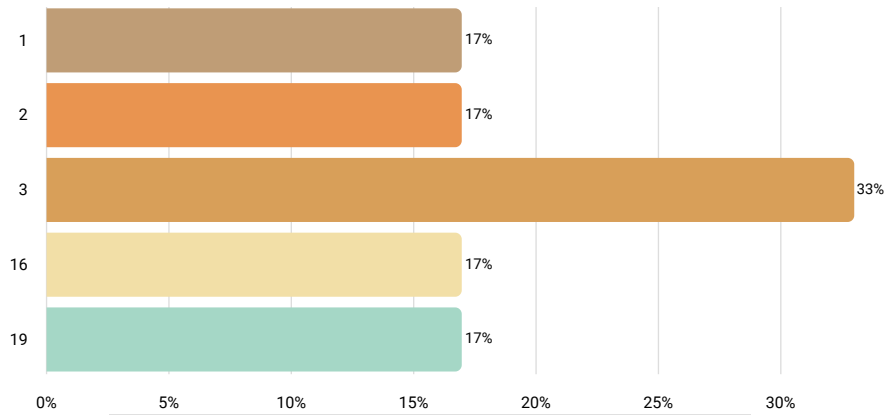
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



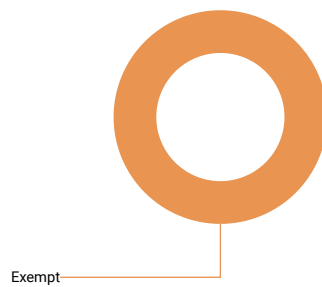
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	16
90th percentile	19
Mean	7.33
Median	3
Standard deviation	7.97
Total/sum	44

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



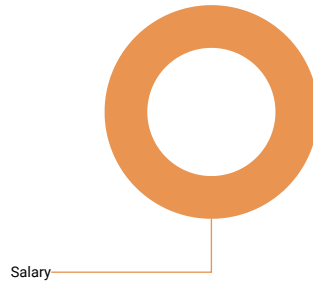
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	6	\$44,000.00	\$56,100.00	\$70,000.00	\$94,627.50	\$102,606.40	\$72,888.98	\$70,000.00	\$2
Pay Range Maximum Salary	6	\$95,000.00	\$106,000.00	\$128,660.80	\$134,800.00	\$157,712.50	\$125,139.02	\$128,660.80	\$2
Actual Lowest Base Salary	5	\$70,000.11	\$80,000.00	\$98,000.00	\$104,353.60	\$108,500.00	\$92,170.74	\$98,000.00	\$1
Actual Average Base Salary	5	\$84,540.84	\$98,000.00	\$100,115.00	\$106,558.40	\$117,299.58	\$101,302.76	\$100,115.00	\$1
Actual Highest Base Salary	5	\$98,000.00	\$104,998.40	\$110,531.20	\$118,795.00	\$125,741.20	\$111,613.16	\$110,531.20	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.13 Quality Engineer - Level 1

Job description

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

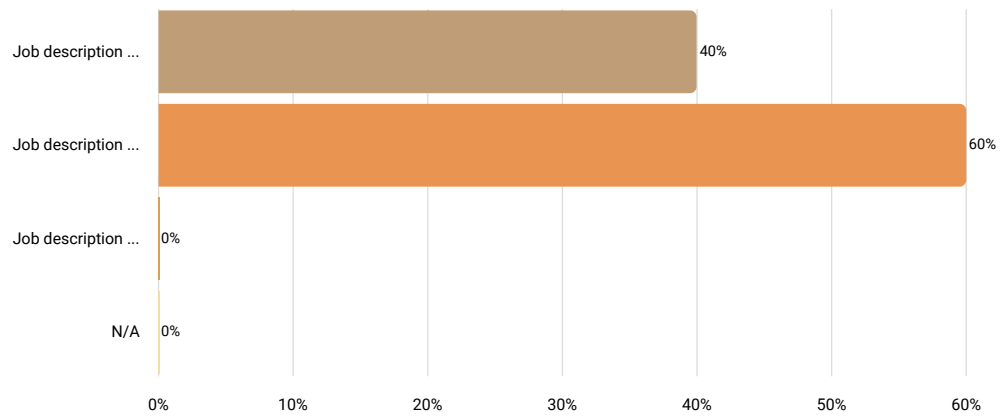
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



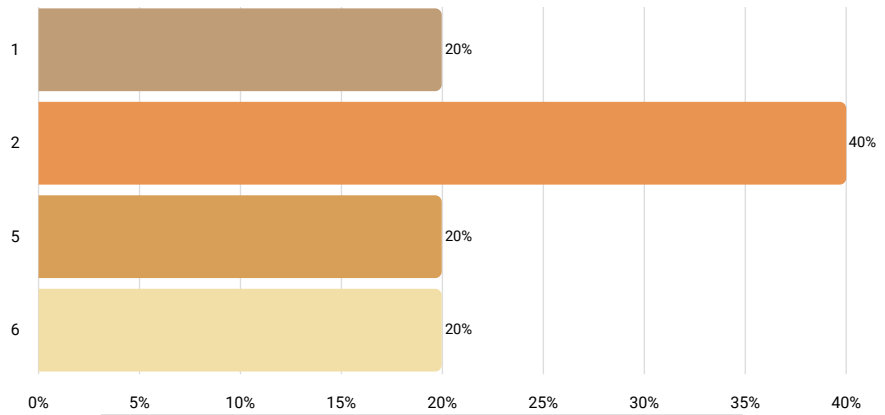
Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	2
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



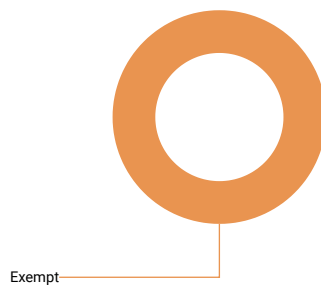
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	5
90th percentile	6
Mean	3.2
Median	2
Standard deviation	2.17
Total/sum	16

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



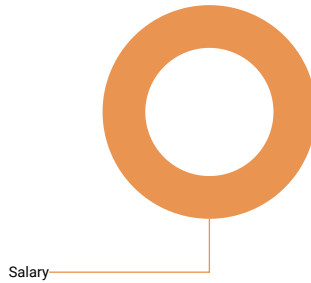
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$46,592.00	\$68,972.80	\$70,220.80	\$73,145.52	\$79,376.00	\$67,661.42	\$70,220.80	\$11,000.00
Actual Average Base Salary	5	\$46,592.00	\$68,972.80	\$76,731.20	\$80,415.20	\$81,043.00	\$70,750.84	\$76,731.20	\$11,000.00
Actual Highest Base Salary	5	\$46,592.00	\$68,972.80	\$82,000.00	\$83,241.60	\$91,520.00	\$74,465.28	\$82,000.00	\$11,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.20 Software Engineer - Level 1

Job description

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

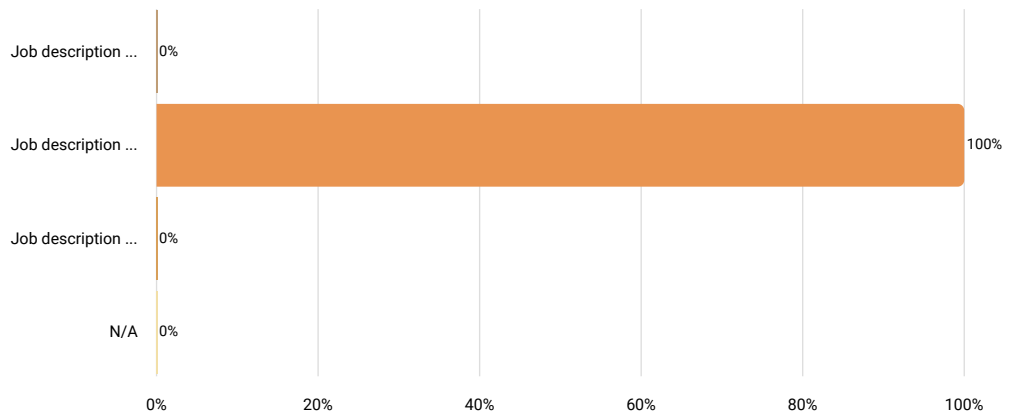
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



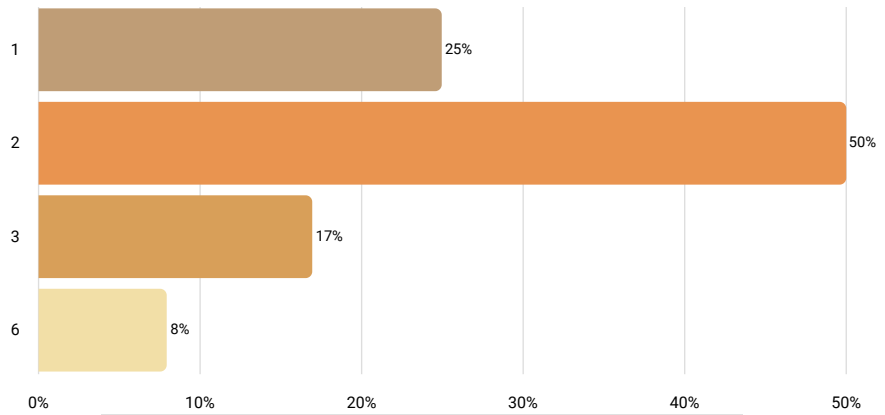
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



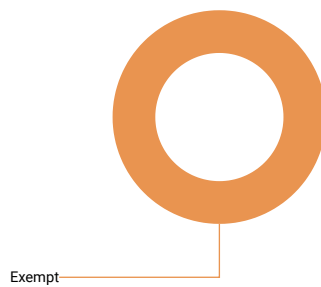
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2
75th percentile	2.5
90th percentile	3
Mean	2.25
Median	2
Standard deviation	1.36
Total/sum	27

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



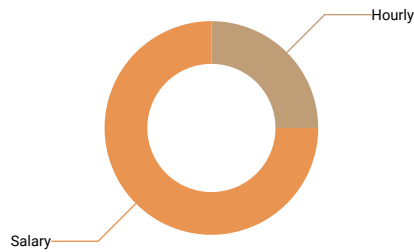
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$43,700.00	\$45,000.00	\$62,940.00	\$72,000.00	\$86,047.50	\$61,570.21	\$62,940.00	\$1
Pay Range Maximum Salary	7	\$65,000.00	\$73,878.00	\$85,000.00	\$118,600.00	\$143,412.50	\$94,566.07	\$85,000.00	\$2
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	\$1
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	\$1
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	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.21 Software Engineer - Level 2

Job description

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

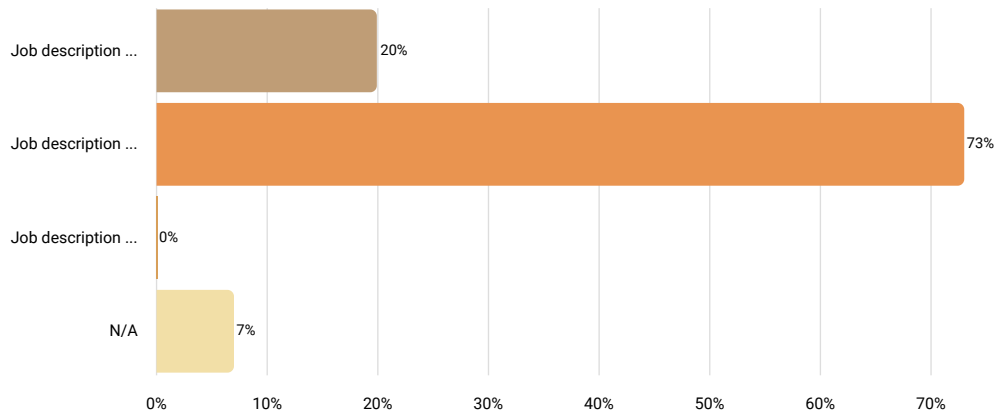
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 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

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

Answered 6 times

Skipped 9 times

Text input

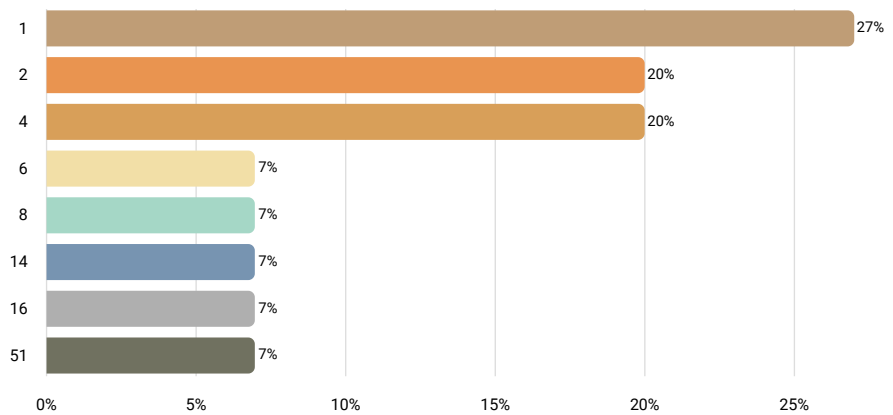
Results	
software engineer ii	1
software engineer 5	1
scientist, mid level	1
computer scientist ii - itsc	1
software engineer	1
technical staff - ts2	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



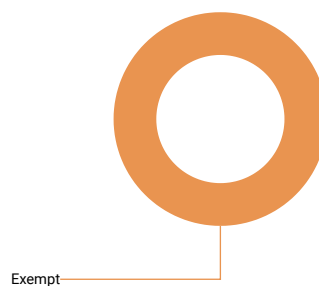
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	8
90th percentile	16
Mean	7.8
Median	4
Standard deviation	12.83
Total/sum	117

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



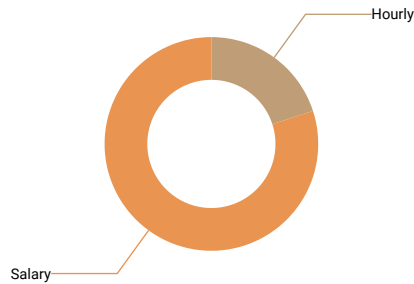
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	3
Salary	80%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	11	\$56,200.00	\$62,754.00	\$70,000.00	\$79,227.00	\$79,800.00	\$71,384.68	\$70,000.00	\$1
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	\$3
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	\$2
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	\$1
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	\$3
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	\$1

4.4.22 Software Engineer - Level 3

Job description

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

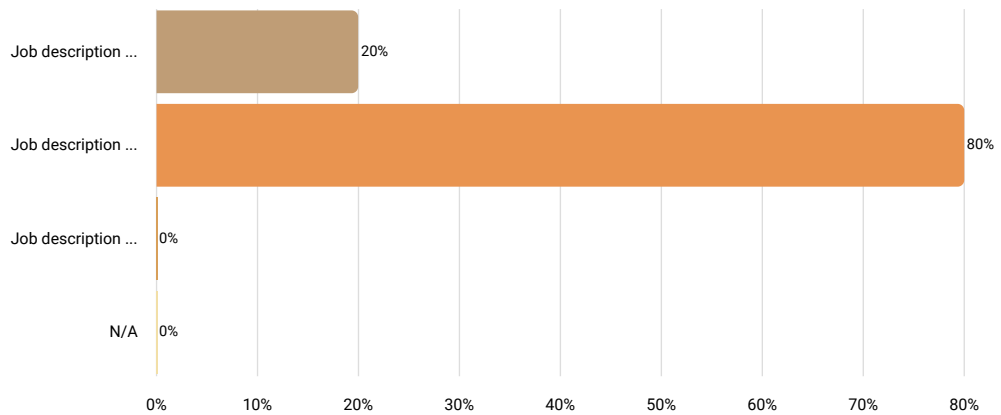
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 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

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

Answered 6 times

Skipped 9 times

Text input

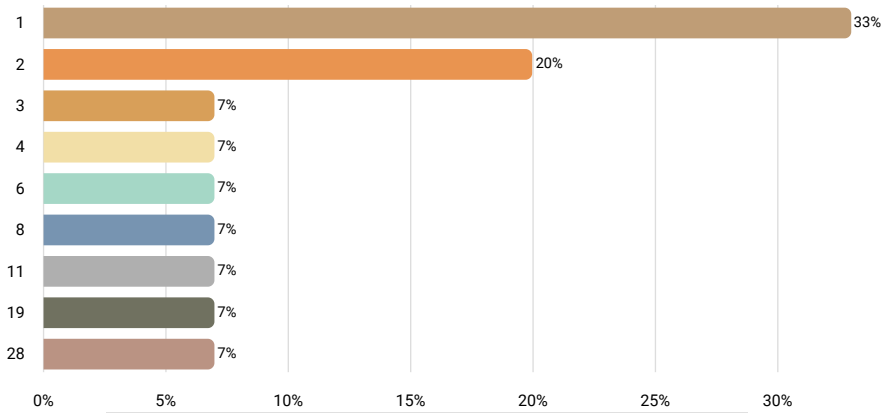
Results	
member technical staff	1
software engineer 4	1
scientist, senior	1
computer scientist iii - itsc	1
sr. software engineer	1
technical staff - ts3	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



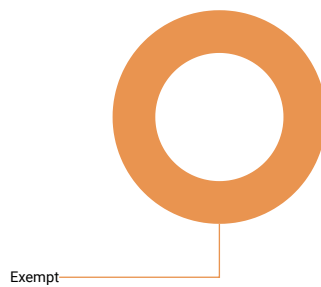
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	8
90th percentile	19
Mean	6
Median	2
Standard deviation	7.87
Total/sum	90

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



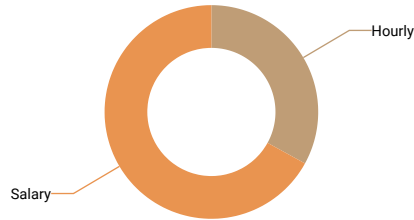
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	5
Salary	67%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	\$41.54	\$52.76	\$52.87	\$56.00	\$57.00	\$52.03	\$52.87	
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
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	\$2
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	\$4
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	\$2
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	\$2
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	\$3
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	\$1

4.4.23 Software Engineer - Level 4

Job description

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

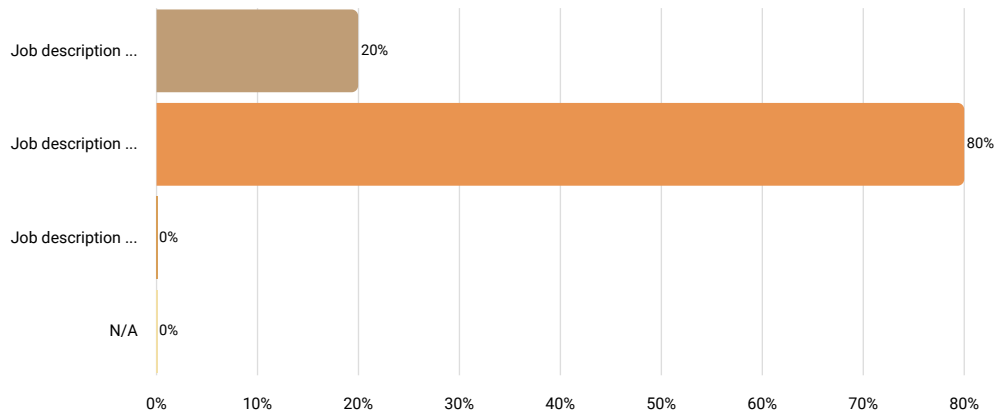
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 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

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

Answered 6 times

Skipped 9 times

Text input

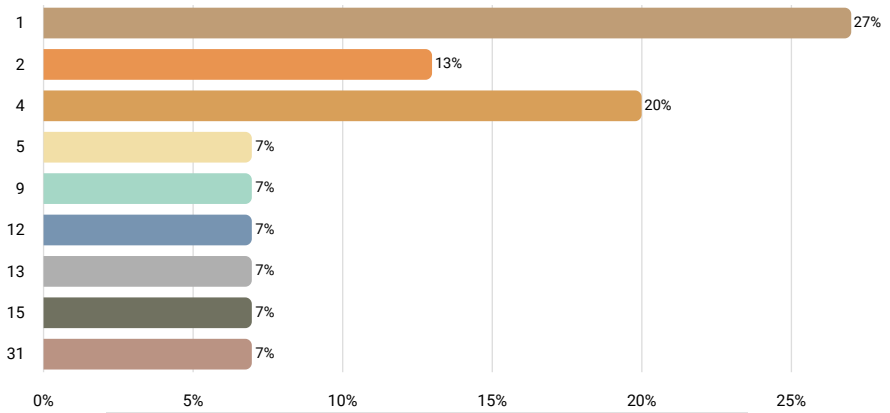
Results	
member senior technical staff	1
senior software engineer	1
software engineer 3	1
scientist, principal	1
computer scientist iv - vi- itsc	1
full stack software developer	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



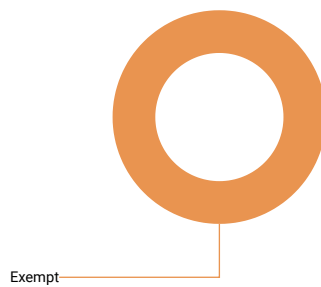
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	12
90th percentile	15
Mean	7
Median	4
Standard deviation	8.15
Total/sum	105

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



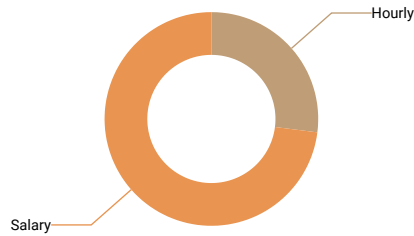
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	4
Salary	73%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	9	\$51,417.00	\$101,000.00	\$122,000.00	\$135,000.00	\$157,053.75	\$113,562.64	\$122,000.00	\$3
Pay Range Maximum Salary	9	\$51,417.00	\$130,000.00	\$150,000.00	\$180,000.00	\$261,756.25	\$154,696.14	\$150,000.00	\$5
Actual Lowest Base Salary	11	\$108,600.00	\$130,000.00	\$138,632.00	\$154,460.00	\$161,948.00	\$138,555.08	\$138,632.00	\$2
Actual Average Base Salary	11	\$120,978.00	\$130,000.00	\$145,194.00	\$162,746.88	\$179,069.53	\$148,146.21	\$145,194.00	\$2
Actual Highest Base Salary	11	\$130,000.00	\$130,875.00	\$154,460.00	\$176,843.72	\$190,000.00	\$156,798.91	\$154,460.00	\$2
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	\$:

4.4.24 Software Engineer - Level 5

Job description

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

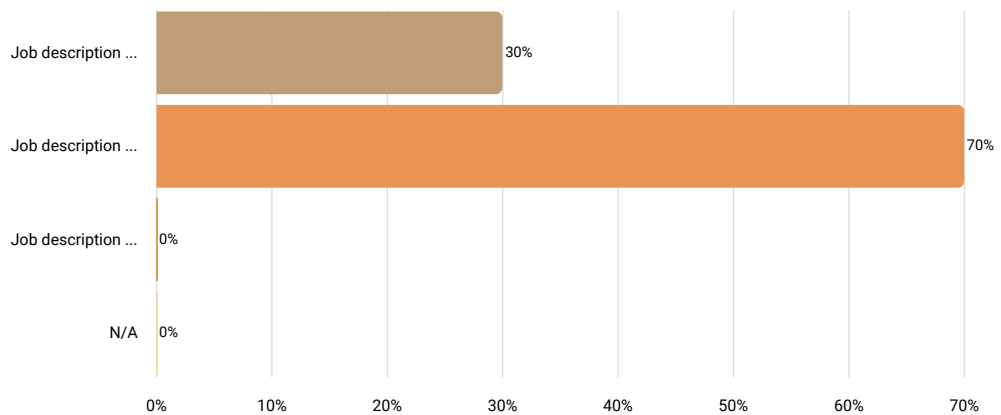
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 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

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

Answered 5 times

Skipped 5 times

Text input

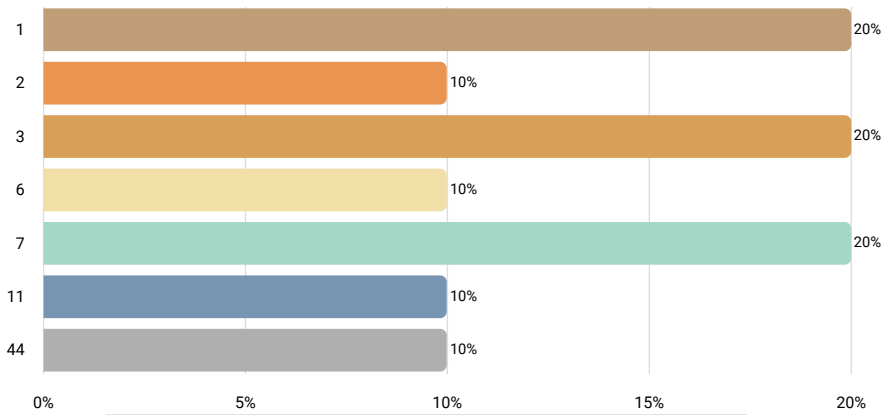
Results	
member senior technical staff	1
senior software engineer	1
software engineer 2	1
scientist, subject matter expert (sme)	1
technical staff 4 - ts4	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



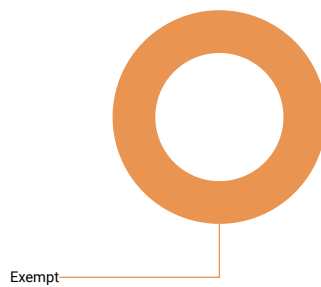
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4.5
75th percentile	7
90th percentile	27.5
Mean	8.5
Median	4.5
Standard deviation	12.88
Total/sum	85

FLSA Status

Answered 9 times

Skipped 1 times

Select one answer (radio button)



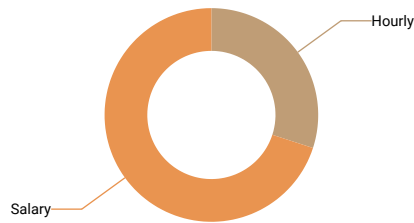
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 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	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	6	\$53,560.00	\$125,000.00	\$128,500.00	\$150,000.00	\$151,091.00	\$122,775.17	\$128,500.00	\$3
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	\$7
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	\$1
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	\$1
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	\$2
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	\$3

4.4.28 System Design Engineer - Level 4

Job description

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

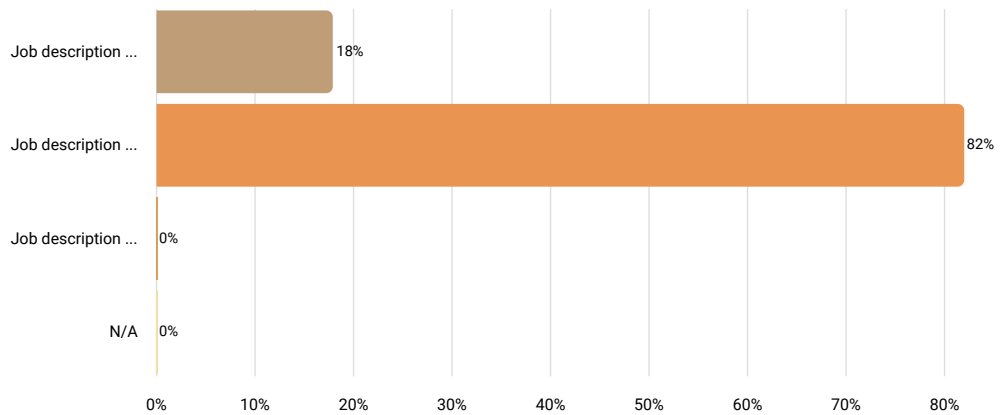
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 11 times

Skipped 1 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

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

Answered 8 times

Skipped 4 times

Text input

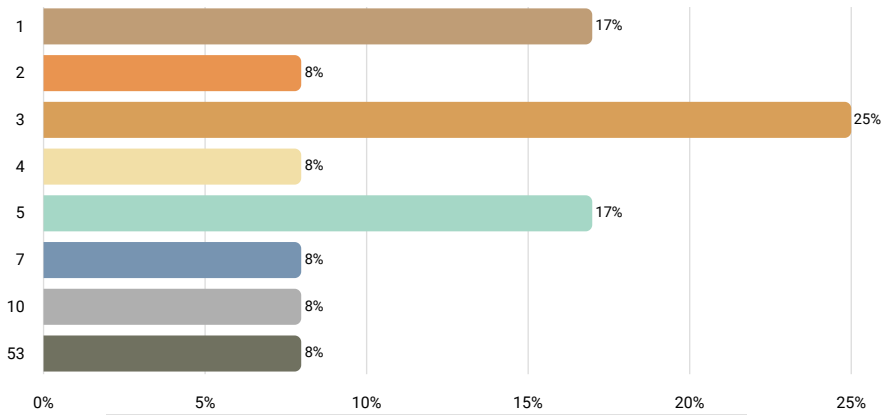
Results	
systems engineer	2
systems engineer 4	1
engineer iv	1
senior systems engineer	1
scientist/tech staff iv	1
system test/engineer, principal	1
enterprise infrastructure architect iv	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



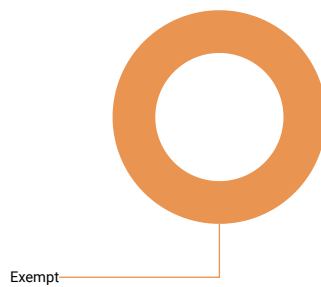
Statistics	
10th percentile	1
25th percentile	2.5
50th percentile	3.5
75th percentile	6
90th percentile	10
Mean	8.08
Median	3.5
Standard deviation	14.37
Total/sum	97

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



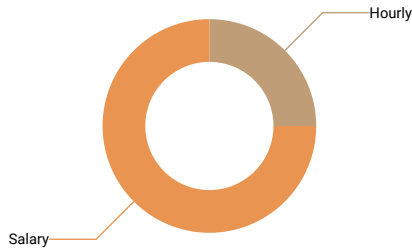
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$99,000.00	\$100,000.00	\$120,000.00	\$147,264.00	\$164,376.58	\$126,085.80	\$120,000.00	\$22,000.00
Pay Range Maximum Salary	7	\$120,000.00	\$140,000.00	\$174,894.00	\$200,000.00	\$230,127.21	\$172,604.86	\$174,894.00	\$30,000.00
Actual Lowest Base Salary	9	\$100,000.00	\$113,150.00	\$143,145.60	\$162,260.00	\$171,600.00	\$138,076.36	\$143,145.60	\$22,000.00
Actual Average Base Salary	9	\$117,300.00	\$141,999.00	\$150,000.00	\$165,335.00	\$183,317.33	\$150,609.52	\$150,000.00	\$22,000.00
Actual Highest Base Salary	9	\$125,000.00	\$147,430.40	\$165,335.00	\$174,700.00	\$190,944.00	\$160,961.06	\$165,335.00	\$22,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.29 System Design Engineer - Level 5

Job description

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

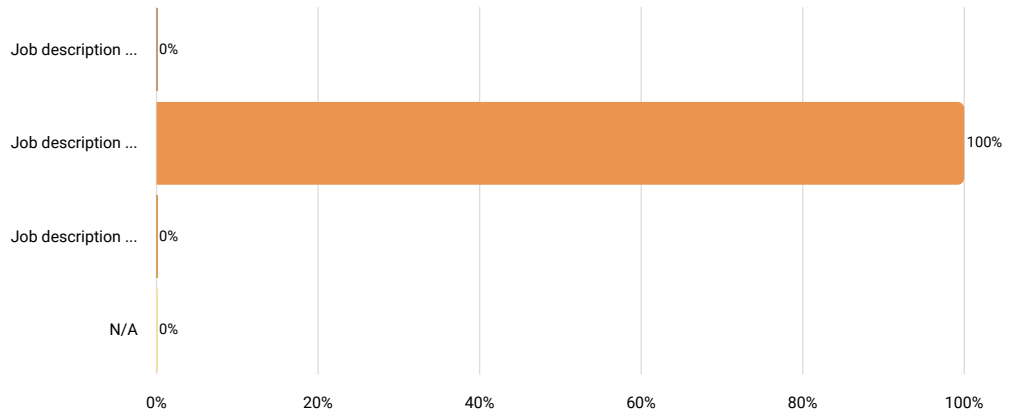
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 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

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

Answered 5 times

Skipped 4 times

Text input

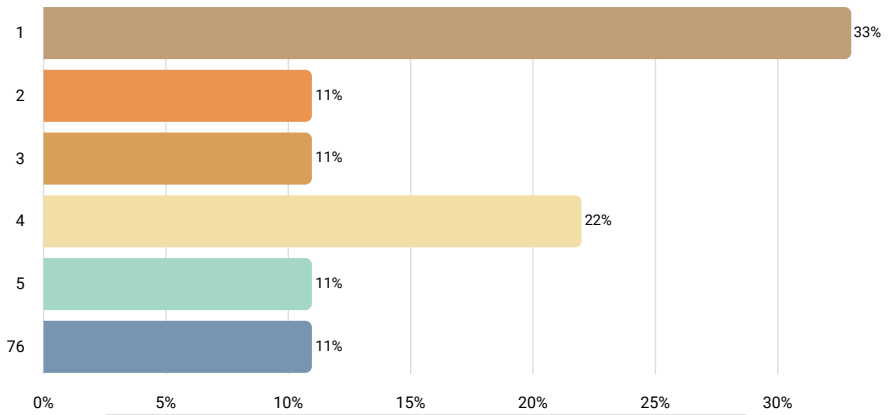
Results	
systems engineer 5	1
member senior technical staff	1
engineer v	1
scientist/tech staff v	1
system test/engineer, sme	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



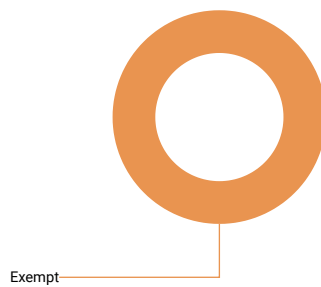
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	76
Mean	10.78
Median	3
Standard deviation	24.5
Total/sum	97

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



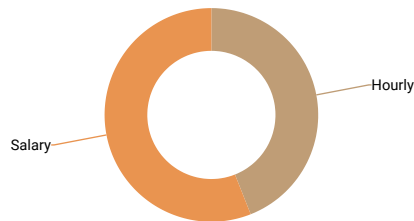
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	4
Salary	56%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
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	\$20,000.00
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	\$40,000.00
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	\$30,000.00
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	\$30,000.00
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	\$30,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.31 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.

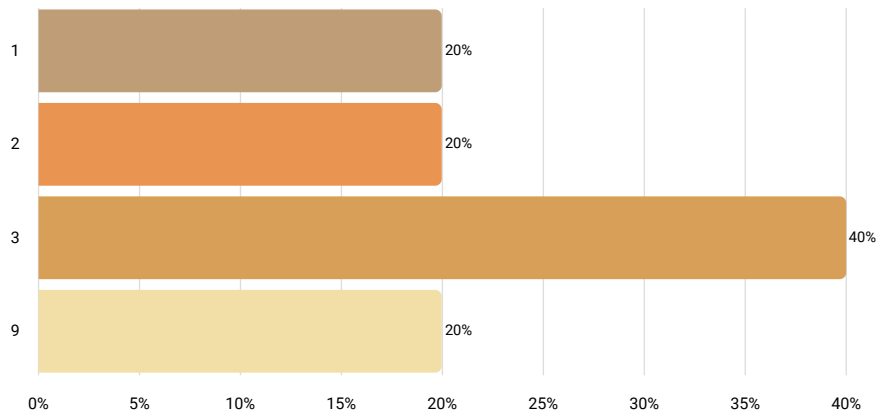
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



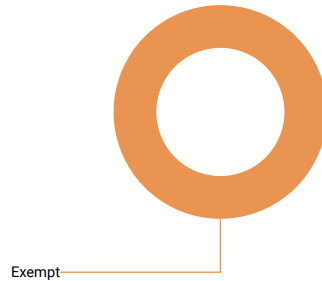
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	3
90th percentile	9
Mean	3.6
Median	3
Standard deviation	3.13
Total/sum	18

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



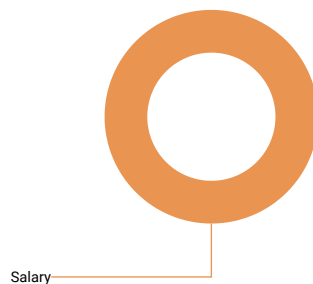
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$72,563.00	\$78,000.00	\$83,054.40	\$103,280.00	\$110,000.00	\$89,379.48	\$83,054.40	\$1
Actual Average Base Salary	5	\$77,591.00	\$81,500.00	\$90,417.60	\$117,500.00	\$135,878.00	\$100,577.32	\$90,417.60	\$2
Actual Highest Base Salary	5	\$81,500.00	\$85,750.00	\$95,472.00	\$125,000.00	\$152,611.00	\$108,066.60	\$95,472.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.33 Project Manager - Level 4

Job description

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

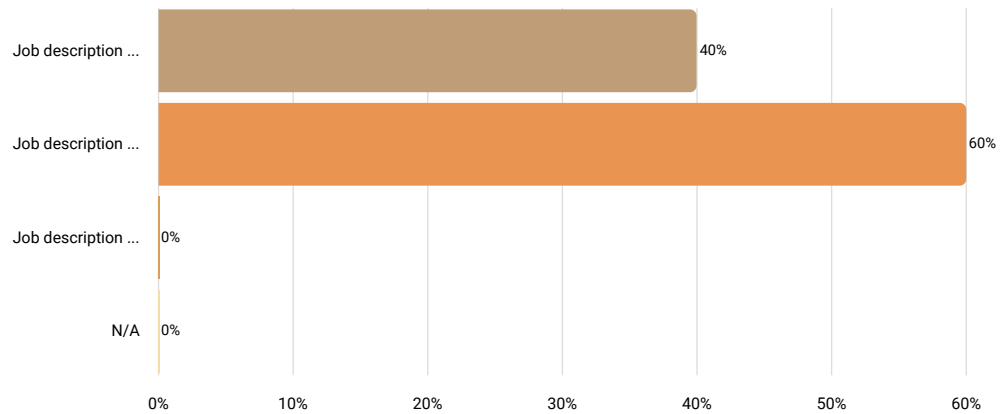
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



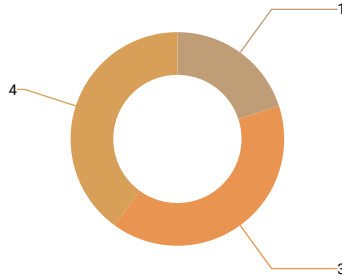
Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	2
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



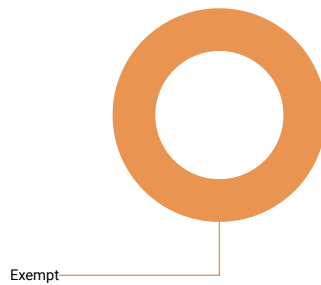
Statistics	
10th percentile	1
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	4
Mean	3
Median	3
Standard deviation	1.22
Total/sum	15

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



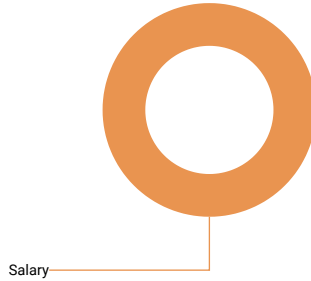
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	5	\$70,000.00	\$95,000.00	\$120,000.00	\$125,000.00	\$132,397.13	\$108,479.43	\$120,000.00	\$2
Pay Range Maximum Salary	5	\$85,000.00	\$120,000.00	\$130,000.00	\$150,000.00	\$220,661.88	\$141,132.38	\$130,000.00	\$5
Actual Lowest Base Salary									
Actual Average Base Salary	5	\$80,000.00	\$117,875.00	\$124,000.00	\$131,533.50	\$174,401.81	\$125,562.06	\$124,000.00	\$3
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.34 Safety Engineer

Job description

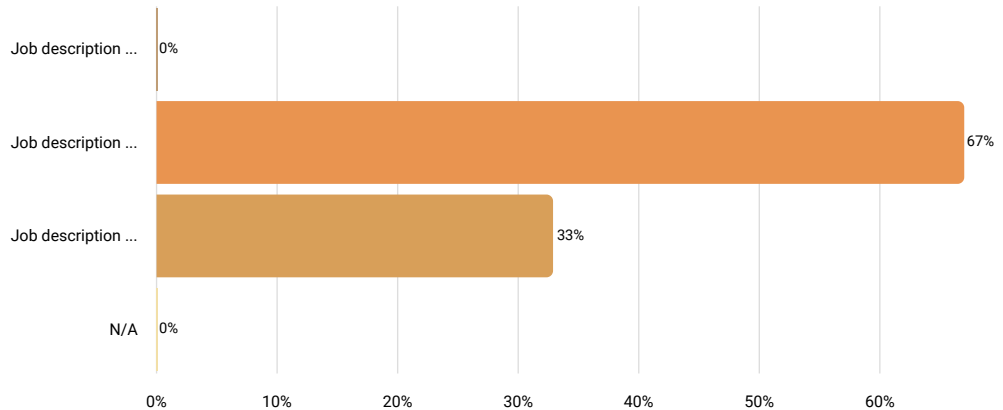
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety law

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



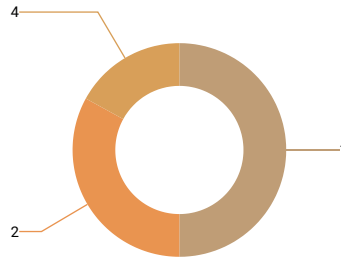
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	33%	2
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



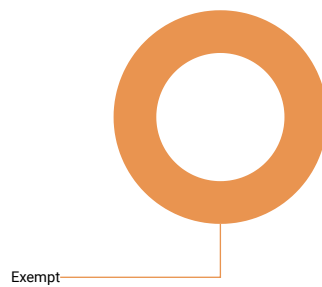
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	4
Mean	1.83
Median	1.5
Standard deviation	1.17
Total/sum	11

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



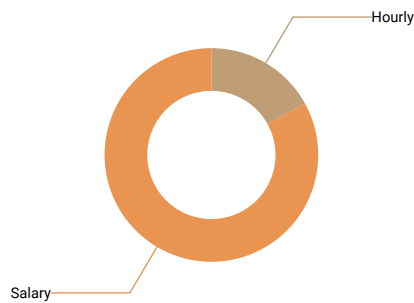
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	\$52,000.00	\$56,100.00	\$65,000.00	\$71,364.00	\$76,147.50	\$64,122.30	\$65,000.00	\$1
Pay Range Maximum Salary	5	\$72,800.00	\$105,000.00	\$126,912.50	\$132,533.00	\$134,800.00	\$114,409.10	\$126,912.50	\$2
Actual Lowest Base Salary	5	\$54,080.00	\$67,204.80	\$82,242.00	\$89,000.00	\$100,000.00	\$78,505.36	\$82,242.00	\$1
Actual Average Base Salary	5	\$62,400.00	\$82,242.00	\$86,039.20	\$97,250.00	\$100,000.00	\$85,586.24	\$86,039.20	\$1
Actual Highest Base Salary	5	\$65,728.00	\$82,242.00	\$100,000.00	\$104,873.60	\$108,000.00	\$92,168.72	\$100,000.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.35 Principal Investigator

Job description

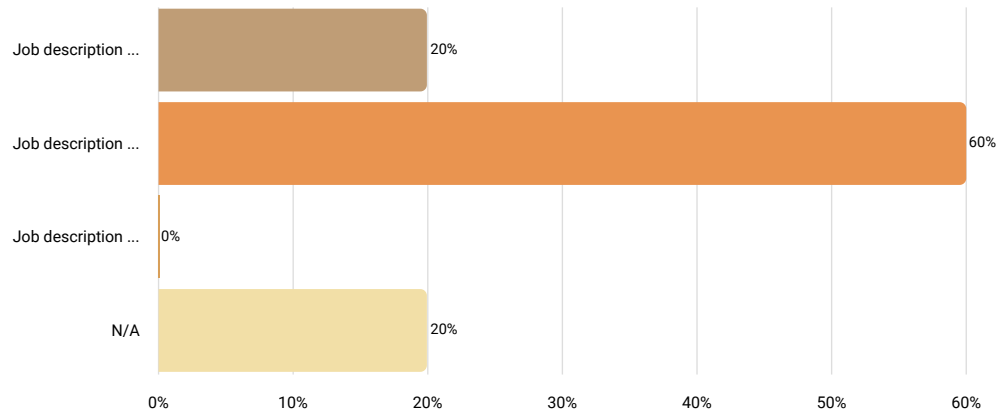
Responsible for the management and integrity of the design, conduct, and reporting of the research project and for managing, monitoring, and ensuring t any collaborative relationships.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



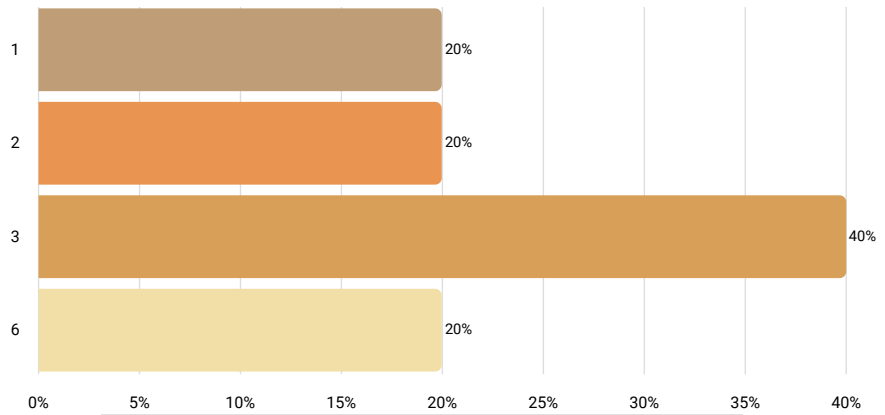
Results	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	20%	1

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



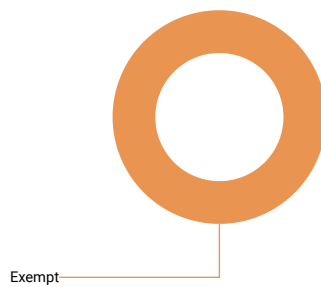
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	3
90th percentile	6
Mean	3
Median	3
Standard deviation	1.87
Total/sum	15

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



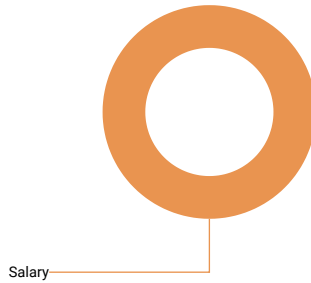
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary									
Pay Range Maximum Salary									
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	\$3
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	\$4
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	\$5
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.36 Machine/CNC Programmer

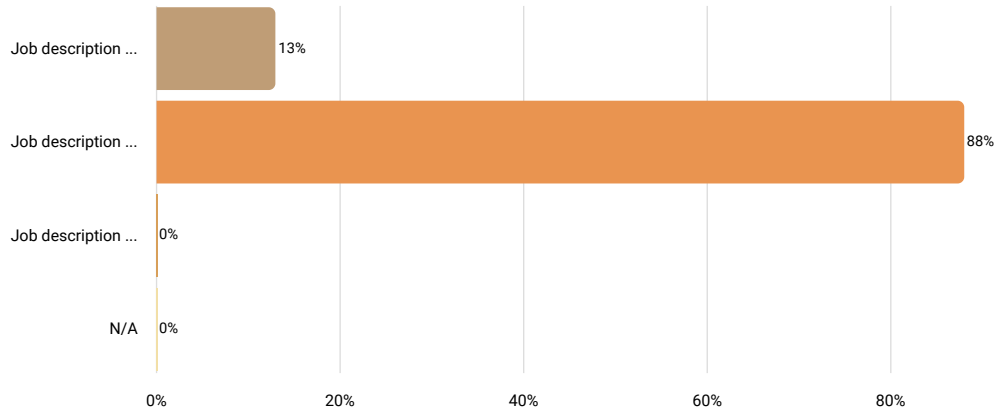
Job description Program computer-controlled machines or robots to perform one or more machine functions.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



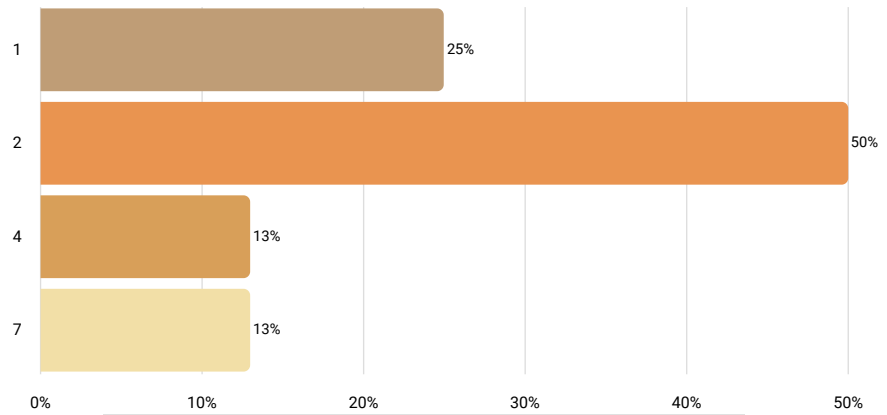
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



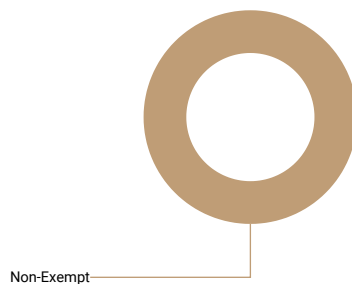
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2
75th percentile	3
90th percentile	7
Mean	2.63
Median	2
Standard deviation	2
Total/sum	21

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



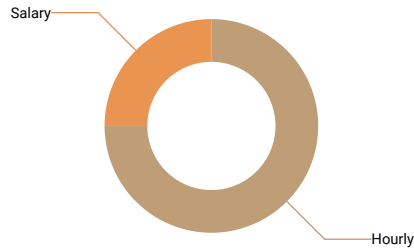
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	75%	6
Salary	25%	2

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate										
Pay Range Maximum Rate										
Actual Lowest Base Rate	5		\$31.88	\$33.86	\$36.36	\$37.40	\$41.54	\$36.21	\$36.36	
Actual Average Base Rate	5		\$36.36	\$39.51	\$40.10	\$43.91	\$49.00	\$41.78	\$40.10	
Actual Highest Base Rate	5		\$36.36	\$45.15	\$48.32	\$50.50	\$59.00	\$47.87	\$48.32	
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)										
Pay Range Minimum Salary										
Pay Range Maximum Salary										
Actual Lowest Base Salary										
Actual Average Base Salary										
Actual Highest Base Salary										
Average Incentive Bonus or Other Cash Bonus (Annual)										

4.4.37 System Administrator or Network Analyst

Job description

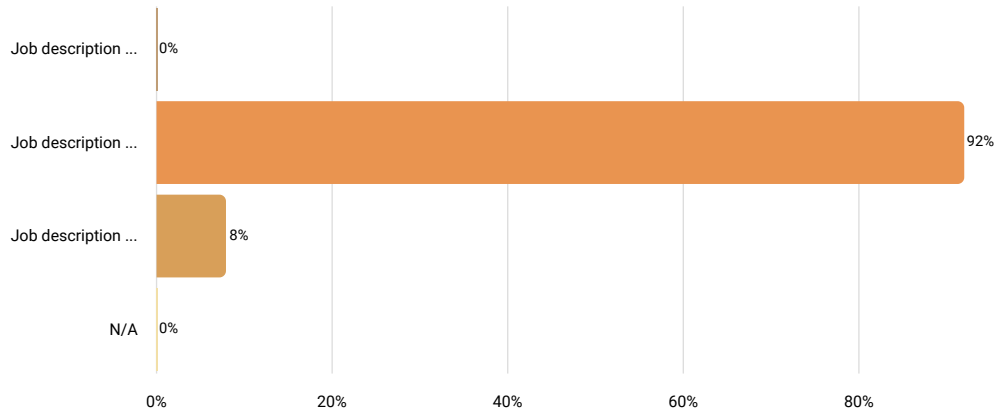
Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network.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

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 7 times

Text input

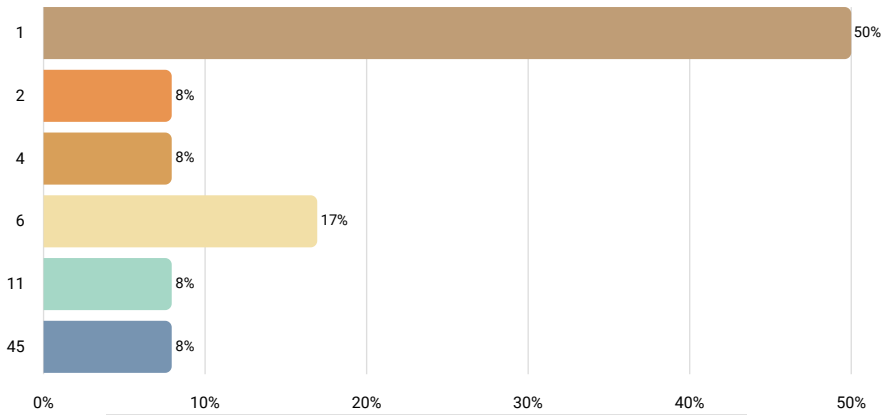
Results	
linux system administrator	1
information system analyst	1
system administrator ii	1
network analyst	1
system administrator	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



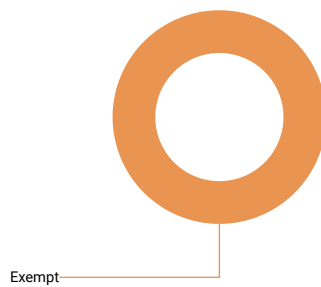
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	6
90th percentile	11
Mean	6.67
Median	1.5
Standard deviation	12.47
Total/sum	80

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



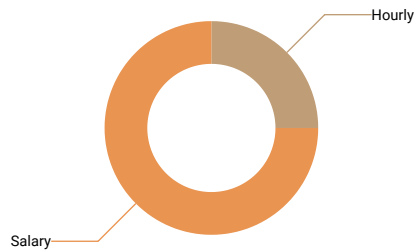
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	7	\$39,998.00	\$45,000.00	\$60,000.00	\$85,426.60	\$104,000.00	\$65,378.94	\$60,000.00	\$22,000.00
Pay Range Maximum Salary	7	\$90,000.00	\$90,000.00	\$111,904.00	\$164,300.00	\$535,600.00	\$178,329.29	\$111,904.00	\$160,000.00
Actual Lowest Base Salary	7	\$45,000.00	\$70,000.00	\$87,208.00	\$124,992.00	\$143,644.00	\$91,453.69	\$87,208.00	\$30,000.00
Actual Average Base Salary	7	\$61,000.00	\$70,000.00	\$87,208.00	\$139,350.80	\$145,818.00	\$96,101.23	\$87,208.00	\$30,000.00
Actual Highest Base Salary	7	\$70,000.00	\$81,119.00	\$88,212.80	\$147,992.00	\$158,017.56	\$103,221.34	\$88,212.80	\$30,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.38 Information System Security Officer/Analyst

Job description

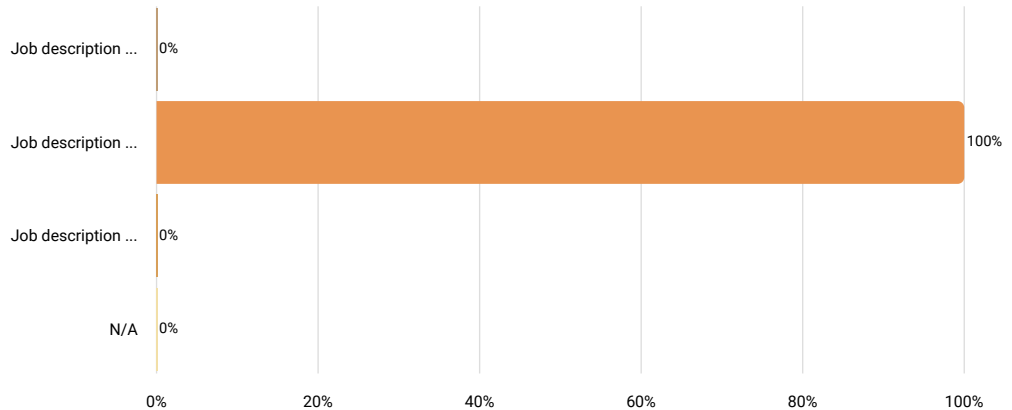
Research, develop, implement, test, and review an organization's information security in order to protect information and prevent unauthorized access.

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

Answered 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

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

Answered 6 times

Skipped 2 times

Text input

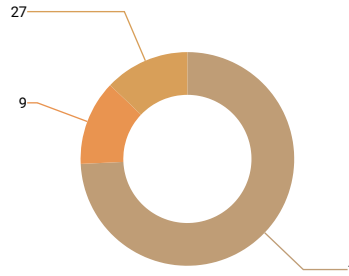
Results	
cybersecurity analyst	2
cyber analyst 3	1
systems security engineer	1
cyber computer scientist	1
information security engineer	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



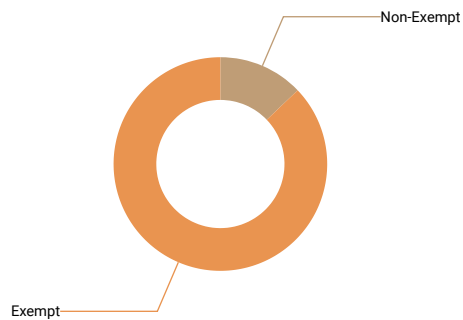
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	5
90th percentile	27
Mean	5.25
Median	1
Standard deviation	9.22
Total/sum	42

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



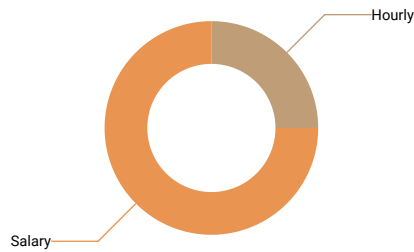
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	6	\$40,000.00	\$44,990.00	\$70,579.00	\$104,000.00	\$125,000.00	\$75,858.00	\$70,579.00	\$3
Pay Range Maximum Salary	6	\$44,990.00	\$65,000.00	\$126,436.50	\$160,000.00	\$164,300.00	\$114,527.17	\$126,436.50	\$5
Actual Lowest Base Salary	5	\$48,600.00	\$66,546.00	\$108,243.00	\$120,000.00	\$152,000.00	\$99,077.80	\$108,243.00	\$4
Actual Average Base Salary	5	\$48,600.00	\$66,546.00	\$108,243.00	\$120,000.00	\$152,000.00	\$99,077.80	\$108,243.00	\$4
Actual Highest Base Salary	5	\$48,600.00	\$66,546.00	\$108,243.00	\$120,000.00	\$152,000.00	\$99,077.80	\$108,243.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.40 Program Analyst

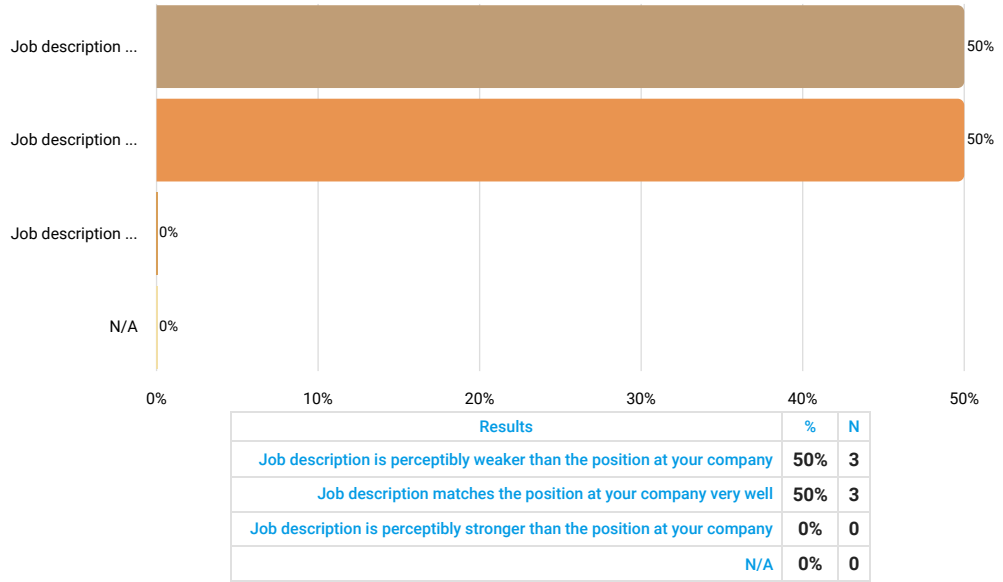
Job description Accomplishes software requirements by developing and maintaining applications and databases.

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)

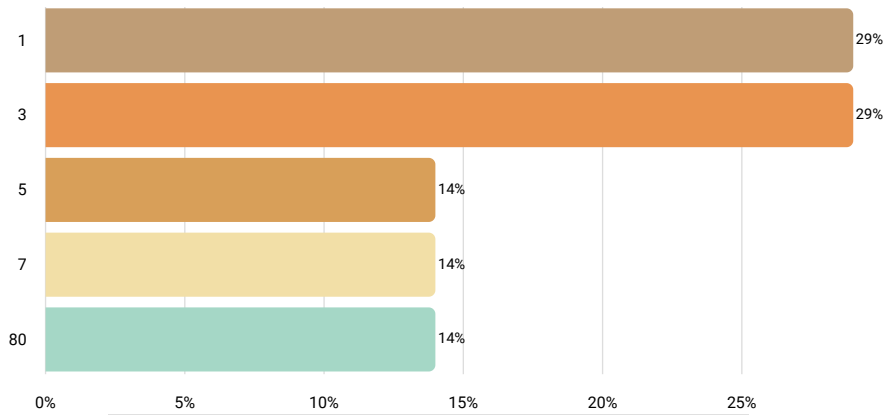


Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



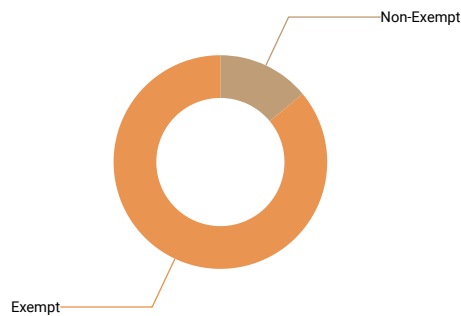
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	7
90th percentile	80
Mean	14.29
Median	3
Standard deviation	29.06
Total/sum	100

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



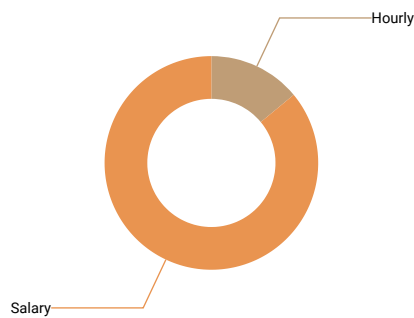
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$65,000.00	\$71,193.20	\$85,174.00	\$93,974.00	\$99,777.00	\$83,382.03	\$85,174.00	\$1
Actual Average Base Salary	6	\$70,000.00	\$86,548.00	\$93,731.69	\$99,777.00	\$127,900.00	\$95,281.40	\$93,731.69	\$1
Actual Highest Base Salary	6	\$97,136.00	\$99,777.00	\$106,474.72	\$122,000.00	\$172,000.00	\$117,310.40	\$106,474.72	\$2
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	\$

4.4.41 Software Developer

Job description

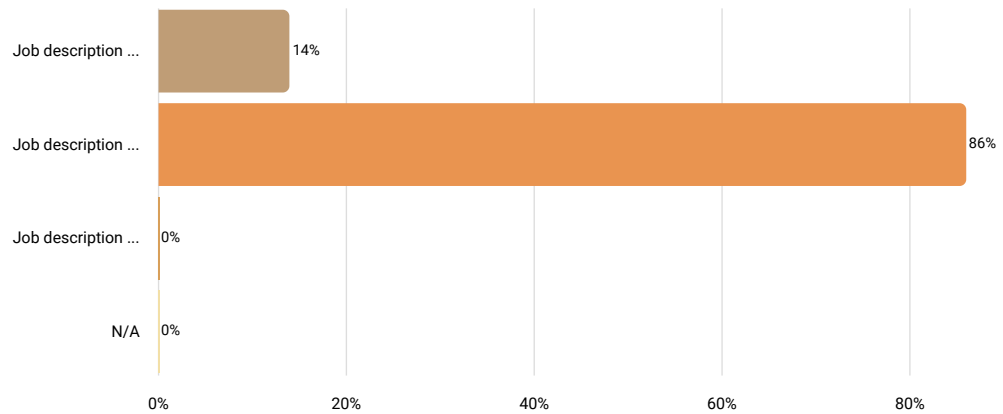
Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, comm aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements.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

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



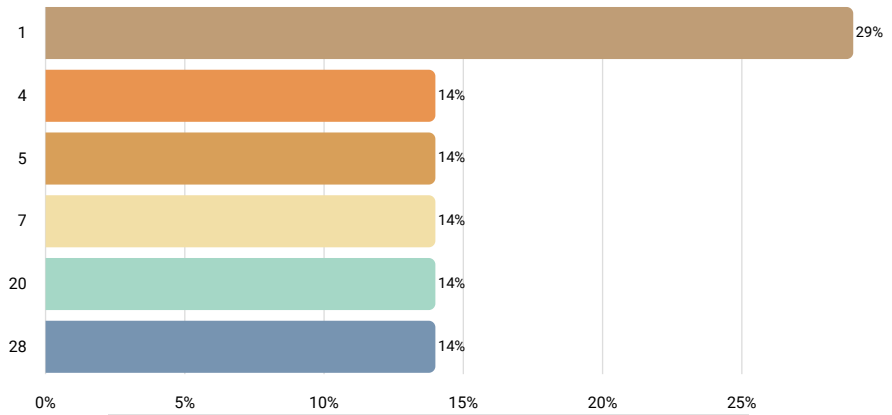
Results		%	N
Job description is perceptibly weaker than the position at your company		14%	1
Job description matches the position at your company very well		86%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



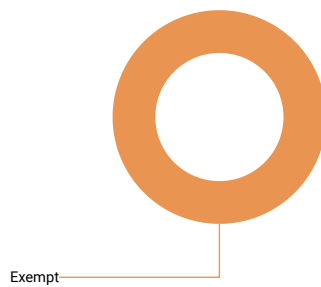
Statistics	
10th percentile	1
25th percentile	1
50th percentile	5
75th percentile	20
90th percentile	28
Mean	9.43
Median	5
Standard deviation	10.44
Total/sum	66

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



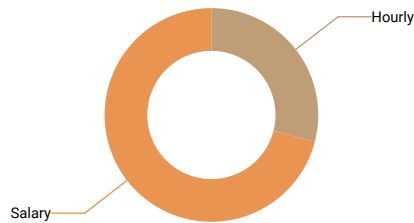
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	2
Salary	71%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$47,250.00	\$72,800.00	\$86,047.50	\$95,000.00	\$95,442.00	\$79,307.90	\$86,047.50	\$20,000.00
Pay Range Maximum Salary	5	\$110,000.00	\$130,000.00	\$147,751.00	\$216,150.00	\$223,025.00	\$165,385.20	\$147,751.00	\$50,000.00
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.42 System Analyst

Job description

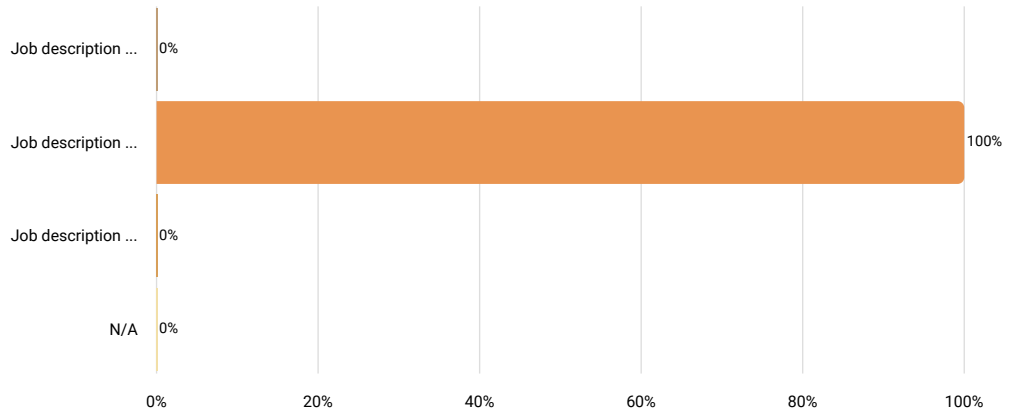
Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially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

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



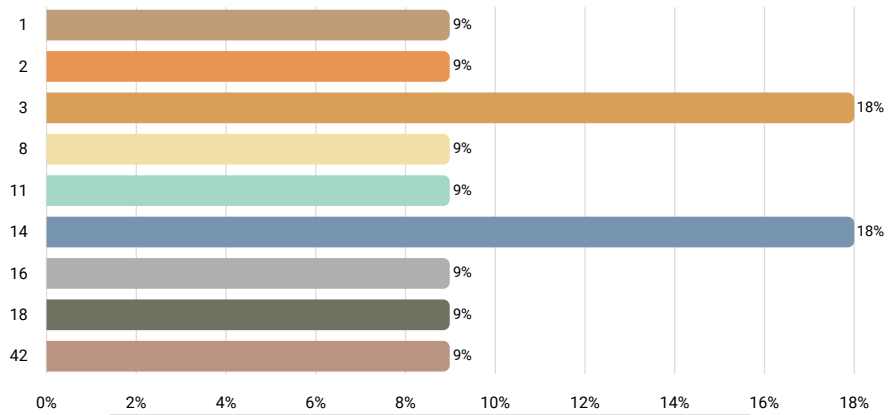
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



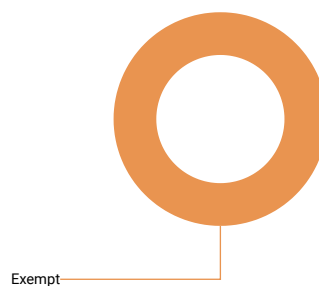
Statistics	
10th percentile	2
25th percentile	3
50th percentile	11
75th percentile	16
90th percentile	18
Mean	12
Median	11
Standard deviation	11.66
Total/sum	132

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



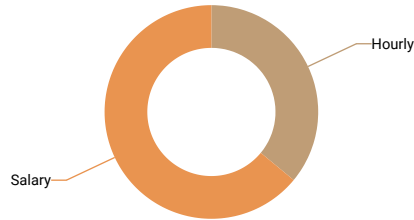
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	4
Salary	64%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	6	\$45,302.00	\$53,560.00	\$70,000.00	\$104,000.00	\$110,000.00	\$75,477.00	\$70,000.00	\$2
Pay Range Maximum Salary	6	\$75,000.00	\$137,000.00	\$157,650.00	\$190,000.00	\$208,000.00	\$154,216.67	\$157,650.00	\$4
Actual Lowest Base Salary	7	\$63,044.00	\$73,000.00	\$80,400.00	\$110,000.00	\$124,992.00	\$90,891.97	\$80,400.00	\$2
Actual Average Base Salary	7	\$73,000.00	\$119,013.70	\$125,000.00	\$133,128.56	\$156,709.00	\$122,835.89	\$125,000.00	\$2
Actual Highest Base Salary	7	\$73,000.00	\$125,008.00	\$144,393.60	\$186,804.00	\$291,200.00	\$161,057.94	\$144,393.60	\$6
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.4.43 Business Analyst

Job description

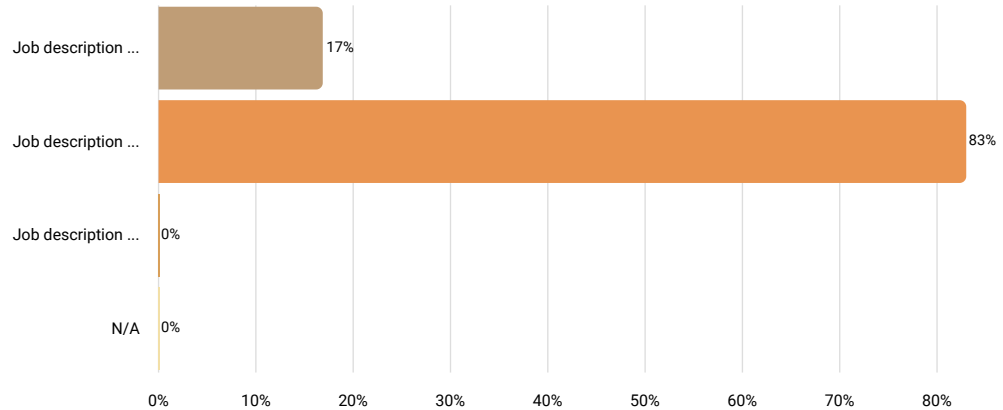
Analyze and document business processes or systems, assessing the business model or its integration with technology. May also guide the organization processes, products, services and software through data analysis.

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

Answered 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

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

Answered 5 times

Skipped 1 times

Text input

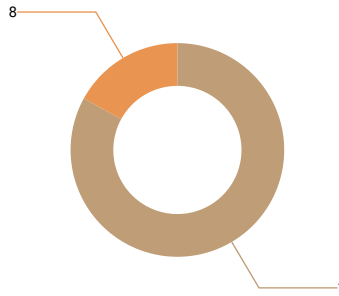
Results	
budget analyst	1
business systems analyst iii	1
business systems analysis	1
consulting bus analyst	1
program integrator	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



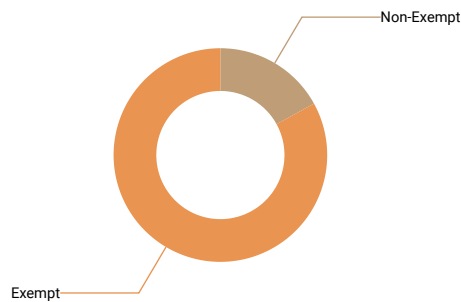
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	8
Mean	2.17
Median	1
Standard deviation	2.86
Total/sum	13

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



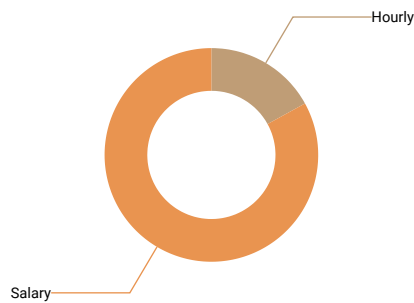
Results	%	N
Non-Exempt	17%	1
Exempt	83%	5

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Average Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$73,569.60	\$82,500.00	\$90,771.00	\$91,178.00	\$101,649.60	\$87,933.64	\$90,771.00	\$1
Actual Average Base Salary	5	\$82,500.00	\$90,771.00	\$91,178.00	\$101,649.60	\$110,133.40	\$95,246.40	\$91,178.00	\$1
Actual Highest Base Salary	5	\$82,500.00	\$90,771.00	\$91,178.00	\$101,649.60	\$150,009.60	\$103,221.64	\$91,178.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.5 Production Positions

The survey received sufficient data for the following job titles:

Assembler, General
CNC Operator
Production/Machine Operator
Welder
Inspector
Production Scheduler

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

Electrical/Electronic Assembler
Mechanical Assembler
Machine Tool Operator
Chemical Operator
Chemical Plant and Systems Operator
Packaging Operator
Molding Machine Operator
Tool and Die Maker
Tool Crib Attendant
Production Painter
Inventory/Material Planner
Cost Estimator
Fabricator
Metal Finishing Technician
Saw Operator
Crane Operator

4.5.1 Assembler, General

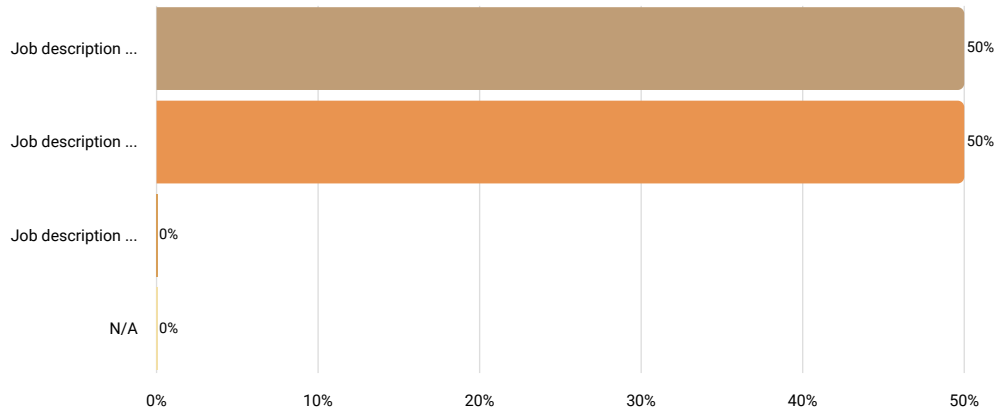
Job description Use this job title for assembly workers other than electrical/electronic or mechanical assemblers.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

Skipped 2 times

Text input

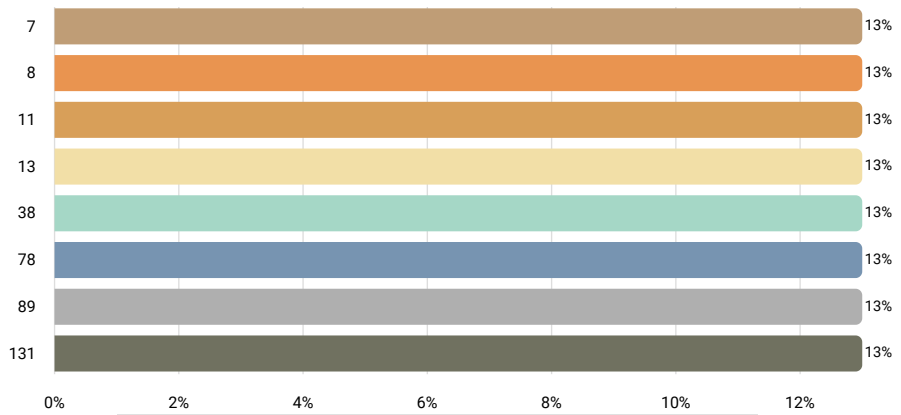
Results	
general helper	1
utility	1
operator technician i	1
assembler	1
production associate	1
tech - electrical assembly i - ii	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



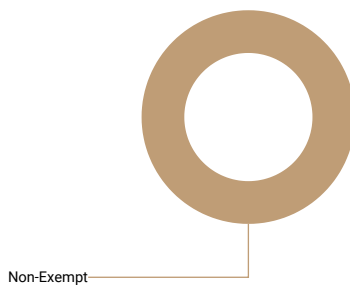
Statistics	
10th percentile	7
25th percentile	9.5
50th percentile	25.5
75th percentile	83.5
90th percentile	131
Mean	46.88
Median	25.5
Standard deviation	46.96
Total/sum	375

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



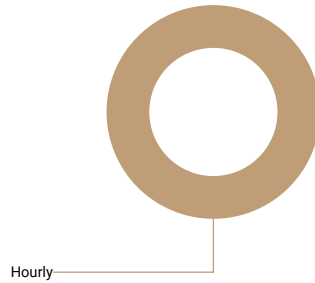
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	7	\$16.00	\$17.60	\$18.71	\$19.66	\$24.00	\$19.04	\$18.71	
Pay Range Maximum Rate	7	\$17.60	\$19.99	\$24.00	\$31.19	\$31.69	\$24.21	\$24.00	
Actual Lowest Base Rate	7	\$14.50	\$18.84	\$20.53	\$23.18	\$24.00	\$20.29	\$20.53	
Actual Average Base Rate	7	\$16.51	\$20.05	\$24.00	\$25.00	\$25.97	\$22.30	\$24.00	
Actual Highest Base Rate	7	\$18.25	\$20.99	\$24.00	\$28.12	\$31.15	\$24.72	\$24.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

4.5.2 CNC Operator

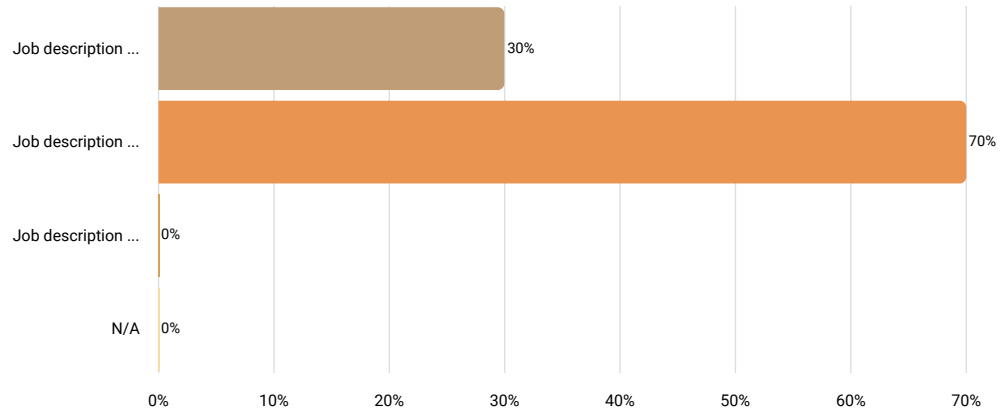
Job description Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



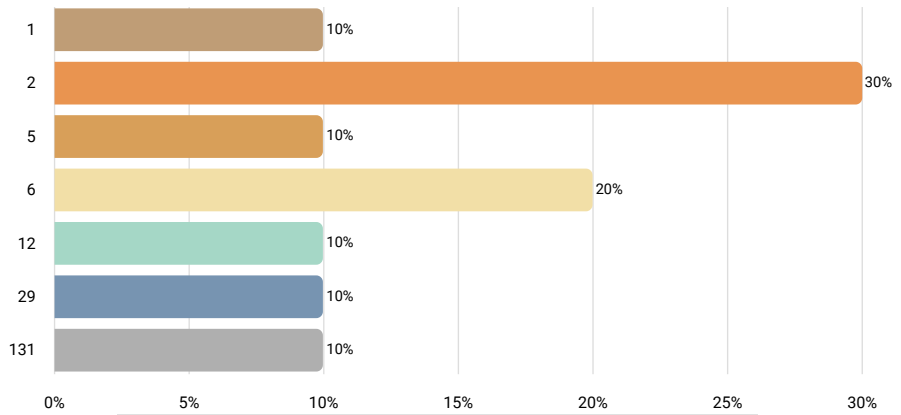
Results		%	N
Job description is perceptibly weaker than the position at your company		30%	3
Job description matches the position at your company very well		70%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



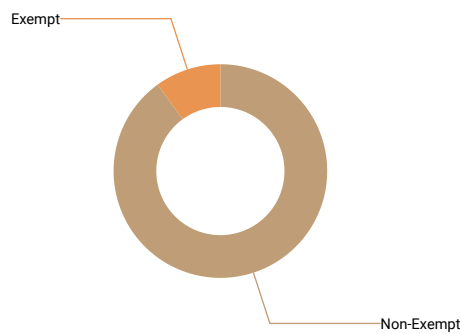
Statistics	
10th percentile	1.5
25th percentile	2
50th percentile	5.5
75th percentile	12
90th percentile	80
Mean	19.6
Median	5.5
Standard deviation	40.02
Total/sum	196

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



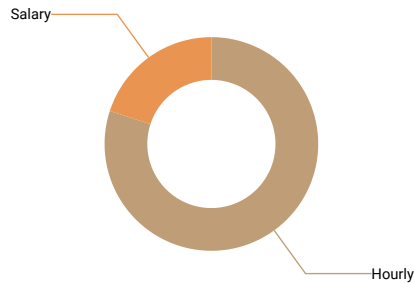
Results	%	N
Non-Exempt	90%	9
Exempt	10%	1

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	8
Salary	20%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	7	\$17.55	\$18.00	\$20.00	\$24.00	\$52.53	\$24.76	\$20.00	
Pay Range Maximum Rate	8	\$18.00	\$23.13	\$27.00	\$38.38	\$60.00	\$31.88	\$27.00	
Actual Lowest Base Rate	6	\$18.00	\$19.00	\$23.91	\$24.00	\$30.00	\$23.14	\$23.91	
Actual Average Base Rate	6	\$20.59	\$21.00	\$24.88	\$26.62	\$29.00	\$24.49	\$24.88	
Actual Highest Base Rate	5	\$24.00	\$25.00	\$29.00	\$30.26	\$62.00	\$34.05	\$29.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.5.3 Production/Machine Operator

Job description

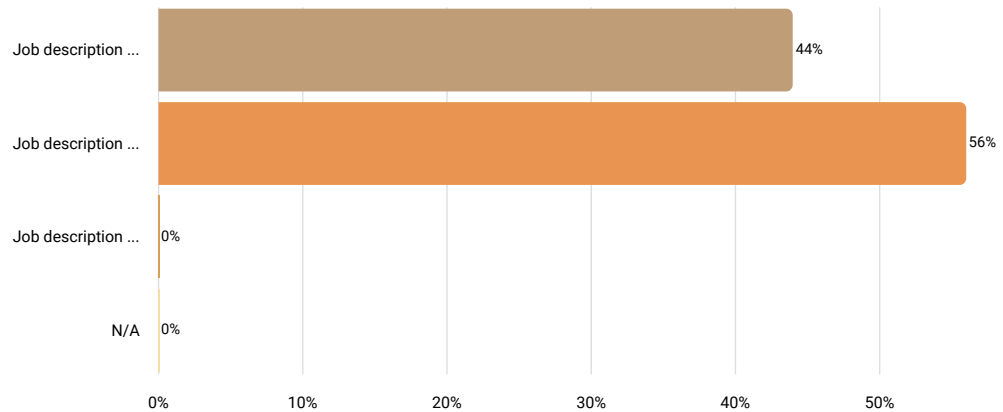
All other operators not included in previous Operator categories. Operates more than one classification of machines. May assist with machine set up, pac completion of finished products as well as inspecting work.

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

Answered 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

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

Answered 5 times

Skipped 4 times

Text input

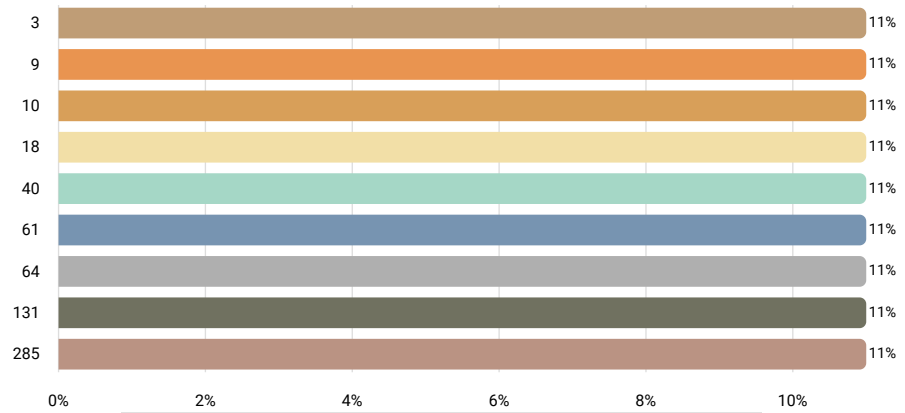
Results	
assistant operator	1
production technician	1
operator technician	1
machinist i, ii, iii, iv	1
machine operator	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



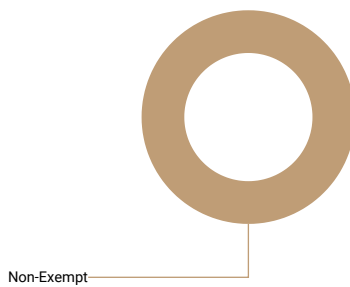
Statistics	
10th percentile	3
25th percentile	10
50th percentile	40
75th percentile	64
90th percentile	285
Mean	69
Median	40
Standard deviation	90.46
Total/sum	621

FLSA Status

Answered 8 times

Skipped 1 times

Select one answer (radio button)



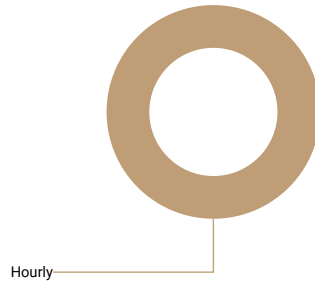
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	9
Salary	0%	0

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	7		\$16.00	\$18.00	\$20.60	\$26.10	\$26.50	\$21.37	\$20.60	
Pay Range Maximum Rate	7		\$20.60	\$24.00	\$26.10	\$31.00	\$37.00	\$27.46	\$26.10	
Actual Lowest Base Rate	8		\$14.50	\$18.50	\$23.19	\$28.69	\$37.40	\$24.08	\$23.19	
Actual Average Base Rate	8		\$18.87	\$22.25	\$25.74	\$31.43	\$42.63	\$27.54	\$25.74	
Actual Highest Base Rate	8		\$24.00	\$25.05	\$31.23	\$36.00	\$50.50	\$32.38	\$31.23	
If there is a step progression in place, enter the number of steps. If not, leave blank.	6		\$1.00	\$2.00	\$3.00	\$4.00	\$4.00	\$2.83	\$3.00	
Average Incentive Bonus or Other Bonus (Annual)										

4.5.4 Welder

Job description

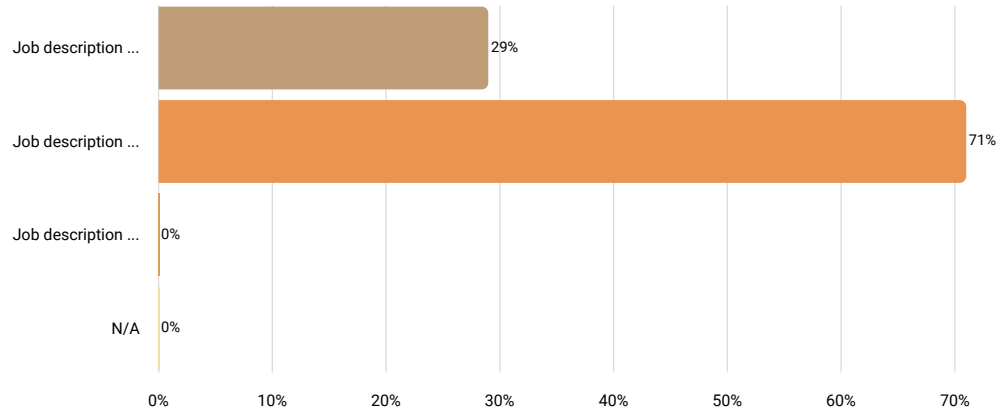
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabrica products.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



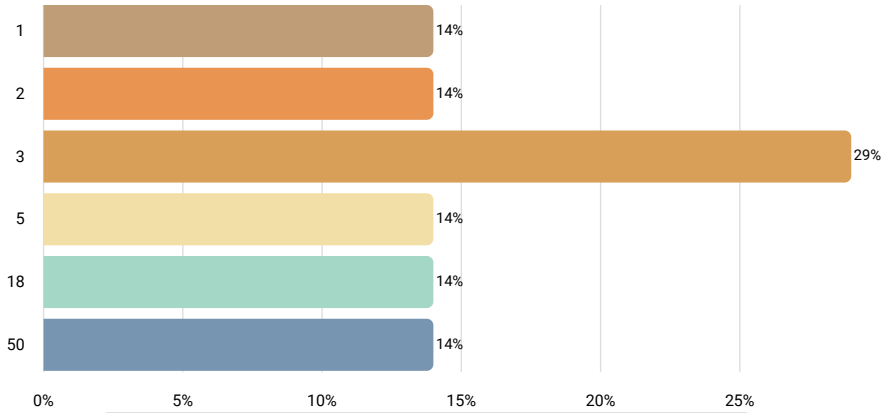
Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



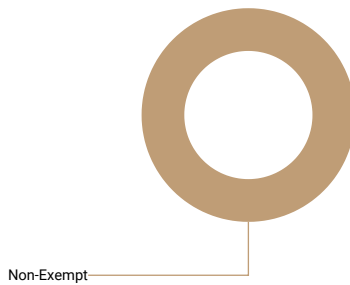
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	18
90th percentile	50
Mean	11.71
Median	3
Standard deviation	17.85
Total/sum	82

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



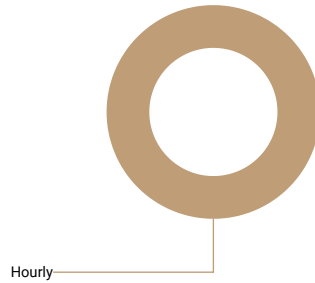
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	6	\$17.00	\$20.00	\$24.33	\$26.50	\$27.26	\$23.24	\$24.33	
Pay Range Maximum Rate	6	\$25.00	\$26.00	\$34.79	\$35.00	\$69.94	\$37.59	\$34.79	
Actual Lowest Base Rate	6	\$17.35	\$20.00	\$23.97	\$28.71	\$32.00	\$24.33	\$23.97	
Actual Average Base Rate	6	\$20.00	\$22.62	\$29.24	\$32.00	\$32.96	\$27.68	\$29.24	
Actual Highest Base Rate	6	\$22.75	\$26.00	\$31.20	\$35.00	\$49.76	\$32.65	\$31.20	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

4.5.5 Inspector

Job description

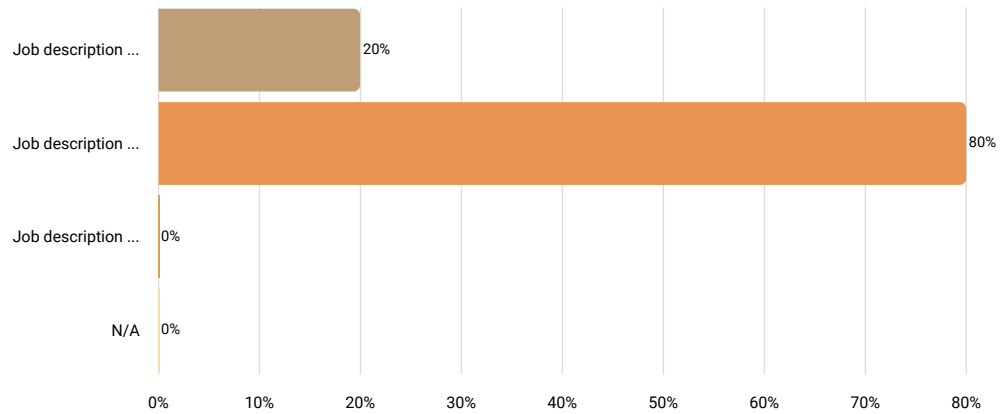
Inspect, test, sort, sample, or weigh raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



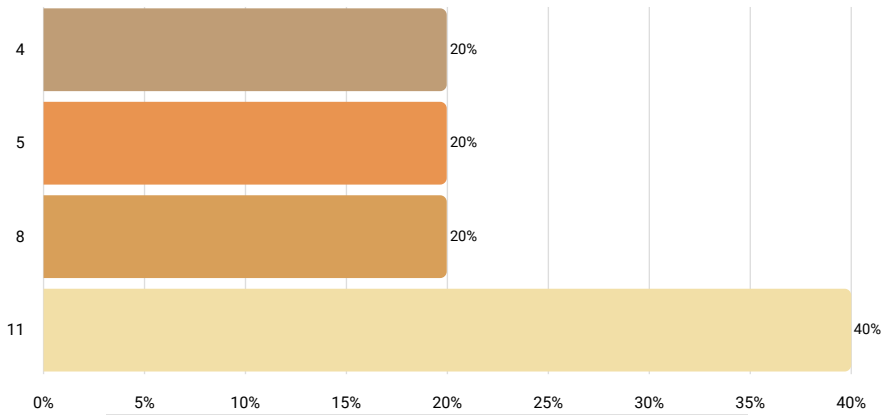
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



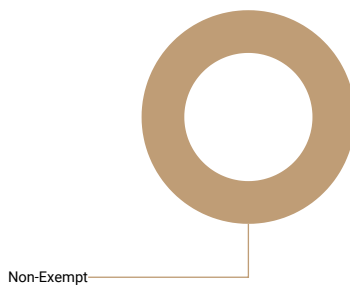
Statistics	
10th percentile	4
25th percentile	5
50th percentile	8
75th percentile	11
90th percentile	11
Mean	7.8
Median	8
Standard deviation	3.27
Total/sum	39

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



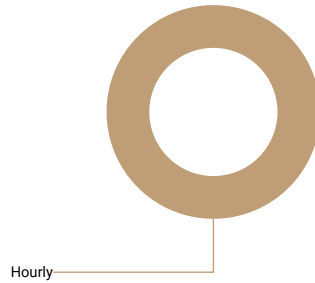
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	\$11.00	\$16.00	\$18.00	\$18.48	\$20.00	\$16.70	\$18.00	
Pay Range Maximum Rate	5	\$17.00	\$23.00	\$23.00	\$25.00	\$47.90	\$27.18	\$23.00	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

4.5.6 Production Scheduler

Job description

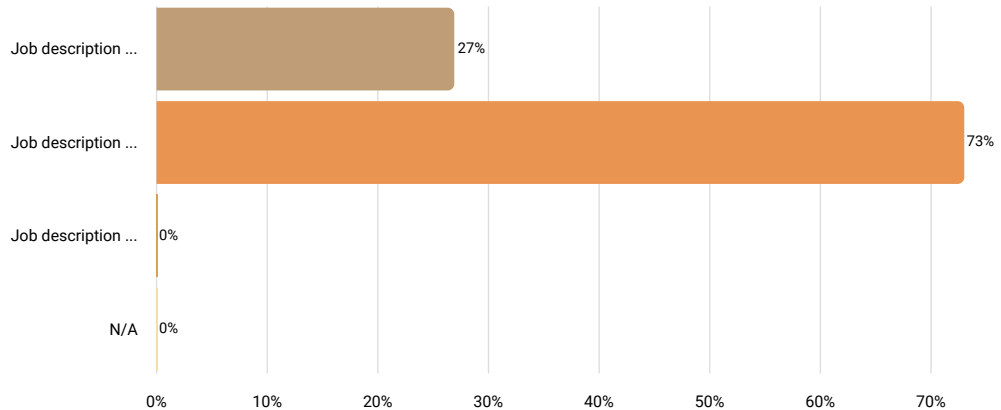
Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates;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

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

Answered 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

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

Answered 7 times

Skipped 4 times

Text input

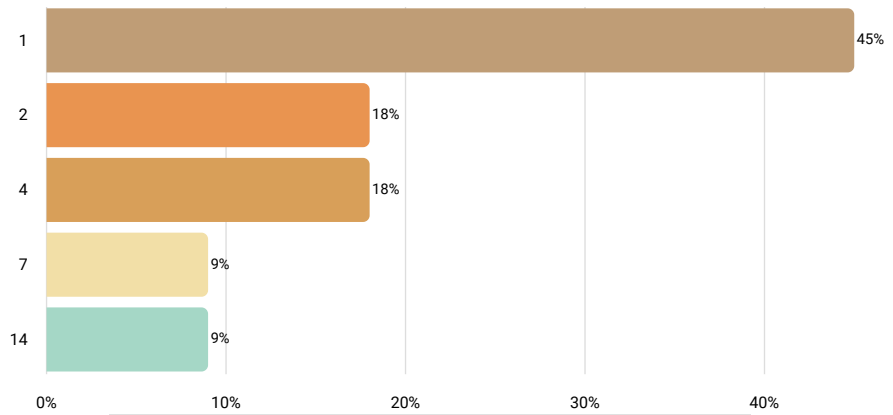
Results		
program scheduler		1
plant scheduler		1
project coordinator		1
material planner		1
project coordinator i - iii		1
production analyst		1
inventory / production assistant		1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



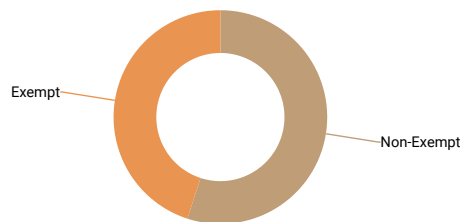
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	7
Mean	3.45
Median	2
Standard deviation	3.98
Total/sum	38

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



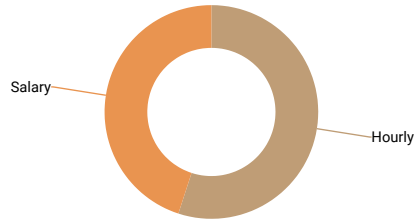
Results	%	N
Non-Exempt	55%	6
Exempt	45%	5

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	55%	6
Salary	45%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	6	\$17.00	\$22.00	\$27.00	\$29.50	\$44.53	\$27.84	\$27.00	
Pay Range Maximum Rate	6	\$21.50	\$27.00	\$33.00	\$55.00	\$77.90	\$41.23	\$33.00	
Actual Lowest Base Rate	5	\$21.00	\$22.00	\$30.99	\$37.00	\$75.61	\$37.32	\$30.99	
Actual Average Base Rate	5	\$22.84	\$23.63	\$35.95	\$37.50	\$75.61	\$39.11	\$35.95	
Actual Highest Base Rate	5	\$24.68	\$26.91	\$38.00	\$43.27	\$75.61	\$41.69	\$38.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.6 Maintenance Positions

The survey received sufficient data for the following job titles:

Janitor
Multi-Craft Maintenance
General Building Maintenance
Maintenance Mechanic

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

Electrician
Electrical and Control Mechanic
Laborer
Security Guard
Maintenance Planner
Maintenance Employees, General

4.6.1 Janitor

Job description

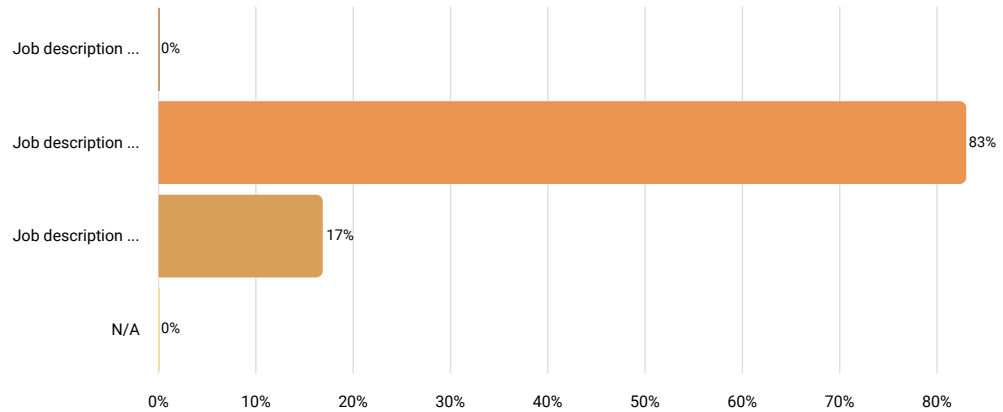
Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and rer
Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow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

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



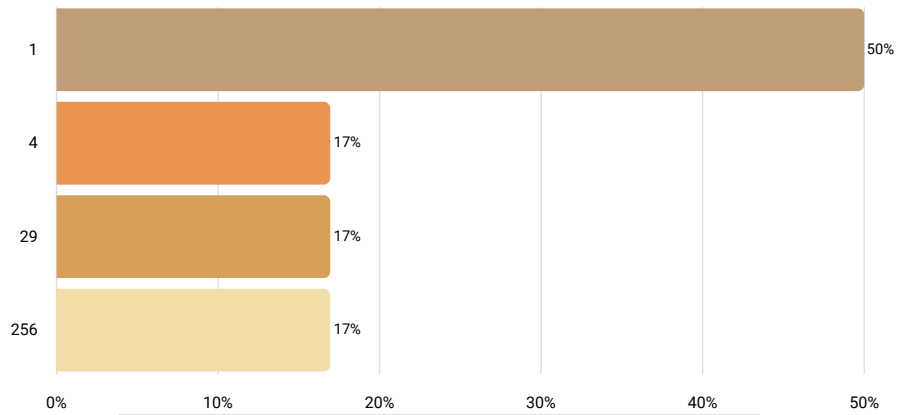
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		17%	1
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



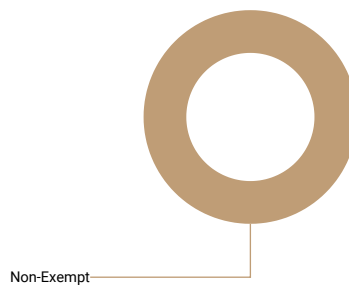
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	29
90th percentile	256
Mean	48.67
Median	2.5
Standard deviation	102.16
Total/sum	292

FLSA Status

Answered 5 times

Skipped 1 times

Select one answer (radio button)



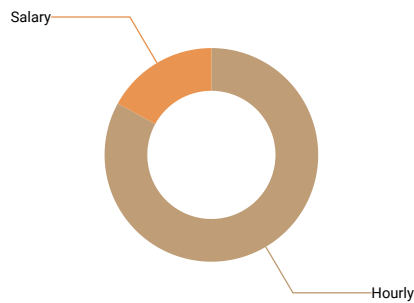
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	\$12.00	\$16.00	\$16.20	\$17.29	\$21.30	\$16.56	\$16.20	
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

4.6.2 Multi-Craft Maintenance

Job description

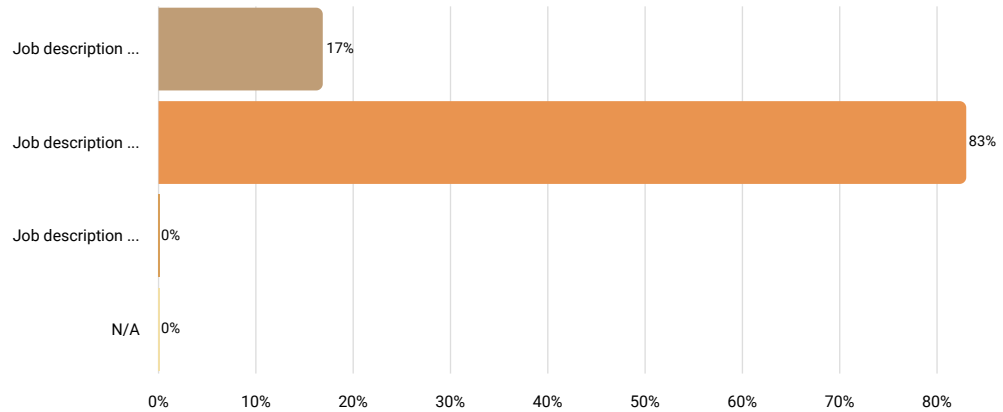
Perform work involving the skills of two or more maintenance or craft occupations for upkeep of machines and mechanical equipment. Duties may involve boiler making; insulating; welding; machining; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment. Journeyman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

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



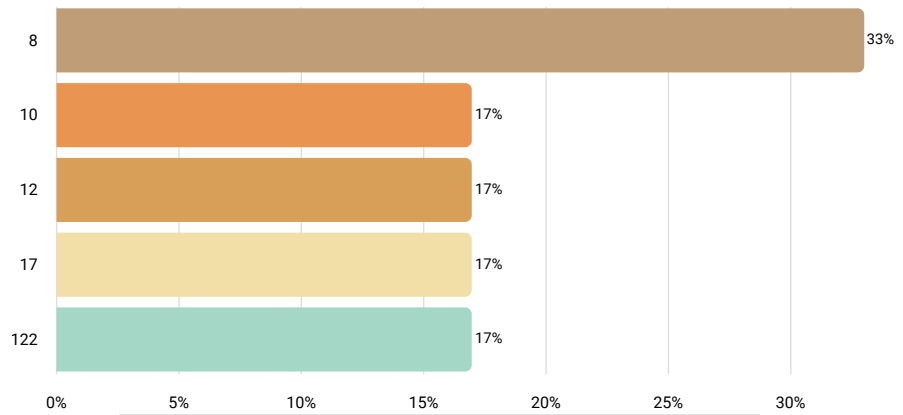
Results		%	N
Job description is perceptibly weaker than the position at your company		17%	1
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



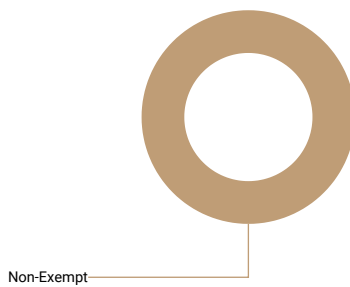
Statistics	
10th percentile	8
25th percentile	8
50th percentile	11
75th percentile	17
90th percentile	122
Mean	29.5
Median	11
Standard deviation	45.44
Total/sum	177

FLSA Status

Answered 5 times

Skipped 1 times

Select one answer (radio button)



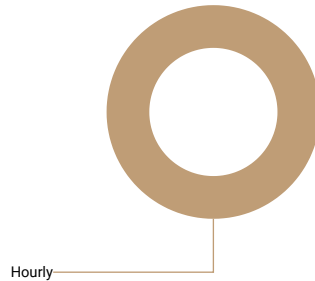
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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	Standard Deviation
Pay Range Minimum Rate	6	6	\$25.00	\$28.00	\$28.84	\$30.83	\$35.32	\$29.47	\$28.84	
Pay Range Maximum Rate	6	6	\$34.99	\$35.00	\$37.90	\$44.33	\$48.80	\$39.82	\$37.90	
Actual Lowest Base Rate	6	6	\$26.40	\$28.33	\$28.84	\$34.92	\$40.30	\$31.27	\$28.84	
Actual Average Base Rate	6	6	\$27.46	\$31.18	\$33.39	\$40.30	\$41.68	\$34.57	\$33.39	
Actual Highest Base Rate	6	6	\$32.91	\$34.32	\$35.25	\$40.30	\$44.33	\$37.06	\$35.25	
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	\$6.00	\$4.00	\$4.00	
Average Incentive Bonus or Other Bonus (Annual)										

4.6.3 General Building Maintenance

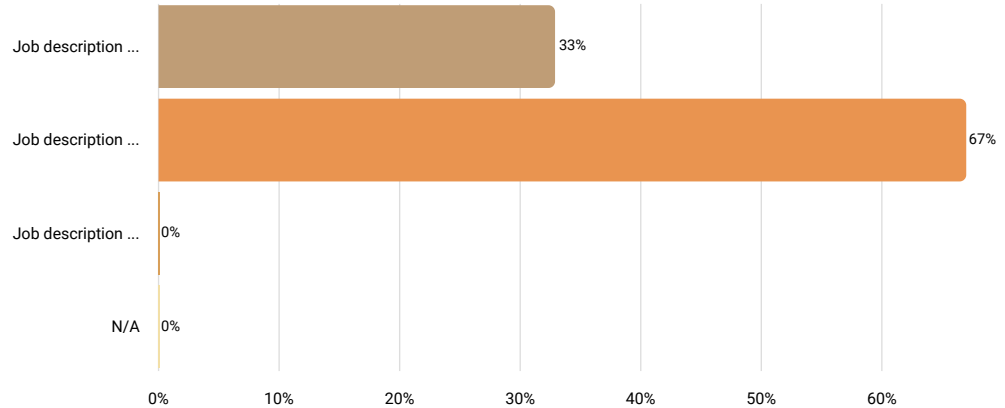
Job description Repairs and maintains physical structures. Requires knowledge of more than one craft area such as carpentry, painting, plasterin

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



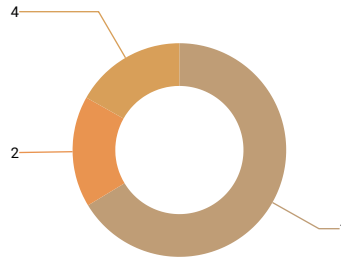
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



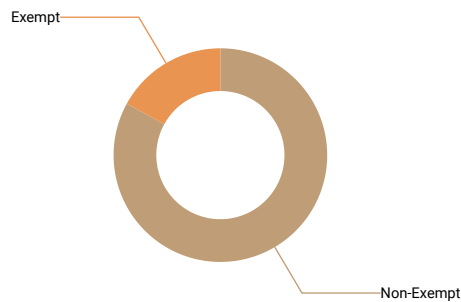
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.67
Median	1
Standard deviation	1.21
Total/sum	10

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



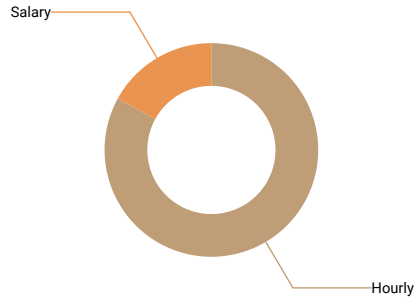
Results	%	N
Non-Exempt	83%	5
Exempt	17%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate										
Pay Range Maximum Rate										
Actual Lowest Base Rate	5		\$19.41	\$20.80	\$24.61	\$26.56	\$28.61	\$24.00	\$24.61	
Actual Average Base Rate	5		\$19.41	\$24.61	\$26.56	\$27.39	\$31.86	\$25.97	\$26.56	
Actual Highest Base Rate	5		\$19.41	\$24.61	\$26.56	\$33.81	\$35.11	\$27.90	\$26.56	
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)										
Pay Range Minimum Salary										
Pay Range Maximum Salary										
Actual Lowest Base Salary										
Actual Average Base Salary										
Actual Highest Base Salary										
Average Incentive Bonus or Other Cash Bonus (Annual)										

4.6.4 Maintenance Mechanic

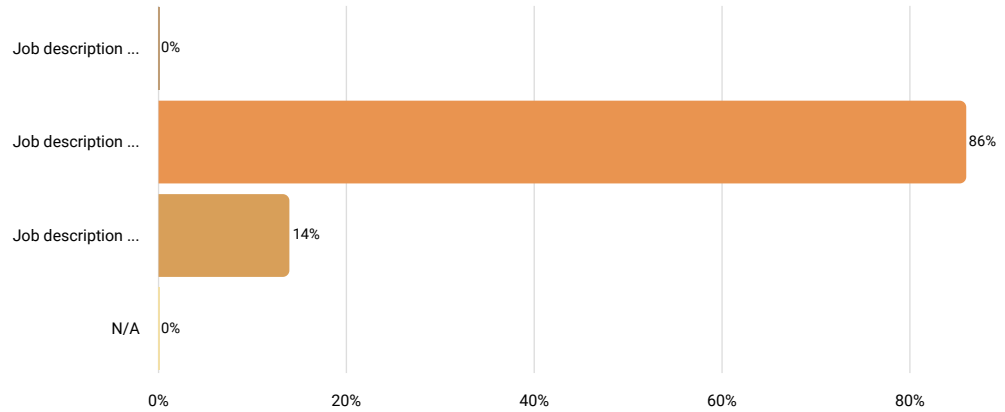
Job description Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



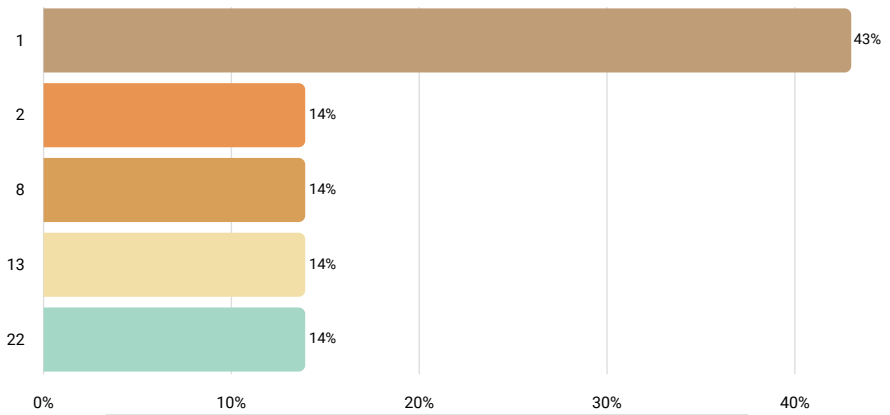
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



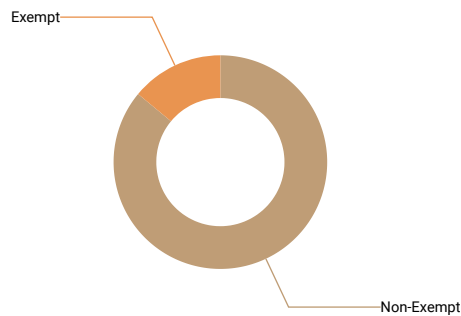
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	13
90th percentile	22
Mean	6.86
Median	2
Standard deviation	8.11
Total/sum	48

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



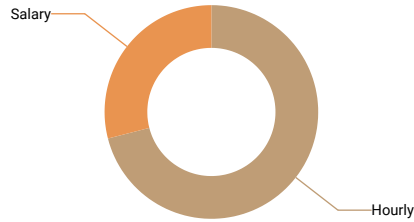
Results	%	N
Non-Exempt	86%	6
Exempt	14%	1

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate	5	\$20.00	\$27.94	\$30.74	\$31.50	\$34.50	\$28.94	\$30.74	
Pay Range Maximum Rate	5	\$30.00	\$30.74	\$30.84	\$43.00	\$50.00	\$36.92	\$30.84	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest 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
Warehouse Employees, General

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

Truck Driver, Tractor Trailer and Heavy
Truck Driver, Light and Delivery Services
Stockroom Clerk
Locomotive Material Handler

4.7.1 Fork Lift Driver/Material Handler

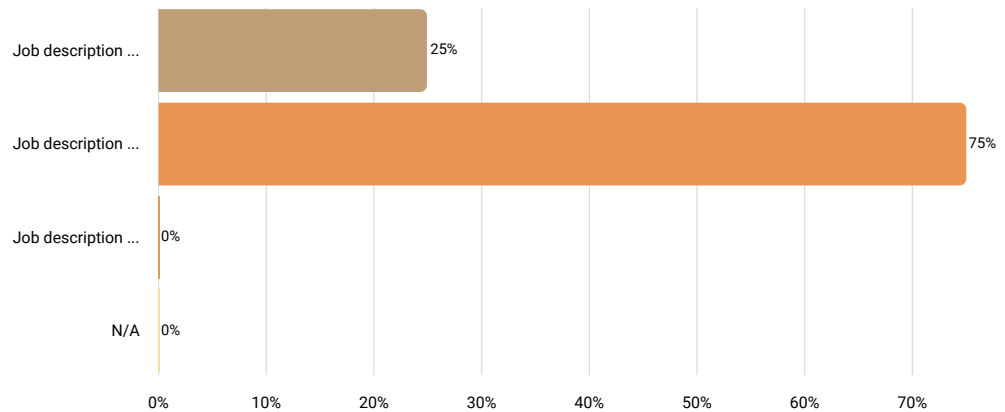
Job description Move freight, stock, or other materials. Does not include locomotive material handlers.

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

Answered 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

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

Answered 5 times

Skipped 3 times

Text input

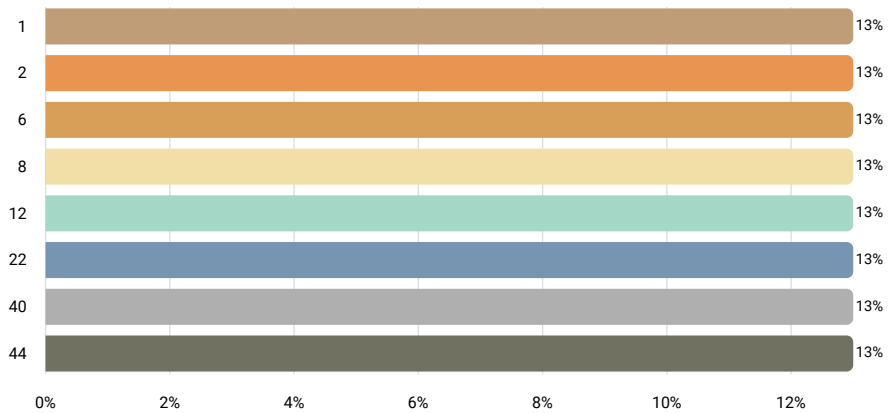
Results	
packaging operator	1
production technician	1
operator technician i	1
material handler iii	1
shipping and receiving	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



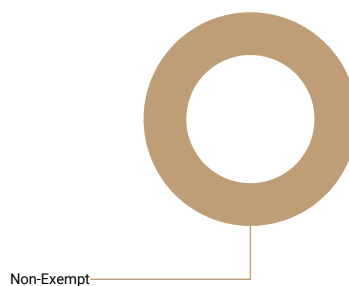
Statistics	
10th percentile	1
25th percentile	4
50th percentile	10
75th percentile	31
90th percentile	44
Mean	16.88
Median	10
Standard deviation	16.86
Total/sum	135

FLSA Status

Answered 7 times

Skipped 1 times

Select one answer (radio button)



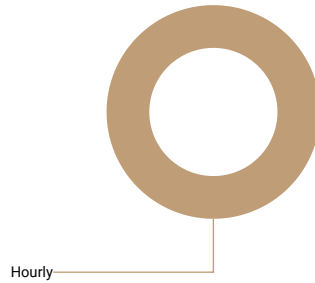
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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	Standard Deviation
Pay Range Minimum Rate	7		\$16.00	\$18.00	\$19.00	\$24.00	\$25.00	\$19.91	\$19.00	
Pay Range Maximum Rate	7		\$21.00	\$22.00	\$24.00	\$26.54	\$27.23	\$24.25	\$24.00	
Actual Lowest Base Rate	7		\$17.25	\$19.00	\$22.84	\$24.44	\$25.00	\$21.75	\$22.84	
Actual Average Base Rate	7		\$18.23	\$21.11	\$22.84	\$25.00	\$25.84	\$22.72	\$22.84	
Actual Highest Base Rate	7		\$21.63	\$22.00	\$22.84	\$27.23	\$29.76	\$24.39	\$22.84	
If there is a step progression in place, enter the number of steps. If not, leave blank.	6		\$0.00	\$1.00	\$3.00	\$3.00	\$4.00	\$2.33	\$3.00	
Average Incentive Bonus or Other Bonus (Annual)										

4.7.2 Shipping and Receiving Clerk

Job description

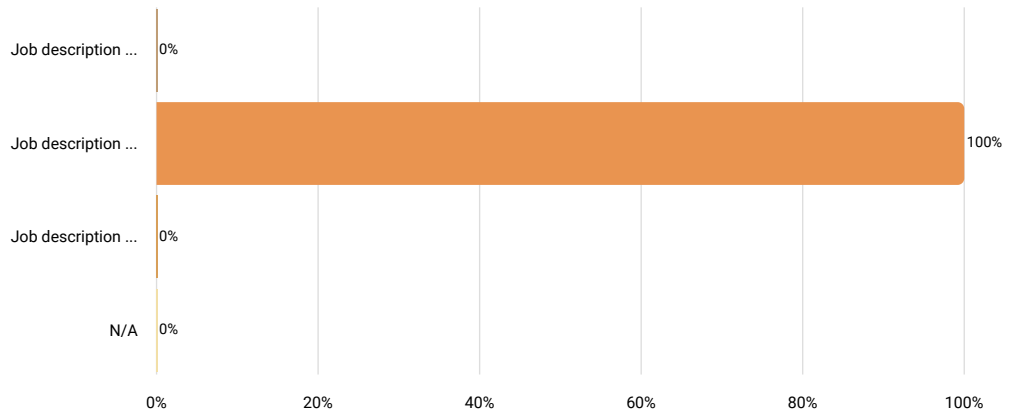
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



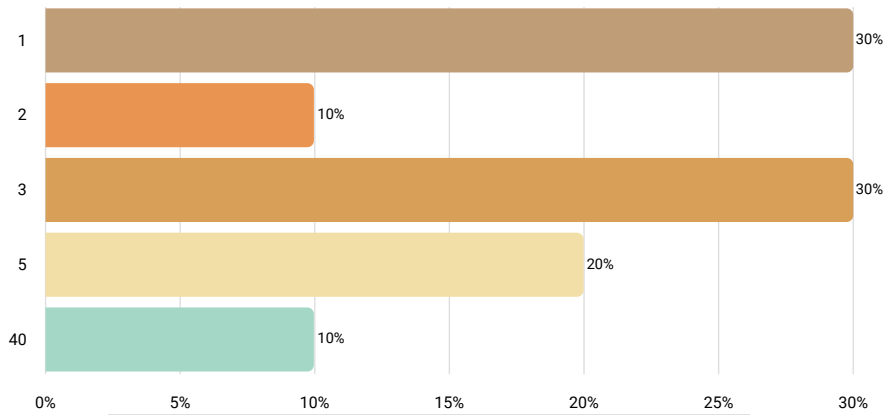
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	10
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0%

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



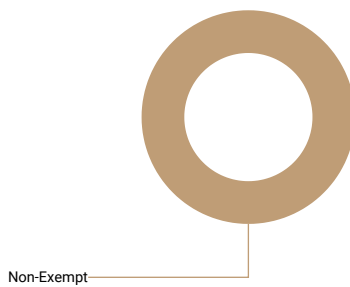
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	22.5
Mean	6.4
Median	3
Standard deviation	11.9
Total/sum	64

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



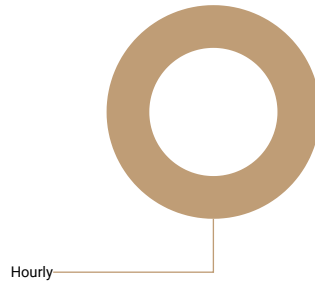
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	8	\$16.00	\$16.50	\$19.00	\$21.26	\$24.00	\$19.19	\$19.00	
Pay Range Maximum Rate	8	\$20.00	\$21.00	\$23.15	\$24.00	\$25.00	\$22.66	\$23.15	
Actual Lowest Base Rate	8	\$16.00	\$17.63	\$20.67	\$23.22	\$26.00	\$20.30	\$20.67	
Actual Average Base Rate	8	\$17.25	\$17.87	\$20.55	\$22.17	\$24.00	\$20.30	\$20.55	
Actual Highest Base Rate	8	\$17.25	\$19.50	\$21.54	\$23.72	\$26.00	\$21.60	\$21.54	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

4.7.4 Warehouse Employees, General

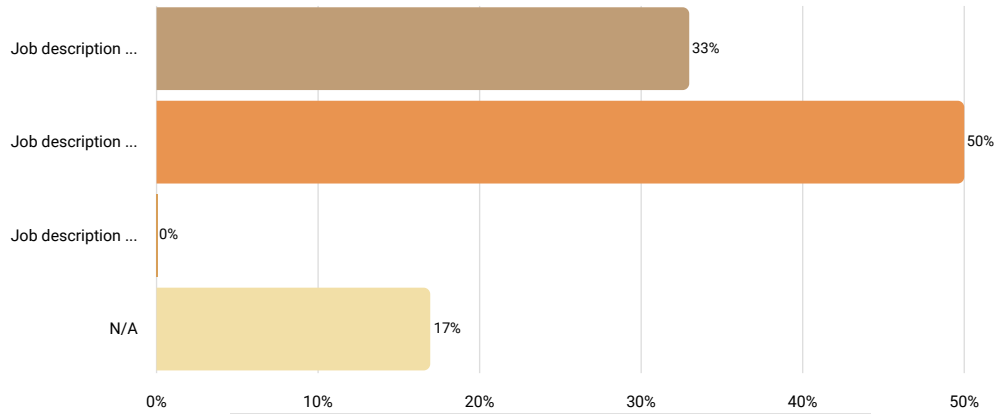
Job description Use this job title for warehouse workers other than those listed.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



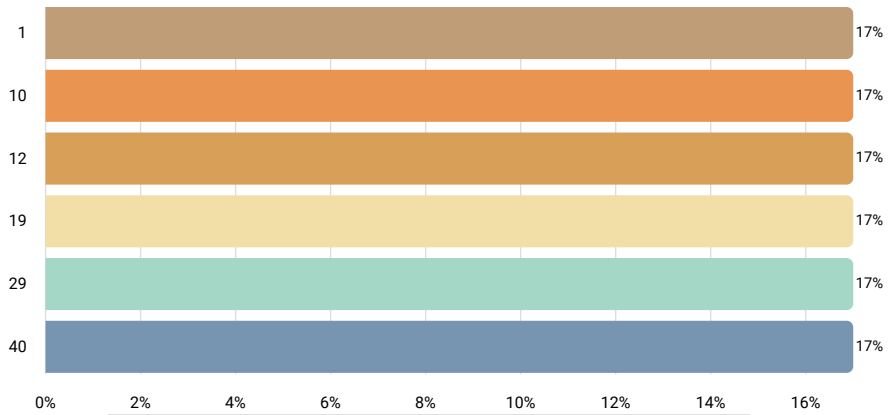
Results	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	50%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



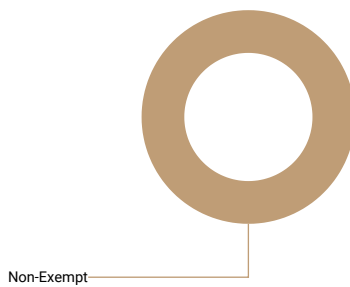
Statistics	
10th percentile	1
25th percentile	10
50th percentile	15.5
75th percentile	29
90th percentile	40
Mean	18.5
Median	15.5
Standard deviation	14.1
Total/sum	111

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



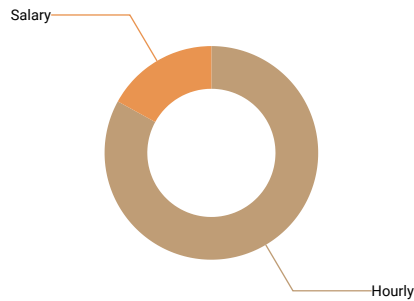
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	\$16.00	\$16.00	\$19.54	\$21.86	\$33.33	\$21.35	\$19.54	
Pay Range Maximum Rate	5	\$20.00	\$21.36	\$25.00	\$35.86	\$42.91	\$29.03	\$25.00	
Actual Lowest Base Rate	5	\$16.75	\$17.00	\$20.73	\$28.13	\$33.33	\$23.19	\$20.73	
Actual Average Base Rate	5	\$17.65	\$18.00	\$21.71	\$32.63	\$33.59	\$24.72	\$21.71	
Actual Highest Base Rate	5	\$19.25	\$22.36	\$26.00	\$35.86	\$38.61	\$28.42	\$26.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

4.8 First Level Supervisory Positions

The survey received sufficient data for the following job titles:

Accounting Supervisor
Production Supervisor
Quality Assurance Supervisor
Maintenance Supervisor
Team Leader

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

Senior Production Supervisor
Customer Service Supervisor
Shipping and Receiving Supervisor

4.8.1 Accounting Supervisor

Job description

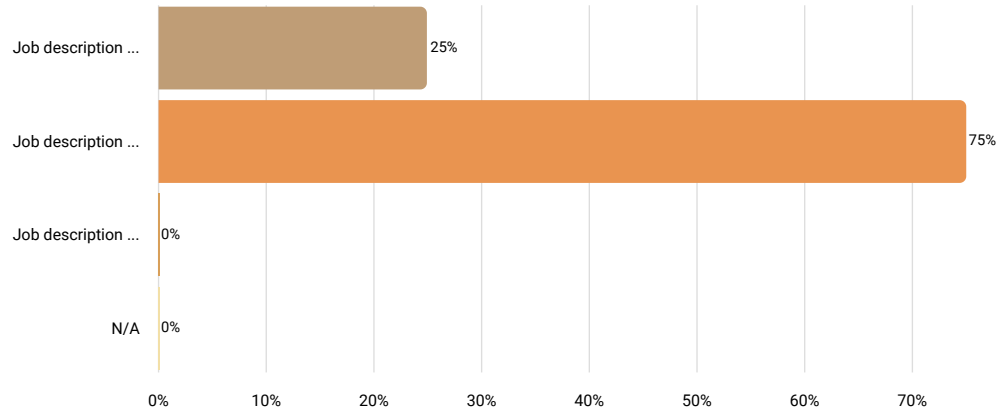
First Line Supervisor responsible for overseeing workers engaged in maintaining accounting records and processing transactions. Determines work assig evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 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

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

Answered 5 times

Skipped 3 times

Text input

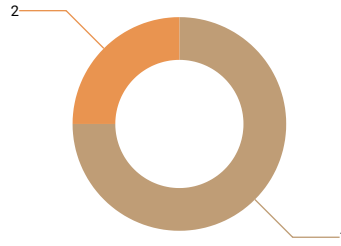
Results	
sr. accounting specialist	1
senior accountant	1
manger, billings; manager, enterprise finance	1
payroll supervisor iii	1
accounts payable supervisor; accounts receivable supervisor	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



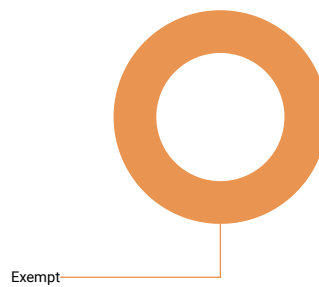
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1.25
Median	1
Standard deviation	0.46
Total/sum	10

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



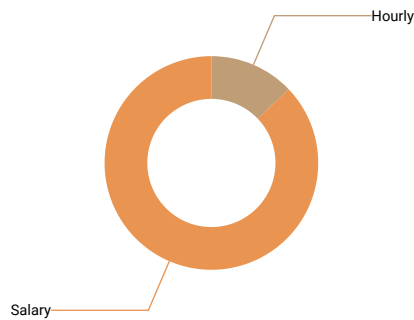
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$49,920.00	\$70,000.00	\$83,637.60	\$105,279.00	\$116,480.00	\$84,825.70	\$83,637.60	\$2:
Actual Average Base Salary	7	\$54,960.00	\$64,000.00	\$79,000.00	\$113,483.00	\$116,480.00	\$84,456.89	\$79,000.00	\$2:
Actual Highest Base Salary	7	\$60,000.00	\$64,000.00	\$80,000.00	\$116,480.00	\$121,687.00	\$87,063.17	\$80,000.00	\$2:
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.8.2 Production Supervisor

Job description

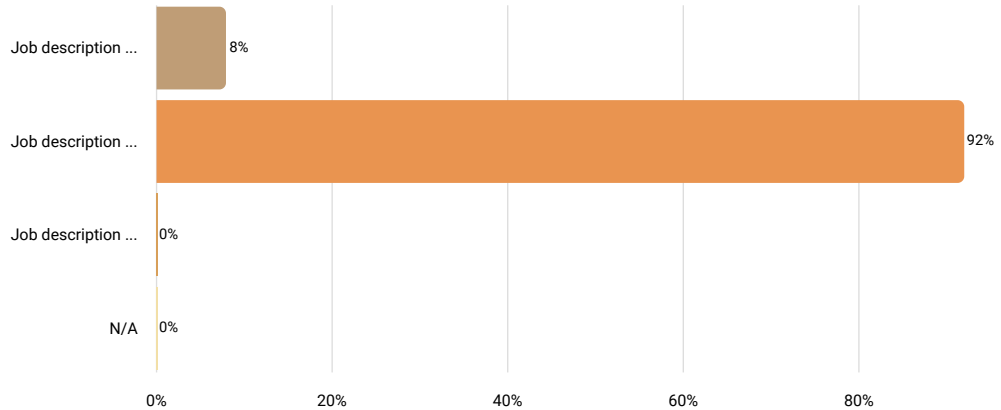
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company procedures. Responsible for the performance of the assigned work unit.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 7 times

Text input

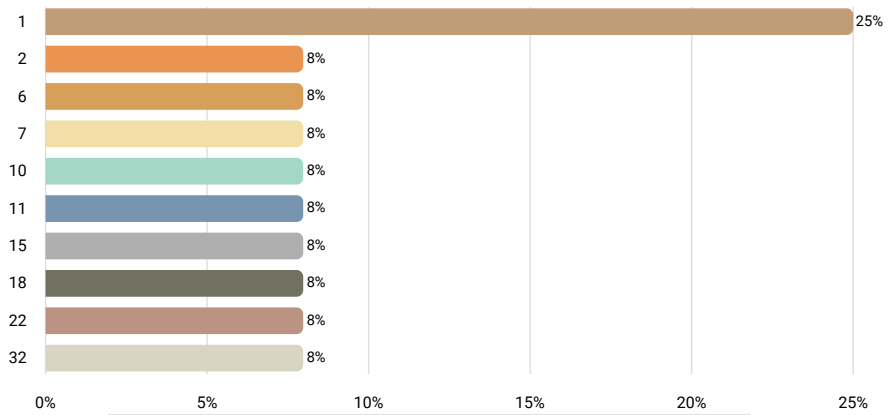
Results	
team leader	1
assembly lead	1
supervisor, production planning	1
production supervisor i-iii	1
fabrication manager	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



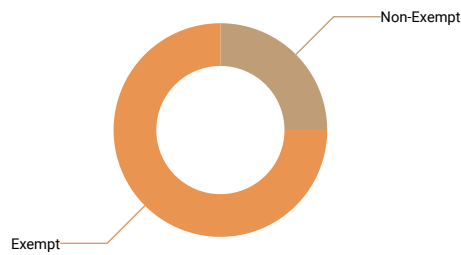
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	8.5
75th percentile	16.5
90th percentile	22
Mean	10.5
Median	8.5
Standard deviation	9.76
Total/sum	126

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



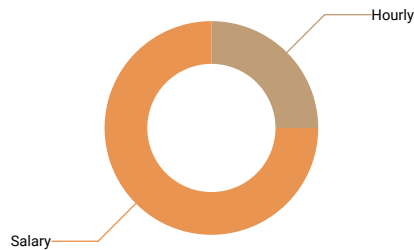
Results	%	N
Non-Exempt	25%	3
Exempt	75%	9

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary	7	\$35,990.00	\$49,600.00	\$55,000.00	\$80,000.00	\$90,000.00	\$61,411.71	\$55,000.00	\$1
Pay Range Maximum Salary	7	\$53,982.00	\$75,000.00	\$115,000.00	\$119,339.00	\$120,000.00	\$100,688.71	\$115,000.00	\$2
Actual Lowest Base Salary	9	\$40,093.00	\$60,000.00	\$77,767.00	\$85,000.00	\$94,000.00	\$71,928.91	\$77,767.00	\$1
Actual Average Base Salary	9	\$40,093.00	\$74,827.00	\$87,200.00	\$92,642.00	\$99,545.00	\$80,589.69	\$87,200.00	\$1
Actual Highest Base Salary	9	\$40,093.00	\$98,000.00	\$99,000.00	\$100,589.00	\$132,551.00	\$94,664.68	\$99,000.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,203.00	\$2,750.00	\$4,750.00	\$12,000.00	\$13,274.00	\$6,454.50	\$4,750.00	\$

4.8.4 Quality Assurance Supervisor

Job description

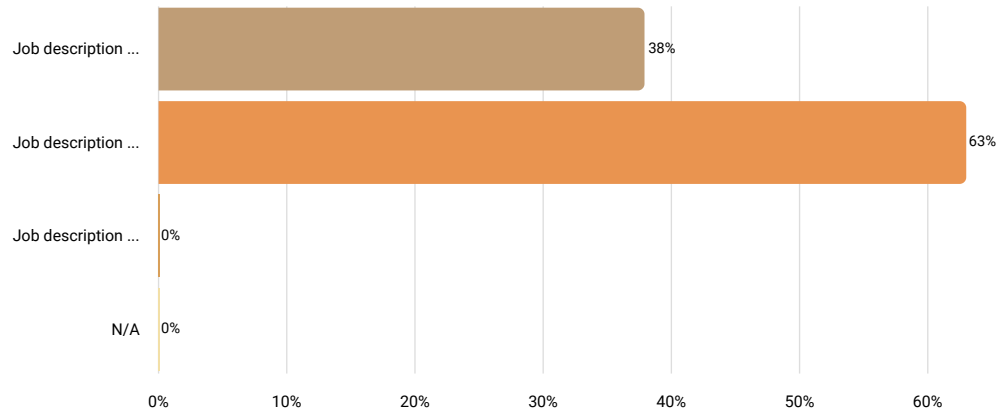
First Line Supervisor responsible for overseeing workers engaged in testing and inspecting the quality of products. Compiles and evaluates data pertaining to standards. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the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

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

Answered 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

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

Answered 6 times

Skipped 2 times

Text input

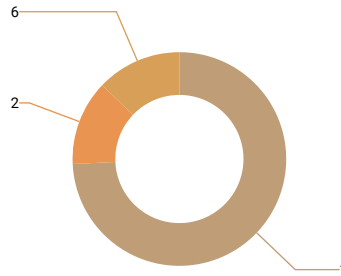
Results		
quality ndt		1
lab supervisor		1
qc supervisor janitorial, and qc supervisor grounds		1
supervisor, quality; supervisor, aircraft quality		1
quality control supervisor		1
quality director		1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



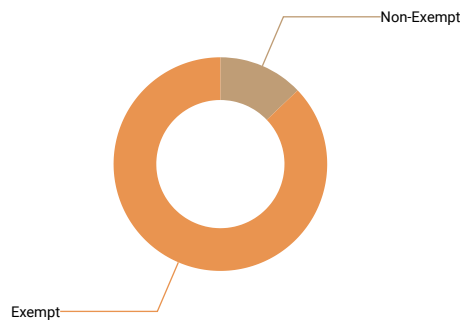
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	6
Mean	1.75
Median	1
Standard deviation	1.75
Total/sum	14

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



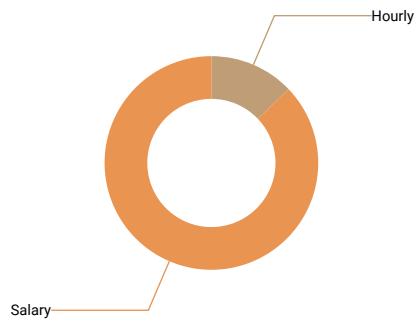
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	7	\$41,590.00	\$56,100.00	\$70,000.00	\$80,000.00	\$88,608.00	\$67,227.14	\$70,000.00	\$1
Pay Range Maximum Salary	7	\$60,075.00	\$85,000.00	\$105,000.00	\$119,339.00	\$134,800.00	\$101,099.83	\$105,000.00	\$2
Actual Lowest Base Salary	6	\$55,961.00	\$82,160.00	\$91,255.20	\$98,009.60	\$124,000.00	\$90,440.17	\$91,255.20	\$2
Actual Average Base Salary	6	\$58,746.00	\$82,160.00	\$91,255.20	\$98,009.60	\$124,000.00	\$90,904.33	\$91,255.20	\$2
Actual Highest Base Salary	6	\$61,531.00	\$82,160.00	\$91,255.20	\$98,009.60	\$124,000.00	\$91,368.50	\$91,255.20	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.8.6 Maintenance Supervisor

Job description

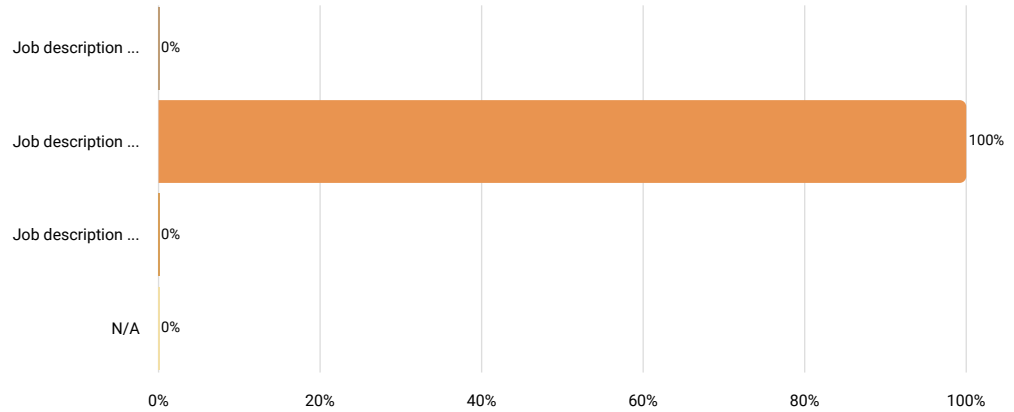
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and ad company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



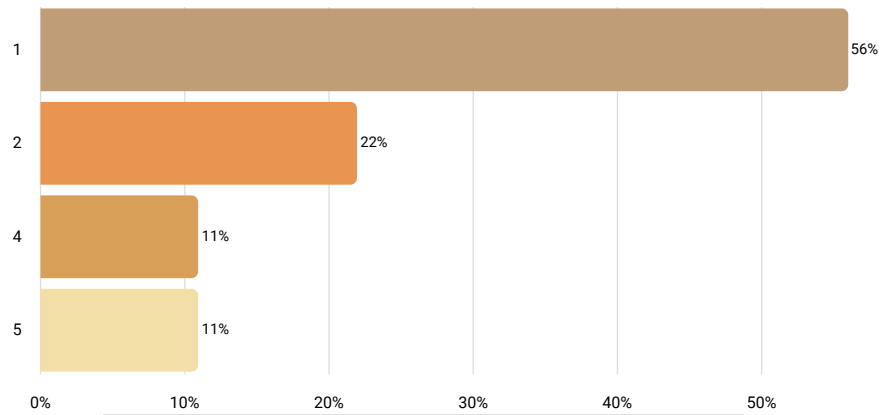
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



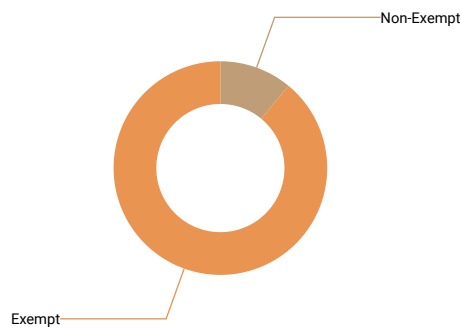
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	1.5
Total/sum	18

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



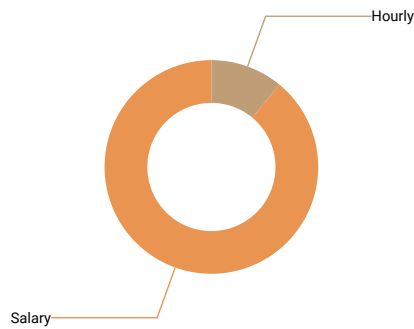
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

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	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Pay Range Minimum Salary	7	\$47,584.00	\$49,600.00	\$64,292.00	\$75,000.00	\$90,500.00	\$63,377.29	\$64,292.00	\$1
Pay Range Maximum Salary	7	\$71,376.00	\$77,496.00	\$95,000.00	\$119,339.00	\$125,000.00	\$97,815.86	\$95,000.00	\$2
Actual Lowest Base Salary	8	\$60,008.00	\$67,932.00	\$82,446.80	\$94,000.00	\$101,497.00	\$81,282.83	\$82,446.80	\$1
Actual Average Base Salary	8	\$62,661.00	\$66,800.00	\$86,836.80	\$100,248.50	\$104,500.00	\$84,366.45	\$86,836.80	\$1
Actual Highest Base Salary	8	\$63,600.00	\$68,520.00	\$90,035.30	\$100,248.50	\$109,000.00	\$86,275.95	\$90,035.30	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,880.00	\$2,900.00	\$8,000.00	\$14,960.00	\$15,000.00	\$8,548.00	\$8,000.00	\$6

4.8.7 Team Leader

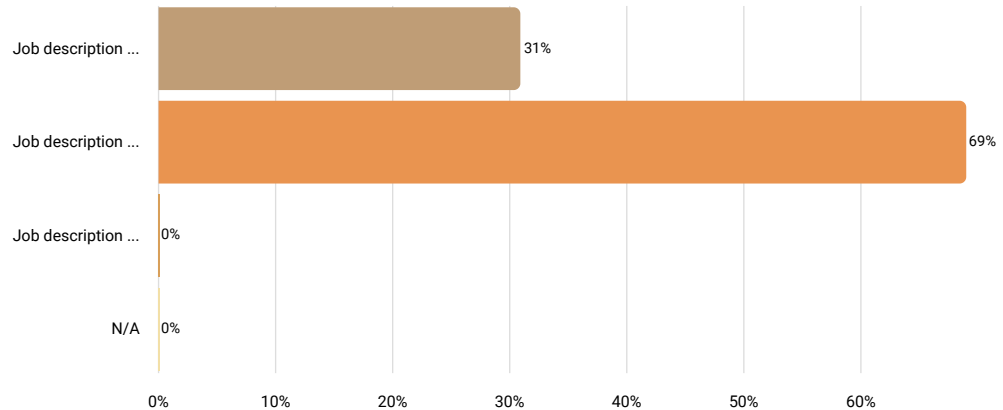
Job description Include workers here that oversee particular areas of work, but may or may not have evaluative responsibility for assigned work u

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

Answered 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

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

Answered 8 times

Skipped 5 times

Text input

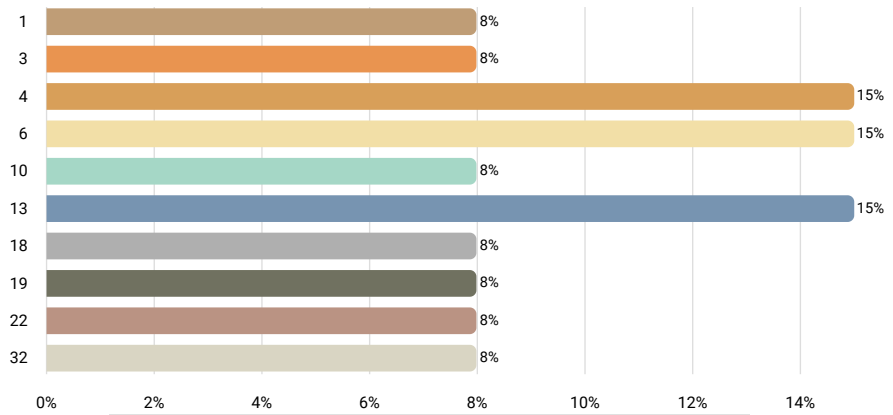
Results	
lead worker manufacturing, lead worker janitorial, lead worker admin	1
lead technician	1
advanced analyst/team lead; intermediate specialist/team lead; advanced trainer/team lead; communications team lead	1
recruiter team lead, recruiting supervisor	1
order management supervisor, order pulling supervisor, processing supervisor, quality supervisor, trucks supervisor	1
plant team lead	1
electrical assembler iii lead, electrical quality inspector iii lead, inventory clerk iii lead, machinist iii lead	1
team lead, chief engineer	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



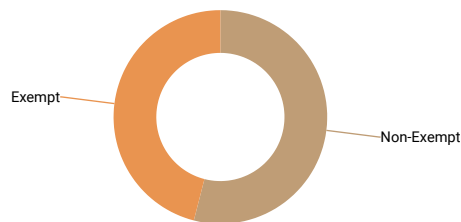
Statistics	
10th percentile	3
25th percentile	4
50th percentile	10
75th percentile	18
90th percentile	22
Mean	11.62
Median	10
Standard deviation	9.09
Total/sum	151

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



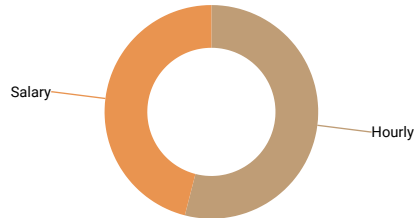
Results	%	N
Non-Exempt	54%	7
Exempt	46%	6

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	54%	7
Salary	46%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	7	\$15.00	\$20.50	\$23.71	\$30.00	\$31.87	\$24.80	\$23.71	
Pay Range Maximum Rate	7	\$18.00	\$23.00	\$35.00	\$36.00	\$40.55	\$30.61	\$35.00	
Actual Lowest Base Rate	5	\$15.50	\$17.75	\$23.00	\$25.85	\$30.79	\$22.58	\$23.00	
Actual Average Base Rate	5	\$16.42	\$20.00	\$25.40	\$29.41	\$34.54	\$25.15	\$25.40	
Actual Highest Base Rate	5	\$17.90	\$21.75	\$26.00	\$33.93	\$36.00	\$27.12	\$26.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$45,000.00	\$60,263.36	\$63,000.00	\$78,000.00	\$85,696.00	\$66,391.87	\$63,000.00	\$1
Pay Range Maximum Salary	5	\$80,000.00	\$84,368.10	\$85,696.00	\$122,500.00	\$243,337.00	\$123,180.22	\$85,696.00	\$6
Actual Lowest Base Salary	5	\$62,000.00	\$77,409.15	\$78,000.00	\$133,286.00	\$141,258.00	\$98,390.63	\$78,000.00	\$3
Actual Average Base Salary	5	\$54,422.38	\$62,000.00	\$98,201.00	\$172,000.00	\$189,497.00	\$115,224.08	\$98,201.00	\$6
Actual Highest Base Salary	5	\$62,000.00	\$77,136.00	\$122,500.00	\$216,082.00	\$217,672.00	\$139,078.00	\$122,500.00	\$7
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.9 Sales and Marketing Positions

The survey received sufficient data for the following job titles:

Business Development Manager

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

Marketing Representative

Inside Sales Representative

Outside Sales Rep (commission)

Outside Sales Rep (non-commission)

Sales Manager

Marketing Manager or Director

Business Development Specialist

PR or Community Relations Representative

Sales Office Assistant

4.9.1 Business Development Manager

Job description

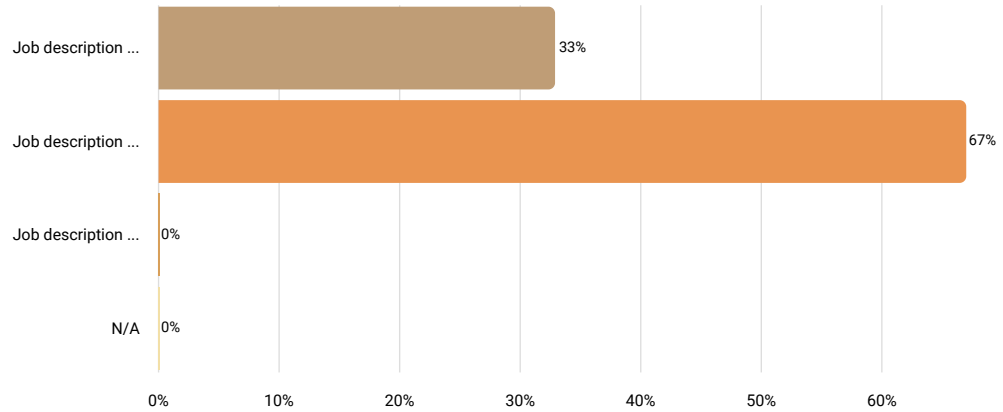
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with ma customers.

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



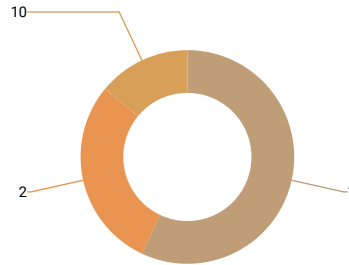
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	2
Job description matches the position at your company very well		67%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



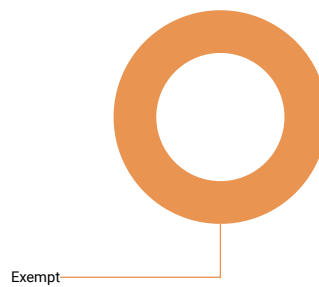
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	10
Mean	2.57
Median	1
Standard deviation	3.31
Total/sum	18

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



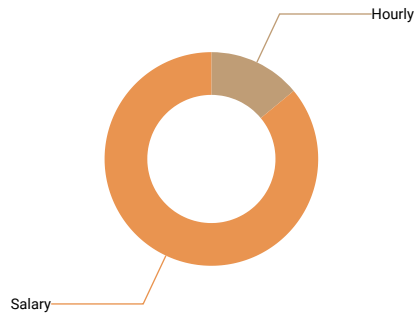
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$84,448.00	\$100,000.00	\$120,000.00	\$126,217.00	\$135,200.00	\$113,173.00	\$120,000.00	\$2
Pay Range Maximum Salary	5	\$137,000.00	\$150,000.00	\$168,105.60	\$228,800.00	\$235,144.00	\$183,809.92	\$168,105.60	\$4
Actual Lowest Base Salary	6	\$91,062.40	\$121,996.69	\$138,000.00	\$156,000.00	\$181,126.00	\$137,697.51	\$138,000.00	\$3
Actual Average Base Salary	6	\$125,000.00	\$132,953.60	\$145,236.39	\$156,000.00	\$181,126.00	\$147,592.06	\$145,236.39	\$1
Actual Highest Base Salary	6	\$137,000.00	\$145,000.00	\$152,058.40	\$174,948.84	\$181,126.00	\$157,031.94	\$152,058.40	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.1 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
Project or Program Manager
Project or Program Director
Engineering Manager
Quality Control Manager
Human Resources Manager
Safety/Environmental Manager
Contracts Manager
Facilities Manager
Proposal Manager
Plant Manager
Purchasing Manager
Continuous Improvement Manager

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

Administrative Manager
Logistics/Materials Manager

4.10.1 Controller or Accounting Manager

Job description

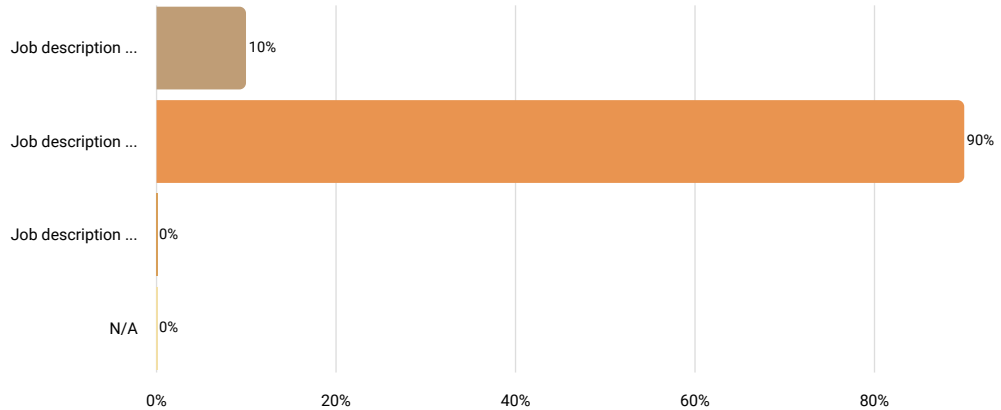
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and acc to staff. Responsible for financial reporting and analysis for the company.

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	2
Job description matches the position at your company very well	90%	18
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 12 times

Skipped 8 times

Text input

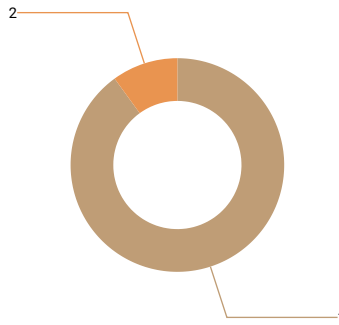
Results	
controller	2
corporate financial manager	1
finance analyst	1
comptroller	1
business manager	1
director of finance and accounting	1
assistant controller	1
accounting manager, mid	1
plant controller	1
corporate controller & director of treasury & financial planning	1
divisional controller	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



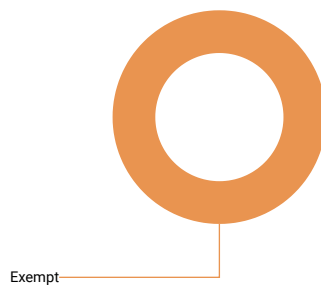
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1.5
Mean	1.1
Median	1
Standard deviation	0.31
Total/sum	22

FLSA Status

Answered 19 times

Skipped 1 times

Select one answer (radio button)



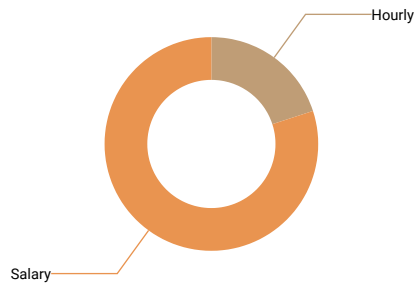
Results	%	N
Non-Exempt	0%	0
Exempt	100%	19

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	4
Salary	80%	16

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	13	\$70,000.00	\$80,000.00	\$109,758.00	\$130,000.00	\$169,416.00	\$110,627.72	\$109,758.00	\$3
Pay Range Maximum Salary	13	\$135,000.00	\$152,000.00	\$158,938.00	\$208,864.00	\$288,142.40	\$265,445.80	\$158,938.00	\$33
Actual Lowest Base Salary	15	\$86,000.00	\$93,900.00	\$136,500.00	\$155,500.00	\$179,483.20	\$132,514.06	\$136,500.00	\$3
Actual Average Base Salary	15	\$105,000.00	\$109,739.70	\$136,500.00	\$155,500.00	\$189,820.80	\$137,989.79	\$136,500.00	\$3
Actual Highest Base Salary	15	\$109,739.70	\$120,016.00	\$149,000.00	\$155,500.00	\$195,000.00	\$144,190.81	\$149,000.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$500.00	\$1,788.00	\$10,000.00	\$15,000.00	\$17,000.00	\$8,426.86	\$10,000.00	\$€

4.10.2 Maintenance Manager

Job description

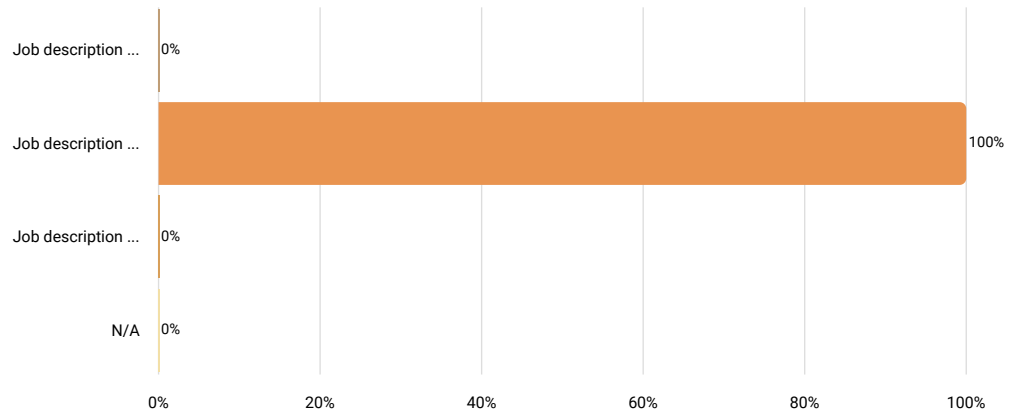
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages plant maintenance shutdowns/outages.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



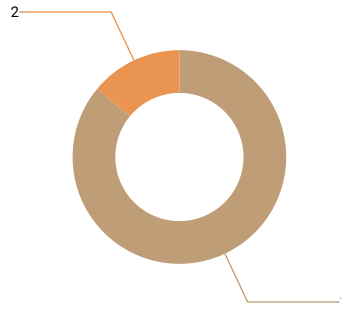
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



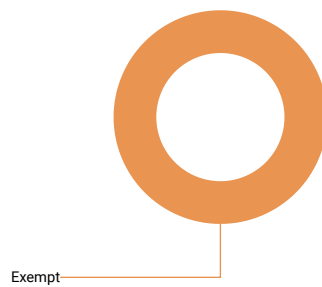
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.14
Median	1
Standard deviation	0.38
Total/sum	8

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



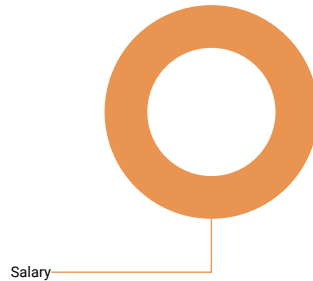
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	5	\$69,668.00	\$80,000.00	\$82,900.00	\$100,000.00	\$108,335.00	\$88,180.60	\$82,900.00	\$1
Pay Range Maximum Salary	5	\$104,501.00	\$125,000.00	\$150,000.00	\$201,194.00	\$207,200.00	\$157,579.00	\$150,000.00	\$4
Actual Lowest Base Salary	6	\$68,827.20	\$70,754.89	\$97,705.20	\$139,682.00	\$140,000.00	\$102,445.75	\$97,705.20	\$3
Actual Average Base Salary	6	\$68,827.20	\$70,754.89	\$100,207.65	\$139,682.00	\$140,000.00	\$103,279.90	\$100,207.65	\$3
Actual Highest Base Salary	6	\$68,827.20	\$70,754.89	\$102,710.10	\$139,682.00	\$140,000.00	\$104,114.05	\$102,710.10	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.3 Production or Operations Manager

Job description

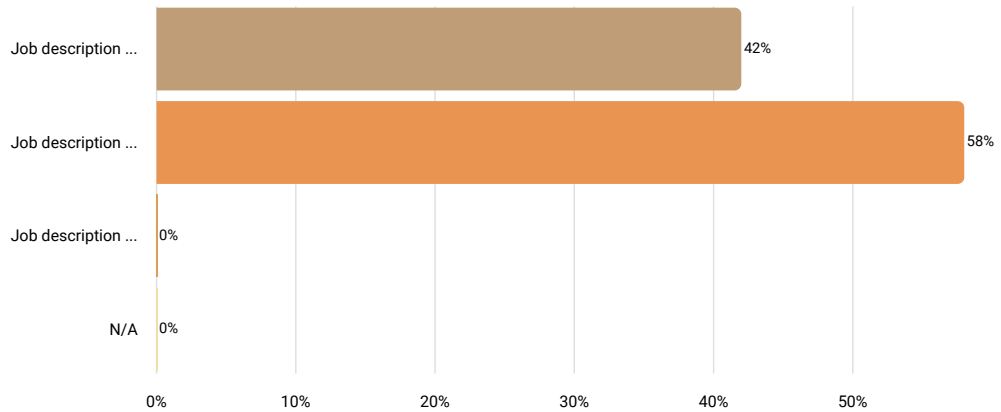
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is n

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	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

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

Answered 8 times

Skipped 5 times

Text input

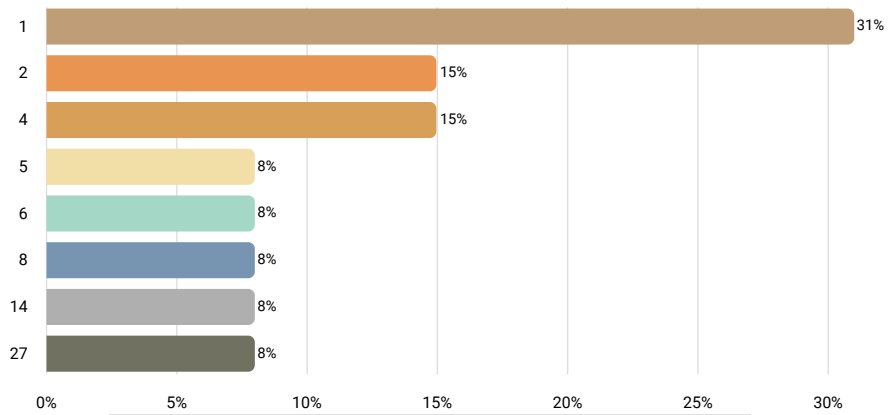
Results	
production manager	2
production manager /operations manager	1
shop manager, grounds	1
director of operations ; & other position is director of manufacturing (each separate functions held by separate people)	1
supervisor, electrical; supervisor, mechanical; director, operations; deputy director, manufacturing	1
director of engineering, director of maintenance, director of production control, director of business operations	1
pm / design / quality / lead pm	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



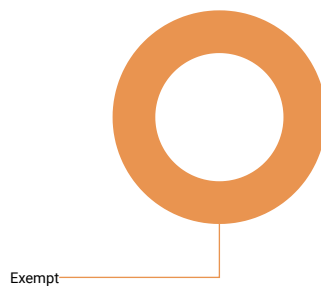
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	6
90th percentile	14
Mean	5.85
Median	4
Standard deviation	7.36
Total/sum	76

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



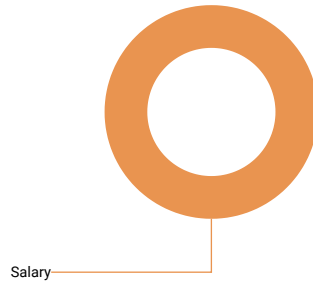
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	10	\$65,832.50	\$80,000.00	\$101,500.00	\$108,000.00	\$113,863.50	\$94,111.95	\$101,500.00	\$2
Pay Range Maximum Salary	10	\$96,248.00	\$130,000.00	\$161,825.00	\$201,194.00	\$223,906.40	\$161,486.53	\$161,825.00	\$4
Actual Lowest Base Salary	11	\$83,990.40	\$98,404.00	\$109,658.00	\$121,000.00	\$127,275.20	\$109,710.39	\$109,658.00	\$2
Actual Average Base Salary	12	\$96,383.73	\$117,500.00	\$125,538.23	\$137,607.50	\$161,496.00	\$124,886.27	\$125,538.23	\$2
Actual Highest Base Salary	12	\$112,756.80	\$121,000.00	\$140,751.00	\$177,392.50	\$214,266.00	\$148,334.69	\$140,751.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,936.22	\$5,000.00	\$15,248.00	\$23,000.00	\$35,409.00	\$15,973.54	\$15,248.00	\$1

4.10.4 IT Manager

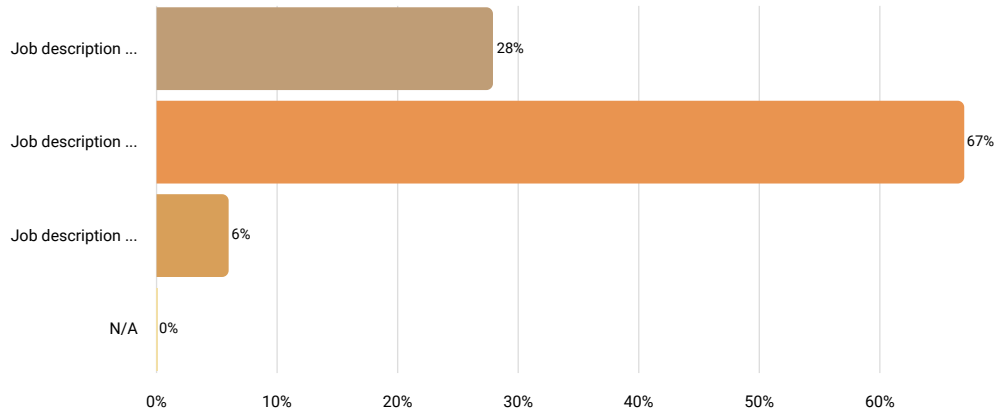
Job description Directs all computer operations that include one or more of the following: programming, network and technical support and syste

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	28%	5
Job description matches the position at your company very well	67%	12
Job description is perceptibly stronger than the position at your company	6%	1
	N/A	0%

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

Answered 6 times

Skipped 12 times

Text input

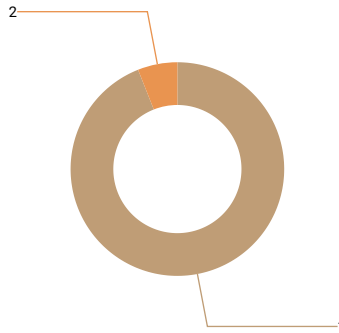
Results	
corporate information technology manager	1
it lead	1
director of corporate information technology	1
it assistant	1
it manager, mid	1
it director	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



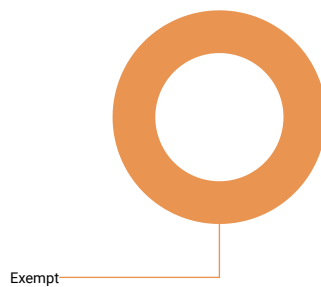
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.06
Median	1
Standard deviation	0.24
Total/sum	19

FLSA Status

Answered 17 times

Skipped 1 times

Select one answer (radio button)



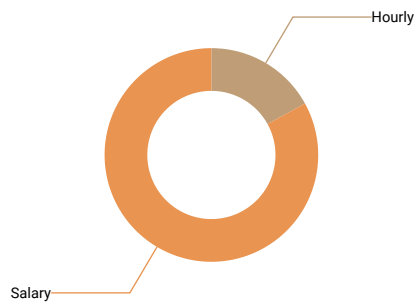
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	3
Salary	83%	15

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	11	\$60,000.00	\$62,857.00	\$90,000.00	\$95,442.00	\$150,000.00	\$91,062.45	\$90,000.00	\$3
Pay Range Maximum Salary	12	\$47,751.00	\$83,815.00	\$130,000.00	\$154,950.00	\$175,000.00	\$120,273.42	\$130,000.00	\$5
Actual Lowest Base Salary	14	\$62,504.00	\$80,000.00	\$99,233.02	\$120,556.00	\$160,000.00	\$103,286.02	\$99,233.02	\$3
Actual Average Base Salary	14	\$65,000.00	\$88,982.00	\$105,500.00	\$120,556.00	\$160,000.00	\$108,321.81	\$105,500.00	\$3
Actual Highest Base Salary	14	\$65,000.00	\$87,000.00	\$105,864.52	\$122,119.00	\$160,000.00	\$108,414.69	\$105,864.52	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$5,000.00	\$5,000.00	\$8,886.50	\$11,000.00	\$12,000.00	\$8,462.17	\$8,886.50	\$2

4.10.6 Project or Program Manager

Job description

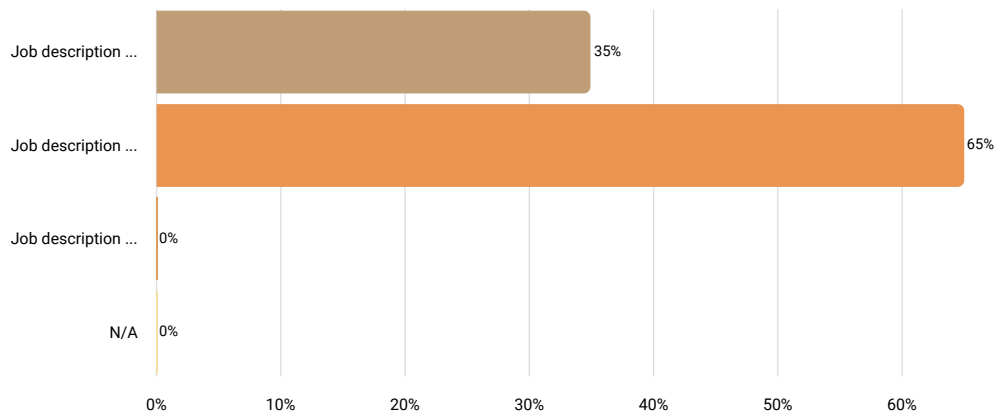
Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the p budget and workload.

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	35%	8
Job description matches the position at your company very well	65%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 13 times

Skipped 10 times

Text input

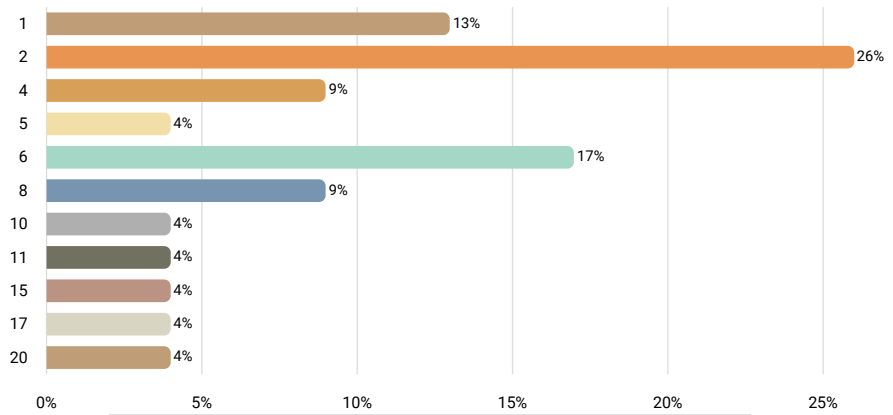
Results	Count
program manager	3
project manager 2	1
senior management	1
assistant project manager i, assistant project manager ii, assistant project manager iii	1
technical lead/program manager	1
division manager	1
program manager i, ii	1
project manager, senior	1
program manager i-iv & sr. aviation program manager	1
project engineer	1
deputy program manager, senior program manager	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



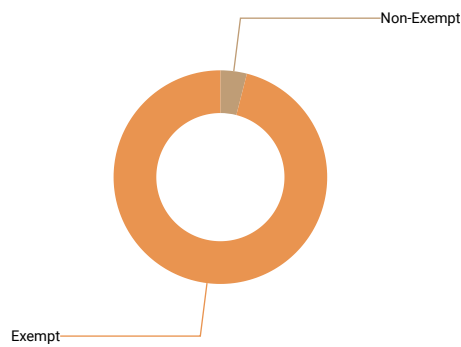
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	8
90th percentile	15
Mean	6.13
Median	5
Standard deviation	5.34
Total/sum	141

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



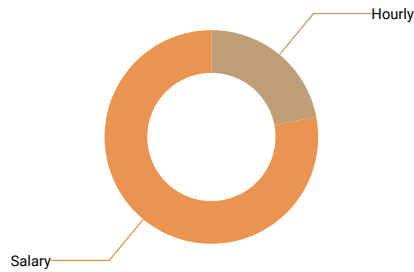
Results	%	N
Non-Exempt	4%	1
Exempt	96%	22

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	5
Salary	78%	18

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$51.74	\$62.04	\$63.11	\$67.48	\$74.82	\$63.84	\$63.11	
Actual Average Base Rate	5	\$58.13	\$64.00	\$64.67	\$79.36	\$96.47	\$72.53	\$64.67	
Actual Highest Base Rate	5	\$61.11	\$64.91	\$67.31	\$82.97	\$109.29	\$77.12	\$67.31	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	13	\$47,584.00	\$53,560.00	\$115,000.00	\$120,794.00	\$135,200.00	\$99,845.38	\$115,000.00	\$4
Pay Range Maximum Salary	13	\$67,062.00	\$120,000.00	\$158,891.20	\$195,000.00	\$215,000.00	\$145,965.86	\$158,891.20	\$5
Actual Lowest Base Salary	17	\$52,770.00	\$88,483.20	\$135,000.00	\$168,875.00	\$192,934.56	\$125,772.15	\$135,000.00	\$4
Actual Average Base Salary	17	\$59,108.00	\$119,846.92	\$157,005.33	\$171,000.00	\$194,906.00	\$143,248.63	\$157,005.33	\$4
Actual Highest Base Salary	17	\$67,806.00	\$136,822.40	\$176,800.00	\$201,219.24	\$207,000.00	\$162,150.53	\$176,800.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,716.00	\$2,500.00	\$15,000.00	\$15,000.00	\$146,016.00	\$30,033.14	\$15,000.00	\$5

4.10.7 Project or Program Director

Job description

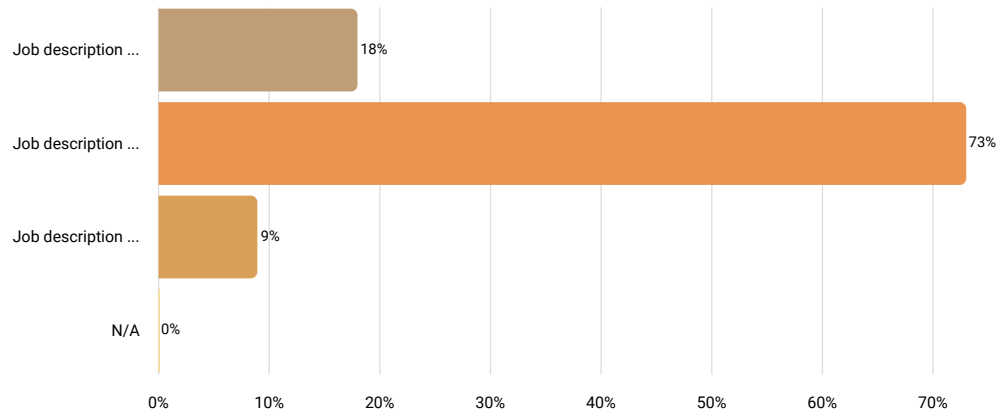
Plans, organizes, directs, coordinates, and controls the activities of the program in support of company goals to obtain optimum efficiency and economy
 Analyses and reports project economics including costs, operational budgets, staffing requirements, resources, and risk.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

Skipped 5 times

Text input

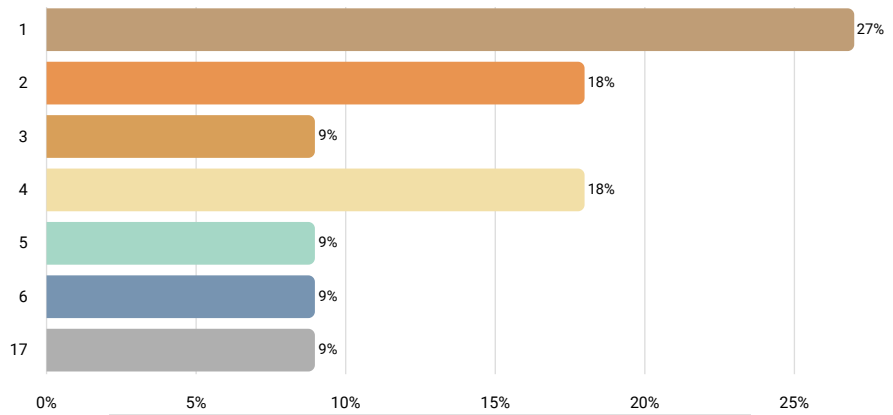
Results	
program manager 4	1
project manager i, project manager ii, and project manager iii	1
cpm	1
program manager iii; director, programs	1
director	1
director, (technical area)	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



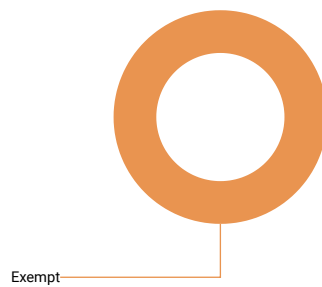
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	6
Mean	4.18
Median	3
Standard deviation	4.58
Total/sum	46

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



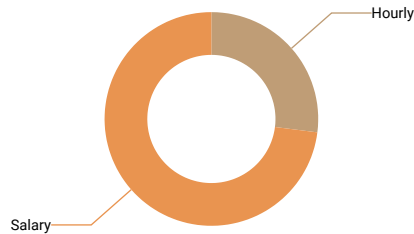
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	\$56,728.00	\$123,594.00	\$185,407.00	\$217,734.36	\$234,270.40	\$172,313.67	\$185,407.00	\$6
Actual Average Base Salary	7	\$74,451.00	\$161,102.00	\$199,466.00	\$226,367.22	\$234,270.40	\$186,173.96	\$199,466.00	\$5
Actual Highest Base Salary	7	\$91,954.00	\$199,325.00	\$216,300.00	\$235,000.00	\$249,309.75	\$204,541.55	\$216,300.00	\$5
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.8 Engineering Manager

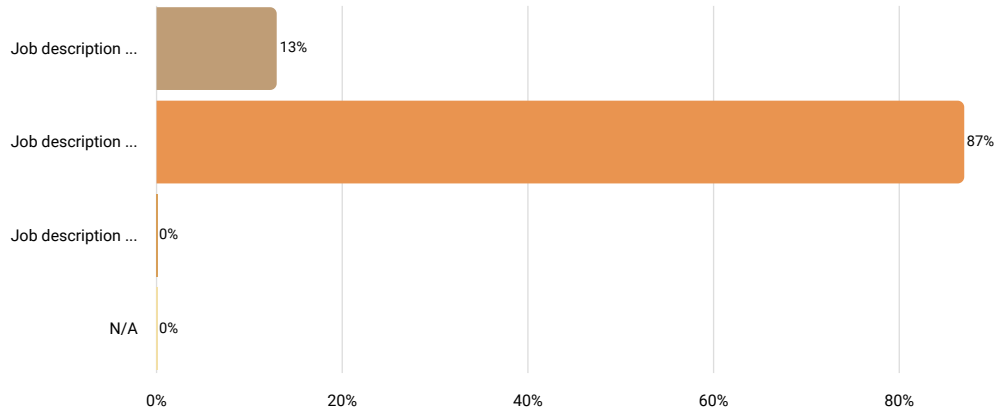
Job description Provide management to members of technical, engineering and/or research business units. Responsible for unit performance.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



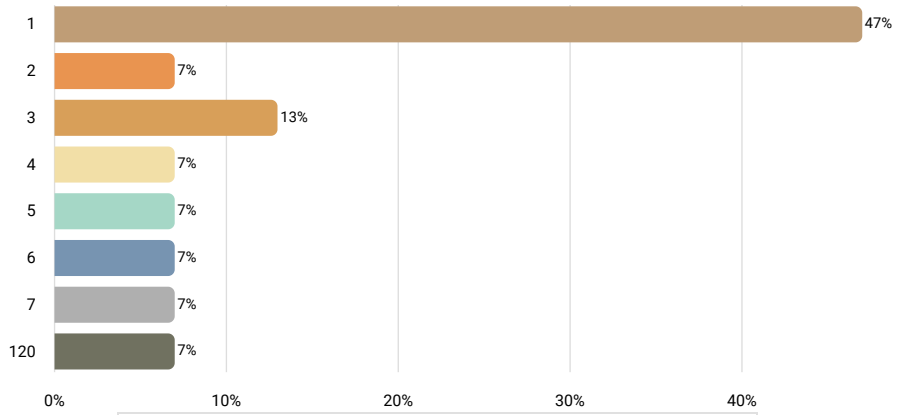
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	87%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



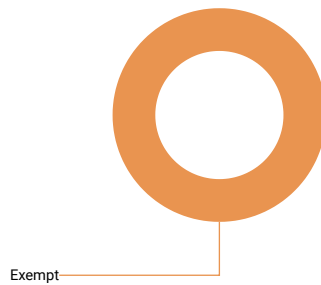
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	7
Mean	10.47
Median	2
Standard deviation	30.37
Total/sum	157

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



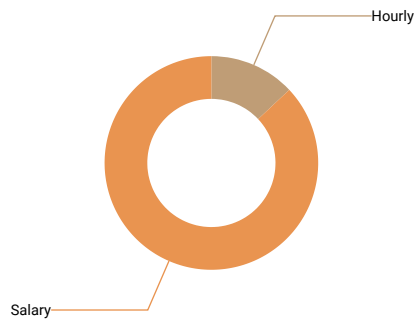
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	9	\$70,000.00	\$100,000.00	\$102,481.00	\$116,572.50	\$150,000.00	\$108,447.97	\$102,481.00	\$2
Pay Range Maximum Salary	9	\$120,000.00	\$152,000.00	\$189,306.00	\$201,194.00	\$294,000.00	\$189,237.37	\$189,306.00	\$5
Actual Lowest Base Salary	11	\$120,000.00	\$125,000.00	\$144,948.96	\$152,880.00	\$180,074.00	\$154,333.43	\$144,948.96	\$7
Actual Average Base Salary	11	\$120,000.00	\$139,484.80	\$169,554.00	\$180,074.00	\$182,673.00	\$172,281.03	\$169,554.00	\$6
Actual Highest Base Salary	11	\$120,000.00	\$139,484.80	\$180,074.00	\$202,819.00	\$244,660.00	\$189,569.97	\$180,074.00	\$6
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$3,800.00	\$15,876.00	\$21,509.00	\$45,000.00	\$50,000.00	\$26,735.29	\$21,509.00	\$1

4.10.9 Quality Control Manager

Job description

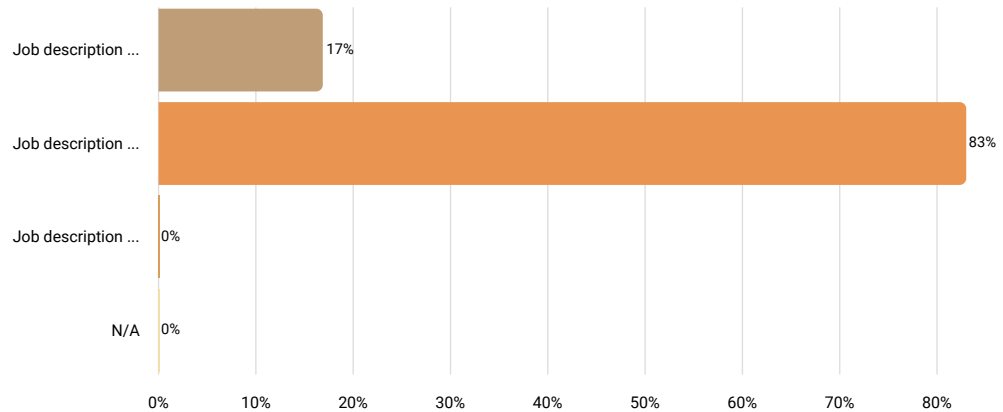
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedures with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 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

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

Answered 8 times

Skipped 4 times

Text input

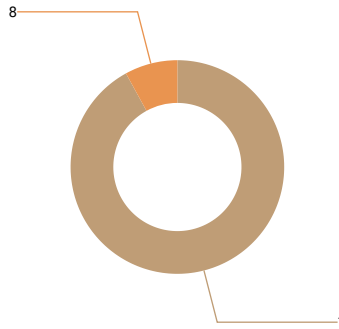
Results	
quality manager	3
quality engineering manager	1
software quality and safety manager	1
manager, quality	1
corporate quality director	1
qc manager	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



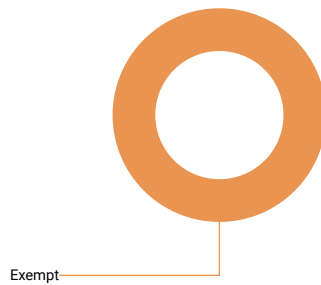
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.58
Median	1
Standard deviation	2.02
Total/sum	19

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



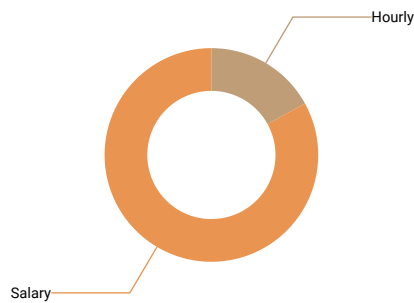
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	6	\$59,705.00	\$70,000.00	\$94,167.50	\$116,572.50	\$170,144.00	\$100,792.75	\$94,167.50	\$4
Pay Range Maximum Salary	6	\$89,556.00	\$120,000.00	\$173,143.75	\$201,194.00	\$223,329.60	\$163,394.52	\$173,143.75	\$5
Actual Lowest Base Salary	9	\$66,082.00	\$92,288.00	\$106,000.00	\$141,888.65	\$160,582.00	\$117,396.27	\$106,000.00	\$3
Actual Average Base Salary	9	\$66,082.00	\$92,288.00	\$106,000.00	\$159,140.80	\$166,776.00	\$120,417.49	\$106,000.00	\$3
Actual Highest Base Salary	9	\$66,082.00	\$92,288.00	\$106,000.00	\$159,140.80	\$178,693.00	\$121,741.61	\$106,000.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.10 Human Resources Manager

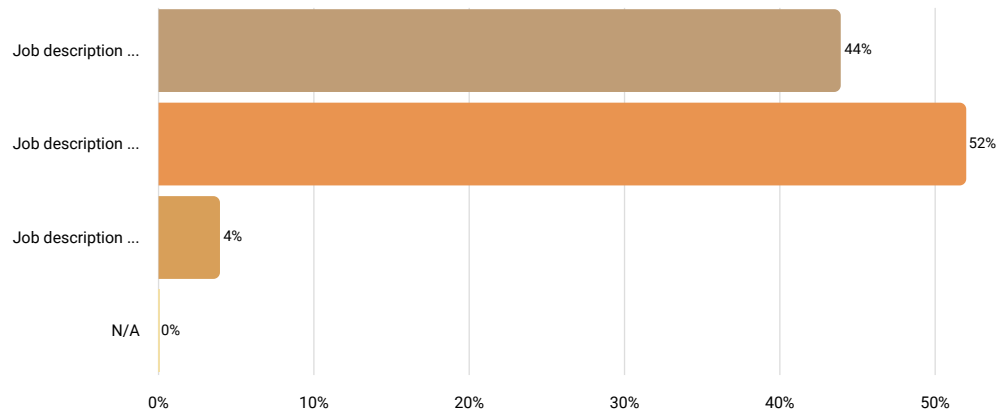
Job description Manages one or more functions within the Human Resource area.

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

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	44%	12
Job description matches the position at your company very well	52%	14
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

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

Answered 14 times

Skipped 13 times

Text input

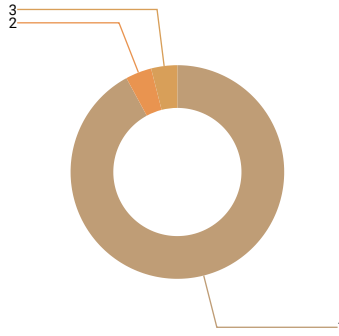
Results	N
director of human resources	4
corporate human resources manager	1
hr manager	1
director of hr and security	1
human resources manager	1
no	1
professional services manager, national accounts manager, hr compliance manager	1
director of hr	1
assistant/associate director -hr	1
direct of human resources	1
business operations & hr supervisor	1

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



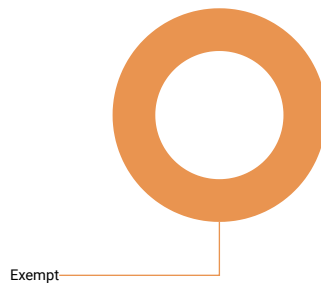
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.11
Median	1
Standard deviation	0.42
Total/sum	30

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



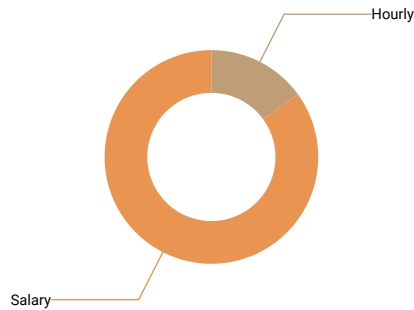
Results	%	N
Non-Exempt	0%	0
Exempt	100%	27

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	4
Salary	85%	23

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	16	\$56,200.00	\$65,000.00	\$93,579.67	\$112,131.25	\$120,794.00	\$93,695.78	\$93,579.67	\$3
Pay Range Maximum Salary	16	\$92,500.00	\$106,800.50	\$135,619.00	\$175,003.00	\$224,331.00	\$145,092.94	\$135,619.00	\$4
Actual Lowest Base Salary	18	\$73,548.00	\$93,017.64	\$100,641.50	\$132,000.00	\$177,874.00	\$115,118.14	\$100,641.50	\$3
Actual Average Base Salary	20	\$76,274.00	\$91,433.00	\$102,091.50	\$135,798.00	\$185,220.20	\$154,543.77	\$102,091.50	\$18
Actual Highest Base Salary	19	\$75,600.00	\$91,616.00	\$101,283.00	\$136,500.00	\$177,874.00	\$114,265.32	\$101,283.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$2,000.00	\$3,060.00	\$7,000.00	\$15,000.00	\$23,000.00	\$11,900.92	\$7,000.00	\$1

4.10.11 Safety/Environmental Manager

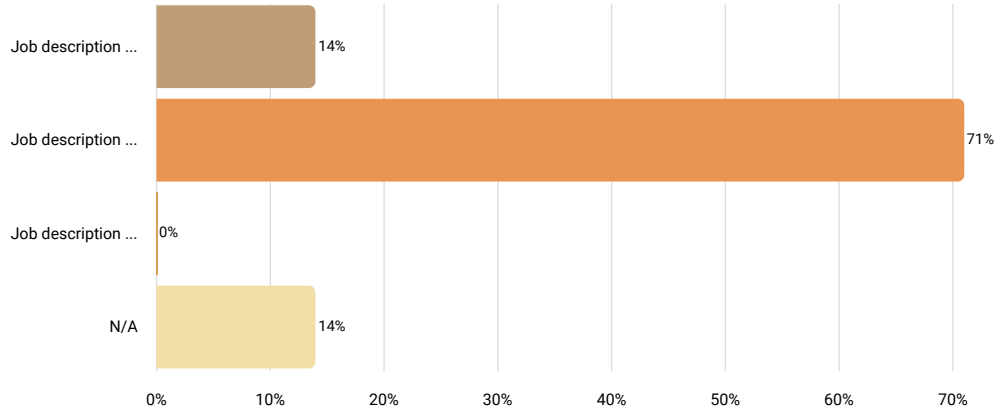
Job description Responsible for compliance with safety and environmental standards throughout the facility.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



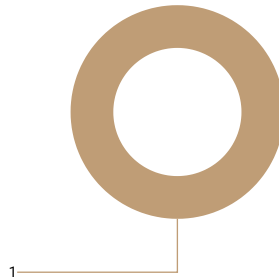
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	14%	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



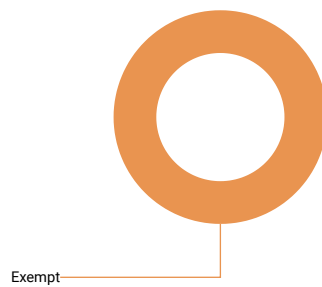
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		7

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



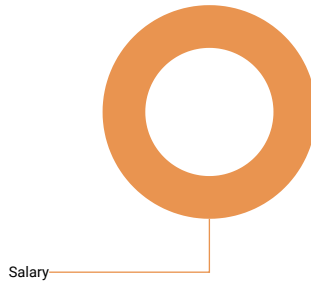
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	5	\$55,535.00	\$70,000.00	\$97,599.00	\$107,827.50	\$108,000.00	\$87,792.30	\$97,599.00	\$2
Pay Range Maximum Salary	5	\$83,304.00	\$150,000.00	\$152,000.00	\$179,712.50	\$181,256.00	\$149,254.50	\$152,000.00	\$3
Actual Lowest Base Salary	5	\$69,757.00	\$125,840.00	\$130,000.00	\$140,197.00	\$161,850.00	\$125,528.80	\$130,000.00	\$3
Actual Average Base Salary	5	\$69,757.00	\$125,840.00	\$130,000.00	\$140,197.00	\$161,850.00	\$125,528.80	\$130,000.00	\$3
Actual Highest Base Salary	5	\$69,757.00	\$125,840.00	\$130,000.00	\$140,197.00	\$161,850.00	\$125,528.80	\$130,000.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.13 Contracts Manager

Job description

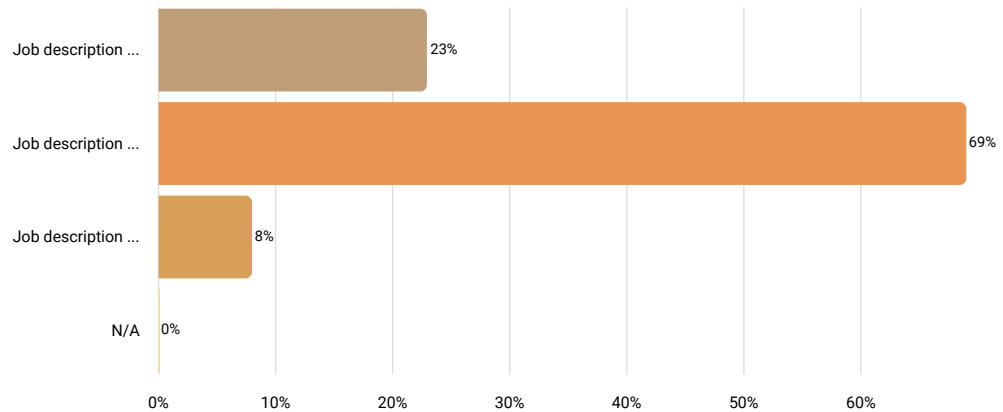
Serve as the key point of contact between a business and third parties/government to ensure timely review and approval of any variations. Provide recom and negotiate directly with the government, customer attorneys, or purchasing staff to craft a final document that is satisfactory to all parties.

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

Answered 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

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

Answered 6 times

Skipped 7 times

Text input

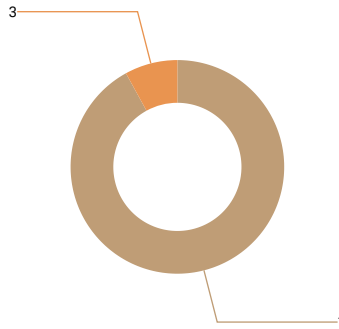
Results	N
corporate contract administration manager	1
contracts director	1
director of contracts	1
director, contracts; sr director, contracts; deputy director, contracts	1
contracts manager, mid	1
contracts administration director	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



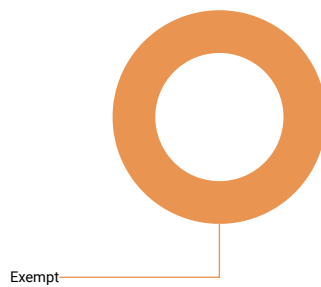
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.15
Median	1
Standard deviation	0.55
Total/sum	15

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



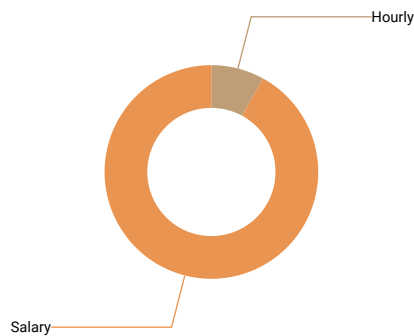
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	8	\$53,560.00	\$70,600.00	\$96,319.00	\$130,000.00	\$173,180.80	\$102,572.35	\$96,319.00	\$4
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	\$4
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	\$3
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	\$3
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	\$3
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	\$5

4.10.14 Facilities Manager

Job description

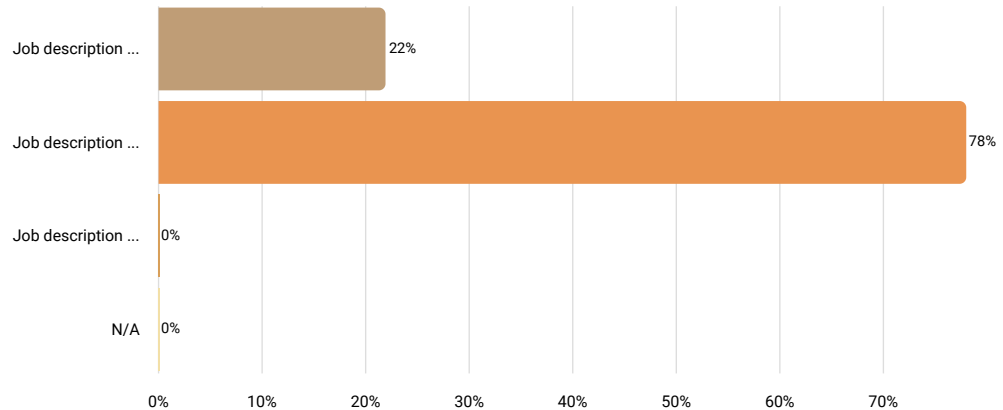
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

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

Answered 9 times

Skipped 1 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

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

Answered 5 times

Skipped 5 times

Text input

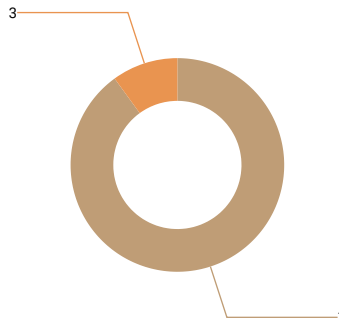
Results	
facilities and security manager (fso)	1
facility security officer (fso)	1
aviation safety manager	1
facilities supervisor	1
facilities administrator	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



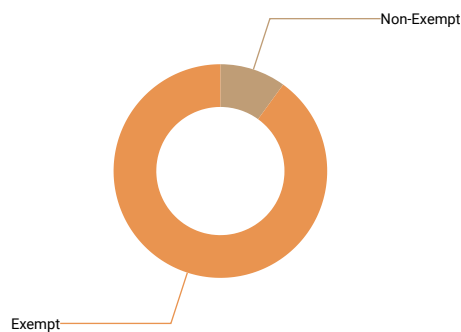
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.2
Median	1
Standard deviation	0.63
Total/sum	12

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



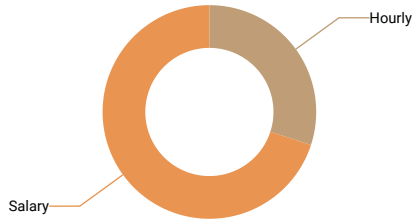
Results	%	N
Non-Exempt	10%	1
Exempt	90%	9

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	6	\$52,343.00	\$56,100.00	\$93,890.00	\$98,340.00	\$100,505.60	\$82,511.43	\$93,890.00	\$2
Pay Range Maximum Salary	6	\$78,514.00	\$125,000.00	\$137,184.00	\$163,900.00	\$186,420.00	\$138,033.67	\$137,184.00	\$3
Actual Lowest Base Salary	7	\$76,521.00	\$77,482.00	\$116,000.00	\$123,156.80	\$127,316.80	\$108,100.51	\$116,000.00	\$2
Actual Average Base Salary	7	\$76,521.00	\$77,482.00	\$120,827.00	\$124,756.00	\$127,316.80	\$109,351.37	\$120,827.00	\$2
Actual Highest Base Salary	7	\$76,521.00	\$77,482.00	\$120,827.00	\$127,316.80	\$130,799.00	\$110,214.66	\$120,827.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.15 Proposal Manager

Job description

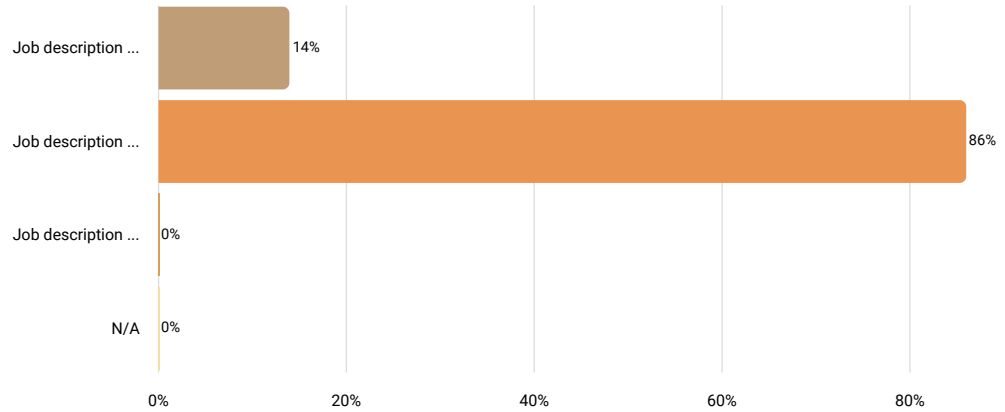
Ensure that all of the company's proposals are fully executed from start to finish. Perform and delegate tasks required to complete a proposal, such as w and other efforts associated with the process.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



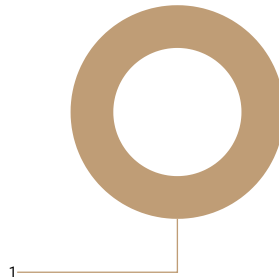
Results		%	N
Job description is perceptibly weaker than the position at your company		14%	1
Job description matches the position at your company very well		86%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



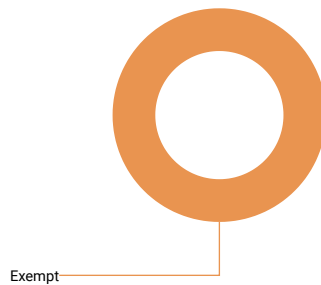
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		7

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



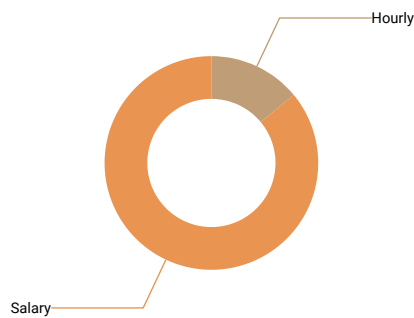
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$90,000.00	\$128,772.00	\$136,279.50	\$172,494.40	\$188,699.98	\$142,087.56	\$136,279.50	\$3
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	\$3
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	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.16 Plant Manager

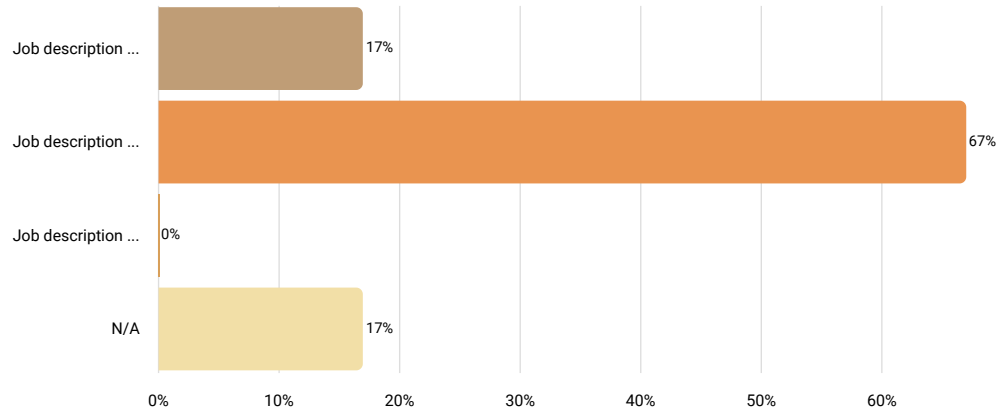
Job description Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



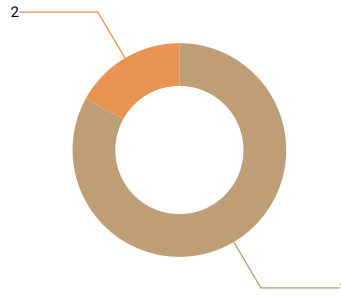
Results	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



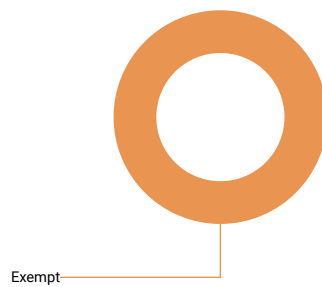
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.17
Median	1
Standard deviation	0.41
Total/sum	7

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



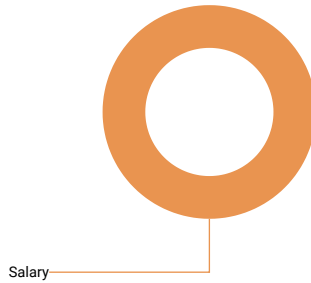
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

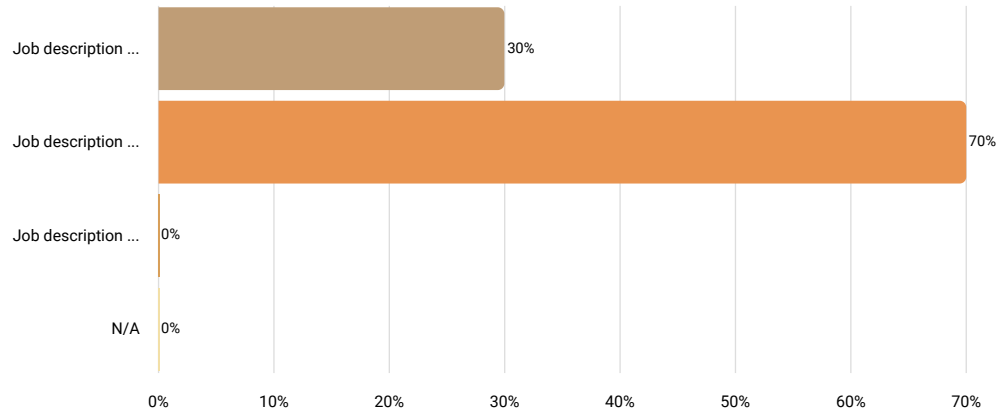
N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	5	\$60,000.00	\$70,000.00	\$115,000.00	\$127,566.40	\$135,893.00	\$101,691.88	\$115,000.00	\$3
Pay Range Maximum Salary	5	\$90,000.00	\$110,000.00	\$171,475.20	\$230,000.00	\$252,372.00	\$170,769.44	\$171,475.20	\$7
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.10.17 Purchasing Manager

Job description Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 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

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

Answered 5 times
 Skipped 5 times
 Text input

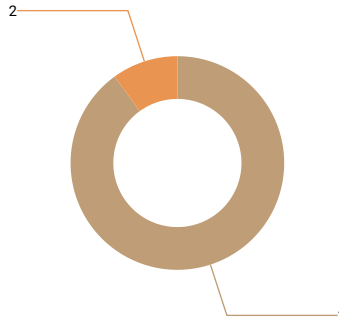
Results	
accounting manager i	1
purchasing administrator	1
purchasing manager	1
procurement manager	1
purchasing supervisor	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



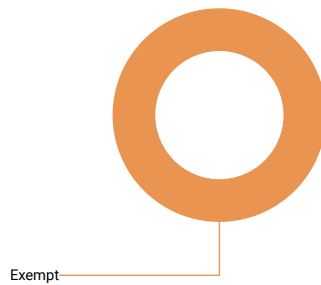
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1.5
Mean	1.1
Median	1
Standard deviation	0.32
Total/sum	11

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



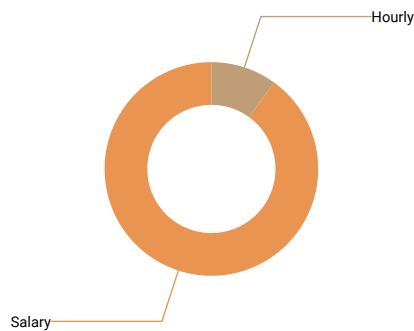
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	6	\$47,000.00	\$65,000.00	\$70,000.00	\$78,000.00	\$132,870.40	\$77,145.07	\$70,000.00	\$2
Pay Range Maximum Salary	6	\$68,000.00	\$80,000.00	\$136,000.00	\$158,000.00	\$162,739.20	\$123,456.53	\$136,000.00	\$4
Actual Lowest Base Salary	8	\$47,000.00	\$67,575.00	\$94,881.73	\$117,996.80	\$121,760.00	\$91,208.38	\$94,881.73	\$2
Actual Average Base Salary	8	\$60,150.00	\$70,000.00	\$94,881.73	\$121,376.80	\$122,500.00	\$94,395.88	\$94,881.73	\$2
Actual Highest Base Salary	8	\$60,150.00	\$70,000.00	\$94,881.73	\$121,376.80	\$130,000.00	\$95,333.38	\$94,881.73	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.1 Executive Positions

The survey received sufficient data for the following job titles:

Top Technical Exec (CTO/VP Technology)
Top Programs Exec (VP Programs)
Top Financial Exec (CFO)
Top HR Exec (CHRO/VP HR)
Chief Operating Officer (COO)
CEO/President

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

Top Level Sales/Mktg (CMO/VP Sales and Mktg)
Top Manufacturing/Production Executive
Top Quality Assurance Exec (VP Quality)
Top Contracts Executive
Chief Administrative Officer (VP Admin)

4.11.2 Top Technical Exec (CTO/VP Technology)

Job description

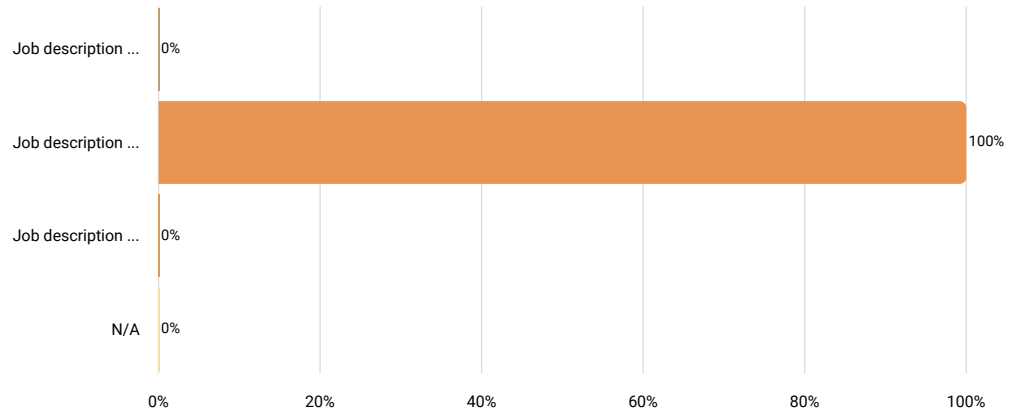
Leader of the entire technical function of the organization, including IT. Guides and directs the technical strategy and function including the work of all tec

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



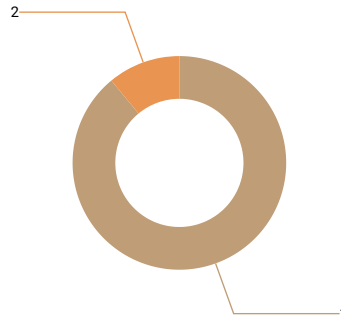
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	9
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



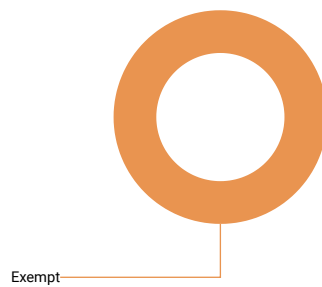
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.11
Median	1
Standard deviation	0.33
Total/sum	10

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



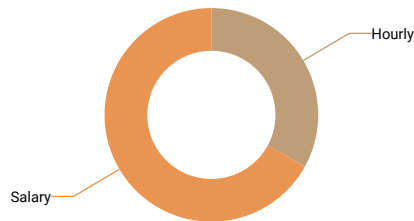
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	3
Salary	67%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$160,000.00	\$170,206.40	\$192,909.60	\$228,779.00	\$232,836.00	\$196,273.43	\$192,909.60	\$2
Actual Average Base Salary	6	\$160,000.00	\$170,206.40	\$192,909.60	\$228,779.00	\$232,836.00	\$196,273.43	\$192,909.60	\$2
Actual Highest Base Salary	6	\$160,000.00	\$170,206.40	\$192,909.60	\$228,779.00	\$232,836.00	\$196,273.43	\$192,909.60	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,500.00	\$13,250.00	\$22,000.00	\$30,000.00	\$65,000.00	\$26,350.00	\$22,000.00	\$2

4.11.3 Top Programs Exec (VP Programs)

Job description

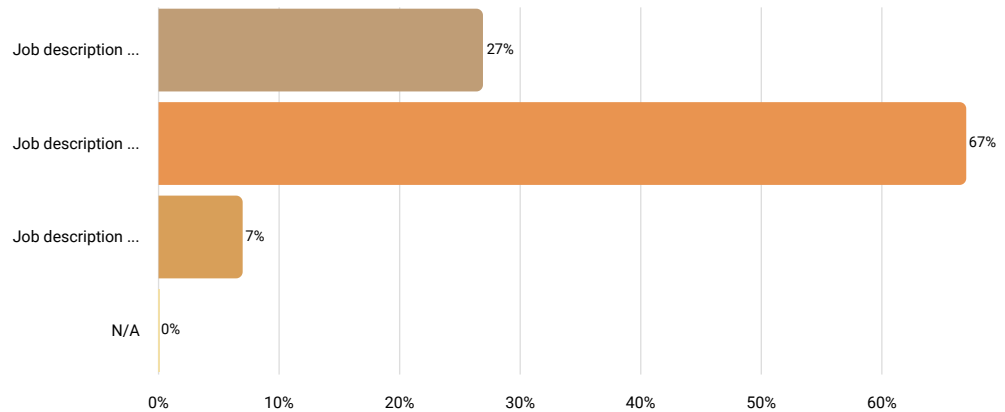
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency ar operations.

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

Answered 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

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

Answered 8 times

Skipped 7 times

Text input

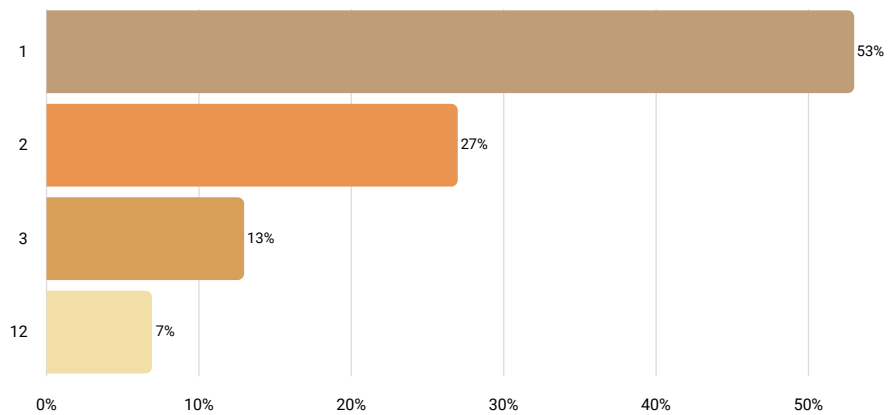
Results	
vice president	1
chief science officer	1
chief technical officer	1
vice president, vocational services	1
chief technology office (cto); other position is vp, government solutions	1
chief technology officer	1
president of services	1
vice president, operations	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



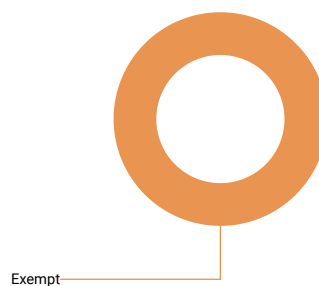
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2.27
Median	1
Standard deviation	2.79
Total/sum	34

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



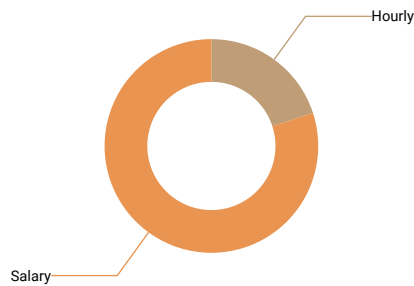
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	3
Salary	80%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	10	\$109,730.00	\$115,000.00	\$155,000.00	\$168,230.00	\$211,914.40	\$152,344.68	\$155,000.00	\$3
Pay Range Maximum Salary	10	\$127,500.00	\$171,690.00	\$217,355.50	\$250,000.00	\$299,536.80	\$215,230.06	\$217,355.50	\$6
Actual Lowest Base Salary	12	\$117,000.00	\$150,000.00	\$181,000.00	\$232,992.80	\$243,364.33	\$181,638.09	\$181,000.00	\$6
Actual Average Base Salary	12	\$117,000.00	\$158,168.00	\$201,416.50	\$236,674.97	\$254,841.00	\$192,866.38	\$201,416.50	\$5
Actual Highest Base Salary	12	\$120,000.00	\$163,980.50	\$219,389.50	\$240,182.16	\$254,841.00	\$202,526.38	\$219,389.50	\$5
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,800.00	\$4,641.00	\$24,182.00	\$24,600.00	\$65,000.00	\$24,444.60	\$24,182.00	\$2

4.11.4 Top Financial Exec (CFO)

Job description

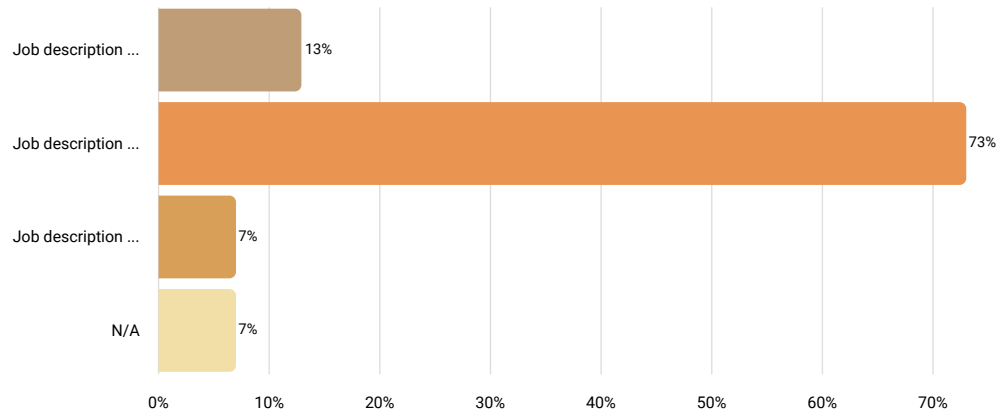
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product out with the organization's strategic objectives.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



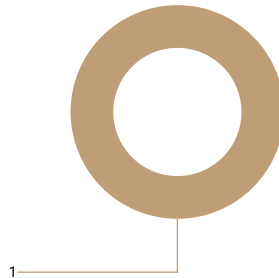
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	7%	1
N/A	7%	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



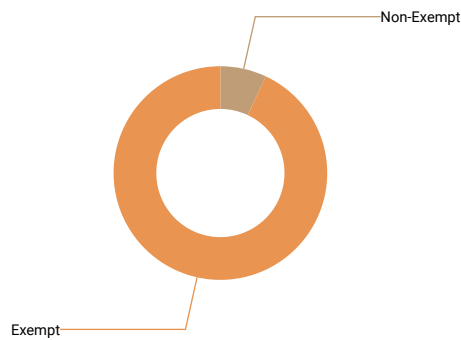
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	15

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



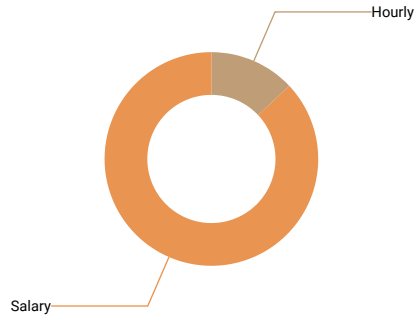
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	10	\$120,506.88	\$140,000.00	\$155,000.00	\$200,000.00	\$239,036.00	\$167,767.58	\$155,000.00	\$4
Pay Range Maximum Salary	10	\$178,673.74	\$180,000.00	\$202,012.00	\$312,000.00	\$353,939.00	\$239,624.95	\$202,012.00	\$7
Actual Lowest Base Salary	13	\$137,795.00	\$156,000.00	\$166,816.00	\$218,545.00	\$225,000.00	\$178,720.06	\$166,816.00	\$3
Actual Average Base Salary	13	\$137,795.00	\$156,000.00	\$170,000.00	\$218,545.00	\$225,000.00	\$180,568.06	\$170,000.00	\$3
Actual Highest Base Salary	13	\$137,795.00	\$156,000.00	\$180,317.00	\$220,000.00	\$225,000.00	\$185,389.35	\$180,317.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$3,278.00	\$16,681.00	\$22,000.00	\$30,000.00	\$50,000.00	\$23,352.11	\$22,000.00	\$1

4.11.5 Top HR Exec (CHRO/VP HR)

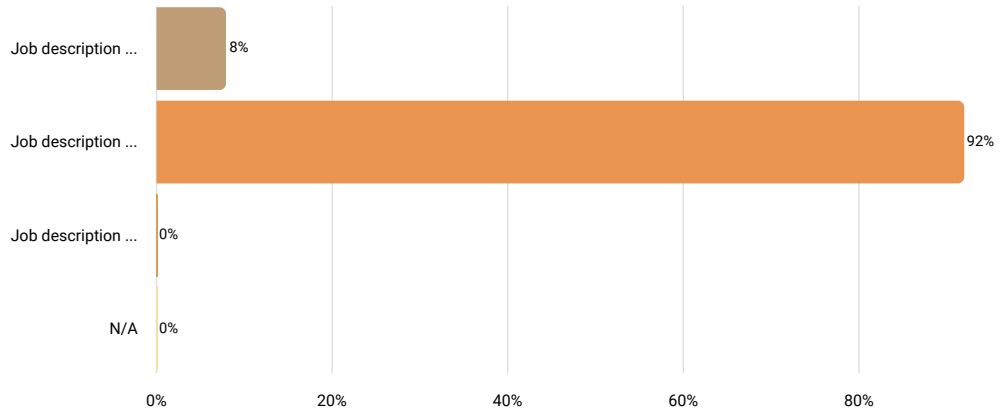
Job description Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



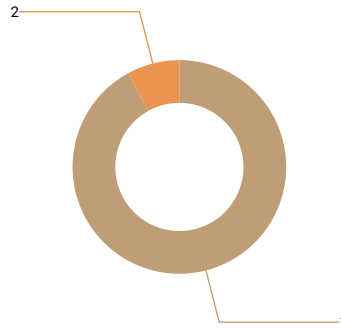
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	92%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



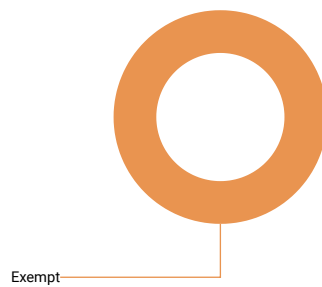
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.08
Median	1
Standard deviation	0.29
Total/sum	13

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



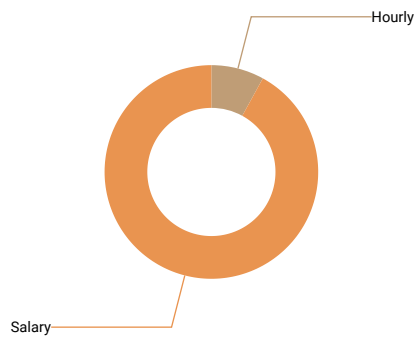
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	8	\$99,050.00	\$101,000.00	\$109,263.44	\$134,908.00	\$178,609.60	\$121,000.31	\$109,263.44	\$2
Pay Range Maximum Salary	8	\$150,000.00	\$161,285.62	\$174,687.00	\$212,536.80	\$229,752.00	\$184,596.35	\$174,687.00	\$3
Actual Lowest Base Salary	10	\$115,700.39	\$138,444.00	\$146,943.50	\$183,622.00	\$190,939.70	\$152,423.32	\$146,943.50	\$2
Actual Average Base Salary	10	\$115,700.39	\$138,444.00	\$146,943.50	\$183,622.00	\$190,939.70	\$152,423.32	\$146,943.50	\$2
Actual Highest Base Salary	10	\$115,700.39	\$138,444.00	\$146,943.50	\$183,622.00	\$190,939.70	\$152,423.32	\$146,943.50	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$3,377.00	\$4,317.00	\$15,000.00	\$20,000.00	\$37,500.00	\$16,313.43	\$15,000.00	\$1

4.11.7 Chief Operating Officer (COO)

Job description

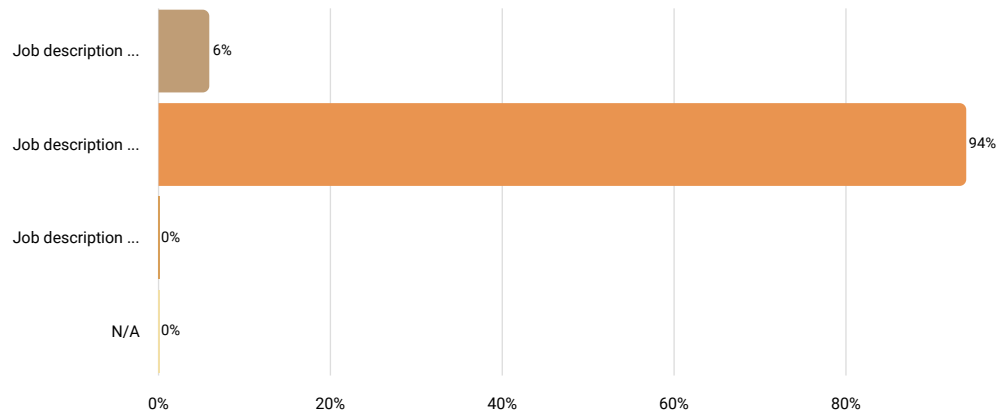
Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 7 times

Skipped 10 times

Text input

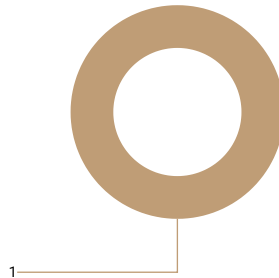
Results	
president/coo	1
director of finance	1
chief operations officer	1
chief operating and financial officer	1
vp professional services	1
coo	1
chief growth officer	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



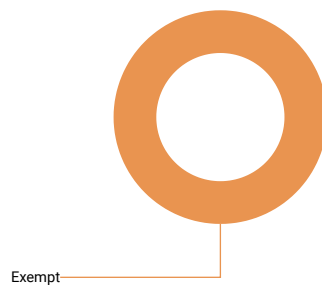
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	17

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



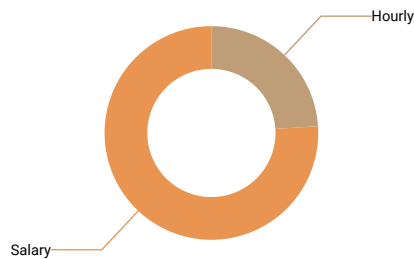
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	24%	4
Salary	76%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	9	\$120,000.00	\$140,000.00	\$145,124.00	\$164,600.00	\$250,000.00	\$159,413.78	\$145,124.00	\$4
Pay Range Maximum Salary	9	\$150,000.00	\$175,000.00	\$180,000.00	\$235,144.00	\$350,000.00	\$209,813.11	\$180,000.00	\$6
Actual Lowest Base Salary	12	\$145,000.00	\$147,284.50	\$190,004.00	\$233,500.00	\$238,825.00	\$191,747.83	\$190,004.00	\$4
Actual Average Base Salary	13	\$145,000.00	\$147,680.00	\$190,000.00	\$231,000.00	\$238,825.00	\$194,036.15	\$190,000.00	\$4
Actual Highest Base Salary	12	\$145,000.00	\$147,284.50	\$190,004.00	\$233,500.00	\$238,825.00	\$196,363.30	\$190,004.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$500.00	\$10,000.00	\$22,578.50	\$60,000.00	\$75,000.00	\$32,582.13	\$22,578.50	\$2

4.11.8 Chief Administrative Officer (VP Admin)

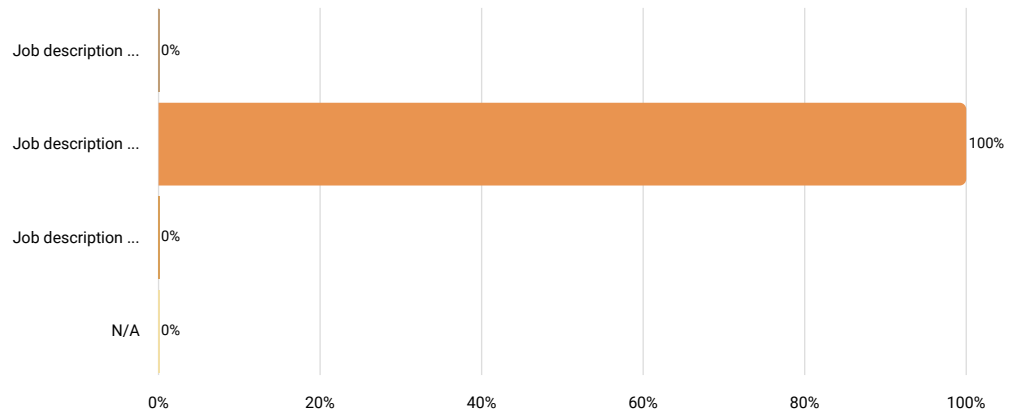
Job description Leader of numerous branches of the business, typically including finance, sales, human resources, and marketing.

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

Answered 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

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

Answered 5 times

Skipped 3 times

Text input

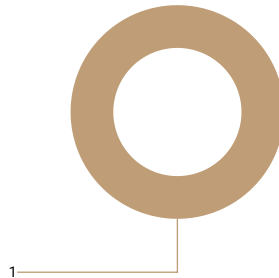
Results	
sr vice president, business management	1
chief administrative officer	1
administrative operations officer	1
vice president - finance and administration	1
vice president, businessoperations	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



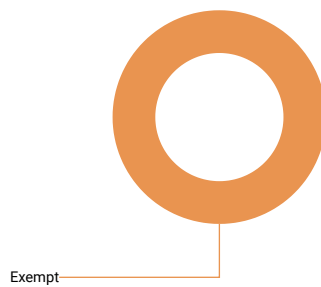
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		8

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



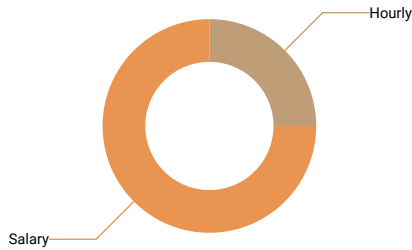
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$143,000.00	\$144,000.00	\$158,013.50	\$166,171.00	\$319,841.00	\$181,506.50	\$158,013.50	\$6
Actual Average Base Salary	6	\$143,000.00	\$144,000.00	\$158,013.50	\$166,171.00	\$319,841.00	\$181,506.50	\$158,013.50	\$6
Actual Highest Base Salary	6	\$143,000.00	\$144,000.00	\$158,013.50	\$166,171.00	\$319,841.00	\$181,506.50	\$158,013.50	\$6
Average Incentive Bonus or Other Cash Bonus (Annual)									

4.11.9 CEO/President

Job description

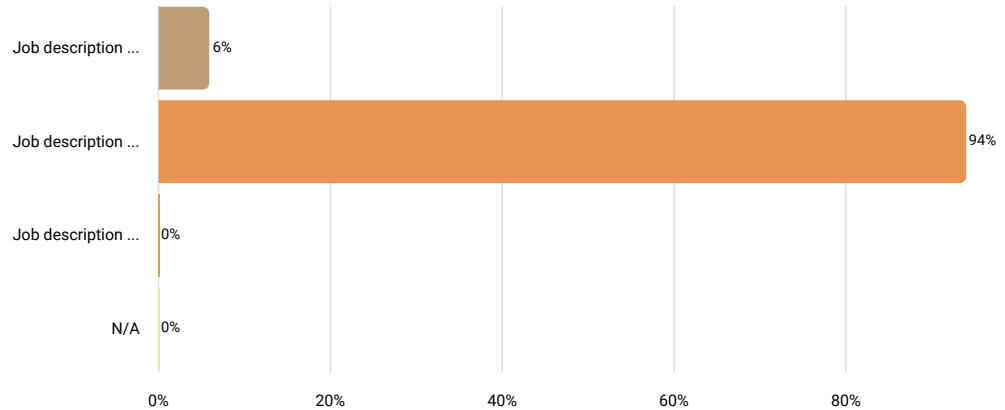
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

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

Answered 33 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	2
Job description matches the position at your company very well	94%	31
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 7 times

Skipped 26 times

Text input

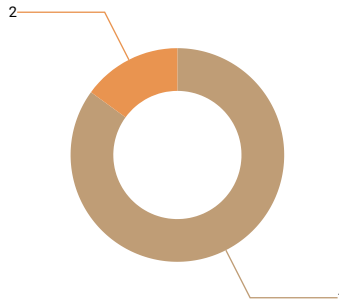
Results	
president/ceo	2
chief executive officer	1
ceo/president	1
ceo and then also president	1
ceo/cto	1
ceo	1

Number of Employees Currently in This Position

Answered 33 times

Skipped 0 times

Number input



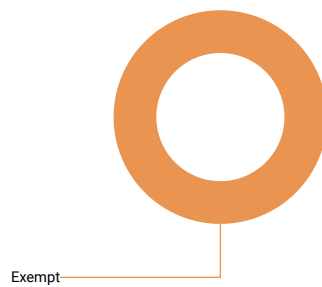
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.15
Median	1
Standard deviation	0.36
Total/sum	38

FLSA Status

Answered 33 times

Skipped 0 times

Select one answer (radio button)



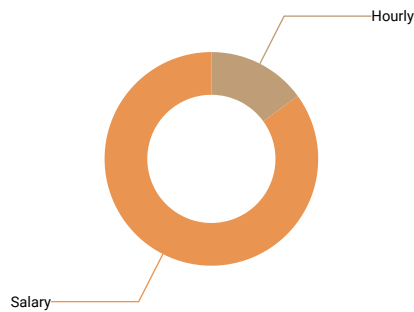
Results	%	N
Non-Exempt	0%	0
Exempt	100%	33

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	Std
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	15	\$130,676.00	\$145,000.00	\$185,000.00	\$250,000.00	\$275,000.00	\$201,165.00	\$185,000.00	\$6
Pay Range Maximum Salary	15	\$232,446.00	\$250,000.00	\$250,016.00	\$375,000.00	\$403,478.40	\$300,494.69	\$250,016.00	\$7
Actual Lowest Base Salary	26	\$100,000.00	\$187,200.00	\$251,349.50	\$300,000.00	\$350,001.60	\$241,750.80	\$251,349.50	\$10
Actual Average Base Salary	26	\$154,881.00	\$204,672.00	\$251,349.50	\$300,000.00	\$351,052.80	\$254,929.22	\$251,349.50	\$8
Actual Highest Base Salary	26	\$154,881.00	\$225,000.00	\$257,982.00	\$304,100.00	\$361,426.00	\$266,849.80	\$257,982.00	\$8
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$3,800.00	\$25,000.00	\$43,000.00	\$86,400.00	\$279,016.00	\$79,075.77	\$43,000.00	\$9

4.12 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

4.12.1 Intern

Job description

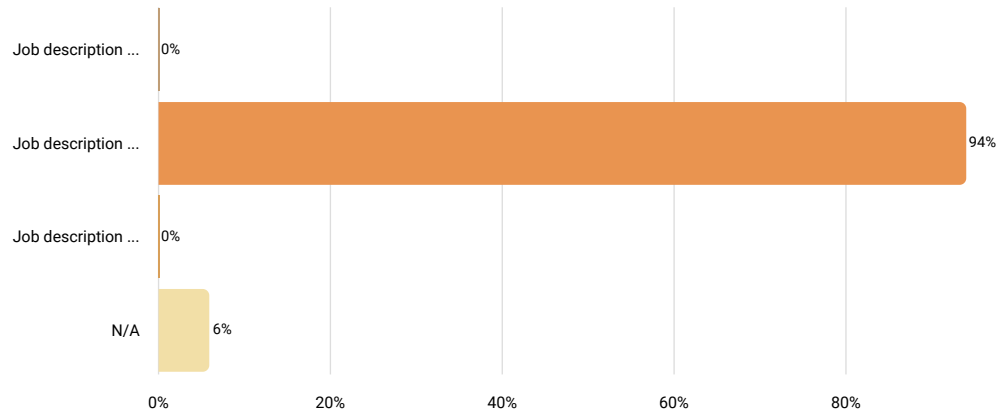
refers to a one-term work assignment, most often in the summer, but not always. Internships can be full- or part-time, paid or unpaid, depending on the en career field.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



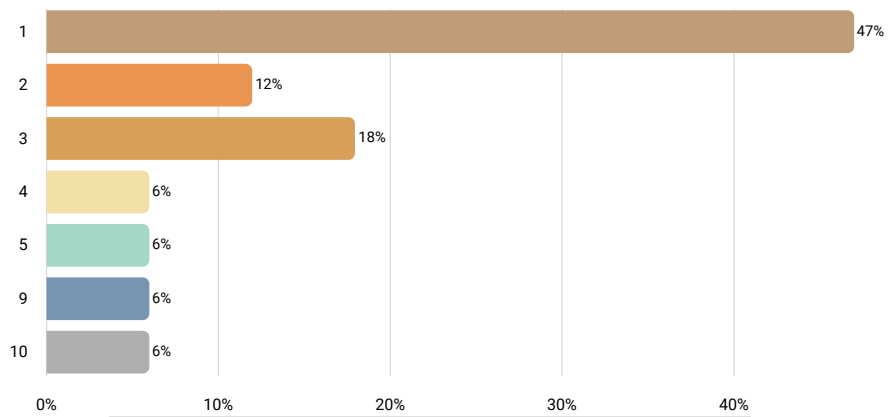
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	94%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



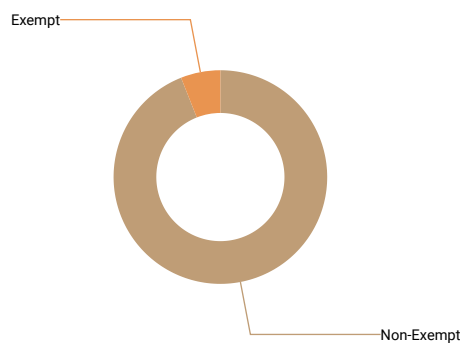
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	9
Mean	2.88
Median	2
Standard deviation	2.78
Total/sum	49

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



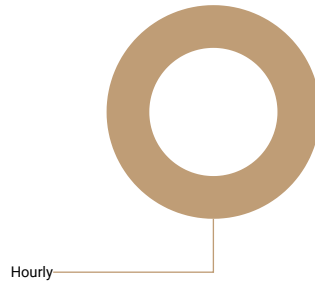
Results	%	N
Non-Exempt	94%	16
Exempt	6%	1

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	17
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	12	\$13.95	\$15.00	\$16.75	\$20.00	\$20.00	\$16.95	\$16.75	
Pay Range Maximum Rate	12	\$20.00	\$20.00	\$23.50	\$24.50	\$25.00	\$22.54	\$23.50	
Actual Lowest Base Rate	13	\$15.00	\$15.00	\$18.00	\$20.00	\$21.00	\$17.85	\$18.00	
Actual Average Base Rate	15	\$15.00	\$15.00	\$18.00	\$21.00	\$24.00	\$20.03	\$18.00	
Actual Highest Base Rate	14	\$15.00	\$15.00	\$21.50	\$24.00	\$25.00	\$22.64	\$21.50	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

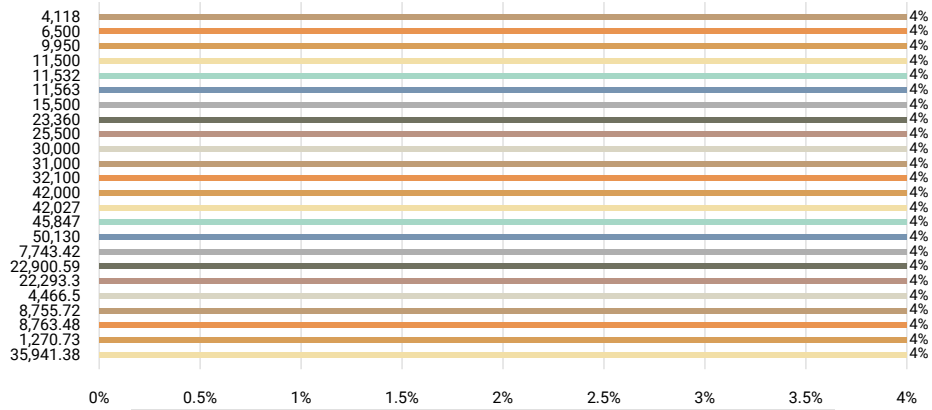
5. General Benefit Information

5.1. Average Benefit Cost Per Employee

Answered 24 times

Skipped 29 times

Number input



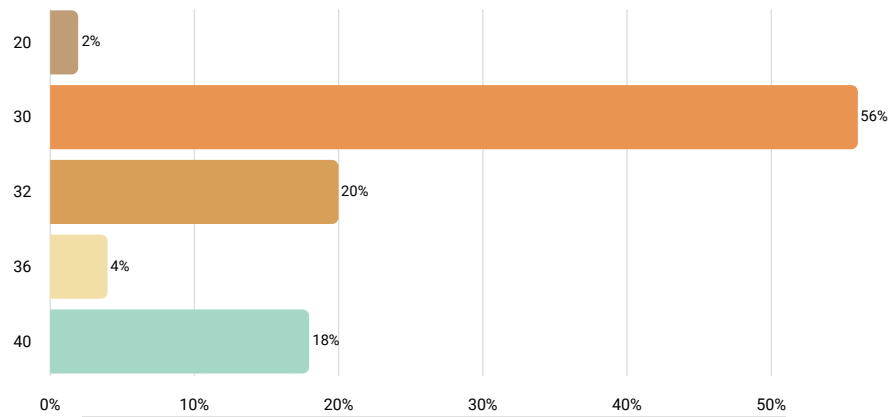
Statistics	
10th percentile	4,466.5
25th percentile	8,759.6
50th percentile	18,896.65
75th percentile	31,550
90th percentile	42,027
Mean	21,031.76
Median	18,896.65
Standard deviation	14,688.28
Total/sum	504,762.12

5.2. How many hours do employees work per week to be considered FTE?

Answered 50 times

Skipped 3 times

Number input



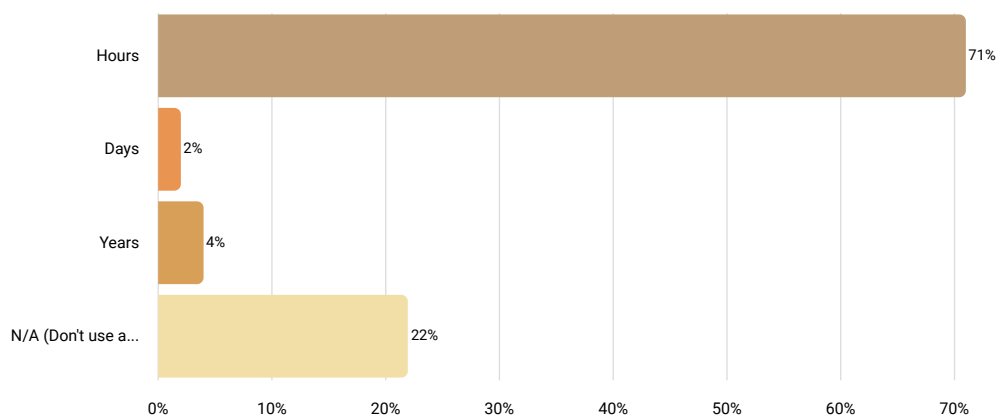
Statistics	
10th percentile	30
25th percentile	30
50th percentile	30
75th percentile	32
90th percentile	40
Mean	32.24
Median	30
Standard deviation	4.19
Total/sum	1,612

5.3. How do you calculate accrual rates for a typical FTE?

Answered 49 times

Skipped 4 times

Select one answer (radio button)



Results		
	%	N
Hours	71%	35
Days	2%	1
Years	4%	2
N/A (Don't use accrual system)	22%	11

5.4. Types of Benefits Offered

Answered 52 times

Skipped 1 times

Select multiple answers per row for multiple rows (checkboxes)

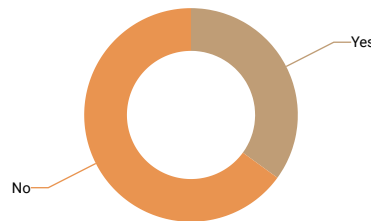
	Offered for FTE	Offered for Part-Time	Self Insured
Medical	98%	12%	21%
Dental	100%	10%	19%
Vision	94%	10%	12%
Prescription Drug Plan	87%	10%	21%
Life Insurance	100%	13%	4%
Flexible Spending Account (FSA)	58%	10%	2%
Health Savings Account (HSA)	33%	6%	
Pension Plan (Defined Benefit)	8%	6%	
401(k) Plan	100%	54%	
Paid Time Off (PTO)	62%	17%	
Sick Leave	33%	13%	
Vacation	54%	15%	
Paid Family/Medical Leave	15%	2%	
Bereavement	88%	21%	
Jury Duty Leave	88%	21%	
Short-term Disability	100%	13%	2%
Long-term Disability	100%	13%	2%
Cancer / Critical Illness / AD&D Insurance	58%	8%	
Salary Continuation Plan	12%	2%	
Employee Stock Ownership Plan (ESOP)	21%	12%	
Education Assistance/Tuition Reimbursement	87%	13%	2%
Telework/Remote Work	75%	40%	
Flex Time	65%	17%	
Child Care Assistance	4%	2%	
Employee Assistance Plan	85%	19%	2%
Pet Insurance	8%	6%	
Fitness Center / Gym Membership	21%	8%	
Health Clinic	10%	4%	

5.5. Does your company offer any benefit(s) not listed above?

Answered 48 times

Skipped 5 times

Select one answer (radio button)



Results	%	N
Yes	35%	17
No	65%	31

5.6. Please describe the benefit(s) at your company that are not included in the matrix above.

Answered 13 times

Skipped 4 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"

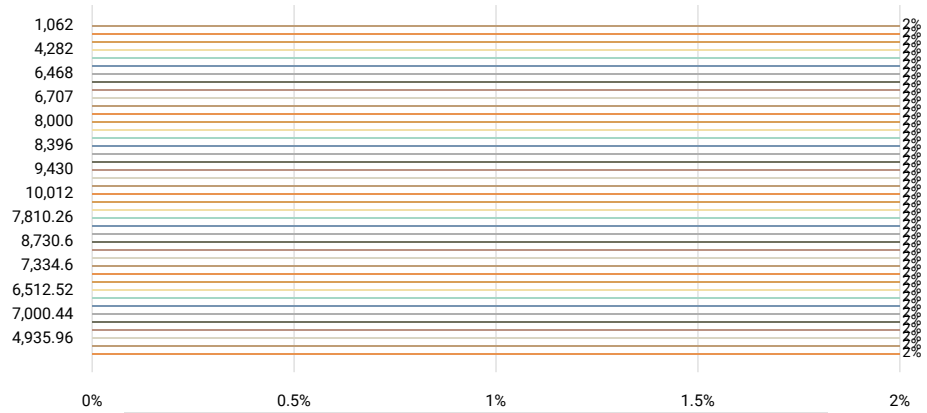
Results	
identity theft protection	1
medical gap coverage, teledoc coverage	1
voluntary benefits as follows are offered: fsa for unreimbursed medical and dependent child care legal shield identity theft protection life insurance with a long term care rider aflac policies	1
pet insurance, legal, identity theft, critical illness, hospital idemnity	1
legal club, holiday savings club, healthperx (teledoc), adoption benefit, elder care benefit	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
financial advisory services, legal benefits; tax preparation assistance; credit monitoring, paid military leave, discount programs, telemedicine, e-learning program, employee resource groups	1
employee stock purchase program, company discount, virtual physical therapy, diabetes& weight management, health coach,	1
military leave--168 hours/year for drills, annual training	1
telemedicine, computer certification program	1
accident, child fsa, legal assistance, tricare supplement, gap insurance	1
charitable contributions (\$350/yr/employee), bi-annual swag	1
cash balance plan, will prep	1

5.7. Annual Total Cost of Medical Coverage (Individual) Per Employee

Answered 42 times

Skipped 11 times

Number input



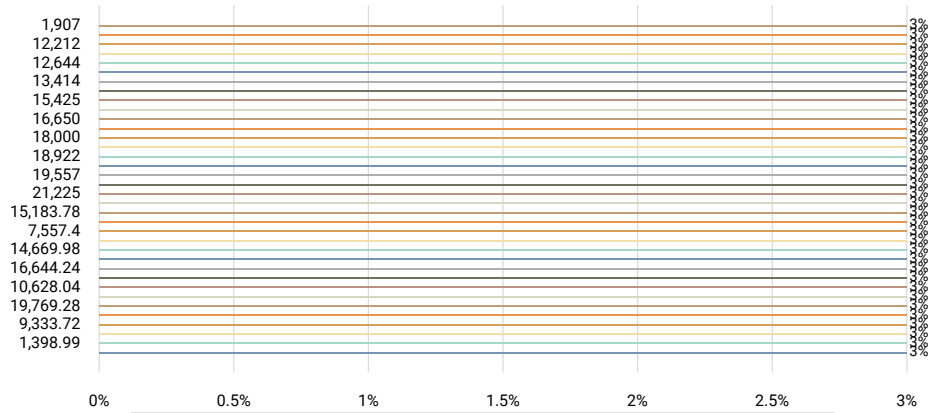
Statistics	
10th percentile	2,064
25th percentile	5,445
50th percentile	6,671
75th percentile	8,200
90th percentile	9,460
Mean	6,811.47
Median	6,671
Standard deviation	3,206.83
Total/sum	286,081.77

5.8. Annual Total Cost of Medical Coverage (Individual +1) Per Employee

Answered 36 times

Skipped 17 times

Number input



Statistics	
10th percentile	8,668.32
25th percentile	12,106.78
50th percentile	15,276.89
75th percentile	18,450
90th percentile	20,482
Mean	17,424.76
Median	15,276.89
Standard deviation	19,018.03
Total/sum	627,291.19

5.9. Annual Total Cost of Medical Coverage (Family) Per Employee

Answered 41 times

Skipped 12 times

Number input



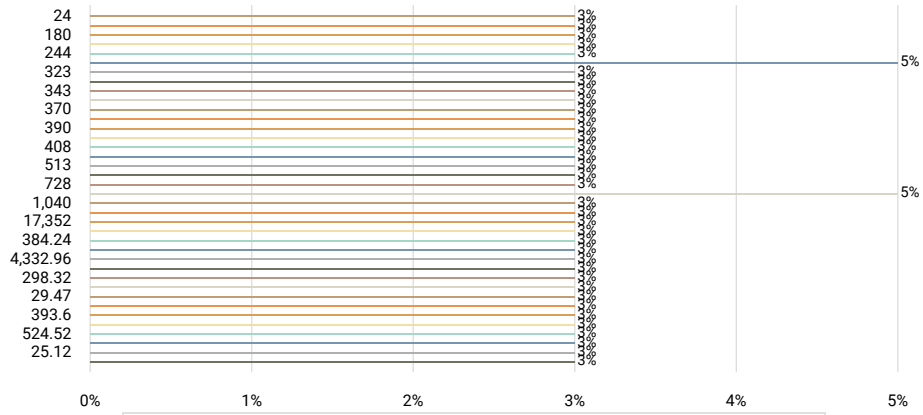
Statistics	
10th percentile	9,672
25th percentile	15,518
50th percentile	19,283
75th percentile	23,500
90th percentile	26,963
Mean	18,550.81
Median	19,283
Standard deviation	6,680.98
Total/sum	760,583.03

5.10. Annual Total Cost for Dental Coverage Per Employee

Answered 40 times

Skipped 13 times

Number input



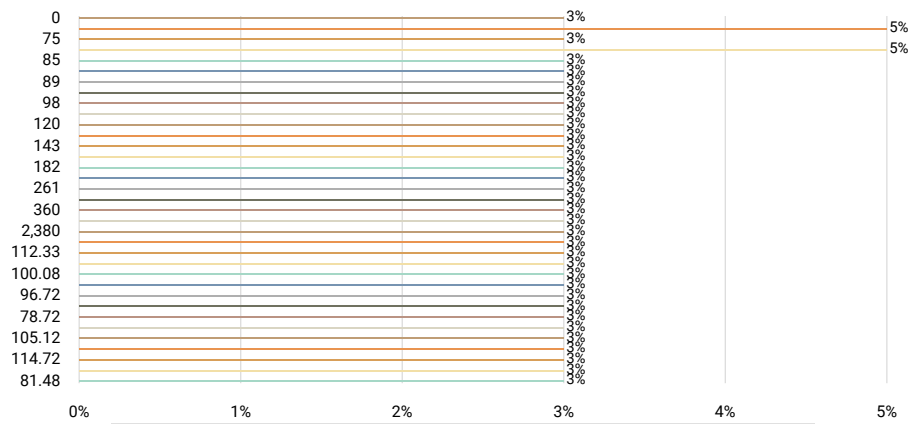
Statistics	
10th percentile	176
25th percentile	309.16
50th percentile	387.12
75th percentile	598.14
90th percentile	943.66
Mean	963.38
Median	387.12
Standard deviation	2,742.51
Total/sum	38,535.29

5.11. Annual Total Cost for Vision Coverage Per Employee (Annual)

Answered 37 times

Skipped 16 times

Number input



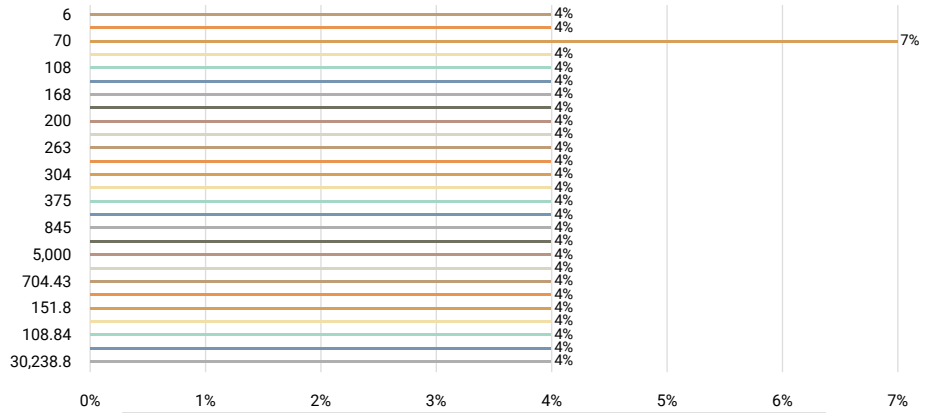
Statistics	
10th percentile	70
25th percentile	84
50th percentile	105.12
75th percentile	143
90th percentile	339
Mean	188.14
Median	105.12
Standard deviation	379.75
Total/sum	6,961.01

5.12. Annual Total Cost of Life Insurance Per Employee

Answered 28 times

Skipped 25 times

Number input



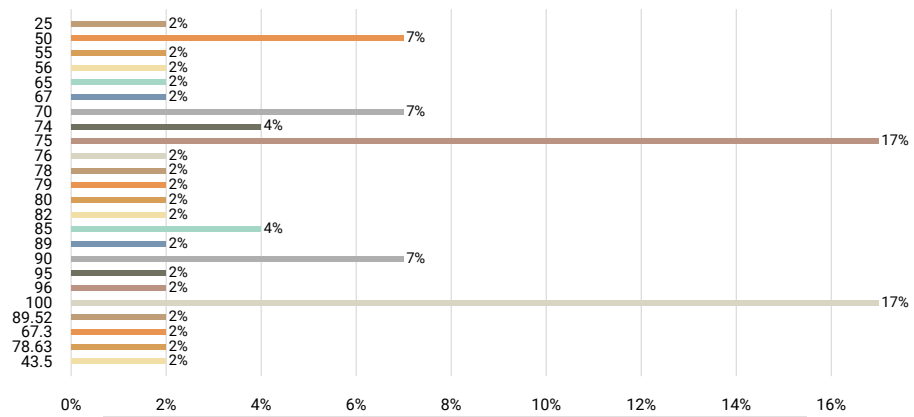
Statistics	
10th percentile	69
25th percentile	108.42
50th percentile	202
75th percentile	403
90th percentile	1,023
Mean	1,524.22
Median	202
Standard deviation	5,703.29
Total/sum	42,678.14

5.13. Medical Coverage (Individual) Percentage Paid By Employer (Annual)

Answered 46 times

Skipped 7 times

Number input



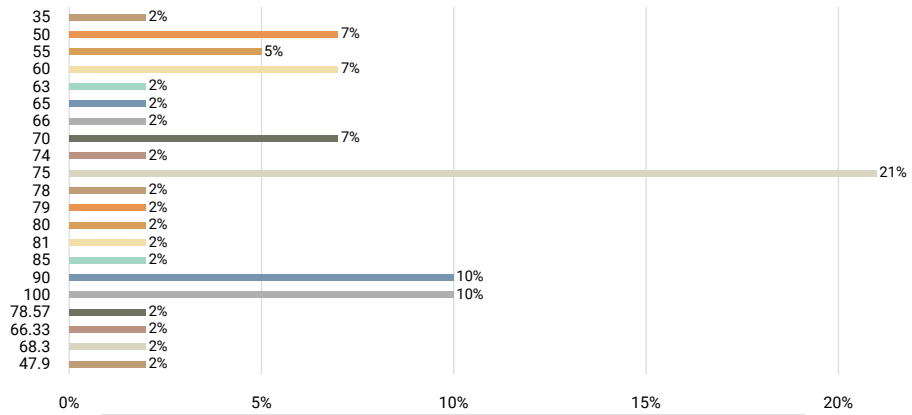
Statistics	
10th percentile	50
25th percentile	70
50th percentile	75.5
75th percentile	90
90th percentile	100
Mean	77.61
Median	75.5
Standard deviation	17.23
Total/sum	3,569.95

5.14. Medical Coverage (Individual +1) Percentage Paid By Employer (Annual)

Answered 42 times

Skipped 11 times

Number input



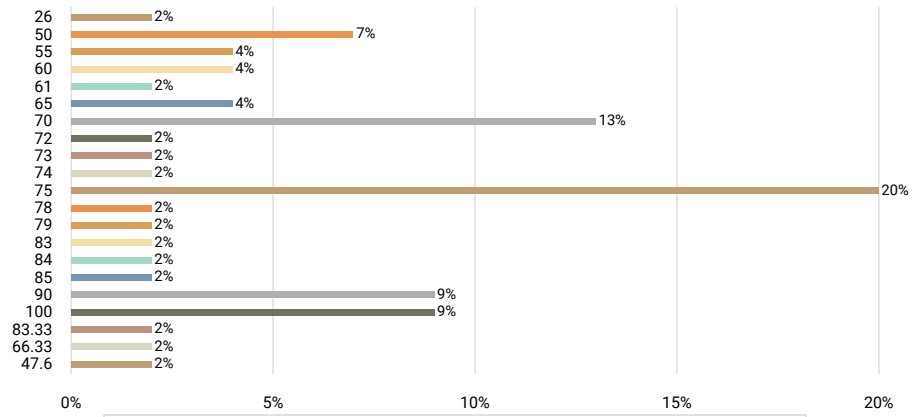
Statistics	
10th percentile	50
25th percentile	63
50th percentile	75
75th percentile	80
90th percentile	90
Mean	72.67
Median	75
Standard deviation	15.28
Total/sum	3,052.1

5.15. Medical Coverage (Family) Percentage Paid By Employer (Annual)

Answered 45 times

Skipped 8 times

Number input



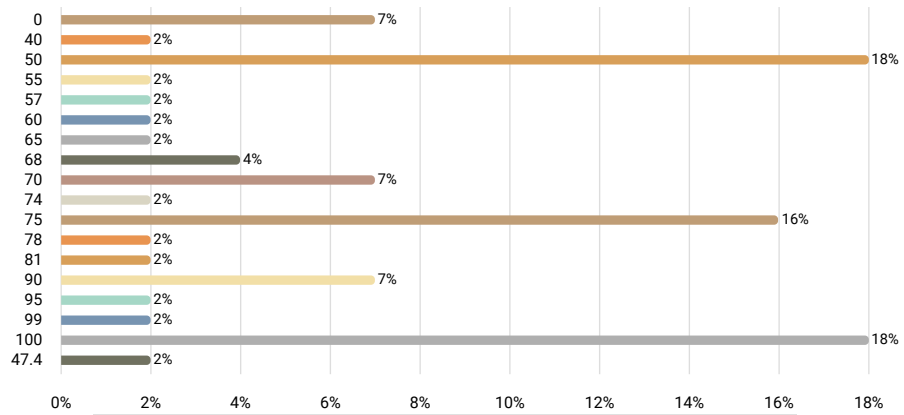
Statistics	
10th percentile	50
25th percentile	65
50th percentile	75
75th percentile	83
90th percentile	90
Mean	72.83
Median	75
Standard deviation	15.4
Total/sum	3,277.26

5.16. Dental Coverage Percentage Paid By Employer (Annual)

Answered 45 times

Skipped 8 times

Number input



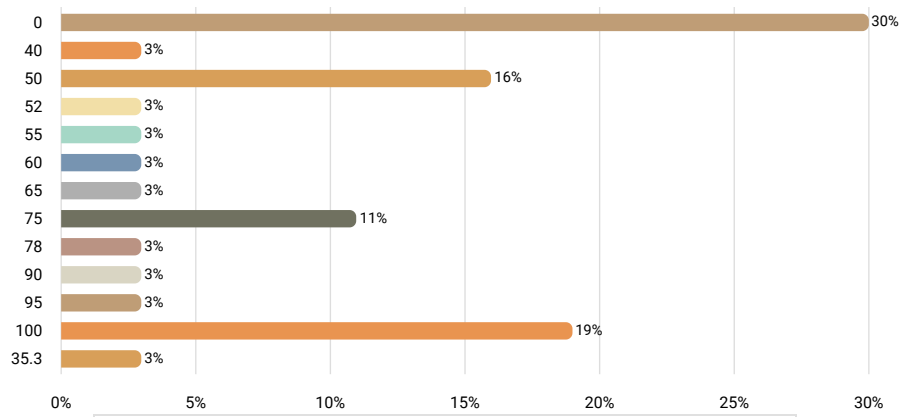
Statistics	
10th percentile	47.4
25th percentile	50
50th percentile	74
75th percentile	90
90th percentile	100
Mean	68.72
Median	74
Standard deviation	26.11
Total/sum	3,092.4

5.17. Vision Coverage Percentage Paid By Employer (Annual)

Answered 37 times

Skipped 16 times

Number input



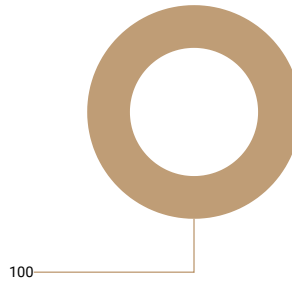
Statistics	
10th percentile	0
25th percentile	0
50th percentile	50
75th percentile	78
90th percentile	100
Mean	50.55
Median	50
Standard deviation	38.21
Total/sum	1,870.3

5.18. Life Insurance Percentage Paid By Employer (Annual)

Answered 45 times

Skipped 8 times

Number input



Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	100
Median	100
Standard deviation	0
Total/sum	4,500

5.19. Does your company offer Health and Fitness incentives?

Answered 11 times

Skipped 42 times

Select multiple answers (checkboxes)

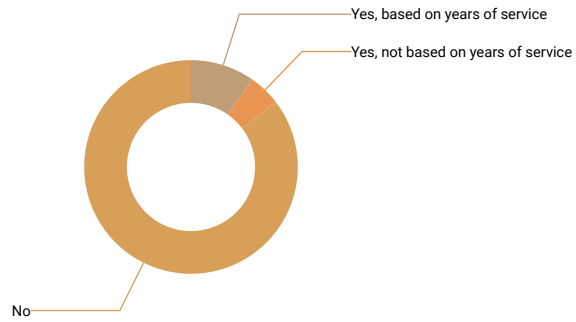
Results	N
Reimbursement for Fitness Center Visits	2
Reimbursement for Fitness Equipment	1
Incentives for Nicotine Cessation	5
Rebate or Discount for Wellness Physical	4
Free Gym Membership	3

5.20. Does your company have a severance policy?

Answered 50 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes, based on years of service	8%	4
Yes, not based on years of service	4%	2
No	70%	35

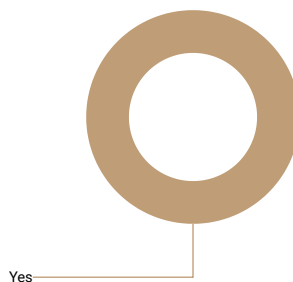
6. Medical Coverage

6.1. Does your company offer medical coverage?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	100%	52
No	0%	0

6.2. Type of Medical Coverage Plan(s) Offered

Answered 52 times

Skipped 0 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	52
HMO	1
EPO	1
POS	0
HDHP	19

6.3. Medical Coverage Plan Provider(s)

Answered 52 times

Skipped 0 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	1
Blue Cross Blue Shield	49
Cigna	0
Humana	0
United Healthcare	3
Viva Health	0
Other Not Listed	0

6.4. When do employees become eligible for coverage?

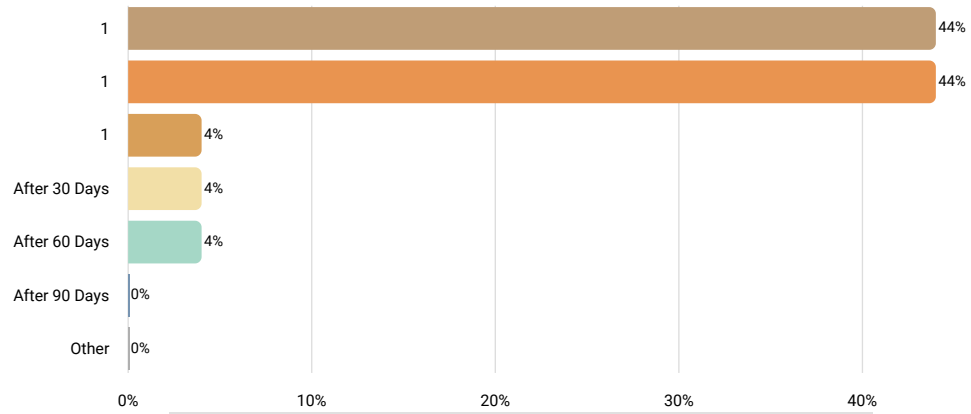
Answered 52 times

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	44%	23
1st of Month After Date of Hire	44%	23
1st of Month After 30 Days	4%	2
After 30 Days	4%	2
After 60 Days	4%	2
After 90 Days	0%	0
Other	0%	0

6.5. Deductible Amount

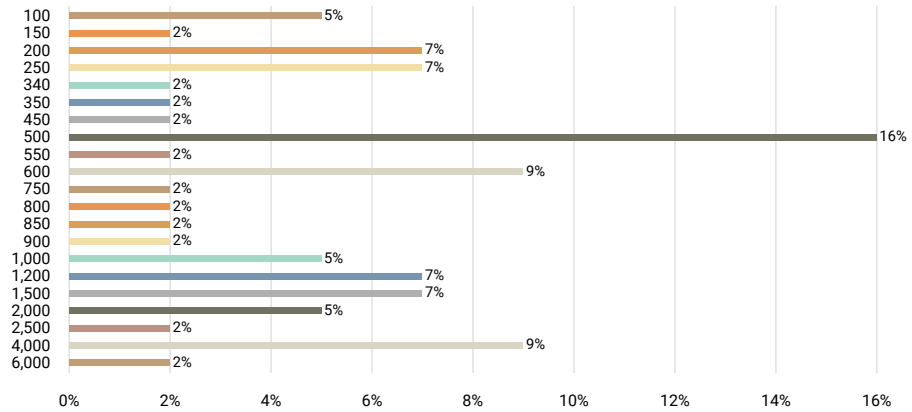
Answered 44 times

Skipped 8 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	1,350
90th percentile	4,000
Mean	1,163.41
Median	600
Standard deviation	1,318.77
Total/sum	51,190

6.6. Copay Amount (after deductible)

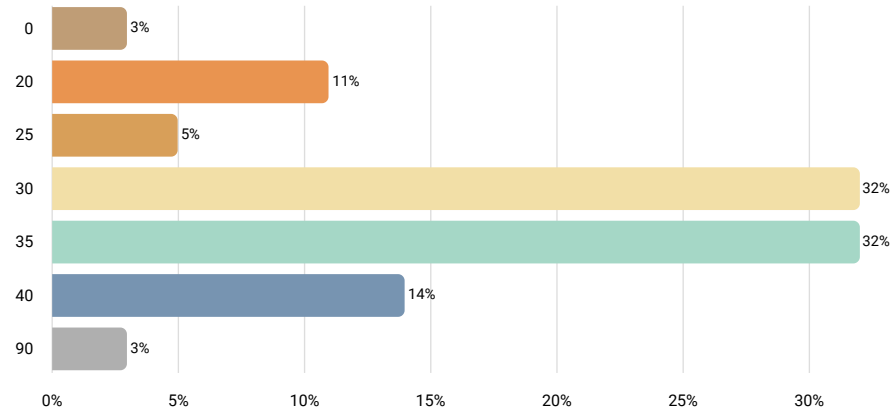
Answered 37 times

Skipped 15 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	30
50th percentile	30
75th percentile	35
90th percentile	40
Mean	32.43
Median	30
Standard deviation	12.4
Total/sum	1,200

6.7. Do you offer retiree coverage for those under the age of 65?

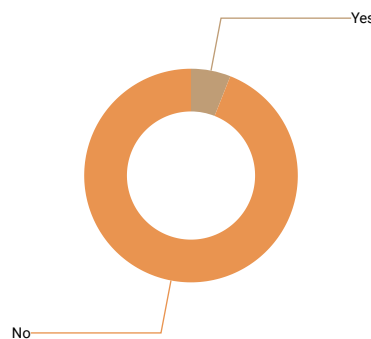
Answered 48 times

Skipped 4 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	6%	3
No	94%	45

6.8. Do you offer retiree coverage for those over the age of 65?

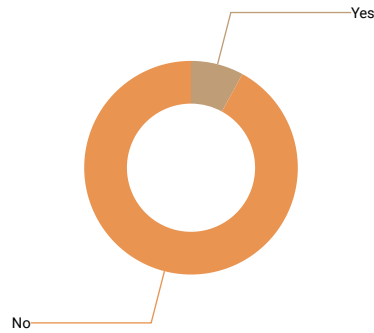
Answered 48 times

Skipped 4 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	8%	4
No	92%	44

6.9. If your company is self-insured, do you have stop/loss coverage?

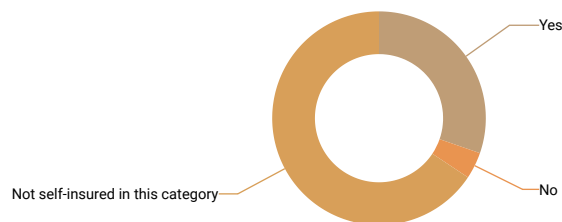
Answered 46 times

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	30%	14
No	4%	2
Not self-insured in this category	65%	30

6.10. Is there a tobacco use surcharge?

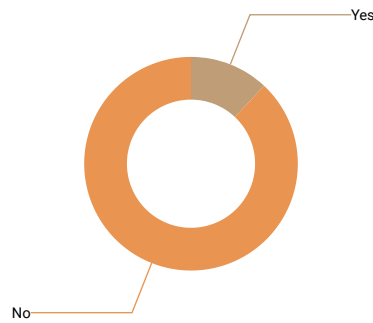
Answered 51 times

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	12%	6
No	88%	45

6.11. Do you offer medical coverage for domestic partners?

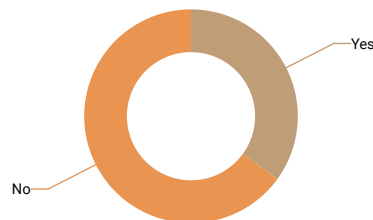
Answered 49 times

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	35%	17
No	65%	32

6.12. What are the requirements for receiving coverage?

Answered 11 times

Skipped 6 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	8
Proof of Residence with Employee	2
Affidavit of Domestic Partnership	7
Other	0

6.13. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

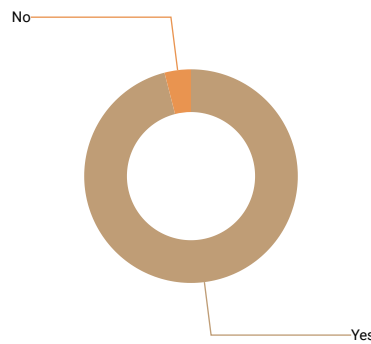
Answered 51 times

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	96%	49
No	4%	2

6.14. Is there a spousal surcharge?

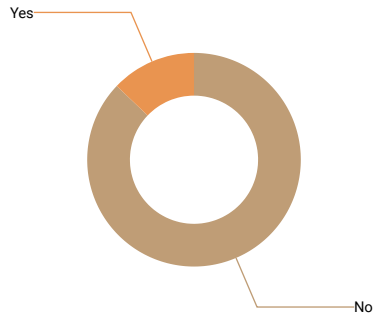
Answered 48 times

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	88%	42
Yes	13%	6

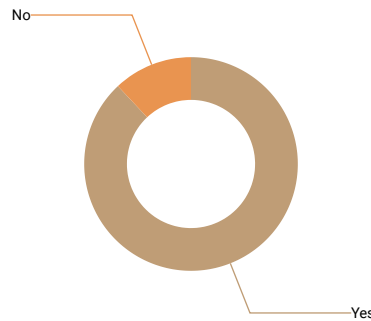
7. Prescription Drug Plan

7.1. Does your company offer a Prescription Drug Plan?

Answered 51 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	88%	45
No	12%	6

7.2. Type of Prescription Plan(s) Offered

Answered 40 times

Skipped 5 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Tiered	37
80/20	2
Other	2

7.3. Prescription Plan Provider(s)

Answered 45 times

Skipped 0 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	1
Anthem	1
Blue Cross Blue Shield	34
Cigna	0
CVS Caremark	4
Express Scripts	3
Humana	0
United Healthcare	1
Viva Health	0
Other	5

7.4. When do employees become eligible for coverage?

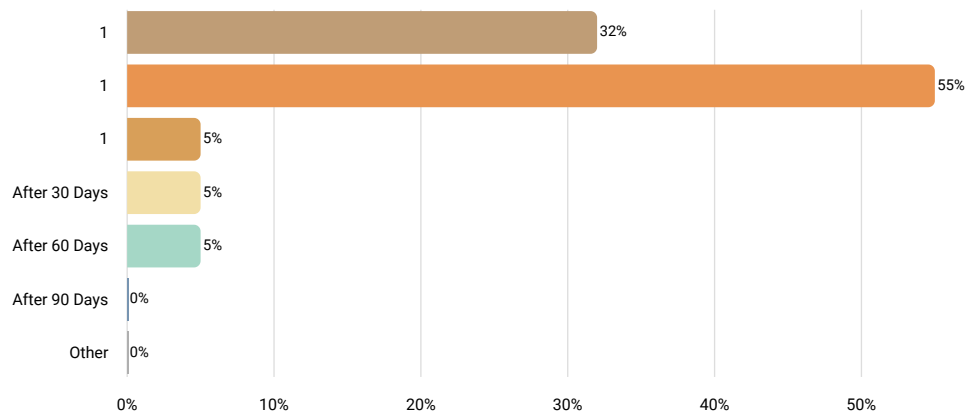
Answered 44 times

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	32%	14
1st of Month After Date of Hire	55%	24
1st of Month After 30 Days	5%	2
After 30 Days	5%	2
After 60 Days	5%	2
After 90 Days	0%	0
Other	0%	0

7.5. Do you offer retiree coverage under the age of 65?

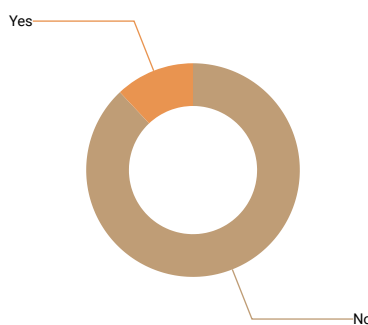
Answered 42 times

Skipped 3 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	88%	37
Yes	12%	5

7.6. Do you offer retiree coverage over the age of 65?

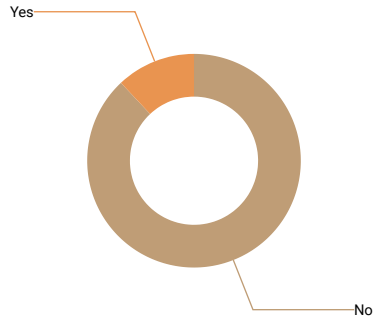
Answered 42 times

Skipped 3 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	88%	37
Yes	12%	5

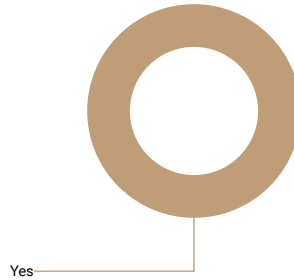
8. Dental Coverage

8.1. Does your company offer Dental Coverage?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	100%	52
No	0%	0

8.2. Type(s) of Dental Coverage Offered

Answered 50 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
PPO	49
DHMO	1
Other	0

8.3. Dental Plan Provider(s)

Answered 50 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
Aetna	1
Blue Cross Blue Shield	19
Cigna	0
Concordia	3
Delta Dental	13
Guardian	6
Metlife	0
Principal	5
United Healthcare	2
Other	2

8.4. When do employee become eligible for coverage?

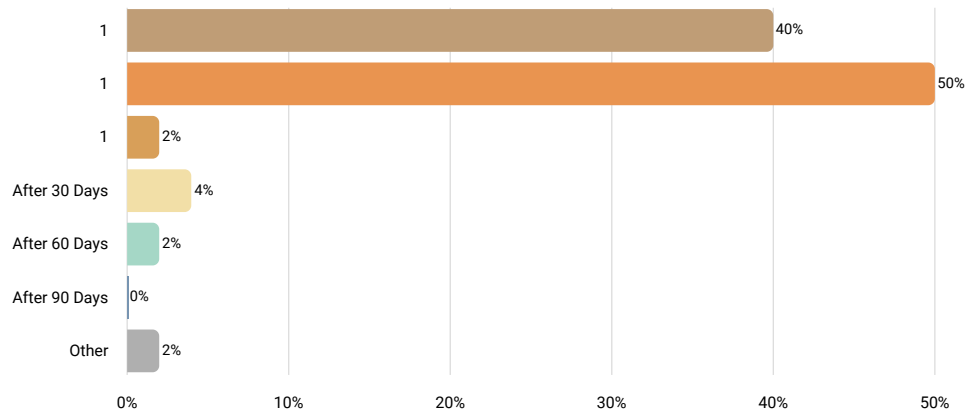
Answered 50 times

Skipped 2 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	40%	20
1st of Month After Date of Hire	50%	25
1st of Month After 30 Days	2%	1
After 30 Days	4%	2
After 60 Days	2%	1
After 90 Days	0%	0
Other	2%	1

8.5. Do you offer retiree coverage under the age of 65?

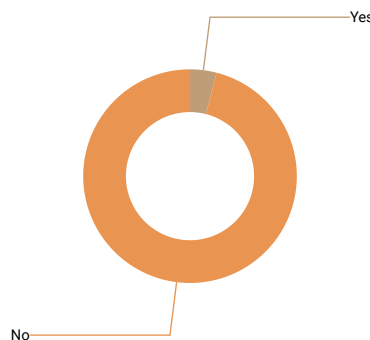
Answered 48 times

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
Yes	4%	2
No	96%	46

8.6. Do you offer retiree coverage over the age of 65?

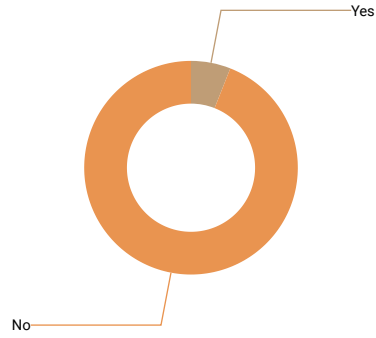
Answered 48 times

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
Yes	6%	3
No	94%	45

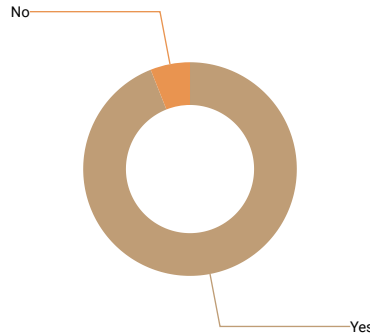
9. Vision Coverage

9.1. Does your company offer Vision Coverage?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	94%	49
No	6%	3

9.2. Vision Plan Provider(s)

Answered 48 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	0
Cigna	0
Eyemed	2
Guardian	7
Humana	2
Metlife	0
Principal	4
Superior Vision	1
United Healthcare	2
VSP	30
Other	5

9.3. When do employees become eligible for coverage?

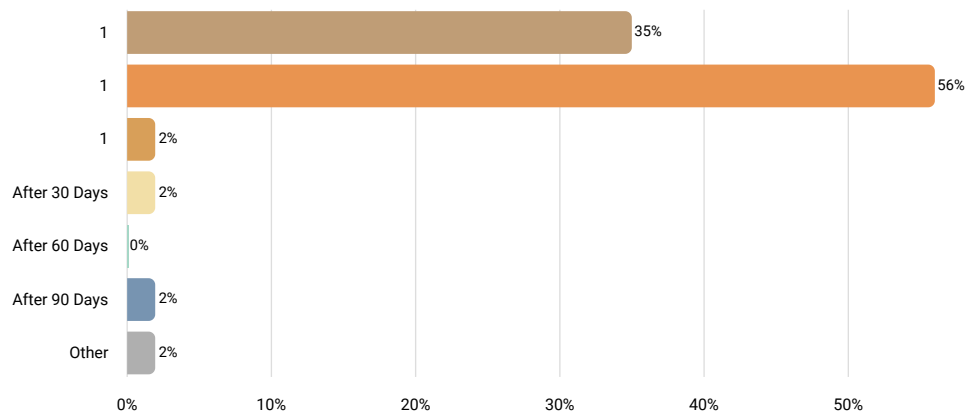
Answered 48 times

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	35%	17
1st of Month After Date of Hire	56%	27
1st of Month After 30 Days	2%	1
After 30 Days	2%	1
After 60 Days	0%	0
After 90 Days	2%	1
Other	2%	1

9.4. Do you offer retiree coverage under the age of 65?

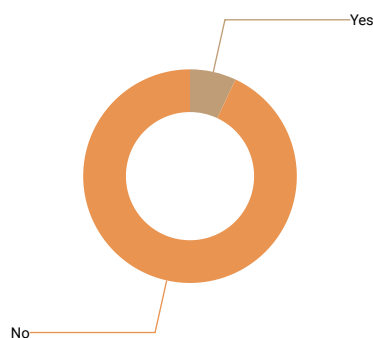
Answered 45 times

Skipped 4 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	7%	3
No	93%	42

9.5. Do you offer retiree coverage over the age of 65?

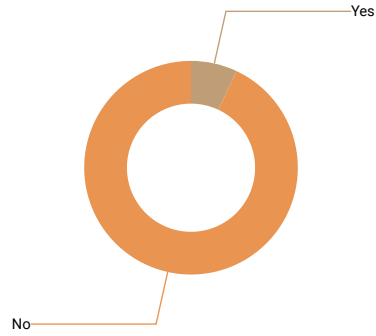
Answered 45 times

Skipped 4 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	7%	3
No	93%	42

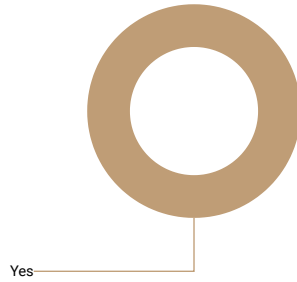
10. Life Insurance

10.1. Does your company offer Life Insurance?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	100%	52
No	0%	0

10.2. Type(s) of Life Insurance Offered

Answered 49 times

Skipped 3 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	47
Whole Life Insurance	3
Other	1

10.3. Coverage Amount (dollars)

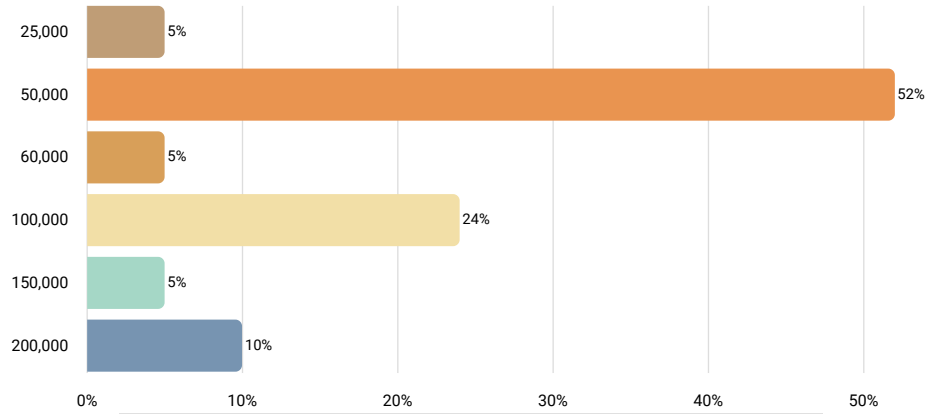
Answered 21 times

Skipped 31 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	50,000
25th percentile	50,000
50th percentile	50,000
75th percentile	100,000
90th percentile	150,000
Mean	80,238.1
Median	50,000
Standard deviation	49,509.5
Total/sum	1,685,000

10.4. Coverage Amount (percentage)

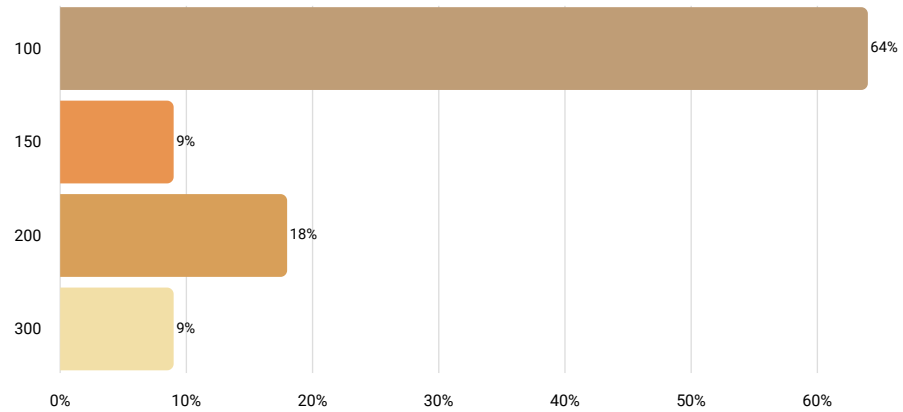
Answered 11 times

Skipped 41 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	200
90th percentile	200
Mean	140.91
Median	100
Standard deviation	66.4
Total/sum	1,550

10.5. Can employees purchase additional life insurance for themselves or others?

Answered 47 times

Skipped 5 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	43
Yes, Spouse/Partner	44
Yes, Dependents	46

11. Health Savings Account

11.1. Does your company offer a Health Savings Account?

Answered 50 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes	44%	22
No	56%	28

11.2. Is this benefit earned or given?

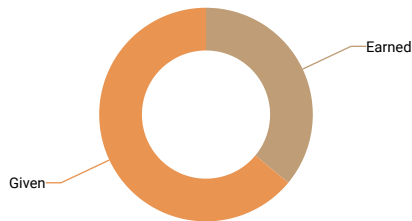
Answered 22 times

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	36%	8
Given	64%	14

11.3. What is required for eligibility?

Answered 8 times

Skipped 0 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	7
FTE Status	4
Other	0

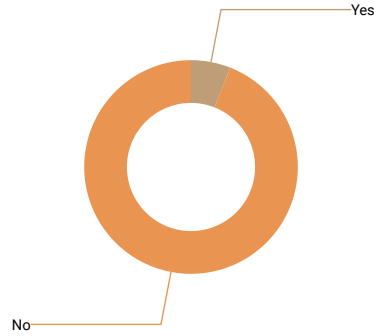
12. Pension Plan (Defined Benefit)

12.1. Does your company offer a Pension Plan (Defined Benefit)?

Answered 51 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	6%	3
No	94%	48

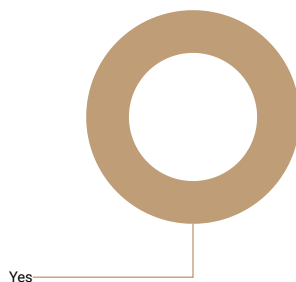
13. 401(k) Plan

13.1. Does your company offer a 401(k) Plan?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	100%	52
No	0%	0

13.2. When do employees become eligible?

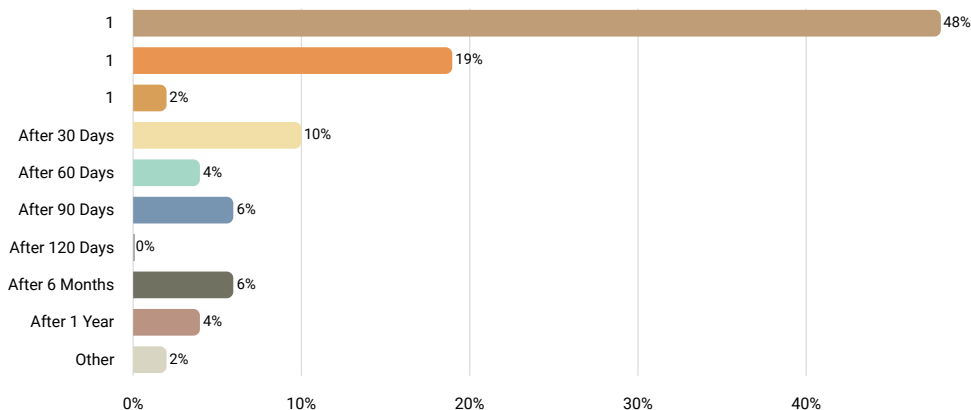
Answered 52 times

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	48%	25
1st of Month After Date of Hire	19%	10
1st of Month After 30 Days	2%	1
After 30 Days	10%	5
After 60 Days	4%	2
After 90 Days	6%	3
After 120 Days	0%	0
After 6 Months	6%	3
After 1 Year	4%	2
Other	2%	1

13.3. Up to what percentage does the employer match employee contributions?

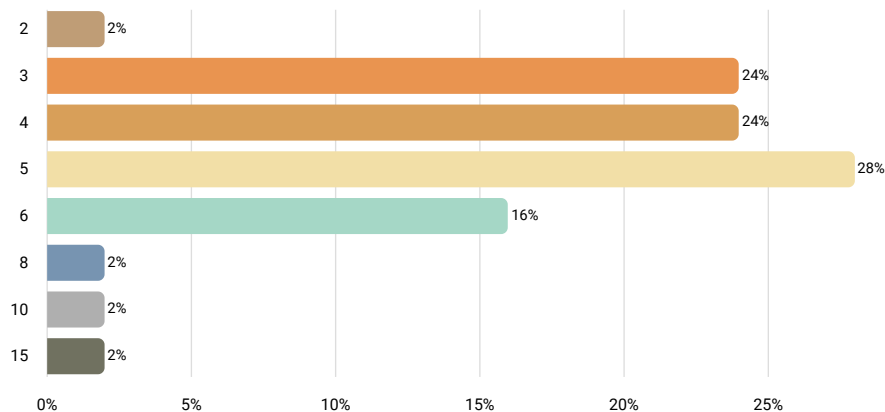
Answered 50 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	3
50th percentile	4.5
75th percentile	5
90th percentile	6
Mean	4.74
Median	4.5
Standard deviation	2.06
Total/sum	237

13.4. Is there a vesting schedule for employer contributions?

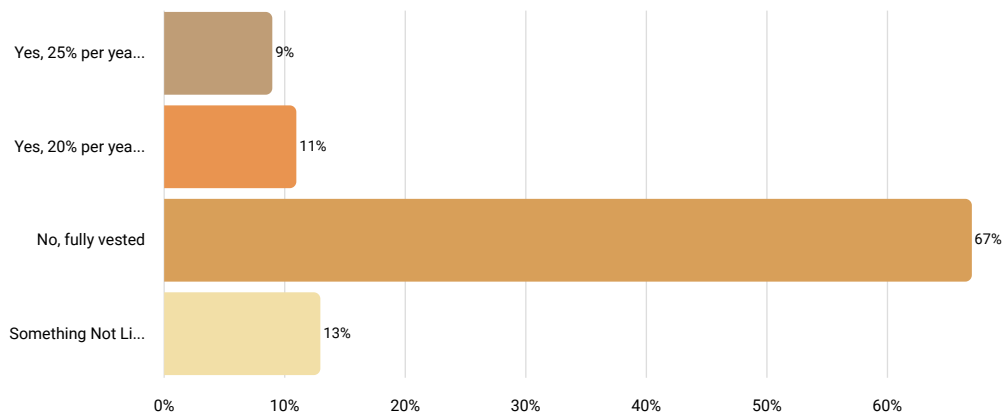
Answered 46 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
Yes, 25% per year for 4 years	9%	4
Yes, 20% per year for 5 years	11%	5
No, fully vested	67%	31
Something Not Listed	13%	6

13.5. Describe the vesting schedule.

Answered 5 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting schedule for employer contributions?" has Selected button "Something Not Listed"

Results	
yes, 40/70/100% fully vested at 3 years	1
1st year: 0% 2nd year: 50% 3rd year: 75% 4th year: 100%	1
2 years	1
fully vested after 3 years of employment	1
hours of service	1

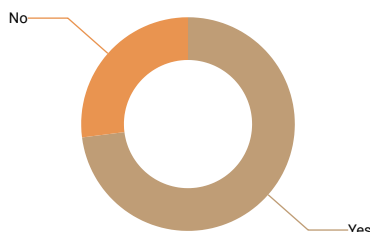
14. PTO (Paid Time Off)

14.1. Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	73%	38
No	27%	14

14.2. Annual Amount of PTO in Days

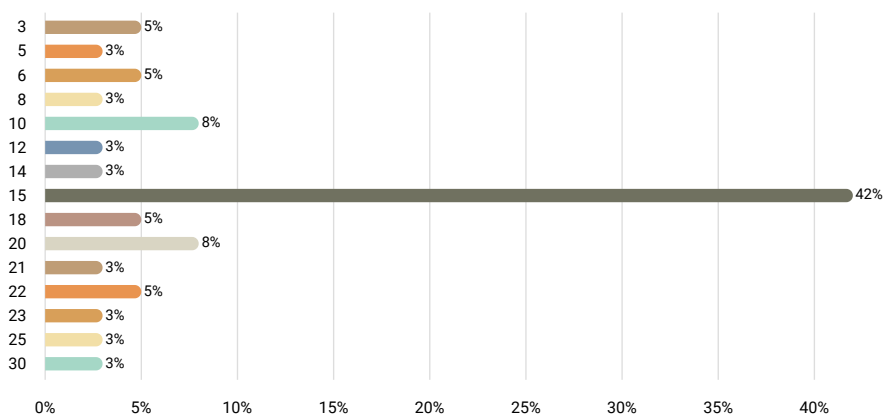
Answered 38 times

Skipped 0 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	6
25th percentile	12
50th percentile	15
75th percentile	18
90th percentile	22
Mean	14.89
Median	15
Standard deviation	5.93
Total/sum	566

14.3. How is PTO accrued?

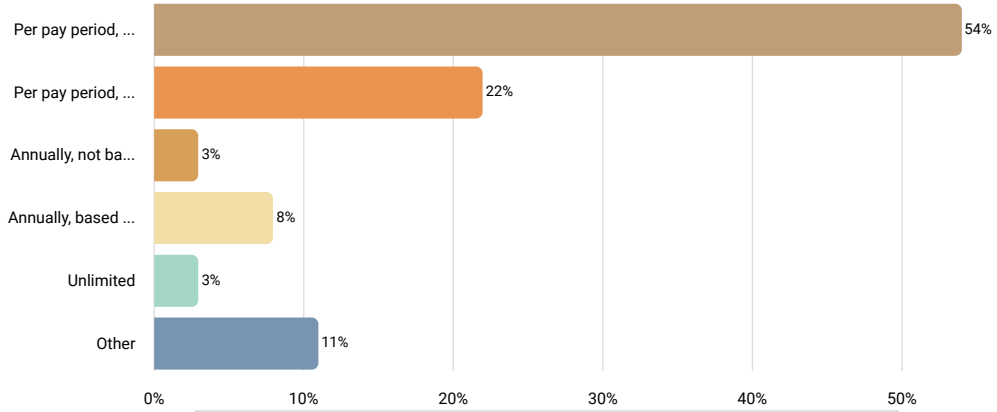
Answered 37 times

Skipped 1 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	54%	20
Per pay period, based on hours worked	22%	8
Annually, not based on years of service	3%	1
Annually, based on years of service	8%	3
Unlimited	3%	1
Other	11%	4

14.4. Are any of these leave types NOT included in your PTO?

Answered 30 times

Skipped 8 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	2
Vacation	7
Holidays	28
Personal Leave	3

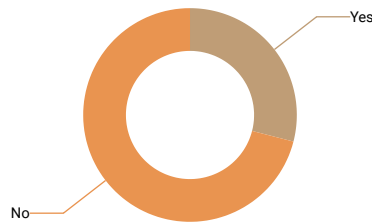
15. Sick Leave

15.1. Does your company offer Sick Leave?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	29%	15
No	71%	37

15.2. Annual Amount of Sick Leave in Days

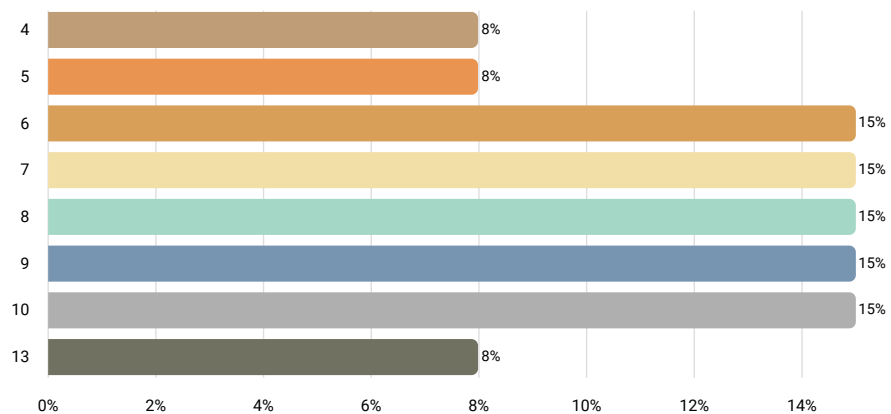
Answered 13 times

Skipped 2 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	5
25th percentile	6
50th percentile	8
75th percentile	9
90th percentile	10
Mean	7.85
Median	8
Standard deviation	2.41
Total/sum	102

15.3. How is Sick Leave accrued?

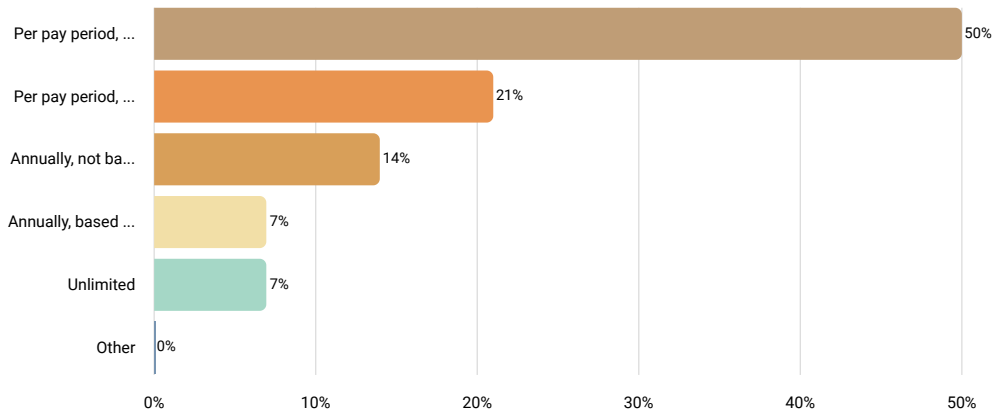
Answered 14 times

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	50%	7
Per pay period, based on hours worked	21%	3
Annually, not based on years of service	14%	2
Annually, based on years of service	7%	1
Unlimited	7%	1
Other	0%	0

15.4. Paid out at termination?

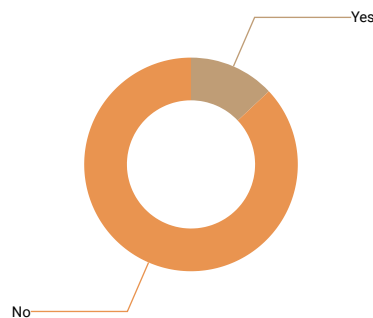
Answered 15 times

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	13%	2
No	87%	13

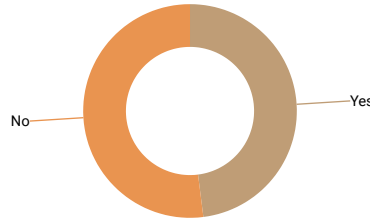
16. Vacation

16.1. Does your company offer Vacation Leave?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	48%	25
No	52%	27

16.2. Annual Amount of Vacation Leave in Days

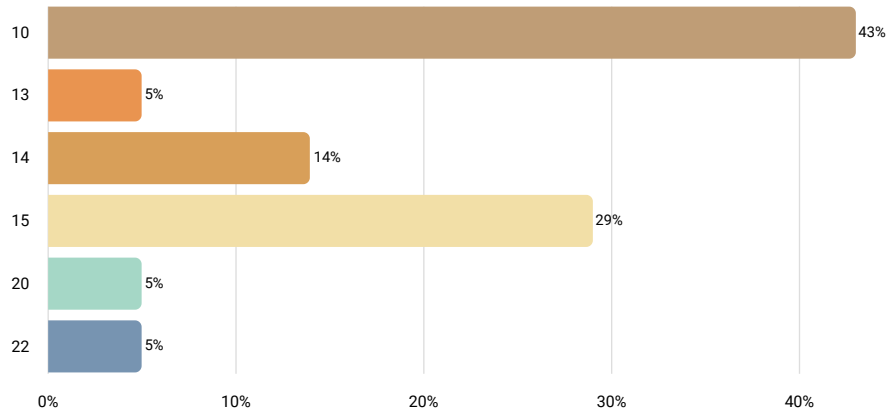
Answered 21 times

Skipped 4 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	14
75th percentile	15
90th percentile	15
Mean	13.19
Median	14
Standard deviation	3.44
Total/sum	277

16.3. How is Vacation Leave accrued?

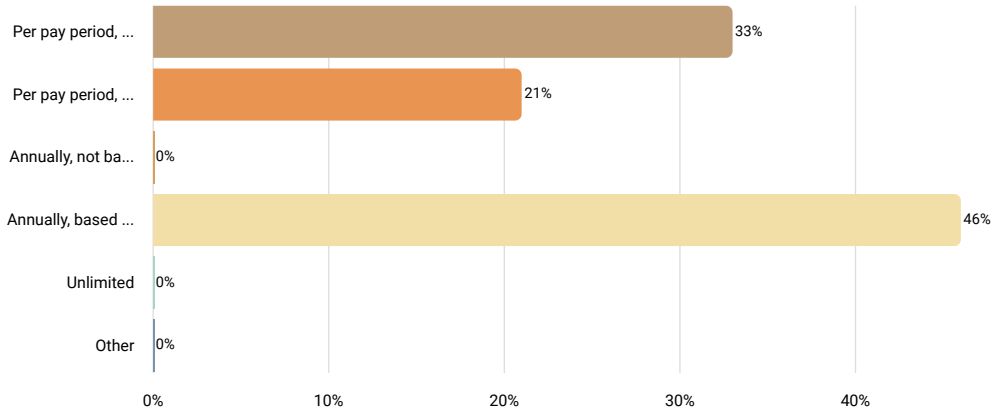
Answered 24 times

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
Per pay period, flat rate	33%	8
Per pay period, based on hours worked	21%	5
Annually, not based on years of service	0%	0
Annually, based on years of service	46%	11
Unlimited	0%	0
Other	0%	0

16.4. Paid out at termination?

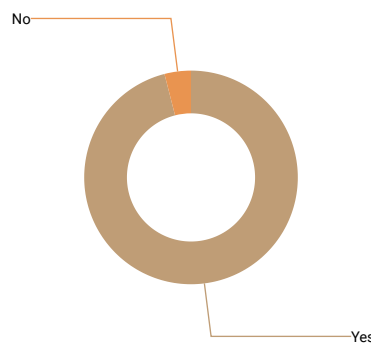
Answered 25 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Yes	96%	24
No	4%	1

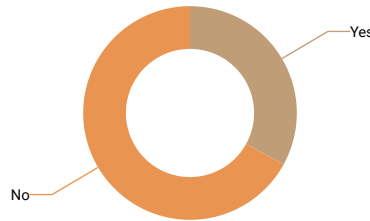
17. Paid Family and Medical Leave

17.1. Does your company offer Paid Family and Medical Leave?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	33%	17
No	67%	35

17.2. Eligibility Criteria for Paid Family Leave

Answered 16 times

Skipped 1 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)	14
Employee has given birth to a child	14
Employee is a spouse or committed partner of someone who has given birth to a child.	12
Employee has adopted a child or been placed with a foster child.	11
Must have already used short-term disability	1
Must use short-term disability concurrently	3
Must use FMLA concurrently	8

17.3. Annual Amount of Paid Family Leave in Weeks

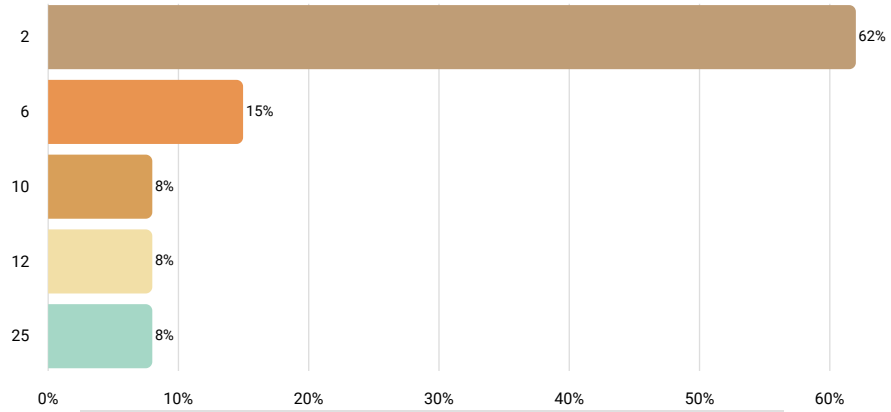
Answered 13 times

Skipped 4 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	2
75th percentile	6
90th percentile	12
Mean	5.77
Median	2
Standard deviation	6.71
Total/sum	75

17.4. Percent of Salary Paid for Family Leave

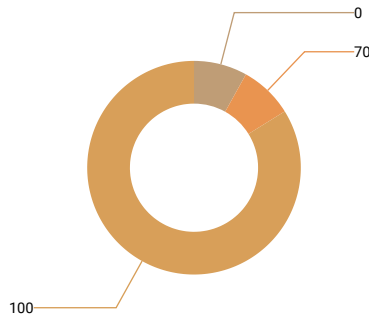
Answered 12 times

Skipped 5 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	89.17
Median	100
Standard deviation	29.37
Total/sum	1,070

17.5. Eligibility Criteria for Paid Medical Leave

Answered 9 times

Skipped 8 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)	8
Critical Illness of Employee	3
Critical Illness of a Dependent	1
Must have already used short-term disability	0
Must use short-term disability concurrently	2
Must use FMLA concurrently	4

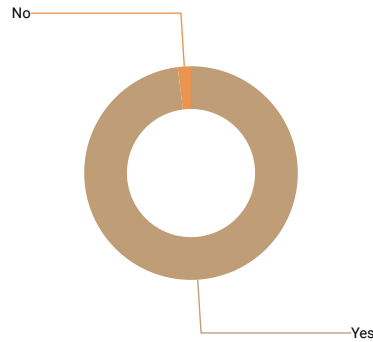
18. Short-term Disability

18.1. Does your company offer Short-Term Disability?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	98%	51
No	2%	1

18.2. Short-term Disability Coverage Amount

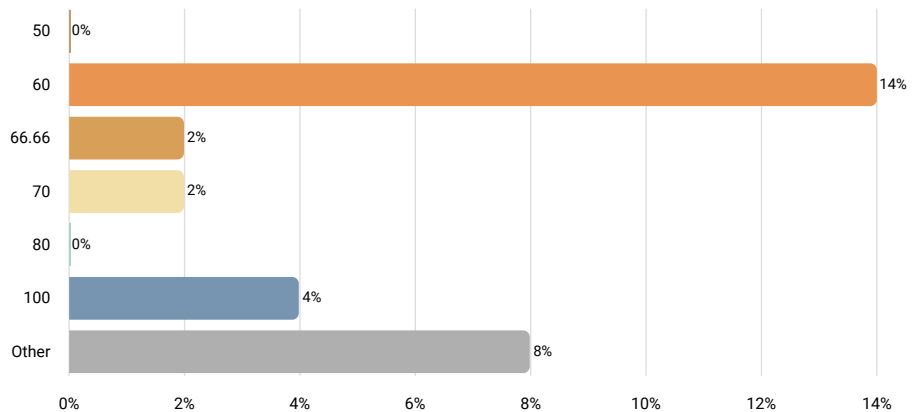
Answered 50 times

Skipped 1 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	0%	0
60% of Salary	14%	7
66.66% of Salary	2%	1
70% of Salary	2%	1
80% of Salary	0%	0
100% of Salary	4%	2
Other	8%	4

18.3. Coverage Waiting Period Days

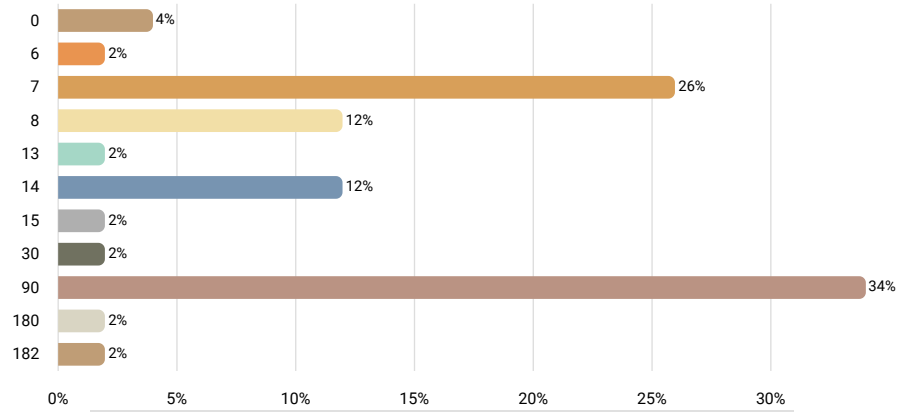
Answered 50 times

Skipped 1 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	90
Mean	43.58
Median	14
Standard deviation	47.76
Total/sum	2,179

18.4. Short-term Disability Coverage Term

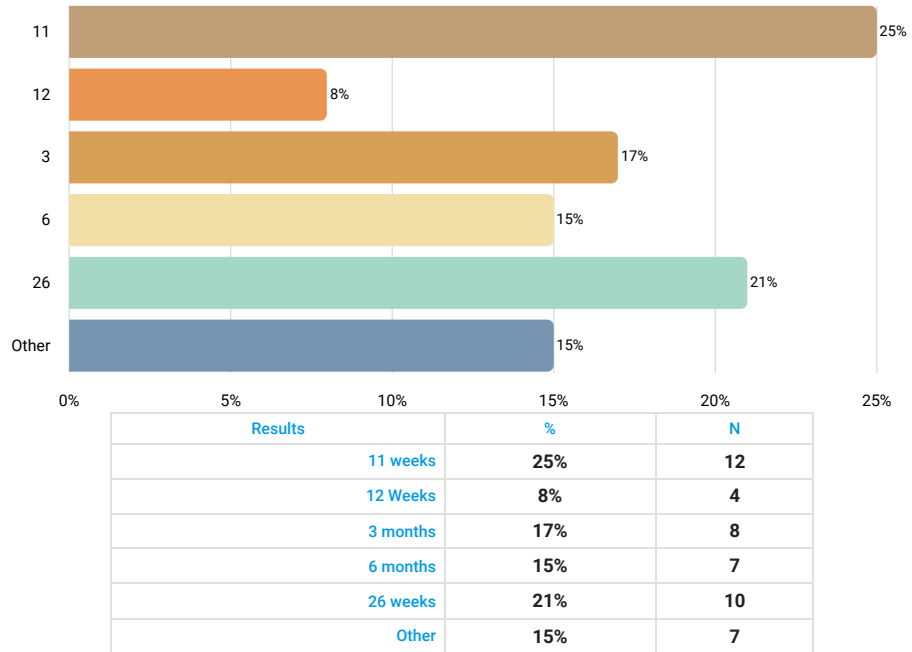
Answered 48 times

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"



18.5. Other Short-term Disability Coverage Term

Answered 7 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"
- "Short-term Disability Coverage Term" has Selected button "Other"

Results	
13 weeks	3
13	1
60 weeks (for full-time hourly employees)	1
12 weeks	1
3 months	1

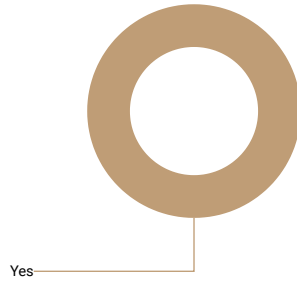
19. Long-term Disability

19.1. Does your company offer Long-Term Disability?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	100%	52
No	0%	0

19.2. Long-term Disability Coverage Amount

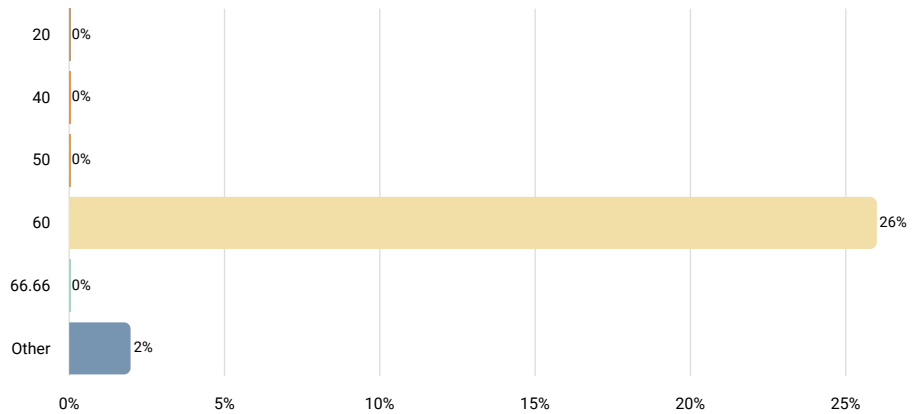
Answered 50 times

Skipped 2 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	0%	0
40% of Salary	0%	0
50% of Salary	0%	0
60% of Salary	26%	13
66.66% of Salary	0%	0
Other	2%	1

19.3. Coverage Waiting Period Days

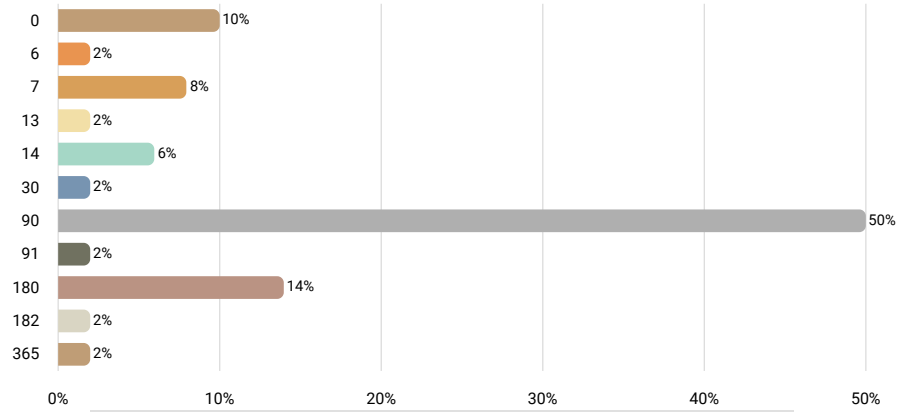
Answered 50 times

Skipped 2 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	3
25th percentile	14
50th percentile	90
75th percentile	90
90th percentile	180
Mean	85.34
Median	90
Standard deviation	70.23
Total/sum	4,267

19.4. Long-term Disability Coverage Term

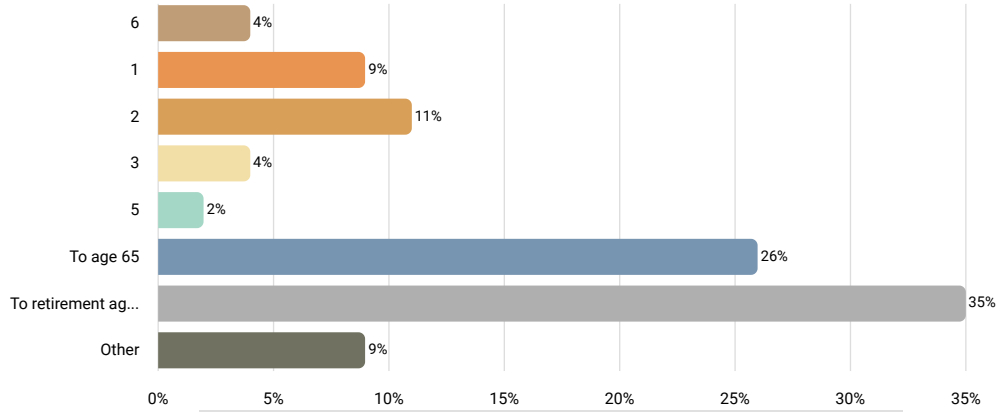
Answered 46 times

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
6 months	4%	2
1 year	9%	4
2 years	11%	5
3 Years	4%	2
5 years	2%	1
To age 65	26%	12
To retirement age	35%	16
Other	9%	4

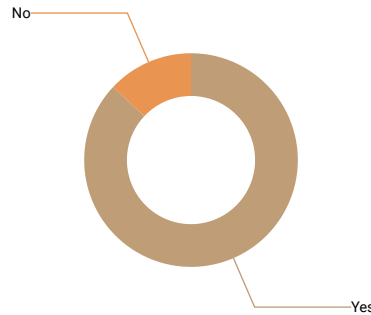
20. Education Assistance/Tuition Reimbursement

20.1. Does your company offer Education Assistance/Tuition Reimbursement?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	87%	45
No	13%	7

20.2. Education/Tuition Eligibility Requirements

Answered 44 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"

Results	N
Work-related	36
FTE	38
Minimum grade/score	36
Other	4

20.3. Percentage of Reimbursement

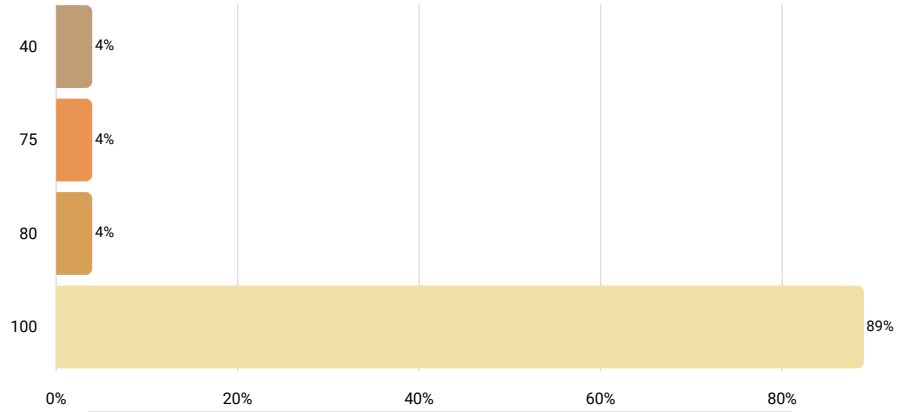
Answered 27 times

Skipped 18 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"



Statistics	
10th percentile	80
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	96.11
Median	100
Standard deviation	12.73
Total/sum	2,595

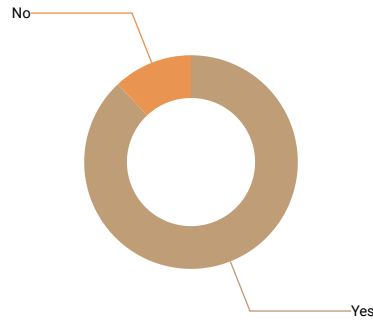
21. Employee Assistance Program

21.1. Does your company offer an Employee Assistance Program (EAP)?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	88%	46
No	12%	6

21.2. Name of EAP Provider

Answered 40 times

Skipped 6 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		8
guardian		4
principal		3
uprise health		3
magellan		2
optum		2
eagle consulting		1
carelon behavioral health		1
behavioral health systems		1
guide one		1
lincoln financial group		1
carebridge		1
guardian worklife matters		1
mutual of ohama		1
health advocate		1
new york life		1
unum		1
curalinc		1
behavioral health systems and mutual of omaha		1
lincoln		1
fei		1
equitable		1
behavioral health services		1
lincoln financial		1

21.3. Who is eligible to participate in the EAP?

Answered 43 times

Skipped 3 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	43
Spouse	34
Domestic Partner	19
Dependents	36

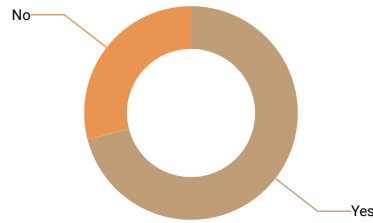
22. Flex-Time

22.1. Does your company offer Flex-Time?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	71%	37
No	29%	15

22.2. Flex-Time Eligibility Criteria

Answered 34 times

Skipped 3 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	23
Manager Approval	30
Child Care Needs	12
To Pursue Further Education	11
Other	8

22.3. Describe your Flex-Time Policy.

Answered 6 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	
some employees may work an alternate work schedule to have every other friday off or telework per government customer requirements.	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
flex-time for manufacturing production staff to allow for 4/10's and ability to off-set shift start time	1
on an as-needed basis, by president approval	1
varies depending on the position and need.	1
personal reasons	1

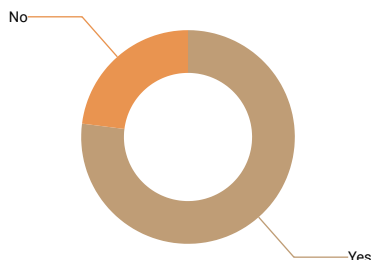
23. Remote/Telework

23.1. Does your company offer remote work, also referred to as telework?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	77%	40
No	23%	12

23.2. Type(s) of Remote Work Offered

Answered 38 times

Skipped 2 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	21
Hybrid (some combination of Remote and In-Office)	35
Requires Prior Approval	30

23.3. Does your company offer any remote/telework assistance?

Answered 20 times

Skipped 20 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	0
Partial Reimbursement for Internet	0
Partial Reimbursement for Phone	3
Company-Provided Computer	18
Company-Provided Phone	4
Other	3

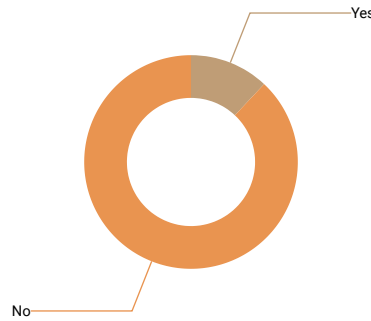
24. Child Care

24.1. Does your company provide Child Care Benefits?

Answered 52 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	12%	6
No	88%	46

24.2. Does your company offer on-site Child Care?

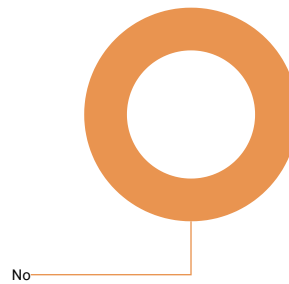
Answered 6 times

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%	6

24.3. Do you assist with Child Care needs by offering an FSA or vouchers to nearby child care centers?

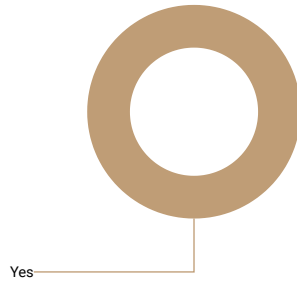
Answered 6 times

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	100%	6
No	0%	0

24.4. Do you provide backup / emergency Child Care for employees?

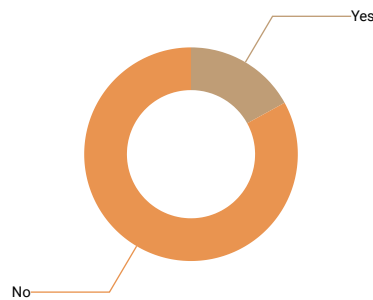
Answered 6 times

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	17%	1
No	83%	5

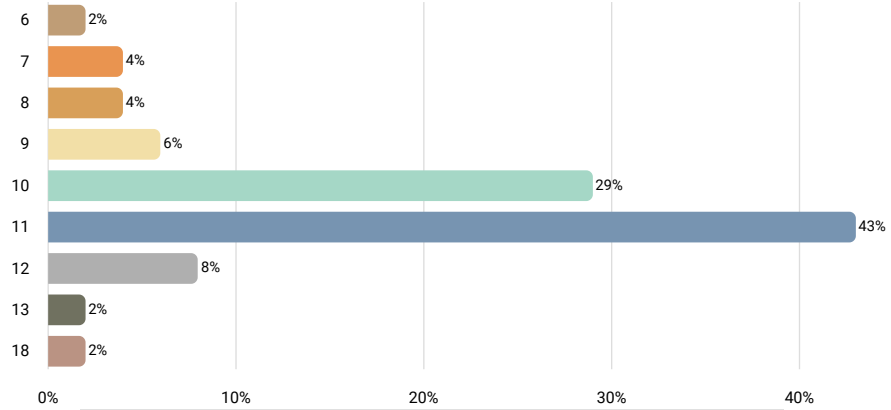
25. Holidays

25.1. How many total holidays are given in a year?

Answered 49 times

Skipped 4 times

Number input



Statistics	
10th percentile	8
25th percentile	10
50th percentile	11
75th percentile	11
90th percentile	12
Mean	10.47
Median	11
Standard deviation	1.73
Total/sum	513

25.2. Annual Holidays Offered

Answered 50 times

Skipped 3 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	49
Martin Luther King, Jr. Day	30
Presidents' Day	25
Columbus Day	12
Good Friday	8
Easter	1
Memorial Day	49
Juneteenth	19
Independence Day	48
Labor Day	48
Veterans Day	27
Thanksgiving Day	49
Day after Thanksgiving	21
Christmas Eve	15
Christmas Day	49
Day after Christmas	1
New Year's Eve	11
Floating	16
Others Not Listed	11

25.3. List other holidays.

Answered 10 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- 'Annual Holidays Offered' has 'Others Not Listed' checked

Results	N
winter break (six days, christmas eve through new year's eve)	1
hourly birthday	1
columbus day	1
entire week from christmas through new year's day	1
floating / juneteenth	1
we offer paid holidays for the time from christmas eve through new years day. we are closed for these days.	1
2 floating	1
the rest of the holidays cover time at the end of the year when the facility closes.	1
5 day of spring break, and the 5 work week days between christmas and new years day	1
additional floating holiday	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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