



## **SPECIAL REPORT: MANUFACTURING**

# **2023 Wage and Benefit Survey Detailed Report** North Central Alabama Region

Cullman County  
Lawrence County  
Limestone County  
Madison County  
Morgan County

Published June 14, 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](https://horizonpointconsulting.com/wagesurveyncal). Questions should be directed to [info@horizonpointconsulting.com](mailto: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*	17	19.00	22.50	27.00	18.50	24.58
4.1.2	Administrative Assistant/Executive Secretary*	15	17.00	21.91	32.96	18.00	22.00
4.1.3	Purchasing Clerk*	6	17.00	22.00	27.15	17.05	25.18
4.1.4	Human Resource Assistant*	6	13.81	23.72	28.00	18.98	27.48
4.1.5	Customer Service Representative	12	16.93	22.50	25.29	18.50	26.48
4.1.6	Telephone Operator/Receptionist	6	15.00	20.54	23.00	16.00	-
4.1.7	Document Control Specialist	5	18.00	25.00	33.76	21.25	28.00
4.1.8	Expeditor	5	15.00	28.00	41.46	21.86	36.00
4.1.9	Payroll Specialist*	5	17.77	22.44	31.69	-	-
4.1.10	Clerk, General	9	17.50	22.00	26.48	19.88	26.00
4.2.1	Engineering Technician - Level 1	7	18.12	26.00	35.92	22.00	30.14
4.2.2	Engineering Technician - Level 2	6	17.00	27.77	41.74	24.00	30.00
4.2.3	Engineering Technician - Level 3	5	25.00	33.88	51.97	-	-
4.2.4	Quality Control Technician - Level 1	13	17.00	21.30	29.25	18.62	22.50
4.2.5	Quality Control Technician - Level 2	9	18.00	24.12	34.70	21.21	25.75
4.2.6	Quality Control Technician - Level 3	13	19.62	24.22	31.43	22.00	27.00
4.2.8	Drafter - CAD	7	19.68	24.20	37.45	20.00	28.00
4.2.10	Lab Technician	14	18.00	24.62	33.00	21.50	28.50
4.4.24	Machine/CNC Programmer	9	19.67	38.33	49.00	32.26	47.50
4.5.1	Electrical/Electronic Assembler	5	15.22	19.93	30.00	-	-
4.5.2	Mechanical Assembler	5	16.70	17.87	28.00	16.00	27.00
4.5.3	Assembler, General	19	16.51	20.00	25.00	16.75	21.00
4.5.4	CNC Operator	16	17.73	22.50	29.62	19.00	25.00
4.5.5	Machine Tool Operator	8	18.63	21.62	37.82	18.80	25.25
4.5.6	Chemical Operator	8	17.99	28.77	36.96	24.48	36.98
4.5.7	Chemical Plant and Systems Operator	6	22.40	32.38	39.39	30.40	36.80
4.5.8	Packaging Operator	9	16.60	20.00	31.68	20.00	24.00
4.5.9	Molding Machine Operator	8	15.22	19.08	25.00	17.60	23.00

4.5.11	Production/Machine Operator	35	16.56	19.15	29.00	18.00	23.70
4.5.12	Tool and Die Maker	11	23.22	32.17	33.53	25.50	33.00
4.5.13	Tool Crib Attendant	5	19.74	20.94	23.23	-	-
4.5.14	Production Painter	7	19.94	22.65	28.00	19.50	23.72
4.5.15	Welder	11	19.72	23.25	32.96	21.00	30.29
4.5.16	Inspector	11	15.00	18.65	21.74	16.00	23.00
4.5.17	Production Scheduler*	6	20.00	25.81	37.50	23.50	28.50
4.5.18	Inventory/Material Planner	5	20.00	21.00	27.85	-	-
4.5.20	Fabricator	9	18.00	20.33	36.00	19.00	25.00
4.5.21	Metal Finishing Technician	5	18.63	19.82	34.50	-	-
4.6.1	Janitor	13	15.50	16.50	17.14	15.50	18.00
4.6.2	Electrician	7	19.88	34.48	43.50	31.50	36.20
4.6.3	Electrical and Control Mechanic	7	33.22	37.26	49.00	34.79	39.60
4.6.4	Multi-Craft Maintenance	26	25.62	31.43	40.30	27.59	35.86
4.6.5	General Building Maintenance	10	21.18	27.25	29.93	23.54	30.00
4.6.6	Maintenance Mechanic	18	18.60	28.65	38.00	24.43	31.40
4.6.7	Maintenance Planner	5	-	-	-	32.00	46.15
4.6.8	Maintenance Employees, General	8	21.00	28.25	37.70	23.50	37.11
4.7.1	Fork Lift Driver/Material Handler	27	17.54	19.67	24.84	18.00	22.00
4.7.2	Shipping and Receiving Clerk	31	17.73	20.49	24.93	17.50	24.00
4.7.3	Truck Driver, Tractor Trailer and Heavy	7	19.25	23.00	25.89	20.00	27.00
4.7.4	Truck Driver, Light and Delivery Services	5	20.00	21.33	29.60	-	-
4.7.5	Stockroom Clerk	9	18.33	24.25	30.26	20.00	27.02
4.7.6	Warehouse Employees, General	16	16.75	20.50	33.59	19.13	23.00
4.8.1	Skilled Workers, Not Otherwise Classified	15	17.85	20.94	33.00	17.00	25.00
4.8.2	Laborers/Helpers, Not Otherwise Classified	8	11.69	15.95	20.00	14.78	18.95
4.9.2	Production Supervisor*	8	21.60	28.63	48.58	22.00	35.00
4.9.6	Shipping and Receiving Supervisor*	5	20.00	26.40	33.14	26.16	30.00
4.9.8	Team Leader	26	18.55	23.88	35.00	23.00	26.50
4.13.1	Intern	10	16.00	19.00	32.50	18.00	20.00

**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*	10	36,306	49,005	62,416	39,790	54,705
4.1.2	Administrative Assistant/Executive Secretary*	15	39,278	61,000	86,300	46,012	70,750
4.1.3	Purchasing Clerk*	10	39,349	54,048	68,999	42,174	64,640
4.1.4	Human Resource Assistant*	5	40,000	52,499	126,006	-	-
4.1.9	Payroll Specialist*	10	47,875	63,800	89,125	50,000	77,500
4.2.9	PC Network Support Technician	5	-	-	-	49,600	75,000
4.3.1	Accountant - Level 1	8	45,225	60,836	93,000	51,979	70,712
4.3.2	Accountant - Level 2	12	57,786	68,352	86,400	61,450	80,591
4.3.3	Accountant - Level 3	11	60,000	82,080	97,000	76,843	96,042
4.3.4	Buyer - Level 1	6	47,500	70,386	79,677	62,900	83,999
4.3.5	Buyer - Level 2	12	54,160	68,487	94,227	58,142	80,980
4.3.6	Buyer - Level 3	11	68,250	81,030	87,921	73,000	100,000
4.3.7	HR Specialist/Generalist - Level 1	11	46,250	55,000	75,000	47,000	65,500
4.3.8	HR Specialist/Generalist - Level 2	15	57,276	68,250	80,000	60,000	89,500
4.3.9	HR Specialist/Generalist - Level 3	11	60,000	74,581	106,874	70,000	98,685
4.3.10	Material Planner	6	67,881	80,192	98,000	50,750	81,700
4.3.12	Financial Analyst	7	61,000	96,012	157,497	75,000	120,790
4.3.13	Recruiter	9	50,000	77,000	97,599	65,371	93,600
4.3.14	Training Coordinator	10	56,000	79,700	117,315	66,982	108,548
4.3.15	Compensation/Benefits Specialist	6	59,000	72,920	126,000	59,500	86,748
4.4.1	Mechanical Engineer - Level 1	10	61,625	80,575	89,166	62,900	83,532
4.4.2	Mechanical Engineer - Level 2	7	71,500	87,000	105,333	77,745	89,000
4.4.3	Mechanical Engineer - Level 3	12	81,577	101,112	124,034	81,500	114,940
4.4.4	Mechanical Engineer - Level 4	7	87,000	132,227	157,108	97,000	135,520
4.4.5	Mechanical Engineer - Level 5	5	85,000	141,640	200,000	101,616	145,000
4.4.6	Electrical Design Engineer - Level 2	6	65,000	91,366	123,933	-	-
4.4.7	Electrical Design Engineer - Level 3	6	86,354	110,166	163,629	87,000	144,000
4.4.8	Electrical Design Engineer - Level 5	6	116,000	153,904	260,000	-	-

4.4.9	Industrial or Manufacturing Engineer - Level 1	5	68,500	76,000	84,878	56,800	80,000
4.4.10	Industrial or Manufacturing Engineer - Level 2	6	84,700	90,930	111,500	81,920	121,706
4.4.11	Industrial or Manufacturing Engineer - Level 3	11	84,540	100,115	129,000	77,000	132,132
4.4.12	Industrial or Manufacturing Engineer - Level 4	5	84,252	112,000	150,556	98,000	146,827
4.4.13	Quality Engineer - Level 1	8	46,592	66,486	81,043	64,020	80,808
4.4.14	Quality Engineer - Level 2	9	63,000	91,000	106,126	76,834	103,600
4.4.15	Quality Engineer - Level 3	9	64,415	92,398	124,571	70,000	97,873
4.4.16	Quality Engineer - Level 4	5	104,000	130,500	155,846	-	-
4.4.18	Project Manager - Level 2	7	76,532	81,500	117,500	79,575	106,573
4.4.19	Project Manager - Level 3	6	63,179	100,595	139,041	77,640	120,000
4.4.20	Project Manager - Level 4	6	80,000	123,151	174,401	98,308	136,212
4.4.22	Chemical Engineer	7	65,000	100,000	119,400	-	-
4.4.23	Safety Engineer	12	60,000	84,219	101,079	65,000	122,696
4.5.17	Production Scheduler	10	54,775	70,750	93,948	56,250	75,000
4.5.18	Inventory/Material Planner	7	52,000	63,916	110,900	50,600	88,600
4.5.19	Cost Estimator	6	60,000	73,782	147,500	52,500	104,700
4.6.7	Maintenance Planner	7	65,300	92,955	127,500	72,800	114,400
4.9.1	Accounting Supervisor	7	64,000	88,137	126,365	70,000	104,894
4.9.2	Production Supervisor	28	55,354	76,237	103,000	60,000	95,000
4.9.3	Senior Production Supervisor	8	71,745	105,465	150,697	75,848	111,500
4.9.4	Quality Assurance Supervisor	18	60,000	86,225	123,000	70,000	109,242
4.9.6	Shipping and Receiving Supervisor	19	55,300	77,015	91,500	62,186	87,500
4.9.7	Maintenance Supervisor	22	62,700	82,043	107,000	72,000	105,000
4.10.1	Inside Sales Representative	6	40,500	59,239	64,000	50,250	72,500
4.10.2	Outside Sales Rep (Commission)	7	31,000	65,000	108,798	42,000	82,500
4.10.3	Outside Sales Rep (Non-Commission)	7	-	70,000	139,328	-	90,000
4.10.5	Sales Manager	9	76,000	100,000	200,000	75,000	110,000
4.10.6	Business Development Manager	8	83,475	136,476	160,000	110,000	150,000
4.10.7	Marketing Manager or Director	6	70,500	104,500	118,414	95,000	120,000
4.11.1	Controller or Accounting Manager	23	89,030	120,435	160,000	85,000	140,000
4.11.2	Maintenance Manager	21	72,841	100,650	140,000	85,550	128,566
4.11.3	Production or Operations Manager	39	76,000	120,000	166,727	86,950	140,000
4.11.4	IT Manager	16	62,504	100,000	134,000	82,500	125,000
4.11.5	Logistics/Materials Manager	20	80,000	113,206	141,972	90,000	140,000
4.11.6	Project or Program Manager	11	57,184	130,000	177,806	100,000	144,644
4.11.7	Project or Program Director	5	74,451	194,411	255,000	-	-
4.11.8	Engineering Manager	20	92,500	149,000	181,373	103,800	170,000
4.11.9	Quality Control Manager	28	80,000	109,940	160,582	88,900	141,500

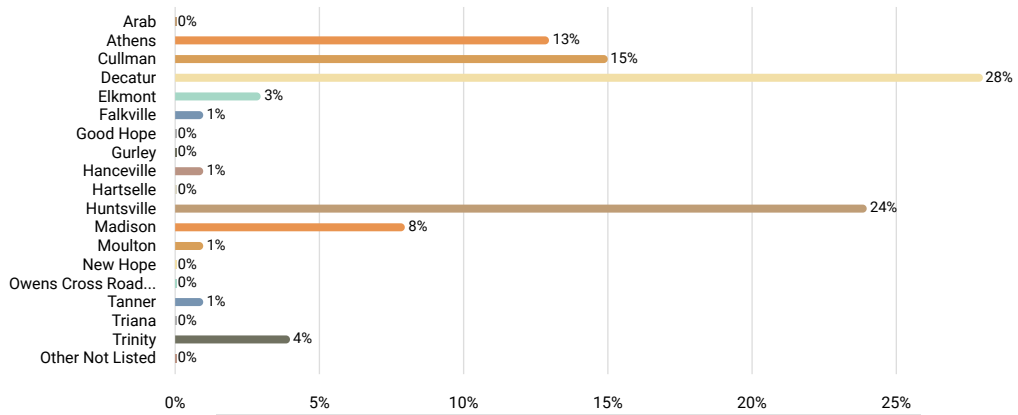
4.11.10	Human Resources Manager	30	71,750	100,139	158,943	90,000	137,500
4.11.11	Safety/Environmental Manager	14	75,000	125,420	162,000	89,799	151,000
4.11.12	Facilities Manager	8	68,910	119,278	168,360	90,000	134,800
4.11.13	Plant Manager	22	75,000	138,000	200,000	111,735	170,842
4.11.14	Purchasing Manager	16	67,475	101,000	144,000	78,500	130,000
4.11.15	Continuous Improvement Manager	6	90,000	124,556	156,000	95,000	136,800
4.12.1	Top Sales/Mktg (CMO/VP Sales and Mktg)	15	98,230	152,000	244,004	122,600	200,000
4.12.2	Top Programs Exec (VP Programs)	8	87,000	187,499	243,364	132,230	190,845
4.12.3	Top Financial Exec (CFO)	12	113,400	172,658	255,299	119,400	179,000
4.12.4	Top Manufacturing/Production Executive	10	116,248	175,670	222,795	-	-
4.12.5	Top HR Exec (CHRO/VP HR)	8	140,000	150,943	240,000	120,000	171,690
4.12.6	Chief Operating Officer (COO)	5	144,000	190,008	270,000	125,000	180,000
4.12.7	CEO/President	23	100,000	200,000	350,000	174,660	235,740

### 1.2. Company City

Answered 78 times

Skipped 0 times

Select one answer (drop down)



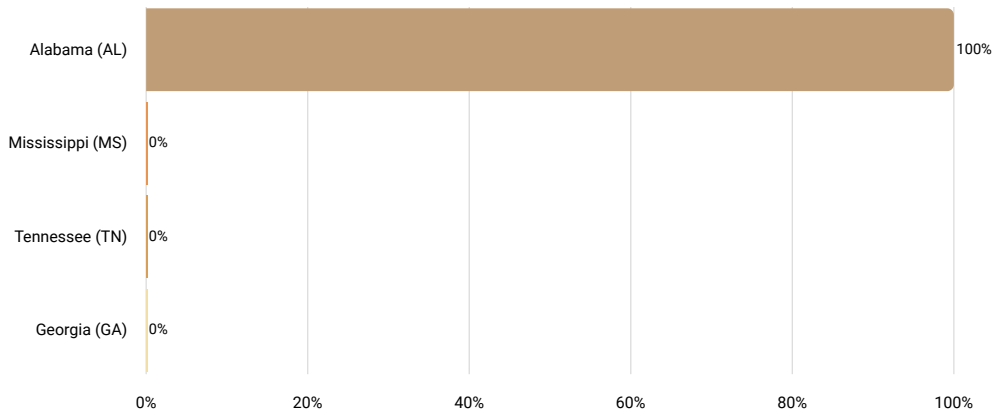
Results		%	N
Arab	0%	0	
Athens	13%	10	
Cullman	15%	12	
Decatur	28%	22	
Elkmont	3%	2	
Falkville	1%	1	
Good Hope	0%	0	
Gurley	0%	0	
Hanceville	1%	1	
Hartselle	0%	0	
Huntsville	24%	19	
Madison	8%	6	
Moulton	1%	1	
New Hope	0%	0	
Owens Cross Roads	0%	0	
Tanner	1%	1	
Triana	0%	0	
Trinity	4%	3	
Other Not Listed	0%	0	

### 1.3. Company State

Answered 78 times

Skipped 0 times

Select one answer (drop down)



Results	%	N
Alabama (AL)	100%	78
Mississippi (MS)	0%	0
Tennessee (TN)	0%	0
Georgia (GA)	0%	0

### 1.4. Company Zip Code

Answered 78 times

Skipped 0 times

Text input

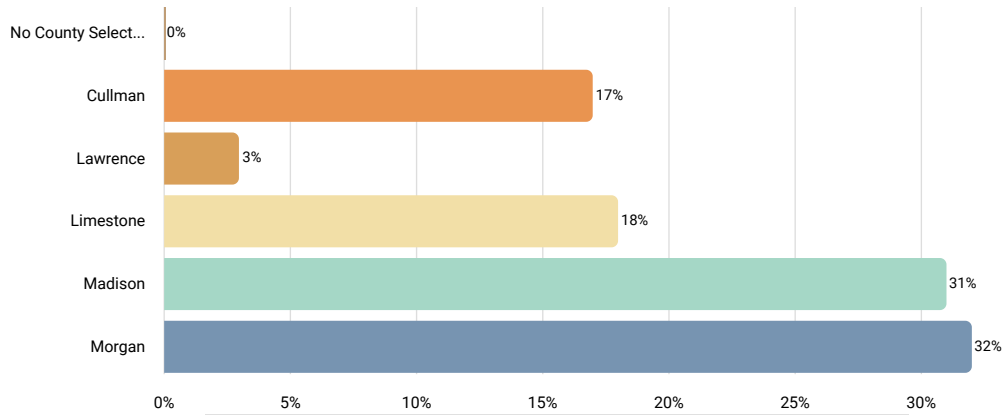
Results	
35601	18
35055	7
35611	7
35824	7
35811	5
35603	4
35756	4
35057	3
35673	3
35758	3
35613	2
35620	2
35671	2
35805	2
35806	2
35038	1
35056	1
35077	1
35622	1
35650	1
35808	1
35816	1

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

Answered 78 times

Skipped 0 times

Select one answer (drop down)



Results	%	N
No County Selected	0%	0
Cullman	17%	13
Lawrence	3%	2
Limestone	18%	14
Madison	31%	24
Morgan	32%	25

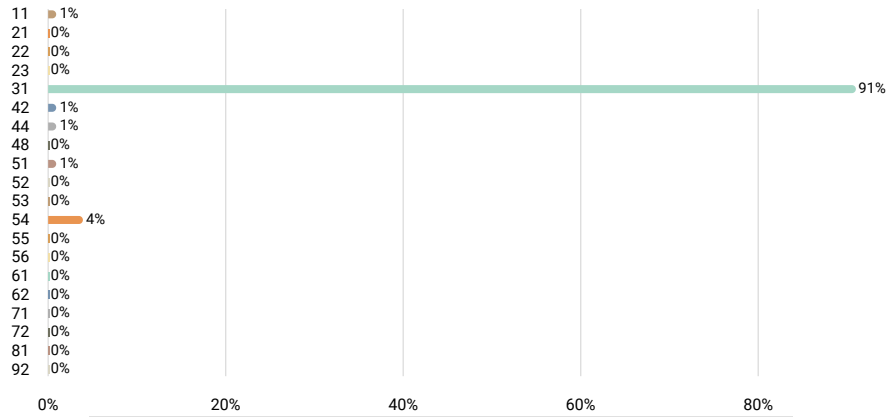
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### 1.6. What is the two digit NAICS (North American Industry Classification System) code for your industry?

Answered 78 times

Skipped 0 times

Select one answer (drop down)



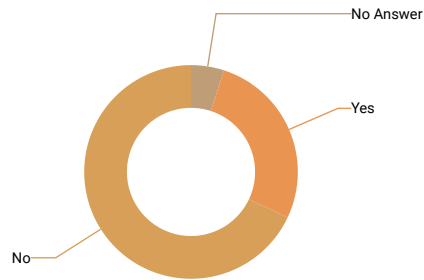
Results		%	N
11 Agriculture, Forestry, Fishing and Hunting		1%	1
21 Mining		0%	0
22 Utilities		0%	0
23 Construction		0%	0
31-33 Manufacturing		91%	71
42 Wholesale Trade		1%	1
44-45 Retail Trade		1%	1
48-49 Transportation and Warehousing		0%	0
51 Information		1%	1
52 Finance and Insurance		0%	0
53 Real Estate Rental and Leasing		0%	0
54 Professional, Scientific, and Technical Services		4%	3
55 Management of Companies and Enterprises		0%	0
56 Administrative and Support and Waste Management and Remediation Services		0%	0
61 Educational Services		0%	0
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)		0%	0
92 Public Administration		0%	0

### 1.7. Is your organization a government contractor?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



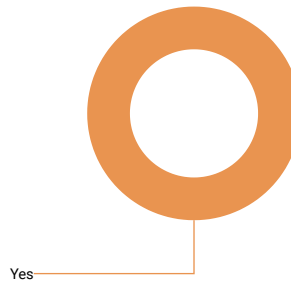
Results	%	N
No Answer	5%	4
Yes	27%	21
No	68%	53

### 1.8. Is your organization a manufacturer?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



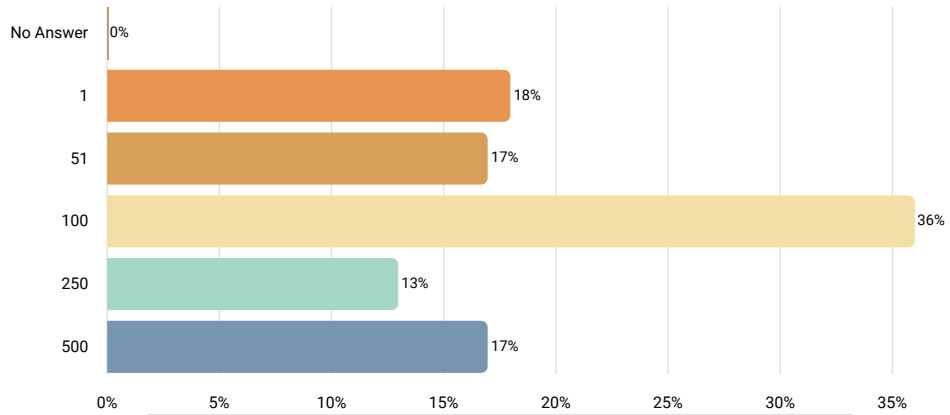
Results	%	N
No Answer	0%	0
Yes	100%	78
No	0%	0

### 1.9. Company Size

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	18%	14
51-99 Employees	17%	13
100-249 Employees	36%	28
250-499 Employees	13%	10
500+ Employees	17%	13

## 2. Company and HR Data

### 2.1. Total Gross Revenue in 2022

Answered 54 times

Skipped 24 times

Number input



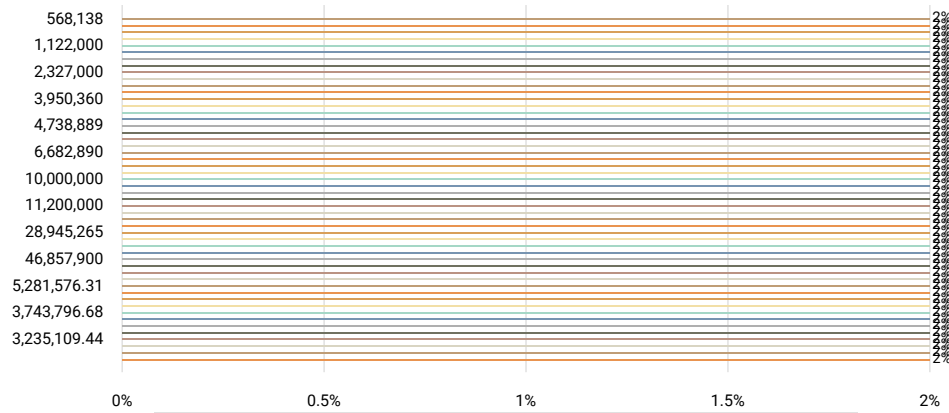
Statistics	
10th percentile	4,500,000
25th percentile	15,623,947
50th percentile	50,203,595.5
75th percentile	125,714,719.84
90th percentile	389,208,000
Mean	422,996,381.61
Median	50,203,595.5
Standard deviation	1,641,828,360.46
Total/sum	22,841,804,606.86

## 2.2. Total Gross Payroll in 2022

Answered 52 times

Skipped 26 times

Number input



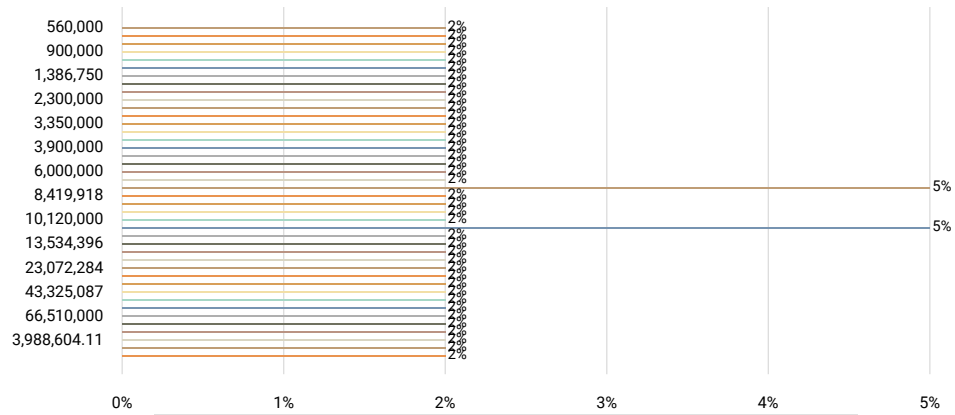
Statistics	
10th percentile	1,498,061
25th percentile	3,153,392.22
50th percentile	5,860,500
75th percentile	11,100,000
90th percentile	39,515,246
Mean	36,208,078.59
Median	5,860,500
Standard deviation	170,298,427.58
Total/sum	1,882,820,086.83

### 2.3. Total Budgeted Payroll for 2022

Answered 44 times

Skipped 34 times

Number input



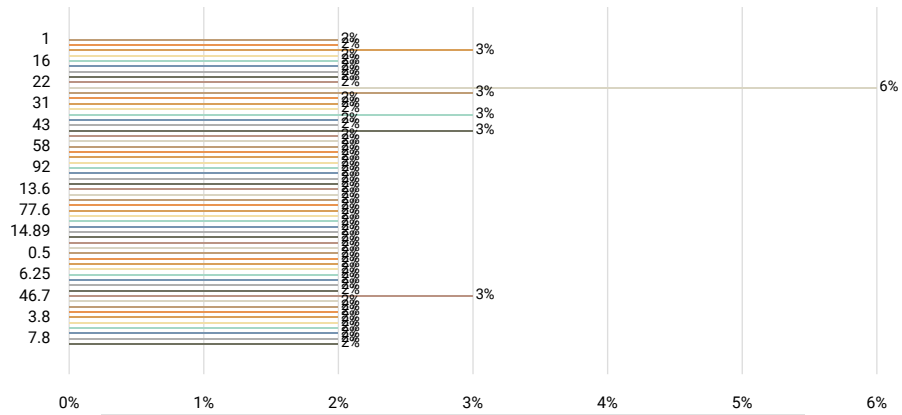
Statistics	
10th percentile	1,110,000
25th percentile	3,003,063.5
50th percentile	7,400,000
75th percentile	15,268,418.5
90th percentile	45,355,600
Mean	43,238,251.07
Median	7,400,000
Standard deviation	185,094,619.96
Total/sum	1,902,483,047.28

### 2.4. Overall Turnover Rate

Answered 66 times

Skipped 12 times

Number input



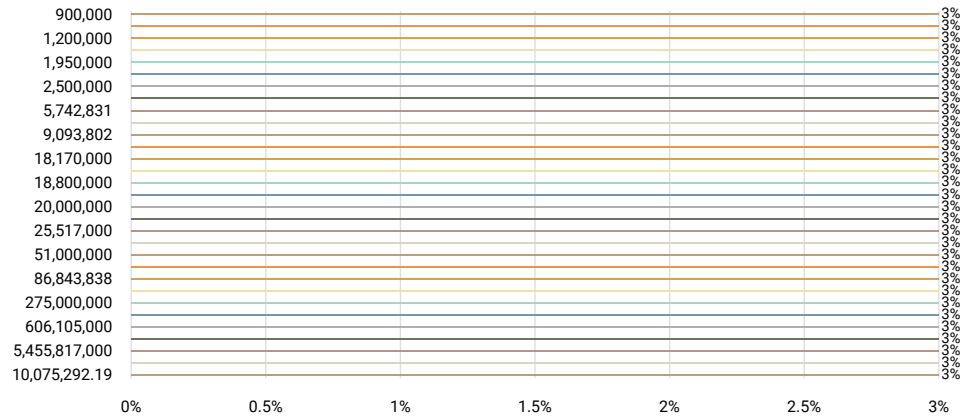
Statistics	
10th percentile	6.6
25th percentile	11.4
50th percentile	26.35
75th percentile	46.5
90th percentile	76.8
Mean	32.95
Median	26.35
Standard deviation	26.19
Total/sum	2,174.58

## 2.5. Total Operating Budget for 2022

Answered 31 times

Skipped 47 times

Number input



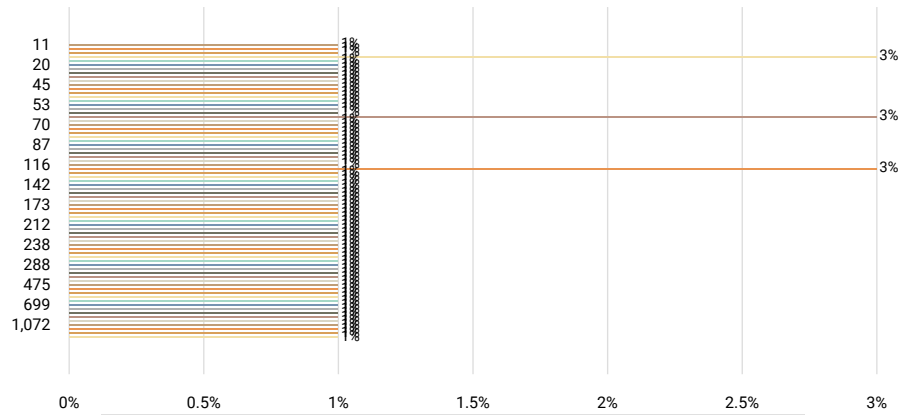
Statistics	
10th percentile	1,589,000
25th percentile	2,500,000
50th percentile	18,300,000
75th percentile	82,000,000
90th percentile	298,000,000
Mean	258,224,329.45
Median	18,300,000
Standard deviation	979,990,762.56
Total/sum	8,004,954,213.09

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

Answered 77 times

Skipped 1 times

Number input



Statistics	
10th percentile	23
25th percentile	59
50th percentile	142
75th percentile	270
90th percentile	749
Mean	307.61
Median	142
Standard deviation	503.07
Total/sum	23,686

## 2.7. Are you planning a hiring campaign this year?

Answered 76 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	47%	36
No	53%	40

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

Answered 35 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	28
Full-Time, Non-Exempt	30
Part-Time	6
Temporary	8
Intern	13
Co-Op	4

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

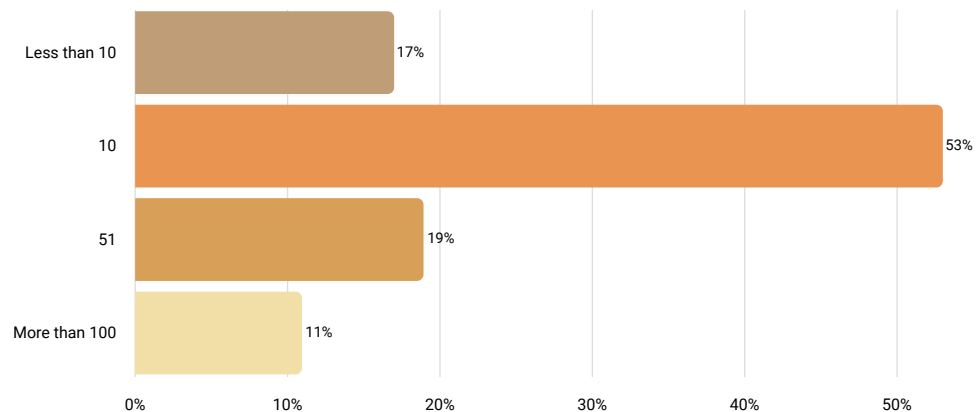
Answered 36 times

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"



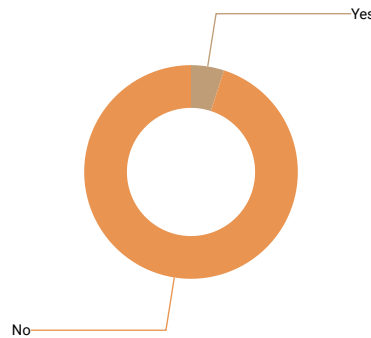
Results	%	N
Less than 10	17%	6
10-50	53%	19
51-100	19%	7
More than 100	11%	4

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

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	5%	4
No	95%	74

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

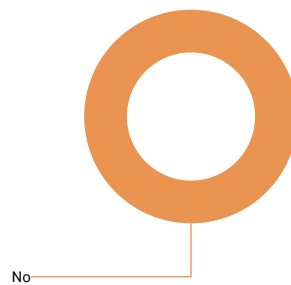
Answered 74 times

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%	74

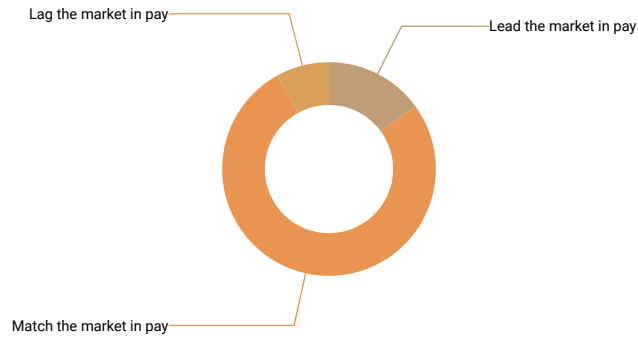
### 3. Pay Practices

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

Answered 78 times

Skipped 0 times

Select one answer (radio button)



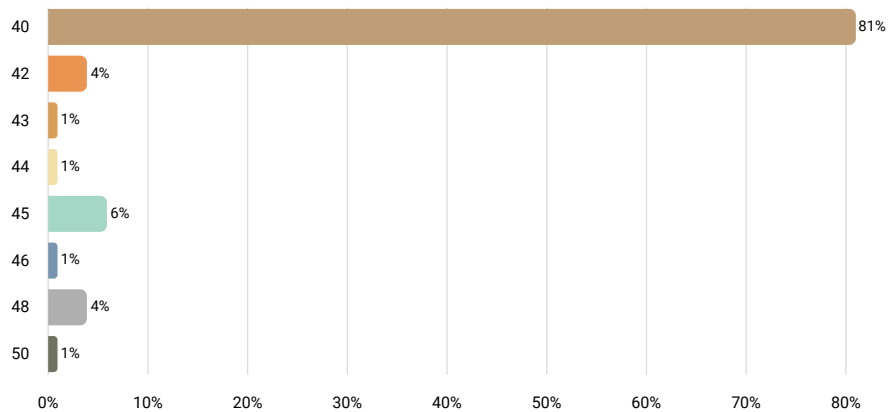
Results	%	N
Lead the market in pay	15%	12
Match the market in pay	77%	60
Lag the market in pay	8%	6

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

Answered 77 times

Skipped 1 times

Number input



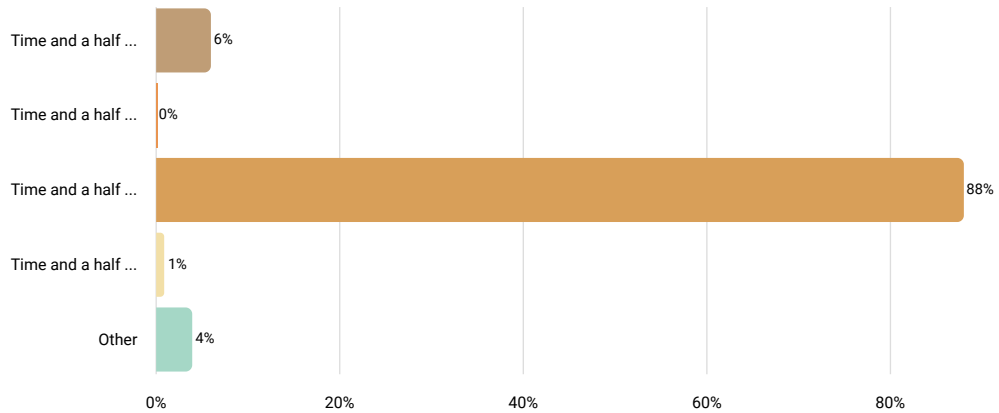
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	45
Mean	41.01
Median	40
Standard deviation	2.33
Total/sum	3,158

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

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Time and a half over 8 hours	6%	5
Time and a half over 12 hours	0%	0
Time and a half over 40 hours	88%	69
Time and a half over 80 hours	1%	1
Other	4%	3

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

Answered 47 times

Skipped 31 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	2
Semi-Annual Bonus, based on company performance	1
Quarterly Bonus, based on individual performance	5
Quarterly Bonus, based on company performance	9
Annual Bonus, based on individual performance	10
Annual Bonus, based on company performance	23
Other	11

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

Answered 11 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

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

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

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

Answered 35 times

Skipped 43 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	2
Semi-Annual Bonus, based on company performance	0
Quarterly Bonus, based on individual performance	4
Quarterly Bonus, based on company performance	6
Annual Bonus, based on individual performance	10
Annual Bonus, based on company performance	18
Other	9

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

Answered 6 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

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

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

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

Answered 53 times

Skipped 25 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	1
Semi-Annual Bonus, based on company performance	3
Quarterly Bonus, based on individual performance	1
Quarterly Bonus, based on company performance	3
Annual Bonus, based on individual performance	27
Annual Bonus, based on company performance	29
Other	8

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

Answered 5 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

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

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

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

Answered 33 times

Skipped 45 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	0
Semi-Annual Bonus, based on company performance	0
Quarterly Bonus, based on individual performance	2
Quarterly Bonus, based on company performance	3
Annual Bonus, based on individual performance	9
Annual Bonus, based on company performance	22
Other	8

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

Answered 6 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

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

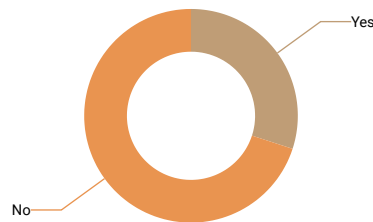
Results	
christmas bonus that ranges from 2 weeks to 4 weeks of pay	1
spot bonuses are available for managers to award for performance	1
annual bonus, based on both company and individual performance	1
non-production teammates are eligible for an roa bonus at the end of the year in 2 installments. this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

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

Answered 76 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	30%	23
No	70%	53

### 3.13. 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 19 times

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

### 3.14. How are employees classified at your company?

Answered 66 times

Skipped 12 times

Select multiple answers (checkboxes)

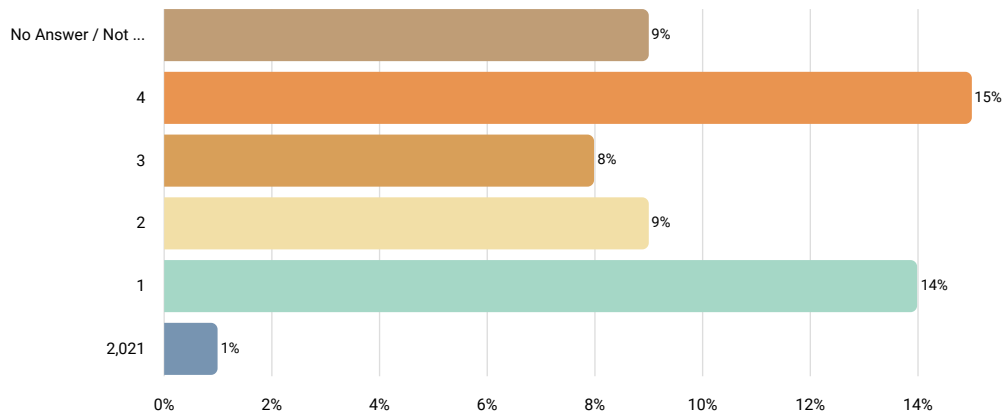
Results	N
Tiers	5
Bands	3
Grades	31
Levels	30
Schedules	1
Other	11

### 3.15. When was your last pay increase for hourly employees?

Answered 78 times

Skipped 0 times

Select one answer (drop down)



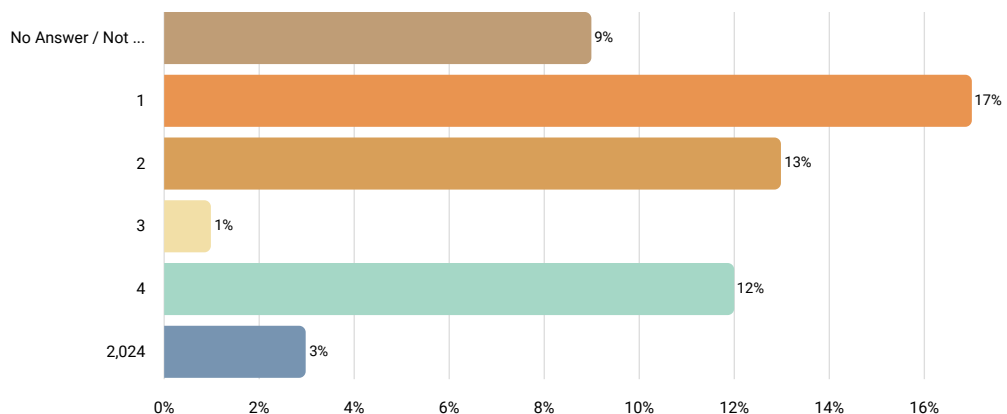
Results	%	N
No Answer / Not Applicable	9%	7
4th Quarter 2022 (Oct,Nov,Dec)	15%	12
3rd Quarter 2022 (Jul,Aug,Sep)	8%	6
2nd Quarter 2022 (Apr,May,Jun)	9%	7
1st Quarter 2022 (Jan,Feb,Mar)	14%	11
2021 or Earlier	1%	1

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

Answered 78 times

Skipped 0 times

Select one answer (drop down)



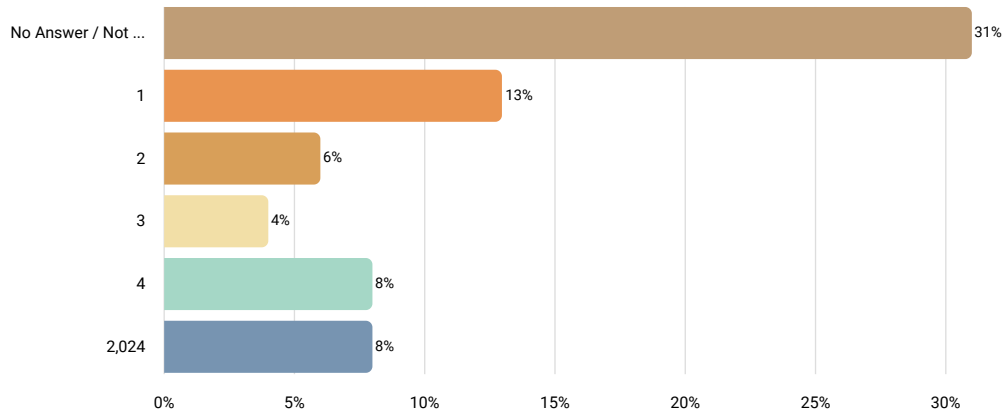
Results	%	N
No Answer / Not Applicable	9%	7
1st Quarter 2023 (Jan,Feb,Mar)	17%	13
2nd Quarter 2023 (Apr,May,Jun)	13%	10
3rd Quarter 2023 (Jul,Aug,Sep)	1%	1
4th Quarter 2023 (Oct,Nov,Dec)	12%	9
2024 or Later	3%	2

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

Answered 78 times

Skipped 0 times

Select one answer (drop down)



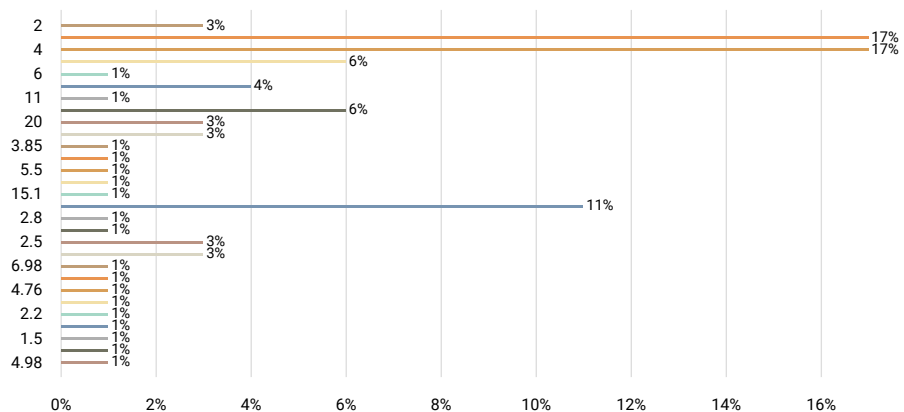
Results	%	N
No Answer / Not Applicable	31%	24
1st Quarter 2023 (Jan, Feb, Mar)	13%	10
2nd Quarter 2023 (Apr, May, Jun)	6%	5
3rd Quarter 2023 (Jul, Aug, Sep)	4%	3
4th Quarter 2023 (Oct, Nov, Dec)	8%	6
2024 or Later	8%	6

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

Answered 71 times

Skipped 7 times

Number input



Statistics	
10th percentile	3
25th percentile	3
50th percentile	4
75th percentile	5.5
90th percentile	15
Mean	5.77
Median	4
Standard deviation	4.41
Total/sum	409.99

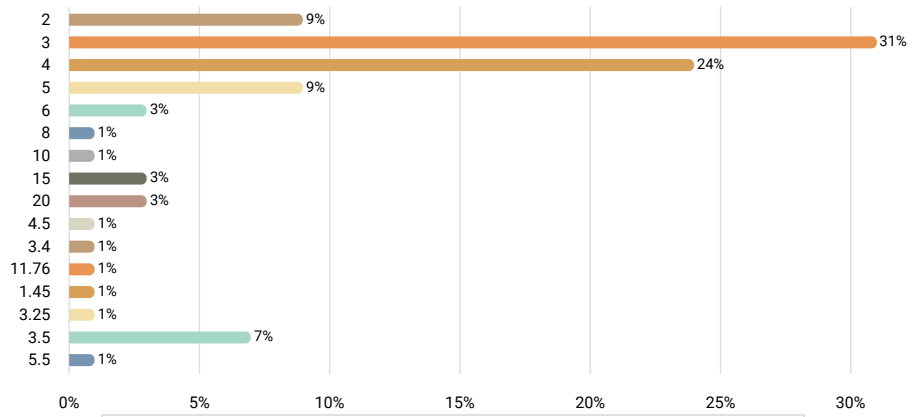
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### 3.19. What is your estimate of the average amount of the next pay increase, as a percentage of base rates?

Answered 68 times

Skipped 10 times

Number input



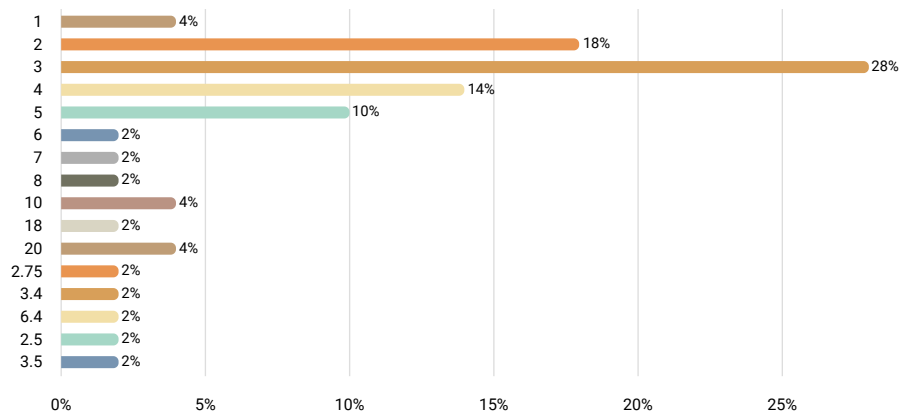
Statistics	
10th percentile	2
25th percentile	3
50th percentile	3.5
75th percentile	4.25
90th percentile	8
Mean	4.65
Median	3.5
Standard deviation	3.68
Total/sum	316.36

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

Answered 50 times

Skipped 28 times

Number input



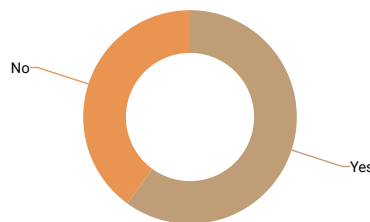
Statistics	
10th percentile	2
25th percentile	2.75
50th percentile	3
75th percentile	5
90th percentile	9
Mean	4.65
Median	3
Standard deviation	4.22
Total/sum	232.55

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

Answered 70 times

Skipped 8 times

Select one answer (radio button)



Results	%	N
Yes	60%	42
No	40%	28

### 3.22. How are Merit Raises determined?

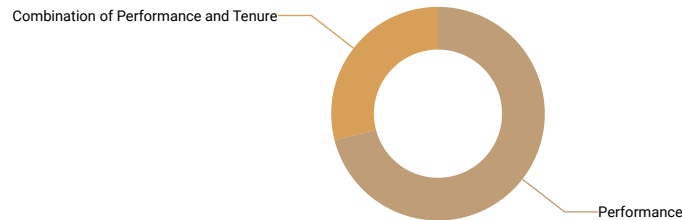
Answered 42 times

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	71%	30
Tenure / Seniority	0%	0
Combination of Performance and Tenure	29%	12

### 3.23. What type of shift pattern does your company use?

Answered 78 times

Skipped 0 times

Select multiple answers (checkboxes)

Results	N
1 Shift	32
2 Shifts	23
3 Shifts	30
8 Hour Shifts	23
10 Hour Shifts	27
12 Hour Shifts	27
Rotating Shifts	17
Swing Shifts	7
On-Off Shifts	4
Other	8

### 3.24. Describe your shift pattern.

Answered 8 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

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

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

### 3.25. Describe your swing shift pattern.

Answered 6 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

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

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

### 3.26. Describe your rotating shift pattern.

Answered 15 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

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

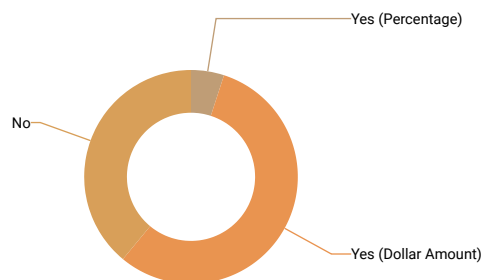
Results	
typically, 3 on 2 off 2 on 3 off.	1
mon-thurs 10 hour shift 2 weeks on days and 2 weeks on nights	1
rotate from days to nights every 4 weeks	1
2 weeks days, 2 weeks nights	1
1 week days, 1 week nights	1
48/36	1
fixed dupont schedule with no rotation between day and night shift.	1
3, 2, 2, 3	1
4 on 4 off	1
technicians work rotating 12 hour shift. maintenance & support staff work straight days.	1
2-2-3	1
12 shift 5 days one week, 2 days the other week	1
2,2,3	1
2 on 2 off 3 on 2 off - continental schedule	1
rotation every 4 weeks	1

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

Answered 75 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	5%	4
Yes (Dollar Amount)	56%	42
No	39%	29

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

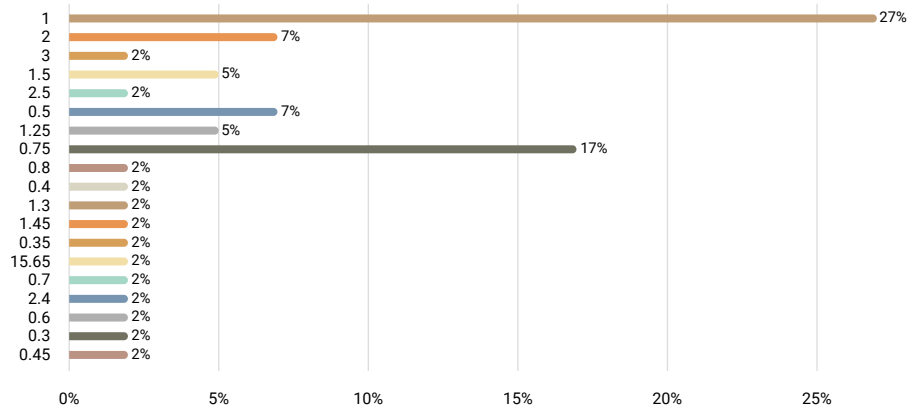
Answered 41 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



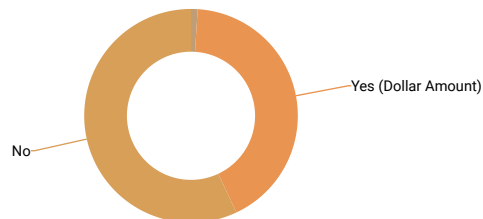
Statistics	
10th percentile	0.5
25th percentile	0.75
50th percentile	1
75th percentile	1.3
90th percentile	2
Mean	1.44
Median	1
Standard deviation	2.35
Total/sum	59.15

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

Answered 72 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	1%	1
Yes (Dollar Amount)	42%	30
No	57%	41

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

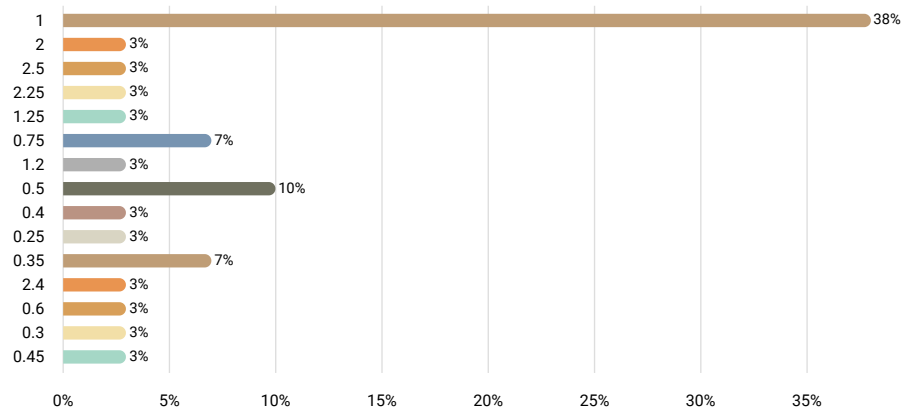
Answered 29 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



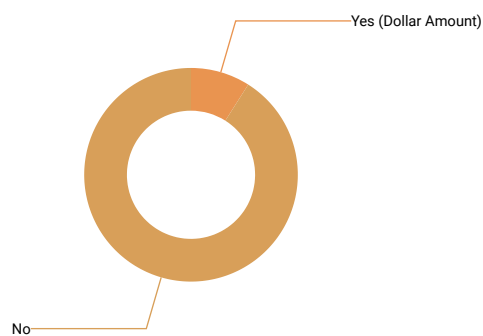
Statistics	
10th percentile	0.35
25th percentile	0.5
50th percentile	1
75th percentile	1
90th percentile	2.25
Mean	0.98
Median	1
Standard deviation	0.61
Total/sum	28.3

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

Answered 75 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	0%	0
Yes (Dollar Amount)	9%	7
No	91%	68

### 3.32. Enter your 12 hour shift premium dollar amount here.

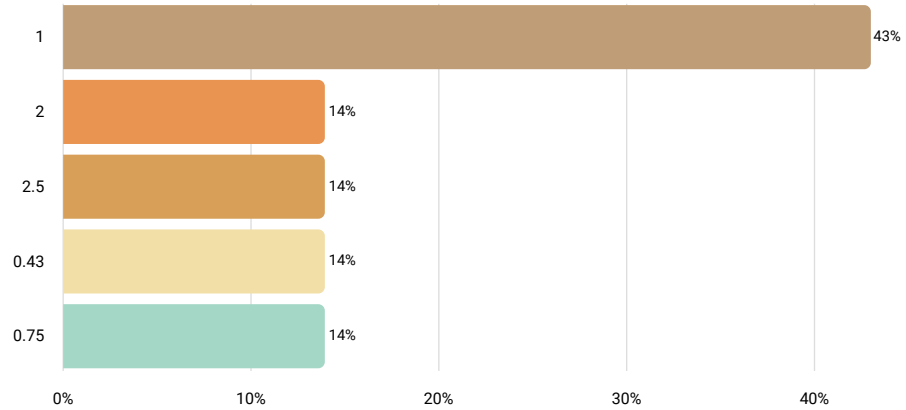
Answered 7 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

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



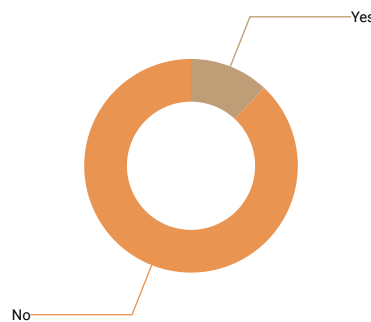
Statistics	
10th percentile	0.43
25th percentile	0.75
50th percentile	1
75th percentile	2
90th percentile	2.5
Mean	1.24
Median	1
Standard deviation	0.73
Total/sum	8.68

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

Answered 75 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes	12%	9
No	88%	66

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

Answered 8 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

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

Results	
12 hour day shift differential \$0.50	1
weekend uplift. pay 40 hours for 36 hours worked. weekend shifts are 3x12	1
not really a shift but installers required to travel overnight are paid at a higher rate	1
weekend differential of \$.75	1
40 hours pay for 36 hours worked for friday - sunday operations team	1
maintenance weekend shift premium	1
supervisors and maintenance receive \$2.90 instead of the \$2.40 shift differential	1
technical and skilled trades	1

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

Answered 74 times

Skipped 4 times

Select one answer (radio button)



Results	%	N
Yes	47%	35
No	53%	39

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

Answered 32 times

Skipped 3 times

Text input

*This question is applicable when the following conditions are met:*

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

Results	
	3 6
	6 2
	4 1
different per job category, family, level.	1
technical-5, management-4, salaried non exempt-4, professional-4	1
for hourly, 4 levels. for exempt 6 levels	1
engineering typically has 6 levels, most other non-union jobs have 4-5	1
professional technical/engineering 4 levels	1
owners, managers, shop forman, area leads	1
most professional positions have 4 levels	1
quality inspectors have 3 levels	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
multicraft levels 1 - 5	1
engineer - 3 levels, administrative 2, maintenance 4, operations 4, lab 3,	1
maintenance 5 levels / shipping 3 levels / production 3 levels	1
job dependent but all can get to tier 3 based on skill set, select positions for tier 4 and 5	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
maintenance technician: 1-3 & quality technician 1-3	1
skilled postions are level basedand paid according to the level that they test into. maintenance and die maintenance	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
normally 4 level plus senior level	1
engineering & technician levels have 4 levels, administrative doesn't really have levels	1

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

Answered 34 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"



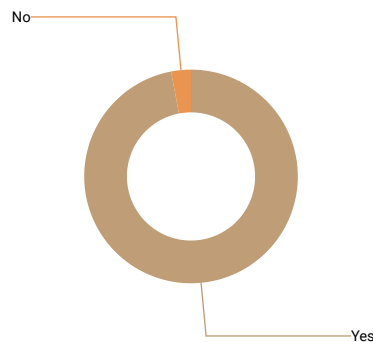
Results	%	N
Yes	47%	16
No	53%	18

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

Answered 75 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes	97%	73
No	3%	2

### 3.39. Number of employees in production

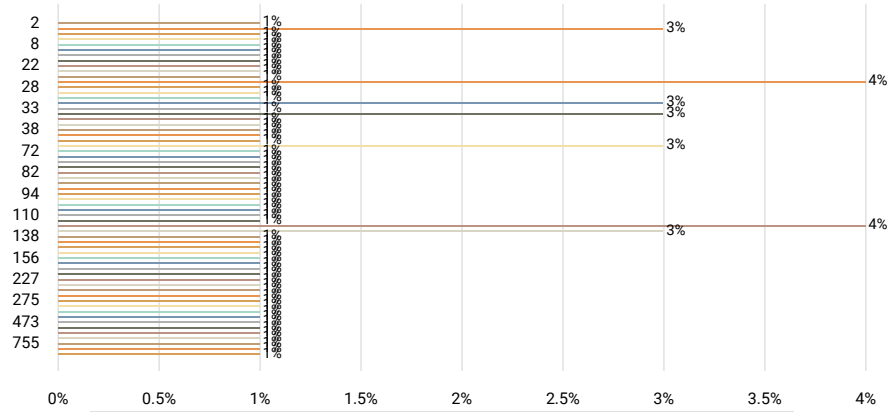
Answered 72 times

Skipped 1 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	31.5
50th percentile	87.5
75th percentile	164.5
90th percentile	443
Mean	173.92
Median	87.5
Standard deviation	298.3
Total/sum	12,522

### 3.40. Average entry/hire hourly rate for production employees

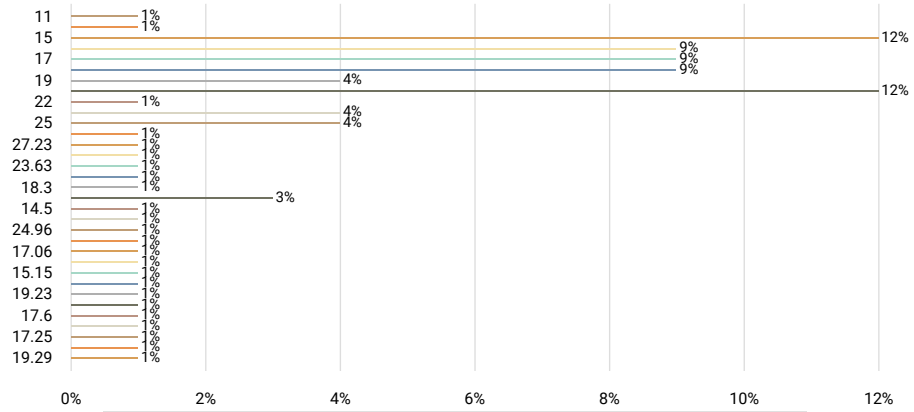
Answered 69 times

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	16
50th percentile	18
75th percentile	20
90th percentile	24.96
Mean	18.86
Median	18
Standard deviation	4.52
Total/sum	1,301.22

### 3.41. Average actual base rate for production employees

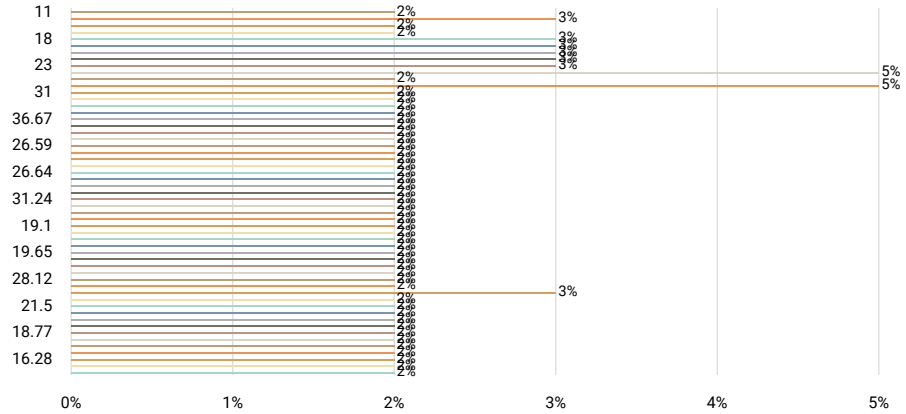
Answered 66 times

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	16.7
25th percentile	18.15
50th percentile	20.88
75th percentile	26.64
90th percentile	31.24
Mean	22.5
Median	20.88
Standard deviation	5.75
Total/sum	1,485.3

### 3.42. Number of employees in maintenance

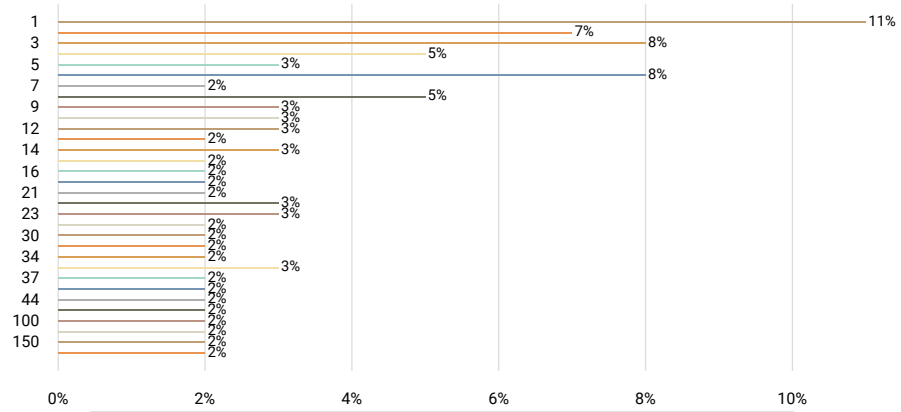
Answered 61 times

Skipped 12 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	3
50th percentile	9
75th percentile	23
90th percentile	43
Mean	21.31
Median	9
Standard deviation	33.21
Total/sum	1,300

### 3.43. Average entry/hire hourly rate for maintenance employees

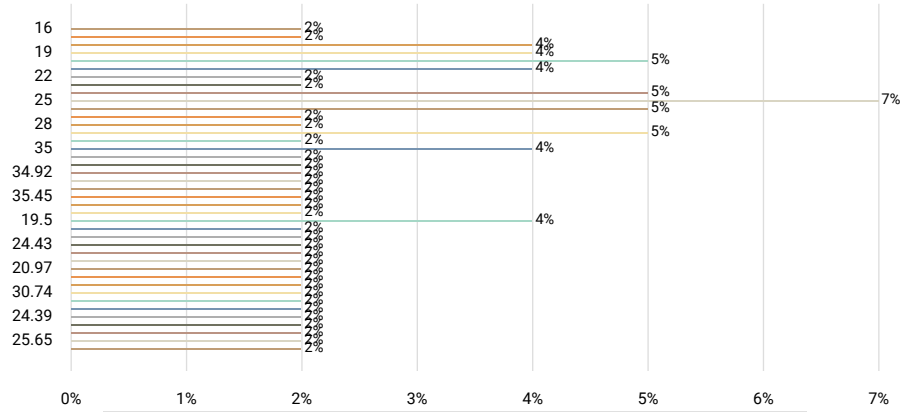
Answered 57 times

Skipped 16 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	18
25th percentile	21
50th percentile	25.65
75th percentile	30
90th percentile	35.45
Mean	26.06
Median	25.65
Standard deviation	6.02
Total/sum	1,485.47

### 3.44. Average actual base rate for maintenance employees

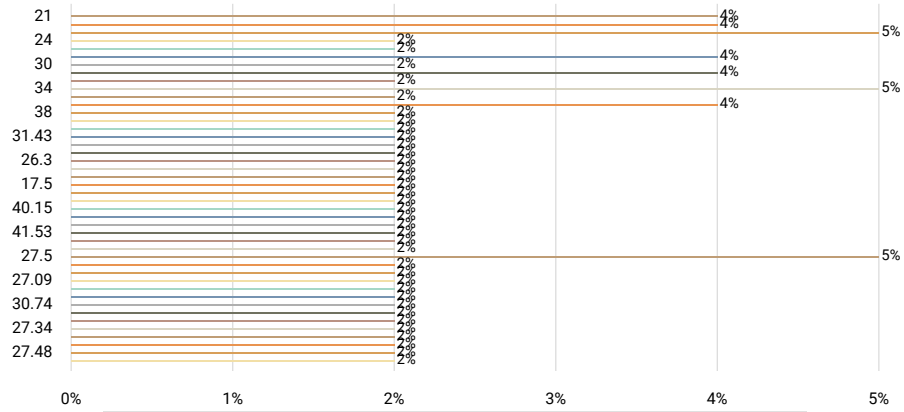
Answered 55 times

Skipped 18 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	23
25th percentile	26.3
50th percentile	30
75th percentile	34
90th percentile	38
Mean	30.1
Median	30
Standard deviation	5.75
Total/sum	1,655.68

### 3.45. Number of employees in warehouse

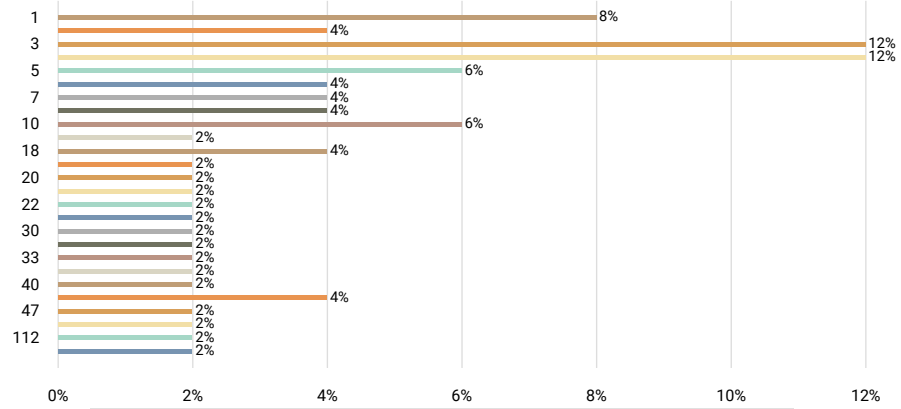
Answered 49 times

Skipped 24 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	2
25th percentile	4
50th percentile	7
75th percentile	22
90th percentile	44
Mean	21.29
Median	7
Standard deviation	42.92
Total/sum	1,043

### 3.46. Average entry/hire hourly rate for warehouse employees

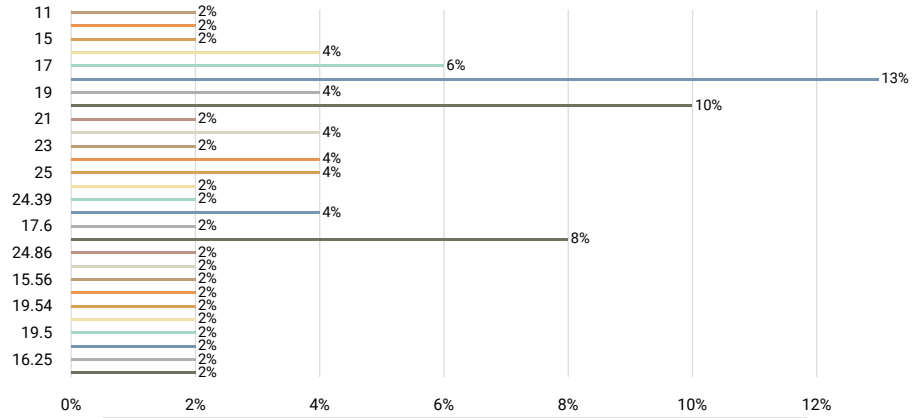
Answered 48 times

Skipped 25 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	15.5
25th percentile	16.38
50th percentile	18.15
75th percentile	20.72
90th percentile	24.39
Mean	19.06
Median	18.15
Standard deviation	3.85
Total/sum	914.7

### 3.47. Average actual base rate for warehouse employees

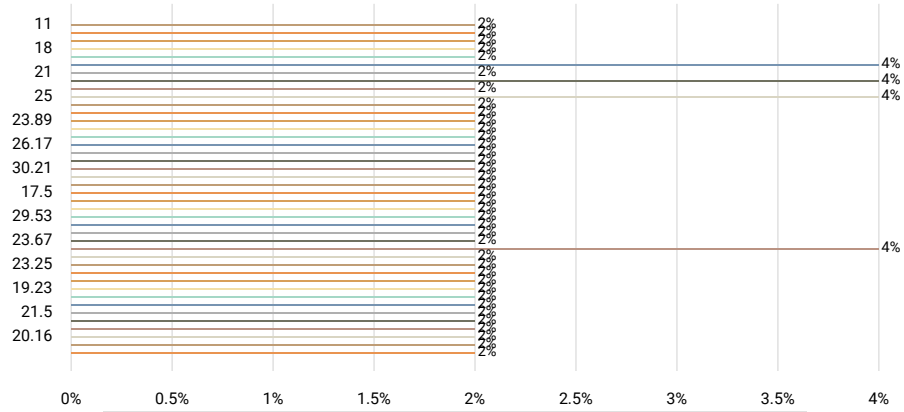
Answered 46 times

Skipped 27 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	17.25
25th percentile	18.4
50th percentile	20.94
75th percentile	23.67
90th percentile	29.53
Mean	21.76
Median	20.94
Standard deviation	4.75
Total/sum	1,000.79

## 4. Compensation Overview

### **COMPENSATION DATA**

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

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

### **JOB LEVELING**

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

## 4.1 Support Staff Positions

**The survey received sufficient data for the following job titles:**

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

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

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

### 4.1.1 Accounting Clerk

#### Job description

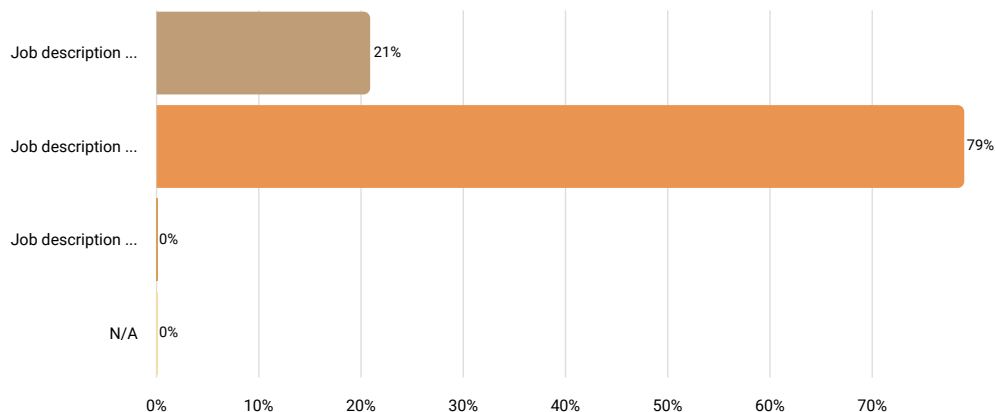
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying d primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to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

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	6
Job description matches the position at your company very well	79%	23
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 15 times

Skipped 14 times

Text input

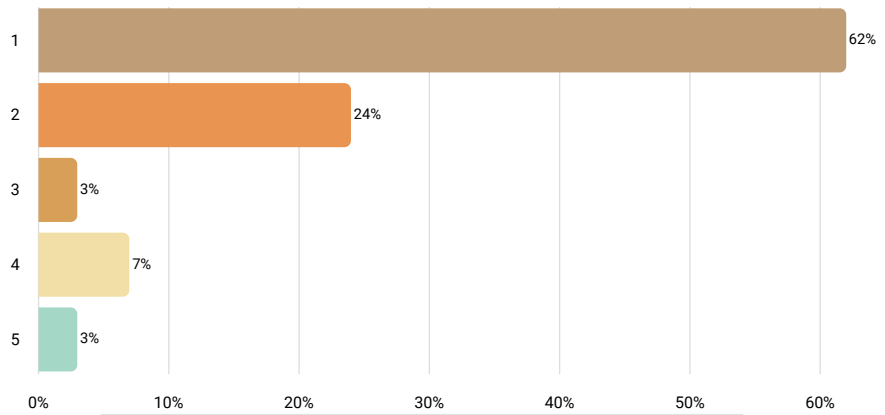
Results	
accounting associate	2
accounting assistant	1
accountant	1
ap / ar clerk	1
accounts payable assistant / receptionist	1
accounts payable	1
accounts payable/receivable	1
accounting specialist	1
ap clerk/ar clerk	1
ar clerk, ap clerk	1
accounts payable, accounts receivable	1
accounting tech i &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

### Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



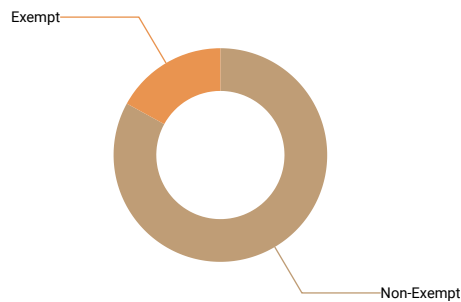
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.66
Median	1
Standard deviation	1.08
Total/sum	48

### FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



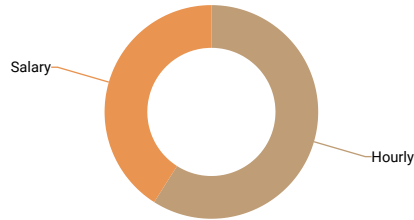
Results	%	N
Non-Exempt	83%	24
Exempt	17%	5

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

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	59%	17
Salary	41%	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	14	\$16.00	\$17.46	\$18.50	\$20.00	\$21.91	\$18.86	\$18.50	
Pay Range Maximum Rate	14	\$22.00	\$23.50	\$24.58	\$26.00	\$28.00	\$24.98	\$24.58	
Actual Lowest Base Rate	17	\$17.00	\$18.19	\$21.72	\$22.50	\$27.00	\$21.17	\$21.72	
Actual Average Base Rate	17	\$19.00	\$21.23	\$22.50	\$23.71	\$27.00	\$22.52	\$22.50	
Actual Highest Base Rate	17	\$21.21	\$23.00	\$24.20	\$26.00	\$27.53	\$24.30	\$24.20	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	5	\$0.00	\$1,000.00	\$1,500.00	\$5,900.00	\$7,500.00	\$3,180.00	\$1,500.00	\$:
Pay Range Minimum Salary	10	\$33,070.00	\$36,000.00	\$39,790.00	\$45,000.00	\$50,000.00	\$40,505.90	\$39,790.00	\$:
Pay Range Maximum Salary	10	\$40,062.50	\$43,000.00	\$54,705.00	\$60,000.00	\$110,600.50	\$62,173.60	\$54,705.00	\$3
Actual Lowest Base Salary	11	\$36,000.00	\$38,563.00	\$46,000.00	\$55,000.00	\$58,833.00	\$47,135.09	\$46,000.00	\$1
Actual Average Base Salary	10	\$36,306.00	\$40,600.00	\$49,005.00	\$55,000.00	\$62,416.50	\$48,905.50	\$49,005.00	\$:
Actual Highest Base Salary	10	\$40,600.00	\$43,000.00	\$53,500.00	\$58,833.00	\$168,000.00	\$73,195.30	\$53,500.00	\$6
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,160.00	\$2,500.00	\$5,000.00	\$5,500.00	\$10,000.00	\$4,860.00	\$5,000.00	\$:

## 4.1.2 Administrative Assistant/Executive Secretary

### Job description

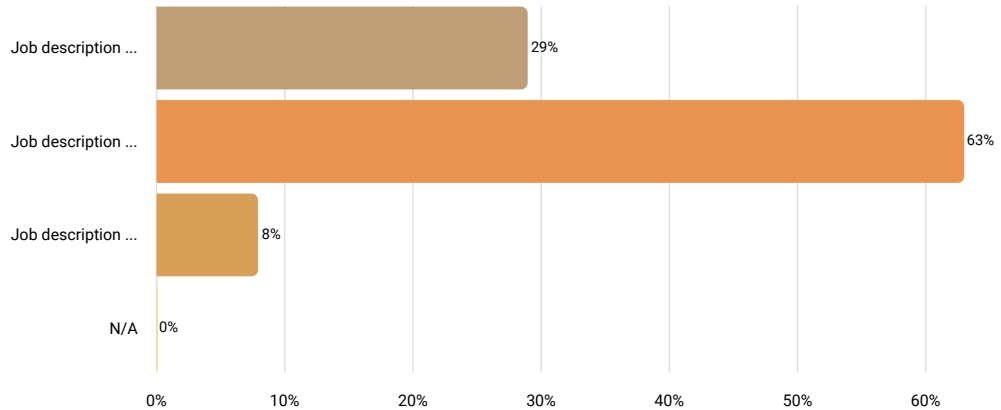
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical fun preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

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

Answered 24 times

Skipped 1 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	7
Job description matches the position at your company very well	63%	15
Job description is perceptibly stronger than the position at your company	8%	2
N/A	0%	0

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

Answered 11 times

Skipped 14 times

Text input

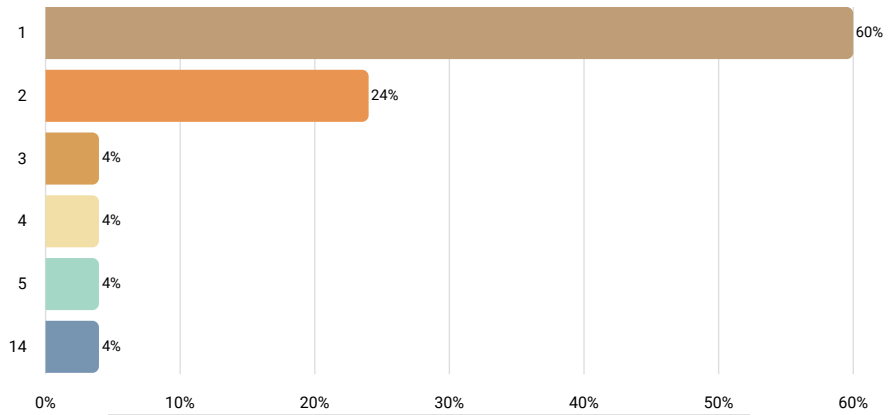
Results	
executive assistant	4
administrative coordinator	1
administrative assistant/event manager	1
operations support coordinator	1
administrative assistance/front desk receptionist/executive assistant	1
administrative clerk	1
assistant, administrative operations	1
administration assistant i, administrative assistant ii, & administrative assistant i - quality	1

### Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



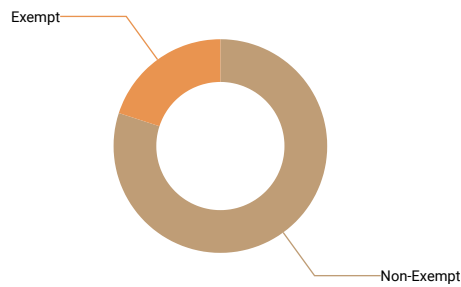
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2.12
Median	1
Standard deviation	2.68
Total/sum	53

### FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



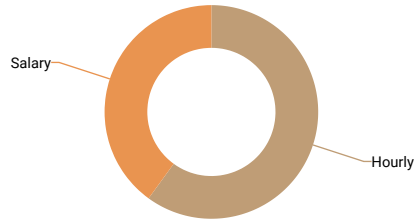
Results	%	N
Non-Exempt	80%	20
Exempt	20%	5

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	60%	15
Salary	40%	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	11	\$15.00	\$16.50	\$18.00	\$19.88	\$21.86	\$18.26	\$18.00	
Pay Range Maximum Rate	11	\$19.43	\$20.00	\$22.00	\$25.73	\$40.33	\$25.77	\$22.00	
Actual Lowest Base Rate	15	\$17.00	\$18.00	\$20.00	\$22.50	\$26.28	\$21.37	\$20.00	
Actual Average Base Rate	15	\$17.00	\$19.00	\$21.91	\$27.00	\$32.96	\$23.53	\$21.91	
Actual Highest Base Rate	15	\$17.00	\$20.00	\$22.00	\$30.16	\$40.33	\$26.01	\$22.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	6	\$500.00	\$500.00	\$1,900.00	\$3,203.00	\$7,976.93	\$2,663.32	\$1,900.00	\$:
Pay Range Minimum Salary	8	\$30,000.00	\$36,910.40	\$46,012.50	\$58,000.00	\$80,000.00	\$48,980.73	\$46,012.50	\$1
Pay Range Maximum Salary	8	\$39,580.00	\$53,633.60	\$70,750.00	\$81,166.00	\$105,000.00	\$69,459.90	\$70,750.00	\$2
Actual Lowest Base Salary	10	\$36,868.00	\$45,468.80	\$61,000.00	\$64,724.00	\$86,300.00	\$58,714.88	\$61,000.00	\$1
Actual Average Base Salary	10	\$39,278.80	\$43,905.00	\$61,000.00	\$64,724.00	\$86,300.00	\$58,970.54	\$61,000.00	\$1
Actual Highest Base Salary	10	\$42,224.00	\$46,000.00	\$61,000.00	\$64,724.00	\$86,300.00	\$60,508.70	\$61,000.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.1.3 Purchasing Clerk

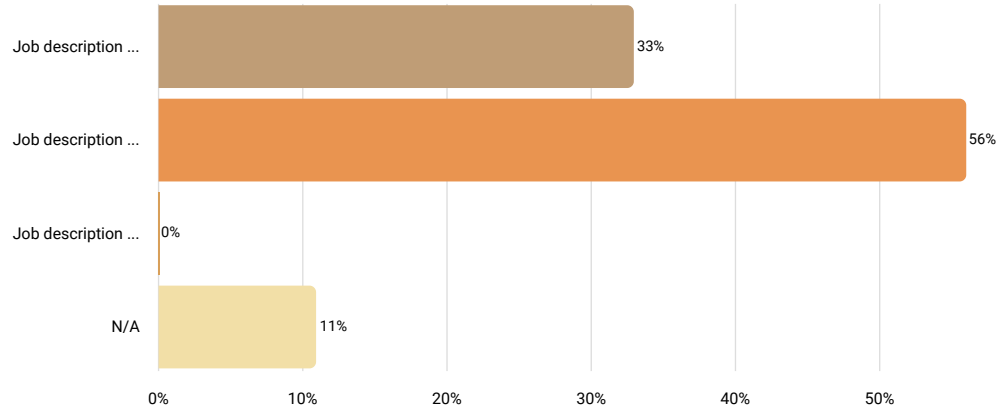
**Job description** Compile information and records to draw up purchase orders for procurement of materials and services.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	6
Job description matches the position at your company very well	56%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	11%	2

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

Answered 9 times

Skipped 9 times

Text input

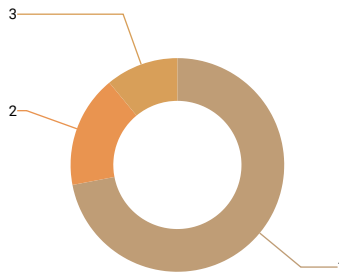
Results	
procurement specialist	2
supply chain clerk and purchasing clerk	1
maintenance clerk	1
purchasing admin asst	1
purchasing	1
quality inventory specialist (manufacturing - assistant quality control)	1
purchasing agent	1
inventory specialist	1

### Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



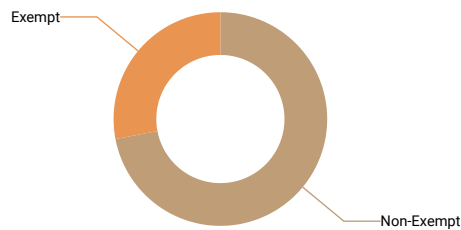
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.39
Median	1
Standard deviation	0.7
Total/sum	25

### FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



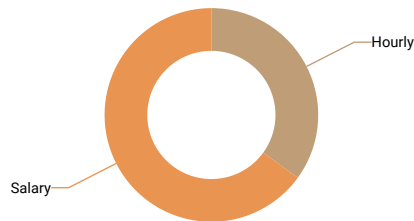
Results	%	N
Non-Exempt	72%	13
Exempt	28%	5

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

Answered 17 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Hourly	35%	6
Salary	65%	11

### 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	\$14.00	\$16.00	\$17.05	\$17.50	\$18.00	\$16.60	\$17.05	
Pay Range Maximum Rate	6	\$21.00	\$24.00	\$25.18	\$27.00	\$33.13	\$25.92	\$25.18	
Actual Lowest Base Rate	6	\$14.00	\$16.00	\$21.00	\$22.60	\$24.88	\$19.91	\$21.00	
Actual Average Base Rate	6	\$17.00	\$20.00	\$22.00	\$22.60	\$27.15	\$21.79	\$22.00	
Actual Highest Base Rate	6	\$19.00	\$20.00	\$22.00	\$22.60	\$28.53	\$22.36	\$22.00	
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	10	\$39,000.00	\$40,000.00	\$42,174.00	\$45,000.00	\$67,499.99	\$46,893.80	\$42,174.00	\$1
Pay Range Maximum Salary	10	\$45,500.00	\$50,000.00	\$64,640.00	\$71,500.00	\$73,499.99	\$61,878.00	\$64,640.00	\$1
Actual Lowest Base Salary	10	\$39,349.50	\$42,000.00	\$48,548.50	\$63,000.00	\$68,999.99	\$51,247.60	\$48,548.50	\$1
Actual Average Base Salary	10	\$39,349.50	\$44,500.00	\$54,048.50	\$64,950.00	\$68,999.99	\$54,204.60	\$54,048.50	\$1
Actual Highest Base Salary	10	\$39,349.50	\$47,000.00	\$54,048.50	\$66,898.00	\$73,499.99	\$56,169.40	\$54,048.50	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,442.91	\$2,000.00	\$3,720.00	\$5,000.00	\$5,000.00	\$3,543.27	\$3,720.00	\$

### 4.1.4 Human Resources Assistant

#### Job description

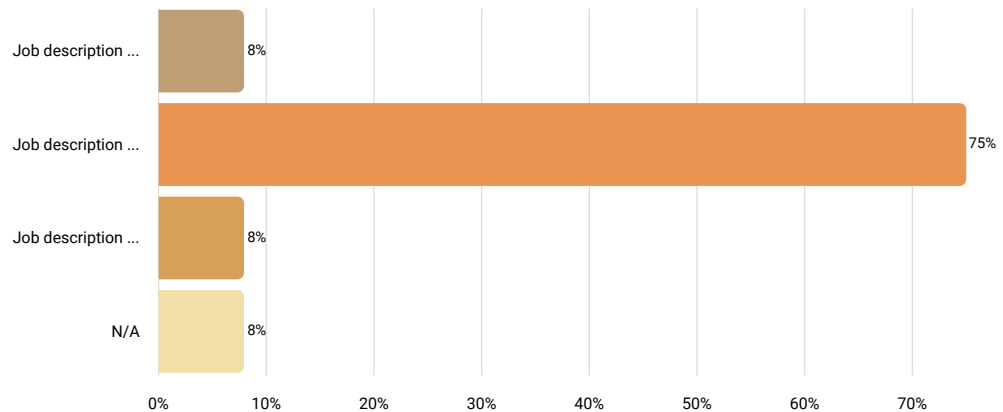
Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, super on ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee files a information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

#### 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	75%	9
Job description is perceptibly stronger than the position at your company	8%	1
N/A	8%	1

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

Answered 7 times

Skipped 5 times

Text input

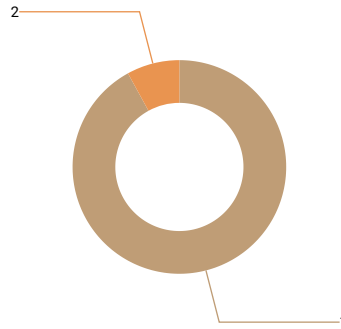
Results	
human resources coordinator	2
hr / executive assistant	1
human resources specialist	1
assoc, human resources	1
direct of human resources	1
human resources associate	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



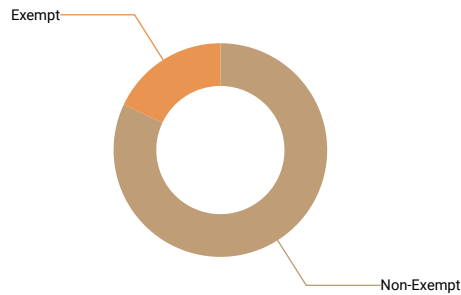
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.08
Median	1
Standard deviation	0.29
Total/sum	13

### FLSA Status

Answered 11 times

Skipped 1 times

Select one answer (radio button)



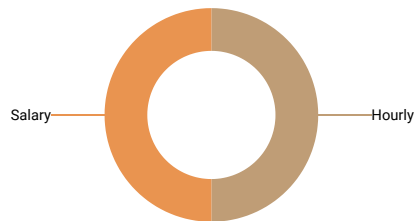
Results	%	N
Non-Exempt	82%	9
Exempt	18%	2

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	6
Salary	50%	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	6	\$13.58	\$14.00	\$18.98	\$21.45	\$25.00	\$18.66	\$18.98	
Pay Range Maximum Rate	6	\$18.00	\$25.00	\$27.48	\$30.00	\$32.00	\$26.66	\$27.48	
Actual Lowest Base Rate	6	\$13.81	\$18.00	\$22.57	\$27.00	\$270.00	\$62.32	\$22.57	\$
Actual Average Base Rate	6	\$13.81	\$20.59	\$23.72	\$27.00	\$28.00	\$22.80	\$23.72	
Actual Highest Base Rate	6	\$13.81	\$20.59	\$23.98	\$28.85	\$30.00	\$23.53	\$23.98	
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$40,000.00	\$40,000.00	\$52,499.98	\$59,000.00	\$126,006.40	\$63,501.28	\$52,499.98	\$3
Actual Average Base Salary	5	\$40,000.00	\$40,000.00	\$52,499.98	\$59,000.00	\$126,006.40	\$63,501.28	\$52,499.98	\$3
Actual Highest Base Salary	5	\$40,000.00	\$43,000.00	\$52,499.98	\$59,000.00	\$126,006.40	\$64,101.28	\$52,499.98	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

## 4.1.5 Customer Service Representative

### Job description

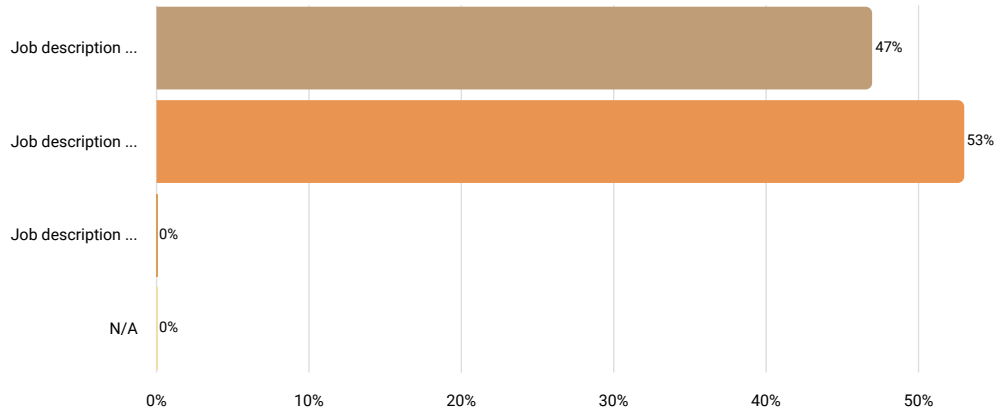
Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. Exclude individuals whose primary duties are primarily sales or repair

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

Answered 17 times

Skipped 1 times

Select one answer (radio button)



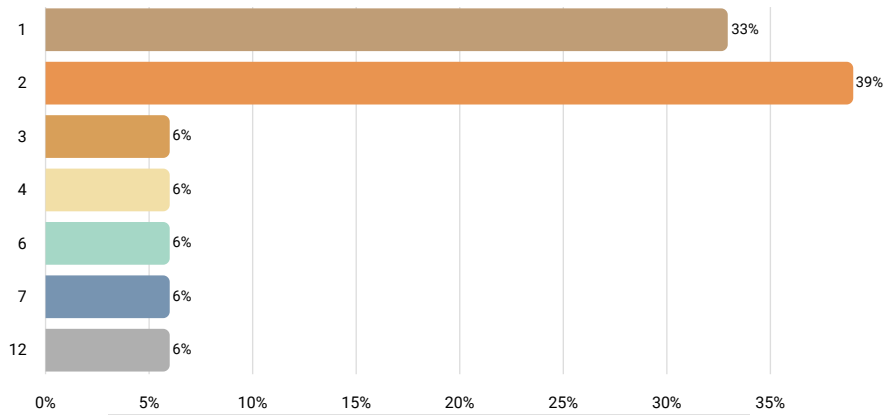
Results		
	%	N
Job description is perceptibly weaker than the position at your company	47%	8
Job description matches the position at your company very well	53%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



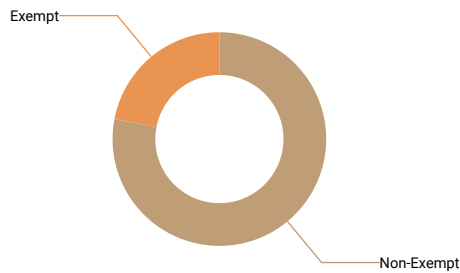
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	7
Mean	2.89
Median	2
Standard deviation	2.85
Total/sum	52

### FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



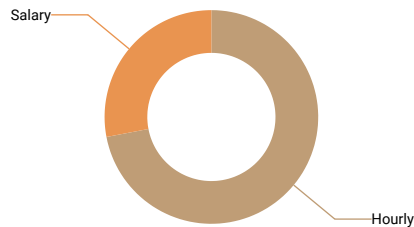
Results	%	N
Non-Exempt	78%	14
Exempt	22%	4

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	72%	13
Salary	28%	5

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	11	\$14.00	\$16.00	\$18.50	\$20.00	\$21.75	\$18.70	\$18.50	
Pay Range Maximum Rate	11	\$22.00	\$22.00	\$26.48	\$28.00	\$29.95	\$25.81	\$26.48	
Actual Lowest Base Rate	13	\$16.00	\$18.00	\$21.00	\$23.37	\$25.00	\$20.71	\$21.00	
Actual Average Base Rate	12	\$16.93	\$19.05	\$22.50	\$24.50	\$25.29	\$21.74	\$22.50	
Actual Highest Base Rate	13	\$17.00	\$21.50	\$23.85	\$27.00	\$31.00	\$24.19	\$23.85	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	5	\$1,000.00	\$1,200.00	\$1,350.00	\$3,500.00	\$3,839.00	\$2,177.80	\$1,350.00	\$
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.1.6 Telephone Operator/Receptionist

#### Job description

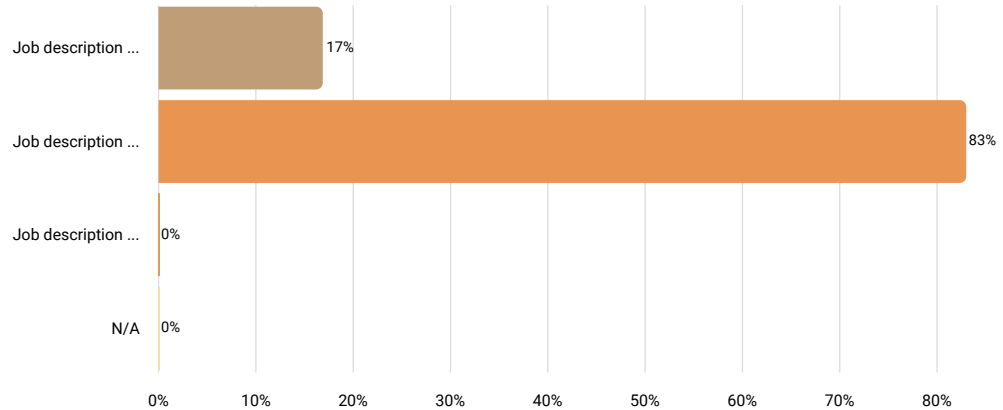
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities c establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



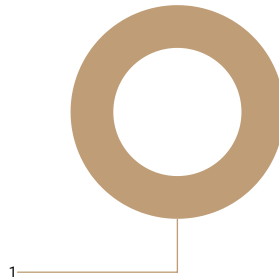
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



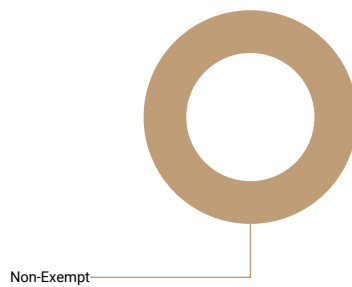
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		6

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



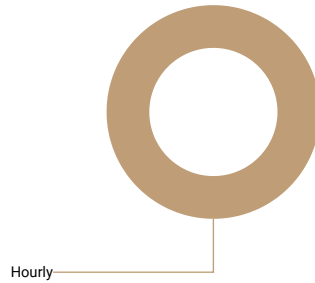
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	\$12.96	\$15.00	\$16.00	\$16.00	\$18.00	\$15.59	\$16.00	
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	\$15.00	\$16.39	\$20.54	\$22.00	\$23.00	\$19.58	\$20.54	
Actual Average Base Rate	6	\$15.00	\$16.39	\$20.54	\$22.00	\$23.00	\$19.58	\$20.54	
Actual Highest Base Rate	5	\$16.39	\$19.38	\$21.70	\$22.00	\$23.00	\$20.49	\$21.70	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

### 4.1.7 Document Control Specialist

#### Job description

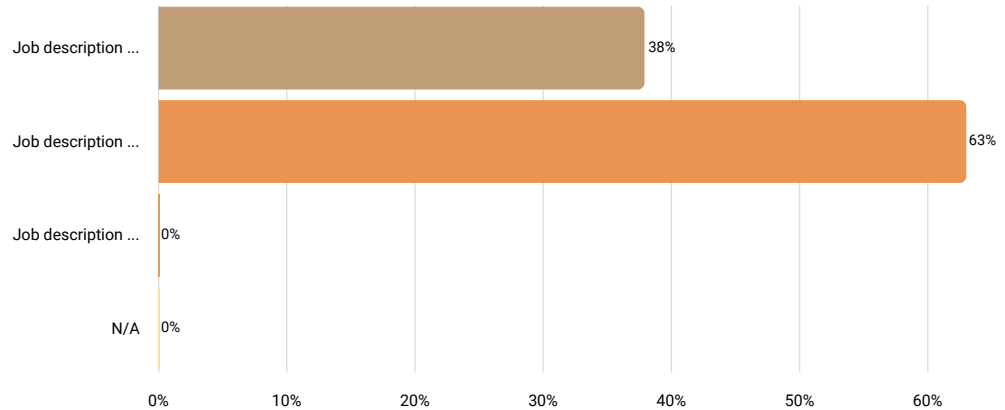
Assist with file migrations and audits, and perform administrative tasks as needed. Periodically responsible for training employees on records management and policies, which include documentation, retention, retrieval, destruction, and disaster recovery.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



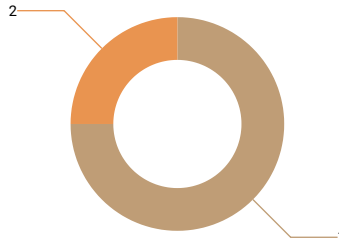
Results	%	N
Job description is perceptibly weaker than the position at your company	38%	3
Job description matches the position at your company very well	63%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



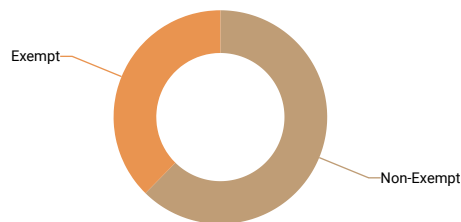
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1.25
Median	1
Standard deviation	0.46
Total/sum	10

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



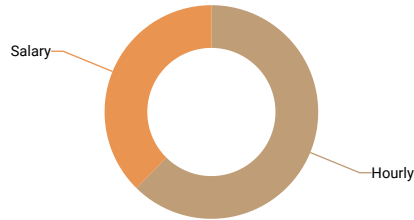
Results	%	N
Non-Exempt	63%	5
Exempt	38%	3

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	63%	5
Salary	38%	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	5	\$14.00	\$18.00	\$21.25	\$21.72	\$25.00	\$19.99	\$21.25	
Pay Range Maximum Rate	5	\$27.00	\$27.60	\$28.00	\$28.75	\$29.50	\$28.17	\$28.00	
Actual Lowest Base Rate	5	\$14.00	\$21.34	\$22.00	\$28.00	\$33.76	\$23.82	\$22.00	
Actual Average Base Rate	5	\$18.00	\$21.34	\$25.00	\$28.00	\$33.76	\$25.22	\$25.00	
Actual Highest Base Rate	5	\$21.34	\$22.00	\$25.00	\$28.00	\$33.76	\$26.02	\$25.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.1.8 Expeditor

#### Job description

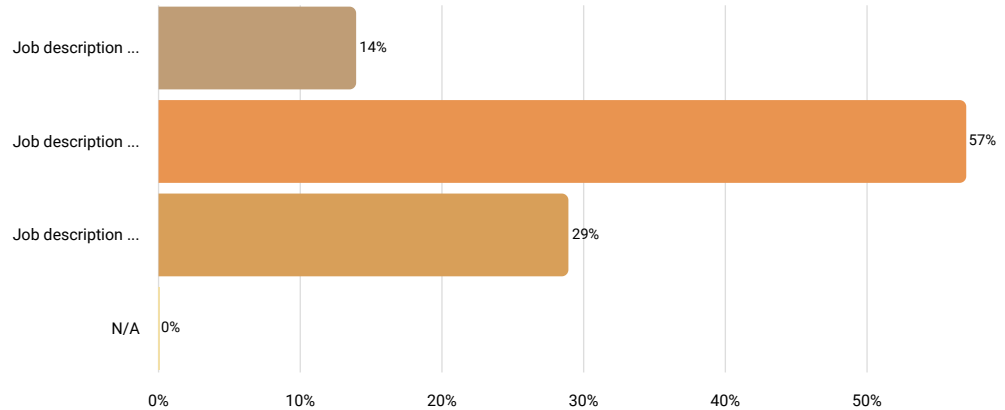
Facilitates the flow of materials to and from various work sites or departments. Work with vendors to secure the appropriate goods and coordinate delive  
Responsible for inspecting materials for both quality and quantity.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



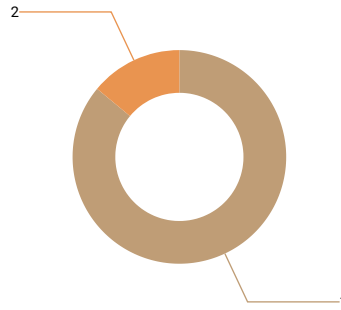
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	29%	2
N/A	0%	0

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



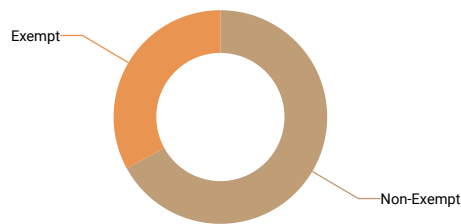
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.14
Median	1
Standard deviation	0.38
Total/sum	8

### FLSA Status

Answered 6 times

Skipped 1 times

Select one answer (radio button)



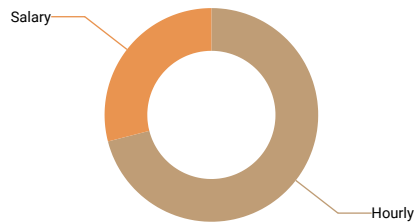
Results	%	N
Non-Exempt	67%	4
Exempt	33%	2

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

Answered 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	\$15.00	\$17.00	\$21.86	\$25.00	\$34.78	\$22.73	\$21.86	\$7.81
Pay Range Maximum Rate	5	\$15.00	\$20.00	\$36.00	\$36.44	\$41.46	\$29.78	\$36.00	\$11.55
Actual Lowest Base Rate	5	\$15.00	\$24.00	\$25.00	\$28.00	\$41.46	\$26.69	\$25.00	\$9.57
Actual Average Base Rate	5	\$15.00	\$24.00	\$28.00	\$29.51	\$41.46	\$27.59	\$28.00	\$9.59
Actual Highest Base Rate	5	\$15.00	\$24.00	\$31.00	\$31.00	\$41.46	\$28.49	\$31.00	\$9.78
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

### 4.1.9 Payroll Specialist

#### Job description

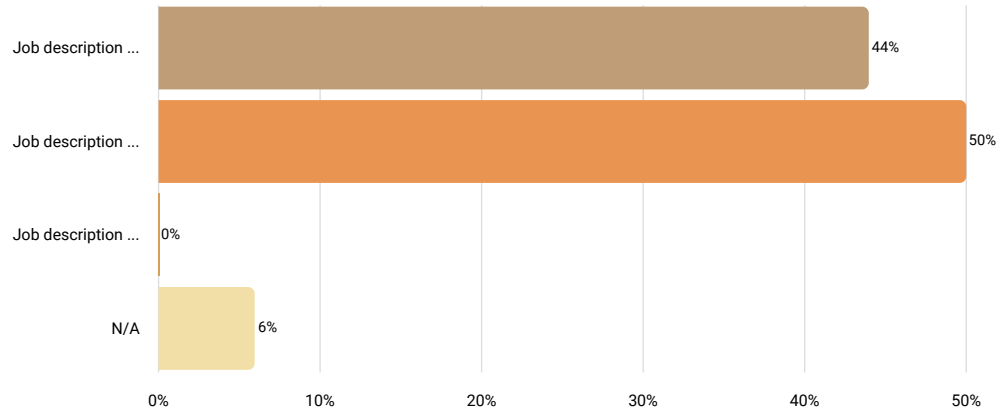
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses e assistance of a computer system.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	44%	8
Job description matches the position at your company very well	50%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

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

Answered 10 times

Skipped 8 times

Text input

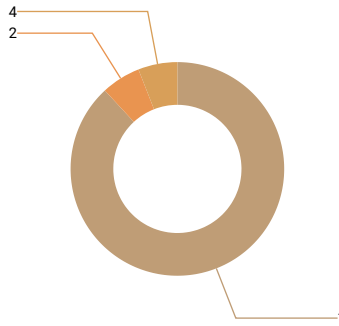
Results	N
payroll coordinator	2
payroll administrator	1
payroll assistant	1
payroll/human resources specialist	1
payroll/hr administrator	1
payroll clerk iii	1
payroll and benefits specialist	1
payroll & benefits specialist	1
payroll specialist	1

### Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



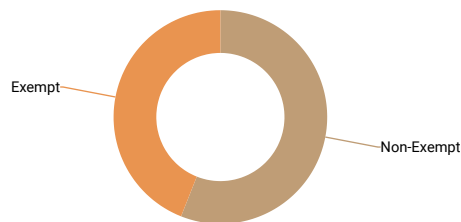
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.22
Median	1
Standard deviation	0.73
Total/sum	22

### FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



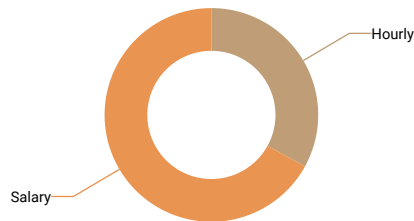
Results	%	N
Non-Exempt	56%	10
Exempt	44%	8

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	6
Salary	67%	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	6	\$17.77	\$22.00	\$22.72	\$28.38	\$30.73	\$24.05	\$22.72	
Actual Average Base Rate	5	\$17.77	\$22.00	\$22.44	\$28.38	\$31.69	\$24.46	\$22.44	
Actual Highest Base Rate	5	\$17.77	\$21.71	\$22.00	\$28.38	\$32.64	\$24.50	\$22.00	
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	10	\$45,000.00	\$50,000.00	\$50,000.00	\$72,800.00	\$76,484.00	\$58,076.80	\$50,000.00	\$1
Pay Range Maximum Salary	10	\$50,000.00	\$75,000.00	\$77,500.00	\$89,000.00	\$118,809.50	\$81,161.90	\$77,500.00	\$2
Actual Lowest Base Salary	10	\$47,000.00	\$60,000.00	\$63,800.00	\$75,496.20	\$89,125.00	\$66,800.92	\$63,800.00	\$1
Actual Average Base Salary	10	\$47,875.00	\$60,000.00	\$63,800.00	\$75,496.20	\$89,125.00	\$66,875.92	\$63,800.00	\$1
Actual Highest Base Salary	10	\$49,000.00	\$60,000.00	\$63,800.00	\$75,496.20	\$89,125.00	\$67,100.92	\$63,800.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$800.00	\$2,500.00	\$5,950.00	\$7,900.00	\$15,000.00	\$6,350.00	\$5,950.00	\$1

### 4.1.10 Clerk, General

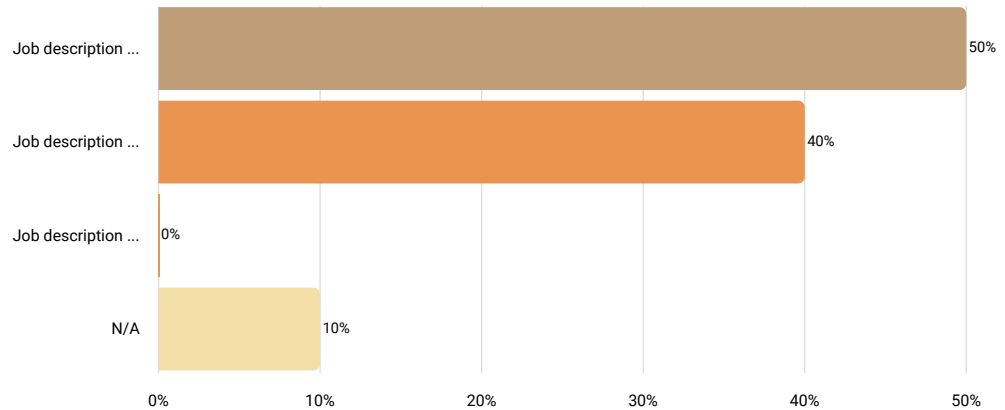
**Job description** Clerk positions who perform support/office work here that have not already been classified in an above category.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	50%	5
Job description matches the position at your company very well	40%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	10%	1

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

Answered 6 times

Skipped 4 times

Text input

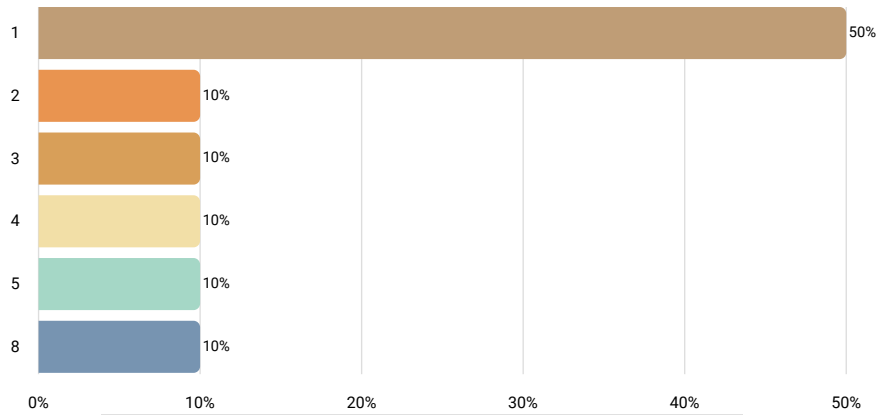
Results	
logistic clerk	1
clerk, shipping	1
business administrator	1
accounting hr specialist	1
outside sales coordinator	1
associate	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



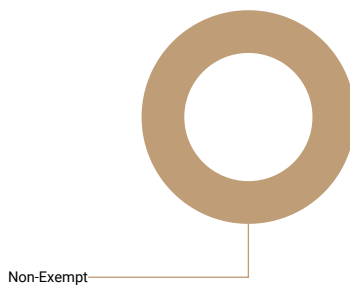
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	6.5
Mean	2.7
Median	1.5
Standard deviation	2.36
Total/sum	27

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



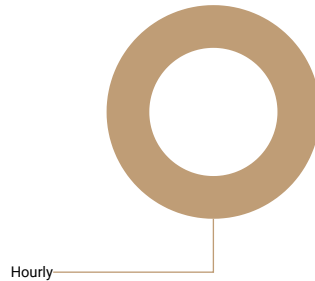
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

### 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	9	\$16.00	\$18.00	\$19.88	\$21.00	\$21.45	\$19.28	\$19.88	
Pay Range Maximum Rate	9	\$18.00	\$25.00	\$26.00	\$26.41	\$32.00	\$25.59	\$26.00	
Actual Lowest Base Rate	9	\$16.00	\$18.81	\$22.00	\$23.68	\$24.55	\$21.04	\$22.00	
Actual Average Base Rate	9	\$17.50	\$20.00	\$22.00	\$23.68	\$26.48	\$22.07	\$22.00	
Actual Highest Base Rate	9	\$17.50	\$20.00	\$23.68	\$24.00	\$28.85	\$22.98	\$23.68	
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	\$1,200.00	\$1,248.00	\$3,450.00	\$3,500.00	\$36,000.00	\$9,079.60	\$3,450.00	\$1,200.00

## 4.2 Technician Positions

### **The survey received sufficient data for the following job titles:**

Engineering Technician - Level 1, Level 2, Level 3  
Quality Control Technician - Level 1, Level 2, Level 3  
PC Network Support Technician  
Drafter - CAD  
Lab Technician

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

Electronics Technician - Level 1, Level 2, Level 3  
Computer Operator  
Drafter - Manual  
Data Entry Operator  
Field Services Engineer  
Non-Destructive Testing (NDT) Technician  
Graphics Sec/Tech Illustrator

## 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.

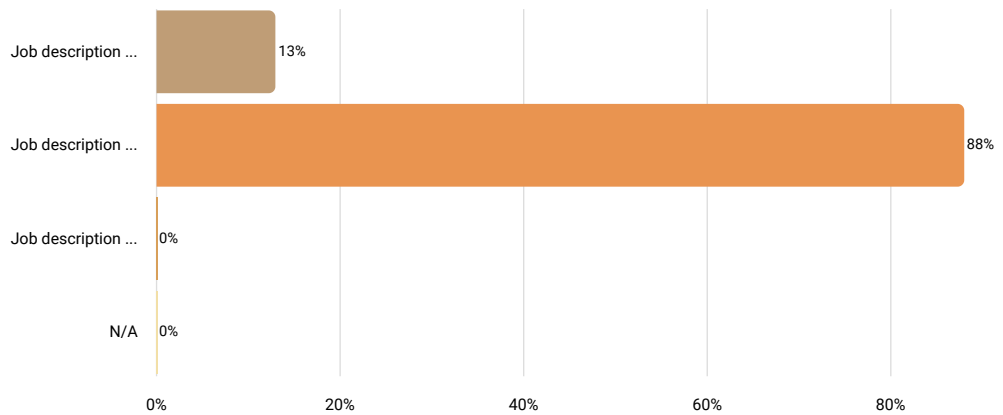
*Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.*

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



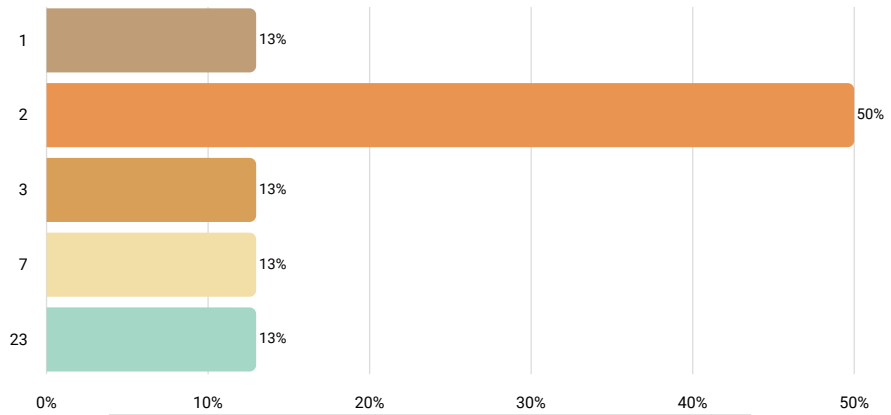
Results		%	N
Job description is perceptibly weaker than the position at your company		13%	1
Job description matches the position at your company very well		88%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



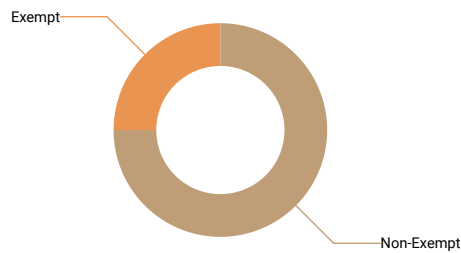
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	5
90th percentile	23
Mean	5.25
Median	2
Standard deviation	7.4
Total/sum	42

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



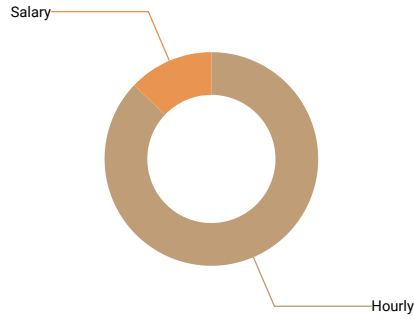
Results	%	N
Non-Exempt	75%	6
Exempt	25%	2

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	7
Salary	13%	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	\$17.00	\$20.00	\$22.00	\$26.91	\$32.50	\$23.68	\$22.00	
Pay Range Maximum Rate	5	\$19.00	\$25.00	\$30.14	\$36.69	\$52.78	\$32.72	\$30.14	
Actual Lowest Base Rate	7	\$17.25	\$21.00	\$24.81	\$26.91	\$32.81	\$24.40	\$24.81	
Actual Average Base Rate	7	\$18.12	\$22.00	\$26.00	\$27.30	\$35.92	\$25.49	\$26.00	
Actual Highest Base Rate	7	\$19.00	\$23.00	\$26.00	\$34.38	\$39.00	\$28.07	\$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									
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.

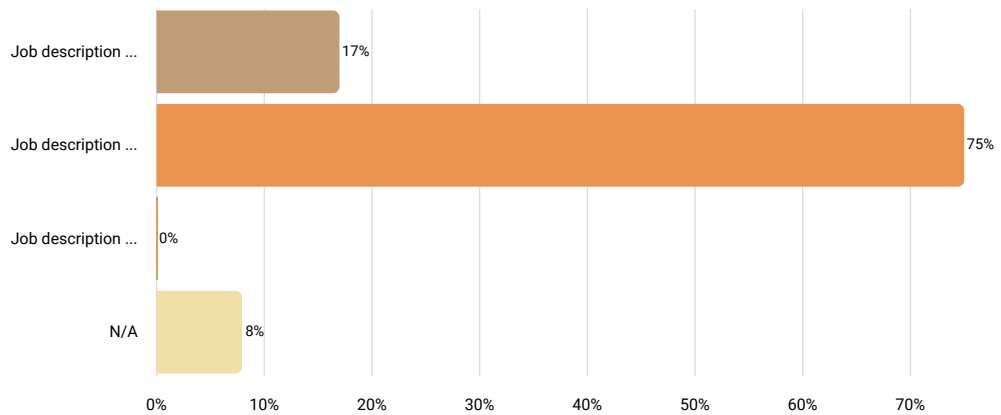
*Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign*

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



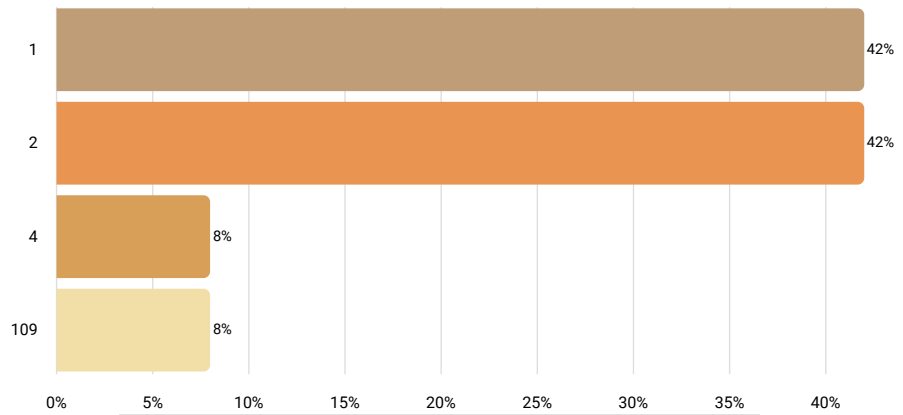
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	2
Job description matches the position at your company very well	75%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



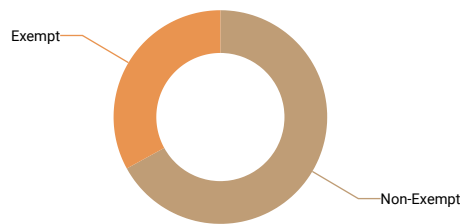
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	4
Mean	10.67
Median	2
Standard deviation	30.98
Total/sum	128

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



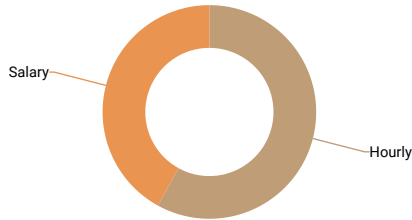
Results	%	N
Non-Exempt	67%	8
Exempt	33%	4

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	58%	7
Salary	42%	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	\$17.75	\$21.00	\$24.00	\$26.61	\$36.27	\$25.13	\$24.00	
Pay Range Maximum Rate	5	\$20.00	\$23.50	\$30.00	\$54.27	\$57.93	\$37.14	\$30.00	
Actual Lowest Base Rate	6	\$15.50	\$22.50	\$25.60	\$27.73	\$41.74	\$26.44	\$25.60	
Actual Average Base Rate	6	\$17.00	\$22.50	\$27.77	\$37.96	\$41.74	\$29.12	\$27.77	
Actual Highest Base Rate	6	\$18.50	\$22.50	\$29.81	\$41.74	\$49.00	\$31.89	\$29.81	
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.

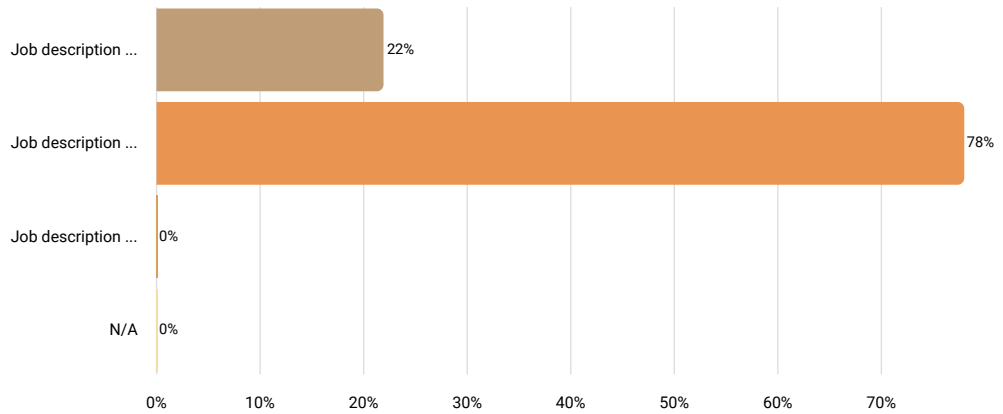
*Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.*

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



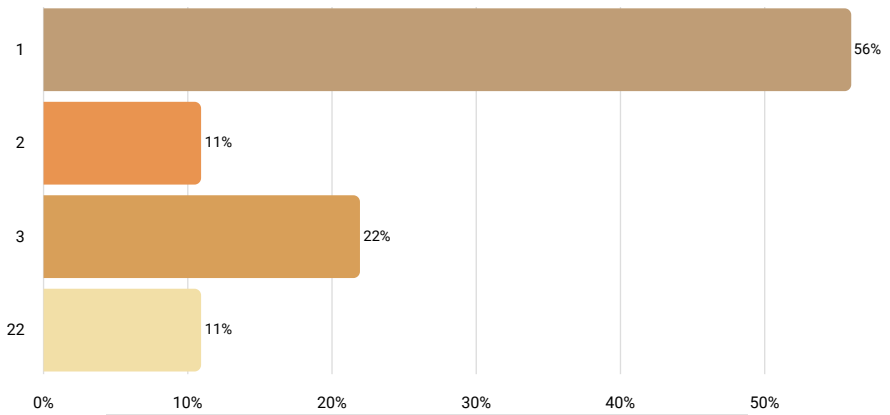
Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		78%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



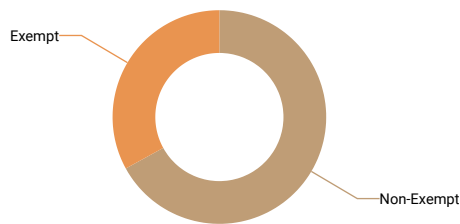
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	22
Mean	3.89
Median	1
Standard deviation	6.85
Total/sum	35

### 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	56%	5
Salary	44%	4

### 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	\$24.86	\$25.00	\$25.21	\$35.79	\$48.00	\$31.77	\$25.21	
Actual Average Base Rate	5	\$25.00	\$29.59	\$33.88	\$35.79	\$51.97	\$35.25	\$33.88	
Actual Highest Base Rate	5	\$25.00	\$31.95	\$35.79	\$40.33	\$57.52	\$38.12	\$35.79	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.2.4 Quality Control Technician - Level 1

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

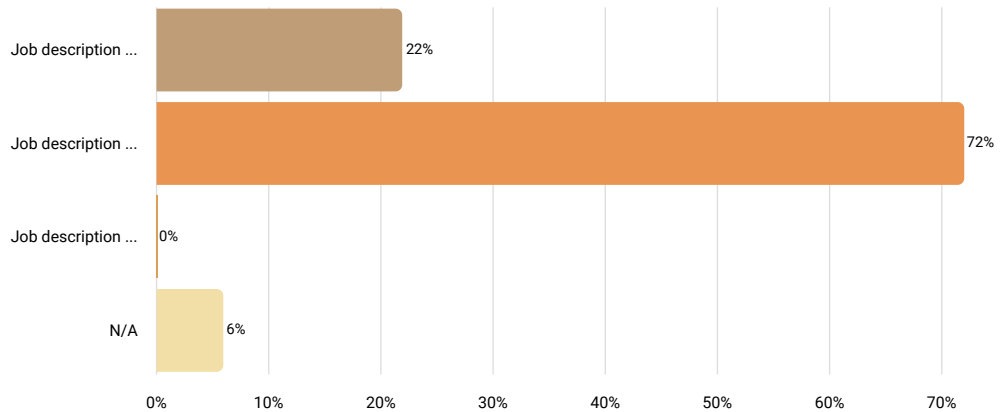
*Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.*

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 9 times

Skipped 9 times

Text input

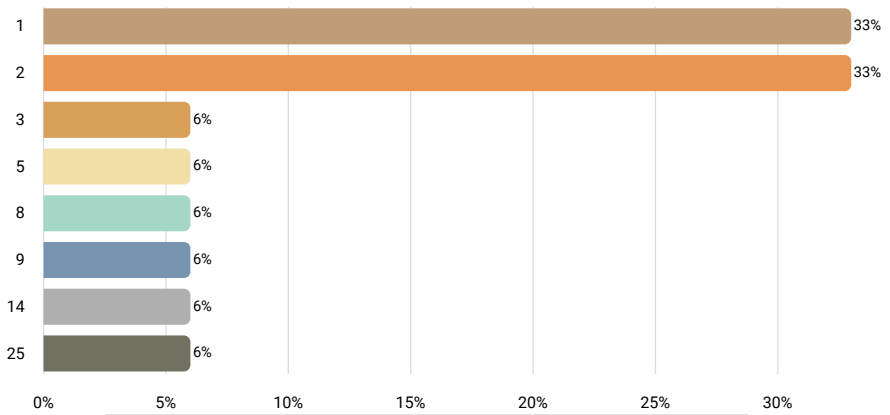
Results	
quality inspector	2
qc inspector i	1
quality technician	1
quality assurance technician	1
associate quality inspector	1
quality & ts technician	1
si - quality	1
mechanical quality inspector i	1

### Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



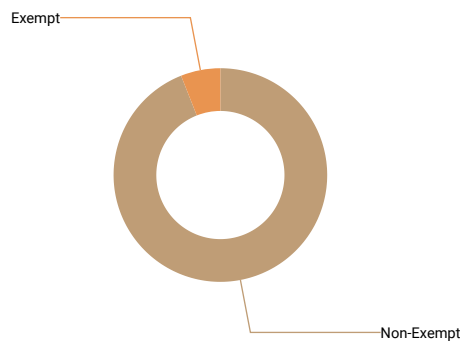
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	14
Mean	4.56
Median	2
Standard deviation	6.21
Total/sum	82

### FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



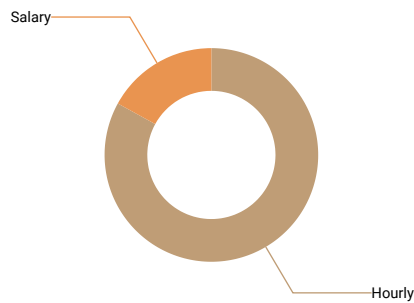
Results	%	N
Non-Exempt	94%	17
Exempt	6%	1

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	15
Salary	17%	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	13	\$15.00	\$16.50	\$18.62	\$21.50	\$25.00	\$19.50	\$18.62	
Pay Range Maximum Rate	13	\$19.00	\$20.15	\$22.50	\$32.00	\$33.69	\$25.05	\$22.50	
Actual Lowest Base Rate	13	\$15.60	\$18.50	\$20.70	\$22.00	\$27.78	\$21.06	\$20.70	
Actual Average Base Rate	13	\$17.00	\$18.00	\$21.30	\$24.00	\$29.25	\$22.07	\$21.30	
Actual Highest Base Rate	14	\$18.00	\$19.40	\$21.15	\$24.00	\$32.66	\$23.19	\$21.15	
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$3.00	\$3.00	\$4.00	\$4.00	\$7.00	\$4.00	\$4.00	
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
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.

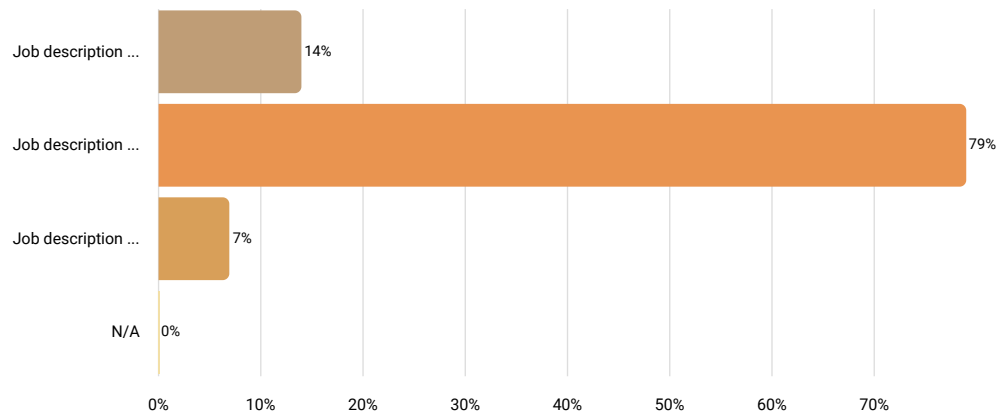
*Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign*

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 9 times

Skipped 5 times

Text input

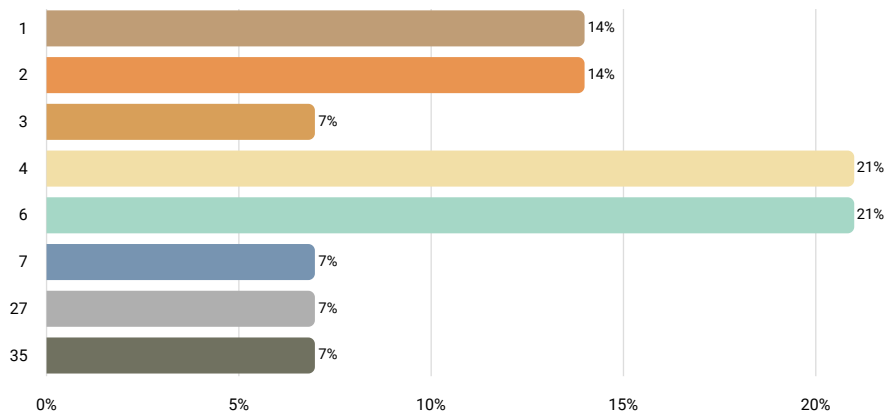
Results	N
qc inspector ii	1
engineer, supplier quality	1
quality inspector	1
quality assurance specialist	1
quality assurance technician ii	1
quality & ts technician	1
quality technician	1
auditor	1
electrical quality inspector ii & mechanical quality inspector ii	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



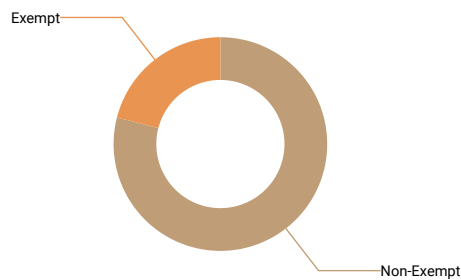
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	27
Mean	7.71
Median	4
Standard deviation	10.17
Total/sum	108

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



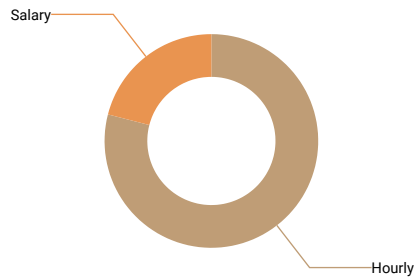
Results	%	N
Non-Exempt	79%	11
Exempt	21%	3

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	79%	11
Salary	21%	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	10	\$14.80	\$19.00	\$21.21	\$21.98	\$27.50	\$21.04	\$21.21	
Pay Range Maximum Rate	10	\$21.80	\$22.00	\$25.75	\$36.00	\$38.05	\$28.21	\$25.75	
Actual Lowest Base Rate	10	\$14.30	\$18.22	\$20.96	\$22.63	\$32.24	\$21.77	\$20.96	
Actual Average Base Rate	9	\$18.00	\$20.00	\$24.12	\$26.21	\$34.70	\$24.64	\$24.12	
Actual Highest Base Rate	10	\$21.45	\$22.00	\$26.93	\$33.83	\$35.03	\$27.50	\$26.93	
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$2.00	\$2.00	\$3.00	\$4.00	\$4.00	\$3.00	\$3.00	
Average Incentive Bonus or Other Bonus (Annual)	6	\$1,000.00	\$1,500.00	\$3,034.79	\$4,000.00	\$6,720.00	\$3,214.93	\$3,034.79	\$1,500.00
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

## 4.2.6 Quality Control Technician - Level 3

### Job description

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

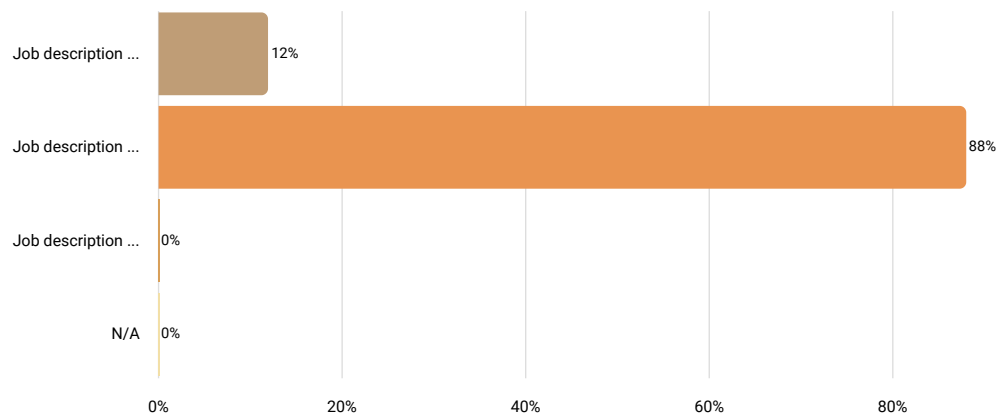
*Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.*

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

Answered 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 11 times

Skipped 6 times

Text input

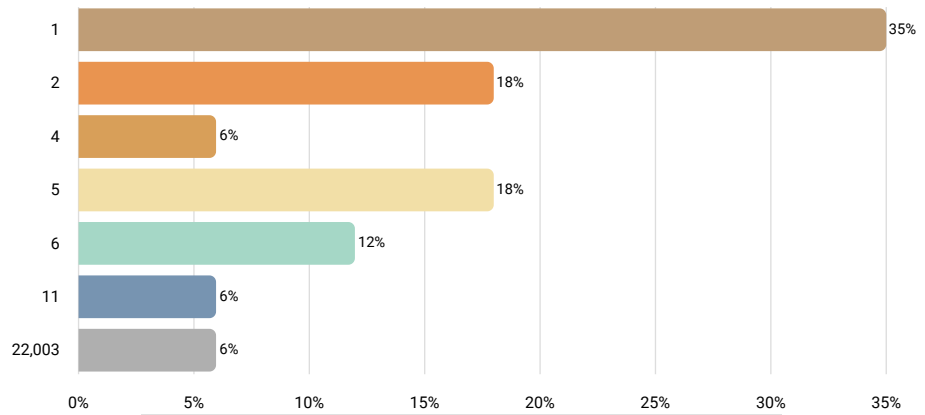
Results	
senior quality inspector	2
engineer, sr supplier quality	1
qa technician	1
quality technician	1
qa coordinator	1
quality assurance technician iii	1
quality resource	1
quality lead	1
quality inspector	1
electrical quality inspector iii, electrical quality inspector iii lead & ac quality control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

### Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



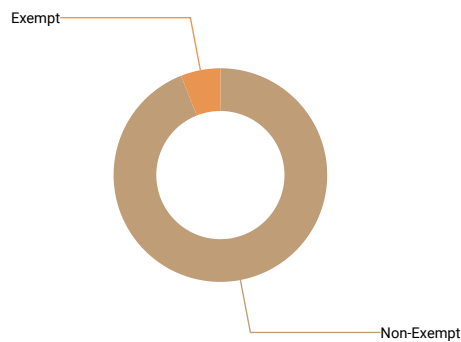
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	11
Mean	1,297.47
Median	2
Standard deviation	5,335.69
Total/sum	22,057

### FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



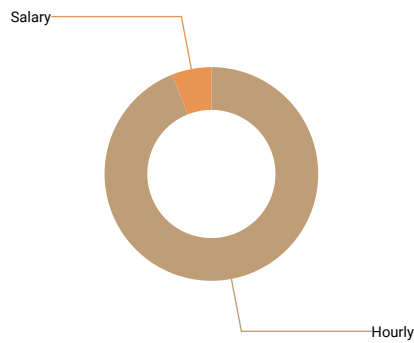
Results	%	N
Non-Exempt	94%	16
Exempt	6%	1

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	16
Salary	6%	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	13	\$15.08	\$20.00	\$22.00	\$27.94	\$33.00	\$23.67	\$22.00	
Pay Range Maximum Rate	12	\$19.24	\$23.38	\$27.00	\$34.00	\$42.00	\$29.33	\$27.00	
Actual Lowest Base Rate	15	\$19.62	\$20.00	\$24.18	\$27.94	\$32.00	\$24.79	\$24.18	
Actual Average Base Rate	13	\$19.62	\$21.50	\$24.22	\$28.00	\$31.43	\$25.49	\$24.22	
Actual Highest Base Rate	13	\$19.62	\$22.20	\$27.04	\$32.96	\$35.00	\$27.42	\$27.04	
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$2.00	\$3.00	\$4.00	\$5.00	\$6.00	\$4.00	\$4.00	
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)									

## 4.2.8 Drafter - CAD

### Job description

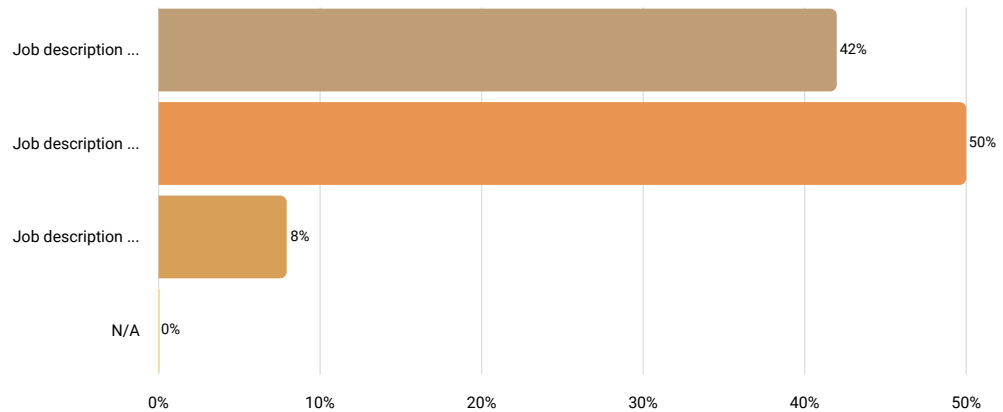
Prepare detailed working diagrams of machinery and mechanical devices and/or electrical parts, including dimensions, fastening methods, and other engineering information with CAD equipment.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



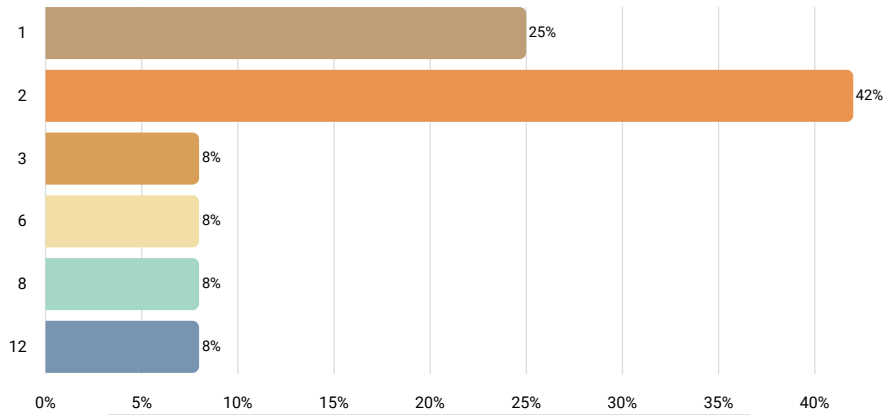
Results		
	%	N
Job description is perceptibly weaker than the position at your company	42%	5
Job description matches the position at your company very well	50%	6
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



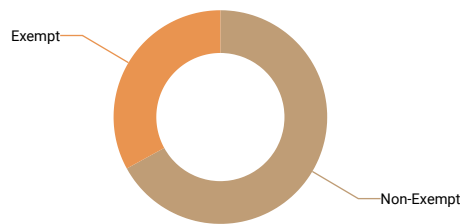
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2
75th percentile	4.5
90th percentile	8
Mean	3.5
Median	2
Standard deviation	3.42
Total/sum	42

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



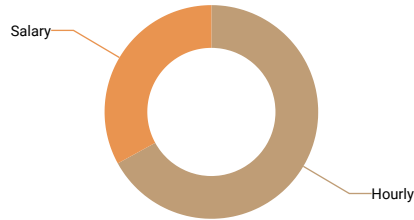
Results	%	N
Non-Exempt	67%	8
Exempt	33%	4

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	8
Salary	33%	4

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	7	\$16.50	\$18.00	\$20.00	\$26.64	\$27.78	\$21.27	\$20.00	
Pay Range Maximum Rate	7	\$18.00	\$22.00	\$28.00	\$32.38	\$36.95	\$27.62	\$28.00	
Actual Lowest Base Rate	7	\$16.50	\$18.00	\$24.24	\$32.38	\$37.45	\$25.48	\$24.24	
Actual Average Base Rate	7	\$19.68	\$20.00	\$24.20	\$32.38	\$37.45	\$25.78	\$24.20	
Actual Highest Base Rate	8	\$22.00	\$23.10	\$25.52	\$30.23	\$37.45	\$27.14	\$25.52	
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)									

## 4.2.9 PC Network Support Technician

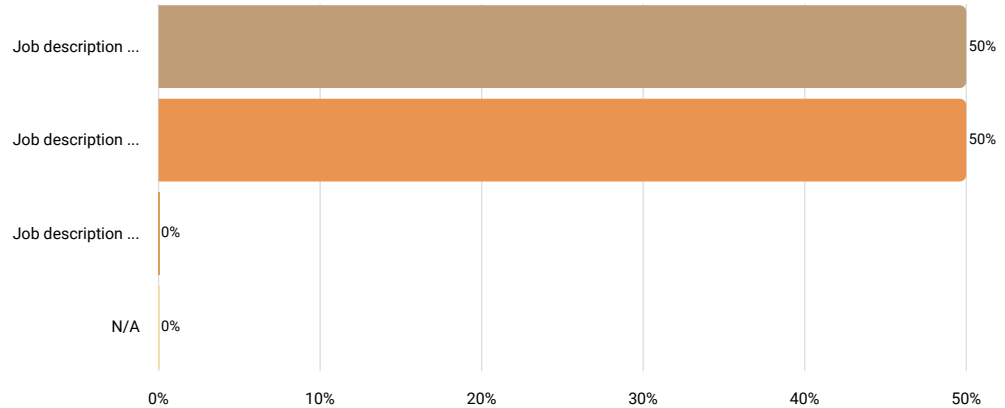
**Job description** Provide support to internal customers in the installation and upgrade of desktop computers.

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

Answered 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 7 times

Skipped 1 times

Text input

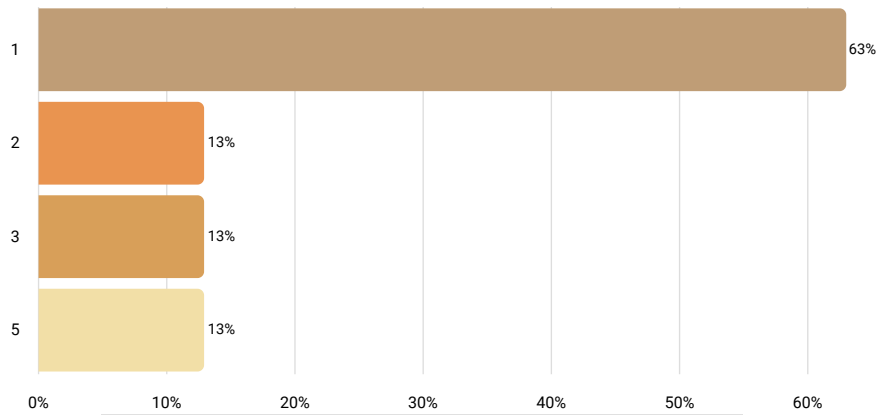
Results	
technician - help desk	1
it analyst	1
it support specialist	1
pc technician	1
it system analyst	1
it administrator	1
systems specialist ii & systems support specialist iii	1

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



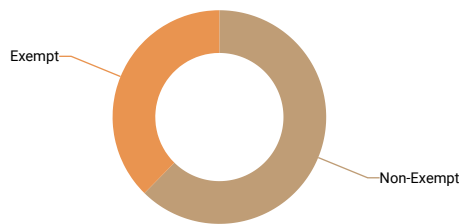
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	5
Mean	1.88
Median	1
Standard deviation	1.46
Total/sum	15

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



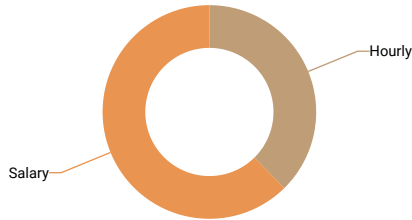
Results	%	N
Non-Exempt	63%	5
Exempt	38%	3

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	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.									
Pay Range Minimum Salary	5	\$38,000.00	\$45,000.00	\$49,600.00	\$50,000.00	\$58,000.00	\$48,120.00	\$49,600.00	\$3,000.00
Pay Range Maximum Salary	5	\$43,000.00	\$60,000.00	\$75,000.00	\$116,500.00	\$117,500.00	\$82,400.00	\$75,000.00	\$30,000.00
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.2.10 Lab Technician

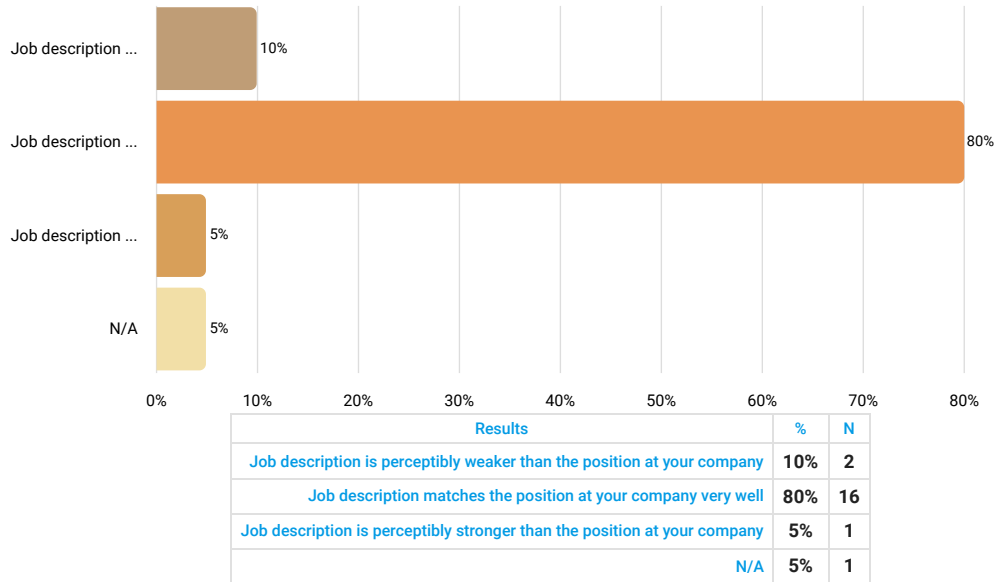
**Job description** Perform chemical and/or physical analysis for quality control, research and/or development. Assists in compiling and analyzing r

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



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

Answered 9 times

Skipped 11 times

Text input

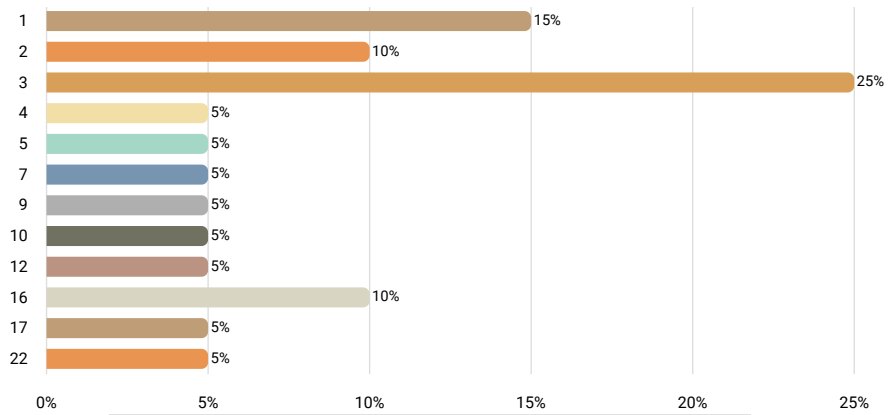
Results	
lab technician i	1
quality technician	1
metrology technician, metallurgical technician, cmm technician	1
quality chem lab technician or met lab technician	1
lab technician	1
quality associates/quality specialist	1
lab analyst	1
resin chemical lab technician	1
qa technician	1

### Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



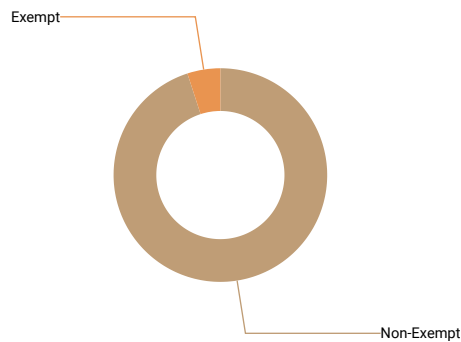
Statistics	
10th percentile	1
25th percentile	2.5
50th percentile	3.5
75th percentile	11
90th percentile	16.5
Mean	7
Median	3.5
Standard deviation	6.39
Total/sum	140

### FLSA Status

Answered 19 times

Skipped 1 times

Select one answer (radio button)



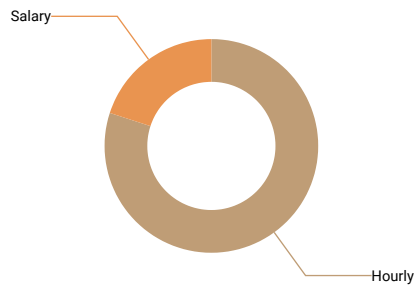
Results	%	N
Non-Exempt	95%	18
Exempt	5%	1

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	16
Salary	20%	4

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	16	\$14.50	\$18.50	\$21.50	\$24.75	\$28.67	\$21.26	\$21.50	
Pay Range Maximum Rate	16	\$21.75	\$23.95	\$28.50	\$34.52	\$36.00	\$29.02	\$28.50	
Actual Lowest Base Rate	15	\$16.00	\$19.00	\$22.00	\$27.65	\$29.65	\$23.11	\$22.00	
Actual Average Base Rate	14	\$18.00	\$19.00	\$24.62	\$30.02	\$33.00	\$25.63	\$24.62	
Actual Highest Base Rate	14	\$18.97	\$20.00	\$27.33	\$35.34	\$36.00	\$27.52	\$27.33	
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$4.00	\$4.00	\$5.00	\$5.00	\$9.00	\$5.33	\$5.00	
Average Incentive Bonus or Other Bonus (Annual)	8	\$1,373.00	\$2,091.00	\$2,400.00	\$4,250.00	\$6,000.00	\$3,106.88	\$2,400.00	\$
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)									

## 4.3 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  
  
Human Resources Specialist/Generalist - Level 1  
Human Resources Specialist/Generalist - Level 2  
Human Resources Specialist/Generalist - Level 3  
Material Planner  
Staff Assistant  
Financial Analyst  
Recruiter  
Training Coordinator  
Compensation/Benefits Specialist

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

Security Administrator/FSO - Level 1, Level 2, Level 3  
Technical Writer/Editor - Level 1, Level 2, Level 3  
Contracts Administrator - Level 1, Level 2, Level 3  
Office Manager  
Legal Counsel  
Configuration Management Analyst  
Military Analyst  
PR/Public Affairs Representative  
Property Management Specialist

### 4.3.1 Accountant - Level 1

#### Job description

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

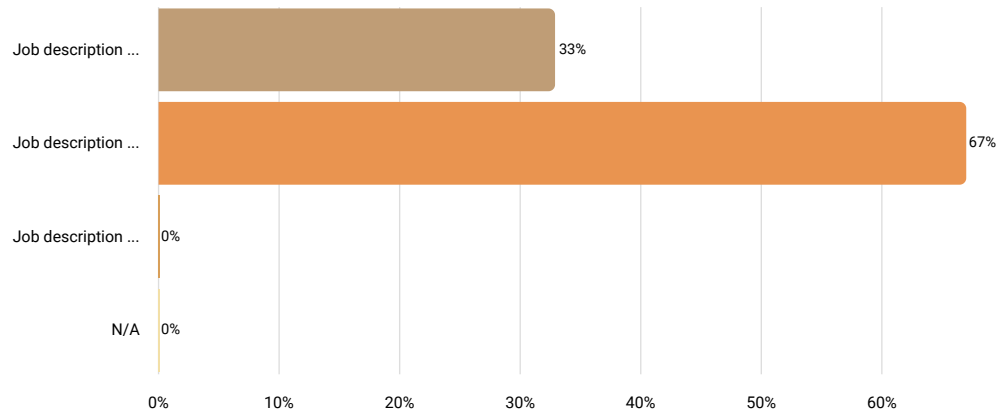
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.*

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



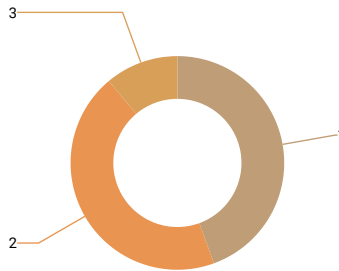
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	3
Job description matches the position at your company very well		67%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



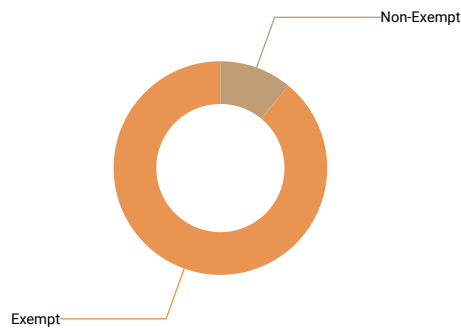
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	1.67
Median	2
Standard deviation	0.71
Total/sum	15

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



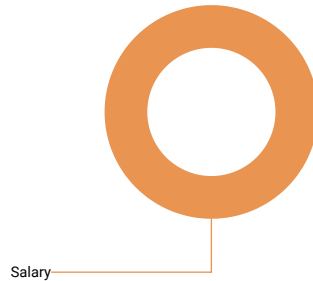
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$38,690.00	\$50,000.00	\$51,979.00	\$57,500.00	\$58,177.00	\$51,252.29	\$51,979.00	\$6,000.00
Pay Range Maximum Salary	7	\$58,032.00	\$65,000.00	\$70,712.00	\$83,880.00	\$85,612.00	\$71,890.86	\$70,712.00	\$11,000.00
Actual Lowest Base Salary	8	\$41,639.00	\$56,575.00	\$59,088.50	\$61,250.07	\$86,000.00	\$60,183.27	\$59,088.50	\$11,000.00
Actual Average Base Salary	8	\$45,225.00	\$57,700.00	\$60,836.00	\$65,250.07	\$93,000.00	\$63,224.64	\$60,836.00	\$11,000.00
Actual Highest Base Salary	8	\$47,707.00	\$57,825.00	\$61,836.00	\$73,190.00	\$100,000.00	\$66,676.13	\$61,836.00	\$11,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$800.00	\$1,356.00	\$2,875.00	\$5,000.00	\$6,120.00	\$3,171.00	\$2,875.00	\$2,000.00

### 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.

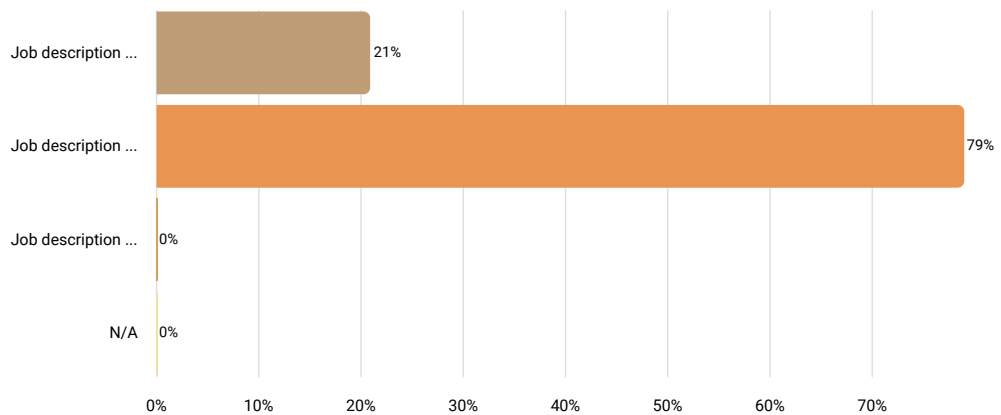
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.*

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 7 times

Skipped 7 times

Text input

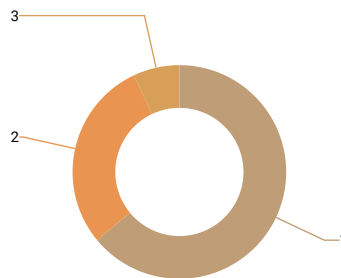
Results	
staff accountant	2
accountant, cost	1
there wasn't a position listed for senior accounts receivable or senior accounts payable so i included them here	1
accountant	1
senior accountant	1
accounting specialist	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



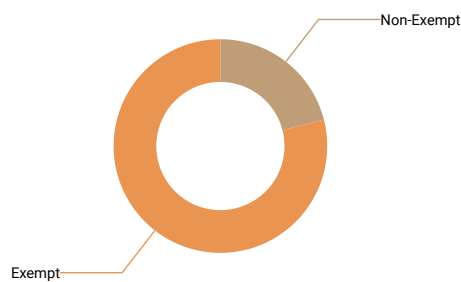
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.43
Median	1
Standard deviation	0.65
Total/sum	20

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



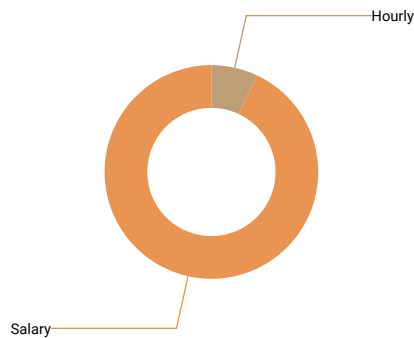
Results	%	N
Non-Exempt	21%	3
Exempt	79%	11

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

### 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 Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	12	\$50,000.00	\$55,000.00	\$61,450.00	\$67,900.00	\$72,800.00	\$61,393.33	\$61,450.00	\$5,000.00
Pay Range Maximum Salary	12	\$65,000.00	\$76,000.00	\$80,591.00	\$100,330.00	\$109,200.00	\$85,317.25	\$80,591.00	\$20,000.00
Actual Lowest Base Salary	12	\$57,786.00	\$60,200.00	\$65,250.00	\$74,871.13	\$83,140.00	\$67,357.36	\$65,250.00	\$10,000.00
Actual Average Base Salary	12	\$57,786.00	\$61,500.00	\$68,352.50	\$75,060.61	\$86,400.00	\$68,658.52	\$68,352.50	\$10,000.00
Actual Highest Base Salary	12	\$57,786.00	\$61,500.00	\$70,000.00	\$83,791.00	\$93,705.00	\$72,379.42	\$70,000.00	\$10,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$800.00	\$3,500.00	\$5,000.00	\$8,600.00	\$12,018.00	\$5,882.56	\$5,000.00	\$5,000.00

### 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.

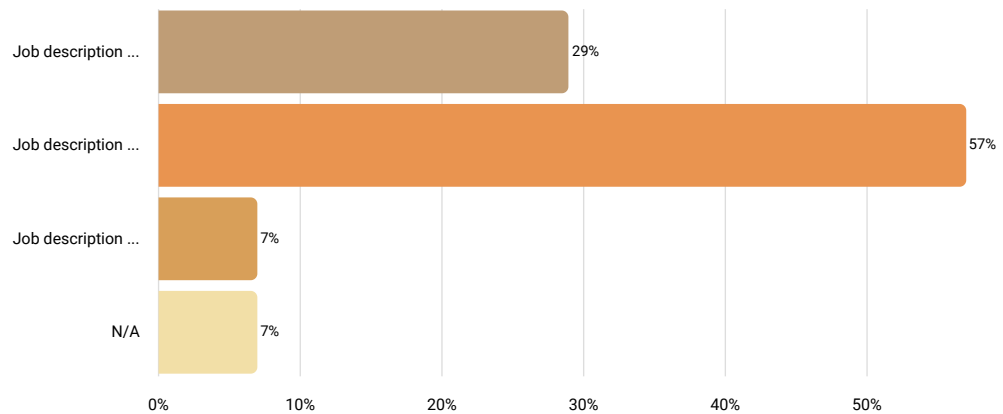
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.*

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

Answered 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		57%	8
Job description is perceptibly stronger than the position at your company		7%	1
N/A		7%	1

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

Answered 8 times

Skipped 6 times

Text input

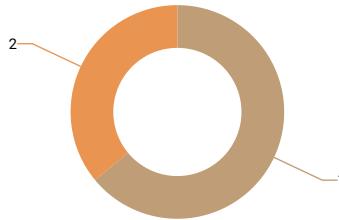
Results	
senior accountant	2
cost control	1
senior cost accountant	1
staff accountant	1
financial analyst	1
accounting specialist	1
accountant iii	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



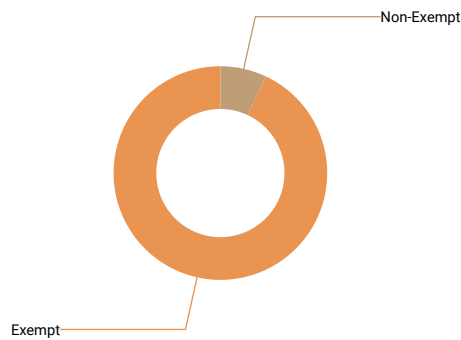
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.36
Median	1
Standard deviation	0.5
Total/sum	19

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



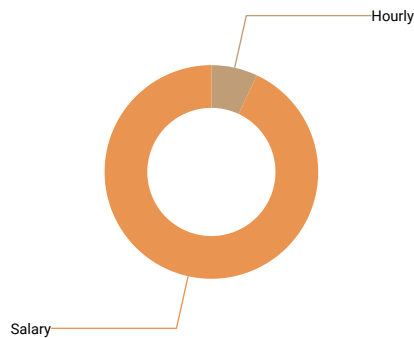
Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

### Compensation data

N = 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	10	\$50,500.00	\$52,000.00	\$76,843.20	\$85,000.00	\$93,097.00	\$72,628.04	\$76,843.20	\$1
Pay Range Maximum Salary	10	\$67,000.00	\$78,600.00	\$96,042.40	\$118,795.00	\$141,026.00	\$100,553.18	\$96,042.40	\$2
Actual Lowest Base Salary	10	\$55,000.00	\$66,300.00	\$73,448.80	\$85,000.00	\$94,500.00	\$74,559.76	\$73,448.80	\$1
Actual Average Base Salary	11	\$60,000.00	\$70,000.00	\$82,080.00	\$90,000.00	\$97,000.00	\$80,706.96	\$82,080.00	\$1
Actual Highest Base Salary	10	\$62,500.00	\$70,000.00	\$82,500.00	\$95,760.00	\$107,000.00	\$84,331.98	\$82,500.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$2,500.00	\$3,000.00	\$4,300.00	\$8,000.00	\$10,500.00	\$5,660.00	\$4,300.00	\$5

### 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.

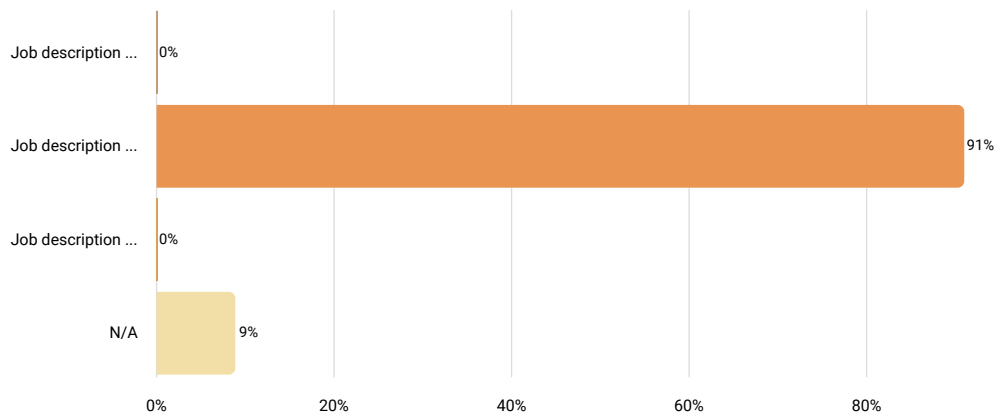
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.*

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	9%	1

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

Answered 6 times

Skipped 5 times

Text input

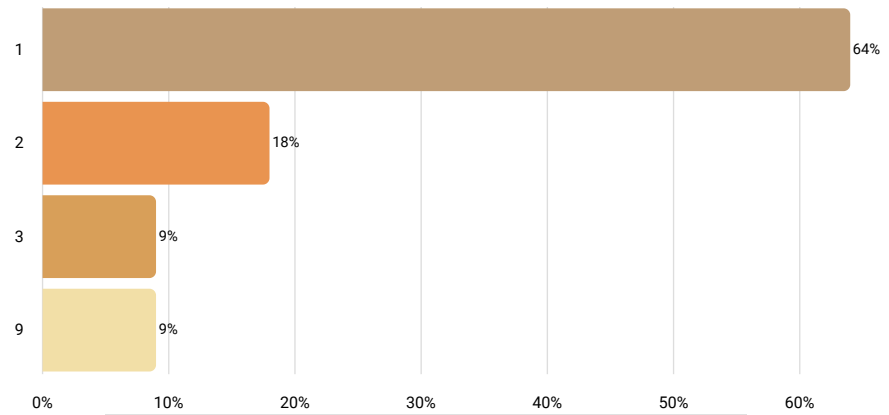
Results	
purchasing agent	1
purchasing	1
associate buyer	1
buyer	1
buyer associate	1
procurement specialist i	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



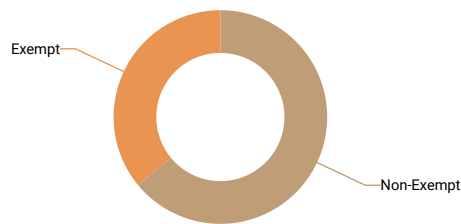
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2.09
Median	1
Standard deviation	2.39
Total/sum	23

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



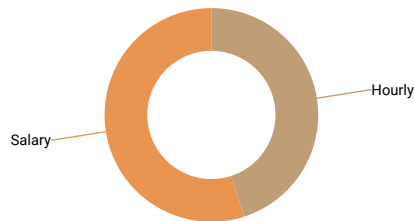
Results	%	N
Non-Exempt	64%	7
Exempt	36%	4

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	45%	5
Salary	55%	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	\$47,500.00	\$55,405.00	\$62,900.00	\$64,000.00	\$64,292.00	\$58,819.40	\$62,900.00	\$10,000.00
Pay Range Maximum Salary	6	\$57,000.00	\$64,138.00	\$83,999.99	\$100,660.00	\$119,339.00	\$84,856.16	\$83,999.99	\$20,000.00
Actual Lowest Base Salary	6	\$61,089.00	\$62,900.00	\$65,250.00	\$71,999.98	\$79,677.00	\$67,694.33	\$65,250.00	\$10,000.00
Actual Average Base Salary	6	\$47,500.00	\$60,000.00	\$70,386.49	\$76,135.00	\$79,677.00	\$67,347.50	\$70,386.49	\$10,000.00
Actual Highest Base Salary	6	\$60,000.00	\$66,500.00	\$75,838.49	\$81,083.00	\$100,660.00	\$76,653.33	\$75,838.49	\$10,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.3.5 Buyer - Level 2

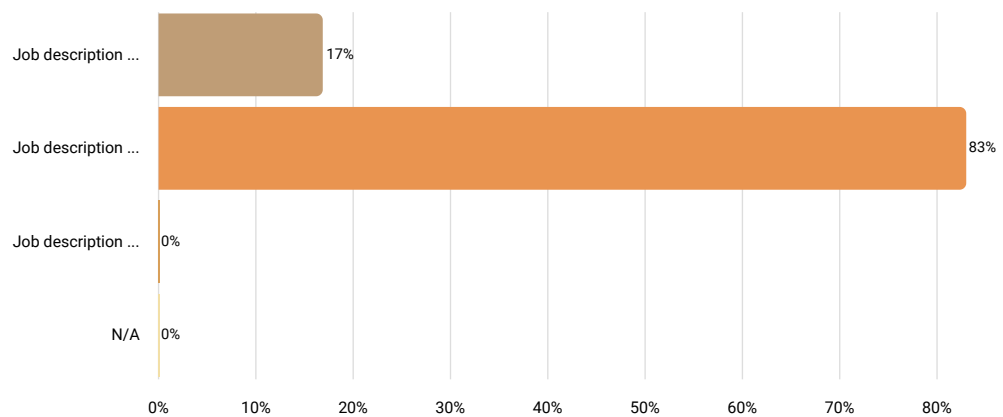
#### Job description

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 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 9 times  
 Skipped 9 times  
 Text input

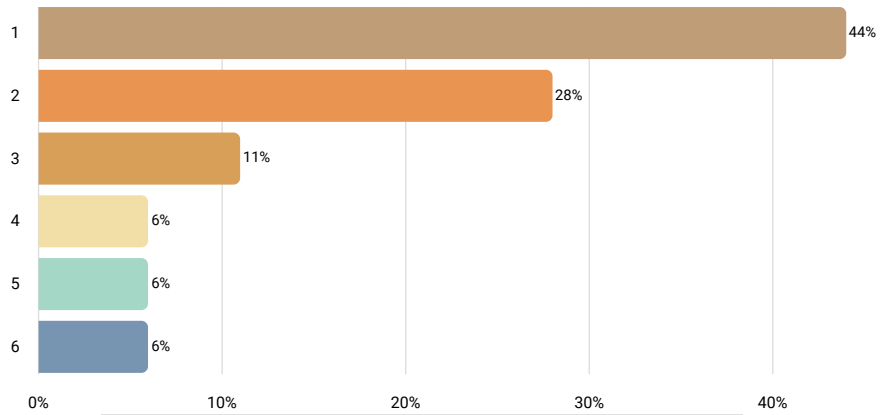
Results	
buyer	2
purchasing coordinator	1
procurement specialist	1
purchasing manager	1
mro buyer stores coordinator	1
purchasing agent	1
procurement specialist ii & aviation procurement specialist ii	1
purchasing agent/buyer	1

### Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



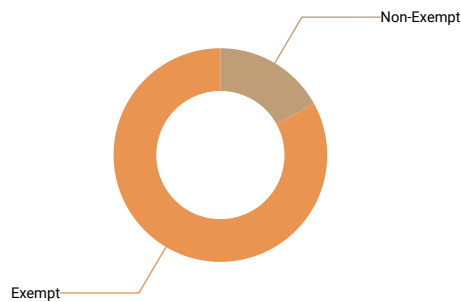
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.17
Median	2
Standard deviation	1.5
Total/sum	39

### FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



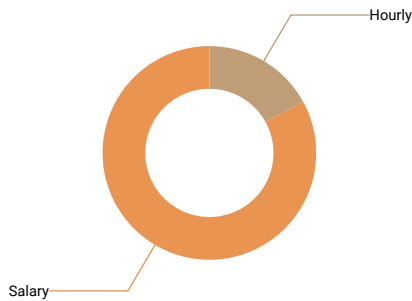
Results	%	N
Non-Exempt	17%	3
Exempt	83%	15

### 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	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	12	\$42,000.00	\$47,500.00	\$58,142.75	\$73,500.00	\$75,490.00	\$57,172.79	\$58,142.75	\$1
Pay Range Maximum Salary	12	\$60,000.00	\$71,000.00	\$80,980.00	\$106,368.75	\$120,790.00	\$82,556.96	\$80,980.00	\$3
Actual Lowest Base Salary	13	\$54,160.00	\$59,987.00	\$67,000.00	\$76,731.20	\$93,100.18	\$66,444.04	\$67,000.00	\$2
Actual Average Base Salary	12	\$54,160.00	\$58,784.50	\$68,487.50	\$80,379.67	\$94,227.00	\$67,403.07	\$68,487.50	\$2
Actual Highest Base Salary	13	\$54,160.00	\$61,152.00	\$70,000.00	\$79,999.92	\$95,665.32	\$69,584.62	\$70,000.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$1,500.00	\$6,000.00	\$6,451.00	\$7,900.00	\$16,406.35	\$7,326.04	\$6,451.00	\$-

### 4.3.6 Buyer - Level 3

#### Job description

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

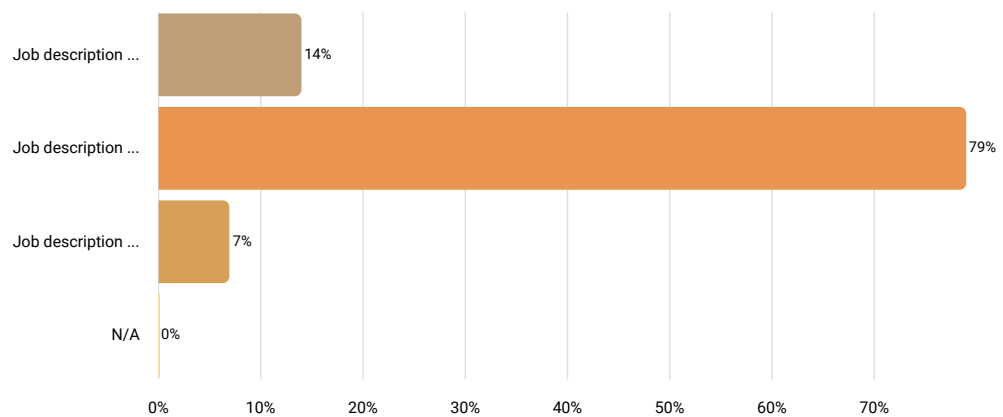
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.*

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 8 times

Skipped 6 times

Text input

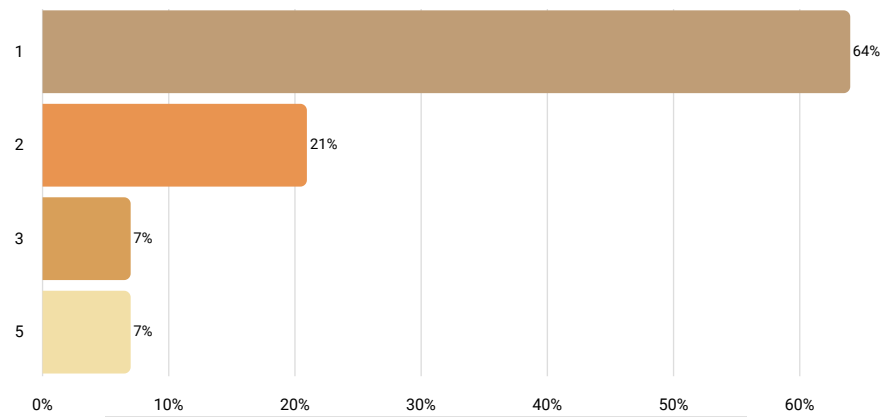
Results	
senior buyer	3
buyer sr	1
procurement specialist	1
sr. buyer	1
procurement specialist iii & aviation procurement specialist iii	1
materials coordinator	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



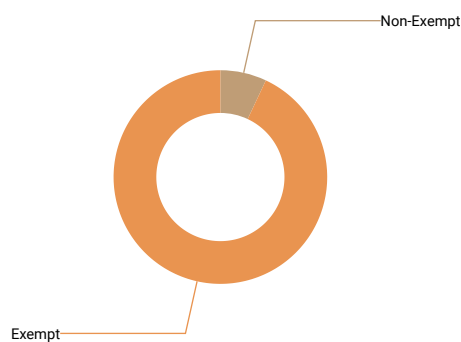
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.64
Median	1
Standard deviation	1.15
Total/sum	23

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



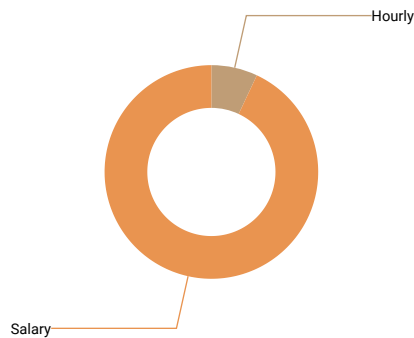
Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

### Compensation data

N = 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	7	\$45,000.00	\$55,000.00	\$73,000.00	\$86,000.00	\$97,812.75	\$72,808.45	\$73,000.00	\$1
Pay Range Maximum Salary	7	\$72,000.00	\$75,000.00	\$100,000.00	\$110,000.00	\$163,021.25	\$101,089.66	\$100,000.00	\$3
Actual Lowest Base Salary	11	\$68,250.00	\$71,760.00	\$80,000.00	\$84,045.73	\$87,921.00	\$80,608.80	\$80,000.00	\$2
Actual Average Base Salary	11	\$68,250.00	\$71,760.00	\$81,030.00	\$87,921.00	\$87,921.60	\$82,714.84	\$81,030.00	\$2
Actual Highest Base Salary	11	\$68,250.00	\$71,760.00	\$82,830.00	\$94,764.80	\$96,000.00	\$84,539.21	\$82,830.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,500.00	\$2,500.00	\$4,300.00	\$4,906.00	\$11,000.00	\$4,841.20	\$4,300.00	\$3

### 4.3.7 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.

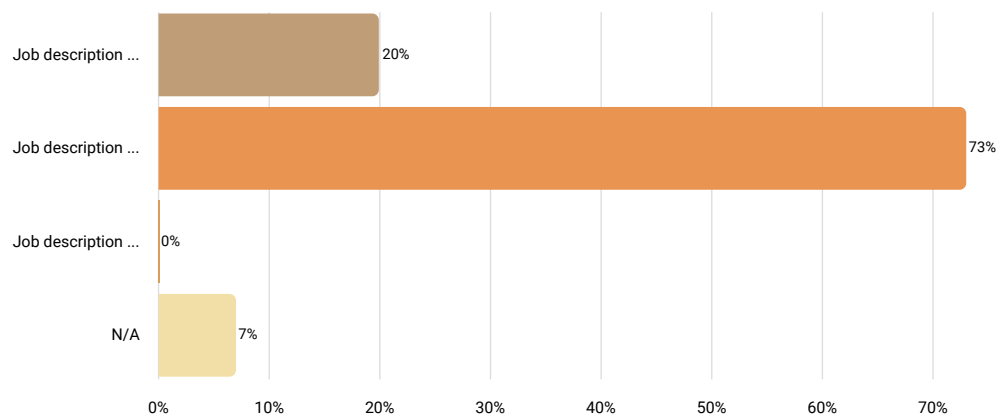
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the and is given direction on most tasks assigned.*

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

Answered 15 times

Skipped 1 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 10 times

Text input

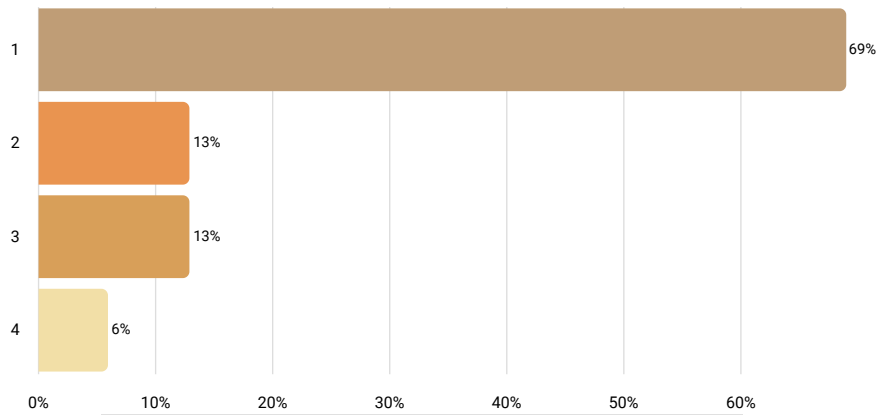
Results	
specialist - hr	1
hr coordinator	1
human resources specialist (basic)	1
human resources coordinator	1
hr generalist	1
human resources generalist i	1

### Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



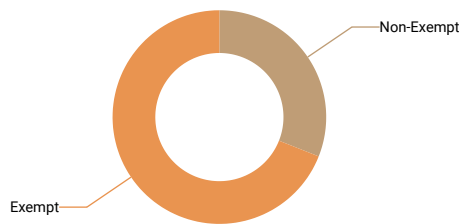
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.56
Median	1
Standard deviation	0.96
Total/sum	25

### FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



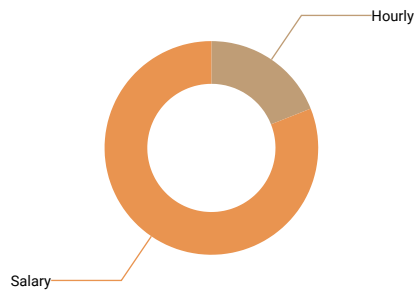
Results	%	N
Non-Exempt	31%	5
Exempt	69%	11

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	19%	3
Salary	81%	13

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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	10	\$21,500.00	\$38,690.00	\$47,000.00	\$51,979.00	\$69,421.25	\$45,901.15	\$47,000.00	\$1
Pay Range Maximum Salary	10	\$47,550.00	\$50,000.00	\$65,500.00	\$76,331.67	\$98,424.75	\$68,231.32	\$65,500.00	\$2
Actual Lowest Base Salary	12	\$42,500.00	\$47,471.00	\$55,500.00	\$66,000.00	\$75,000.00	\$57,136.83	\$55,500.00	\$1
Actual Average Base Salary	11	\$46,250.00	\$46,942.00	\$55,000.00	\$72,000.00	\$75,000.00	\$59,244.73	\$55,000.00	\$1
Actual Highest Base Salary	12	\$46,942.00	\$49,000.00	\$55,500.00	\$71,100.00	\$75,000.00	\$61,853.50	\$55,500.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$800.00	\$1,704.00	\$2,750.00	\$5,750.00	\$14,052.00	\$4,407.50	\$2,750.00	\$-

### 4.3.8 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.

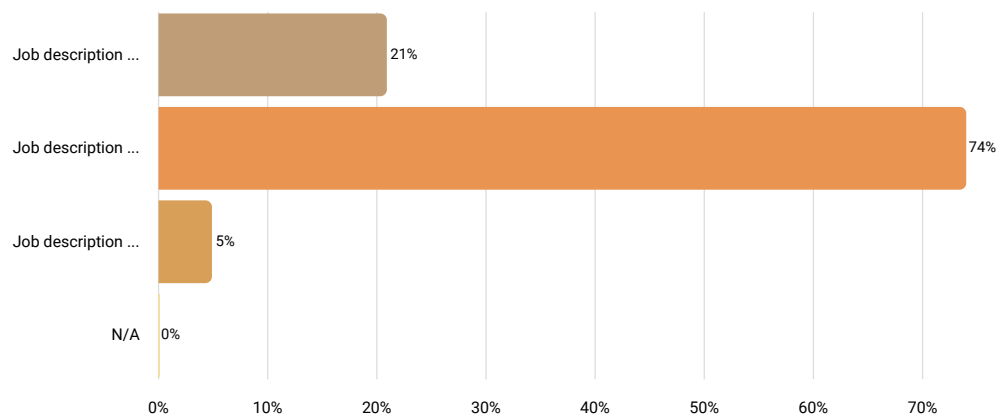
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.*

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	4
Job description matches the position at your company very well	74%	14
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

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

Answered 10 times

Skipped 9 times

Text input

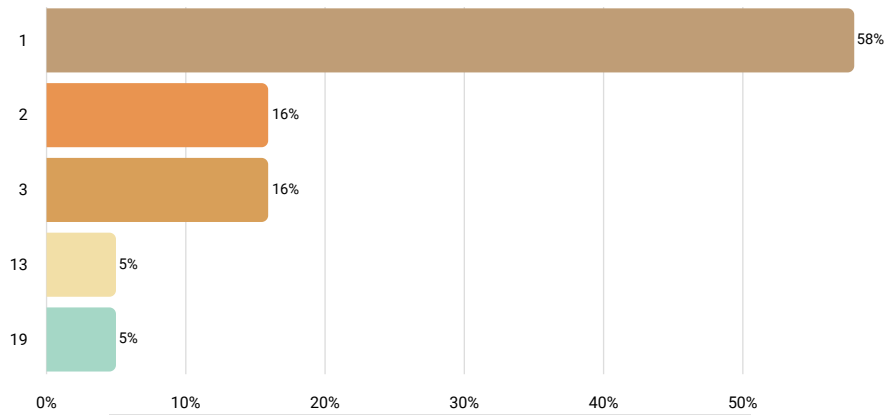
Results	
hr specialist	2
specialist hr	1
office manager and hr manager	1
hr generalist	1
human resource generalist	1
human resources generalist	1
human resource specialist	1
human resourcesspecialist (intermediate)	1
human resource representative	1

### Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



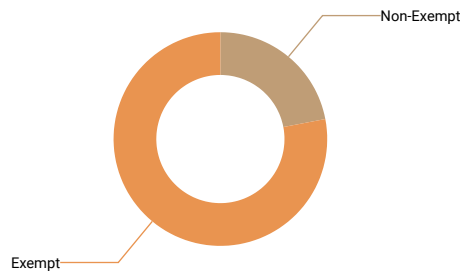
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	13
Mean	3.05
Median	1
Standard deviation	4.73
Total/sum	58

### FLSA Status

Answered 18 times

Skipped 1 times

Select one answer (radio button)



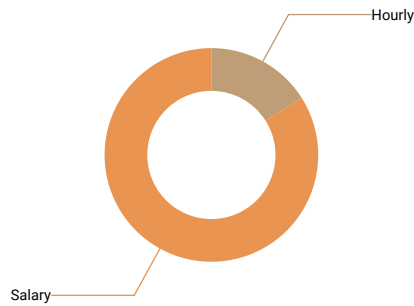
Results	%	N
Non-Exempt	22%	4
Exempt	78%	14

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	16%	3
Salary	84%	16

### Compensation data

N = 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	\$45,000.00	\$53,120.00	\$60,000.00	\$63,776.00	\$77,968.00	\$61,053.31	\$60,000.00	\$11,000.00
Pay Range Maximum Salary	13	\$65,000.00	\$77,628.00	\$89,500.00	\$100,660.00	\$128,419.00	\$94,825.15	\$89,500.00	\$20,000.00
Actual Lowest Base Salary	15	\$53,000.00	\$60,000.00	\$65,000.00	\$70,000.00	\$80,000.00	\$67,088.33	\$65,000.00	\$10,000.00
Actual Average Base Salary	15	\$57,276.27	\$64,000.00	\$68,250.00	\$77,056.72	\$80,000.00	\$70,923.47	\$68,250.00	\$10,000.00
Actual Highest Base Salary	15	\$61,588.80	\$64,000.00	\$68,250.00	\$87,608.00	\$100,660.00	\$76,097.07	\$68,250.00	\$10,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$800.00	\$2,600.00	\$4,737.00	\$10,786.00	\$15,500.00	\$6,568.25	\$4,737.00	\$5,000.00

### 4.3.9 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.

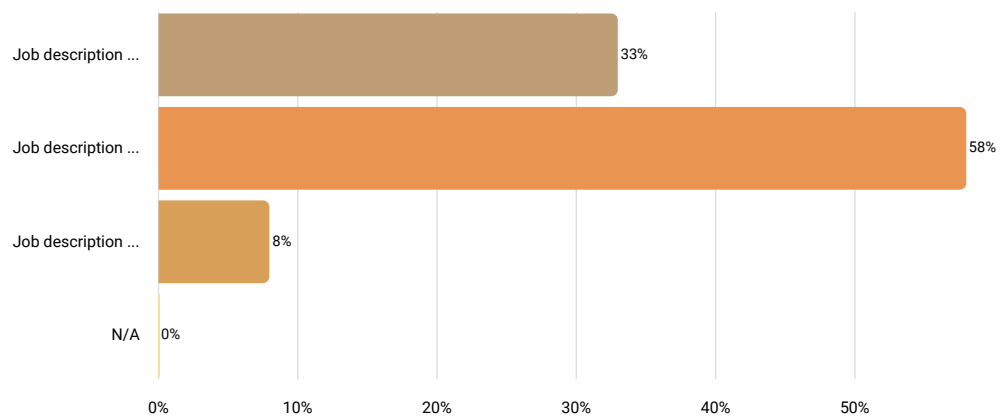
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.*

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	4
Job description matches the position at your company very well	58%	7
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

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

Answered 5 times

Skipped 7 times

Text input

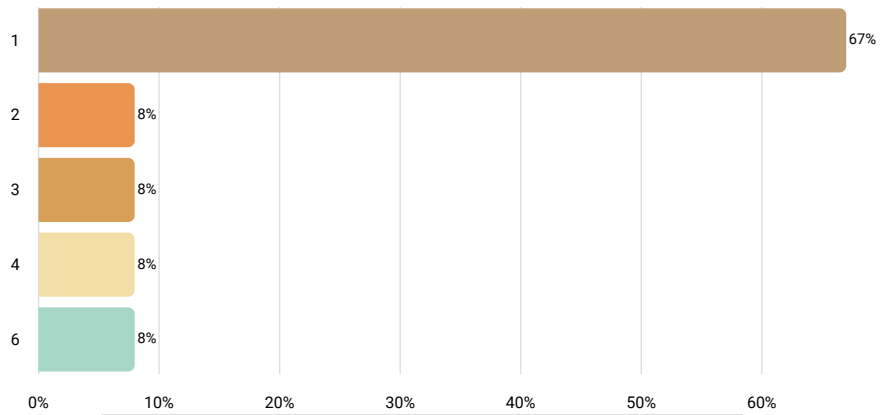
Results	
strategic hr business partner	1
organizational psychologist	1
payroll/hr specialist	1
human resource specialist/analyst (advanced)	1
hr generalist iii	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



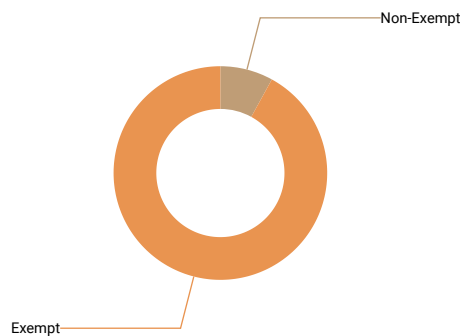
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	4
Mean	1.92
Median	1
Standard deviation	1.62
Total/sum	23

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



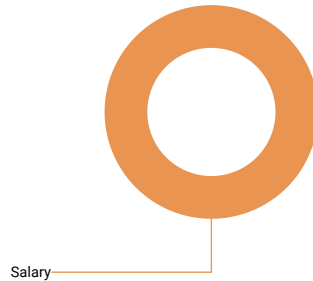
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	11	\$53,138.00	\$54,200.00	\$70,000.00	\$85,966.40	\$90,590.00	\$71,189.31	\$70,000.00	\$1
Pay Range Maximum Salary	11	\$65,000.00	\$70,000.00	\$98,685.00	\$128,750.00	\$144,950.00	\$101,687.51	\$98,685.00	\$3
Actual Lowest Base Salary	11	\$60,000.00	\$62,612.00	\$74,581.00	\$89,065.60	\$90,590.00	\$75,649.46	\$74,581.00	\$1
Actual Average Base Salary	11	\$60,000.00	\$62,612.00	\$74,581.00	\$95,971.00	\$106,874.50	\$80,414.55	\$74,581.00	\$1
Actual Highest Base Salary	11	\$62,612.00	\$63,000.00	\$74,581.00	\$100,000.00	\$128,750.00	\$86,185.28	\$74,581.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,500.00	\$2,500.00	\$7,000.00	\$9,590.00	\$10,035.64	\$5,903.66	\$7,000.00	\$2

### 4.3.10 Material Planner

#### Job description

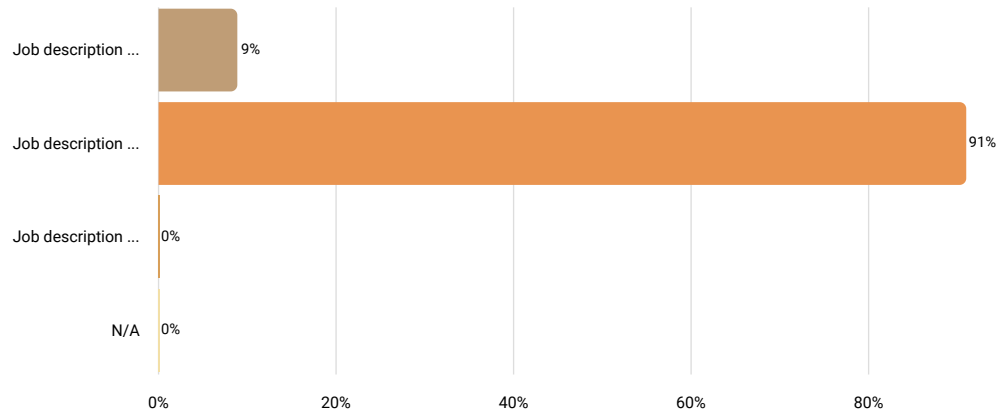
Monitor, schedule and coordinate movement of material for production throughout the facility. Coordinates with purchasing, production and other depart efficient movement and delivery of material. Typically has a B.S. degree or equivalent experience.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 6 times

Skipped 5 times

Text input

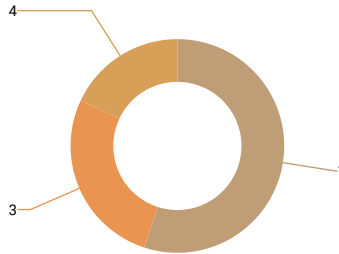
Results	
production support specialist	1
master scheduler	1
operations planning analyst	1
production planner	1
npi material planner	1
production scheduler	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



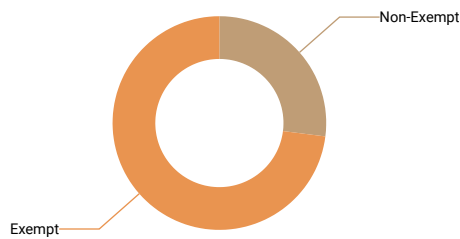
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2.09
Median	1
Standard deviation	1.3
Total/sum	23

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



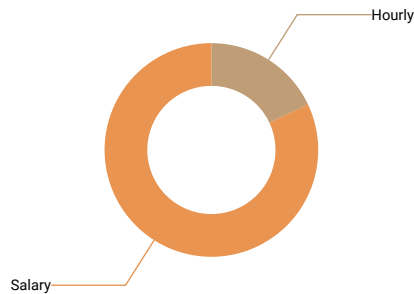
Results	%	N
Non-Exempt	27%	3
Exempt	73%	8

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	2
Salary	82%	9

### Compensation data

N = 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	6	\$38,500.00	\$45,000.00	\$50,750.00	\$70,000.00	\$72,800.00	\$54,633.33	\$50,750.00	\$1
Pay Range Maximum Salary	6	\$75,000.00	\$77,250.00	\$81,700.00	\$109,200.00	\$110,900.00	\$89,291.67	\$81,700.00	\$1
Actual Lowest Base Salary	7	\$53,505.00	\$55,702.40	\$76,460.80	\$84,000.00	\$93,000.00	\$73,238.31	\$76,460.80	\$1
Actual Average Base Salary	6	\$67,881.84	\$71,500.00	\$80,192.40	\$93,000.00	\$98,000.00	\$81,794.44	\$80,192.40	\$1
Actual Highest Base Salary	7	\$68,432.00	\$75,000.00	\$80,309.80	\$93,000.00	\$116,000.00	\$84,627.67	\$80,309.80	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.3.12 Financial Analyst

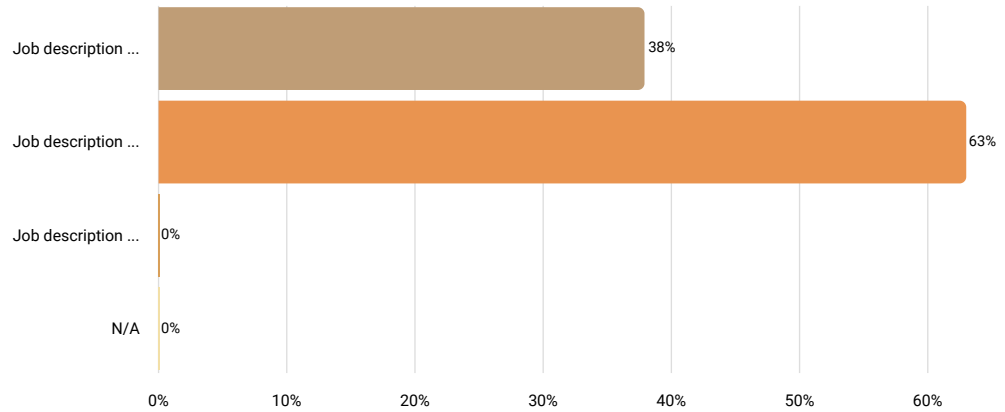
**Job description** Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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

Answered 8 times

Skipped 1 times

Select one answer (radio button)



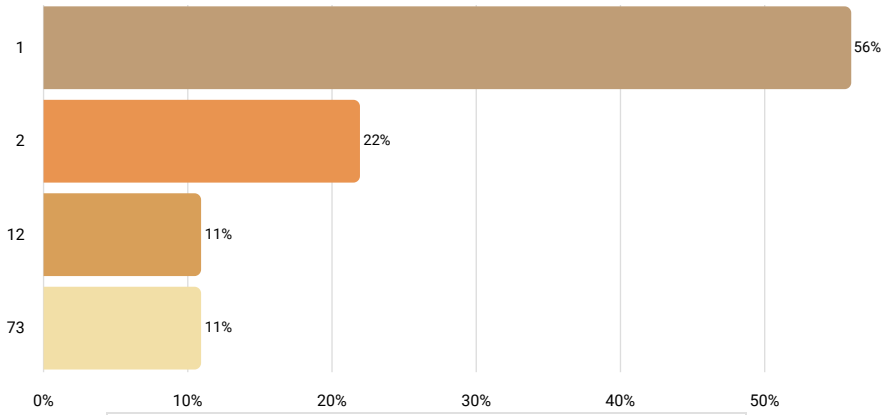
Results		%	N
Job description is perceptibly weaker than the position at your company		38%	3
Job description matches the position at your company very well		63%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



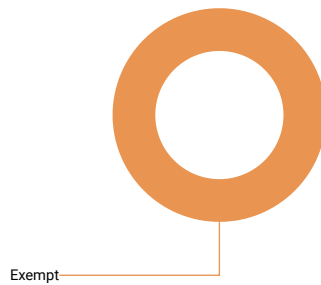
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	73
Mean	10.44
Median	1
Standard deviation	23.73
Total/sum	94

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



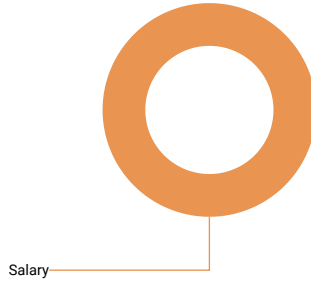
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

### 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	Std
Pay Range Minimum Salary	7	\$45,000.00	\$60,000.00	\$75,000.00	\$77,960.00	\$150,000.00	\$77,696.29	\$75,000.00	\$3
Pay Range Maximum Salary	7	\$85,000.00	\$90,249.00	\$120,790.00	\$160,000.00	\$198,000.00	\$127,375.86	\$120,790.00	\$4
Actual Lowest Base Salary	8	\$54,302.00	\$58,666.80	\$76,725.00	\$90,850.00	\$157,497.60	\$83,035.40	\$76,725.00	\$3
Actual Average Base Salary	7	\$61,000.00	\$81,000.00	\$96,012.80	\$107,896.00	\$157,497.60	\$99,188.26	\$96,012.80	\$2
Actual Highest Base Salary	8	\$61,000.00	\$85,624.50	\$110,745.00	\$141,752.00	\$180,105.00	\$114,668.50	\$110,745.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$5,385.00	\$7,200.00	\$8,000.00	\$10,350.00	\$13,532.00	\$8,893.40	\$8,000.00	\$5

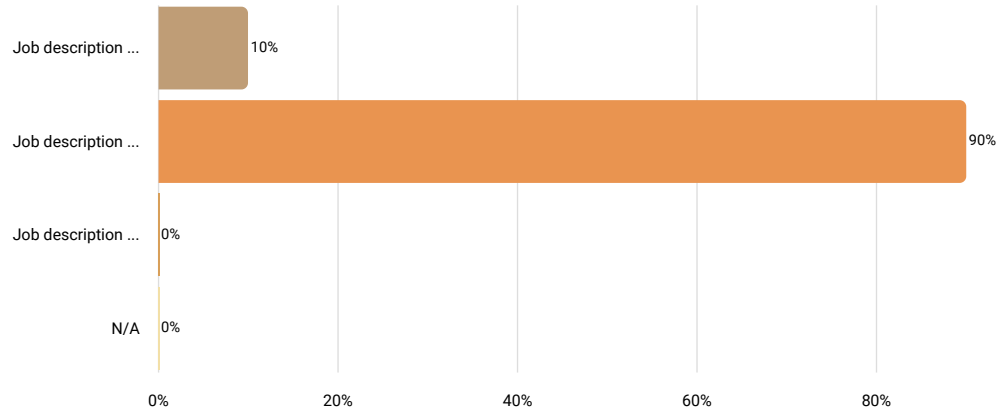
### 4.3.13 Recruiter

#### 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 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	

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

Answered 8 times  
 Skipped 2 times  
 Text input

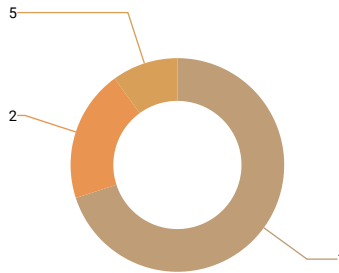
Results	
talent acquisition specialist	4
specialist - talent acquisition	1
recruiting specialist	1
recruiter iii	1
hr specialist	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



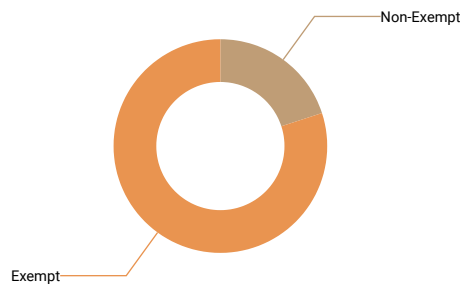
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3.5
Mean	1.6
Median	1
Standard deviation	1.26
Total/sum	16

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



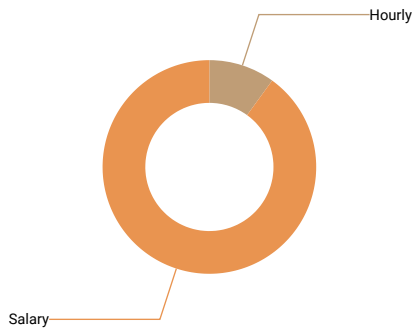
Results	%	N
Non-Exempt	20%	2
Exempt	80%	8

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

### Compensation data

N = 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	\$50,500.00	\$60,800.00	\$65,371.25	\$70,000.00	\$82,721.60	\$65,794.02	\$65,371.25	\$1
Pay Range Maximum Salary	6	\$89,600.00	\$90,000.00	\$93,600.00	\$103,542.40	\$165,550.00	\$105,982.07	\$93,600.00	\$2
Actual Lowest Base Salary	9	\$50,000.00	\$61,000.00	\$68,140.00	\$72,000.00	\$89,564.80	\$67,926.07	\$68,140.00	\$1
Actual Average Base Salary	9	\$50,000.00	\$66,400.00	\$77,000.00	\$85,800.00	\$97,599.52	\$74,226.02	\$77,000.00	\$1
Actual Highest Base Salary	9	\$50,000.00	\$67,600.00	\$80,000.00	\$85,800.00	\$120,000.00	\$77,403.85	\$80,000.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.3.14 Training Coordinator

#### Job description

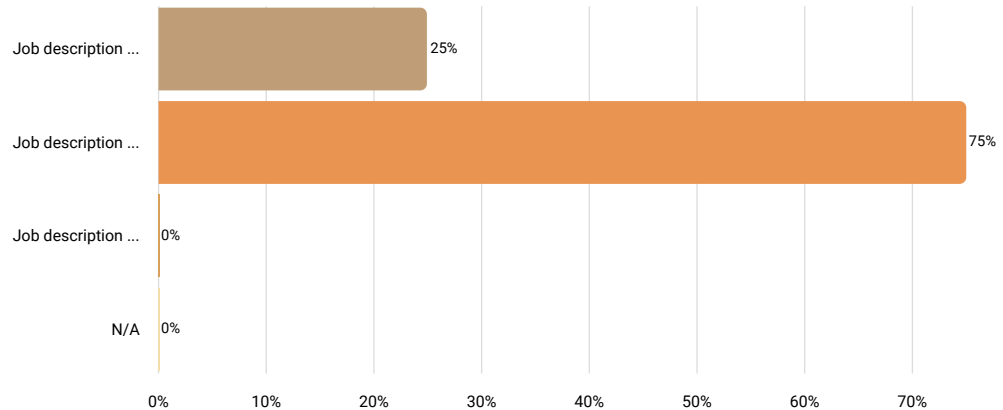
Communicate with managers to identify training needs and map out development plans for teams and individuals. Facilitate training when needed.

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

Answered 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

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

Answered 6 times

Skipped 6 times

Text input

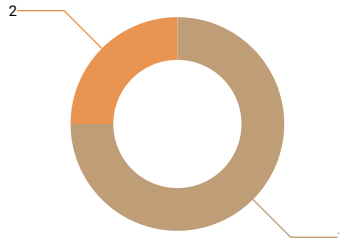
Results	
technical training coordinator	1
trainer developer	1
operations development specialist	1
training administrator	1
training manager	1
training specialist	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



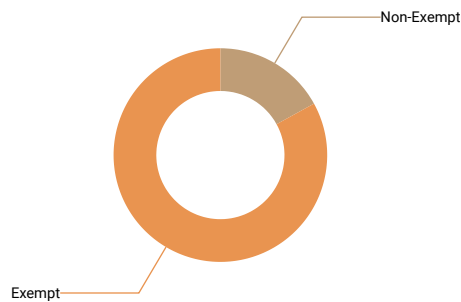
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1.25
Median	1
Standard deviation	0.45
Total/sum	15

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



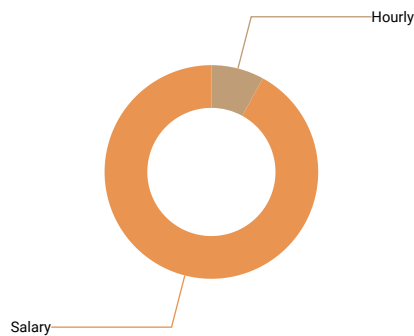
Results	%	N
Non-Exempt	17%	2
Exempt	83%	10

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	11

### 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	10	\$45,000.00	\$50,500.00	\$66,982.00	\$84,281.60	\$94,745.00	\$67,603.56	\$66,982.00	\$1
Pay Range Maximum Salary	10	\$65,000.00	\$85,000.00	\$108,548.80	\$124,700.00	\$137,134.50	\$103,866.66	\$108,548.80	\$2
Actual Lowest Base Salary	10	\$56,000.00	\$64,240.54	\$77,750.00	\$100,842.00	\$117,315.50	\$82,132.07	\$77,750.00	\$2
Actual Average Base Salary	10	\$56,000.00	\$64,240.54	\$79,700.00	\$100,842.00	\$117,315.50	\$82,522.07	\$79,700.00	\$2
Actual Highest Base Salary	10	\$56,000.00	\$64,240.54	\$81,500.00	\$100,842.00	\$117,315.50	\$82,882.07	\$81,500.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,000.00	\$6,500.00	\$8,000.00	\$8,000.00	\$11,000.00	\$7,300.00	\$8,000.00	\$2

### 4.3.15 Compensation/Benefits Specialist

#### Job description

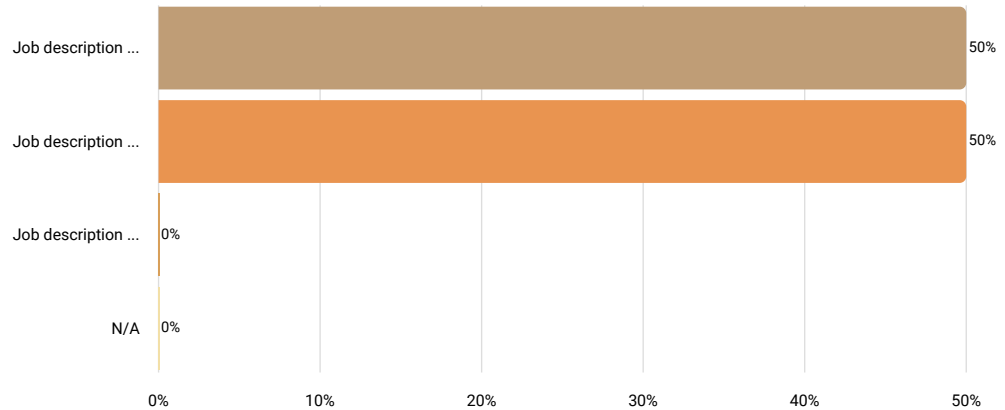
Involved in the design and administration of the company's compensation and benefits plans which includes developing salary ranges and overseeing me and budgets. Communicates with employees regarding company policies and procedures related to compensation and benefits.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



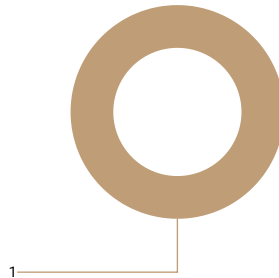
Results		%	N
Job description is perceptibly weaker than the position at your company		50%	3
Job description matches the position at your company very well		50%	3
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



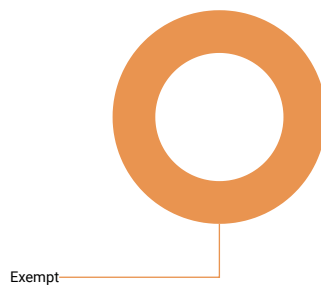
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		6

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



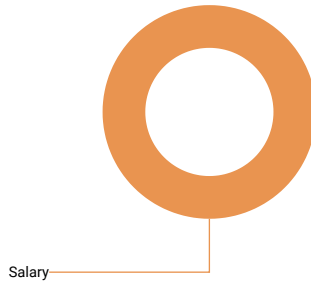
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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	\$51,665.00	\$51,792.00	\$59,500.00	\$98,389.00	\$99,330.00	\$70,029.33	\$59,500.00	\$2
Pay Range Maximum Salary	6	\$65,145.60	\$70,000.00	\$86,748.00	\$162,052.00	\$165,550.00	\$106,040.60	\$86,748.00	\$4
Actual Lowest Base Salary	6	\$59,000.00	\$61,006.40	\$72,920.00	\$100,000.00	\$126,000.00	\$81,974.40	\$72,920.00	\$2
Actual Average Base Salary	6	\$59,000.00	\$61,006.40	\$72,920.00	\$100,000.00	\$126,000.00	\$81,974.40	\$72,920.00	\$2
Actual Highest Base Salary	6	\$59,000.00	\$61,006.40	\$72,920.00	\$100,000.00	\$126,000.00	\$81,974.40	\$72,920.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

## 4.4 Professional Technical Positions

### **The survey received sufficient data for the following job titles:**

Mechanical Engineer - Level 1-5  
Electrical Design Engineer - Level 2, 3, 5  
Industrial or Manufacturing Engineer - Level 1-4  
Aeronautical Design Engineer - Level 3  
Quality Engineer - Level 1-4  
Project Manager - Level 2-4  
Chemical Engineer  
Safety Engineer  
Machine/CNC Programmer

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

Mechanical Engineer - Level 6  
Electrical Design Engineer - Level 1, 4, 6  
Industrial or Manufacturing Engineer - Level 5-6  
Aeronautical Design Engineer - Level 1-2, 4-6  
Quality Engineer - Level 5-6  
Software Engineer - Level 1-6  
System Design Engineer - Level 1-6  
Info Assurance/Security Engineer - Level 1-6  
Project Manager - Level 1, 5-6  
Chemist  
Materials Engineer  
Technical Support Engineer  
Environmental Engineer  
Avionics Integration Engineer  
Logistics Engineer  
System Administrator or Network Analyst  
Network Engineer  
Program Analyst  
Software Developer  
System Analyst  
Business Analyst  
Web Developer  
Principal Investigator  
MIS Programmer or Analyst  
Database Analyst  
Information System Security Officer/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.

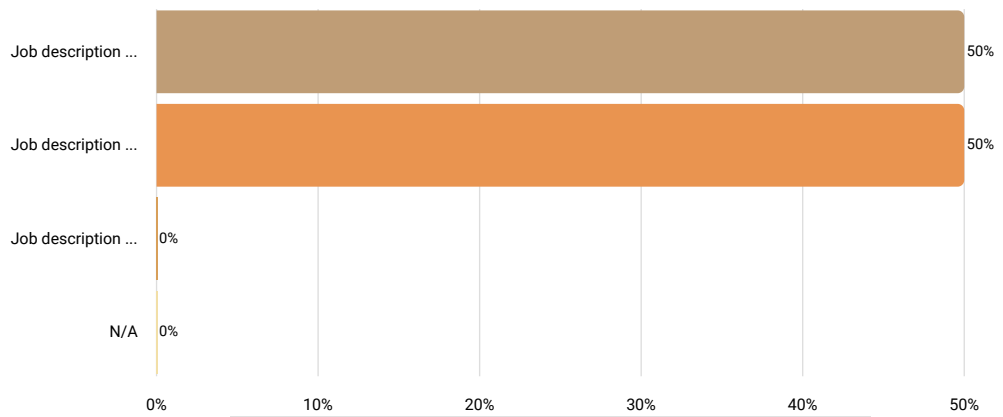
*Level 1: Entry: 0-1 years of experience, performs routine tasks.*

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



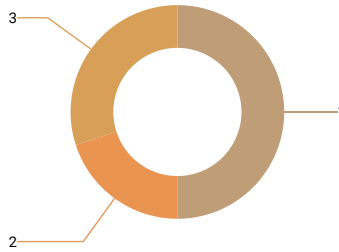
Results		
	%	N
Job description is perceptibly weaker than the position at your company	50%	5
Job description matches the position at your company very well	50%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



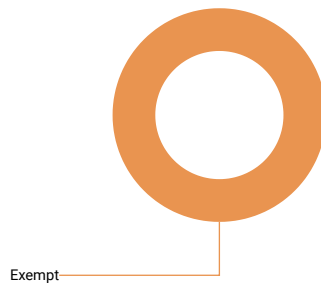
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	3
Mean	1.8
Median	1.5
Standard deviation	0.92
Total/sum	18

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



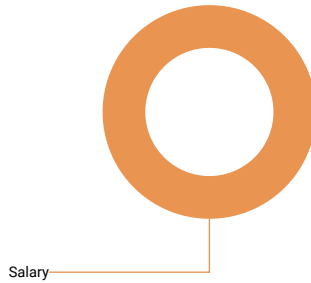
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	7	\$50,000.00	\$62,000.00	\$62,900.00	\$72,467.20	\$80,000.00	\$65,569.24	\$62,900.00	\$5
Pay Range Maximum Salary	7	\$67,500.00	\$68,700.00	\$83,532.80	\$115,362.50	\$150,000.00	\$94,393.61	\$83,532.80	\$3
Actual Lowest Base Salary	10	\$57,000.00	\$65,000.00	\$79,250.10	\$87,000.00	\$89,000.00	\$75,979.38	\$79,250.10	\$1
Actual Average Base Salary	10	\$61,625.00	\$68,120.00	\$80,575.06	\$87,000.00	\$89,166.50	\$77,514.67	\$80,575.06	\$1
Actual Highest Base Salary	10	\$66,250.00	\$71,240.00	\$81,195.20	\$87,000.00	\$89,500.00	\$79,083.38	\$81,195.20	\$6
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.

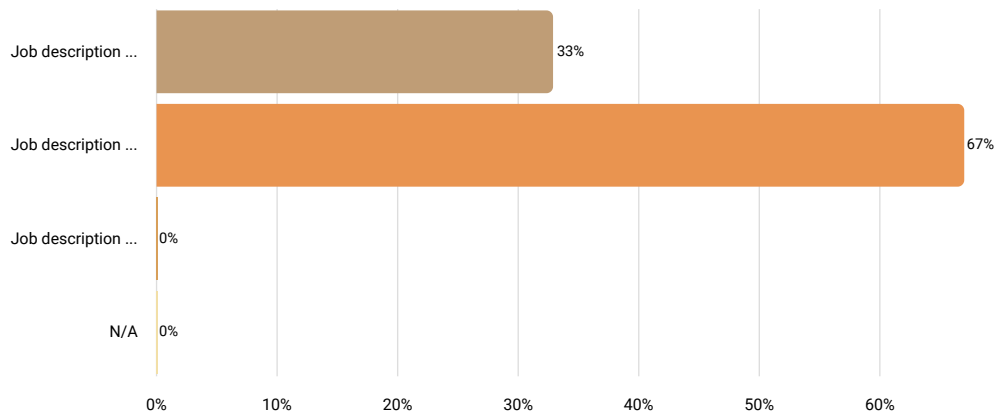
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



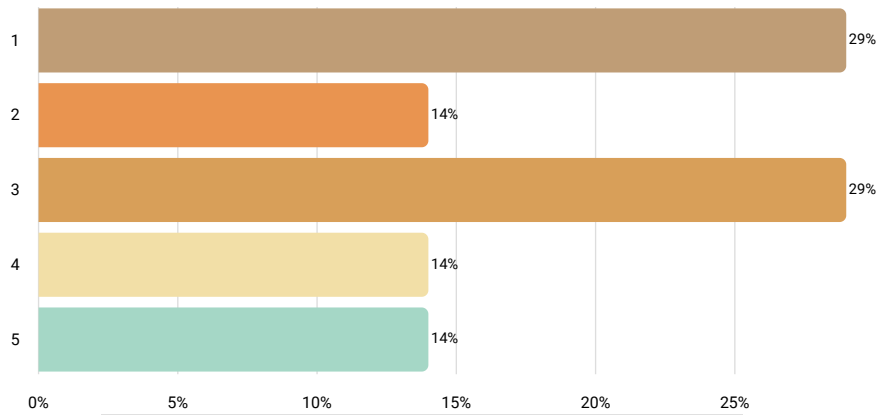
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



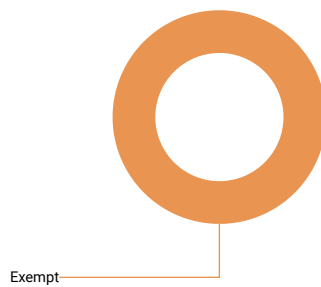
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	5
Mean	2.71
Median	3
Standard deviation	1.5
Total/sum	19

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



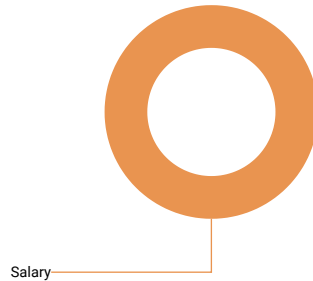
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### 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	6	\$60,000.00	\$70,000.00	\$77,745.00	\$82,335.00	\$85,000.00	\$75,470.83	\$77,745.00	\$9
Pay Range Maximum Salary	6	\$73,000.00	\$80,000.00	\$89,000.00	\$120,790.00	\$137,225.00	\$98,169.17	\$89,000.00	\$2
Actual Lowest Base Salary	7	\$43,054.00	\$64,000.00	\$85,000.00	\$95,000.10	\$103,000.00	\$79,293.44	\$85,000.00	\$2
Actual Average Base Salary	7	\$71,500.00	\$71,667.00	\$87,000.00	\$98,060.30	\$105,333.00	\$87,655.76	\$87,000.00	\$1:
Actual Highest Base Salary	7	\$73,000.00	\$77,000.00	\$95,000.00	\$107,000.00	\$120,000.00	\$94,110.72	\$95,000.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 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.

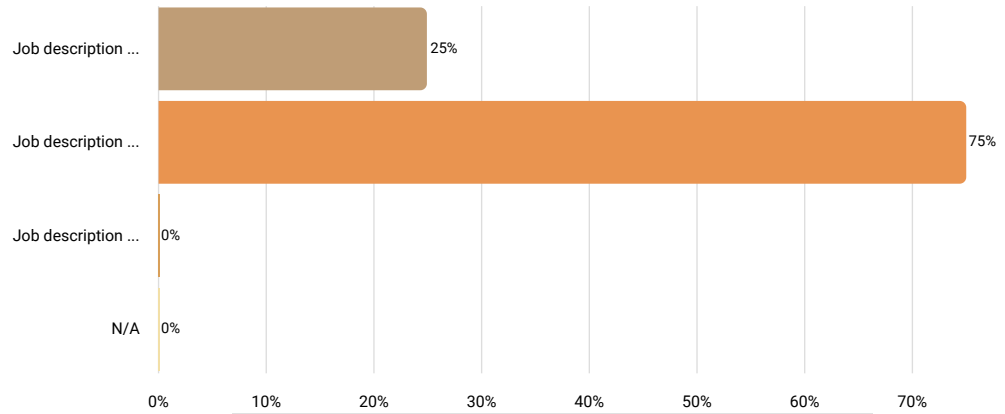
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



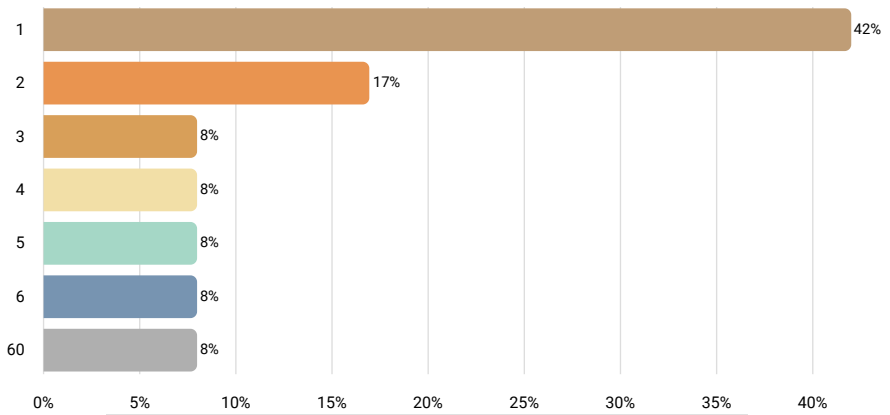
Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	3
Job description matches the position at your company very well	75%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



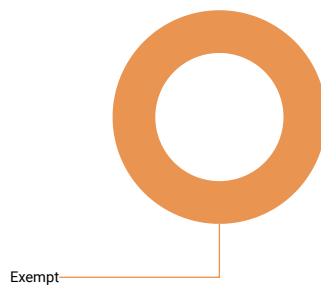
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4.5
90th percentile	6
Mean	7.25
Median	2
Standard deviation	16.7
Total/sum	87

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



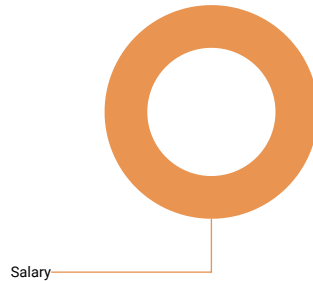
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	11	\$71,364.00	\$75,000.00	\$81,500.00	\$90,590.00	\$92,650.00	\$79,588.84	\$81,500.00	\$1
Pay Range Maximum Salary	11	\$83,000.00	\$95,000.00	\$114,940.80	\$140,000.00	\$144,950.00	\$116,394.53	\$114,940.80	\$2
Actual Lowest Base Salary	12	\$81,577.00	\$84,000.00	\$96,753.50	\$103,000.00	\$113,000.16	\$95,082.25	\$96,753.50	\$1
Actual Average Base Salary	12	\$81,577.00	\$86,500.00	\$101,112.00	\$115,224.00	\$124,034.00	\$101,586.40	\$101,112.00	\$1
Actual Highest Base Salary	12	\$81,577.00	\$89,000.00	\$102,332.80	\$123,796.25	\$133,348.00	\$107,627.24	\$102,332.80	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,000.00	\$4,997.00	\$5,000.00	\$10,000.00	\$35,900.00	\$11,779.40	\$5,000.00	\$1

### 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.

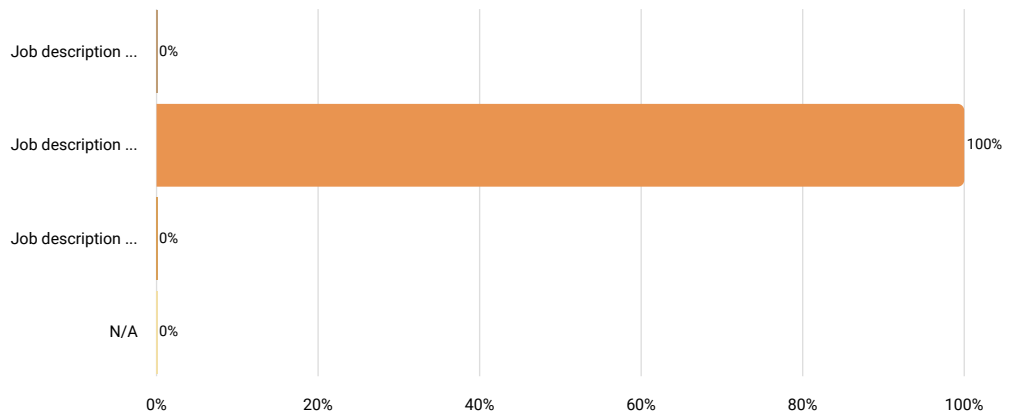
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



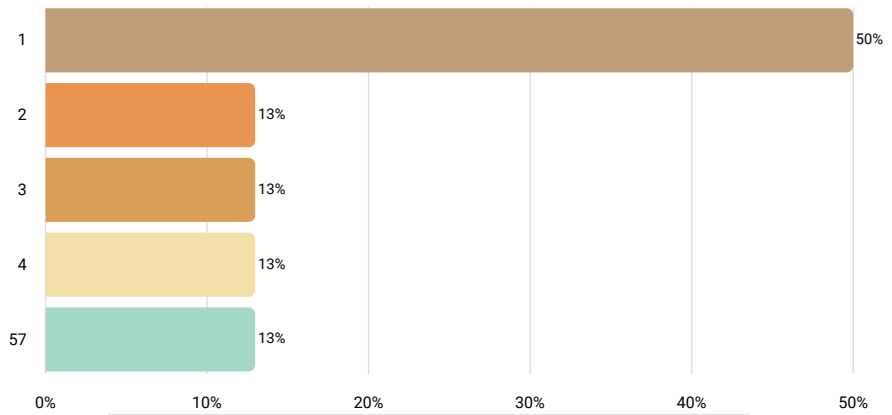
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



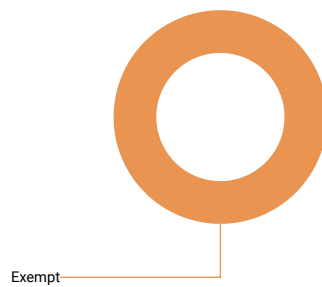
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3.5
90th percentile	57
Mean	8.75
Median	1.5
Standard deviation	19.53
Total/sum	70

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



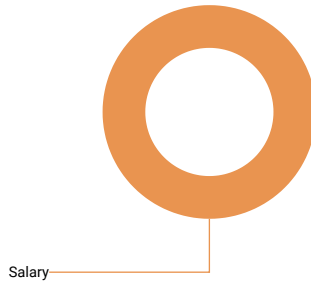
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	6	\$90,000.00	\$90,000.00	\$97,000.00	\$115,334.00	\$125,480.25	\$102,469.04	\$97,000.00	\$1
Pay Range Maximum Salary	6	\$102,000.00	\$110,000.00	\$135,520.00	\$170,000.00	\$209,133.75	\$143,695.63	\$135,520.00	\$4
Actual Lowest Base Salary	7	\$43,054.00	\$90,000.00	\$108,899.00	\$147,319.78	\$150,000.00	\$110,753.25	\$108,899.00	\$3
Actual Average Base Salary	7	\$87,000.00	\$96,000.00	\$132,227.00	\$147,319.78	\$157,108.69	\$122,236.50	\$132,227.00	\$2
Actual Highest Base Salary	6	\$102,000.00	\$120,000.00	\$140,659.89	\$152,481.00	\$175,000.00	\$138,466.80	\$140,659.89	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.4.5 Mechanical Engineer - Level 5

#### Job description

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

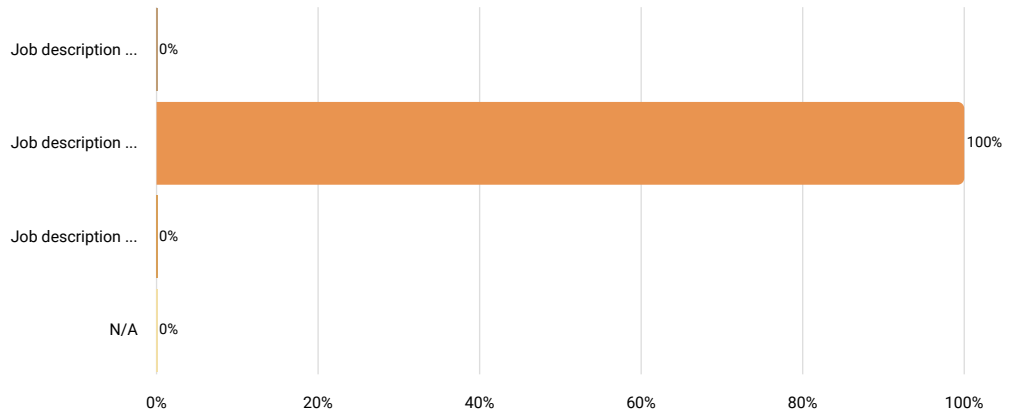
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



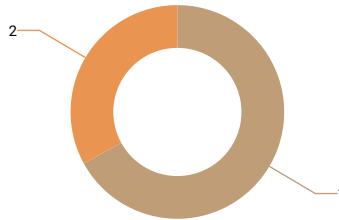
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



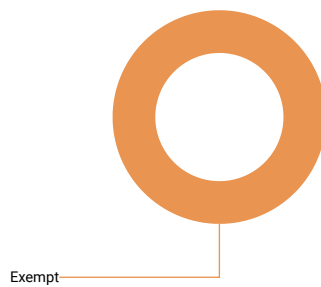
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.33
Median	1
Standard deviation	0.52
Total/sum	8

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



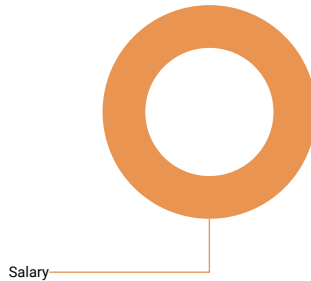
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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	Standard Deviation
Pay Range Minimum Salary	5	\$44,000.00	\$60,000.00	\$101,616.00	\$140,000.00	\$153,839.25	\$99,891.05	\$101,616.00	\$4
Pay Range Maximum Salary	5	\$90,000.00	\$95,000.00	\$145,000.00	\$152,424.00	\$256,398.75	\$147,764.55	\$145,000.00	\$6
Actual Lowest Base Salary	5	\$85,000.00	\$126,270.00	\$140,000.00	\$153,000.00	\$200,000.00	\$140,854.00	\$140,000.00	\$4
Actual Average Base Salary	5	\$85,000.00	\$129,280.00	\$141,640.00	\$153,000.00	\$200,000.00	\$141,784.00	\$141,640.00	\$4
Actual Highest Base Salary	5	\$85,000.00	\$132,290.00	\$143,000.00	\$153,000.00	\$200,000.00	\$142,658.00	\$143,000.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)									

## 4.4.6 Electrical Design Engineer - Level 2

### Job description

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

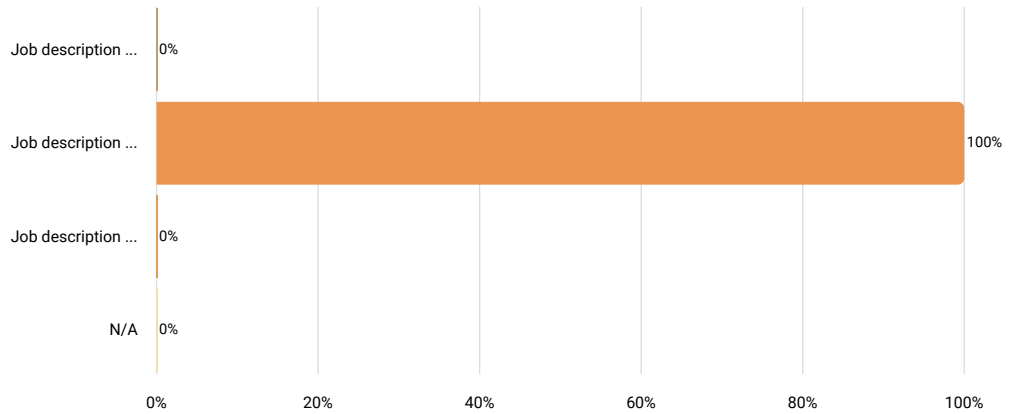
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



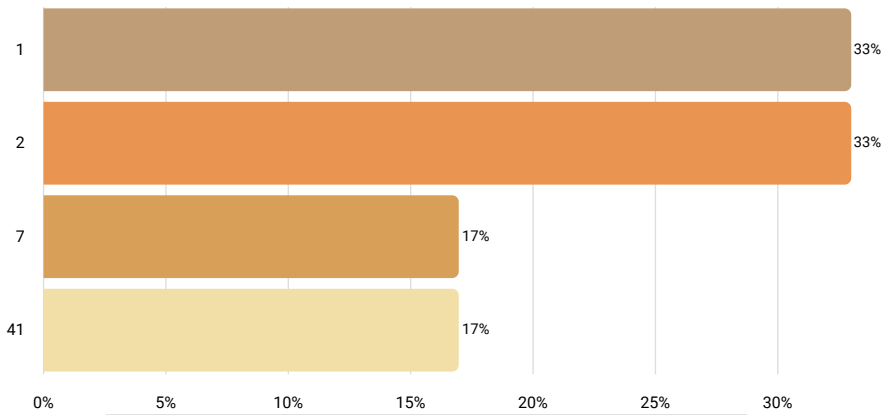
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



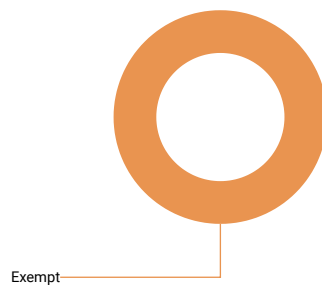
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	41
Mean	9
Median	2
Standard deviation	15.84
Total/sum	54

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



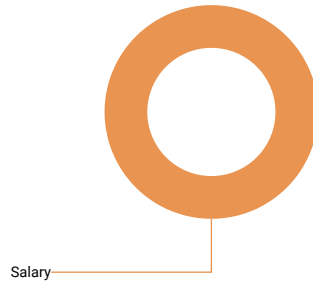
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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	Standard Deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$65,000.00	\$76,800.00	\$88,735.38	\$104,400.00	\$118,000.00	\$90,278.46	\$88,735.38	\$11,365.38
Actual Average Base Salary	6	\$65,000.00	\$87,537.71	\$91,366.24	\$104,400.00	\$123,933.00	\$93,933.86	\$91,366.24	\$11,366.24
Actual Highest Base Salary	6	\$65,000.00	\$88,128.61	\$99,838.50	\$107,536.00	\$135,000.00	\$99,223.60	\$99,838.50	\$21,161.50
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.4.7 Electrical Design Engineer - Level 3

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

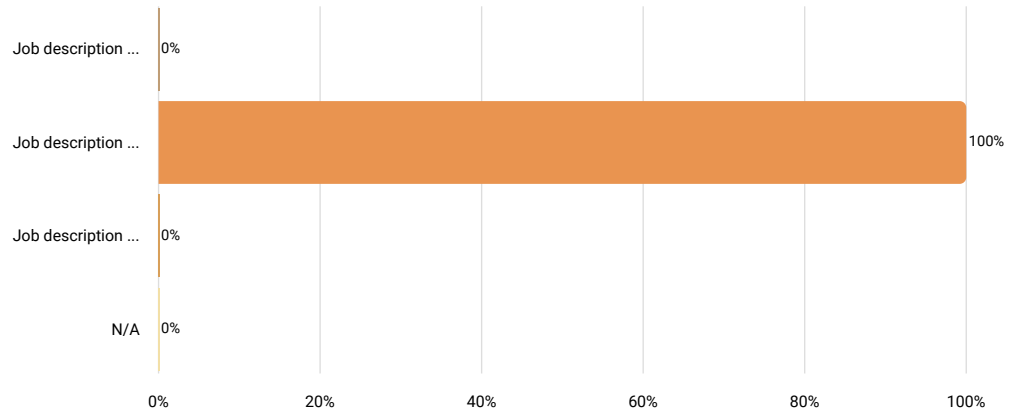
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



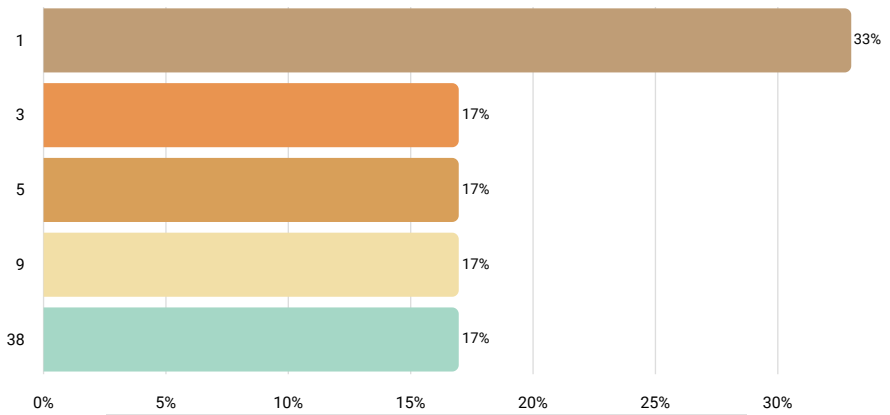
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



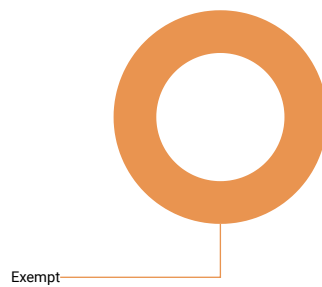
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	9
90th percentile	38
Mean	9.5
Median	4
Standard deviation	14.28
Total/sum	57

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



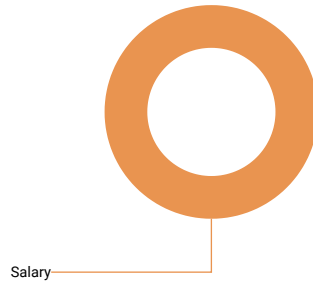
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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	\$55,000.00	\$80,000.00	\$87,000.00	\$90,590.00	\$125,400.00	\$87,598.00	\$87,000.00	\$2
Pay Range Maximum Salary	5	\$95,000.00	\$100,000.00	\$144,000.00	\$144,950.00	\$209,000.00	\$138,590.00	\$144,000.00	\$4
Actual Lowest Base Salary	6	\$65,000.00	\$86,354.00	\$92,511.50	\$95,609.58	\$155,000.00	\$97,831.10	\$92,511.50	\$3
Actual Average Base Salary	6	\$86,354.00	\$97,000.00	\$110,166.43	\$117,162.10	\$163,629.81	\$114,079.79	\$110,166.43	\$2
Actual Highest Base Salary	6	\$86,354.00	\$98,000.00	\$137,541.14	\$149,992.00	\$171,649.00	\$130,179.55	\$137,541.14	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.4.8 Electrical Design Engineer - Level 5

#### Job description

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

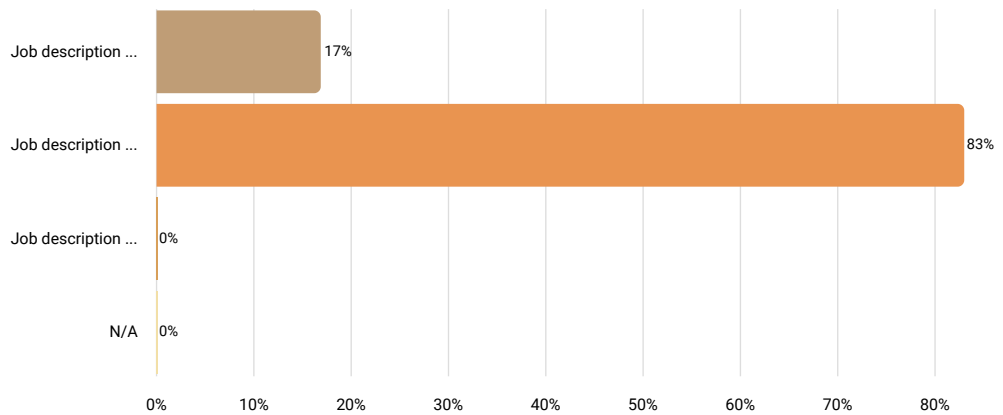
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



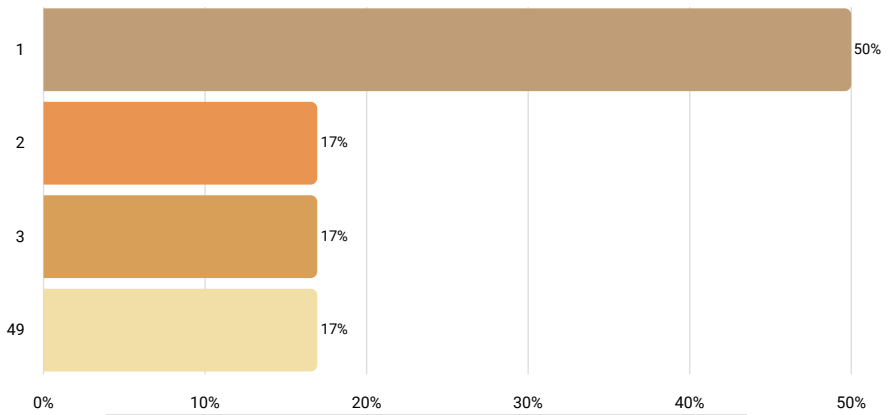
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



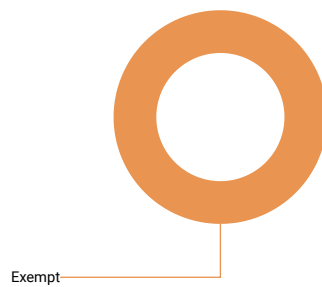
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	49
Mean	9.5
Median	1.5
Standard deviation	19.37
Total/sum	57

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



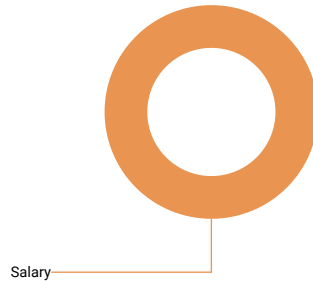
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	\$116,000.00	\$135,990.40	\$141,696.00	\$161,062.54	\$260,000.00	\$159,407.49	\$141,696.00	\$5
Actual Average Base Salary	6	\$116,000.00	\$136,073.00	\$153,904.50	\$173,426.00	\$260,000.00	\$165,551.33	\$153,904.50	\$5
Actual Highest Base Salary	6	\$116,000.00	\$136,073.00	\$160,485.23	\$200,000.00	\$260,000.00	\$172,173.91	\$160,485.23	\$5
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.4.9 Industrial or Manufacturing Engineer - Level 1

#### Job description

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

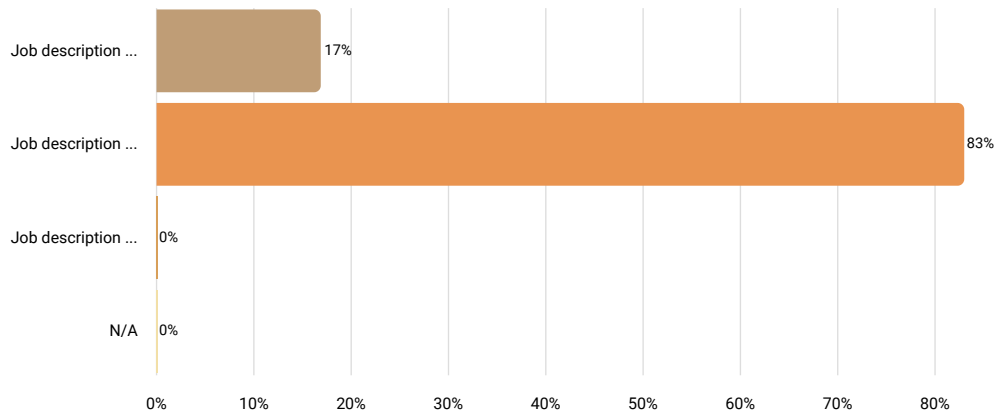
*Level 1: Entry: 0-1 years of experience, performs routine tasks.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



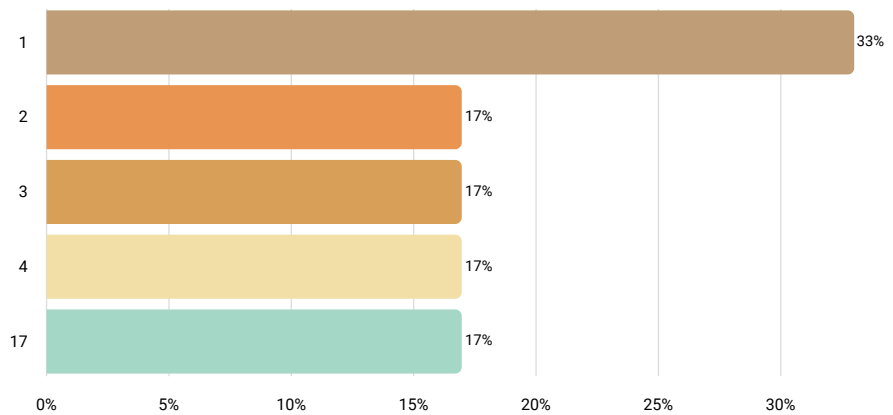
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



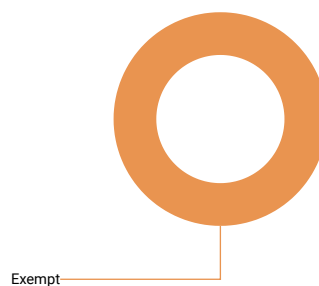
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	4
90th percentile	17
Mean	4.67
Median	2.5
Standard deviation	6.15
Total/sum	28

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



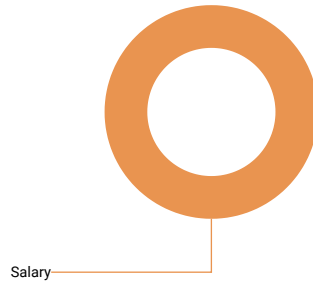
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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	Standard Deviation
Pay Range Minimum Salary	5	\$44,500.00	\$53,000.00	\$56,800.00	\$64,020.00	\$69,000.00	\$57,464.00	\$56,800.00	\$9,000.00
Pay Range Maximum Salary	5	\$77,000.00	\$80,000.00	\$80,000.00	\$99,900.00	\$106,700.00	\$88,720.00	\$80,000.00	\$10,000.00
Actual Lowest Base Salary	5	\$57,000.00	\$57,100.00	\$70,000.00	\$71,240.00	\$79,376.00	\$66,943.20	\$70,000.00	\$9,000.00
Actual Average Base Salary	5	\$68,500.00	\$72,100.00	\$76,000.00	\$84,610.00	\$84,878.00	\$77,217.60	\$76,000.00	\$7,000.00
Actual Highest Base Salary	5	\$72,100.00	\$78,000.00	\$90,000.00	\$95,000.00	\$98,773.00	\$86,774.60	\$90,000.00	\$10,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

## 4.4.10 Industrial or Manufacturing Engineer - Level 2

### Job description

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

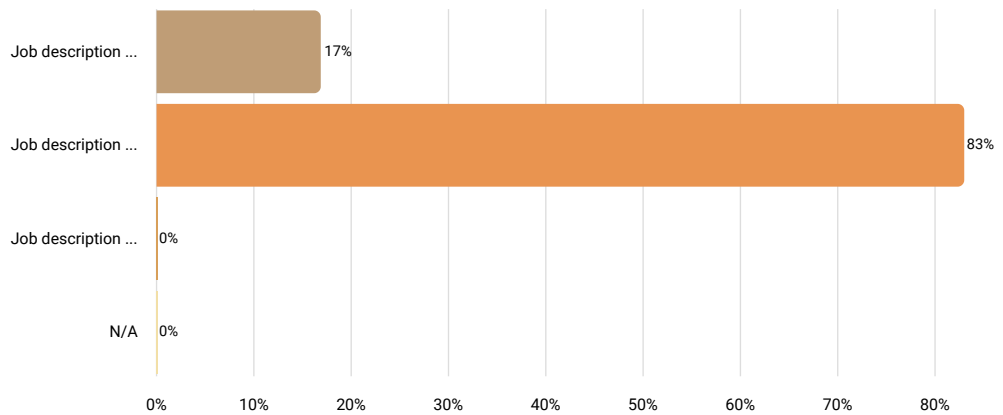
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



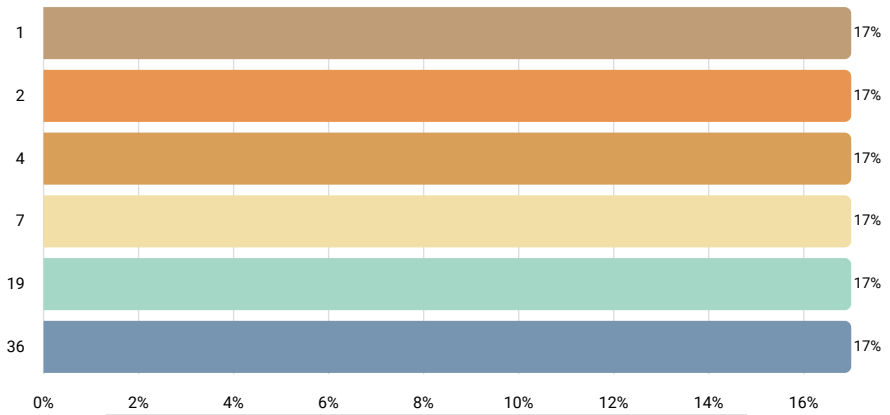
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



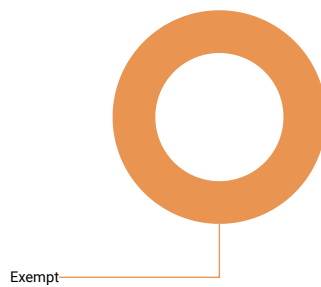
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5.5
75th percentile	19
90th percentile	36
Mean	11.5
Median	5.5
Standard deviation	13.66
Total/sum	69

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



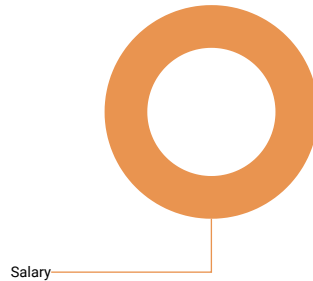
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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	Standard Deviation
Pay Range Minimum Salary	6	\$49,600.00	\$72,800.00	\$81,920.15	\$90,000.00	\$90,963.00	\$77,867.22	\$81,920.15	\$1
Pay Range Maximum Salary	6	\$103,896.00	\$109,200.00	\$121,706.25	\$130,000.00	\$149,822.00	\$122,721.75	\$121,706.25	\$1
Actual Lowest Base Salary	6	\$70,000.00	\$79,747.20	\$85,350.00	\$92,070.00	\$95,000.00	\$84,586.20	\$85,350.00	\$1
Actual Average Base Salary	6	\$84,700.00	\$86,053.00	\$90,930.20	\$99,874.13	\$111,500.00	\$93,997.92	\$90,930.20	\$1
Actual Highest Base Salary	6	\$84,700.00	\$95,772.00	\$102,170.40	\$118,000.00	\$128,000.00	\$105,135.47	\$102,170.40	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.4.11 Industrial or Manufacturing Engineer - Level 3

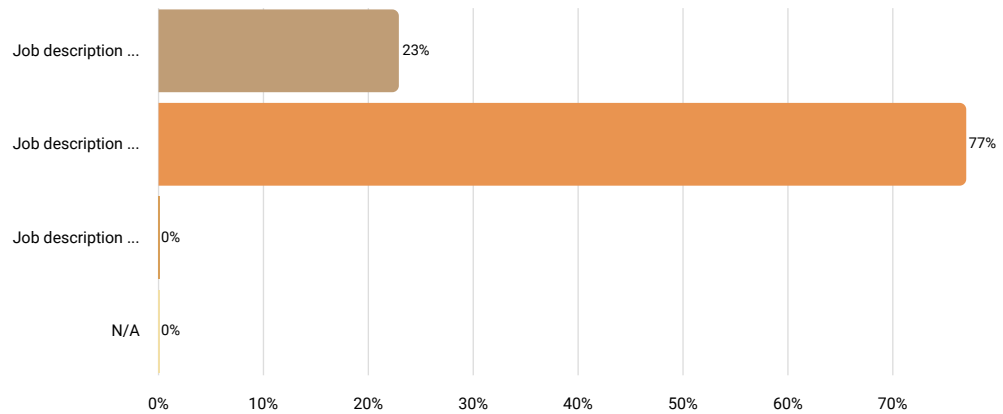
#### Job description

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 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

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

Answered 5 times  
 Skipped 8 times  
 Text input

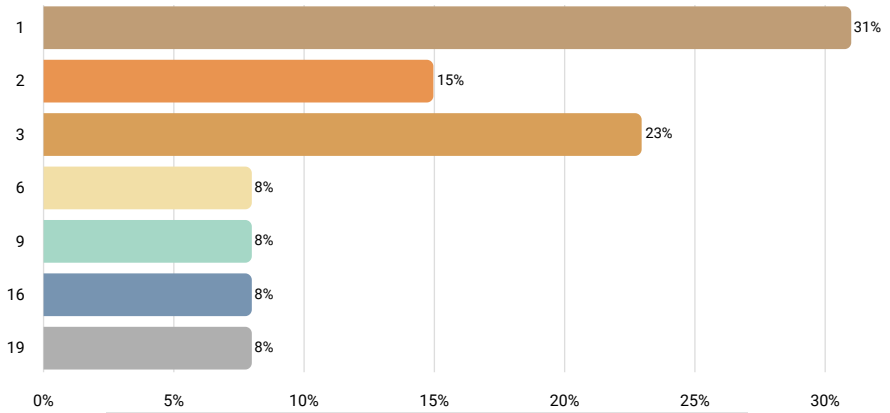
Results	
senior manufacturing engineer	1
senior process engineer	1
me	1
manufacturing engineer iii - electrical, manufacturing engineer iii - machine shop, manufacturing engineer - mechanical	1
process and controls engineer	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



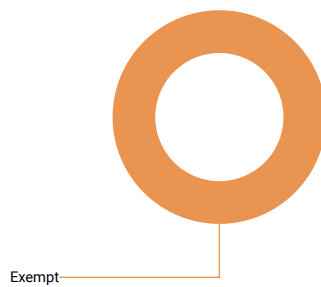
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6
90th percentile	16
Mean	5.15
Median	3
Standard deviation	5.97
Total/sum	67

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



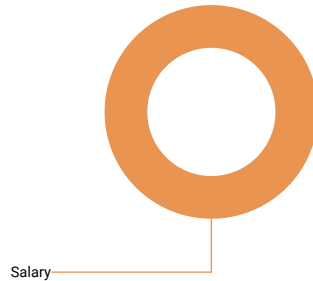
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

### 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	13	\$56,100.00	\$68,000.00	\$77,000.00	\$94,627.50	\$109,527.60	\$80,316.47	\$77,000.00	\$2
Pay Range Maximum Salary	13	\$95,000.00	\$100,000.00	\$132,132.00	\$134,800.00	\$157,712.50	\$125,141.91	\$132,132.00	\$2
Actual Lowest Base Salary	10	\$75,000.06	\$90,852.00	\$101,176.80	\$111,240.00	\$131,642.50	\$102,123.07	\$101,176.80	\$2
Actual Average Base Salary	11	\$84,540.84	\$90,852.00	\$100,115.00	\$117,299.58	\$129,000.00	\$104,795.35	\$100,115.00	\$1
Actual Highest Base Salary	11	\$95,000.00	\$98,000.00	\$111,240.00	\$133,000.00	\$133,348.00	\$114,526.44	\$111,240.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$4,712.00	\$6,360.00	\$10,000.00	\$11,124.00	\$13,800.00	\$9,332.67	\$10,000.00	\$5

### 4.4.12 Industrial or Manufacturing Engineer - Level 4

#### Job description

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

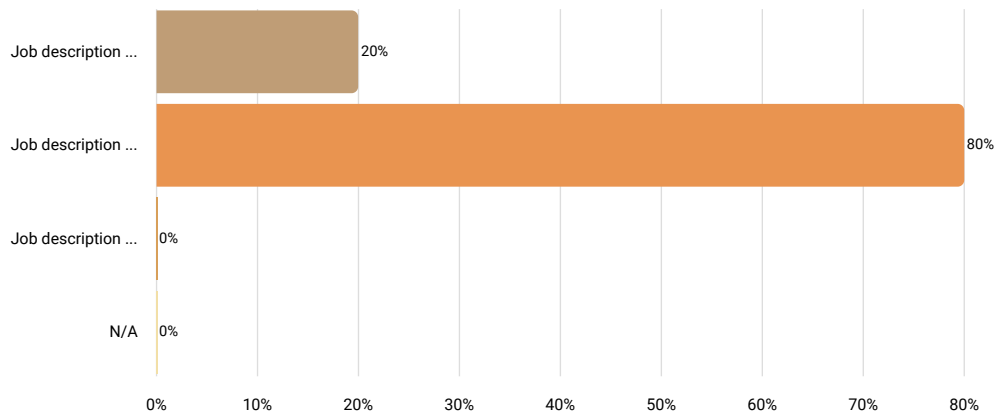
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 5 times

Skipped 0 times

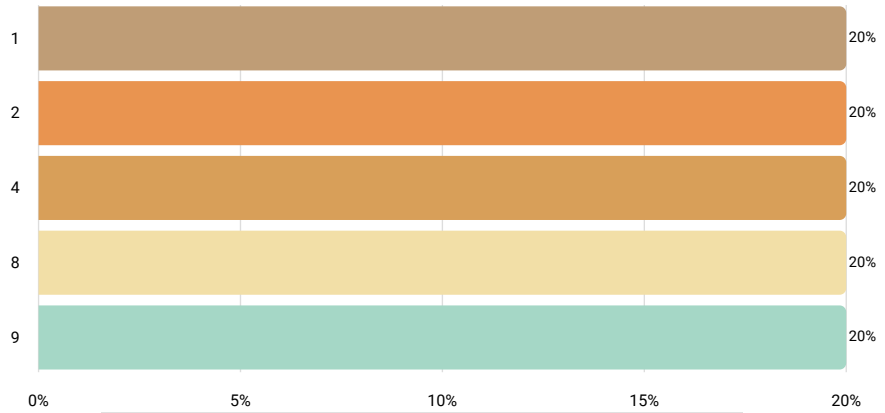
Select one answer (radio button)



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

### Number of Employees Currently in This Position

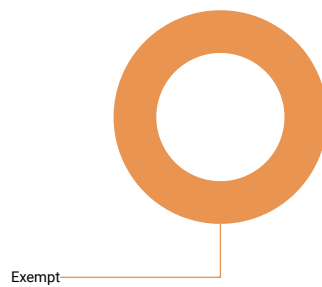
Answered 5 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

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



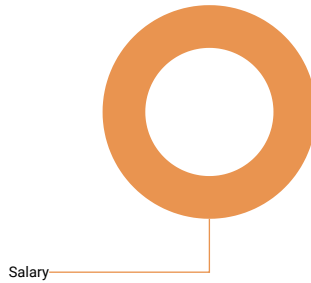
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### 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	\$62,600.00	\$63,500.00	\$98,000.00	\$116,040.75	\$123,136.00	\$92,655.35	\$98,000.00	\$2
Pay Range Maximum Salary	5	\$104,000.00	\$124,700.00	\$146,827.20	\$155,900.00	\$193,401.25	\$144,965.69	\$146,827.20	\$3
Actual Lowest Base Salary	5	\$65,000.00	\$98,000.00	\$107,000.00	\$134,992.00	\$135,035.00	\$108,005.40	\$107,000.00	\$2
Actual Average Base Salary	5	\$84,252.00	\$101,000.00	\$112,000.00	\$134,992.00	\$150,556.85	\$116,560.17	\$112,000.00	\$2
Actual Highest Base Salary	5	\$104,000.00	\$105,000.00	\$122,910.00	\$134,992.00	\$165,000.00	\$126,380.40	\$122,910.00	\$2
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

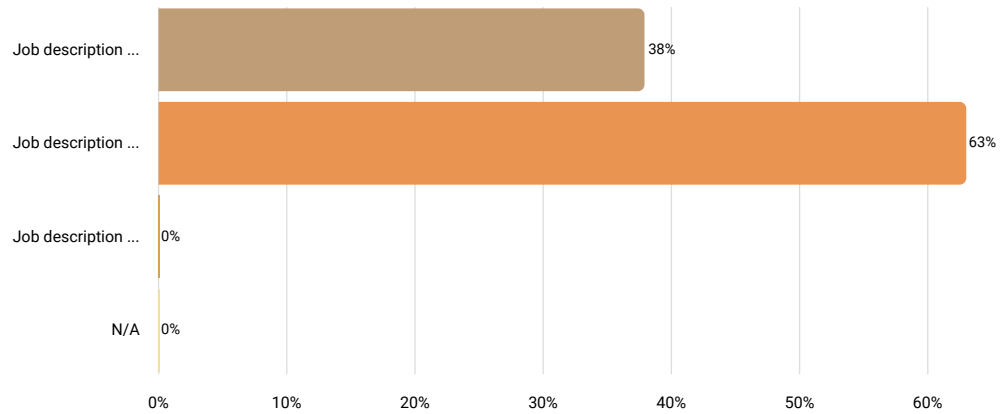
*Level 1: Entry: 0-1 years of experience, performs routine tasks.*

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



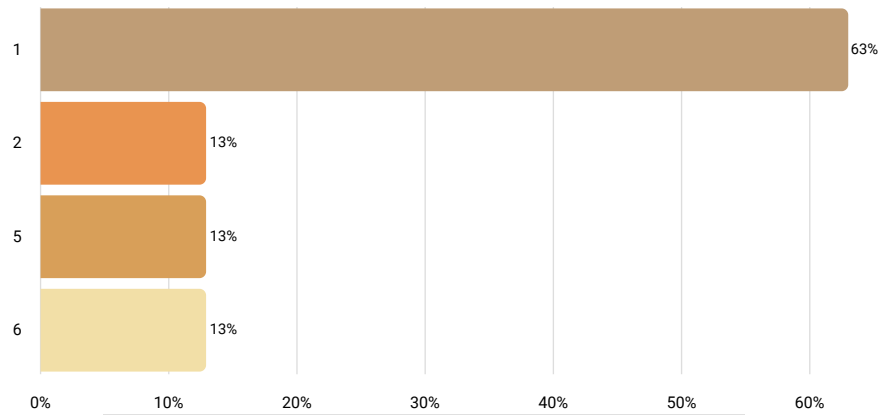
Results	%	N
Job description is perceptibly weaker than the position at your company	38%	3
Job description matches the position at your company very well	63%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



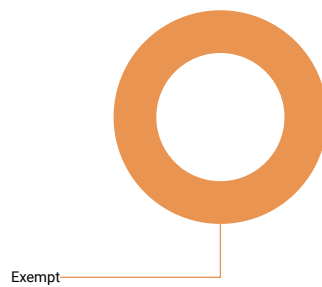
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3.5
90th percentile	6
Mean	2.25
Median	1
Standard deviation	2.05
Total/sum	18

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



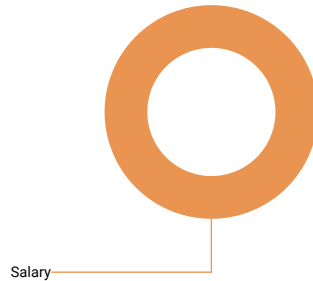
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	7	\$33,475.00	\$55,000.00	\$64,020.00	\$67,537.60	\$73,145.52	\$59,739.73	\$64,020.00	\$1:
Pay Range Maximum Salary	7	\$50,214.00	\$55,000.00	\$80,808.00	\$91,520.00	\$106,700.00	\$77,034.57	\$80,808.00	\$2:
Actual Lowest Base Salary	8	\$46,592.00	\$57,950.00	\$66,486.40	\$76,260.76	\$80,000.00	\$65,998.29	\$66,486.40	\$1
Actual Average Base Salary	8	\$46,592.00	\$57,950.00	\$66,486.40	\$80,207.60	\$81,043.00	\$67,115.38	\$66,486.40	\$1:
Actual Highest Base Salary	8	\$46,592.00	\$57,950.00	\$66,486.40	\$81,000.00	\$91,520.00	\$68,623.10	\$66,486.40	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,397.00	\$4,000.00	\$5,500.00	\$12,000.00	\$15,503.00	\$7,680.00	\$5,500.00	\$5

### 4.4.14 Quality Engineer - Level 2

#### Job description

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

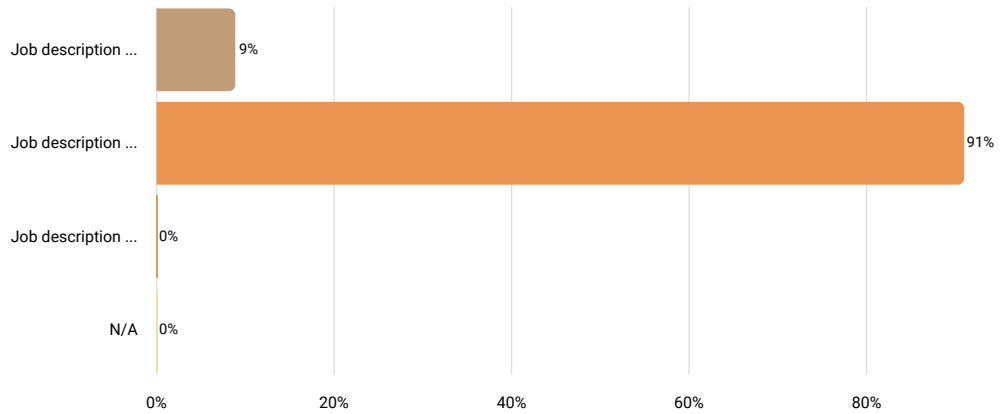
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



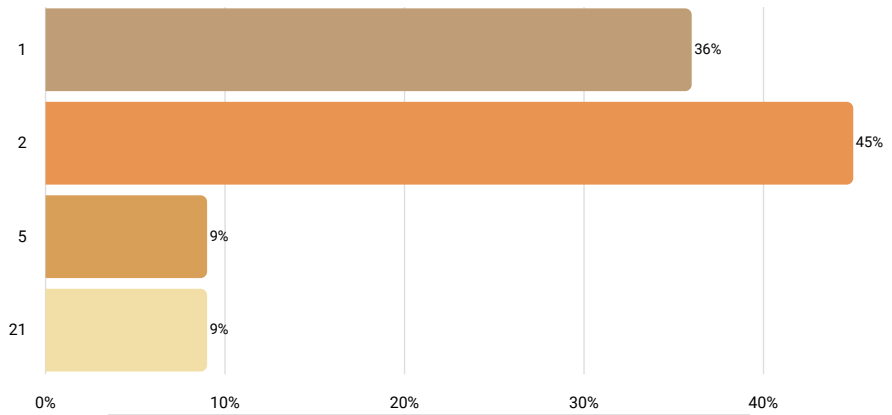
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



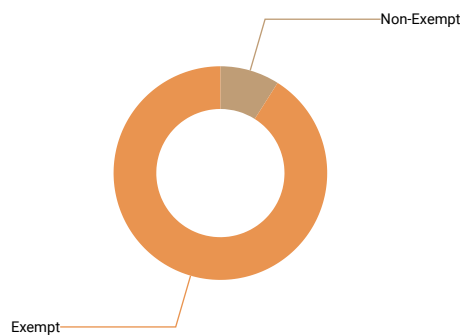
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	5
Mean	3.64
Median	2
Standard deviation	5.87
Total/sum	40

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



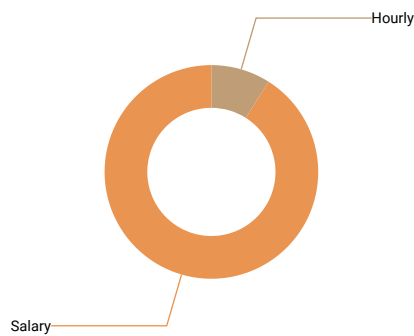
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

### Compensation data

N = 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	6	\$62,350.00	\$72,800.00	\$76,834.55	\$80,000.00	\$81,681.00	\$75,083.35	\$76,834.55	\$6
Pay Range Maximum Salary	6	\$94,681.60	\$96,760.00	\$103,600.00	\$126,912.50	\$134,534.00	\$110,014.68	\$103,600.00	\$1
Actual Lowest Base Salary	9	\$63,000.00	\$72,759.49	\$86,635.00	\$92,000.00	\$95,000.00	\$81,769.61	\$86,635.00	\$1
Actual Average Base Salary	9	\$63,000.00	\$74,405.00	\$91,000.00	\$95,682.00	\$106,126.00	\$86,028.35	\$91,000.00	\$1
Actual Highest Base Salary	9	\$63,000.00	\$78,810.00	\$92,000.00	\$97,944.00	\$126,750.00	\$90,896.79	\$92,000.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.4.15 Quality Engineer - Level 3

#### Job description

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

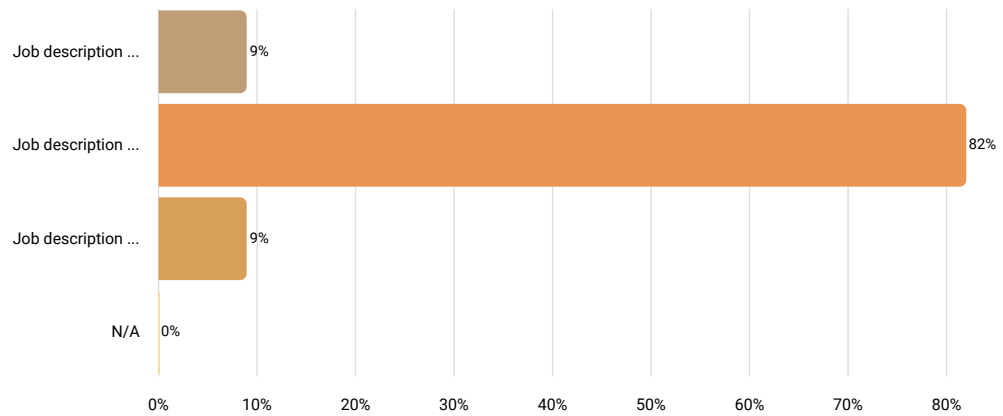
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



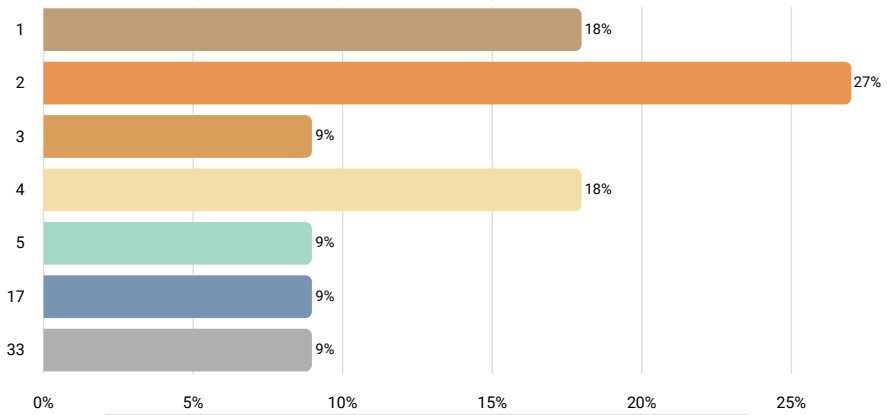
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	82%	9
Job description is perceptibly stronger than the position at your company	9%	1
N/A	0%	0

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



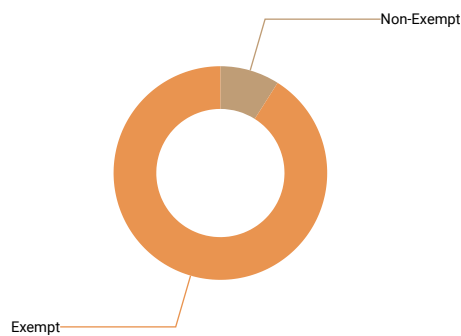
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	17
Mean	6.73
Median	3
Standard deviation	9.8
Total/sum	74

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



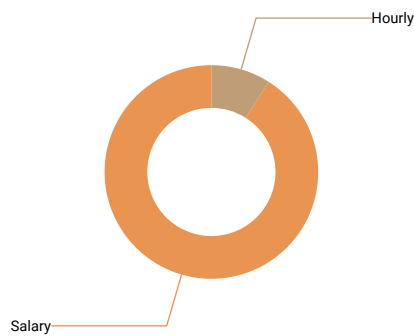
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

### Compensation data

N = 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	10	\$53,800.00	\$62,800.00	\$70,000.00	\$73,000.00	\$96,313.75	\$71,239.15	\$70,000.00	\$1
Pay Range Maximum Salary	10	\$42,500.00	\$78,589.00	\$97,873.65	\$132,533.00	\$145,857.75	\$99,028.48	\$97,873.65	\$4
Actual Lowest Base Salary	9	\$64,415.00	\$68,000.00	\$88,825.00	\$92,700.00	\$111,000.00	\$85,681.67	\$88,825.00	\$1
Actual Average Base Salary	9	\$64,415.00	\$70,000.00	\$92,398.00	\$102,500.00	\$124,571.69	\$90,115.74	\$92,398.00	\$1
Actual Highest Base Salary	9	\$64,415.00	\$72,000.00	\$94,099.00	\$105,000.00	\$141,916.00	\$96,861.44	\$94,099.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,000.00	\$4,701.00	\$5,000.00	\$6,125.00	\$8,000.00	\$5,365.20	\$5,000.00	\$1

### 4.4.16 Quality Engineer - Level 4

#### Job description

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

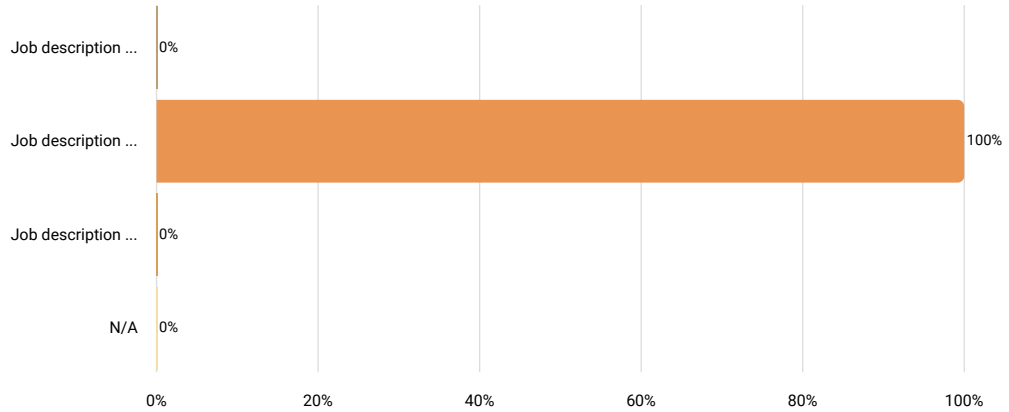
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 5 times

Skipped 0 times

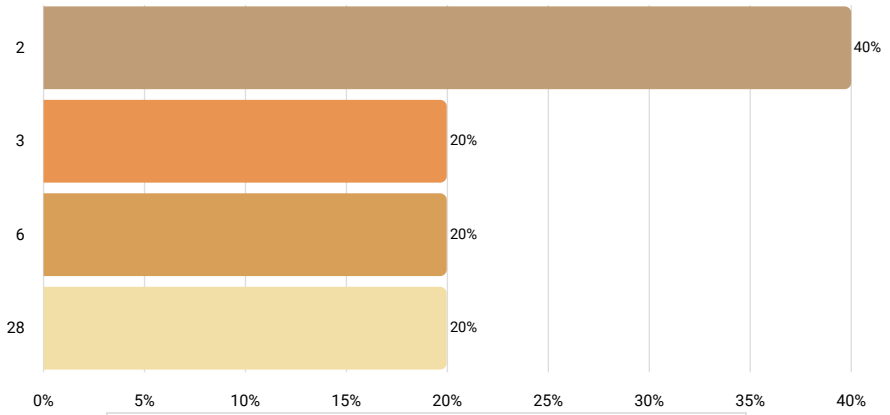
Select one answer (radio button)



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

### Number of Employees Currently in This Position

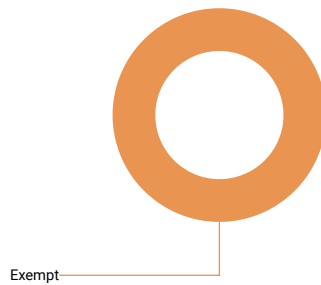
Answered 5 times  
 Skipped 0 times  
 Number input



Statistics	
10th percentile	2
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	28
Mean	8.2
Median	3
Standard deviation	11.19
Total/sum	41

### FLSA Status

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



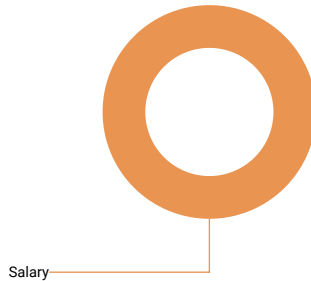
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### 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	\$105,000.00	\$115,596.00	\$120,000.00	\$124,475.55	\$142,000.00	\$121,414.31	\$120,000.00	\$1
Actual Average Base Salary	5	\$104,000.00	\$126,029.93	\$130,500.00	\$135,607.00	\$155,846.21	\$130,396.63	\$130,500.00	\$1
Actual Highest Base Salary	5	\$94,814.00	\$127,584.32	\$141,000.00	\$158,777.00	\$166,998.29	\$137,834.72	\$141,000.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.4.18 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.

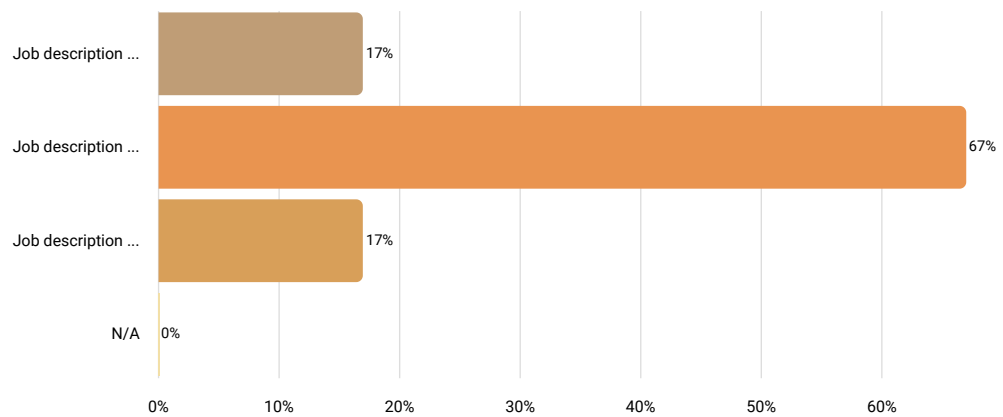
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

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

Answered 5 times

Skipped 2 times

Text input

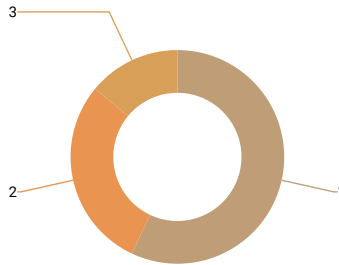
Results	
engineer, project	1
program scheduler	1
project engineer	1
project manager ii	1
project controller	1

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



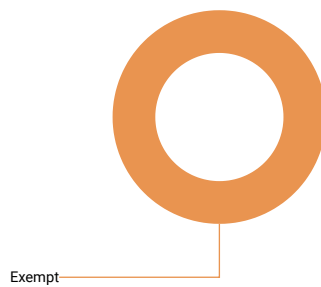
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.57
Median	1
Standard deviation	0.79
Total/sum	11

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



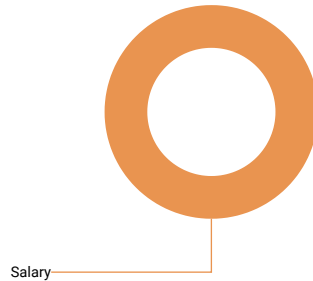
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### 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	6	\$62,900.00	\$65,000.00	\$79,575.00	\$85,883.20	\$100,000.00	\$78,822.20	\$79,575.00	\$1
Pay Range Maximum Salary	6	\$82,000.00	\$90,000.00	\$106,573.20	\$120,000.00	\$140,250.00	\$107,566.07	\$106,573.20	\$2
Actual Lowest Base Salary	7	\$62,900.00	\$75,000.00	\$80,000.00	\$108,000.00	\$110,000.00	\$85,279.20	\$80,000.00	\$1
Actual Average Base Salary	7	\$76,532.31	\$77,109.00	\$81,500.00	\$108,000.00	\$117,500.00	\$90,151.27	\$81,500.00	\$1
Actual Highest Base Salary	7	\$79,218.00	\$80,000.00	\$95,472.00	\$108,000.00	\$125,000.00	\$95,692.86	\$95,472.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.4.19 Project Manager - Level 3

#### Job description

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

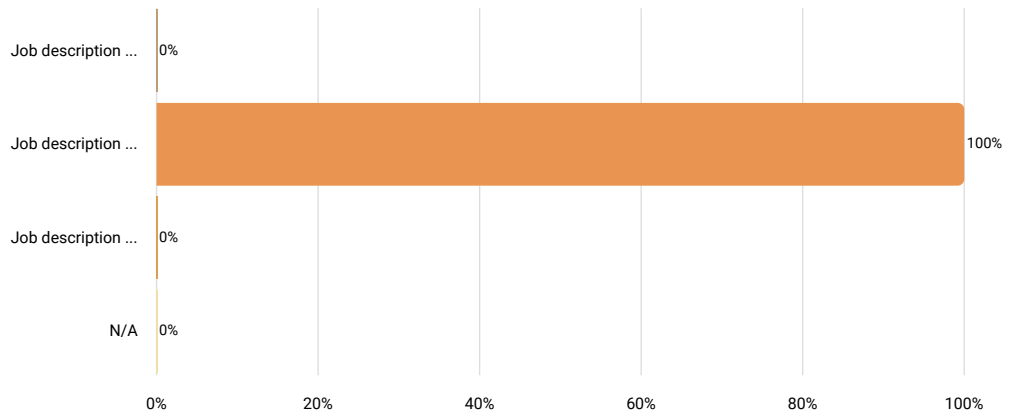
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



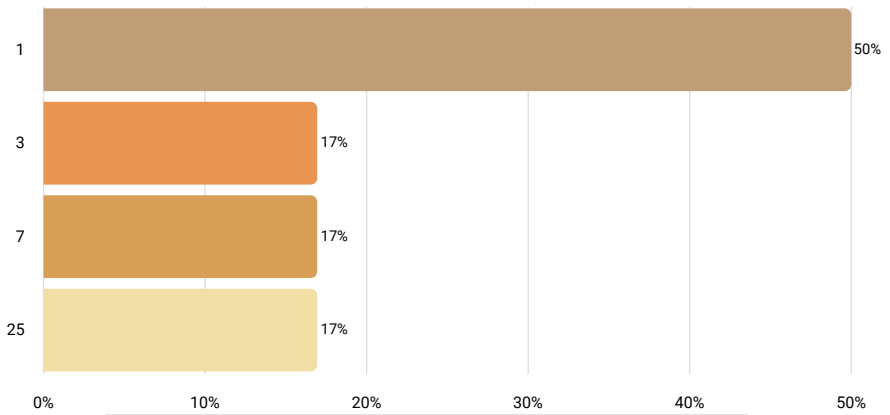
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



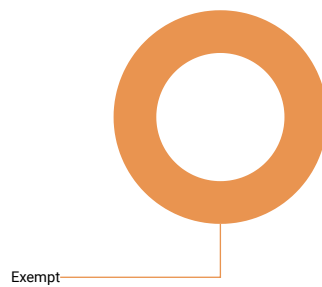
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	25
Mean	6.33
Median	2
Standard deviation	9.44
Total/sum	38

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



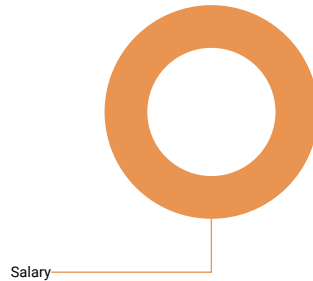
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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	Standard Deviation
Pay Range Minimum Salary	6	\$45,000.00	\$60,000.00	\$77,640.00	\$85,000.00	\$106,260.00	\$75,256.67	\$77,640.00	\$2
Pay Range Maximum Salary	6	\$75,000.00	\$110,000.00	\$120,000.00	\$145,000.00	\$177,100.00	\$124,516.67	\$120,000.00	\$3
Actual Lowest Base Salary	5	\$63,179.00	\$65,000.00	\$80,800.00	\$113,000.00	\$130,000.00	\$90,395.80	\$80,800.00	\$2
Actual Average Base Salary	6	\$63,179.00	\$65,000.00	\$100,595.50	\$119,500.00	\$139,041.00	\$97,985.17	\$100,595.50	\$3
Actual Highest Base Salary	5	\$63,179.00	\$65,000.00	\$126,000.00	\$126,953.00	\$146,928.00	\$105,612.00	\$126,000.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,000.00	\$4,017.00	\$5,000.00	\$5,000.00	\$11,950.00	\$5,793.40	\$5,000.00	\$2

### 4.4.20 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.

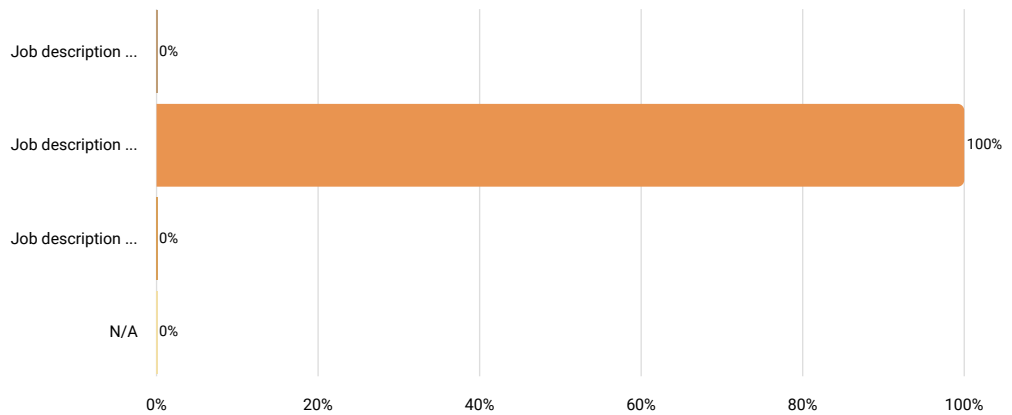
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



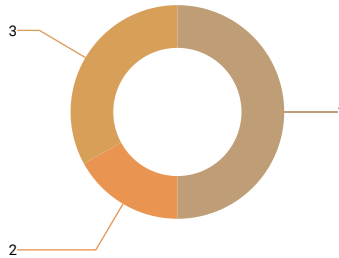
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



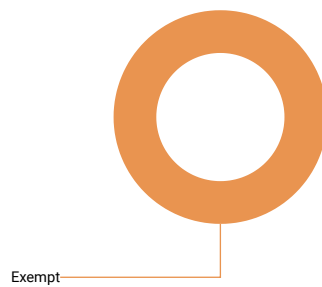
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	3
Mean	1.83
Median	1.5
Standard deviation	0.98
Total/sum	11

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



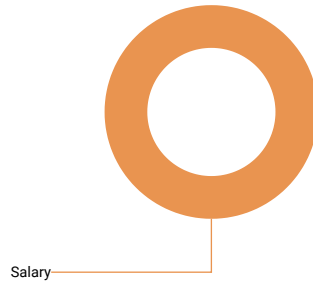
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$70,000.00	\$72,800.00	\$98,308.00	\$112,000.00	\$132,397.13	\$97,302.19	\$98,308.00	\$2
Pay Range Maximum Salary	6	\$85,000.00	\$109,200.00	\$136,212.00	\$168,000.00	\$220,661.88	\$142,547.65	\$136,212.00	\$4
Actual Lowest Base Salary	5	\$72,000.00	\$92,500.00	\$128,427.00	\$145,000.00	\$159,205.42	\$119,426.48	\$128,427.00	\$3
Actual Average Base Salary	6	\$80,000.00	\$95,000.00	\$123,151.00	\$145,000.00	\$174,401.81	\$123,450.64	\$123,151.00	\$3
Actual Highest Base Salary	5	\$85,000.00	\$97,500.00	\$128,428.00	\$145,000.00	\$194,000.00	\$129,985.60	\$128,428.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,000.00	\$8,000.00	\$9,500.00	\$14,500.00	\$15,000.00	\$10,000.00	\$9,500.00	\$4

## 4.4.22 Chemical Engineer

### Job description

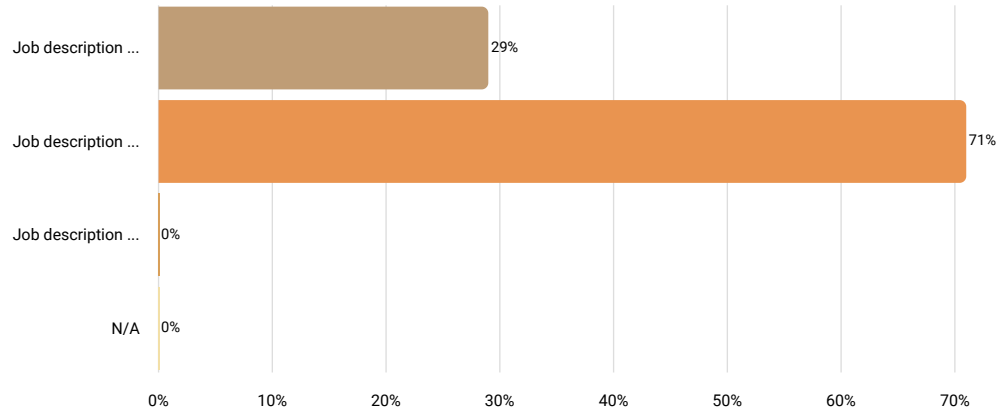
Design chemical plant equipment and devise processes for manufacturing chemicals and products by applying principles and technology of chemistry, p engineering.

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

Answered 7 times

Skipped 0 times

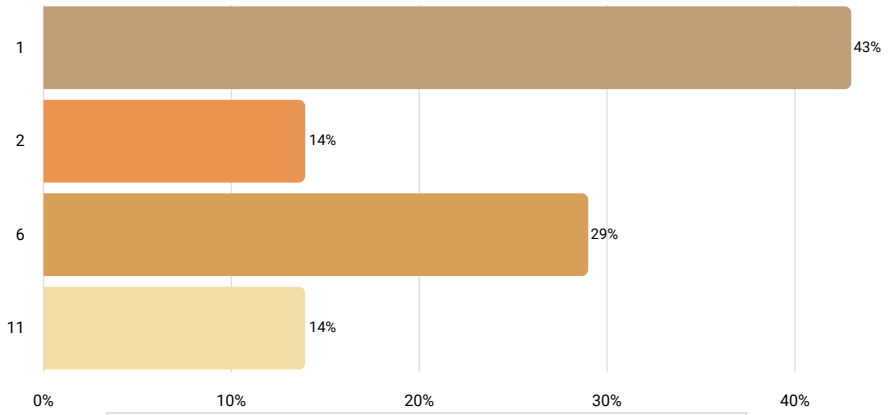
Select one answer (radio button)



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

### Number of Employees Currently in This Position

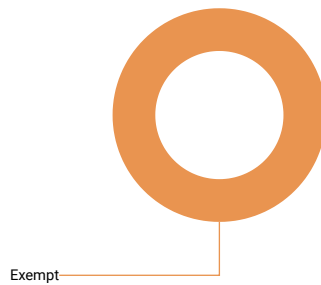
Answered 7 times  
 Skipped 0 times  
 Number input



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

### FLSA Status

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



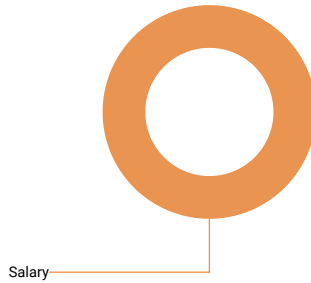
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### 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									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	\$65,000.00	\$65,650.00	\$81,000.00	\$100,000.00	\$117,939.00	\$83,512.71	\$81,000.00	\$1
Actual Average Base Salary	7	\$65,000.00	\$80,045.00	\$100,000.00	\$103,000.00	\$119,400.00	\$93,206.43	\$100,000.00	\$1
Actual Highest Base Salary	7	\$65,000.00	\$94,900.00	\$100,000.00	\$128,800.00	\$143,000.00	\$107,385.71	\$100,000.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.4.23 Safety Engineer

#### Job description

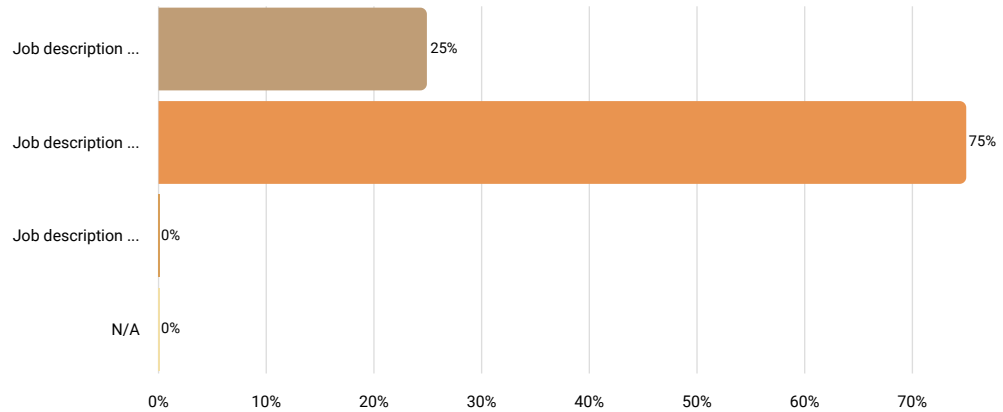
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety law

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

Answered 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

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

Answered 8 times

Skipped 4 times

Text input

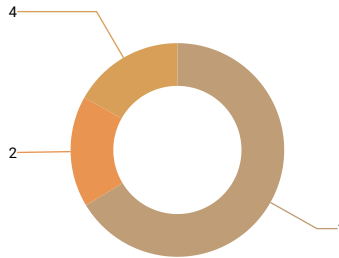
Results	
ehs specialist	1
health & safety specialist	1
psm safety engineer	1
field safety coordinator	1
essh specialist	1
safety & health specialist	1
safety specialist	1
ehs coordinator	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



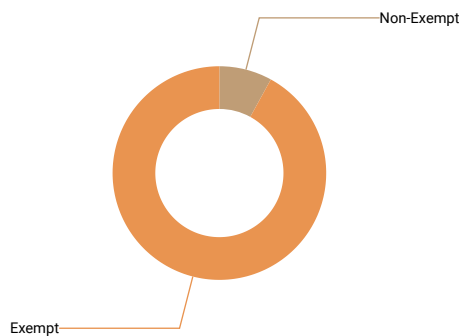
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.67
Median	1
Standard deviation	1.15
Total/sum	20

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



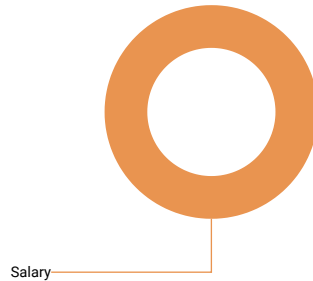
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	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 Salary	11	\$50,000.00	\$50,500.00	\$65,000.00	\$76,147.50	\$77,968.00	\$65,043.41	\$65,000.00	\$1
Pay Range Maximum Salary	11	\$75,000.00	\$89,600.00	\$122,696.00	\$132,533.00	\$134,800.00	\$110,132.77	\$122,696.00	\$2
Actual Lowest Base Salary	12	\$60,000.00	\$64,652.40	\$81,368.50	\$94,500.00	\$101,079.00	\$80,276.73	\$81,368.50	\$1
Actual Average Base Salary	12	\$60,000.00	\$71,050.00	\$84,219.60	\$98,625.00	\$101,079.00	\$84,509.35	\$84,219.60	\$1
Actual Highest Base Salary	12	\$60,000.00	\$71,050.00	\$91,200.00	\$106,436.80	\$114,820.00	\$89,109.55	\$91,200.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,600.00	\$6,000.00	\$7,777.00	\$8,000.00	\$10,000.00	\$7,075.40	\$7,777.00	\$2

### 4.4.24 Machine/CNC Programmer

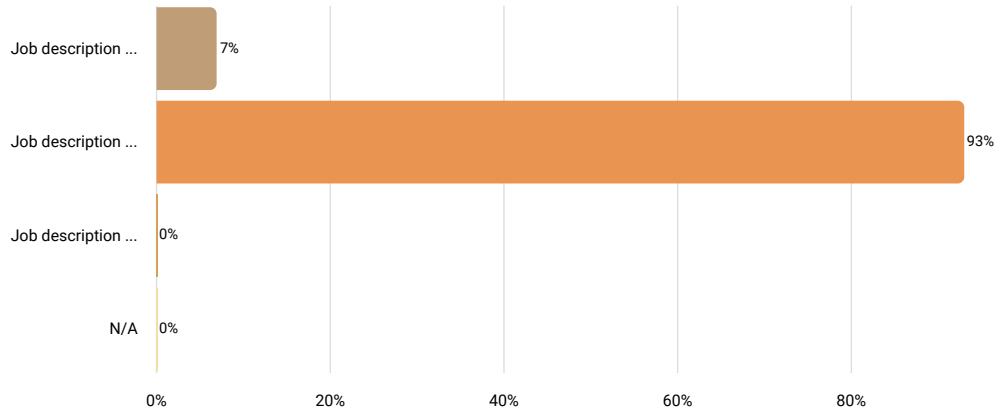
**Job description** Program computer-controlled machines or robots to perform one or more machine functions.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



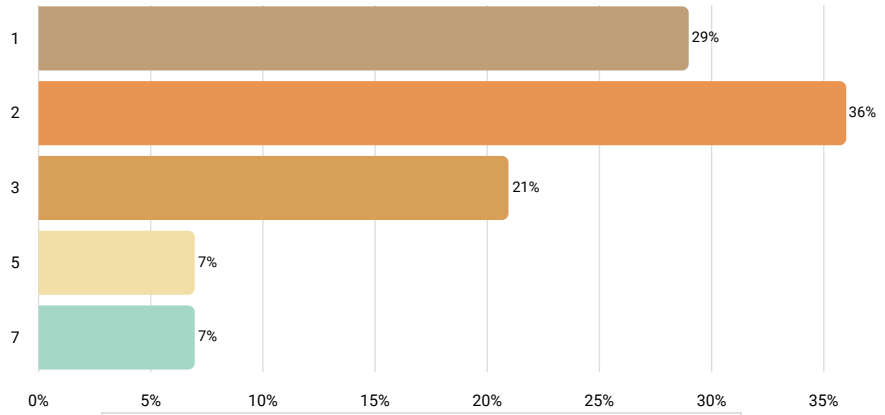
Results	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	93%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



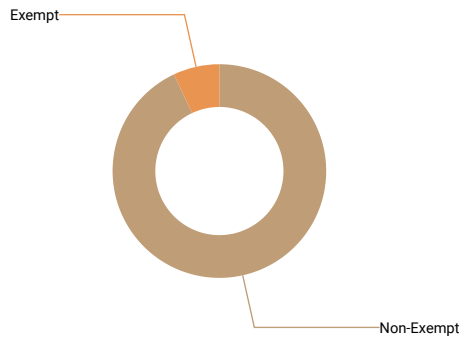
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.5
Median	2
Standard deviation	1.7
Total/sum	35

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



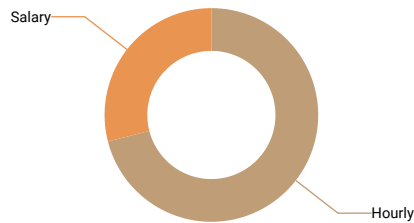
Results	%	N
Non-Exempt	93%	13
Exempt	7%	1

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	71%	10
Salary	29%	4

### 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	\$19.00	\$22.40	\$32.26	\$35.00	\$37.00	\$29.42	\$32.26	
Pay Range Maximum Rate	8	\$22.50	\$25.90	\$47.50	\$53.59	\$69.94	\$43.30	\$47.50	
Actual Lowest Base Rate	9	\$19.00	\$25.80	\$31.88	\$36.00	\$41.54	\$31.24	\$31.88	
Actual Average Base Rate	9	\$19.67	\$25.80	\$38.33	\$40.10	\$49.00	\$34.94	\$38.33	
Actual Highest Base Rate	9	\$22.50	\$24.80	\$38.33	\$45.15	\$59.00	\$38.09	\$38.33	
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 Production Positions

### **The survey received sufficient data for the following job titles:**

Electrical/Electronic Assembler  
Mechanical Assembler  
Assembler, General  
CNC Operator  
Machine Tool Operator  
Chemical Operator  
Chemical Plant and Systems Operator  
Packaging Operator  
Molding Machine Operator  
Production/Machine Operator  
Tool and Die Maker  
Tool Crib Attendant  
Production Painter  
Welder  
Inspector  
Production Scheduler  
Inventory/Material Planner  
Cost Estimator  
Fabricator  
Metal Finishing Technician

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

Saw Operator  
Crane Operator

### 4.5.1 Electrical/Electronic Assembler

#### Job description

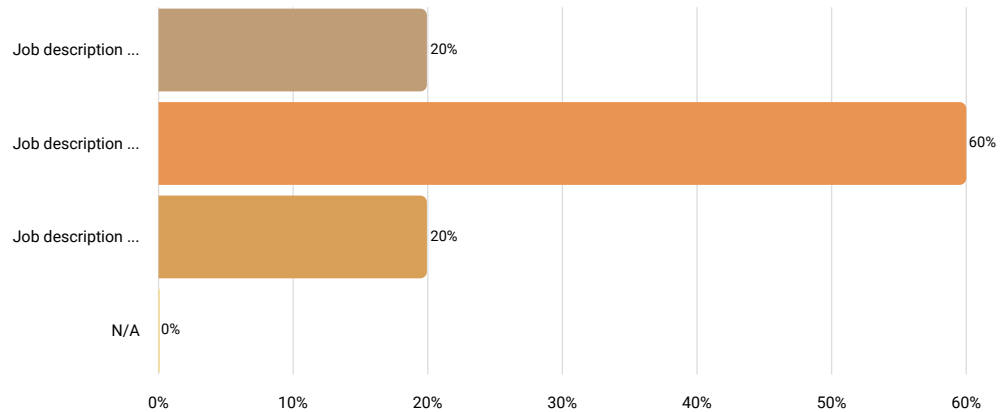
Assembles electrical or electronic systems and support structures; install components, units, subassemblies, wiring, and assembly casings, using rivets, soldering and micro-welding equipment.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



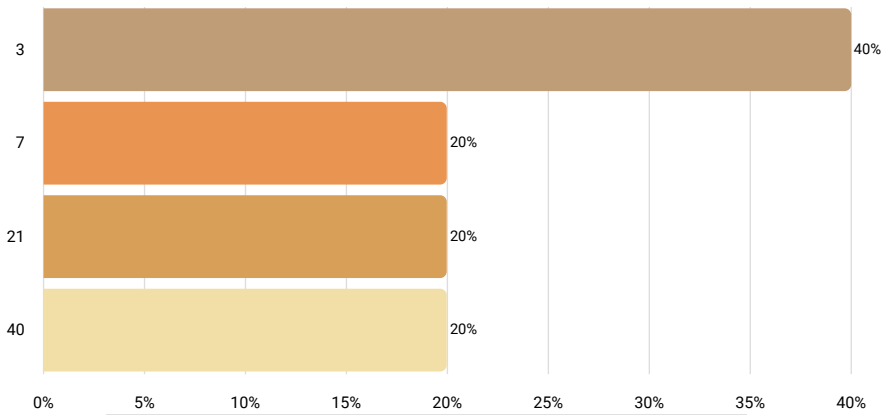
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	20%	1
N/A	0%	0

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



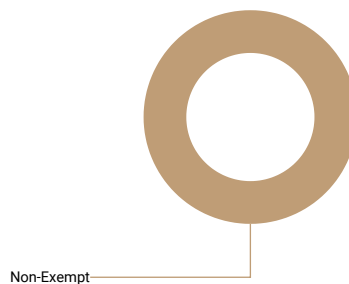
Statistics	
10th percentile	3
25th percentile	3
50th percentile	7
75th percentile	21
90th percentile	40
Mean	14.8
Median	7
Standard deviation	15.91
Total/sum	74

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



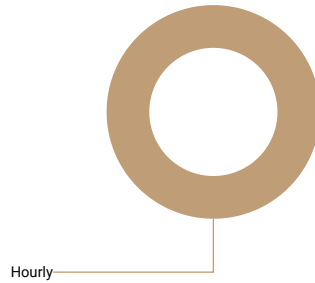
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$12.74	\$14.00	\$16.20	\$20.50	\$30.00	\$18.69	\$16.20	
Actual Average Base Rate	5	\$15.22	\$17.00	\$19.93	\$21.69	\$30.00	\$20.77	\$19.93	
Actual Highest Base Rate	5	\$18.65	\$22.00	\$22.24	\$23.56	\$30.00	\$23.29	\$22.24	
If there is a step progression in place, enter the number of steps. If not, leave blank.									

## 4.5.2 Mechanical Assembler

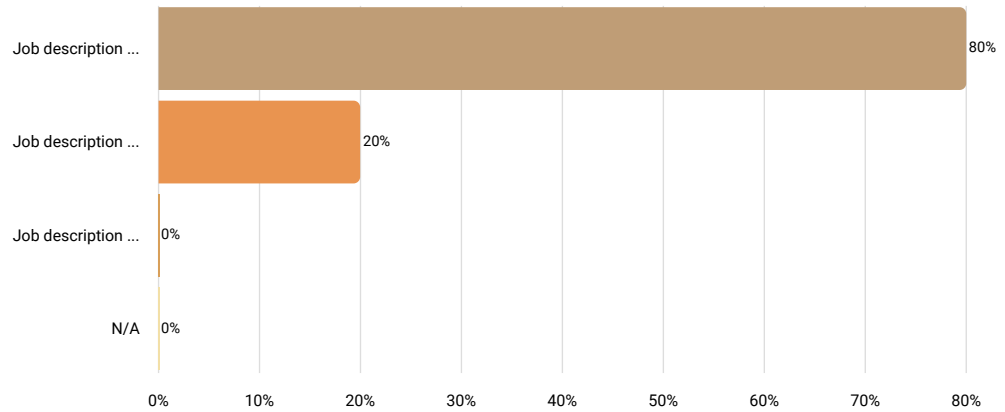
**Job description** Assembles small mechanical parts and subassemblies. Combines subassemblies into final assemblies.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



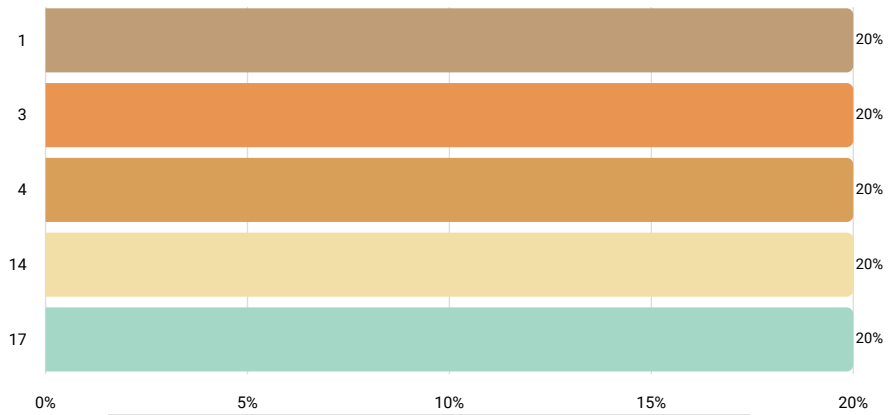
Results		%	N
Job description is perceptibly weaker than the position at your company		80%	4
Job description matches the position at your company very well		20%	1
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



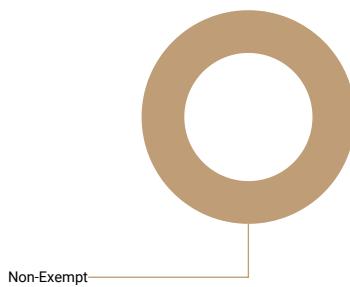
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	14
90th percentile	17
Mean	7.8
Median	4
Standard deviation	7.19
Total/sum	39

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



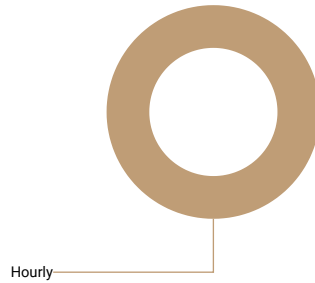
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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	\$12.00	\$15.00	\$16.00	\$20.00	\$22.00	\$17.00	\$16.00	
Pay Range Maximum Rate	5	\$18.00	\$20.00	\$27.00	\$35.00	\$40.42	\$28.08	\$27.00	
Actual Lowest Base Rate									
Actual Average Base Rate	5	\$16.70	\$17.00	\$17.87	\$25.56	\$28.00	\$21.03	\$17.87	
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)									

### 4.5.3 Assembler, General

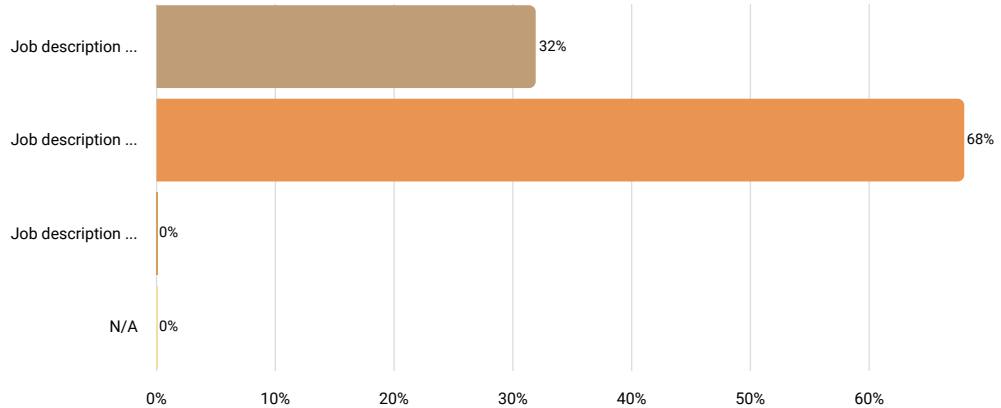
**Job description** Use this job title for assembly workers other than electrical/electronic or mechanical assemblers.

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	32%	7
Job description matches the position at your company very well	68%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 13 times

Skipped 9 times

Text input

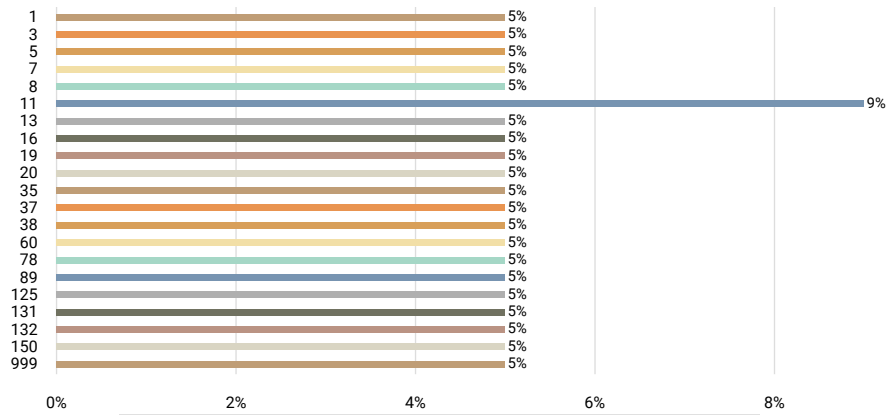
Results	
general helper	1
utility	1
assembly worker	1
production operator	1
operator technician i	1
production assembler	1
assembler	1
general assembly	1
production associate	1
operator	1
powder coating operator	1
tech - electrical assembly i - ii	1
millwork production associate and truss production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

### Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



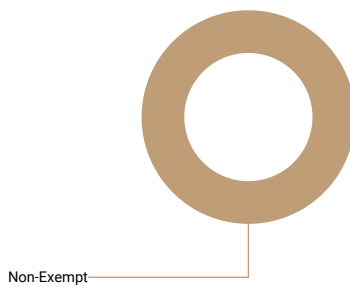
Statistics	
10th percentile	5
25th percentile	11
50th percentile	27.5
75th percentile	89
90th percentile	132
Mean	90.36
Median	27.5
Standard deviation	208.66
Total/sum	1,988

### FLSA Status

Answered 21 times

Skipped 1 times

Select one answer (radio button)



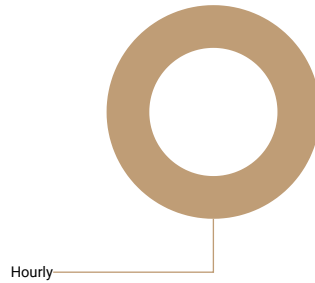
Results	%	N
Non-Exempt	100%	21
Exempt	0%	0

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	22
Salary	0%	0

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	21	\$15.00	\$15.60	\$16.75	\$18.28	\$19.66	\$16.99	\$16.75	
Pay Range Maximum Rate	21	\$17.60	\$19.99	\$21.00	\$24.00	\$26.20	\$22.18	\$21.00	
Actual Lowest Base Rate	20	\$13.62	\$15.80	\$18.00	\$20.27	\$22.59	\$17.32	\$18.00	
Actual Average Base Rate	19	\$16.51	\$17.86	\$20.00	\$22.15	\$25.00	\$20.06	\$20.00	
Actual Highest Base Rate	19	\$18.25	\$20.15	\$23.00	\$24.00	\$28.12	\$22.65	\$23.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$2.00	\$3.00	\$4.00	\$4.00	\$12.00	\$4.57	\$4.00	
Average Incentive Bonus or Other Bonus (Annual)	10	\$400.00	\$1,370.00	\$2,398.50	\$3,200.00	\$5,640.50	\$2,594.80	\$2,398.50	\$

### 4.5.4 CNC Operator

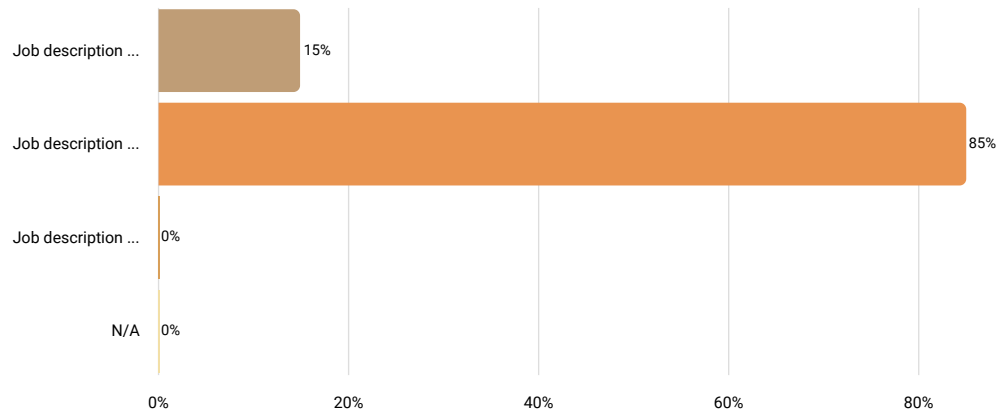
**Job description** Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	3
Job description matches the position at your company very well	85%	17
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 13 times

Text input

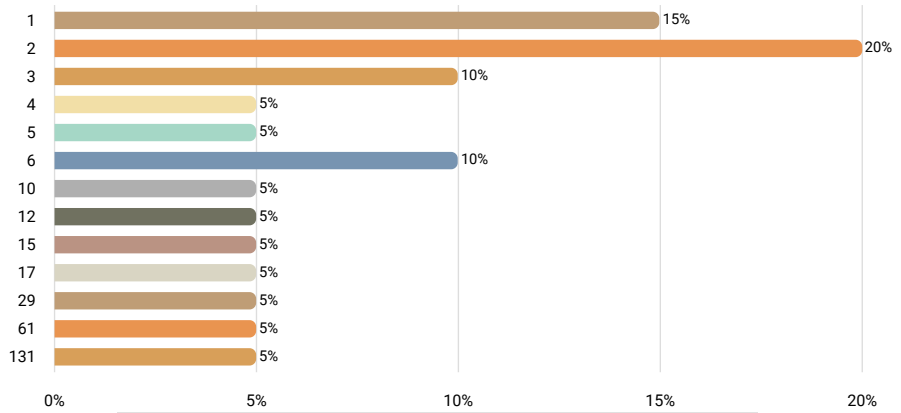
Results	
operator i	1
machinist	1
operator technician	1
bending machine operator/setup	1
machinist ii - iii	1
cnc machinist	1
manufacturing/shop technician ii	1

### Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



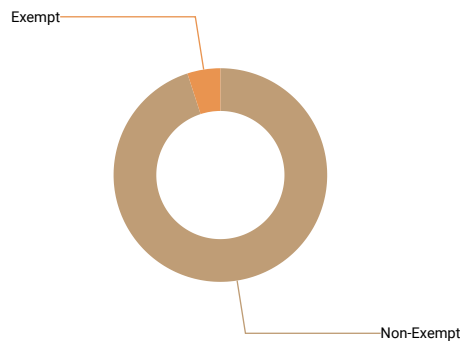
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4.5
75th percentile	13.5
90th percentile	45
Mean	15.65
Median	4.5
Standard deviation	30.55
Total/sum	313

### FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



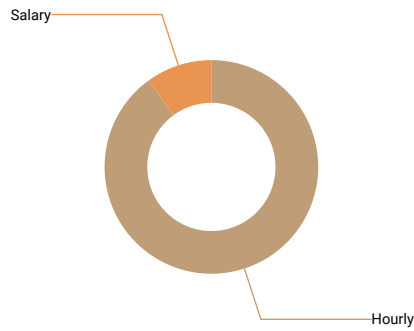
Results	%	N
Non-Exempt	95%	19
Exempt	5%	1

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	18
Salary	10%	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	17	\$15.53	\$18.00	\$19.00	\$21.54	\$24.00	\$19.46	\$19.00	
Pay Range Maximum Rate	18	\$18.00	\$23.00	\$25.00	\$33.00	\$41.75	\$27.93	\$25.00	
Actual Lowest Base Rate	15	\$16.50	\$18.00	\$21.00	\$24.27	\$30.00	\$21.87	\$21.00	
Actual Average Base Rate	16	\$17.73	\$20.80	\$22.50	\$26.31	\$29.62	\$23.61	\$22.50	
Actual Highest Base Rate	14	\$21.00	\$23.00	\$24.63	\$29.00	\$33.00	\$25.99	\$24.63	
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)									

## 4.5.5 Machine Tool Operator

### Job description

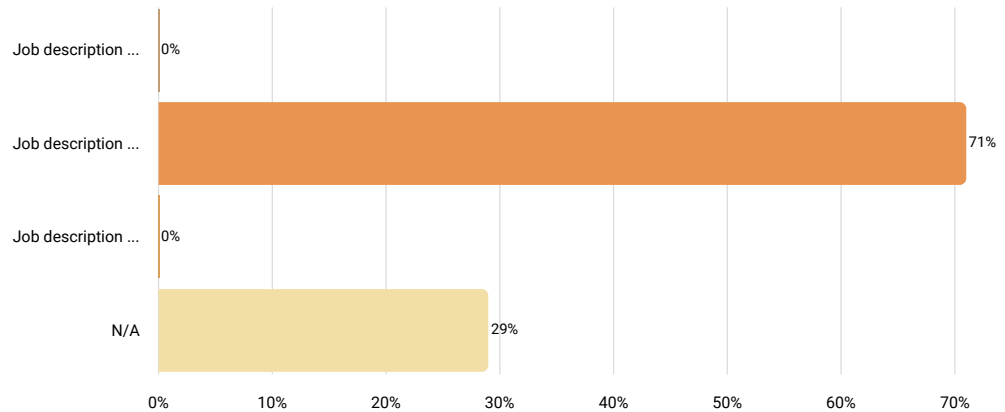
Set up, operate, or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone, or polish n work pieces.

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



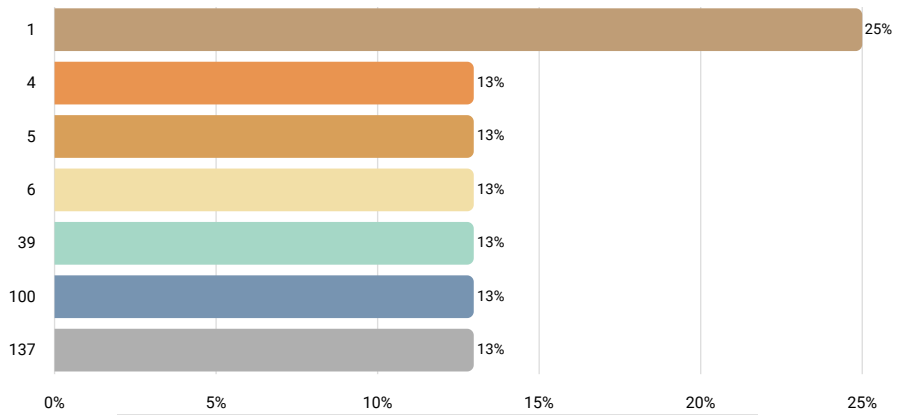
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	29%	2

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



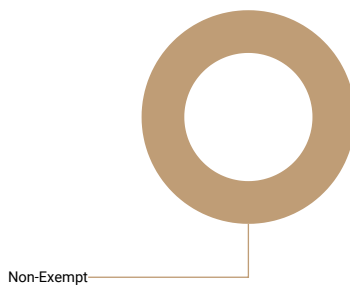
Statistics	
10th percentile	1
25th percentile	2.5
50th percentile	5.5
75th percentile	69.5
90th percentile	137
Mean	36.63
Median	5.5
Standard deviation	52.97
Total/sum	293

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



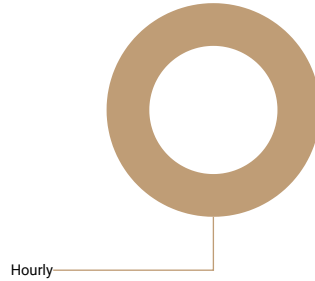
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

### 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	8	\$16.00	\$17.00	\$18.80	\$20.51	\$23.66	\$19.04	\$18.80	
Pay Range Maximum Rate	8	\$19.67	\$22.72	\$25.25	\$29.04	\$69.94	\$30.45	\$25.25	
Actual Lowest Base Rate	7	\$15.00	\$17.00	\$20.00	\$21.00	\$27.68	\$19.89	\$20.00	
Actual Average Base Rate	8	\$18.63	\$20.38	\$21.62	\$25.44	\$37.82	\$23.91	\$21.62	
Actual Highest Base Rate	7	\$19.67	\$21.00	\$23.43	\$32.10	\$54.24	\$28.28	\$23.43	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

## 4.5.6 Chemical Operator

### Job description

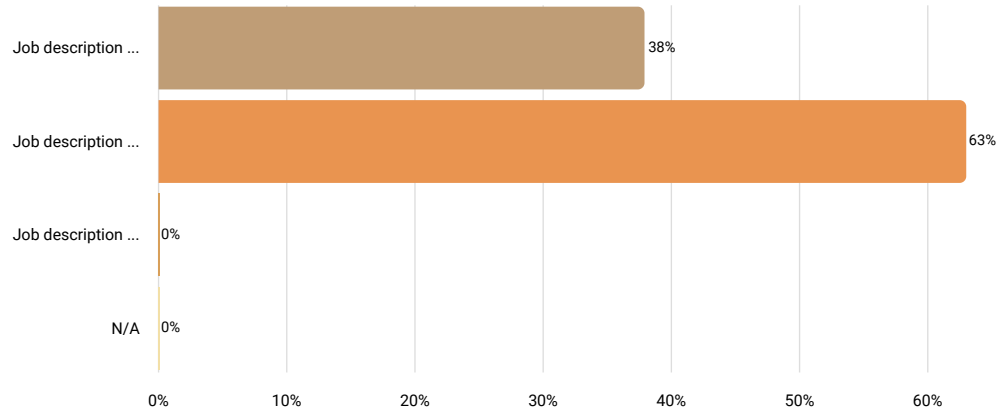
Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devu steam-jacketed kettles, and reactor vessels. Exclude "Chemical Plant and System Operators".

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



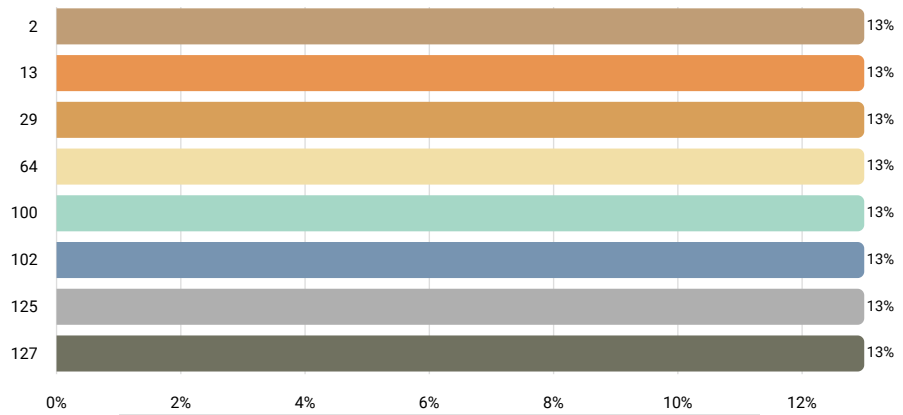
Results		%	N
Job description is perceptibly weaker than the position at your company		38%	3
Job description matches the position at your company very well		63%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



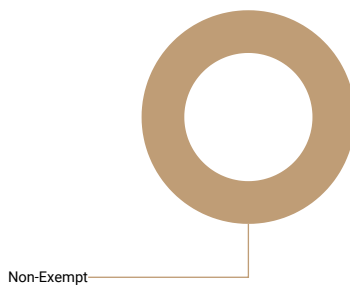
Statistics	
10th percentile	2
25th percentile	21
50th percentile	82
75th percentile	113.5
90th percentile	127
Mean	70.25
Median	82
Standard deviation	50.41
Total/sum	562

### FLSA Status

Answered 7 times

Skipped 1 times

Select one answer (radio button)



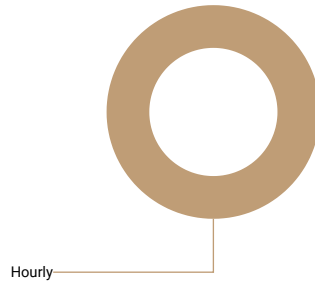
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

### 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	8	\$16.50	\$23.10	\$24.48	\$26.39	\$28.32	\$24.09	\$24.48	\$1.50
Pay Range Maximum Rate	8	\$24.75	\$32.49	\$36.98	\$39.40	\$361.00	\$75.44	\$36.98	\$50.00
Actual Lowest Base Rate	8	\$16.50	\$22.14	\$24.03	\$26.39	\$28.32	\$23.74	\$24.03	\$1.50
Actual Average Base Rate	8	\$17.99	\$25.39	\$28.77	\$31.62	\$36.96	\$28.31	\$28.77	\$1.50
Actual Highest Base Rate	8	\$29.68	\$35.38	\$36.73	\$41.15	\$1,000.00	\$157.02	\$36.73	\$50.00
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$3.00	\$4.00	\$4.50	\$5.00	\$8.00	\$4.83	\$4.50	\$1.50
Average Incentive Bonus or Other Bonus (Annual)									

### 4.5.7 Chemical Plant and Systems Operator

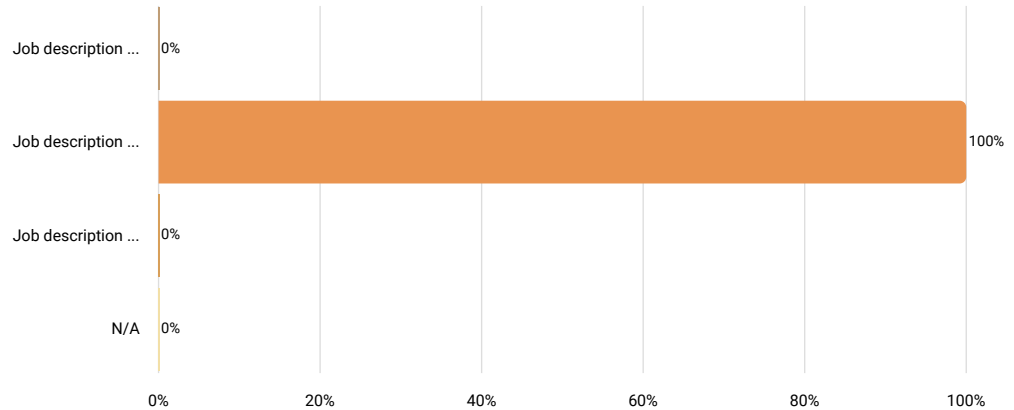
**Job description** Control and/or operate entire chemical processes or systems of machines, using panelboards, control boards, or semi-automatic

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



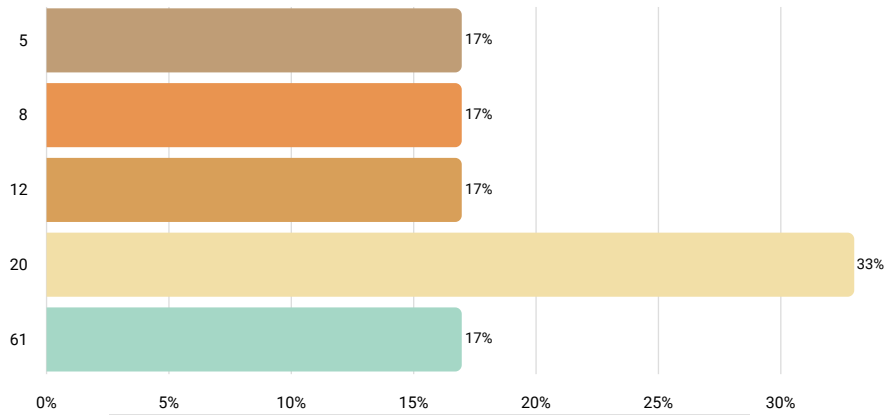
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



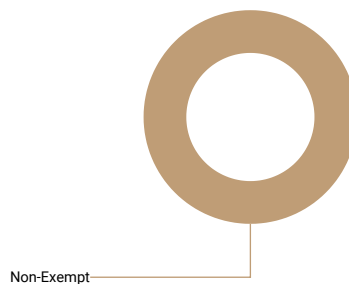
Statistics	
10th percentile	5
25th percentile	8
50th percentile	16
75th percentile	20
90th percentile	61
Mean	21
Median	16
Standard deviation	20.53
Total/sum	126

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



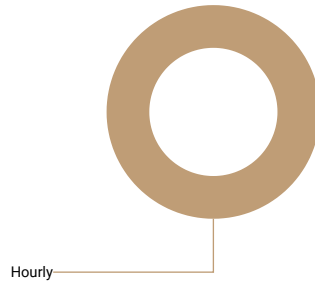
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

### Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5		\$19.00	\$26.10	\$30.40	\$31.97	\$33.60	\$28.21	\$30.40	
Pay Range Maximum Rate	5		\$24.50	\$29.58	\$36.80	\$42.00	\$47.93	\$36.16	\$36.80	
Actual Lowest Base Rate	5		\$19.50	\$26.10	\$30.80	\$33.60	\$35.00	\$29.00	\$30.80	
Actual Average Base Rate	6		\$22.40	\$29.58	\$32.38	\$38.70	\$39.39	\$32.47	\$32.38	
Actual Highest Base Rate	6		\$23.50	\$29.58	\$34.38	\$42.00	\$463.00	\$104.47	\$34.38	\$
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)										

### 4.5.8 Packaging Operator

#### Job description

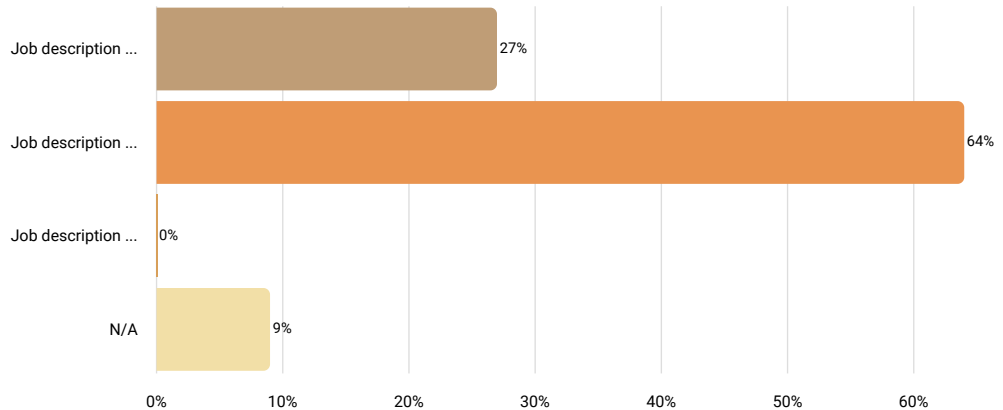
Operate or tend machines to prepare industrial or consumer products for storage or shipment. Include cannery workers who pack food products.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 6 times

Text input

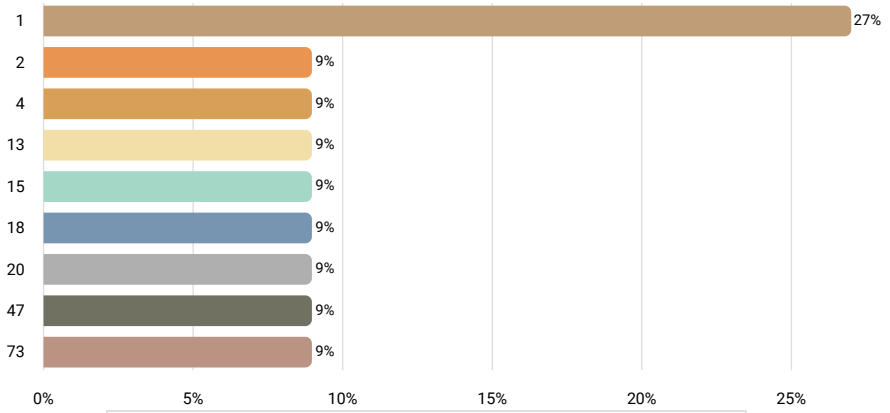
Results	
package handling operator	1
engineer, packaging (distribution center)	1
packaging operator	1
finishing operator	1
stacker / baler / strapping operator	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



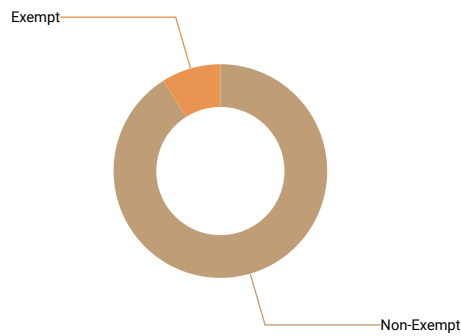
Statistics	
10th percentile	1
25th percentile	1
50th percentile	13
75th percentile	20
90th percentile	47
Mean	17.73
Median	13
Standard deviation	22.85
Total/sum	195

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



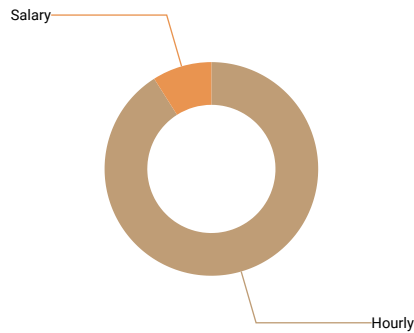
Results	%	N
Non-Exempt	91%	10
Exempt	9%	1

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	91%	10
Salary	9%	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	9	\$11.00	\$18.00	\$20.00	\$24.00	\$286.00	\$64.13	\$20.00	
Pay Range Maximum Rate	9	\$20.00	\$20.00	\$24.00	\$27.40	\$33.65	\$24.37	\$24.00	
Actual Lowest Base Rate	9	\$15.00	\$18.00	\$18.71	\$20.00	\$24.00	\$19.40	\$18.71	
Actual Average Base Rate	9	\$16.60	\$18.90	\$20.00	\$21.00	\$31.68	\$21.35	\$20.00	
Actual Highest Base Rate	9	\$18.71	\$20.00	\$21.00	\$24.00	\$40.95	\$23.81	\$21.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$3.00	\$3.00	\$4.00	\$4.00	\$4.00	\$3.60	\$4.00	
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)									

### 4.5.9 Molding Machine Operator

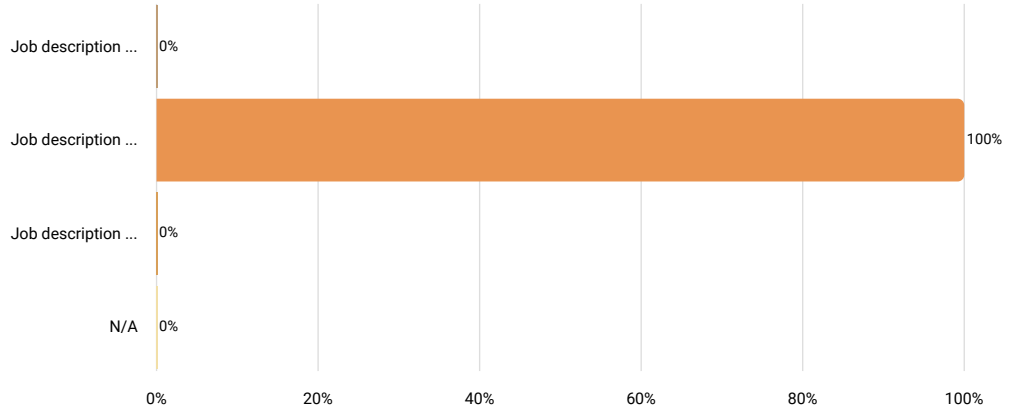
**Job description** Set up, operate, or tend metal or plastic molding, casting, or coremaking machines to mold or cast metal or thermoplastic parts o

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



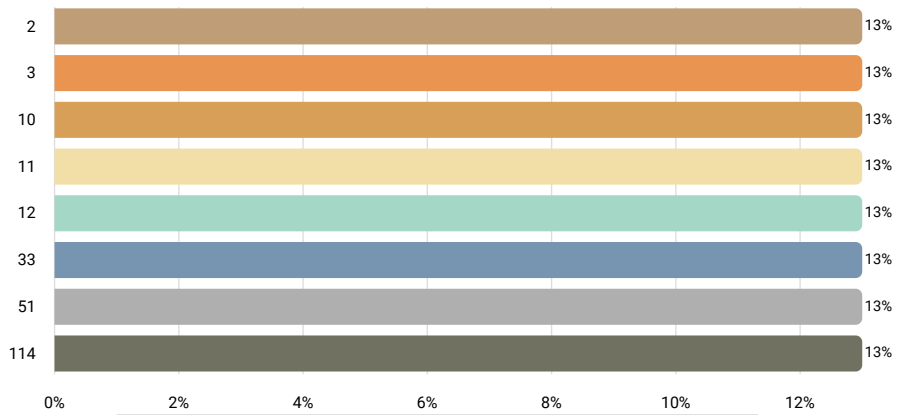
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



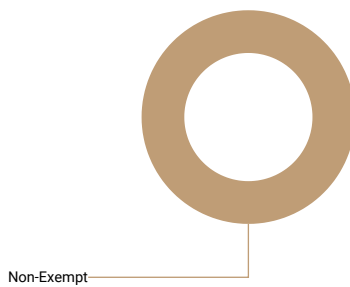
Statistics	
10th percentile	2
25th percentile	6.5
50th percentile	11.5
75th percentile	42
90th percentile	114
Mean	29.5
Median	11.5
Standard deviation	37.99
Total/sum	236

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



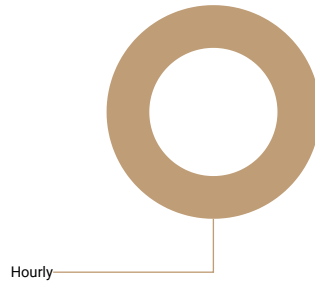
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

### 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	\$15.60	\$15.75	\$17.60	\$22.25	\$170.00	\$39.53	\$17.60	
Pay Range Maximum Rate	7	\$20.15	\$21.28	\$23.00	\$30.00	\$30.00	\$24.74	\$23.00	
Actual Lowest Base Rate	7	\$12.74	\$15.60	\$17.60	\$22.25	\$24.00	\$18.22	\$17.60	
Actual Average Base Rate	8	\$15.22	\$18.17	\$19.08	\$22.55	\$25.00	\$19.97	\$19.08	
Actual Highest Base Rate	7	\$18.65	\$20.15	\$23.00	\$26.00	\$27.00	\$22.99	\$23.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

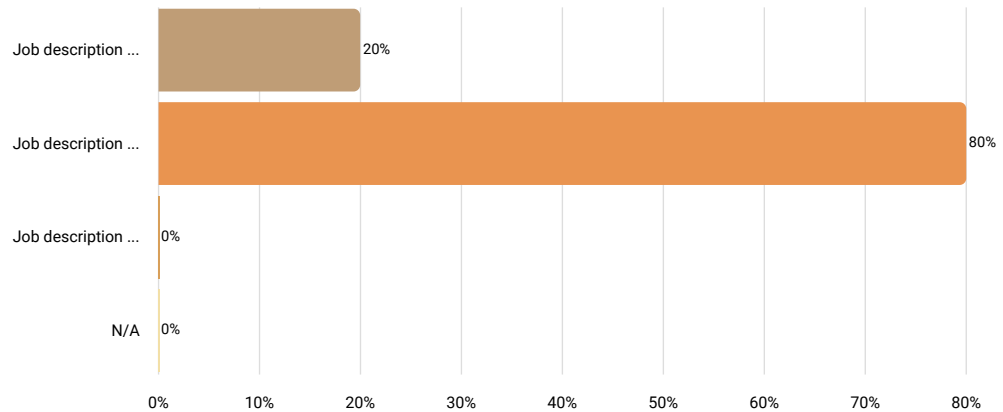
### 4.5.11 Production/Machine Operator

#### Job description

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

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

Answered 40 times  
 Skipped 0 times  
 Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	20%	8
Job description matches the position at your company very well	80%	32
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 17 times  
 Skipped 23 times  
 Text input

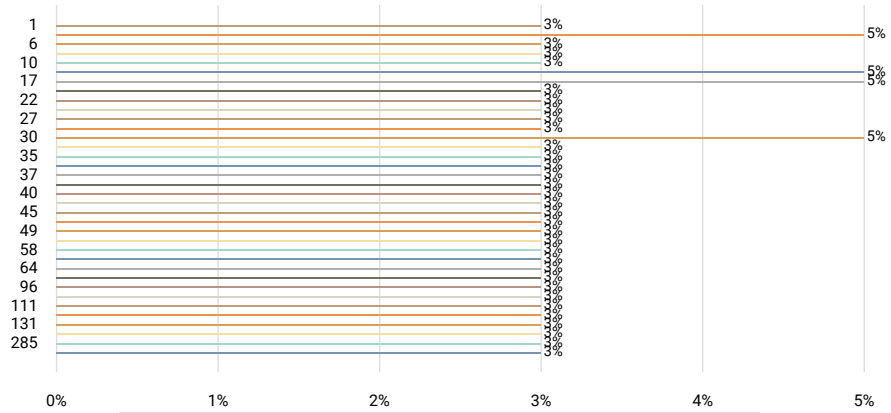
Results	Count
machine operator	3
coating operator i	1
multi-skilled production technician	1
aerospace technician	1
operator i	1
assistant operator	1
production technician	1
operator (multiple grades and roles)	1
packer	1
production level 2 & 3	1
operator technician	1
machinist	1
foam operator	1
end finish, form, robotic bender/machine shop	1
production team member	1

### Number of Employees Currently in This Position

Answered 40 times

Skipped 0 times

Number input



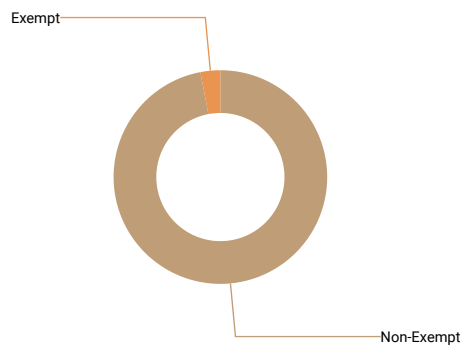
Statistics	
10th percentile	7
25th percentile	17.5
50th percentile	36.5
75th percentile	62.5
90th percentile	129
Mean	63.33
Median	36.5
Standard deviation	85.96
Total/sum	2,533

### FLSA Status

Answered 39 times

Skipped 1 times

Select one answer (radio button)



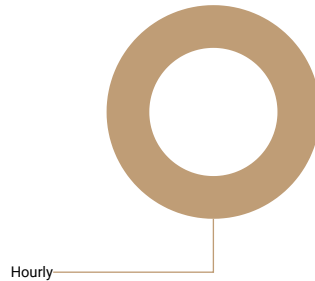
Results	%	N
Non-Exempt	97%	38
Exempt	3%	1

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

Answered 40 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	40
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	38	\$15.00	\$15.53	\$18.00	\$20.00	\$22.00	\$18.08	\$18.00	
Pay Range Maximum Rate	38	\$20.00	\$20.75	\$23.70	\$26.10	\$35.00	\$25.19	\$23.70	
Actual Lowest Base Rate	36	\$13.59	\$15.57	\$18.00	\$20.25	\$23.00	\$17.86	\$18.00	
Actual Average Base Rate	35	\$16.56	\$18.00	\$19.15	\$23.50	\$29.00	\$21.16	\$19.15	
Actual Highest Base Rate	34	\$18.50	\$20.00	\$23.13	\$26.66	\$35.00	\$24.85	\$23.13	
If there is a step progression in place, enter the number of steps. If not, leave blank.	20	\$1.50	\$2.00	\$3.50	\$5.00	\$6.00	\$3.75	\$3.50	
Average Incentive Bonus or Other Bonus (Annual)	15	\$500.00	\$1,000.00	\$1,359.00	\$2,632.00	\$5,000.00	\$2,062.33	\$1,359.00	\$

## 4.5.12 Tool and Die Maker

### Job description

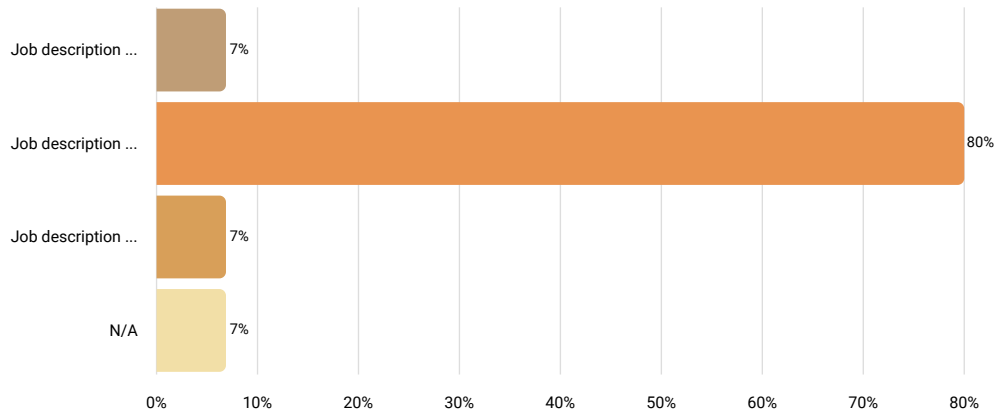
Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures and machinists' hand tools.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

Skipped 9 times

Text input

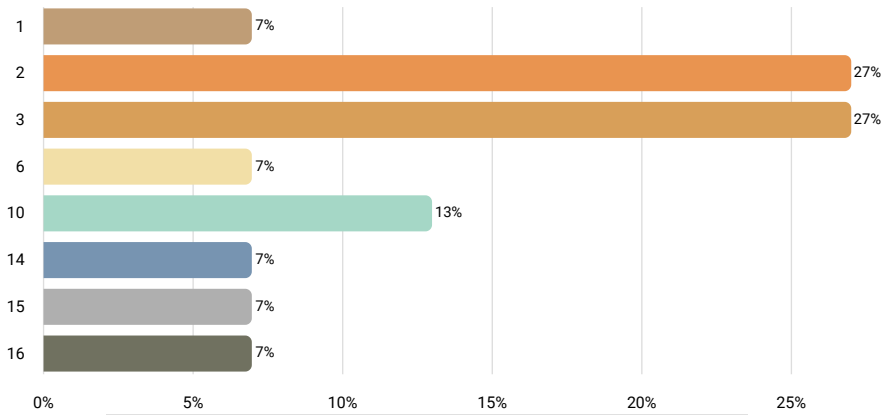
Results	
design equipment engineer	1
tooling technician	1
fabrication tech - tool & die iii	1
tool maker	1
mold repair	1
die maintenance team member	1

### Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



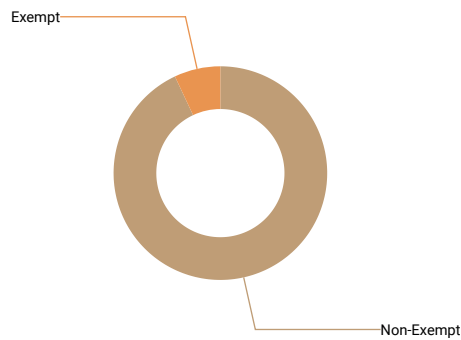
Statistics	
10th percentile	2
25th percentile	2
50th percentile	3
75th percentile	10
90th percentile	15
Mean	6.13
Median	3
Standard deviation	5.36
Total/sum	92

### FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



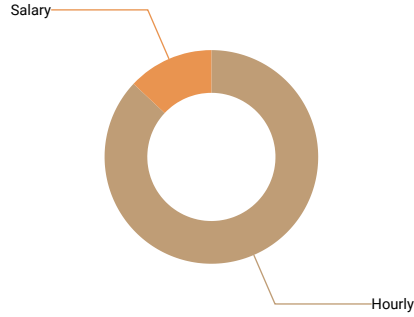
Results	%	N
Non-Exempt	93%	14
Exempt	7%	1

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	87%	13
Salary	13%	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	12	\$17.50	\$20.50	\$25.50	\$31.15	\$31.74	\$25.42	\$25.50	
Pay Range Maximum Rate	12	\$26.00	\$30.88	\$33.00	\$35.61	\$37.10	\$32.10	\$33.00	
Actual Lowest Base Rate	11	\$17.50	\$18.28	\$25.81	\$29.71	\$31.05	\$23.56	\$25.81	
Actual Average Base Rate	11	\$23.22	\$23.25	\$32.17	\$33.50	\$33.53	\$29.26	\$32.17	
Actual Highest Base Rate	10	\$22.62	\$27.65	\$32.88	\$36.23	\$37.63	\$31.46	\$32.88	
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$2.00	\$5.00	\$6.00	\$7.00	\$12.00	\$6.33	\$6.00	
Average Incentive Bonus or Other Bonus (Annual)	5	\$500.00	\$1,000.00	\$1,359.00	\$3,380.00	\$8,648.00	\$2,977.40	\$1,359.00	\$:
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)									

### 4.5.13 Tool Crib Attendant

#### Job description

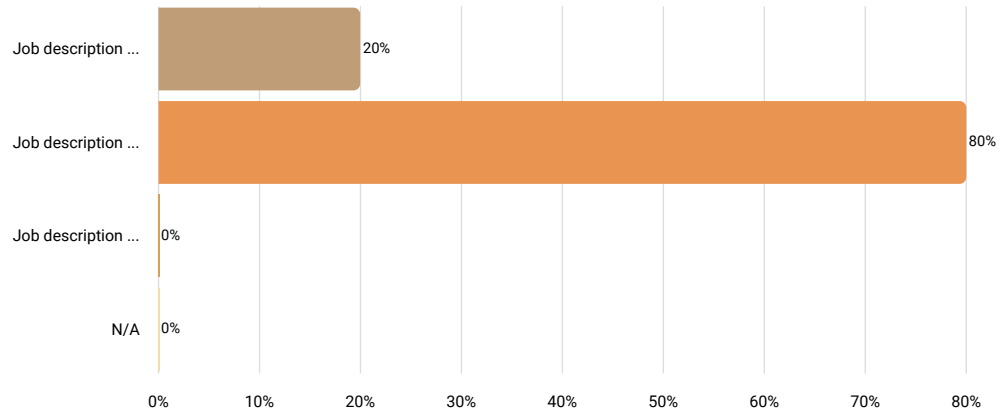
Receives, stores and issues all tools including dies and measurement tools; keeps up with inventory of tools and inspects tools for wear and defects.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



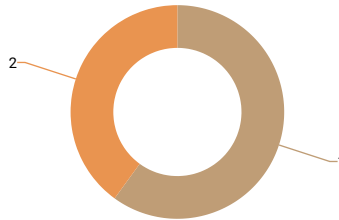
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



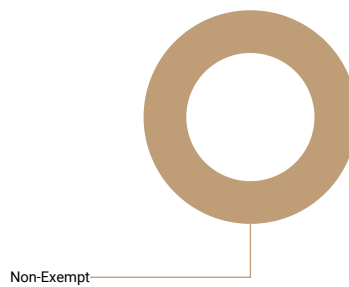
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.4
Median	1
Standard deviation	0.55
Total/sum	7

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



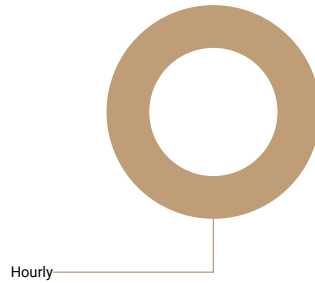
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$17.75	\$19.00	\$19.74	\$20.94	\$21.96	\$19.88	\$19.74	
Actual Average Base Rate	5	\$19.74	\$20.50	\$20.94	\$21.96	\$23.23	\$21.27	\$20.94	
Actual Highest Base Rate	5	\$19.74	\$20.94	\$21.96	\$22.00	\$28.71	\$22.67	\$21.96	
If there is a step progression in place, enter the number of steps. If not, leave blank.									

### 4.5.14 Production Painter

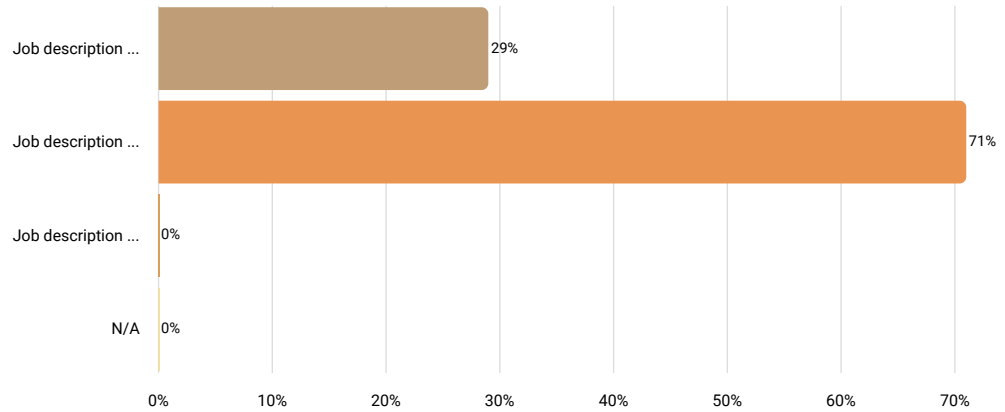
**Job description** Operate or tend painting machines to paint surfaces of various types of equipment, wood, metal or other fabricated items.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



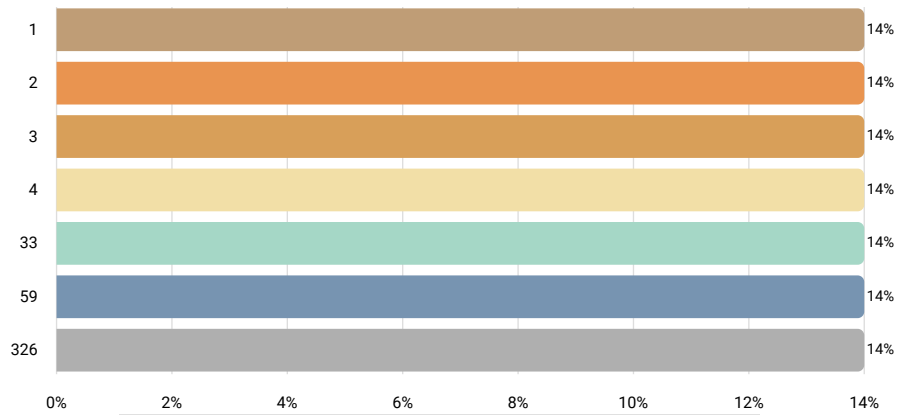
Results		%	N
Job description is perceptibly weaker than the position at your company		29%	2
Job description matches the position at your company very well		71%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



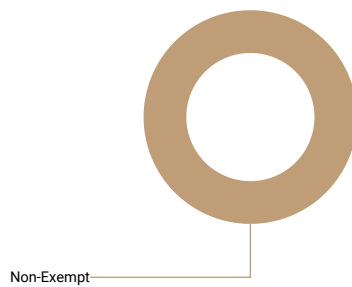
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	59
90th percentile	326
Mean	61.14
Median	4
Standard deviation	118.82
Total/sum	428

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



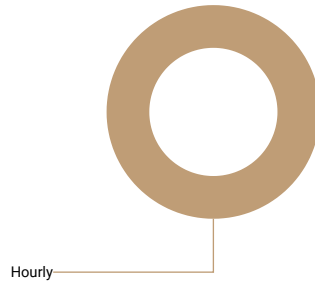
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

### 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		\$17.43	\$18.00	\$19.50	\$20.52	\$20.74	\$19.28	\$19.50	
Pay Range Maximum Rate	6		\$20.00	\$20.80	\$23.72	\$26.20	\$34.21	\$24.77	\$23.72	
Actual Lowest Base Rate	6		\$19.17	\$19.77	\$20.00	\$20.52	\$20.67	\$20.02	\$20.00	
Actual Average Base Rate	7		\$19.94	\$20.53	\$22.65	\$24.00	\$28.00	\$22.70	\$22.65	
Actual Highest Base Rate	5		\$20.00	\$20.93	\$23.65	\$24.39	\$27.42	\$23.28	\$23.65	
If there is a step progression in place, enter the number of steps. If not, leave blank.	5		\$0.00	\$2.00	\$3.00	\$4.00	\$12.00	\$4.20	\$3.00	
Average Incentive Bonus or Other Bonus (Annual)										

## 4.5.15 Welder

### Job description

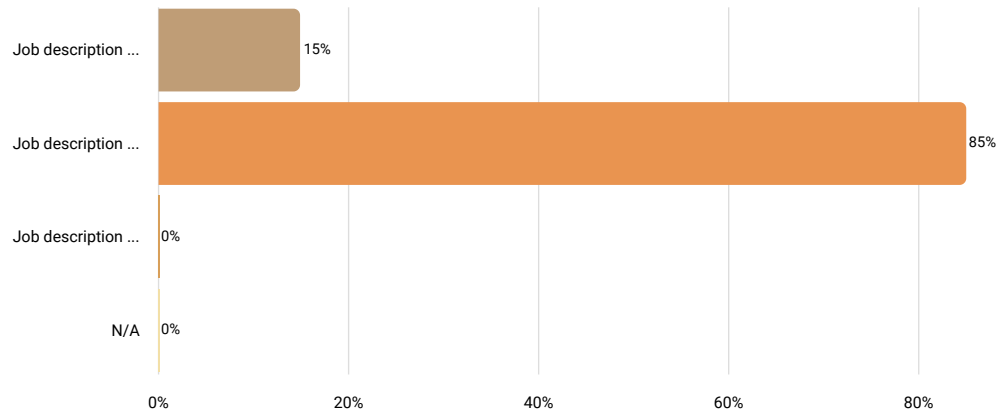
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabrica products.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



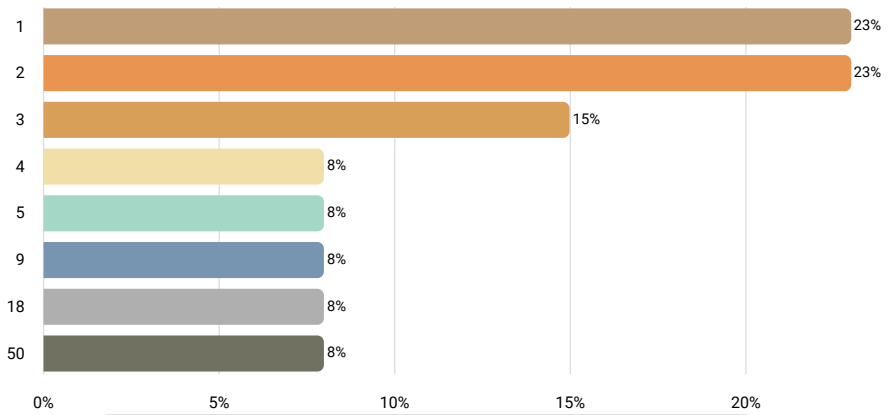
Results	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	85%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



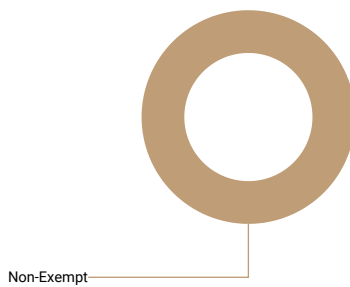
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	18
Mean	7.77
Median	3
Standard deviation	13.52
Total/sum	101

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



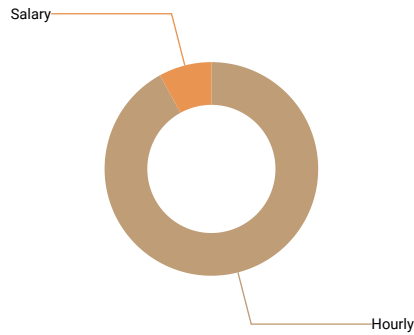
Results	%	N
Non-Exempt	100%	13
Exempt	0%	0

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	12
Salary	8%	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	12	\$16.00	\$17.00	\$21.00	\$25.75	\$27.26	\$21.49	\$21.00	
Pay Range Maximum Rate	12	\$23.50	\$24.75	\$30.29	\$35.00	\$36.00	\$32.71	\$30.29	
Actual Lowest Base Rate	10	\$16.75	\$17.35	\$22.50	\$28.71	\$31.88	\$23.32	\$22.50	
Actual Average Base Rate	11	\$19.72	\$20.00	\$23.25	\$30.81	\$32.96	\$25.43	\$23.25	
Actual Highest Base Rate	10	\$23.13	\$24.00	\$28.00	\$33.75	\$42.38	\$29.96	\$28.00	
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 Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.5.16 Inspector

#### Job description

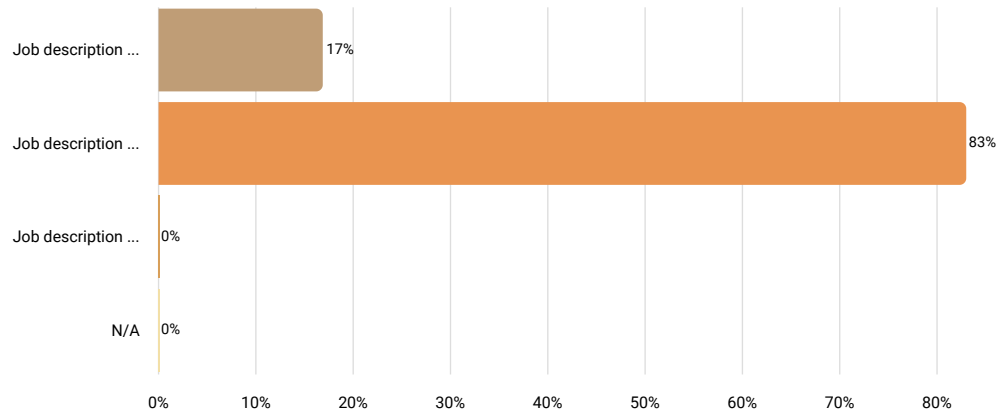
Inspect, test, sort, sample, or weigh raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 7 times

Text input

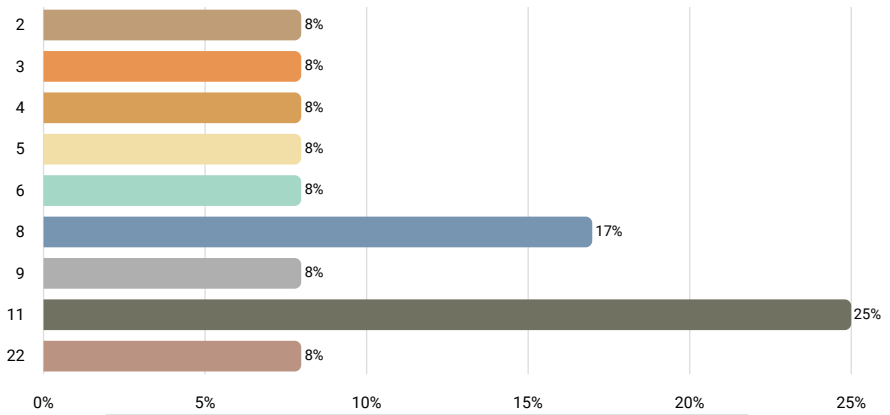
Results	
quality technician	1
quality inspector	1
quality control/inspector	1
aircraft quality control inspector, electrical quality inspector ii-iii, mechanical quality inspector i-ii	1
qc technician & qc auditor	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



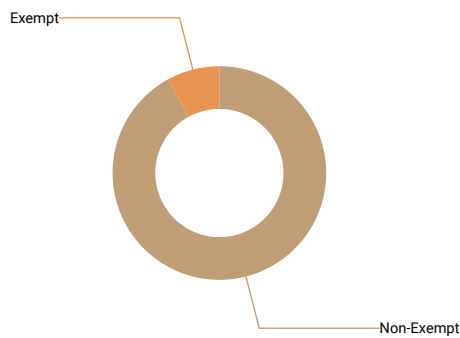
Statistics	
10th percentile	3
25th percentile	4.5
50th percentile	8
75th percentile	11
90th percentile	11
Mean	8.33
Median	8
Standard deviation	5.33
Total/sum	100

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



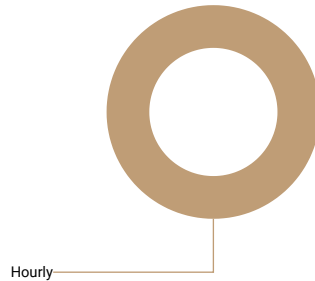
Results	%	N
Non-Exempt	92%	11
Exempt	8%	1

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	12
Salary	0%	0

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	11	\$11.00	\$12.00	\$16.00	\$18.48	\$20.00	\$15.88	\$16.00	
Pay Range Maximum Rate	12	\$17.00	\$18.25	\$23.00	\$25.00	\$25.00	\$23.75	\$23.00	
Actual Lowest Base Rate	11	\$14.50	\$15.00	\$16.75	\$18.00	\$20.30	\$16.66	\$16.75	
Actual Average Base Rate	11	\$15.00	\$16.82	\$18.65	\$20.46	\$21.74	\$18.98	\$18.65	
Actual Highest Base Rate	11	\$15.00	\$18.00	\$21.00	\$23.81	\$25.00	\$21.33	\$21.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$0.00	\$3.00	\$3.00	\$4.00	\$5.00	\$3.00	\$3.00	
Average Incentive Bonus or Other Bonus (Annual)									

### 4.5.17 Production Scheduler

#### Job description

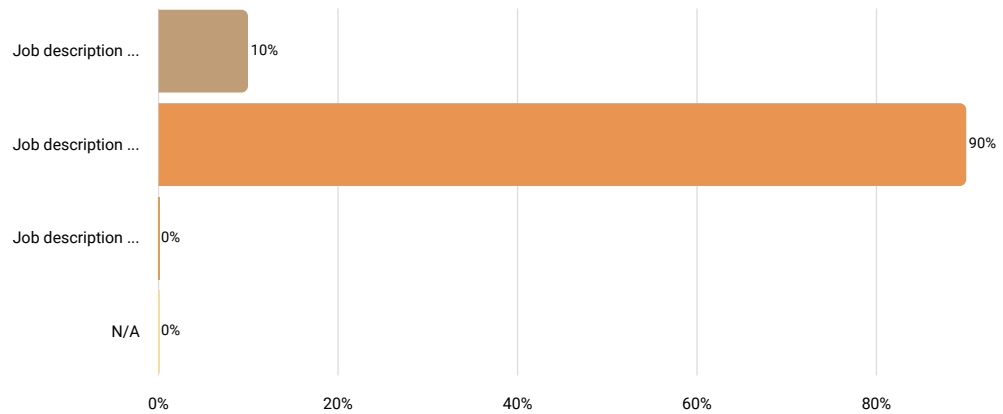
Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates;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

#### 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 10 times

Skipped 10 times

Text input

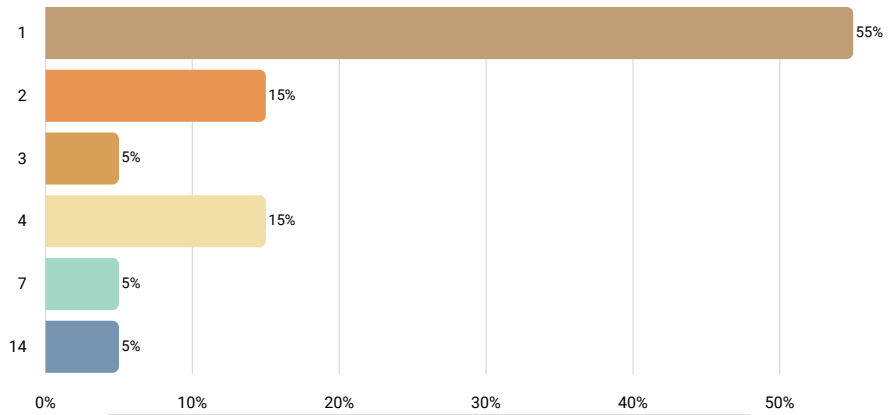
Results	
master scheduler	1
production planner	1
production control analyst	1
production control coordinator	1
plant scheduler	1
production planning	1
material planner	1
project coordinator i - iii	1
production analyst	1
inventory / production assistant	1

### Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



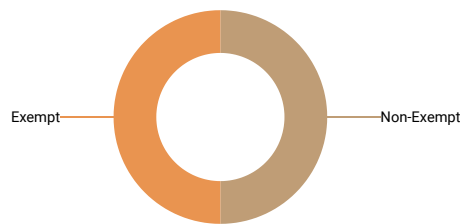
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3.5
90th percentile	5.5
Mean	2.65
Median	1
Standard deviation	3.12
Total/sum	53

### FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



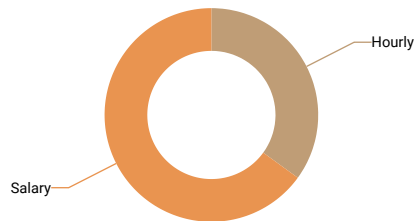
Results	%	N
Non-Exempt	50%	10
Exempt	50%	10

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	35%	7
Salary	65%	13

### 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	\$23.50	\$29.00	\$29.50	\$23.75	\$23.50	
Pay Range Maximum Rate	6	\$21.50	\$22.00	\$28.50	\$36.00	\$55.00	\$31.92	\$28.50	
Actual Lowest Base Rate	6	\$20.00	\$21.00	\$24.00	\$30.99	\$37.00	\$26.17	\$24.00	
Actual Average Base Rate	6	\$20.00	\$22.84	\$25.81	\$35.95	\$37.50	\$27.99	\$25.81	
Actual Highest Base Rate	6	\$20.00	\$24.68	\$28.46	\$38.00	\$43.27	\$30.48	\$28.46	
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	10	\$40,250.00	\$45,440.00	\$56,250.00	\$62,122.50	\$67,350.00	\$54,526.25	\$56,250.00	\$1
Pay Range Maximum Salary	10	\$62,500.00	\$70,380.00	\$75,000.00	\$94,300.00	\$133,860.63	\$85,665.13	\$75,000.00	\$3
Actual Lowest Base Salary	9	\$52,250.00	\$63,800.00	\$73,500.00	\$78,000.00	\$90,000.00	\$71,509.67	\$73,500.00	\$1
Actual Average Base Salary	10	\$54,775.00	\$59,000.00	\$70,750.00	\$81,918.00	\$93,948.11	\$72,166.42	\$70,750.00	\$1
Actual Highest Base Salary	10	\$54,775.00	\$59,000.00	\$70,750.00	\$85,874.00	\$107,574.75	\$75,287.35	\$70,750.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$3,000.00	\$3,250.00	\$3,700.00	\$6,000.00	\$12,000.00	\$5,316.86	\$3,700.00	\$:

### 4.5.18 Inventory/Material Planner

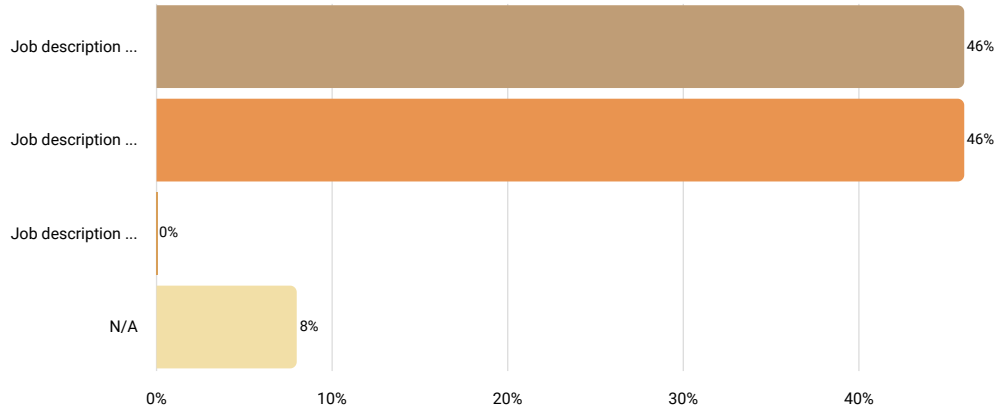
**Job description** Tracks inventory related information including receipts, disbursement, balances, prices and costs. Reconciles inventory discrepar

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	46%	6
Job description matches the position at your company very well	46%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

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

Answered 9 times

Skipped 5 times

Text input

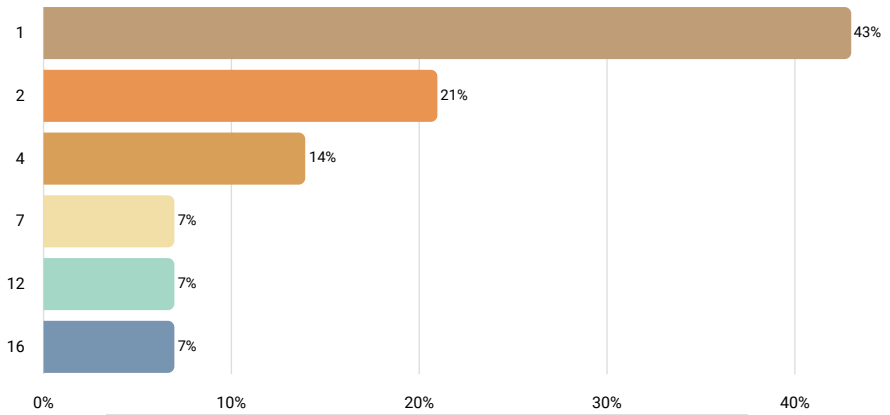
Results	N
inventory analyst	1
production controller	1
logistics concept planner	1
erp manager	1
inventory control specialist	1
plant planner	1
purchasing coordinator or inventory control coordinator	1
inventory clerk i - iii	1
procurement/purchasing	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



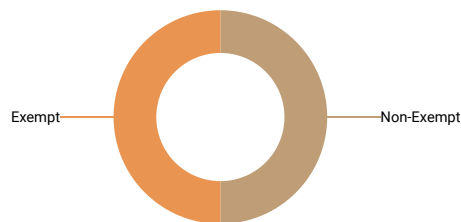
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	12
Mean	3.93
Median	2
Standard deviation	4.67
Total/sum	55

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



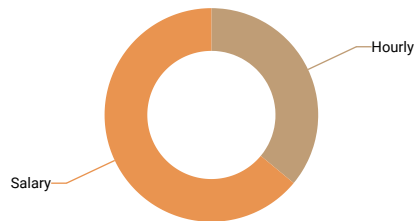
Results	%	N
Non-Exempt	50%	7
Exempt	50%	7

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	5
Salary	64%	9

### Compensation data

N = 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	\$18.54	\$20.00	\$20.00	\$21.00	\$26.33	\$21.17	\$20.00	
Actual Average Base Rate	5	\$20.00	\$20.94	\$21.00	\$21.00	\$27.85	\$22.16	\$21.00	
Actual Highest Base Rate	5	\$21.00	\$21.80	\$23.00	\$23.92	\$29.64	\$23.87	\$23.00	
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	7	\$37,500.00	\$50,000.00	\$50,600.00	\$76,169.00	\$88,000.00	\$59,181.29	\$50,600.00	\$1
Pay Range Maximum Salary	7	\$74,250.00	\$75,000.00	\$88,600.00	\$103,051.50	\$132,132.00	\$91,861.93	\$88,600.00	\$2
Actual Lowest Base Salary	6	\$50,000.00	\$52,000.00	\$67,583.00	\$86,000.00	\$110,900.00	\$72,344.33	\$67,583.00	\$2
Actual Average Base Salary	7	\$52,000.00	\$52,000.00	\$63,916.50	\$89,500.00	\$110,900.00	\$72,402.36	\$63,916.50	\$2
Actual Highest Base Salary	6	\$52,000.00	\$56,000.00	\$78,367.50	\$93,000.00	\$110,900.00	\$78,105.83	\$78,367.50	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.5.19 Cost Estimator

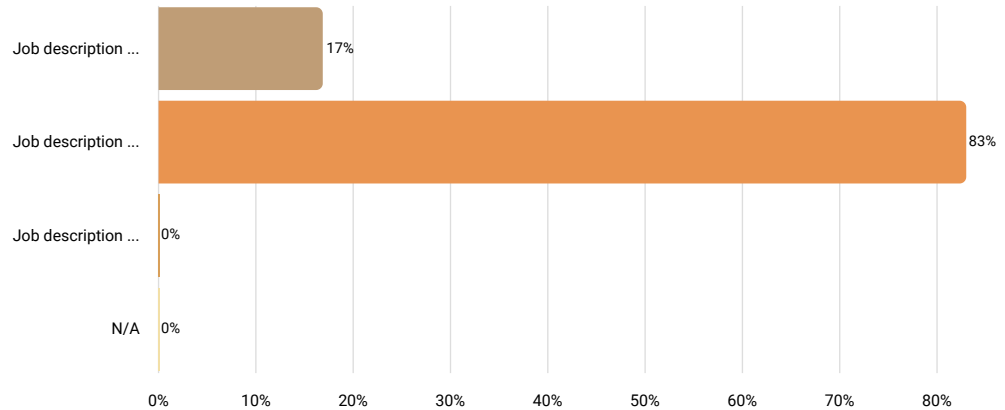
**Job description** Prepare cost estimates for product manufacturing or services to aid management in bidding on or determining price of product o

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



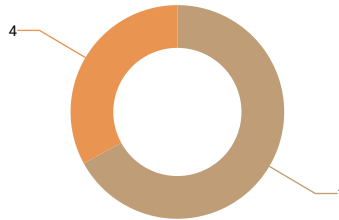
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



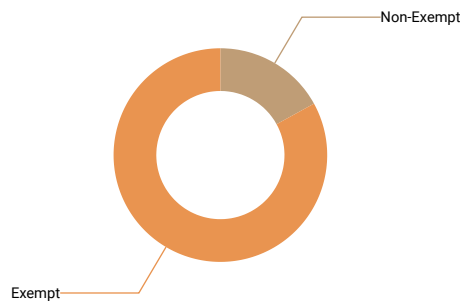
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	4
Mean	2
Median	1
Standard deviation	1.55
Total/sum	12

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



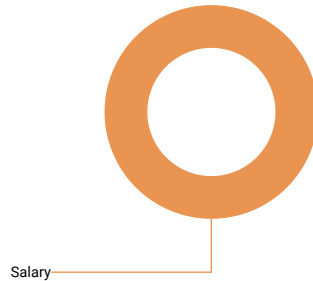
Results	%	N
Non-Exempt	17%	1
Exempt	83%	5

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$50,000.00	\$50,000.00	\$52,500.00	\$88,462.40	\$115,145.63	\$71,221.61	\$52,500.00	\$2
Pay Range Maximum Salary	5	\$65,000.00	\$80,000.00	\$104,700.00	\$125,777.60	\$191,909.38	\$113,477.40	\$104,700.00	\$4
Actual Lowest Base Salary	5	\$55,000.00	\$69,940.00	\$77,625.00	\$89,606.40	\$147,500.00	\$87,934.28	\$77,625.00	\$3
Actual Average Base Salary	6	\$60,000.00	\$65,000.00	\$73,782.50	\$95,035.20	\$147,500.00	\$85,850.03	\$73,782.50	\$3
Actual Highest Base Salary	5	\$69,940.00	\$75,000.00	\$77,625.00	\$100,776.00	\$147,500.00	\$94,168.20	\$77,625.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.5.20 Fabricator

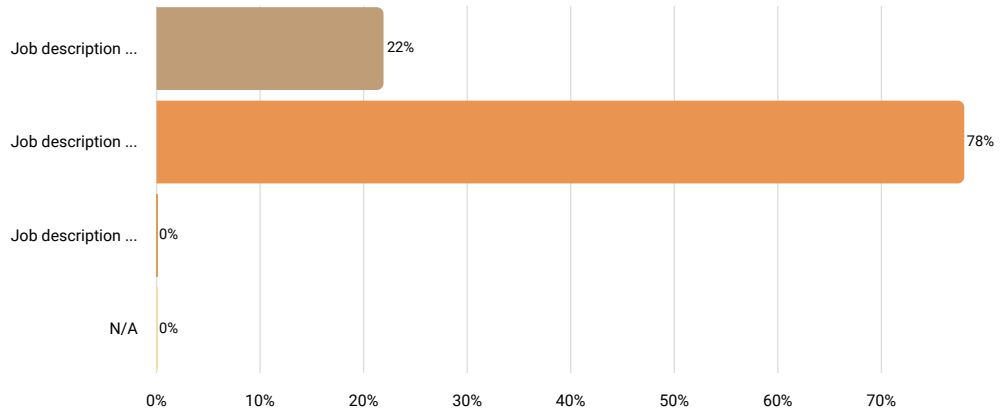
**Job description** Fabricate, position, align, and fit parts of structural metal products.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



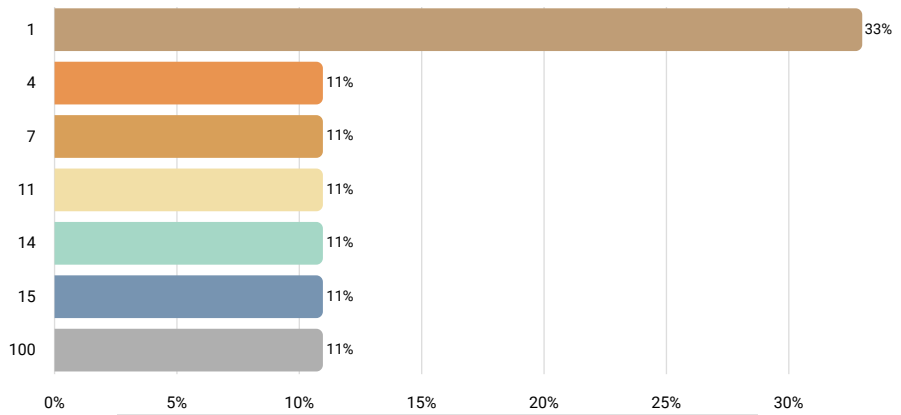
Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		78%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



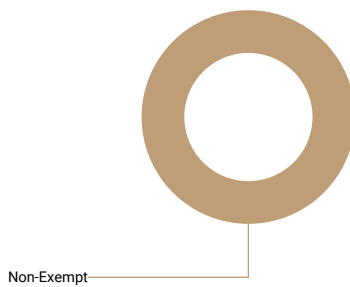
Statistics	
10th percentile	1
25th percentile	1
50th percentile	7
75th percentile	14
90th percentile	100
Mean	17.11
Median	7
Standard deviation	31.57
Total/sum	154

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



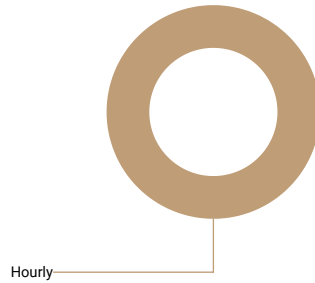
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	9
Salary	0%	0

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	8	\$17.00	\$17.00	\$19.00	\$20.50	\$32.00	\$20.25	\$19.00	
Pay Range Maximum Rate	8	\$20.30	\$22.50	\$25.00	\$30.37	\$48.80	\$28.10	\$25.00	
Actual Lowest Base Rate	7	\$17.00	\$17.00	\$19.00	\$25.00	\$36.00	\$21.64	\$19.00	
Actual Average Base Rate	9	\$18.00	\$19.50	\$20.33	\$23.64	\$36.00	\$22.72	\$20.33	
Actual Highest Base Rate	7	\$23.00	\$23.00	\$25.00	\$30.00	\$36.00	\$26.97	\$25.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

## 4.5.21 Metal Finishing Technician

### Job description

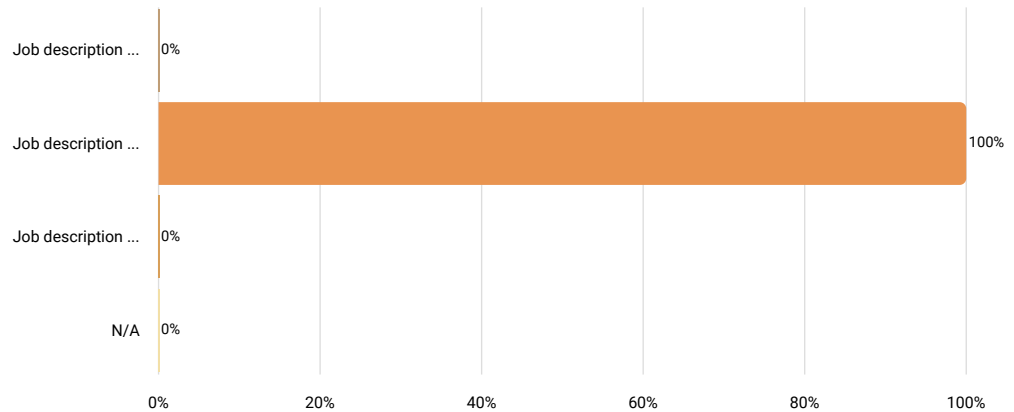
Removes dents, scratches, and defects from metal surfaces using hand and power tools including grinding, sanding, and filling uneven surfaces, polishin metal, and etching decorative details.

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

Answered 5 times

Skipped 0 times

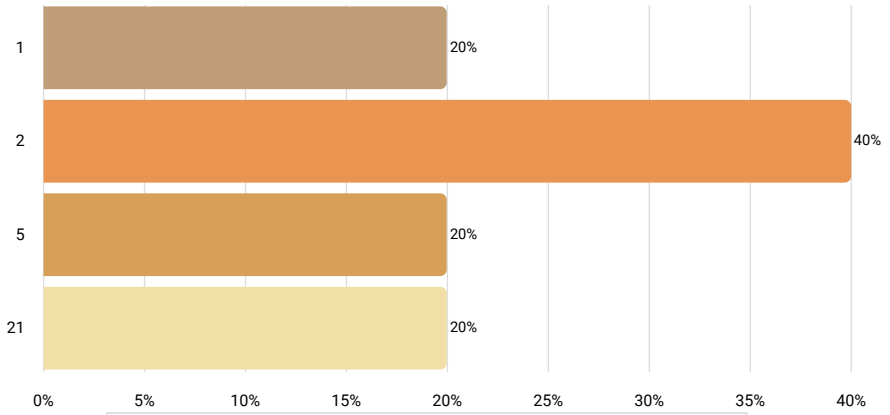
Select one answer (radio button)



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

### Number of Employees Currently in This Position

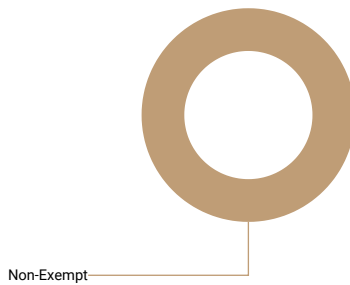
Answered 5 times  
 Skipped 0 times  
 Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	5
90th percentile	21
Mean	6.2
Median	2
Standard deviation	8.41
Total/sum	31

### FLSA Status

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



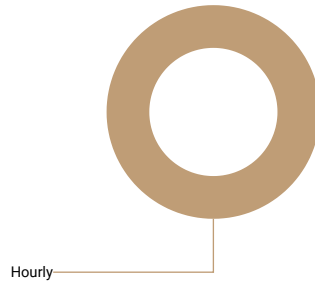
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$17.60	\$18.81	\$19.00	\$19.82	\$29.00	\$20.85	\$19.00	
Actual Average Base Rate	5	\$18.63	\$19.18	\$19.82	\$20.00	\$34.50	\$22.43	\$19.82	
Actual Highest Base Rate	5	\$19.55	\$19.67	\$19.82	\$21.00	\$40.00	\$24.01	\$19.82	
If there is a step progression in place, enter the number of steps. If not, leave blank.									

## 4.6 Maintenance Positions

**The survey received sufficient data for the following job titles:**

Janitor  
Electrician  
Electrical and Control Mechanic  
Multi-Craft Maintenance  
General Building Maintenance  
Maintenance Mechanic  
Maintenance Planner  
Maintenance Employees, General

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

Laborer  
Security Guard

## 4.6.1 Janitor

### Job description

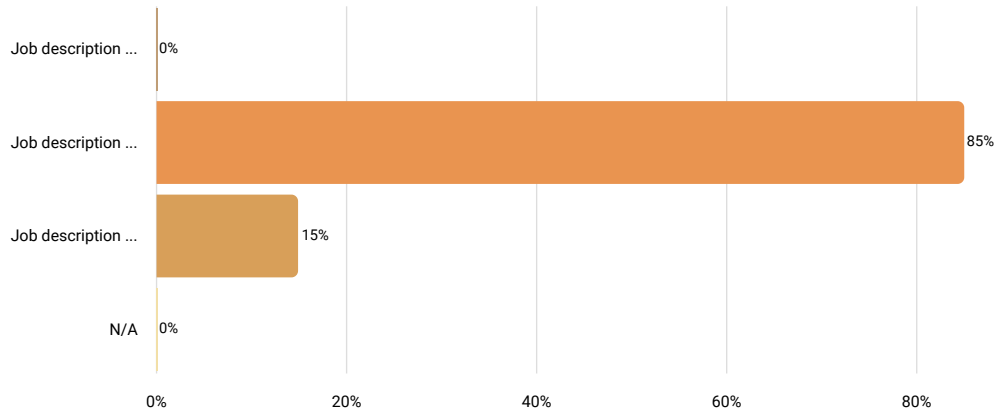
Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and rer  
Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow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

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

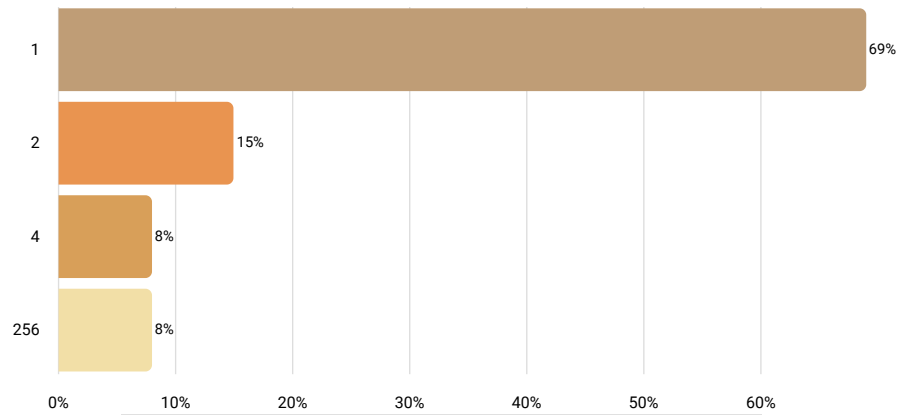
Results	
custodian	1
housekeeping	1
janitor custodian	1
janitor i-ii	1
facility i	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



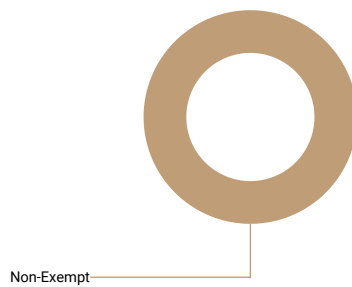
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	21
Median	1
Standard deviation	70.61
Total/sum	273

### FLSA Status

Answered 12 times

Skipped 1 times

Select one answer (radio button)



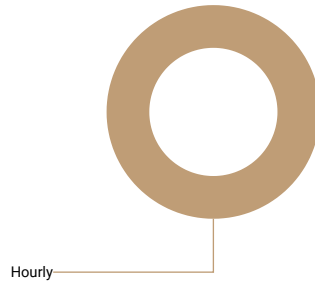
Results	%	N
Non-Exempt	100%	12
Exempt	0%	0

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	13
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	\$13.00	\$14.00	\$15.50	\$16.20	\$17.25	\$15.58	\$15.50	
Pay Range Maximum Rate	12	\$16.20	\$17.00	\$18.00	\$19.87	\$21.19	\$18.24	\$18.00	
Actual Lowest Base Rate	13	\$13.00	\$16.00	\$16.20	\$18.50	\$20.38	\$16.75	\$16.20	
Actual Average Base Rate	13	\$15.50	\$16.20	\$16.50	\$18.50	\$20.38	\$17.14	\$16.50	
Actual Highest Base Rate	13	\$14.92	\$16.00	\$16.80	\$18.50	\$20.38	\$17.25	\$16.80	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	5	\$1,011.00	\$1,011.00	\$1,050.00	\$3,000.00	\$4,000.00	\$2,014.40	\$1,050.00	\$

## 4.6.2 Electrician

### Job description

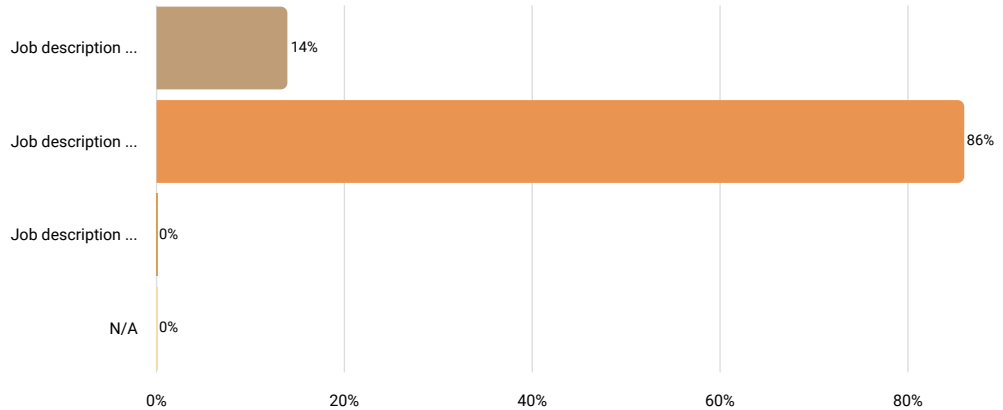
Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas using hand tools and testing instruments in ord power for lighting, equipment and machines.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



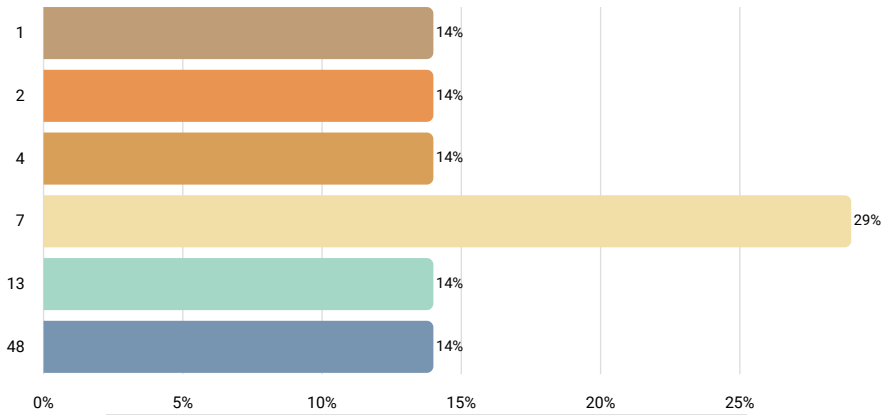
Results		%	N
Job description is perceptibly weaker than the position at your company		14%	1
Job description matches the position at your company very well		86%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



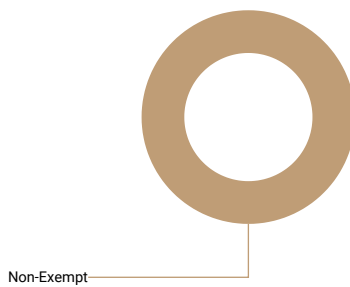
Statistics	
10th percentile	1
25th percentile	2
50th percentile	7
75th percentile	13
90th percentile	48
Mean	11.71
Median	7
Standard deviation	16.49
Total/sum	82

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



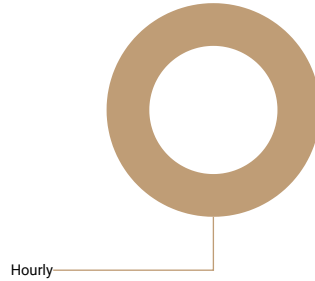
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

### 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	7	\$18.00	\$18.93	\$31.50	\$34.50	\$39.02	\$28.35	\$31.50	
Pay Range Maximum Rate	7	\$19.88	\$25.00	\$36.20	\$43.00	\$50.00	\$35.16	\$36.20	
Actual Lowest Base Rate	6	\$18.93	\$28.66	\$32.83	\$35.50	\$39.02	\$31.29	\$32.83	
Actual Average Base Rate	7	\$19.88	\$22.00	\$34.48	\$39.02	\$43.50	\$32.35	\$34.48	
Actual Highest Base Rate	6	\$19.88	\$30.45	\$37.41	\$43.00	\$50.72	\$36.48	\$37.41	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

### 4.6.3 Electrical and Control Mechanic

#### Job description

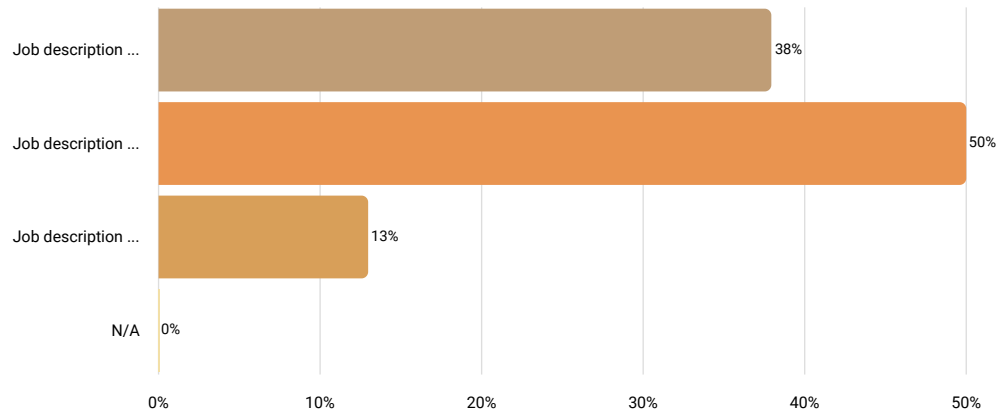
Performs a variety of electrical trade functions including installation, maintenance and repair of equipment or electrical systems. Also maintains compute production control systems.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	38%	3
Job description matches the position at your company very well	50%	4
Job description is perceptibly stronger than the position at your company	13%	1
N/A	0%	0

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

Answered 6 times

Skipped 2 times

Text input

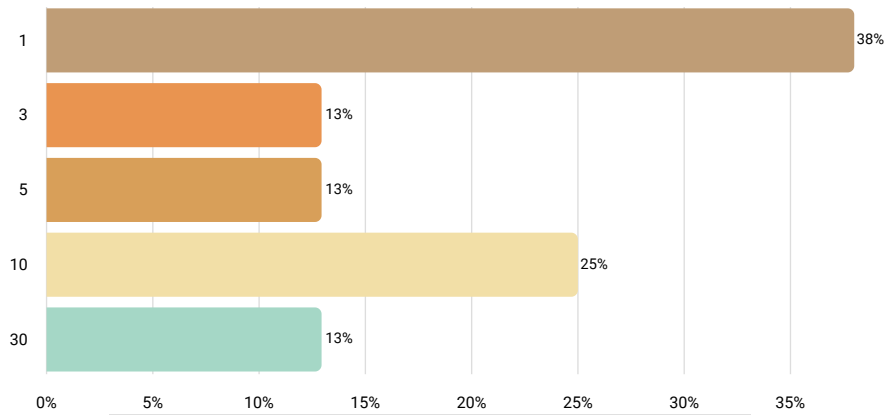
Results	N
robot tech i	1
lead electrician	1
maintenance technician	1
maintenance i&e technician; maintenance control technician	1
instrument & electrical technician	1
maintenance technician 5	1

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



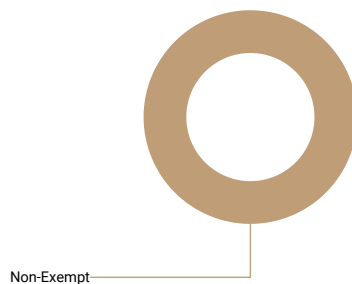
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	10
90th percentile	30
Mean	7.63
Median	4
Standard deviation	9.8
Total/sum	61

### FLSA Status

Answered 7 times

Skipped 1 times

Select one answer (radio button)



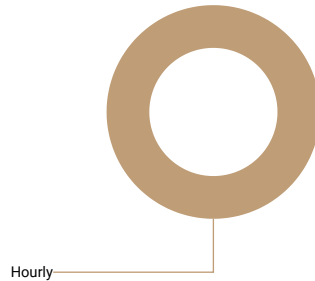
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

### 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	8	8	\$27.78	\$32.25	\$34.79	\$35.80	\$37.26	\$33.84	\$34.79	
Pay Range Maximum Rate	8	8	\$35.50	\$37.11	\$39.60	\$42.74	\$52.78	\$40.89	\$39.60	
Actual Lowest Base Rate	7	7	\$31.50	\$34.78	\$36.92	\$37.26	\$49.00	\$37.49	\$36.92	
Actual Average Base Rate	7	7	\$33.22	\$36.00	\$37.26	\$40.20	\$49.00	\$38.90	\$37.26	
Actual Highest Base Rate	7	7	\$35.50	\$36.00	\$37.95	\$42.00	\$49.00	\$39.72	\$37.95	
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	6	\$0.00	\$2.00	\$4.50	\$5.00	\$6.00	\$3.67	\$4.50	
Average Incentive Bonus or Other Bonus (Annual)										

### 4.6.4 Multi-Craft Maintenance

#### Job description

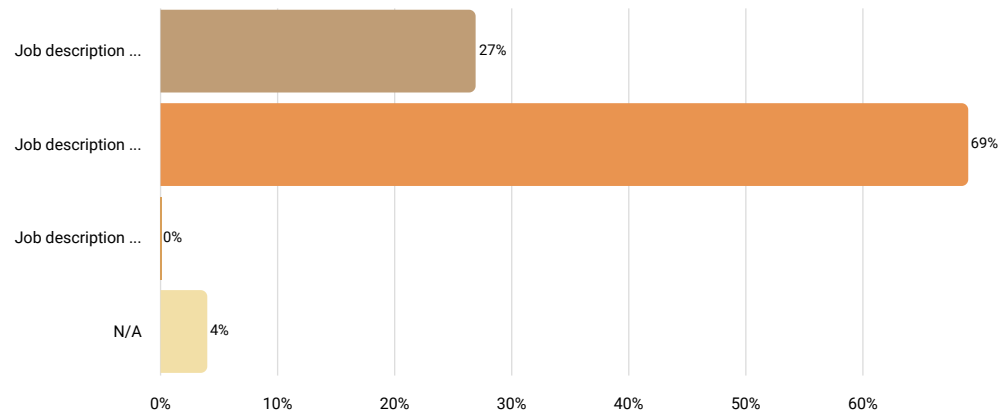
Perform work involving the skills of two or more maintenance or craft occupations for upkeep of machines and mechanical equipment. Duties may involve boiler making; insulating; welding; machining; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment. Journeymen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

#### 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	27%	7
Job description matches the position at your company very well	69%	18
Job description is perceptibly stronger than the position at your company	0%	0
N/A	4%	1

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

Answered 13 times

Skipped 14 times

Text input

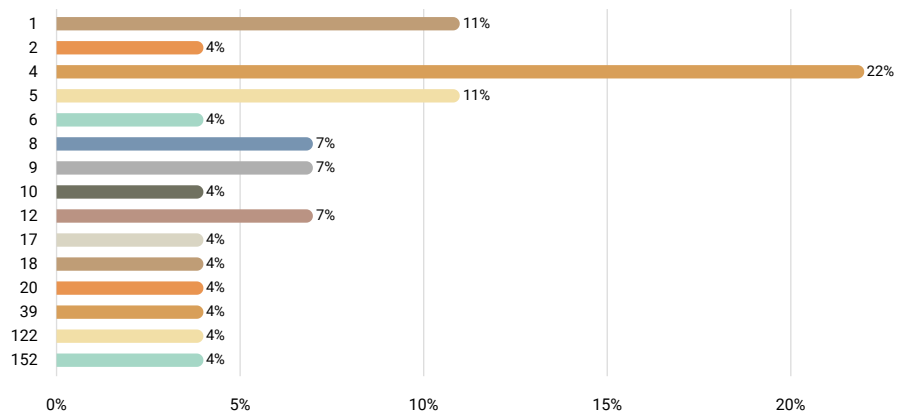
Results	
maintenance technician	3
maintenance tech	1
sr. instrument and electronics technician	1
equipment specialist	1
maintenance 1-3	1
maintenance mechanic	1
maintenance technician 4 and 5	1
mentor/trainer maintenance technician	1
electrician, maintenance multicraft	1
aircraft mechanic ii	1
welding maintenance/stamping maintenance team member	1

### Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



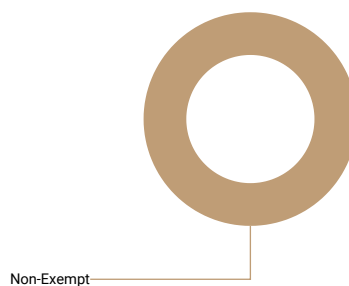
Statistics	
10th percentile	1
25th percentile	4
50th percentile	6
75th percentile	12
90th percentile	39
Mean	18
Median	6
Standard deviation	35.45
Total/sum	486

### FLSA Status

Answered 26 times

Skipped 1 times

Select one answer (radio button)



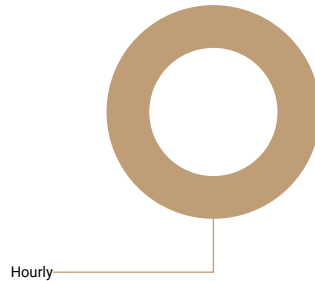
Results	%	N
Non-Exempt	100%	26
Exempt	0%	0

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

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	27
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	24	\$19.00	\$24.72	\$27.59	\$29.87	\$31.25	\$26.78	\$27.59	
Pay Range Maximum Rate	24	\$29.00	\$33.13	\$35.86	\$41.44	\$44.33	\$51.48	\$35.86	
Actual Lowest Base Rate	26	\$19.75	\$25.00	\$28.02	\$31.80	\$37.95	\$28.54	\$28.02	
Actual Average Base Rate	26	\$25.62	\$27.50	\$31.43	\$34.21	\$40.30	\$31.64	\$31.43	
Actual Highest Base Rate	26	\$28.00	\$32.75	\$35.25	\$36.38	\$40.30	\$34.74	\$35.25	
If there is a step progression in place, enter the number of steps. If not, leave blank.	17	\$2.00	\$3.00	\$4.00	\$6.00	\$6.00	\$4.41	\$4.00	
Average Incentive Bonus or Other Bonus (Annual)	9	\$450.00	\$2,100.00	\$3,700.00	\$6,000.00	\$7,200.00	\$4,072.22	\$3,700.00	\$2,100.00

### 4.6.5 General Building Maintenance

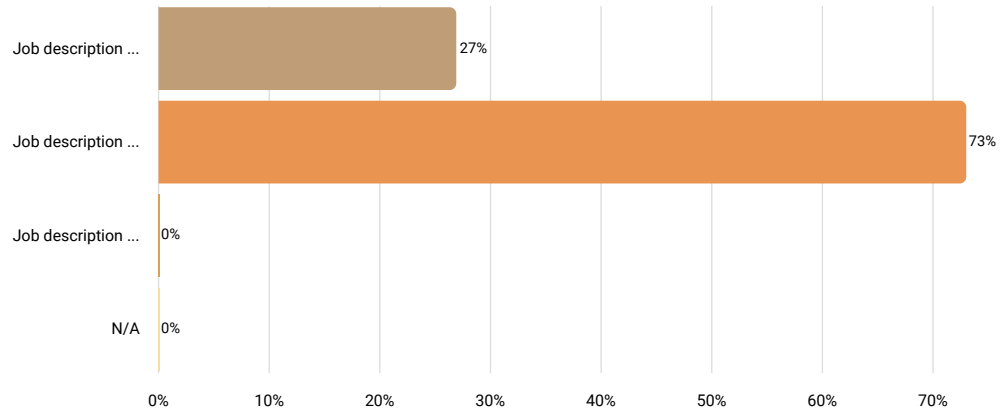
**Job description** Repairs and maintains physical structures. Requires knowledge of more than one craft area such as carpentry, painting, plasterin

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

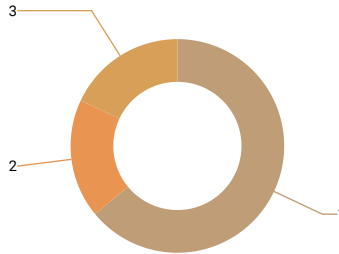
Results	
facilities maintenance	1
facilities maintenance technician	1
facilities technician	1
maintenance specialist	1
maintenance tech ii & iv	1
building & grounds associate	1
facilities specialist	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



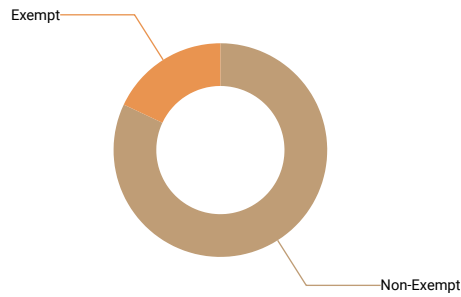
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.55
Median	1
Standard deviation	0.82
Total/sum	17

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



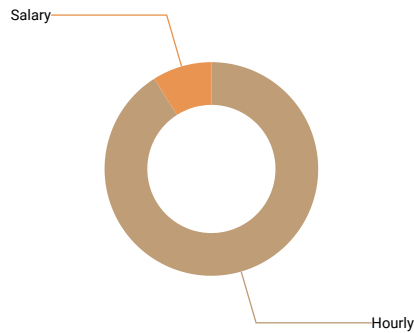
Results	%	N
Non-Exempt	82%	9
Exempt	18%	2

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	91%	10
Salary	9%	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	9	\$17.00	\$22.00	\$23.54	\$25.00	\$28.00	\$23.01	\$23.54	
Pay Range Maximum Rate	9	\$20.00	\$28.00	\$30.00	\$31.05	\$41.00	\$30.07	\$30.00	
Actual Lowest Base Rate	10	\$21.18	\$24.61	\$26.74	\$27.50	\$28.31	\$25.71	\$26.74	
Actual Average Base Rate	10	\$21.18	\$24.61	\$27.25	\$27.95	\$29.93	\$26.33	\$27.25	
Actual Highest Base Rate	10	\$21.18	\$24.61	\$27.50	\$29.00	\$33.08	\$27.17	\$27.50	
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$3.00	\$4.00	\$5.00	\$5.00	\$7.00	\$4.80	\$5.00	
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)									

### 4.6.6 Maintenance Mechanic

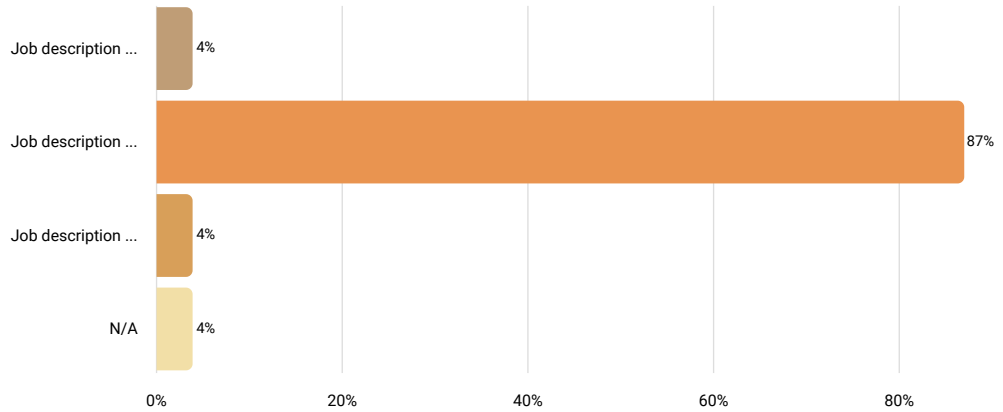
**Job description** Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		4%	1
Job description matches the position at your company very well		87%	20
Job description is perceptibly stronger than the position at your company		4%	1
N/A		4%	1

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

Answered 6 times

Skipped 17 times

Text input

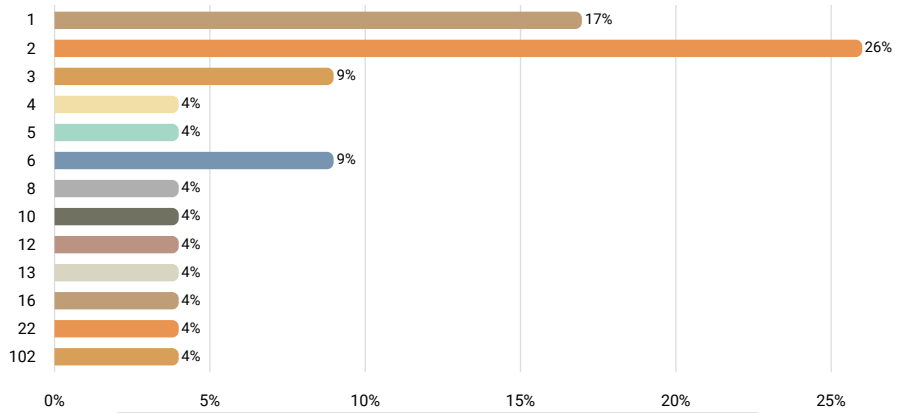
Results	
maintenance mechanic (manufacturing equipment)	1
maintenance technician	1
	14.83
maintenance ii	1
maintenance specialist	1
general maintenance mechanic	1

### Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



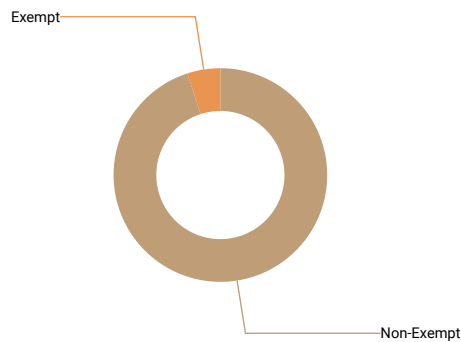
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	10
90th percentile	16
Mean	9.83
Median	3
Standard deviation	20.84
Total/sum	226

### FLSA Status

Answered 21 times

Skipped 2 times

Select one answer (radio button)



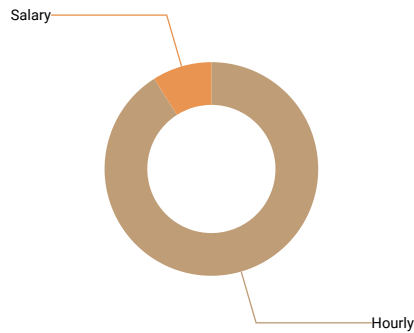
Results	%	N
Non-Exempt	95%	20
Exempt	5%	1

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	91%	21
Salary	9%	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	20	\$17.75	\$19.48	\$24.43	\$30.99	\$33.00	\$24.85	\$24.43	
Pay Range Maximum Rate	20	\$22.44	\$29.66	\$31.40	\$36.48	\$42.95	\$32.61	\$31.40	
Actual Lowest Base Rate	18	\$15.57	\$23.00	\$27.66	\$30.85	\$36.95	\$26.69	\$27.66	
Actual Average Base Rate	18	\$18.60	\$23.00	\$28.65	\$33.41	\$38.00	\$28.82	\$28.65	
Actual Highest Base Rate	18	\$20.00	\$23.25	\$30.98	\$36.95	\$50.75	\$45.66	\$30.98	
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$2.00	\$4.00	\$4.00	\$5.00	\$7.00	\$4.43	\$4.00	
Average Incentive Bonus or Other Bonus (Annual)	9	\$1,145.00	\$1,248.00	\$2,500.00	\$5,800.00	\$9,660.00	\$3,800.33	\$2,500.00	\$
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

### 4.6.7 Maintenance Planner

#### Job description

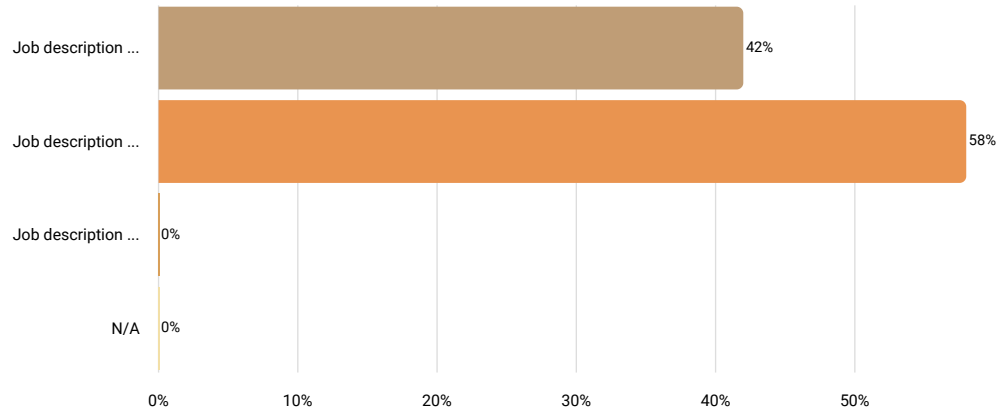
Schedules and plans the work of electricians and mechanics. Develops job plans that include the labor, tools, materials and procedures for repairs on all equipment and general facility maintenance.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	42%	5
Job description matches the position at your company very well	58%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 5 times

Skipped 7 times

Text input

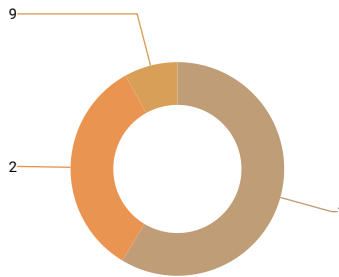
Results	
maintenance planner	1
total productive/preventative maintenance manager	1
facilities planner; shutdown planner	1
mro stores manager and maintenance planner	1
ehs & facilities supervisor	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



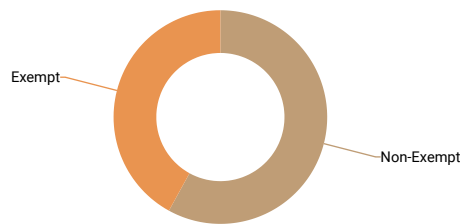
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	2.26
Total/sum	24

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



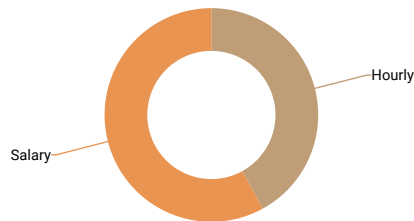
Results	%	N
Non-Exempt	58%	7
Exempt	42%	5

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	42%	5
Salary	58%	7

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	\$27.94	\$30.77	\$32.00	\$37.50	\$445.00	\$114.64	\$32.00	\$100.00
Pay Range Maximum Rate	5	\$30.84	\$40.00	\$46.15	\$47.91	\$50.00	\$42.98	\$46.15	\$100.00
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	5	\$63,000.00	\$72,100.00	\$72,800.00	\$99,465.60	\$120,000.00	\$85,473.12	\$72,800.00	\$20,000.00
Pay Range Maximum Salary	5	\$67,000.00	\$109,200.00	\$114,400.00	\$131,684.80	\$150,000.00	\$114,456.96	\$114,400.00	\$30,000.00
Actual Lowest Base Salary	7	\$65,300.00	\$77,000.00	\$88,683.00	\$101,999.82	\$127,500.00	\$90,491.15	\$88,683.00	\$20,000.00
Actual Average Base Salary	7	\$65,300.00	\$80,000.00	\$92,955.20	\$101,999.82	\$127,500.00	\$93,154.72	\$92,955.20	\$10,000.00
Actual Highest Base Salary	7	\$65,300.00	\$80,000.00	\$101,999.82	\$103,973.00	\$127,500.00	\$96,246.86	\$101,999.82	\$10,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.6.8 Maintenance Employees, General

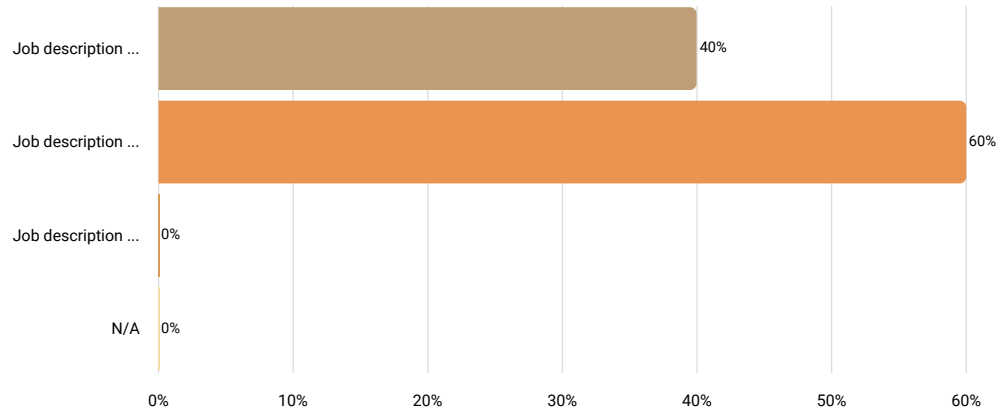
**Job description** Use this job title for maintenance workers other than those listed.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



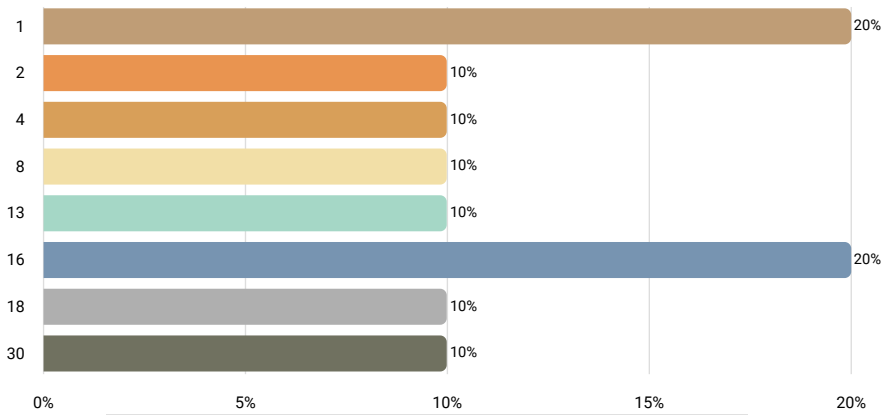
Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	4
Job description matches the position at your company very well	60%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



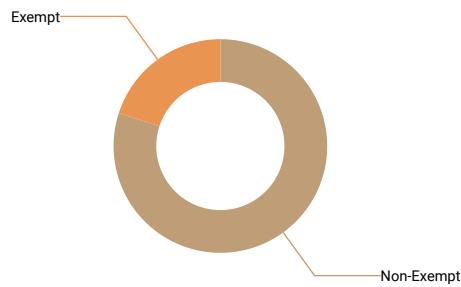
Statistics	
10th percentile	1
25th percentile	2
50th percentile	10.5
75th percentile	16
90th percentile	24
Mean	10.9
Median	10.5
Standard deviation	9.45
Total/sum	109

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



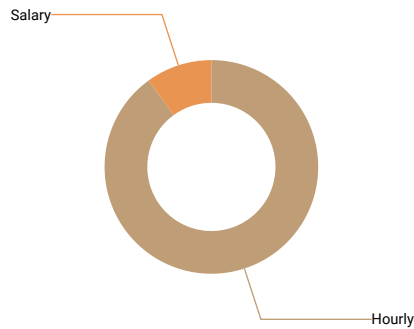
Results	%	N
Non-Exempt	80%	8
Exempt	20%	2

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	9
Salary	10%	1

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	8	\$16.00	\$18.18	\$23.50	\$26.50	\$31.05	\$22.93	\$23.50	
Pay Range Maximum Rate	8	\$25.00	\$32.00	\$37.11	\$38.00	\$60.19	\$37.43	\$37.11	
Actual Lowest Base Rate	8	\$21.00	\$21.00	\$25.72	\$26.88	\$31.05	\$24.91	\$25.72	
Actual Average Base Rate	9	\$21.00	\$25.75	\$28.25	\$34.30	\$37.70	\$29.52	\$28.25	
Actual Highest Base Rate	8	\$21.00	\$26.38	\$33.50	\$36.75	\$48.00	\$32.78	\$33.50	
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)									

## 4.7 Material Handling and Transportation Positions

**The survey received sufficient data for the following job titles:**

Fork Lift Driver/Material Handler  
Shipping and Receiving Clerk  
Truck Driver, Tractor Trailer and Heavy  
Truck Driver, Light and Delivery Services  
Stockroom Clerk  
Warehouse Employees, General

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

Locomotive Material Handler

### 4.7.1 Fork Lift Driver/Material Handler

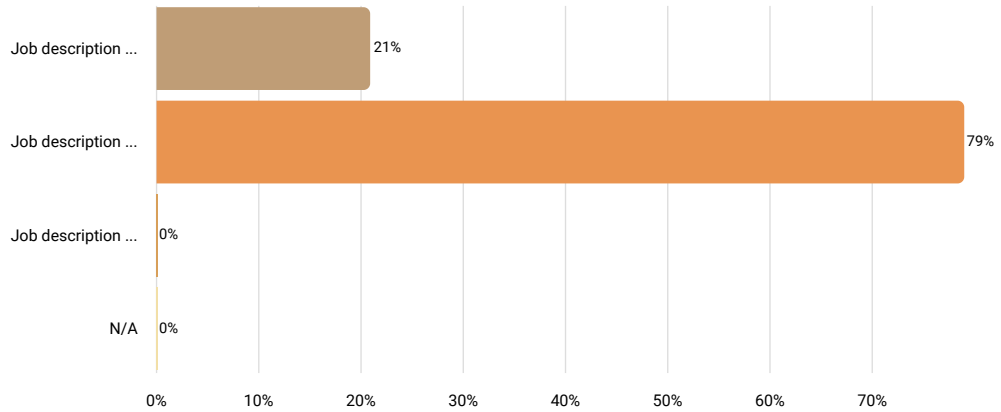
**Job description** Move freight, stock, or other materials. Does not include locomotive material handlers.

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		21%	6
Job description matches the position at your company very well		79%	22
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	0%	0

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

Answered 15 times

Skipped 13 times

Text input

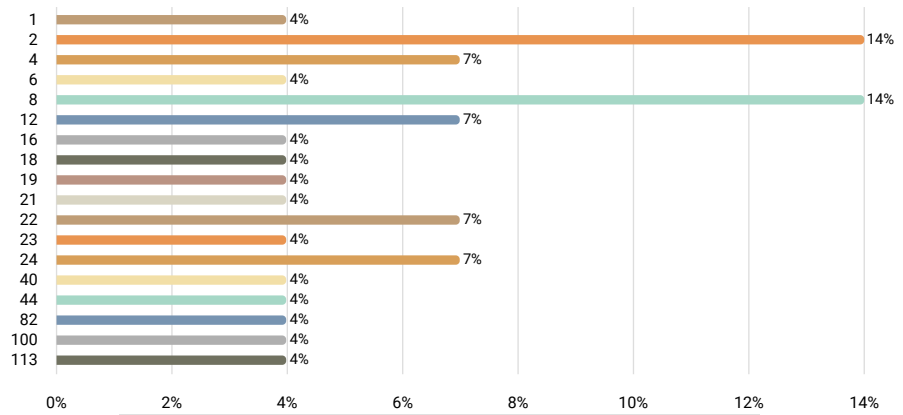
Results	
material handler	2
material handler i	1
material handler osbl operator	1
operator ii	1
packaging operator	1
production technician	1
warehouse	1
operator technician i	1
material movement operator	1
material handling	1
material handler iii	1
yard associate, material handler	1
shipping and receiving	1
conveyance team member	1

### Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



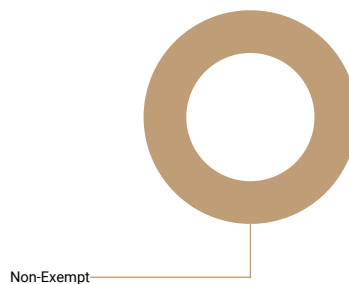
Statistics	
10th percentile	2
25th percentile	5
50th percentile	14
75th percentile	23.5
90th percentile	82
Mean	23.11
Median	14
Standard deviation	29.02
Total/sum	647

### FLSA Status

Answered 26 times

Skipped 2 times

Select one answer (radio button)



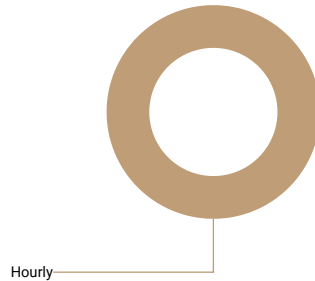
Results	%	N
Non-Exempt	100%	26
Exempt	0%	0

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	28
Salary	0%	0

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	
Pay Range Minimum Rate	25	\$16.00	\$17.60	\$18.00	\$19.30	\$22.00	\$18.37	\$18.00	
Pay Range Maximum Rate	25	\$18.64	\$20.00	\$22.00	\$24.00	\$27.23	\$22.68	\$22.00	
Actual Lowest Base Rate	26	\$16.00	\$17.25	\$18.43	\$19.75	\$24.00	\$18.82	\$18.43	
Actual Average Base Rate	27	\$17.54	\$18.32	\$19.67	\$21.63	\$24.84	\$20.12	\$19.67	
Actual Highest Base Rate	26	\$18.29	\$19.42	\$21.83	\$23.10	\$27.23	\$21.83	\$21.83	
If there is a step progression in place, enter the number of steps. If not, leave blank.	16	\$1.00	\$2.00	\$3.00	\$4.50	\$6.00	\$3.25	\$3.00	
Average Incentive Bonus or Other Bonus (Annual)	10	\$475.00	\$1,000.00	\$1,487.50	\$2,125.00	\$3,489.50	\$1,722.90	\$1,487.50	\$

## 4.7.2 Shipping and Receiving Clerk

### Job description

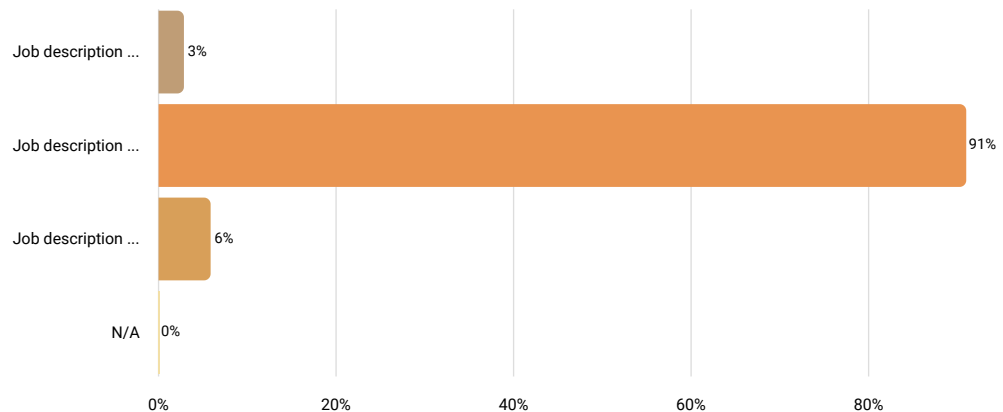
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	3%	1
Job description matches the position at your company very well	91%	31
Job description is perceptibly stronger than the position at your company	6%	2
N/A	0%	0

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

Answered 12 times

Skipped 22 times

Text input

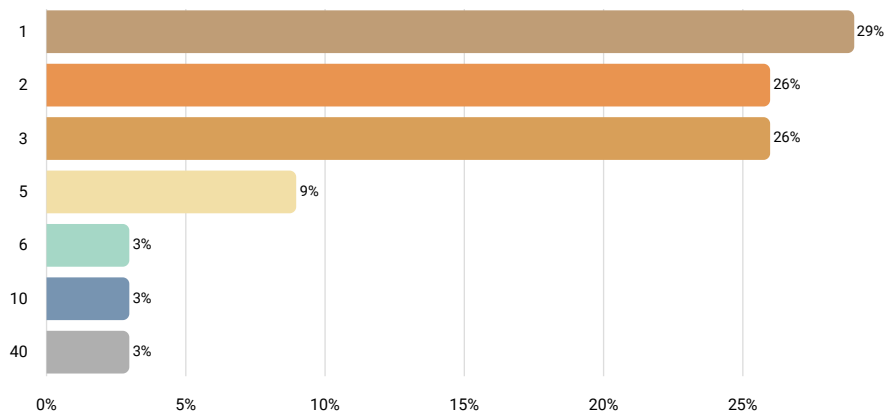
Results	
shipping clerk	2
material handler	1
warehouse clerk	1
shipping & receiving associate	1
shipping and receiving clerk	1
shipping clerk, receiving (2 positions)	1
materials coordinator	1
distribution associate	1
utility	1
receiving clerk	1
logistics coordinator	1

### Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



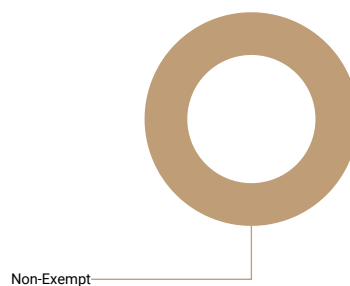
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	3.71
Median	2
Standard deviation	6.68
Total/sum	126

### FLSA Status

Answered 33 times

Skipped 1 times

Select one answer (radio button)



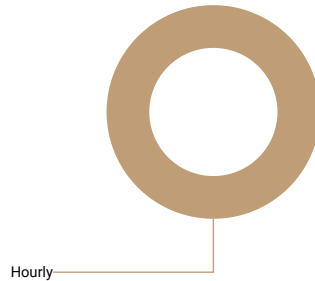
Results	%	N
Non-Exempt	100%	33
Exempt	0%	0

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	34
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	29	\$14.00	\$16.00	\$17.50	\$20.00	\$22.50	\$18.08	\$17.50	
Pay Range Maximum Rate	29	\$18.20	\$20.00	\$24.00	\$25.00	\$28.00	\$22.94	\$24.00	
Actual Lowest Base Rate	31	\$16.00	\$18.00	\$20.00	\$22.50	\$24.22	\$25.03	\$20.00	
Actual Average Base Rate	31	\$17.73	\$18.50	\$20.49	\$23.00	\$24.93	\$20.96	\$20.49	
Actual Highest Base Rate	30	\$18.25	\$20.00	\$21.67	\$24.00	\$26.95	\$22.19	\$21.67	
If there is a step progression in place, enter the number of steps. If not, leave blank.	9	\$3.00	\$4.00	\$4.00	\$4.00	\$8.00	\$4.44	\$4.00	
Average Incentive Bonus or Other Bonus (Annual)	11	\$1,000.00	\$1,200.00	\$2,500.00	\$3,800.00	\$4,000.00	\$2,673.09	\$2,500.00	\$

### 4.7.3 Truck Driver, Tractor Trailer and Heavy

#### Job description

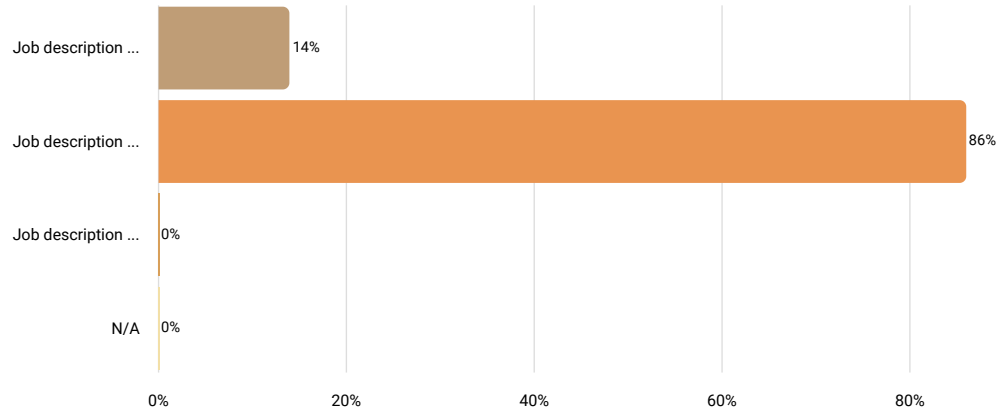
Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



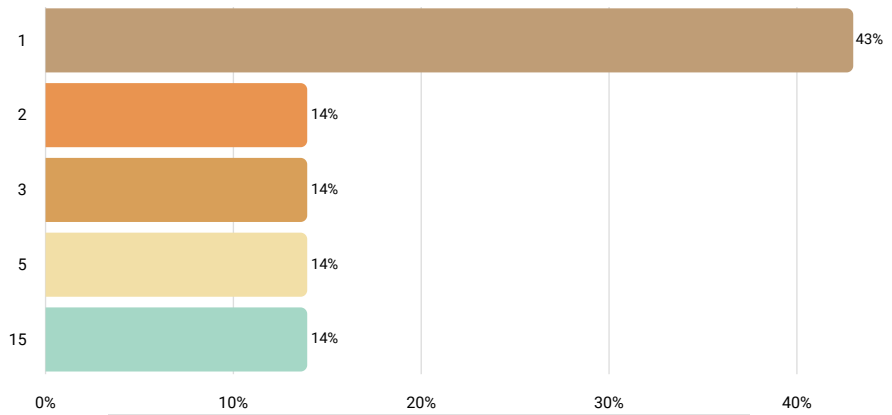
Results		%	N
Job description is perceptibly weaker than the position at your company		14%	1
Job description matches the position at your company very well		86%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



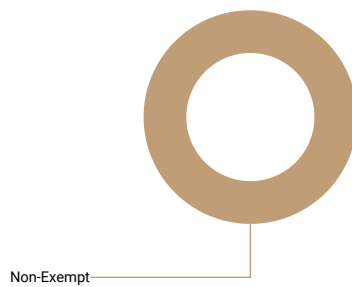
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	15
Mean	4
Median	2
Standard deviation	5.07
Total/sum	28

### FLSA Status

Answered 6 times

Skipped 1 times

Select one answer (radio button)



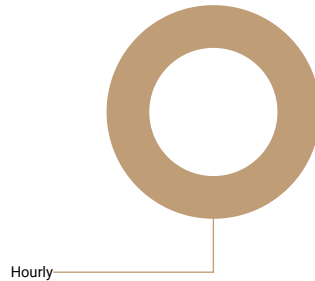
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

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

Answered 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	St de
Pay Range Minimum Rate	7	\$16.50	\$18.00	\$20.00	\$21.00	\$23.00	\$19.57	\$20.00	\$
Pay Range Maximum Rate	7	\$20.00	\$23.00	\$27.00	\$28.00	\$29.00	\$25.57	\$27.00	\$
Actual Lowest Base Rate	7	\$16.50	\$18.50	\$21.00	\$23.00	\$23.00	\$20.43	\$21.00	\$
Actual Average Base Rate	7	\$19.25	\$19.50	\$23.00	\$23.75	\$25.89	\$22.44	\$23.00	\$
Actual Highest Base Rate	7	\$20.00	\$22.00	\$23.00	\$27.00	\$30.68	\$24.24	\$23.00	\$
Average Incentive Bonus or Other Bonus (Annual)									

### 4.7.4 Truck Driver, Light and Delivery Services

#### Job description

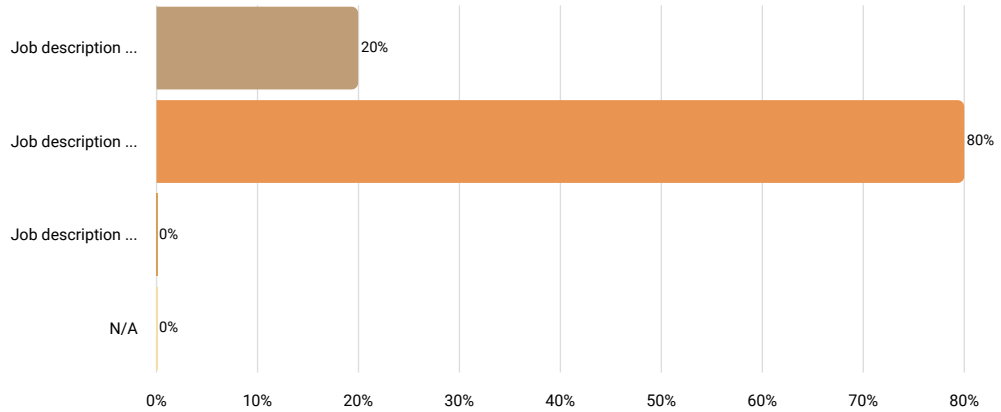
Drive a truck or van with a capacity of under 26,000 GVW, primarily to deliver or pick up merchandise or to deliver packages within a specified area. May r automatic routing or location software. May load and unload truck.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



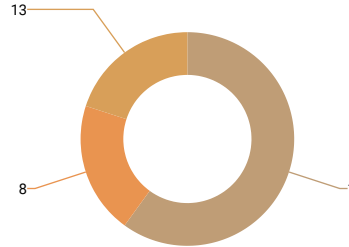
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



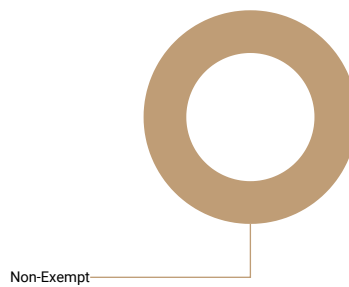
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	8
90th percentile	13
Mean	4.8
Median	1
Standard deviation	5.5
Total/sum	24

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



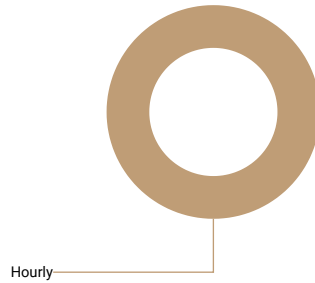
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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	St de
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$18.00	\$20.00	\$21.00	\$24.50	\$26.00	\$21.90	\$21.00	\$
Actual Average Base Rate	5	\$20.00	\$20.00	\$21.33	\$26.00	\$29.60	\$23.39	\$21.33	\$
Actual Highest Base Rate	5	\$20.00	\$20.00	\$22.00	\$26.00	\$36.00	\$24.80	\$22.00	\$
Average Incentive Bonus or Other Bonus (Annual)									

### 4.7.5 Stockroom Clerk

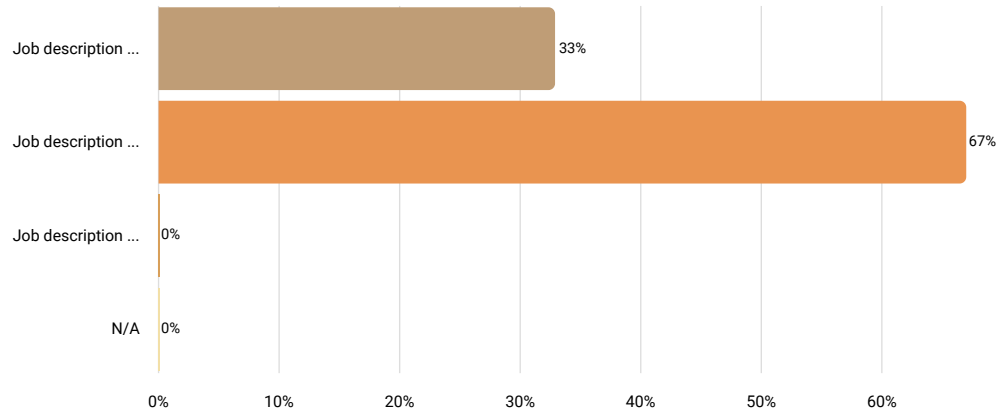
**Job description** Receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

Skipped 3 times

Text input

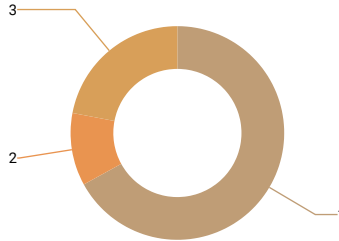
Results	
storeroom clerk	2
stores attendant ii	1
mro storeroom technician	1
inventory clerk	1
yard associate	1

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



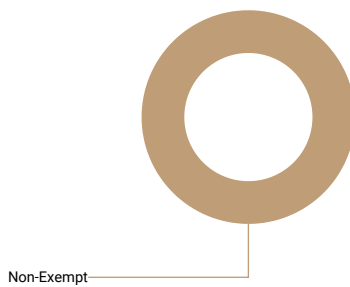
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.56
Median	1
Standard deviation	0.88
Total/sum	14

### FLSA Status

Answered 8 times

Skipped 1 times

Select one answer (radio button)



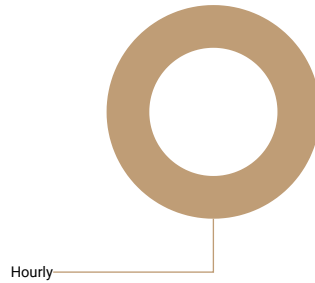
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

### 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	8	\$17.00	\$17.73	\$20.00	\$23.00	\$28.86	\$20.92	\$20.00	
Pay Range Maximum Rate	8	\$19.00	\$22.00	\$27.02	\$31.28	\$36.00	\$26.95	\$27.02	
Actual Lowest Base Rate	9	\$17.00	\$21.75	\$24.25	\$28.70	\$30.26	\$24.37	\$24.25	
Actual Average Base Rate	9	\$18.33	\$21.75	\$24.25	\$28.86	\$30.26	\$24.74	\$24.25	
Actual Highest Base Rate	9	\$19.00	\$21.75	\$24.25	\$28.86	\$31.69	\$25.04	\$24.25	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

### 4.7.6 Warehouse Employees, General

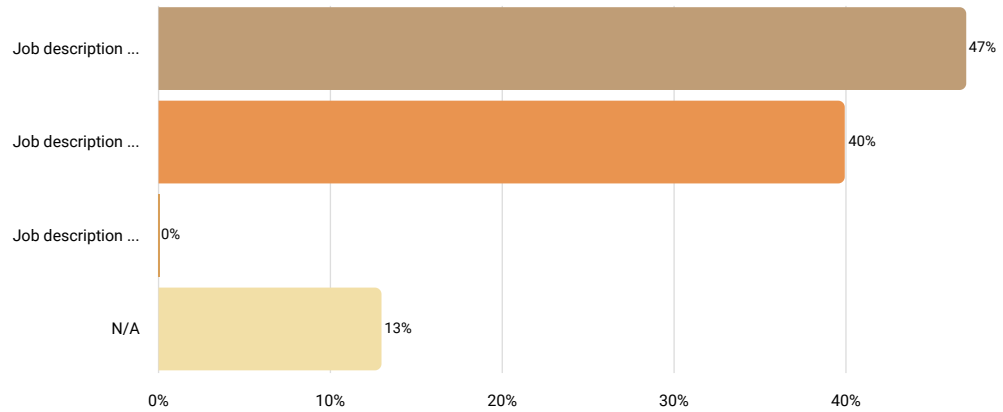
**Job description** Use this job title for warehouse workers other than those listed.

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

Answered 15 times

Skipped 1 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		47%	7
Job description matches the position at your company very well		40%	6
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	13%	2

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

Answered 12 times

Skipped 4 times

Text input

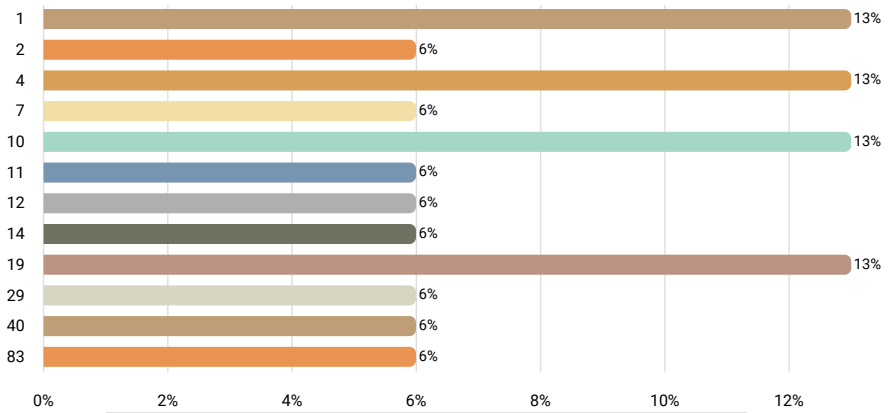
Results	
warehouse clerk	1
warehouse operator	1
warehouse operator; storeroom operator	1
material handlers	1
shipping technician	1
certified warehouse worker	1
freight coordinator	1
warehouse associates	1
distribution associate	1
warehouse associate	1
millwork warehouse dock associate	1
material handler	1

### Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



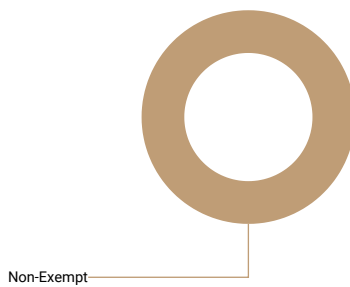
Statistics	
10th percentile	1
25th percentile	4
50th percentile	10.5
75th percentile	19
90th percentile	40
Mean	16.63
Median	10.5
Standard deviation	20.62
Total/sum	266

### FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



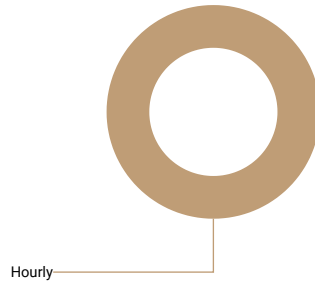
Results	%	N
Non-Exempt	100%	16
Exempt	0%	0

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	16
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	16	\$15.50	\$16.00	\$19.13	\$20.93	\$24.86	\$19.23	\$19.13	
Pay Range Maximum Rate	16	\$18.50	\$20.25	\$23.00	\$29.48	\$35.86	\$25.36	\$23.00	
Actual Lowest Base Rate	16	\$15.50	\$16.88	\$19.75	\$23.58	\$33.33	\$21.28	\$19.75	
Actual Average Base Rate	16	\$16.75	\$17.83	\$20.50	\$24.55	\$33.59	\$22.53	\$20.50	
Actual Highest Base Rate	16	\$18.50	\$20.00	\$22.31	\$26.28	\$37.65	\$24.77	\$22.31	
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$3.00	\$3.00	\$4.00	\$4.00	\$4.00	\$3.60	\$4.00	
Average Incentive Bonus or Other Bonus (Annual)	5	\$500.00	\$1,373.00	\$1,700.00	\$4,300.00	\$5,767.00	\$2,728.00	\$1,700.00	\$:

## 4.8 Manufacturing Not Otherwise Classified

**The survey received sufficient data for the following job titles:**

Skilled Workers, Not Otherwise Classified  
Laborers/Helpers, Not Otherwise Classified

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

Semi-Skilled Workers, Not Otherwise Classified

### 4.8.1 Skilled Workers, Not Otherwise Classified

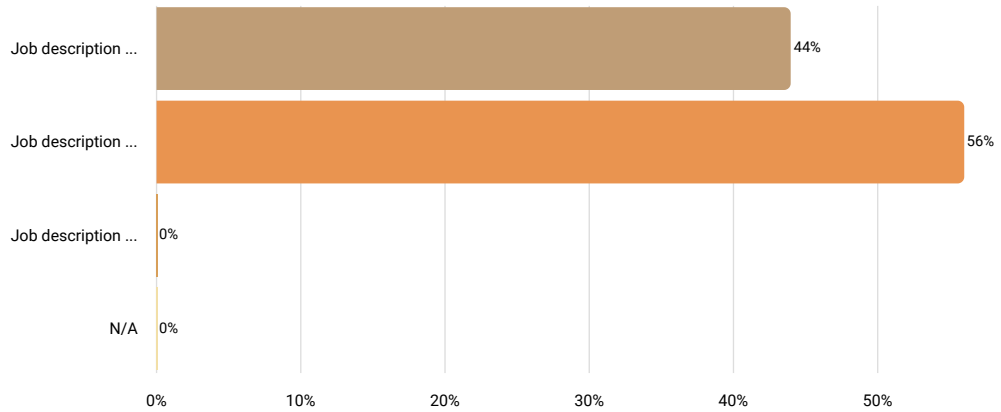
**Job description** Include any skilled production workers that have not been classified in any other area of this survey.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	44%	8
Job description matches the position at your company very well	56%	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 13 times

Skipped 5 times

Text input

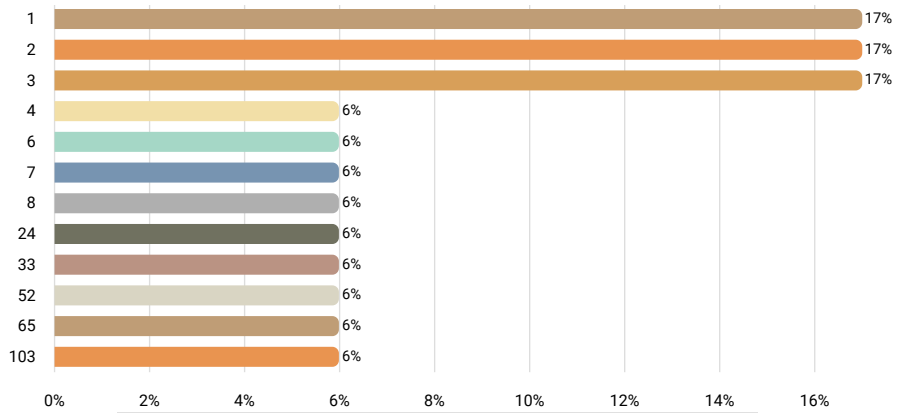
Results	
cellerman, assistant brewer, packaging technician	1
process specialist/utility specialist	1
ndi level 3	1
equipment specialist	1
composite technicians / operation technicians	1
leadman/fitter/machine operator/welder/welding inspector	1
production/machine operators	1
secondary slitting floaters	1
phosphate	1
methods technician i - quality & methods technician ii - electrical	1
production laborers	1
maintenance director	1
step 5 set up operator	1

### Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



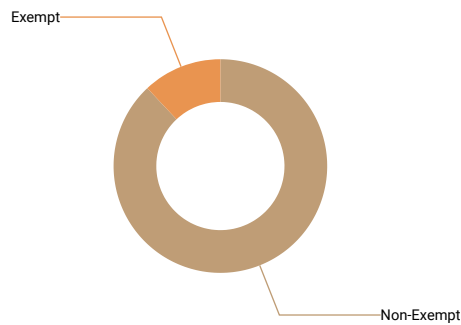
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	24
90th percentile	65
Mean	17.78
Median	3.5
Standard deviation	28.41
Total/sum	320

### FLSA Status

Answered 17 times

Skipped 1 times

Select one answer (radio button)



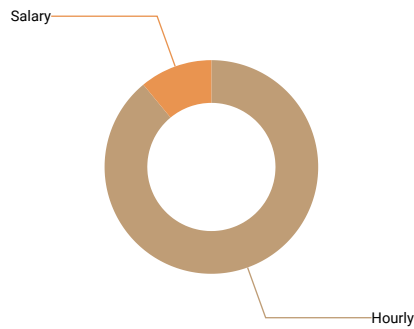
Results	%	N
Non-Exempt	88%	15
Exempt	12%	2

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	89%	16
Salary	11%	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	16	\$13.00	\$15.50	\$17.00	\$21.00	\$29.50	\$19.11	\$17.00	
Pay Range Maximum Rate	16	\$20.45	\$22.50	\$25.00	\$33.00	\$39.85	\$27.87	\$25.00	
Actual Lowest Base Rate	15	\$13.00	\$15.25	\$18.00	\$24.00	\$29.50	\$18.76	\$18.00	
Actual Average Base Rate	15	\$17.85	\$19.43	\$20.94	\$24.50	\$33.00	\$22.60	\$20.94	
Actual Highest Base Rate	14	\$20.45	\$22.50	\$24.63	\$29.43	\$38.00	\$26.82	\$24.63	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	7	\$790.00	\$1,200.00	\$1,485.00	\$5,500.00	\$7,500.00	\$3,333.43	\$1,485.00	\$:
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

## 4.8.2 Laborers/Helpers, Not Otherwise Classified

### Job description

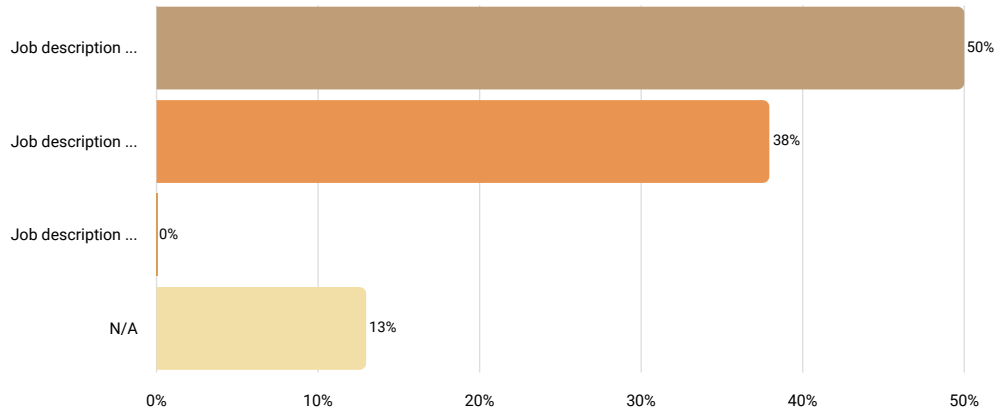
Include those who perform non-skilled work inside or outside the facility that are not included in the Laborer category under Maintenance or who do not fit the category within this survey.

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

Answered 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	38%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	1

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

Answered 5 times

Skipped 3 times

Text input

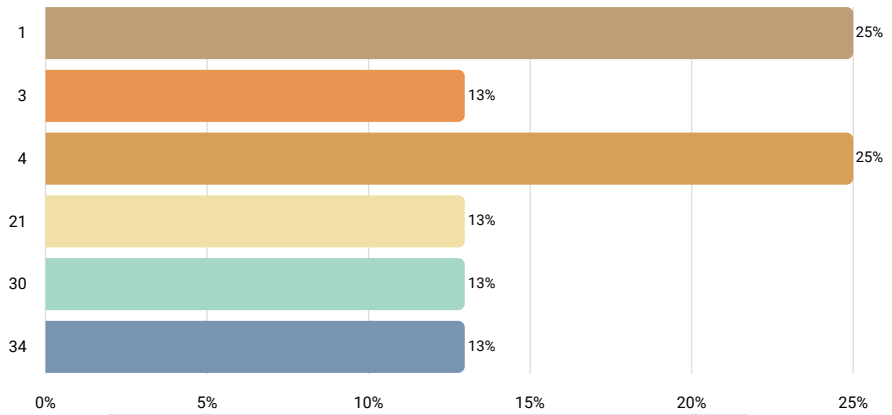
Results	
seamstress	1
sewing machine operator	1
helper/loader	1
shipping floater	1
production helper	1

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



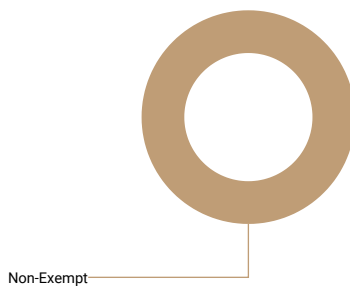
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	25.5
90th percentile	34
Mean	12.25
Median	4
Standard deviation	13.83
Total/sum	98

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



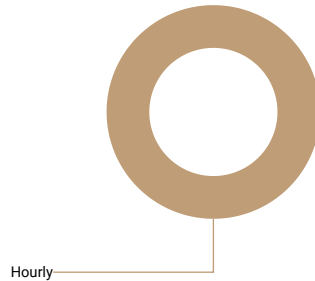
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

### 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	8	8	\$7.50	\$11.50	\$14.78	\$15.00	\$17.00	\$13.38	\$14.78	
Pay Range Maximum Rate	8	8	\$14.00	\$16.80	\$18.95	\$22.00	\$23.00	\$19.06	\$18.95	
Actual Lowest Base Rate	7	7	\$7.52	\$12.00	\$15.00	\$16.00	\$18.00	\$14.16	\$15.00	
Actual Average Base Rate	8	8	\$11.69	\$14.50	\$15.95	\$17.75	\$20.00	\$16.01	\$15.95	
Actual Highest Base Rate	7	7	\$15.00	\$15.00	\$15.60	\$19.00	\$20.00	\$17.01	\$15.60	
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)	6	6	\$300.00	\$730.00	\$900.00	\$1,200.00	\$1,359.00	\$898.17	\$900.00	\$500.00

## 4.9 First Level Supervisory Positions

**The survey received sufficient data for the following job titles:**

Accounting Supervisor  
Production Supervisor  
Senior Production Supervisor  
Quality Assurance Supervisor  
Customer Service Supervisor  
Shipping and Receiving Supervisor  
Maintenance Supervisor  
Team Leader

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

## 4.9.1 Accounting Supervisor

### Job description

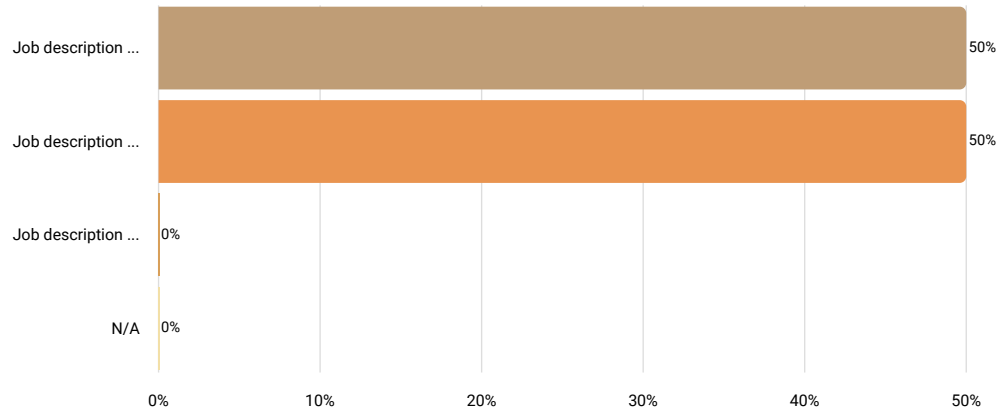
First Line Supervisor responsible for overseeing workers engaged in maintaining accounting records and processing transactions. Determines work assign evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



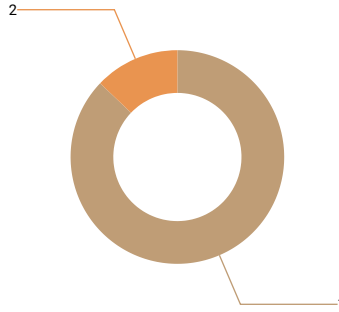
Results		%	N
Job description is perceptibly weaker than the position at your company		50%	4
Job description matches the position at your company very well		50%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



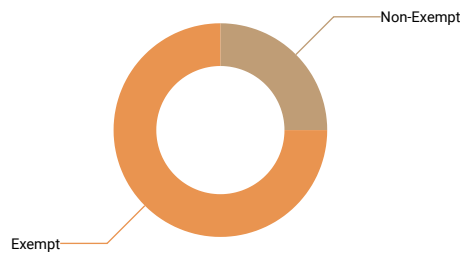
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.13
Median	1
Standard deviation	0.35
Total/sum	9

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



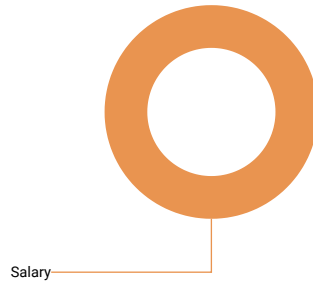
Results	%	N
Non-Exempt	25%	2
Exempt	75%	6

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	7	\$60,000.00	\$60,000.00	\$70,000.00	\$94,761.00	\$102,102.00	\$76,020.43	\$70,000.00	\$1
Pay Range Maximum Salary	7	\$80,000.00	\$80,000.00	\$104,894.40	\$124,700.00	\$168,168.00	\$111,243.49	\$104,894.40	\$3
Actual Lowest Base Salary	7	\$70,000.00	\$81,000.00	\$88,275.20	\$114,000.00	\$115,000.00	\$93,683.20	\$88,275.20	\$1
Actual Average Base Salary	8	\$64,000.00	\$78,000.00	\$88,137.60	\$106,753.60	\$126,365.00	\$92,018.43	\$88,137.60	\$2
Actual Highest Base Salary	8	\$64,000.00	\$80,500.00	\$88,137.60	\$106,753.60	\$126,960.00	\$92,717.80	\$88,137.60	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

## 4.9.2 Production Supervisor

### Job description

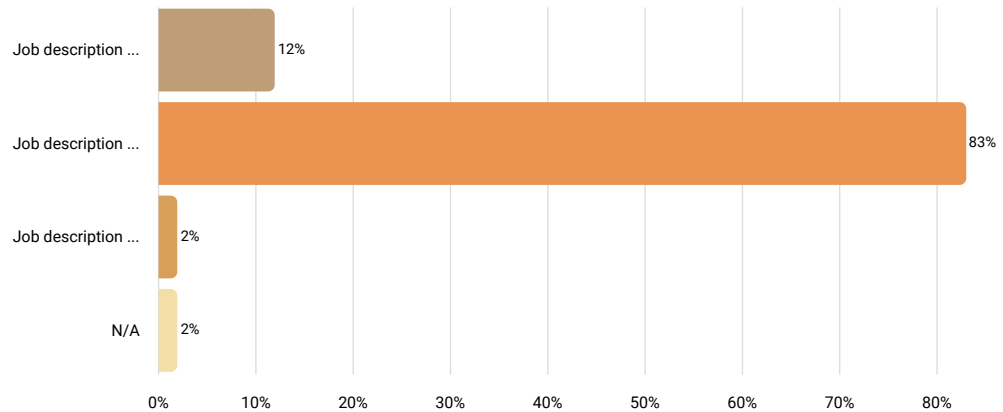
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company procedures. Responsible for the performance of the assigned work unit.

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

Answered 42 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	12%	5
Job description matches the position at your company very well	83%	35
Job description is perceptibly stronger than the position at your company	2%	1
N/A	2%	1

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

Answered 16 times

Skipped 26 times

Text input

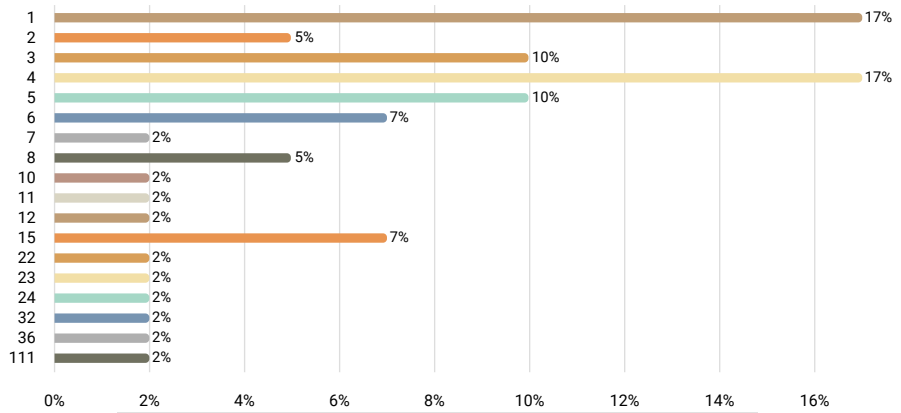
Results	
production supervisor	2
contact supervisor	1
manager production	1
deputy production supervisor	1
area manager	1
foreman	1
team leader	1
assembly lead	1
operations supervisor	1
film supervisor	1
molding supervisor, assembly supervisor, foam supervisor	1
group leader or front line supervisor	1
senior production manager	1
production supervisor i-iii	1
fabrication manager	1

### Number of Employees Currently in This Position

Answered 42 times

Skipped 0 times

Number input



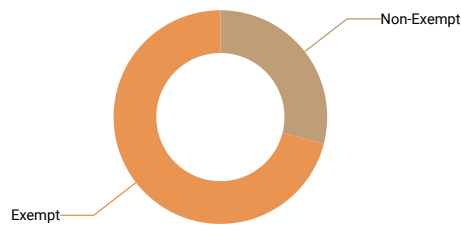
Statistics	
10th percentile	1
25th percentile	3
50th percentile	5
75th percentile	11
90th percentile	23
Mean	10.43
Median	5
Standard deviation	17.98
Total/sum	438

### FLSA Status

Answered 41 times

Skipped 1 times

Select one answer (radio button)



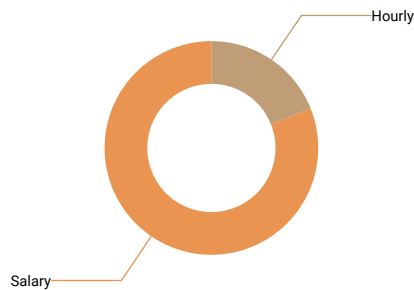
Results	%	N
Non-Exempt	29%	12
Exempt	71%	29

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

Answered 42 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	19%	8
Salary	81%	34

### 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	\$20.00	\$20.00	\$22.00	\$28.75	\$39.00	\$25.31	\$22.00	
Pay Range Maximum Rate	7	\$30.00	\$32.50	\$35.00	\$51.74	\$65.12	\$40.43	\$35.00	
Actual Lowest Base Rate	8	\$20.44	\$22.10	\$26.25	\$32.07	\$43.00	\$28.03	\$26.25	
Actual Average Base Rate	8	\$21.60	\$25.76	\$28.63	\$33.62	\$48.58	\$30.77	\$28.63	
Actual Highest Base Rate	8	\$22.44	\$27.25	\$31.33	\$37.80	\$60.58	\$34.47	\$31.33	
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	27	\$47,500.00	\$53,120.00	\$60,000.00	\$73,440.00	\$83,625.00	\$62,112.97	\$60,000.00	\$1
Pay Range Maximum Salary	27	\$61,084.00	\$75,000.00	\$95,000.00	\$120,000.00	\$142,160.00	\$98,295.85	\$95,000.00	\$2
Actual Lowest Base Salary	28	\$49,000.00	\$57,000.10	\$68,000.00	\$82,500.00	\$94,000.00	\$71,365.23	\$68,000.00	\$1
Actual Average Base Salary	28	\$55,354.00	\$63,000.00	\$76,237.25	\$91,718.63	\$103,000.00	\$78,698.07	\$76,237.25	\$2
Actual Highest Base Salary	28	\$59,057.00	\$71,500.00	\$91,772.50	\$99,500.08	\$114,000.00	\$87,456.30	\$91,772.50	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	19	\$1,200.00	\$3,000.00	\$6,500.00	\$8,000.00	\$12,000.00	\$5,965.56	\$6,500.00	\$:

### 4.9.3 Senior Production Supervisor

#### Job description

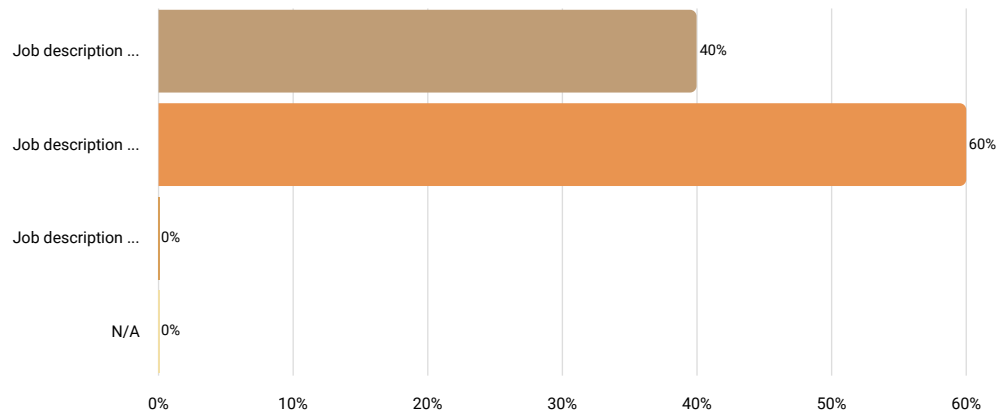
Experienced supervisor typically responsible for overseeing two or more production units or highly complex or large production units. May work through to accomplish production functions and supervise staff. Determines work assignments, evaluates work and administers company policies and procedures for the performance of the assigned work unit.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	4
Job description matches the position at your company very well	60%	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 7 times

Skipped 3 times

Text input

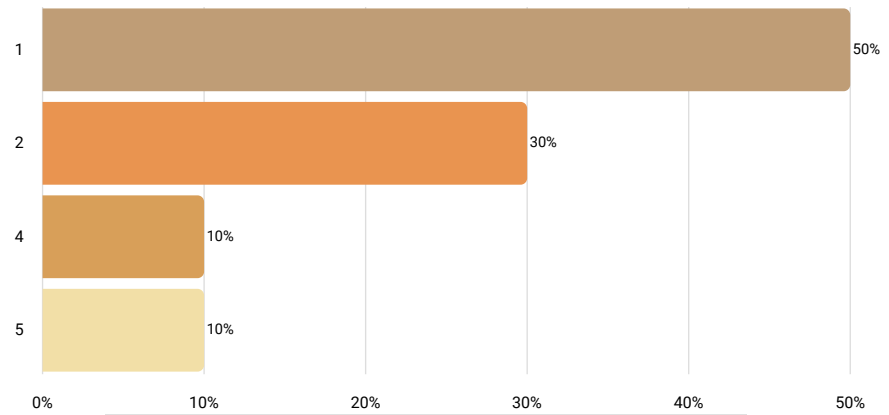
Results	
production control supervisor	1
die casting supervisor, melt supervisor	1
production superintendent	1
assistant plant manager	1
plant production supervisor	1
mechanical program manager, aviation quality manager, production control manager, manufacturing quality director	1
extrusion process champion	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



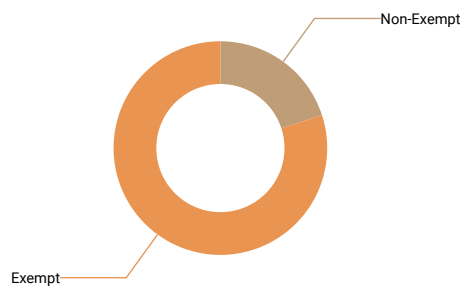
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	4.5
Mean	2
Median	1.5
Standard deviation	1.41
Total/sum	20

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



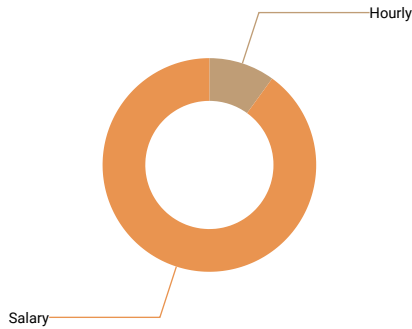
Results	%	N
Non-Exempt	20%	2
Exempt	80%	8

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

### Compensation data

N = 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	9	\$54,163.00	\$70,000.00	\$75,848.00	\$90,000.00	\$108,250.00	\$80,014.58	\$75,848.00	\$1
Pay Range Maximum Salary	9	\$83,200.00	\$109,200.00	\$111,500.00	\$162,374.00	\$190,070.40	\$126,199.82	\$111,500.00	\$3
Actual Lowest Base Salary	8	\$61,200.00	\$77,190.00	\$103,831.38	\$112,857.50	\$150,697.00	\$99,956.85	\$103,831.38	\$2
Actual Average Base Salary	8	\$71,745.00	\$77,190.00	\$105,465.92	\$121,180.20	\$150,697.00	\$103,764.28	\$105,465.92	\$2
Actual Highest Base Salary	8	\$72,000.00	\$87,190.00	\$107,100.45	\$138,135.40	\$150,697.00	\$110,943.59	\$107,100.45	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$6,000.00	\$7,700.00	\$8,000.00	\$10,593.30	\$20,000.00	\$10,458.66	\$8,000.00	\$5

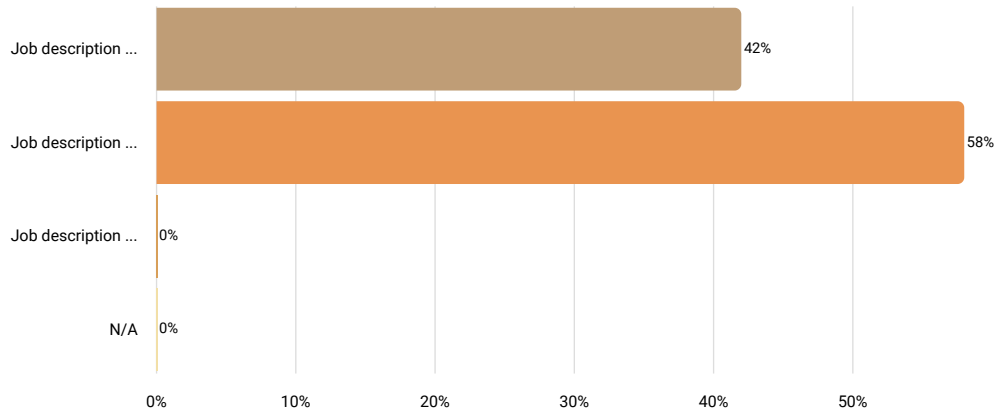
### 4.9.4 Quality Assurance Supervisor

#### Job description

First Line Supervisor responsible for overseeing workers engaged in testing and inspecting the quality of products. Compiles and evaluates data pertaining 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 19 times  
 Skipped 0 times  
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	42%	8
Job description matches the position at your company very well	58%	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 9 times  
 Skipped 10 times  
 Text input

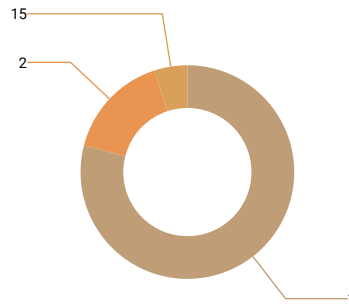
Results	
qc inspector supervisor	1
manager quality inspection	1
quality ndt	1
lab supervisor	1
quality manager	1
qc supervisor janitorial, and qc supervisor grounds	1
quality control supervisor	1
quality director	1
group leader	1

### Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



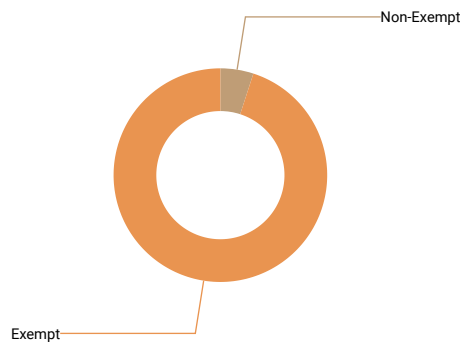
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.89
Median	1
Standard deviation	3.2
Total/sum	36

### FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



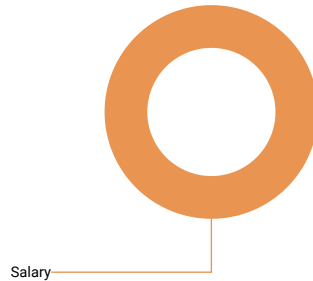
Results	%	N
Non-Exempt	5%	1
Exempt	95%	18

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	19

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	18	\$50,000.00	\$56,100.00	\$70,000.00	\$75,848.00	\$90,000.00	\$68,370.17	\$70,000.00	\$1
Pay Range Maximum Salary	18	\$65,000.00	\$85,000.00	\$109,242.40	\$125,361.00	\$141,736.00	\$106,730.93	\$109,242.40	\$2
Actual Lowest Base Salary	18	\$60,000.00	\$65,000.00	\$86,225.00	\$103,455.00	\$123,000.00	\$87,519.06	\$86,225.00	\$2
Actual Average Base Salary	18	\$60,000.00	\$68,000.00	\$86,225.00	\$103,455.00	\$123,000.00	\$88,702.89	\$86,225.00	\$2
Actual Highest Base Salary	18	\$60,000.00	\$68,000.00	\$92,480.20	\$105,060.00	\$123,000.00	\$90,111.83	\$92,480.20	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$1,762.00	\$6,500.00	\$7,750.00	\$10,345.50	\$15,000.00	\$8,102.94	\$7,750.00	\$5

### 4.9.6 Shipping and Receiving Supervisor

#### Job description

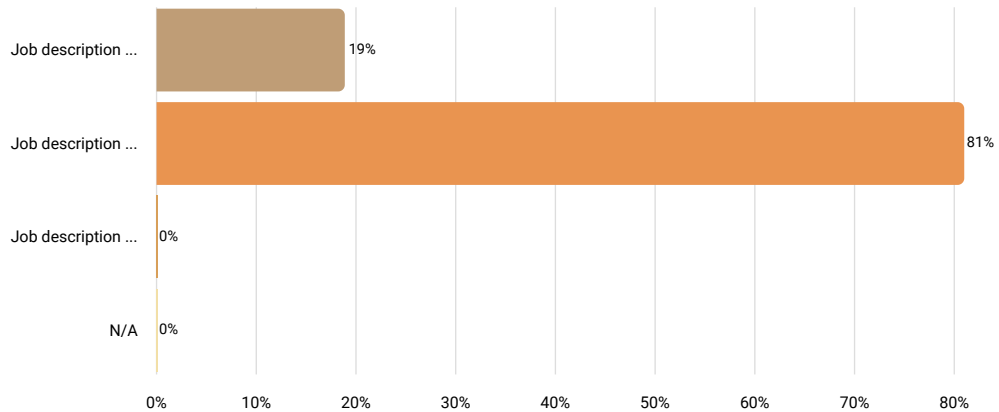
First Line Supervisor responsible for overseeing workers engaged in the shipping or receiving of products which could include the storage and warehouse and raw materials. Include Warehouse and/or Material Supervisors here.

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	5
Job description matches the position at your company very well	81%	21
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 17 times

Skipped 9 times

Text input

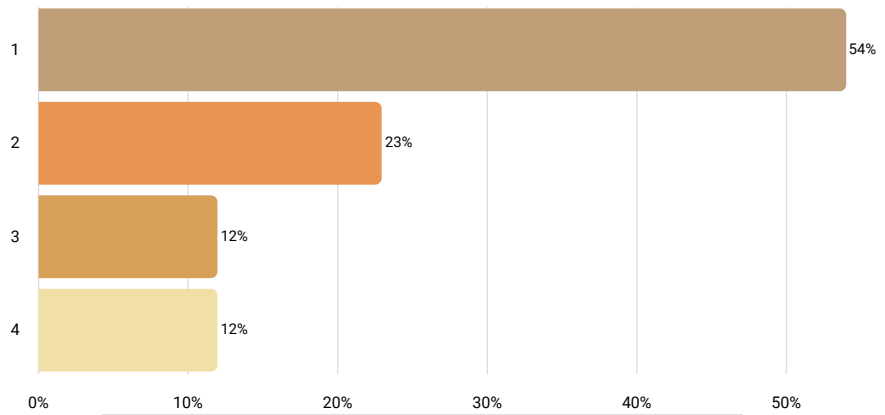
Results	
warehouse supervisor	3
logistics supervisor	2
shipping supervisor	2
material handling supervisor	1
manager warehouse operations	1
material control coordinator	1
distribution supervisor	1
materials supervisor	1
shipping & receiving lead	1
supervisor, materials management	1
warehouse supervisor ii & government property manager	1
dock supervisor, warehouse supervisor	1
conveyance group leader	1

### Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



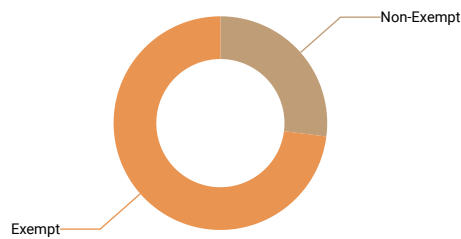
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.81
Median	1
Standard deviation	1.06
Total/sum	47

### FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



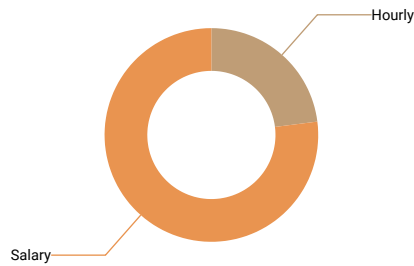
Results	%	N
Non-Exempt	27%	7
Exempt	73%	19

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	23%	6
Salary	77%	20

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Rate	5	\$20.00	\$22.00	\$26.16	\$26.40	\$30.00	\$24.91	\$26.16	
Pay Range Maximum Rate	5	\$26.16	\$26.40	\$30.00	\$33.65	\$35.70	\$30.38	\$30.00	
Actual Lowest Base Rate	5	\$20.00	\$23.25	\$26.40	\$26.75	\$30.20	\$25.32	\$26.40	
Actual Average Base Rate	5	\$20.00	\$25.40	\$26.40	\$26.75	\$33.14	\$26.34	\$26.40	
Actual Highest Base Rate	5	\$20.00	\$26.40	\$26.75	\$29.00	\$34.30	\$27.29	\$26.75	
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Minimum Salary	16	\$50,000.00	\$54,000.00	\$62,186.40	\$68,182.00	\$75,848.00	\$61,899.05	\$62,186.40	\$1
Pay Range Maximum Salary	16	\$57,000.00	\$70,000.00	\$87,500.00	\$111,300.00	\$132,533.00	\$91,302.13	\$87,500.00	\$2
Actual Lowest Base Salary	19	\$55,000.00	\$60,000.00	\$72,000.00	\$83,690.00	\$91,500.00	\$71,854.69	\$72,000.00	\$1
Actual Average Base Salary	19	\$55,300.00	\$64,000.00	\$77,015.00	\$85,314.00	\$91,500.00	\$73,691.88	\$77,015.00	\$1
Actual Highest Base Salary	19	\$52,000.00	\$64,000.00	\$79,550.64	\$87,568.00	\$92,925.00	\$75,473.17	\$79,550.64	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									
	8	\$5,000.00	\$7,150.00	\$9,000.00	\$15,632.50	\$79,326.67	\$18,486.46	\$9,000.00	\$2

### 4.9.7 Maintenance Supervisor

#### Job description

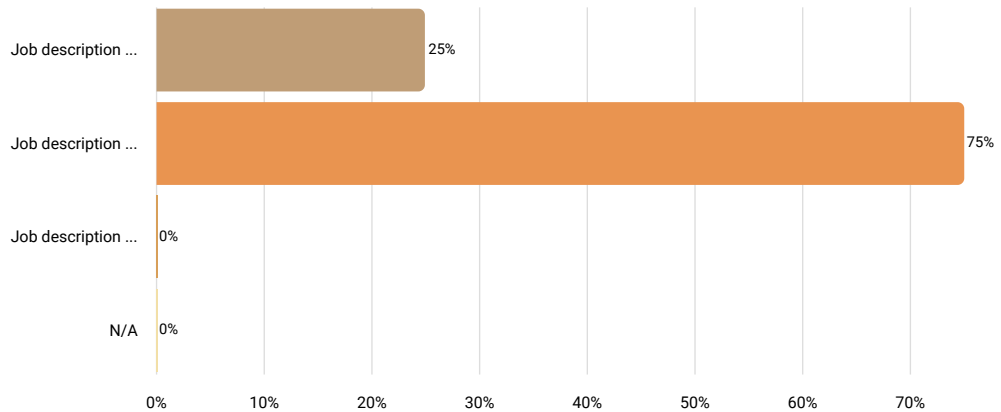
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and ad company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	7
Job description matches the position at your company very well	75%	21
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 20 times

Text input

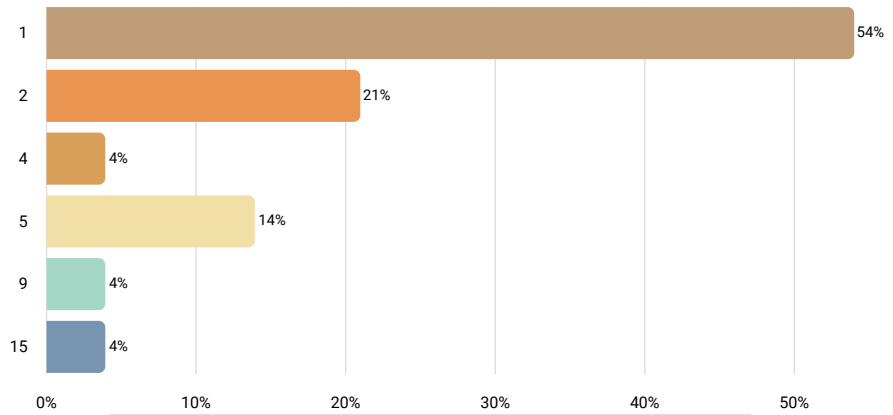
Results	
maintenance supervisor	2
maintenance i&e supervisor; maintenance mechanical supervisor; maintenance supervisor	1
supervisor, grounds maintenance	1
maintenance supervisor / planner	1
maintenance team leader	1
general maintenance mechanic lead	1
maintenance group leader	1

### Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



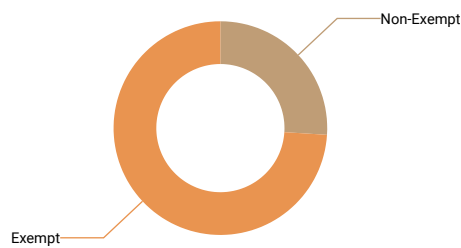
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2.68
Median	1
Standard deviation	3.1
Total/sum	75

### FLSA Status

Answered 27 times

Skipped 1 times

Select one answer (radio button)



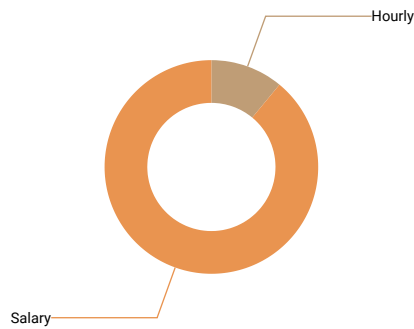
Results	%	N
Non-Exempt	26%	7
Exempt	74%	20

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	3
Salary	89%	25

### 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	19	\$51,665.00	\$64,292.00	\$72,000.00	\$80,000.00	\$94,490.00	\$72,480.21	\$72,000.00	\$1
Pay Range Maximum Salary	19	\$77,496.00	\$80,000.00	\$105,000.00	\$125,000.00	\$148,500.00	\$107,988.37	\$105,000.00	\$3
Actual Lowest Base Salary	22	\$62,700.00	\$72,000.00	\$81,650.00	\$93,000.00	\$103,020.58	\$84,609.92	\$81,650.00	\$1
Actual Average Base Salary	22	\$62,700.00	\$70,000.00	\$82,043.00	\$101,959.96	\$107,000.00	\$87,705.96	\$82,043.00	\$1
Actual Highest Base Salary	22	\$64,540.00	\$72,500.00	\$87,613.50	\$103,020.58	\$121,000.00	\$90,292.00	\$87,613.50	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$1,880.00	\$6,715.00	\$8,000.00	\$11,000.00	\$15,000.00	\$8,927.92	\$8,000.00	\$5

### 4.9.8 Team Leader

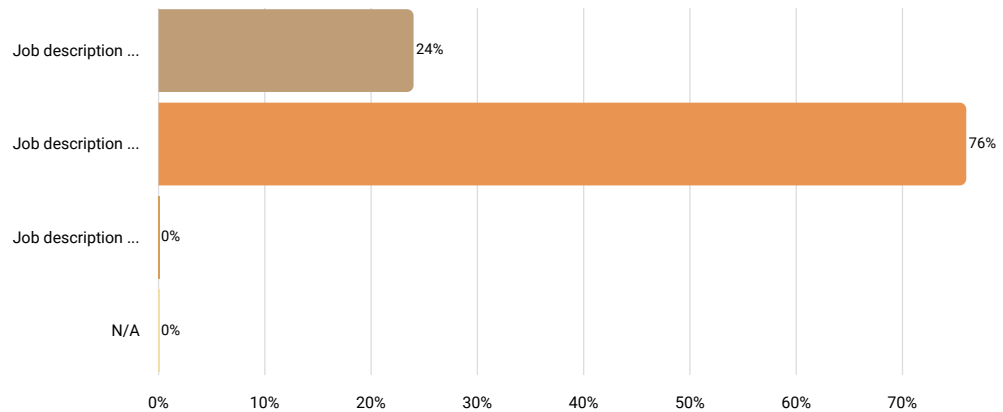
**Job description** Include workers here that oversee particular areas of work, but may or may not have evaluative responsibility for assigned work u

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	24%	8
Job description matches the position at your company very well	76%	26
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 14 times

Skipped 20 times

Text input

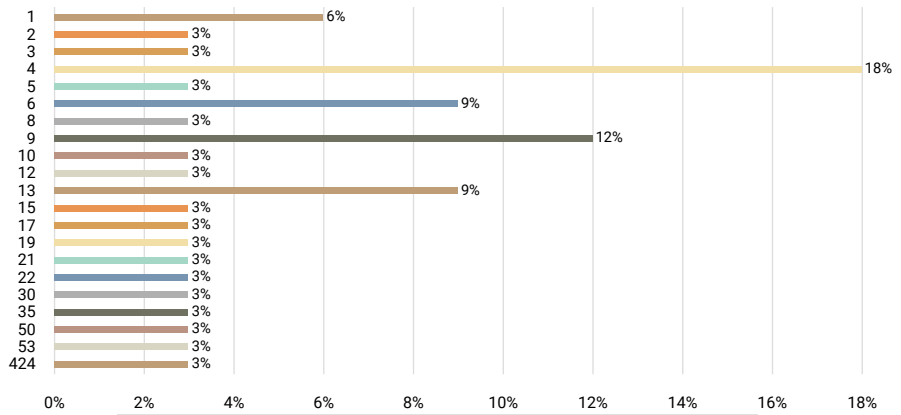
Results	Count
production team leader	2
process leads	1
no	1
lead worker manufacturing, lead worker janitorial, lead worker admin	1
lead technician	1
advanced analyst/team lead; intermediate specialist/team lead; advanced trainer/team lead; communications team lead	1
film leads, resin leads	1
distribution or manufacturing lead	1
order management supervisor, order pulling supervisor, processing supervisor, quality supervisor, trucks supervisor	1
plant team lead	1
zone leader	1
electrical assembler iii lead, electrical quality inspector iii lead, inventory clerk iii lead, machinist iii lead	1
assistant supervisor	1

### Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



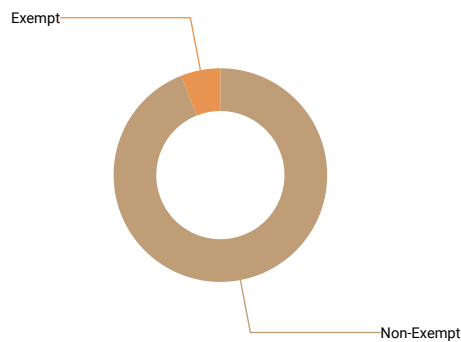
Statistics	
10th percentile	3
25th percentile	4
50th percentile	9
75th percentile	17
90th percentile	35
Mean	24.85
Median	9
Standard deviation	71.65
Total/sum	845

### FLSA Status

Answered 33 times

Skipped 1 times

Select one answer (radio button)



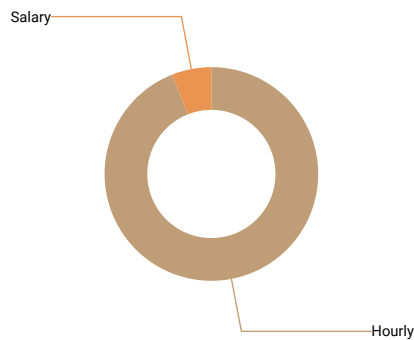
Results	%	N
Non-Exempt	94%	31
Exempt	6%	2

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	32
Salary	6%	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	29	\$17.00	\$20.00	\$23.00	\$25.00	\$31.87	\$23.37	\$23.00	
Pay Range Maximum Rate	29	\$22.00	\$23.90	\$26.50	\$35.69	\$42.36	\$29.78	\$26.50	
Actual Lowest Base Rate	27	\$17.00	\$18.15	\$22.82	\$25.00	\$33.54	\$22.53	\$22.82	
Actual Average Base Rate	26	\$18.55	\$20.80	\$23.88	\$27.40	\$35.00	\$25.25	\$23.88	
Actual Highest Base Rate	26	\$20.00	\$21.75	\$25.67	\$33.93	\$36.81	\$27.48	\$25.67	
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	\$0.00	\$2.50	\$5.00	\$6.00	\$12.00	\$4.88	\$5.00	
Average Incentive Bonus or Other Bonus (Annual)	11	\$1,000.00	\$1,025.00	\$2,298.00	\$5,850.00	\$6,000.00	\$3,248.00	\$2,298.00	\$1,000.00
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

## 4.10 Sales and Marketing Positions

**The survey received sufficient data for the following job titles:**

Inside Sales Representative  
Outside Sales Rep (commission)  
Outside Sales Rep (non-commission)  
Sales Manager  
Business Development Manager  
Marketing Manager or Director

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

Marketing Representative  
Business Development Specialist  
PR or Community Relations Representative  
Sales Office Assistant

### 4.10.1 Inside Sales Representative

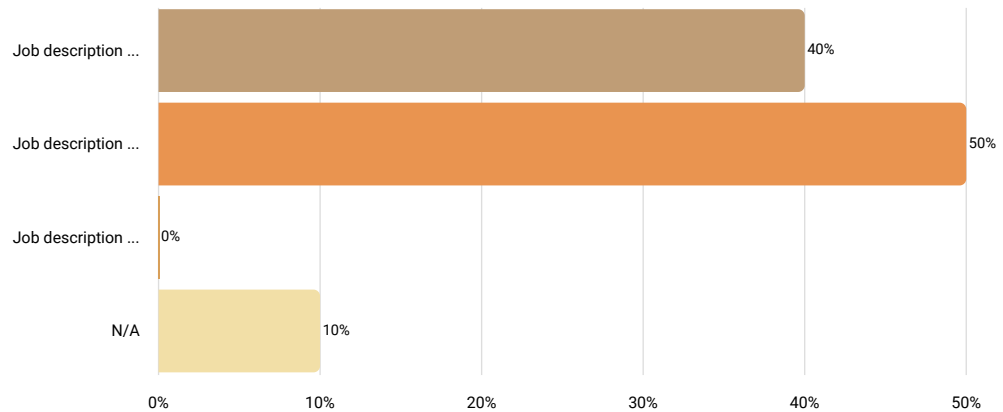
**Job description** Markets and sells products to customers over the telephone. Closes sales and also refers sales calls to outside sales representa

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	4
Job description matches the position at your company very well	50%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	10%	1

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

Answered 7 times

Skipped 3 times

Text input

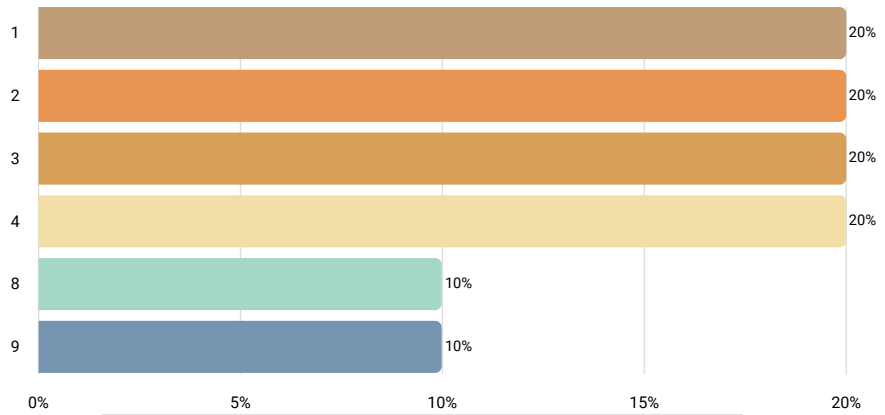
Results	
sales service managers	1
sales engineer	1
inside sales rep	1
inside sales specialist	1
sales and service manager	1
contractor sales associate & showroom specialist	1
sales and purchasing specialist	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



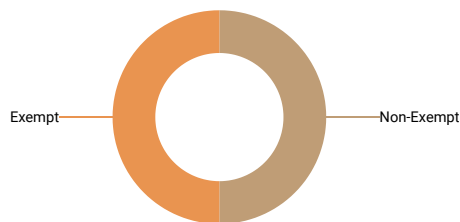
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	4
90th percentile	8.5
Mean	3.7
Median	3
Standard deviation	2.75
Total/sum	37

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



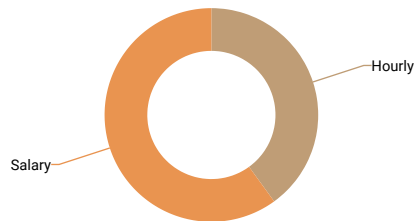
Results	%	N
Non-Exempt	50%	5
Exempt	50%	5

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	4
Salary	60%	6

### Compensation data

N = 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	\$38,000.00	\$45,000.00	\$50,250.00	\$52,000.00	\$59,000.00	\$49,083.33	\$50,250.00	\$7,000.00
Pay Range Maximum Salary	6	\$45,000.00	\$61,500.00	\$72,500.00	\$85,000.00	\$90,000.00	\$71,083.33	\$72,500.00	\$11,000.00
Actual Lowest Base Salary	6	\$40,500.00	\$51,459.20	\$53,800.00	\$58,000.00	\$59,000.00	\$52,759.87	\$53,800.00	\$6,000.00
Actual Average Base Salary	6	\$40,500.00	\$57,500.00	\$59,239.80	\$63,231.00	\$64,000.00	\$57,285.10	\$59,239.80	\$8,000.00
Actual Highest Base Salary	6	\$40,500.00	\$61,500.00	\$65,000.00	\$72,000.00	\$80,000.00	\$64,000.00	\$65,000.00	\$11,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.10.2 Outside Sales Rep (commission)

#### Job description

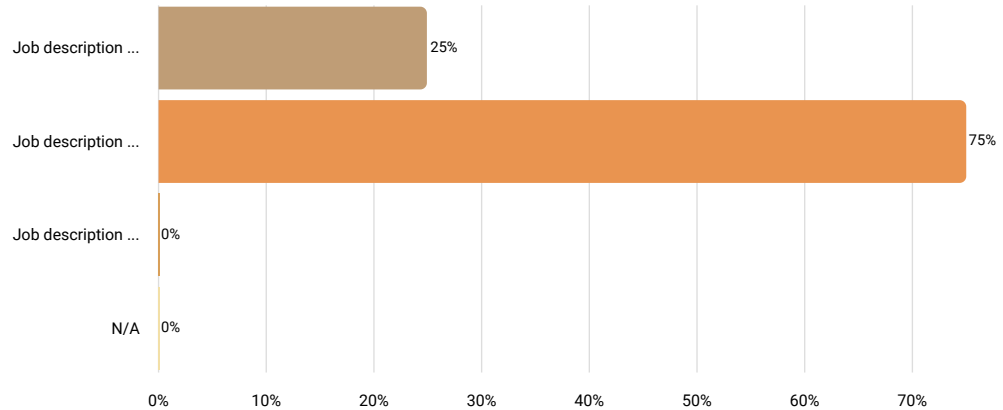
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically req degree and 2-4 years of sales related experience. Opportunity to earn a commission on products or services sold.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



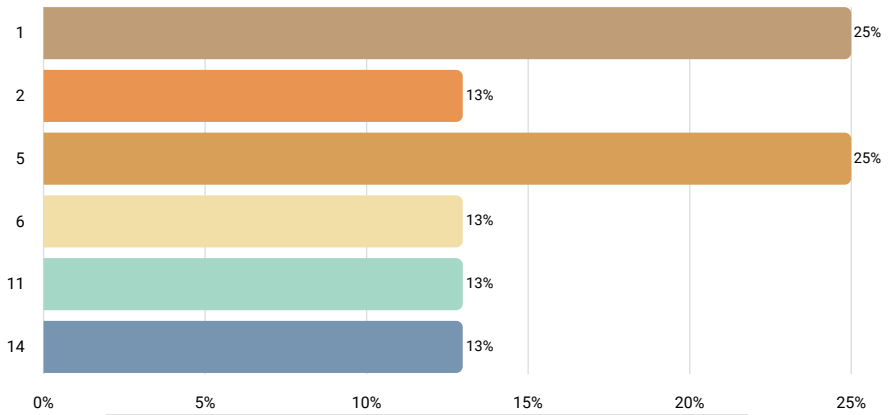
Results		%	N
Job description is perceptibly weaker than the position at your company		25%	2
Job description matches the position at your company very well		75%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



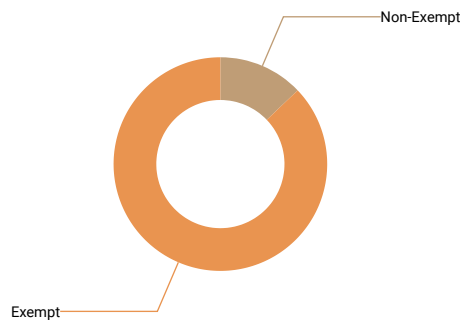
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	5
75th percentile	8.5
90th percentile	14
Mean	5.63
Median	5
Standard deviation	4.72
Total/sum	45

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



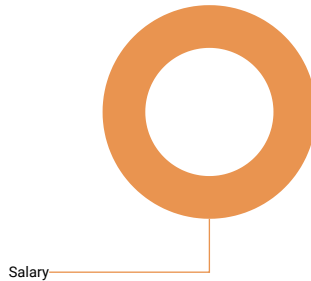
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	7	\$20,000.00	\$21,800.00	\$42,000.00	\$65,000.00	\$84,000.00	\$45,542.86	\$42,000.00	\$2:
Pay Range Maximum Salary	6	\$55,000.00	\$55,000.00	\$82,500.00	\$100,116.00	\$150,000.00	\$87,519.33	\$82,500.00	\$3
Actual Lowest Base Salary	7	\$21,800.00	\$31,000.00	\$50,000.00	\$84,000.00	\$108,798.12	\$56,656.89	\$50,000.00	\$3
Actual Average Base Salary	7	\$31,000.00	\$52,022.93	\$65,000.00	\$86,107.00	\$108,798.12	\$68,510.86	\$65,000.00	\$2
Actual Highest Base Salary	6	\$31,000.00	\$55,000.00	\$90,066.80	\$108,798.12	\$150,000.00	\$87,488.62	\$90,066.80	\$4:
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.10.3 Outside Sales Rep (non-commission)

#### Job description

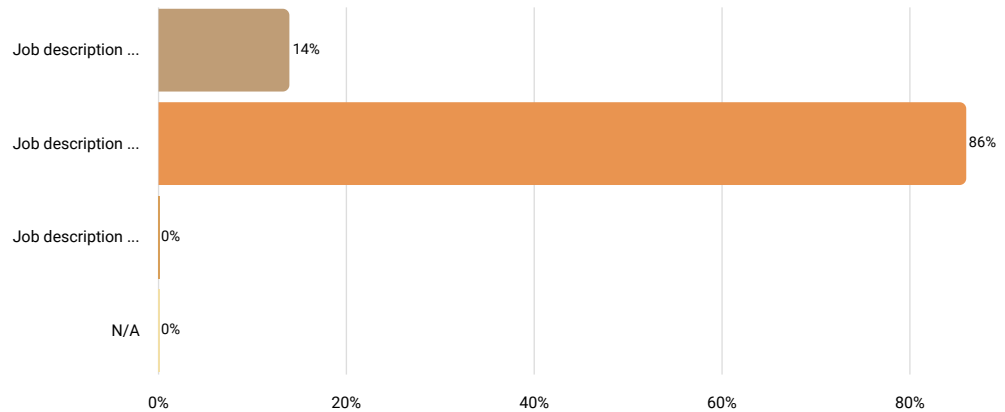
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically req degree and 2-4 years of sales related experience. No commission opportunities.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



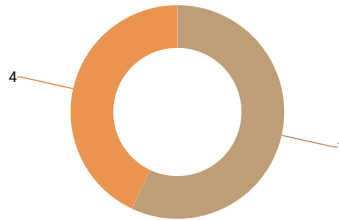
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



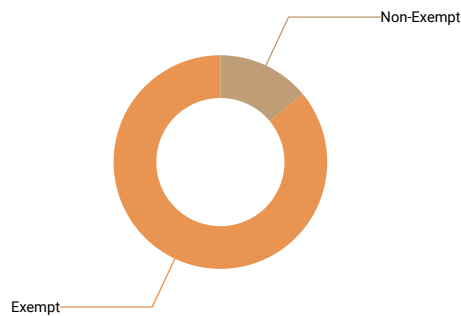
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	4
Mean	2.29
Median	1
Standard deviation	1.6
Total/sum	16

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



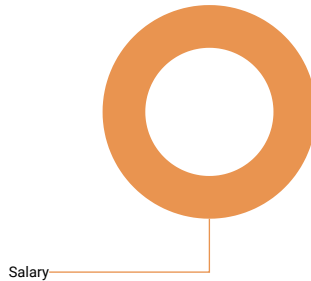
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	7	\$10,000.00	\$42,000.00	\$50,000.00	\$85,951.00	\$90,000.00	\$58,278.71	\$50,000.00	\$21,000.00
Pay Range Maximum Salary	7	\$10,000.00	\$55,000.00	\$90,000.00	\$130,000.00	\$133,339.00	\$87,619.86	\$90,000.00	\$40,000.00
Actual Lowest Base Salary	6	\$48,193.60	\$50,000.00	\$80,000.00	\$120,000.00	\$133,692.00	\$85,314.27	\$80,000.00	\$30,000.00
Actual Average Base Salary	7	\$10,000.00	\$48,193.60	\$70,000.00	\$120,000.00	\$139,328.00	\$78,931.66	\$70,000.00	\$40,000.00
Actual Highest Base Salary	6	\$48,193.60	\$70,000.00	\$95,500.00	\$120,000.00	\$152,712.00	\$96,984.27	\$95,500.00	\$30,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.10.5 Sales Manager

#### Job description

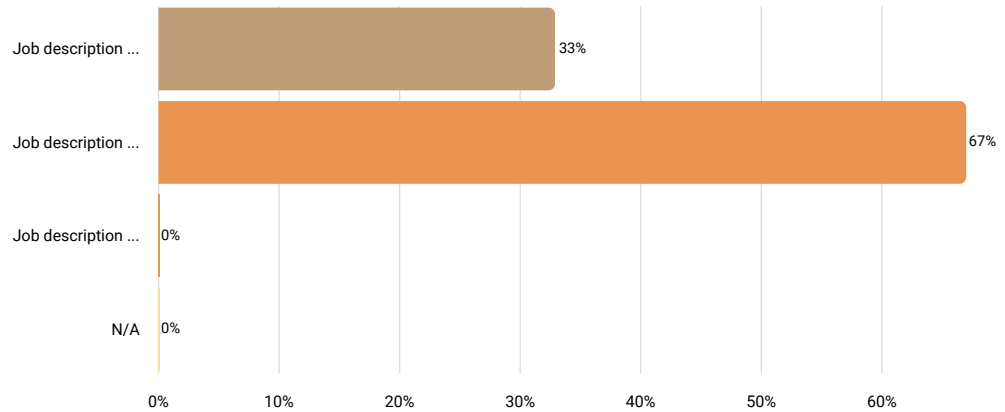
Manages sales division to ensure the achievement of sales goals. Serves as the principal liaison to major accounts and monitors and develops sales staf

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



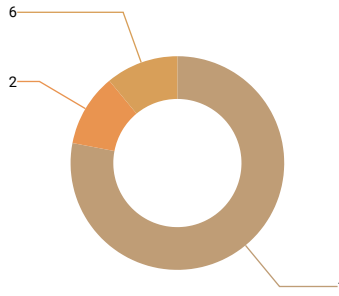
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	3
Job description matches the position at your company very well		67%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



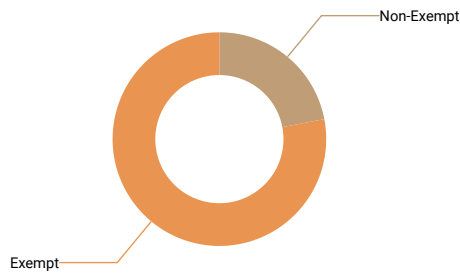
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	6
Mean	1.67
Median	1
Standard deviation	1.66
Total/sum	15

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



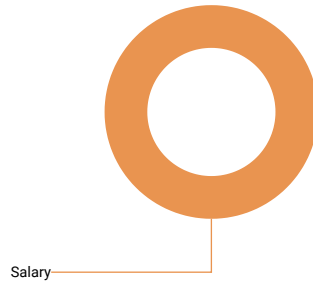
Results	%	N
Non-Exempt	22%	2
Exempt	78%	7

### 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	Std
Pay Range Minimum Salary	8	\$60,000.00	\$63,700.00	\$75,000.00	\$102,500.00	\$200,000.00	\$92,800.00	\$75,000.00	\$4
Pay Range Maximum Salary	8	\$80,000.00	\$94,613.50	\$110,000.00	\$150,000.00	\$200,000.00	\$123,653.38	\$110,000.00	\$4
Actual Lowest Base Salary	8	\$69,992.00	\$84,300.00	\$103,352.00	\$116,250.00	\$200,000.00	\$109,724.50	\$103,352.00	\$4
Actual Average Base Salary	9	\$76,000.00	\$84,968.00	\$100,000.00	\$122,500.00	\$200,000.00	\$112,530.22	\$100,000.00	\$4
Actual Highest Base Salary	8	\$76,000.00	\$96,300.00	\$103,352.08	\$153,750.00	\$200,000.00	\$122,850.52	\$103,352.08	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$4,000.00	\$13,000.00	\$32,800.00	\$45,000.00	\$225,000.00	\$63,960.00	\$32,800.00	\$9

## 4.10.6 Business Development Manager

### Job description

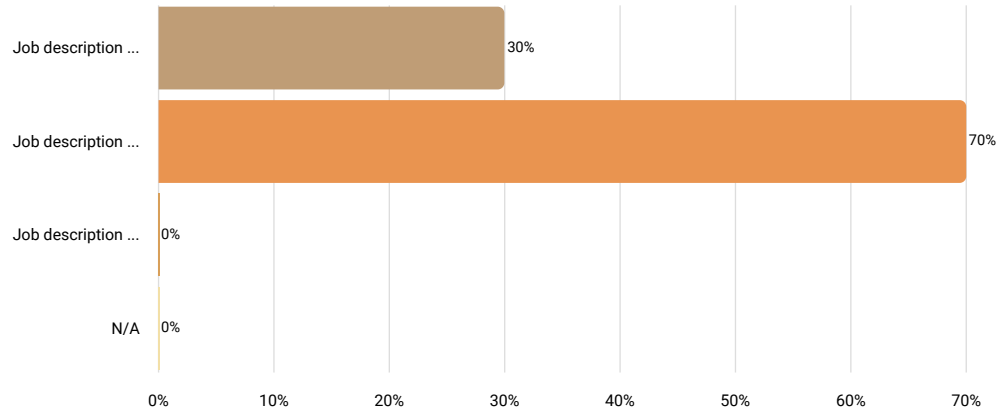
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with ma customers.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



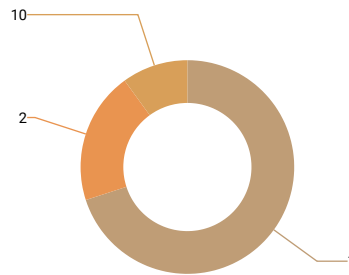
Results		%	N
Job description is perceptibly weaker than the position at your company		30%	3
Job description matches the position at your company very well		70%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



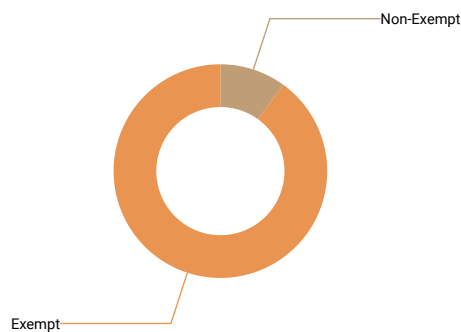
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2.1
Median	1
Standard deviation	2.81
Total/sum	21

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



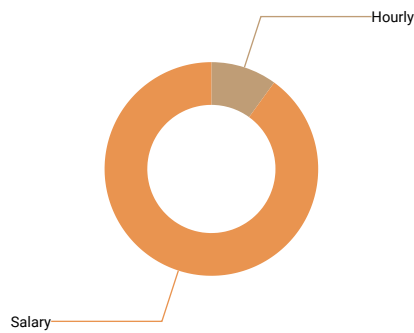
Results	%	N
Non-Exempt	10%	1
Exempt	90%	9

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

### Compensation data

N = 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	6	\$84,448.00	\$90,000.00	\$110,000.00	\$120,000.00	\$150,000.00	\$110,741.33	\$110,000.00	\$2
Pay Range Maximum Salary	7	\$95,000.00	\$130,000.00	\$150,000.00	\$180,000.00	\$200,000.00	\$153,300.80	\$150,000.00	\$3
Actual Lowest Base Salary	8	\$83,475.00	\$103,031.20	\$117,500.00	\$139,500.00	\$160,000.00	\$120,442.18	\$117,500.00	\$2
Actual Average Base Salary	8	\$83,475.00	\$117,500.00	\$136,476.80	\$146,000.00	\$160,000.00	\$130,428.58	\$136,476.80	\$2
Actual Highest Base Salary	8	\$83,475.00	\$119,500.00	\$142,500.00	\$154,058.40	\$180,000.00	\$136,948.98	\$142,500.00	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.10.7 Marketing Manager or Director

#### Job description

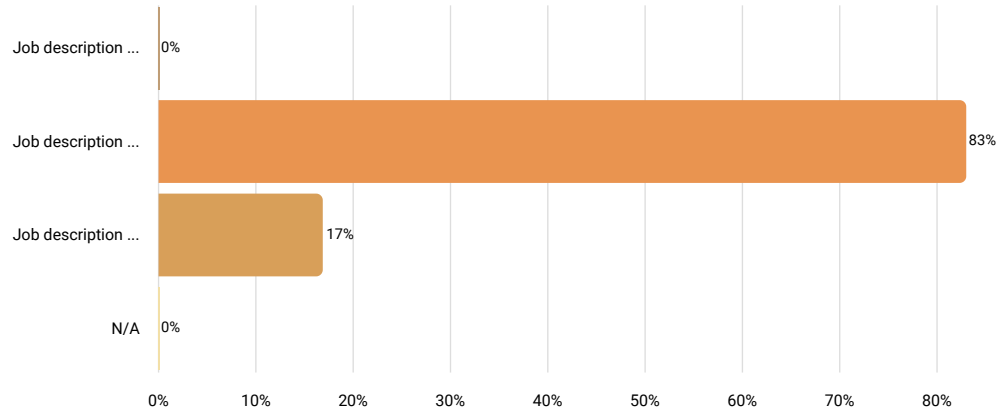
Directs and manages the marketing function of the company including supervising marketing staff, developing promotional material, preparing marketing working with sales team to ensure marketing plans are met and sales goals are reached.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



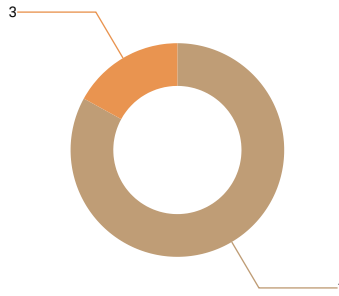
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		17%	1
N/A		0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



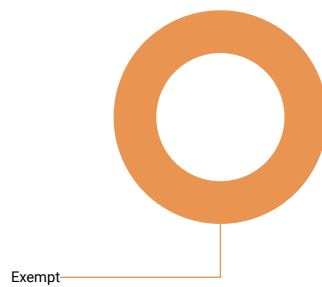
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.33
Median	1
Standard deviation	0.82
Total/sum	8

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



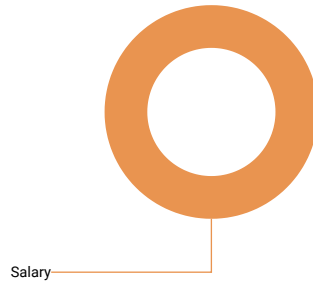
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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	\$81,000.00	\$94,000.00	\$95,000.00	\$95,000.00	\$125,486.40	\$98,097.28	\$95,000.00	\$1
Pay Range Maximum Salary	5	\$94,000.00	\$111,500.00	\$120,000.00	\$125,000.00	\$164,944.00	\$123,088.80	\$120,000.00	\$2
Actual Lowest Base Salary	6	\$70,500.00	\$81,000.00	\$104,500.00	\$117,000.00	\$118,414.40	\$99,319.07	\$104,500.00	\$2
Actual Average Base Salary	6	\$70,500.00	\$93,000.00	\$104,500.00	\$117,000.00	\$118,414.40	\$101,319.07	\$104,500.00	\$1
Actual Highest Base Salary	6	\$70,500.00	\$94,000.00	\$113,250.00	\$117,000.00	\$118,414.40	\$104,402.40	\$113,250.00	\$1
Average Incentive Bonus or Other Cash Bonus (Annual)									

## 4.11 Management/Director Positions

### **The survey received sufficient data for the following job titles:**

Controller or Accounting Manager  
Maintenance Manager  
Production or Operations Manager  
IT Manager  
Logistics/Materials Manager  
Project or Program Manager  
Project or Program Director  
Engineering Manager  
Quality Control Manager  
Human Resources Manager  
Safety/Environmental Manager  
Facilities Manager  
Plant Manager  
Purchasing Manager  
Continuous Improvement Manager

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

Administrative Manager  
Contracts Manager  
Proposal Manager

### 4.11.1 Controller or Accounting Manager

#### Job description

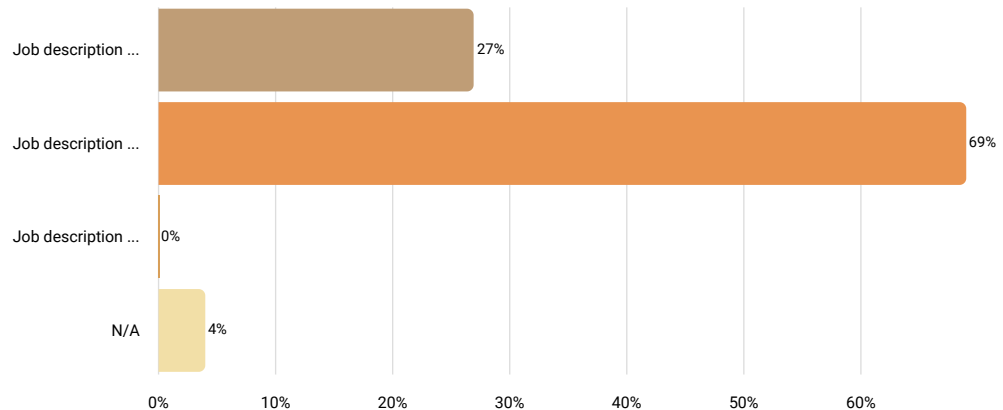
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and acc to staff. Responsible for financial reporting and analysis for the company.

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	7
Job description matches the position at your company very well	69%	18
Job description is perceptibly stronger than the position at your company	0%	0
N/A	4%	1

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

Answered 12 times

Skipped 14 times

Text input

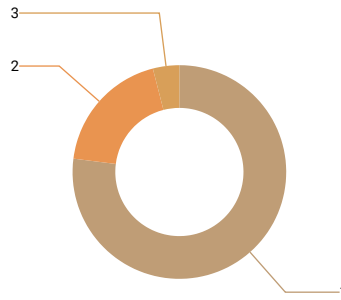
Results	
plant controller	3
senior manager, cost accounting	1
finance analyst	1
sr hr & accounting manager	1
business manager	1
operations controller	1
finance manager	1
corporate controller & director of treasury & financial planning	1
controller and co-controller/credit manager	1
accounting manager	1

### Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



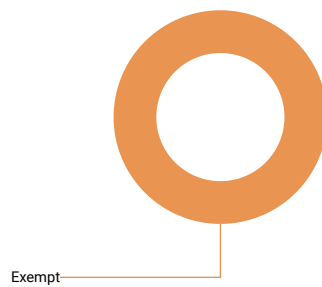
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.27
Median	1
Standard deviation	0.53
Total/sum	33

### FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



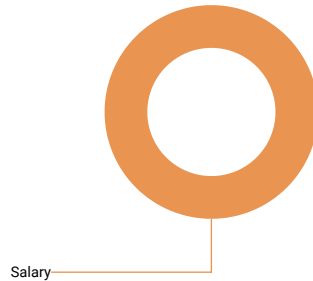
Results	%	N
Non-Exempt	0%	0
Exempt	100%	26

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	26

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	21	\$65,000.00	\$79,968.00	\$85,000.00	\$104,000.00	\$123,100.00	\$92,860.57	\$85,000.00	\$2
Pay Range Maximum Salary	21	\$99,959.00	\$115,000.00	\$140,000.00	\$155,900.00	\$199,900.00	\$145,101.07	\$140,000.00	\$4
Actual Lowest Base Salary	22	\$82,472.00	\$90,000.00	\$111,381.00	\$132,600.00	\$160,000.00	\$113,557.67	\$111,381.00	\$3
Actual Average Base Salary	23	\$89,030.00	\$100,000.00	\$120,435.64	\$133,000.00	\$160,000.00	\$121,479.98	\$120,435.64	\$3
Actual Highest Base Salary	22	\$89,030.00	\$110,000.00	\$133,234.40	\$150,000.00	\$173,940.00	\$128,552.73	\$133,234.40	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$2,500.00	\$10,000.00	\$15,000.00	\$25,000.00	\$27,000.00	\$16,254.15	\$15,000.00	\$1

### 4.11.2 Maintenance Manager

#### Job description

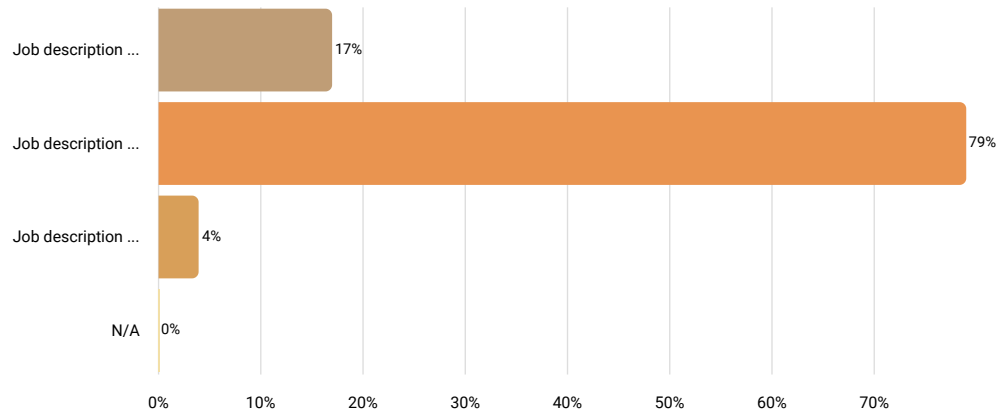
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages plant maintenance shutdowns/outages.

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

Answered 24 times

Skipped 1 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	4
Job description matches the position at your company very well	79%	19
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

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

Answered 5 times

Skipped 20 times

Text input

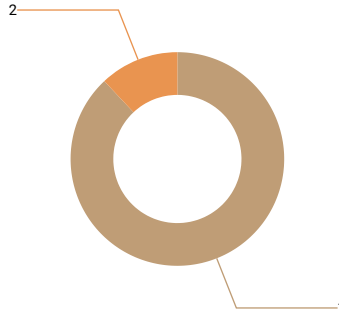
Results	
lead industrialization manager	1
maintenance coordinator	1
maintenance and engineering manager	1
leader, operations engineering team	1
facilities & maintenance manager	1

### Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



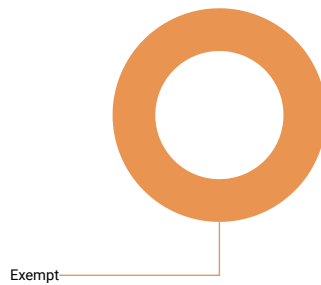
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.12
Median	1
Standard deviation	0.33
Total/sum	28

### FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



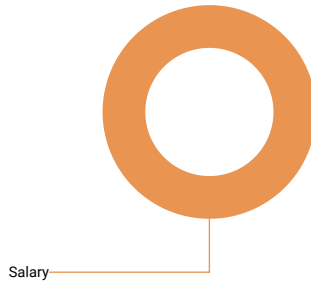
Results	%	N
Non-Exempt	0%	0
Exempt	100%	25

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	25

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	20	\$63,675.00	\$80,000.00	\$85,550.00	\$100,000.00	\$120,648.50	\$90,702.35	\$85,550.00	\$2
Pay Range Maximum Salary	20	\$90,000.00	\$104,000.00	\$128,566.00	\$149,600.00	\$216,618.00	\$137,916.10	\$128,566.00	\$4
Actual Lowest Base Salary	21	\$80,000.00	\$90,000.00	\$101,500.00	\$132,188.00	\$140,000.00	\$112,898.92	\$101,500.00	\$3
Actual Average Base Salary	21	\$72,841.00	\$88,500.00	\$100,650.00	\$136,000.00	\$140,000.00	\$108,902.10	\$100,650.00	\$3
Actual Highest Base Salary	20	\$76,420.50	\$89,250.00	\$110,325.00	\$133,000.00	\$145,682.50	\$113,859.95	\$110,325.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$4,000.00	\$7,023.00	\$12,500.00	\$15,068.50	\$20,000.00	\$11,451.08	\$12,500.00	\$5

### 4.11.3 Production or Operations Manager

#### Job description

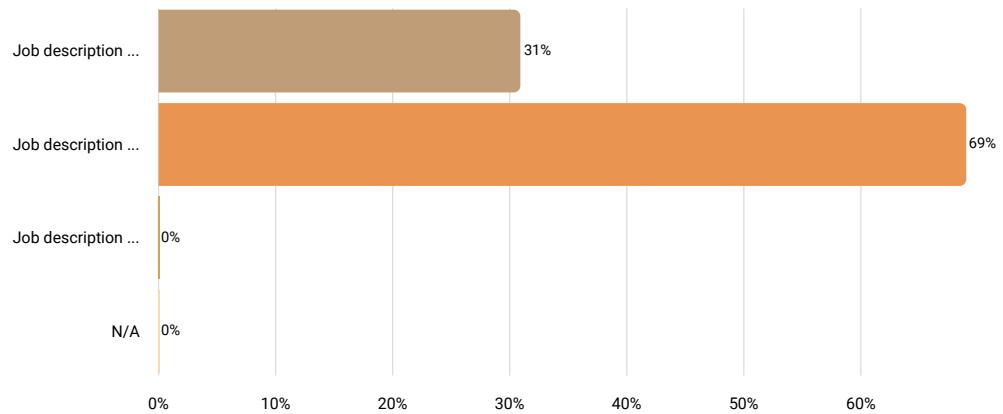
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is n

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

Answered 42 times

Skipped 1 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	31%	13
Job description matches the position at your company very well	69%	29
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 16 times

Skipped 27 times

Text input

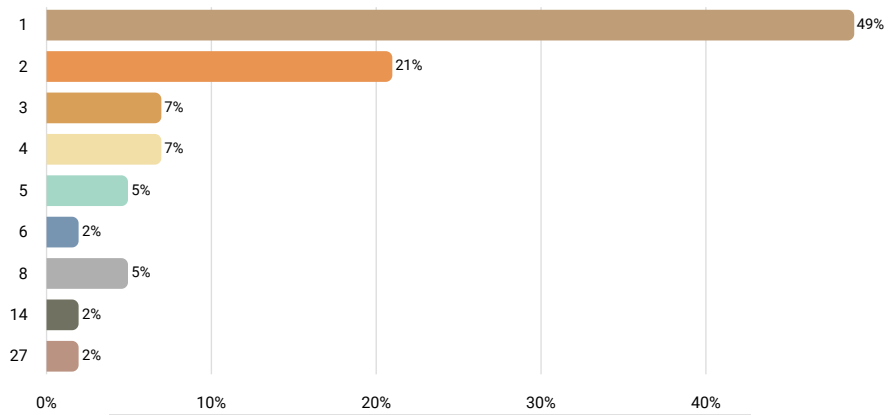
Results	
production supervisor	2
production manager	2
director operations	1
die casting manager, machining production manager	1
senior factory manager	1
production manager /operations manager	1
shop manager, grounds	1
director of operations ; & other position is director of manufacturing (each separate functions held by separate people)	1
vice president of operations	1
film manager, operations manager	1
director of manufacturing	1
director of engineering, director of maintenance, director of production control, director of business operations	1
millwork manager	1
pm / design / quality / lead pm	1

### Number of Employees Currently in This Position

Answered 43 times

Skipped 0 times

Number input



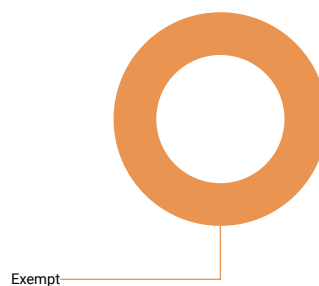
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	6
Mean	3.09
Median	2
Standard deviation	4.52
Total/sum	133

### FLSA Status

Answered 42 times

Skipped 1 times

Select one answer (radio button)



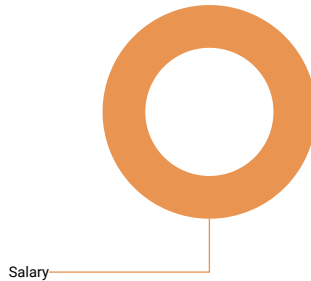
Results	%	N
Non-Exempt	0%	0
Exempt	100%	42

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

Answered 43 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	43

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	34	\$70,000.00	\$80,000.00	\$86,950.00	\$105,000.00	\$119,392.00	\$91,447.34	\$86,950.00	\$2
Pay Range Maximum Salary	34	\$90,000.00	\$115,000.00	\$140,000.00	\$176,900.00	\$205,812.00	\$145,450.21	\$140,000.00	\$4
Actual Lowest Base Salary	36	\$75,000.00	\$84,850.00	\$106,329.00	\$131,500.00	\$166,727.00	\$116,295.26	\$106,329.00	\$4
Actual Average Base Salary	39	\$76,000.00	\$93,000.00	\$120,000.00	\$137,000.00	\$166,727.00	\$122,299.67	\$120,000.00	\$4
Actual Highest Base Salary	37	\$83,000.00	\$100,105.00	\$130,426.00	\$160,000.00	\$201,734.00	\$133,184.17	\$130,426.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	23	\$3,250.00	\$6,798.00	\$11,000.00	\$20,000.00	\$32,000.00	\$14,210.57	\$11,000.00	\$1

### 4.11.4 IT Manager

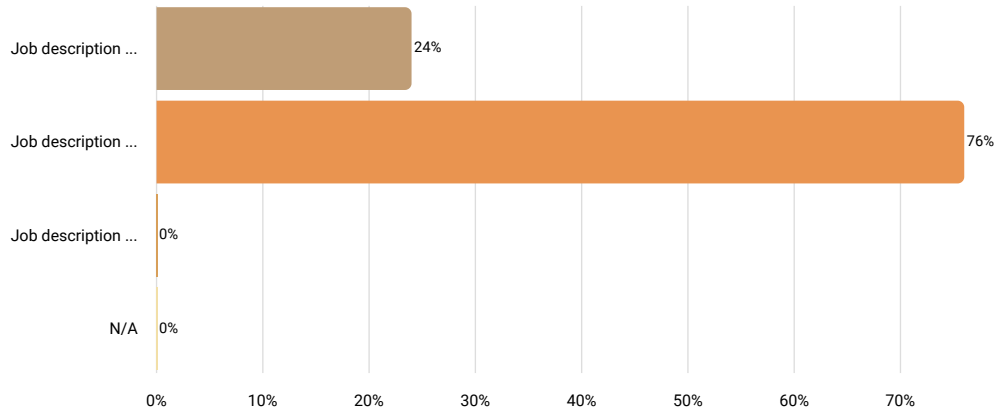
**Job description** Directs all computer operations that include one or more of the following: programming, network and technical support and syste

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	4
Job description matches the position at your company very well	76%	13
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0%

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

Answered 6 times

Skipped 11 times

Text input

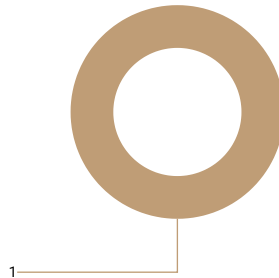
Results	
it manager us	1
it assistant	1
director of it	1
information technology supervisor	1
it director	1
senior manager of information technology	1

### Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



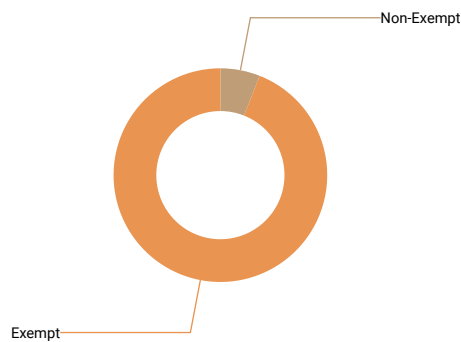
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	17

### FLSA Status

Answered 16 times

Skipped 1 times

Select one answer (radio button)



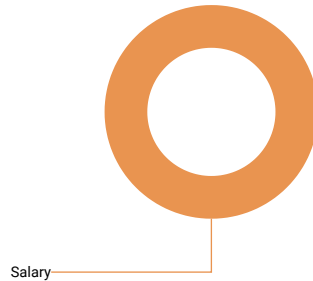
Results	%	N
Non-Exempt	6%	1
Exempt	94%	15

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	17

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	12	\$63,700.00	\$73,900.00	\$82,500.00	\$95,000.00	\$100,000.00	\$88,682.33	\$82,500.00	\$2
Pay Range Maximum Salary	13	\$70,000.00	\$90,000.00	\$125,000.00	\$140,000.00	\$162,300.00	\$118,861.54	\$125,000.00	\$4
Actual Lowest Base Salary	16	\$62,504.00	\$83,000.00	\$100,000.00	\$121,337.32	\$134,000.00	\$102,756.26	\$100,000.00	\$3
Actual Average Base Salary	16	\$62,504.00	\$83,000.00	\$100,000.00	\$121,337.32	\$134,000.00	\$102,756.26	\$100,000.00	\$3
Actual Highest Base Salary	16	\$62,504.00	\$83,000.00	\$100,000.00	\$121,337.50	\$134,000.00	\$102,818.78	\$100,000.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,000.00	\$4,000.00	\$11,000.00	\$12,530.00	\$16,000.00	\$8,969.57	\$11,000.00	\$5

### 4.11.5 Logistics/Materials Manager

#### Job description

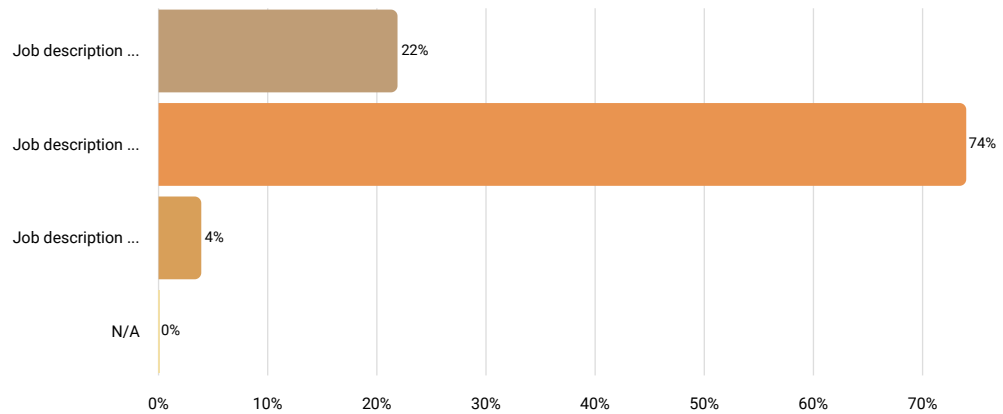
Manages aspects related to logistics including distribution, inventory, warehousing and transportation. Include Material and Traffic Managers in this cate

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	5
Job description matches the position at your company very well	74%	17
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 11 times

Skipped 12 times

Text input

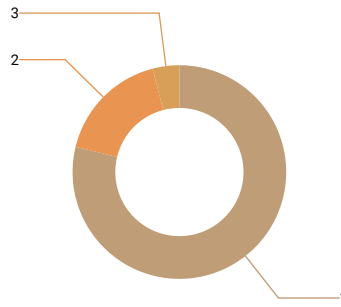
Results	
supply chain manager	2
materials manager	2
ipt manager	1
purchasing manager	1
material and production logistics manager	1
production control manager	1
supply chain director & supply chain manager	1
huntsville building materials manager	1
conveyance manager	1

### Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



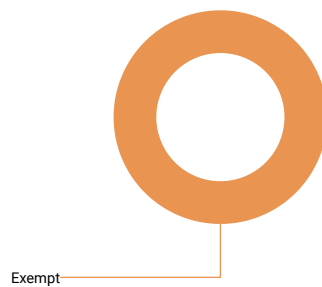
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.26
Median	1
Standard deviation	0.54
Total/sum	29

### FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



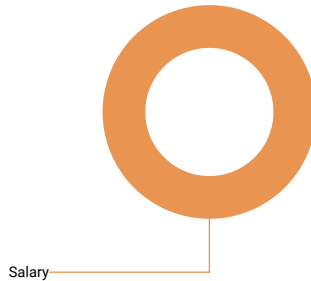
Results	%	N
Non-Exempt	0%	0
Exempt	100%	23

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	23

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	21	\$70,000.00	\$80,000.00	\$90,000.00	\$100,000.00	\$107,628.00	\$90,327.34	\$90,000.00	\$1
Pay Range Maximum Salary	21	\$80,000.00	\$95,760.00	\$140,000.00	\$171,600.00	\$185,658.00	\$134,495.77	\$140,000.00	\$5
Actual Lowest Base Salary	20	\$77,500.00	\$91,307.00	\$113,206.50	\$128,511.60	\$138,810.50	\$111,749.77	\$113,206.50	\$2
Actual Average Base Salary	20	\$80,000.00	\$91,307.00	\$113,206.50	\$130,560.50	\$141,972.00	\$112,798.76	\$113,206.50	\$2
Actual Highest Base Salary	20	\$80,076.07	\$91,800.00	\$113,206.50	\$130,560.50	\$147,133.00	\$113,705.81	\$113,206.50	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$5,400.00	\$8,149.00	\$12,000.00	\$25,000.00	\$35,000.00	\$17,060.54	\$12,000.00	\$1

### 4.11.6 Project or Program Manager

#### Job description

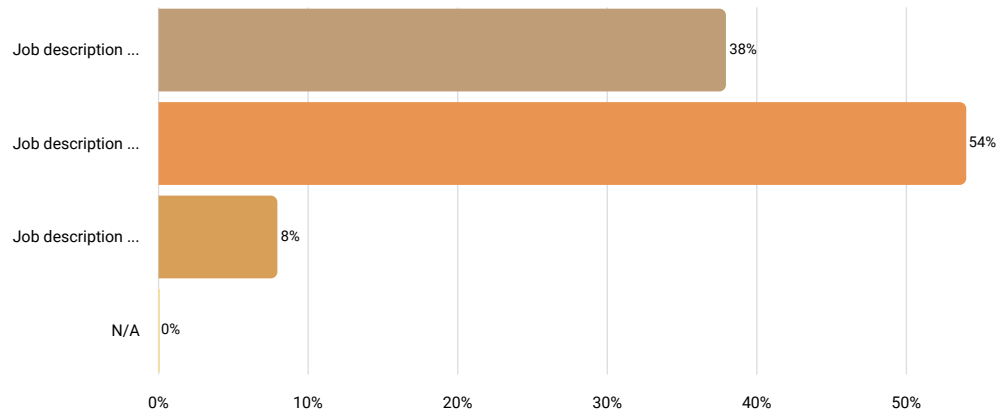
Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the p budget and workload.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	5
Job description matches the position at your company very well	54%	7
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

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

Answered 7 times

Skipped 6 times

Text input

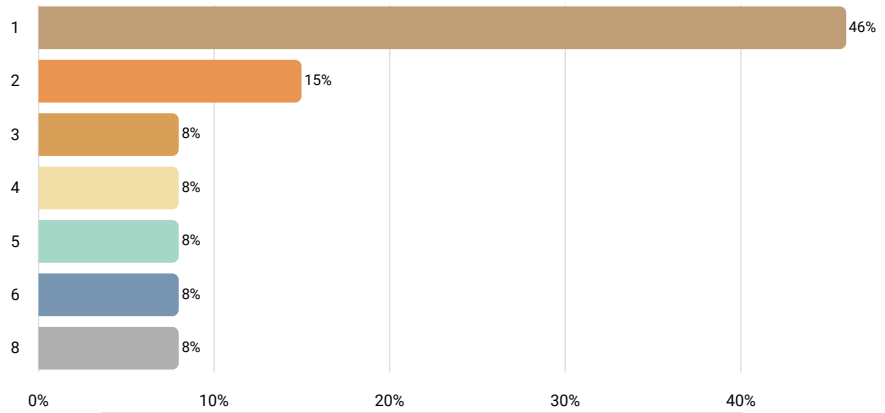
Results	
senior manager program office	1
project engineer manager	1
program manager	1
assistant project manager i, assistant project manager ii, assistant project manager iii	1
technical lead/program manager	1
program manager i-iv & sr. aviation program manager	1
project manager	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



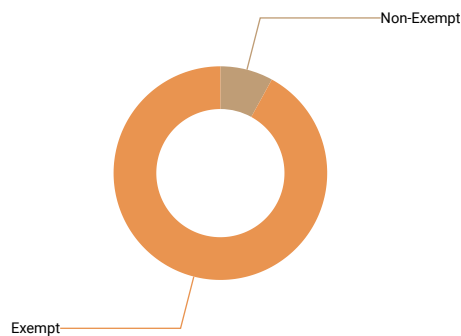
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	6
Mean	2.77
Median	2
Standard deviation	2.31
Total/sum	36

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



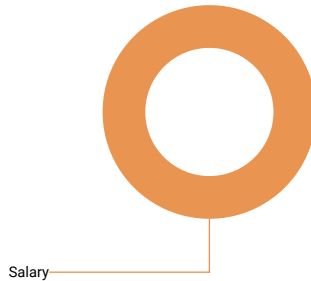
Results	%	N
Non-Exempt	8%	1
Exempt	92%	12

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	11	\$48,000.00	\$85,000.00	\$100,000.00	\$115,000.00	\$120,794.00	\$100,401.39	\$100,000.00	\$3
Pay Range Maximum Salary	11	\$67,062.00	\$120,000.00	\$144,644.70	\$170,000.00	\$195,000.00	\$140,811.72	\$144,644.70	\$4
Actual Lowest Base Salary	11	\$52,770.00	\$88,483.20	\$143,608.80	\$165,000.00	\$177,806.00	\$129,945.18	\$143,608.80	\$4
Actual Average Base Salary	11	\$57,184.00	\$120,000.00	\$130,000.00	\$165,000.00	\$177,806.00	\$133,658.57	\$130,000.00	\$4
Actual Highest Base Salary	11	\$67,806.00	\$125,000.00	\$136,822.40	\$177,806.00	\$193,325.15	\$139,440.23	\$136,822.40	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,716.00	\$6,400.00	\$15,000.00	\$25,000.00	\$26,000.00	\$15,088.00	\$15,000.00	\$6

### 4.11.7 Project or Program Director

#### Job description

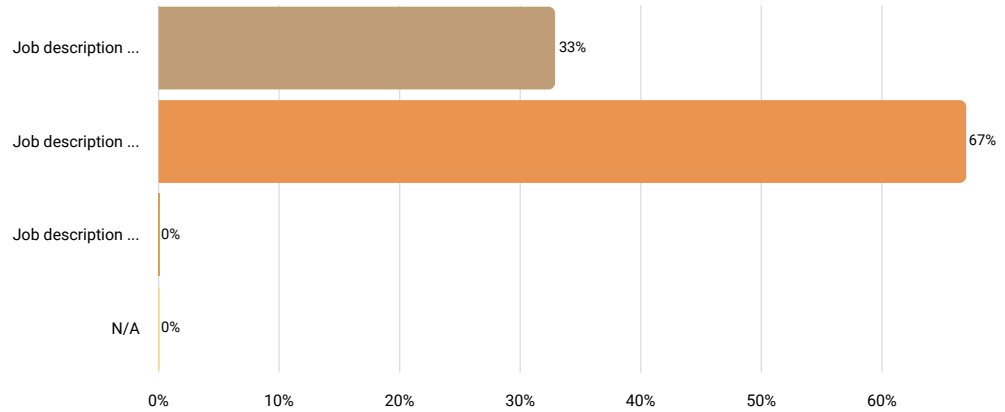
Plans, organizes, directs, coordinates, and controls the activities of the program in support of company goals to obtain optimum efficiency and economy  
 Analyses and reports project economics including costs, operational budgets, staffing requirements, resources, and risk.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



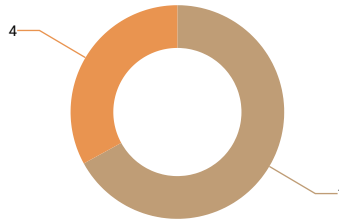
Results	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



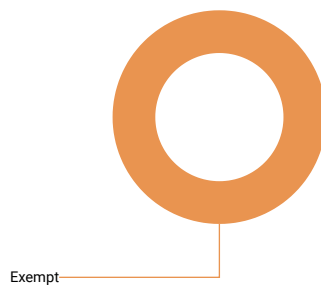
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	4
Mean	2
Median	1
Standard deviation	1.55
Total/sum	12

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



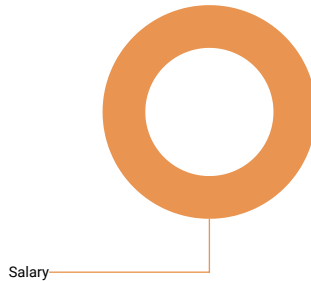
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### 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									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	\$56,728.00	\$156,000.00	\$185,407.00	\$210,000.00	\$255,000.00	\$172,627.00	\$185,407.00	\$7
Actual Average Base Salary	5	\$74,451.00	\$156,000.00	\$194,411.11	\$213,150.00	\$255,000.00	\$178,602.42	\$194,411.11	\$6
Actual Highest Base Salary	5	\$91,954.00	\$156,000.00	\$205,631.72	\$216,300.00	\$255,000.00	\$184,977.14	\$205,631.72	\$6
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.11.8 Engineering Manager

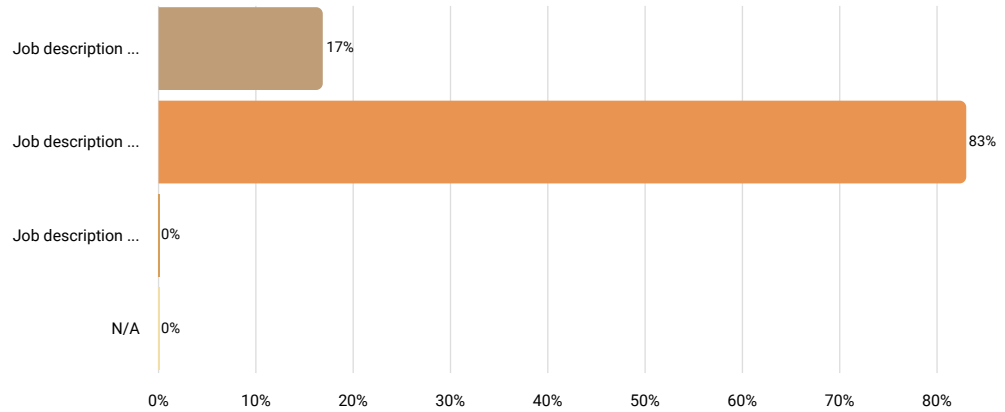
**Job description** Provide management to members of technical, engineering and/or research business units. Responsible for unit performance.

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

Answered 23 times

Skipped 2 times

Select one answer (radio button)



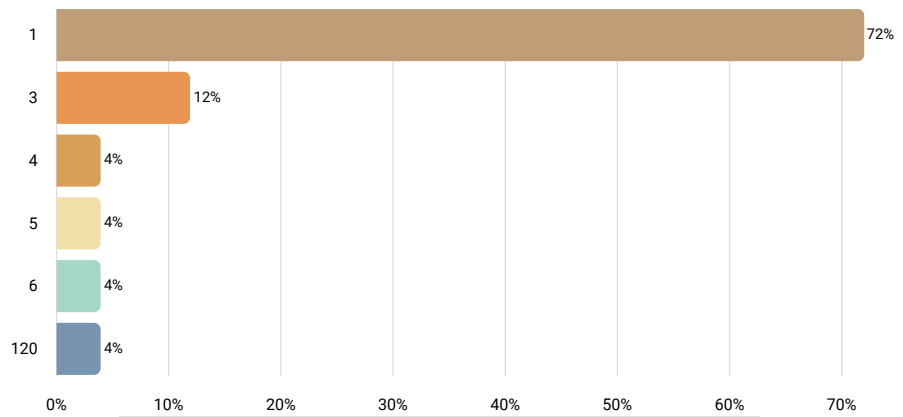
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	4
Job description matches the position at your company very well	83%	19
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

### Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



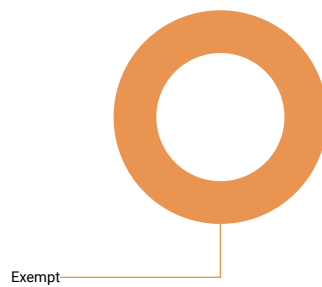
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	6.48
Median	1
Standard deviation	23.69
Total/sum	162

### FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



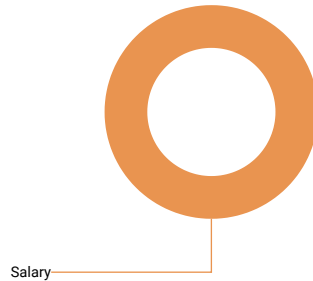
Results	%	N
Non-Exempt	0%	0
Exempt	100%	25

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	25

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	21	\$88,900.00	\$100,000.00	\$103,800.00	\$123,772.00	\$144,800.00	\$110,658.99	\$103,800.00	\$2
Pay Range Maximum Salary	21	\$125,000.00	\$152,000.00	\$170,000.00	\$184,438.00	\$231,687.50	\$174,859.92	\$170,000.00	\$4
Actual Lowest Base Salary	20	\$92,500.00	\$117,500.00	\$141,180.00	\$157,500.00	\$181,437.00	\$136,136.39	\$141,180.00	\$3
Actual Average Base Salary	20	\$92,500.00	\$122,125.00	\$149,000.00	\$165,490.00	\$181,373.50	\$142,100.57	\$149,000.00	\$3
Actual Highest Base Salary	20	\$105,000.00	\$122,125.00	\$149,000.00	\$172,900.00	\$203,282.93	\$150,730.68	\$149,000.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$2,000.00	\$10,000.00	\$15,775.00	\$34,962.00	\$50,000.00	\$26,615.71	\$15,775.00	\$3

### 4.11.9 Quality Control Manager

#### Job description

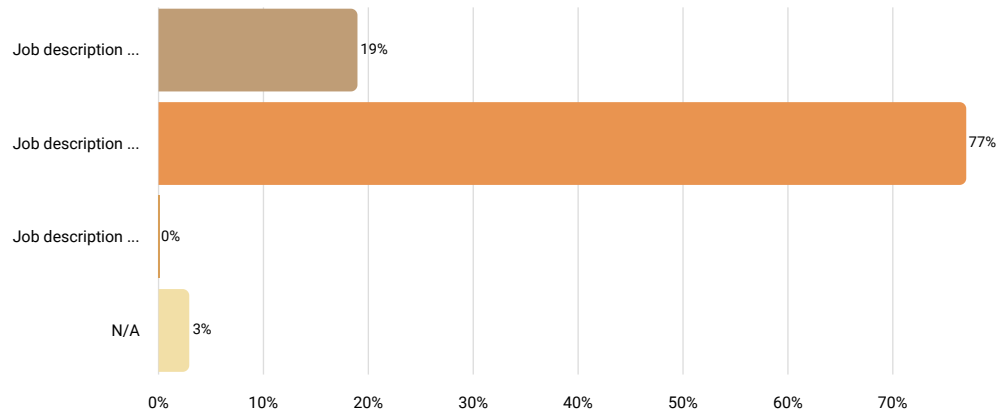
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedures with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	6
Job description matches the position at your company very well	77%	24
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	3%

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

Answered 13 times

Skipped 18 times

Text input

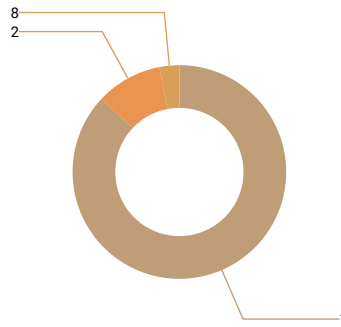
Results	
quality manager	6
quality assurance manager	2
senior manager quality	1
senior quality manager	1
supplier quality manager	1
corporate quality director	1
qc manager	1

### Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



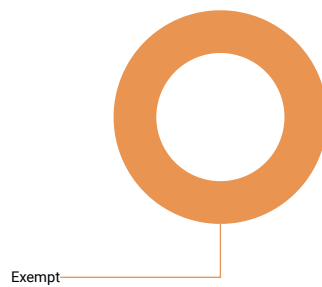
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.32
Median	1
Standard deviation	1.28
Total/sum	41

### FLSA Status

Answered 31 times

Skipped 0 times

Select one answer (radio button)



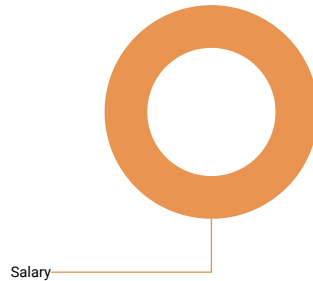
Results	%	N
Non-Exempt	0%	0
Exempt	100%	31

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

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	31

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	21	\$70,000.00	\$79,968.00	\$88,900.00	\$107,628.00	\$125,000.00	\$94,295.83	\$88,900.00	\$2
Pay Range Maximum Salary	21	\$85,000.00	\$97,000.00	\$141,500.00	\$161,440.00	\$201,194.00	\$136,268.67	\$141,500.00	\$5
Actual Lowest Base Salary	28	\$71,500.00	\$90,500.00	\$109,940.00	\$138,239.50	\$159,140.80	\$114,589.54	\$109,940.00	\$2
Actual Average Base Salary	28	\$80,000.00	\$90,500.00	\$109,940.00	\$139,391.33	\$160,582.00	\$116,437.08	\$109,940.00	\$3
Actual Highest Base Salary	28	\$80,000.00	\$90,500.00	\$109,940.00	\$139,391.33	\$160,582.00	\$117,756.97	\$109,940.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$1,982.00	\$8,900.00	\$13,500.00	\$15,000.00	\$26,800.00	\$13,688.77	\$13,500.00	\$5

### 4.11.10 Human Resources Manager

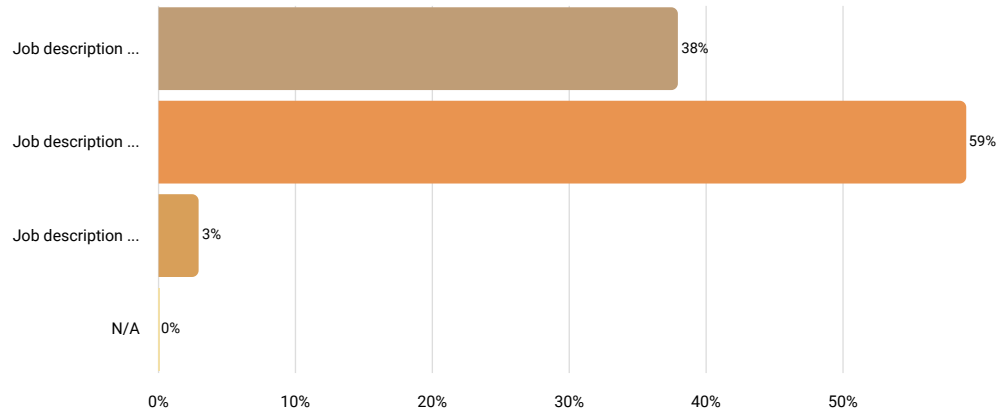
**Job description** Manages one or more functions within the Human Resource area.

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

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	14
Job description matches the position at your company very well	59%	22
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

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

Answered 9 times

Skipped 28 times

Text input

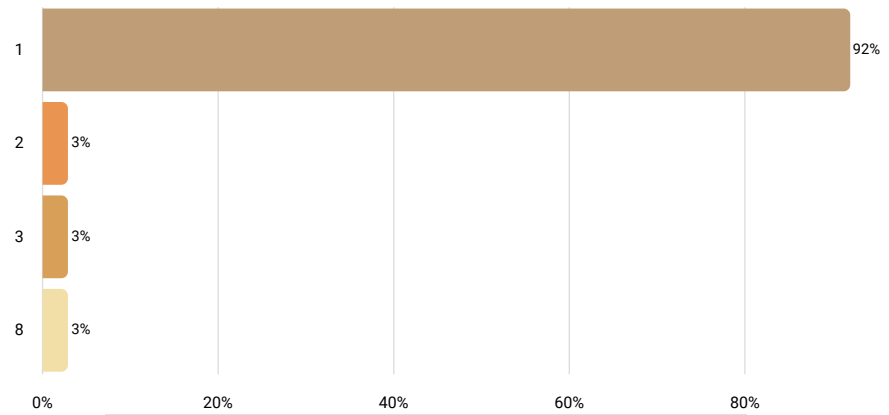
Results	
human resources manager	2
director of human resources	2
hr/safety manager	1
no	1
hr manager	1
direct of human resources	1
business operations & hr supervisor	1

### Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



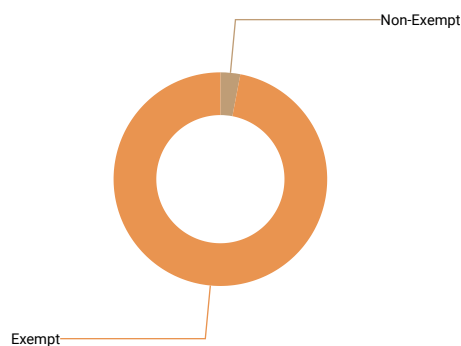
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.27
Median	1
Standard deviation	1.19
Total/sum	47

### FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



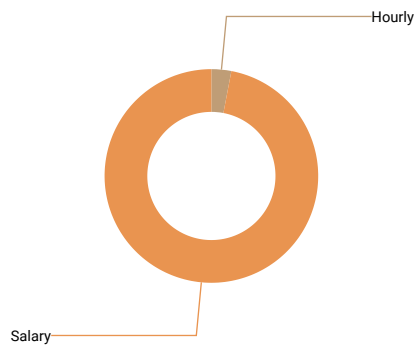
Results	%	N
Non-Exempt	3%	1
Exempt	97%	36

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

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	3%	1
Salary	97%	36

### 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	26	\$60,000.00	\$75,000.00	\$90,000.00	\$107,000.00	\$120,794.00	\$90,728.62	\$90,000.00	\$2
Pay Range Maximum Salary	26	\$80,000.00	\$92,500.00	\$137,500.00	\$161,440.00	\$220,147.00	\$135,686.77	\$137,500.00	\$4
Actual Lowest Base Salary	29	\$71,000.00	\$90,000.00	\$100,279.92	\$127,684.00	\$158,000.00	\$110,637.37	\$100,279.92	\$3
Actual Average Base Salary	30	\$71,750.00	\$85,500.00	\$100,139.96	\$127,684.00	\$158,943.50	\$110,425.22	\$100,139.96	\$3
Actual Highest Base Salary	29	\$71,000.00	\$85,500.00	\$100,279.92	\$127,684.00	\$177,780.00	\$111,553.23	\$100,279.92	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	18	\$4,000.00	\$7,000.00	\$11,000.00	\$23,000.00	\$32,000.00	\$15,460.06	\$11,000.00	\$1

### 4.11.11 Safety/Environmental Manager

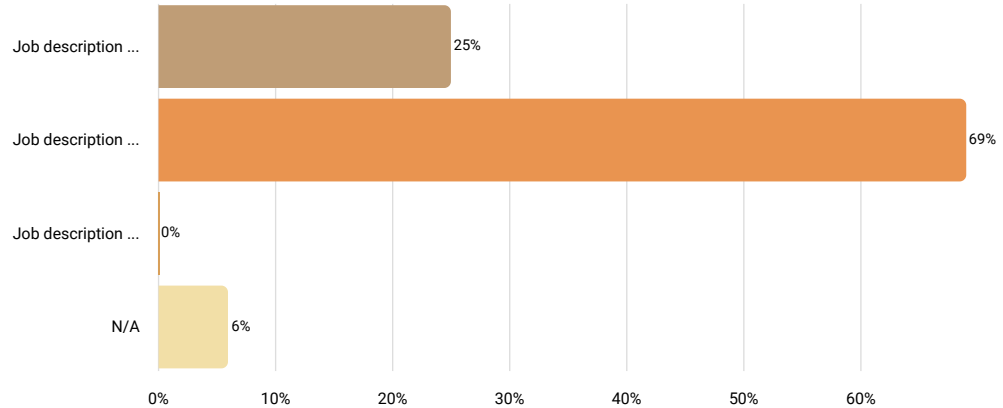
**Job description** Responsible for compliance with safety and environmental standards throughout the facility.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	4
Job description matches the position at your company very well	69%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	6%	1

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

Answered 8 times

Skipped 8 times

Text input

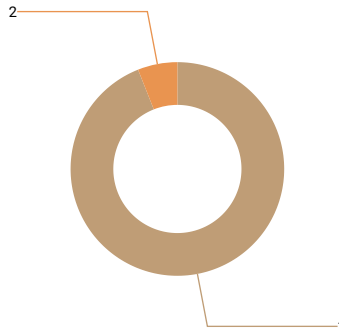
Results	
ehs manager	3
security, safety, environmental manager	1
safety director	1
safety and security manager	1
environmental & sustainability sr. manager	1
health & safety specialist	1

### Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



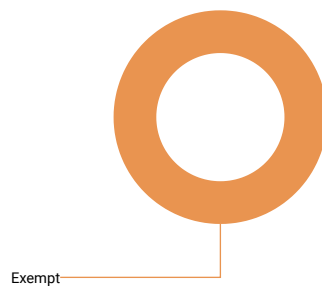
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.06
Median	1
Standard deviation	0.25
Total/sum	17

### FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



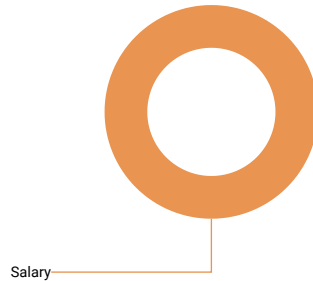
Results	%	N
Non-Exempt	0%	0
Exempt	100%	16

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	16

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	12	\$65,000.00	\$70,000.00	\$89,799.50	\$107,913.75	\$108,250.00	\$90,666.88	\$89,799.50	\$2
Pay Range Maximum Salary	12	\$83,304.00	\$102,036.50	\$151,000.00	\$171,043.25	\$181,256.00	\$143,623.38	\$151,000.00	\$4
Actual Lowest Base Salary	13	\$75,000.00	\$96,899.92	\$125,840.00	\$140,197.00	\$162,000.00	\$120,441.46	\$125,840.00	\$3
Actual Average Base Salary	14	\$75,000.00	\$96,899.92	\$125,420.00	\$140,197.00	\$162,000.00	\$120,195.64	\$125,420.00	\$3
Actual Highest Base Salary	13	\$75,000.00	\$96,899.92	\$125,840.00	\$140,197.00	\$162,000.00	\$120,441.46	\$125,840.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$2,093.00	\$7,000.00	\$11,400.00	\$29,200.00	\$53,800.00	\$18,886.63	\$11,400.00	\$1

### 4.11.12 Facilities Manager

#### Job description

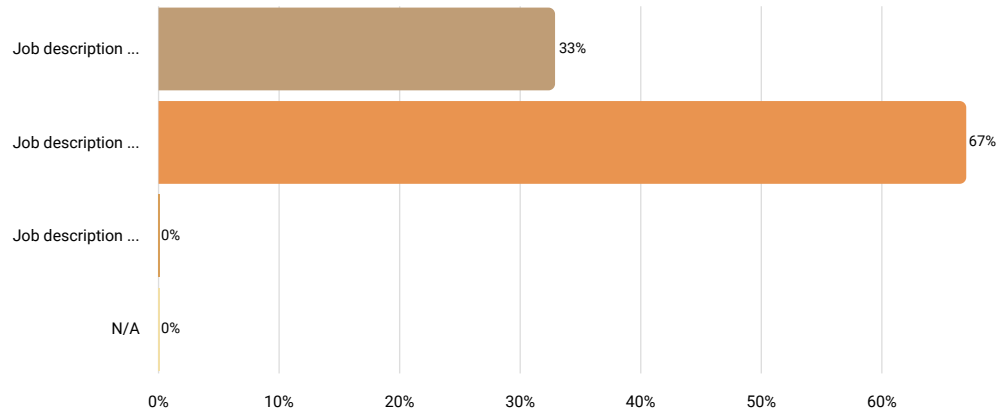
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



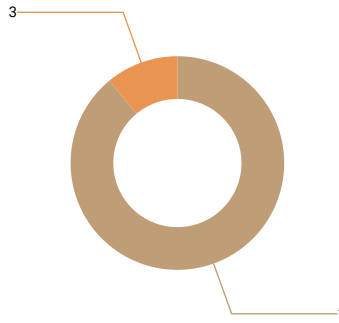
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	3
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



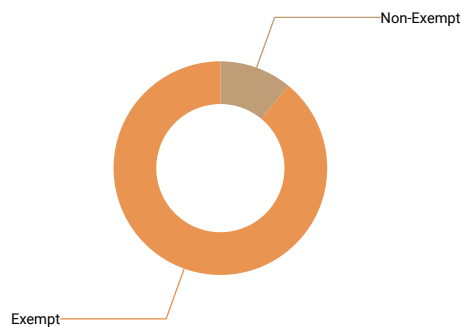
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.22
Median	1
Standard deviation	0.67
Total/sum	11

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



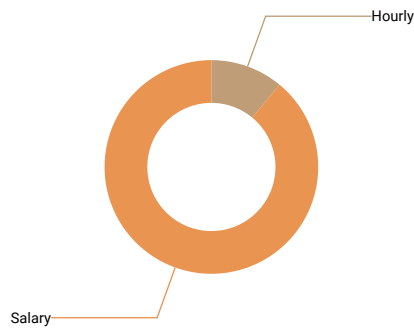
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

### 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									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	7	\$56,100.00	\$85,000.00	\$90,000.00	\$100,505.60	\$145,000.00	\$94,644.94	\$90,000.00	\$2
Pay Range Maximum Salary	7	\$95,000.00	\$118,475.00	\$134,800.00	\$163,900.00	\$240,000.00	\$145,249.00	\$134,800.00	\$4
Actual Lowest Base Salary	8	\$68,910.00	\$88,000.00	\$115,700.00	\$125,236.80	\$168,360.00	\$111,892.95	\$115,700.00	\$3
Actual Average Base Salary	8	\$68,910.00	\$88,000.00	\$119,278.40	\$126,036.40	\$168,360.00	\$112,987.45	\$119,278.40	\$3
Actual Highest Base Salary	8	\$68,910.00	\$88,000.00	\$119,278.40	\$129,057.90	\$168,360.00	\$113,742.83	\$119,278.40	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.11.13 Plant Manager

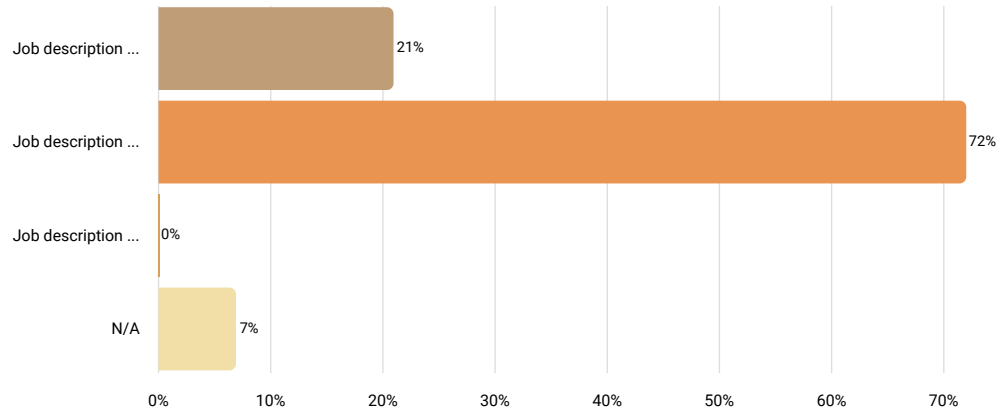
**Job description** Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

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

Answered 29 times

Skipped 1 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	6
Job description matches the position at your company very well	72%	21
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	2

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

Answered 10 times

Skipped 20 times

Text input

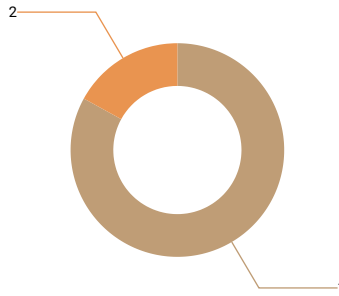
Results	
head brewer and operations manager	1
senior manager decatur operations	1
sr. factory manager	1
general manager, manufacturing	1
production manager	1
site manager	1
assistant plant manager	1
warehouse manager	1
director of production control	1
truss plant manager	1

### Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



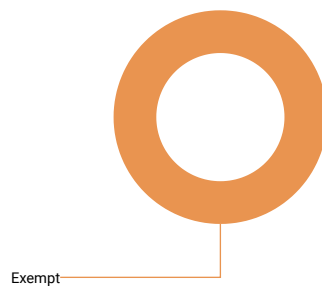
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.17
Median	1
Standard deviation	0.38
Total/sum	35

### FLSA Status

Answered 30 times

Skipped 0 times

Select one answer (radio button)



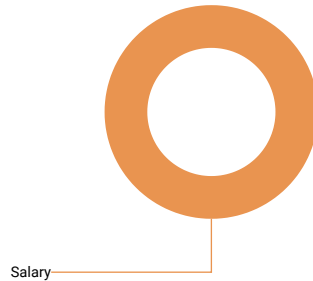
Results	%	N
Non-Exempt	0%	0
Exempt	100%	30

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

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	30

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	24	\$60,000.00	\$75,980.00	\$111,735.00	\$138,946.50	\$158,855.00	\$113,029.22	\$111,735.00	\$3
Pay Range Maximum Salary	24	\$90,000.00	\$127,600.00	\$170,842.60	\$214,960.60	\$250,000.00	\$172,341.43	\$170,842.60	\$5
Actual Lowest Base Salary	20	\$68,140.00	\$76,000.00	\$132,000.00	\$160,144.40	\$198,100.00	\$128,915.75	\$132,000.00	\$4
Actual Average Base Salary	22	\$75,000.00	\$85,152.13	\$138,000.00	\$177,000.00	\$200,000.00	\$137,813.31	\$138,000.00	\$5
Actual Highest Base Salary	21	\$75,000.00	\$85,152.13	\$142,000.00	\$177,000.00	\$200,000.00	\$140,588.52	\$142,000.00	\$5
Average Incentive Bonus or Other Cash Bonus (Annual)	16	\$4,000.00	\$15,500.00	\$26,800.00	\$42,187.00	\$67,500.00	\$30,353.63	\$26,800.00	\$2

### 4.11.14 Purchasing Manager

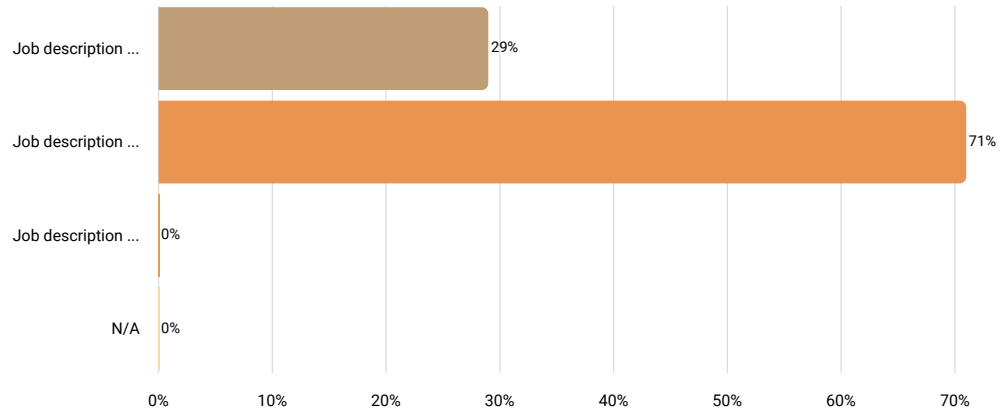
**Job description** Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 17 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 8 times

Skipped 10 times

Text input

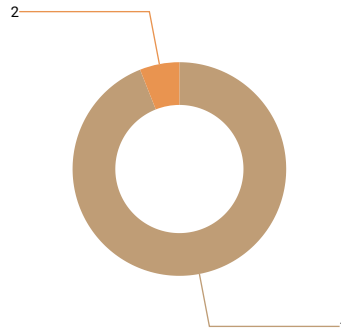
Results	
manager, production parts purchasing	1
senior manager supply chain	1
planning, purchasing manager	1
assistant purchasing manager	1
purchasing manager	1
purchasing agent	1
procurement manager	1
sales/purchasing manager	1

### Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



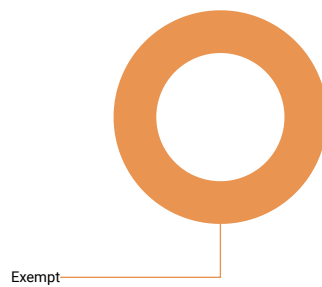
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.06
Median	1
Standard deviation	0.24
Total/sum	19

### FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



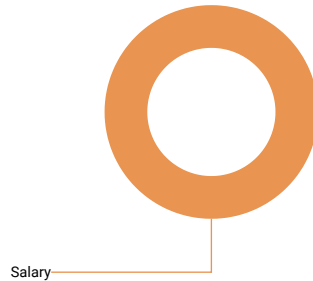
Results	%	N
Non-Exempt	0%	0
Exempt	100%	18

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	18

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	12	\$60,000.00	\$67,500.00	\$78,500.00	\$100,295.00	\$120,000.00	\$84,205.03	\$78,500.00	\$2
Pay Range Maximum Salary	12	\$80,000.00	\$90,000.00	\$130,000.00	\$151,000.00	\$160,000.00	\$120,557.43	\$130,000.00	\$3
Actual Lowest Base Salary	16	\$67,475.00	\$77,260.00	\$91,295.00	\$123,246.76	\$144,000.00	\$100,020.12	\$91,295.00	\$2
Actual Average Base Salary	16	\$67,475.00	\$77,260.00	\$101,000.00	\$123,246.76	\$144,000.00	\$101,552.69	\$101,000.00	\$2
Actual Highest Base Salary	16	\$67,475.00	\$77,260.00	\$101,000.00	\$126,749.96	\$144,950.00	\$103,417.62	\$101,000.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$3,250.00	\$9,500.00	\$17,750.00	\$25,662.00	\$30,000.00	\$17,384.25	\$17,750.00	\$1

### 4.11.15 Continuous Improvement Manager

#### Job description

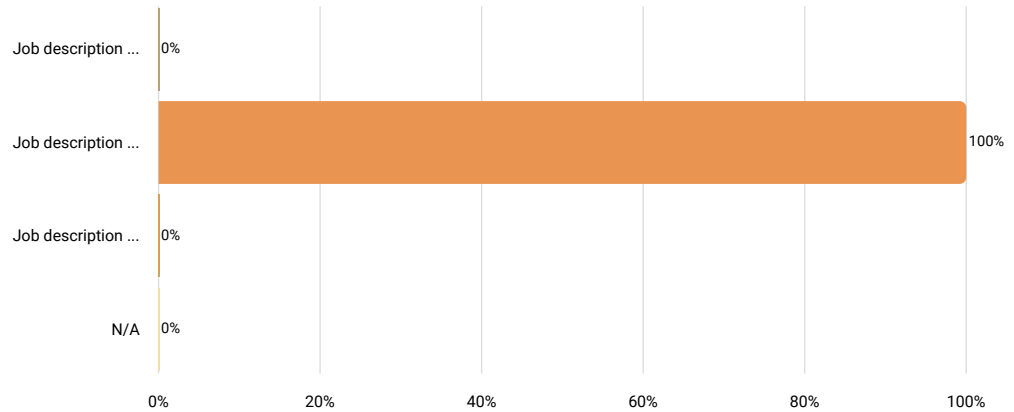
Monitor and improve organizational processes. Research, analyze, and map out all workflows, remove waste and low-value activities, and recommend so

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



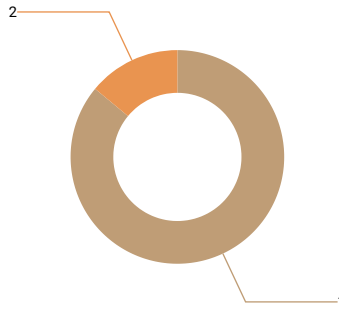
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



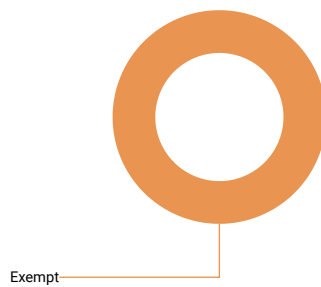
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.14
Median	1
Standard deviation	0.38
Total/sum	8

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



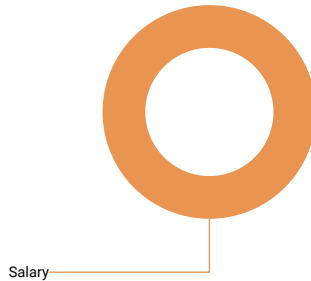
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### 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	6	\$82,900.00	\$88,000.00	\$95,000.00	\$100,000.00	\$120,000.00	\$96,816.67	\$95,000.00	\$1
Pay Range Maximum Salary	6	\$125,000.00	\$130,000.00	\$136,800.00	\$175,000.00	\$207,200.00	\$151,800.00	\$136,800.00	\$3
Actual Lowest Base Salary	6	\$90,000.00	\$96,900.00	\$124,556.15	\$135,000.00	\$156,000.00	\$121,168.72	\$124,556.15	\$2
Actual Average Base Salary	6	\$90,000.00	\$96,900.00	\$124,556.15	\$135,000.00	\$156,000.00	\$121,168.72	\$124,556.15	\$2
Actual Highest Base Salary	6	\$90,000.00	\$96,900.00	\$124,556.15	\$135,000.00	\$156,000.00	\$121,168.72	\$124,556.15	\$2
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$7,500.00	\$9,900.00	\$15,000.00	\$18,000.00	\$20,000.00	\$14,080.00	\$15,000.00	\$5

## 4.12 Executive Positions

### **The survey received sufficient data for the following job titles:**

Top Level Sales/Mktg (CMO/VP Sales and Mktg)  
Top Programs Exec (VP Programs)  
Top Financial Exec (CFO)  
Top Manufacturing/Production Executive  
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 Technical Exec (CTO/VP Technology)  
Top Quality Assurance Exec (VP Quality)  
Top Contracts Executive  
Chief Administrative Officer (VP Admin)

### 4.12.1 Top Level Sales/Mktg (CMO/VP Sales and Mktg)

#### Job description

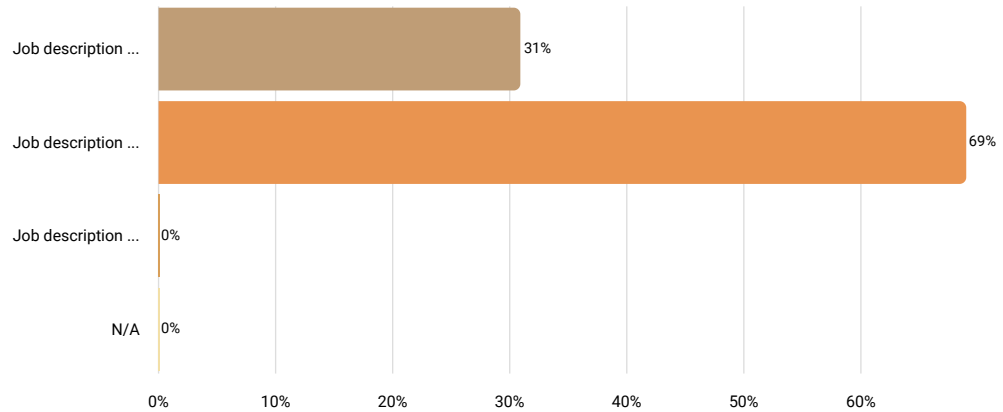
Leader of the entire sales/marketing/business development function of the organization. Responsible for managing all brands, distribution channels, and sales for the organization. They are responsible for developing the strategic sales plans based on company goals that will promote sales growth and customer satisfaction for the organization.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	31%	5
Job description matches the position at your company very well	69%	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 7 times

Skipped 9 times

Text input

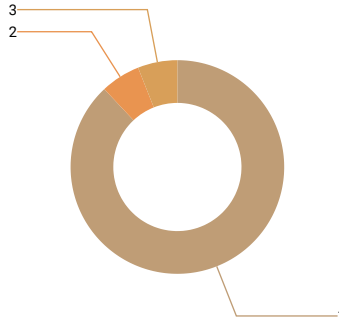
Results	
vp sales	2
sales and marketing director	1
vp of business development	1
chief sales officer	1
sr. vp of business development	1
vp of sales	1

### Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



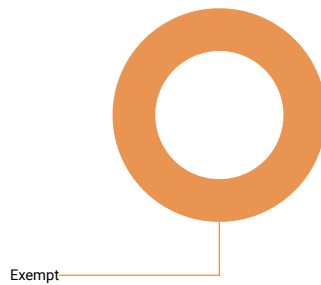
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.19
Median	1
Standard deviation	0.54
Total/sum	19

### FLSA Status

Answered 16 times

Skipped 0 times

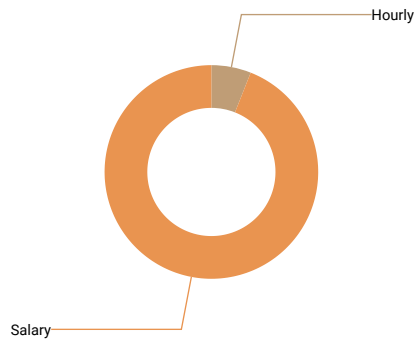
Select one answer (radio button)



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

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

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



Results	%	N
Hourly	6%	1
Salary	94%	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									
Pay Range Minimum Salary	11	\$90,000.00	\$110,000.00	\$122,600.00	\$175,000.00	\$200,137.60	\$137,921.60	\$122,600.00	\$5
Pay Range Maximum Salary	11	\$150,000.00	\$150,000.00	\$200,000.00	\$225,000.00	\$364,728.00	\$212,502.55	\$200,000.00	\$8
Actual Lowest Base Salary	13	\$98,230.00	\$110,000.00	\$150,000.00	\$200,000.00	\$240,000.00	\$152,593.22	\$150,000.00	\$5
Actual Average Base Salary	15	\$98,230.00	\$129,377.00	\$152,000.00	\$205,000.12	\$244,004.80	\$163,637.46	\$152,000.00	\$6
Actual Highest Base Salary	13	\$98,230.00	\$129,377.00	\$152,000.00	\$205,000.12	\$270,000.00	\$178,786.69	\$152,000.00	\$8
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$16,830.00	\$19,703.00	\$54,000.00	\$112,500.00	\$285,000.00	\$84,279.50	\$54,000.00	\$9

## 4.12.2 Top Programs Exec (VP Programs)

### Job description

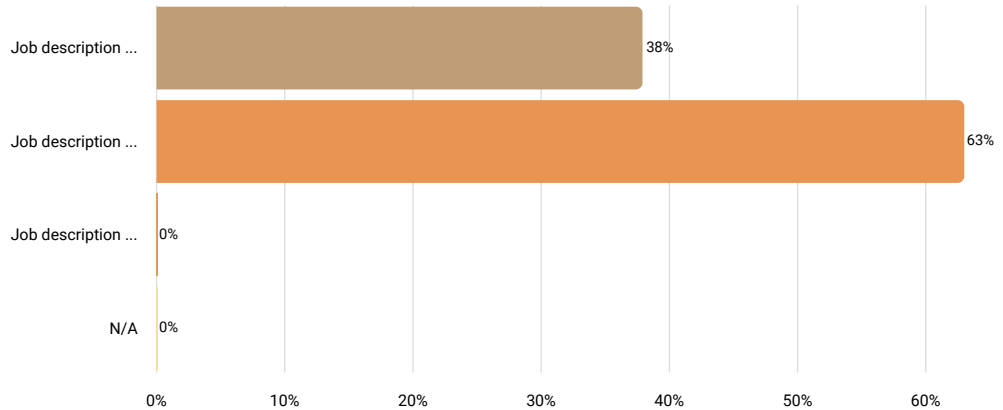
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency ar operations.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



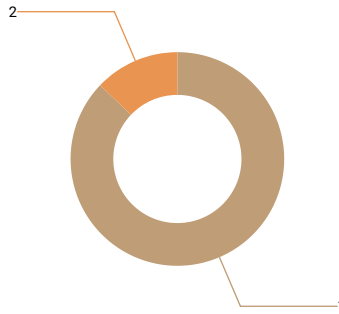
Results		%	N
Job description is perceptibly weaker than the position at your company		38%	3
Job description matches the position at your company very well		63%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



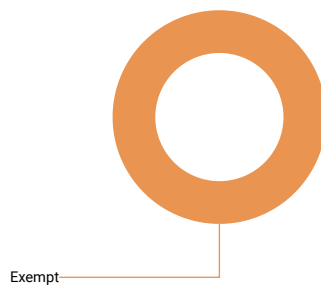
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.13
Median	1
Standard deviation	0.35
Total/sum	9

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



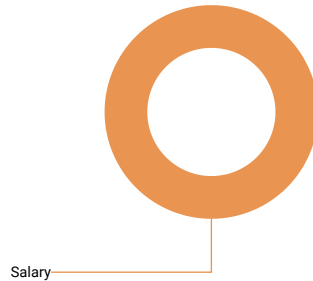
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
Pay Range Minimum Salary	6	\$100,000.00	\$105,000.00	\$132,230.00	\$200,000.00	\$223,828.80	\$148,881.47	\$132,230.00	\$5
Pay Range Maximum Salary	6	\$130,000.00	\$160,000.00	\$190,845.00	\$250,000.00	\$334,073.60	\$209,293.93	\$190,845.00	\$7
Actual Lowest Base Salary	8	\$43,054.00	\$147,355.50	\$184,999.00	\$220,181.30	\$243,364.33	\$173,936.24	\$184,999.00	\$6
Actual Average Base Salary	8	\$87,000.00	\$147,355.50	\$187,499.00	\$224,492.80	\$243,364.33	\$181,132.37	\$187,499.00	\$5
Actual Highest Base Salary	8	\$120,000.00	\$147,355.50	\$189,999.00	\$224,492.80	\$243,364.33	\$185,882.37	\$189,999.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,800.00	\$4,641.00	\$25,000.00	\$65,000.00	\$70,000.00	\$33,688.20	\$25,000.00	\$3

### 4.12.3 Top Financial Exec (CFO)

#### Job description

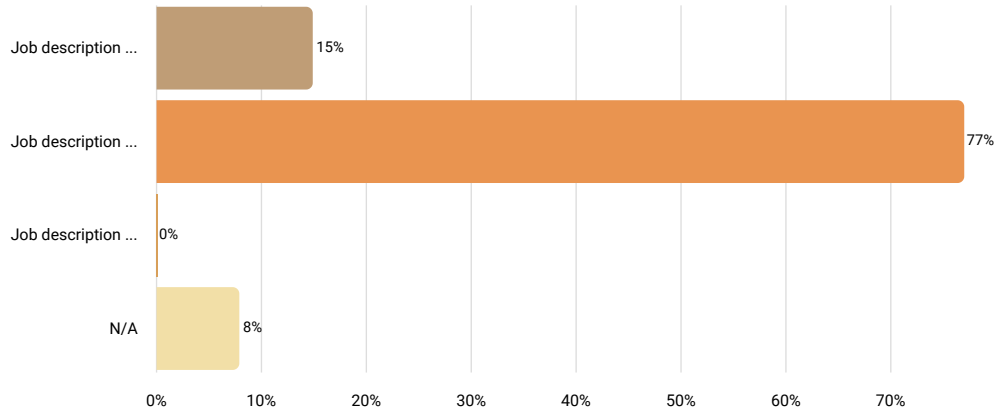
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product out with the organization's strategic objectives.

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

Answered 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	0%	0
N/A	8%	1

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

Answered 5 times

Skipped 8 times

Text input

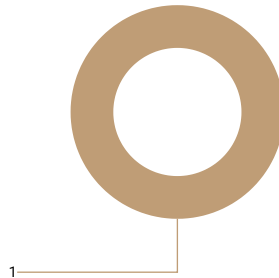
Results	N
director of accounting	1
ceo	1
unit cfo	1
cfo	1
vp - finance and operation	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



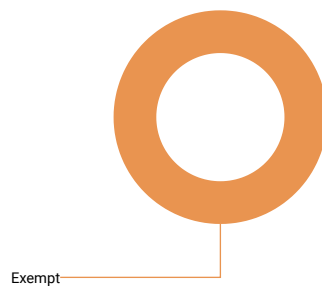
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	13

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



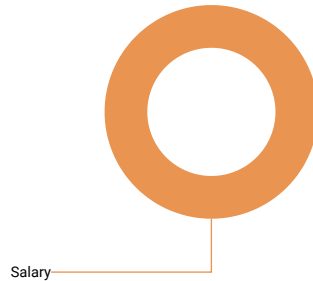
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	9	\$80,000.00	\$99,000.00	\$119,400.00	\$150,000.00	\$237,536.00	\$134,302.89	\$119,400.00	\$5
Pay Range Maximum Salary	9	\$100,000.00	\$113,400.00	\$179,000.00	\$187,200.00	\$331,656.00	\$172,727.10	\$179,000.00	\$7
Actual Lowest Base Salary	12	\$99,000.00	\$114,484.50	\$172,658.50	\$244,504.00	\$255,299.20	\$174,565.68	\$172,658.50	\$6
Actual Average Base Salary	12	\$113,400.00	\$120,034.25	\$172,658.50	\$244,504.00	\$255,299.20	\$176,690.64	\$172,658.50	\$6
Actual Highest Base Salary	12	\$113,400.00	\$120,782.00	\$172,658.50	\$244,504.00	\$255,299.20	\$178,815.67	\$172,658.50	\$6
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$5,410.00	\$8,700.00	\$17,444.50	\$35,000.00	\$135,000.00	\$32,837.38	\$17,444.50	\$4

### 4.12.4 Top Manufacturing/Production Executive

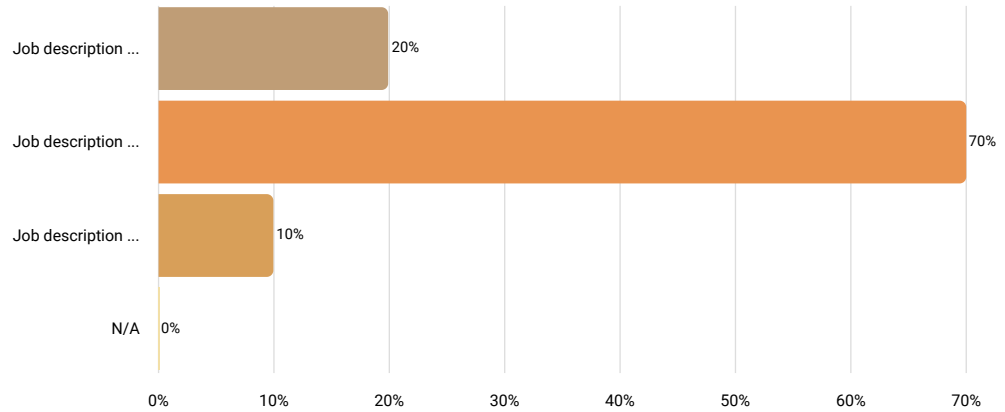
**Job description** Leader of the entire production/manufacturing function of the organization. Manages all plant and production managers and staf

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 7 times

Skipped 3 times

Text input

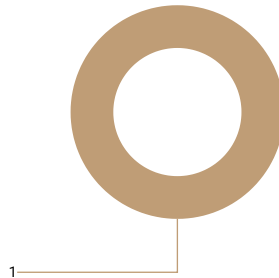
Results	
director, manufacturing and director government services	1
director of manufacturing	1
corporate operations manager	1
president of operations	1
vp - manufacturing	1
vp of operations	1
vp/general manager	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



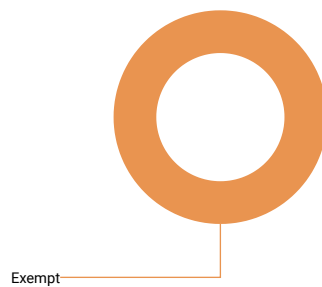
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	10

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



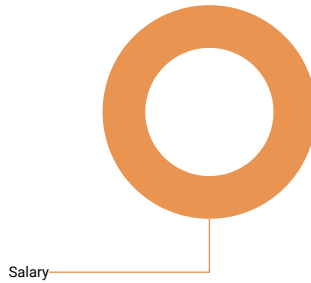
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

### 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	9	\$109,699.00	\$150,000.00	\$173,500.00	\$187,200.00	\$229,340.80	\$167,686.09	\$173,500.00	\$4
Actual Average Base Salary	10	\$116,248.50	\$150,000.00	\$175,670.00	\$210,000.00	\$222,795.40	\$173,662.78	\$175,670.00	\$3
Actual Highest Base Salary	9	\$109,699.00	\$150,000.00	\$173,500.00	\$187,200.00	\$229,340.80	\$170,175.53	\$173,500.00	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)									

### 4.12.5 Top HR Exec (CHRO/VP HR)

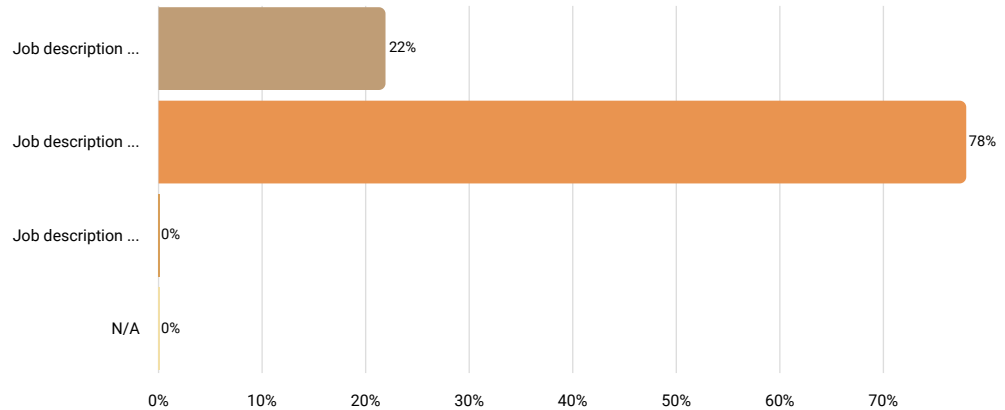
**Job description** Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



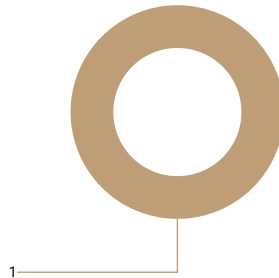
Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	2
Job description matches the position at your company very well	78%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



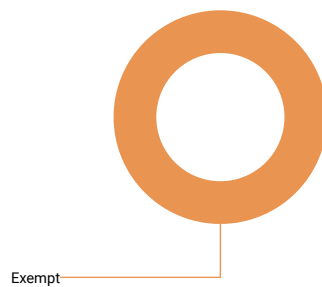
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		9

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



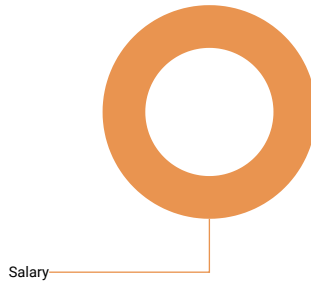
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

### 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	Std
Pay Range Minimum Salary	7	\$99,050.00	\$100,000.00	\$120,000.00	\$178,609.60	\$184,265.00	\$133,146.37	\$120,000.00	\$3
Pay Range Maximum Salary	7	\$150,000.00	\$150,000.00	\$171,690.00	\$229,673.60	\$249,298.00	\$191,108.80	\$171,690.00	\$4
Actual Lowest Base Salary	8	\$140,000.00	\$141,159.00	\$150,943.50	\$176,783.20	\$240,000.00	\$164,721.43	\$150,943.50	\$3
Actual Average Base Salary	8	\$140,000.00	\$141,159.00	\$150,943.50	\$183,425.70	\$240,000.00	\$166,382.05	\$150,943.50	\$3
Actual Highest Base Salary	8	\$140,000.00	\$141,159.00	\$150,943.50	\$183,425.70	\$240,000.00	\$166,382.05	\$150,943.50	\$3
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$4,317.00	\$34,857.00	\$36,750.00	\$38,000.00	\$47,000.00	\$32,945.67	\$36,750.00	\$1

## 4.12.6 Chief Operating Officer (COO)

### Job description

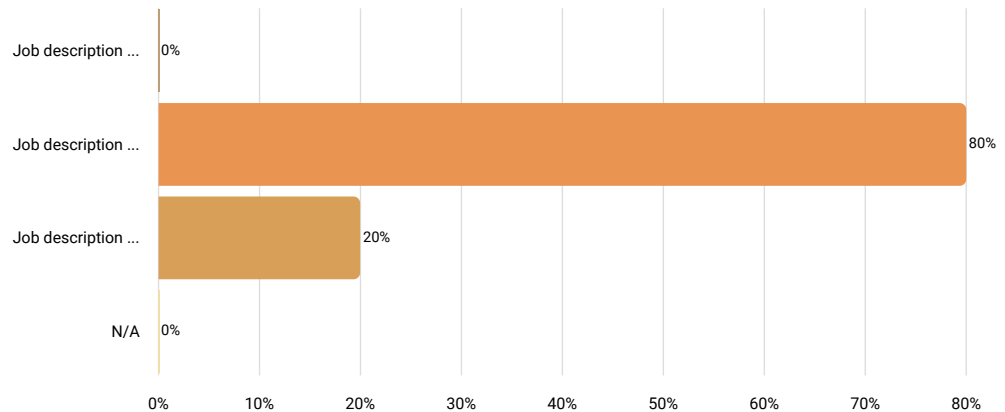
Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



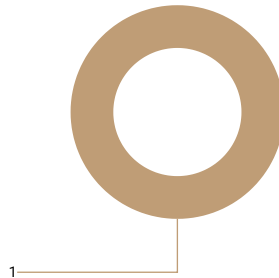
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	20%	1
N/A	0%	0

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



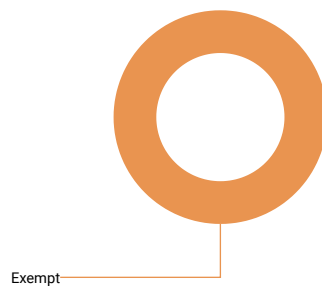
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		5

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



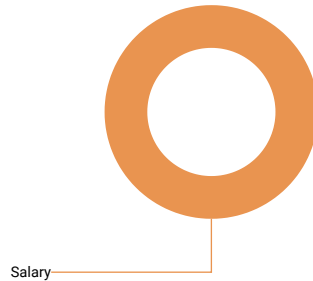
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### 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	\$100,000.00	\$120,000.00	\$125,000.00	\$193,536.50	\$200,000.00	\$147,707.30	\$125,000.00	\$4
Pay Range Maximum Salary	5	\$165,000.00	\$175,000.00	\$180,000.00	\$225,000.00	\$261,843.50	\$201,368.70	\$180,000.00	\$4
Actual Lowest Base Salary	5	\$144,000.00	\$175,000.00	\$190,008.00	\$220,000.00	\$270,000.00	\$199,801.60	\$190,008.00	\$4
Actual Average Base Salary	5	\$144,000.00	\$175,000.00	\$190,008.00	\$220,000.00	\$270,000.00	\$199,801.60	\$190,008.00	\$4
Actual Highest Base Salary	5	\$144,000.00	\$175,000.00	\$190,008.00	\$220,000.00	\$270,000.00	\$199,801.60	\$190,008.00	\$4
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$9,000.00	\$50,000.00	\$67,500.00	\$70,000.00	\$536,000.00	\$146,500.00	\$67,500.00	\$21

### 4.12.7 CEO/President

#### Job description

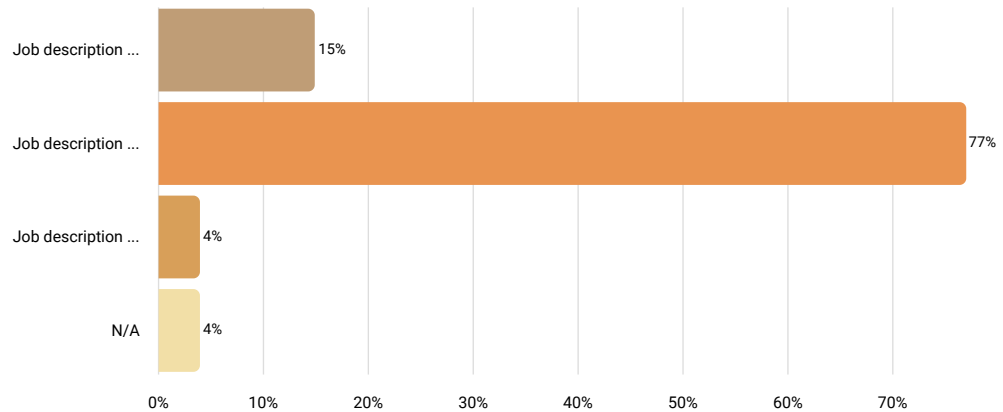
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	15%	4
Job description matches the position at your company very well	77%	20
Job description is perceptibly stronger than the position at your company	4%	1
N/A	4%	1

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

Answered 6 times

Skipped 20 times

Text input

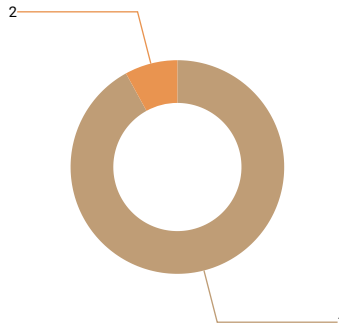
Results	N
president	1
gm	1
ceo/cto	1
president/ceo	1
ceo	1
chief executive officer	1

### Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



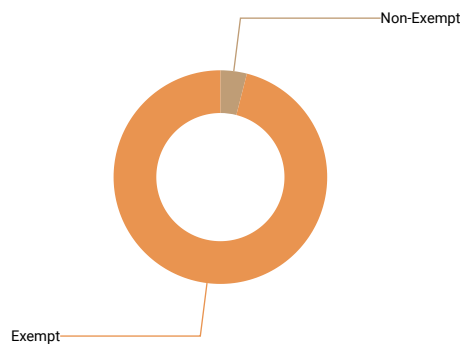
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.08
Median	1
Standard deviation	0.27
Total/sum	28

### FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



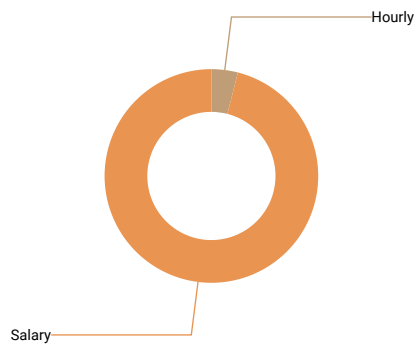
Results	%	N
Non-Exempt	4%	1
Exempt	96%	25

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	25

### Compensation data

N = 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	18	\$99,999.00	\$110,000.00	\$174,660.00	\$244,000.00	\$275,000.00	\$177,118.39	\$174,660.00	\$61,000.00
Pay Range Maximum Salary	18	\$145,000.00	\$153,300.00	\$235,740.00	\$340,800.00	\$403,478.40	\$249,169.91	\$235,740.00	\$100,000.00
Actual Lowest Base Salary	21	\$99,999.00	\$140,318.00	\$200,000.00	\$274,997.00	\$350,000.00	\$202,907.87	\$200,000.00	\$90,000.00
Actual Average Base Salary	23	\$100,000.00	\$140,318.00	\$200,000.00	\$286,000.00	\$350,000.00	\$215,239.64	\$200,000.00	\$80,000.00
Actual Highest Base Salary	20	\$130,159.00	\$151,650.00	\$237,500.00	\$288,516.80	\$355,713.80	\$239,000.60	\$237,500.00	\$90,000.00
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$20,000.00	\$46,500.00	\$62,500.00	\$150,000.00	\$279,016.00	\$134,234.67	\$62,500.00	\$180,000.00

## 4.13 Internship and Co-Op Positions

**The survey received sufficient data for the following job titles:**

Intern

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

Co-Op

### 4.13.1 Intern

#### Job description

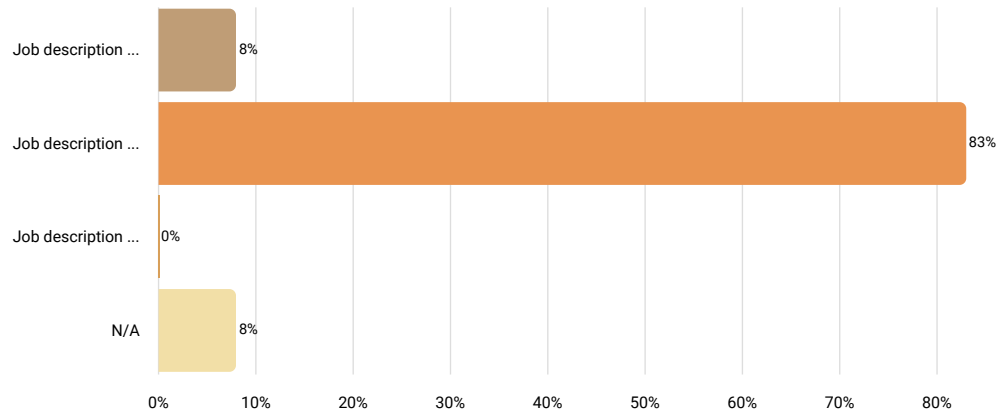
refers to a one-term work assignment, most often in the summer, but not always. Internships can be full- or part-time, paid or unpaid, depending on the career field.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



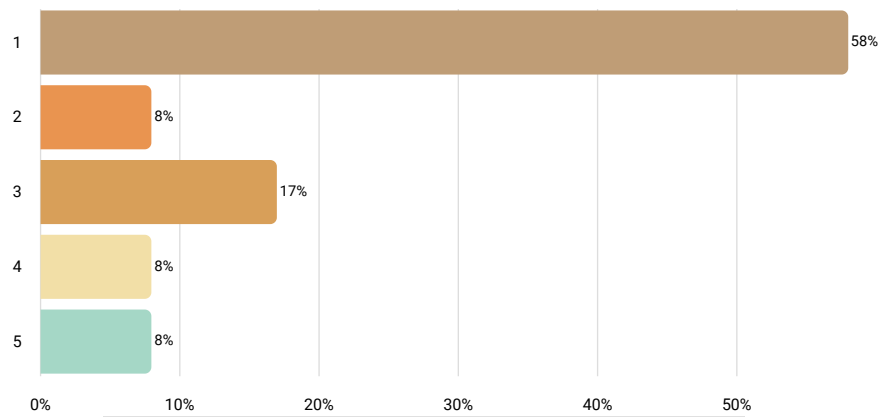
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



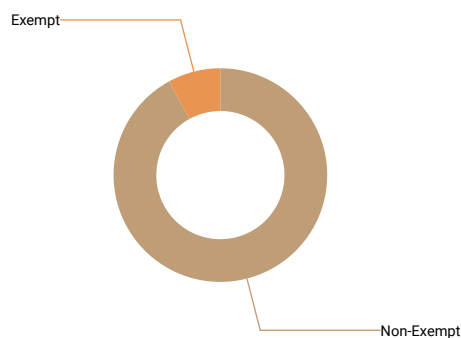
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2
Median	1
Standard deviation	1.41
Total/sum	24

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



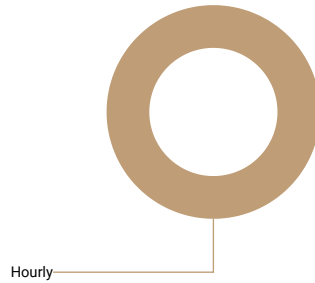
Results	%	N
Non-Exempt	92%	11
Exempt	8%	1

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	12
Salary	0%	0

### Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	9	\$12.00	\$15.50	\$18.00	\$20.00	\$20.00	\$17.33	\$18.00	
Pay Range Maximum Rate	9	\$15.00	\$20.00	\$20.00	\$21.00	\$24.00	\$20.17	\$20.00	
Actual Lowest Base Rate	8	\$15.00	\$16.25	\$19.75	\$20.50	\$23.00	\$18.88	\$19.75	
Actual Average Base Rate	10	\$16.00	\$17.75	\$19.00	\$20.00	\$32.50	\$21.08	\$19.00	
Actual Highest Base Rate	9	\$15.00	\$18.50	\$20.00	\$23.00	\$58.00	\$23.89	\$20.00	
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

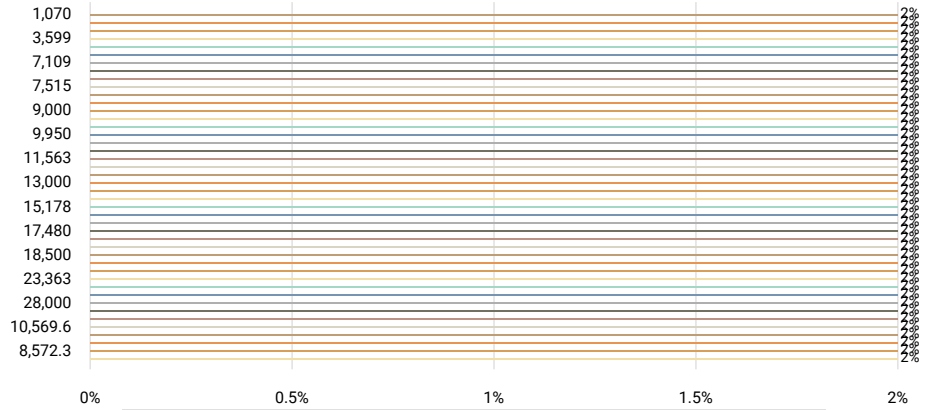
# 5. General Benefit Information

## 5.1. Average Benefit Cost Per Employee

Answered 44 times

Skipped 34 times

Number input



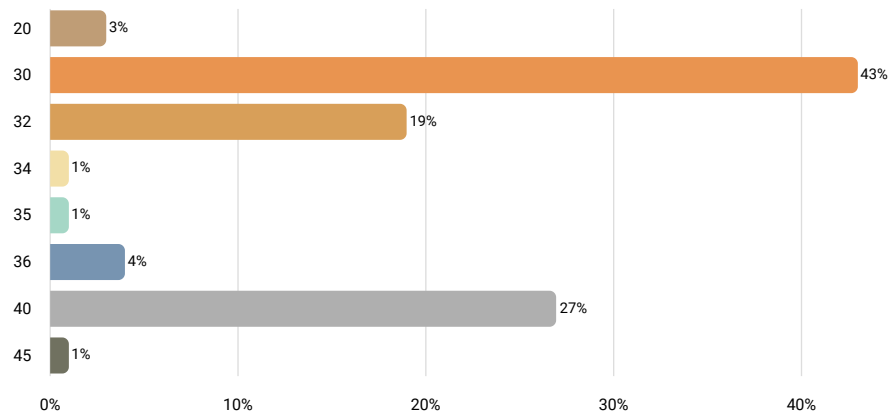
Statistics	
10th percentile	4,466.5
25th percentile	7,756
50th percentile	11,547.5
75th percentile	17,505
90th percentile	25,000
Mean	14,010.62
Median	11,547.5
Standard deviation	10,732.64
Total/sum	616,467.1

### 5.2. How many hours do employees work per week to be considered FTE?

Answered 74 times

Skipped 4 times

Number input



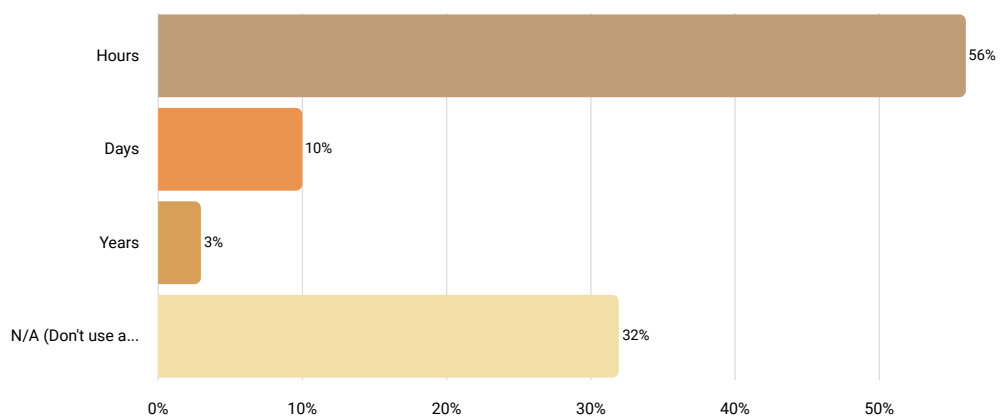
Statistics	
10th percentile	30
25th percentile	30
50th percentile	32
75th percentile	40
90th percentile	40
Mean	33.38
Median	32
Standard deviation	4.95
Total/sum	2,470

### 5.3. How do you calculate accrual rates for a typical FTE?

Answered 72 times

Skipped 6 times

Select one answer (radio button)



Results		
	%	N
Hours	56%	40
Days	10%	7
Years	3%	2
N/A (Don't use accrual system)	32%	23

### 5.4. Types of Benefits Offered

Answered 78 times

Skipped 0 times

Select multiple answers per row for multiple rows (checkboxes)

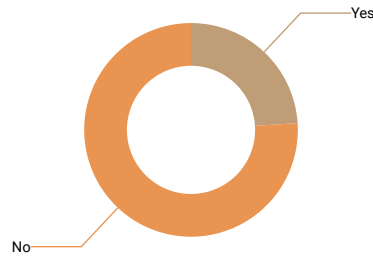
	Offered for FTE	Offered for Part-Time	Self Insured
Medical	99%	12%	23%
Dental	100%	12%	18%
Vision	97%	13%	12%
Prescription Drug Plan	88%	12%	21%
Life Insurance	99%	12%	3%
Flexible Spending Account (FSA)	47%	6%	
Health Savings Account (HSA)	31%	6%	1%
Pension Plan (Defined Benefit)	4%	1%	
401(k) Plan	96%	23%	
Paid Time Off (PTO)	45%	4%	
Sick Leave	33%	10%	1%
Vacation	68%	13%	1%
Paid Family/Medical Leave	17%	4%	
Bereavement	91%	17%	1%
Jury Duty Leave	92%	18%	1%
Short-term Disability	95%	12%	5%
Long-term Disability	86%	10%	3%
Cancer / Critical Illness / AD&D Insurance	53%	6%	1%
Salary Continuation Plan	18%	5%	1%
Employee Stock Ownership Plan (ESOP)	12%	4%	1%
Education Assistance/Tuition Reimbursement	64%	9%	
Telework/Remote Work	40%	9%	
Flex Time	27%	12%	
Child Care Assistance	5%	1%	
Employee Assistance Plan	71%	15%	1%
Pet Insurance	14%	5%	1%
Fitness Center / Gym Membership	19%	5%	
Health Clinic	9%	4%	

### 5.5. Does your company offer any benefit(s) not listed above?

Answered 74 times

Skipped 4 times

Select one answer (radio button)



Results	%	N
Yes	24%	18
No	76%	56

### 5.6. Please describe the benefit(s) at your company that are not included in the matrix above.

Answered 15 times

Skipped 3 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"

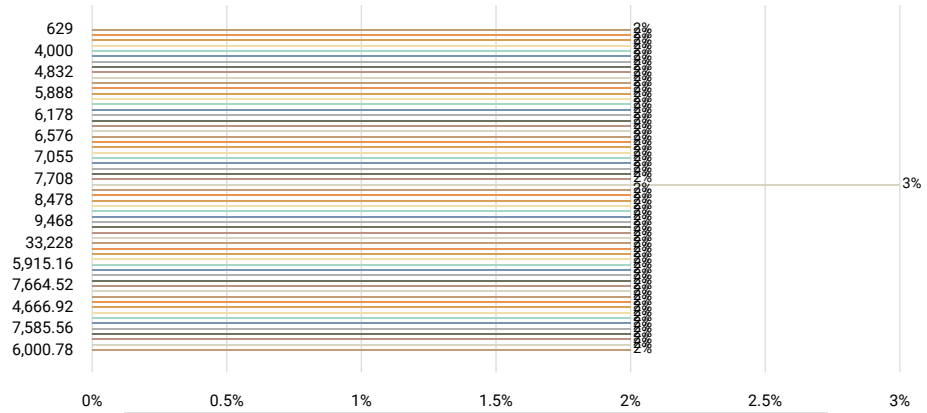
Results	
vehicle program, wellness fund, gift matching	1
wellness reimbursement plan	1
company cars for managers and above	1
employee health clinic	1
pet insurance, legal, identity theft, critical illness, hospital idemnity	1
ppe provided to employees; onsite physical every 3 years; flu shot clinic	1
"added benefit" legal insurance id theft / auto & home / hearing	1
vehicle purchase program	1
employee stock purchase program, company discount, virtual physical therapy, diabetes& weight management, health coach,	1
adoption	1
id protection, medicare assistance, mental health benefits, urgent care	1
credit monitoring	1
accident, child fsa, legal assistance, tricare supplement, gap insurance	1
voluntary paid time off (vpto) company offers 24 hours of voluntary paid time off to serve community partners, global partners and other company supported volunteer events	1
cash balance plan, will prep	1

### 5.7. Annual Total Cost of Medical Coverage (Individual) Per Employee

Answered 62 times

Skipped 16 times

Number input



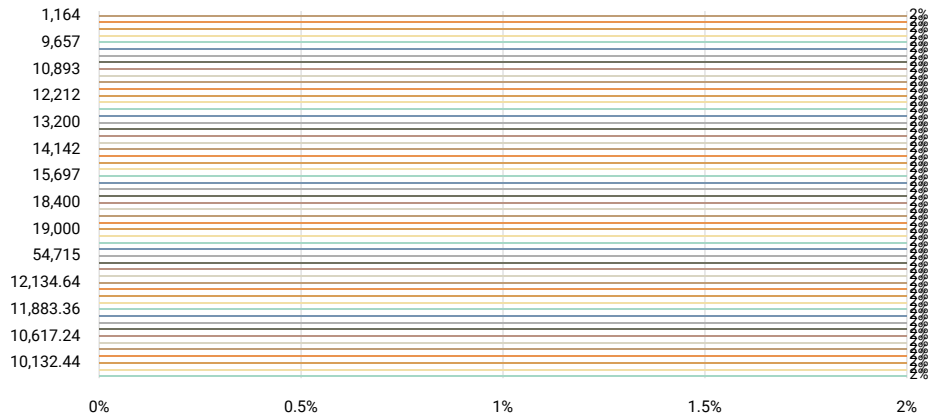
Statistics	
10th percentile	4,282
25th percentile	5,747.64
50th percentile	6,549.08
75th percentile	7,937.16
90th percentile	8,900
Mean	7,038.68
Median	6,549.08
Standard deviation	4,013.9
Total/sum	436,398.4

### 5.8. Annual Total Cost of Medical Coverage (Individual +1) Per Employee

Answered 55 times

Skipped 23 times

Number input



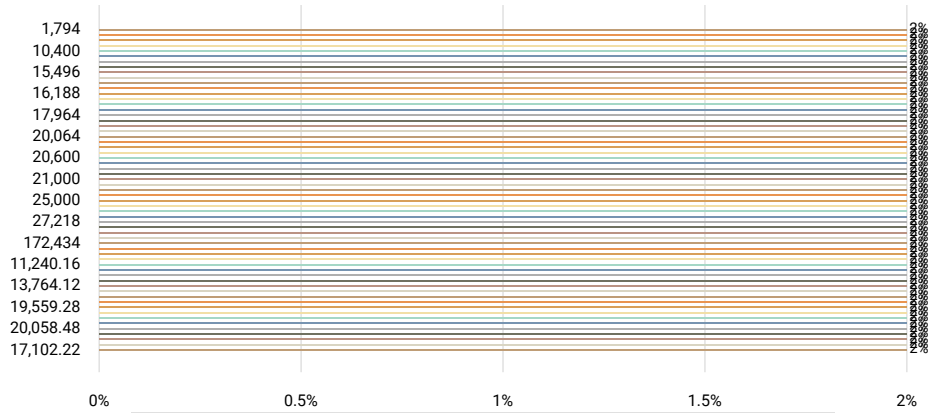
Statistics	
10th percentile	9,333.72
25th percentile	10,893
50th percentile	13,356
75th percentile	15,712.32
90th percentile	19,000
Mean	14,376.19
Median	13,356
Standard deviation	7,376.14
Total/sum	790,690.44

### 5.9. Annual Total Cost of Medical Coverage (Family) Per Employee

Answered 61 times

Skipped 17 times

Number input



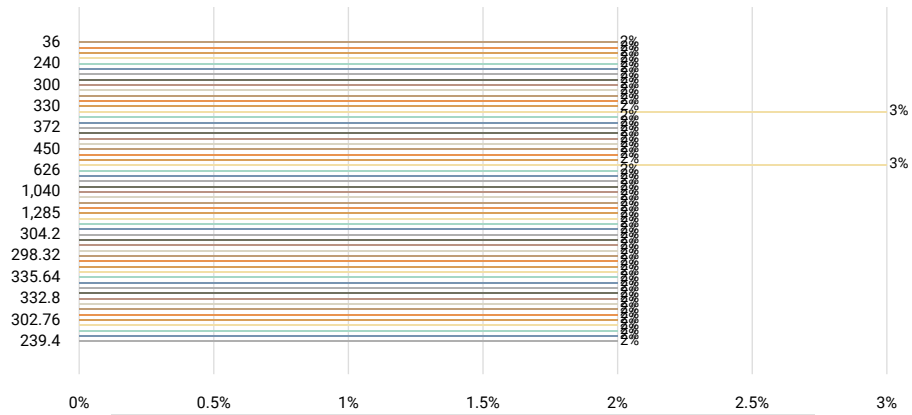
Statistics	
10th percentile	11,240.16
25th percentile	15,818
50th percentile	19,283
75th percentile	23,243
90th percentile	26,072.38
Mean	22,393.7
Median	19,283
Standard deviation	21,913.4
Total/sum	1,366,015.78

### 5.10. Annual Total Cost for Dental Coverage Per Employee

Answered 59 times

Skipped 19 times

Number input



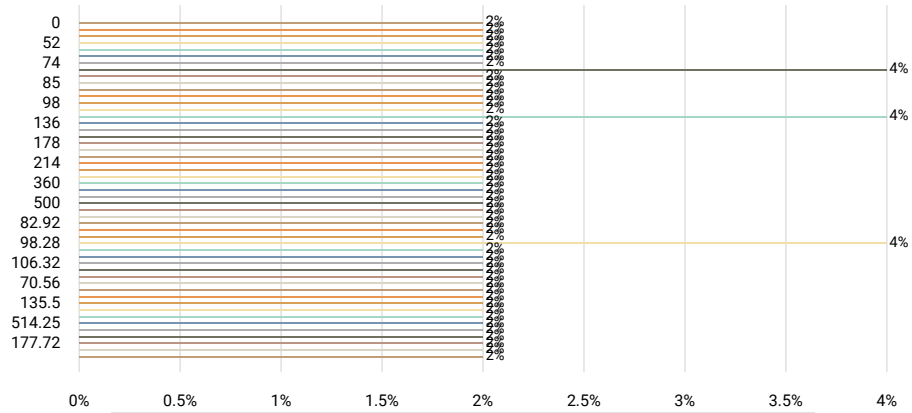
Statistics	
10th percentile	240
25th percentile	304.2
50th percentile	367.2
75th percentile	600
90th percentile	1,059
Mean	746.37
Median	367.2
Standard deviation	2,010.13
Total/sum	44,035.87

### 5.11. Annual Total Cost for Vision Coverage Per Employee (Annual)

Answered 54 times

Skipped 24 times

Number input



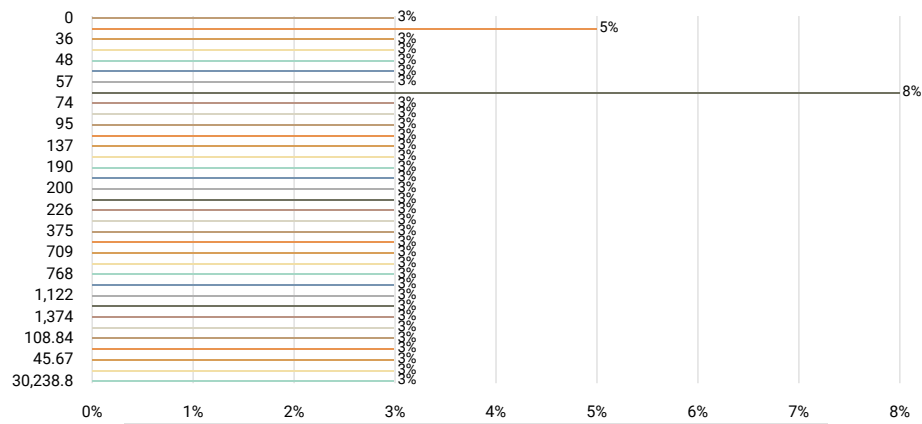
Statistics	
10th percentile	55
25th percentile	75
50th percentile	98.14
75th percentile	178
90th percentile	374
Mean	264.66
Median	98.14
Standard deviation	825.63
Total/sum	14,291.79

### 5.12. Annual Total Cost of Life Insurance Per Employee

Answered 38 times

Skipped 40 times

Number input



Statistics	
10th percentile	36
25th percentile	57
50th percentile	138.5
75th percentile	375
90th percentile	1,122
Mean	1,076.26
Median	138.5
Standard deviation	4,872.43
Total/sum	40,897.83

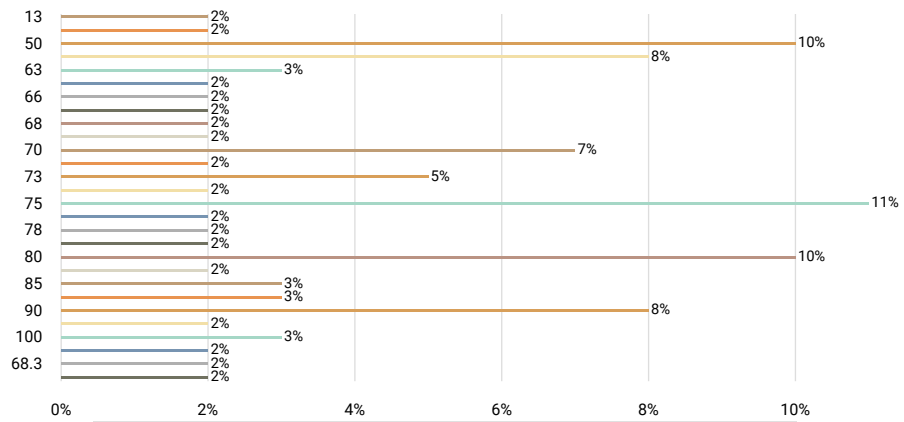


### 5.14. Medical Coverage (Individual +1) Percentage Paid By Employer (Annual)

Answered 61 times

Skipped 17 times

Number input



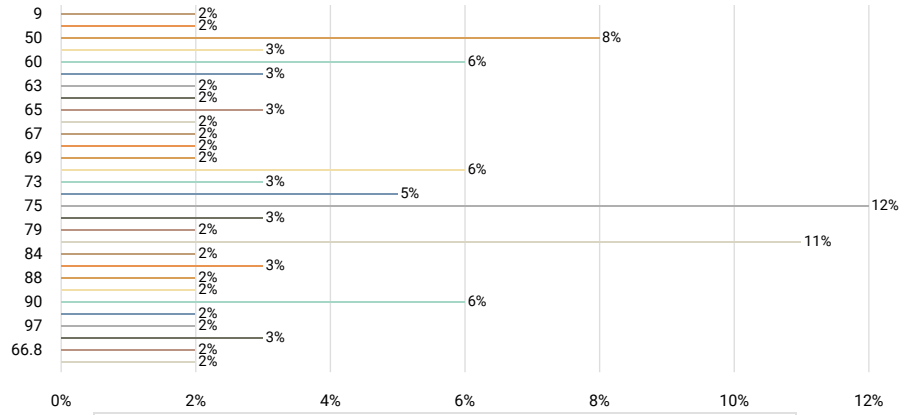
Statistics	
10th percentile	50
25th percentile	65
50th percentile	74
75th percentile	80
90th percentile	90
Mean	72.1
Median	74
Standard deviation	15.03
Total/sum	4,397.92

### 5.15. Medical Coverage (Family) Percentage Paid By Employer (Annual)

Answered 65 times

Skipped 13 times

Number input



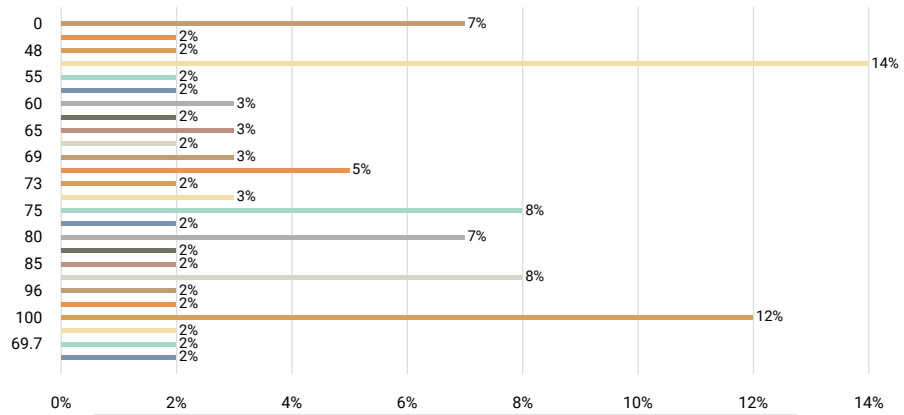
Statistics	
10th percentile	50
25th percentile	64
50th percentile	74
75th percentile	80
90th percentile	90
Mean	71.91
Median	74
Standard deviation	15.32
Total/sum	4,674.07

### 5.16. Dental Coverage Percentage Paid By Employer (Annual)

Answered 59 times

Skipped 19 times

Number input



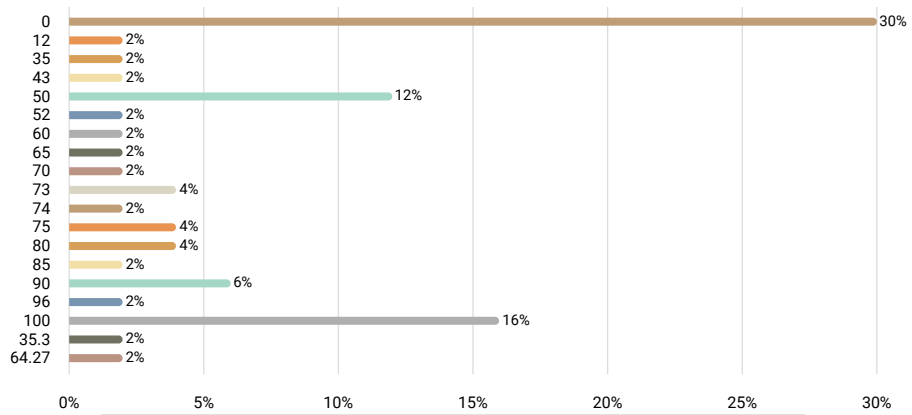
Statistics	
10th percentile	47.4
25th percentile	50
50th percentile	71.14
75th percentile	85
90th percentile	100
Mean	68.28
Median	71.14
Standard deviation	24.85
Total/sum	4,028.24

### 5.17. Vision Coverage Percentage Paid By Employer (Annual)

Answered 50 times

Skipped 28 times

Number input



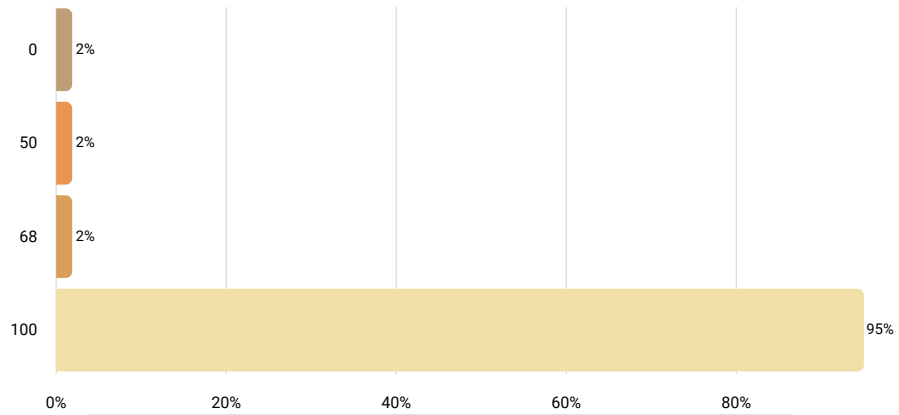
Statistics	
10th percentile	0
25th percentile	0
50th percentile	51
75th percentile	85
90th percentile	100
Mean	50.35
Median	51
Standard deviation	38.65
Total/sum	2,517.57

### 5.18. Life Insurance Percentage Paid By Employer (Annual)

Answered 64 times

Skipped 14 times

Number input



Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	97.16
Median	100
Standard deviation	14.37
Total/sum	6,218

### 5.19. Does your company offer Health and Fitness incentives?

Answered 28 times

Skipped 50 times

Select multiple answers (checkboxes)

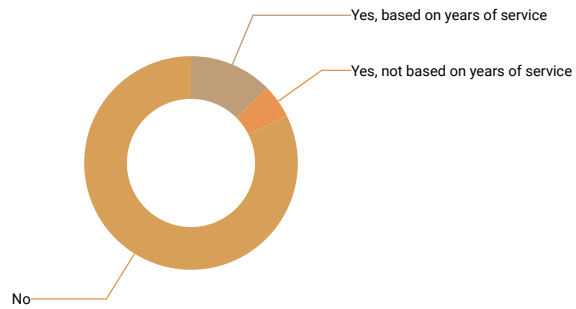
Results	N
Reimbursement for Fitness Center Visits	8
Reimbursement for Fitness Equipment	4
Incentives for Nicotine Cessation	9
Rebate or Discount for Wellness Physical	13
Free Gym Membership	3

### 5.20. Does your company have a severance policy?

Answered 72 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes, based on years of service	10%	7
Yes, not based on years of service	4%	3
No	65%	47

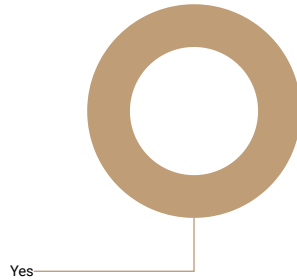
# 6. Medical Coverage

## 6.1. Does your company offer medical coverage?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	78
No	0%	0

## 6.2. Type of Medical Coverage Plan(s) Offered

Answered 77 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
PPO	77
HMO	2
EPO	1
POS	1
HDHP	25

## 6.3. Medical Coverage Plan Provider(s)

Answered 77 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
Aetna	4
Blue Cross Blue Shield	64
Cigna	5
Humana	0
United Healthcare	7
Viva Health	0
Other Not Listed	5

### 6.4. Other Medical Coverage Plan Provider

Answered 5 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Medical Coverage Plan Provider(s)" has "Other Not Listed" checked

Results	
alliance - kemper is the underwriter	1
gilsbar insurance	1
principal	1
anthem of georgia	1
umr	1

### 6.5. When do employees become eligible for coverage?

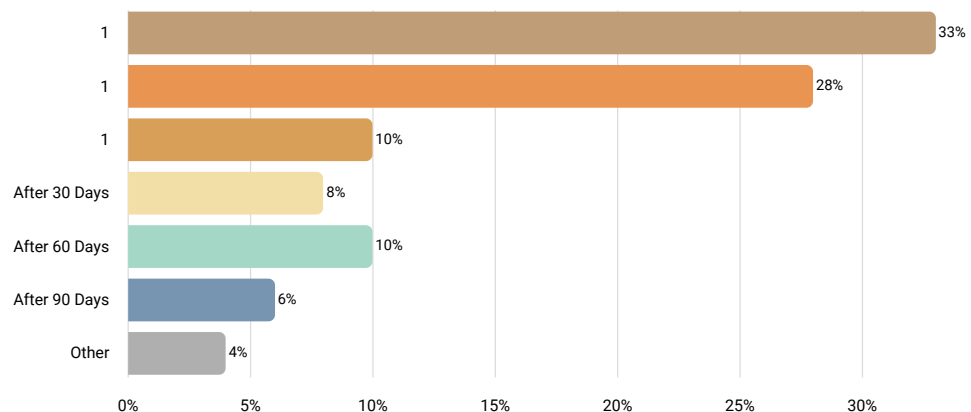
Answered 78 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results		
	%	N
1st Day of Employment	33%	26
1st of Month After Date of Hire	28%	22
1st of Month After 30 Days	10%	8
After 30 Days	8%	6
After 60 Days	10%	8
After 90 Days	6%	5
Other	4%	3

### 6.6. Deductible Amount

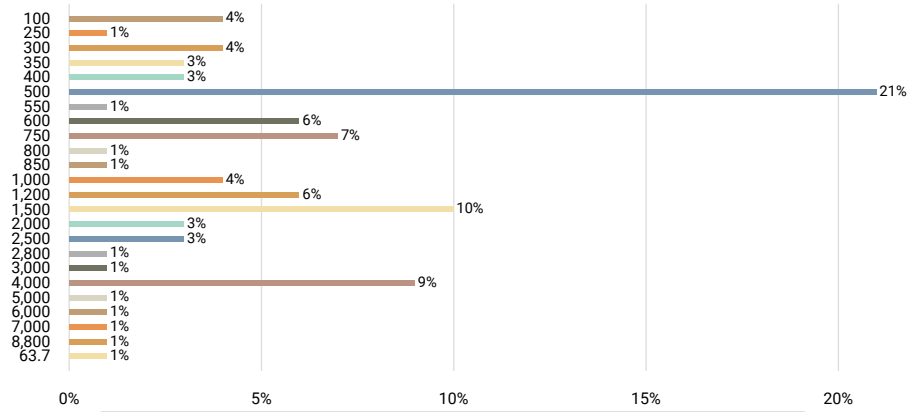
Answered 68 times

Skipped 10 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	300
25th percentile	500
50th percentile	750
75th percentile	1,500
90th percentile	4,000
Mean	1,503.88
Median	750
Standard deviation	1,735.7
Total/sum	102,263.7

### 6.7. Copay Amount (after deductible)

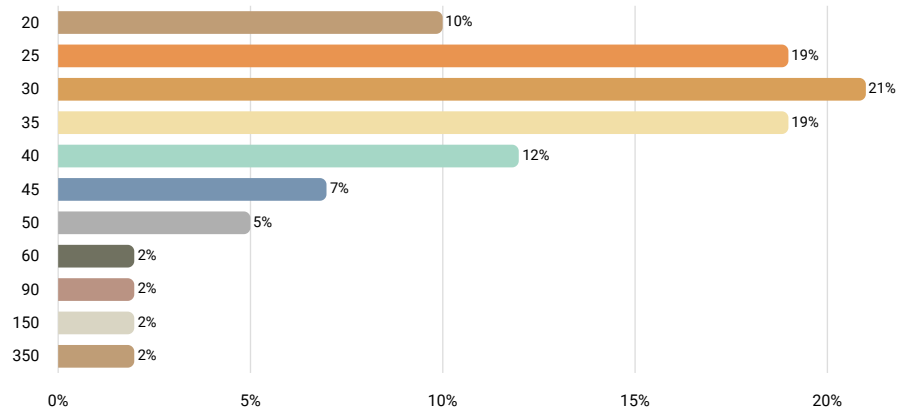
Answered 58 times

Skipped 20 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	20
25th percentile	25
50th percentile	32.5
75th percentile	40
90th percentile	50
Mean	41.38
Median	32.5
Standard deviation	45.45
Total/sum	2,400

### 6.8. Do you offer retiree coverage for those under the age of 65?

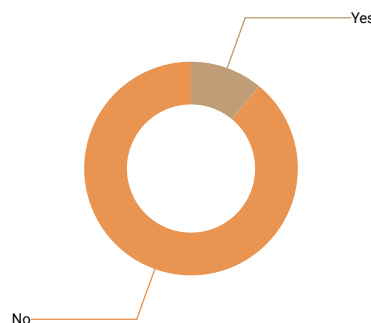
Answered 73 times

Skipped 5 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	11%	8
No	89%	65

### 6.9. Do you offer retiree coverage for those over the age of 65?

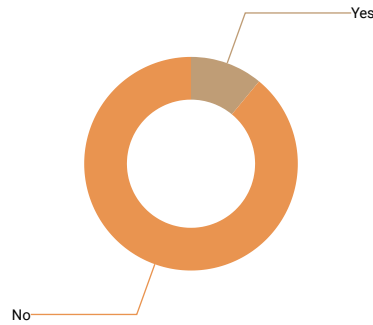
Answered 73 times

Skipped 5 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	11%	8
No	89%	65

### 6.10. If your company is self-insured, do you have stop/loss coverage?

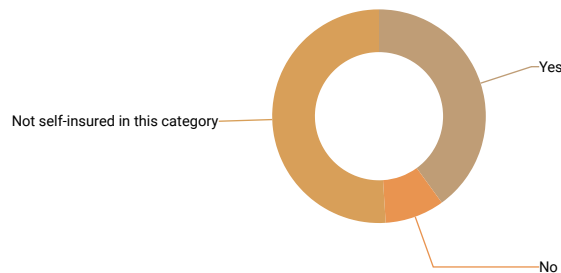
Answered 70 times

Skipped 8 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	40%	28
No	9%	6
Not self-insured in this category	51%	36

### 6.11. Is there a tobacco use surcharge?

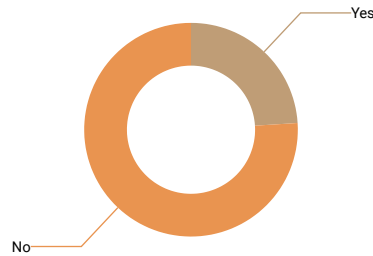
Answered 75 times

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	24%	18
No	76%	57

### 6.12. Do you offer medical coverage for domestic partners?

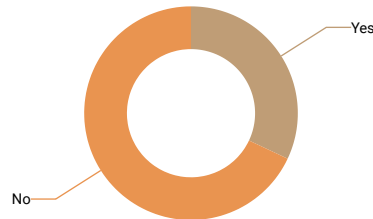
Answered 75 times

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	32%	24
No	68%	51

### 6.13. What are the requirements for receiving coverage?

Answered 20 times

Skipped 4 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Do you offer medical coverage for domestic partners?" has Selected button "Yes"

Results	N
Must be a Qualified Dependent of Employee	15
Proof of Residence with Employee	5
Affidavit of Domestic Partnership	14
Other	1

### 6.14. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

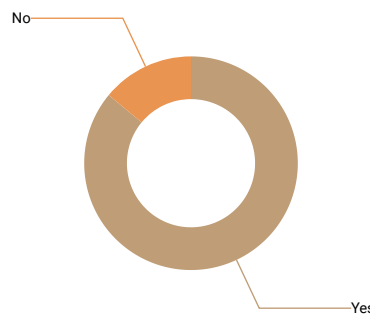
Answered 77 times

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	86%	66
No	14%	11

### 6.15. Is there a spousal surcharge?

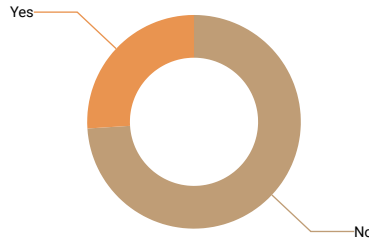
Answered 65 times

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	74%	48
Yes	26%	17

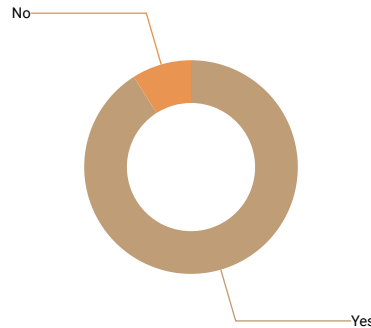
# 7. Prescription Drug Plan

## 7.1. Does your company offer a Prescription Drug Plan?

Answered 77 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	91%	70
No	9%	7

## 7.2. Type of Prescription Plan(s) Offered

Answered 66 times

Skipped 4 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	57
80/20	8
Other	6

## 7.3. Prescription Plan Provider(s)

Answered 68 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Aetna	3
Anthem	2
Blue Cross Blue Shield	39
Cigna	3
CVS Caremark	9
Express Scripts	2
Humana	0
United Healthcare	3
Viva Health	0
Other	10

### 7.4. Other Prescription Plan Provider

Answered 10 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"
- `Prescription Plan Provider(s)` has `Other` checked

Results	
proact	2
prime therapeutics	1
optium	1
elixir	1
some common prescriptions are free through our wellness clinic.	1
proact / paydhealth	1
optumrx	1
rxbenefits	1
megallan	1

### 7.5. When do employees become eligible for coverage?

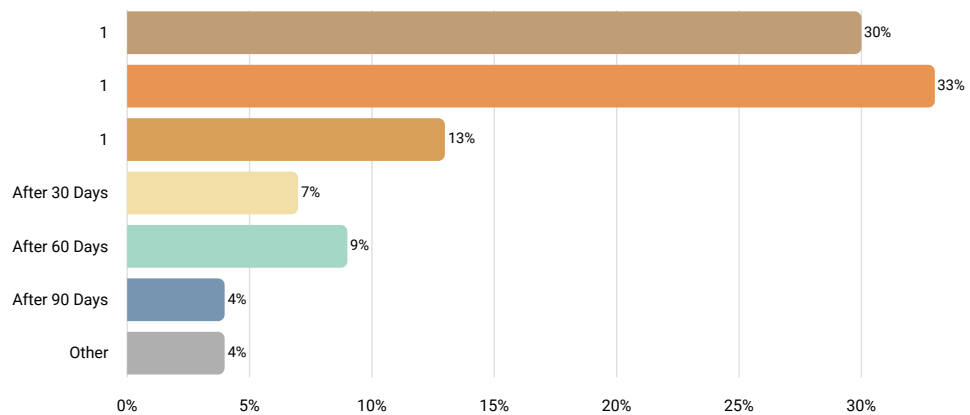
Answered 70 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	30%	21
1st of Month After Date of Hire	33%	23
1st of Month After 30 Days	13%	9
After 30 Days	7%	5
After 60 Days	9%	6
After 90 Days	4%	3
Other	4%	3

### 7.6. Do you offer retiree coverage under the age of 65?

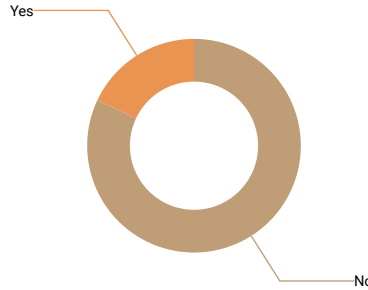
Answered 66 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
No	82%	54
Yes	18%	12

### 7.7. Do you offer retiree coverage over the age of 65?

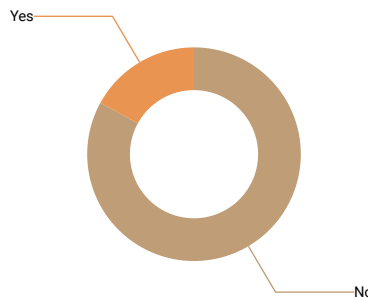
Answered 66 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
No	83%	55
Yes	17%	11

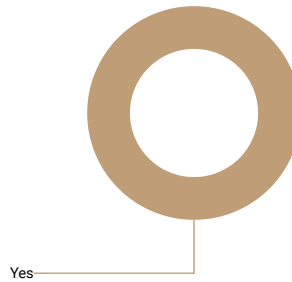
## 8. Dental Coverage

### 8.1. Does your company offer Dental Coverage?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	78
No	0%	0

### 8.2. Type(s) of Dental Coverage Offered

Answered 72 times

Skipped 6 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	69
DHMO	3
Other	3

### 8.3. Dental Plan Provider(s)

Answered 75 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
Aetna	2
Blue Cross Blue Shield	25
Cigna	4
Concordia	0
Delta Dental	22
Guardian	4
Metlife	2
Principal	10
United Healthcare	3
Other	8

### 8.4. Other Dental Plan Provider

Answered 8 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"
- `Dental Plan Provider(s)` has `Other` checked

Results		
the standard		2
unum		2
standard insurance		1
guardian		1
dentemax		1
unum (starmount/always care benefits)		1

### 8.5. When do employee become eligible for coverage?

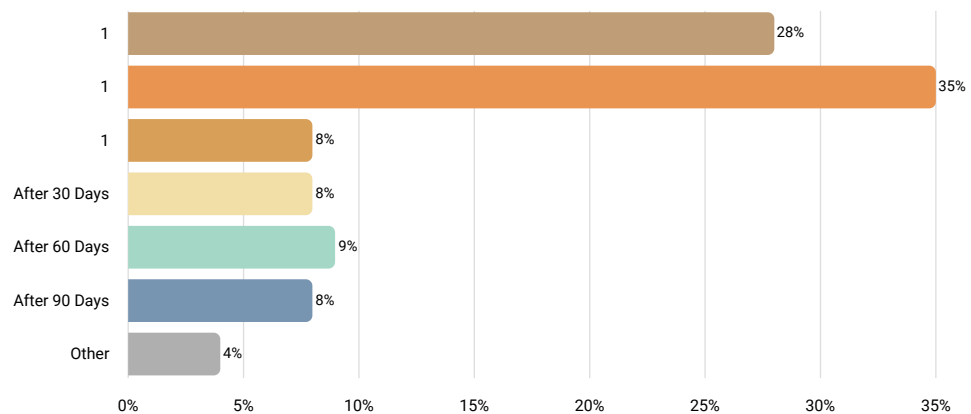
Answered 75 times

Skipped 3 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	28%	21
1st of Month After Date of Hire	35%	26
1st of Month After 30 Days	8%	6
After 30 Days	8%	6
After 60 Days	9%	7
After 90 Days	8%	6
Other	4%	3

### 8.6. Do you offer retiree coverage under the age of 65?

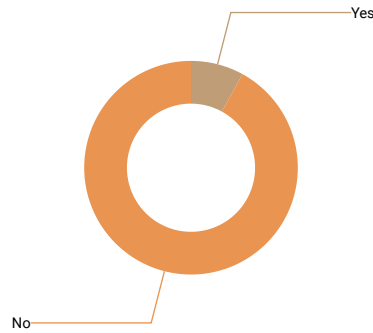
Answered 73 times

Skipped 5 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	6
No	92%	67

### 8.7. Do you offer retiree coverage over the age of 65?

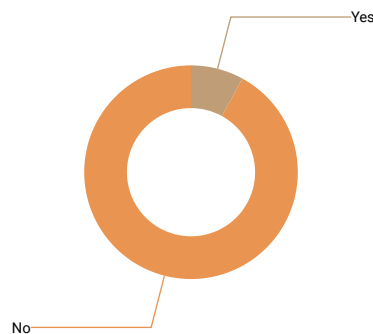
Answered 73 times

Skipped 5 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	6
No	92%	67

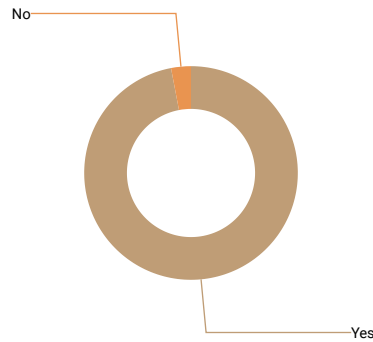
# 9. Vision Coverage

## 9.1. Does your company offer Vision Coverage?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	97%	76
No	3%	2

## 9.2. Vision Plan Provider(s)

Answered 75 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"

Results	N
Aetna	0
Blue Cross Blue Shield	4
Cigna	0
Eyemed	14
Guardian	5
Humana	0
Metlife	1
Principal	7
Superior Vision	1
United Healthcare	4
VSP	40
Other	7

### 9.3. Other Vision Plan Provider

Answered 6 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"
- "Vision Plan Provider(s)" has "Other" checked

Results	
the standard	1
vision benefits of america	1
davis vision direct	1
national vision administrators	1
avesis	1
unum (starmount/always care benefits)	1

### 9.4. When do employees become eligible for coverage?

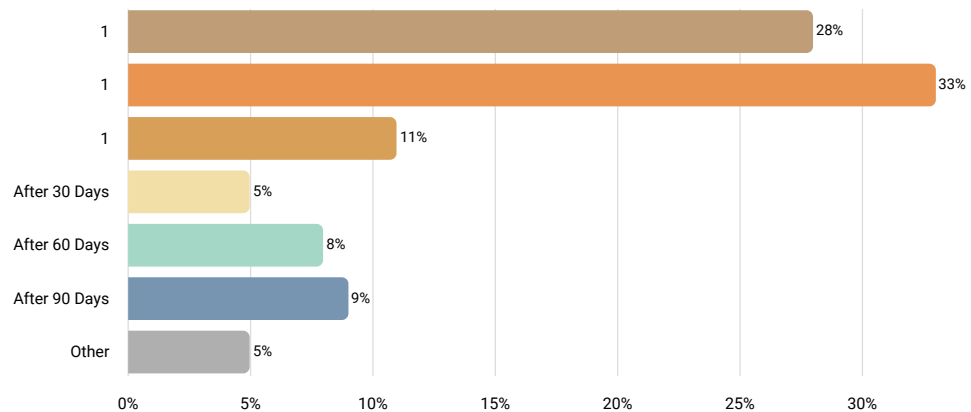
Answered 75 times

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	28%	21
1st of Month After Date of Hire	33%	25
1st of Month After 30 Days	11%	8
After 30 Days	5%	4
After 60 Days	8%	6
After 90 Days	9%	7
Other	5%	4

### 9.5. Do you offer retiree coverage under the age of 65?

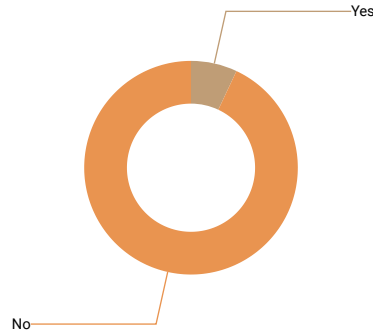
Answered 70 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	7%	5
No	93%	65

### 9.6. Do you offer retiree coverage over the age of 65?

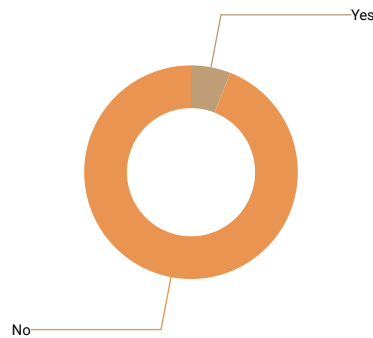
Answered 71 times

Skipped 5 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	6%	4
No	94%	67

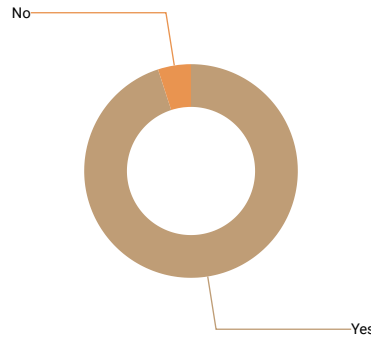
# 10. Life Insurance

## 10.1. Does your company offer Life Insurance?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	74
No	5%	4

## 10.2. Type(s) of Life Insurance Offered

Answered 67 times

Skipped 7 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"

Results	N
Term Life Insurance	59
Whole Life Insurance	7
Other	6

## 10.3. Other Type of Life Insurance Offered

Answered 5 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"
- `Type(s) of Life Insurance Offered` has `Other` checked

Results	
1.5x annual salary	1
group term life insurance - paid by the company (also offer voluntary life insurance which is paid for by the employee)	1
group life is valued at twice their base pay up to a maximum of \$400,000	1
ad&d	1
basic life equal to one times annual salary	1

### 10.4. Coverage Amount (dollars)

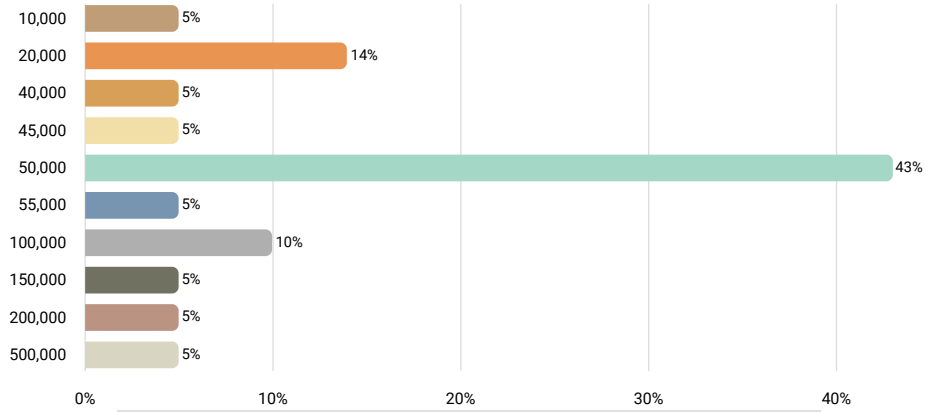
Answered 21 times

Skipped 53 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"



Statistics	
10th percentile	20,000
25th percentile	45,000
50th percentile	50,000
75th percentile	55,000
90th percentile	150,000
Mean	81,428.57
Median	50,000
Standard deviation	105,760.85
Total/sum	1,710,000

### 10.5. Coverage Amount (percentage)

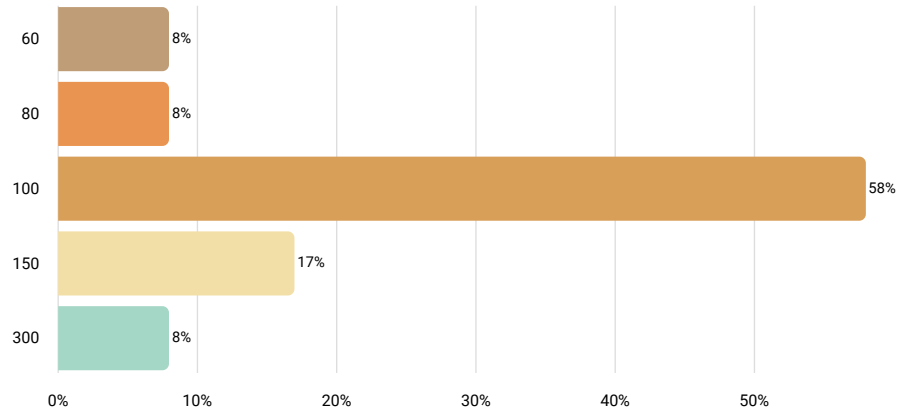
Answered 12 times

Skipped 62 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	80
25th percentile	100
50th percentile	100
75th percentile	125
90th percentile	150
Mean	120
Median	100
Standard deviation	61.94
Total/sum	1,440

### 10.6. Can employees purchase additional life insurance for themselves or others?

Answered 71 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
Yes, Self	67
Yes, Spouse/Partner	65
Yes, Dependents	66

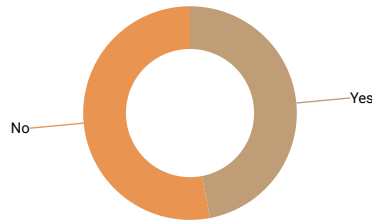
# 11. Health Savings Account

## 11.1. Does your company offer a Health Savings Account?

Answered 75 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes	47%	35
No	53%	40

## 11.2. Is this benefit earned or given?

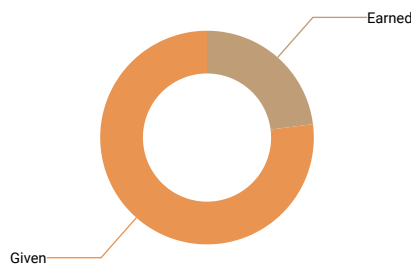
Answered 35 times

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	23%	8
Given	77%	27

### 11.3. What is required for eligibility?

Answered 7 times

Skipped 1 times

Select multiple answers (checkboxes)

*This question is applicable when the following conditions are met:*

- "Does your company offer a Health Savings Account?" has Selected button "Yes"
- "Is this benefit earned or given?" has Selected button "Earned"

Results	N
Enrolled in HDHP	6
FTE Status	3
Other	0

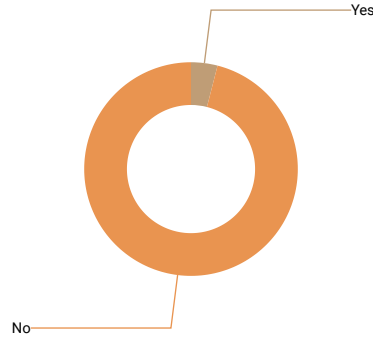
# 12. Pension Plan (Defined Benefit)

## 12.1. Does your company offer a Pension Plan (Defined Benefit)?

Answered 77 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	4%	3
No	96%	74

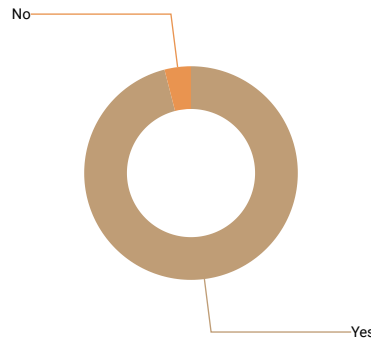
# 13. 401(k) Plan

## 13.1. Does your company offer a 401(k) Plan?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	96%	75
No	4%	3

## 13.2. When do employees become eligible?

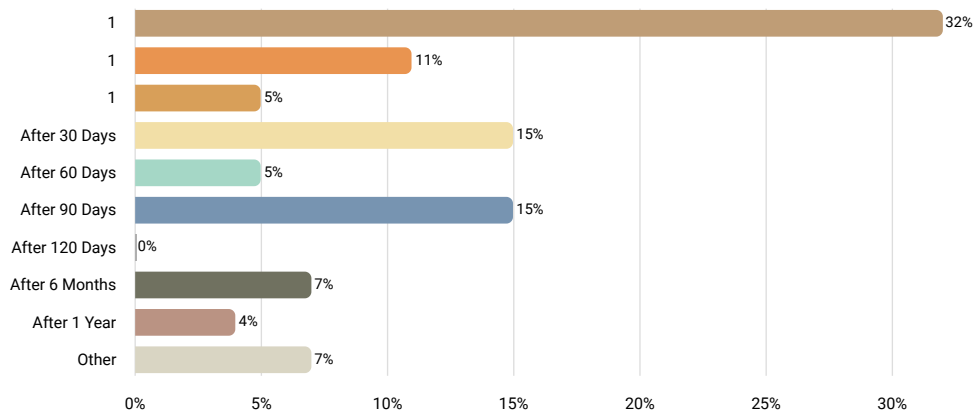
Answered 75 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	32%	24
1st of Month After Date of Hire	11%	8
1st of Month After 30 Days	5%	4
After 30 Days	15%	11
After 60 Days	5%	4
After 90 Days	15%	11
After 120 Days	0%	0
After 6 Months	7%	5
After 1 Year	4%	3
Other	7%	5

### 13.3. Other 401(k) Eligibility Period

Answered 5 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "When do employees become eligible?" has Selected button "Other"

Results	
employee must complete one year of service and 1000 hours of service	1
1st entry date after 6 months. entry dates are 1/1 and 7/1	1
after 1 year of service and attained age of 21	1
quarterly	1
1st of quarter following 6 months of service	1

### 13.4. Up to what percentage does the employer match employee contributions?

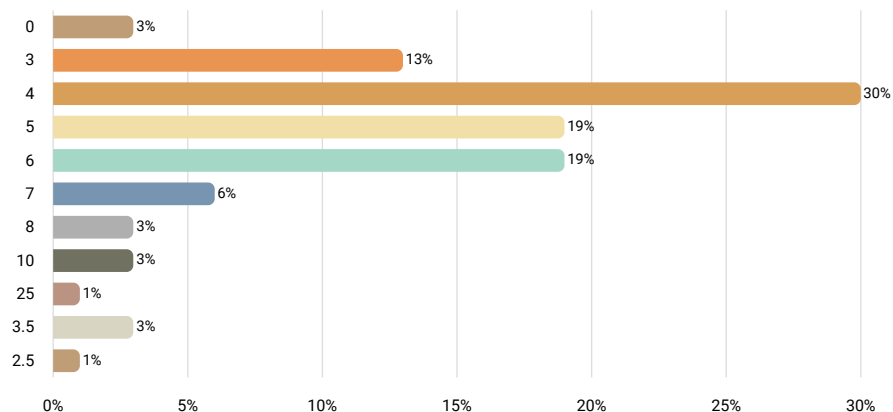
Answered 70 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	4
50th percentile	4.5
75th percentile	6
90th percentile	7
Mean	5.04
Median	4.5
Standard deviation	2.98
Total/sum	352.5

### 13.5. Is there a vesting schedule for employer contributions?

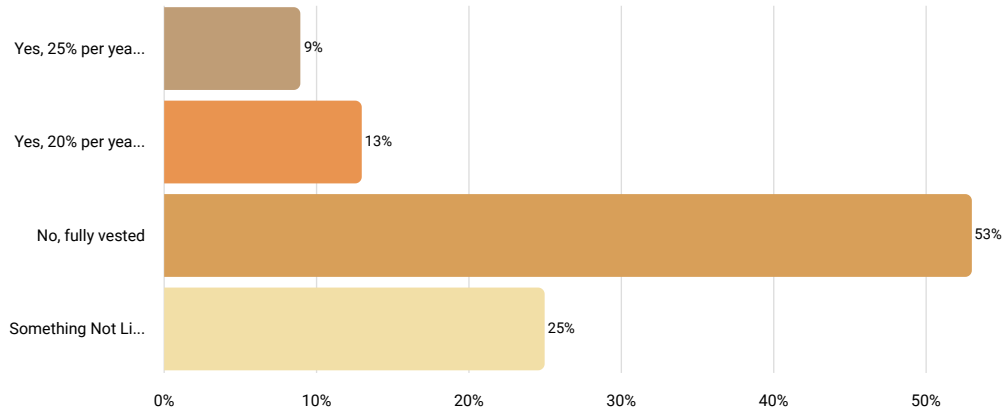
Answered 64 times

Skipped 11 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%	6
Yes, 20% per year for 5 years	13%	8
No, fully vested	53%	34
Something Not Listed	25%	16

### 13.6. Describe the vesting schedule.

Answered 13 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting schedule for employer contributions?" has Selected button "Something Not Listed"

Results	N
2 years	2
yes, 40/70/100% fully vested at 3 years	1
3 years	1
100% vested in company match contributions after 2 years	1
20% after 1st year, 50% after 2nd year and 100% after 3rd year	1
3 years to 100%	1
after 1 year 0% after 2 years 20% after 3 years 40% after 4 years 60% after 5 years 80% after 6 years 100%	1
1 year=50% 2 years=100%	1
33.3% each year	1
fully vested after 1 year	1
2 years 20%, 3 years 40%, 4 years 60%, 5 years 80%, 6 years 100%	1
25% per year for 3 years	1

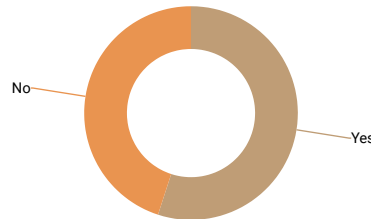
# 14. PTO (Paid Time Off)

## 14.1. Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	55%	43
No	45%	35

## 14.2. Annual Amount of PTO in Days

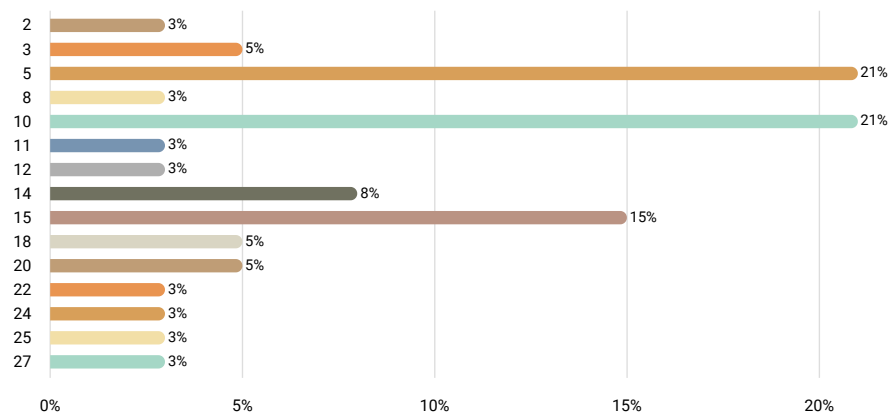
Answered 39 times

Skipped 4 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Statistics	
10th percentile	5
25th percentile	5
50th percentile	10
75th percentile	15
90th percentile	22
Mean	11.92
Median	10
Standard deviation	6.5
Total/sum	465

### 14.3. How is PTO accrued?

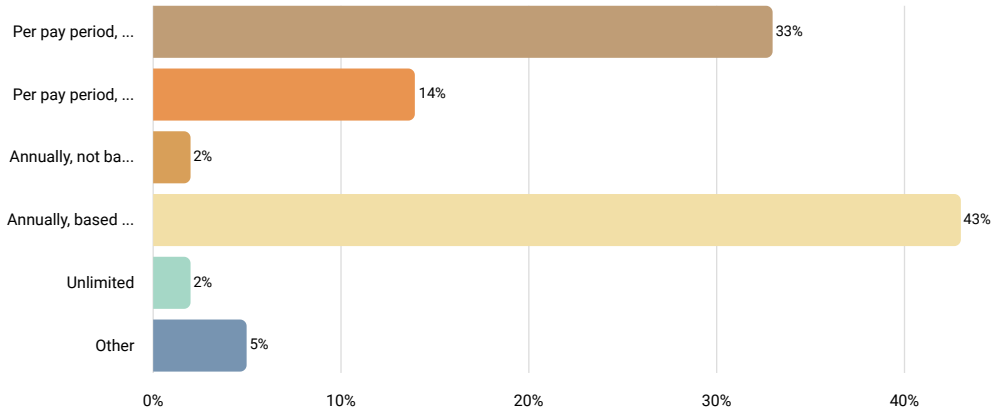
Answered 42 times

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	33%	14
Per pay period, based on hours worked	14%	6
Annually, not based on years of service	2%	1
Annually, based on years of service	43%	18
Unlimited	2%	1
Other	5%	2

### 14.4. Are any of these leave types NOT included in your PTO?

Answered 37 times

Skipped 6 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"

Results	N
Sick Leave	5
Vacation	9
Holidays	30
Personal Leave	11

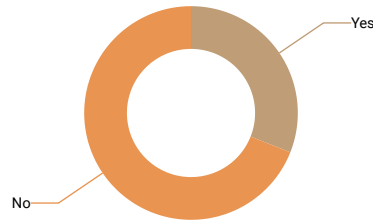
# 15. Sick Leave

## 15.1. Does your company offer Sick Leave?

Answered 77 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	31%	24
No	69%	53

## 15.2. Annual Amount of Sick Leave in Days

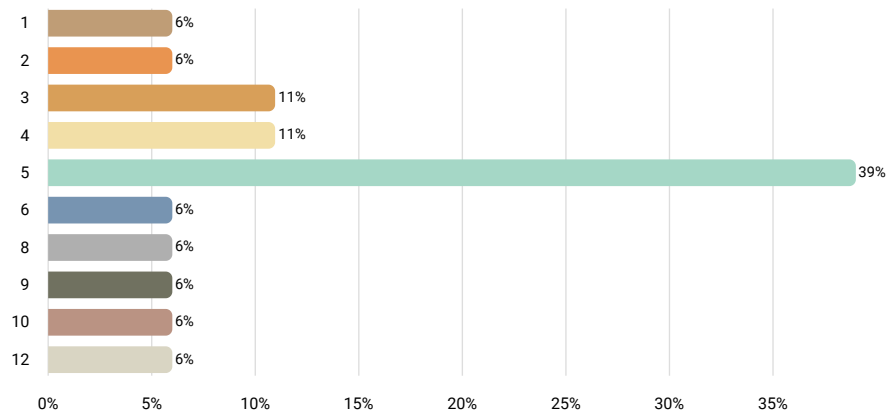
Answered 18 times

Skipped 6 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	2
25th percentile	4
50th percentile	5
75th percentile	6
90th percentile	10
Mean	5.39
Median	5
Standard deviation	2.79
Total/sum	97

### 15.3. How is Sick Leave accrued?

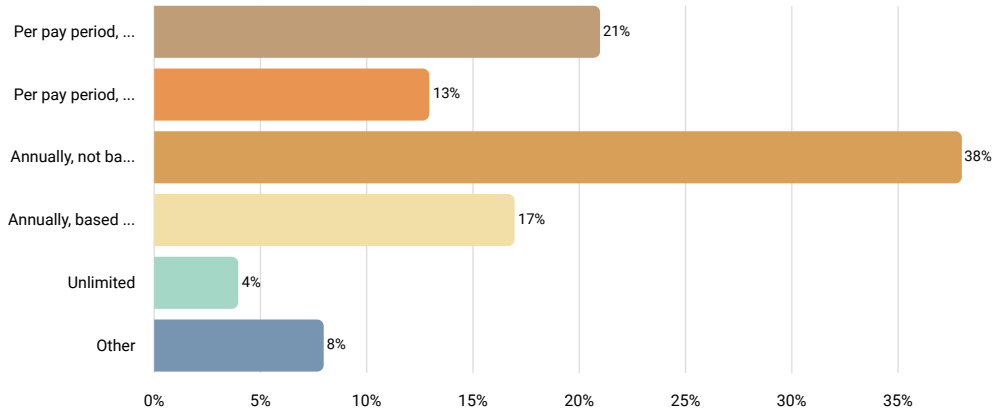
Answered 24 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	21%	5
Per pay period, based on hours worked	13%	3
Annually, not based on years of service	38%	9
Annually, based on years of service	17%	4
Unlimited	4%	1
Other	8%	2

### 15.4. Paid out at termination?

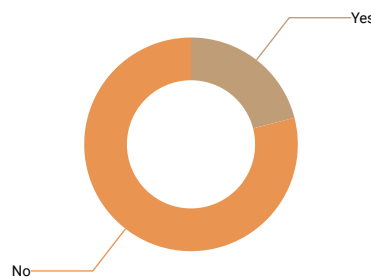
Answered 24 times

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	21%	5
No	79%	19

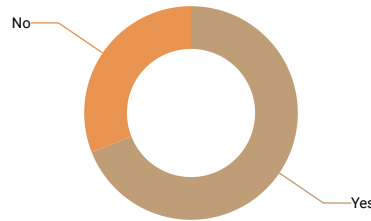
# 16. Vacation

## 16.1. Does your company offer Vacation Leave?

Answered 77 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	69%	53
No	31%	24

## 16.2. Annual Amount of Vacation Leave in Days

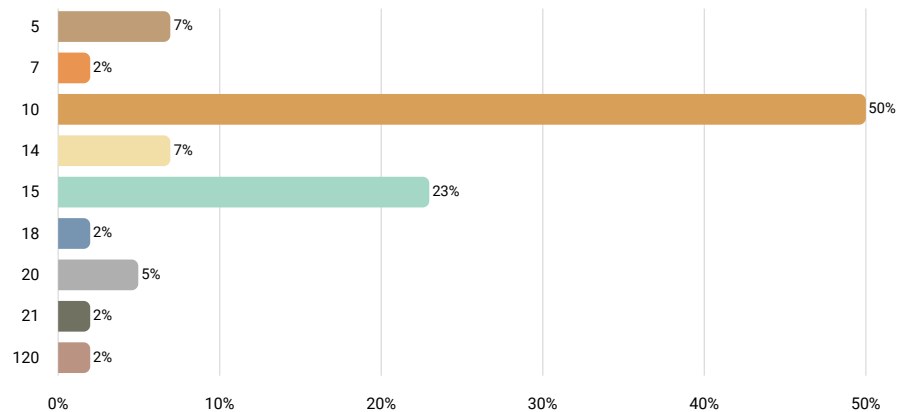
Answered 44 times

Skipped 9 times

Number input

*This question is applicable when the following conditions are met:*

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Statistics	
10th percentile	10
25th percentile	10
50th percentile	10
75th percentile	15
90th percentile	18
Mean	14.39
Median	10
Standard deviation	16.72
Total/sum	633

### 16.3. How is Vacation Leave accrued?

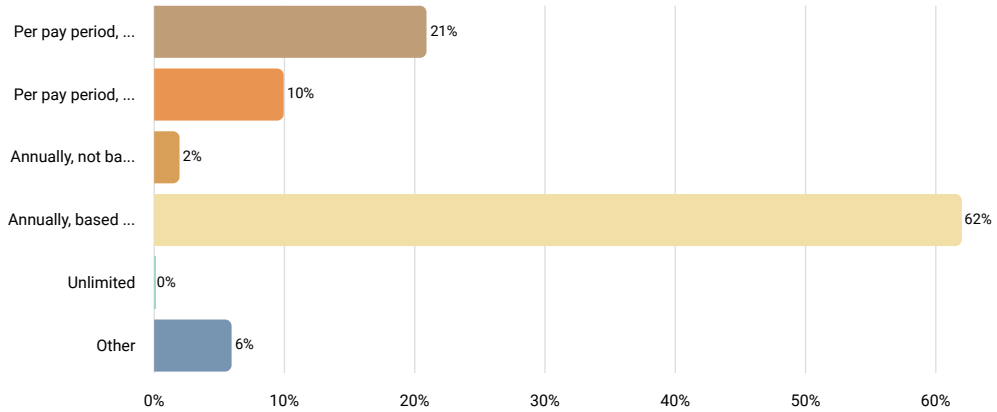
Answered 52 times

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	21%	11
Per pay period, based on hours worked	10%	5
Annually, not based on years of service	2%	1
Annually, based on years of service	62%	32
Unlimited	0%	0
Other	6%	3

### 16.4. Paid out at termination?

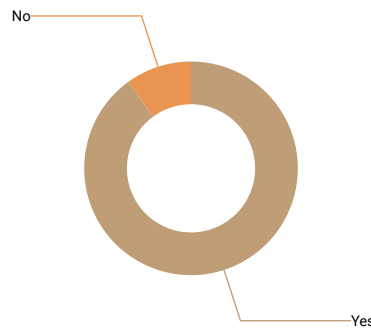
Answered 52 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Yes	90%	47
No	10%	5

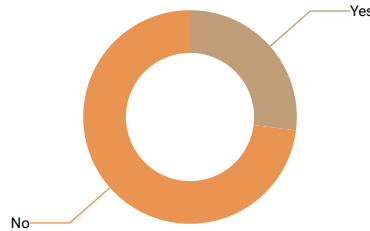
# 17. Paid Family and Medical Leave

## 17.1. Does your company offer Paid Family and Medical Leave?

Answered 77 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	27%	21
No	73%	56

## 17.2. Eligibility Criteria for Paid Family Leave

Answered 19 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"

Results	N
Full-Time Equivalent (FTE)	15
Employee has given birth to a child	17
Employee is a spouse or committed partner of someone who has given birth to a child.	15
Employee has adopted a child or been placed with a foster child.	14
Must have already used short-term disability	1
Must use short-term disability concurrently	2
Must use FMLA concurrently	8

### 17.3. Annual Amount of Paid Family Leave in Weeks

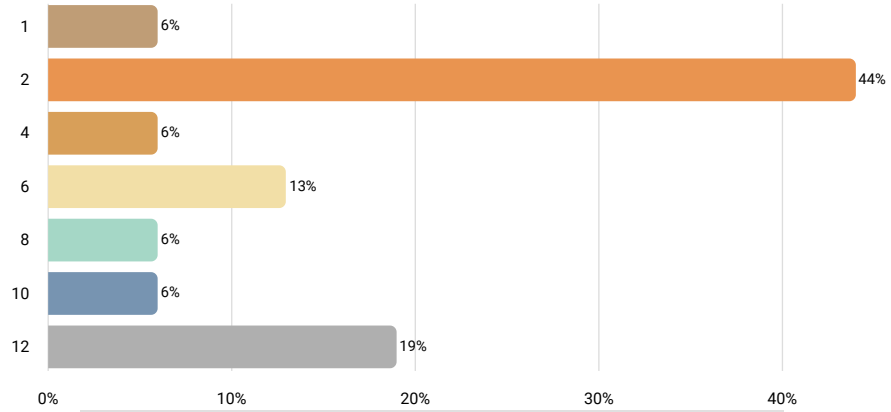
Answered 16 times

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	2
25th percentile	2
50th percentile	3
75th percentile	9
90th percentile	12
Mean	5.31
Median	3
Standard deviation	4.17
Total/sum	85

### 17.4. Percent of Salary Paid for Family Leave

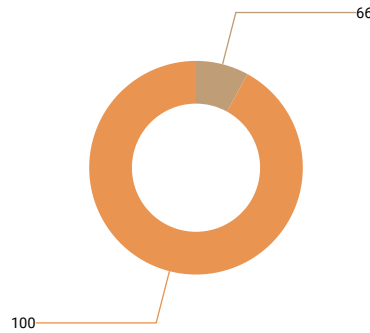
Answered 13 times

Skipped 8 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	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	97.38
Median	100
Standard deviation	9.43
Total/sum	1,266

### 17.5. Eligibility Criteria for Paid Medical Leave

Answered 10 times

Skipped 11 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	5
Critical Illness of a Dependent	3
Must have already used short-term disability	0
Must use short-term disability concurrently	2
Must use FMLA concurrently	7

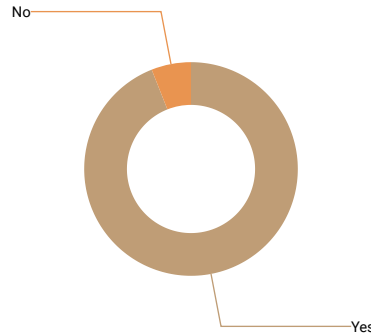
# 18. Short-term Disability

## 18.1. Does your company offer Short-Term Disability?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	94%	73
No	6%	5

## 18.2. Short-term Disability Coverage Amount

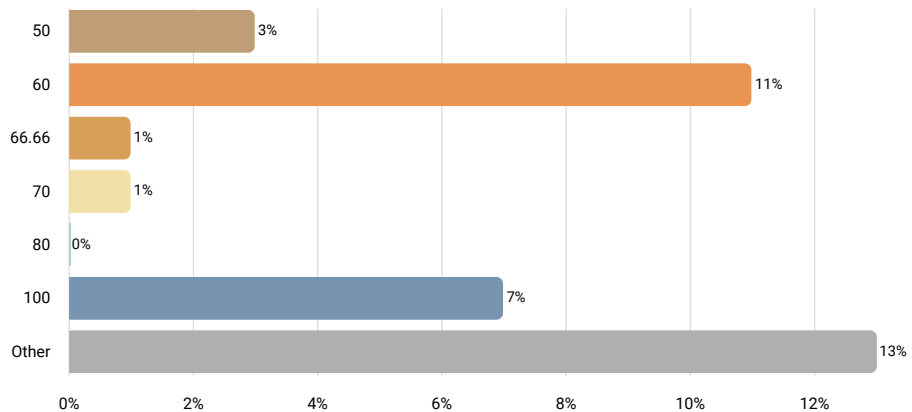
Answered 70 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results	%	N
50 of Salary	3%	2
60 of Salary	11%	8
66.66 of Salary	1%	1
70 of Salary	1%	1
80 of Salary	0%	0
100 of Salary	7%	5
Other	13%	9

### 18.3. Other Short-term Disability Coverage Amount

Answered 7 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"
- "Short-term Disability Coverage Amount" has Selected button "Other"

Results	
100% & 60%	1
less than 1 year of service at 60%; 1 year or more at 100%	1
weeks 2-13: 80%; weeks 14-24: 60% and can supplement with pto	1
\$525 weekly for hourly	1
0-9 years of service - 60% of base pay / 10+ years of service 100% of base pay	1
60 % of base pay, maximum of \$2000 per week	1
based on years of service	1

### 18.4. Coverage Waiting Period Days

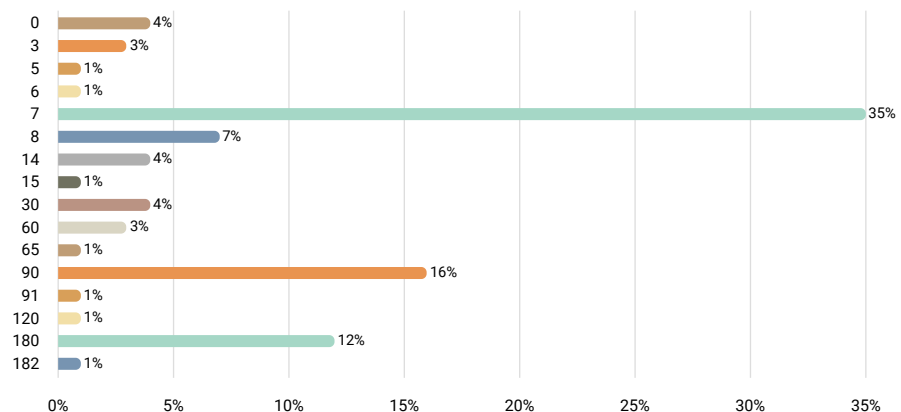
Answered 68 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Statistics	
10th percentile	6
25th percentile	7
50th percentile	8
75th percentile	90
90th percentile	180
Mean	49.71
Median	8
Standard deviation	61.4
Total/sum	3,380

### 18.5. Short-term Disability Coverage Term

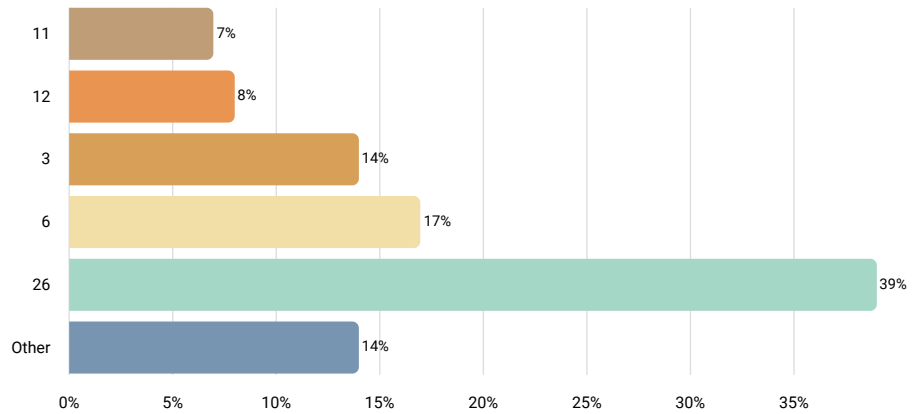
Answered 71 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results	%	N
11 weeks	7%	5
12 Weeks	8%	6
3 months	14%	10
6 months	17%	12
26 weeks	39%	28
Other	14%	10

### 18.6. Other Short-term Disability Coverage Term

Answered 8 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"
- "Short-term Disability Coverage Term" has Selected button "Other"

Results	N
13 weeks	4
12 weeks	1
60 weeks (for full-time hourly employees)	1
graduated based on years of service up to 26 weeks in 5 years	1
25 weeks	1

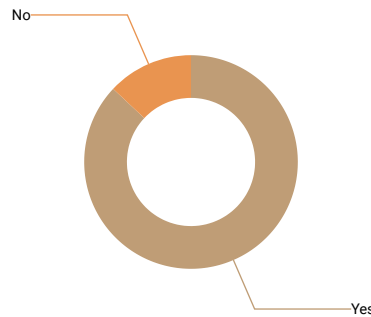
# 19. Long-term Disability

## 19.1. Does your company offer Long-Term Disability?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	87%	68
No	13%	10

## 19.2. Long-term Disability Coverage Amount

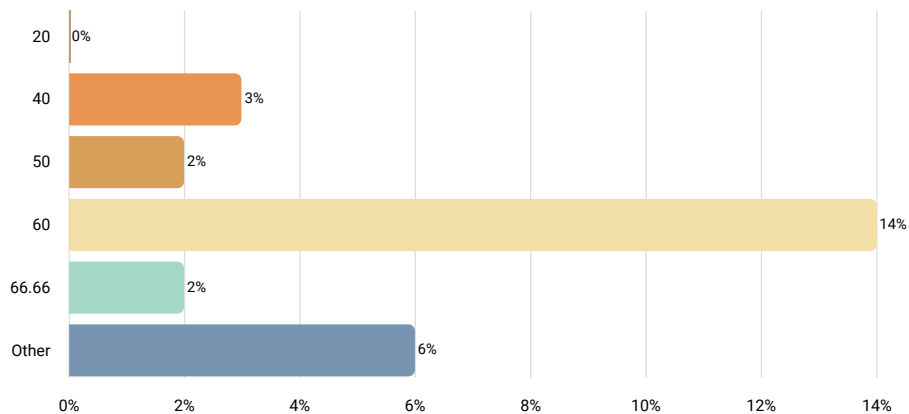
Answered 63 times

Skipped 5 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	3%	2
50% of Salary	2%	1
60% of Salary	14%	9
66.66% of Salary	2%	1
Other	6%	4

### 19.3. Coverage Waiting Period Days

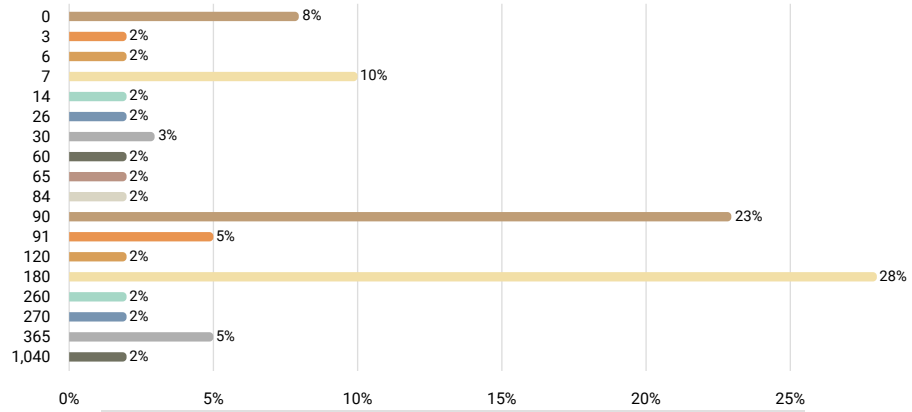
Answered 61 times

Skipped 7 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	6
25th percentile	30
50th percentile	90
75th percentile	180
90th percentile	180
Mean	126.85
Median	90
Standard deviation	150.64
Total/sum	7,738

### 19.4. Long-term Disability Coverage Term

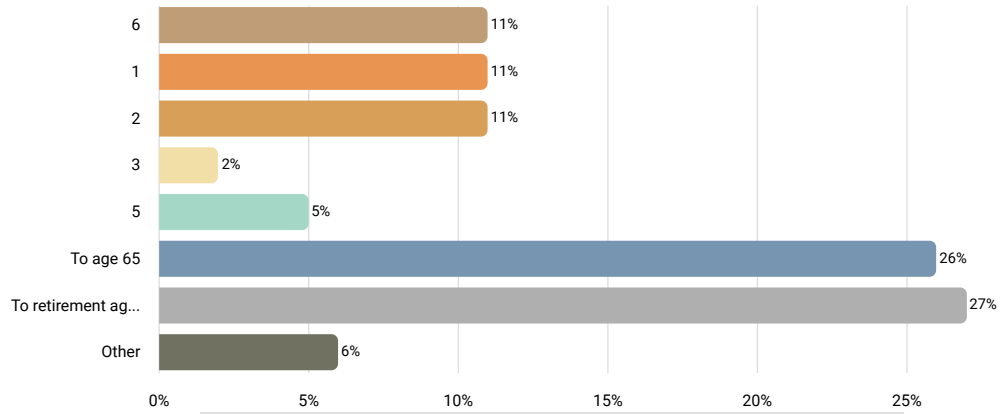
Answered 62 times

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	11%	7
1 year	11%	7
2 years	11%	7
3 Years	2%	1
5 years	5%	3
To age 65	26%	16
To retirement age	27%	17
Other	6%	4

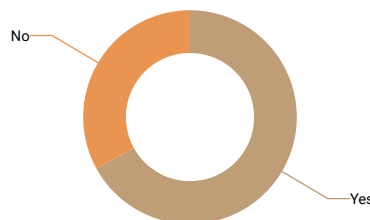
## 20. Education Assistance/Tuition Reimbursement

### 20.1. Does your company offer Education Assistance/Tuition Reimbursement?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	67%	52
No	33%	26

### 20.2. Education/Tuition Eligibility Requirements

Answered 50 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"

Results	N
Work-related	41
FTE	36
Minimum grade/score	39
Other	7

### 20.3. Other Education/Tuition Eligibility Requirement

Answered 7 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"
- "Education/Tuition Eligibility Requirements" has "Other" checked

Results	
courses should be job related. employees are expected to achieve a c or higher for undergraduate courses and a b or or higher for graduate courses.	1
related to your current position	1
only salaried employees after 1 year	1
not guaranteed. must be approved.	1
must make a c average	1
related to a job at royal, not necessarily job they are in	1
been with the company for at least six months - \$5k per year	1

### 20.4. Percentage of Reimbursement

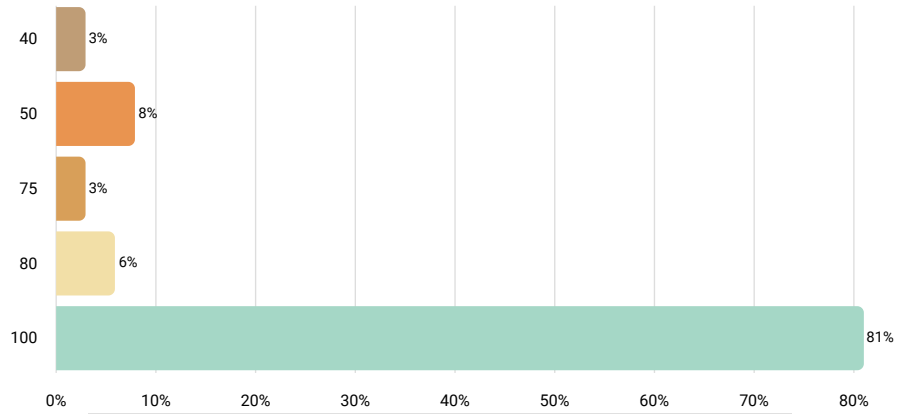
Answered 36 times

Skipped 16 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"



Statistics	
10th percentile	50
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	92.36
Median	100
Standard deviation	17.26
Total/sum	3,325

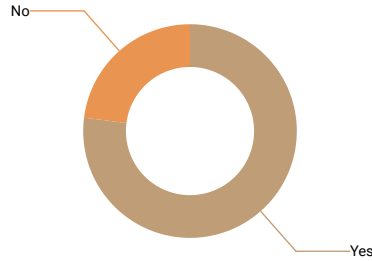
# 21. Employee Assistance Program

## 21.1. Does your company offer an Employee Assistance Program (EAP)?

Answered 77 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	77%	59
No	23%	18

## 21.2. Name of EAP Provider

Answered 49 times

Skipped 10 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	6
magellan	5
health advocate	4
principal	2
optum	2
eagle consulting	1
spring health	1
carelon behavioral health	1
aetna resources for living	1
global help anywhere you are	1
navia	1
lifecare	1
lincoln financial group	1
carebridge	1
mutual of ohama	1
new york life	1
magellan heath	1
blue cross and blue shield	1
cigna	1
optum-insperity services	1
eagle consulting/counseling	1
metlife	1
curalinc	1
lincoln	1
lifeworks (metlife)	1
unum	1
fei	1
encompass	1
equitable	1
offered through bluecross blueshield medial insurance	1
behavioral health services	1
behavioral health systems	1
blue cross blue shield	1
carelon	1
lincoln financial	1

### 21.3. Who is eligible to participate in the EAP?

Answered 56 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	56
Spouse	44
Domestic Partner	25
Dependents	45

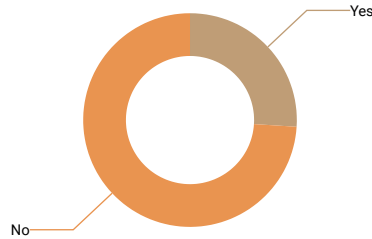
## 22. Flex-Time

### 22.1. Does your company offer Flex-Time?

Answered 78 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	20
No	74%	58

### 22.2. Flex-Time Eligibility Criteria

Answered 20 times

Skipped 0 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	11
Manager Approval	19
Child Care Needs	3
To Pursue Further Education	3
Other	4

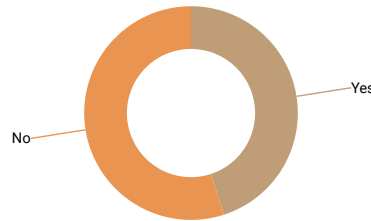
## 23. Remote/Telework

### 23.1. Does your company offer remote work, also referred to as telework?

Answered 77 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	45%	35
No	55%	42

### 23.2. Type(s) of Remote Work Offered

Answered 33 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	14
Hybrid (some combination of Remote and In-Office)	27
Requires Prior Approval	27

### 23.3. Does your company offer any remote/telework assistance?

Answered 18 times

Skipped 17 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer remote work, also referred to as telework?" has Selected button "Yes"

Results	N
Monthly Stipend	1
Partial Reimbursement for Internet	1
Partial Reimbursement for Phone	5
Company-Provided Computer	14
Company-Provided Phone	7
Other	1

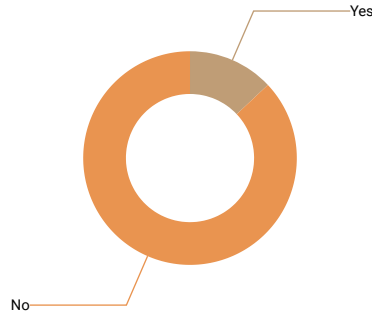
## 24. Child Care

### 24.1. Does your company provide Child Care Benefits?

Answered 77 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	13%	10
No	87%	67

### 24.2. Does your company offer on-site Child Care?

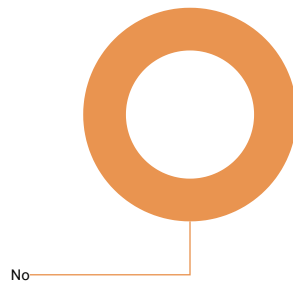
Answered 10 times

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%	10

### 24.3. Do you assist with Child Care needs by offering an FSA or vouchers to nearby child care centers?

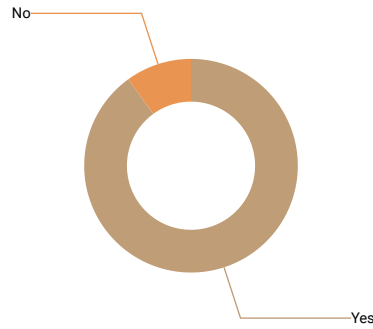
Answered 10 times

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	90%	9
No	10%	1

### 24.4. Do you provide backup / emergency Child Care for employees?

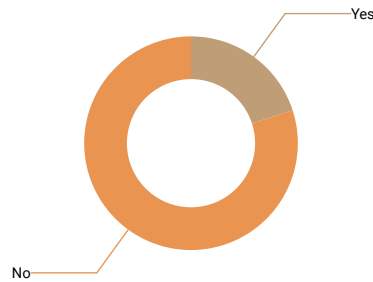
Answered 10 times

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	20%	2
No	80%	8

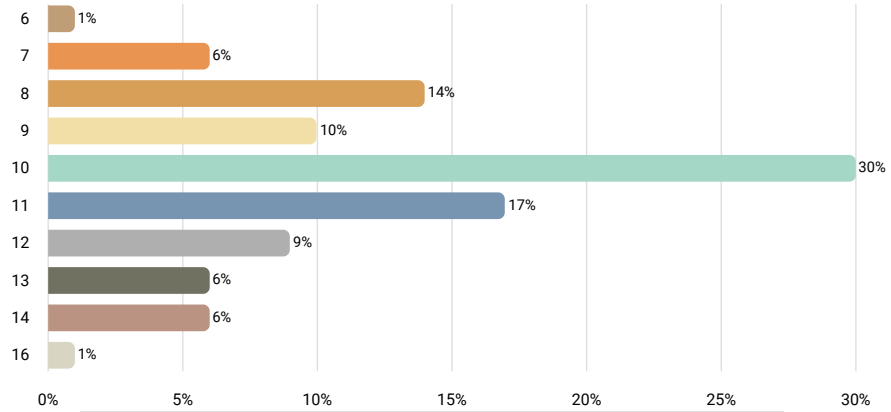
# 25. Holidays

## 25.1. How many total holidays are given in a year?

Answered 70 times

Skipped 8 times

Number input



Statistics	
10th percentile	8
25th percentile	9
50th percentile	10
75th percentile	11
90th percentile	13
Mean	10.21
Median	10
Standard deviation	1.97
Total/sum	715

### 25.2. Annual Holidays Offered

Answered 77 times

Skipped 1 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	77
Martin Luther King, Jr. Day	22
Presidents' Day	12
Columbus Day	1
Good Friday	41
Easter	5
Memorial Day	76
Juneteenth	5
Independence Day	77
Labor Day	76
Veterans Day	9
Thanksgiving Day	77
Day after Thanksgiving	65
Christmas Eve	53
Christmas Day	77
Day after Christmas	8
New Year's Eve	37
Floating	32
Others Not Listed	19

### 25.3. List other holidays.

Answered 19 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- 'Annual Holidays Offered' has 'Others Not Listed' checked

Results	N
birthday	2
winter break (six days, christmas eve through new year's eve)	1
2 floating holidays	1
all days between christmas day and new years day	1
days between christmas and new years	1
hourly birthday	1
2 personal holidays	1
entire week from christmas through new year's day	1
4 holidays during summer shutdown and 5 more shut down holidays during the last couple of weeks in december	1
we consider christmas eve through new years day holidays.	1
from christmas eve to after new years day	1
2 floating	1
3 extra days during christmas	1
the rest of the holidays cover time at the end of the year when the facility closes.	1
2nd floating day	1
employee's birthday	1
july & december shutdown	1
shutdown holidays (4 total in july and december)	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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The survey was developed and administered by [Horizon Point Consulting, Inc.](#)



Published June 14, 2022  
by Horizon Point Consulting, Inc.