



2024

North Alabama Wage & Benefit Survey

Wage Detailed Report

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Introduction

This report includes results from the 2024 Wage and Benefit Survey for North Alabama. The survey was designed and administered by Horizon Point Consulting, Inc. in partnership with economic and industrial development entities across North Alabama in Cherokee, Colbert, Cullman, DeKalb, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marshall, and Morgan Counties.



Data was collected between 04/01/2024 and 05/10/2024. All data reported in this survey is as of 01/01/2024 to comply with antitrust guidelines. Only results that meet DOJ and FTC antitrust guidelines are published in this report.

Participating Businesses

3M Decatur
4M Research, Inc
a.i. solutions
AI Signal Research, Inc.
Alabama Stone Company
AlphaPet, Inc.
American Excelsior Company
AMERICAN LEAKLESS COMPANY, LLC
American Wholesale Book Company Inc.
Anglin Reichmann Armstrong P.C.
Applied Technology Solutions, Inc.
Asahi Kasei Plastics North America
Ascend Performance Materials
Athens State University
Axxeum
Bank Independent
Baron Weather, Inc.
Beyond Gravity USA
Blue Origin
Bocar US
Brockwell Technologies, Inc.
Brown Precision, Inc.
Buccaneer Rope Co.
Bunge North America
Busted Knuckle Offroad
Canvas Inc.
Cardington Yutaka Technologies, Inc.
Carpenter Technology
Central Textile
Chambers Bottling Co., LLC
City of Huntsville
Claborn Manufacturing
CohesionForce, Inc
Coilplus Alabama
COLSA
Concordia Technologies Inc.
Constellium, LLC
CONTRACTOR SERVICE AND FABRICATION, INC
Cook Museum of Natural Science
Cortina Solutions
Cullman Cabinet and Supply Company, Inc.
Custom Synthetic Fibers
Daikin America, Inc.
DaikyoNishikawa USA Inc
Davidson Technologies
Decatur Utilities
DESE Research, Inc.
Design Technologies, LLC
Dunn Building Company, LLC
EFP, LLC
Electricfil Corporation
EOS Defense Systems USA, Inc.
Erica Lane Enterprises, Inc.
ES Robbins Corporation
Essity Professional Hygiene NA LLC
First Southern Bank
Flexco
Flourish of Cullman
Fort Payne Improvement Authority
Franklin County EDA
G&G Steel, Inc.
GE Appliances, a Haier Company
Gemstone Ventures LLC
Gleason Research Associates, Inc.
Goat Island Craft Brewing, LLC
Great Southern Wood Preserving, Inc.
Griffon Aerospace Inc.
Hexcel Corporation
HH Health System Athens-Limestone Hospital
HH TECHNOLOGIES, INC
Holcim Building Envelope
HomTex, Inc.
Huntsville Hospital
Huntsville/Madison County Chamber
Huntsville-Madison County Airport Authority
Hyosung USA
ICool, USA. Inc.
Independent Stave Company
Ineos Styrolution
Inland Buildings

Participating Businesses

InterFuze
International Paper
Intuitive Research and Technology Corporation
Invariant Corporation
John Blue Company
Lakeland Industries Inc.
Leonardo DRS
Limestone Building Group, LLC
Limestone County Commission
Linamar Structures USA (Alabama) Inc.
LP Building Solutions
Marathon Targets, Inc.
Matthews Industries, Inc.
Maximum Technology Corporation
Mazda North American Operations
Mazda Toyota Manufacturing
McGriff
MICOR Industries, LLC
Monarch Steel of Alabama
MOSELEY TECHNICAL SERVICES, INC.
MSB Analytics, Inc.
MSCED
Navistar Inc
Nippon Express USA
North Alabama Fabricating Company, Inc.
North American Lighting
nou Systems, Inc
NTA, Inc.
Nucor Steel Decatur
Our Lady of the Angels Monastery
Outpost Technologies, Inc.
PeopleTec, Inc.
Phased n Research, Inc.
Phoenix
Pilgrim's
Pinnacle Manufacturing LLC
Polaris, Inc
Polyvance
QTEC Aerospace
Radiance Technologies
Rebecca Lowrey Real Estate Group
REHAU Automotive LLC
Reliance Worldwide Corporation
ROPAK MANUFACTURING COMPANY INC
Royal Technologies
Rusken Packaging, Inc.
SCI Technology Inc.
Science and Engineering Services, LLC
SEA Wire and Cable, Inc.
Shoals EDA
Simulation Technologies, Inc. -SimTech
Snap-On Tools, Inc.
Steelcase, Inc
Strata-G Solutions, LLC
Systems Automotive Interiors Alabama
T & C STAMPING, INC.
Taylor Manufacturing, Inc.
TH Marine Supplies, LLC
Thacker Casket Manufacturing
The Tolliver Group, Inc.
The University of Alabama in Huntsville
Tiffin Motor Homes
Tintronics Industries
Toray Fluorofibers (America), Inc.
Torch Technologies
Town of Elkmont
ITRIS USA, Inc.
TriVector Services, Inc.
TRU-LINE MANUFACTURING, INC.
Turner Medical, Inc. dba Intech
United Launch Alliance
UTD
Vulcan Plastics
Warehouse Home Furnishings Distributors, Inc.
Wilks Tire & Battery Service
Willo Products Company, LLC
Wilson Lumber Company
Wolverine Tube Industries
Y-tec Keylex Toyotetsu Alabama (YKTA)

Support Staff

5.1.1 Accounting Clerk

Job description

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

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

Answered 13 times

Skipped 18 times

Text input

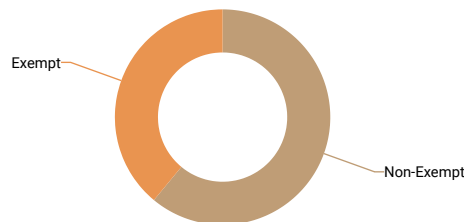
Results	
mayor	1
accountant	1
bookkeeper	1
accountant i	1
program control	1
staff accountant	1
accountant assistant	1
accounting assistant	1
accounting coordinator	1
accounting specialist 1	1
governmental accountant	1
accounting administrator	1
accounting support, accounting/finance support	1

FLSA Status

Answered 31 times

Skipped 0 times

Select one answer (radio button)



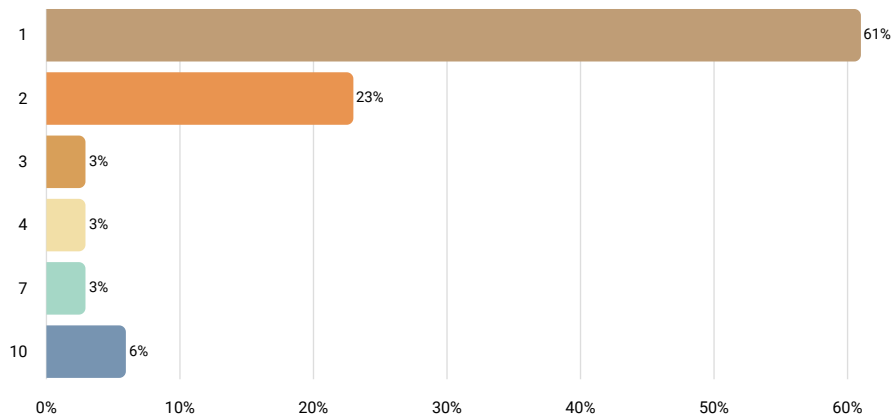
Results	%	N
Non-Exempt	61%	19
Exempt	39%	12

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



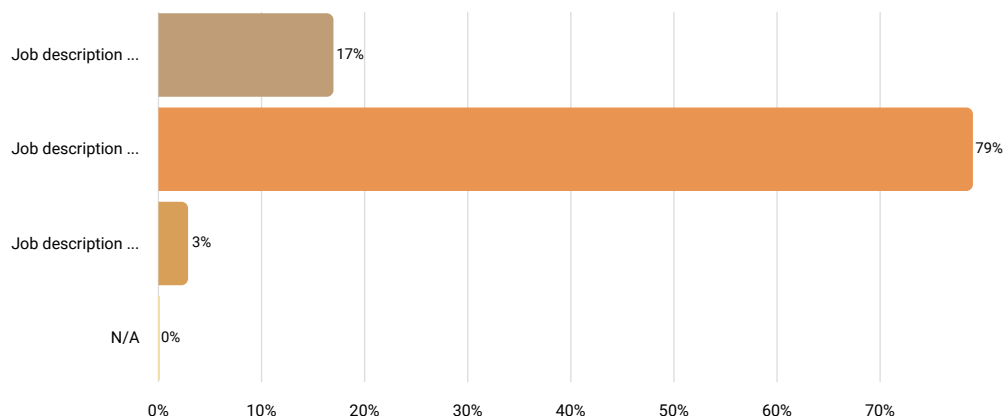
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2.16
Median	1
Standard deviation	2.42
Total/sum	67

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

Answered 29 times

Skipped 2 times

Select one answer (radio button)



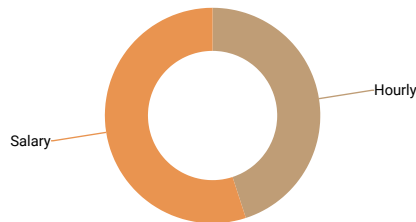
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	5
Job description matches the position at your company very well	79%	23
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	45%	14
Salary	55%	17

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	12	\$16.59	\$21.63	\$23.04	\$24.87	\$25.50	\$22.30	\$23.04	\$3.54
Pay Range Maximum Rate	10	\$20.34	\$24.91	\$28.00	\$30.00	\$41.13	\$28.68	\$28.00	\$8.99
Pay Range Minimum Rate	10	\$14.31	\$15.00	\$17.40	\$22.00	\$27.06	\$19.05	\$17.40	\$5.24
Actual Highest Base Rate	12	\$17.47	\$22.24	\$24.79	\$26.24	\$27.64	\$23.61	\$24.79	\$4.08
Actual Lowest Base Rate	12	\$15.71	\$19.12	\$21.09	\$23.40	\$25.00	\$20.94	\$21.09	\$3.55
Actual Average Base Salary	14	\$45,094.40	\$46,334.00	\$51,539.00	\$56,018.00	\$70,096.00	\$53,883.27	\$51,539.00	\$9,356.30
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$750.00	\$1,000.00	\$1,500.00	\$4,017.00	\$8,000.00	\$2,794.50	\$1,500.00	\$2,822.89
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	9	\$47,214.00	\$58,000.00	\$63,000.00	\$67,496.00	\$80,000.00	\$62,469.29	\$63,000.00	\$9,729.49
Pay Range Minimum Salary	10	\$20,000.00	\$31,476.00	\$42,195.20	\$50,000.00	\$59,000.00	\$41,163.60	\$42,195.20	\$14,745.57
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	13	\$45,094.40	\$49,500.00	\$56,000.00	\$62,400.00	\$70,096.00	\$56,361.72	\$56,000.00	\$9,518.10
Actual Lowest Base Salary	13	\$44,553.60	\$45,247.00	\$51,000.00	\$56,018.00	\$70,096.00	\$53,549.89	\$51,000.00	\$10,013.87

5.1.2 Purchasing Clerk

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

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

Answered 9 times

Skipped 10 times

Text input

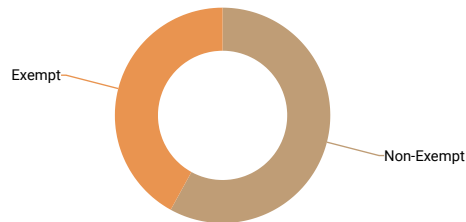
Results	
purchasing assistant	1
purchasing associate	1
production controller	1
purchasing specialist	1
purchasing technician	1
associate - supply chain	1
inventory supply analyst 1	1
administrative support - purchasing	1
our positions provides more of a clerical function in the completion of contracts, with some advisement.	1

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



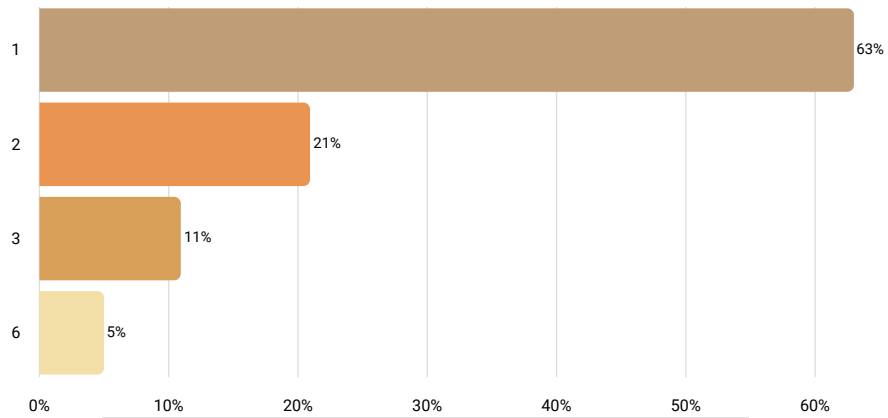
Results	%	N
Non-Exempt	58%	11
Exempt	42%	8

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



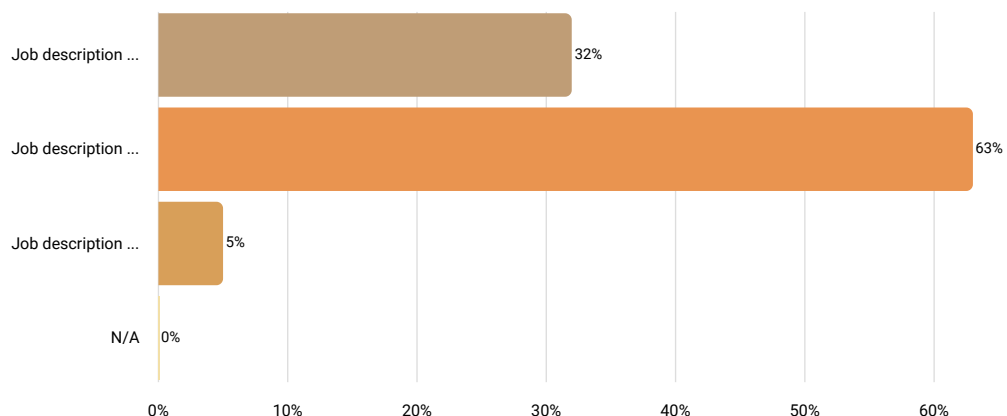
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.68
Median	1
Standard deviation	1.25
Total/sum	32

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



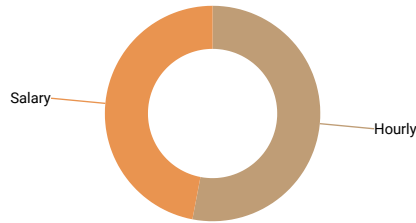
Results	%	N
Job description is perceptibly weaker than the position at your company	32%	6
Job description matches the position at your company very well	63%	12
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	53%	10
Salary	47%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	8	\$15.52	\$20.87	\$23.65	\$27.22	\$33.96	\$24.12	\$23.65	\$5.59
Pay Range Maximum Rate	6	\$20.00	\$21.00	\$28.19	\$31.90	\$42.93	\$28.70	\$28.19	\$8.35
Pay Range Minimum Rate	6	\$15.00	\$18.00	\$18.99	\$19.00	\$25.75	\$19.29	\$18.99	\$3.52
Actual Highest Base Rate	6	\$16.20	\$19.00	\$24.81	\$27.00	\$29.81	\$23.61	\$24.81	\$5.21
Actual Lowest Base Rate	6	\$15.00	\$19.00	\$21.22	\$25.00	\$27.00	\$21.41	\$21.22	\$4.32
Actual Average Base Salary	8	\$41,351.00	\$42,593.50	\$54,000.00	\$65,500.00	\$66,175.00	\$53,964.13	\$54,000.00	\$10,968.39
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	5	\$53,626.00	\$65,000.00	\$70,000.00	\$73,300.00	\$80,000.00	\$68,385.20	\$70,000.00	\$9,886.35
Pay Range Minimum Salary	5	\$35,750.00	\$50,000.00	\$52,000.00	\$52,360.00	\$60,000.00	\$50,022.00	\$52,000.00	\$8,840.67
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	6	\$0.00	\$47,924.00	\$60,160.00	\$66,000.00	\$66,174.96	\$50,069.83	\$60,160.00	\$25,410.28
Actual Lowest Base Salary	5	\$38,451.00	\$45,760.00	\$54,000.00	\$66,000.00	\$66,174.96	\$54,077.19	\$54,000.00	\$12,266.51

5.1.3 Human Resources Assistant

Job description

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

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

Answered 12 times

Skipped 18 times

Text input

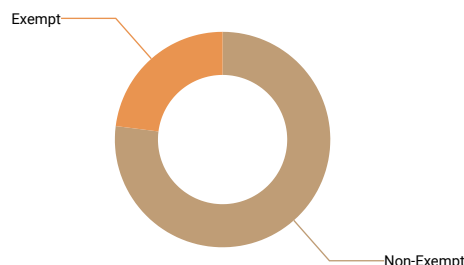
Results	
hr generalist	1
hr generalist 1	1
admin & hr specialist	1
human resources clerk	1
human resources associate	1
human resources specialist	1
human resources coordinator	1
sca-personnel assistant iii	1
human resources administrator	1
human resources representative	1
human resources specialist and human resources generalist	1
maintains accurate and up-to-date human resource files, records, and documentation. answers frequently asked questions from applicants and employees relative to standard policies, benefits, hiring processes, etc.; refers more complex questions to appropriate senior-level hr staff or management. maintains the integrity and confidentiality of human resource files and records. performs periodic audits of hr files and records to ensure that all required documents are collected and filed appropriately. provides clerical support to the hr department. may assist with payroll functions including processing, answering employee questions, fixing processing errors, and distributing checks. acts as a liaison between the organization and external benefits providers and vendors, which may include health, disability, and retirement plan providers. conducts or assists with new hire orientation. assists with planning and execution of special events such as benefits enrollment, organization-wide meetings, employee recognition events, holiday parties, and retirement celebrations. performs other duties as assigned.	1

FLSA Status

Answered 30 times

Skipped 0 times

Select one answer (radio button)



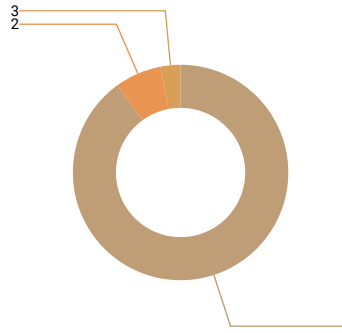
Results	%	N
Non-Exempt	77%	23
Exempt	23%	7

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



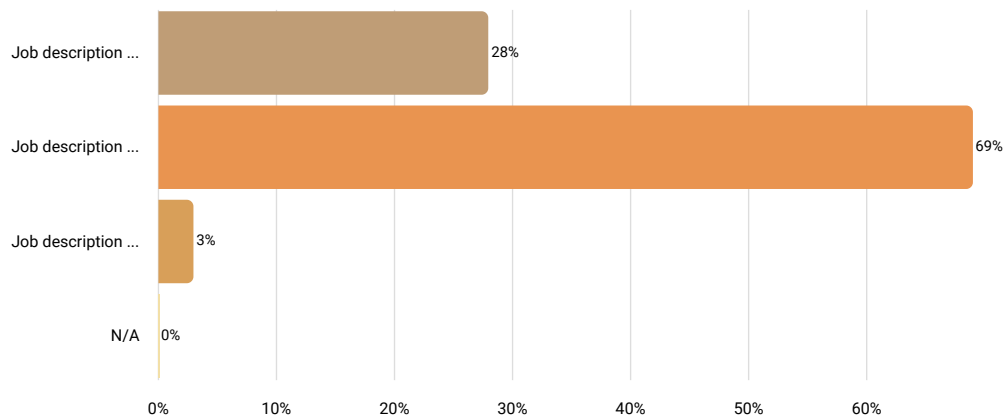
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1.5
Mean	1.13
Median	1
Standard deviation	0.43
Total/sum	34

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

Answered 29 times

Skipped 1 times

Select one answer (radio button)



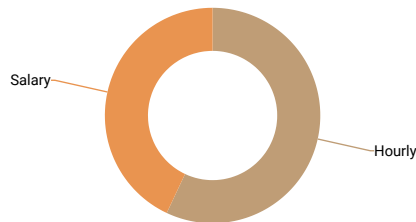
Results	%	N
Job description is perceptibly weaker than the position at your company	28%	8
Job description matches the position at your company very well	69%	20
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	57%	17
Salary	43%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	16	\$19.00	\$19.85	\$21.04	\$25.13	\$26.92	\$22.19	\$21.04	\$3.63
Pay Range Maximum Rate	7	\$19.00	\$22.00	\$27.88	\$30.00	\$34.44	\$26.62	\$27.88	\$5.13
Pay Range Minimum Rate	8	\$14.00	\$16.69	\$19.64	\$23.38	\$29.57	\$20.37	\$19.64	\$5.06
Actual Highest Base Rate	12	\$19.23	\$20.25	\$22.03	\$25.13	\$26.44	\$22.65	\$22.03	\$3.68
Actual Lowest Base Rate	15	\$18.00	\$19.23	\$20.50	\$24.76	\$26.44	\$21.91	\$20.50	\$3.77
Actual Average Base Salary	8	\$49,920.00	\$52,482.50	\$60,500.00	\$77,772.50	\$85,280.00	\$64,588.75	\$60,500.00	\$13,749.29
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	8	\$60,000.00	\$65,580.00	\$79,750.00	\$86,140.00	\$109,400.00	\$79,042.50	\$79,750.00	\$15,987.05
Pay Range Minimum Salary	8	\$39,500.00	\$43,885.00	\$55,000.00	\$66,600.00	\$85,280.00	\$56,968.75	\$55,000.00	\$15,431.20
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	8	\$49,920.00	\$52,482.50	\$62,500.00	\$81,227.50	\$86,000.00	\$66,042.50	\$62,500.00	\$14,938.93
Actual Lowest Base Salary	8	\$38,000.00	\$50,442.50	\$55,500.00	\$73,837.50	\$85,280.00	\$60,355.00	\$55,500.00	\$15,836.39

5.1.4 Customer Service Representative

Job description

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

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

Answered 11 times

Skipped 17 times

Text input

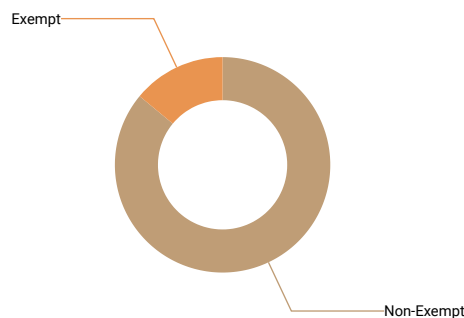
Results	
bar tender	1
patient access rep	1
customer service rep	1
retention specialist	1
hospitality assistant	1
guest services associate	1
animal services customer support clerk	1
case manager (social work/social services role)	1
oem support manager, aftermarket support manager, ecomm support manager	1
our role is csr but has a component of account management instead of just call representative	1
direct contact with customers to confirm orders, scheduling, forecasting, material return and any other related subjects to the products supplied.	1

FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



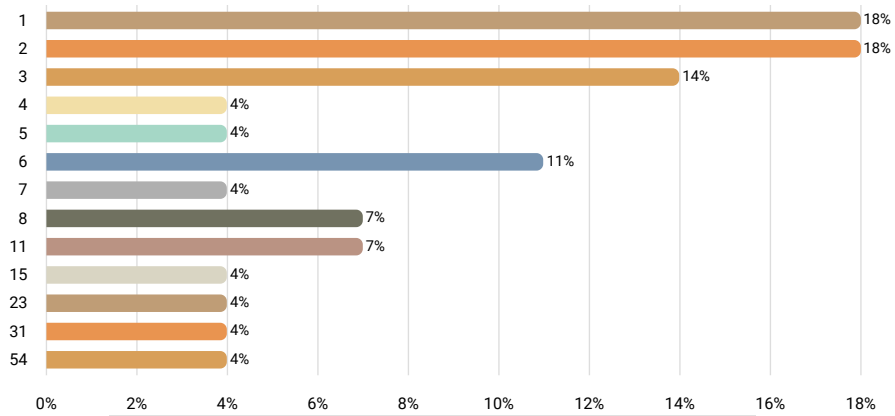
Results	%	N
Non-Exempt	86%	24
Exempt	14%	4

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



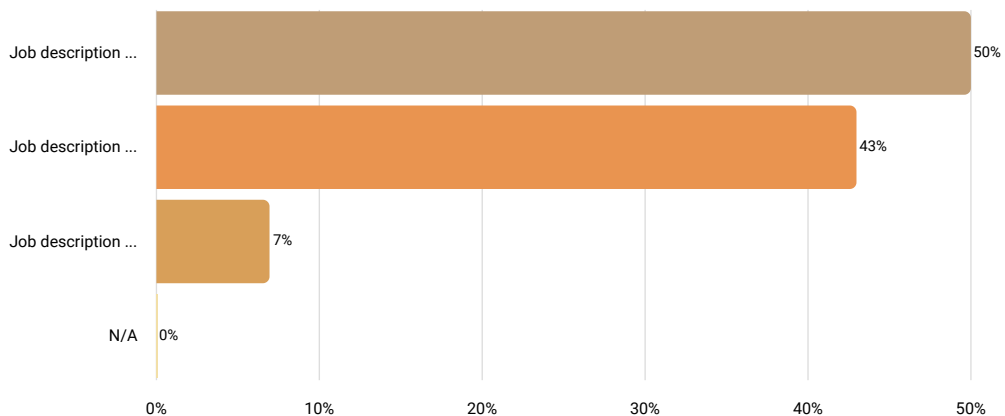
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	8
90th percentile	23
Mean	7.93
Median	3.5
Standard deviation	11.39
Total/sum	222

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



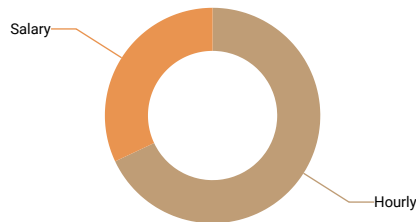
Results		
	%	N
Job description is perceptibly weaker than the position at your company	50%	14
Job description matches the position at your company very well	43%	12
Job description is perceptibly stronger than the position at your company	7%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	68%	19
Salary	32%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	18	\$14.00	\$16.64	\$19.42	\$23.45	\$25.00	\$19.60	\$19.42	\$4.45
Pay Range Maximum Rate	9	\$13.00	\$17.73	\$24.00	\$27.72	\$30.00	\$22.76	\$24.00	\$6.09
Pay Range Minimum Rate	11	\$10.79	\$12.00	\$16.43	\$18.00	\$19.36	\$15.67	\$16.43	\$3.70
Actual Highest Base Rate	17	\$15.00	\$18.50	\$22.00	\$26.31	\$28.12	\$22.04	\$22.00	\$5.20
Actual Lowest Base Rate	17	\$12.00	\$15.00	\$17.50	\$19.50	\$22.00	\$17.38	\$17.50	\$4.01
Actual Average Base Salary	5	\$36,462.40	\$43,822.40	\$46,800.00	\$63,800.00	\$67,000.00	\$51,576.96	\$46,800.00	\$13,216.23
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	5	\$55,577.60	\$62,067.20	\$70,000.00	\$75,000.00	\$90,000.00	\$70,528.96	\$70,000.00	\$13,177.02
Pay Range Minimum Salary	5	\$32,780.80	\$37,835.20	\$45,000.00	\$55,000.00	\$60,000.00	\$46,123.20	\$45,000.00	\$11,394.46
Average Incentive Bonus or Other Bonus (Annual)	5	\$50.00	\$600.00	\$1,000.00	\$1,000.00	\$3,600.00	\$1,250.00	\$1,000.00	\$1,370.22
Actual Highest Base Salary	5	\$40,289.60	\$51,563.20	\$52,000.00	\$63,800.00	\$80,000.00	\$57,530.56	\$52,000.00	\$15,063.44
Actual Lowest Base Salary	5	\$33,779.20	\$35,360.00	\$39,041.60	\$55,000.00	\$63,800.00	\$45,396.16	\$39,041.60	\$13,294.68

5.1.5 Telephone Operator/Receptionist

Job description

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

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

Answered 9 times

Skipped 11 times

Text input

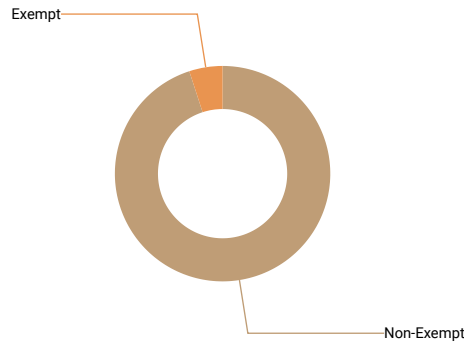
Results	
receptionist	1
secretary ii	1
commission clerk	1
communications rep	1
receptionist/admin assistant	1
telephone operator/receptionist	1
receptionist/switchboard operator	1
answers calls, greets guests, accepts deliveries	1
administrative support coordinator/switchboard operator	1

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



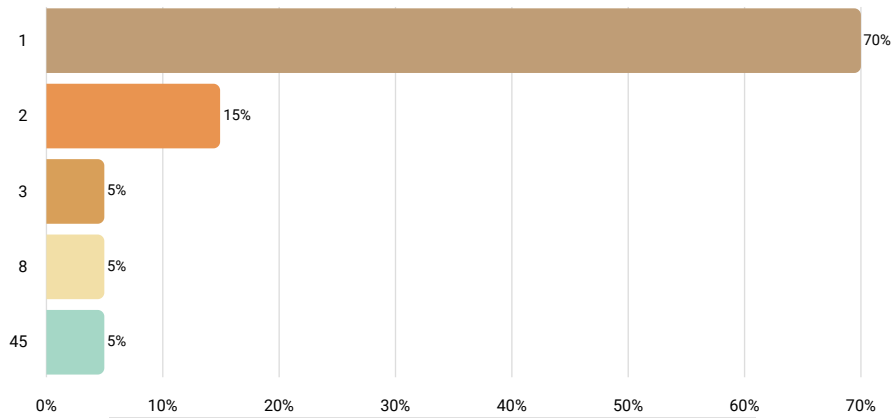
Results	%	N
Non-Exempt	95%	19
Exempt	5%	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



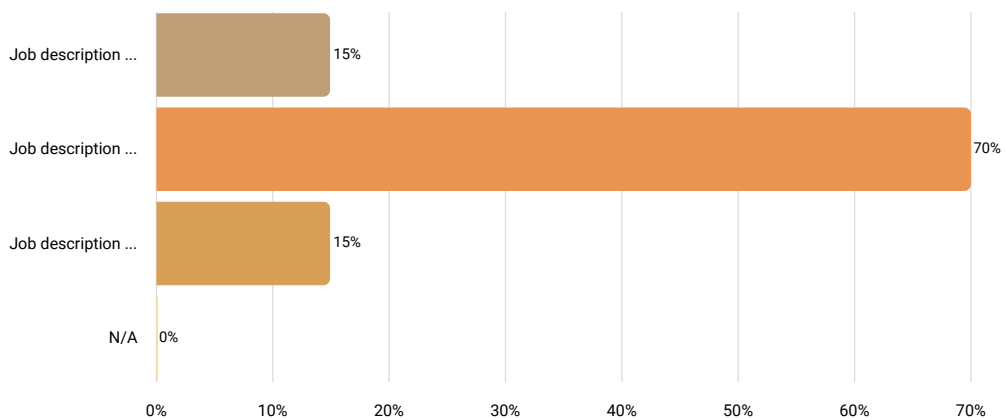
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5.5
Mean	3.8
Median	1
Standard deviation	9.83
Total/sum	76

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



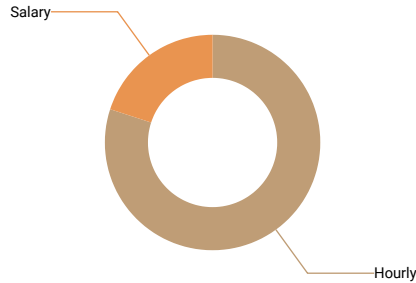
Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	3
Job description matches the position at your company very well	70%	14
Job description is perceptibly stronger than the position at your company	15%	3
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	16
Salary	20%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	14	\$13.37	\$15.81	\$17.63	\$19.50	\$20.00	\$17.18	\$17.63	\$2.51
Pay Range Maximum Rate	10	\$15.20	\$17.00	\$20.00	\$22.22	\$26.95	\$20.25	\$20.00	\$4.28
Pay Range Minimum Rate	10	\$9.92	\$11.56	\$14.76	\$16.00	\$17.60	\$14.11	\$14.76	\$2.82
Actual Highest Base Rate	13	\$13.37	\$16.00	\$17.00	\$19.00	\$20.00	\$17.39	\$17.00	\$2.48
Actual Lowest Base Rate	14	\$13.00	\$15.00	\$16.44	\$18.64	\$19.50	\$16.43	\$16.44	\$2.48
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.1.7 Dispatcher

Job description

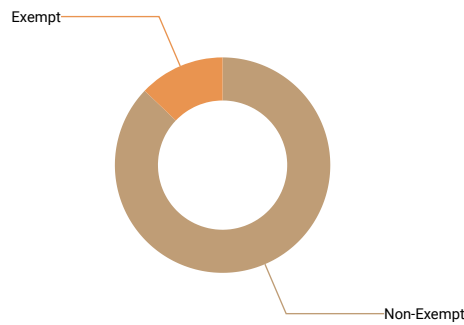
Schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers, or for normal installation, service, or emergency repairs rendered outside the place of business. Duties may include using radio, telephone, or computer to transmit assignments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

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



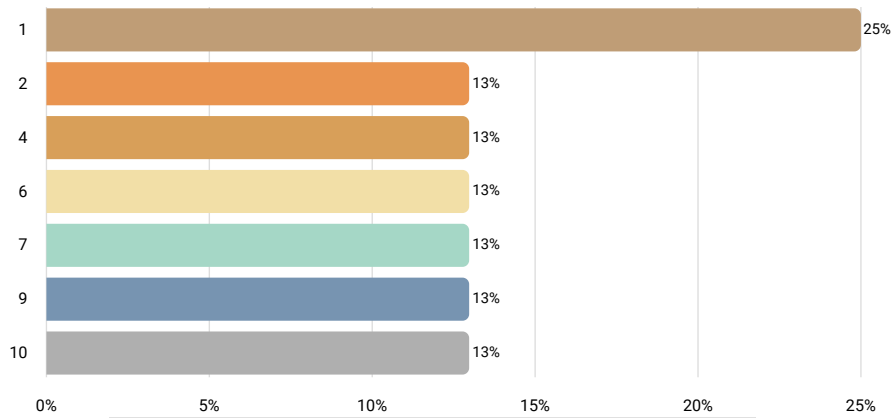
Results	%	N
Non-Exempt	88%	7
Exempt	13%	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



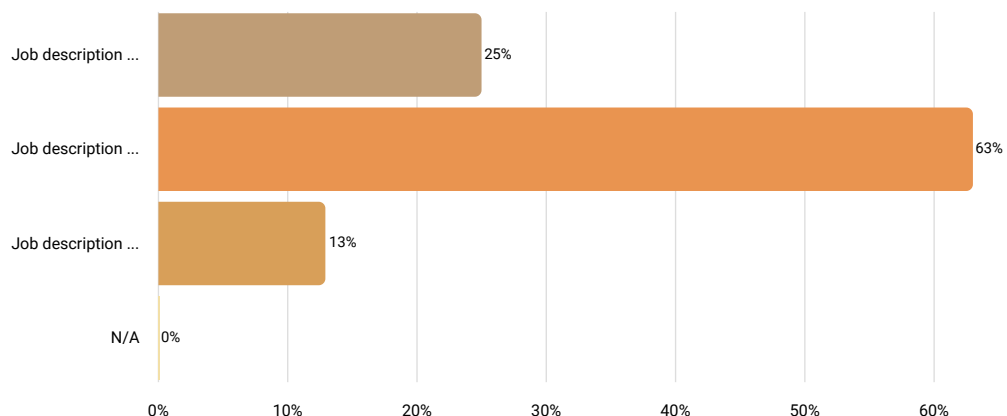
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	5
75th percentile	8
90th percentile	10
Mean	5
Median	5
Standard deviation	3.55
Total/sum	40

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



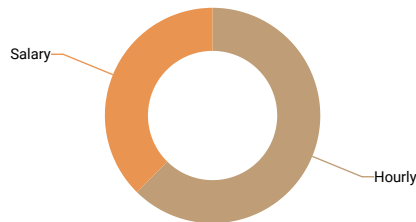
Results	%	N
Job description is perceptibly weaker than the position at your company	25%	2
Job description matches the position at your company very well	63%	5
Job description is perceptibly stronger than the position at your company	13%	1
N/A	0%	0

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
Actual Average Base Rate										
Pay Range Maximum Rate	5		\$23.10	\$23.79	\$31.90	\$37.59	\$39.00	\$31.08	\$31.90	\$7.46
Pay Range Minimum Rate	5		\$14.00	\$14.50	\$18.99	\$21.38	\$26.00	\$18.97	\$18.99	\$5.00
Actual Highest Base Rate										
Actual Lowest Base Rate										
Actual Average Base Salary										
Average Incentive Bonus or Other Cash Bonus (Annual)										
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Pay Range Maximum Salary										
Pay Range Minimum Salary										
Average Incentive Bonus or Other Bonus (Annual)										
Actual Highest Base Salary										
Actual Lowest Base Salary										

5.1.8 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 procedures and policies, which include documentation, retention, retrieval, destruction, and disaster recovery.

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

Answered 6 times

Skipped 4 times

Text input

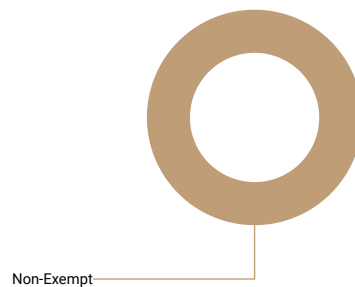
Results	
him tech	1
financial assistant	1
document control support	1
archivist, asst. archivist	1
records maintenance supervisor	1
to control and manage the release of new or revised documents.	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



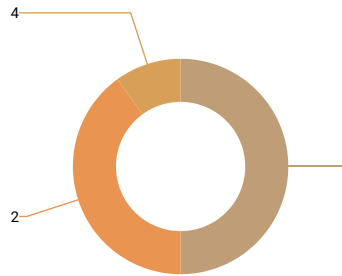
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



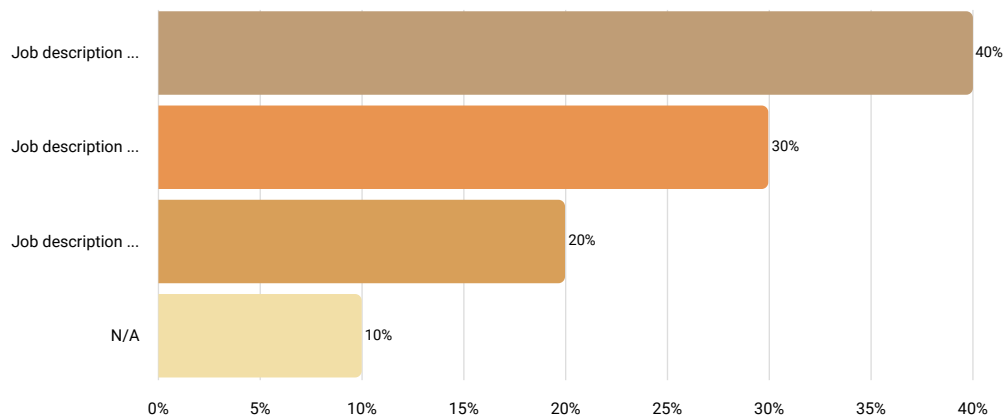
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	3
Mean	1.7
Median	1.5
Standard deviation	0.95
Total/sum	17

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



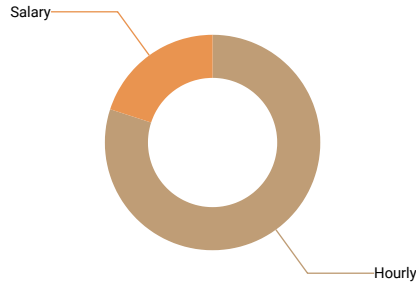
Results	%	N
Job description is perceptibly weaker than the position at your company	40%	4
Job description matches the position at your company very well	30%	3
Job description is perceptibly stronger than the position at your company	20%	2
N/A	10%	1

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	8
Salary	20%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$17.13	\$19.86	\$20.50	\$25.00	\$29.70	\$22.03	\$20.50	\$4.14
Pay Range Maximum Rate	7	\$19.00	\$20.00	\$22.00	\$34.00	\$40.83	\$26.83	\$22.00	\$8.29
Pay Range Minimum Rate	7	\$14.00	\$15.00	\$17.20	\$20.00	\$24.00	\$17.74	\$17.20	\$3.40
Actual Highest Base Rate	6	\$19.00	\$20.00	\$20.50	\$25.00	\$34.38	\$23.23	\$20.50	\$5.85
Actual Lowest Base Rate	6	\$15.34	\$19.71	\$20.00	\$25.00	\$25.00	\$20.84	\$20.00	\$3.68
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.1.10 Payroll Specialist

Job description

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

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

Answered 13 times

Skipped 19 times

Text input

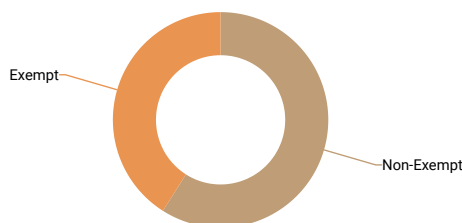
Results	
coord payroll	1
payroll clerk	1
payroll support	1
payroll specialist	1
payroll coordinator	1
payroll administrator	1
senior accountant payroll	1
human resources specialist	1
payroll/hris administrator	1
payroll & benefits specialist	1
payroll and benefits administrator	1
payroll/retirement benefit specialist	1
payroll/accounts payable administrator	1

FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



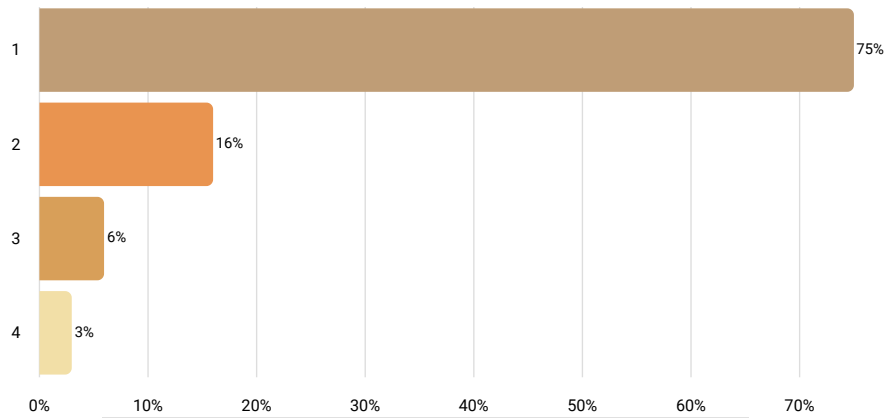
Results	%	N
Non-Exempt	59%	19
Exempt	41%	13

Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



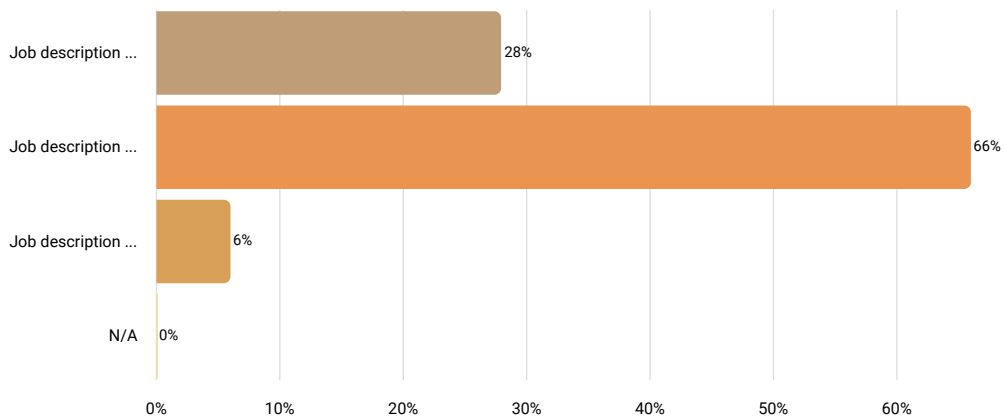
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1.38
Median	1
Standard deviation	0.75
Total/sum	44

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

Answered 32 times

Skipped 0 times

Select one answer (radio button)



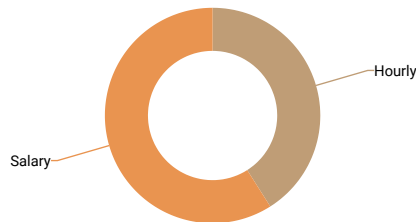
Results	%	N
Job description is perceptibly weaker than the position at your company	28%	9
Job description matches the position at your company very well	66%	21
Job description is perceptibly stronger than the position at your company	6%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	41%	13
Salary	59%	19

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$20.33	\$24.39	\$27.50	\$30.00	\$32.69	\$26.84	\$27.50	\$4.04
Pay Range Maximum Rate	8	\$25.00	\$27.47	\$30.50	\$39.98	\$40.83	\$32.71	\$30.50	\$6.57
Pay Range Minimum Rate	7	\$15.00	\$17.25	\$23.00	\$26.21	\$27.80	\$21.80	\$23.00	\$4.80
Actual Highest Base Rate	6	\$22.00	\$25.00	\$27.75	\$29.00	\$32.69	\$27.37	\$27.75	\$3.63
Actual Lowest Base Rate	7	\$18.00	\$22.00	\$27.50	\$32.69	\$37.90	\$27.30	\$27.50	\$6.61
Actual Average Base Salary	15	\$49,000.00	\$57,397.60	\$67,720.00	\$81,037.00	\$82,350.00	\$67,354.41	\$67,720.00	\$14,094.35
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$2,500.00	\$6,400.00	\$6,600.00	\$8,235.00	\$4,747.00	\$6,400.00	\$3,388.04
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	11	\$74,376.00	\$77,729.60	\$85,000.00	\$105,000.00	\$118,887.00	\$90,930.24	\$85,000.00	\$20,544.37
Pay Range Minimum Salary	11	\$45,822.40	\$47,584.00	\$60,000.00	\$80,288.00	\$81,328.00	\$97,226.40	\$60,000.00	\$117,889.43
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	14	\$52,920.00	\$63,000.00	\$72,500.00	\$82,350.00	\$83,775.00	\$70,630.74	\$72,500.00	\$13,484.62
Actual Lowest Base Salary	13	\$50,044.80	\$52,920.00	\$65,000.00	\$78,300.00	\$82,350.00	\$65,575.72	\$65,000.00	\$14,761.97

5.1.11 Security Assistant

Job description

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

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

Answered 5 times

Skipped 4 times

Text input

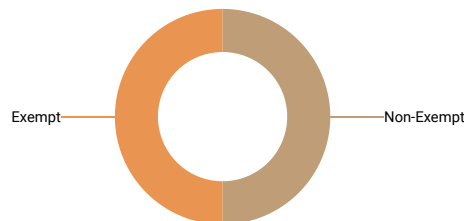
Results	
security officer	1
security generalist	1
security administrator	1
comsec custodian/admin assistant	1
security administrative specialist/coordinator	1

FLSA Status

Answered 8 times

Skipped 1 times

Select one answer (radio button)



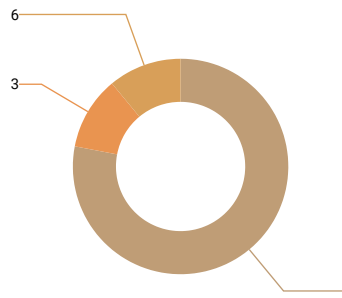
Results	%	N
Non-Exempt	50%	4
Exempt	50%	4

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



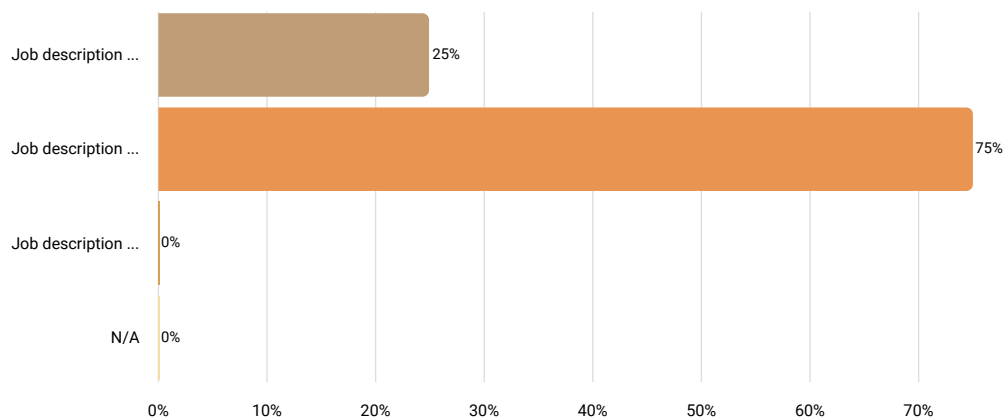
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	6
Mean	1.78
Median	1
Standard deviation	1.72
Total/sum	16

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

Answered 8 times

Skipped 1 times

Select one answer (radio button)



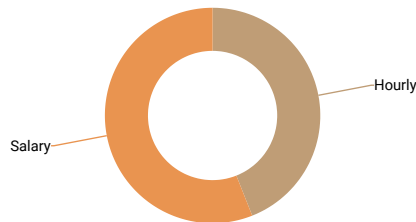
Results	%	N
Job description is perceptibly weaker than the position at your company	25%	2
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	4
Salary	56%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$29,010.80	\$63,000.00	\$64,900.00	\$85,280.00	\$100,000.00	\$68,438.16	\$64,900.00	\$26,816.07
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$44,075.20	\$64,900.00	\$80,000.00	\$85,280.00	\$146,057.00	\$84,062.44	\$80,000.00	\$38,169.00
Pay Range Minimum Salary	5	\$26,020.80	\$47,653.00	\$60,000.00	\$64,900.00	\$85,280.00	\$56,770.76	\$60,000.00	\$21,897.39
Actual Highest Base Salary	5	\$34,881.60	\$63,000.00	\$64,900.00	\$85,280.00	\$100,000.00	\$69,612.32	\$64,900.00	\$24,703.44
Actual Lowest Base Salary	5	\$13,010.40	\$63,000.00	\$64,900.00	\$85,280.00	\$100,000.00	\$65,238.08	\$64,900.00	\$32,950.43

5.1.12 Clerk, General

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

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

Answered 5 times

Skipped 5 times

Text input

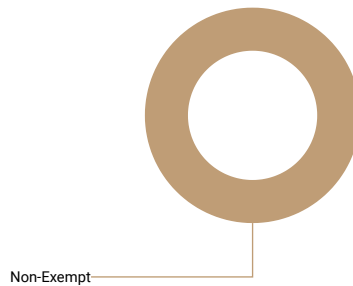
Results	
receptionist	1
general clerk ii	1
brewery coordinator	1
inventory control coordinator	1
license clerk, solid waste clerk, revenue clerk, appraisal clerk, probate clerk, records clerk, administrative secretary	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



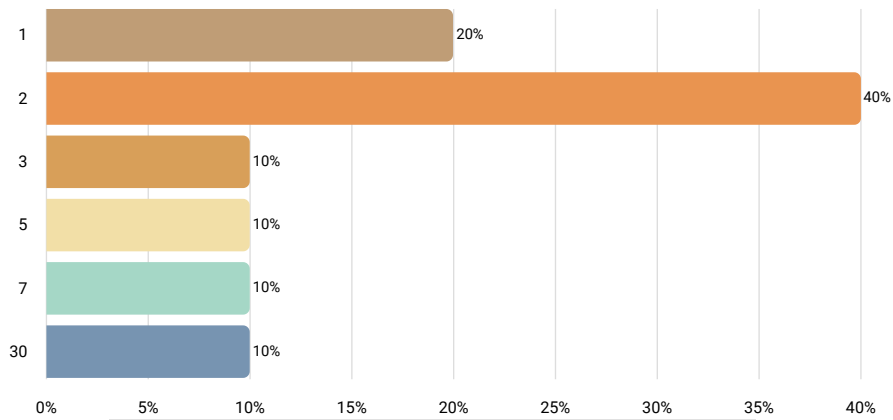
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



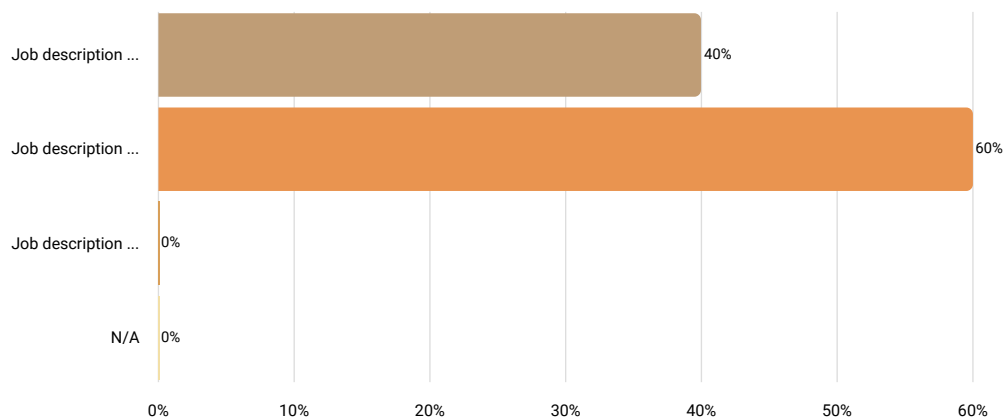
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	5
90th percentile	18.5
Mean	5.5
Median	2
Standard deviation	8.81
Total/sum	55

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



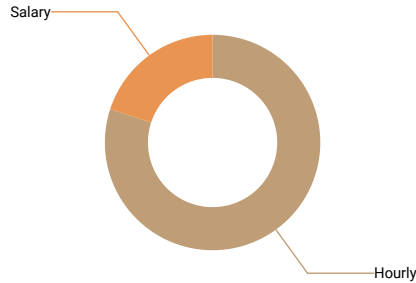
Results	%	N
Job description is perceptibly weaker than the position at your company	40%	4
Job description matches the position at your company very well	60%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	8
Salary	20%	2

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate										
Pay Range Maximum Rate	6		\$19.00	\$19.80	\$21.00	\$29.80	\$31.90	\$23.75	\$21.00	\$5.63
Pay Range Minimum Rate	6		\$13.28	\$15.00	\$15.69	\$17.00	\$17.75	\$15.73	\$15.69	\$1.62
Actual Highest Base Rate										
Actual Lowest Base Rate										
Actual Average Base Salary										
Average Incentive Bonus or Other Cash Bonus (Annual)										
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Pay Range Maximum Salary										
Pay Range Minimum Salary										
Actual Highest Base Salary										
Actual Lowest Base Salary										

5.1.13 Accounts Receivable Clerk

Job description

Compute, classify, and record accounts receivable data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

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

Answered 5 times

Skipped 11 times

Text input

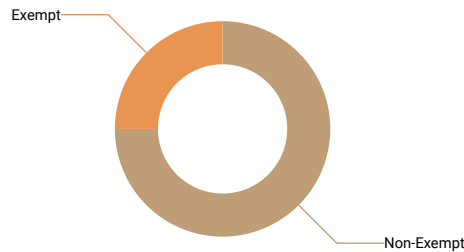
Results	
credit analyst	1
accounts receivable	1
accts receivable assistant	1
accounting specialist - receivables	1
our accounts receivable clerk is also our accounts payable and collections clerk	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



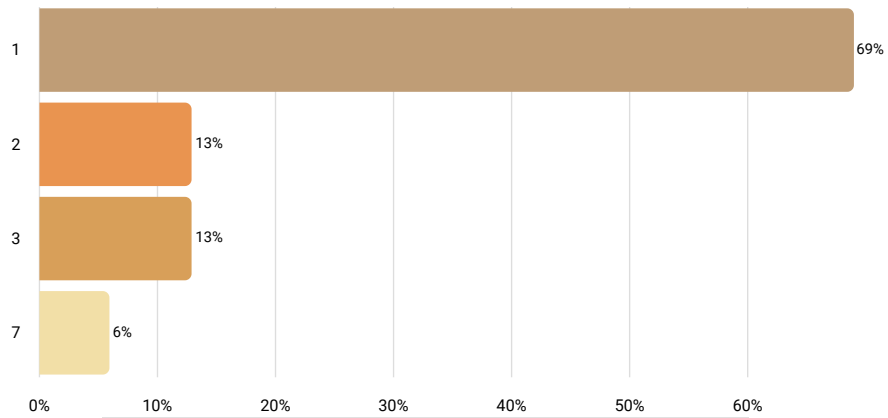
Results	%	N
Non-Exempt	75%	12
Exempt	25%	4

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



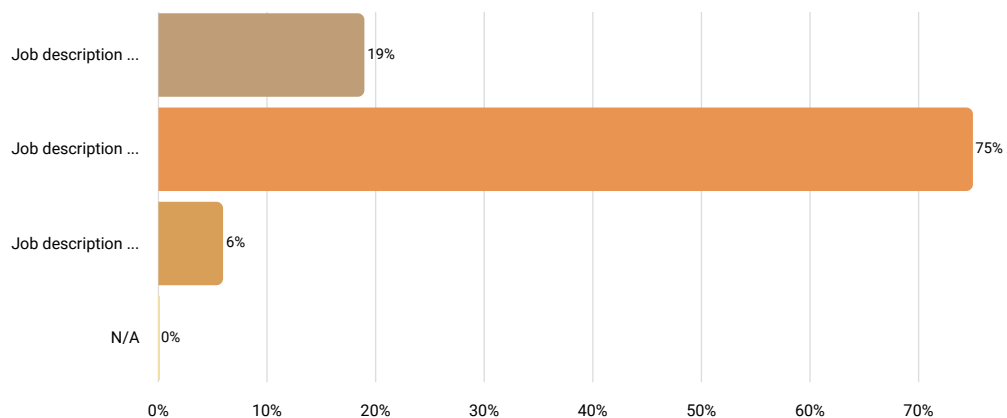
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.75
Median	1
Standard deviation	1.57
Total/sum	28

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



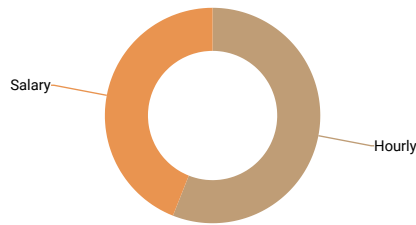
Results	%	N
Job description is perceptibly weaker than the position at your company	19%	3
Job description matches the position at your company very well	75%	12
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	56%	9
Salary	44%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$18.96	\$21.00	\$21.00	\$24.49	\$27.83	\$22.40	\$21.00	\$2.93
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	6	\$21.00	\$21.00	\$24.24	\$25.00	\$27.83	\$23.89	\$24.24	\$2.60
Actual Lowest Base Rate	6	\$16.69	\$18.00	\$20.50	\$24.49	\$27.83	\$21.33	\$20.50	\$4.16
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.1.14 Accounts Payable Clerk

Job description

Compute, classify, and record accounts payable data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

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

Answered 8 times

Skipped 23 times

Text input

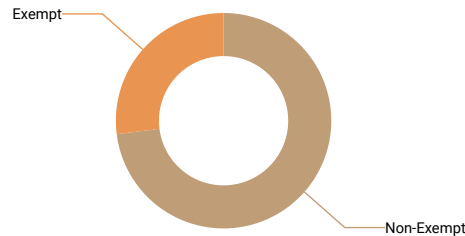
Results	
accounts payable specialist	2
ap technician	1
accounting clerk	1
accounts payable	1
accounting specialist	1
accounting & hr specialist	1
accounts payable assistant	1

FLSA Status

Answered 30 times

Skipped 1 times

Select one answer (radio button)



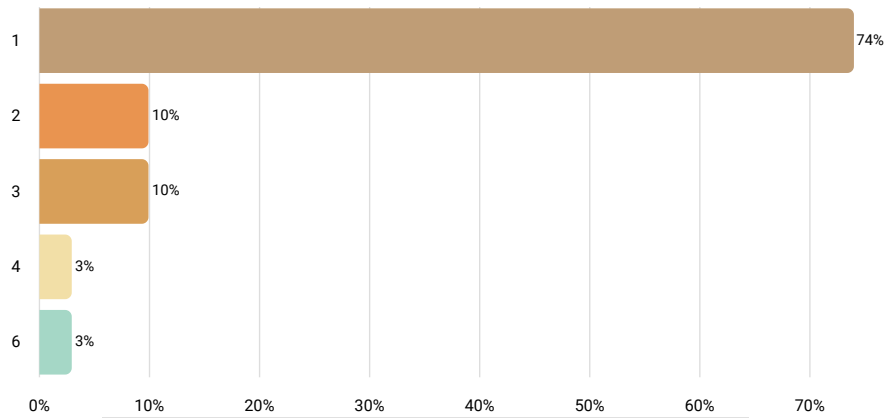
Results	%	N
Non-Exempt	73%	22
Exempt	27%	8

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



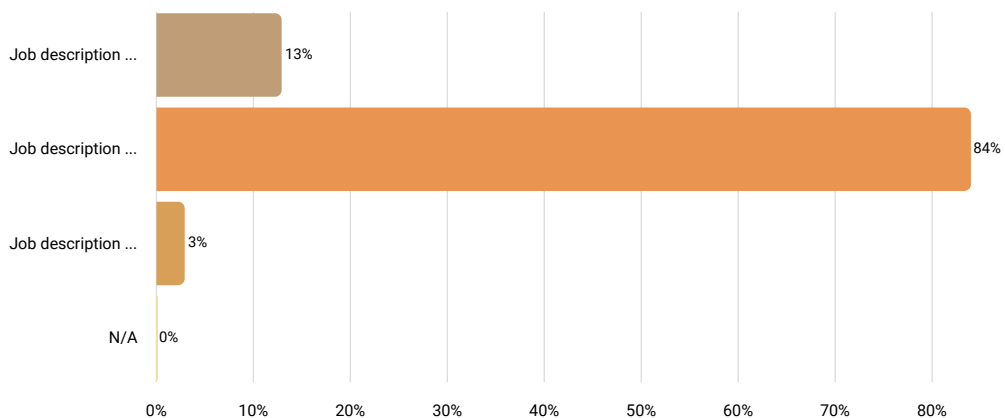
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.55
Median	1
Standard deviation	1.15
Total/sum	48

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

Answered 31 times

Skipped 0 times

Select one answer (radio button)



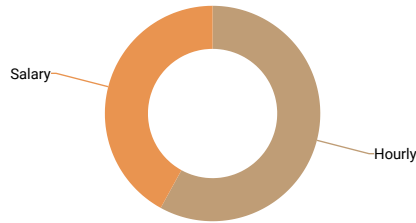
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	4
Job description matches the position at your company very well	84%	26
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	58%	18
Salary	42%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	11	\$20.00	\$20.37	\$22.44	\$25.00	\$26.37	\$23.41	\$22.44	\$4.63
Pay Range Maximum Rate	11	\$24.00	\$26.93	\$27.65	\$35.11	\$35.19	\$29.05	\$27.65	\$5.97
Pay Range Minimum Rate	10	\$16.43	\$18.00	\$21.03	\$22.00	\$24.71	\$20.56	\$21.03	\$3.07
Actual Highest Base Rate	11	\$20.00	\$21.00	\$23.00	\$26.08	\$26.37	\$23.99	\$23.00	\$4.55
Actual Lowest Base Rate	11	\$18.53	\$20.00	\$22.41	\$25.00	\$26.37	\$22.92	\$22.41	\$5.18
Actual Average Base Salary	10	\$35,833.50	\$40,403.00	\$48,500.00	\$65,400.00	\$82,204.50	\$54,383.00	\$48,500.00	\$17,580.68
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	7	\$35,998.00	\$39,171.00	\$60,000.00	\$105,000.00	\$146,057.00	\$69,615.14	\$60,000.00	\$41,220.46
Pay Range Minimum Salary	6	\$27,979.00	\$43,630.00	\$51,326.50	\$60,000.00	\$66,853.00	\$50,185.83	\$51,326.50	\$13,710.04
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	9	\$33,187.00	\$43,680.00	\$50,000.00	\$65,400.00	\$101,000.00	\$57,670.00	\$50,000.00	\$21,758.91
Actual Lowest Base Salary	9	\$33,187.00	\$40,403.00	\$50,000.00	\$65,400.00	\$80,409.00	\$52,736.67	\$50,000.00	\$16,497.25

5.1.15 Administrative Assistant or Secretary

Job description

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

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

Answered 13 times

Skipped 28 times

Text input

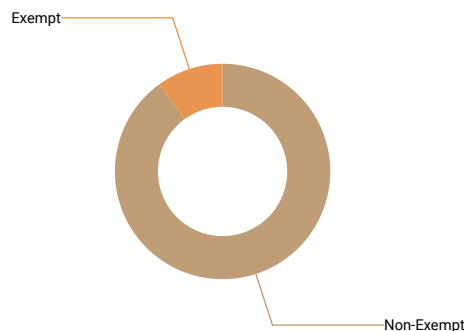
Results	
secretary ii	1
admin assistant	1
office administrator	1
operations coordinator	1
administrative assistant	1
administrator specialist	1
administrative coordinator	1
general affairs specialist	1
accounts receivable, accounts clerk	1
receptionist/administrative assistant	1
engineering support assistant, administrative secretary	1
does not draft correspondence or schedule for office. added responsibility for cleanliness and organization of office.	1
prepares documents and forms to move goods efficiently through import and export steps and procedures. reviews paperwork and documents to ensure shipping, handling, storage charges, and customs fees are billed correctly. maintains a database that tracks merchandise. processes claims on merchandise shortages and overages. performs other duties as assigned.	1

FLSA Status

Answered 40 times

Skipped 1 times

Select one answer (radio button)



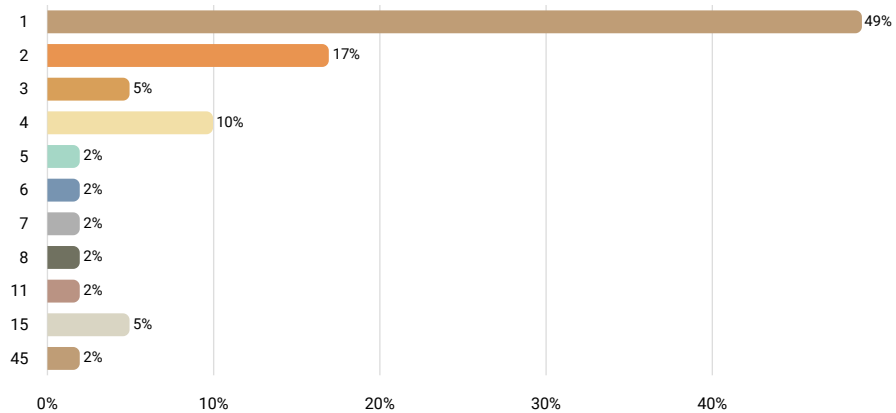
Results	%	N
Non-Exempt	90%	36
Exempt	10%	4

Number of Employees Currently in This Position

Answered 41 times

Skipped 0 times

Number input



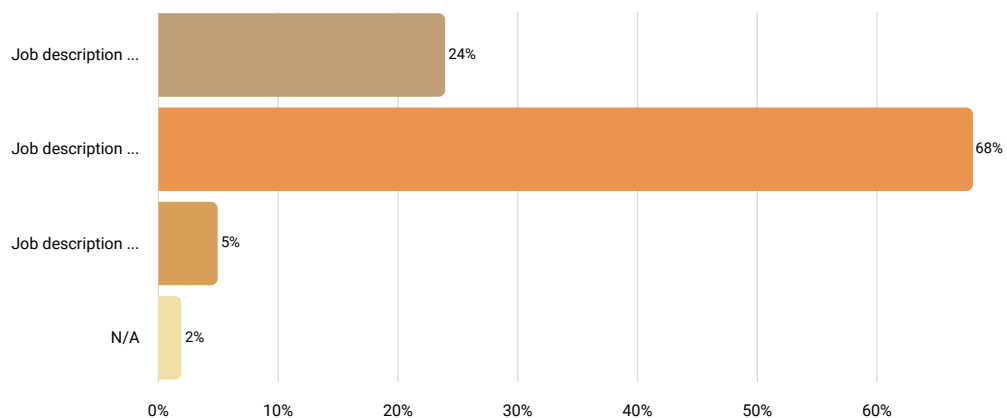
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	8
Mean	4.1
Median	2
Standard deviation	7.44
Total/sum	168

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

Answered 41 times

Skipped 0 times

Select one answer (radio button)



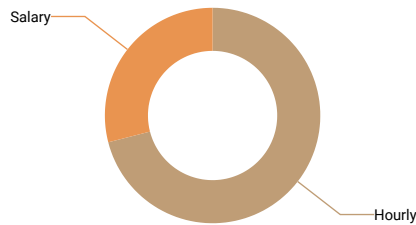
Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	10
Job description matches the position at your company very well	68%	28
Job description is perceptibly stronger than the position at your company	5%	2
N/A	2%	1

Is this position paid an hourly rate or annual salary?

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	71%	29
Salary	29%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	25	\$17.00	\$19.31	\$22.71	\$25.49	\$30.42	\$22.90	\$22.71	\$4.97
Pay Range Maximum Rate	21	\$19.00	\$23.00	\$27.00	\$31.90	\$35.11	\$27.16	\$27.00	\$7.08
Pay Range Minimum Rate	21	\$12.96	\$17.25	\$18.12	\$20.00	\$21.86	\$18.00	\$18.12	\$4.25
Actual Highest Base Rate	20	\$18.79	\$21.14	\$25.17	\$27.83	\$32.72	\$24.90	\$25.17	\$5.48
Actual Lowest Base Rate	21	\$14.00	\$18.00	\$19.76	\$22.90	\$25.48	\$19.79	\$19.76	\$4.47
Actual Average Base Salary	11	\$43,441.00	\$43,804.00	\$46,508.00	\$64,724.00	\$67,373.54	\$55,477.12	\$46,508.00	\$17,371.76
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$2.00	\$4.00	\$16.00	\$17.00	\$22.00	\$12.20	\$16.00	\$8.73
Pay Range Maximum Salary	8	\$44,742.00	\$50,460.00	\$64,022.80	\$82,149.50	\$167,689.00	\$75,711.95	\$64,022.80	\$39,882.93
Pay Range Minimum Salary	8	\$29,828.00	\$32,728.60	\$37,180.00	\$48,410.00	\$54,336.00	\$40,100.15	\$37,180.00	\$9,422.07
Average Incentive Bonus or Other Bonus (Annual)	9	\$600.00	\$1,000.00	\$2,392.00	\$2,500.00	\$4,700.00	\$2,003.00	\$2,392.00	\$1,286.92
Actual Highest Base Salary	10	\$42,938.00	\$46,508.00	\$56,139.20	\$70,897.32	\$86,394.00	\$60,179.17	\$56,139.20	\$17,641.37
Actual Lowest Base Salary	10	\$25,240.80	\$40,000.00	\$45,156.00	\$63,849.76	\$82,112.00	\$50,651.50	\$45,156.00	\$22,248.72

5.1.16 Executive Assistant or Executive Secretary

Job description

Provide high-level administrative support by conducting research, preparing statistical reports, and handling information requests, as well as performing routine administrative functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff.

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

Answered 8 times

Skipped 21 times

Text input

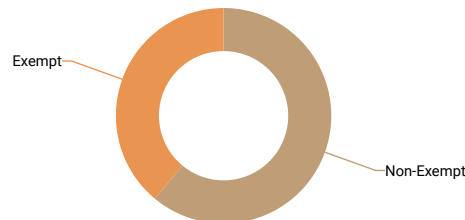
Results	
executive assistant	2
administrative aide	1
program support analyst	1
associate office manager	1
executive administrative specialist	1
grants, community relations, and legal specialist	1
no research and preparation of statistical reports	1

FLSA Status

Answered 28 times

Skipped 1 times

Select one answer (radio button)



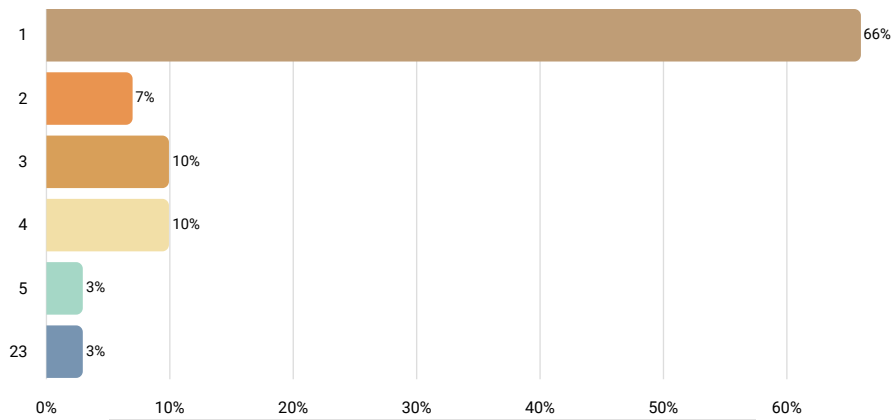
Results	%	N
Non-Exempt	61%	17
Exempt	39%	11

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



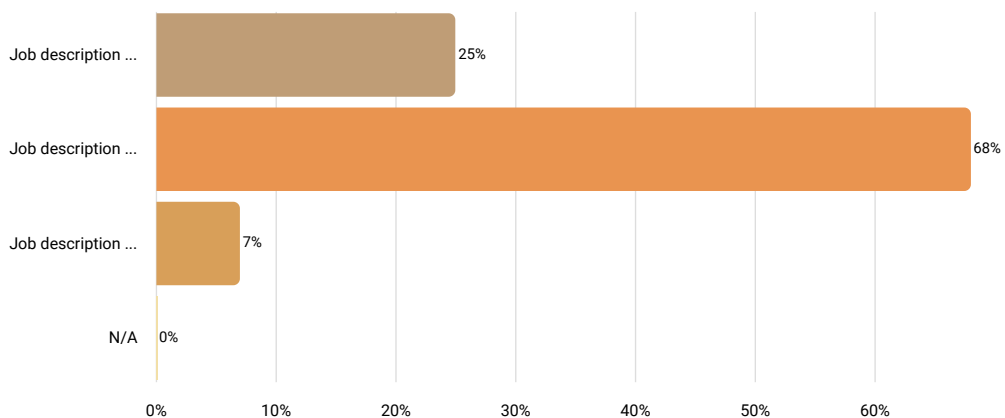
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2.48
Median	1
Standard deviation	4.13
Total/sum	72

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

Answered 28 times

Skipped 1 times

Select one answer (radio button)



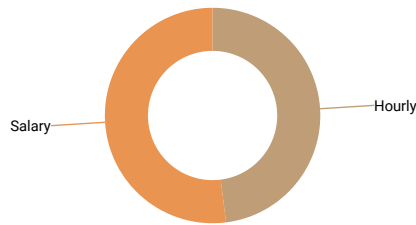
Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	7
Job description matches the position at your company very well	68%	19
Job description is perceptibly stronger than the position at your company	7%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	48%	14
Salary	52%	15

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	11	\$25.20	\$28.05	\$29.67	\$32.78	\$41.85	\$31.20	\$29.67	\$6.16
Pay Range Maximum Rate	8	\$15.00	\$25.08	\$28.50	\$35.09	\$52.25	\$30.57	\$28.50	\$11.30
Pay Range Minimum Rate	8	\$18.19	\$20.00	\$24.50	\$26.11	\$31.11	\$23.81	\$24.50	\$4.27
Actual Highest Base Rate	10	\$25.10	\$28.05	\$30.89	\$36.62	\$48.14	\$33.77	\$30.89	\$9.11
Actual Lowest Base Rate	12	\$19.00	\$21.06	\$25.10	\$28.13	\$32.78	\$24.27	\$25.10	\$9.80
Actual Average Base Salary	15	\$59,280.00	\$65,000.00	\$73,009.00	\$76,936.00	\$91,609.00	\$72,249.20	\$73,009.00	\$10,872.97
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	11	\$55,718.00	\$60,000.00	\$78,178.82	\$104,501.00	\$105,000.00	\$86,569.87	\$78,178.82	\$32,617.87
Pay Range Minimum Salary	11	\$39,769.60	\$42,468.00	\$60,000.00	\$70,000.00	\$71,843.20	\$58,097.38	\$60,000.00	\$15,924.23
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	14	\$64,000.00	\$65,004.00	\$75,220.80	\$91,609.00	\$96,005.00	\$78,366.45	\$75,220.80	\$13,649.43
Actual Lowest Base Salary	14	\$50,000.00	\$59,000.00	\$64,848.68	\$74,568.00	\$91,609.00	\$66,261.14	\$64,848.68	\$14,465.86

Technician

5.2.1 Engineering Technician - Level 1

Job description

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

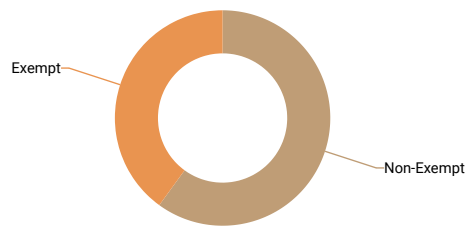
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



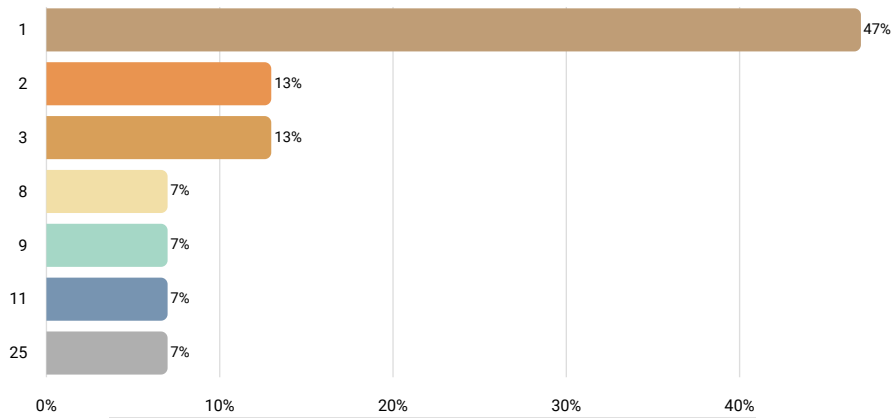
Results	%	N
Non-Exempt	60%	9
Exempt	40%	6

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



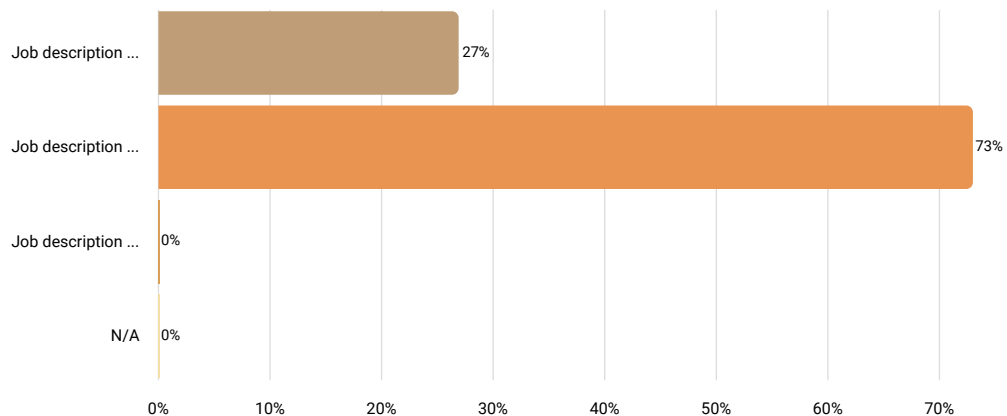
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	8
90th percentile	11
Mean	4.67
Median	2
Standard deviation	6.53
Total/sum	70

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



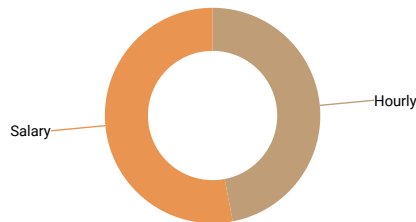
Results	%	N
Job description is perceptibly weaker than the position at your company	27%	4
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	47%	7
Salary	53%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$16.75	\$18.60	\$26.00	\$30.00	\$34.51	\$25.36	\$26.00	\$6.16
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$16.75	\$20.00	\$27.00	\$30.00	\$34.51	\$25.65	\$27.00	\$7.25
Actual Lowest Base Rate	5	\$14.50	\$17.00	\$25.00	\$27.25	\$34.51	\$23.65	\$25.00	\$8.07
Actual Average Base Salary	7	\$44,408.00	\$54,363.00	\$73,571.91	\$92,500.00	\$104,505.00	\$72,023.13	\$73,571.91	\$21,489.72
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	5	\$63,989.73	\$66,761.00	\$70,000.00	\$89,656.00	\$117,553.00	\$81,591.95	\$70,000.00	\$22,485.52
Pay Range Minimum Salary	5	\$36,357.82	\$37,570.00	\$60,000.00	\$74,713.00	\$78,369.00	\$57,401.96	\$60,000.00	\$19,888.45
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	5	\$48,880.00	\$54,363.00	\$76,814.00	\$92,500.00	\$124,864.00	\$79,484.20	\$76,814.00	\$30,836.50
Actual Lowest Base Salary	5	\$1.00	\$54,363.00	\$61,200.00	\$92,500.00	\$399,360.00	\$121,484.80	\$61,200.00	\$158,865.24

5.2.2 Engineering Technician - Level 2

Job description

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

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

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

Answered 5 times

Skipped 11 times

Text input

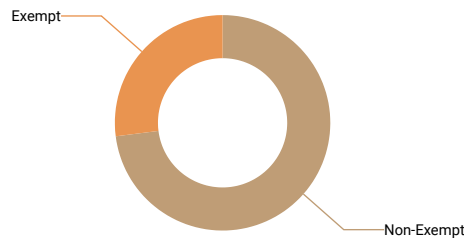
Results	
process tech	1
engineer tech ii	1
test technician ii	1
also requires a bachelor's degree.	1
technician - integration engineering ii	1

FLSA Status

Answered 15 times

Skipped 1 times

Select one answer (radio button)



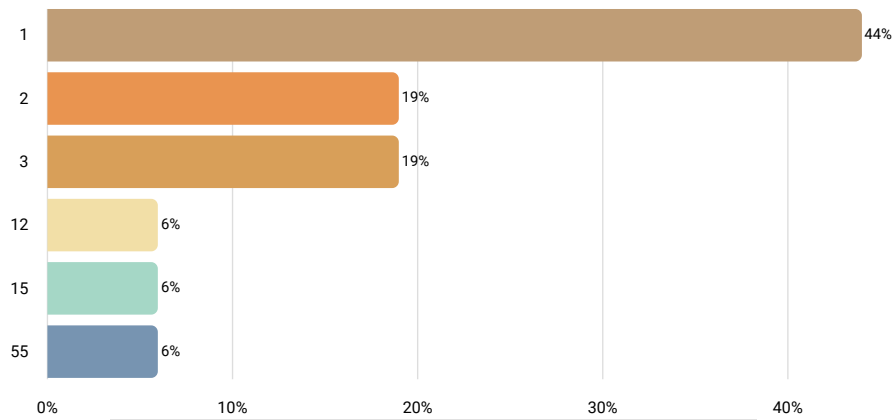
Results	%	N
Non-Exempt	73%	11
Exempt	27%	4

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



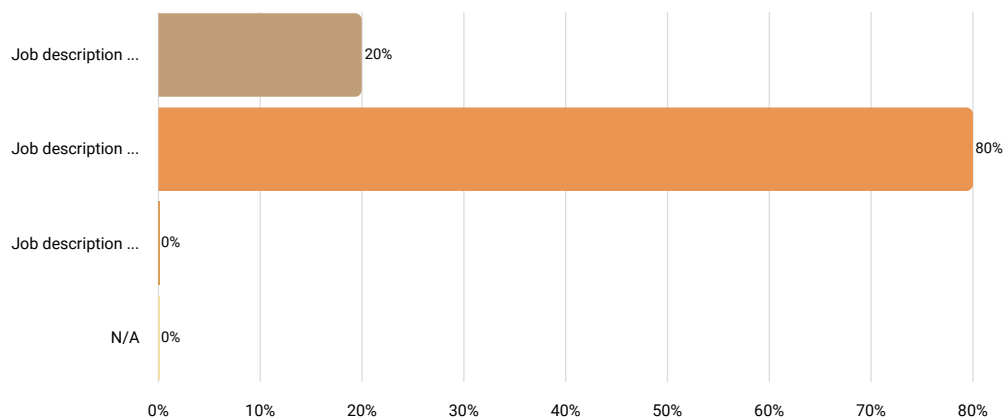
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	15
Mean	6.5
Median	2
Standard deviation	13.57
Total/sum	104

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

Answered 15 times

Skipped 1 times

Select one answer (radio button)



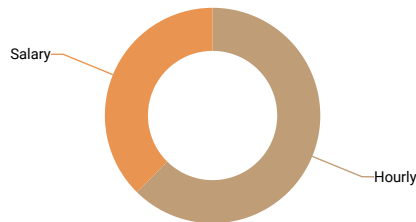
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	3
Job description matches the position at your company very well	80%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	63%	10
Salary	38%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	9	\$20.40	\$29.21	\$30.99	\$33.00	\$40.00	\$30.17	\$30.99	\$6.37
Pay Range Maximum Rate	6	\$23.00	\$29.47	\$36.75	\$40.33	\$44.36	\$35.11	\$36.75	\$7.95
Pay Range Minimum Rate	6	\$19.00	\$23.00	\$25.92	\$28.50	\$29.47	\$25.30	\$25.92	\$3.86
Actual Highest Base Rate	8	\$20.40	\$27.61	\$31.24	\$35.08	\$40.00	\$31.03	\$31.24	\$6.11
Actual Lowest Base Rate	8	\$18.50	\$24.17	\$29.34	\$33.86	\$40.00	\$29.16	\$29.34	\$7.13
Actual Average Base Salary	5	\$57,000.00	\$87,500.00	\$101,000.00	\$103,136.00	\$125,000.00	\$94,727.20	\$101,000.00	\$25,010.36
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.2.3 Engineering Technician - Level 3

Job description

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

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

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

Answered 5 times

Skipped 15 times

Text input

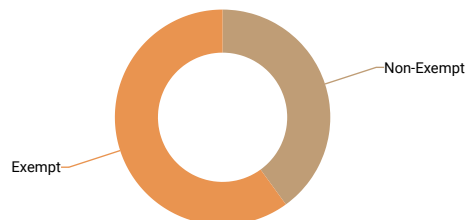
Results	
designer	1
test technician iii	1
operations research analyst	1
technician - integration engineering iii	1
level 3: requires 3 to 10 years of experience and a bachelor's or master's degree in the applicable discipline.	
	1

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



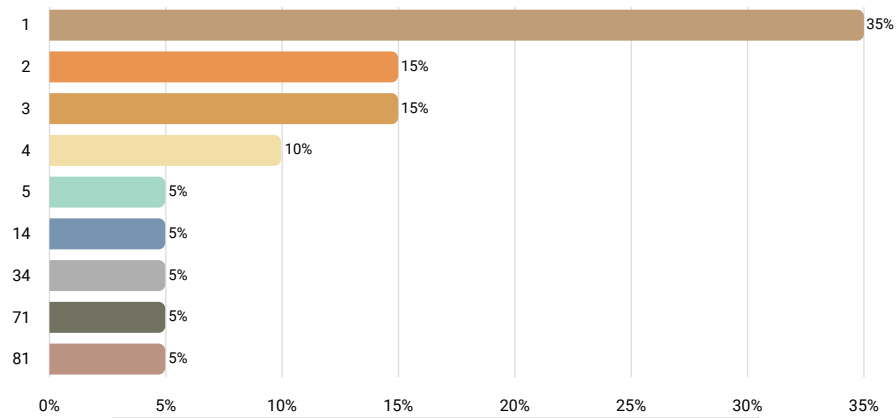
Results	%	N
Non-Exempt	40%	8
Exempt	60%	12

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



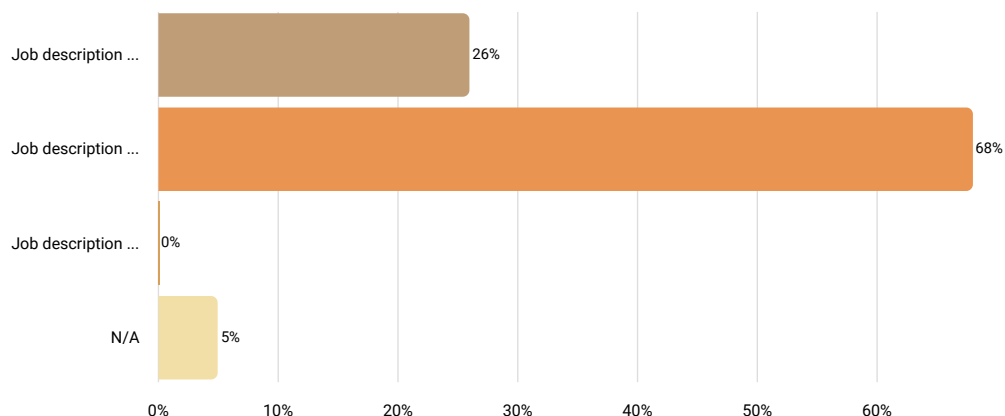
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	4.5
90th percentile	52.5
Mean	11.75
Median	2.5
Standard deviation	23.28
Total/sum	235

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

Answered 19 times

Skipped 1 times

Select one answer (radio button)



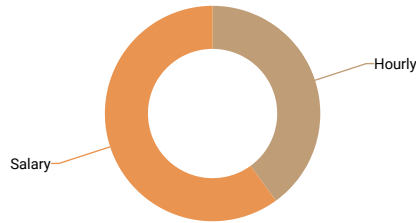
Results		
	%	N
Job description is perceptibly weaker than the position at your company	26%	5
Job description matches the position at your company very well	68%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	8
Salary	60%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$25.57	\$31.63	\$34.26	\$42.39	\$44.00	\$34.98	\$34.26	\$6.35
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	6	\$26.92	\$32.26	\$38.56	\$44.00	\$54.77	\$39.18	\$38.56	\$9.67
Actual Lowest Base Rate	6	\$21.00	\$23.91	\$29.24	\$31.00	\$44.00	\$29.73	\$29.24	\$7.95
Actual Average Base Salary	10	\$60,237.50	\$71,700.00	\$85,362.00	\$110,011.00	\$147,100.00	\$95,118.70	\$85,362.00	\$32,425.29
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$73,508.00	\$90,000.00	\$100,000.00	\$137,020.00	\$142,621.00	\$108,629.80	\$100,000.00	\$30,068.63
Pay Range Minimum Salary	5	\$44,085.00	\$71,000.00	\$78,000.00	\$91,346.00	\$97,115.00	\$76,309.20	\$78,000.00	\$20,787.21
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	8	\$60,000.00	\$70,237.50	\$100,995.00	\$140,039.00	\$183,000.00	\$108,192.88	\$100,995.00	\$43,619.97
Actual Lowest Base Salary	8	\$60,000.00	\$66,237.50	\$99,481.50	\$114,005.50	\$144,200.00	\$95,456.13	\$99,481.50	\$29,931.81

5.2.4 Quality Control Technician - Level 1

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

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

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

Answered 7 times

Skipped 13 times

Text input

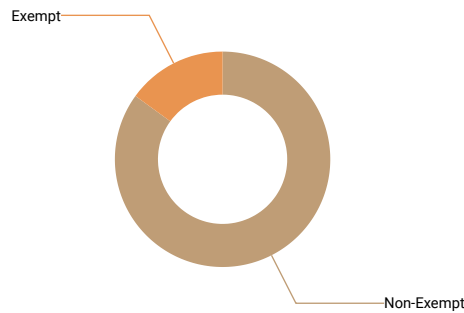
Results	
quality auditor	1
quality control	1
quality inspector	1
quality lab technician	1
quality assurance technician	1
hi-rel qc inspector, quality control inspector	1
description is correct but missing responsibilities. our qc packs shipments and keeps up with total counts.	1

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



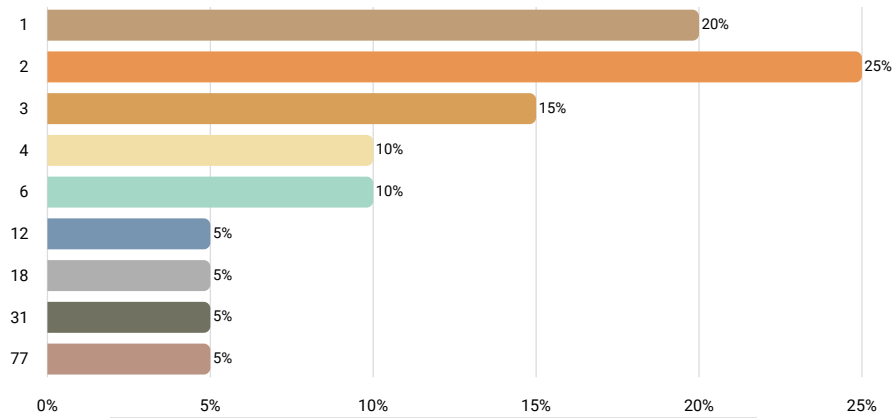
Results	%	N
Non-Exempt	85%	17
Exempt	15%	3

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



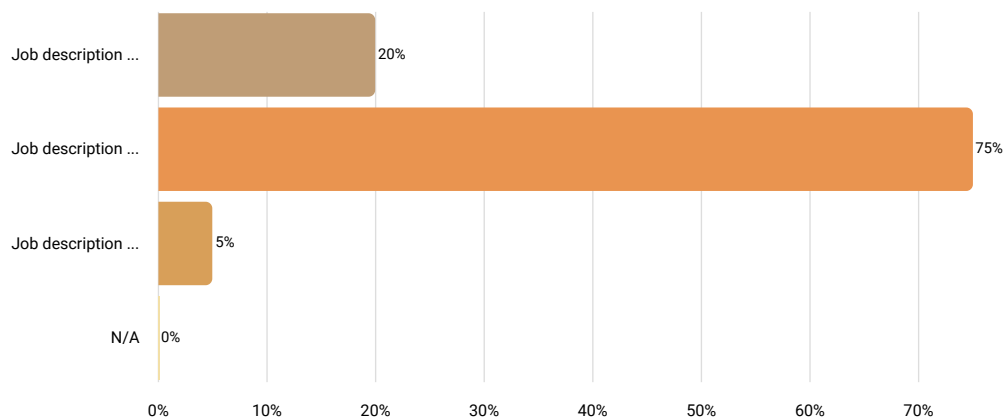
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	24.5
Mean	9.05
Median	3
Standard deviation	17.58
Total/sum	181

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

Answered 20 times

Skipped 0 times

Select one answer (radio button)



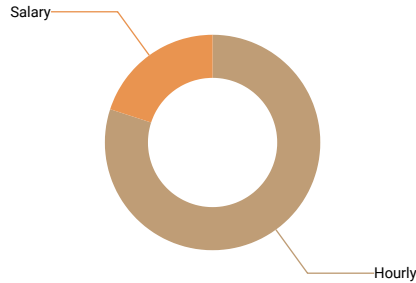
Results	%	N
Job description is perceptibly weaker than the position at your company	20%	4
Job description matches the position at your company very well	75%	15
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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	Standard deviation
Actual Average Base Rate	14	\$15.83	\$19.00	\$21.79	\$23.27	\$29.29	\$22.42	\$21.79	\$5.96
Pay Range Maximum Rate	8	\$17.00	\$19.58	\$23.38	\$26.22	\$38.00	\$24.17	\$23.38	\$6.64
Pay Range Minimum Rate	8	\$15.00	\$15.93	\$18.50	\$24.19	\$28.61	\$20.10	\$18.50	\$5.12
Actual Highest Base Rate	14	\$16.50	\$22.30	\$22.88	\$24.40	\$29.96	\$23.65	\$22.88	\$5.98
Actual Lowest Base Rate	14	\$15.00	\$17.00	\$19.95	\$21.94	\$27.94	\$20.37	\$19.95	\$5.18
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	5	\$50.00	\$100.00	\$473.00	\$1,966.00	\$5,000.00	\$1,517.80	\$473.00	\$2,096.59
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.2.5 Quality Control Technician - Level 2

Job description

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

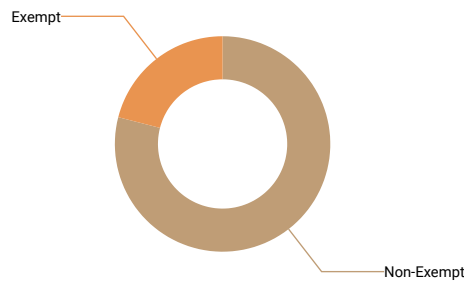
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assigned work.

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



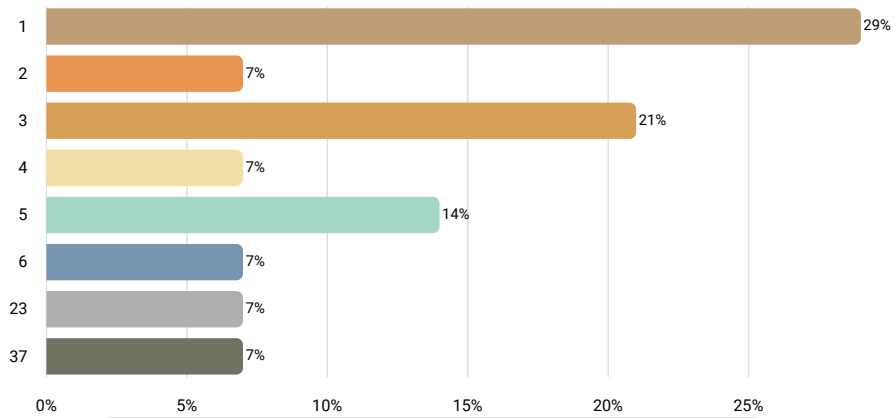
Results	%	N
Non-Exempt	79%	11
Exempt	21%	3

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



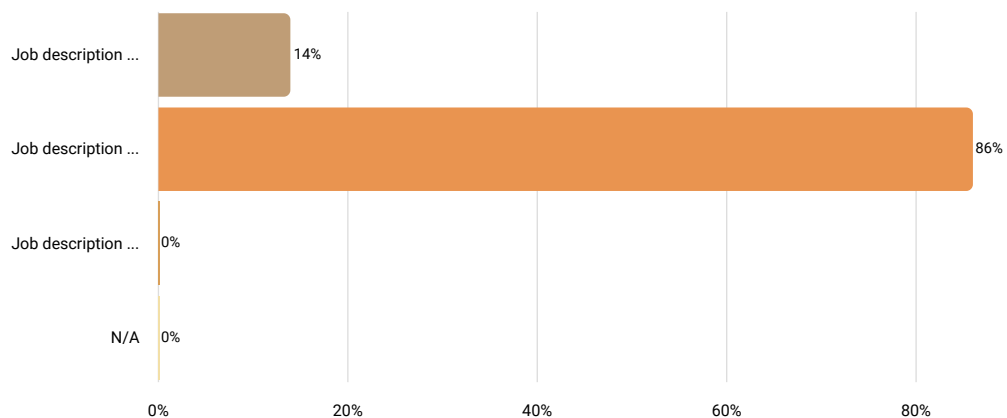
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	23
Mean	6.79
Median	3
Standard deviation	10.34
Total/sum	95

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



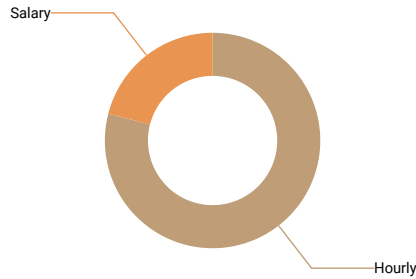
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	2
Job description matches the position at your company very well	86%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Rate	10	\$20.00	\$21.64	\$25.16	\$28.00	\$31.49	\$25.32	\$25.16	\$4.43
Pay Range Maximum Rate	7	\$22.00	\$23.75	\$26.00	\$28.45	\$30.38	\$26.15	\$26.00	\$2.87
Pay Range Minimum Rate	6	\$17.00	\$18.00	\$20.75	\$25.52	\$28.45	\$21.75	\$20.75	\$4.56
Actual Highest Base Rate	10	\$21.00	\$22.07	\$27.05	\$29.40	\$35.69	\$27.12	\$27.05	\$6.02
Actual Lowest Base Rate	9	\$19.00	\$20.80	\$23.08	\$26.26	\$30.68	\$23.78	\$23.08	\$3.96
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.2.6 Quality Control Technician - Level 3

Job description

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

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

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

Answered 5 times

Skipped 6 times

Text input

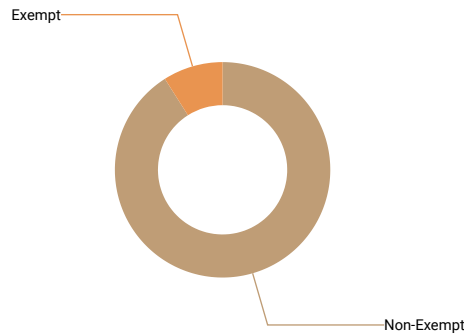
Results	
quality lead	1
cmm technician	1
hi-rel qc inspector	1
quality inspector lead	1
aircraft quality inspector	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



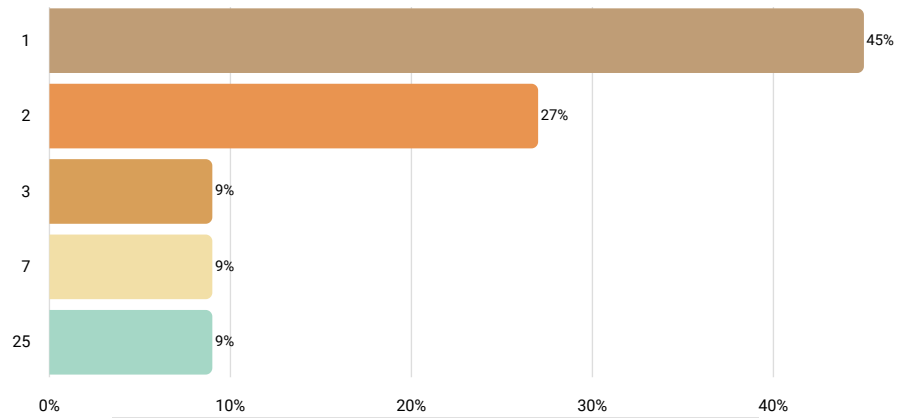
Results	%	N
Non-Exempt	91%	10
Exempt	9%	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



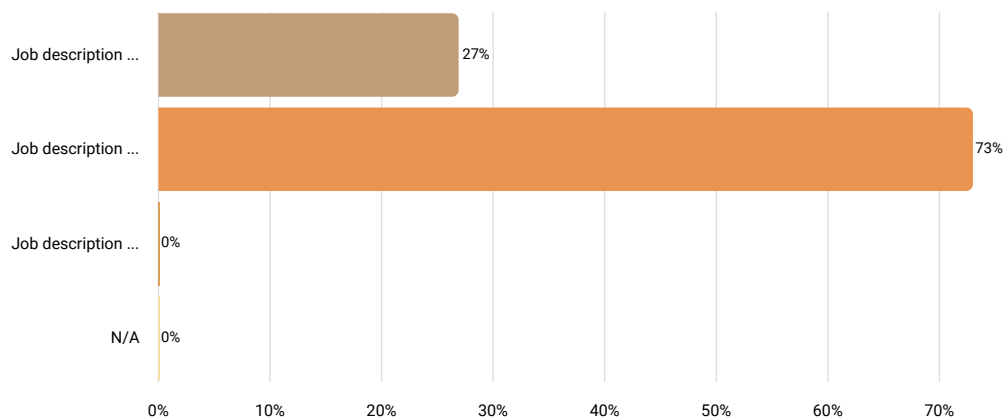
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	7
Mean	4.18
Median	2
Standard deviation	7.12
Total/sum	46

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



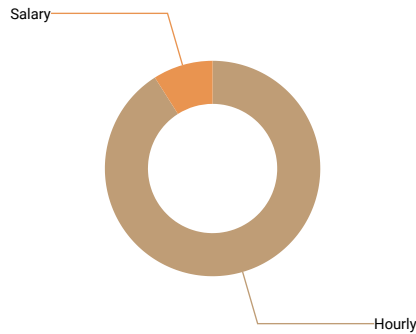
Results	%	N
Job description is perceptibly weaker than the position at your company	27%	3
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	91%	10
Salary	9%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	10	\$20.00	\$27.06	\$32.03	\$34.20	\$43.95	\$31.67	\$32.03	\$8.47
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	10	\$20.00	\$28.12	\$32.29	\$34.20	\$46.39	\$32.32	\$32.29	\$9.06
Actual Lowest Base Rate	10	\$20.00	\$26.00	\$30.87	\$34.20	\$43.25	\$31.19	\$30.87	\$8.39
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.2.7 Electronics Technician - Level 3

Job description

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

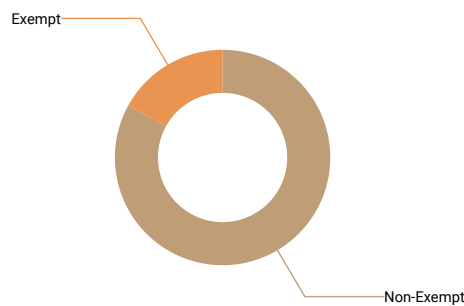
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong understanding of the policies and procedures of all work performed.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



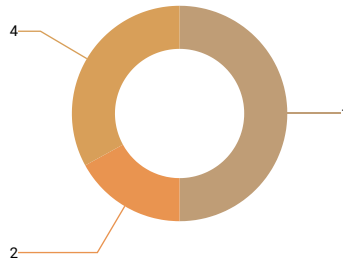
Results	%	N
Non-Exempt	83%	5
Exempt	17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



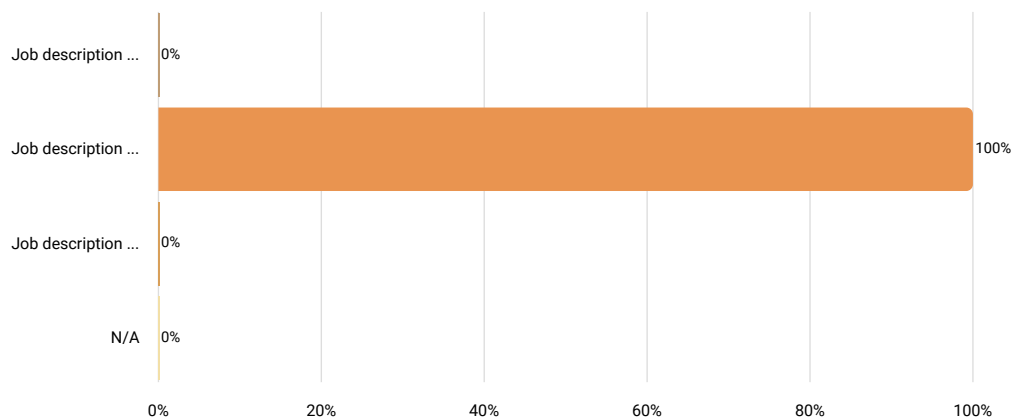
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	4
Mean	2.17
Median	1.5
Standard deviation	1.47
Total/sum	13

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



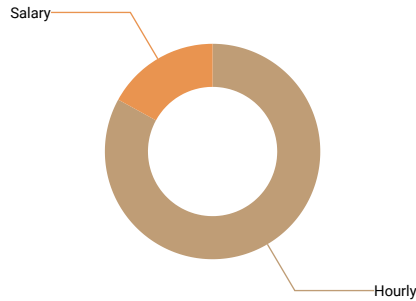
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$28.00	\$29.68	\$30.00	\$43.52	\$48.52	\$35.94	\$30.00	\$9.40
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$29.68	\$30.00	\$32.00	\$51.35	\$52.00	\$39.01	\$32.00	\$11.60
Actual Lowest Base Rate	5	\$24.00	\$29.68	\$30.00	\$35.00	\$45.68	\$32.87	\$30.00	\$8.15
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.2.8 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.

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

Answered 5 times

Skipped 10 times

Text input

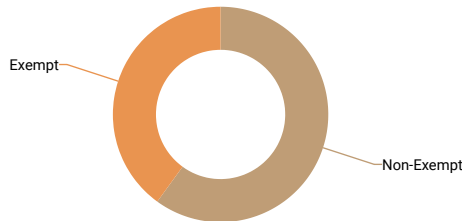
Results	
drafter	1
designer	1
gis technician	1
designer/drafter	1
technical designer - cad	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



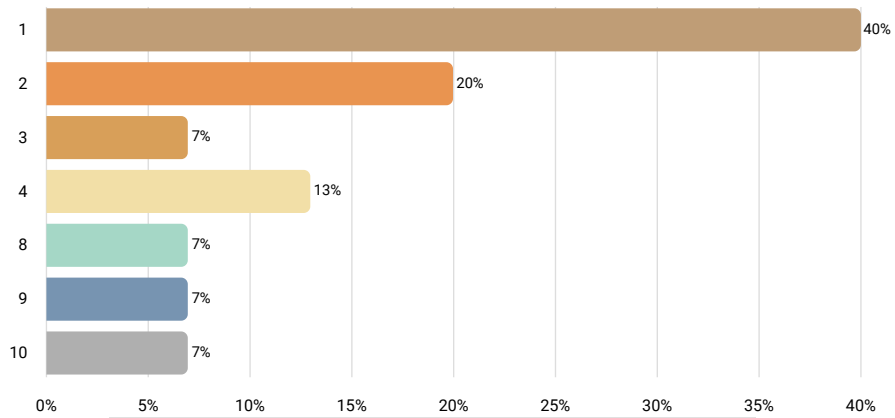
Results	%	N
Non-Exempt	60%	9
Exempt	40%	6

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



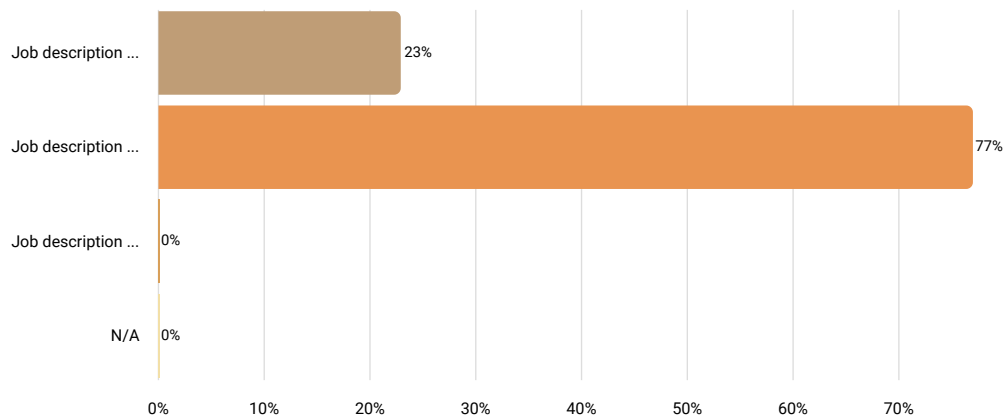
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	9
Mean	3.33
Median	2
Standard deviation	3.13
Total/sum	50

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

Answered 13 times

Skipped 2 times

Select one answer (radio button)



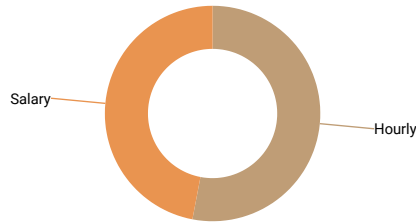
Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	53%	8
Salary	47%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$16.75	\$19.66	\$23.00	\$27.10	\$29.50	\$23.52	\$23.00	\$4.41
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	7	\$16.75	\$25.21	\$26.00	\$30.10	\$36.00	\$26.47	\$26.00	\$5.80
Actual Lowest Base Rate	7	\$16.50	\$16.75	\$20.00	\$25.00	\$26.00	\$21.25	\$20.00	\$3.94
Actual Average Base Salary	7	\$49,920.00	\$63,000.00	\$80,000.00	\$101,276.00	\$115,942.94	\$83,463.85	\$80,000.00	\$23,254.02
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	6	\$62,400.00	\$63,000.00	\$77,500.00	\$101,276.00	\$112,350.00	\$82,337.67	\$77,500.00	\$20,445.84
Actual Lowest Base Salary	6	\$35,360.00	\$63,000.00	\$77,500.00	\$80,340.00	\$101,276.00	\$72,496.00	\$77,500.00	\$22,007.51

5.2.9 PC Network Support Technician

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

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

Answered 13 times

Skipped 2 times

Text input

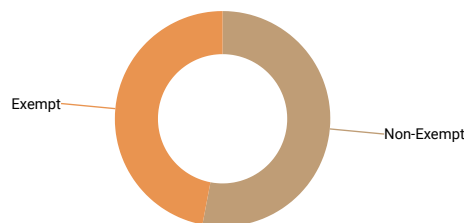
Results	
it associate	1
technician-is	1
it coordinator	1
it technician i	1
network support i	1
i.t. administrator	1
help desk technician	1
it support specialist	1
technician - help desk	1
it technician ii - 4073	1
it network administrator	1
technician, desktop support	1
<ul style="list-style-type: none"> installs and maintains peripheral devices including printers and other equipment communicates with end users to understand and troubleshoot problems perform hardware and peripheral equipment improvements and upgrades if needed administer it onboarding of new employees, including collecting requirements, setup, and deployment maintain branch inventory of it equipment, such as desktops, laptops, mobility devices, etc. create, organize and update documentation of it processes, and policies present equipment and policy training to staff and end users assist with email and intranet services collaborates with network administrator to review and analyze hardware and software as instructed research, test and implementation of new devises and systems troubleshoot to identify and resolve problems in a timely manner maintain records/logs of repairs and fixes identify computer or network equipment shortages and place orders when necessary collaborates with other staff to research and resolve problems arranges service by appropriate vendors to repair or replace defective products performs other duties as assigned 	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



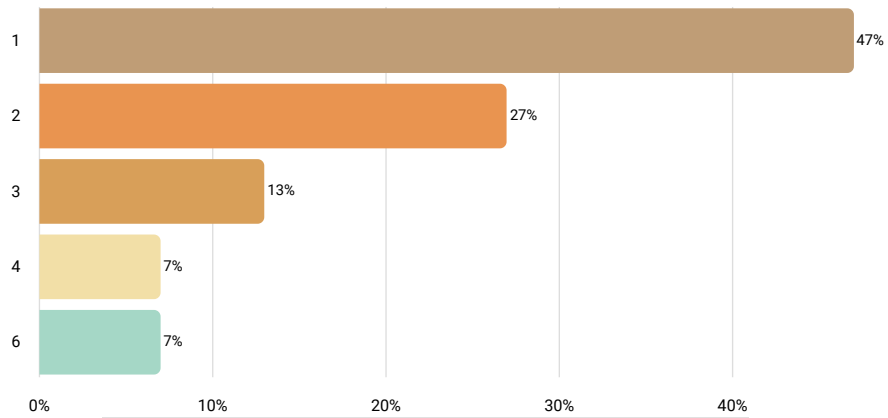
Results	%	N
Non-Exempt	53%	8
Exempt	47%	7

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



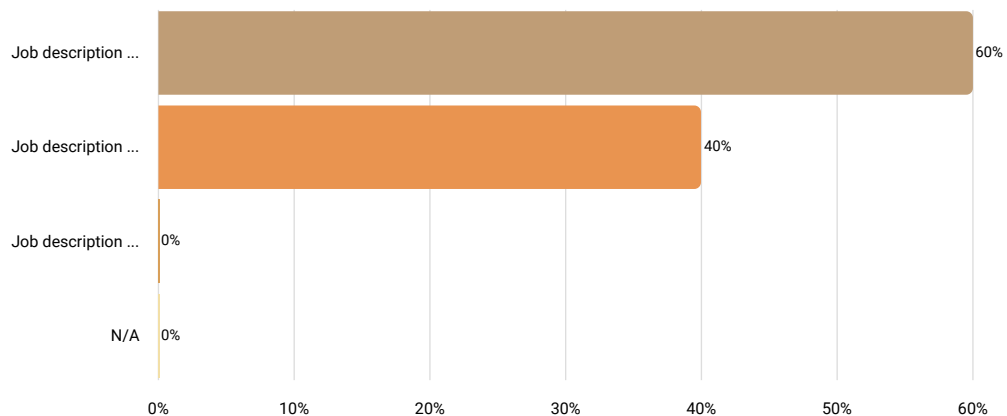
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2.07
Median	2
Standard deviation	1.44
Total/sum	31

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



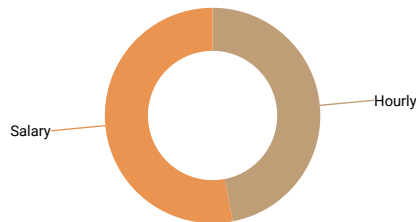
Results	%	N
Job description is perceptibly weaker than the position at your company	60%	9
Job description matches the position at your company very well	40%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	47%	7
Salary	53%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$25.24	\$27.27	\$28.97	\$33.13	\$35.78	\$30.08	\$28.97	\$4.31
Pay Range Maximum Rate	5	\$29.80	\$35.63	\$40.83	\$44.00	\$49.99	\$40.05	\$40.83	\$7.74
Pay Range Minimum Rate	5	\$16.34	\$21.17	\$22.29	\$24.31	\$26.21	\$22.06	\$22.29	\$3.74
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	8	\$47,031.00	\$62,825.06	\$76,587.00	\$85,517.97	\$122,507.00	\$77,424.76	\$76,587.00	\$22,913.85
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,000.00	\$3,000.00	\$3,950.14	\$8,900.00	\$12,352.79	\$5,692.18	\$3,950.14	\$4,084.33
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	7	\$56,438.00	\$73,574.00	\$90,000.00	\$120,000.00	\$156,580.00	\$97,006.29	\$90,000.00	\$33,081.99
Pay Range Minimum Salary	7	\$37,625.00	\$51,204.00	\$62,900.00	\$100,212.00	\$110,360.00	\$70,935.86	\$62,900.00	\$26,229.65
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	8	\$47,031.00	\$63,339.06	\$76,587.00	\$85,517.97	\$131,283.88	\$78,650.37	\$76,587.00	\$25,319.94
Actual Lowest Base Salary	7	\$54,484.00	\$70,138.11	\$80,674.00	\$88,684.00	\$113,730.24	\$80,366.04	\$80,674.00	\$18,361.02

5.2.10 Lab Technician

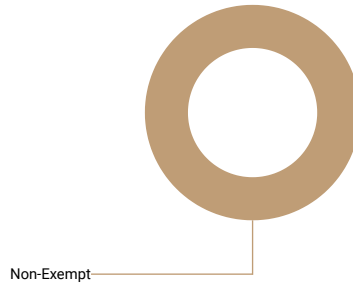
Job description Perform chemical and/or physical analysis for quality control, research and/or development. Assists in compiling and analyzing results.

FLSA Status

Answered 17 times

Skipped 1 times

Select one answer (radio button)



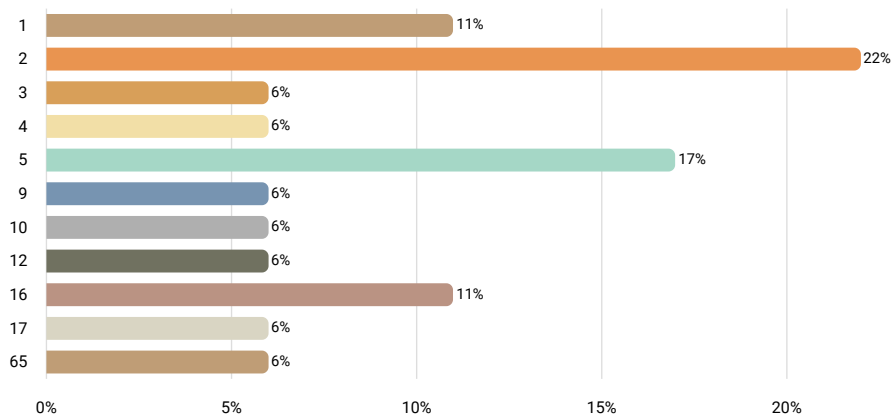
Results	%	N
Non-Exempt	100%	17
Exempt	0%	0

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



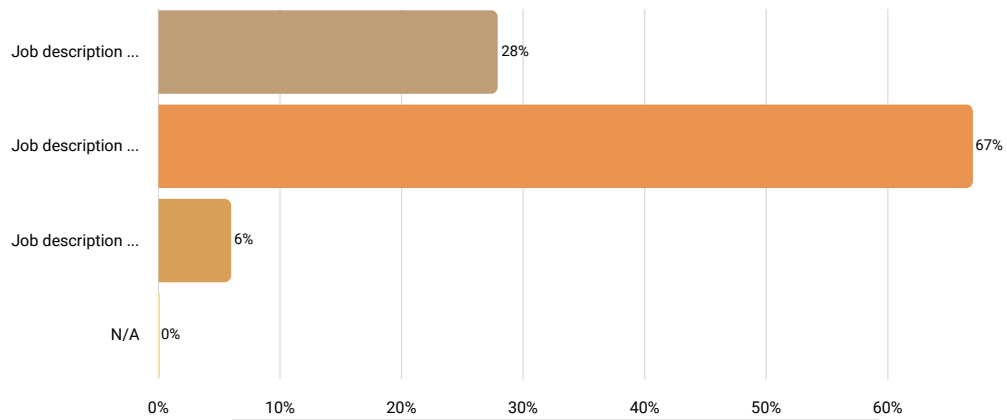
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	12
90th percentile	17
Mean	9.83
Median	5
Standard deviation	14.81
Total/sum	177

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



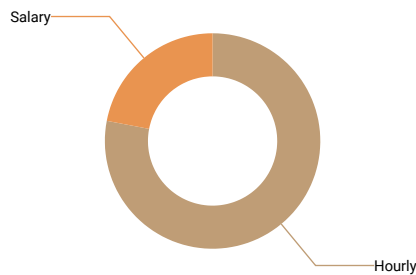
Results	%	N
Job description is perceptibly weaker than the position at your company	28%	5
Job description matches the position at your company very well	67%	12
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	78%	14
Salary	22%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	10	\$18.31	\$20.00	\$23.37	\$29.35	\$38.50	\$25.57	\$23.37	\$7.75
Pay Range Maximum Rate	9	\$22.73	\$25.00	\$28.00	\$31.90	\$42.29	\$29.90	\$28.00	\$6.24
Pay Range Minimum Rate	10	\$14.63	\$17.00	\$19.50	\$24.90	\$28.08	\$20.58	\$19.50	\$5.02
Actual Highest Base Rate	9	\$21.50	\$22.73	\$28.94	\$32.63	\$42.29	\$28.87	\$28.94	\$7.33
Actual Lowest Base Rate	10	\$15.63	\$18.50	\$20.77	\$25.98	\$36.57	\$23.34	\$20.77	\$8.12
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$2.00	\$3.00	\$4.00	\$6.00	\$22.00	\$7.40	\$4.00	\$8.29
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.2.11 Graphics Sec/Tech Illustrator

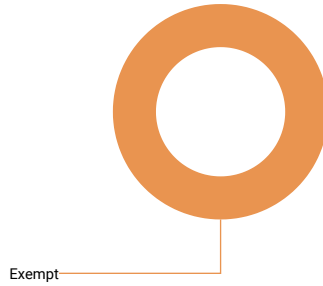
Job description Design and create visual representations for the products and services. Render illustrations for use in technical publications and manuals.

FLSA Status

Answered 5 times

Skipped 1 times

Select one answer (radio button)



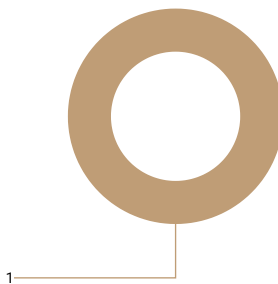
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



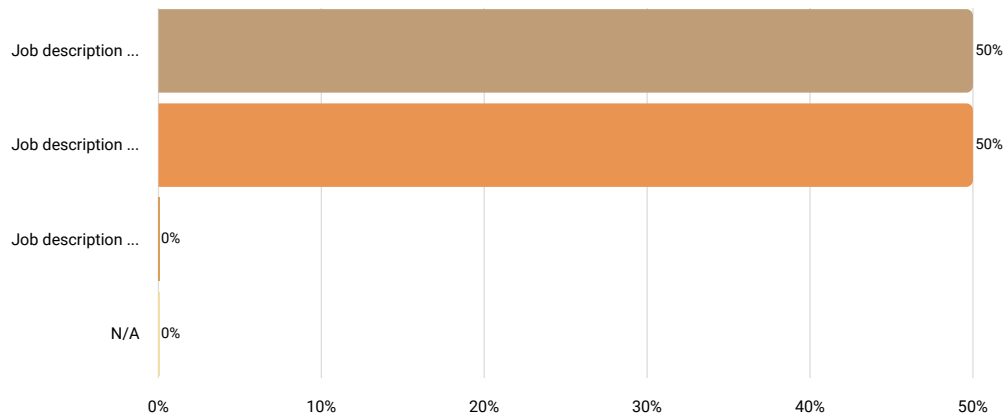
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	6

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



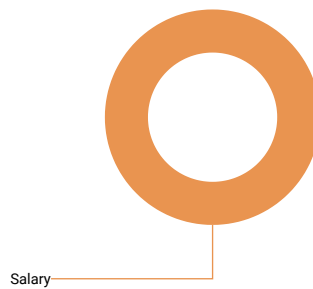
Results	%	N
Job description is perceptibly weaker than the position at your company	50%	3
Job description matches the position at your company very well	50%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Salary	6	\$40,700.00	\$41,267.00	\$75,800.00	\$100,083.00	\$135,000.00	\$78,108.33	\$75,800.00	\$36,486.03
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$40,700.00	\$41,267.00	\$66,600.00	\$85,000.00	\$100,083.00	\$66,730.00	\$66,600.00	\$26,325.64
Actual Lowest Base Salary	5	\$40,700.00	\$41,267.00	\$66,600.00	\$85,000.00	\$100,083.00	\$66,730.00	\$66,600.00	\$26,325.64

5.2.14 HVAC Technician or Mechanic

Job description Install or repair heating, central air conditioning, HVAC, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.

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

Answered 5 times

Skipped 3 times

Text input

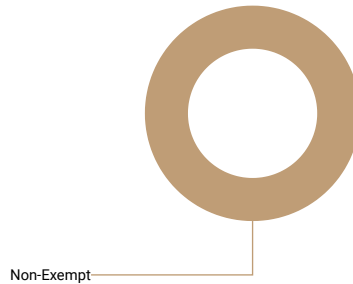
Results	
mechanic 3	1
hvac tech i	1
hvac mechanic	1
electrician & hvac tech	1
general services hvac technician - 6043	1

FLSA Status

Answered 7 times

Skipped 1 times

Select one answer (radio button)



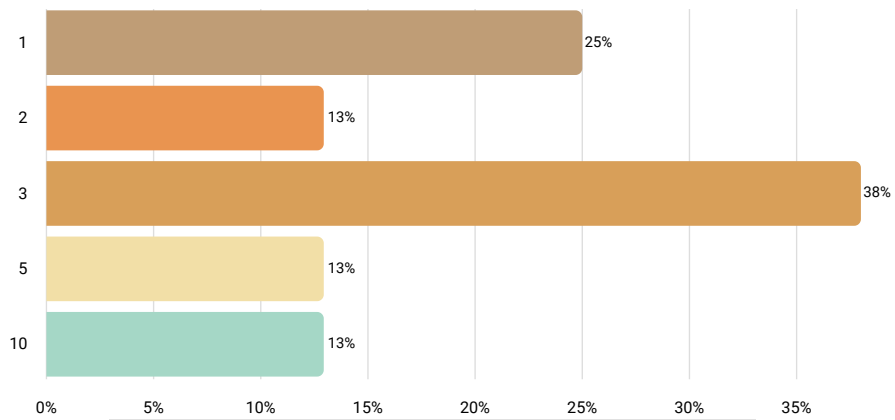
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



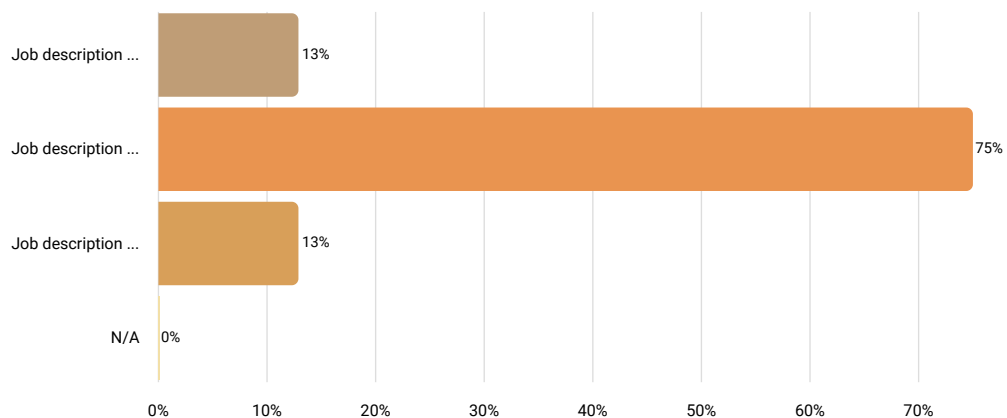
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3
75th percentile	4
90th percentile	10
Mean	3.5
Median	3
Standard deviation	2.93
Total/sum	28

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



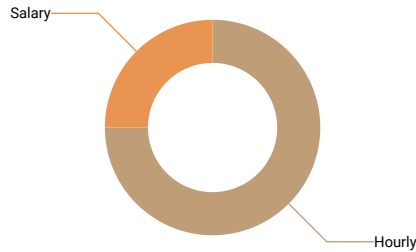
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	13%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	75%	6
Salary	25%	2

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate										
Pay Range Maximum Rate	5		\$32.00	\$37.77	\$38.00	\$40.83	\$44.50	\$38.62	\$38.00	\$4.59
Pay Range Minimum Rate	5		\$19.00	\$19.00	\$24.31	\$26.00	\$36.17	\$24.90	\$24.31	\$7.04
Actual Highest Base Rate										
Actual Lowest Base Rate										
Actual Average Base Salary										
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Pay Range Maximum Salary										
Pay Range Minimum Salary										
Average Incentive Bonus or Other Bonus (Annual)										
Actual Highest Base Salary										
Actual Lowest Base Salary										

Professional Administrative

5.3.1 Accountant - Level 1

Job description

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data. 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 work assigned and is given direction on most tasks assigned.

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

Answered 9 times

Skipped 22 times

Text input

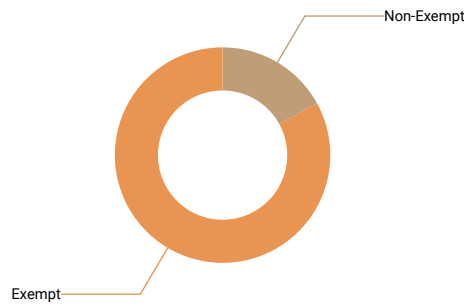
Results	
accountant	2
cost accountant	1
accountant, cost	1
staff accountant	1
accountant i - 1101	1
payroll accountant, sr	1
asset managment accountant	1
billing analyst i; program analyst i	1

FLSA Status

Answered 30 times

Skipped 1 times

Select one answer (radio button)



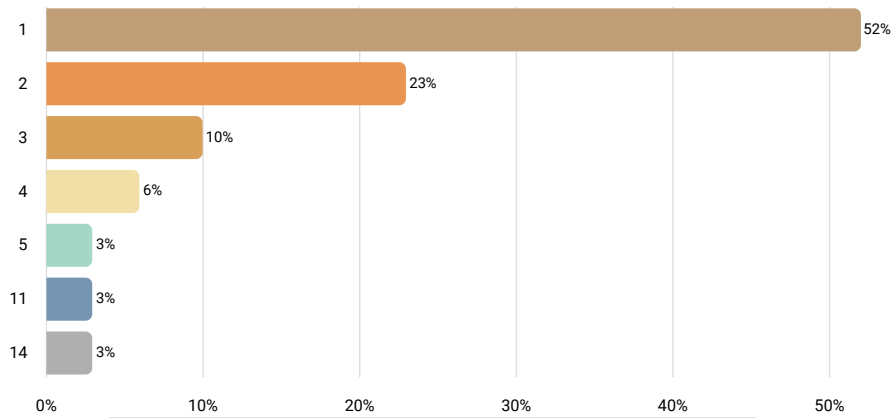
Results	%	N
Non-Exempt	17%	5
Exempt	83%	25

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



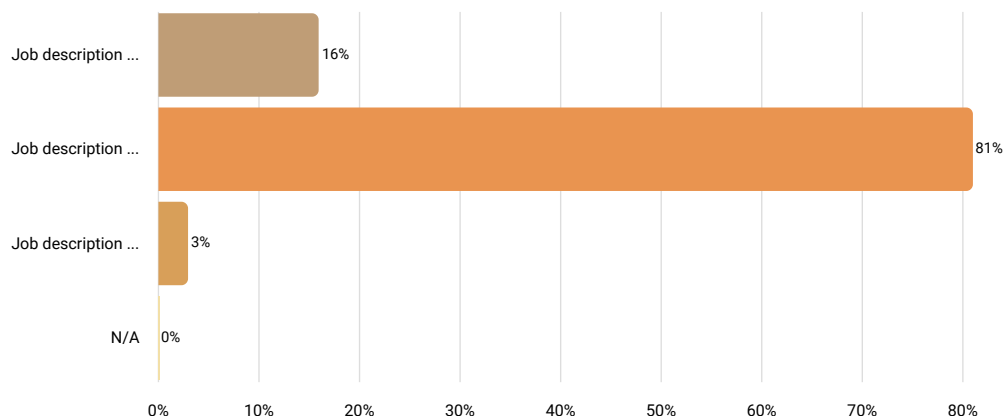
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2.48
Median	1
Standard deviation	2.91
Total/sum	77

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

Answered 31 times

Skipped 0 times

Select one answer (radio button)



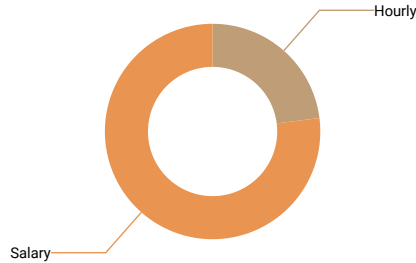
Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	5
Job description matches the position at your company very well	81%	25
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	23%	7
Salary	77%	24

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$20.61	\$26.81	\$27.50	\$32.81	\$45.45	\$29.79	\$27.50	\$7.78
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	7	\$20.61	\$27.50	\$28.85	\$34.84	\$58.89	\$33.13	\$28.85	\$12.22
Actual Lowest Base Rate	7	\$20.61	\$21.80	\$27.50	\$32.00	\$32.81	\$26.84	\$27.50	\$4.72
Actual Average Base Salary	23	\$50,000.00	\$53,497.60	\$56,000.00	\$66,518.00	\$78,270.40	\$60,381.01	\$56,000.00	\$12,921.51
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	15	\$55,000.00	\$60,000.00	\$70,000.00	\$87,960.00	\$91,899.00	\$73,949.32	\$70,000.00	\$15,129.43
Pay Range Minimum Salary	15	\$38,530.00	\$45,917.00	\$52,360.00	\$58,000.00	\$60,000.00	\$50,911.80	\$52,360.00	\$8,085.68
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	20	\$49,415.40	\$55,409.05	\$60,250.00	\$67,000.00	\$81,236.79	\$63,399.97	\$60,250.00	\$14,091.52
Actual Lowest Base Salary	19	\$47,300.00	\$50,668.80	\$58,000.00	\$66,518.00	\$80,000.18	\$60,221.33	\$58,000.00	\$13,344.53

5.3.2 Accountant - Level 2

Job description

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data. 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 non-routine assignments.

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

Answered 12 times

Skipped 19 times

Text input

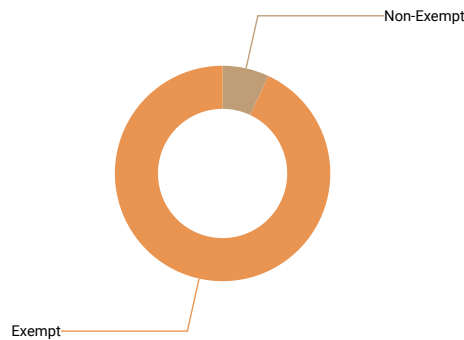
Results	
sr accountant	1
accountant iii	1
sr. accountant	1
cost accountant	1
staff accountant	1
senior accountant	1
accountant, sr cost	1
accountant ii - 1102	1
accounting specialist	1
payroll/general fund accountant	1
accounts payable; accounts receivable	1
billing analyst ii; billing analyst iii; billing analyst lead; program analyst ii	1

FLSA Status

Answered 30 times

Skipped 1 times

Select one answer (radio button)



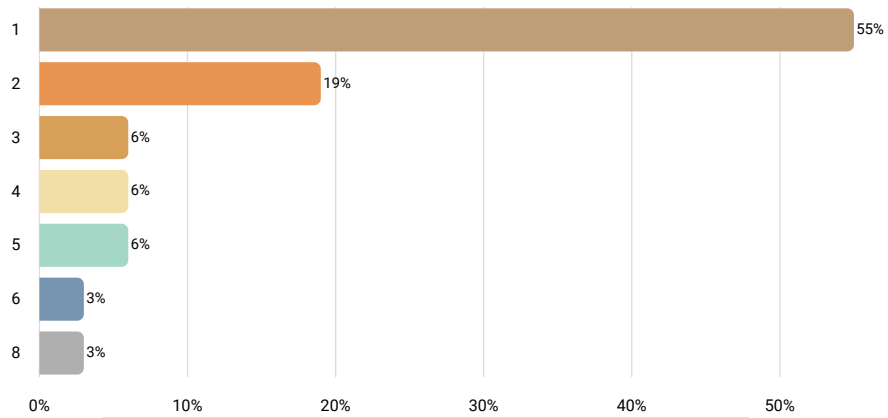
Results	%	N
Non-Exempt	7%	2
Exempt	93%	28

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



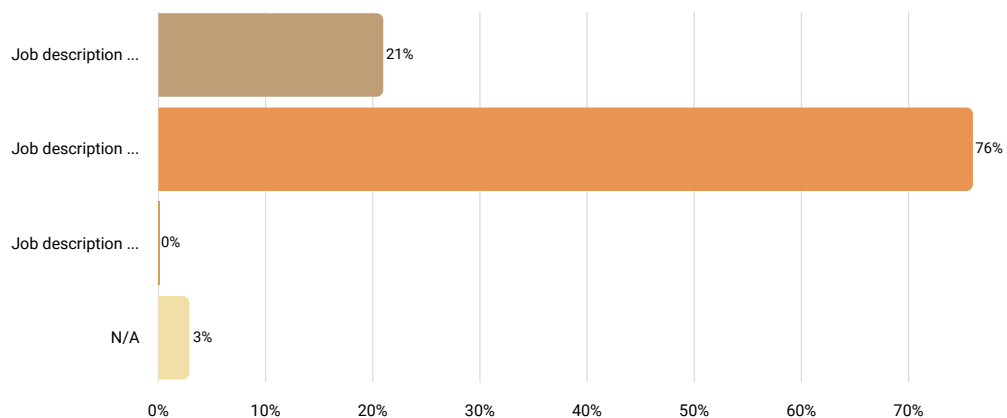
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2.16
Median	1
Standard deviation	1.79
Total/sum	67

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

Answered 29 times

Skipped 2 times

Select one answer (radio button)



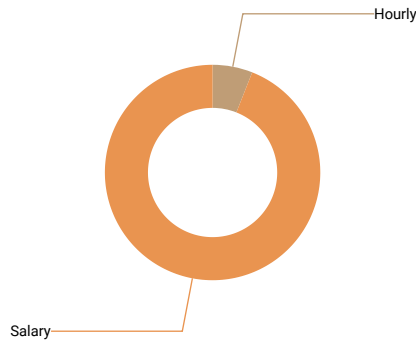
Results	%	N
Job description is perceptibly weaker than the position at your company	21%	6
Job description matches the position at your company very well	76%	22
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	2
Salary	94%	29

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	26	\$50,302.50	\$58,640.00	\$68,252.00	\$76,499.90	\$92,500.74	\$68,573.34	\$68,252.00	\$21,807.47
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$800.00	\$850.00	\$2,400.00	\$7,008.00	\$10,000.00	\$4,462.99	\$2,400.00	\$4,396.61
Pay Range Maximum Salary	18	\$58,988.00	\$70,000.00	\$80,000.00	\$94,046.00	\$160,000.00	\$91,533.70	\$80,000.00	\$32,558.68
Pay Range Minimum Salary	18	\$45,000.00	\$45,822.40	\$55,800.00	\$70,000.00	\$80,000.00	\$58,754.41	\$55,800.00	\$13,451.20
Actual Highest Base Salary	22	\$50,605.00	\$58,640.00	\$73,900.00	\$86,569.60	\$93,691.00	\$73,256.19	\$73,900.00	\$28,060.22
Actual Lowest Base Salary	21	\$50,000.00	\$56,000.00	\$65,000.00	\$76,499.90	\$92,500.74	\$65,422.85	\$65,000.00	\$20,874.45

5.3.3 Accountant - Level 3

Job description

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data. 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. Performs both routine and non-routine assignments with little direction.

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

Answered 14 times

Skipped 20 times

Text input

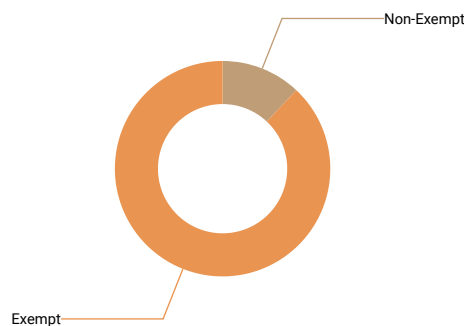
Results	
senior accountant	3
controller	1
supervisor	1
sr. accountant	1
staff accountant	1
assistant controller	1
accountant iii - 1103	1
accounting specialist	1
deputy director of accounting	1
accountant senior professional	1
staff accountant; sr. staff accountant	1
accountant iv; program analyst iii; program analyst lead	1

FLSA Status

Answered 33 times

Skipped 1 times

Select one answer (radio button)



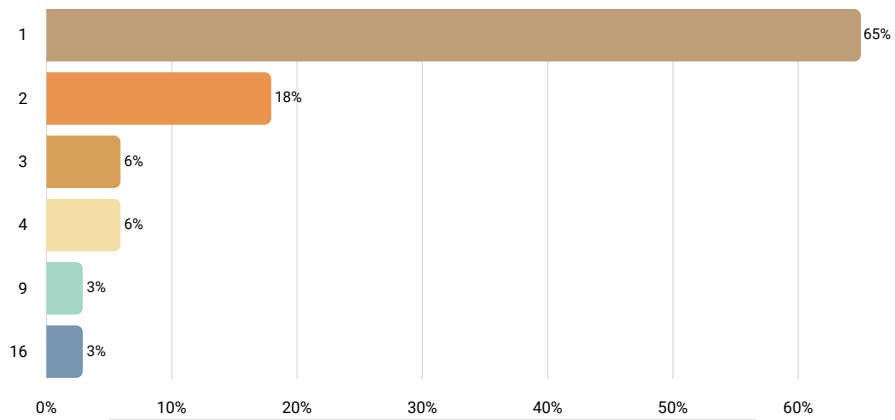
Results	%	N
Non-Exempt	12%	4
Exempt	88%	29

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



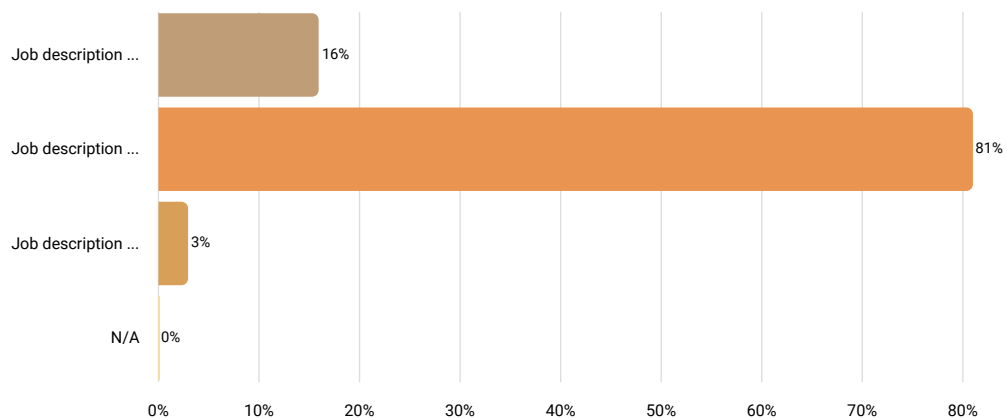
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2.15
Median	1
Standard deviation	2.89
Total/sum	73

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

Answered 32 times

Skipped 2 times

Select one answer (radio button)



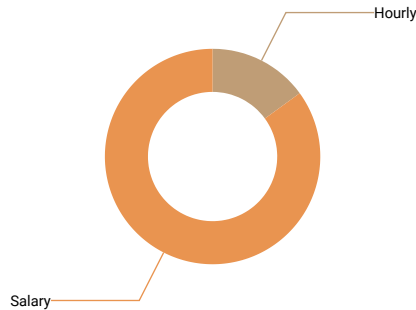
Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	5
Job description matches the position at your company very well	81%	26
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	5
Salary	85%	29

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$22.50	\$24.58	\$45.00	\$51.02	\$59.53	\$40.53	\$45.00	\$16.36
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$22.50	\$24.58	\$45.00	\$52.29	\$59.53	\$40.78	\$45.00	\$16.57
Actual Lowest Base Rate	5	\$22.50	\$24.58	\$45.00	\$49.74	\$59.53	\$40.27	\$45.00	\$16.16
Actual Average Base Salary	27	\$62,596.00	\$73,632.00	\$80,125.50	\$102,770.00	\$116,480.00	\$85,869.66	\$80,125.50	\$28,267.99
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$1,125.00	\$2,000.00	\$2,400.00	\$5,100.00	\$20,000.00	\$5,625.78	\$2,400.00	\$6,304.90
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	17	\$83,512.00	\$90,695.00	\$99,576.24	\$110,000.00	\$186,828.00	\$113,837.87	\$99,576.24	\$37,203.88
Pay Range Minimum Salary	17	\$52,521.00	\$62,130.49	\$70,000.00	\$84,000.00	\$102,770.00	\$76,817.46	\$70,000.00	\$25,200.65
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	24	\$66,885.00	\$76,815.50	\$84,500.00	\$109,625.00	\$125,000.00	\$90,359.28	\$84,500.00	\$30,560.74
Actual Lowest Base Salary	25	\$58,500.00	\$73,000.00	\$81,202.00	\$97,671.00	\$116,480.00	\$85,584.32	\$81,202.00	\$28,788.35

5.3.4 Buyer - Level 1

Job description

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

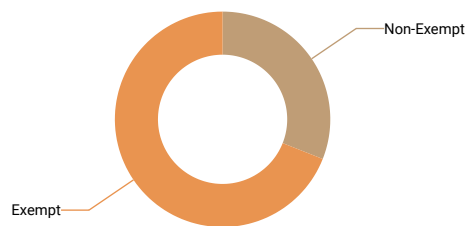
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.

FLSA Status

Answered 13 times

Skipped 1 times

Select one answer (radio button)



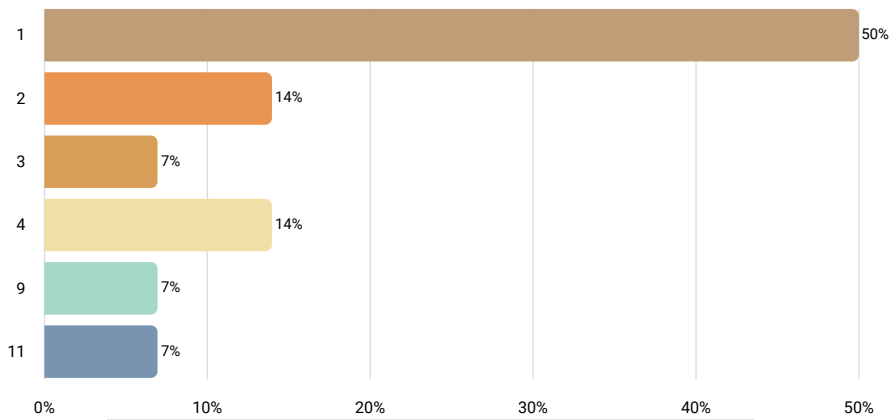
Results	%	N
Non-Exempt	31%	4
Exempt	69%	9

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



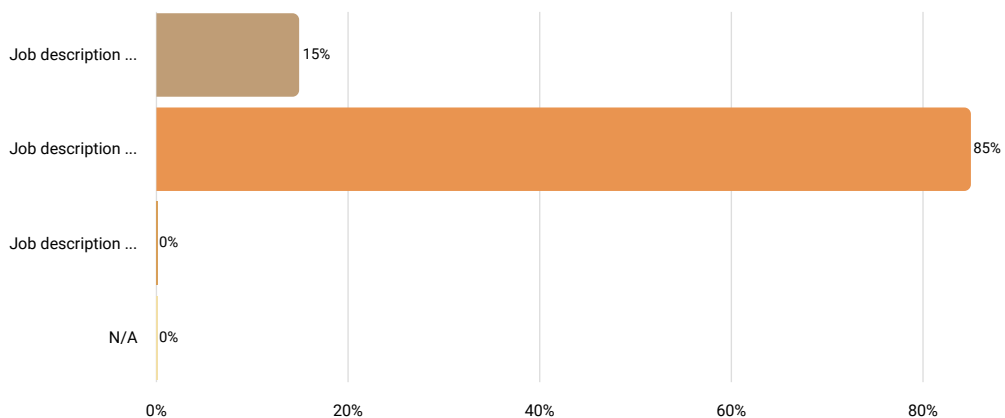
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	9
Mean	3
Median	1.5
Standard deviation	3.19
Total/sum	42

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



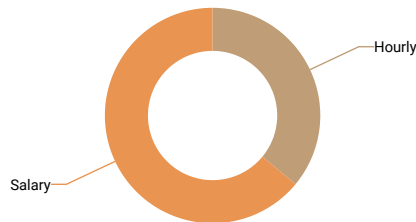
Results	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	85%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Rate	5	\$19.96	\$20.31	\$25.30	\$26.30	\$27.23	\$23.82	\$25.30	\$3.43
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$19.96	\$21.63	\$27.23	\$30.00	\$33.77	\$26.52	\$27.23	\$5.75
Actual Lowest Base Rate	5	\$17.79	\$19.96	\$21.16	\$24.00	\$27.23	\$22.03	\$21.16	\$3.67
Actual Average Base Salary	6	\$51,465.00	\$57,900.00	\$58,656.00	\$62,000.00	\$69,555.20	\$59,705.37	\$58,656.00	\$5,941.56
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	5	\$51,465.00	\$59,400.00	\$60,000.00	\$76,731.20	\$85,049.00	\$66,529.04	\$60,000.00	\$13,851.44
Actual Lowest Base Salary									

5.3.5 Buyer - Level 2

Job description

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

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

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

Answered 10 times

Skipped 11 times

Text input

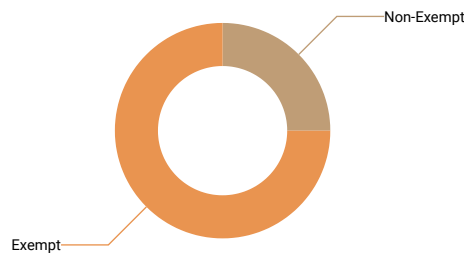
Results	
buyer 3	1
buyer ii	1
senior buyer	1
purchasing agent	1
procurement specialist	1
purchasing coordinator	1
purchasing administrator	1
mro buyer stores coordinator	1
procurement analyst ii - 1024	1
buyer, production parts purchasing	1

FLSA Status

Answered 20 times

Skipped 1 times

Select one answer (radio button)



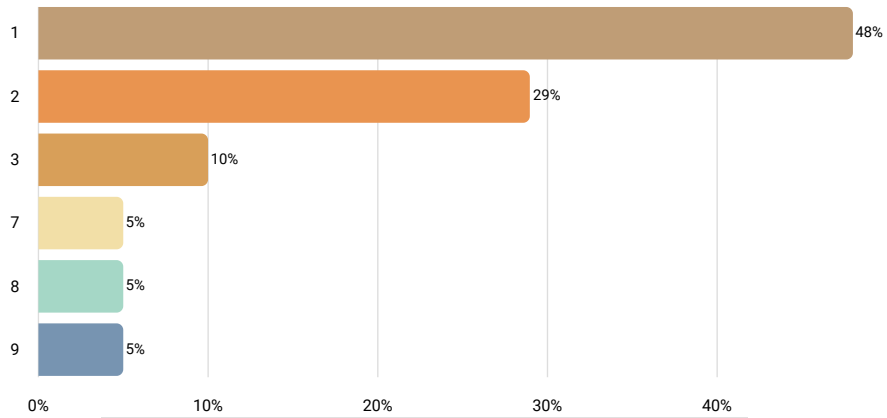
Results	%	N
Non-Exempt	25%	5
Exempt	75%	15

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



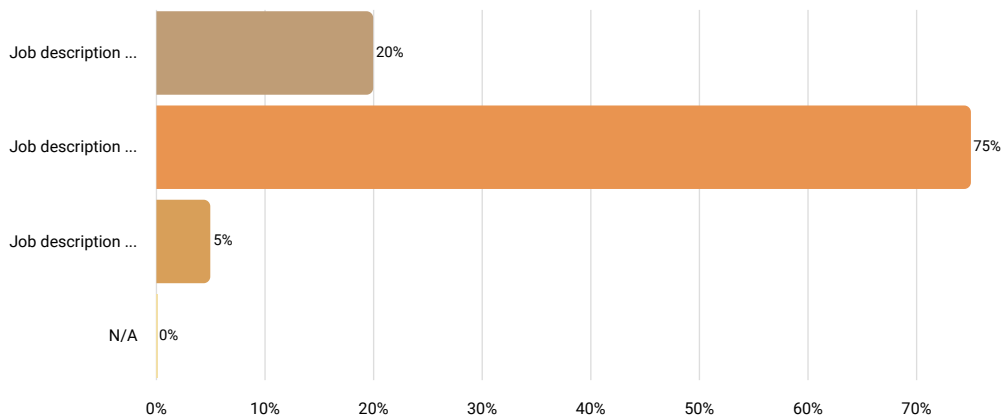
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	7
Mean	2.48
Median	2
Standard deviation	2.42
Total/sum	52

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

Answered 20 times

Skipped 1 times

Select one answer (radio button)



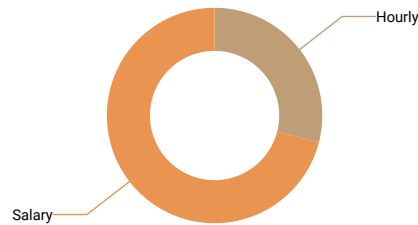
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	4
Job description matches the position at your company very well	75%	15
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	6
Salary	71%	15

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	6	\$27.43	\$28.12	\$31.67	\$33.72	\$39.70	\$32.05	\$31.67	\$4.44
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	6	\$28.12	\$29.81	\$33.77	\$39.70	\$44.50	\$34.95	\$33.77	\$6.28
Actual Lowest Base Rate	6	\$25.00	\$26.52	\$29.13	\$31.82	\$39.70	\$30.22	\$29.13	\$5.25
Actual Average Base Salary	14	\$64,682.59	\$69,000.00	\$76,499.21	\$81,120.00	\$87,273.00	\$76,406.94	\$76,499.21	\$12,501.71
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$509.33	\$1,750.00	\$6,000.00	\$6,105.00	\$11,822.88	\$5,237.44	\$6,000.00	\$4,450.27
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	9	\$75,000.00	\$82,750.00	\$85,612.80	\$103,537.50	\$111,639.00	\$92,427.26	\$85,612.80	\$13,753.45
Pay Range Minimum Salary	9	\$39,500.00	\$60,113.00	\$62,900.00	\$65,000.00	\$126,254.00	\$67,071.30	\$62,900.00	\$24,157.18
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	11	\$64,682.59	\$70,771.00	\$77,502.36	\$86,330.95	\$87,360.00	\$78,456.53	\$77,502.36	\$13,419.90
Actual Lowest Base Salary	11	\$61,235.00	\$64,682.59	\$74,880.00	\$79,677.00	\$82,000.00	\$73,931.61	\$74,880.00	\$14,352.89

5.3.6 Buyer - Level 3

Job description

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

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

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

Answered 7 times

Skipped 10 times

Text input

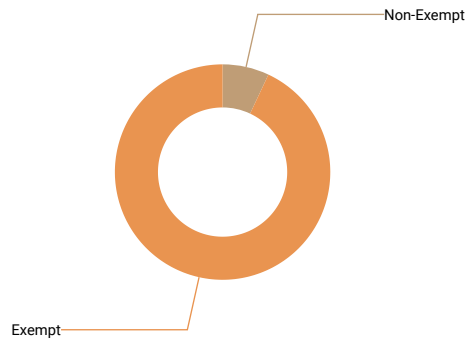
Results	
buyer 4	1
buyer iii	1
senior buyer	1
buyer iii, buyer iv	1
buyer, senior buyer	1
procurement manager - 1025	1
sr buyer, production parts purchasing	1

FLSA Status

Answered 15 times

Skipped 2 times

Select one answer (radio button)



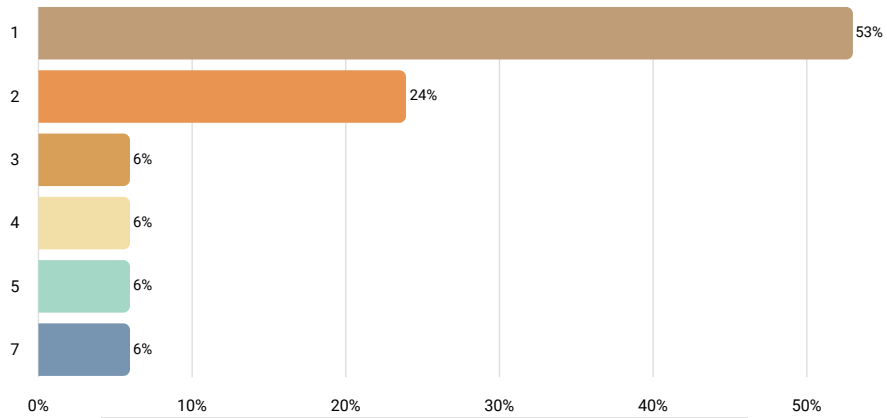
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



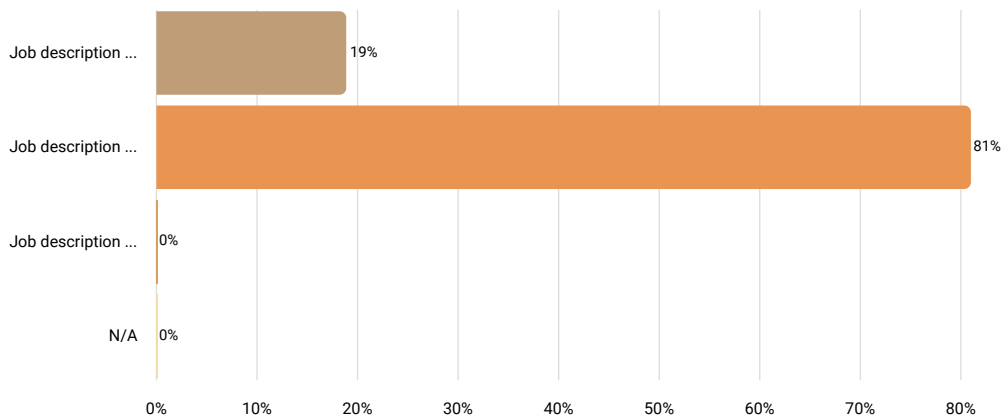
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2.12
Median	1
Standard deviation	1.73
Total/sum	36

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

Answered 16 times

Skipped 1 times

Select one answer (radio button)



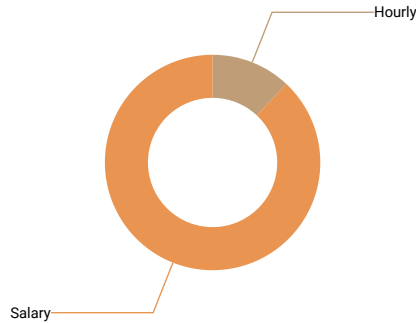
Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	3
Job description matches the position at your company very well	81%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	12%	2
Salary	88%	15

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	14	\$67,200.00	\$83,475.00	\$91,562.66	\$96,184.36	\$99,428.33	\$87,652.07	\$91,562.66	\$13,297.73
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	7	\$62,400.00	\$83,338.00	\$120,790.00	\$141,000.00	\$167,689.00	\$116,372.83	\$120,790.00	\$35,442.11
Pay Range Minimum Salary	7	\$52,000.00	\$54,336.00	\$75,490.00	\$80,080.00	\$125,000.00	\$75,643.71	\$75,490.00	\$24,543.42
Actual Highest Base Salary	11	\$67,200.00	\$74,630.40	\$91,446.00	\$96,196.22	\$99,571.00	\$86,171.82	\$91,446.00	\$13,926.24
Actual Lowest Base Salary	11	\$67,200.00	\$74,630.40	\$87,568.23	\$94,605.00	\$95,341.00	\$83,434.39	\$87,568.23	\$12,730.78

5.3.7 Contracts Administrator - Level 1

Job description

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

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

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

Answered 5 times

Skipped 6 times

Text input

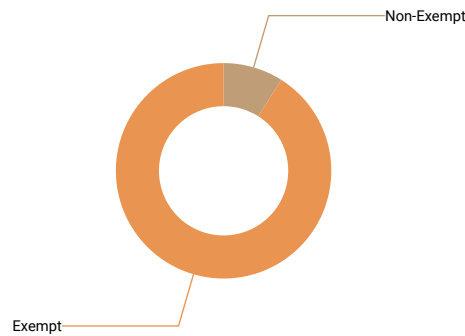
Results	
executive director	1
contract specialist i	1
subcontract administration specialist	1
acquisition analyst 4, associate contract administrator, subcontracts administrator 1	1
grants specialist, economic development specialist, planner/gis (these employees work in our planning department. they work on various types of grants, community planning projects, and administer grants and contracts when awarded.)	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



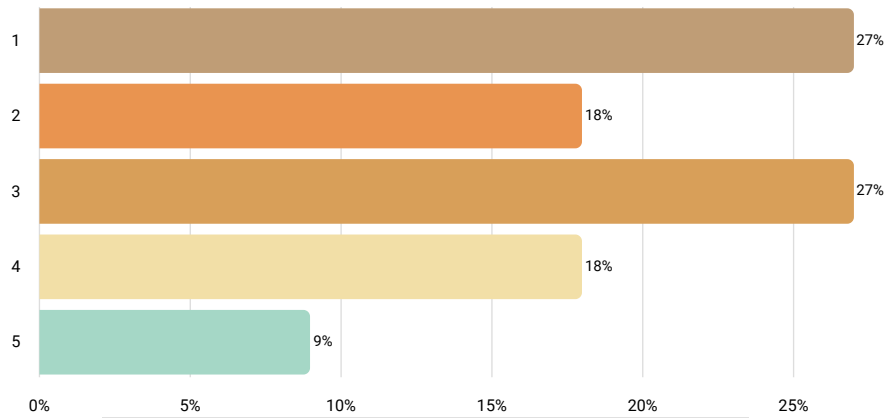
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



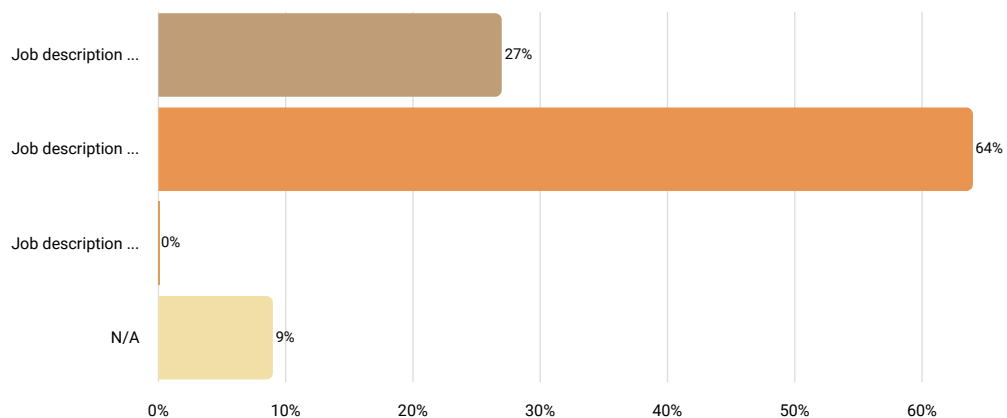
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	4
Mean	2.64
Median	3
Standard deviation	1.36
Total/sum	29

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



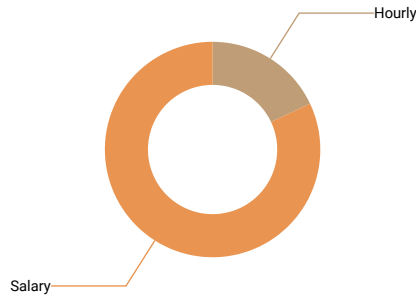
Results	%	N
Job description is perceptibly weaker than the position at your company	27%	3
Job description matches the position at your company very well	64%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	9%	1

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	8	\$44,931.00	\$56,979.31	\$71,502.30	\$94,941.00	\$105,000.00	\$74,597.03	\$71,502.30	\$22,798.07
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$64,887.00	\$73,050.00	\$79,913.20	\$85,009.60	\$186,828.00	\$94,933.50	\$79,913.20	\$45,572.93
Pay Range Minimum Salary	6	\$42,468.00	\$43,258.00	\$47,087.80	\$60,736.00	\$85,009.60	\$54,274.53	\$47,087.80	\$16,436.16
Actual Highest Base Salary	8	\$47,000.00	\$66,322.80	\$81,364.80	\$128,350.00	\$617,008.00	\$152,010.40	\$81,364.80	\$190,393.60
Actual Lowest Base Salary	8	\$45,000.00	\$50,977.94	\$62,726.00	\$81,367.80	\$100,000.00	\$66,892.94	\$62,726.00	\$19,778.77

5.3.8 Contracts Administrator - Level 2

Job description

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

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

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

Answered 6 times

Skipped 7 times

Text input

Results	
contacts administrator	1
contract specialist ii	1
contract administrator 3	1
government contracts administrator	1
subcontract administration specialist	1
contractor special sec officer, contracts administrator 3, contracts administrator 4, senior contract security specialist, senior contracts administrator, senior subcontracts administrator, subcontracts administrator 3, subcontracts administrator 4	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Exempt

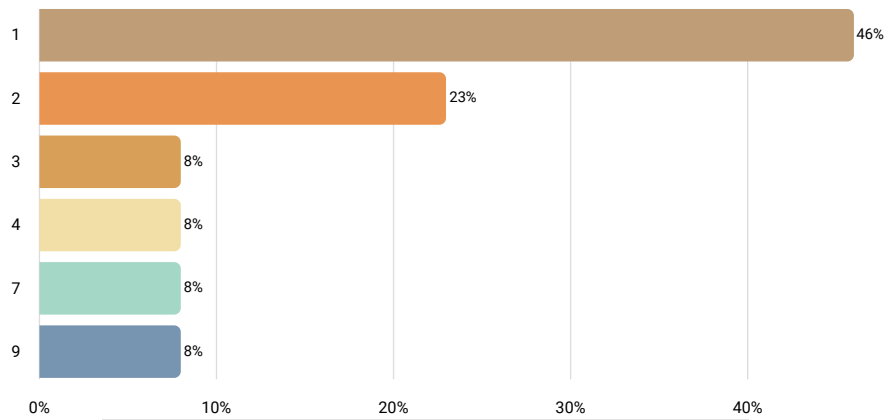
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



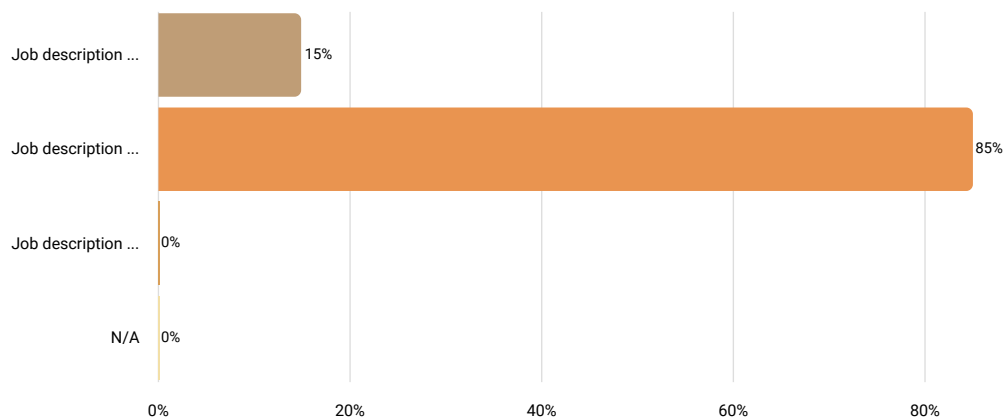
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	7
Mean	2.69
Median	2
Standard deviation	2.56
Total/sum	35

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



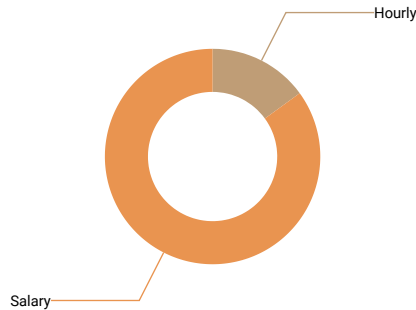
Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	85%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	2
Salary	85%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	11	\$60,320.00	\$61,073.00	\$68,187.00	\$100,000.00	\$107,100.00	\$78,698.40	\$68,187.00	\$21,317.79
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	8	\$70,000.00	\$73,188.00	\$95,150.00	\$140,468.00	\$195,143.00	\$110,344.38	\$95,150.00	\$44,941.87
Pay Range Minimum Salary	8	\$47,584.00	\$52,168.00	\$57,748.00	\$75,000.00	\$104,748.00	\$65,270.50	\$57,748.00	\$20,631.29
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	11	\$60,320.00	\$62,100.00	\$72,240.00	\$100,000.00	\$107,100.00	\$83,350.64	\$72,240.00	\$28,488.63
Actual Lowest Base Salary	11	\$60,047.00	\$60,320.00	\$66,000.00	\$93,189.00	\$100,000.00	\$74,925.62	\$66,000.00	\$18,325.78

5.3.9 Contracts Administrator - Level 3

Job description

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

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

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Exempt

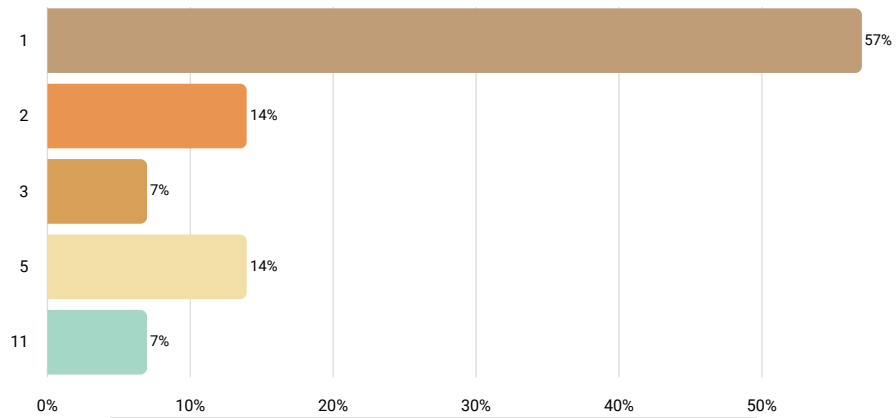
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



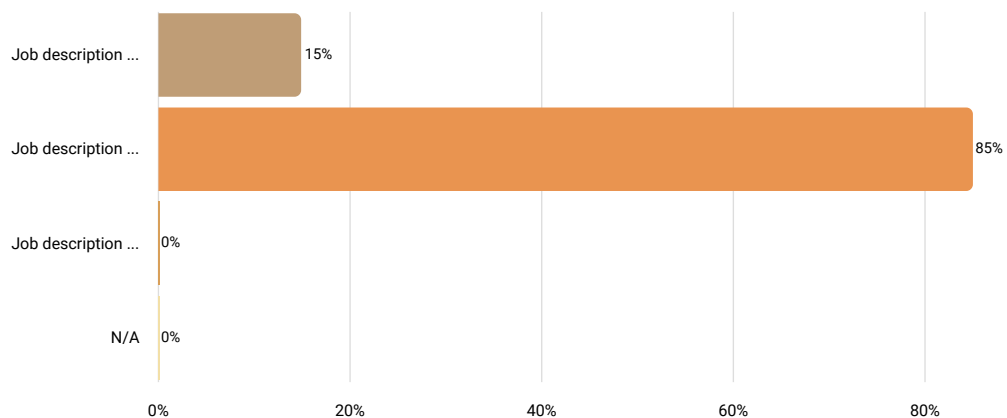
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2.57
Median	1
Standard deviation	2.82
Total/sum	36

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



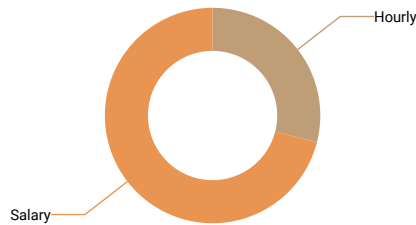
Results	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	85%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	4
Salary	71%	10

Compensation data

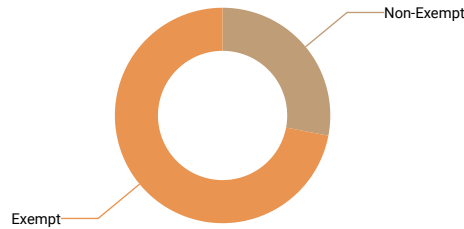
N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$70,176.00	\$85,039.00	\$107,585.50	\$120,000.00	\$172,568.00	\$111,619.80	\$107,585.50	\$37,054.92
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	5	\$78,514.00	\$118,700.00	\$141,000.00	\$160,000.00	\$195,143.00	\$138,671.40	\$141,000.00	\$43,781.11
Pay Range Minimum Salary	5	\$52,343.00	\$60,393.00	\$65,000.00	\$73,795.00	\$80,080.00	\$66,322.20	\$65,000.00	\$10,925.22
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	10	\$74,862.00	\$93,054.00	\$110,843.50	\$143,800.00	\$193,055.50	\$121,437.60	\$110,843.50	\$43,552.92
Actual Lowest Base Salary	10	\$65,490.50	\$75,988.00	\$99,326.98	\$120,000.00	\$159,637.50	\$103,289.80	\$99,326.98	\$37,105.77

FLSA Status

Answered 32 times

Skipped 1 times

Select one answer (radio button)



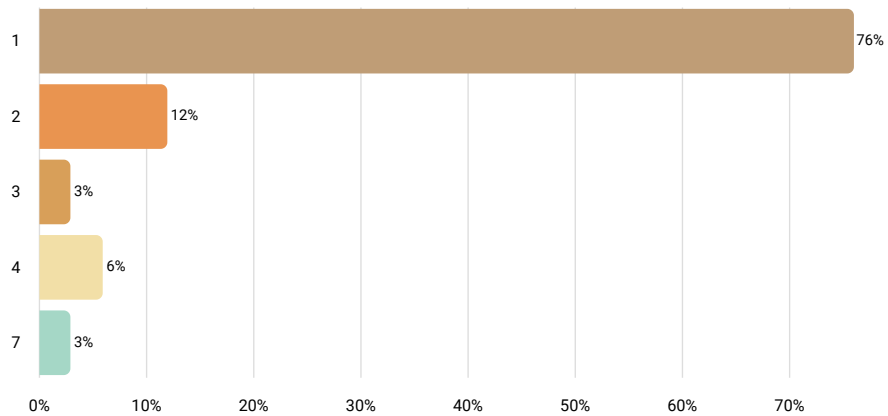
Results	%	N
Non-Exempt	28%	9
Exempt	72%	23

Number of Employees Currently in This Position

Answered 33 times

Skipped 0 times

Number input



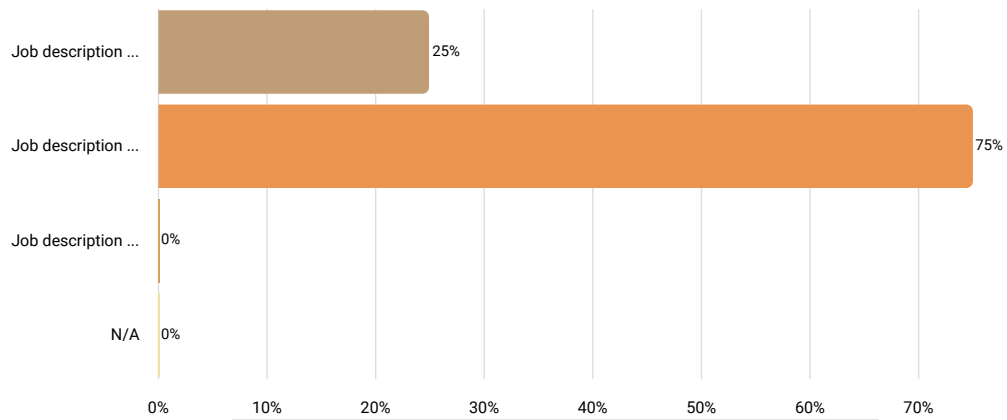
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.55
Median	1
Standard deviation	1.28
Total/sum	51

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

Answered 32 times

Skipped 1 times

Select one answer (radio button)



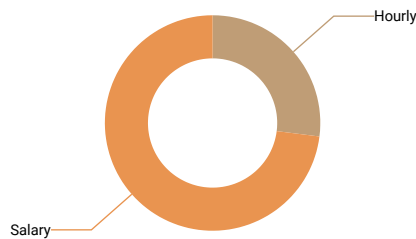
Results	%	N
Job description is perceptibly weaker than the position at your company	25%	8
Job description matches the position at your company very well	75%	24
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 33 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	9
Salary	73%	24

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	6	\$20.99	\$23.37	\$25.90	\$30.10	\$34.00	\$26.71	\$25.90	\$4.94
Pay Range Maximum Rate	5	\$23.46	\$28.97	\$30.48	\$37.90	\$40.83	\$32.33	\$30.48	\$7.01
Pay Range Minimum Rate	5	\$18.11	\$20.69	\$24.31	\$26.93	\$34.04	\$24.82	\$24.31	\$6.16
Actual Highest Base Rate	7	\$20.99	\$23.74	\$27.76	\$30.10	\$56.00	\$30.48	\$27.76	\$11.66
Actual Lowest Base Rate	6	\$20.43	\$20.99	\$25.69	\$30.10	\$34.00	\$26.15	\$25.69	\$5.50
Actual Average Base Salary	18	\$42,411.20	\$51,000.00	\$58,087.20	\$67,322.00	\$77,109.13	\$60,126.92	\$58,087.20	\$13,752.90
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$500.00	\$3,400.00	\$6,000.00	\$8,500.00	\$10,000.00	\$5,680.00	\$6,000.00	\$3,832.36
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	13	\$55,000.00	\$65,000.00	\$77,729.60	\$87,193.60	\$117,553.00	\$80,527.13	\$77,729.60	\$23,008.68
Pay Range Minimum Salary	13	\$40,000.00	\$45,000.00	\$45,822.40	\$53,164.80	\$66,742.50	\$50,105.75	\$45,822.40	\$11,941.63
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	15	\$42,411.20	\$51,000.00	\$60,174.40	\$68,602.00	\$87,500.00	\$62,424.70	\$60,174.40	\$17,440.13
Actual Lowest Base Salary	15	\$42,411.20	\$50,003.00	\$56,000.00	\$65,366.00	\$71,000.00	\$57,271.41	\$56,000.00	\$10,649.29

5.3.11 Human Resources Specialist/Generalist - Level 2

Job description

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

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

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

Answered 8 times

Skipped 19 times

Text input

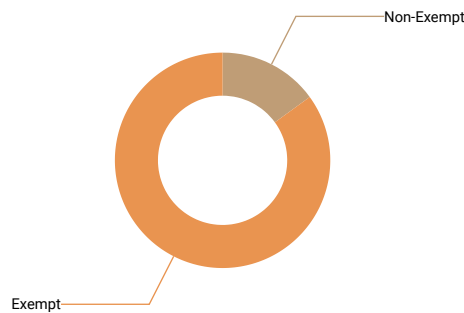
Results	
human resources generalist	2
hr coordinator 3	1
specialist - hr ii	1
corporate hr generalist	1
human resources specialist	1
people & culture generalist	1
human resource administrator	1

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



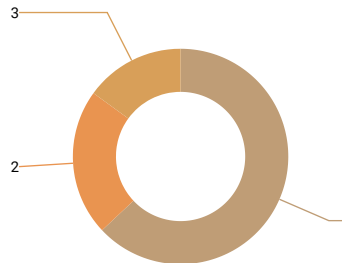
Results	%	N
Non-Exempt	15%	4
Exempt	85%	23

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



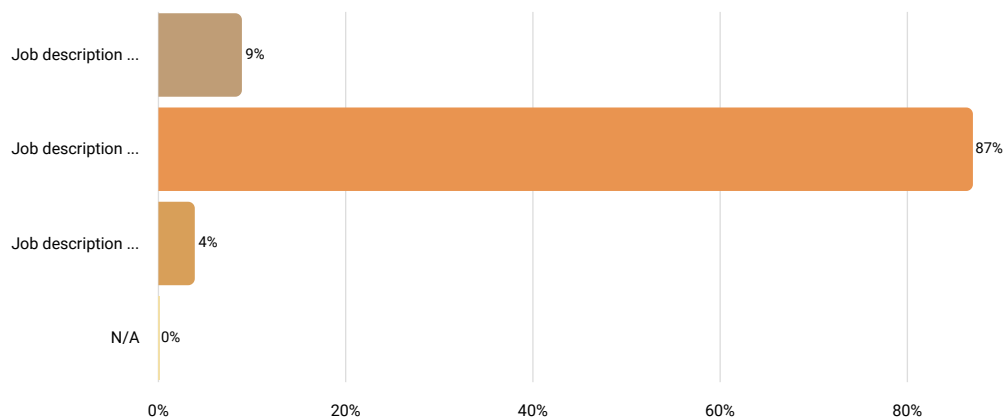
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.52
Median	1
Standard deviation	0.75
Total/sum	41

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

Answered 23 times

Skipped 4 times

Select one answer (radio button)



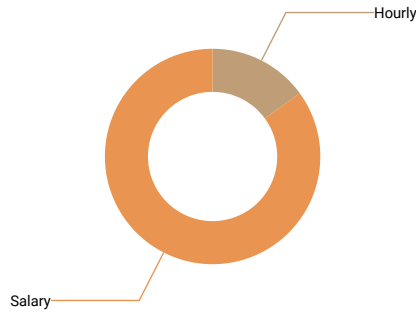
Results	%	N
Job description is perceptibly weaker than the position at your company	9%	2
Job description matches the position at your company very well	87%	20
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	4
Salary	85%	23

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	20	\$48,218.40	\$63,500.00	\$72,200.00	\$79,218.77	\$87,805.83	\$68,365.92	\$72,200.00	\$20,561.70
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$600.00	\$1,475.00	\$2,450.00	\$5,113.26	\$12,064.88	\$3,842.68	\$2,450.00	\$3,888.21
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	13	\$75,000.00	\$80,000.00	\$82,750.00	\$91,436.00	\$131,037.50	\$89,705.43	\$82,750.00	\$20,992.16
Pay Range Minimum Salary	13	\$45,000.00	\$55,318.11	\$62,900.00	\$65,000.00	\$81,328.00	\$62,205.74	\$62,900.00	\$13,907.75
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	17	\$52,436.80	\$68,602.00	\$75,400.00	\$80,432.53	\$85,280.00	\$73,138.63	\$75,400.00	\$12,916.82
Actual Lowest Base Salary	17	\$48,000.00	\$65,366.00	\$72,000.00	\$78,005.00	\$83,195.00	\$69,188.13	\$72,000.00	\$12,480.01

5.3.12 Human Resources Specialist/Generalist - Level 3

Job description

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

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

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

Answered 15 times

Skipped 11 times

Text input

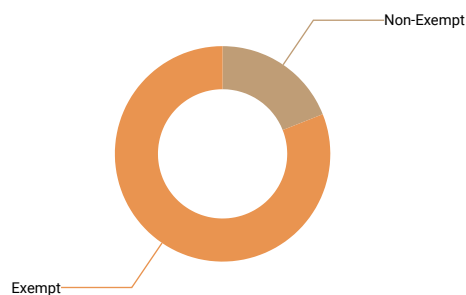
Results	
hr consultant	1
hris supervisor	1
specialist - hr sr	1
senior hr generalist	1
recruiter/hr generalist	1
human resources specialist	1
strategic hr business partner	1
sr. human resources generalist	1
human resources analyst ii - 1087	1
senior hr generalist/hr team lead	1
senior human resources generalist	1
people and culture business partner	1
sr hr generalist, sr hr benefits admin	1
hr business partner specialist or labor relations specialist	1
our human resources specialist is also the payroll specialist	1

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



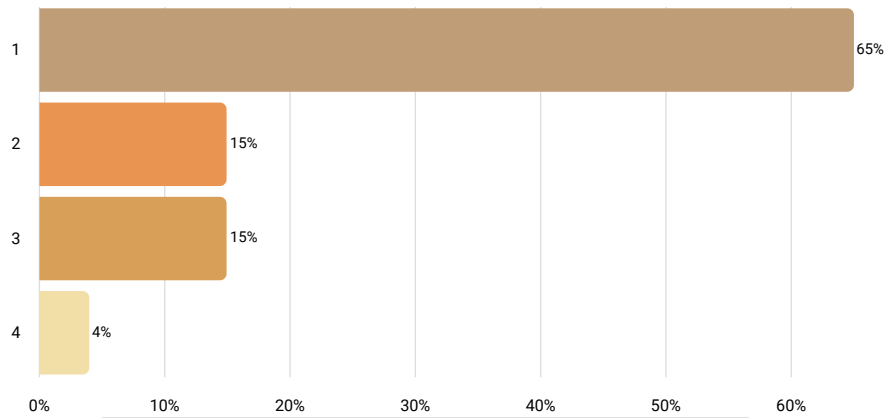
Results	%	N
Non-Exempt	19%	5
Exempt	81%	21

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



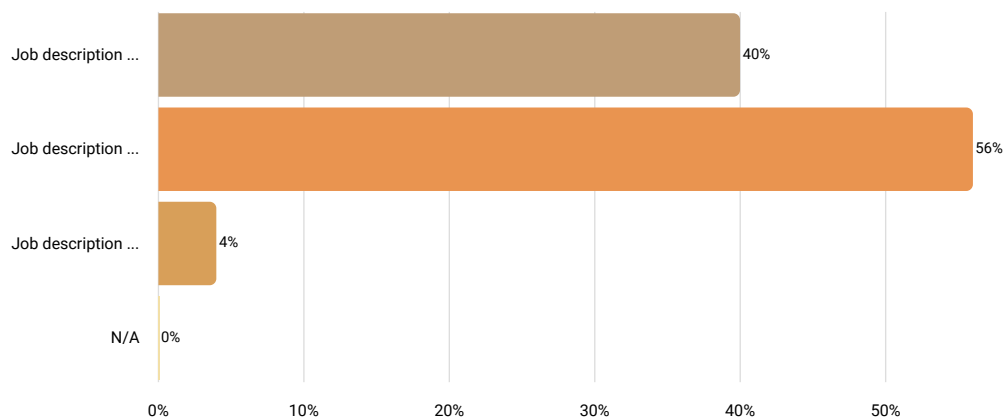
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.58
Median	1
Standard deviation	0.9
Total/sum	41

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

Answered 25 times

Skipped 1 times

Select one answer (radio button)



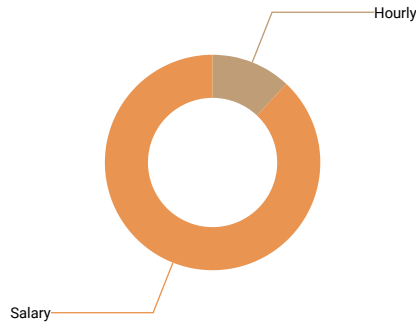
Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	10
Job description matches the position at your company very well	56%	14
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	12%	3
Salary	88%	23

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	22	\$60,000.00	\$64,110.00	\$75,233.50	\$91,603.00	\$119,087.20	\$80,603.95	\$75,233.50	\$32,706.10
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$1,282.00	\$1,800.00	\$3,350.00	\$7,699.00	\$12,064.00	\$6,041.15	\$3,350.00	\$7,284.05
Pay Range Maximum Salary	14	\$74,000.00	\$81,670.00	\$106,798.00	\$144,950.00	\$186,828.00	\$117,661.73	\$106,798.00	\$46,509.21
Pay Range Minimum Salary	14	\$45,000.00	\$55,494.40	\$77,538.00	\$91,346.00	\$102,544.00	\$75,750.91	\$77,538.00	\$23,140.16
Actual Highest Base Salary	17	\$58,300.00	\$64,110.00	\$82,500.00	\$95,473.56	\$120,640.00	\$80,805.14	\$82,500.00	\$30,112.77
Actual Lowest Base Salary	17	\$58,300.00	\$64,110.00	\$74,581.00	\$93,623.40	\$119,087.20	\$77,098.24	\$74,581.00	\$27,589.75

5.3.13 Security Administrator/FSO - Level 1

Job description

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

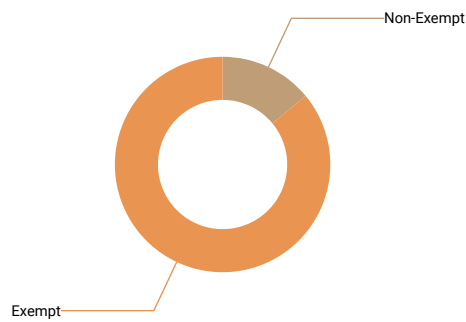
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



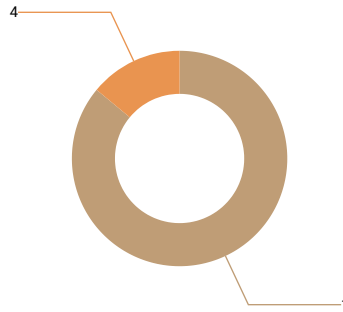
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



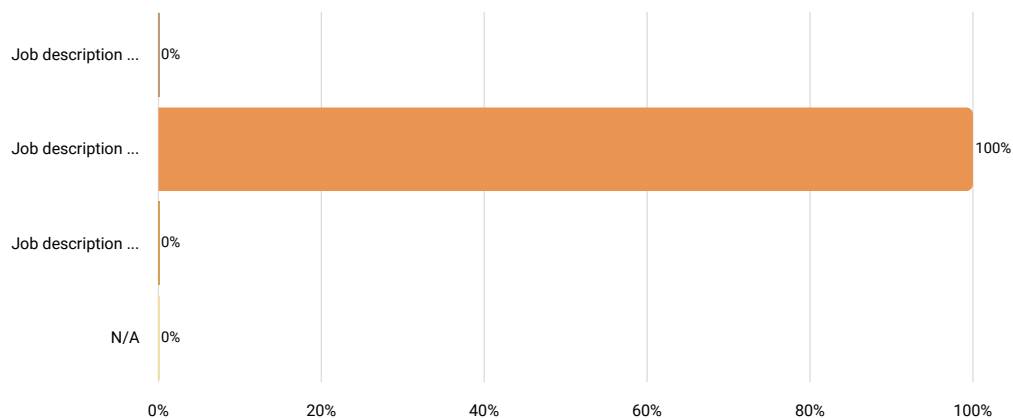
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.43
Median	1
Standard deviation	1.13
Total/sum	10

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



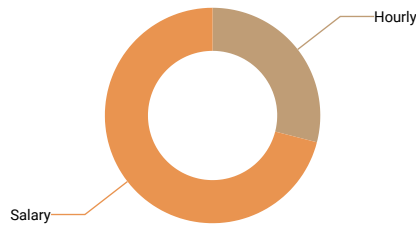
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	2
Salary	71%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$57,200.00	\$64,800.00	\$75,400.00	\$75,600.00	\$85,280.00	\$71,656.00	\$75,400.00	\$10,853.19
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.3.15 Security Administrator/FSO - Level 3

Job description

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

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

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

Answered 6 times

Skipped 15 times

Text input

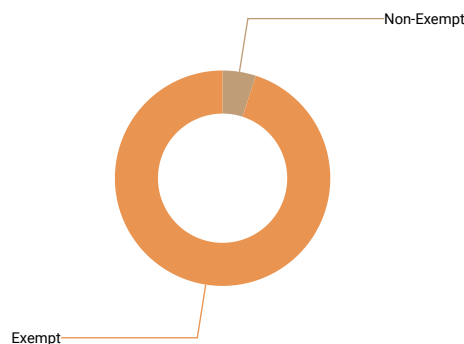
Results	
assistant fso	1
chief of security	1
director of security	1
facility security officer	1
physical security specialist/comsec cust, security specialist, senior security analyst	1
<ul style="list-style-type: none"> responsible for the security of the company in matters of classified processing, safeguarding, access control of personnel security and physical security process personnel security clearances and track security clearance investigations perform related administrative support functions to include using jpas and e-qip conduct security briefings, debriefings and awareness training ensuring compliance and support of the nispom, customer requirements and company policy prepares/updates facility security manuals and briefings to include opsec and insider threat policies and procedures consistent with mtc and government regulations investigate security violations and incidents and prepare reports as appropriate review dd form 254s and provide guidance of flow-down security requirements; assist as needed in generating dd form 254s for subcontractors conduct self-audits and prepare for dss security vulnerability assessments maintains the corporate niss account; submits facility clearance package as needed maintains interactive relationship with dcsa representatives, prime and subcontractor fsos stays current with fso training and security requirements as directed by dcsa as well as with all national security violations and potential threats to team members and their confidential information provide regular updates to program managers and directors on status of security management, security violations, badges, clearances, visit requests, etc. maintain security documentation and files appropriately maintain information management system for classified documentation provide updates to dss via e-fcl of any changes to company facility information assist in establishing closed areas and restricted areas and implementing access controls to such areas help maintain the building access control and alarm systems perform daily security checks of closed areas and sign off on the closed container check sheet work with employees to help solve facility issues help with office relocations and determining office and building utilization 	1

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



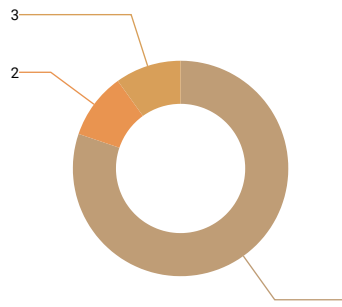
Results	%	N
Non-Exempt	5%	1
Exempt	95%	20

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



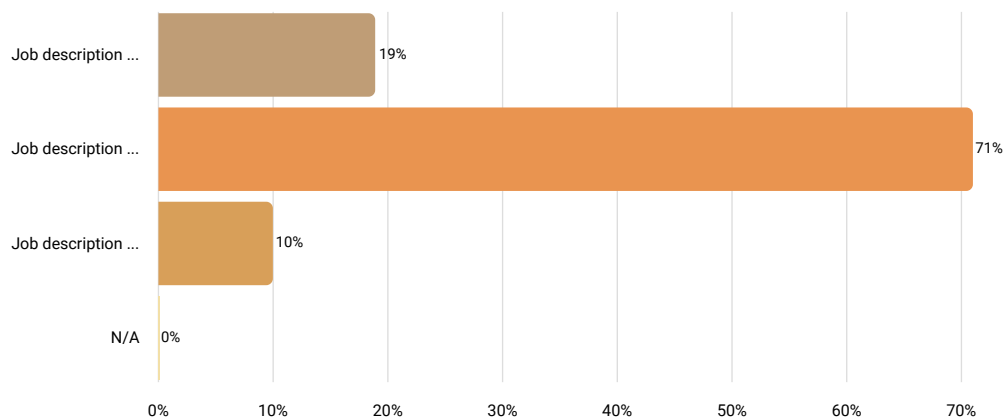
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.29
Median	1
Standard deviation	0.64
Total/sum	27

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



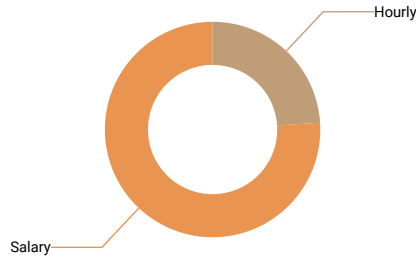
Results	%	N
Job description is perceptibly weaker than the position at your company	19%	4
Job description matches the position at your company very well	71%	15
Job description is perceptibly stronger than the position at your company	10%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	24%	5
Salary	76%	16

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$29.65	\$42.38	\$50.00	\$50.00	\$64.43	\$47.29	\$50.00	\$12.69
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$29.65	\$42.75	\$50.00	\$50.00	\$64.43	\$47.37	\$50.00	\$12.65
Actual Lowest Base Rate									
Actual Average Base Salary	15	\$65,728.00	\$68,914.82	\$104,000.00	\$117,021.00	\$145,000.00	\$102,008.52	\$104,000.00	\$27,836.12
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$1,223.00	\$3,384.50	\$5,200.00	\$9,000.00	\$3,698.67	\$3,384.50	\$3,183.09
Pay Range Maximum Salary	10	\$65,580.00	\$90,000.00	\$132,500.00	\$145,000.00	\$173,414.00	\$124,595.90	\$132,500.00	\$39,660.36
Pay Range Minimum Salary	10	\$47,553.00	\$60,000.00	\$80,629.00	\$120,000.00	\$147,500.00	\$88,136.40	\$80,629.00	\$37,877.02
Actual Highest Base Salary	15	\$65,728.00	\$72,646.00	\$104,400.00	\$132,898.00	\$145,000.00	\$104,954.60	\$104,400.00	\$28,644.45
Actual Lowest Base Salary	14	\$65,183.56	\$67,855.00	\$96,732.00	\$117,021.00	\$145,000.00	\$98,016.33	\$96,732.00	\$30,181.39

5.3.16 Technical Writer/Editor - Level 3

Job description

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

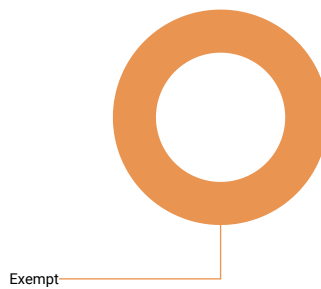
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



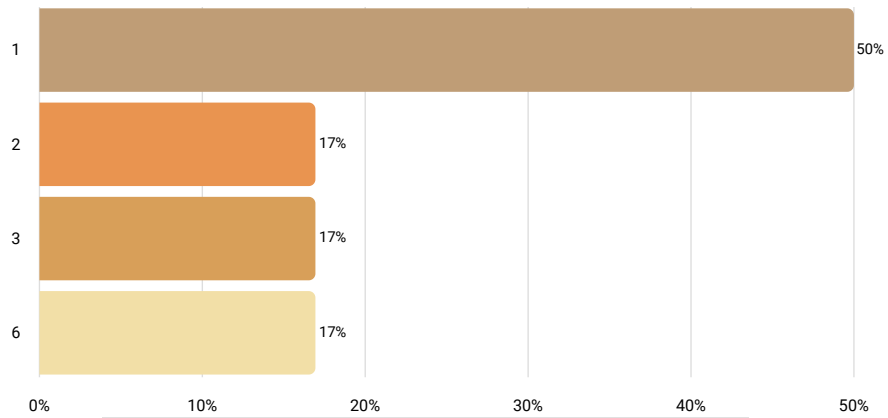
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



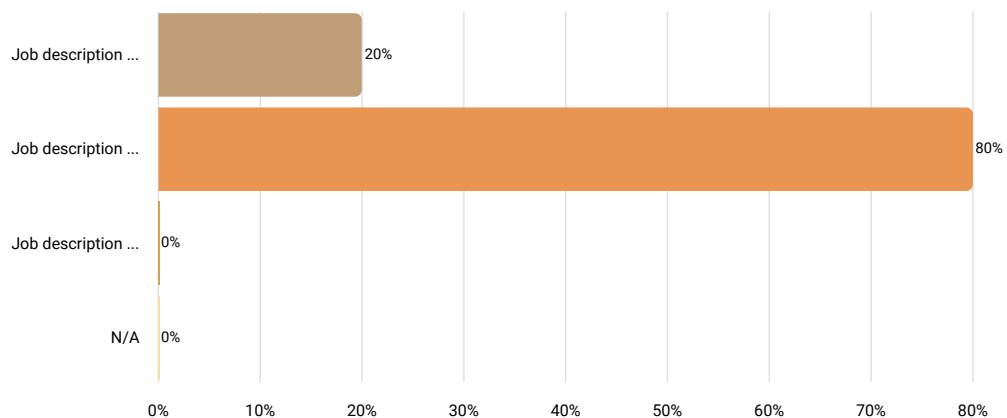
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	6
Mean	2.33
Median	1.5
Standard deviation	1.97
Total/sum	14

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

Answered 5 times

Skipped 1 times

Select one answer (radio button)



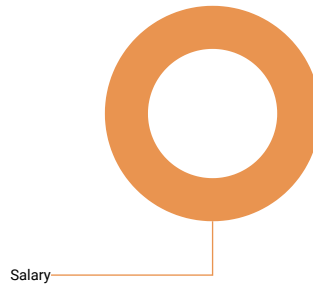
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Salary	6	\$91,287.91	\$93,017.00	\$104,355.50	\$112,301.00	\$113,820.00	\$103,189.49	\$104,355.50	\$9,598.23
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	6	\$93,017.00	\$100,179.00	\$106,881.00	\$120,000.00	\$120,500.00	\$107,909.67	\$106,881.00	\$11,376.44
Actual Lowest Base Salary	6	\$86,777.00	\$93,017.00	\$97,730.50	\$107,640.00	\$112,301.00	\$99,199.33	\$97,730.50	\$9,670.39

5.3.17 Material Planner

Job description

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

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

Answered 9 times

Skipped 9 times

Text input

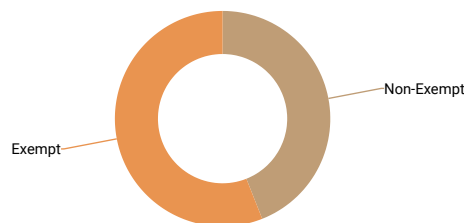
Results	
production planner	2
building managers	1
logistics planner	1
manufacturing planner	1
senior material planner	1
inventory demand planner	1
material planner/scheduler	1
production control specialist	1

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



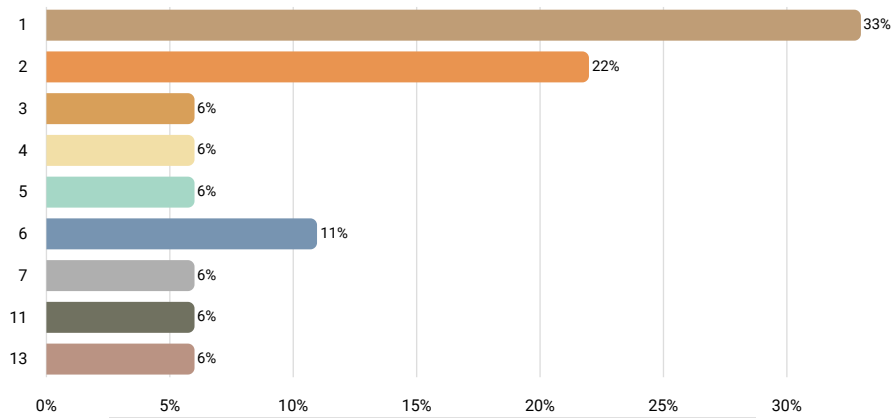
Results	%	N
Non-Exempt	44%	8
Exempt	56%	10

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



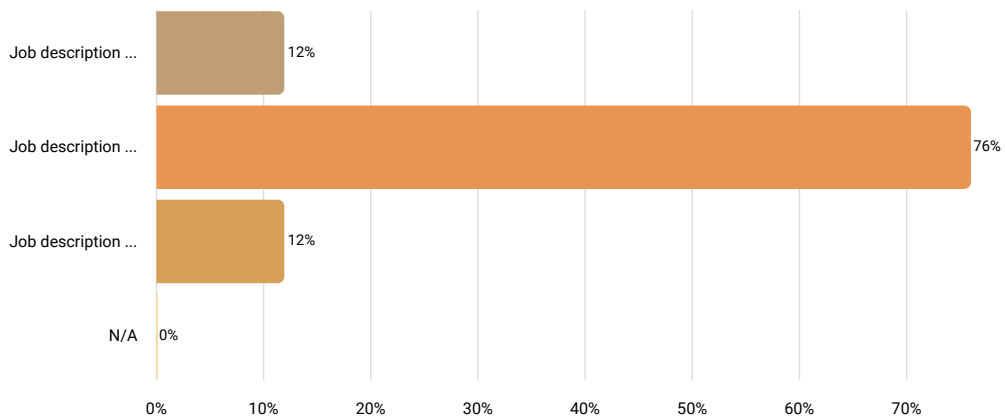
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	11
Mean	3.83
Median	2
Standard deviation	3.59
Total/sum	69

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

Answered 17 times

Skipped 1 times

Select one answer (radio button)



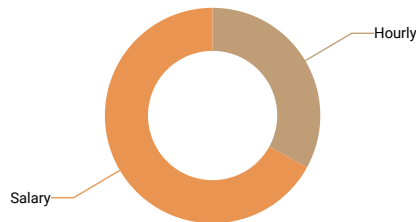
Results	%	N
Job description is perceptibly weaker than the position at your company	12%	2
Job description matches the position at your company very well	76%	13
Job description is perceptibly stronger than the position at your company	12%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Rate	5	\$22.17	\$25.67	\$26.34	\$27.21	\$50.37	\$30.35	\$26.34	\$11.35
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$59,904.00	\$62,500.00	\$67,040.93	\$78,750.00	\$108,250.00	\$75,220.66	\$67,040.93	\$18,164.37
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	7	\$75,000.00	\$78,000.00	\$80,000.00	\$99,000.00	\$125,000.00	\$88,142.86	\$80,000.00	\$18,031.72
Pay Range Minimum Salary	7	\$45,000.00	\$49,250.00	\$55,000.00	\$60,000.00	\$83,246.00	\$57,499.43	\$55,000.00	\$12,663.39
Actual Highest Base Salary	9	\$62,500.00	\$67,800.78	\$74,048.00	\$78,750.00	\$120,000.00	\$79,988.98	\$74,048.00	\$19,520.19
Actual Lowest Base Salary	9	\$45,760.00	\$62,500.00	\$65,000.00	\$78,750.00	\$108,210.00	\$71,389.00	\$65,000.00	\$19,273.89

5.3.19 Office Manager

Job description

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

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

Answered 6 times

Skipped 12 times

Text input

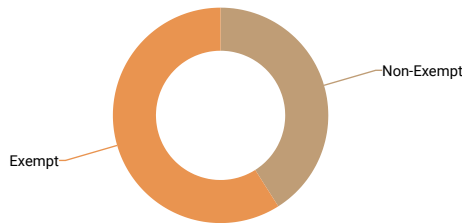
Results	
office administrator	2
mgr office	1
coord office	1
hs + 2 year experience	1
nutrition program supervisor, office supervisor, tag & title supervisor, elections manager,	1

FLSA Status

Answered 17 times

Skipped 1 times

Select one answer (radio button)



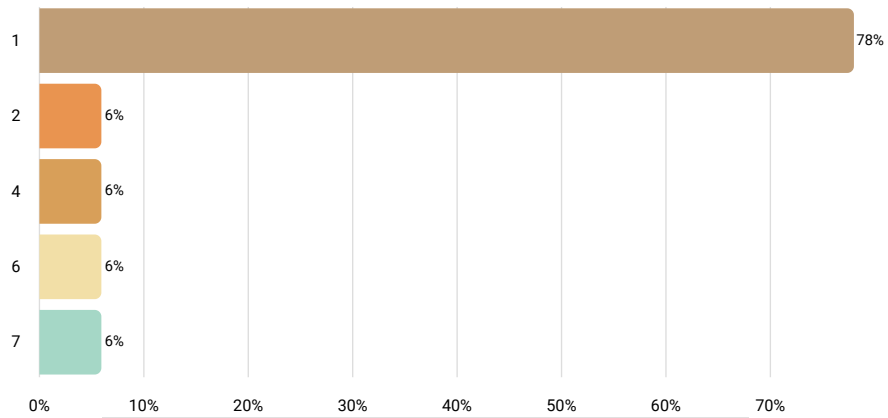
Results	%	N
Non-Exempt	41%	7
Exempt	59%	10

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



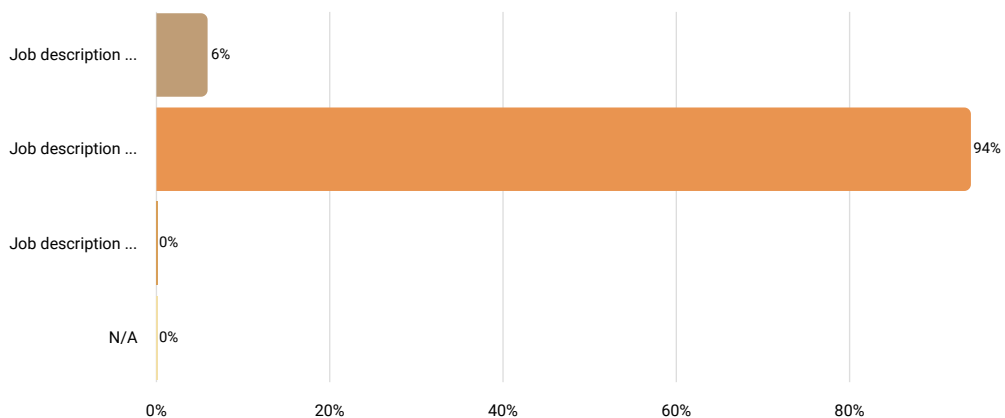
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	6
Mean	1.83
Median	1
Standard deviation	1.86
Total/sum	33

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

Answered 17 times

Skipped 1 times

Select one answer (radio button)



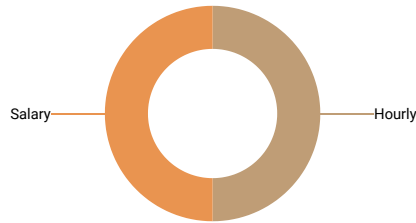
Results		
	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	94%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	9
Salary	50%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$13.50	\$16.00	\$22.59	\$25.65	\$53.35	\$24.98	\$22.59	\$13.22
Pay Range Maximum Rate	6	\$17.00	\$18.00	\$24.95	\$35.63	\$40.83	\$26.89	\$24.95	\$9.69
Pay Range Minimum Rate	6	\$13.50	\$15.00	\$16.84	\$20.95	\$22.25	\$17.56	\$16.84	\$3.40
Actual Highest Base Rate	7	\$13.50	\$18.00	\$22.93	\$31.94	\$68.22	\$28.67	\$22.93	\$18.33
Actual Lowest Base Rate	7	\$12.25	\$15.00	\$19.49	\$22.59	\$38.47	\$20.85	\$19.49	\$8.48
Actual Average Base Salary	7	\$40,000.00	\$45,600.00	\$53,040.00	\$75,000.00	\$120,000.00	\$65,354.71	\$53,040.00	\$27,338.46
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	6	\$24,000.00	\$45,600.00	\$53,497.60	\$71,843.00	\$120,000.00	\$61,406.37	\$53,497.60	\$32,621.46
Actual Lowest Base Salary	6	\$40,000.00	\$45,600.00	\$52,000.00	\$71,843.00	\$120,000.00	\$63,573.83	\$52,000.00	\$29,661.37

5.3.20 Configuration Management Analyst

Job description

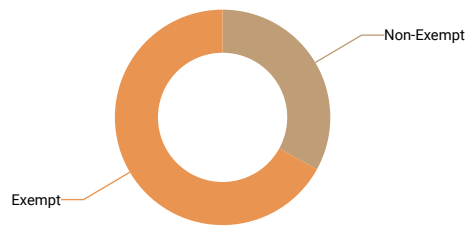
Performs duties related to change, release, and build management. Identifies errors in the build and release process; recommends improvements.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



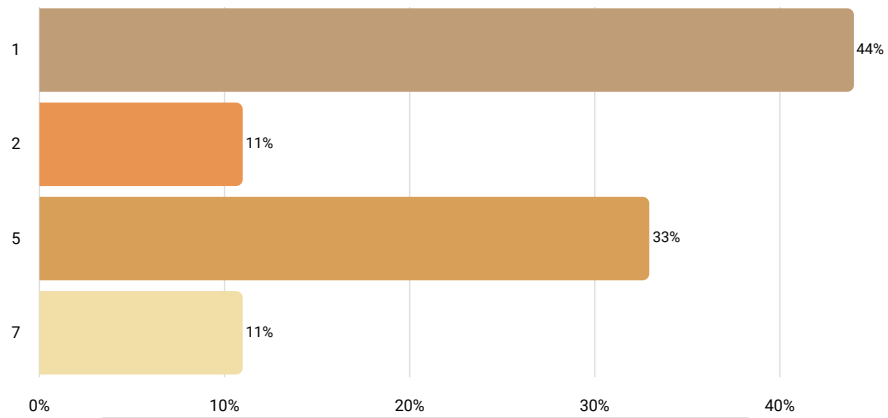
Results	%	N
Non-Exempt	33%	3
Exempt	67%	6

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



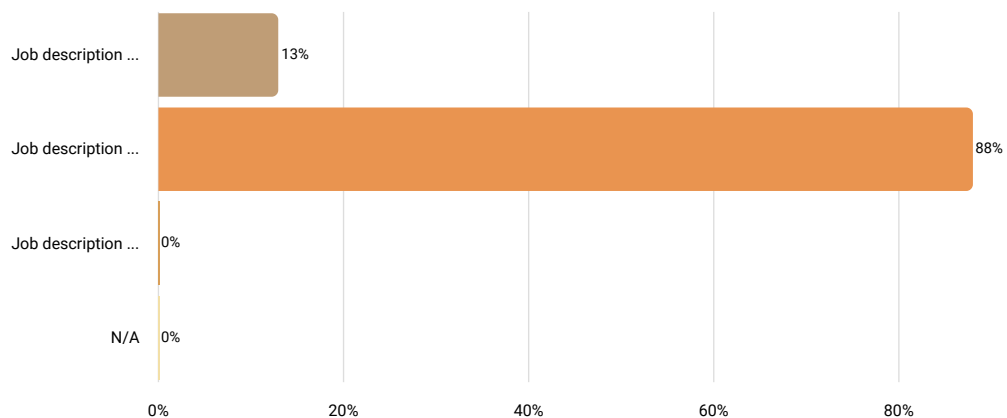
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	7
Mean	3.11
Median	2
Standard deviation	2.37
Total/sum	28

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

Answered 8 times

Skipped 1 times

Select one answer (radio button)



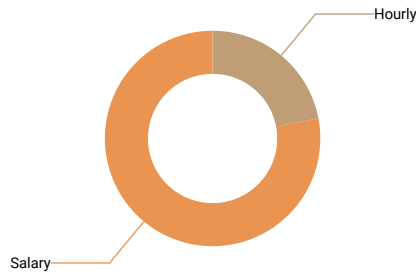
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$60,881.60	\$73,477.23	\$111,351.40	\$126,464.00	\$150,009.00	\$105,856.18	\$111,351.40	\$31,648.52
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	6	\$60,881.60	\$73,477.23	\$111,233.00	\$143,000.00	\$150,009.00	\$108,305.64	\$111,233.00	\$37,110.73
Actual Lowest Base Salary	6	\$60,881.60	\$73,477.23	\$91,848.50	\$126,464.00	\$150,009.00	\$99,088.14	\$91,848.50	\$33,360.65

5.3.21 Financial Analyst

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

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

Answered 8 times

Skipped 11 times

Text input

Results	
controller	1
pricing analyst	1
analyst - financial	1
sr financial analyst	1
project controller analyst	1
financial analysis specialist	1
director of financial planning & analysis	1
budget analyst, budget specialist, financial analyst	1

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Exempt

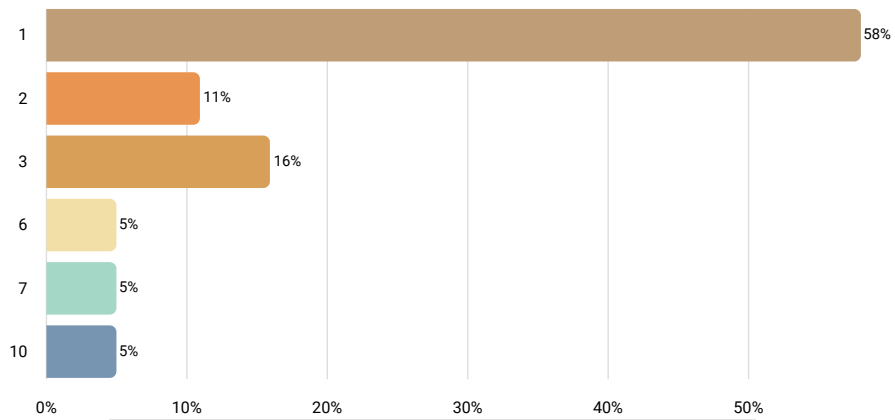
Results	%	N
Non-Exempt	0%	0
Exempt	100%	19

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



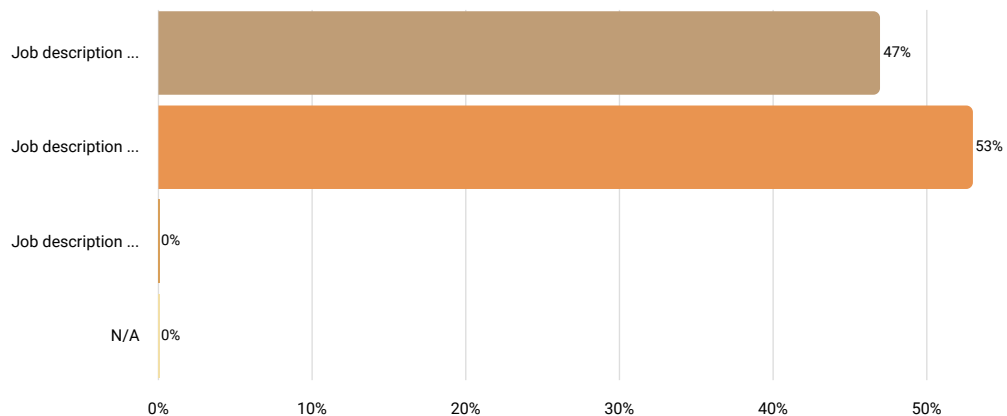
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	7
Mean	2.47
Median	1
Standard deviation	2.52
Total/sum	47

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

Answered 17 times

Skipped 2 times

Select one answer (radio button)



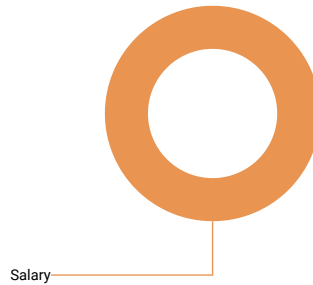
Results		
	%	N
Job description is perceptibly weaker than the position at your company	47%	8
Job description matches the position at your company very well	53%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Salary	18	\$75,000.00	\$86,571.00	\$97,350.66	\$122,935.00	\$153,360.00	\$107,157.67	\$97,350.66	\$29,972.74
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$500.00	\$1,700.00	\$3,907.61	\$6,600.00	\$14,154.17	\$4,820.75	\$3,907.61	\$4,148.32
Pay Range Maximum Salary	11	\$100,000.00	\$110,000.00	\$120,790.00	\$160,000.00	\$191,560.00	\$133,425.67	\$120,790.00	\$33,861.92
Pay Range Minimum Salary	11	\$49,375.00	\$61,000.00	\$78,369.00	\$95,000.00	\$97,011.00	\$76,517.18	\$78,369.00	\$19,379.12
Actual Highest Base Salary	15	\$75,000.00	\$97,011.00	\$110,000.00	\$153,360.00	\$171,500.00	\$122,495.39	\$110,000.00	\$35,512.90
Actual Lowest Base Salary	15	\$62,750.00	\$70,000.00	\$81,995.00	\$97,690.32	\$153,360.00	\$94,397.67	\$81,995.00	\$37,939.13

5.3.23 PR/Public Affairs Representative

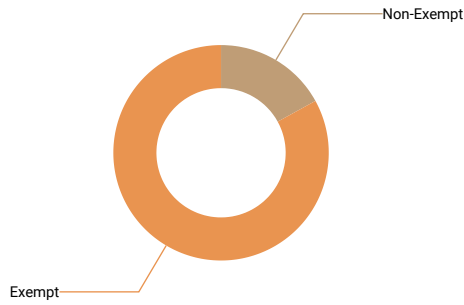
Job description Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for their organization.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



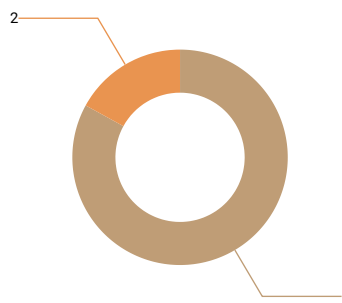
Results	%	N
Non-Exempt	17%	1
Exempt	83%	5

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



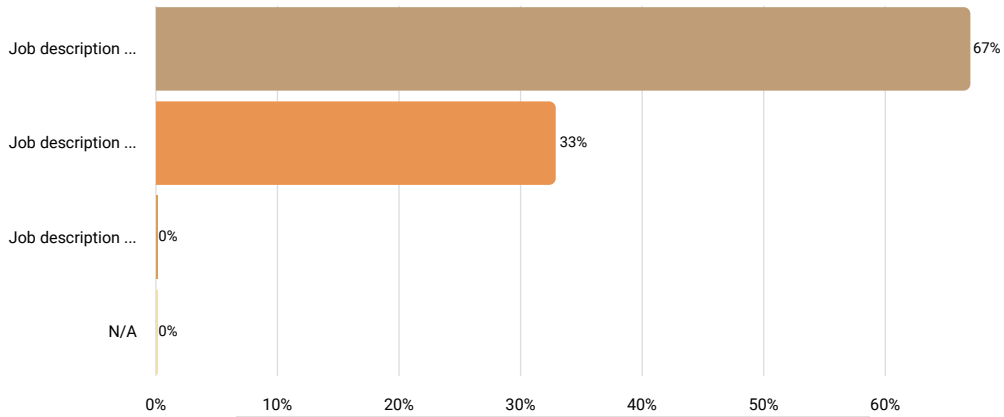
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.17
Median	1
Standard deviation	0.41
Total/sum	7

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



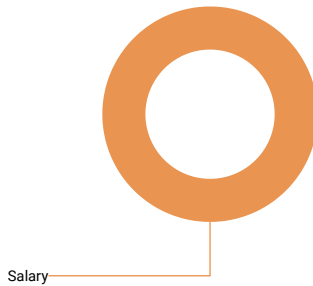
Results	%	N
Job description is perceptibly weaker than the position at your company	67%	4
Job description matches the position at your company very well	33%	2
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	6	\$47,850.00	\$63,345.36	\$72,473.80	\$85,000.00	\$107,843.84	\$74,831.13	\$72,473.80	\$20,668.21
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.3.24 Recruiter

Job description

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

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

Answered 7 times

Skipped 10 times

Text input

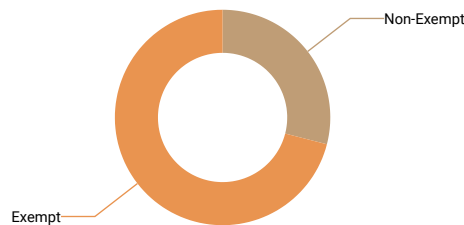
Results	
recruiting specialist	1
recruitment coordinator	1
human resources specialist	1
hr employment coord recruiter	1
talent acquisition specialist	1
technical recruiter, engineering recruiter	1
hr employee relations/employment specialist	1

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



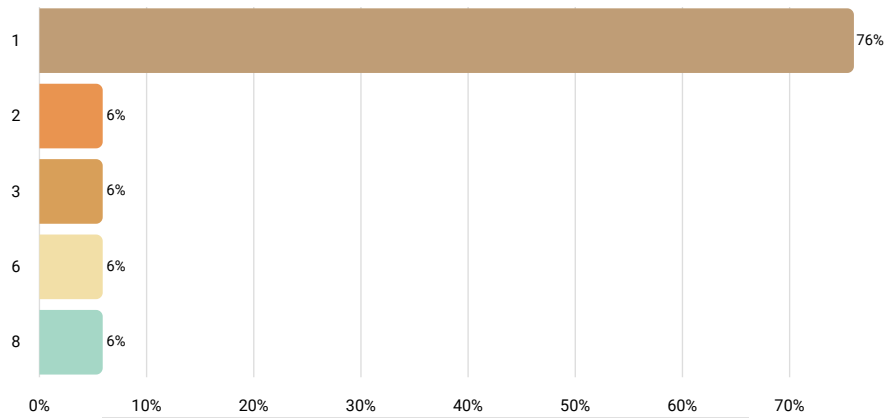
Results	%	N
Non-Exempt	29%	5
Exempt	71%	12

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



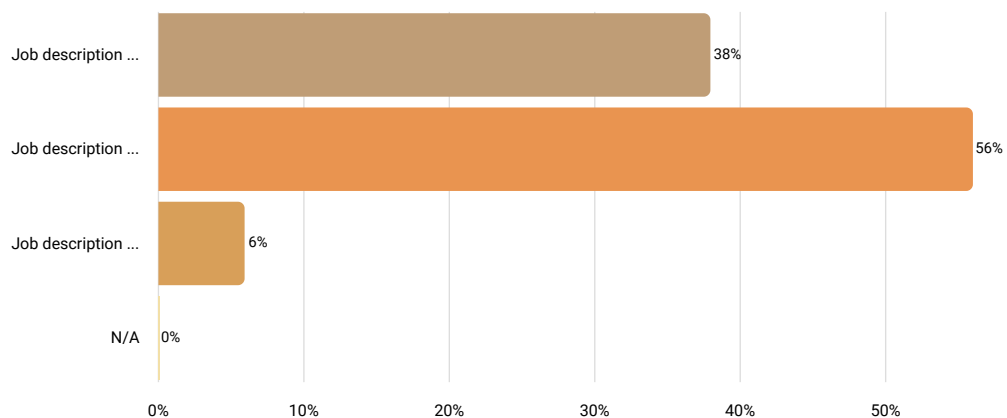
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	6
Mean	1.88
Median	1
Standard deviation	2.03
Total/sum	32

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

Answered 16 times

Skipped 1 times

Select one answer (radio button)



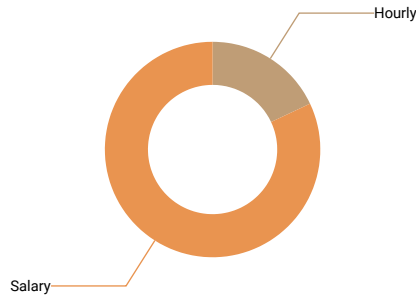
Results	%	N
Job description is perceptibly weaker than the position at your company	38%	6
Job description matches the position at your company very well	56%	9
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	3
Salary	82%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$51,000.00	\$54,750.00	\$63,907.80	\$88,815.00	\$101,913.00	\$71,635.63	\$63,907.80	\$21,677.07
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$600.00	\$1,030.00	\$1,700.00	\$4,416.00	\$6,600.00	\$2,869.20	\$1,700.00	\$2,559.81
Pay Range Maximum Salary	7	\$65,740.00	\$67,376.00	\$83,000.00	\$90,695.00	\$141,000.00	\$87,544.43	\$83,000.00	\$25,277.35
Pay Range Minimum Salary	7	\$43,830.00	\$44,917.00	\$49,000.00	\$49,375.00	\$75,000.00	\$50,902.14	\$49,000.00	\$10,880.03
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	11	\$51,000.00	\$51,500.00	\$67,444.00	\$132,933.00	\$135,200.00	\$82,515.42	\$67,444.00	\$35,321.13
Actual Lowest Base Salary	10	\$49,980.00	\$51,000.00	\$63,096.80	\$82,250.00	\$84,136.00	\$65,417.56	\$63,096.80	\$14,816.67

5.3.25 Training Coordinator

Job description

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

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

Answered 10 times

Skipped 6 times

Text input

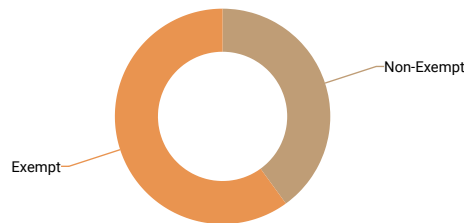
Results	
training administrator	2
trainer	1
coord education	1
training specialist	1
human resources specialist	1
technical training coordinator	1
operations development specialist	1
learning and development specialist	1
employee development & training specialist - 1152	1

FLSA Status

Answered 15 times

Skipped 1 times

Select one answer (radio button)



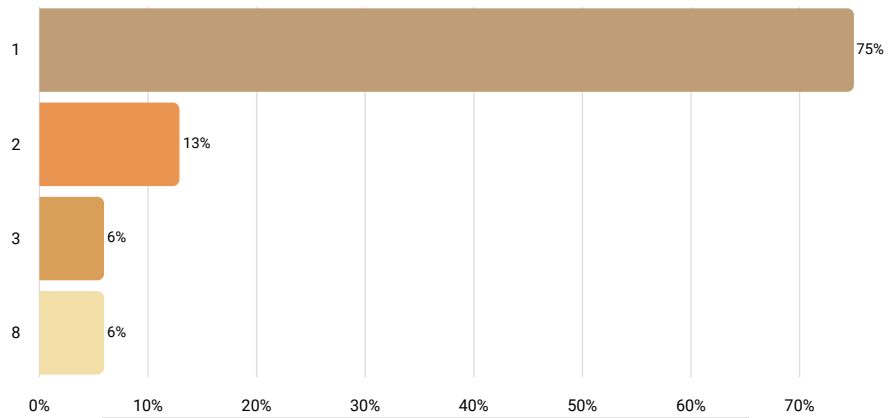
Results	%	N
Non-Exempt	40%	6
Exempt	60%	9

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



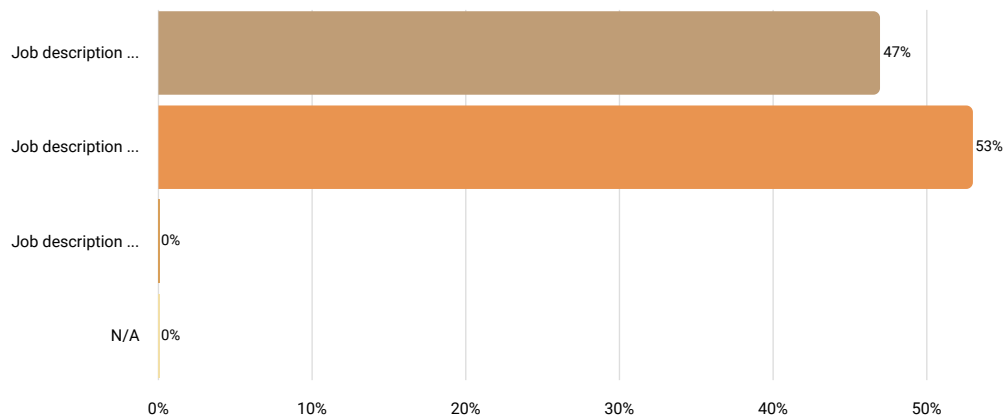
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	1.69
Median	1
Standard deviation	1.78
Total/sum	27

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

Answered 15 times

Skipped 1 times

Select one answer (radio button)



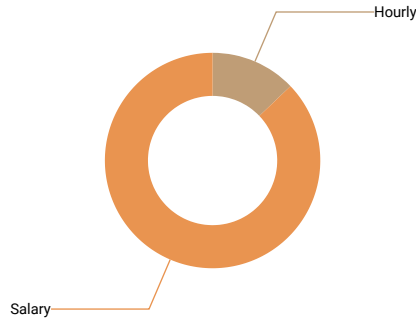
Results		%	N
Job description is perceptibly weaker than the position at your company		47%	7
Job description matches the position at your company very well		53%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	88%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$51,788.88	\$58,987.03	\$82,363.50	\$95,421.00	\$110,000.00	\$79,878.51	\$82,363.50	\$25,024.46
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	8	\$58,304.00	\$70,000.00	\$91,080.80	\$111,624.50	\$145,850.00	\$93,695.58	\$91,080.80	\$29,936.76
Pay Range Minimum Salary	8	\$37,311.00	\$47,500.00	\$53,527.50	\$61,109.70	\$97,650.00	\$57,404.43	\$53,527.50	\$18,351.32
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	9	\$51,788.88	\$66,810.12	\$85,756.00	\$100,842.00	\$128,200.00	\$86,590.22	\$85,756.00	\$24,162.52
Actual Lowest Base Salary	8	\$51,788.88	\$76,456.50	\$86,500.00	\$105,421.00	\$128,200.00	\$89,592.99	\$86,500.00	\$23,465.76

5.3.26 Compensation/Benefits Specialist

Job description

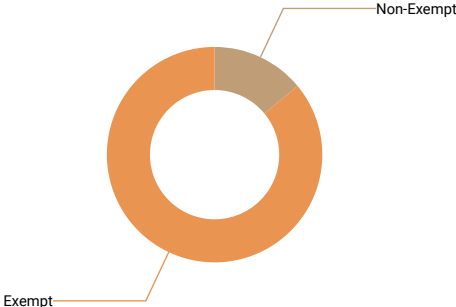
Involved in the design and administration of the company's compensation and benefits plans which includes developing salary ranges and overseeing merit increases and budgets. Communicates with employees regarding company policies and procedures related to compensation and benefits.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



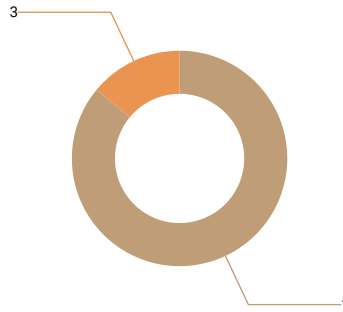
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



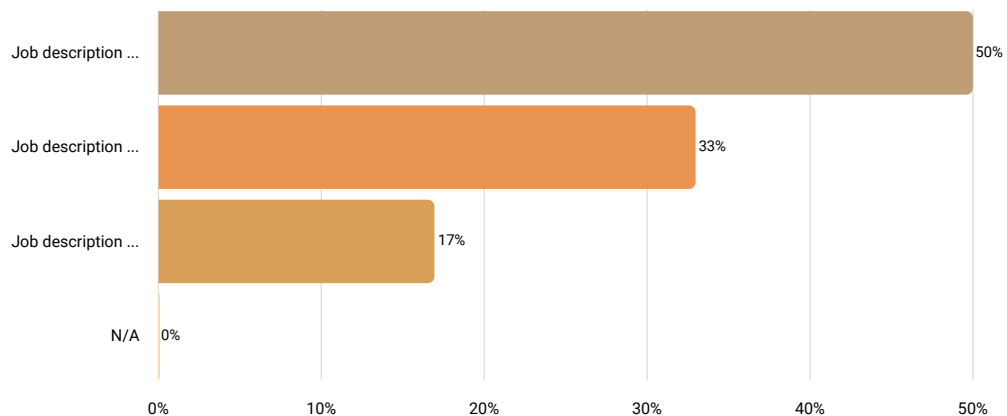
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.29
Median	1
Standard deviation	0.76
Total/sum	9

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



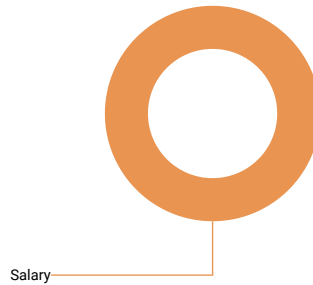
Results	%	N
Job description is perceptibly weaker than the position at your company	50%	3
Job description matches the position at your company very well	33%	2
Job description is perceptibly stronger than the position at your company	17%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Actual Average Base Salary	7	\$42,500.00	\$57,640.00	\$72,205.00	\$86,992.00	\$131,040.00	\$77,629.86	\$72,205.00	\$27,960.75
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$58,988.00	\$67,392.00	\$100,776.50	\$146,057.00	\$165,550.00	\$106,590.00	\$100,776.50	\$43,512.88
Pay Range Minimum Salary	6	\$39,326.00	\$44,928.00	\$48,326.50	\$78,369.00	\$99,330.00	\$59,767.67	\$48,326.50	\$23,714.86
Actual Highest Base Salary	6	\$42,500.00	\$57,640.00	\$71,102.50	\$83,032.00	\$103,361.44	\$71,456.41	\$71,102.50	\$20,899.63
Actual Lowest Base Salary	5	\$42,500.00	\$70,000.00	\$72,205.00	\$75,214.36	\$83,032.00	\$68,590.27	\$72,205.00	\$15,396.41

Professional Technical

5.4.1 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.

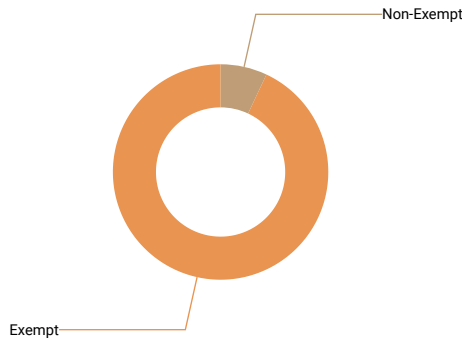
Level 1: Entry: 0-1 years of experience, performs routine tasks.

FLSA Status

Answered 14 times

Skipped 1 times

Select one answer (radio button)



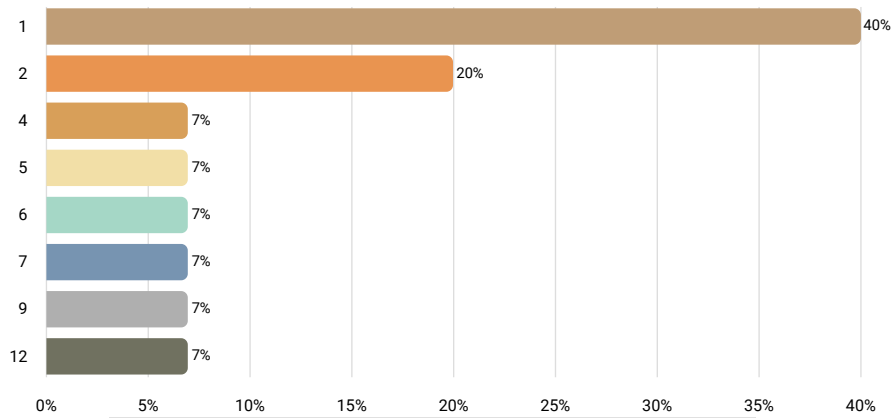
Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



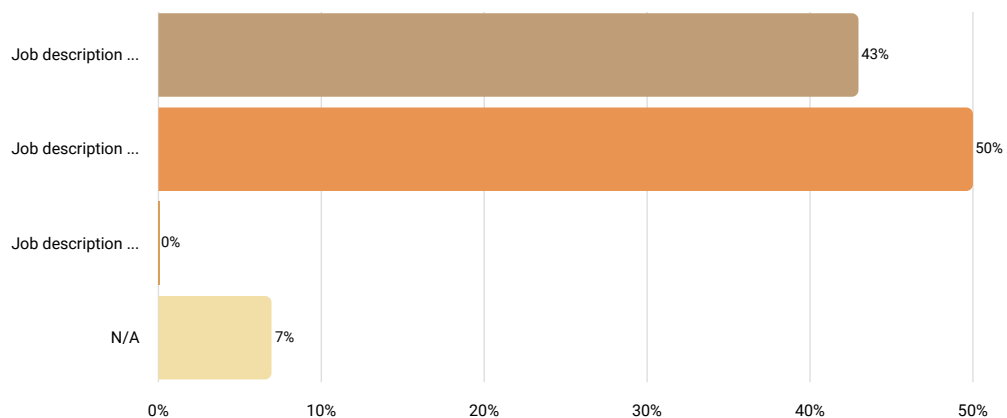
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	9
Mean	3.67
Median	2
Standard deviation	3.46
Total/sum	55

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

Answered 14 times

Skipped 1 times

Select one answer (radio button)



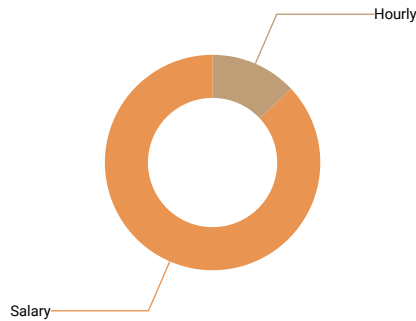
Results	%	N
Job description is perceptibly weaker than the position at your company	43%	6
Job description matches the position at your company very well	50%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$62,392.50	\$73,500.00	\$81,643.65	\$92,200.00	\$94,917.50	\$81,057.60	\$81,643.65	\$13,049.73
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	9	\$80,000.00	\$91,286.00	\$100,000.00	\$106,356.00	\$117,553.00	\$99,556.50	\$100,000.00	\$12,319.27
Pay Range Minimum Salary	9	\$55,000.00	\$62,830.00	\$65,000.00	\$69,217.50	\$78,841.00	\$66,693.72	\$65,000.00	\$7,761.29
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	9	\$55,000.00	\$75,918.76	\$78,557.00	\$82,640.19	\$112,000.00	\$82,355.12	\$78,557.00	\$18,168.62
Actual Lowest Base Salary	9	\$55,000.00	\$69,785.00	\$77,250.00	\$82,000.00	\$92,200.00	\$75,640.81	\$77,250.00	\$10,725.33

5.4.2 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.

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

Answered 6 times

Skipped 12 times

Text input

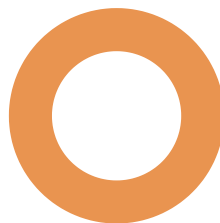
Results	
utility engineer ii	1
mechanical engineer i	1
mechanical design engineer	1
process improvement engineer	1
lead mechanical engineer, senior mechanical engineer	1
engineer ii, r&d design - body, engineer ii, r&d design - chassis, engineer ii, r&d - interior/exterior, engineer ii, r&d design - powertrain	1

FLSA Status

Answered 17 times

Skipped 1 times

Select one answer (radio button)



Exempt

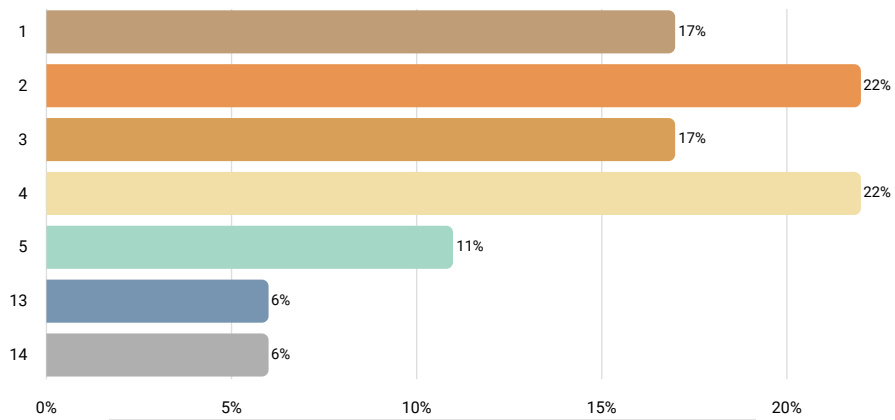
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



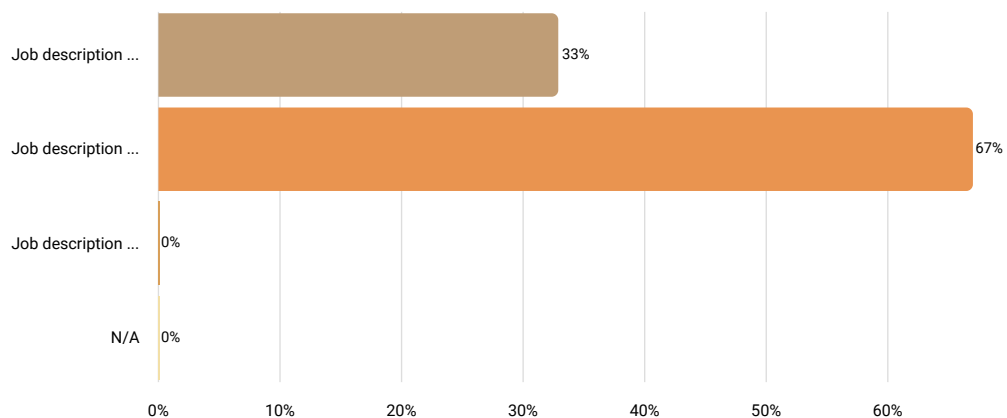
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	4
90th percentile	13
Mean	4.06
Median	3
Standard deviation	3.67
Total/sum	73

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



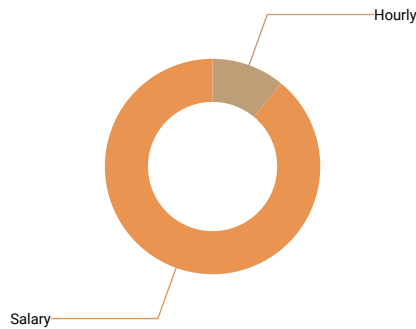
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	6
Job description matches the position at your company very well	67%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	2
Salary	89%	16

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	15	\$74,496.00	\$79,000.00	\$87,226.00	\$95,350.00	\$107,104.31	\$88,408.48	\$87,226.00	\$14,550.69
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,000.00	\$1,000.00	\$7,769.41	\$12,412.00	\$15,194.44	\$7,524.21	\$7,769.41	\$6,383.88
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	12	\$90,000.00	\$97,500.00	\$115,113.96	\$120,014.00	\$137,020.00	\$110,358.41	\$115,113.96	\$19,102.77
Pay Range Minimum Salary	12	\$60,401.00	\$65,500.00	\$74,985.00	\$80,000.00	\$82,335.00	\$72,972.00	\$74,985.00	\$10,179.33
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	14	\$75,851.00	\$80,000.00	\$88,221.64	\$102,200.00	\$104,927.00	\$91,403.77	\$88,221.64	\$15,283.62
Actual Lowest Base Salary	14	\$66,560.00	\$73,140.00	\$81,000.00	\$87,226.00	\$98,135.10	\$82,275.53	\$81,000.00	\$14,561.94

5.4.3 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.

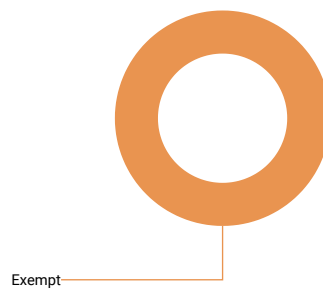
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



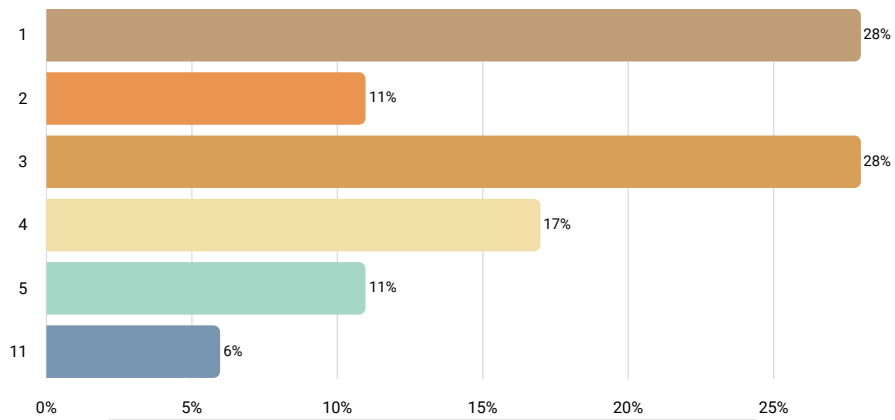
Results	%	N
Non-Exempt	0%	0
Exempt	100%	18

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



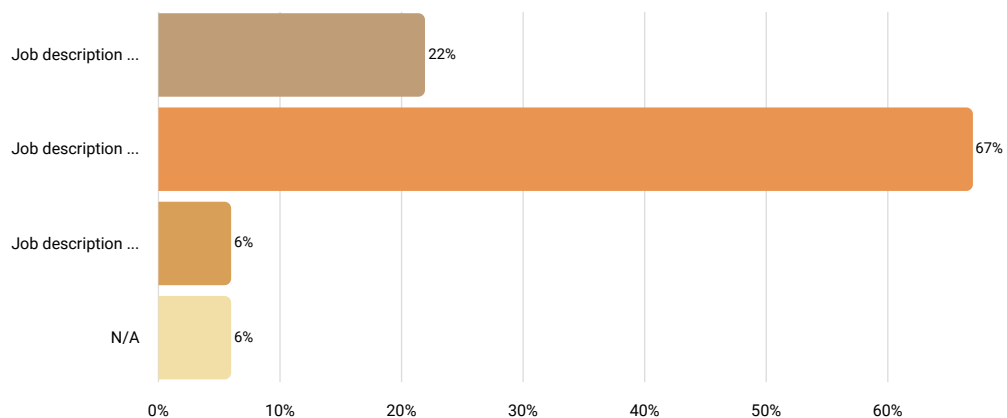
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	5
Mean	3.17
Median	3
Standard deviation	2.38
Total/sum	57

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



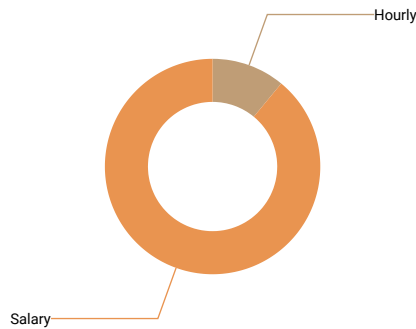
Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	4
Job description matches the position at your company very well	67%	12
Job description is perceptibly stronger than the position at your company	6%	1
N/A	6%	1

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	2
Salary	89%	16

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	16	\$75,000.00	\$86,100.00	\$109,367.89	\$121,651.08	\$139,796.00	\$108,807.80	\$109,367.89	\$24,478.67
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,000.00	\$2,000.00	\$4,017.00	\$13,979.00	\$26,840.48	\$7,905.05	\$4,017.00	\$9,387.68
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	11	\$114,773.00	\$121,000.00	\$136,918.00	\$150,000.00	\$170,637.50	\$135,033.59	\$136,918.00	\$27,362.25
Pay Range Minimum Salary	11	\$69,569.00	\$73,705.00	\$90,590.00	\$102,382.50	\$105,000.00	\$86,273.77	\$90,590.00	\$21,061.75
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	15	\$75,000.00	\$93,000.00	\$119,540.21	\$130,777.00	\$143,500.00	\$114,890.48	\$119,540.21	\$28,670.75
Actual Lowest Base Salary	15	\$74,000.00	\$80,600.00	\$100,000.00	\$118,198.17	\$135,200.00	\$100,541.76	\$100,000.00	\$21,218.99

5.4.4 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.

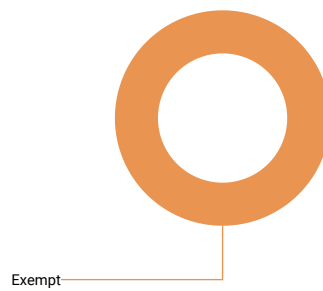
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



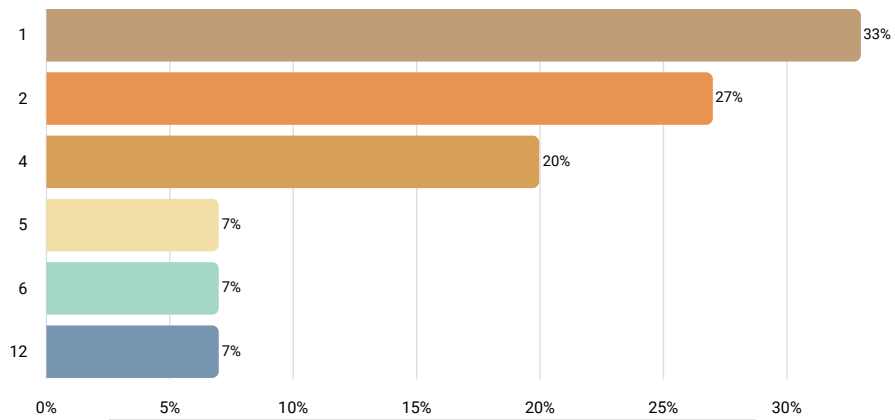
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



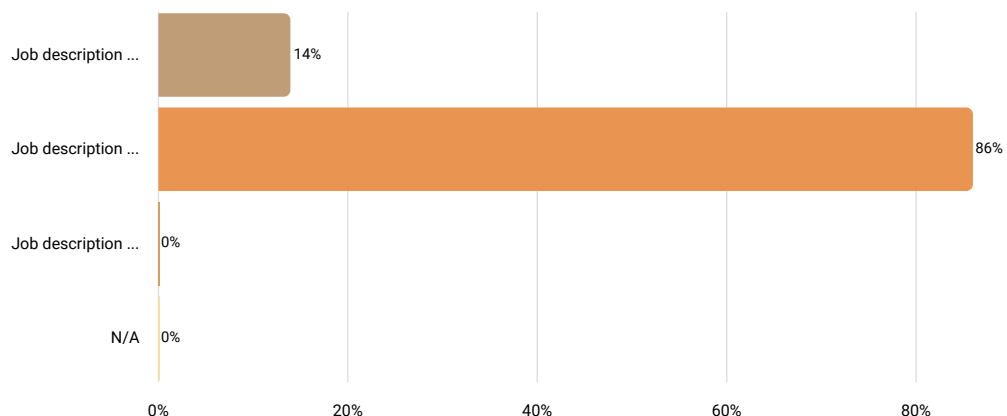
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	6
Mean	3.2
Median	2
Standard deviation	2.93
Total/sum	48

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

Answered 14 times

Skipped 1 times

Select one answer (radio button)



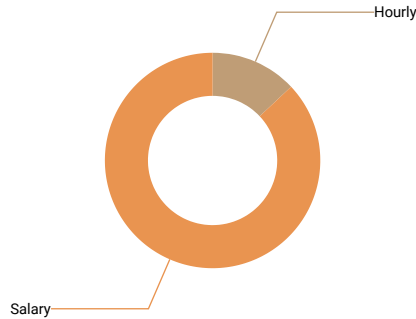
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	2
Job description matches the position at your company very well	86%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$85,000.00	\$111,954.50	\$131,004.50	\$147,621.13	\$156,895.57	\$126,267.51	\$131,004.50	\$26,153.87
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$5,352.36	\$7,000.00	\$15,000.00	\$18,172.00	\$19,300.00	\$12,964.87	\$15,000.00	\$6,421.06
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	6	\$90,000.00	\$150,000.00	\$157,412.00	\$175,638.00	\$209,133.75	\$156,599.29	\$157,412.00	\$39,143.99
Pay Range Minimum Salary	7	\$75,000.00	\$101,000.00	\$108,549.00	\$125,000.00	\$125,480.25	\$107,275.75	\$108,549.00	\$17,169.78
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	10	\$99,500.00	\$114,444.00	\$136,003.13	\$150,000.00	\$160,289.29	\$132,241.92	\$136,003.13	\$24,251.33
Actual Lowest Base Salary	10	\$91,000.00	\$104,000.00	\$125,415.84	\$141,689.00	\$150,350.92	\$121,679.65	\$125,415.84	\$22,655.35

5.4.5 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. Typically holds an advanced degree in area of specialization.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Exempt

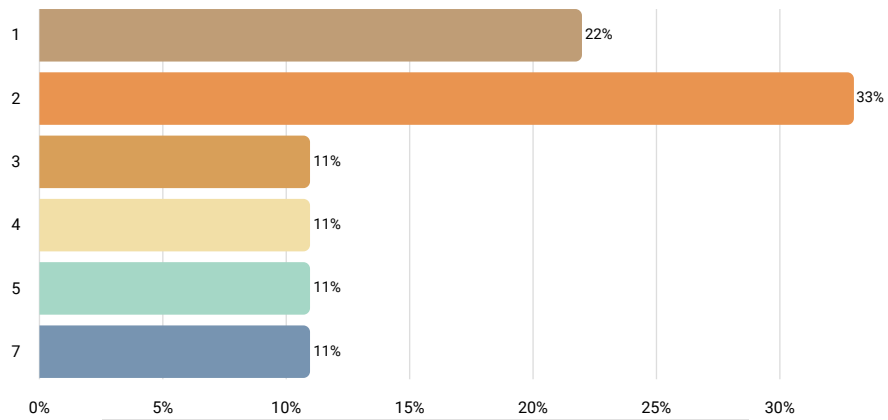
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



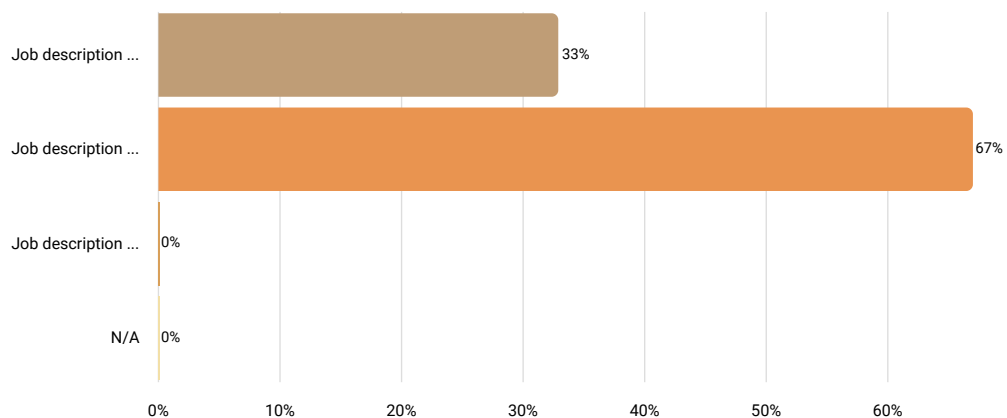
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	7
Mean	3
Median	2
Standard deviation	2
Total/sum	27

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



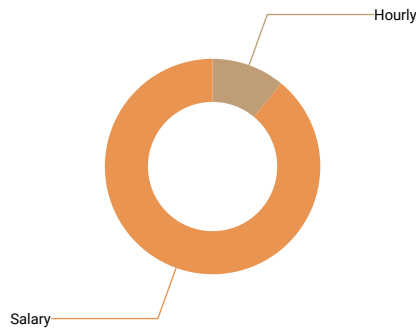
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	3
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	8	\$78,332.80	\$116,687.50	\$138,000.00	\$157,326.43	\$205,000.00	\$138,420.08	\$138,000.00	\$38,259.14
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	7	\$90,000.00	\$152,590.00	\$156,800.00	\$214,243.00	\$256,398.75	\$173,575.96	\$156,800.00	\$52,970.15
Pay Range Minimum Salary	7	\$82,688.00	\$104,600.00	\$126,000.00	\$137,141.00	\$153,839.25	\$120,752.61	\$126,000.00	\$23,527.60
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	7	\$79,435.20	\$101,000.00	\$136,800.00	\$164,005.92	\$189,000.00	\$137,320.16	\$136,800.00	\$37,343.78
Actual Lowest Base Salary	7	\$77,251.20	\$101,000.00	\$128,750.00	\$131,000.00	\$147,325.10	\$120,460.90	\$128,750.00	\$23,427.93

5.4.7 Electrical Design Engineer - Level 1

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

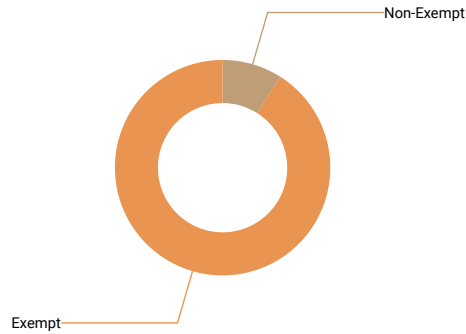
Level 1: Entry: 0-1 years of experience, performs routine tasks.

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



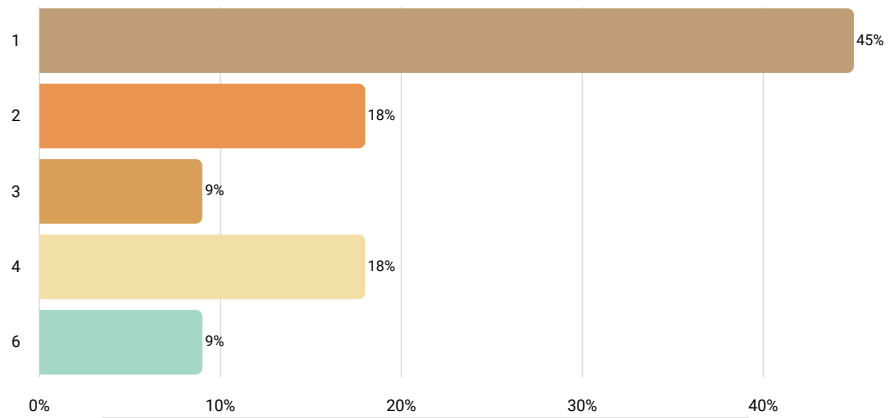
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



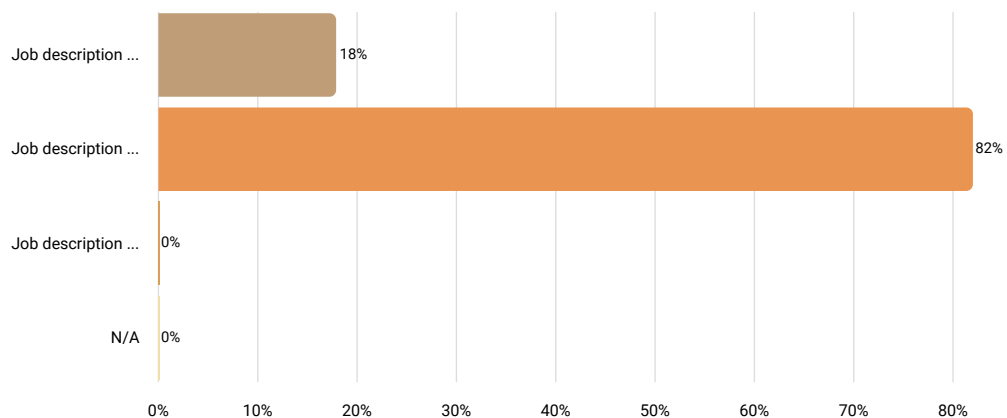
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	4
Mean	2.36
Median	2
Standard deviation	1.69
Total/sum	26

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



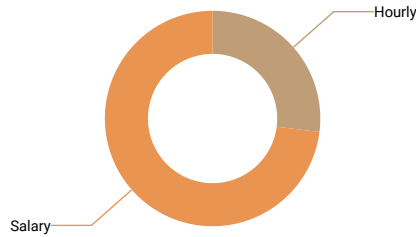
Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	2
Job description matches the position at your company very well	82%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	8	\$67,039.00	\$76,060.15	\$77,893.00	\$84,600.00	\$114,000.00	\$82,268.16	\$77,893.00	\$14,108.08
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	7	\$75,000.00	\$80,802.00	\$81,370.00	\$93,600.00	\$114,000.00	\$86,780.92	\$81,370.00	\$13,231.81
Actual Lowest Base Salary	7	\$62,400.00	\$65,000.00	\$75,000.00	\$81,000.00	\$114,000.00	\$77,914.30	\$75,000.00	\$17,128.47

5.4.8 Electrical Design Engineer - Level 2

Job description

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

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

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

Answered 5 times

Skipped 7 times

Text input

Results	
engineer ii	1
electrical engineer i	1
r&d electrical engineer	1
electrical comp analysis engineer	1
engineer ii, r&d design - electrical	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Exempt

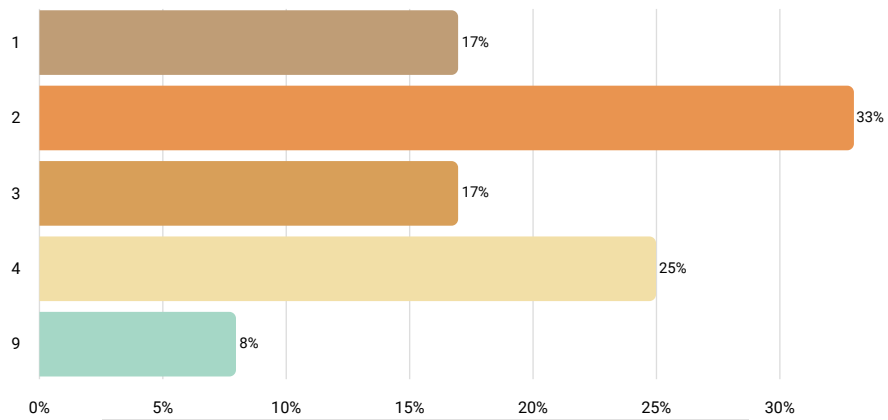
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



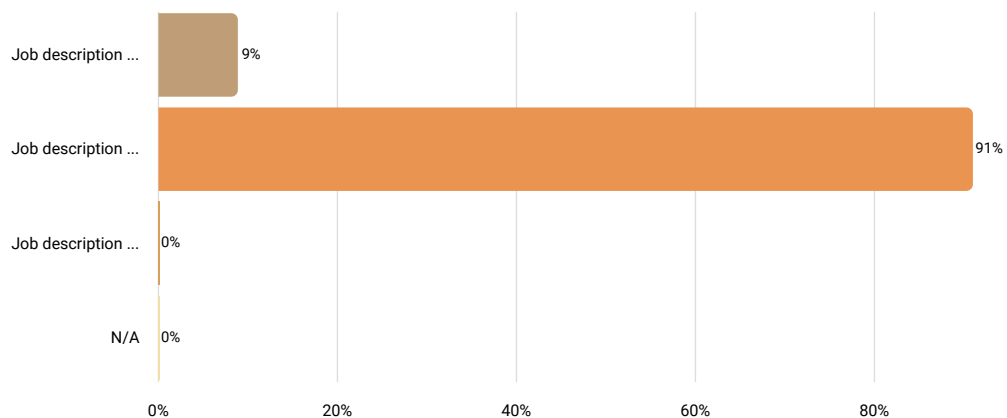
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2.5
75th percentile	4
90th percentile	4
Mean	3.08
Median	2.5
Standard deviation	2.15
Total/sum	37

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

Answered 11 times

Skipped 1 times

Select one answer (radio button)



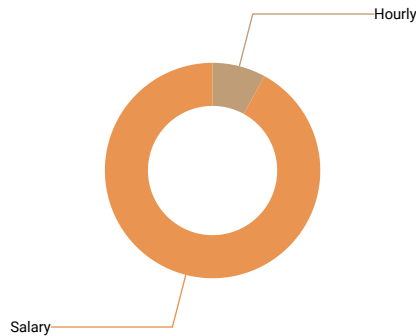
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	11	\$88,996.00	\$90,000.00	\$96,585.49	\$115,275.00	\$119,000.00	\$104,625.61	\$96,585.49	\$29,960.66
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$2,000.00	\$2,400.00	\$9,222.00	\$14,487.82	\$36,415.00	\$12,904.96	\$9,222.00	\$14,125.01
Pay Range Maximum Salary	9	\$90,000.00	\$114,700.77	\$117,553.00	\$120,790.00	\$160,000.00	\$121,185.86	\$117,553.00	\$23,647.65
Pay Range Minimum Salary	9	\$60,401.00	\$75,000.00	\$78,369.00	\$81,929.12	\$96,720.00	\$78,653.24	\$78,369.00	\$9,678.44
Actual Highest Base Salary	11	\$89,993.00	\$91,026.26	\$105,000.00	\$120,000.00	\$139,360.00	\$107,326.18	\$105,000.00	\$21,379.01
Actual Lowest Base Salary	11	\$83,723.00	\$85,000.00	\$88,000.00	\$93,511.23	\$93,600.00	\$88,387.34	\$88,000.00	\$8,136.63

5.4.9 Electrical Design Engineer - Level 3

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

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

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Exempt

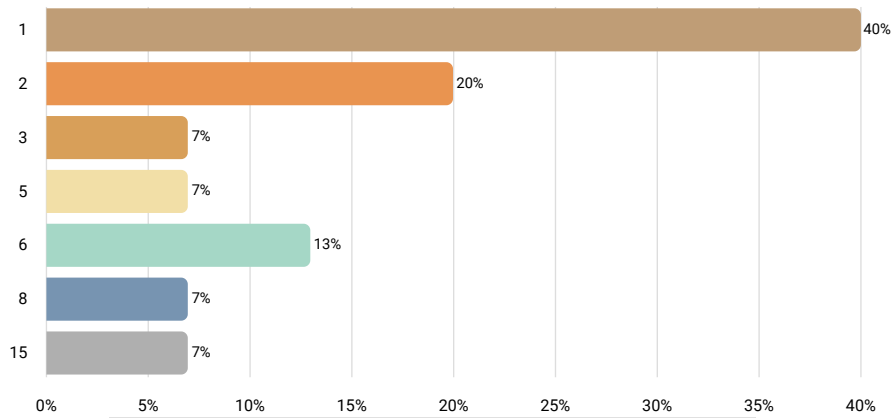
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



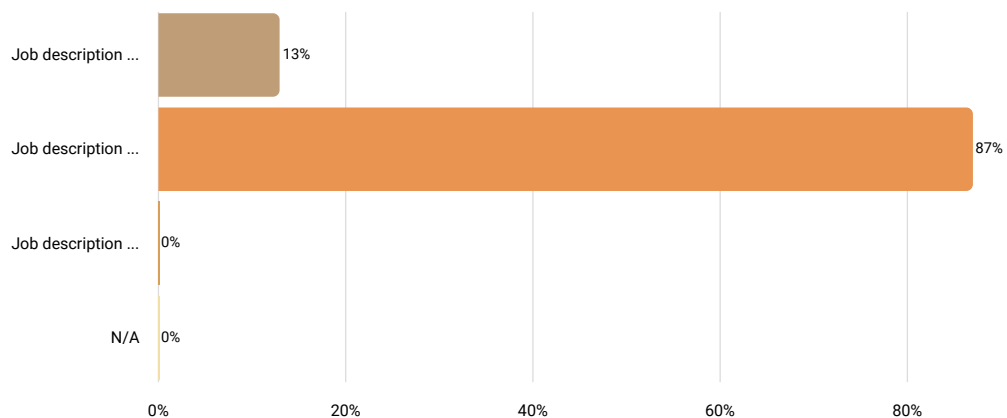
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	8
Mean	3.67
Median	2
Standard deviation	3.89
Total/sum	55

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



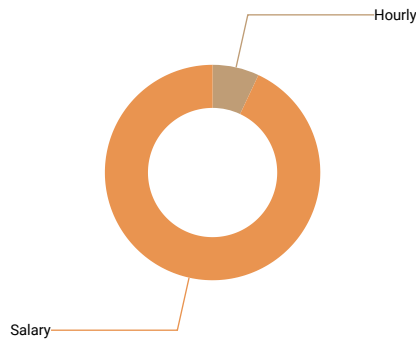
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	87%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	14	\$95,000.00	\$101,826.00	\$113,788.06	\$130,919.00	\$137,011.00	\$116,160.51	\$113,788.06	\$17,704.55
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,400.00	\$3,000.00	\$4,219.19	\$16,441.00	\$26,626.26	\$9,484.27	\$4,219.19	\$9,899.50
Pay Range Maximum Salary	10	\$93,980.00	\$105,000.00	\$140,175.50	\$150,450.00	\$196,869.50	\$137,945.00	\$140,175.50	\$37,509.70
Pay Range Minimum Salary	10	\$56,415.00	\$69,569.00	\$91,204.50	\$100,300.00	\$125,124.50	\$90,035.70	\$91,204.50	\$24,518.36
Actual Highest Base Salary	13	\$95,000.00	\$104,000.00	\$121,028.45	\$138,461.00	\$146,697.00	\$125,728.94	\$121,028.45	\$29,040.07
Actual Lowest Base Salary	13	\$92,491.00	\$95,000.00	\$100,880.00	\$120,100.00	\$130,000.00	\$106,200.36	\$100,880.00	\$14,867.06

5.4.10 Electrical Design Engineer - Level 4

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

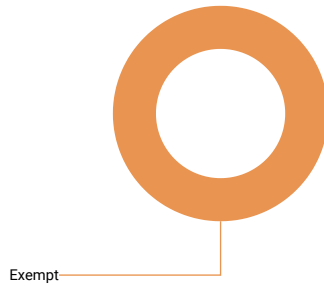
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



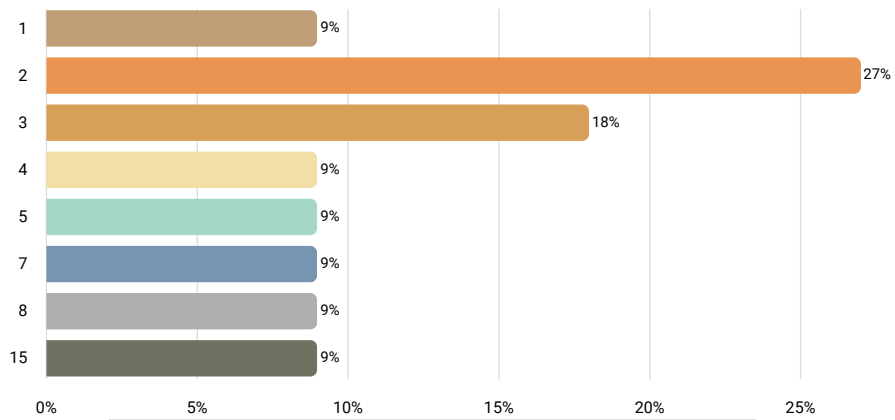
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



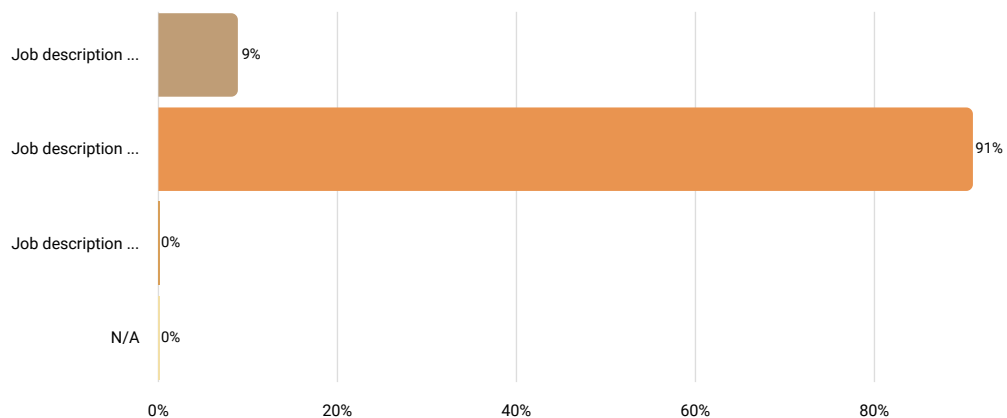
Statistics	
10th percentile	2
25th percentile	2
50th percentile	3
75th percentile	7
90th percentile	8
Mean	4.73
Median	3
Standard deviation	4.05
Total/sum	52

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



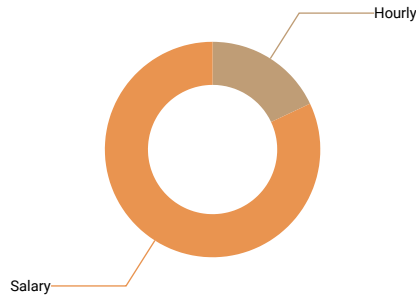
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$107,000.00	\$124,500.00	\$136,396.00	\$150,425.00	\$1,390,281.00	\$273,951.67	\$136,396.00	\$419,113.96
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$120,000.00	\$131,000.00	\$157,848.59	\$193,739.00	\$220,000.00	\$163,406.03	\$157,848.59	\$37,864.18
Pay Range Minimum Salary	6	\$105,000.00	\$108,549.00	\$113,597.57	\$130,249.00	\$150,000.00	\$120,165.52	\$113,597.57	\$17,214.81
Actual Highest Base Salary	9	\$107,000.00	\$129,001.60	\$140,320.00	\$164,291.00	\$203,354.00	\$146,767.82	\$140,320.00	\$31,434.30
Actual Lowest Base Salary	8	\$103,120.00	\$106,000.00	\$120,615.11	\$128,739.50	\$132,514.00	\$118,292.90	\$120,615.11	\$11,995.60

5.4.11 Electrical Design Engineer - Level 5

Job description

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

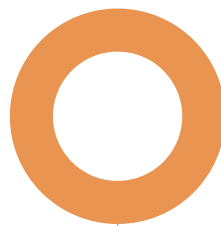
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Exempt

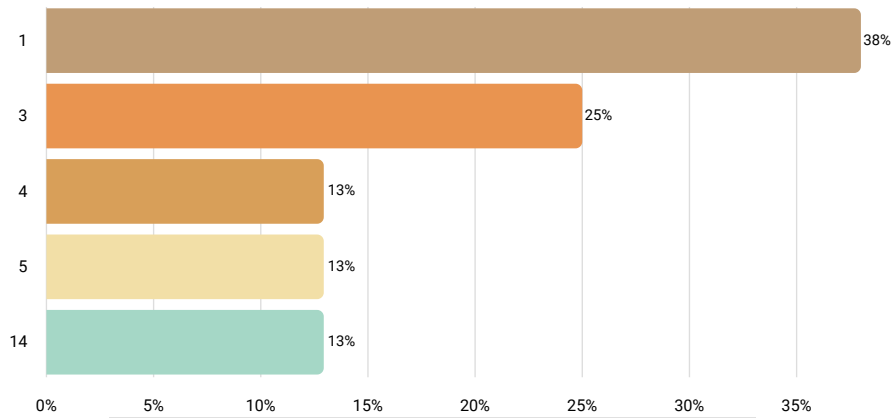
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



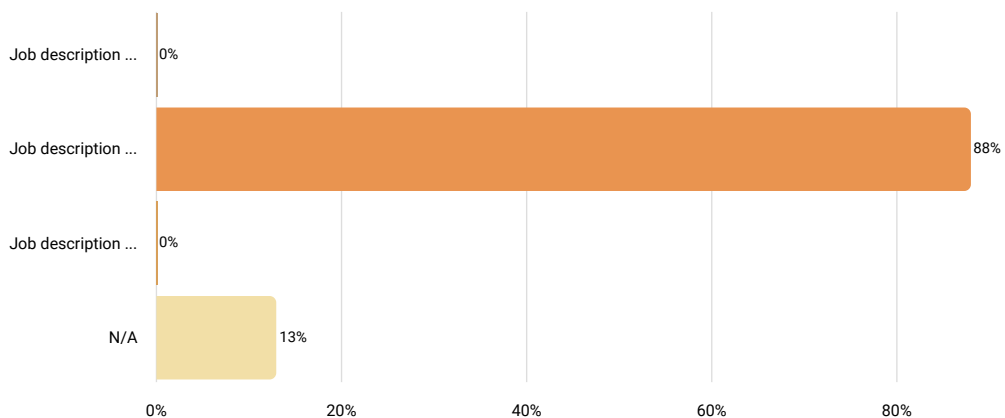
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4.5
90th percentile	14
Mean	4
Median	3
Standard deviation	4.31
Total/sum	32

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



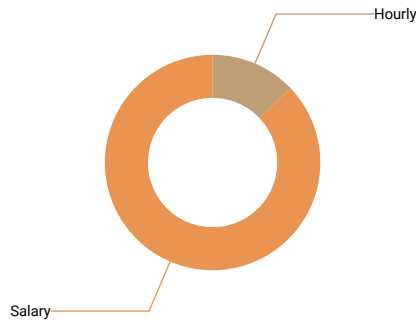
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	1

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$133,000.00	\$143,500.00	\$153,500.00	\$171,281.16	\$211,000.00	\$160,963.53	\$153,500.00	\$27,615.01
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	6	\$133,000.00	\$155,000.00	\$163,887.20	\$178,654.00	\$243,793.00	\$173,036.90	\$163,887.20	\$37,816.31
Actual Lowest Base Salary	6	\$132,000.00	\$133,000.00	\$145,944.80	\$166,699.73	\$201,745.00	\$154,222.39	\$145,944.80	\$26,446.66

5.4.12 Electrical Design Engineer - Level 6

Job description

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

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

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Exempt

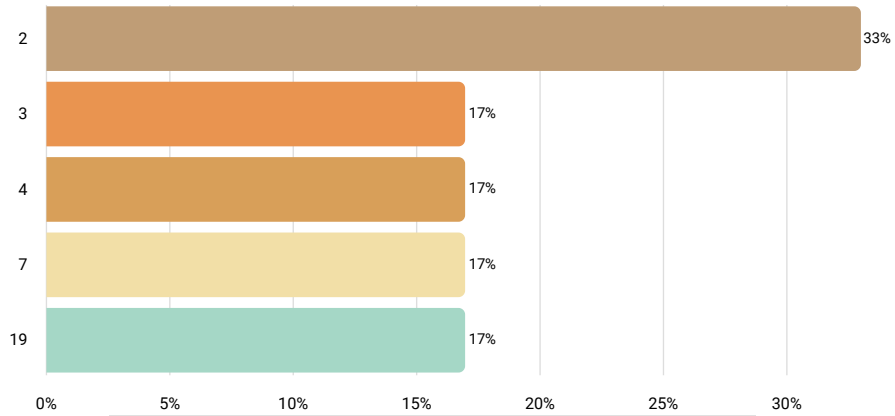
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



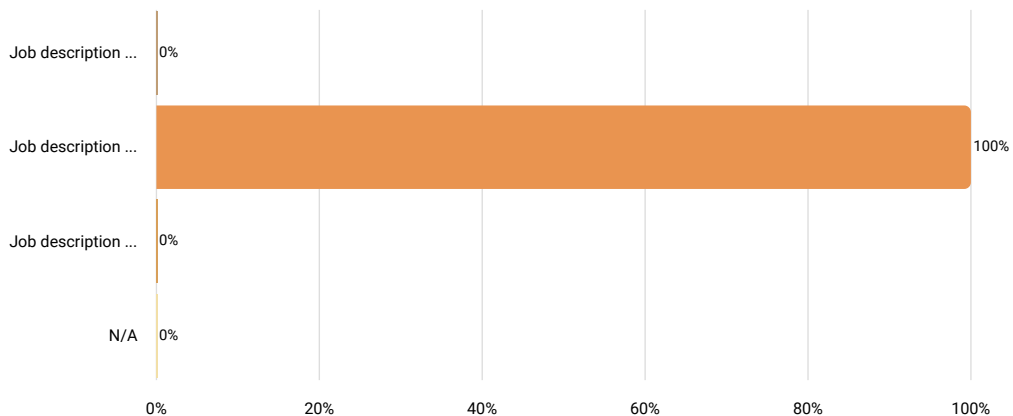
Statistics	
10th percentile	2
25th percentile	2
50th percentile	3.5
75th percentile	7
90th percentile	19
Mean	6.17
Median	3.5
Standard deviation	6.55
Total/sum	37

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



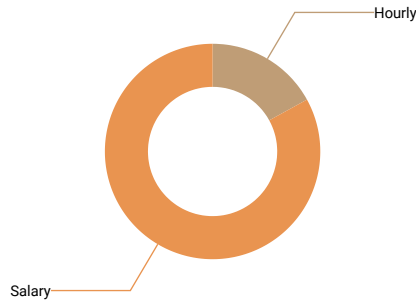
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$142,770.00	\$160,000.00	\$185,000.00	\$192,117.00	\$206,280.00	\$177,233.40	\$185,000.00	\$25,545.36
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$160,000.00	\$170,000.00	\$203,749.38	\$247,217.00	\$250,000.00	\$206,193.28	\$203,749.38	\$41,987.26
Pay Range Minimum Salary	5	\$110,374.00	\$130,000.00	\$145,535.27	\$150,000.00	\$180,000.00	\$143,181.85	\$145,535.27	\$25,776.53
Actual Highest Base Salary	5	\$155,500.00	\$170,000.00	\$203,840.00	\$205,000.00	\$213,115.00	\$189,491.00	\$203,840.00	\$25,198.23
Actual Lowest Base Salary	5	\$128,125.00	\$150,000.00	\$167,601.00	\$170,601.60	\$199,446.00	\$163,154.72	\$167,601.00	\$26,421.63

5.4.13 Industrial or Manufacturing Engineer - Level 1

Job description

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

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

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

Answered 6 times

Skipped 5 times

Text input

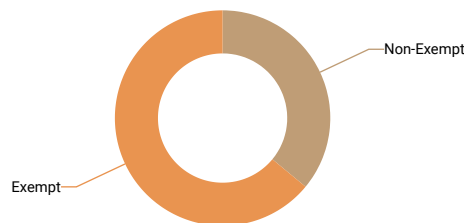
Results	
head wine maker	1
industrial engineer	1
production engineer	1
associate manufacturing engineer	1
engineer - mfg/process/industrial	1
responsible for the activities related to process design, continuous improvement and quality assurance	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



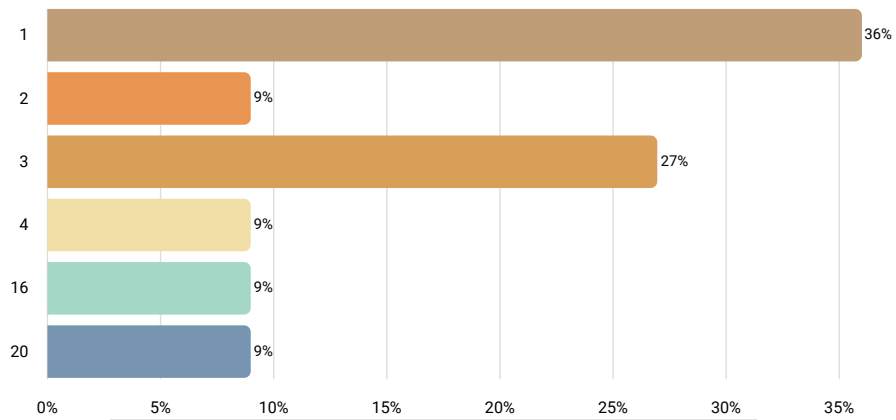
Results	%	N
Non-Exempt	36%	4
Exempt	64%	7

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



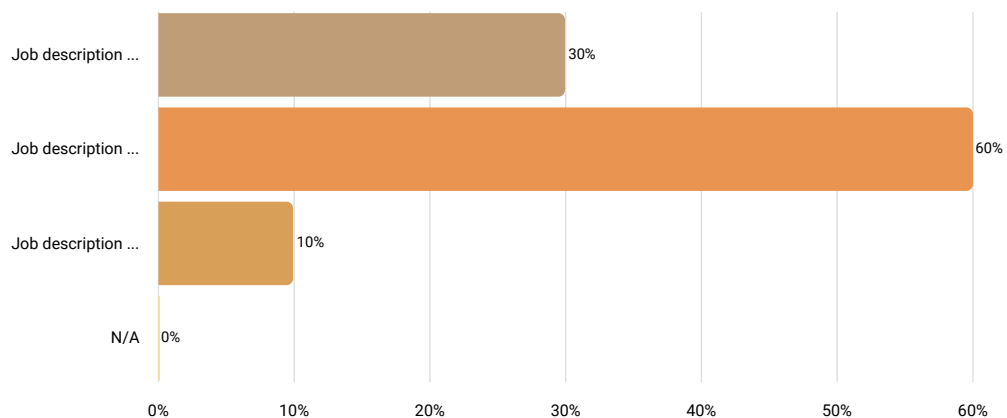
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	16
Mean	5
Median	3
Standard deviation	6.57
Total/sum	55

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

Answered 10 times

Skipped 1 times

Select one answer (radio button)



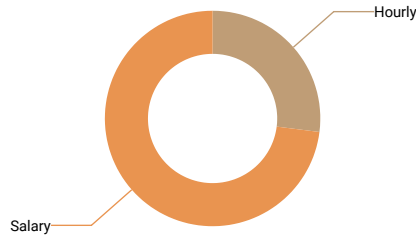
Results	%	N
Job description is perceptibly weaker than the position at your company	30%	3
Job description matches the position at your company very well	60%	6
Job description is perceptibly stronger than the position at your company	10%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$66,500.00	\$67,051.00	\$82,487.61	\$94,410.00	\$117,000.00	\$84,989.37	\$82,487.61	\$19,012.84
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.4.14 Industrial or Manufacturing Engineer - Level 2

Job description

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

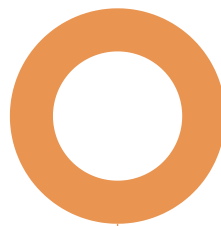
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Exempt

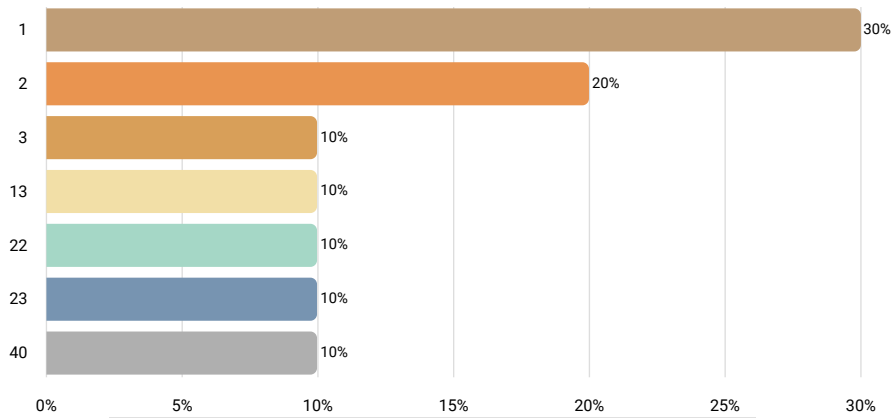
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



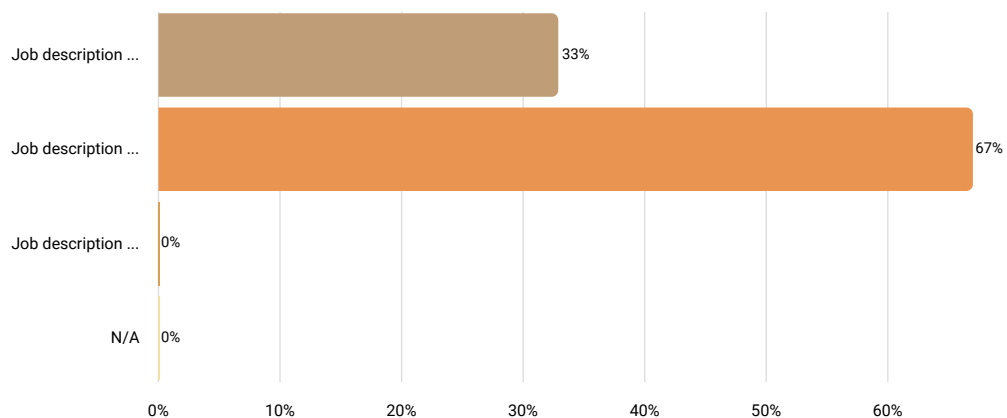
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	22
90th percentile	31.5
Mean	10.8
Median	2.5
Standard deviation	13.48
Total/sum	108

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

Answered 9 times

Skipped 1 times

Select one answer (radio button)



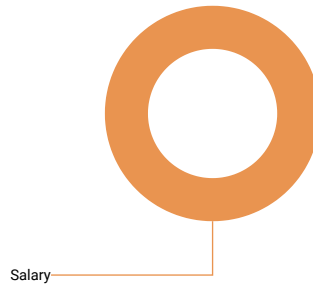
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	3
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	9	\$57,009.00	\$78,675.48	\$86,003.07	\$95,000.00	\$110,847.00	\$85,146.82	\$86,003.07	\$16,278.22
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$65,000.00	\$100,000.00	\$112,628.00	\$126,912.50	\$157,248.00	\$112,402.75	\$112,628.00	\$30,761.25
Pay Range Minimum Salary	6	\$56,160.00	\$59,250.00	\$71,146.00	\$76,147.50	\$95,472.00	\$71,553.58	\$71,146.00	\$14,223.74
Actual Highest Base Salary	6	\$57,009.00	\$68,640.00	\$89,212.74	\$119,685.30	\$122,250.00	\$91,001.63	\$89,212.74	\$27,141.20
Actual Lowest Base Salary	6	\$57,009.00	\$68,640.00	\$73,507.50	\$78,675.48	\$97,900.00	\$74,873.25	\$73,507.50	\$13,645.58

5.4.15 Industrial or Manufacturing Engineer - Level 3

Job description

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

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

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Exempt

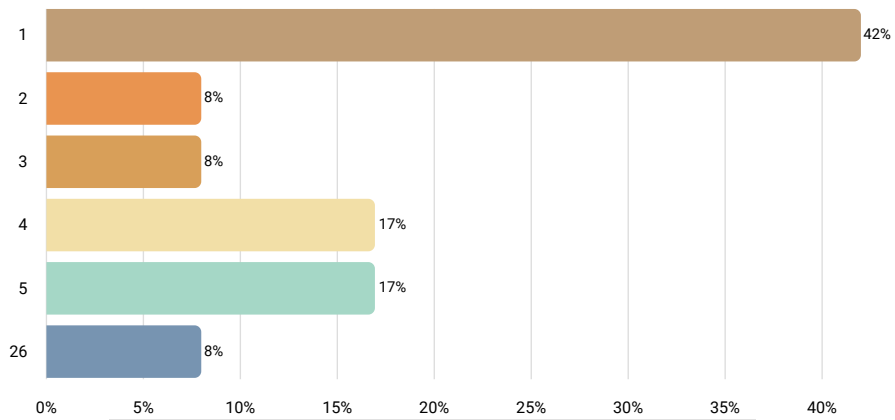
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



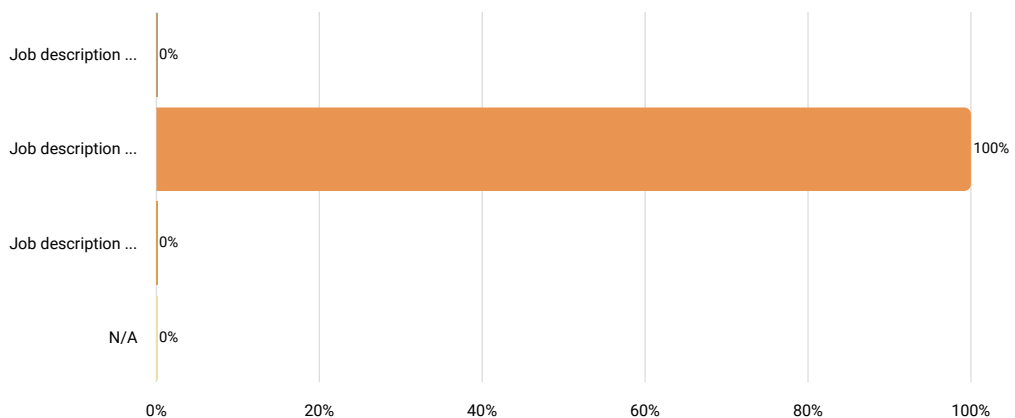
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	4.5
90th percentile	5
Mean	4.5
Median	2.5
Standard deviation	6.96
Total/sum	54

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

Answered 10 times

Skipped 2 times

Select one answer (radio button)



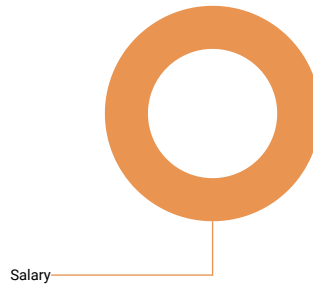
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	10	\$72,126.00	\$83,553.60	\$99,087.50	\$110,117.00	\$130,529.50	\$99,659.89	\$99,087.50	\$21,486.93
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	8	\$80,000.00	\$97,500.00	\$112,000.00	\$147,315.25	\$186,368.00	\$122,499.81	\$112,000.00	\$35,745.47
Pay Range Minimum Salary	8	\$50,000.00	\$59,825.50	\$70,000.00	\$87,313.75	\$113,152.00	\$74,678.81	\$70,000.00	\$20,877.81
Actual Highest Base Salary	7	\$68,032.00	\$76,220.00	\$107,500.00	\$128,756.40	\$140,775.00	\$103,890.00	\$107,500.00	\$28,282.00
Actual Lowest Base Salary	8	\$68,032.00	\$79,886.80	\$91,105.00	\$95,561.25	\$140,775.00	\$92,739.14	\$91,105.00	\$21,800.62

5.4.16 Industrial or Manufacturing Engineer - Level 4

Job description

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

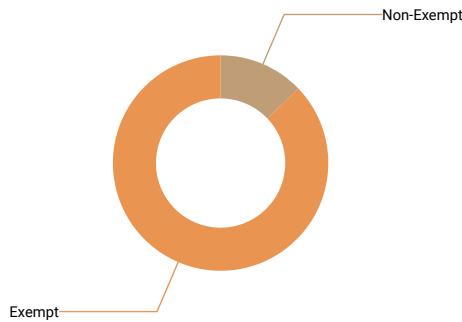
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

FLSA Status

Answered 8 times

Skipped 1 times

Select one answer (radio button)



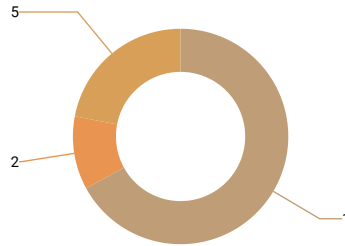
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



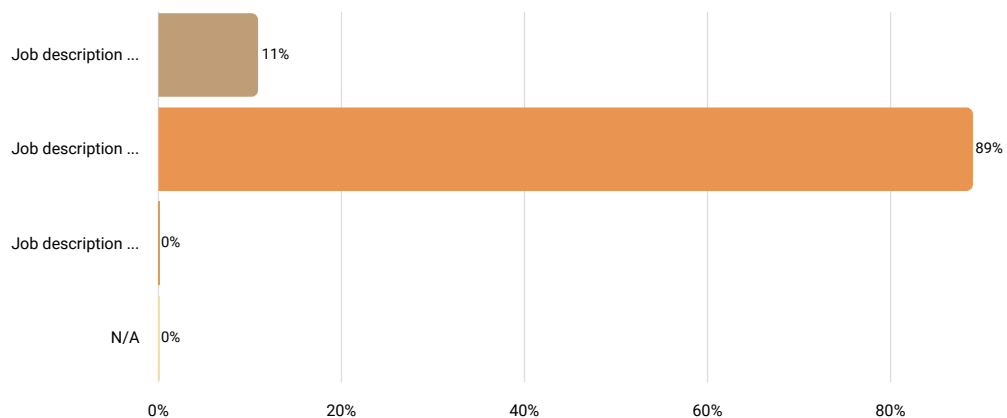
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	1.73
Total/sum	18

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



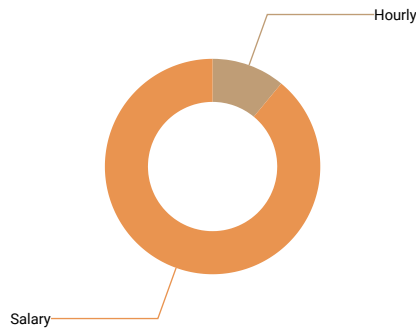
Results	%	N
Job description is perceptibly weaker than the position at your company	11%	1
Job description matches the position at your company very well	89%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$85,000.00	\$95,000.00	\$115,500.00	\$156,567.98	\$157,772.80	\$118,383.25	\$115,500.00	\$29,304.11
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	5	\$88,000.00	\$106,000.00	\$115,500.00	\$121,923.00	\$156,567.98	\$117,598.20	\$115,500.00	\$25,260.25
Actual Lowest Base Salary	5	\$83,000.00	\$87,838.00	\$115,500.00	\$121,923.00	\$156,567.98	\$112,965.80	\$115,500.00	\$29,652.82

5.4.17 Quality Engineer - Level 1

Job description

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

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

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

Answered 5 times

Skipped 6 times

Text input

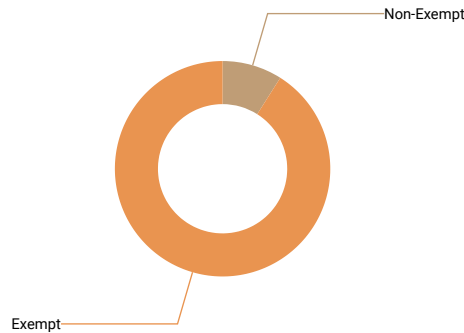
Results	
jr. systems engineer	1
quality technical analyst	1
engineer, supplier quality	1
engineer - quality & contin improvement	1
our quality role also oversees the safety administration	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



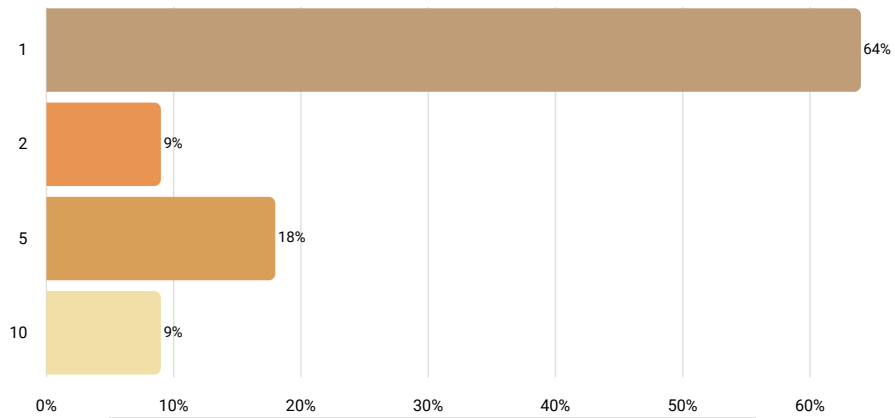
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



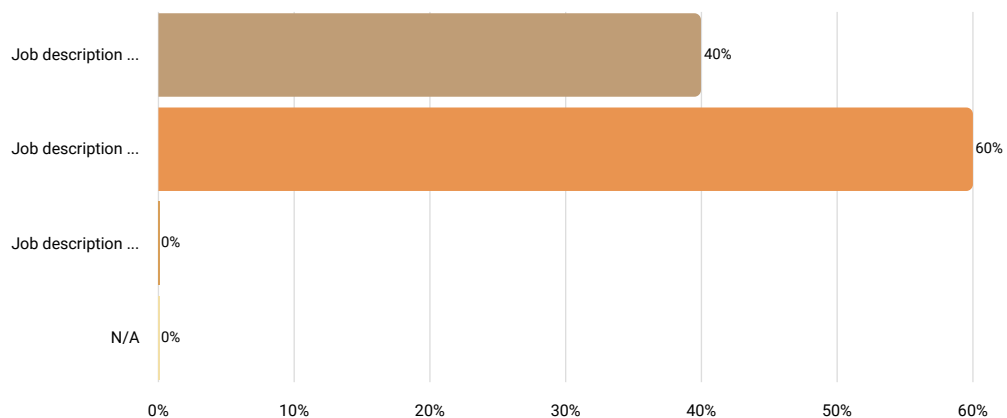
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	5
90th percentile	5
Mean	2.64
Median	1
Standard deviation	2.91
Total/sum	29

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

Answered 10 times

Skipped 1 times

Select one answer (radio button)



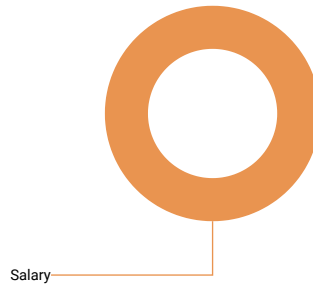
Results	%	N
Job description is perceptibly weaker than the position at your company	40%	4
Job description matches the position at your company very well	60%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	9	\$52,000.00	\$66,000.00	\$69,700.00	\$82,914.40	\$93,319.20	\$71,651.41	\$69,700.00	\$14,321.50
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	7	\$65,000.00	\$73,300.00	\$77,000.00	\$100,660.00	\$106,700.00	\$83,525.71	\$77,000.00	\$15,307.30
Pay Range Minimum Salary	7	\$45,000.00	\$52,360.00	\$55,667.00	\$64,020.00	\$65,000.00	\$57,135.29	\$55,667.00	\$7,294.62
Actual Highest Base Salary	7	\$52,000.00	\$55,000.00	\$66,500.20	\$94,477.82	\$111,633.60	\$73,658.80	\$66,500.20	\$21,664.34
Actual Lowest Base Salary	7	\$52,000.00	\$55,000.00	\$66,500.20	\$75,004.80	\$82,000.10	\$66,643.59	\$66,500.20	\$10,547.04

5.4.18 Quality Engineer - Level 2

Job description

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

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

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

Answered 5 times

Skipped 11 times

Text input

Results	
systems engineer	1
quality assurance analyst	1
quality assurance specialist	1
engineer - quality & contin improvement	1
engineer ii, quality assurance - vehicle	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Exempt

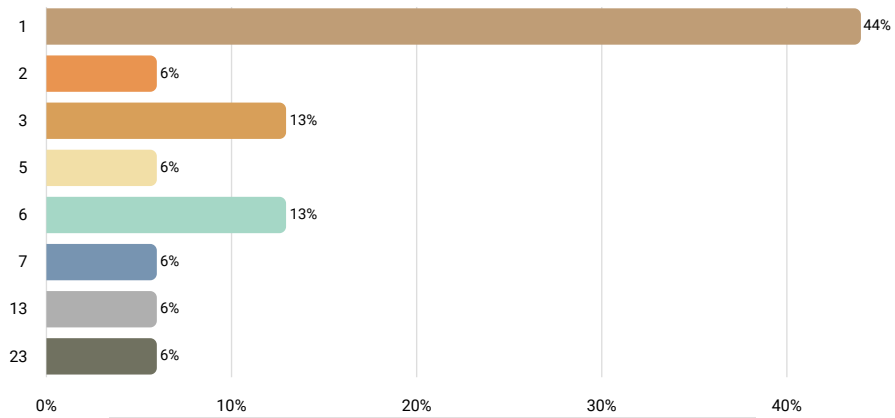
Results	%	N
Non-Exempt	0%	0
Exempt	100%	16

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



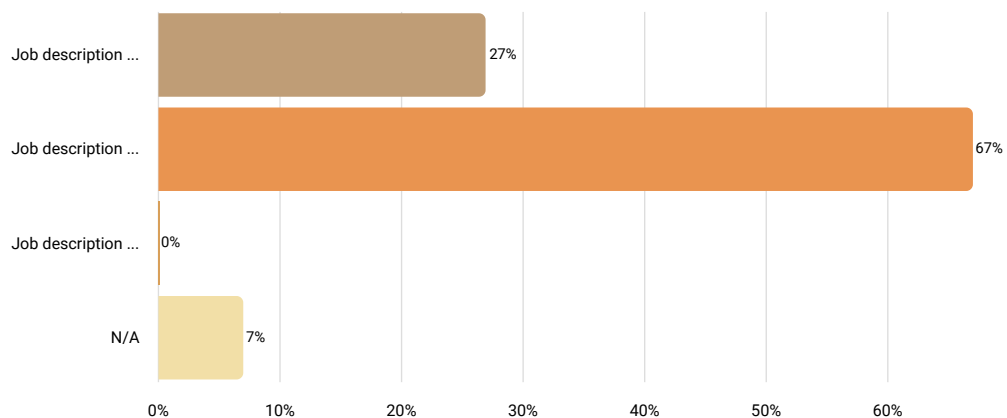
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	6
90th percentile	13
Mean	4.69
Median	2.5
Standard deviation	5.9
Total/sum	75

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

Answered 15 times

Skipped 1 times

Select one answer (radio button)



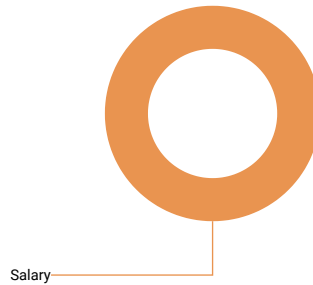
Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	4
Job description matches the position at your company very well	67%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

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	Standard deviation
Actual Average Base Salary	15	\$66,000.00	\$76,000.00	\$81,509.00	\$86,500.00	\$102,942.00	\$82,778.70	\$81,509.00	\$12,076.19
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$3,260.00	\$4,911.00	\$5,000.00	\$8,765.80	\$12,617.87	\$6,910.93	\$5,000.00	\$3,774.60
Pay Range Maximum Salary	9	\$70,000.00	\$85,000.00	\$100,660.00	\$108,000.00	\$157,248.00	\$102,564.06	\$100,660.00	\$26,597.72
Pay Range Minimum Salary	9	\$60,000.00	\$60,100.00	\$67,292.00	\$70,000.00	\$95,472.00	\$69,101.28	\$67,292.00	\$11,374.85
Actual Highest Base Salary	12	\$69,680.00	\$76,500.00	\$83,559.57	\$94,986.40	\$105,115.51	\$86,928.12	\$83,559.57	\$15,693.14
Actual Lowest Base Salary	12	\$62,768.75	\$70,000.00	\$76,007.50	\$83,309.57	\$94,972.80	\$77,649.18	\$76,007.50	\$11,603.97

5.4.19 Quality Engineer - Level 3

Job description

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

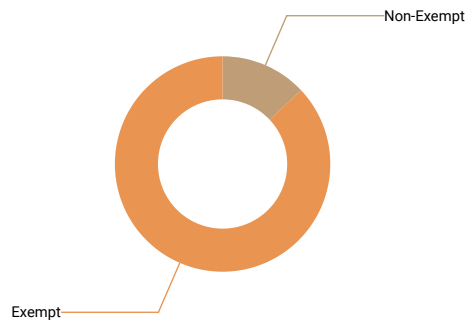
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



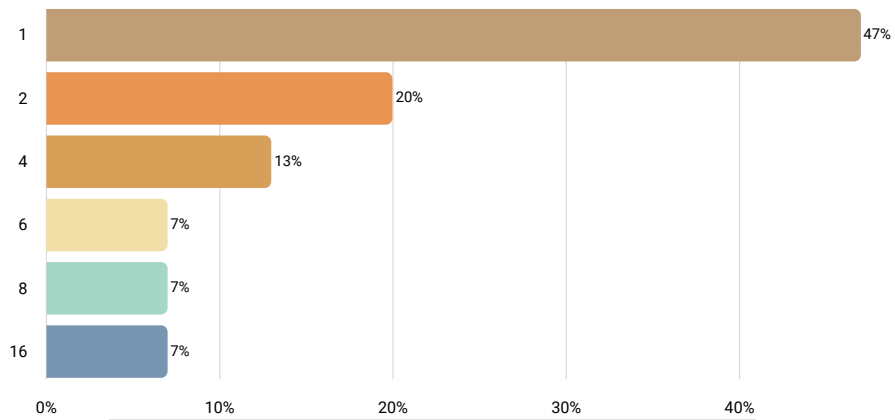
Results	%	N
Non-Exempt	13%	2
Exempt	87%	13

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



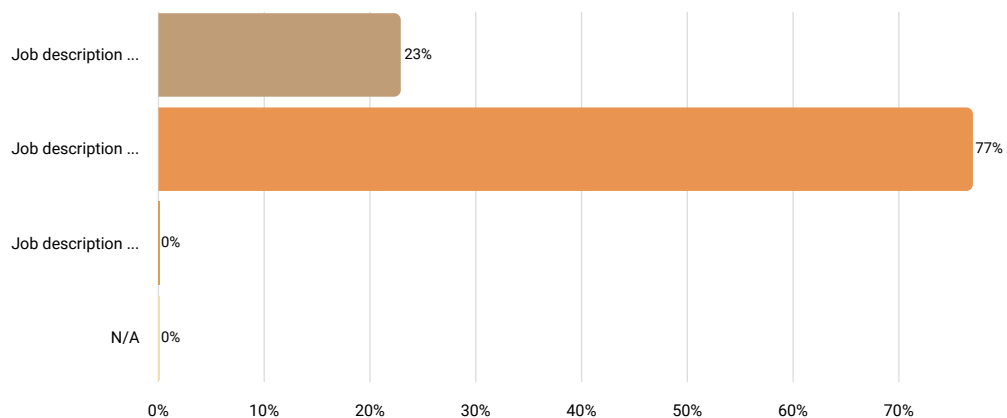
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	8
Mean	3.4
Median	2
Standard deviation	4.08
Total/sum	51

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

Answered 13 times

Skipped 2 times

Select one answer (radio button)



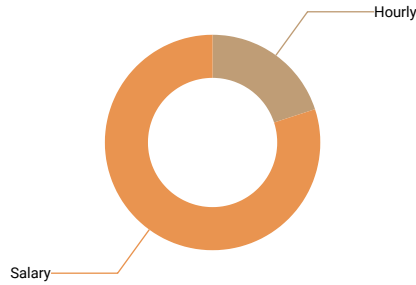
Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	3
Salary	80%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	11	\$86,750.00	\$90,000.00	\$100,886.40	\$114,800.00	\$119,412.80	\$101,983.50	\$100,886.40	\$17,484.03
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$90,000.00	\$100,000.00	\$124,860.00	\$136,918.00	\$157,712.50	\$122,391.75	\$124,860.00	\$24,716.38
Pay Range Minimum Salary	6	\$69,569.00	\$75,000.00	\$77,745.00	\$82,541.00	\$94,627.50	\$79,537.92	\$77,745.00	\$8,640.43
Actual Highest Base Salary	8	\$66,560.00	\$95,640.00	\$107,753.60	\$113,400.10	\$148,408.00	\$106,069.43	\$107,753.60	\$23,236.52
Actual Lowest Base Salary	8	\$66,560.00	\$90,672.86	\$101,851.20	\$111,739.92	\$114,800.00	\$98,736.00	\$101,851.20	\$16,031.68

5.4.20 Quality Engineer - Level 4

Job description

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

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

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Exempt

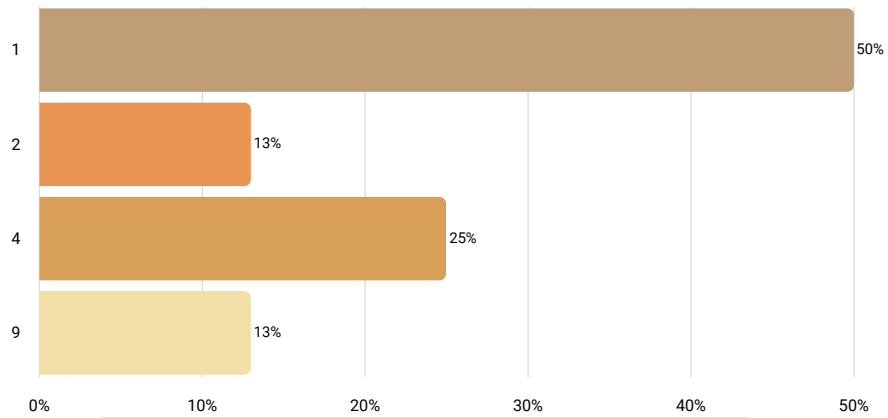
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



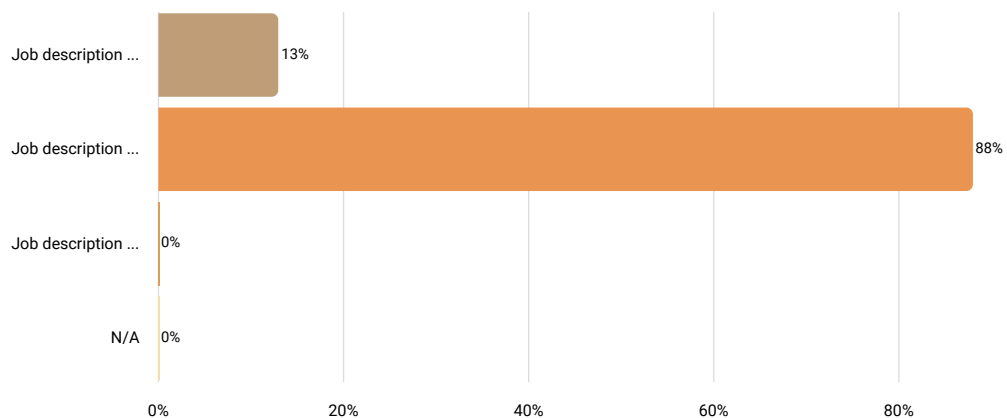
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	9
Mean	2.88
Median	1.5
Standard deviation	2.8
Total/sum	23

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



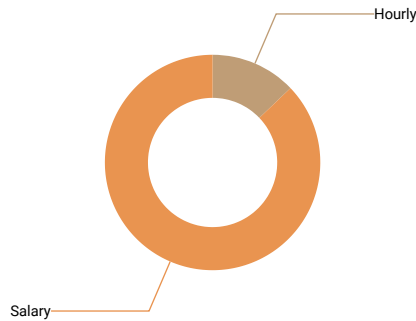
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$94,099.00	\$100,000.00	\$119,099.31	\$158,753.13	\$160,040.40	\$124,954.22	\$119,099.31	\$26,664.21
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	6	\$94,099.00	\$100,000.00	\$122,674.82	\$132,687.69	\$181,833.60	\$125,661.66	\$122,674.82	\$31,277.87
Actual Lowest Base Salary	6	\$94,099.00	\$100,000.00	\$106,640.22	\$131,227.20	\$132,687.69	\$111,882.39	\$106,640.22	\$16,778.96

5.4.21 Quality Engineer - Level 5

Job description

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

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

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Exempt

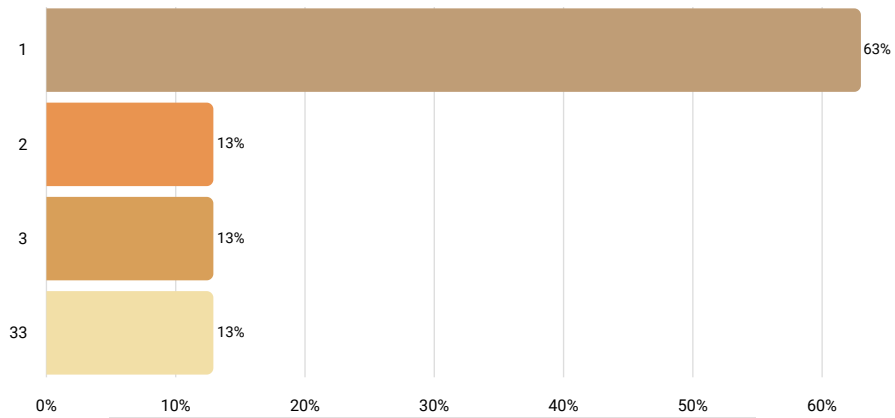
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



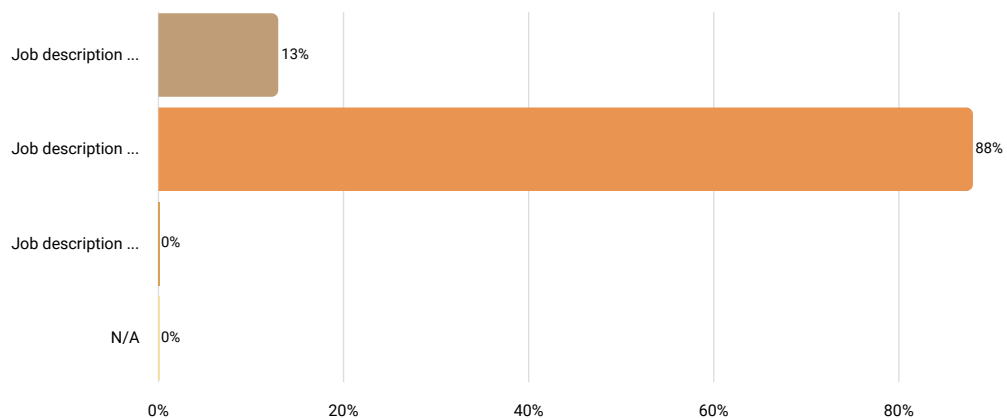
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	33
Mean	5.38
Median	1
Standard deviation	11.19
Total/sum	43

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



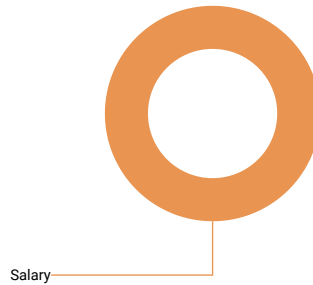
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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	Standard deviation
Actual Average Base Salary	8	\$42.00	\$106,113.50	\$121,666.50	\$140,671.90	\$174,052.51	\$113,874.79	\$121,666.50	\$51,694.19
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	8	\$42.00	\$106,113.50	\$125,000.00	\$143,671.90	\$215,217.60	\$120,603.80	\$125,000.00	\$60,186.45
Actual Lowest Base Salary	8	\$42.00	\$97,620.70	\$116,000.00	\$120,500.00	\$154,343.80	\$102,828.40	\$116,000.00	\$45,183.37

5.4.22 Info Assurance/Security Engineer - Level 2

Job description

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

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

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Exempt

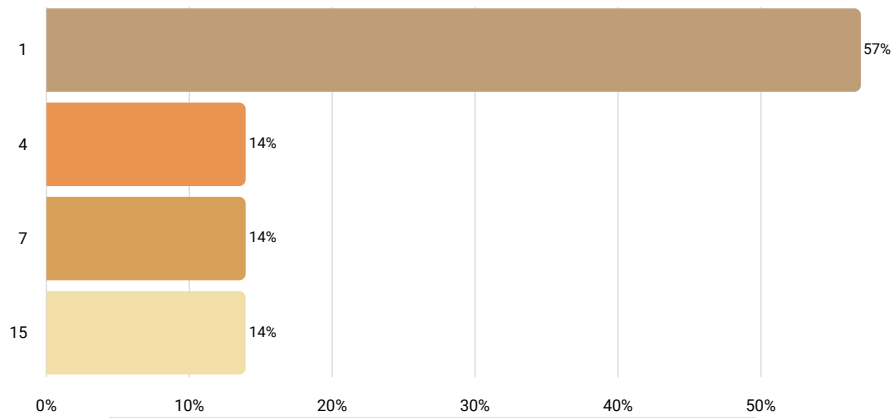
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



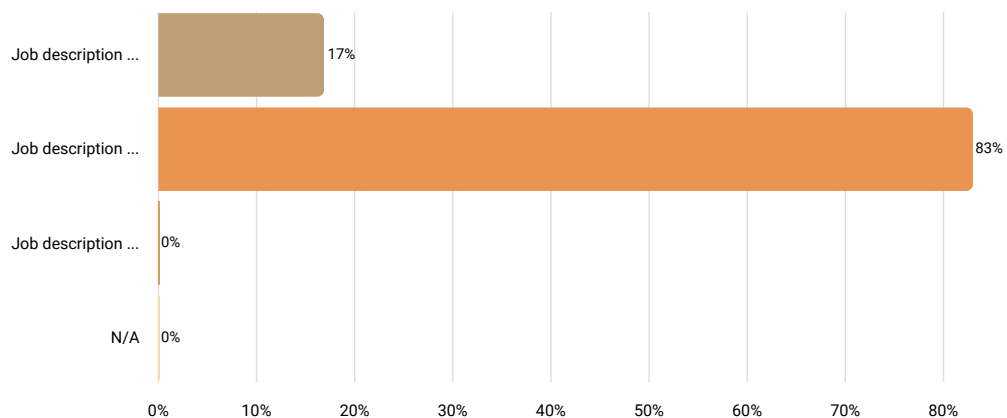
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	7
90th percentile	15
Mean	4.29
Median	1
Standard deviation	5.25
Total/sum	30

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



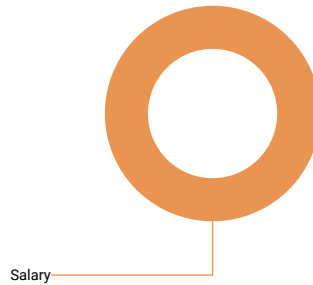
Results	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Salary	7	\$74,170.00	\$78,072.00	\$97,156.80	\$117,660.00	\$119,999.98	\$98,500.40	\$97,156.80	\$18,192.50
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$108,395.00	\$119,238.00	\$130,000.00	\$146,793.00	\$189,611.00	\$138,807.40	\$130,000.00	\$31,742.01
Pay Range Minimum Salary	5	\$60,401.00	\$67,151.00	\$74,076.00	\$80,000.00	\$93,416.00	\$75,008.80	\$74,076.00	\$12,646.54
Actual Highest Base Salary	7	\$74,170.00	\$87,000.00	\$102,086.00	\$119,999.98	\$151,262.00	\$105,853.83	\$102,086.00	\$24,910.08
Actual Lowest Base Salary	7	\$68,400.00	\$73,500.00	\$83,346.00	\$109,302.00	\$119,999.98	\$89,410.68	\$83,346.00	\$19,811.74

5.4.23 Info Assurance/Security Engineer - Level 3

Job description

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

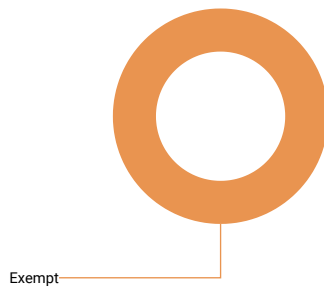
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



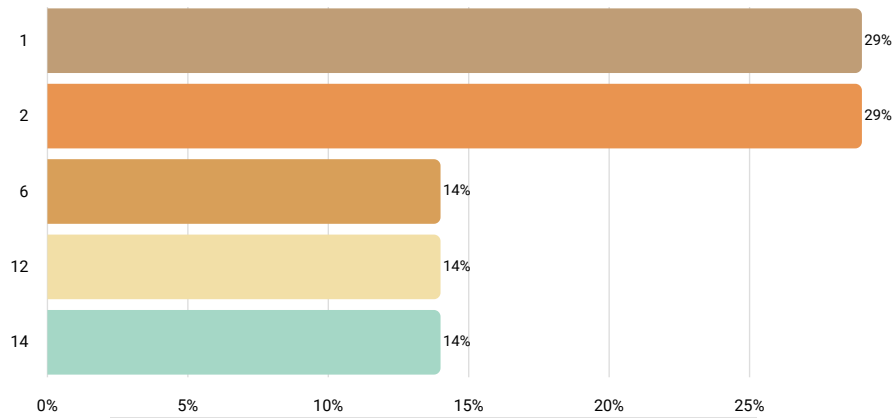
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



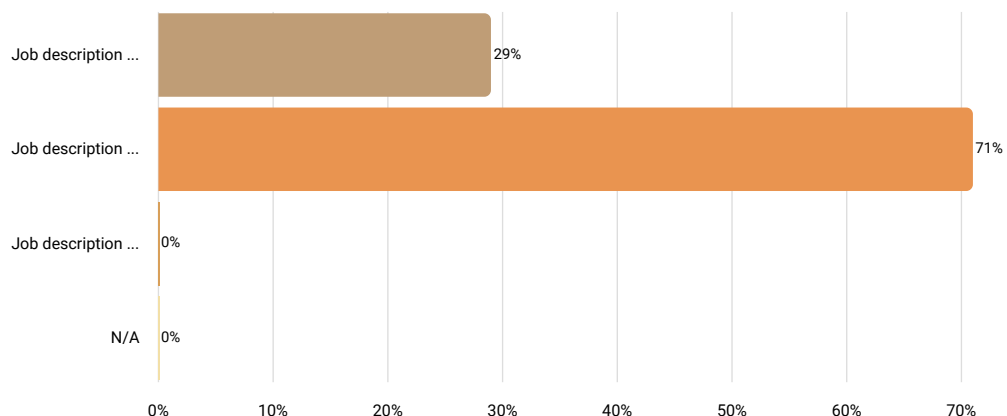
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	12
90th percentile	14
Mean	5.43
Median	2
Standard deviation	5.47
Total/sum	38

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



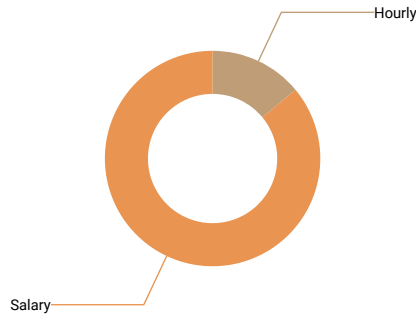
Results	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$90,846.00	\$104,499.20	\$114,057.75	\$119,134.00	\$154,558.00	\$116,192.12	\$114,057.75	\$21,455.94
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$105,458.00	\$125,000.00	\$137,720.00	\$157,790.00	\$200,000.00	\$145,193.60	\$137,720.00	\$36,072.72
Pay Range Minimum Salary	5	\$82,941.00	\$97,000.00	\$101,764.00	\$105,000.00	\$120,000.00	\$101,341.00	\$101,764.00	\$13,408.30
Actual Highest Base Salary	6	\$90,846.00	\$110,000.00	\$124,180.27	\$128,461.00	\$190,000.00	\$127,944.59	\$124,180.27	\$33,452.03
Actual Lowest Base Salary	6	\$81,868.80	\$90,846.00	\$110,488.00	\$115,000.00	\$124,200.00	\$105,481.80	\$110,488.00	\$15,895.58

5.4.24 Info Assurance/Security Engineer - Level 5

Job description

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

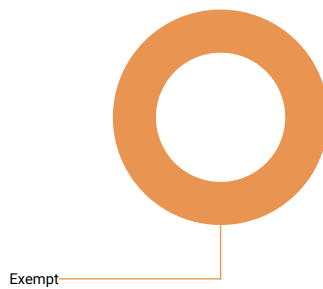
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



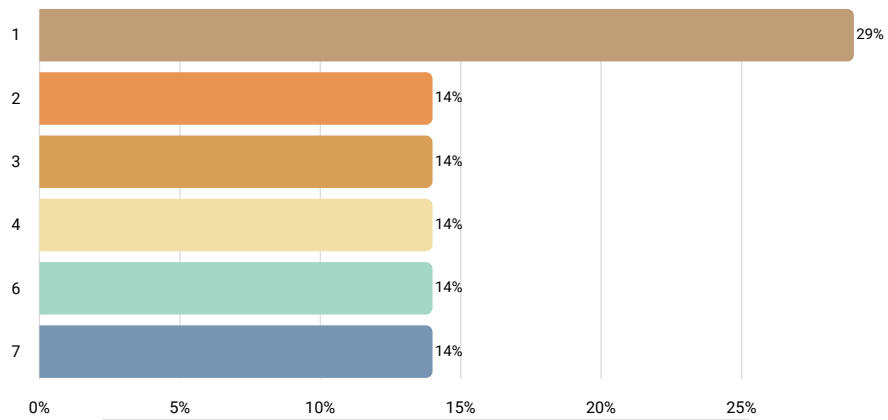
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



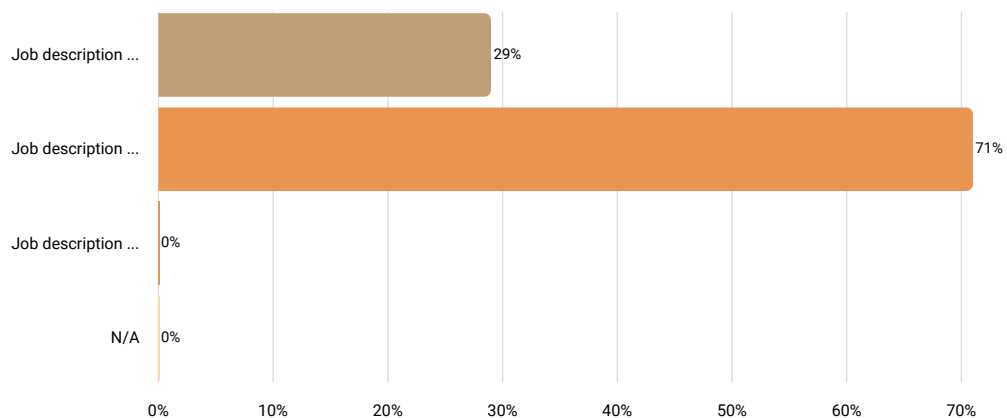
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6
90th percentile	7
Mean	3.43
Median	3
Standard deviation	2.37
Total/sum	24

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



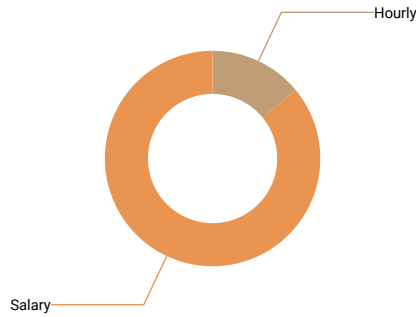
Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$98,370.00	\$121,999.90	\$133,011.60	\$157,768.00	\$228,971.00	\$145,522.02	\$133,011.60	\$45,262.81
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$111,956.00	\$155,000.00	\$195,000.00	\$202,752.00	\$250,000.00	\$182,941.60	\$195,000.00	\$52,092.16
Pay Range Minimum Salary	5	\$82,998.00	\$120,500.00	\$142,000.00	\$149,004.00	\$200,000.00	\$138,900.40	\$142,000.00	\$42,744.90
Actual Highest Base Salary	6	\$107,100.00	\$121,999.90	\$150,172.00	\$164,689.00	\$228,971.00	\$153,850.65	\$150,172.00	\$42,400.63
Actual Lowest Base Salary	6	\$89,600.00	\$102,502.40	\$122,999.95	\$144,625.00	\$228,971.00	\$135,283.05	\$122,999.95	\$49,658.77

5.4.26 Software Engineer - Level 1

Job description

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

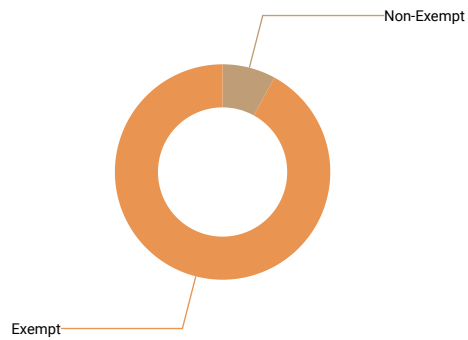
Level 1: Entry: 0-1 years of experience, performs routine tasks.

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



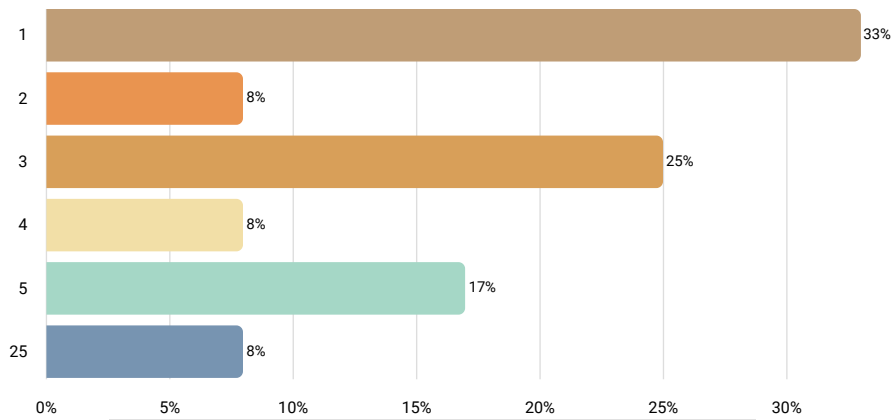
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



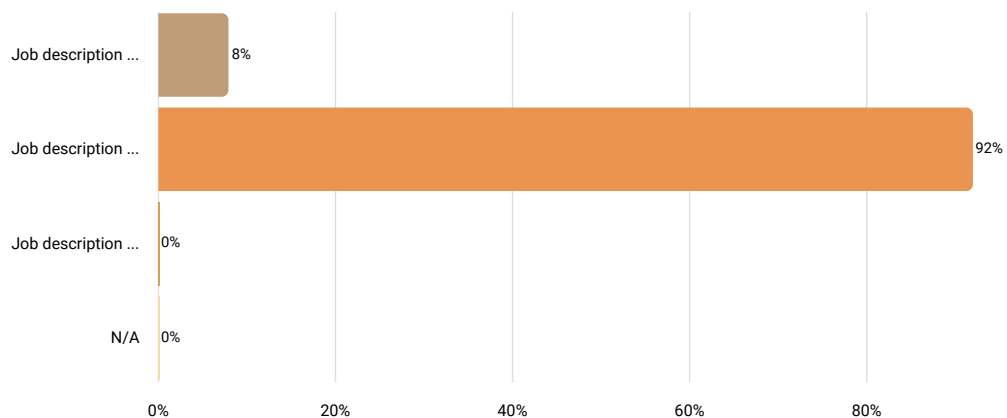
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4.5
90th percentile	5
Mean	4.5
Median	3
Standard deviation	6.63
Total/sum	54

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



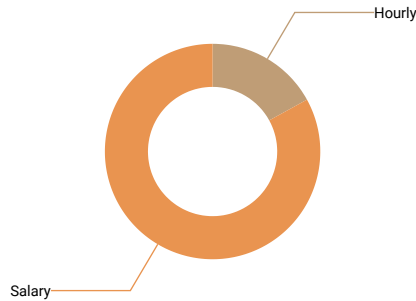
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	92%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$65,237.75	\$68,000.00	\$80,205.63	\$87,398.00	\$98,761.30	\$79,744.83	\$80,205.63	\$12,988.72
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,000.00	\$2,000.00	\$2,400.00	\$3,000.00	\$4,200.00	\$2,520.00	\$2,400.00	\$1,188.28
Pay Range Maximum Salary	7	\$73,878.00	\$75,000.00	\$95,072.00	\$136,918.00	\$143,412.50	\$104,464.50	\$95,072.00	\$30,460.74
Pay Range Minimum Salary	7	\$50,939.00	\$51,304.00	\$60,000.00	\$81,178.00	\$86,047.50	\$64,242.79	\$60,000.00	\$13,992.12
Actual Highest Base Salary	9	\$68,000.00	\$75,000.00	\$82,056.00	\$84,040.94	\$1,007,500.00	\$182,944.84	\$82,056.00	\$309,306.03
Actual Lowest Base Salary	9	\$50,939.00	\$65,000.00	\$73,800.00	\$83,000.00	\$94,889.60	\$72,963.28	\$73,800.00	\$13,239.96

5.4.27 Software Engineer - Level 2

Job description

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

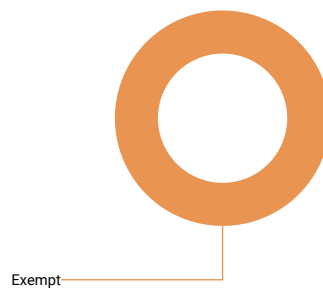
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

FLSA Status

Answered 16 times

Skipped 1 times

Select one answer (radio button)



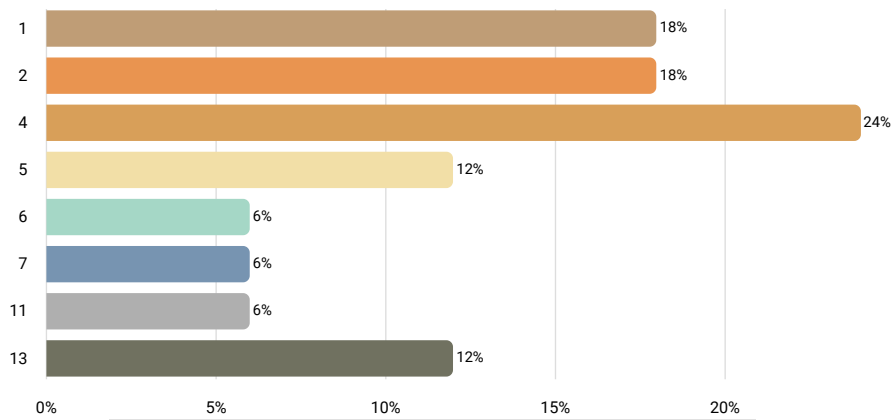
Results	%	N
Non-Exempt	0%	0
Exempt	100%	16

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



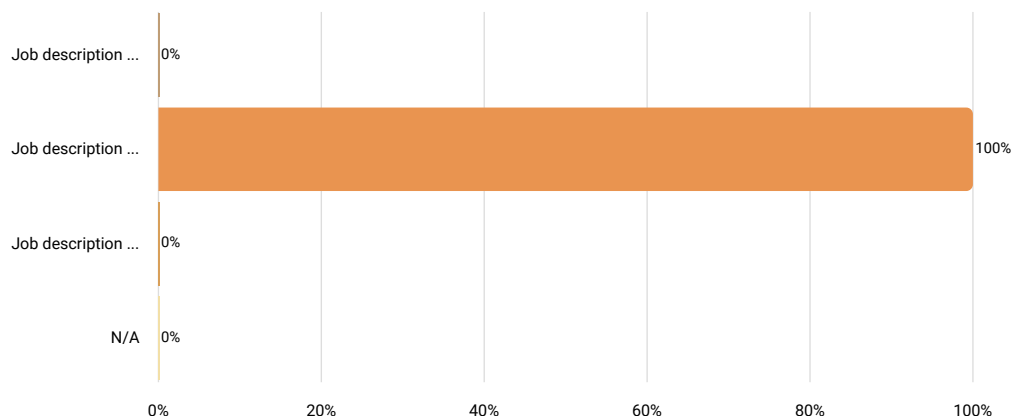
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	13
Mean	5
Median	4
Standard deviation	3.94
Total/sum	85

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

Answered 16 times

Skipped 1 times

Select one answer (radio button)



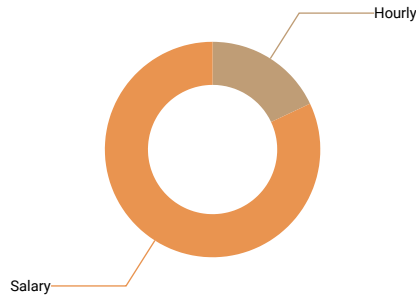
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	3
Salary	82%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	14	\$77,500.00	\$84,215.00	\$94,633.50	\$112,450.00	\$122,805.00	\$99,048.56	\$94,633.50	\$17,732.65
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,014.00	\$2,000.00	\$2,400.00	\$3,000.00	\$5,652.00	\$2,813.20	\$2,400.00	\$1,743.76
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	10	\$89,805.50	\$108,395.00	\$122,400.00	\$137,385.00	\$165,200.75	\$124,651.05	\$122,400.00	\$27,486.93
Pay Range Minimum Salary	10	\$63,776.00	\$73,000.00	\$75,250.00	\$85,000.00	\$102,155.25	\$79,366.55	\$75,250.00	\$13,770.90
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	13	\$84,240.00	\$91,428.00	\$103,025.00	\$125,000.00	\$138,652.80	\$108,576.24	\$103,025.00	\$22,111.73
Actual Lowest Base Salary	12	\$70,000.00	\$75,001.00	\$81,500.00	\$92,485.50	\$113,045.88	\$86,063.68	\$81,500.00	\$19,687.81

5.4.28 Software Engineer - Level 3

Job description

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

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

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

Answered 5 times

Skipped 15 times

Text input

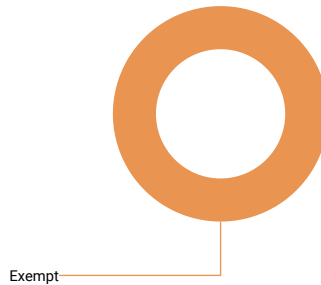
Results	
pnt software engineer	1
sr. software engineer	1
research engineer iii itsc	1
also requires a bachelor's degree	1
engineer - aerospace software apps iii	1

FLSA Status

Answered 19 times

Skipped 1 times

Select one answer (radio button)



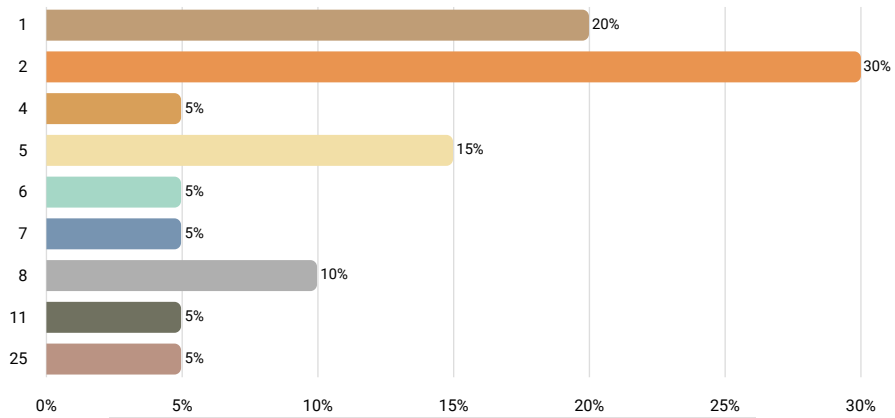
Results	%	N
Non-Exempt	0%	0
Exempt	100%	19

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



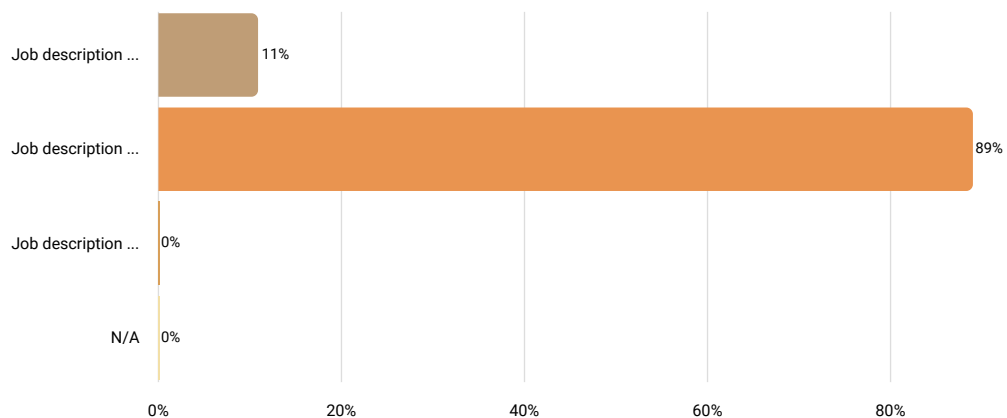
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6.5
90th percentile	9.5
Mean	5
Median	3
Standard deviation	5.52
Total/sum	100

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

Answered 18 times

Skipped 2 times

Select one answer (radio button)



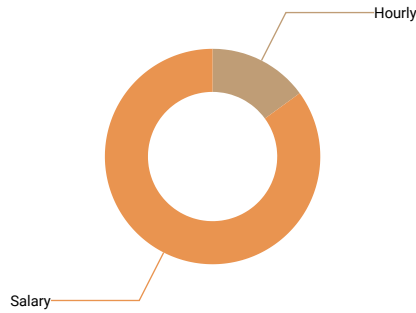
Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	2
Job description matches the position at your company very well	89%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	3
Salary	85%	17

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	17	\$98,821.94	\$108,672.00	\$123,803.00	\$142,658.00	\$151,008.00	\$124,540.15	\$123,803.00	\$19,236.13
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$500.00	\$2,000.00	\$2,400.00	\$6,410.00	\$2,035.71	\$2,000.00	\$2,120.25
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	10	\$110,229.00	\$127,000.00	\$151,528.50	\$175,746.00	\$208,075.00	\$154,091.00	\$151,528.50	\$35,668.89
Pay Range Minimum Salary	10	\$80,390.00	\$85,500.00	\$98,500.00	\$110,000.00	\$121,026.00	\$99,433.20	\$98,500.00	\$15,538.11
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	15	\$107,500.00	\$115,500.00	\$132,498.00	\$150,030.40	\$155,000.00	\$133,890.24	\$132,498.00	\$21,667.08
Actual Lowest Base Salary	15	\$91,810.00	\$94,800.00	\$104,696.00	\$128,208.08	\$150,030.40	\$112,290.31	\$104,696.00	\$22,467.18

5.4.29 Software Engineer - Level 4

Job description

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

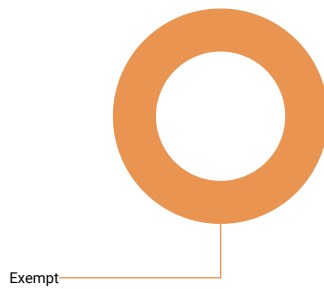
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



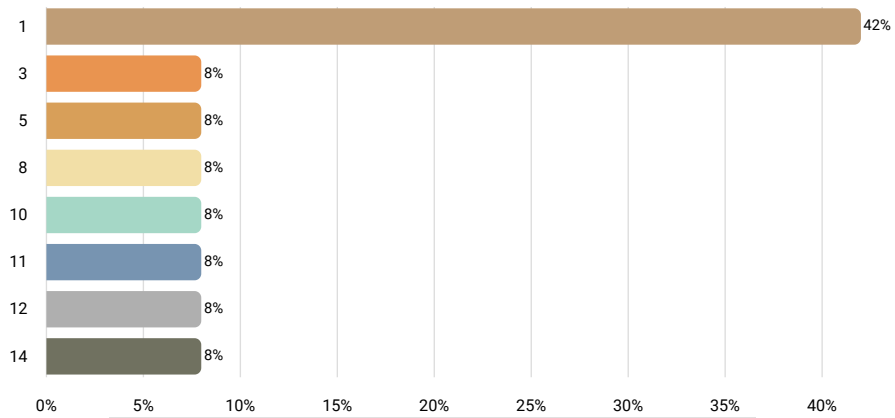
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



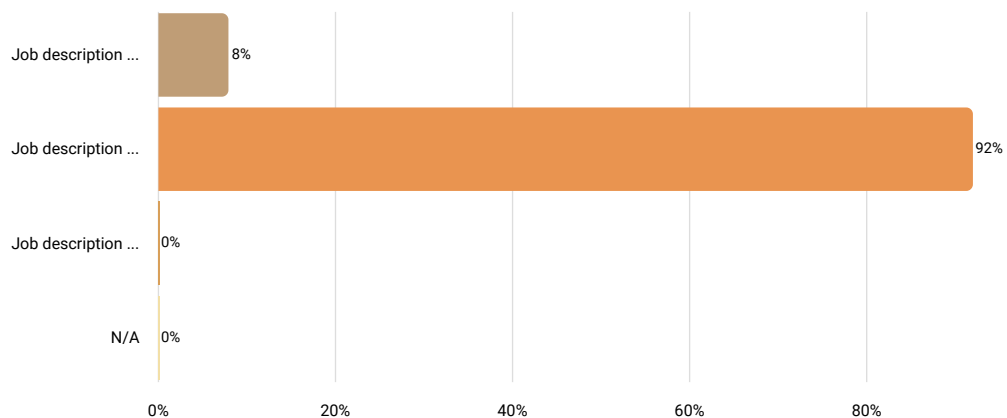
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	10.5
90th percentile	12
Mean	5.67
Median	4
Standard deviation	5.03
Total/sum	68

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



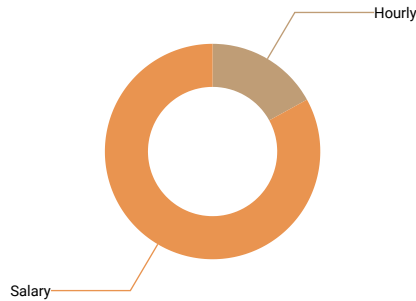
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	92%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$109,700.00	\$139,450.00	\$148,367.44	\$166,949.00	\$191,101.50	\$151,682.31	\$148,367.44	\$28,473.06
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	8	\$108,707.00	\$135,317.50	\$176,460.00	\$255,878.13	\$270,400.00	\$189,302.28	\$176,460.00	\$63,927.29
Pay Range Minimum Salary	8	\$77,896.00	\$88,970.50	\$120,305.50	\$150,545.50	\$157,053.75	\$119,324.09	\$120,305.50	\$31,659.17
Actual Highest Base Salary	9	\$110,000.00	\$145,600.00	\$156,647.00	\$166,949.00	\$215,281.00	\$156,999.83	\$156,647.00	\$30,876.47
Actual Lowest Base Salary	7	\$97,000.00	\$110,000.00	\$135,000.00	\$138,690.51	\$186,169.00	\$132,594.57	\$135,000.00	\$28,286.55

5.4.30 Software Engineer - Level 5

Job description

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

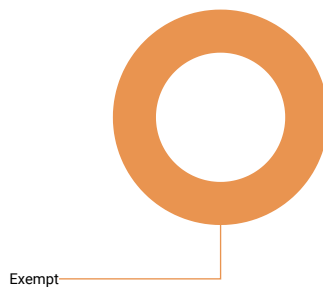
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



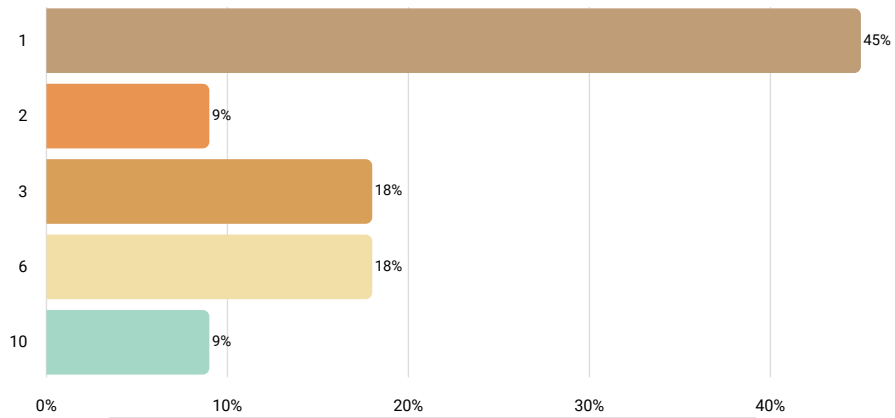
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



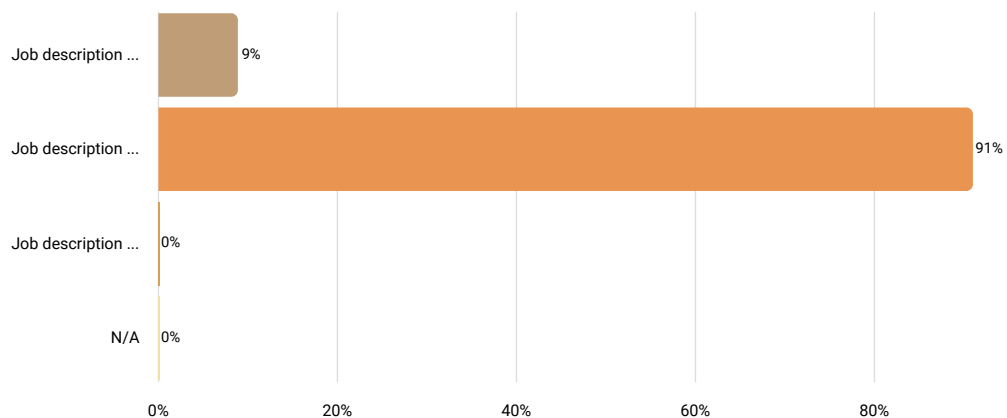
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	6
Mean	3.18
Median	2
Standard deviation	2.96
Total/sum	35

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



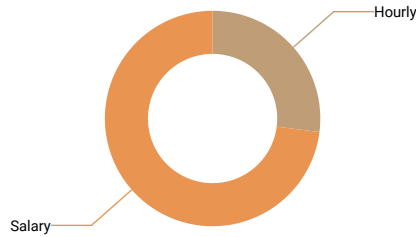
Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	8	\$131,502.00	\$147,150.00	\$161,186.00	\$176,290.25	\$187,981.94	\$161,092.06	\$161,186.00	\$19,204.70
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	6	\$171,469.00	\$180,000.00	\$202,500.00	\$270,400.00	\$297,000.00	\$220,644.83	\$202,500.00	\$51,277.53
Pay Range Minimum Salary	6	\$118,254.52	\$129,418.00	\$146,002.00	\$151,091.00	\$197,000.00	\$147,961.25	\$146,002.00	\$27,080.02
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	8	\$131,502.00	\$147,900.00	\$165,776.00	\$193,578.30	\$200,416.94	\$168,303.44	\$165,776.00	\$25,911.66
Actual Lowest Base Salary	8	\$131,502.00	\$146,400.00	\$153,250.00	\$165,168.00	\$184,908.32	\$155,755.79	\$153,250.00	\$16,581.43

5.4.31 Software Engineer - Level 6

Job description

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

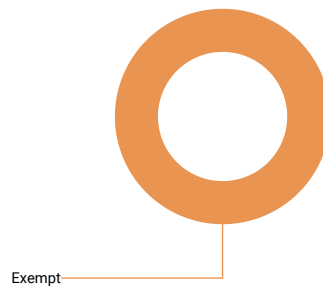
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typically holds a Ph.D. in area of specialization.

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



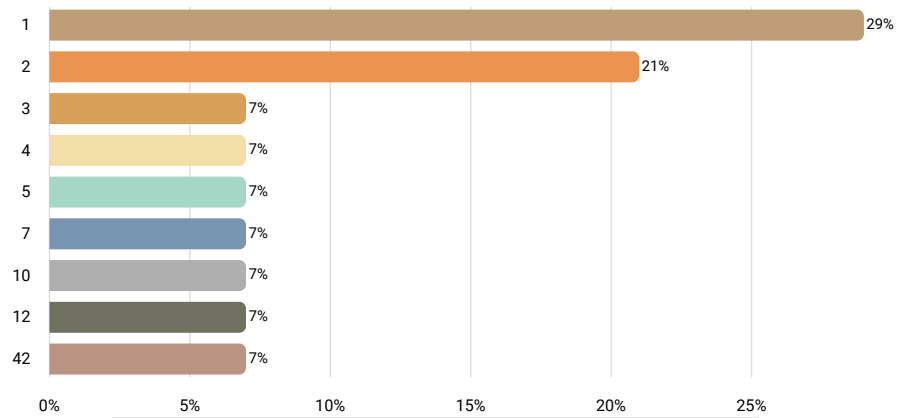
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



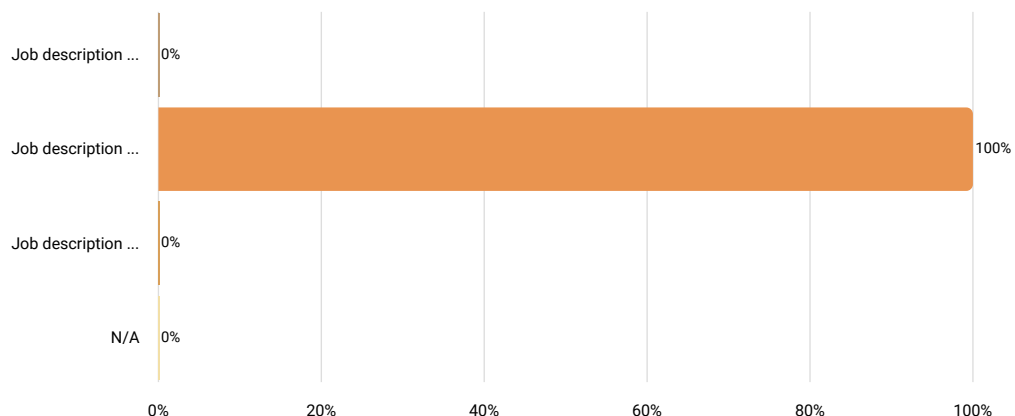
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	7
90th percentile	12
Mean	6.64
Median	2.5
Standard deviation	10.76
Total/sum	93

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



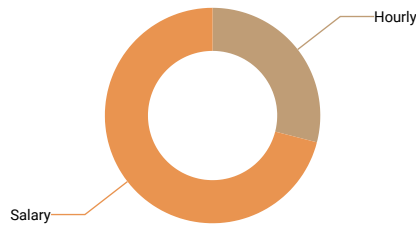
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	4
Salary	71%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$127,973.00	\$141,250.00	\$178,222.00	\$196,083.00	\$227,348.00	\$172,487.47	\$178,222.00	\$33,960.71
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$2,000.00	\$3,105.00	\$4,000.00	\$9,017.00	\$3,624.40	\$3,105.00	\$3,364.00
Pay Range Maximum Salary	9	\$132,250.00	\$162,000.00	\$200,000.00	\$246,804.00	\$275,000.00	\$203,801.68	\$200,000.00	\$48,651.84
Pay Range Minimum Salary	9	\$86,893.00	\$113,000.00	\$137,175.24	\$168,671.00	\$200,000.00	\$139,554.58	\$137,175.24	\$36,492.97
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	10	\$152,000.00	\$162,200.00	\$200,772.10	\$229,986.00	\$739,755.50	\$296,698.73	\$200,772.10	\$331,854.26
Actual Lowest Base Salary	10	\$116,007.00	\$134,150.00	\$146,879.00	\$180,353.06	\$206,043.60	\$157,311.53	\$146,879.00	\$33,923.83

5.4.32 System Design Engineer - Level 2

Job description

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

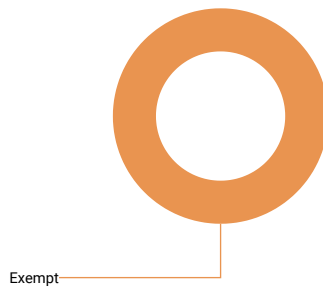
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



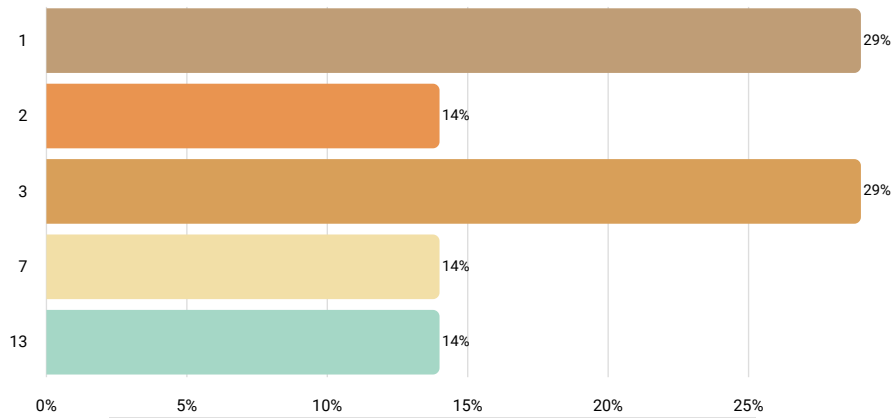
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



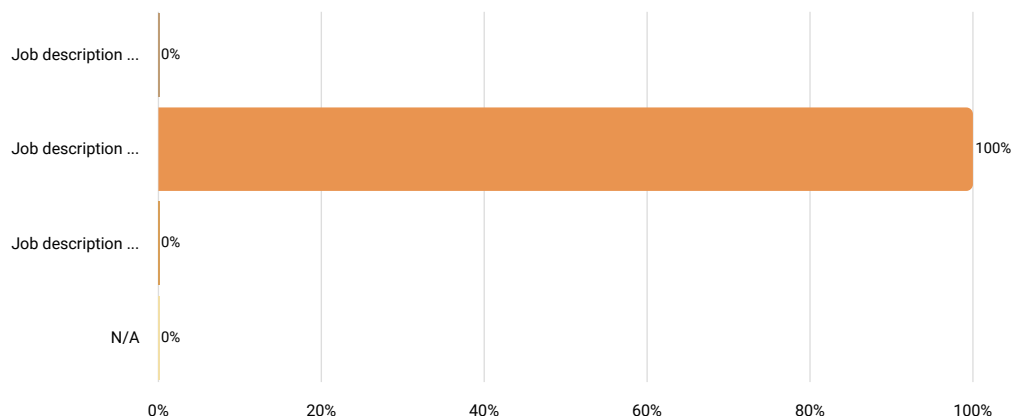
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	7
90th percentile	13
Mean	4.29
Median	3
Standard deviation	4.35
Total/sum	30

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



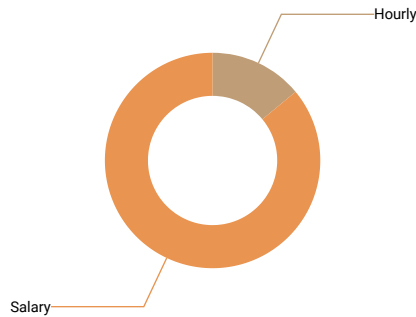
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$91,150.00	\$99,934.00	\$104,725.58	\$110,617.47	\$138,195.20	\$108,224.64	\$104,725.58	\$16,206.10
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$100,000.00	\$108,395.00	\$137,185.50	\$174,720.00	\$195,143.00	\$142,104.83	\$137,185.50	\$37,531.42
Pay Range Minimum Salary	6	\$60,401.00	\$74,076.00	\$82,589.00	\$88,440.00	\$124,800.00	\$85,482.50	\$82,589.00	\$21,608.00
Actual Highest Base Salary	5	\$95,000.00	\$102,002.00	\$112,715.20	\$138,195.20	\$139,655.00	\$117,513.48	\$112,715.20	\$20,545.48
Actual Lowest Base Salary	5	\$86,000.00	\$88,045.00	\$92,627.08	\$97,864.00	\$138,195.20	\$100,546.26	\$92,627.08	\$21,536.17

5.4.33 System Design Engineer - Level 3

Job description

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

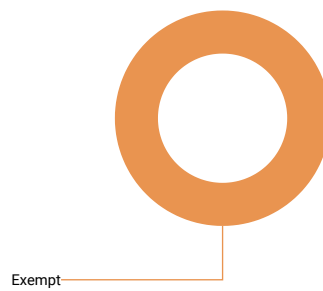
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



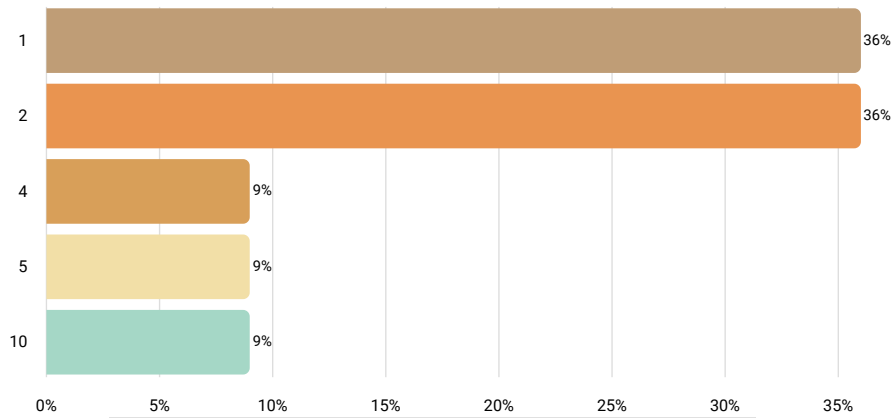
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



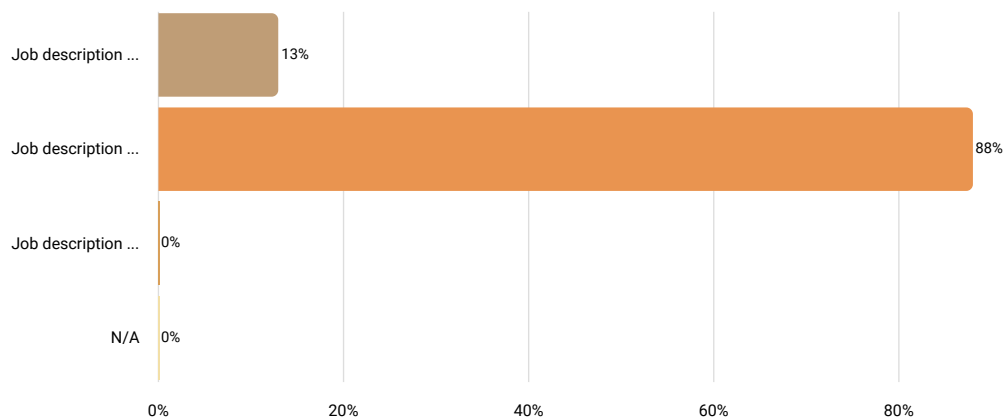
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	5
Mean	2.82
Median	2
Standard deviation	2.71
Total/sum	31

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

Answered 8 times

Skipped 3 times

Select one answer (radio button)



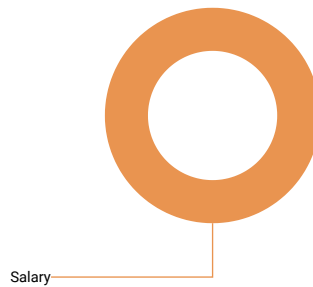
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	11	\$102,104.86	\$109,000.00	\$119,964.00	\$140,187.56	\$155,112.00	\$127,627.53	\$119,964.00	\$28,500.79
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	7	\$135,752.00	\$137,720.00	\$175,000.00	\$205,470.72	\$235,491.00	\$175,303.25	\$175,000.00	\$36,556.23
Pay Range Minimum Salary	7	\$69,569.00	\$84,472.00	\$98,628.00	\$146,764.80	\$220,000.00	\$118,069.83	\$98,628.00	\$50,958.26
Actual Highest Base Salary	9	\$94,600.00	\$126,069.00	\$129,342.00	\$135,200.00	\$195,478.40	\$135,679.14	\$129,342.00	\$32,088.23
Actual Lowest Base Salary	9	\$91,000.00	\$102,104.86	\$113,859.00	\$129,342.00	\$195,478.40	\$121,356.14	\$113,859.00	\$31,700.01

5.4.34 System Design Engineer - Level 4

Job description

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

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

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

Answered 7 times

Skipped 7 times

Text input

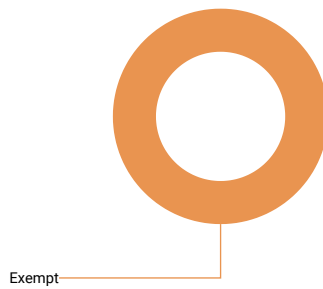
Results	
systems engineer	1
scientist/tech iv	1
principal sw engineer	1
field application engineer	1
engineer - aerospace systems sr	1
r&d engineer/scientist 4, principal engineer 4	1
<ul style="list-style-type: none"> oversee generation of program deliverables including test plans, test procedures data reviews, and acceptance materials develop and maintain industry standard methods in generation of data analysis products coordinate systems engineering efforts including software/hardware integration and test execution activities analyze vulnerabilities and assist with the development of remediation plans support the development and facilitation of systems engineering processes to include requirements management, configuration management, data management, risk management, etc. provide assistance to less experienced engineers 	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



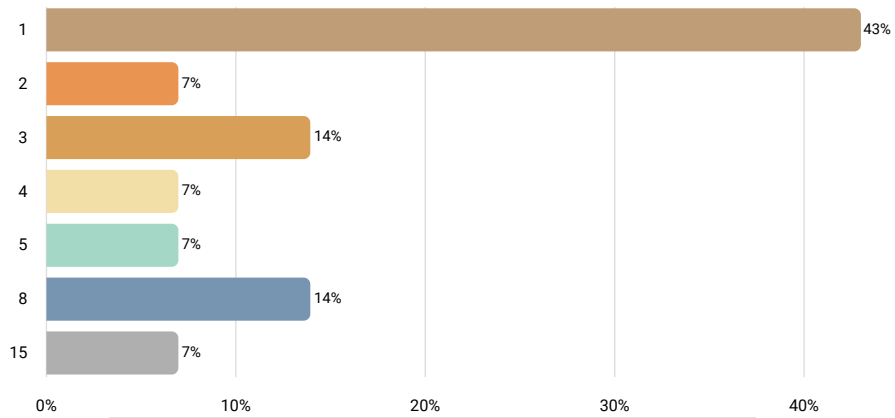
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



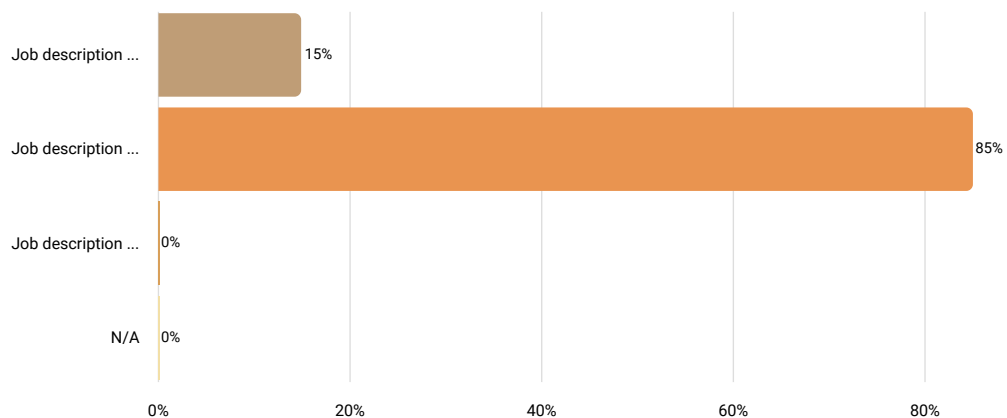
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	5
90th percentile	8
Mean	3.86
Median	2.5
Standard deviation	4.05
Total/sum	54

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



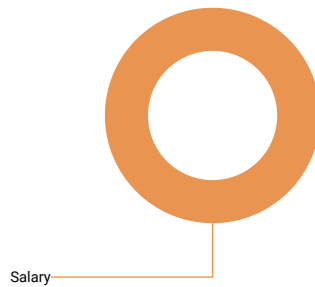
Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	85%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	14	\$121,483.96	\$126,750.00	\$135,896.00	\$163,053.56	\$176,449.30	\$145,501.63	\$135,896.00	\$22,190.34
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$1,200.00	\$2,550.00	\$5,178.00	\$6,000.00	\$2,913.00	\$2,550.00	\$2,297.31
Pay Range Maximum Salary	10	\$140,317.50	\$153,323.00	\$172,447.00	\$175,746.00	\$227,428.92	\$175,084.88	\$172,447.00	\$30,832.37
Pay Range Minimum Salary	10	\$80,698.00	\$90,523.00	\$114,700.50	\$134,838.38	\$153,168.29	\$115,726.50	\$114,700.50	\$27,067.50
Actual Highest Base Salary	12	\$121,483.96	\$132,036.47	\$151,009.50	\$167,532.29	\$172,051.00	\$150,496.56	\$151,009.50	\$22,393.79
Actual Lowest Base Salary	12	\$92,999.92	\$117,819.50	\$133,166.00	\$161,682.88	\$167,137.00	\$134,611.87	\$133,166.00	\$29,884.84

5.4.35 System Design Engineer - Level 5

Job description

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

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

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

Answered 5 times

Skipped 6 times

Text input

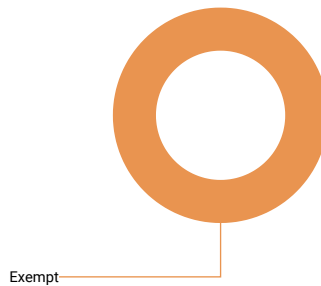
Results	
systems engineer	1
subject matter expert	1
scientist/tech staff v	1
senior systems engineer 5	1
engineer - aerospace systems principal	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



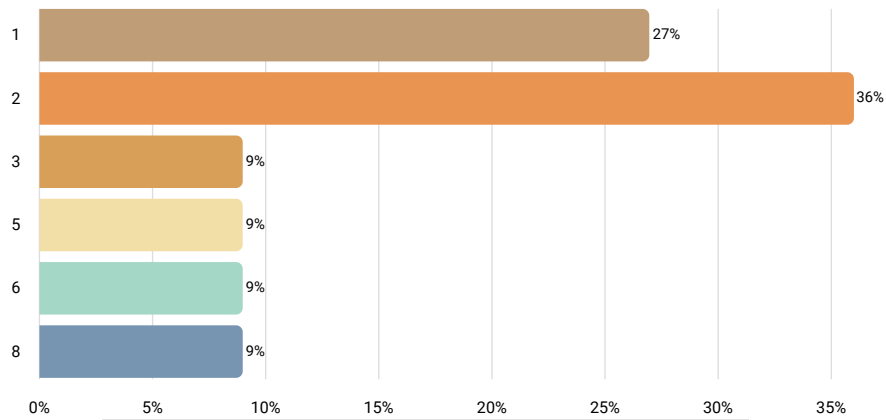
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



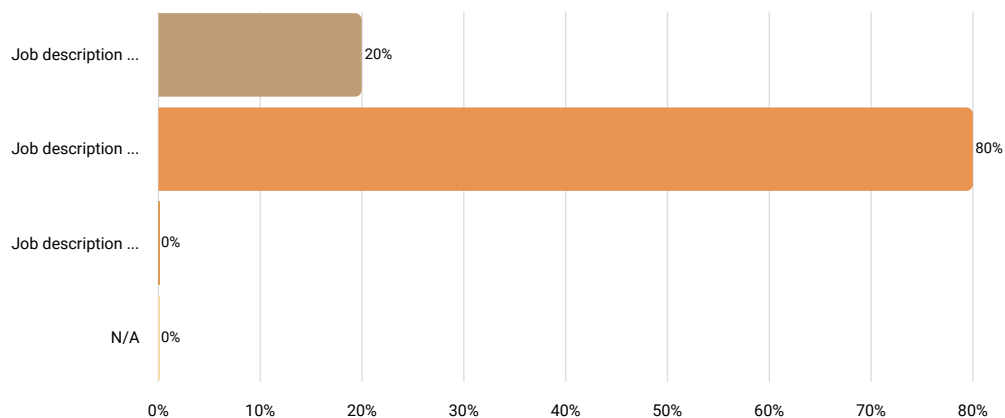
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	6
Mean	3
Median	2
Standard deviation	2.32
Total/sum	33

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

Answered 10 times

Skipped 1 times

Select one answer (radio button)



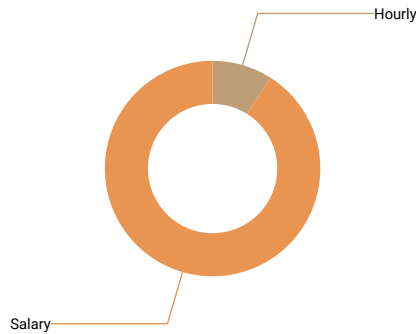
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	2
Job description matches the position at your company very well		80%	8
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$136,362.00	\$144,980.00	\$172,696.16	\$191,750.00	\$214,516.25	\$172,617.45	\$172,696.16	\$28,708.29
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	8	\$145,000.00	\$160,303.50	\$183,234.50	\$211,121.50	\$275,525.00	\$191,230.50	\$183,234.50	\$42,241.30
Pay Range Minimum Salary	8	\$82,688.00	\$111,404.26	\$132,570.50	\$147,374.50	\$165,315.00	\$128,837.69	\$132,570.50	\$26,522.96
Actual Highest Base Salary	9	\$132,000.00	\$164,578.00	\$174,136.33	\$179,150.00	\$211,536.00	\$171,873.52	\$174,136.33	\$23,299.44
Actual Lowest Base Salary	8	\$125,382.00	\$133,999.98	\$163,242.00	\$174,568.16	\$208,915.20	\$159,739.68	\$163,242.00	\$27,881.14

5.4.36 System Design Engineer - Level 6

Job description

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

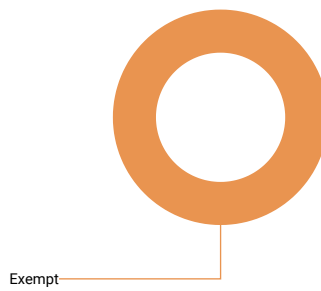
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typically holds a Ph.D. in area of specialization.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



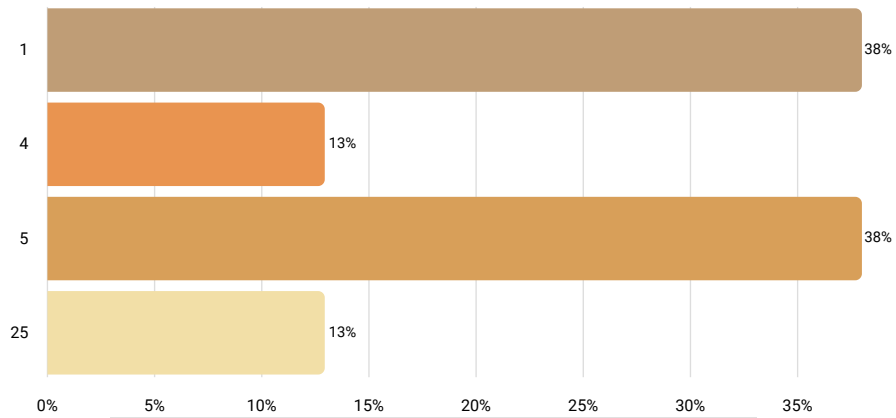
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



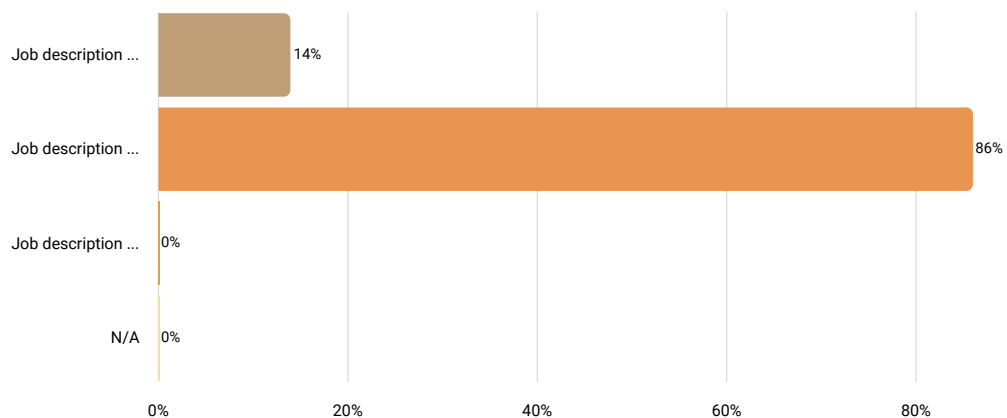
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4.5
75th percentile	5
90th percentile	25
Mean	5.88
Median	4.5
Standard deviation	7.95
Total/sum	47

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



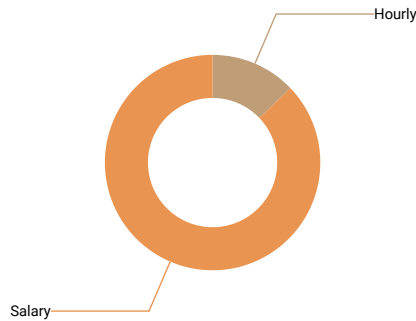
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$145,250.00	\$155,000.00	\$197,079.00	\$208,356.00	\$214,000.00	\$184,649.20	\$197,079.00	\$27,089.66
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$2,000.00	\$5,525.00	\$8,013.88	\$20,000.00	\$7,107.78	\$5,525.00	\$7,844.51
Pay Range Maximum Salary	5	\$160,000.00	\$228,250.00	\$246,804.00	\$247,217.00	\$261,271.00	\$228,708.40	\$246,804.00	\$40,160.29
Pay Range Minimum Salary	5	\$86,893.00	\$145,000.00	\$167,214.00	\$168,671.00	\$200,000.00	\$153,555.60	\$167,214.00	\$42,098.72
Actual Highest Base Salary	7	\$150,500.00	\$155,000.00	\$200,347.42	\$236,080.00	\$299,520.00	\$208,061.92	\$200,347.42	\$51,929.07
Actual Lowest Base Salary	7	\$127,452.00	\$140,000.00	\$162,750.00	\$200,000.00	\$200,347.42	\$167,687.92	\$162,750.00	\$29,169.30

5.4.37 Project Manager - Level 1

Job description

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

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

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Exempt

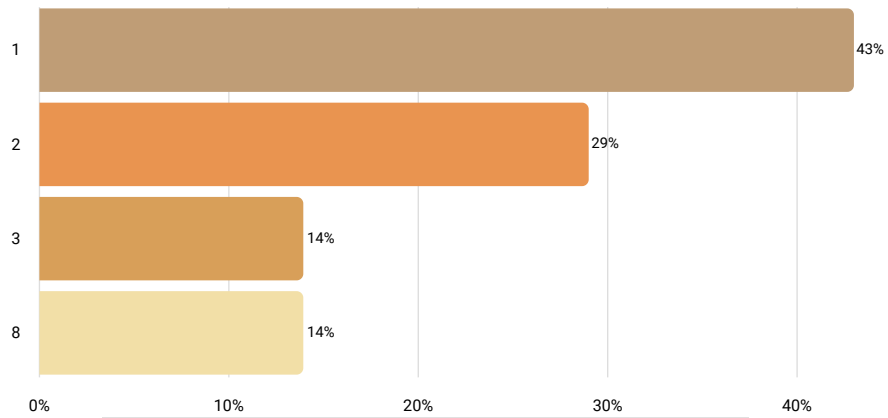
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



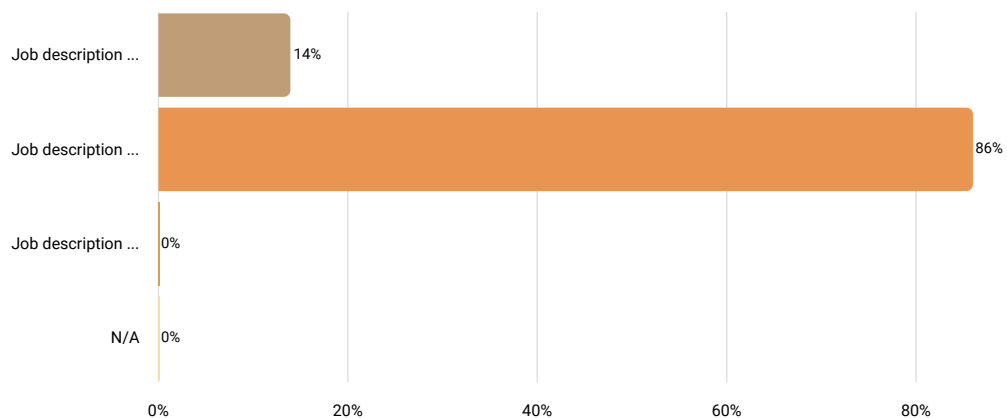
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	8
Mean	2.57
Median	2
Standard deviation	2.51
Total/sum	18

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



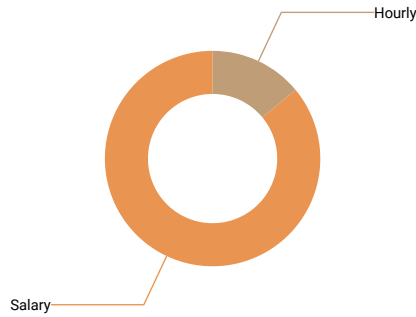
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$58,943.00	\$60,613.00	\$60,920.00	\$101,920.00	\$119,000.00	\$80,279.20	\$60,920.00	\$28,215.23
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$60,613.00	\$67,000.00	\$80,260.00	\$118,560.00	\$119,000.00	\$89,086.60	\$80,260.00	\$28,017.70
Actual Lowest Base Salary	5	\$50,500.00	\$54,000.00	\$60,613.00	\$85,280.00	\$119,000.00	\$73,878.60	\$60,613.00	\$28,651.47

5.4.38 Project Manager - Level 2

Job description

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

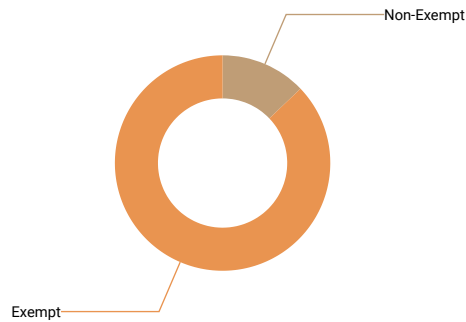
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



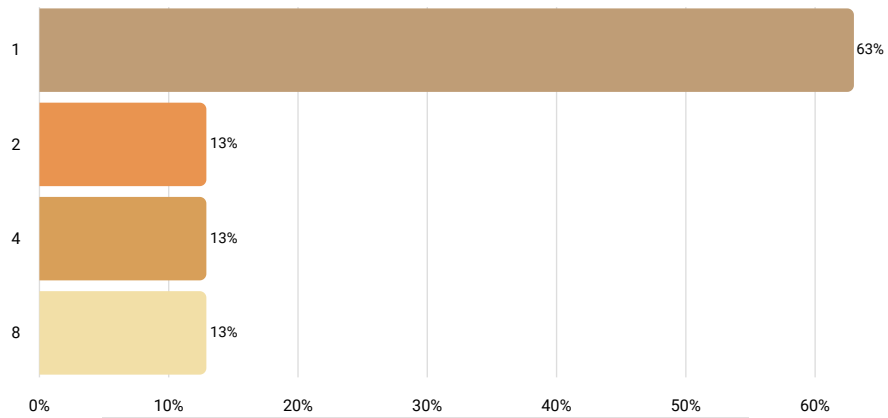
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



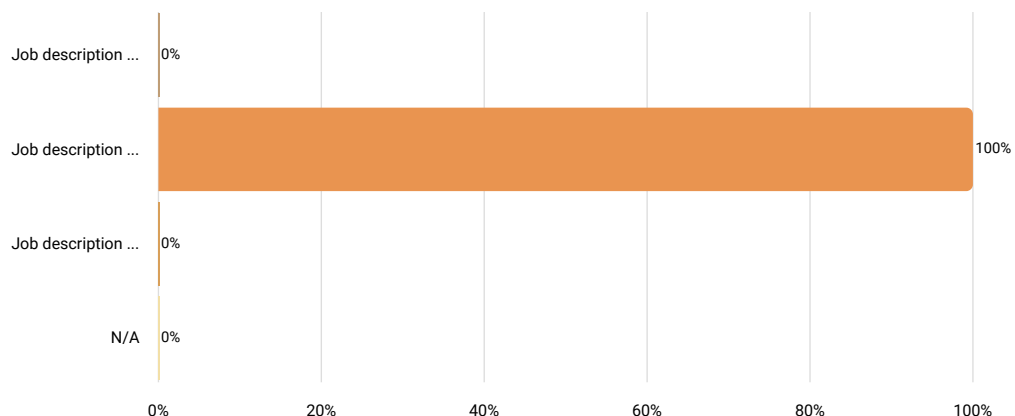
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	8
Mean	2.38
Median	1
Standard deviation	2.5
Total/sum	19

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



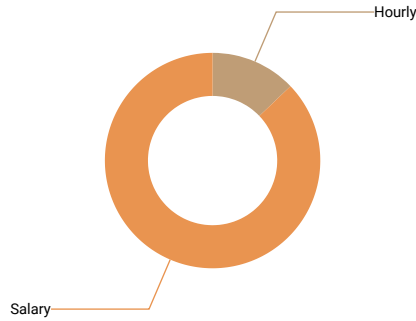
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$62,000.00	\$65,000.00	\$79,057.88	\$94,798.00	\$134,000.00	\$84,239.55	\$79,057.88	\$24,440.69
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$500.00	\$1,596.00	\$2,000.00	\$10,000.00	\$11,858.68	\$5,190.94	\$2,000.00	\$5,307.93
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	7	\$62,000.00	\$68,000.00	\$79,057.88	\$118,680.00	\$134,000.00	\$88,995.70	\$79,057.88	\$27,013.61
Actual Lowest Base Salary	7	\$62,000.00	\$62,000.00	\$75,000.00	\$79,057.88	\$134,000.00	\$80,390.41	\$75,000.00	\$24,622.36

5.4.39 Project Manager - Level 3

Job description

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

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

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

Answered 8 times

Skipped 8 times

Text input

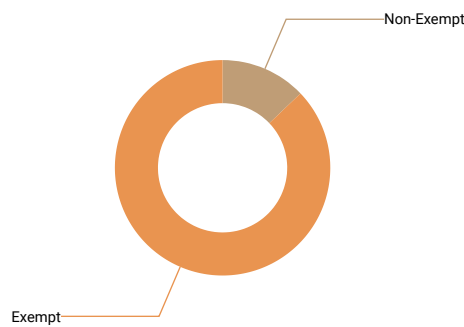
Results	
project engineer	2
project manager	1
project manager 2	1
program manager ii	1
project specialist	1
project coordinator	1
required experience & skills: minimum of 5 years' experience managing/executing multi-disciplinary projects for the construction, sustainment, restoration, and modernization of facilities. knowledge of wide range of multidisciplinary engineering concepts, principles, practices, standards, methods, techniques, materials, and equipment in the form of civil, mechanical, and electrical engineering to include a broad range of engineering, construction management, life cycle management, etc. and related assignments. knowledge and application of design and construction practices and techniques establishing design parameters and preparing project justifications and specifications. bachelor's degree from an abet accredited institution in engineering, engineering technology, construction management or architecture	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



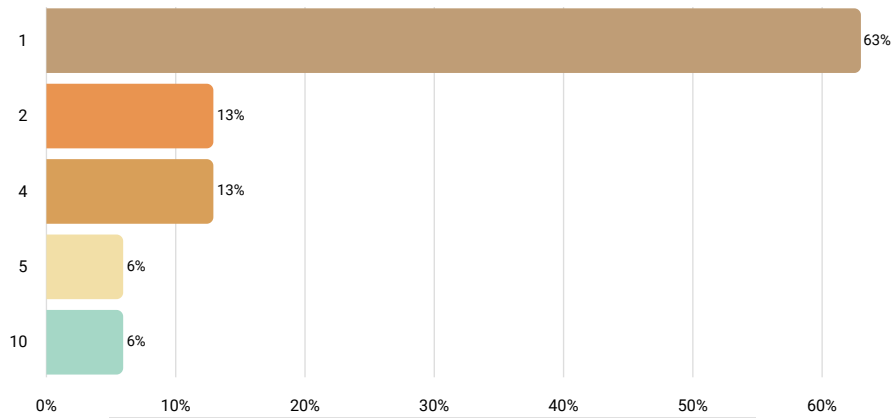
Results	%	N
Non-Exempt	13%	2
Exempt	88%	14

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



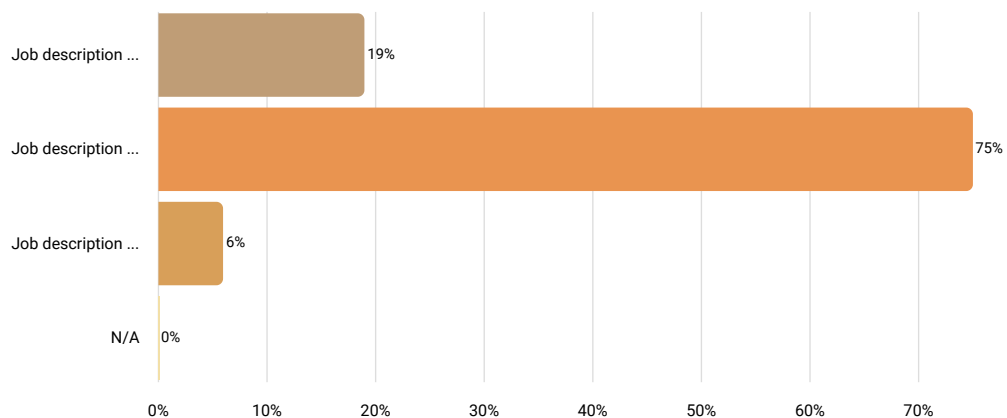
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2.31
Median	1
Standard deviation	2.44
Total/sum	37

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



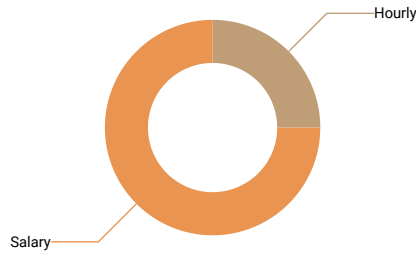
Results	%	N
Job description is perceptibly weaker than the position at your company	19%	3
Job description matches the position at your company very well	75%	12
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	4
Salary	75%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$70,000.00	\$94,025.00	\$115,025.25	\$123,550.00	\$139,657.00	\$113,385.13	\$115,025.25	\$34,432.87
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$500.00	\$2,526.00	\$5,066.00	\$11,000.00	\$19,300.00	\$7,123.00	\$5,066.00	\$6,333.82
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	6	\$100,000.00	\$133,000.00	\$144,752.50	\$167,689.00	\$250,000.00	\$156,699.00	\$144,752.50	\$51,105.28
Pay Range Minimum Salary	7	\$50,000.00	\$54,336.00	\$92,400.00	\$103,500.00	\$150,000.00	\$90,795.86	\$92,400.00	\$33,368.17
Actual Highest Base Salary	11	\$70,000.00	\$93,000.00	\$120,000.00	\$150,000.00	\$156,000.00	\$118,300.55	\$120,000.00	\$38,915.03
Actual Lowest Base Salary	11	\$70,000.00	\$75,000.00	\$98,253.00	\$123,500.00	\$123,600.00	\$106,454.45	\$98,253.00	\$36,608.60

5.4.40 Project Manager - Level 4

Job description

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

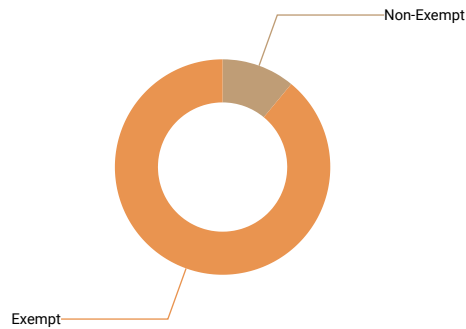
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



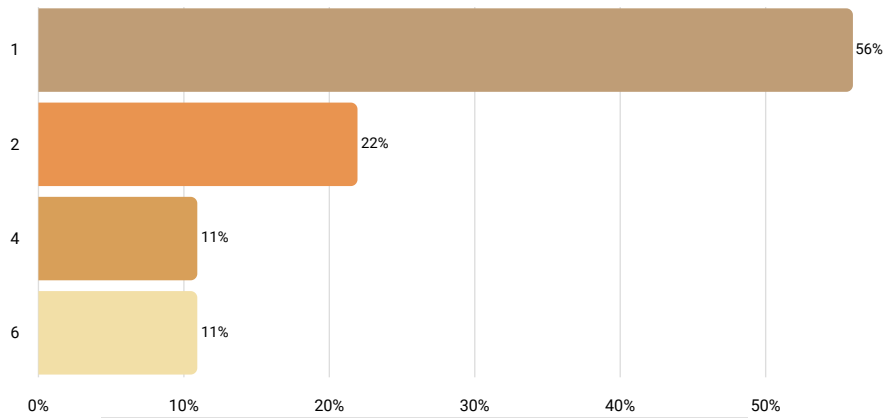
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



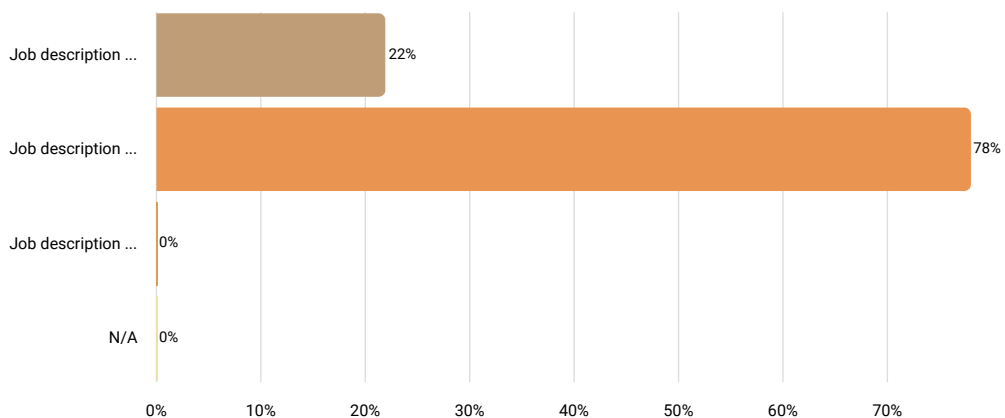
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2.11
Median	1
Standard deviation	1.76
Total/sum	19

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



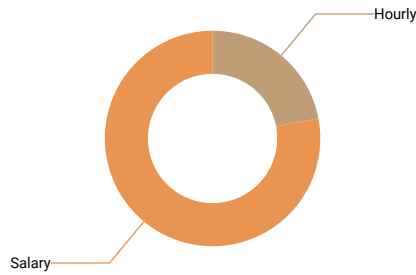
Results	%	N
Job description is perceptibly weaker than the position at your company	22%	2
Job description matches the position at your company very well	78%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$80,000.00	\$116,800.00	\$132,942.47	\$136,243.00	\$152,167.00	\$126,332.07	\$132,942.47	\$22,872.13
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary	5	\$75,000.00	\$82,212.00	\$104,600.00	\$104,779.00	\$115,145.00	\$96,347.20	\$104,600.00	\$16,941.58
Actual Highest Base Salary	6	\$80,000.00	\$119,600.00	\$134,121.50	\$138,719.98	\$165,000.00	\$128,593.83	\$134,121.50	\$28,072.44
Actual Lowest Base Salary	6	\$80,000.00	\$114,000.00	\$129,092.50	\$136,243.00	\$140,000.00	\$121,404.67	\$129,092.50	\$22,255.63

5.4.43 Safety Engineer

Job description

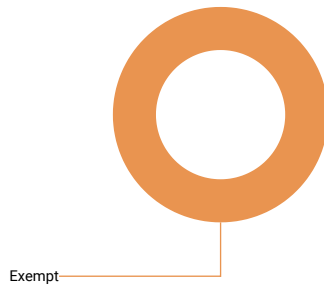
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety laws.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



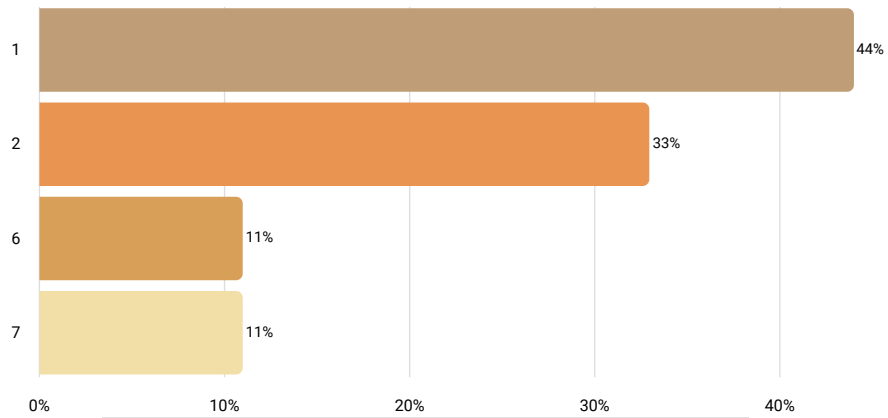
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



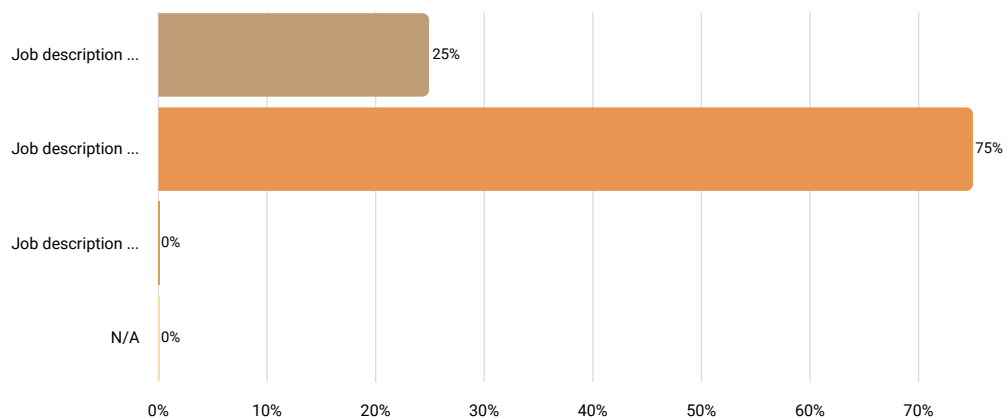
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	7
Mean	2.56
Median	2
Standard deviation	2.3
Total/sum	23

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

Answered 8 times

Skipped 1 times

Select one answer (radio button)



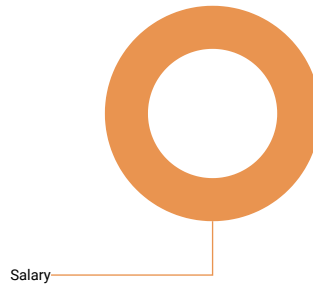
Results	%	N
Job description is perceptibly weaker than the position at your company	25%	2
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Salary	8	\$63,440.00	\$97,239.00	\$106,982.50	\$114,465.00	\$124,000.00	\$103,101.63	\$106,982.50	\$18,647.20
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$2,000.00	\$6,000.00	\$7,398.00	\$11,303.00	\$5,340.20	\$6,000.00	\$4,469.33
Pay Range Maximum Salary	7	\$70,000.00	\$72,800.00	\$126,250.00	\$186,368.00	\$193,401.00	\$128,894.57	\$126,250.00	\$49,421.83
Pay Range Minimum Salary	7	\$54,080.00	\$76,147.00	\$91,819.00	\$95,000.00	\$113,152.00	\$86,899.71	\$91,819.00	\$18,393.86
Actual Highest Base Salary	7	\$72,800.00	\$104,010.00	\$113,030.00	\$123,887.00	\$134,000.00	\$111,176.71	\$113,030.00	\$19,572.59
Actual Lowest Base Salary	7	\$54,080.00	\$68,380.00	\$104,000.00	\$113,000.00	\$113,030.00	\$93,990.88	\$104,000.00	\$23,725.86

5.4.44 Environmental Engineer

Job description

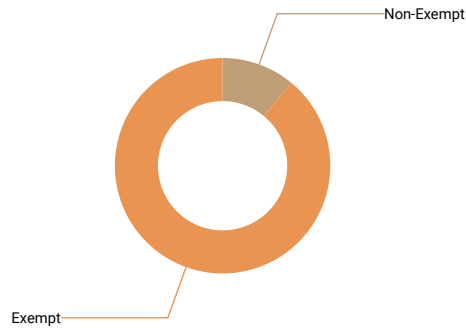
Design, plan, or perform engineering duties in the prevention, control, and remediation of environmental health hazards utilizing various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



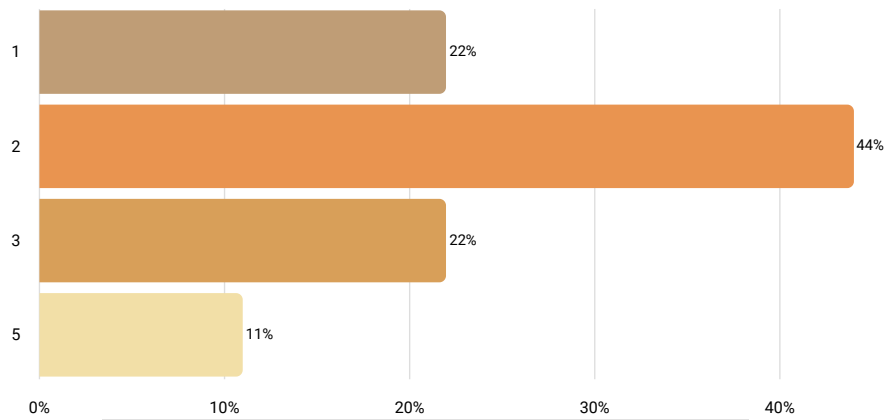
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



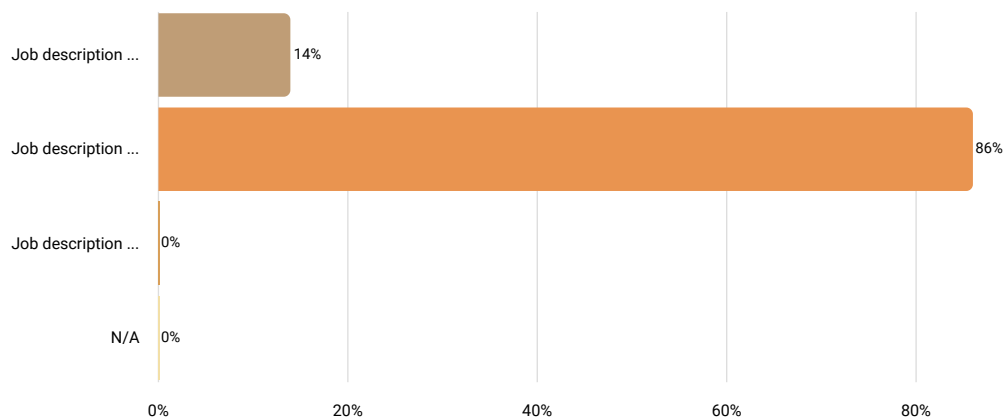
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.33
Median	2
Standard deviation	1.22
Total/sum	21

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

Answered 7 times

Skipped 2 times

Select one answer (radio button)



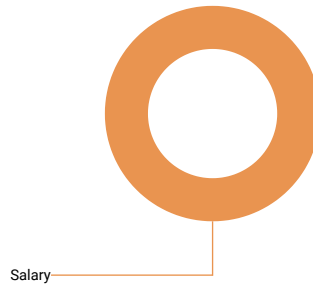
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Salary	8	\$73,800.00	\$78,370.50	\$84,580.00	\$104,399.00	\$113,030.00	\$90,191.13	\$84,580.00	\$15,451.45
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$95,000.00	\$95,000.00	\$120,736.00	\$172,100.00	\$186,368.00	\$131,656.67	\$120,736.00	\$38,923.52
Pay Range Minimum Salary	6	\$45,000.00	\$65,000.00	\$67,416.50	\$78,369.00	\$113,152.00	\$72,725.67	\$67,416.50	\$22,591.44
Actual Highest Base Salary	7	\$74,880.00	\$78,000.00	\$100,000.00	\$113,030.00	\$125,000.00	\$97,453.14	\$100,000.00	\$19,357.85
Actual Lowest Base Salary	7	\$72,720.00	\$75,000.00	\$77,062.00	\$100,000.00	\$113,030.00	\$84,447.43	\$77,062.00	\$15,626.13

5.4.46 Technical Support Engineer

Job description

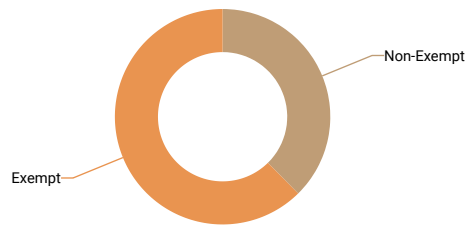
Diagnose and troubleshoot software and hardware problems and help customers install applications and programs. Resolve network issues, configure operating systems, and use remote desktop connections to provide immediate support.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



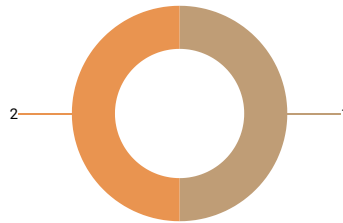
Results	%	N
Non-Exempt	38%	3
Exempt	63%	5

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



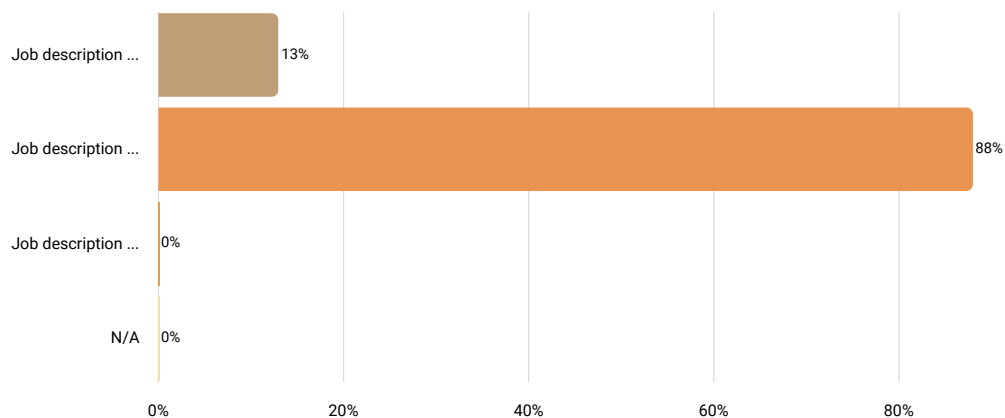
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	2
Mean	1.5
Median	1.5
Standard deviation	0.53
Total/sum	12

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



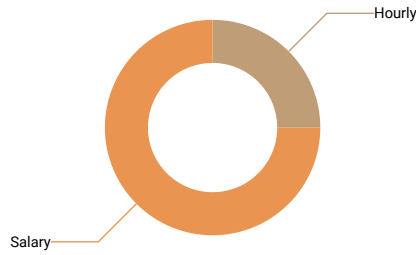
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$51,000.00	\$72,107.49	\$76,107.00	\$96,681.00	\$98,162.00	\$78,360.75	\$76,107.00	\$17,539.46
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	5	\$51,000.00	\$56,670.00	\$73,533.00	\$111,639.00	\$136,918.00	\$85,952.00	\$73,533.00	\$37,049.51
Pay Range Minimum Salary	5	\$37,780.00	\$47,101.00	\$51,000.00	\$60,113.00	\$60,401.00	\$51,279.00	\$51,000.00	\$9,500.09
Actual Highest Base Salary	6	\$51,000.00	\$77,200.00	\$79,347.00	\$96,681.00	\$109,200.00	\$82,129.17	\$79,347.00	\$19,771.00
Actual Lowest Base Salary	5	\$51,000.00	\$64,134.00	\$70,000.00	\$87,125.00	\$96,681.00	\$73,788.00	\$70,000.00	\$18,226.40

5.4.47 Machine/CNC Programmer

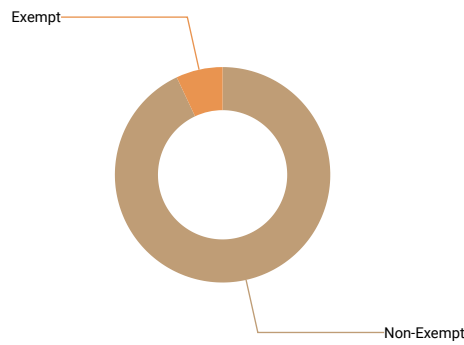
Job description Program computer-controlled machines or robots to perform one or more machine functions.

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



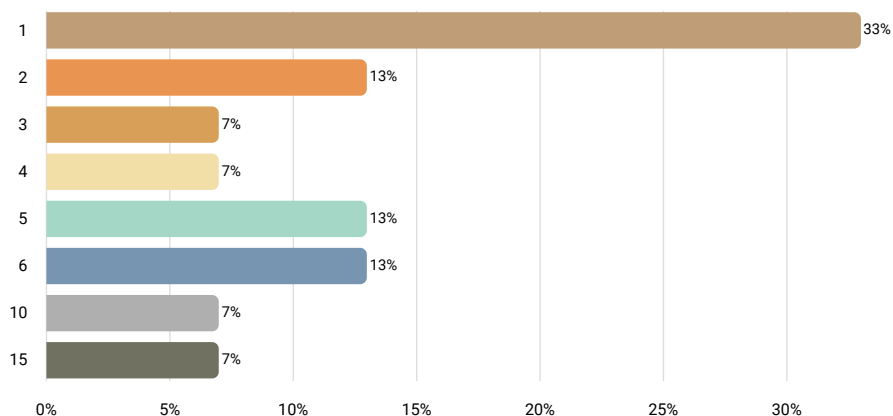
Results	%	N
Non-Exempt	93%	14
Exempt	7%	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



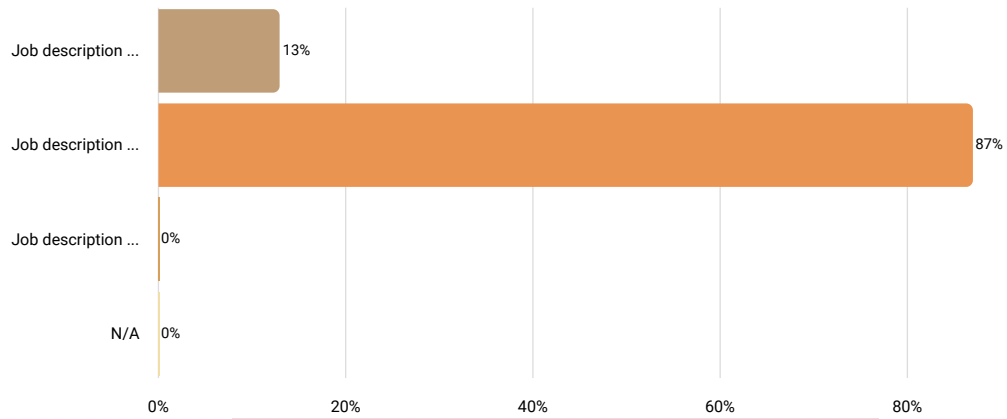
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6
90th percentile	10
Mean	4.2
Median	3
Standard deviation	3.97
Total/sum	63

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



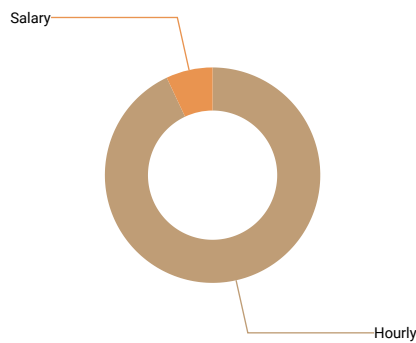
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	87%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	14
Salary	7%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	14	\$21.50	\$26.45	\$37.17	\$44.78	\$48.95	\$6,272.72	\$37.17	\$23,338.53
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	11	\$30.00	\$30.75	\$43.00	\$52.13	\$55.00	\$8,923.84	\$43.00	\$29,463.62
Actual Lowest Base Rate	12	\$21.00	\$21.25	\$29.43	\$38.86	\$48.00	\$6,440.34	\$29.43	\$22,207.94
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.4.48 System Administrator or Network Analyst

Job description

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

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

Answered 8 times

Skipped 20 times

Text input

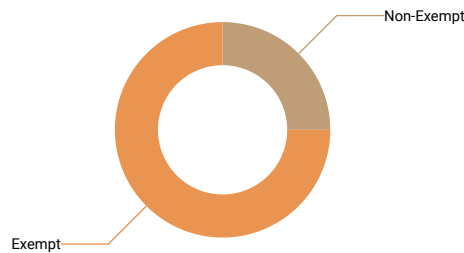
Results	
it specialist	1
systems analyst	1
network engineer 5	1
it technician ii, iii	1
it system administrator	1
system administrator - 1329	1
senior systems administrator	1
process improvement functions: ◻ prepares kpi reports and communicates results to branch staff ◻ utilize the kpi reporting system to identify opportunities for improvement ◻ conduct root cause analysis to identify causes of inefficiency ◻ recommend & implement improvements and evaluate results ◻ update sop(s) to standardize the effective improvement(s) ◻ provide analytical support to branch operations to improve operation efficiency system development support functions: ◻ design and plan for system development to increase efficiency ◻ understand and implement space utilization, storage optimization, and inventory management systems additional duties: ◻ layout design including schematic creation, space optimization, equipment selection, implementation of sound workflow strategies, and traffic flow testing ◻ analyze complex facts and efficiently handle multiple and fast changing priorities under tight deadlines with little direction; prepare documents/reports for non-routine and complex operation details, with accuracy, precision and attention to details, and high-quality customer satisfaction ◻ perform routine administrative and/or general affairs task, supporting department management ◻ ensure all operations are conducted in a safe manner and in compliance with all applicable regulations and standards ◻ consistent quality service is maintained through evaluation and as400 data analysis	1

FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



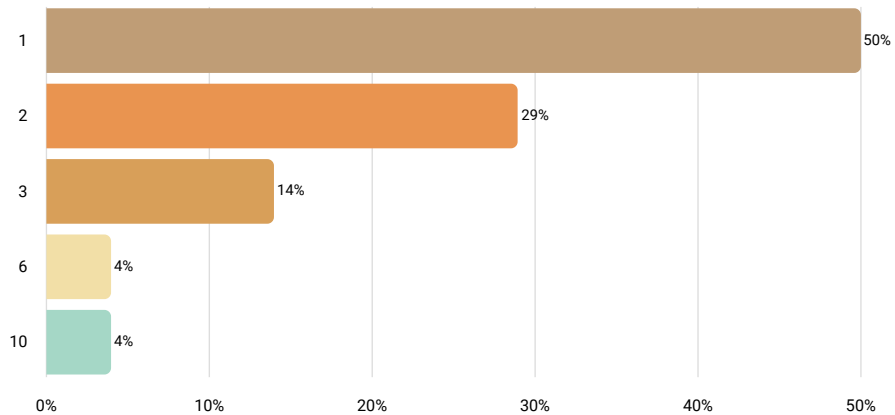
Results	%	N
Non-Exempt	25%	7
Exempt	75%	21

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



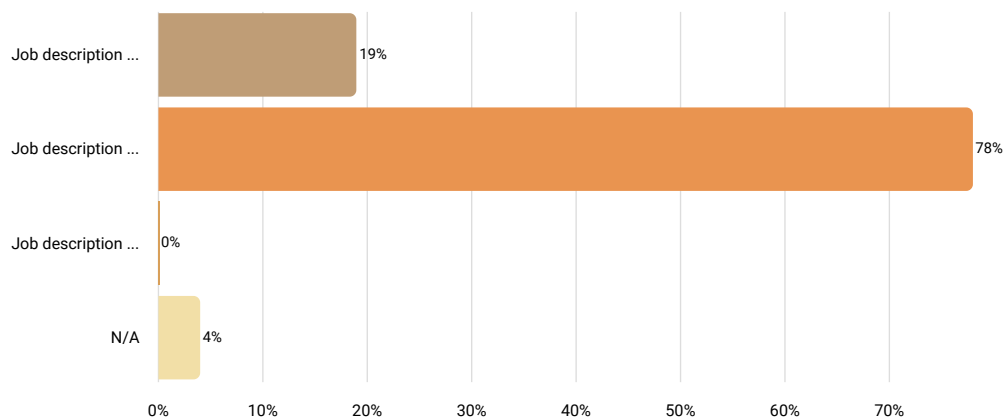
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	3
Mean	2.07
Median	1.5
Standard deviation	1.9
Total/sum	58

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

Answered 27 times

Skipped 1 times

Select one answer (radio button)



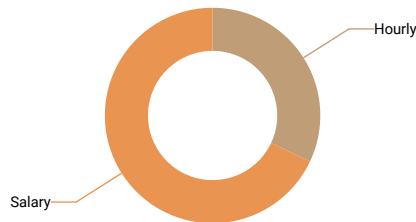
Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	5
Job description matches the position at your company very well	78%	21
Job description is perceptibly stronger than the position at your company	0%	0
N/A	4%	1

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	32%	9
Salary	68%	19

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	8	\$23.80	\$32.46	\$37.07	\$54.00	\$72.14	\$42.88	\$37.07	\$15.85
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	8	\$26.08	\$33.71	\$37.53	\$55.00	\$81.26	\$44.97	\$37.53	\$17.94
Actual Lowest Base Rate	8	\$19.38	\$31.21	\$34.68	\$45.98	\$62.50	\$38.20	\$34.68	\$13.74
Actual Average Base Salary	18	\$65,000.00	\$73,000.00	\$81,911.50	\$92,664.00	\$122,005.00	\$86,106.30	\$81,911.50	\$20,143.55
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$0.00	\$1,400.00	\$4,136.00	\$5,139.65	\$6,996.00	\$3,543.41	\$4,136.00	\$2,415.30
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	11	\$77,348.00	\$80,000.00	\$90,500.00	\$117,553.00	\$156,580.00	\$102,798.91	\$90,500.00	\$35,060.36
Pay Range Minimum Salary	11	\$51,565.00	\$58,302.40	\$60,500.00	\$78,369.00	\$100,212.00	\$68,726.21	\$60,500.00	\$20,251.36
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	15	\$66,560.00	\$75,596.00	\$85,633.60	\$96,000.00	\$167,003.00	\$95,722.79	\$85,633.60	\$33,561.48
Actual Lowest Base Salary	15	\$61,000.00	\$69,659.20	\$77,250.00	\$86,964.80	\$96,000.00	\$78,356.25	\$77,250.00	\$15,034.83

5.4.49 Database Analyst

Job description

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

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

Answered 5 times

Skipped 3 times

Text input

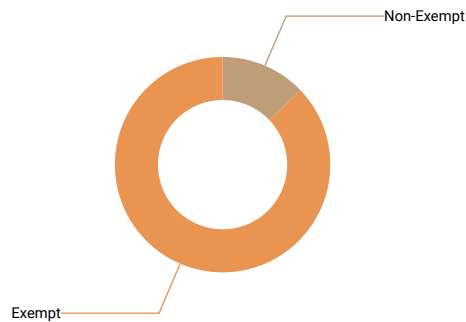
Results	
sr. it analyst	1
applications analyst	1
database administrator	1
it database administrator	1
database administrator-1356	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



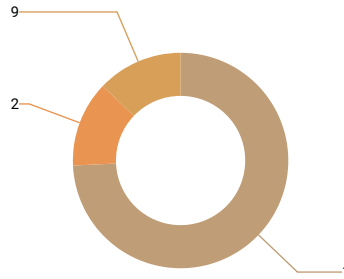
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



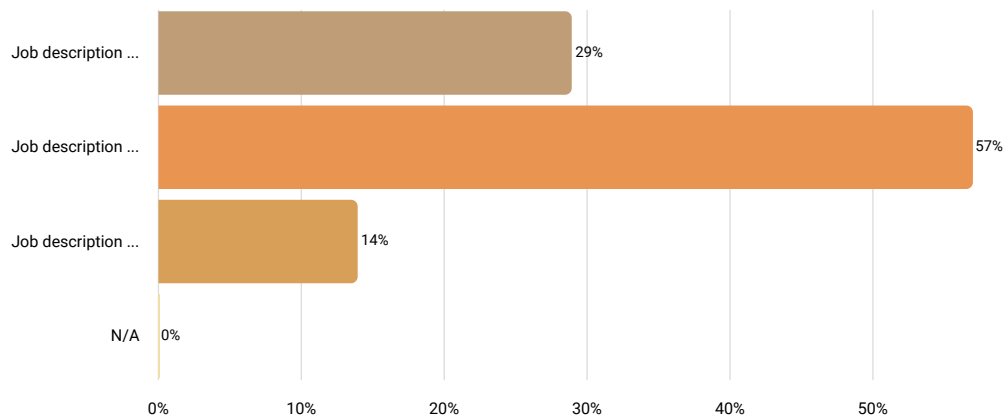
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	9
Mean	2.13
Median	1
Standard deviation	2.8
Total/sum	17

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



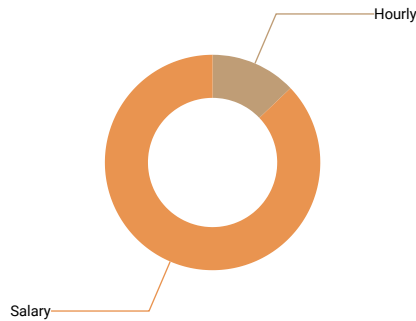
Results	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$80,000.00	\$89,250.00	\$95,972.00	\$134,000.00	\$138,101.60	\$105,677.69	\$95,972.00	\$22,921.80
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$92,700.00	\$106,000.00	\$121,246.40	\$150,000.00	\$156,580.00	\$124,628.80	\$121,246.40	\$25,997.10
Pay Range Minimum Salary	6	\$61,800.00	\$63,000.00	\$69,480.00	\$100,212.00	\$134,000.00	\$82,995.33	\$69,480.00	\$28,890.19
Actual Highest Base Salary	7	\$80,000.00	\$89,250.00	\$95,972.00	\$138,101.60	\$173,300.00	\$114,425.54	\$95,972.00	\$34,517.53
Actual Lowest Base Salary	6	\$80,000.00	\$82,000.00	\$89,802.60	\$134,000.00	\$138,101.60	\$102,284.47	\$89,802.60	\$26,491.52

5.4.50 Information System Security Officer/Analyst

Job description

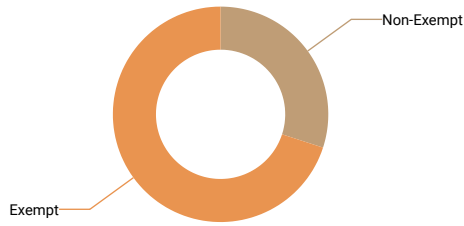
Research, develop, implement, test, and review an organization's information security in order to protect information and prevent unauthorized access.

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



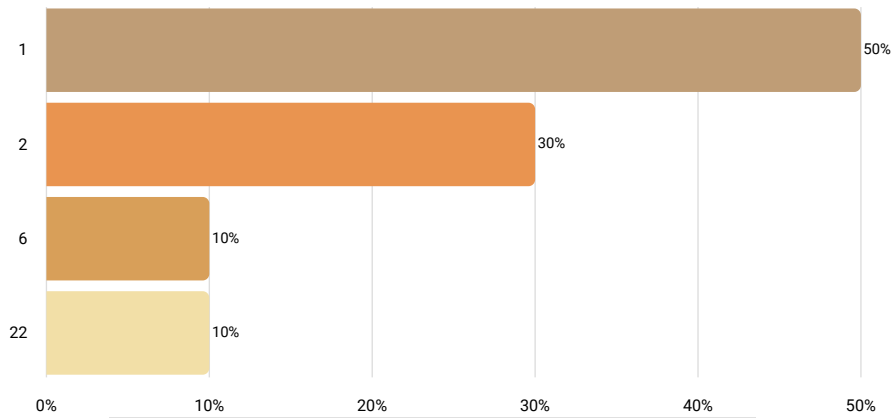
Results	%	N
Non-Exempt	30%	3
Exempt	70%	7

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



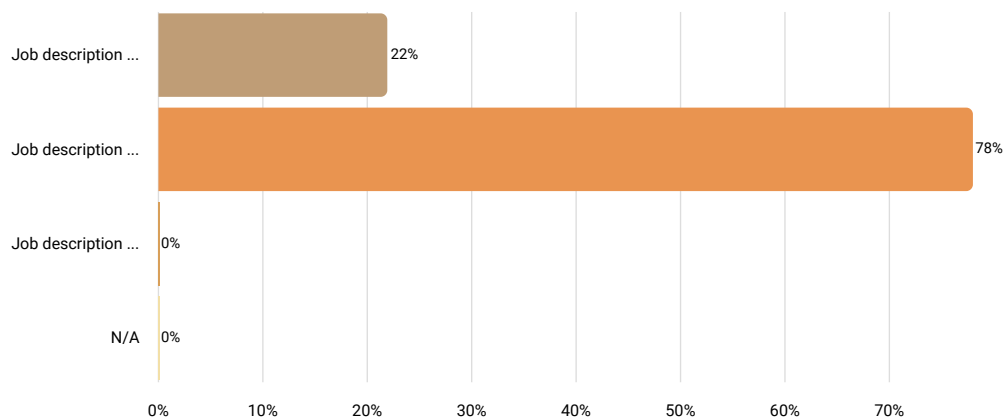
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	14
Mean	3.9
Median	1.5
Standard deviation	6.54
Total/sum	39

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

Answered 9 times

Skipped 1 times

Select one answer (radio button)



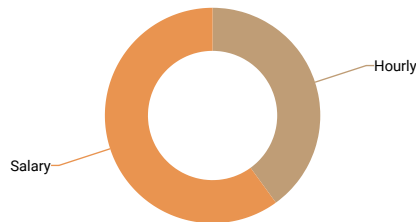
Results	%	N
Job description is perceptibly weaker than the position at your company	22%	2
Job description matches the position at your company very well	78%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$63,999.94	\$106,000.00	\$114,808.00	\$132,797.00	\$166,500.00	\$116,820.99	\$114,808.00	\$37,531.47
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$63,999.94	\$106,000.00	\$129,272.00	\$157,831.00	\$171,000.00	\$125,620.59	\$129,272.00	\$42,697.21
Actual Lowest Base Salary	5	\$63,999.94	\$75,705.00	\$86,190.00	\$106,000.00	\$162,000.00	\$98,778.99	\$86,190.00	\$38,566.54

5.4.51 Network Engineer

Job description

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

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

Answered 6 times

Skipped 3 times

Text input

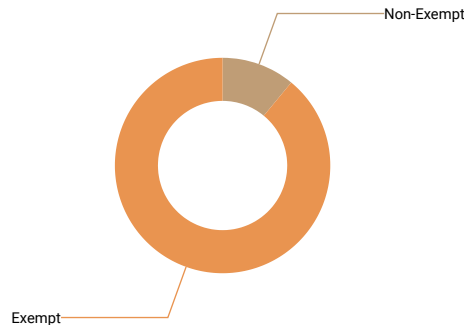
Results	
it technician v	1
network engineer 3	1
network engineer i - 1355	1
consulting software engineer	1
network systems engineer/analyst 1-5	1
we divide this position into 4 levels with the following ranges: level 1 - \$81,178 to \$126,971; level 2 - \$98,628 to \$154,264; level 3 - \$112,362 to \$175,746; level 4 - \$135,746 to \$212,321	
	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



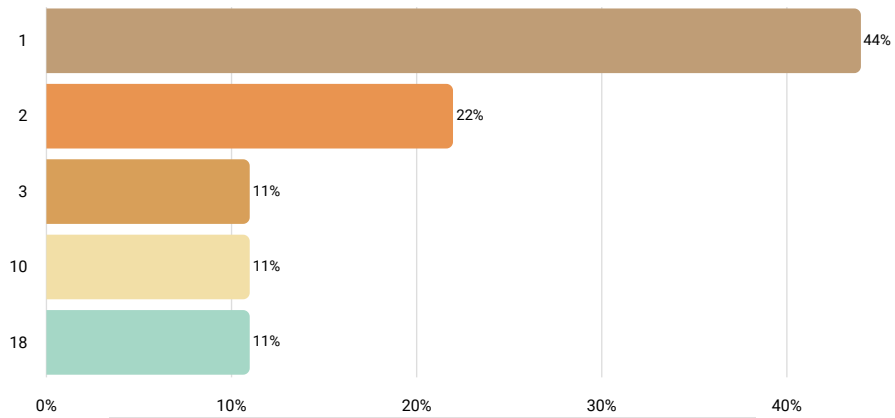
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



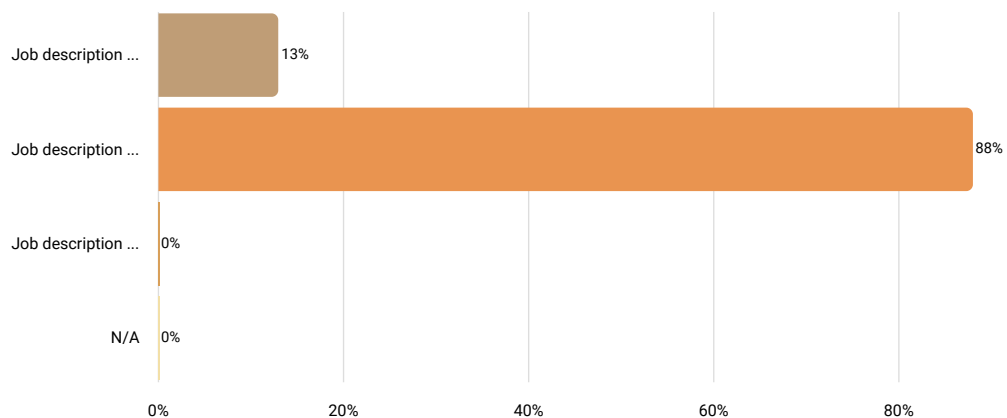
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	18
Mean	4.33
Median	2
Standard deviation	5.87
Total/sum	39

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

Answered 8 times

Skipped 1 times

Select one answer (radio button)



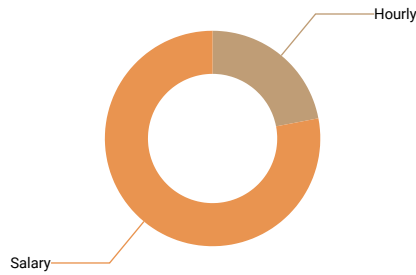
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$61,859.20	\$65,100.00	\$148,448.56	\$160,268.16	\$162,948.00	\$122,724.42	\$148,448.56	\$45,637.77
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	7	\$61,859.20	\$65,100.00	\$159,120.00	\$170,182.48	\$190,340.80	\$136,190.21	\$159,120.00	\$51,796.95
Actual Lowest Base Salary	7	\$58,732.00	\$61,859.20	\$75,000.12	\$159,120.00	\$159,978.00	\$99,731.50	\$75,000.12	\$45,513.43

5.4.52 Program Analyst

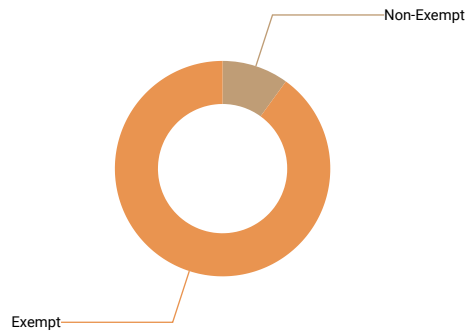
Job description Accomplishes software requirements by developing and maintaining applications and databases.

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



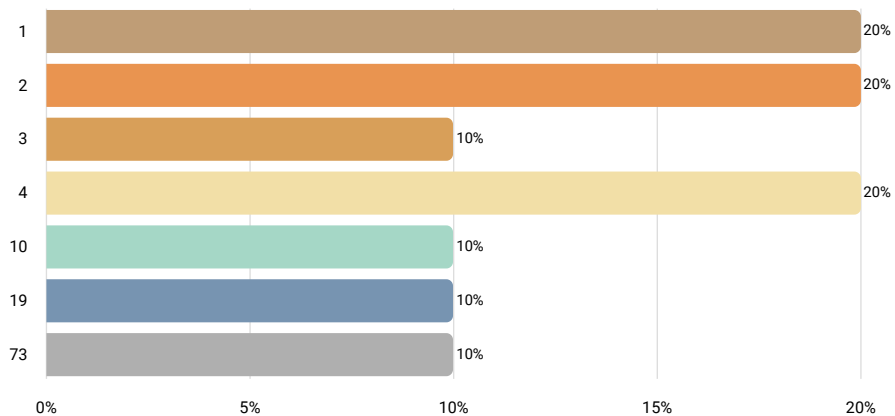
Results	%	N
Non-Exempt	10%	1
Exempt	90%	9

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



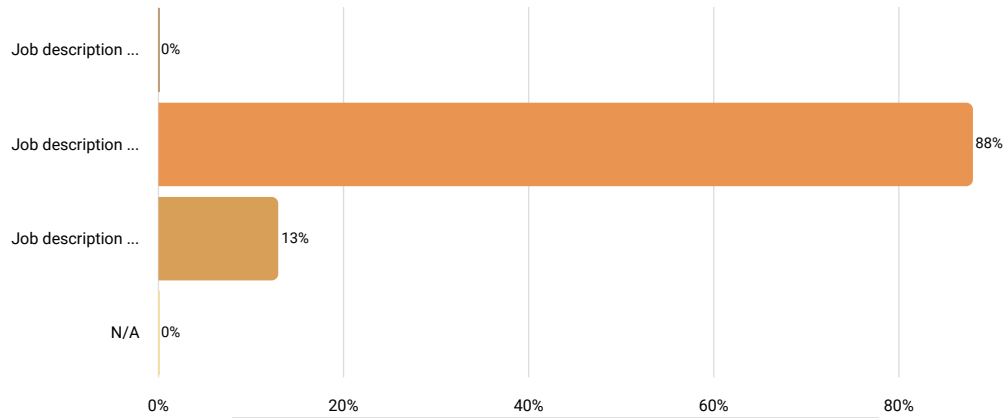
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	10
90th percentile	46
Mean	11.9
Median	3.5
Standard deviation	22.17
Total/sum	119

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

Answered 8 times

Skipped 2 times

Select one answer (radio button)



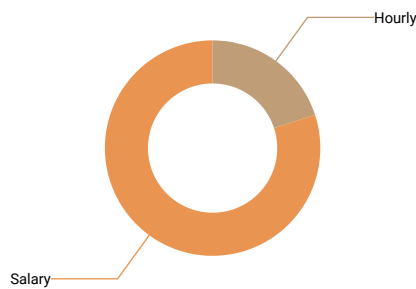
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	13%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	2
Salary	80%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	8	\$45,000.00	\$58,867.60	\$94,702.36	\$114,734.50	\$123,145.00	\$88,094.24	\$94,702.36	\$30,352.45
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	8	\$45,000.00	\$59,673.60	\$117,174.00	\$143,205.90	\$177,000.00	\$107,763.38	\$117,174.00	\$48,353.62
Actual Lowest Base Salary	8	\$45,000.00	\$58,061.60	\$65,157.50	\$90,241.00	\$104,468.00	\$72,048.53	\$65,157.50	\$21,577.70

5.4.53 Software Developer

Job description

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

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

Answered 6 times

Skipped 6 times

Text input

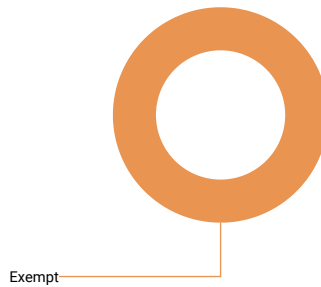
Results	
bs 3-5	1
engineer	1
programmer/developer	1
manager, information systems	1
developer - software engineer	1
senior software developer, software developer, software developer project lead, software specialist	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



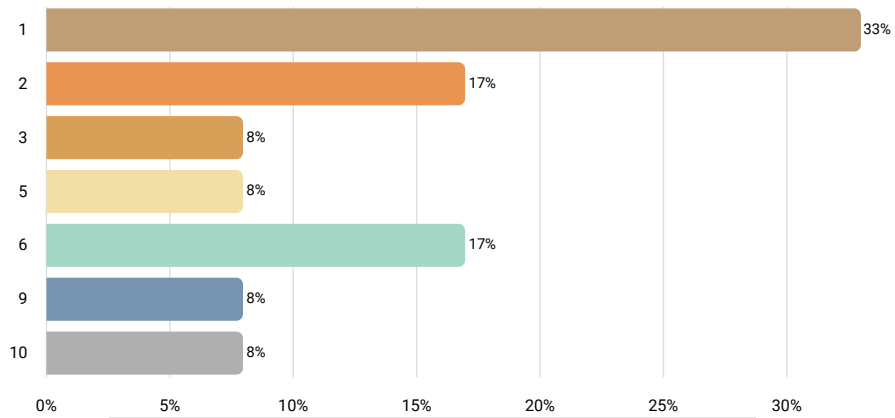
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



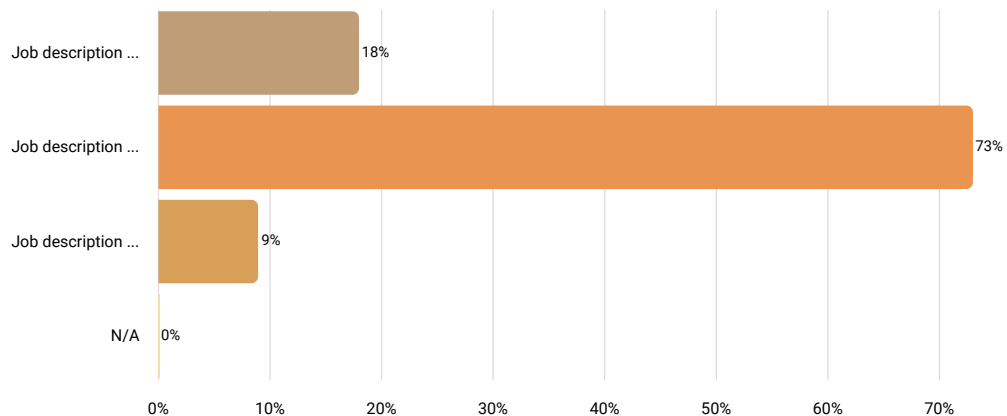
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	6
90th percentile	9
Mean	3.92
Median	2.5
Standard deviation	3.23
Total/sum	47

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

Answered 11 times

Skipped 1 times

Select one answer (radio button)



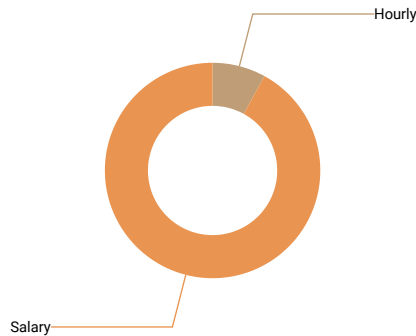
Results	%	N
Job description is perceptibly weaker than the position at your company	18%	2
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	9%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	11	\$72,512.00	\$88,691.00	\$107,991.73	\$148,000.00	\$149,055.00	\$105,985.50	\$107,991.73	\$47,504.77
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$87,015.00	\$112,000.00	\$154,092.00	\$191,978.00	\$216,150.00	\$152,247.00	\$154,092.00	\$53,713.56
Pay Range Minimum Salary	5	\$37,570.00	\$58,010.00	\$86,047.00	\$99,862.00	\$110,000.00	\$78,297.80	\$86,047.00	\$30,001.85
Actual Highest Base Salary	9	\$72,512.00	\$112,000.00	\$116,000.00	\$153,592.00	\$170,000.00	\$128,299.94	\$116,000.00	\$30,694.08
Actual Lowest Base Salary	8	\$37,441.00	\$46,820.00	\$89,999.98	\$108,500.00	\$148,000.00	\$84,510.12	\$89,999.98	\$38,739.87

5.4.54 System Analyst

Job description

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

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

Answered 7 times

Skipped 11 times

Text input

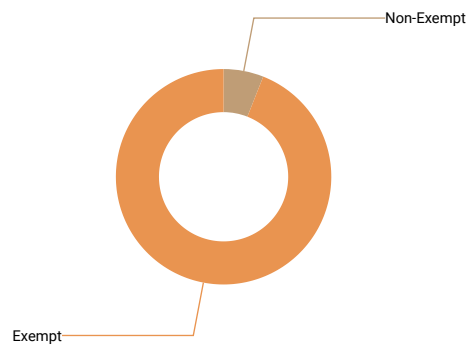
Results	
analyst	1
systems analyst 3	1
systems test engineer	1
systems analyst - 1358	1
analyst i, ii, iv, v, vi	1
analyst, business systems	1
information systems technical analyst	1

FLSA Status

Answered 17 times

Skipped 1 times

Select one answer (radio button)



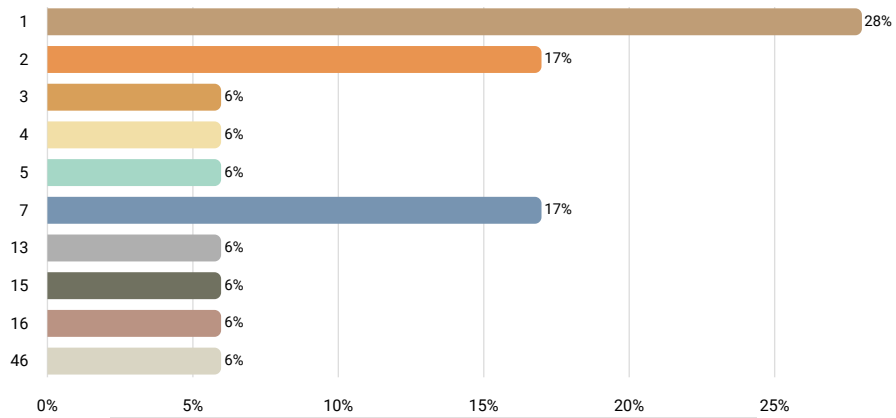
Results	%	N
Non-Exempt	6%	1
Exempt	94%	16

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



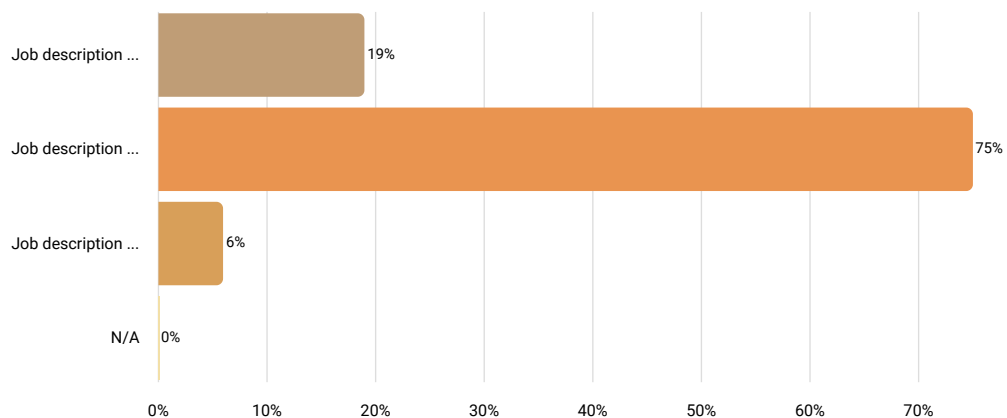
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3.5
75th percentile	7
90th percentile	16
Mean	7.44
Median	3.5
Standard deviation	10.8
Total/sum	134

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

Answered 16 times

Skipped 2 times

Select one answer (radio button)



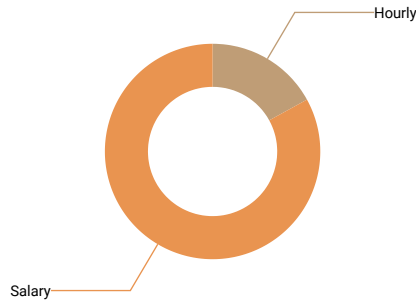
Results	%	N
Job description is perceptibly weaker than the position at your company	19%	3
Job description matches the position at your company very well	75%	12
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	15	\$79,305.00	\$91,520.00	\$109,127.59	\$126,785.10	\$142,806.00	\$109,385.41	\$109,127.59	\$20,746.41
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$500.00	\$1,907.00	\$2,700.00	\$6,598.50	\$24,008.07	\$5,864.88	\$2,700.00	\$7,713.75
Pay Range Maximum Salary	10	\$96,512.00	\$108,492.80	\$150,765.00	\$180,000.00	\$212,031.38	\$149,609.86	\$150,765.00	\$45,924.66
Pay Range Minimum Salary	10	\$60,692.50	\$63,960.00	\$70,584.50	\$100,212.00	\$115,000.00	\$81,231.60	\$70,584.50	\$22,313.63
Actual Highest Base Salary	14	\$91,322.00	\$106,891.20	\$151,871.50	\$162,159.92	\$176,300.00	\$136,046.05	\$151,871.50	\$34,839.81
Actual Lowest Base Salary	13	\$59,738.00	\$77,900.00	\$91,322.00	\$99,168.06	\$133,827.00	\$90,738.83	\$91,322.00	\$24,482.16

5.4.55 Business Analyst

Job description

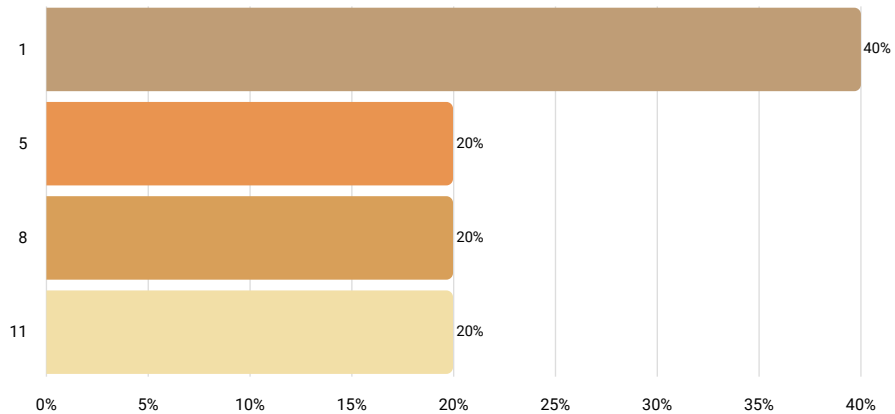
Analyze and document business processes or systems, assessing the business model or its integration with technology. May also guide the organization in improving processes, products, services and software through data analysis.

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



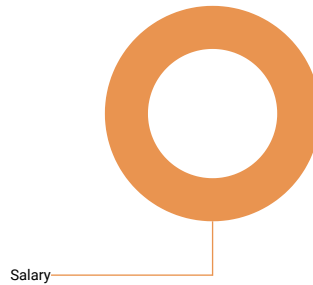
Statistics	
10th percentile	1
25th percentile	1
50th percentile	5
75th percentile	8
90th percentile	11
Mean	5.2
Median	5
Standard deviation	4.38
Total/sum	26

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	Standard deviation
Actual Average Base Salary	5	\$67,400.00	\$81,984.00	\$86,375.00	\$120,143.40	\$150,830.42	\$101,346.56	\$86,375.00	\$33,739.44
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.4.56 Aerospace or Aeronautical Engineer - Level 1

Job description

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

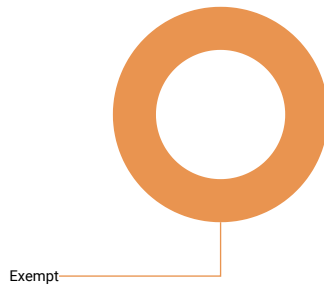
Level 1: Entry: 0-1 years of experience, performs routine tasks.

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



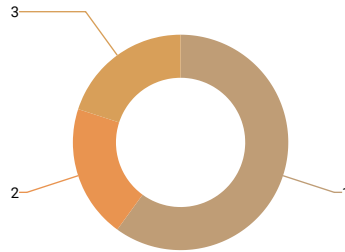
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



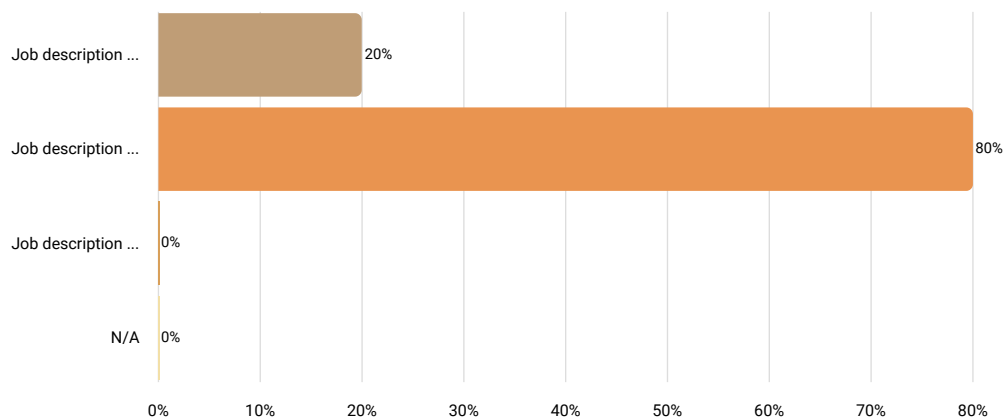
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.6
Median	1
Standard deviation	0.89
Total/sum	8

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



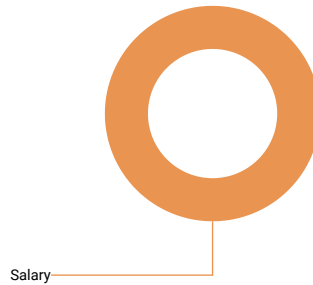
Results	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	5	\$69,225.00	\$73,146.00	\$75,000.00	\$77,500.00	\$685,000.00	\$195,974.20	\$75,000.00	\$273,390.40
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$69,225.00	\$75,000.00	\$76,960.00	\$77,700.22	\$685,000.00	\$196,777.04	\$76,960.00	\$272,945.16
Actual Lowest Base Salary	5	\$68,640.00	\$69,225.00	\$75,000.00	\$77,300.00	\$685,000.00	\$195,033.00	\$75,000.00	\$273,924.94

5.4.57 Aerospace or Aeronautical Engineer - Level 2

Job description

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

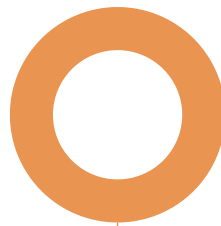
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Exempt

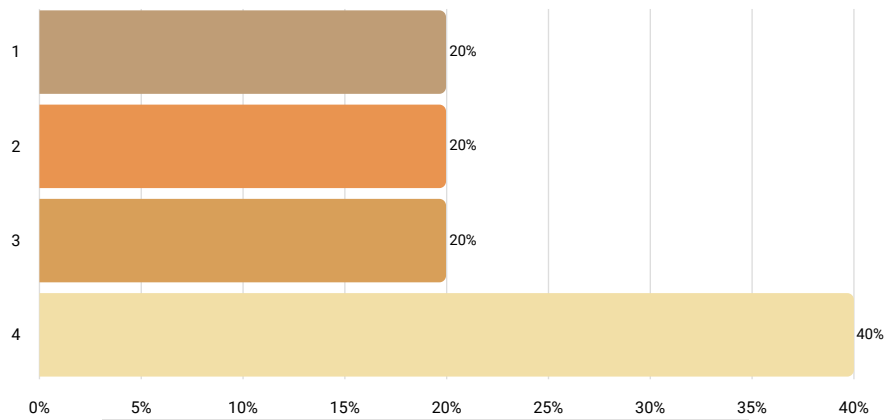
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



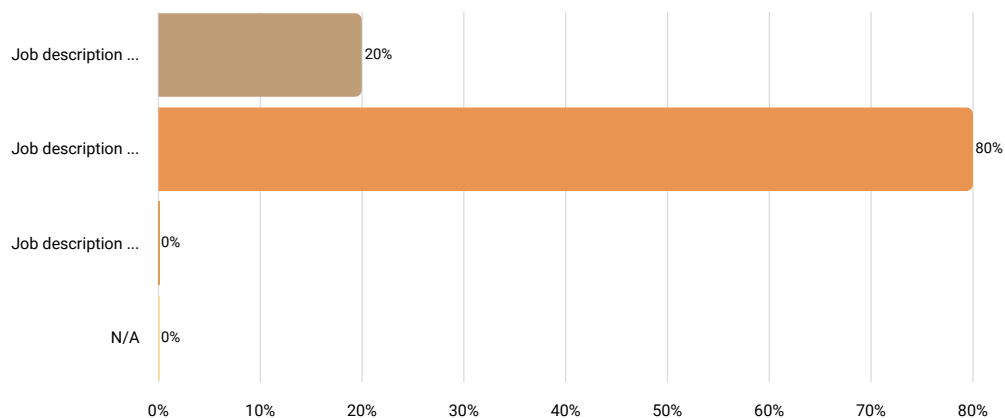
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	4
90th percentile	4
Mean	2.8
Median	3
Standard deviation	1.3
Total/sum	14

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



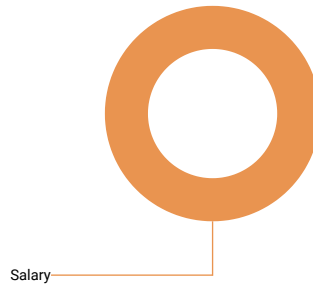
Results	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	5	\$83,688.00	\$93,466.10	\$97,010.00	\$98,499.96	\$122,487.00	\$99,030.21	\$97,010.00	\$14,325.90
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$84,385.60	\$93,466.10	\$99,999.95	\$125,000.00	\$152,245.00	\$111,019.33	\$99,999.95	\$27,540.48
Actual Lowest Base Salary	5	\$81,039.00	\$83,200.00	\$93,466.10	\$96,999.97	\$102,217.00	\$91,384.41	\$93,466.10	\$9,044.68

5.4.58 Aerospace or Aeronautical Engineer - Level 3

Job description

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

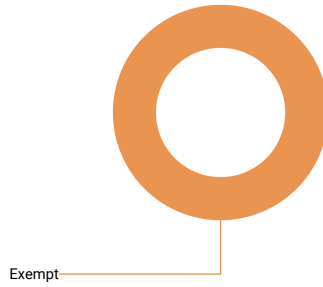
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



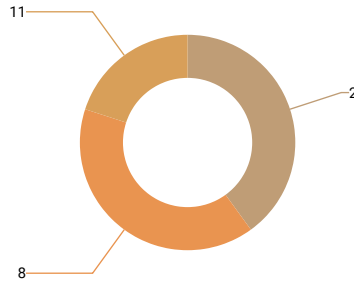
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



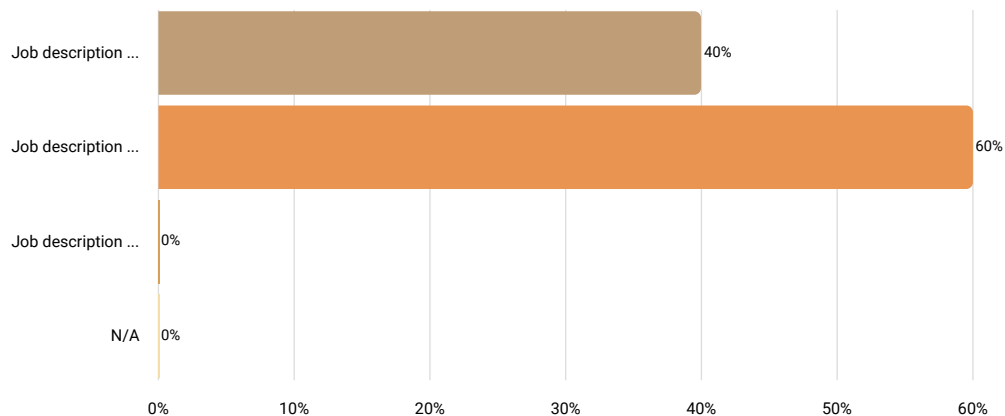
Statistics	
10th percentile	2
25th percentile	2
50th percentile	8
75th percentile	8
90th percentile	11
Mean	6.2
Median	8
Standard deviation	4.02
Total/sum	31

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



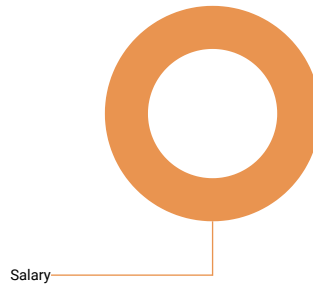
Results	%	N
Job description is perceptibly weaker than the position at your company	40%	2
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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	Standard deviation
Actual Average Base Salary	5	\$102,692.00	\$112,750.00	\$113,089.00	\$122,779.23	\$157,808.00	\$121,823.65	\$113,089.00	\$21,333.26
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$114,500.00	\$120,640.00	\$128,000.00	\$140,500.00	\$195,529.00	\$139,833.80	\$128,000.00	\$32,606.14
Actual Lowest Base Salary	5	\$75,000.00	\$105,539.20	\$109,999.97	\$111,000.00	\$120,000.00	\$104,307.83	\$109,999.97	\$17,203.89

5.4.60 Aerospace or Aeronautical Engineer - Level 5

Job description

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

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

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Exempt

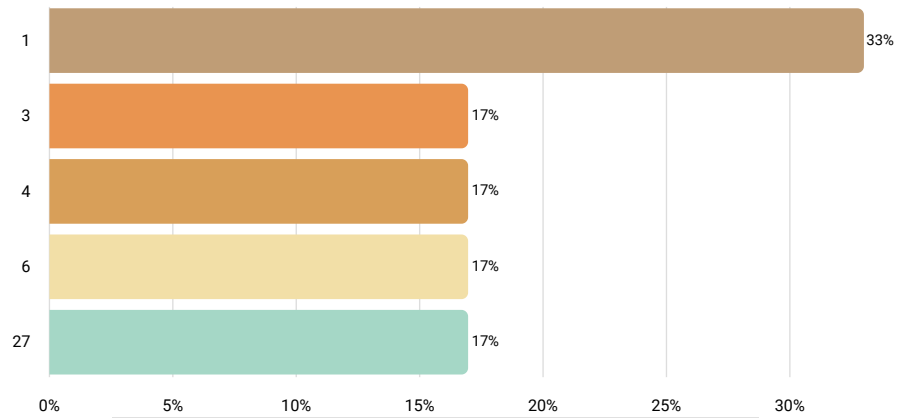
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



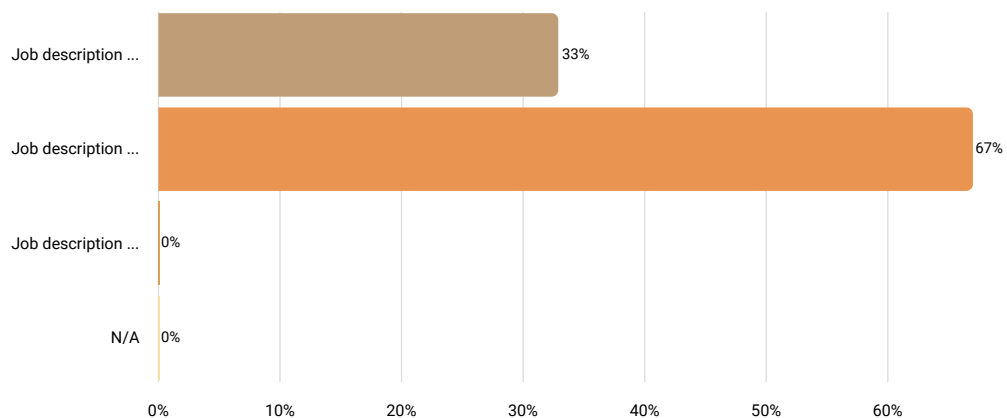
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3.5
75th percentile	6
90th percentile	27
Mean	7
Median	3.5
Standard deviation	9.98
Total/sum	42

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



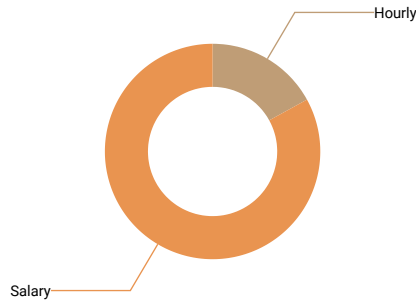
Results	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$163,500.00	\$170,000.00	\$179,192.62	\$180,472.00	\$213,722.00	\$181,377.32	\$179,192.62	\$19,370.16
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	5	\$163,500.00	\$170,000.00	\$200,850.00	\$222,598.48	\$233,376.00	\$198,064.90	\$200,850.00	\$30,979.42
Actual Lowest Base Salary	5	\$150,000.00	\$163,500.00	\$164,000.00	\$170,000.00	\$190,000.00	\$167,500.00	\$164,000.00	\$14,551.63

Production

5.5.2 Assembler, General

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

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

Answered 7 times

Skipped 17 times

Text input

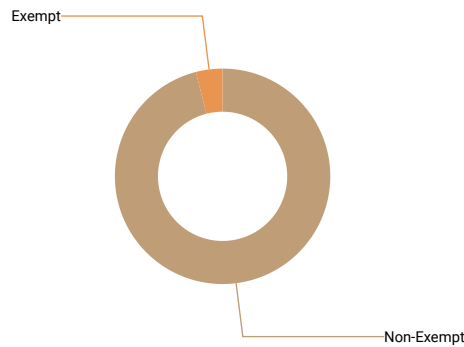
Results	
assembler i	1
aerospace technician	1
production associate	1
production operators	1
powder coating operator	1
our job includes quality	1
window production associate	1

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



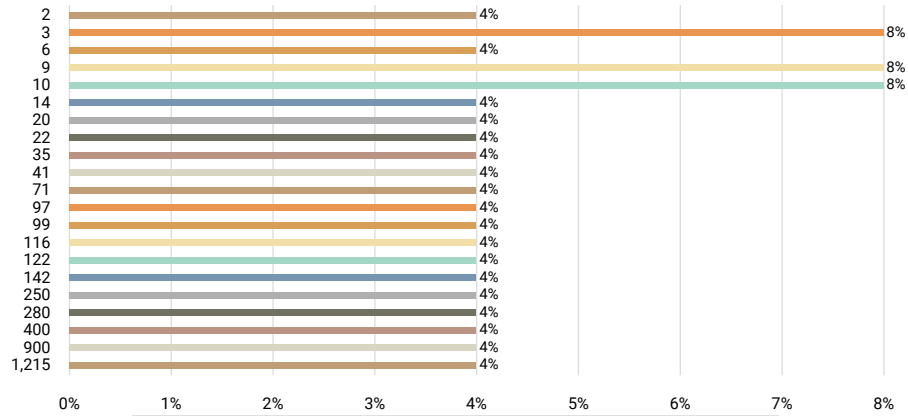
Results	%	N
Non-Exempt	96%	23
Exempt	4%	1

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



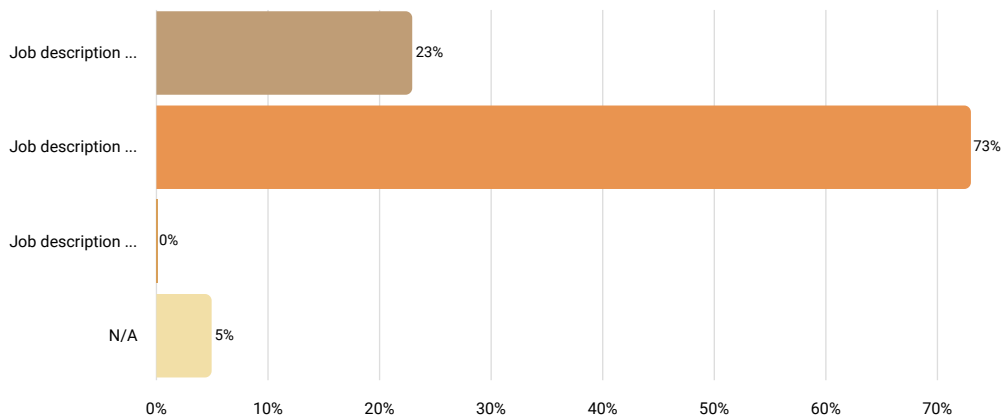
Statistics	
10th percentile	3
25th percentile	9.5
50th percentile	38
75th percentile	132
90th percentile	400
Mean	161.5
Median	38
Standard deviation	297.69
Total/sum	3,876

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

Answered 22 times

Skipped 2 times

Select one answer (radio button)



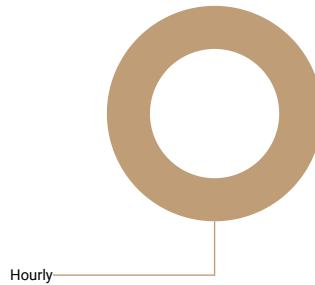
Results	%	N
Job description is perceptibly weaker than the position at your company	23%	5
Job description matches the position at your company very well	73%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	24
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	23	\$16.22	\$17.50	\$20.00	\$21.66	\$22.85	\$19.94	\$20.00	\$3.92
Pay Range Maximum Rate	13	\$16.50	\$20.65	\$22.00	\$24.75	\$27.50	\$22.69	\$22.00	\$3.98
Pay Range Minimum Rate	16	\$15.00	\$15.80	\$17.25	\$18.60	\$20.00	\$17.27	\$17.25	\$2.16
Actual Highest Base Rate	23	\$17.50	\$19.00	\$21.85	\$25.00	\$27.50	\$22.86	\$21.85	\$5.68
Actual Lowest Base Rate	22	\$15.00	\$16.00	\$17.25	\$19.00	\$20.79	\$17.59	\$17.25	\$2.36
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	10	\$189.53	\$600.00	\$1,681.00	\$2,200.00	\$4,750.00	\$1,904.11	\$1,681.00	\$1,763.89

5.5.3 CNC Operator

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

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

Answered 6 times

Skipped 10 times

Text input

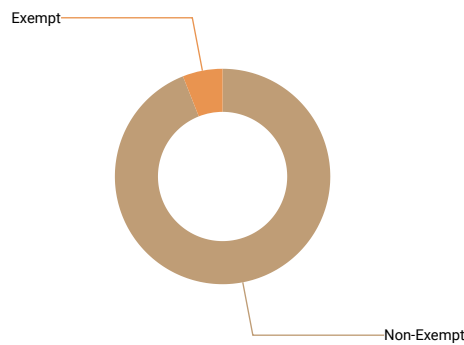
Results	
cnc machinist	1
optical manufacturing lead	1
programmer, lead programmer	1
bedning machine operator/setup	1
our positions require cnc, along with quality and all general manufacturing aspects	1
our role is titled machinist and is more of a skilled role requiring skills for set ups, troubleshooting, programming, and problem-solving more so than just operating the cnc equipment.	1

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



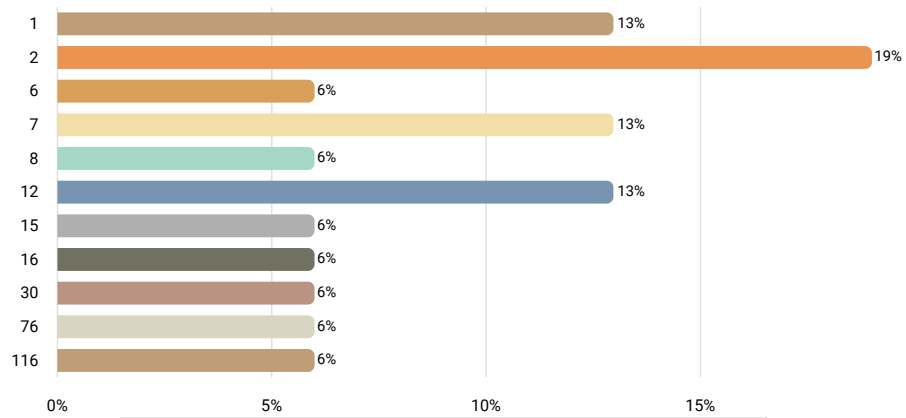
Results	%	N
Non-Exempt	94%	15
Exempt	6%	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



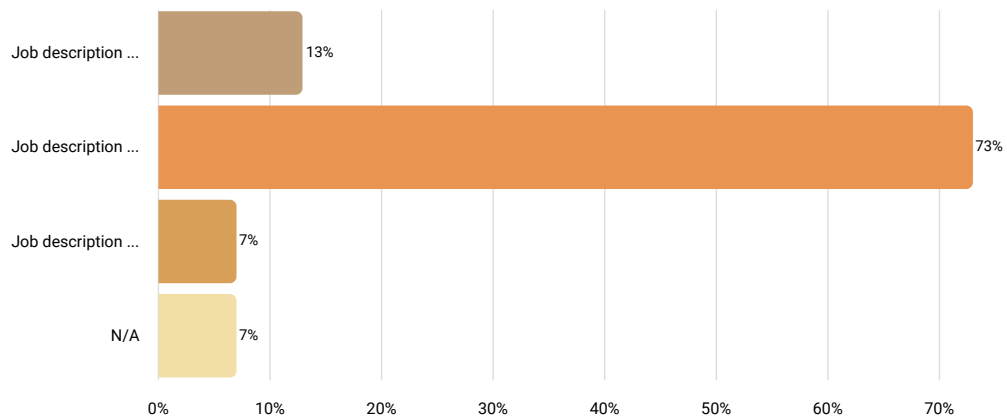
Statistics	
10th percentile	1
25th percentile	2
50th percentile	7.5
75th percentile	15.5
90th percentile	76
Mean	19.56
Median	7.5
Standard deviation	31.61
Total/sum	313

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

Answered 15 times

Skipped 1 times

Select one answer (radio button)



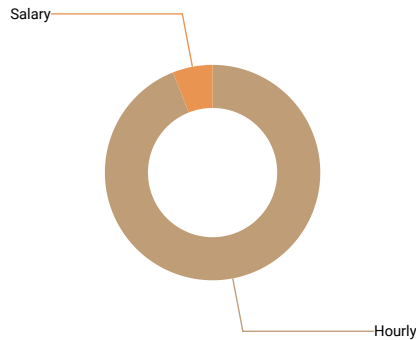
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	7%	1
N/A	7%	1

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	15
Salary	6%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	14	\$22.53	\$24.10	\$28.21	\$29.50	\$32.80	\$27.09	\$28.21	\$4.28
Pay Range Maximum Rate	5	\$23.00	\$24.00	\$24.10	\$29.59	\$40.00	\$28.14	\$24.10	\$7.12
Pay Range Minimum Rate	7	\$16.50	\$18.00	\$20.00	\$23.00	\$24.10	\$20.09	\$20.00	\$2.68
Actual Highest Base Rate	15	\$24.00	\$25.00	\$29.70	\$37.00	\$38.00	\$31.36	\$29.70	\$6.52
Actual Lowest Base Rate	15	\$18.00	\$19.00	\$21.00	\$24.10	\$28.50	\$21.93	\$21.00	\$3.84
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.5.4 Chemical Operator

Job description

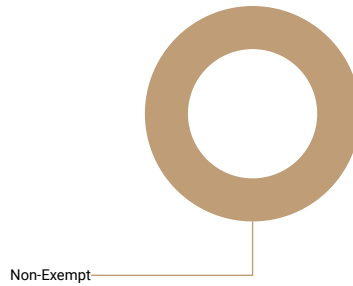
Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devulcanizers, steam-jacketed kettles, and reactor vessels. Exclude "Chemical Plant and System Operators".

FLSA Status

Answered 7 times

Skipped 1 times

Select one answer (radio button)



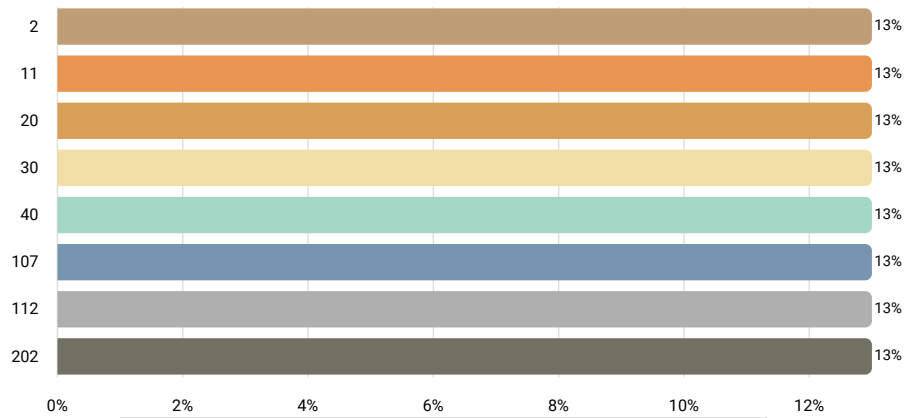
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



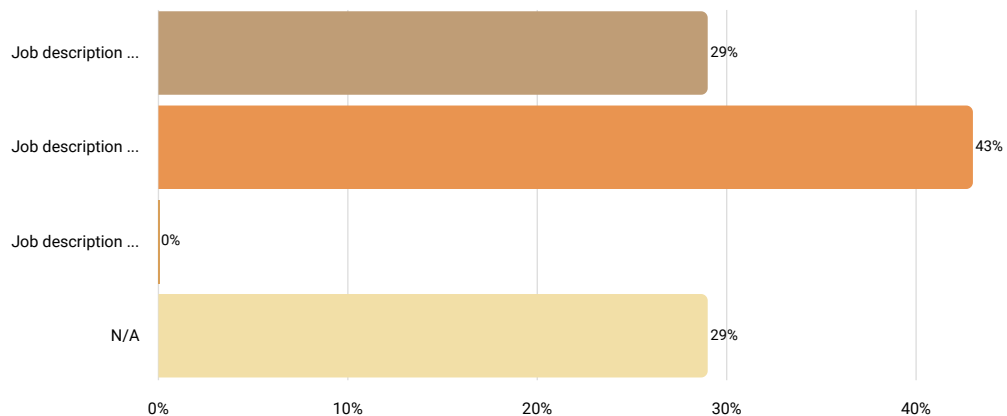
Statistics	
10th percentile	2
25th percentile	15.5
50th percentile	35
75th percentile	109.5
90th percentile	202
Mean	65.5
Median	35
Standard deviation	69.18
Total/sum	524

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



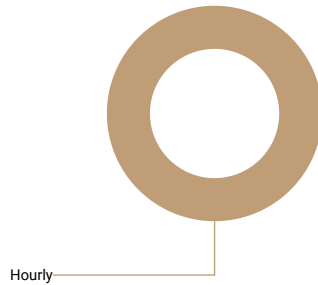
Results	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	43%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	29%	2

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$18.19	\$31.71	\$32.00	\$37.87	\$39.00	\$32.05	\$32.00	\$6.80
Pay Range Maximum Rate	6	\$24.75	\$26.30	\$34.86	\$38.95	\$39.78	\$33.25	\$34.86	\$6.64
Pay Range Minimum Rate	6	\$16.50	\$23.60	\$25.15	\$28.61	\$30.25	\$24.88	\$25.15	\$4.82
Actual Highest Base Rate	6	\$19.87	\$32.00	\$38.10	\$39.78	\$44.00	\$35.31	\$38.10	\$8.51
Actual Lowest Base Rate	6	\$16.50	\$23.60	\$28.71	\$32.41	\$33.43	\$27.23	\$28.71	\$6.37
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.5 Packaging Operator

Job description

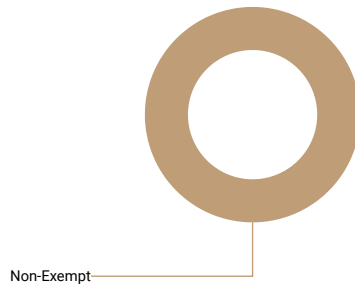
Operate or tend machines to prepare industrial or consumer products for storage or shipment. Include cannery workers who pack food products.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



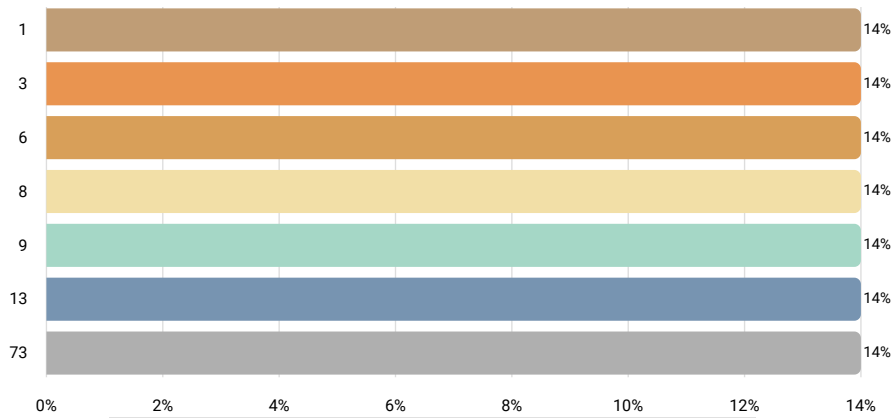
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



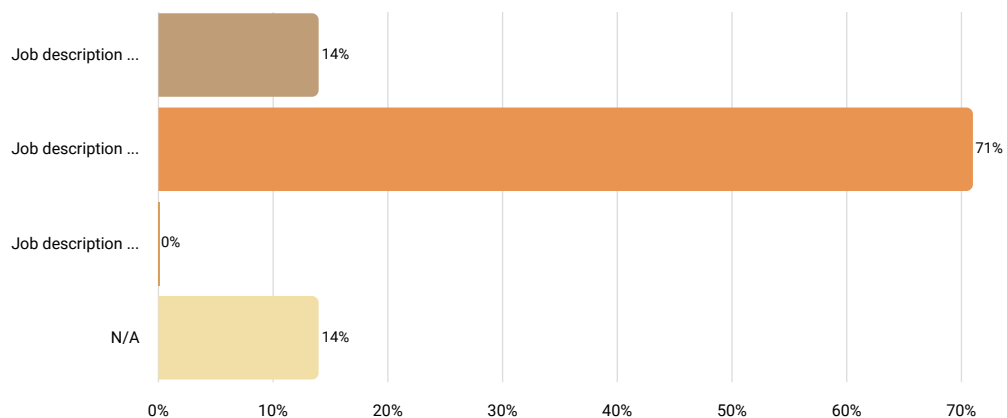
Statistics	
10th percentile	1
25th percentile	3
50th percentile	8
75th percentile	13
90th percentile	73
Mean	16.14
Median	8
Standard deviation	25.38
Total/sum	113

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



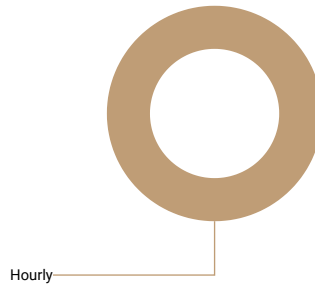
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	14%	1

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
Actual Average Base Rate	7	\$16.81	\$18.00	\$18.25	\$18.71	\$33.00	\$20.21	\$18.25	\$5.67
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	7	\$18.71	\$18.75	\$20.60	\$24.00	\$436.00	\$80.02	\$20.60	\$156.98
Actual Lowest Base Rate	7	\$13.50	\$14.50	\$17.50	\$18.71	\$25.61	\$17.75	\$17.50	\$3.93
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.6 Molding Machine Operator

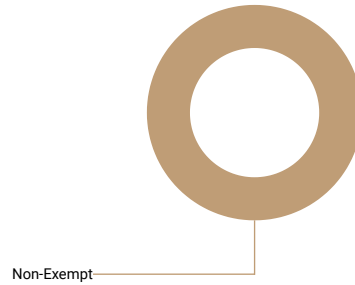
Job description Set up, operate, or tend metal or plastic molding, casting, or coremaking machines to mold or cast metal or thermoplastic parts or products.

FLSA Status

Answered 5 times

Skipped 1 times

Select one answer (radio button)



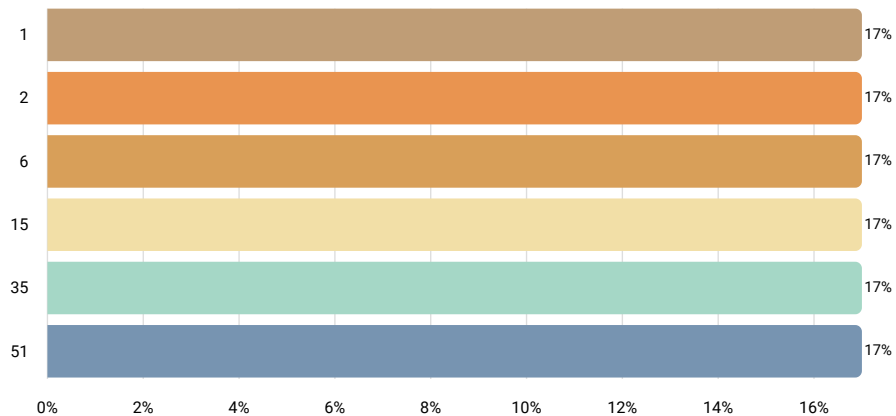
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



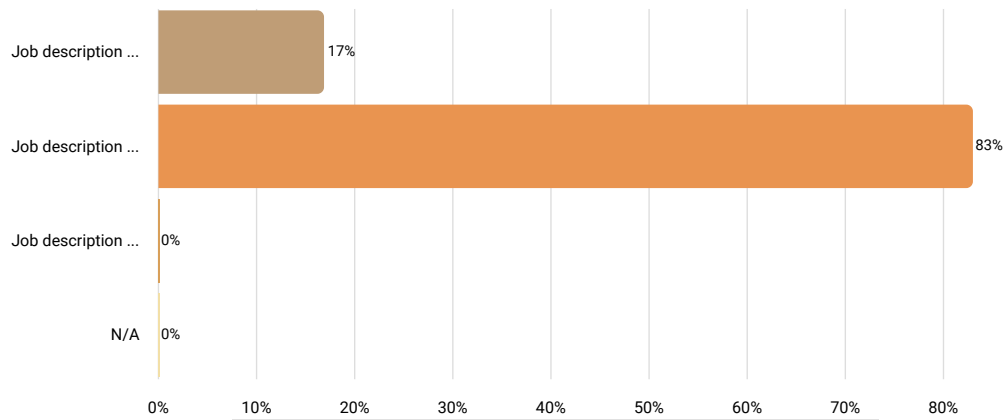
Statistics	
10th percentile	1
25th percentile	2
50th percentile	10.5
75th percentile	35
90th percentile	51
Mean	18.33
Median	10.5
Standard deviation	20.37
Total/sum	110

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



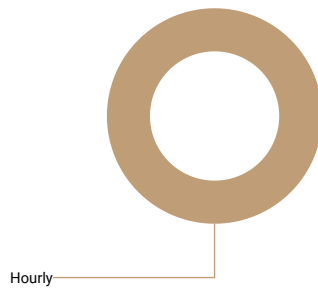
Results	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Actual Average Base Rate	6	\$16.65	\$17.59	\$19.60	\$23.00	\$26.00	\$20.41	\$19.60	\$3.52
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$20.00	\$21.30	\$21.68	\$25.00	\$26.00	\$22.80	\$21.68	\$2.57
Actual Lowest Base Rate	5	\$15.60	\$18.00	\$19.15	\$21.00	\$26.00	\$19.95	\$19.15	\$3.91
Average Incentive Bonus or Other Bonus (Annual)									

5.5.7 Saw Operator

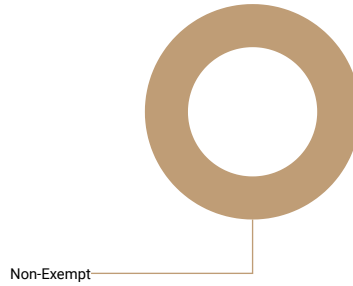
Job description Operates machines to cut various types of material to specifications.

FLSA Status

Answered 9 times

Skipped 1 times

Select one answer (radio button)



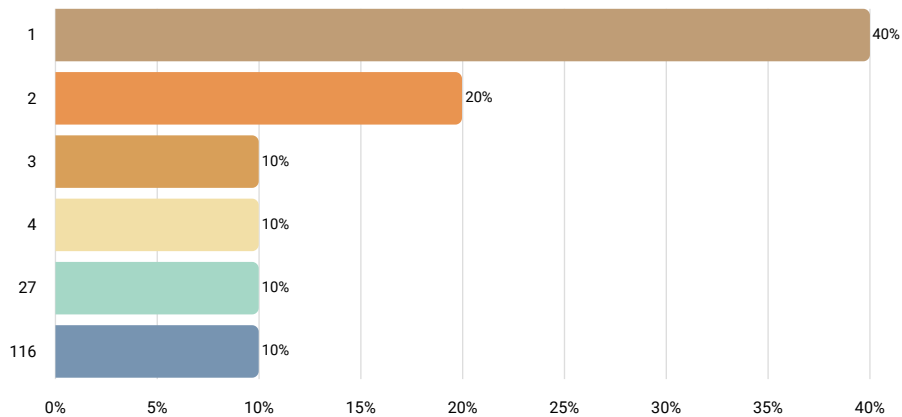
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



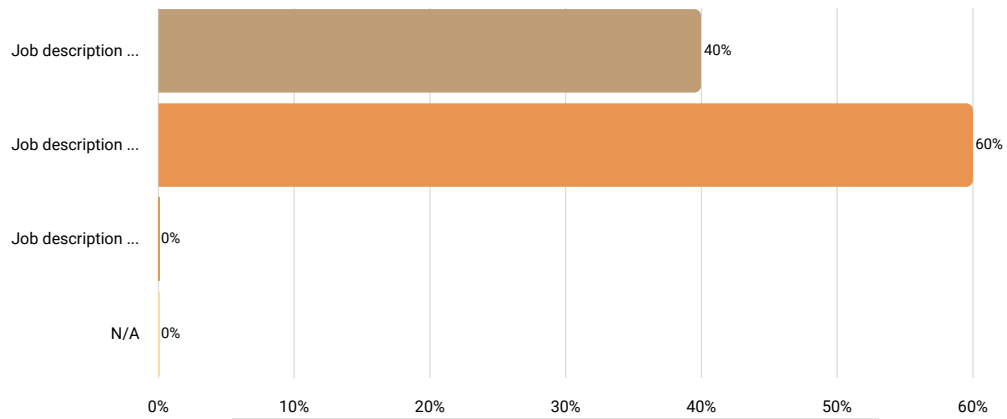
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	71.5
Mean	15.8
Median	2
Standard deviation	36.09
Total/sum	158

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



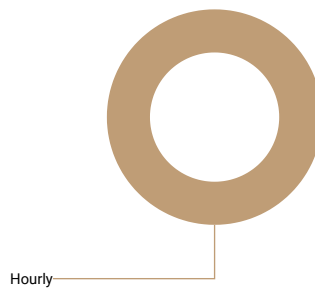
Results	%	N
Job description is perceptibly weaker than the position at your company	40%	4
Job description matches the position at your company very well	60%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Rate	10	\$17.86	\$18.75	\$20.68	\$22.50	\$22.93	\$20.60	\$20.68	\$2.01
Pay Range Maximum Rate	5	\$20.00	\$21.88	\$23.45	\$24.00	\$24.00	\$22.67	\$23.45	\$1.72
Pay Range Minimum Rate	6	\$16.00	\$16.50	\$17.58	\$20.00	\$22.70	\$18.39	\$17.58	\$2.53
Actual Highest Base Rate	10	\$18.36	\$20.75	\$22.18	\$23.45	\$24.28	\$21.73	\$22.18	\$2.18
Actual Lowest Base Rate	10	\$16.50	\$18.00	\$19.88	\$21.85	\$22.60	\$19.75	\$19.88	\$2.31
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.8 Crane Operator

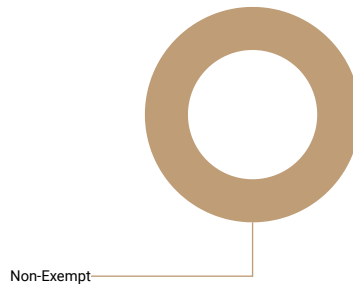
Job description Operate mechanical boom and cable or tower and cable equipment to lift and move materials, machines, or products in many directions.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



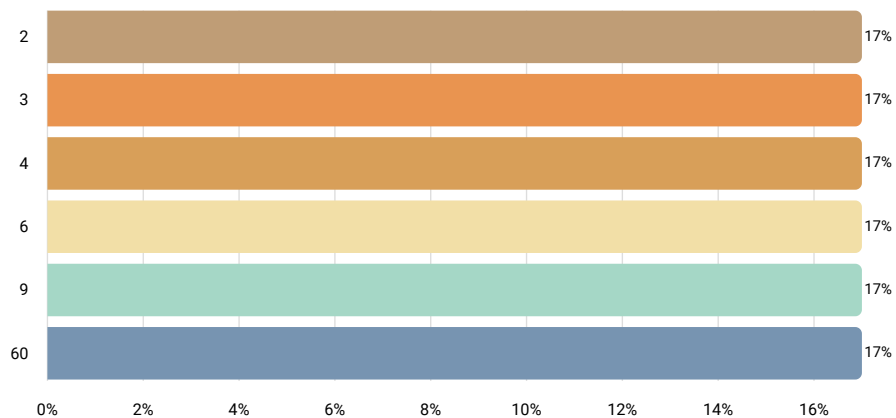
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



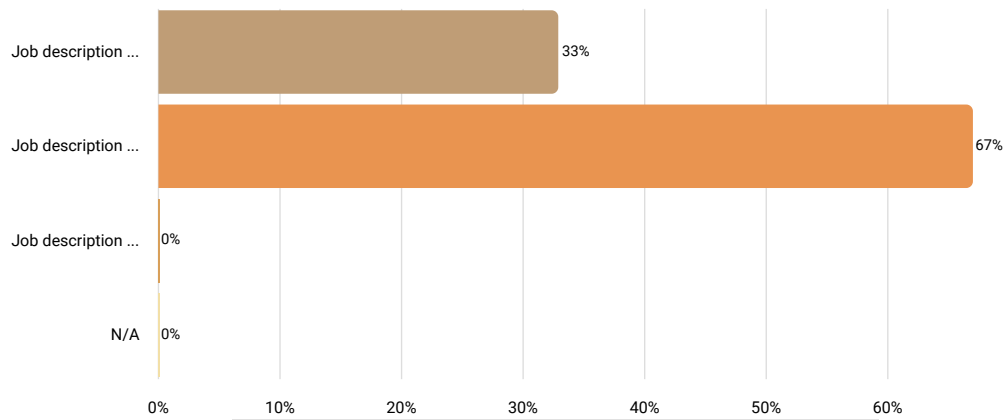
Statistics	
10th percentile	2
25th percentile	3
50th percentile	5
75th percentile	9
90th percentile	60
Mean	14
Median	5
Standard deviation	22.67
Total/sum	84

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



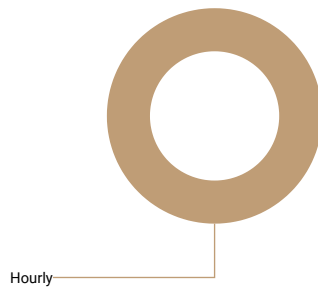
Results	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Actual Average Base Rate	6	\$19.15	\$22.00	\$26.38	\$28.52	\$29.00	\$25.24	\$26.38	\$4.01
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	6	\$20.50	\$25.00	\$27.78	\$32.00	\$33.00	\$27.68	\$27.78	\$4.81
Actual Lowest Base Rate	6	\$17.75	\$20.00	\$24.24	\$26.00	\$26.00	\$23.04	\$24.24	\$3.40
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.9 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, packing and completion of finished products as well as inspecting work.

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

Answered 6 times

Skipped 34 times

Text input

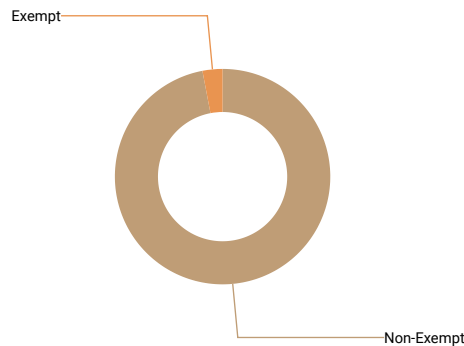
Results	
film processor	1
machinist i-iv	1
brewing technician	1
production team member	1
equipment operator i, ii, iii, temporary laborers	1
our job titles are very specific to our operations	1

FLSA Status

Answered 39 times

Skipped 1 times

Select one answer (radio button)



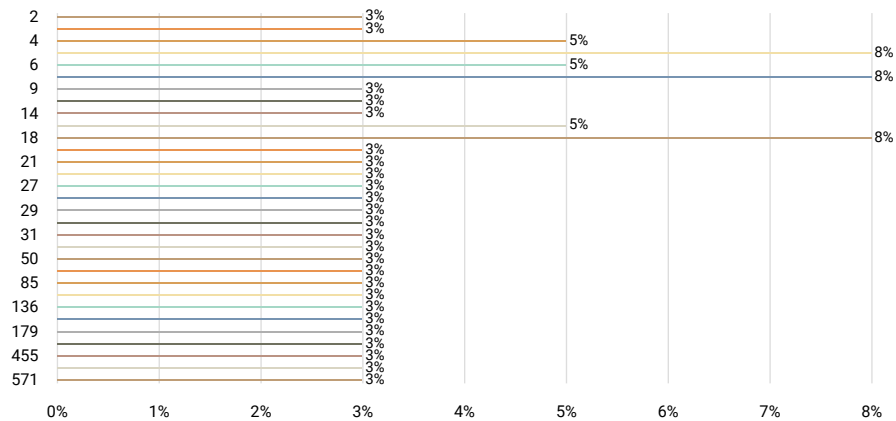
Results	%	N
Non-Exempt	97%	38
Exempt	3%	1

Number of Employees Currently in This Position

Answered 40 times

Skipped 0 times

Number input



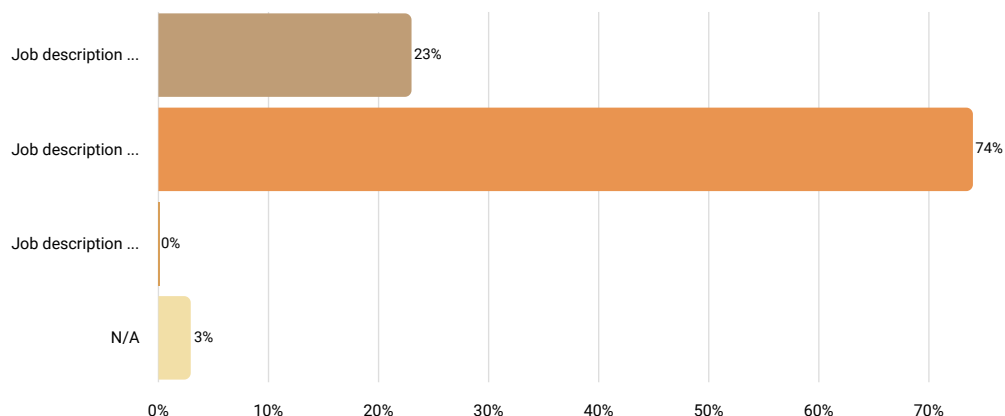
Statistics	
10th percentile	4.5
25th percentile	8
50th percentile	19
75th percentile	54
90th percentile	239.5
Mean	76.45
Median	19
Standard deviation	142.33
Total/sum	3,058

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

Answered 39 times

Skipped 1 times

Select one answer (radio button)



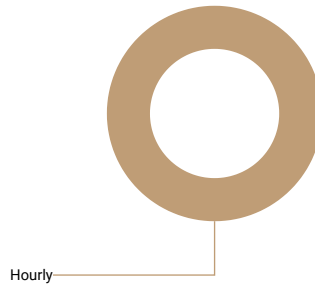
Results	%	N
Job description is perceptibly weaker than the position at your company	23%	9
Job description matches the position at your company very well	74%	29
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Rate	33	\$18.00	\$18.88	\$20.26	\$24.65	\$27.40	\$26.15	\$20.26	\$26.11
Pay Range Maximum Rate	25	\$18.00	\$21.88	\$25.73	\$28.00	\$31.68	\$24.92	\$25.73	\$6.00
Pay Range Minimum Rate	28	\$15.00	\$15.65	\$17.08	\$21.00	\$22.95	\$18.05	\$17.08	\$3.40
Actual Highest Base Rate	34	\$19.00	\$21.50	\$25.00	\$27.30	\$30.86	\$24.77	\$25.00	\$4.52
Actual Lowest Base Rate	35	\$15.45	\$16.15	\$18.00	\$21.00	\$22.64	\$18.67	\$18.00	\$3.54
If there is a step progression in place, enter the number of steps. If not, leave blank.	9	\$2.00	\$3.00	\$4.00	\$5.00	\$22.00	\$5.78	\$4.00	\$6.22
Average Incentive Bonus or Other Bonus (Annual)	15	\$444.00	\$1,000.00	\$1,200.00	\$3,500.00	\$4,000.00	\$1,931.80	\$1,200.00	\$1,517.86

5.5.10 Tool and Die Maker

Job description

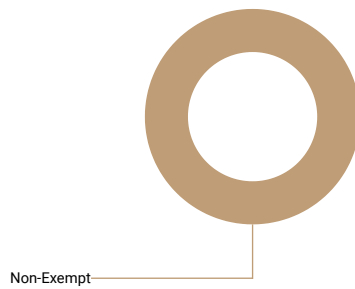
Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures, gauges, and machinists' hand tools.

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



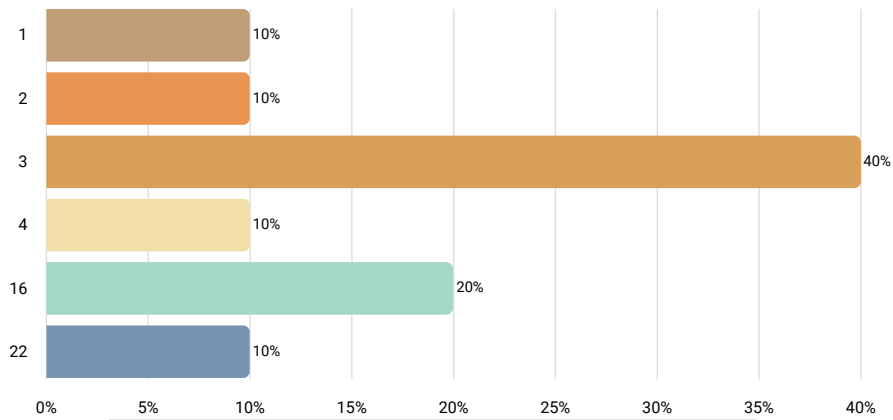
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



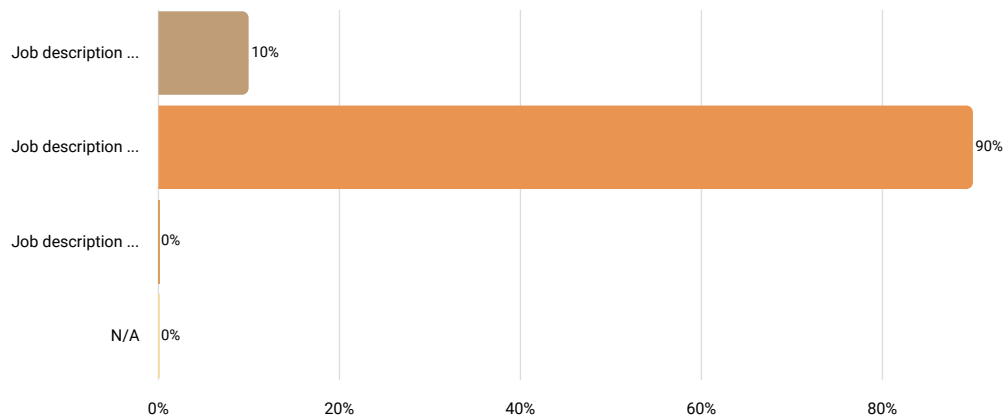
Statistics	
10th percentile	1.5
25th percentile	3
50th percentile	3
75th percentile	16
90th percentile	19
Mean	7.3
Median	3
Standard deviation	7.6
Total/sum	73

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



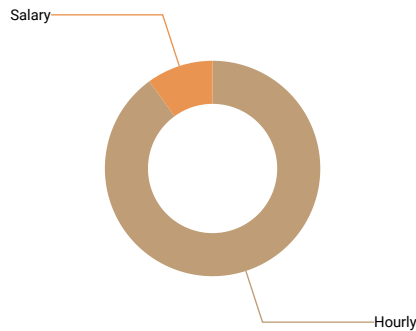
Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	1
Job description matches the position at your company very well	90%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Rate	6	\$27.74	\$30.91	\$33.00	\$34.32	\$39.88	\$33.14	\$33.00	\$4.02
Pay Range Maximum Rate	6	\$32.00	\$33.65	\$36.38	\$40.00	\$40.00	\$36.40	\$36.38	\$3.41
Pay Range Minimum Rate	7	\$22.00	\$23.00	\$25.00	\$28.70	\$33.00	\$26.10	\$25.00	\$3.72
Actual Highest Base Rate	7	\$28.48	\$30.98	\$34.75	\$40.00	\$40.00	\$35.15	\$34.75	\$4.61
Actual Lowest Base Rate	7	\$22.00	\$25.00	\$28.45	\$33.00	\$36.25	\$28.86	\$28.45	\$4.89
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.5.11 Production Painter

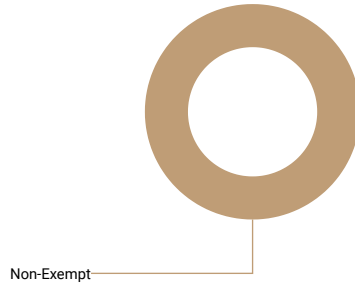
Job description Operate or tend painting machines to paint surfaces of various types of equipment, wood, metal or other fabricated items.

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



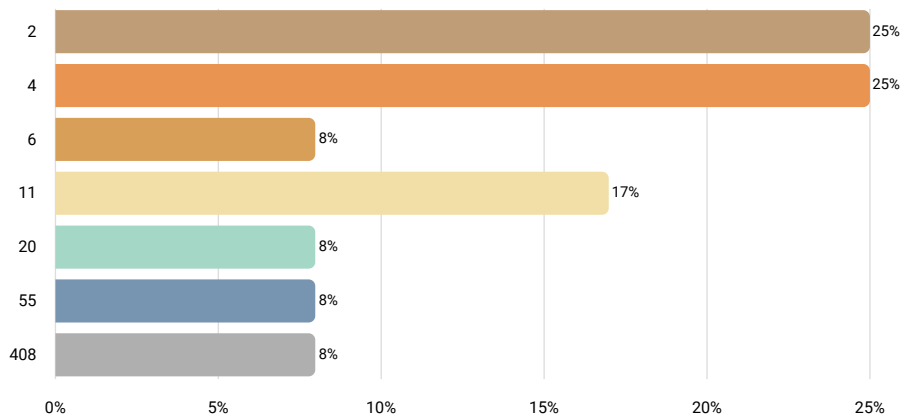
Results	%	N
Non-Exempt	100%	12
Exempt	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



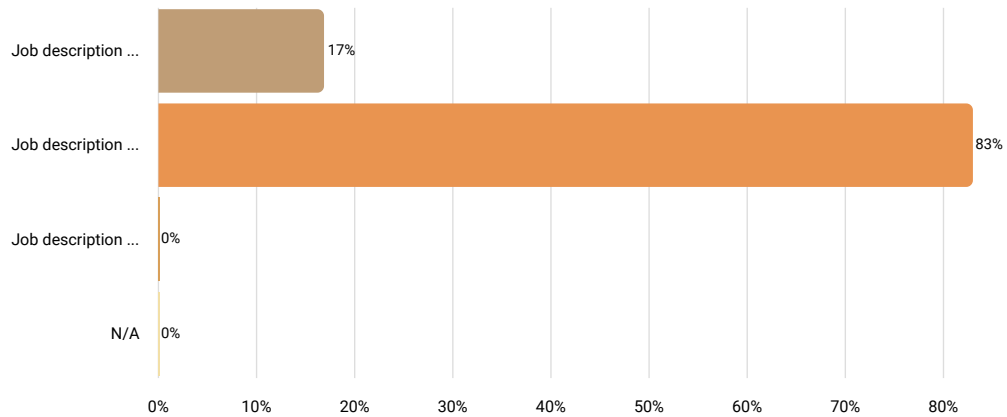
Statistics	
10th percentile	2
25th percentile	3
50th percentile	5
75th percentile	15.5
90th percentile	55
Mean	44.08
Median	5
Standard deviation	115.56
Total/sum	529

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



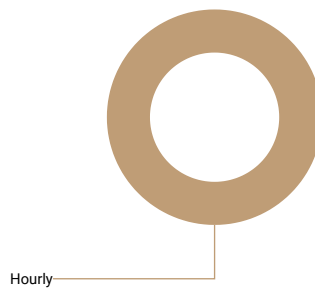
Results	%	N
Job description is perceptibly weaker than the position at your company	17%	2
Job description matches the position at your company very well	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	12
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	12	\$18.69	\$19.35	\$21.92	\$23.90	\$24.50	\$21.72	\$21.92	\$3.30
Pay Range Maximum Rate	6	\$20.00	\$20.00	\$21.37	\$27.50	\$32.00	\$23.71	\$21.37	\$4.94
Pay Range Minimum Rate	7	\$15.00	\$16.00	\$16.00	\$18.13	\$21.25	\$16.97	\$16.00	\$2.11
Actual Highest Base Rate	11	\$20.75	\$21.50	\$24.76	\$26.00	\$26.80	\$24.48	\$24.76	\$4.19
Actual Lowest Base Rate	11	\$17.25	\$17.75	\$19.44	\$22.44	\$23.00	\$20.02	\$19.44	\$3.00
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.12 Welder

Job description

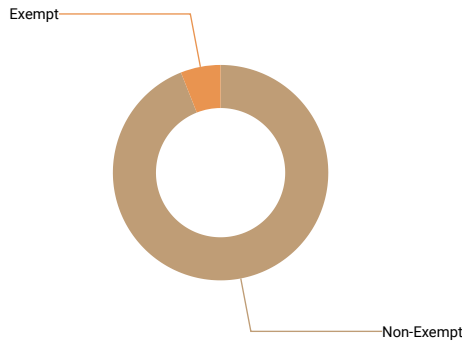
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

FLSA Status

Answered 16 times

Skipped 2 times

Select one answer (radio button)



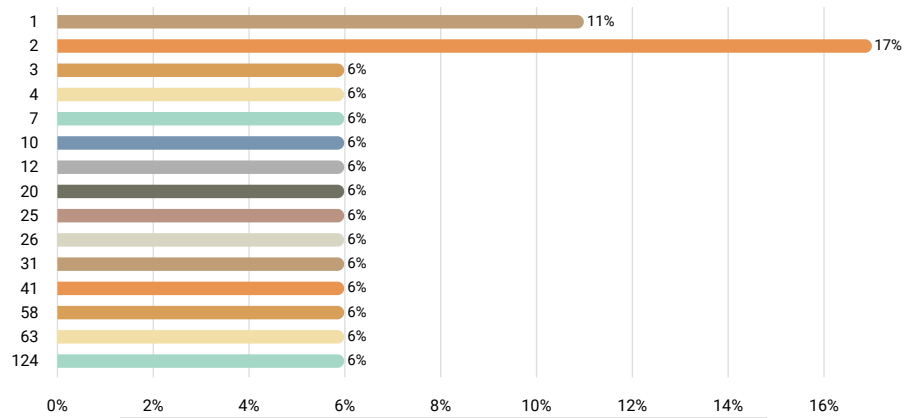
Results	%	N
Non-Exempt	94%	15
Exempt	6%	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



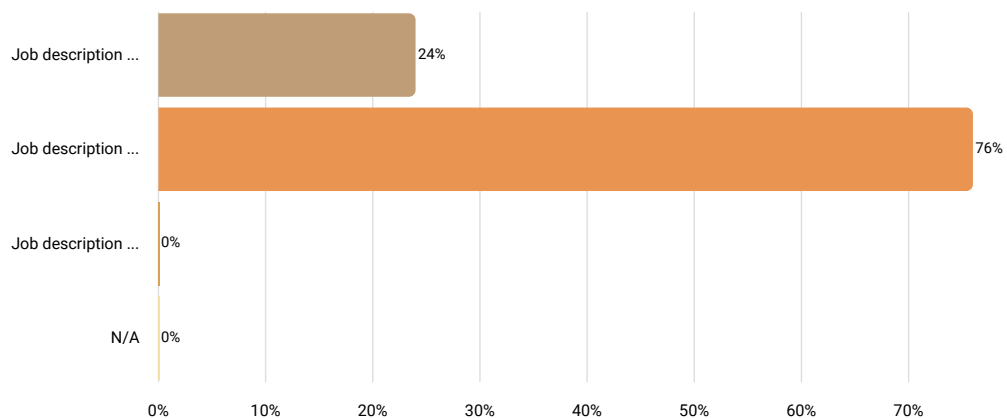
Statistics	
10th percentile	1
25th percentile	2
50th percentile	11
75th percentile	31
90th percentile	63
Mean	24
Median	11
Standard deviation	31.64
Total/sum	432

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

Answered 17 times

Skipped 1 times

Select one answer (radio button)



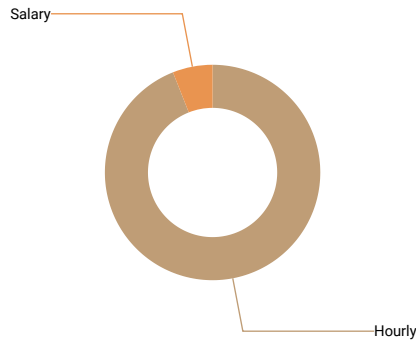
Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	4
Job description matches the position at your company very well	76%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	17
Salary	6%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	16	\$19.35	\$21.67	\$23.50	\$30.28	\$36.96	\$25.68	\$23.50	\$6.45
Pay Range Maximum Rate	8	\$20.00	\$22.50	\$27.69	\$44.95	\$69.94	\$35.03	\$27.69	\$17.98
Pay Range Minimum Rate	8	\$16.00	\$17.50	\$19.50	\$23.67	\$25.00	\$20.29	\$19.50	\$3.41
Actual Highest Base Rate	15	\$20.95	\$23.00	\$26.25	\$32.20	\$37.00	\$28.12	\$26.25	\$6.58
Actual Lowest Base Rate	15	\$17.25	\$18.00	\$19.50	\$25.00	\$28.38	\$21.29	\$19.50	\$4.16
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Lowest Base Salary									

5.5.13 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.

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

Answered 5 times

Skipped 14 times

Text input

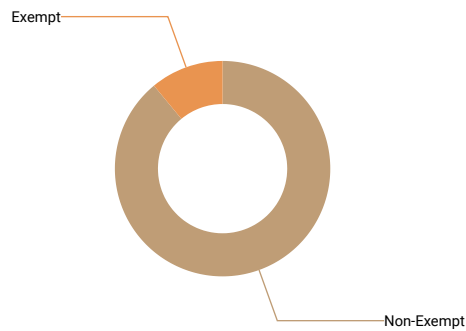
Results	
welding inspector	1
receiving inspector	1
quality inspector i-iv	1
quality control inspector	1
bridge inspector, bridge inspector trainee	1

FLSA Status

Answered 18 times

Skipped 1 times

Select one answer (radio button)



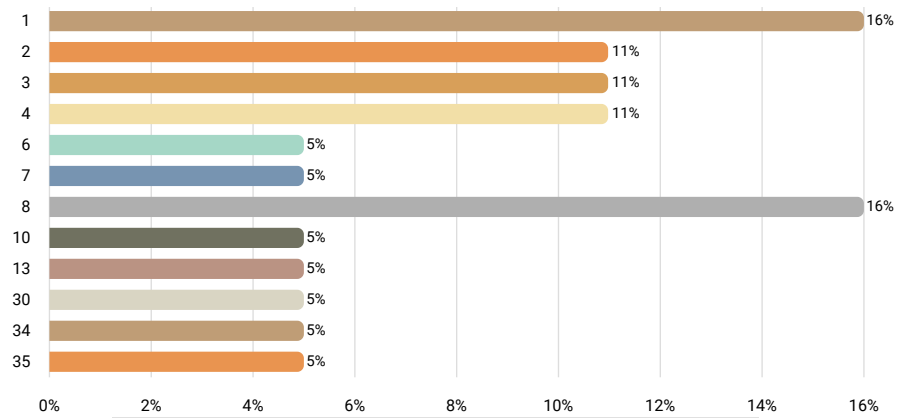
Results	%	N
Non-Exempt	89%	16
Exempt	11%	2

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



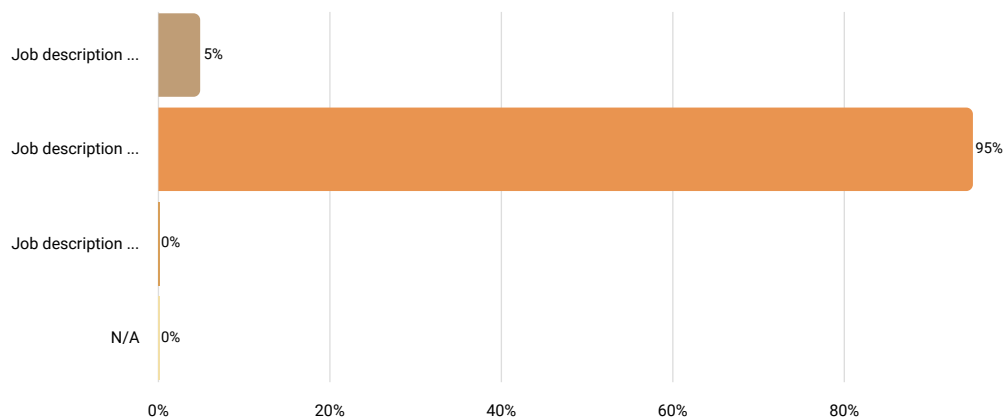
Statistics	
10th percentile	1
25th percentile	2
50th percentile	6
75th percentile	10
90th percentile	34
Mean	9.47
Median	6
Standard deviation	11.01
Total/sum	180

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



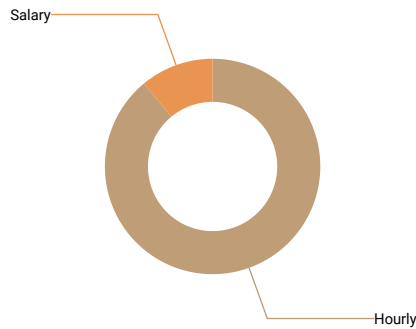
Results	%	N
Job description is perceptibly weaker than the position at your company	5%	1
Job description matches the position at your company very well	95%	18
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	89%	17
Salary	11%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	12	\$18.17	\$20.57	\$22.25	\$27.76	\$30.12	\$23.85	\$22.25	\$6.14
Pay Range Maximum Rate	11	\$19.80	\$20.00	\$25.00	\$28.00	\$42.88	\$27.67	\$25.00	\$12.89
Pay Range Minimum Rate	11	\$15.00	\$15.00	\$18.00	\$20.36	\$20.95	\$18.06	\$18.00	\$2.31
Actual Highest Base Rate	12	\$18.20	\$21.92	\$23.13	\$30.50	\$34.14	\$25.51	\$23.13	\$7.13
Actual Lowest Base Rate	12	\$16.00	\$17.10	\$18.72	\$20.24	\$21.75	\$18.73	\$18.72	\$2.36
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.5.14 Production Scheduler

Job description

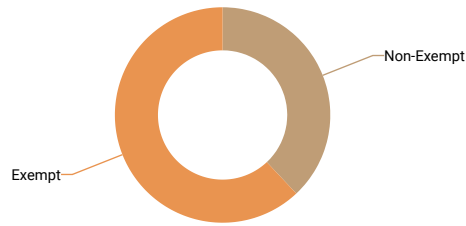
Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion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

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



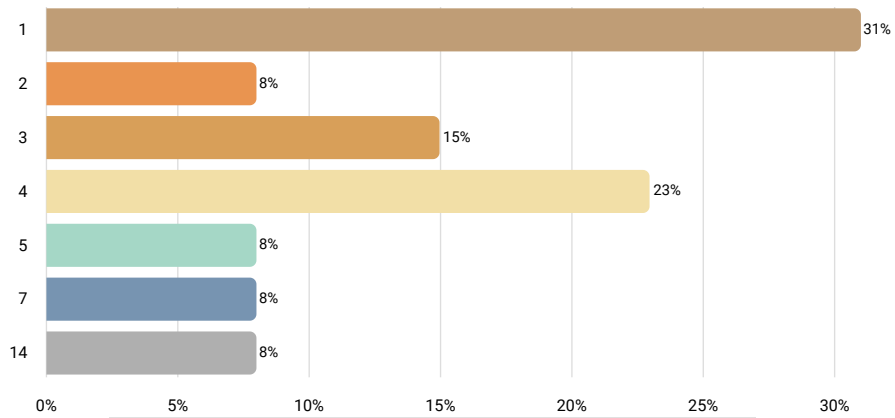
Results	%	N
Non-Exempt	38%	5
Exempt	62%	8

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



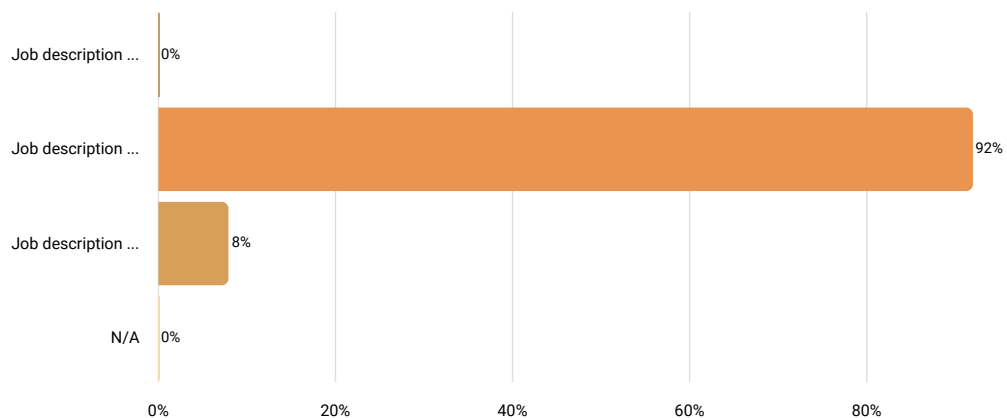
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	7
Mean	3.85
Median	3
Standard deviation	3.56
Total/sum	50

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



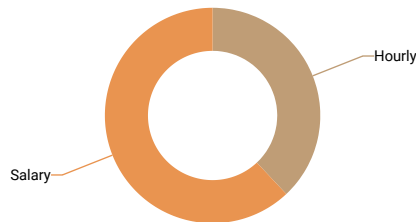
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	92%	12
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	5
Salary	62%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$22.50	\$23.66	\$24.48	\$25.00	\$25.29	\$24.19	\$24.48	\$1.13
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$22.50	\$25.00	\$27.11	\$27.20	\$27.76	\$25.91	\$27.11	\$2.18
Actual Lowest Base Rate	5	\$22.00	\$22.50	\$22.60	\$23.37	\$25.00	\$23.09	\$22.60	\$1.17
Actual Average Base Salary	6	\$71,149.00	\$74,000.00	\$75,047.50	\$91,575.00	\$93,343.75	\$80,027.13	\$75,047.50	\$9,751.22
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$77,000.00	\$78,000.00	\$101,588.00	\$118,120.00	\$130,900.00	\$101,121.60	\$101,588.00	\$23,939.38
Pay Range Minimum Salary	5	\$50,000.00	\$62,122.00	\$65,000.00	\$67,725.00	\$75,652.00	\$64,099.80	\$65,000.00	\$9,355.77
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	6	\$60,320.00	\$74,000.00	\$80,699.50	\$86,272.00	\$130,000.00	\$85,331.83	\$80,699.50	\$23,649.23
Actual Lowest Base Salary	5	\$32,232.00	\$58,824.00	\$67,000.00	\$68,256.00	\$74,000.00	\$60,062.40	\$67,000.00	\$16,474.12

5.5.15 Inventory/Material Planner

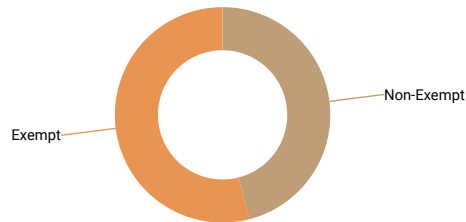
Job description Tracks inventory related information including receipts, disbursement, balances, prices and costs. Reconciles inventory discrepancies.

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



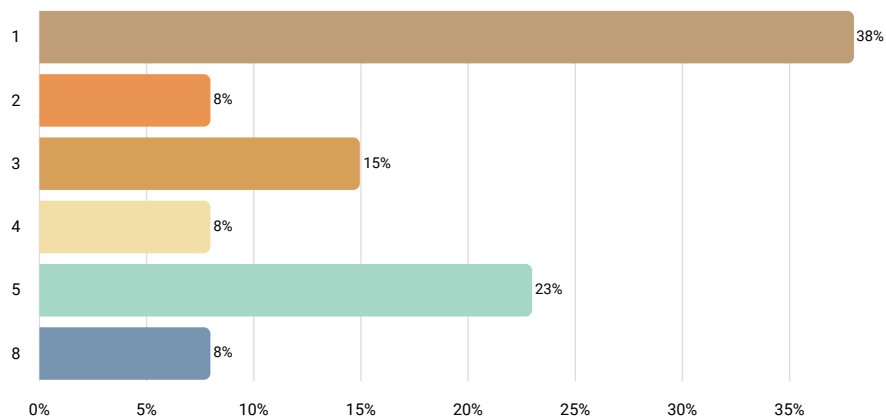
Results	%	N
Non-Exempt	46%	6
Exempt	54%	7

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



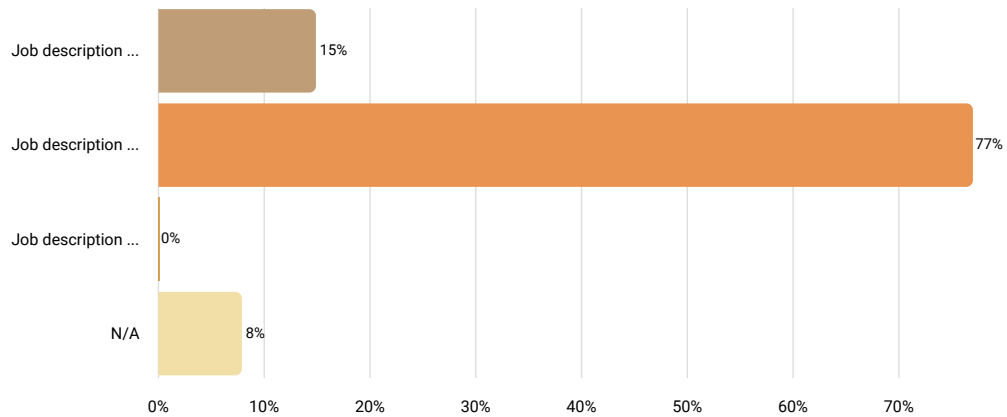
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	5
Mean	3.08
Median	3
Standard deviation	2.22
Total/sum	40

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



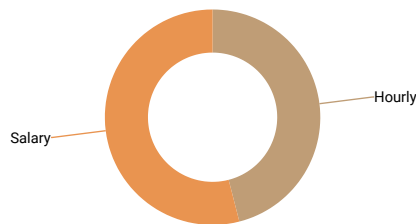
Results	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	46%	6
Salary	54%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$22.36	\$22.87	\$25.28	\$25.96	\$26.00	\$24.49	\$25.28	\$1.75
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	6	\$29.50	\$44,000.00	\$57,590.00	\$67,040.93	\$82,402.70	\$51,442.19	\$57,590.00	\$28,318.09
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.5.17 Fabricator

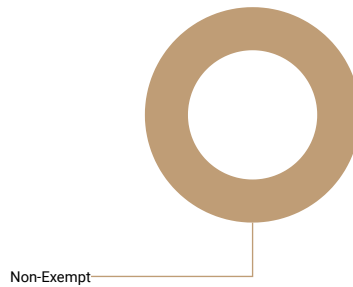
Job description Fabricate, position, align, and fit parts of structural metal products.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



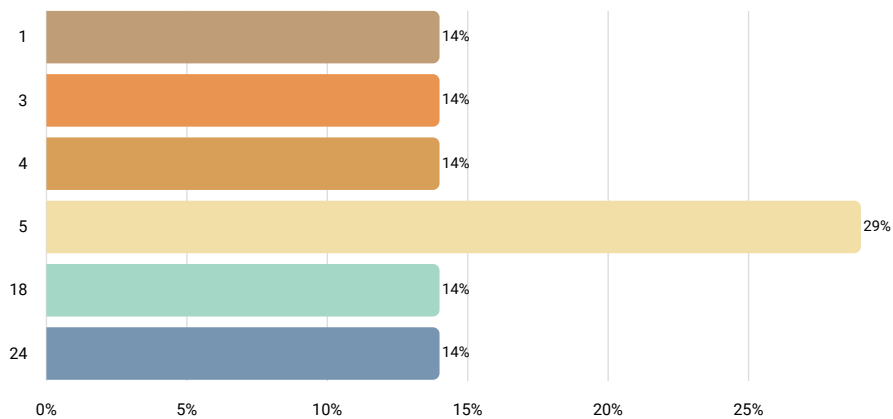
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



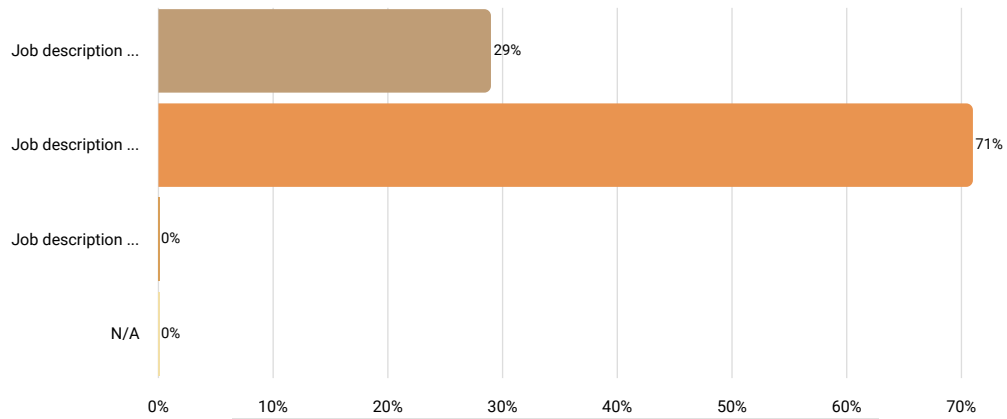
Statistics	
10th percentile	1
25th percentile	3
50th percentile	5
75th percentile	18
90th percentile	24
Mean	8.57
Median	5
Standard deviation	8.77
Total/sum	60

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



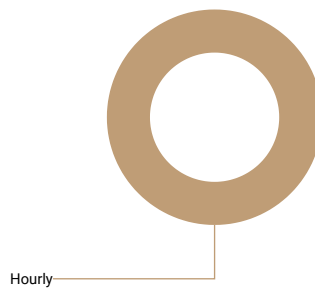
Results	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Actual Average Base Rate	7	\$20.25	\$22.36	\$26.46	\$29.50	\$32.00	\$26.08	\$26.46	\$4.14
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	6	\$21.50	\$28.00	\$29.89	\$32.00	\$36.00	\$29.55	\$29.89	\$4.82
Actual Lowest Base Rate	6	\$17.00	\$17.50	\$20.20	\$21.00	\$22.00	\$19.65	\$20.20	\$1.98
Average Incentive Bonus or Other Bonus (Annual)									

Maintenance

5.6.1 Janitor

Job description

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

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

Answered 8 times

Skipped 18 times

Text input

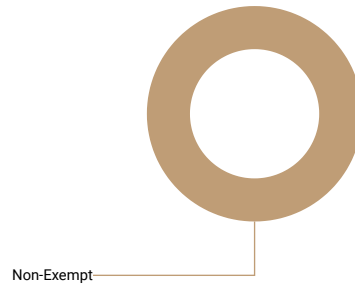
Results	
custodian	2
housekeeper	1
env services aide	1
facilities associate	1
building service worker	1
building custodian - 6012	1
environmental services aide	1

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



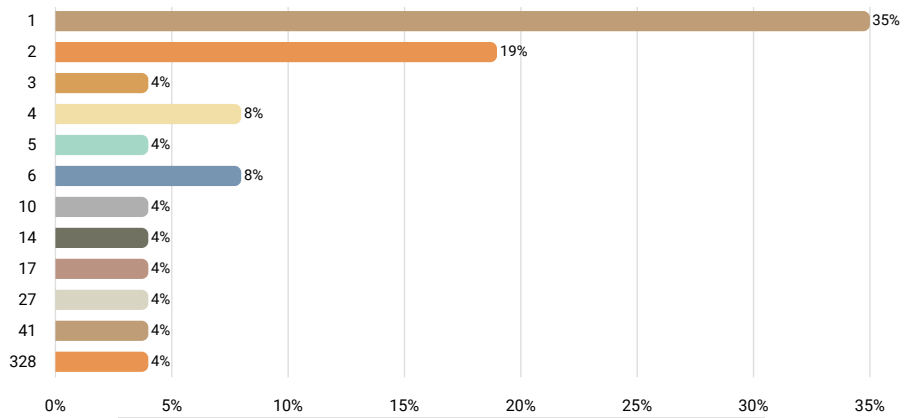
Results	%	N
Non-Exempt	100%	26
Exempt	0%	0

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



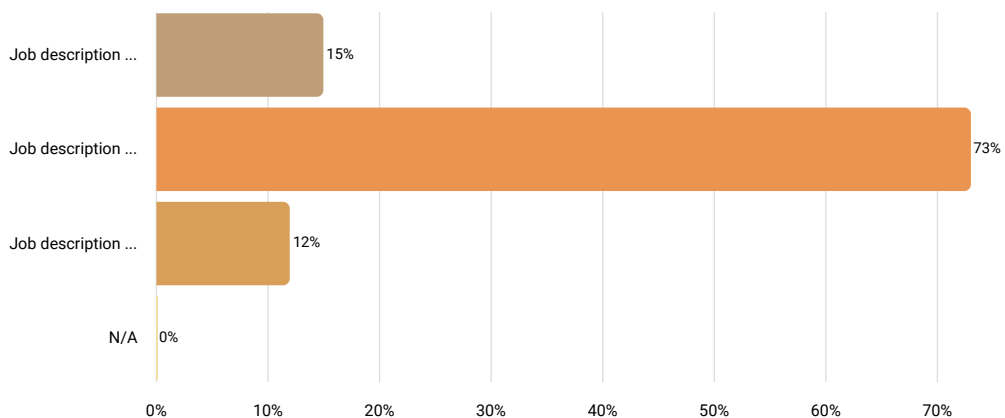
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	27
Mean	18.62
Median	2
Standard deviation	63.79
Total/sum	484

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



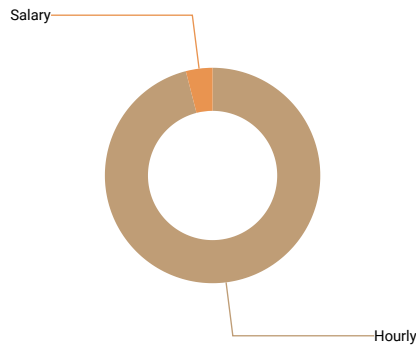
Results	%	N
Job description is perceptibly weaker than the position at your company	15%	4
Job description matches the position at your company very well	73%	19
Job description is perceptibly stronger than the position at your company	12%	3
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	96%	25
Salary	4%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	22	\$13.71	\$15.00	\$16.50	\$17.50	\$19.37	\$16.52	\$16.50	\$2.19
Pay Range Maximum Rate	17	\$15.00	\$18.00	\$19.00	\$20.00	\$24.34	\$19.18	\$19.00	\$2.84
Pay Range Minimum Rate	17	\$10.79	\$13.00	\$14.83	\$15.21	\$17.00	\$14.50	\$14.83	\$2.30
Actual Highest Base Rate	22	\$16.75	\$17.00	\$18.00	\$19.35	\$20.38	\$18.14	\$18.00	\$2.04
Actual Lowest Base Rate	22	\$13.00	\$14.10	\$15.50	\$17.00	\$19.35	\$15.67	\$15.50	\$2.49
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	5	\$600.00	\$1,000.00	\$1,497.00	\$1,500.00	\$6,000.00	\$2,119.40	\$1,497.00	\$2,201.80
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.6.2 Electrician

Job description

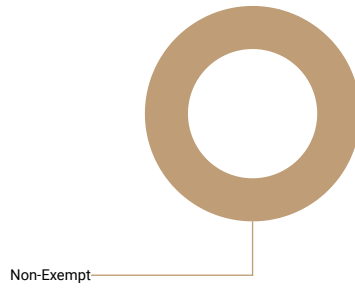
Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas using hand tools and testing instruments in order to supply power for lighting, equipment and machines.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



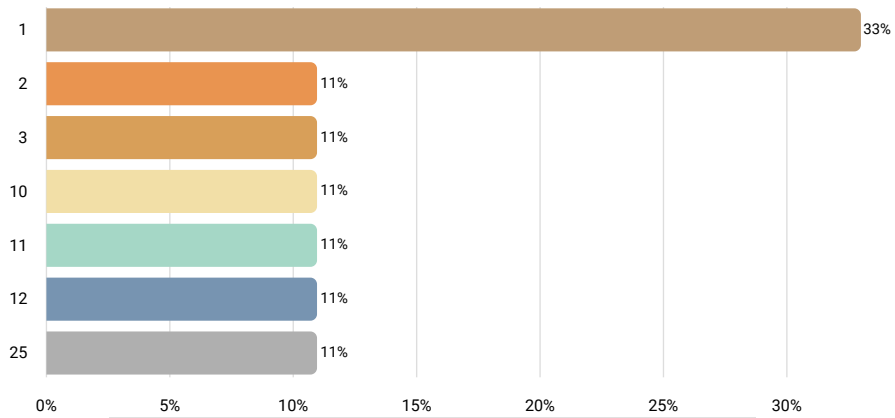
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



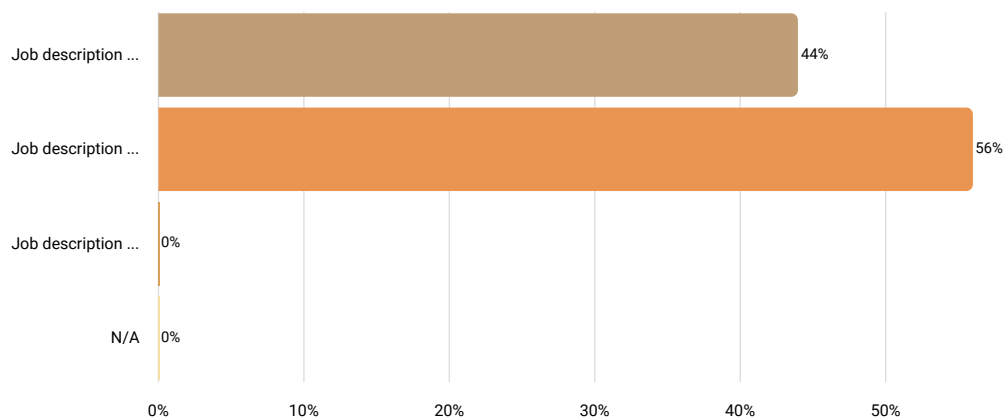
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	11
90th percentile	25
Mean	7.33
Median	3
Standard deviation	8.08
Total/sum	66

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



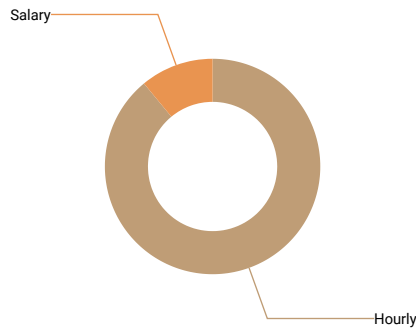
Results	%	N
Job description is perceptibly weaker than the position at your company	44%	4
Job description matches the position at your company very well	56%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	89%	8
Salary	11%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$30.00	\$31.98	\$34.35	\$35.13	\$37.00	\$33.69	\$34.35	\$2.74
Pay Range Maximum Rate	6	\$36.00	\$36.68	\$37.50	\$42.43	\$48.00	\$39.69	\$37.50	\$4.68
Pay Range Minimum Rate	6	\$19.00	\$26.00	\$29.14	\$32.00	\$32.75	\$28.01	\$29.14	\$5.06
Actual Highest Base Rate	5	\$30.31	\$35.13	\$36.68	\$37.00	\$39.69	\$35.76	\$36.68	\$3.46
Actual Lowest Base Rate									
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.6.3 Electrical and Control Mechanic

Job description

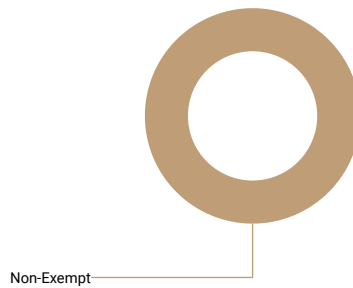
Performs a variety of electrical trade functions including installation, maintenance and repair of equipment or electrical systems. Also maintains computerized production control systems.

FLSA Status

Answered 7 times

Skipped 1 times

Select one answer (radio button)



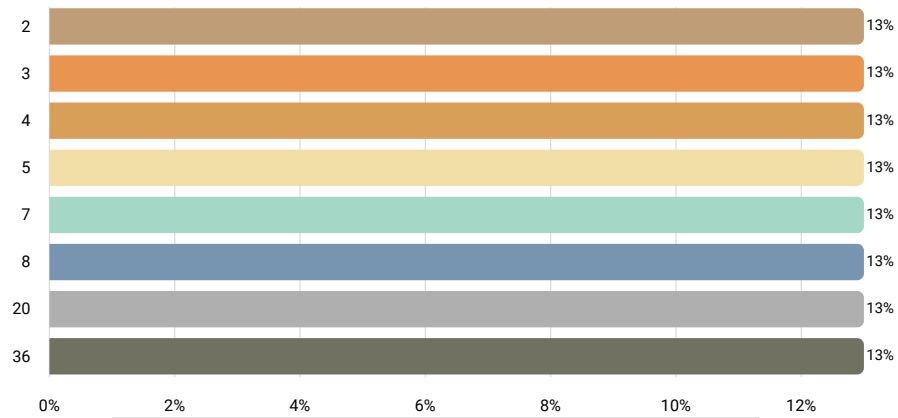
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



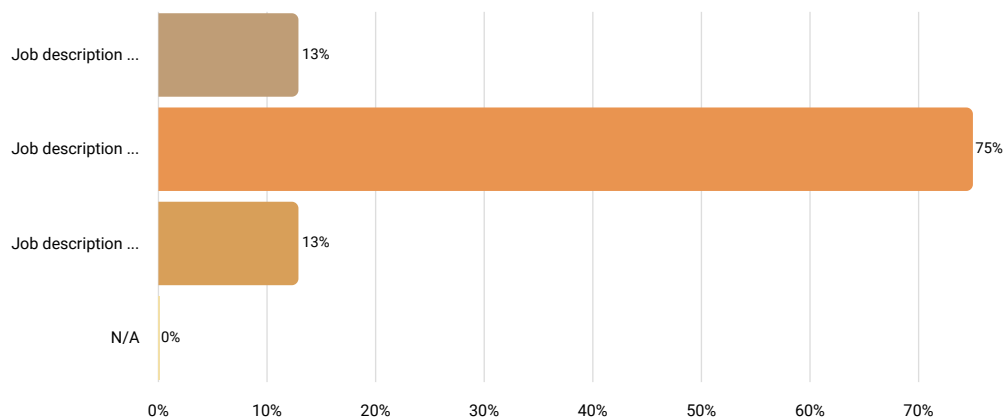
Statistics	
10th percentile	2
25th percentile	3.5
50th percentile	6
75th percentile	14
90th percentile	36
Mean	10.63
Median	6
Standard deviation	11.71
Total/sum	85

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



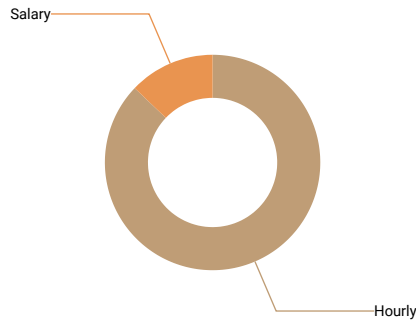
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	13%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Actual Average Base Rate	5	\$34.19	\$36.00	\$37.00	\$41.41	\$41.48	\$38.02	\$37.00	\$3.29
Pay Range Maximum Rate	6	\$35.00	\$36.00	\$39.63	\$41.91	\$43.85	\$39.34	\$39.63	\$3.53
Pay Range Minimum Rate	6	\$28.00	\$28.61	\$30.50	\$36.17	\$36.97	\$31.79	\$30.50	\$3.96
Actual Highest Base Rate	5	\$38.00	\$39.00	\$41.25	\$41.91	\$43.26	\$40.68	\$41.25	\$2.15
Actual Lowest Base Rate	5	\$29.00	\$34.00	\$38.00	\$38.00	\$38.49	\$35.50	\$38.00	\$4.06
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.6.4 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 pipe fitting; boiler making; insulating; welding; machining; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment. Journeyman proficiency in more than one maintenance area is usually required.

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

Answered 6 times

Skipped 28 times

Text input

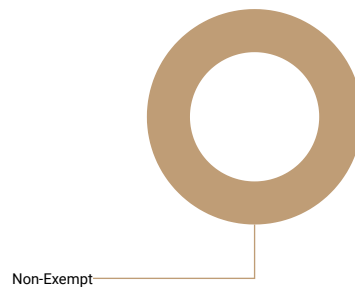
Results	
na	1
maintenance iii	1
plumber/electrician	1
maintenance technician	1
technician - facilities	1
maintenance controls i&e	1

FLSA Status

Answered 31 times

Skipped 3 times

Select one answer (radio button)



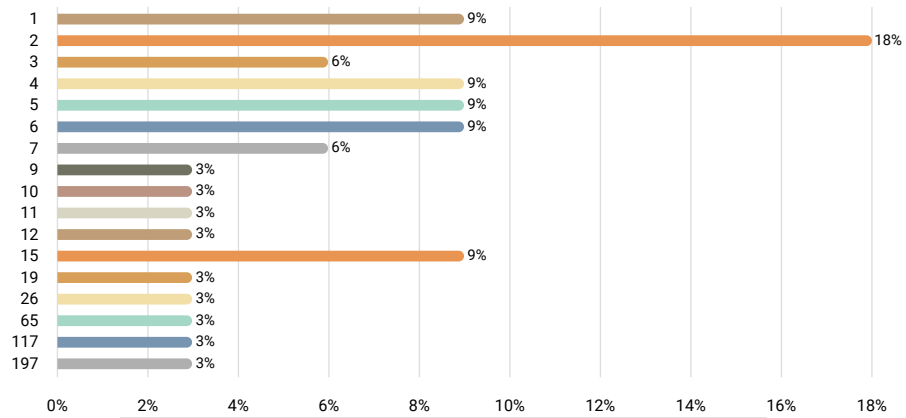
Results	%	N
Non-Exempt	100%	31
Exempt	0%	0

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



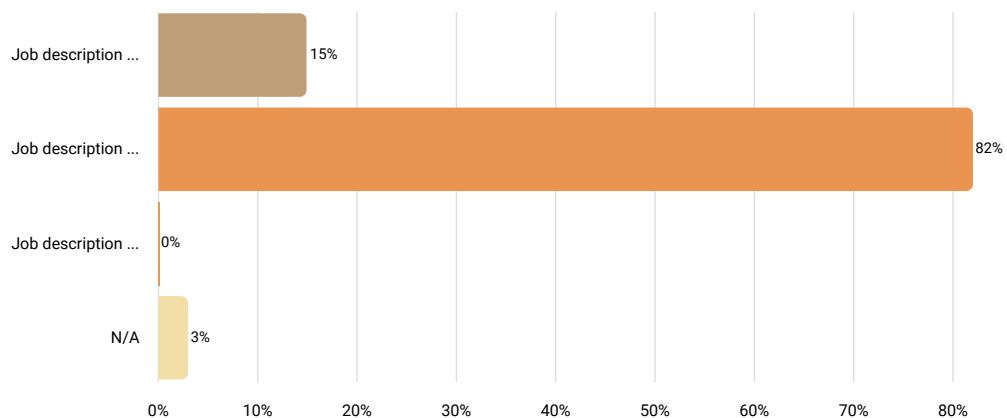
Statistics	
10th percentile	2
25th percentile	2
50th percentile	5.5
75th percentile	12
90th percentile	26
Mean	17.38
Median	5.5
Standard deviation	38.53
Total/sum	591

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

Answered 33 times

Skipped 1 times

Select one answer (radio button)



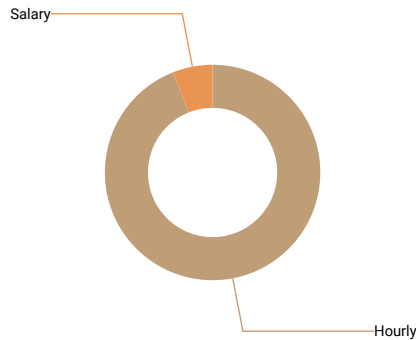
Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	5
Job description matches the position at your company very well	82%	27
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Rate	26	\$25.79	\$30.00	\$33.50	\$36.10	\$40.62	\$32.76	\$33.50	\$6.22
Pay Range Maximum Rate	18	\$23.50	\$30.79	\$35.64	\$41.50	\$45.00	\$35.51	\$35.64	\$7.87
Pay Range Minimum Rate	20	\$18.50	\$23.50	\$27.85	\$31.88	\$36.86	\$27.90	\$27.85	\$6.38
Actual Highest Base Rate	26	\$30.00	\$32.85	\$35.58	\$40.00	\$43.00	\$35.78	\$35.58	\$5.92
Actual Lowest Base Rate	27	\$20.00	\$22.00	\$28.75	\$31.00	\$36.73	\$28.08	\$28.75	\$6.41
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.	11	\$2.00	\$2.00	\$4.00	\$5.00	\$5.00	\$3.82	\$4.00	\$1.33
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	10	\$200.43	\$600.00	\$1,831.00	\$4,400.00	\$6,000.00	\$2,606.29	\$1,831.00	\$2,302.53
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.6.5 General Building Maintenance

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

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

Answered 8 times

Skipped 17 times

Text input

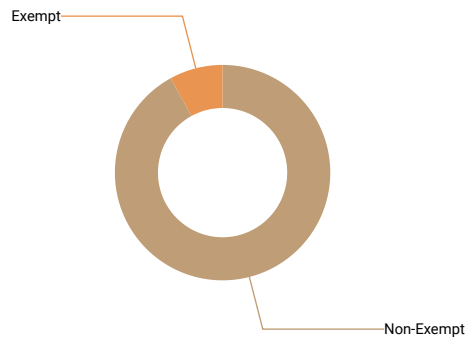
Results	
facilities	1
facilities assistant	1
facilities supervisor	1
facilities technician	1
building maintenance tech	1
facilities technician; facilities lead	1
general services facilities technician - 6015	1
facilities technician, assistant superintendent of facilities & grounds	1

FLSA Status

Answered 24 times

Skipped 1 times

Select one answer (radio button)



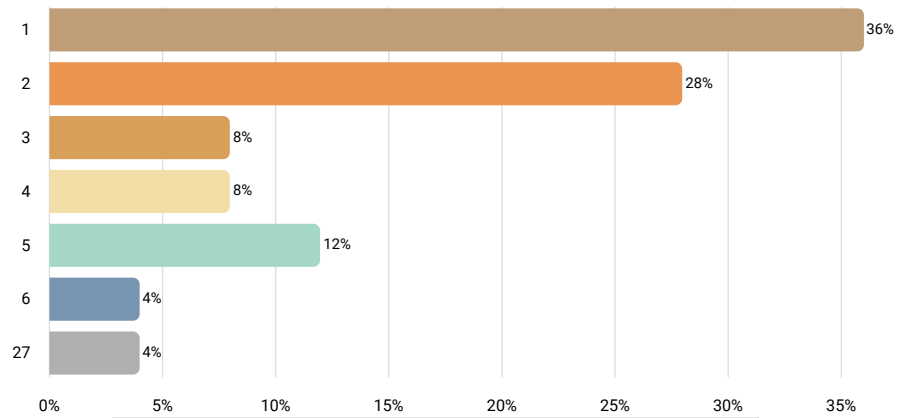
Results	%	N
Non-Exempt	92%	22
Exempt	8%	2

Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



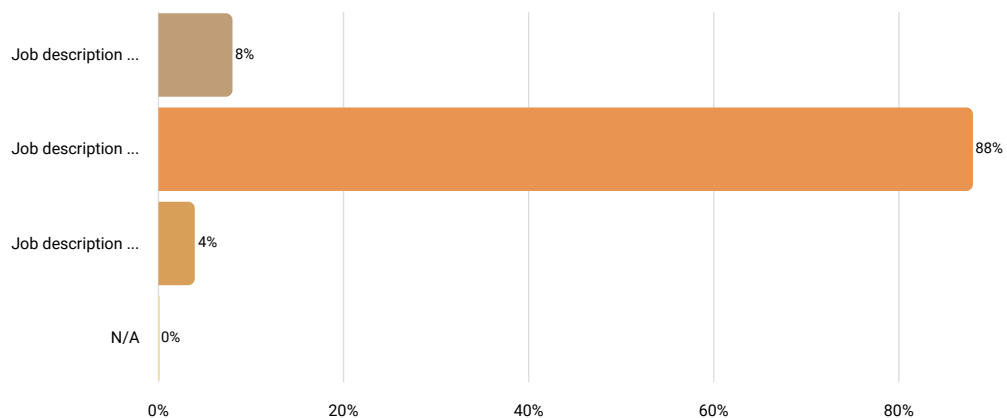
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	5
Mean	3.4
Median	2
Standard deviation	5.16
Total/sum	85

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

Answered 24 times

Skipped 1 times

Select one answer (radio button)



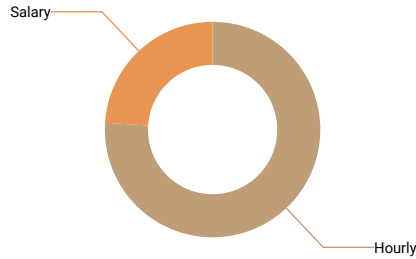
Results	%	N
Job description is perceptibly weaker than the position at your company	8%	2
Job description matches the position at your company very well	88%	21
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	76%	19
Salary	24%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	13	\$20.41	\$22.03	\$25.00	\$25.86	\$29.00	\$25.12	\$25.00	\$5.13
Pay Range Maximum Rate	10	\$20.00	\$24.34	\$28.00	\$38.00	\$41.44	\$29.76	\$28.00	\$8.00
Pay Range Minimum Rate	10	\$16.19	\$18.00	\$20.00	\$24.00	\$27.35	\$21.01	\$20.00	\$4.25
Actual Highest Base Rate	13	\$20.98	\$22.64	\$25.77	\$26.21	\$35.50	\$26.49	\$25.77	\$5.57
Actual Lowest Base Rate	13	\$17.85	\$19.52	\$21.34	\$24.76	\$25.86	\$22.00	\$21.34	\$4.20
Actual Average Base Salary	5	\$52,925.60	\$52,977.00	\$53,659.00	\$53,838.00	\$70,000.00	\$56,679.92	\$53,659.00	\$7,457.10
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	5	\$75.00	\$1,000.00	\$1,200.00	\$6,000.00	\$10,000.00	\$3,655.00	\$1,200.00	\$4,232.33
Actual Highest Base Salary	5	\$53,659.00	\$53,726.40	\$55,058.00	\$61,331.00	\$86,000.00	\$61,954.88	\$55,058.00	\$13,808.09
Actual Lowest Base Salary	5	\$44,623.00	\$52,124.80	\$52,476.00	\$53,659.00	\$65,000.00	\$53,576.56	\$52,476.00	\$7,314.14

5.6.6 Laborer

Job description

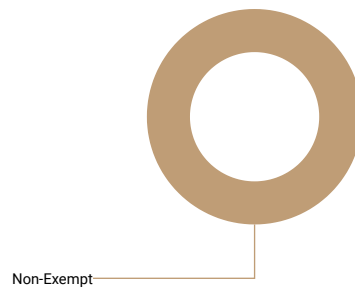
Provides non-skilled labor inside and outside the facility. Helps installation, maintenance, and repair workers in maintenance, parts replacement, and repair of facility, industrial machinery, and electrical and electronic equipment. Performs grounds keeping duties and general clean up work

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



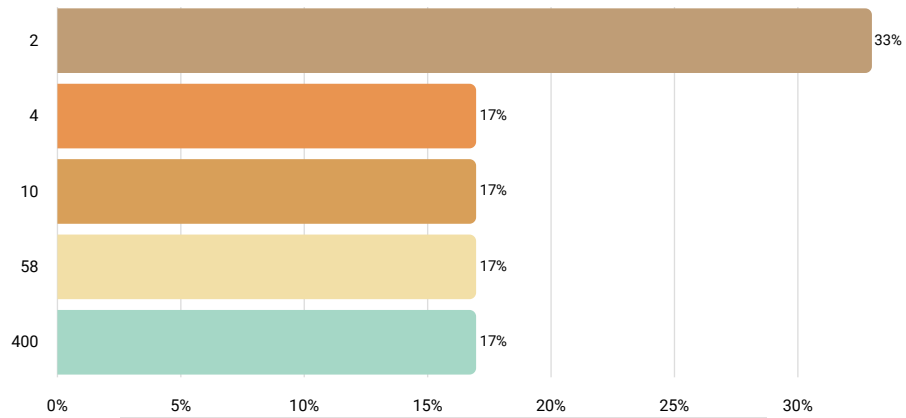
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



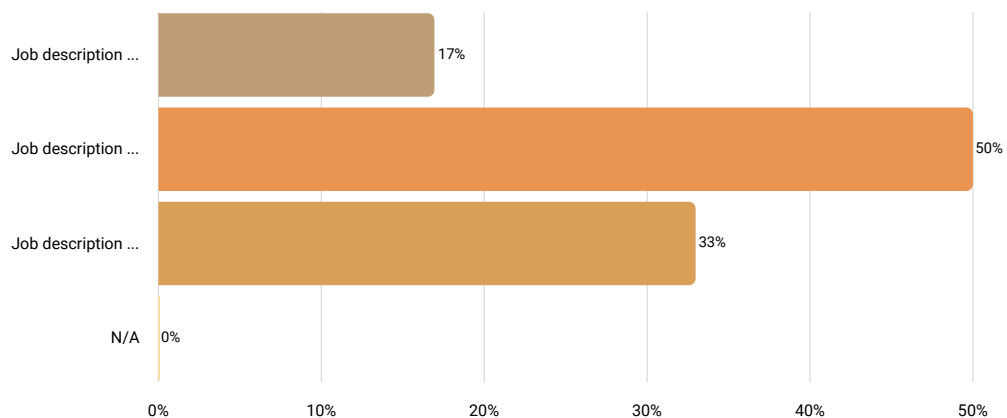
Statistics	
10th percentile	2
25th percentile	2
50th percentile	7
75th percentile	58
90th percentile	400
Mean	79.33
Median	7
Standard deviation	158.57
Total/sum	476

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



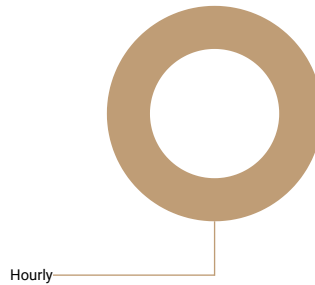
Results	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	50%	3
Job description is perceptibly stronger than the position at your company	33%	2
N/A	0%	0

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
Actual Average Base Rate										
Pay Range Maximum Rate	5		\$17.20	\$17.73	\$18.00	\$20.00	\$21.48	\$18.88	\$18.00	\$1.80
Pay Range Minimum Rate	5		\$12.49	\$12.79	\$15.00	\$15.00	\$17.20	\$14.50	\$15.00	\$1.92
Actual Highest Base Rate										
Actual Lowest 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)										

5.6.7 Maintenance Mechanic

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

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

Answered 8 times

Skipped 18 times

Text input

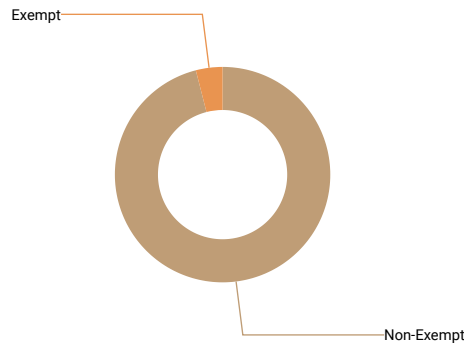
Results	
mechanic	1
installer	1
millwright	1
maintenance tech	1
maintenance technician	1
technician - maintenance	1
general maintenance mechanic	1
machine maintenance team members	1

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



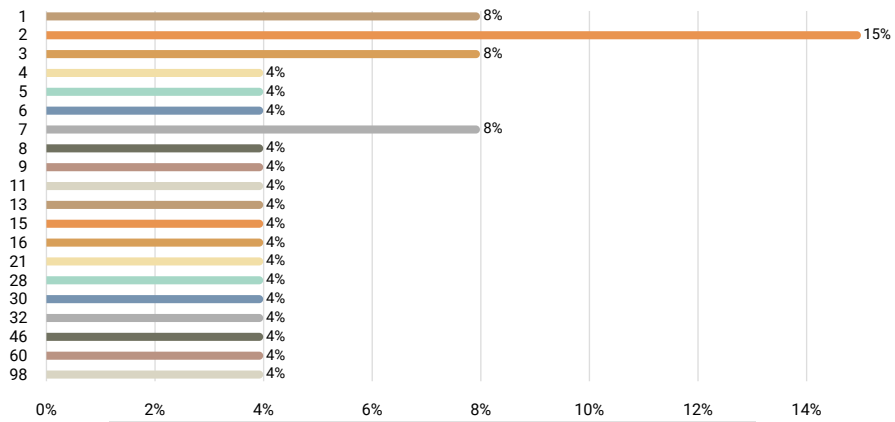
Results	%	N
Non-Exempt	96%	25
Exempt	4%	1

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



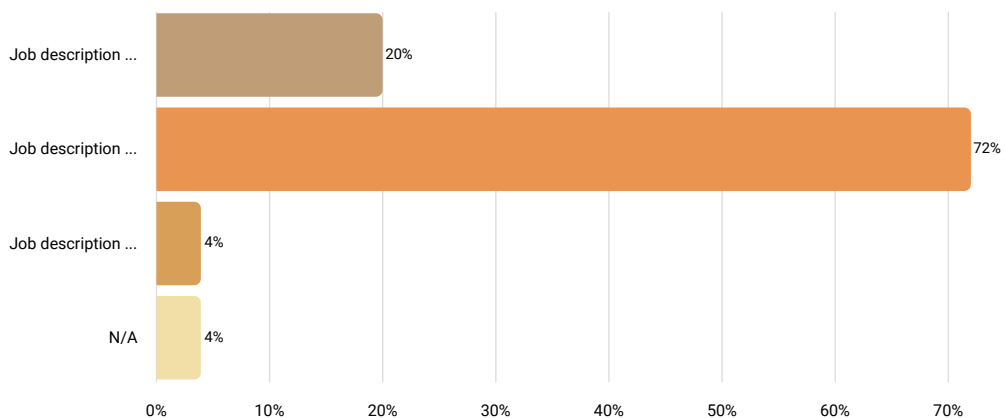
Statistics	
10th percentile	2
25th percentile	3
50th percentile	7.5
75th percentile	21
90th percentile	46
Mean	16.62
Median	7.5
Standard deviation	22.29
Total/sum	432

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

Answered 25 times

Skipped 1 times

Select one answer (radio button)



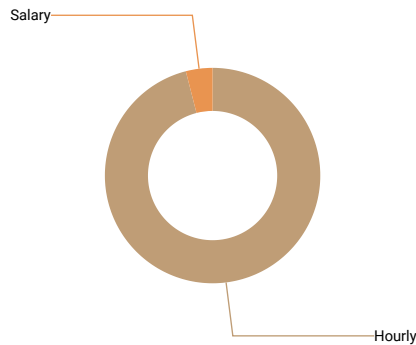
Results	%	N
Job description is perceptibly weaker than the position at your company	20%	5
Job description matches the position at your company very well	72%	18
Job description is perceptibly stronger than the position at your company	4%	1
N/A	4%	1

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	96%	25
Salary	4%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	21	\$22.87	\$25.76	\$28.88	\$33.18	\$36.00	\$29.27	\$28.88	\$5.18
Pay Range Maximum Rate	18	\$26.00	\$32.00	\$34.88	\$37.00	\$41.25	\$35.16	\$34.88	\$7.60
Pay Range Minimum Rate	19	\$16.43	\$18.00	\$22.00	\$28.15	\$32.00	\$23.34	\$22.00	\$5.19
Actual Highest Base Rate	21	\$25.00	\$27.50	\$33.79	\$37.91	\$41.25	\$45.02	\$33.79	\$58.93
Actual Lowest Base Rate	19	\$18.00	\$21.67	\$24.75	\$28.15	\$32.61	\$24.69	\$24.75	\$4.67
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	\$2.00	\$3.00	\$3.00	\$4.00	\$4.00	\$3.25	\$3.00	\$0.71
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	9	\$600.00	\$1,000.00	\$1,600.00	\$3,227.00	\$10,000.00	\$2,710.44	\$1,600.00	\$2,961.30
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.6.8 Security Guard

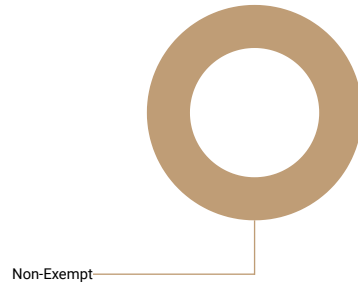
Job description Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. Monitors entrance in and out of the facility.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



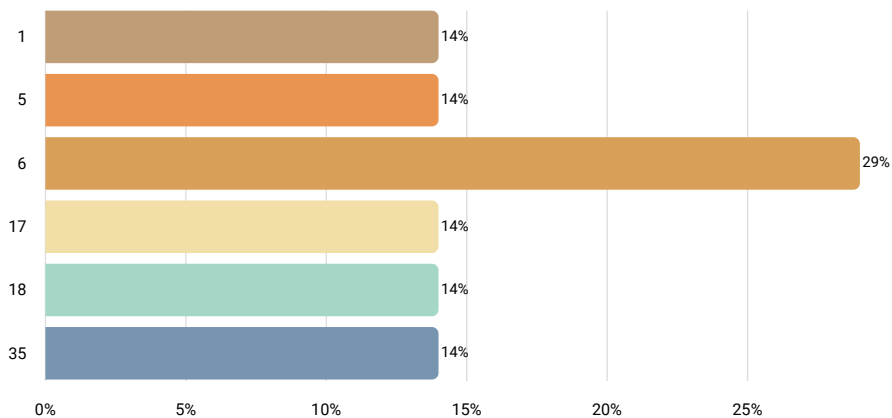
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



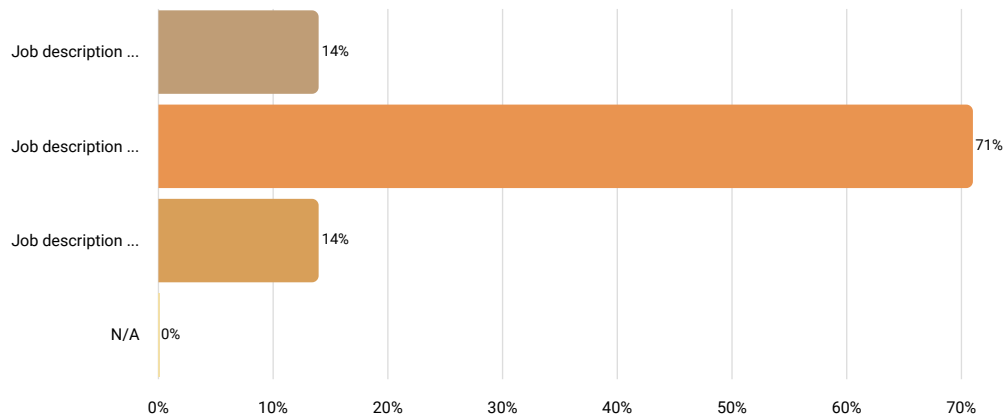
Statistics	
10th percentile	1
25th percentile	5
50th percentile	6
75th percentile	18
90th percentile	35
Mean	12.57
Median	6
Standard deviation	11.76
Total/sum	88

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



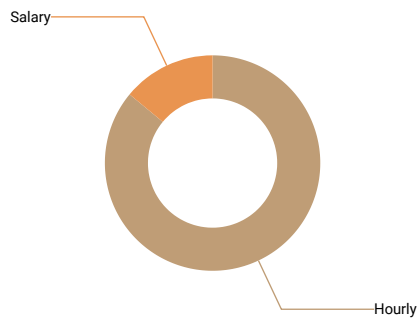
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	6
Salary	14%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	6	\$15.71	\$16.10	\$17.82	\$20.51	\$25.68	\$18.94	\$17.82	\$3.76
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.6.9 Maintenance Planner

Job description

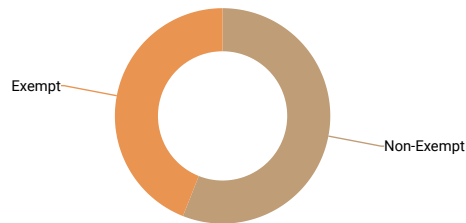
Schedules and plans the work of electricians and mechanics. Develops job plans that include the labor, tools, materials and procedures for repairs on all types equipment and general facility maintenance.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



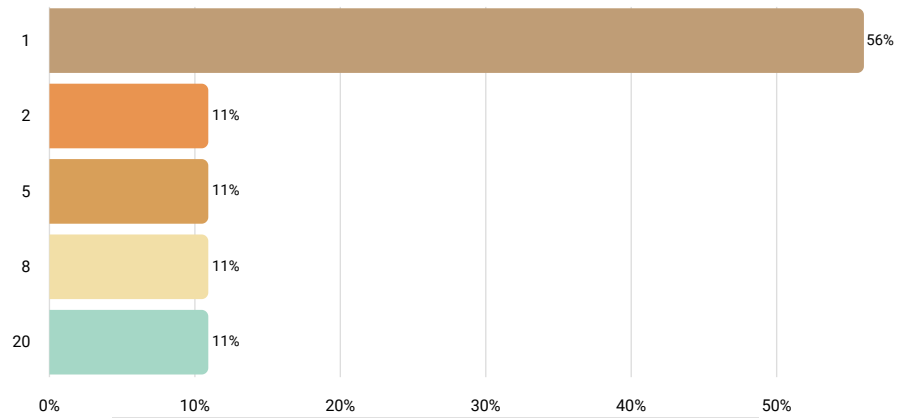
Results	%	N
Non-Exempt	56%	5
Exempt	44%	4

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



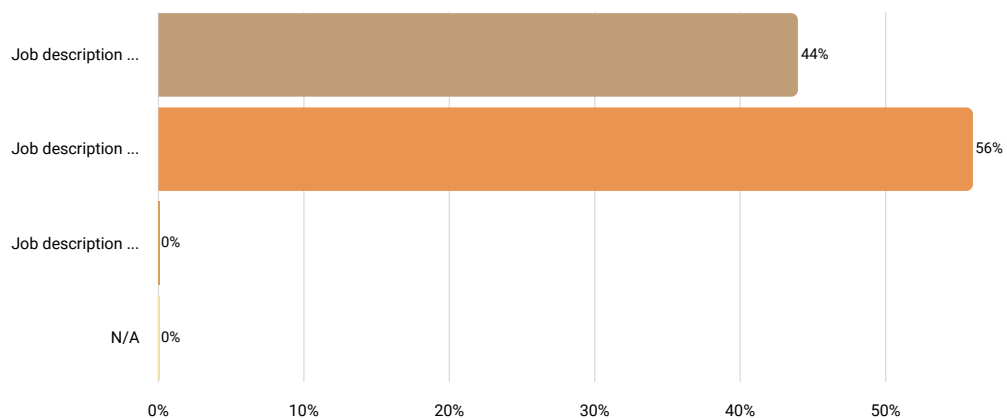
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	5
90th percentile	20
Mean	4.44
Median	1
Standard deviation	6.33
Total/sum	40

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



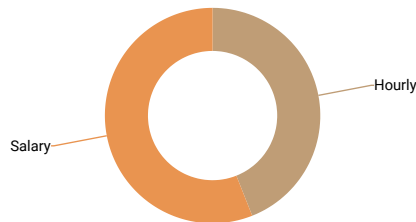
Results		%	N
Job description is perceptibly weaker than the position at your company	44%	4	
Job description matches the position at your company very well	56%	5	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	4
Salary	56%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$61,360.00	\$88,000.00	\$98,459.00	\$106,079.74	\$132,600.00	\$97,299.75	\$98,459.00	\$25,993.70
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$61,360.00	\$92,000.00	\$106,079.74	\$109,816.00	\$132,600.00	\$100,371.15	\$106,079.74	\$26,231.84
Actual Lowest Base Salary									

5.6.10 Maintenance Employees, General

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

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

Answered 5 times

Skipped 10 times

Text input

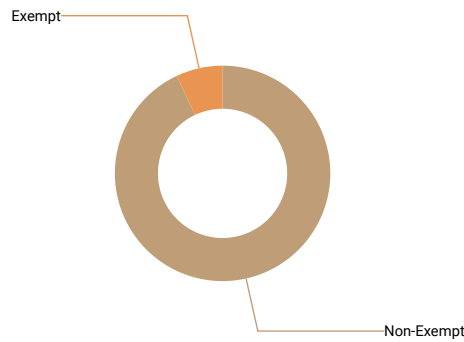
Results	
maintenance lead	1
property administrator	1
facilities and grounds worker	1
carpenter, maintenance team member	1
perform maintenance for equipment and infrastructure at set intervals or when needed.	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



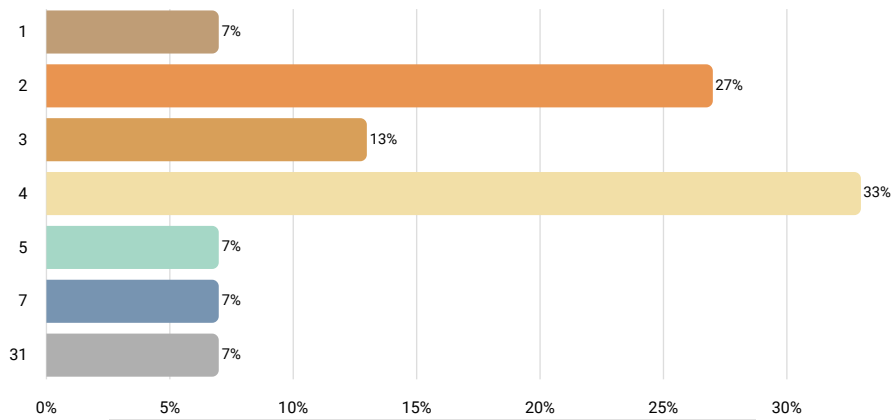
Results	%	N
Non-Exempt	93%	14
Exempt	7%	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



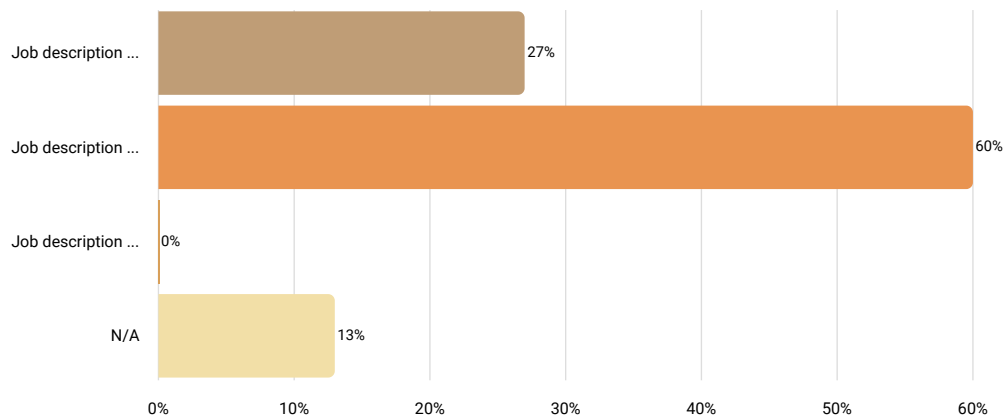
Statistics	
10th percentile	2
25th percentile	2
50th percentile	4
75th percentile	4
90th percentile	7
Mean	5.2
Median	4
Standard deviation	7.29
Total/sum	78

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



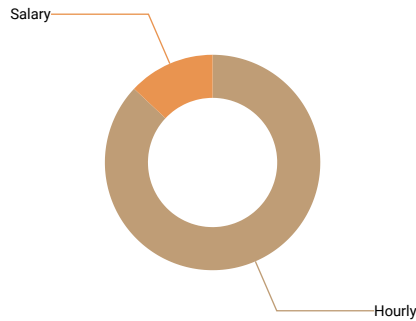
Results	%	N
Job description is perceptibly weaker than the position at your company	27%	4
Job description matches the position at your company very well	60%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	2

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
Actual Average Base Rate	9	\$19.50	\$21.50	\$23.30	\$25.75	\$36.37	\$24.40	\$23.30	\$5.06
Pay Range Maximum Rate	6	\$21.00	\$28.89	\$29.50	\$35.00	\$45.00	\$31.48	\$29.50	\$8.00
Pay Range Minimum Rate	6	\$15.59	\$16.00	\$20.50	\$25.00	\$28.00	\$20.93	\$20.50	\$4.90
Actual Highest Base Rate	9	\$20.00	\$25.75	\$26.00	\$28.66	\$43.46	\$27.72	\$26.00	\$6.72
Actual Lowest Base Rate	9	\$16.50	\$19.55	\$20.50	\$25.75	\$26.52	\$21.66	\$20.50	\$3.69
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

Material Handling and Transportation

5.7.1 Fork Lift Driver/Material Handler

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

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

Answered 6 times

Skipped 40 times

Text input

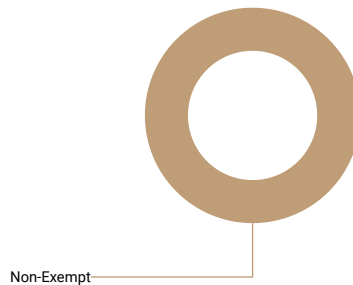
Results	
forklift operator	2
warehouse operator	1
laborer/team member	1
yard associate, material handler	1
identifies and transports requested materials to and from various locations including machines, loading docks, railroad cars, trucks, and storage areas. obtains production schedule and/or shipping orders and then identifies, verifies, and transports requested raw materials, equipment, or processing materials accordingly. applies understanding of machine loading capacity and loading schedule, ensuring prompt and efficient delivery of required items. uses protective materials and strapping equipment to protect and secure loads; once delivered, removes strapping and wrapping, then safely disposes of waste materials in designated containers or areas. reports any problems with materials or transportation to supervisor. manages and piles drums, skids, pallets, and other supplies in specified areas. services equipment as needed, reporting mechanical or electrical difficulties to truck mechanic. performs other related duties as requested.	1

FLSA Status

Answered 43 times

Skipped 3 times

Select one answer (radio button)



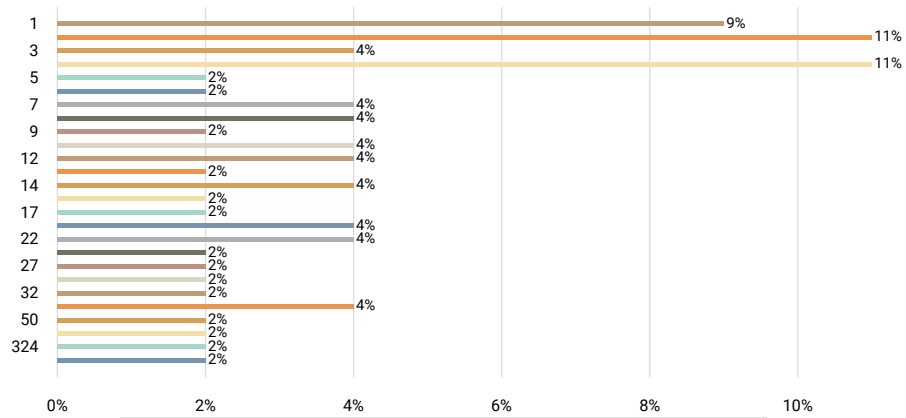
Results	%	N
Non-Exempt	100%	43
Exempt	0%	0

Number of Employees Currently in This Position

Answered 46 times

Skipped 0 times

Number input



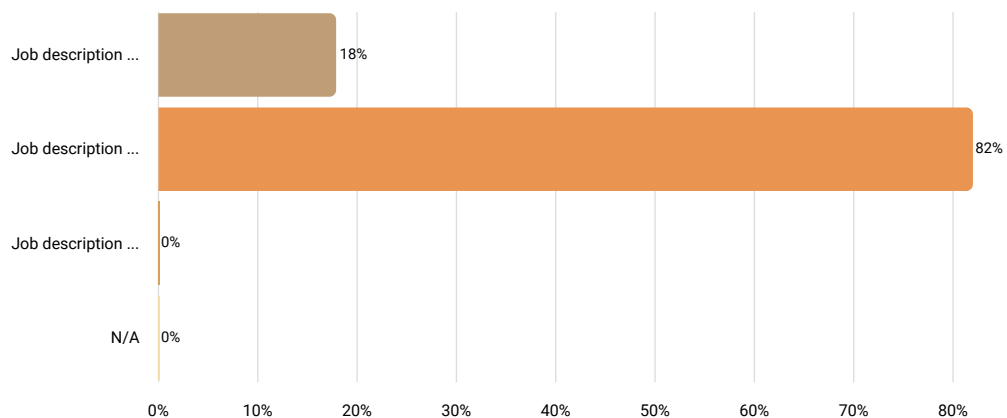
Statistics	
10th percentile	2
25th percentile	4
50th percentile	9.5
75th percentile	22
90th percentile	35
Mean	37.93
Median	9.5
Standard deviation	124.5
Total/sum	1,745

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

Answered 44 times

Skipped 2 times

Select one answer (radio button)



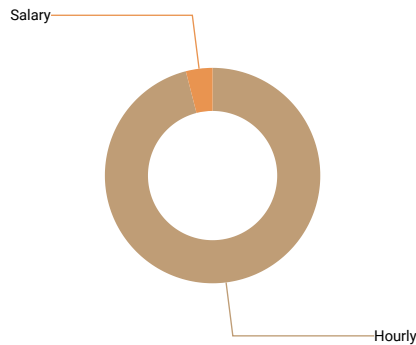
Results	%	N
Job description is perceptibly weaker than the position at your company	18%	8
Job description matches the position at your company very well	82%	36
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 46 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	96%	44
Salary	4%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	39	\$15.81	\$18.50	\$20.92	\$22.65	\$24.18	\$20.82	\$20.92	\$3.78
Pay Range Maximum Rate	27	\$18.60	\$21.15	\$23.00	\$26.00	\$28.32	\$23.88	\$23.00	\$4.44
Pay Range Minimum Rate	29	\$15.00	\$16.10	\$18.00	\$20.00	\$22.80	\$18.78	\$18.00	\$3.61
Actual Highest Base Rate	38	\$17.65	\$19.50	\$22.66	\$24.38	\$27.25	\$22.61	\$22.66	\$4.55
Actual Lowest Base Rate	38	\$15.00	\$16.50	\$18.73	\$20.75	\$23.37	\$19.12	\$18.73	\$3.67
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$2.00	\$2.00	\$2.50	\$3.00	\$4.00	\$2.67	\$2.50	\$0.82
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	10	\$700.00	\$1,000.00	\$1,140.00	\$2,004.00	\$5,100.00	\$1,988.40	\$1,140.00	\$2,183.91
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.7.2 Shipping and Receiving Clerk

Job description

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

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

Answered 13 times

Skipped 37 times

Text input

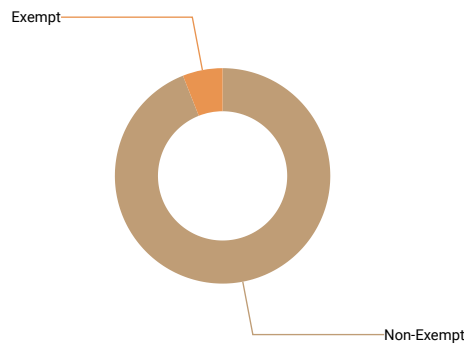
Results	
counter	1
utility	1
parts clerk	1
shipping clerk	1
material handler	1
shipping leadperson	1
materials coordinator	1
warehouse coordinator	1
warehousing assistant	1
warehouse administrator	1
materials management strider	1
receiving clerk, warehouse associate	1
positions are split - shipping clerk & receiving clerk	1

FLSA Status

Answered 47 times

Skipped 3 times

Select one answer (radio button)



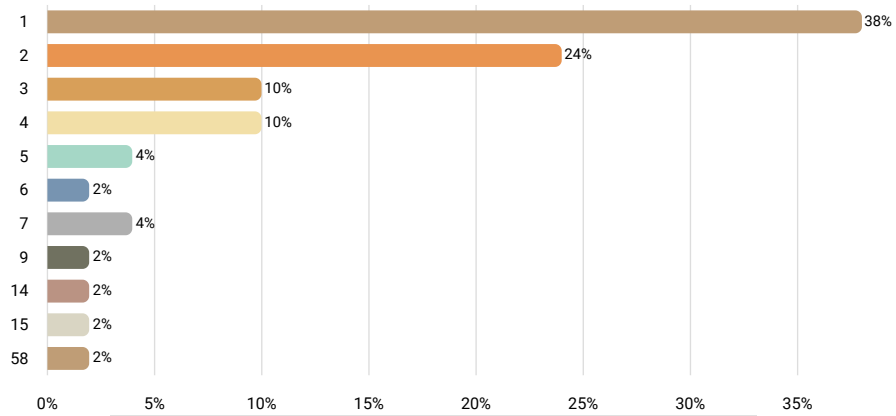
Results	%	N
Non-Exempt	94%	44
Exempt	6%	3

Number of Employees Currently in This Position

Answered 50 times

Skipped 0 times

Number input



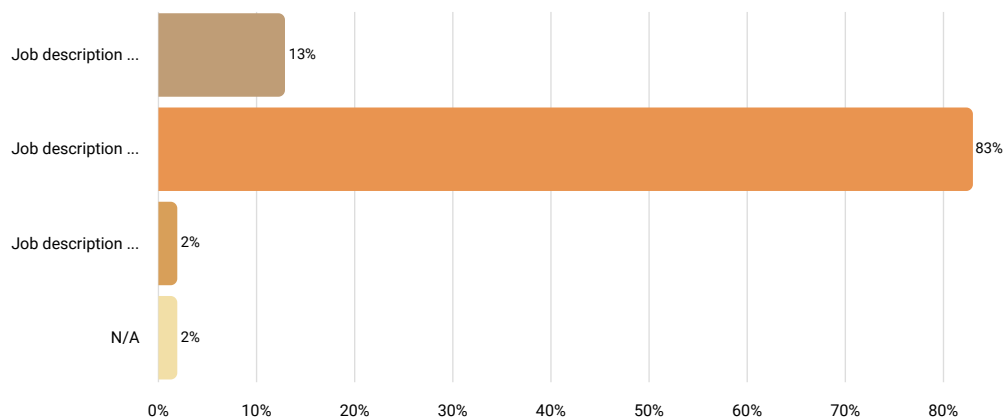
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	7
Mean	4.08
Median	2
Standard deviation	8.34
Total/sum	204

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

Answered 48 times

Skipped 2 times

Select one answer (radio button)



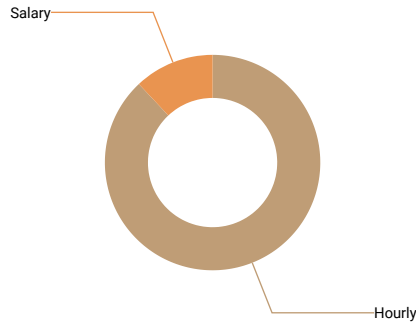
Results	%	N
Job description is perceptibly weaker than the position at your company	13%	6
Job description matches the position at your company very well	83%	40
Job description is perceptibly stronger than the position at your company	2%	1
N/A	2%	1

Is this position paid an hourly rate or annual salary?

Answered 50 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	44
Salary	12%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	35	\$17.00	\$19.00	\$21.00	\$22.96	\$25.92	\$21.27	\$21.00	\$3.54
Pay Range Maximum Rate	20	\$17.74	\$19.45	\$22.25	\$23.95	\$29.88	\$22.55	\$22.25	\$4.60
Pay Range Minimum Rate	21	\$14.50	\$17.07	\$18.00	\$18.72	\$21.38	\$18.60	\$18.00	\$3.89
Actual Highest Base Rate	34	\$18.00	\$20.00	\$22.19	\$25.00	\$29.00	\$22.72	\$22.19	\$4.11
Actual Lowest Base Rate	34	\$16.00	\$17.48	\$19.10	\$22.00	\$24.00	\$19.80	\$19.10	\$3.81
Actual Average Base Salary	5	\$26.00	\$44,000.00	\$50,400.00	\$54,631.00	\$56,000.00	\$41,011.40	\$50,400.00	\$23,382.86
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	12	\$473.00	\$600.00	\$1,300.00	\$3,201.00	\$4,000.00	\$1,877.08	\$1,300.00	\$1,641.36
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.7.3 Truck Driver, Tractor Trailer and Heavy

Job description

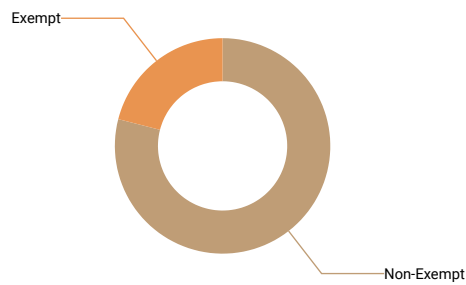
Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, or packaged form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

FLSA Status

Answered 14 times

Skipped 1 times

Select one answer (radio button)



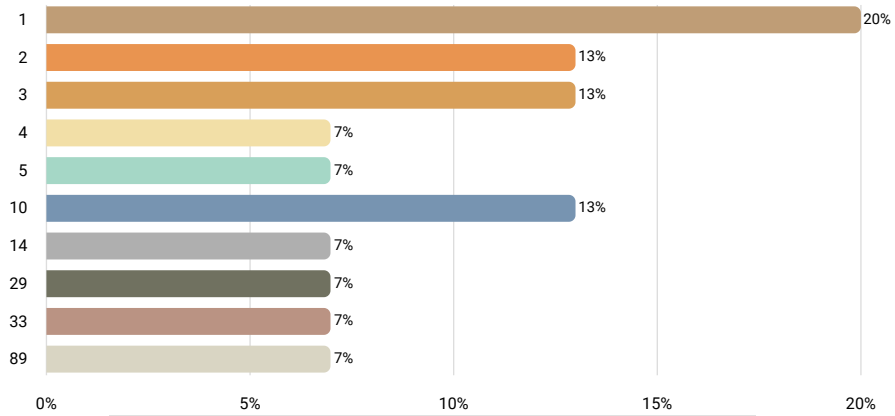
Results	%	N
Non-Exempt	79%	11
Exempt	21%	3

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



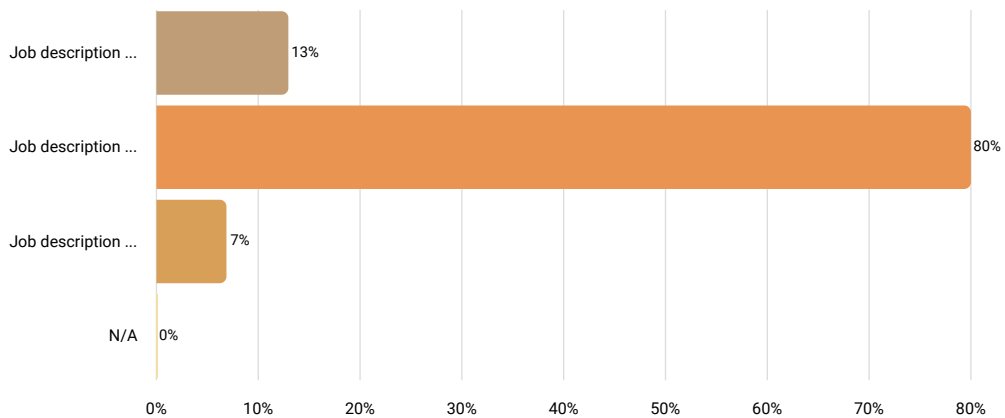
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	14
90th percentile	33
Mean	13.8
Median	4
Standard deviation	23.08
Total/sum	207

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



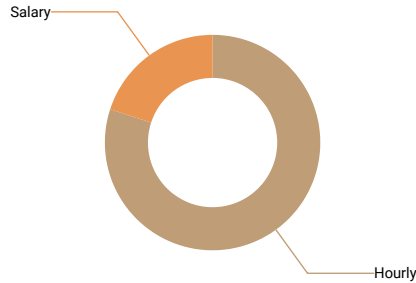
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	80%	12
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	12
Salary	20%	3

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$19.00	\$21.83	\$23.00	\$26.85	\$28.95	\$23.80	\$23.00	\$3.37
Pay Range Maximum Rate	8	\$23.50	\$25.00	\$30.00	\$34.45	\$38.46	\$30.11	\$30.00	\$5.58
Pay Range Minimum Rate	8	\$18.99	\$19.62	\$21.00	\$24.30	\$28.00	\$22.10	\$21.00	\$3.22
Actual Highest Base Rate	8	\$22.00	\$23.35	\$24.50	\$30.12	\$32.54	\$26.31	\$24.50	\$3.99
Actual Lowest Base Rate	8	\$17.00	\$19.78	\$22.50	\$24.80	\$28.25	\$22.43	\$22.50	\$3.57
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.7.4 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 require use of automatic routing or location software. May load and unload truck.

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

Answered 7 times

Skipped 5 times

Text input

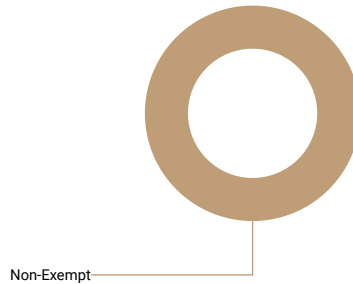
Results	
van driver	1
parts clerk/driver	1
box truck driver, driver	1
transportation technician	1
warehouse box truck driver	1
transit driver (we have two grades: one without a cdl and one with a cdl. our drivers transport people, not merchandise or packages.)	1
we have one position that encompasses multiple duties, ie, fork lift driver, material handler, shipping and receiving clerk and truck driver light and delivery services.	1

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



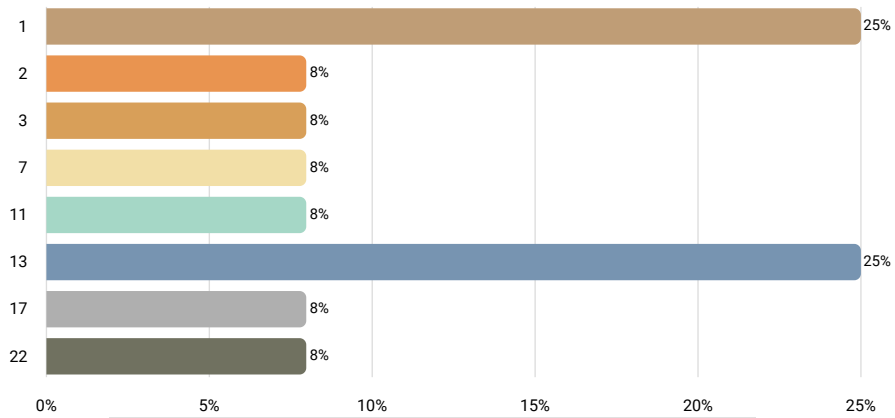
Results	%	N
Non-Exempt	100%	12
Exempt	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



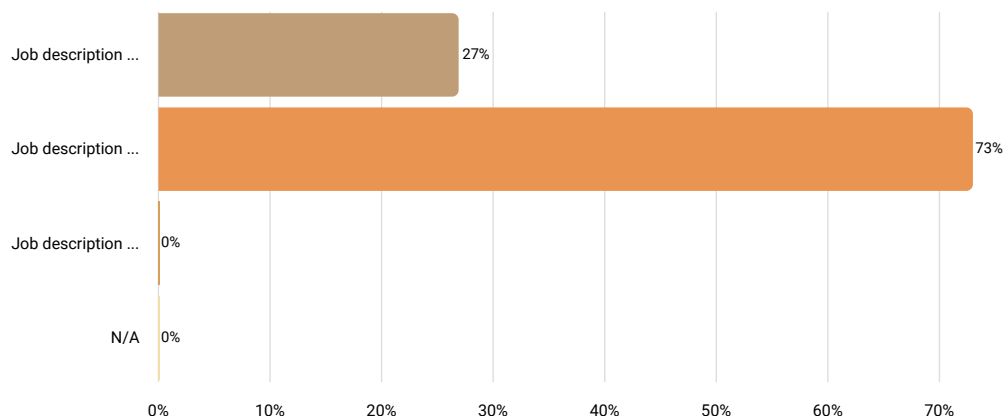
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	9
75th percentile	13
90th percentile	17
Mean	8.67
Median	9
Standard deviation	7.16
Total/sum	104

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

Answered 11 times

Skipped 1 times

Select one answer (radio button)



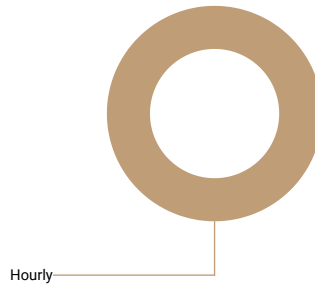
Results	%	N
Job description is perceptibly weaker than the position at your company	27%	3
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Rate	10	\$15.44	\$20.34	\$23.10	\$25.50	\$30.31	\$22.75	\$23.10	\$5.20
Pay Range Maximum Rate	9	\$16.50	\$21.00	\$27.49	\$30.00	\$42.91	\$27.31	\$27.49	\$8.25
Pay Range Minimum Rate	9	\$9.50	\$16.00	\$17.00	\$23.50	\$25.00	\$17.91	\$17.00	\$5.77
Actual Highest Base Rate	8	\$16.00	\$19.73	\$24.50	\$28.00	\$34.29	\$24.34	\$24.50	\$5.92
Actual Lowest Base Rate	8	\$11.56	\$15.00	\$20.75	\$23.25	\$25.00	\$19.32	\$20.75	\$4.97
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.7.5 Stockroom Clerk

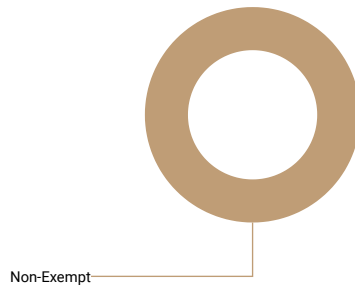
Job description Receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



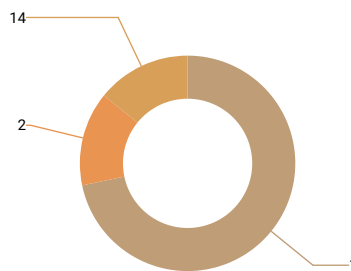
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



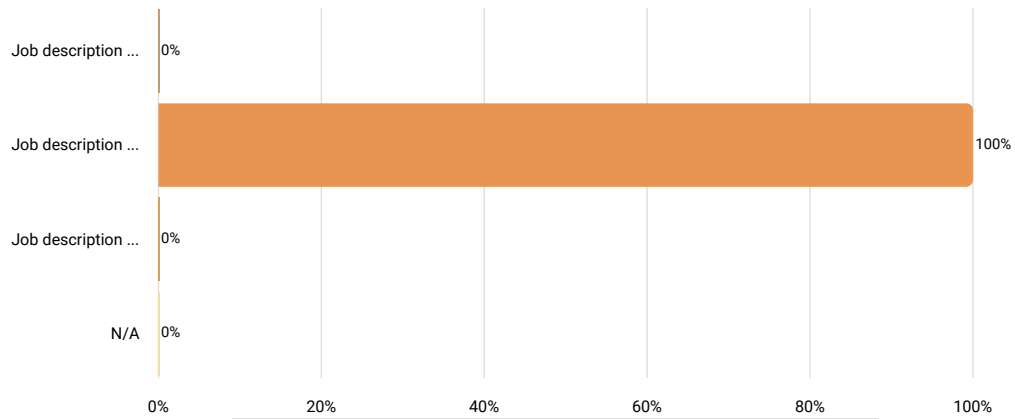
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	14
Mean	3
Median	1
Standard deviation	4.86
Total/sum	21

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



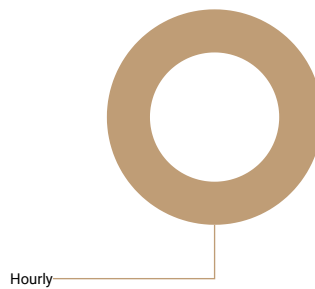
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Rate	7	\$18.59	\$18.92	\$20.63	\$23.25	\$24.27	\$20.95	\$20.63	\$2.27
Pay Range Maximum Rate	5	\$18.59	\$20.00	\$20.63	\$23.25	\$26.00	\$21.69	\$20.63	\$2.94
Pay Range Minimum Rate	5	\$15.00	\$18.59	\$20.00	\$20.63	\$22.25	\$19.29	\$20.00	\$2.74
Actual Highest Base Rate	7	\$18.50	\$18.59	\$20.63	\$23.25	\$24.27	\$21.10	\$20.63	\$2.20
Actual Lowest Base Rate	7	\$18.00	\$18.58	\$20.63	\$23.25	\$24.27	\$20.76	\$20.63	\$2.49
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.7.6 Warehouse Employees, General

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

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

Answered 10 times

Skipped 16 times

Text input

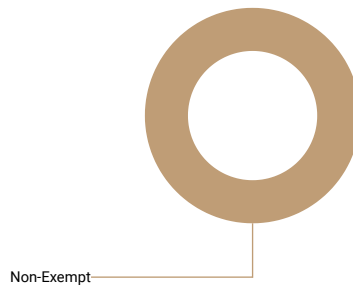
Results	
distribution	1
shipping - utility	1
warehouse operator	1
warehouse associate	1
inventory specialist	1
distribution associate	1
tagger, treating operator	1
millwork warehouse dock associate	1
responsible for receiving, storage, shipping of material and products	1
perform product functions, including picking, packing, shipping, receiving, etc. to meet company quality, safety, security, and productivity standards. pick, pack, ship, receive orders accurately and in a timely manner ensure quality and quantity of orders is complete and correct complete required documentation to record process, movement of goods, training, etc. safely and efficiently operate the appropriate forklift while assisting in loading, unloading, or stocking freight as required support additional departments/functions as appropriate follow all safety and compliance guidelines maintain a clean working environment to ensure safety collaborate with others to ensure teamwork and customer satisfaction general business support functions as assigned	1

FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



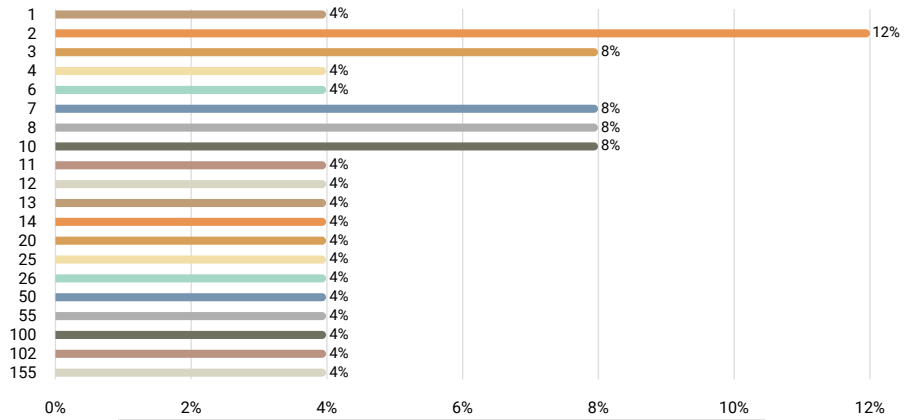
Results	%	N
Non-Exempt	100%	26
Exempt	0%	0

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



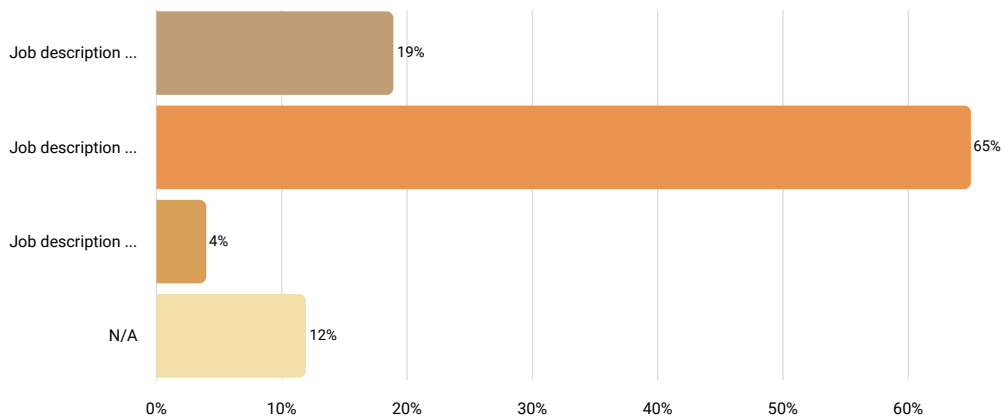
Statistics	
10th percentile	2
25th percentile	4
50th percentile	10
75th percentile	25
90th percentile	100
Mean	25.23
Median	10
Standard deviation	38.07
Total/sum	656

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



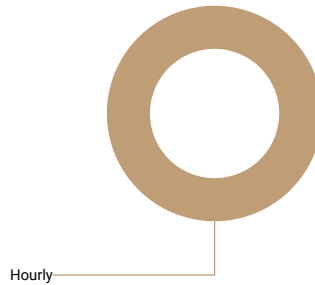
Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	5
Job description matches the position at your company very well	65%	17
Job description is perceptibly stronger than the position at your company	4%	1
N/A	12%	3

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	26
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	21	\$15.00	\$17.59	\$19.25	\$20.40	\$26.79	\$20.04	\$19.25	\$4.85
Pay Range Maximum Rate	12	\$15.50	\$19.38	\$23.50	\$29.00	\$30.00	\$23.59	\$23.50	\$6.31
Pay Range Minimum Rate	14	\$14.50	\$15.00	\$16.50	\$18.00	\$22.80	\$17.01	\$16.50	\$3.83
Actual Highest Base Rate	21	\$18.00	\$20.00	\$22.66	\$26.76	\$29.56	\$23.35	\$22.66	\$5.57
Actual Lowest Base Rate	21	\$15.00	\$15.00	\$17.50	\$19.15	\$21.99	\$18.04	\$17.50	\$4.35
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	\$600.00	\$800.00	\$1,200.00	\$3,500.00	\$4,000.00	\$1,900.00	\$1,200.00	\$1,369.91

Manufacturing or Construction Not Otherwise Classified

5.8.1 Skilled Workers, Not Otherwise Classified

Job description Include any skilled production workers that have not been classified in any other area of this survey.

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

Answered 7 times

Skipped 9 times

Text input

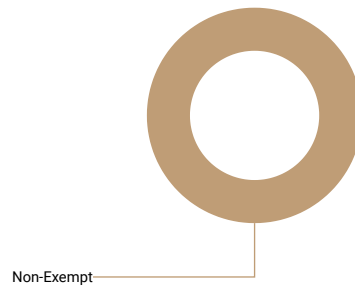
Results	
welder fabricator	1
carpenter/concrete finisher	1
public services skilled worker-6042	1
met cc rt - mech-elec-tech on cable corder/ring twister	1
aerospace production support or aerospace inventory specialist	1
structural installer--installs units, parts, equipment, and components in structural assembly of aircraft	1
corrections officers, courthouse security, animal control officer, deputy sheriff, investigator, school resource officer	1

FLSA Status

Answered 15 times

Skipped 1 times

Select one answer (radio button)



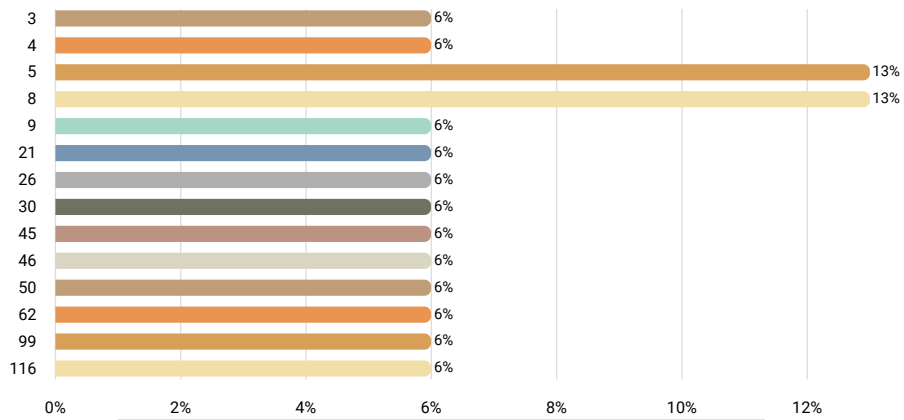
Results	%	N
Non-Exempt	100%	15
Exempt	0%	0

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



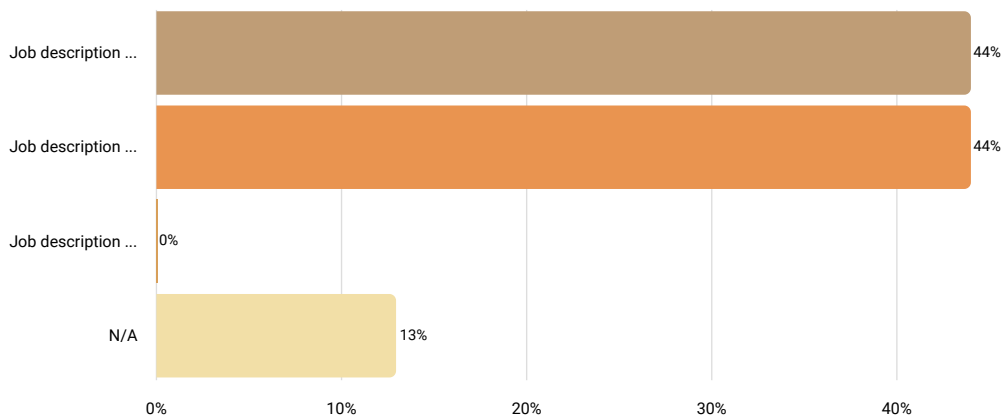
Statistics	
10th percentile	4
25th percentile	6.5
50th percentile	23.5
75th percentile	48
90th percentile	99
Mean	33.56
Median	23.5
Standard deviation	34.66
Total/sum	537

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



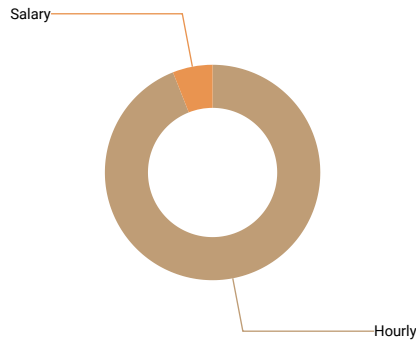
Results	%	N
Job description is perceptibly weaker than the position at your company	44%	7
Job description matches the position at your company very well	44%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	2

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	94%	15
Salary	6%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	12	\$15.00	\$19.92	\$22.93	\$23.75	\$33.26	\$23.79	\$22.93	\$7.90
Pay Range Maximum Rate	8	\$16.73	\$20.18	\$25.50	\$36.53	\$51.67	\$29.10	\$25.50	\$12.60
Pay Range Minimum Rate	10	\$14.72	\$16.00	\$17.53	\$21.50	\$21.96	\$18.29	\$17.53	\$2.94
Actual Highest Base Rate	11	\$16.73	\$19.25	\$25.00	\$27.50	\$39.52	\$26.72	\$25.00	\$10.28
Actual Lowest Base Rate	12	\$15.00	\$16.50	\$19.75	\$21.71	\$23.00	\$19.74	\$19.75	\$4.84
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.8.2 Semi-Skilled Workers, Not Otherwise Classified

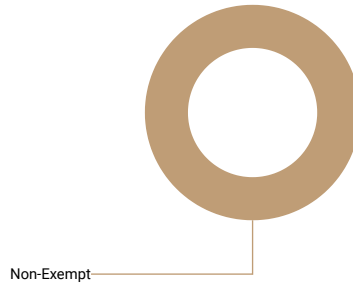
Job description This category includes semi-skilled production workers that were not classified in any other job title in this survey.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



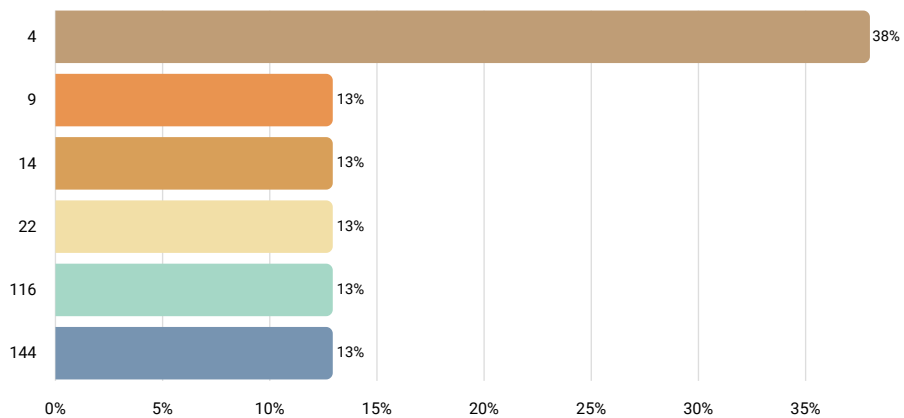
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



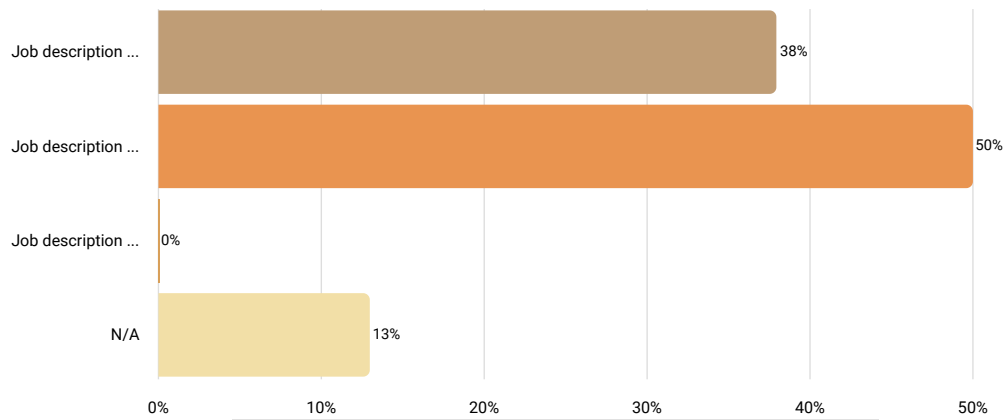
Statistics	
10th percentile	4
25th percentile	4
50th percentile	11.5
75th percentile	69
90th percentile	144
Mean	39.63
Median	11.5
Standard deviation	56.62
Total/sum	317

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



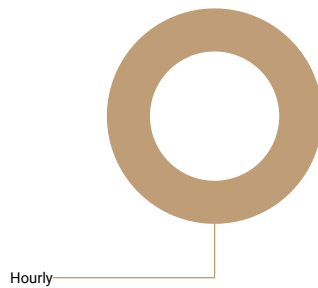
Results	%	N
Job description is perceptibly weaker than the position at your company	38%	3
Job description matches the position at your company very well	50%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	13%	1

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Actual Average Base Rate	8	\$17.14	\$19.88	\$21.73	\$23.33	\$24.00	\$21.38	\$21.73	\$2.39
Pay Range Maximum Rate	7	\$17.68	\$20.88	\$25.00	\$28.00	\$29.00	\$24.10	\$25.00	\$4.01
Pay Range Minimum Rate	8	\$14.56	\$16.50	\$19.00	\$20.75	\$22.85	\$18.74	\$19.00	\$2.81
Actual Highest Base Rate	7	\$17.68	\$20.88	\$24.90	\$26.00	\$27.03	\$23.49	\$24.90	\$3.36
Actual Lowest Base Rate	8	\$0.00	\$16.01	\$17.50	\$20.75	\$22.85	\$16.42	\$17.50	\$7.09
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.8.3 Laborers/Helpers, Not Otherwise Classified

Job description

Include those who perform non-skilled work inside or outside the facility that are not included in the Laborer category under Maintenance or who do not fit into any other category within this survey.

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

Answered 5 times

Skipped 5 times

Text input

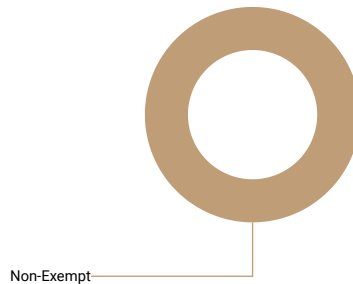
Results	
helper	1
utility	1
driver helper	1
metal building helper, carpenter helper	1
underground utility tech (previously crewman)	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



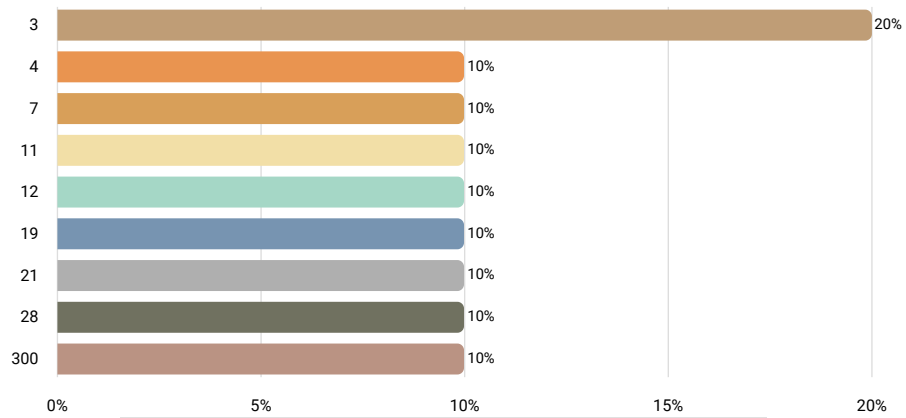
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



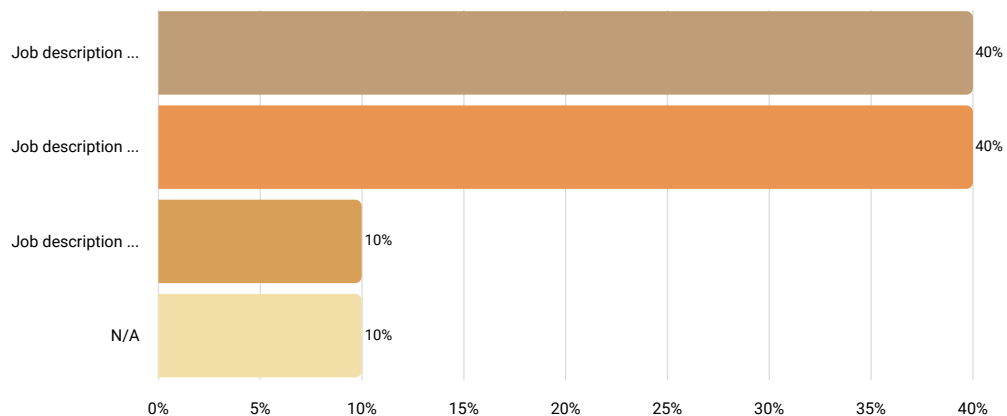
Statistics	
10th percentile	3
25th percentile	4
50th percentile	11.5
75th percentile	21
90th percentile	164
Mean	40.8
Median	11.5
Standard deviation	91.46
Total/sum	408

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



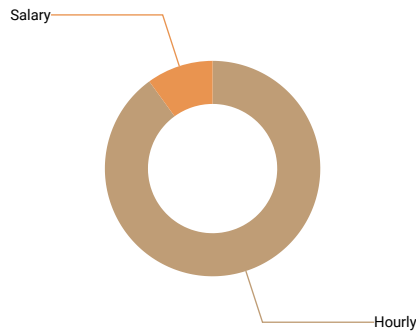
Results	%	N
Job description is perceptibly weaker than the position at your company	40%	4
Job description matches the position at your company very well	40%	4
Job description is perceptibly stronger than the position at your company	10%	1
N/A	10%	1

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Actual Average Base Rate	9	\$14.00	\$17.00	\$19.00	\$19.34	\$21.38	\$18.46	\$19.00	\$2.30
Pay Range Maximum Rate	5	\$18.00	\$20.20	\$21.00	\$22.34	\$27.15	\$21.74	\$21.00	\$3.41
Pay Range Minimum Rate	5	\$15.00	\$16.76	\$18.00	\$18.00	\$18.89	\$17.33	\$18.00	\$1.51
Actual Highest Base Rate	9	\$15.00	\$18.48	\$20.00	\$22.34	\$25.35	\$20.40	\$20.00	\$3.34
Actual Lowest Base Rate	9	\$12.00	\$14.50	\$16.76	\$18.00	\$18.89	\$16.18	\$16.76	\$2.27
Actual Average Base Salary									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	7	\$500.00	\$500.00	\$1,000.00	\$2,200.00	\$3,500.00	\$1,328.57	\$1,000.00	\$1,125.04
Actual Highest Base Salary									
Actual Lowest Base Salary									

First Level Supervisory

5.9.1 Accounting Supervisor

Job description

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

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

Answered 6 times

Skipped 8 times

Text input

Results	
manager	1
senior accountant	1
accounting officer	1
office manager/expense manager	1
accounting and budget manager (1124)	1
manager, billings; manager, program finance	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Exempt

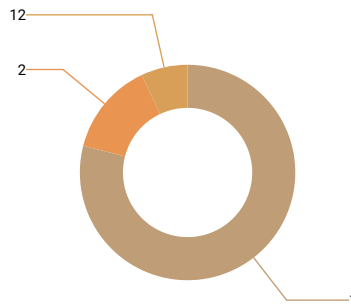
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



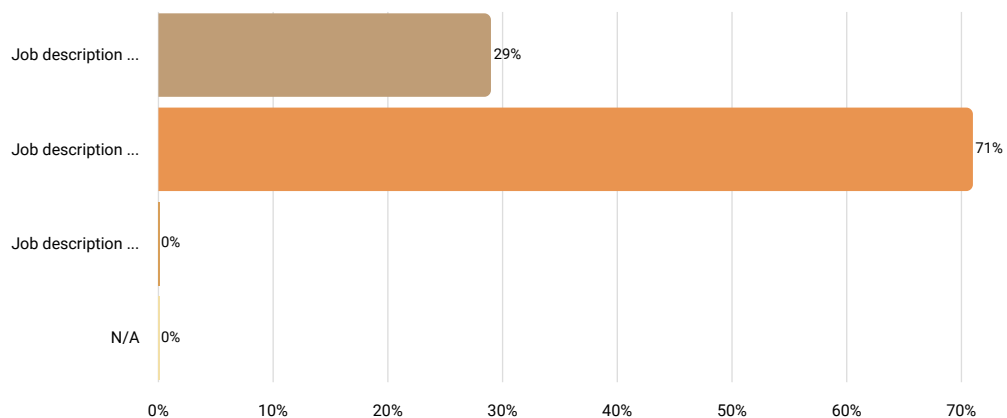
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.93
Median	1
Standard deviation	2.92
Total/sum	27

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



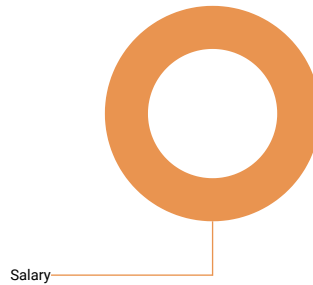
Results	%	N
Job description is perceptibly weaker than the position at your company	29%	4
Job description matches the position at your company very well	71%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	12	\$63,400.00	\$71,250.00	\$108,747.10	\$124,339.00	\$129,006.54	\$103,565.06	\$108,747.10	\$33,326.40
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$80,000.00	\$80,000.00	\$119,496.00	\$129,006.64	\$135,000.00	\$108,700.53	\$119,496.00	\$26,776.78
Pay Range Minimum Salary	5	\$55,000.00	\$70,428.80	\$79,429.43	\$90,000.00	\$135,000.00	\$85,971.65	\$79,429.43	\$30,263.97
Actual Highest Base Salary	11	\$63,400.00	\$65,000.00	\$110,000.00	\$125,581.00	\$129,006.54	\$101,098.79	\$110,000.00	\$29,149.56
Actual Lowest Base Salary	11	\$63,400.00	\$65,000.00	\$95,000.00	\$121,776.00	\$125,000.00	\$94,116.52	\$95,000.00	\$27,495.97

5.9.2 Production Supervisor

Job description

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

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

Answered 12 times

Skipped 36 times

Text input

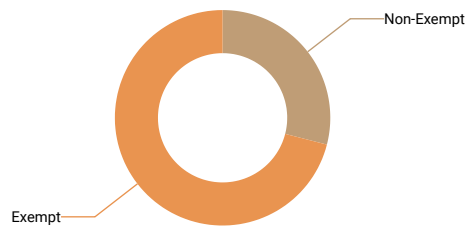
Results	
group leader	2
production manager	2
area manager	1
tap room manager	1
supv env services	1
manager production	1
construction superintendent	1
supervisor, production planning	1
molding supervisor, assembly supervisor	1
production supervisor, millwork production supervisor	1

FLSA Status

Answered 48 times

Skipped 0 times

Select one answer (radio button)



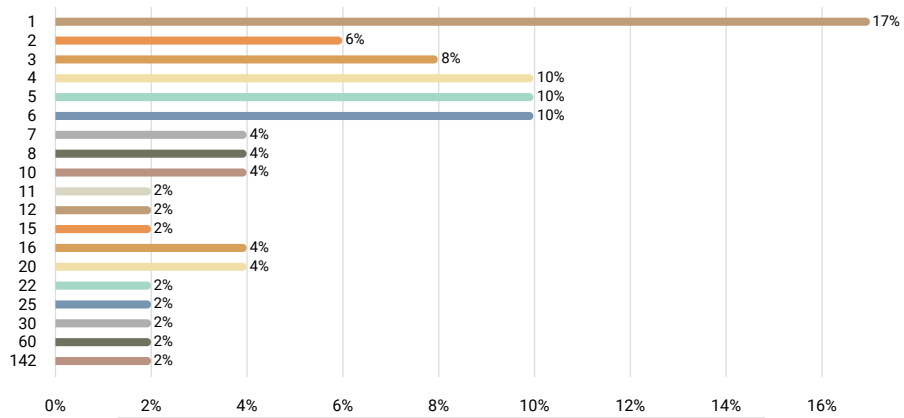
Results	%	N
Non-Exempt	29%	14
Exempt	71%	34

Number of Employees Currently in This Position

Answered 48 times

Skipped 0 times

Number input



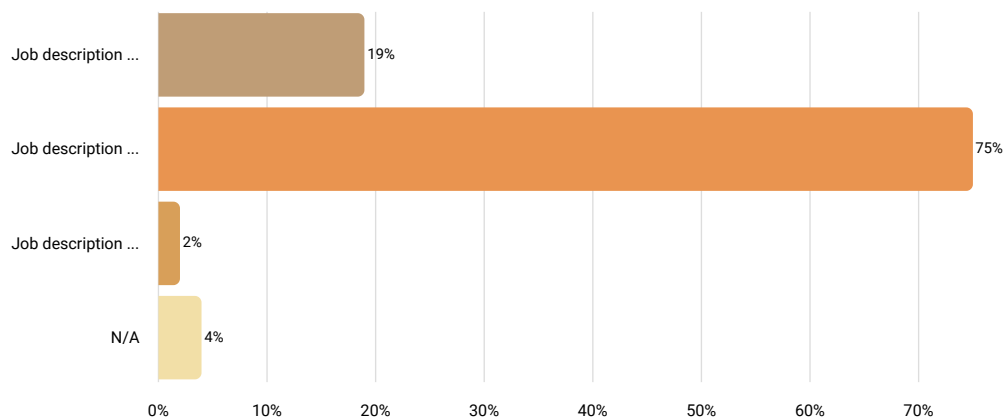
Statistics	
10th percentile	1
25th percentile	3
50th percentile	5
75th percentile	10.5
90th percentile	22
Mean	11.25
Median	5
Standard deviation	21.81
Total/sum	540

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

Answered 48 times

Skipped 0 times

Select one answer (radio button)



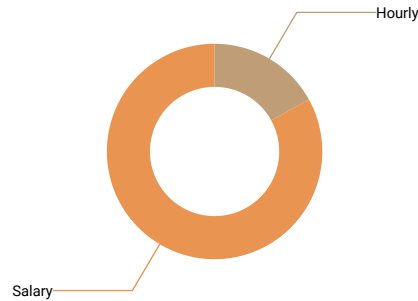
Results	%	N
Job description is perceptibly weaker than the position at your company	19%	9
Job description matches the position at your company very well	75%	36
Job description is perceptibly stronger than the position at your company	2%	1
N/A	4%	2

Is this position paid an hourly rate or annual salary?

Answered 48 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	8
Salary	83%	40

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	7	\$16.00	\$17.10	\$24.63	\$28.34	\$29.25	\$23.79	\$24.63	\$5.33
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	7	\$17.00	\$17.10	\$29.50	\$30.00	\$33.65	\$26.03	\$29.50	\$6.60
Actual Lowest Base Rate	5	\$15.00	\$17.10	\$22.00	\$23.70	\$28.75	\$21.31	\$22.00	\$5.46
Actual Average Base Salary	32	\$60,000.00	\$64,441.50	\$76,565.00	\$94,912.00	\$111,900.00	\$95,665.54	\$76,565.00	\$96,618.53
Average Incentive Bonus or Other Cash Bonus (Annual)	16	\$946.00	\$2,600.00	\$6,033.00	\$9,318.00	\$20,000.00	\$7,105.00	\$6,033.00	\$6,000.57
Pay Range Maximum Salary	22	\$67,000.00	\$73,300.00	\$92,500.00	\$120,000.00	\$126,672.00	\$98,235.55	\$92,500.00	\$31,934.17
Pay Range Minimum Salary	22	\$45,000.00	\$50,765.00	\$60,000.00	\$67,725.00	\$80,000.00	\$62,186.14	\$60,000.00	\$18,837.68
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	27	\$52,520.00	\$72,000.00	\$86,800.00	\$105,000.00	\$122,500.00	\$86,961.18	\$86,800.00	\$28,216.69
Actual Lowest Base Salary	28	\$45,240.00	\$49,871.50	\$66,591.00	\$77,927.50	\$98,000.00	\$66,886.80	\$66,591.00	\$23,843.13

5.9.3 Senior Production Supervisor

Job description

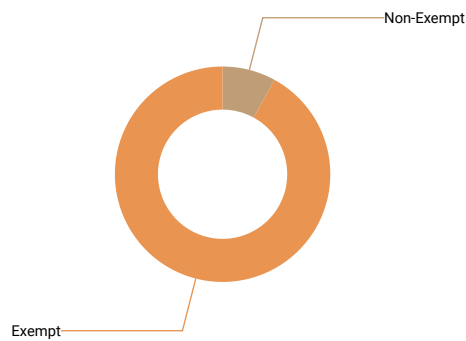
Experienced supervisor typically responsible for overseeing two or more production units or highly complex or large production units. May work through team leaders to accomplish production functions and supervise staff. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



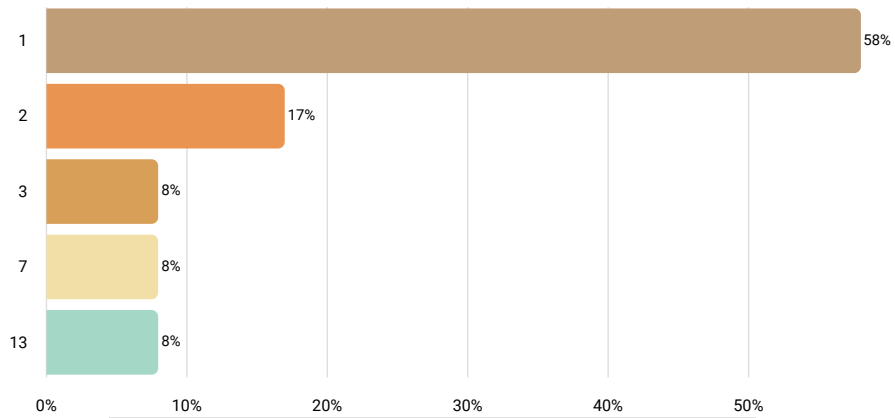
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



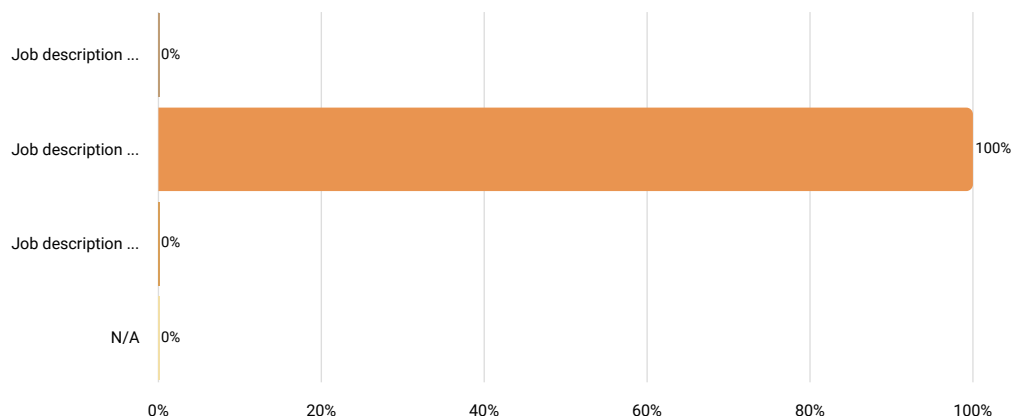
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	7
Mean	2.83
Median	1
Standard deviation	3.64
Total/sum	34

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



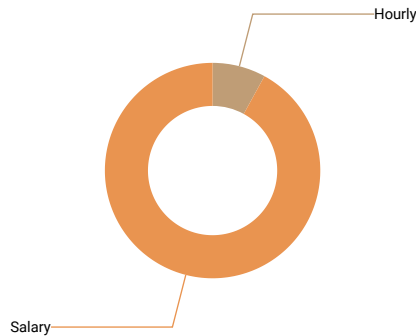
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Average Base Salary	10	\$62,650.00	\$84,334.00	\$104,878.02	\$126,000.00	\$179,609.00	\$111,415.00	\$104,878.02	\$44,461.16
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$73,300.00	\$90,000.00	\$100,000.00	\$152,680.00	\$167,245.00	\$116,645.00	\$100,000.00	\$41,002.08
Pay Range Minimum Salary	5	\$52,360.00	\$60,000.00	\$80,000.00	\$82,212.00	\$111,498.00	\$77,214.00	\$80,000.00	\$23,033.55
Actual Highest Base Salary	10	\$66,400.00	\$85,000.00	\$111,349.63	\$155,218.00	\$180,037.00	\$116,994.33	\$111,349.63	\$45,125.70
Actual Lowest Base Salary	10	\$56,900.00	\$80,500.00	\$99,991.00	\$126,000.00	\$179,609.00	\$108,102.10	\$99,991.00	\$46,530.95

5.9.4 Quality Assurance Supervisor

Job description

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

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

Answered 9 times

Skipped 13 times

Text input

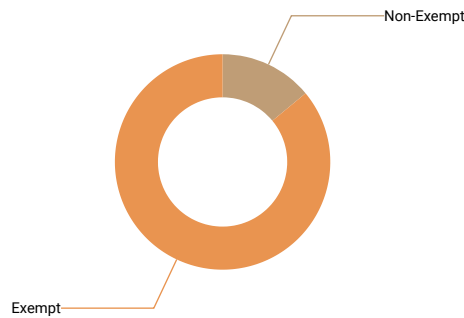
Results	
lab supervisor	1
manager quality	1
quality supervisor	1
quality group leader	1
laboratory supervisor	1
quality engineer leader	1
quality and continuous improvement leader	1
supervisor, quality; supervisor, aircraft quality	1
this represents several different job titles (quality improvement coordinator, clinical coordinators). they work with those in the customer service supervisor section but do not actively supervise employees.	1

FLSA Status

Answered 21 times

Skipped 1 times

Select one answer (radio button)



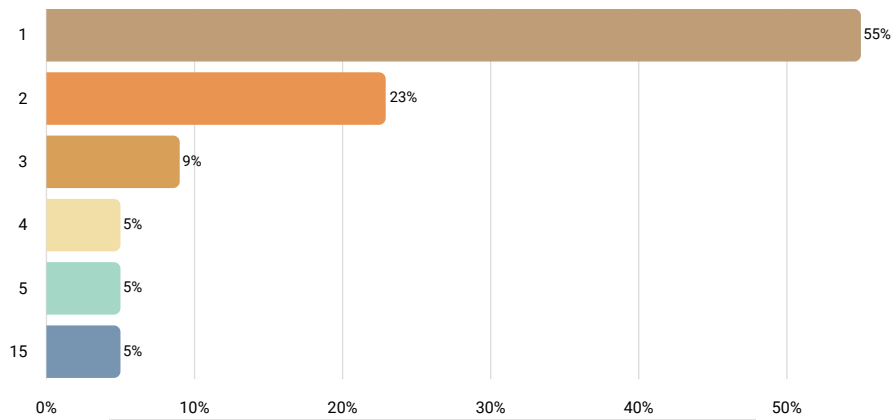
Results	%	N
Non-Exempt	14%	3
Exempt	86%	18

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



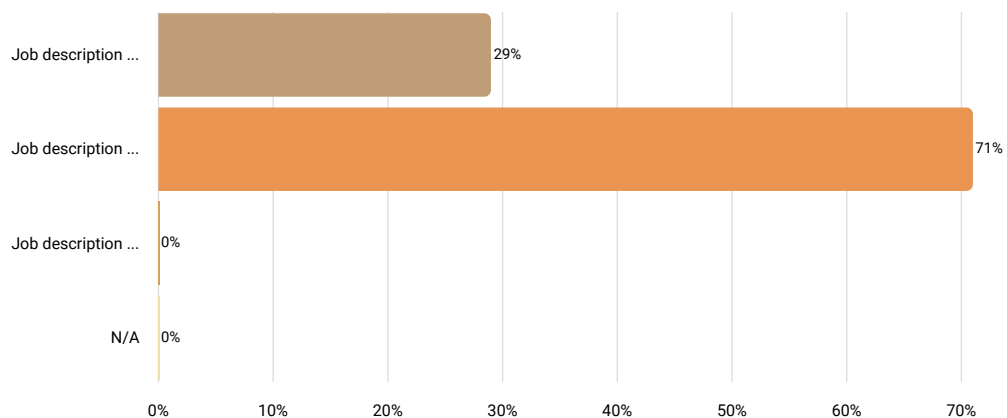
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2.36
Median	1
Standard deviation	3.03
Total/sum	52

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

Answered 21 times

Skipped 1 times

Select one answer (radio button)



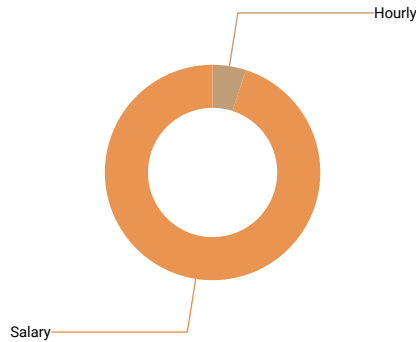
Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	6
Job description matches the position at your company very well	71%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	1
Salary	95%	21

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	16	\$50,440.00	\$64,212.20	\$88,000.00	\$107,750.00	\$123,535.00	\$89,493.90	\$88,000.00	\$29,535.97
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$100.00	\$2,051.00	\$4,812.00	\$8,935.00	\$20,000.00	\$6,462.00	\$4,812.00	\$6,399.63
Pay Range Maximum Salary	12	\$68,000.00	\$69,756.80	\$87,500.00	\$128,619.50	\$145,988.00	\$99,004.30	\$87,500.00	\$55,153.67
Pay Range Minimum Salary	12	\$45,000.00	\$48,750.00	\$61,056.50	\$87,875.00	\$95,000.00	\$67,506.53	\$61,056.50	\$20,263.99
Actual Highest Base Salary	14	\$62,690.00	\$69,513.60	\$88,000.00	\$117,000.00	\$122,633.00	\$92,465.26	\$88,000.00	\$24,311.04
Actual Lowest Base Salary	15	\$50,440.00	\$60,000.00	\$88,000.00	\$112,000.00	\$123,535.00	\$85,638.23	\$88,000.00	\$29,310.15

5.9.5 Customer Service Supervisor

Job description

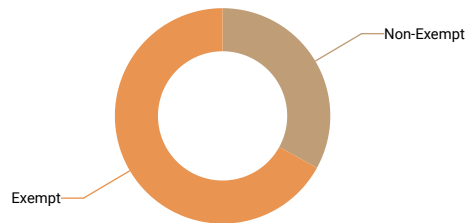
First Line Supervisor response for overseeing workers in order to ensure that customers get the best service possible. Coordinates with other departments to ensure this goal is met.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



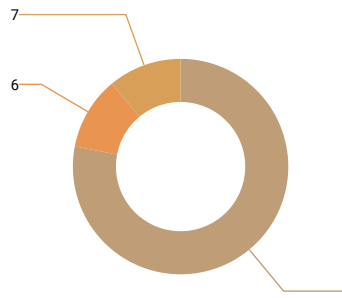
Results	%	N
Non-Exempt	33%	3
Exempt	67%	6

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



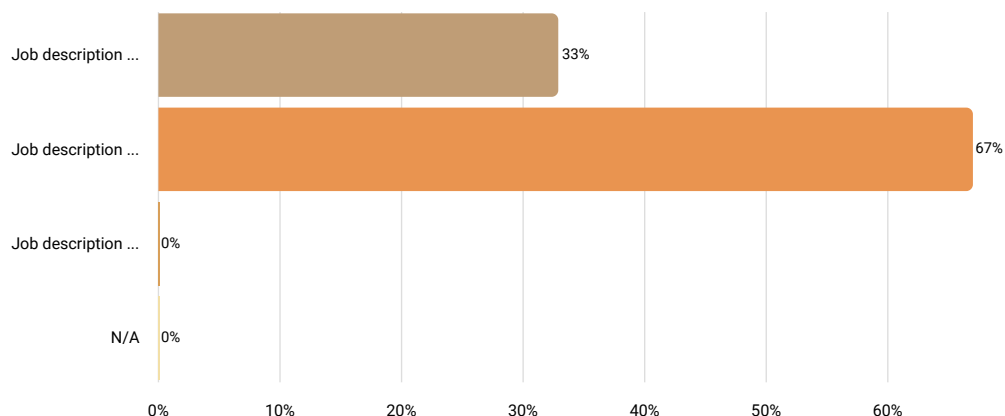
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	7
Mean	2.22
Median	1
Standard deviation	2.44
Total/sum	20

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



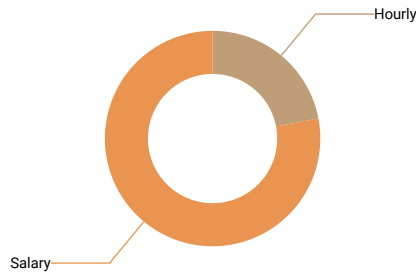
Results		%	N
Job description is perceptibly weaker than the position at your company	33%	3	
Job description matches the position at your company very well	67%	6	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$41,400.00	\$60,162.00	\$65,561.00	\$75,000.00	\$90,000.00	\$66,424.60	\$65,561.00	\$17,996.76
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	5	\$41,400.00	\$74,515.00	\$77,000.00	\$90,000.00	\$99,000.00	\$76,383.00	\$77,000.00	\$21,935.31
Actual Lowest Base Salary									

5.9.6 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 warehousing of products and raw materials. Include Warehouse and/or Material Supervisors here.

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

Answered 11 times

Skipped 19 times

Text input

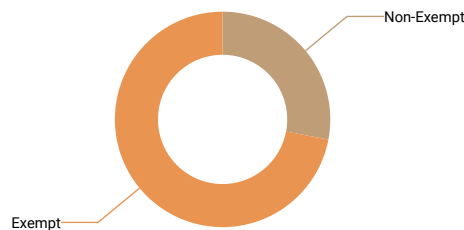
Results		
supply chain lead		1
warehouse supervisor		1
supervisor, warehouse		1
conveyance group leader		1
millwork dock supervisor		1
manager warehouse operations		1
material control coordinator		1
materials handling supervisor		1
materials management supervisor		1
receiving supervisor, warehouse supervisor		1
supervise and direct warehouse staffing in performing work according to warehouse operating principles and procedures, compliance with applicable government regulations, company policies and procedures monitor performance of staff to ensure timely and proper picks, accurate packaging and paperwork, deliveries, transfers and excellent customer service with zero damages or losses and ensure all associates are trained on processes maintain effective inventory controls and records to ensure inventory accuracy document, record and report all inventory discrepancies to the warehouse manager in a timely manner maintains a positive employee relations environment in compliance with company policies achieve high levels of customer satisfaction through excellence in receiving, identifying, dispatching, assuring quality of goods and problem solving communicate job expectations and coach employees responsible for approval of timesheets and partnership with hr ensuring basic maintenance standards and compliance with health and safety regulations communicate, coordinate, and partner with other departments in warehouse to provide clear communication on order status prepare work instructions		1

FLSA Status

Answered 29 times

Skipped 1 times

Select one answer (radio button)



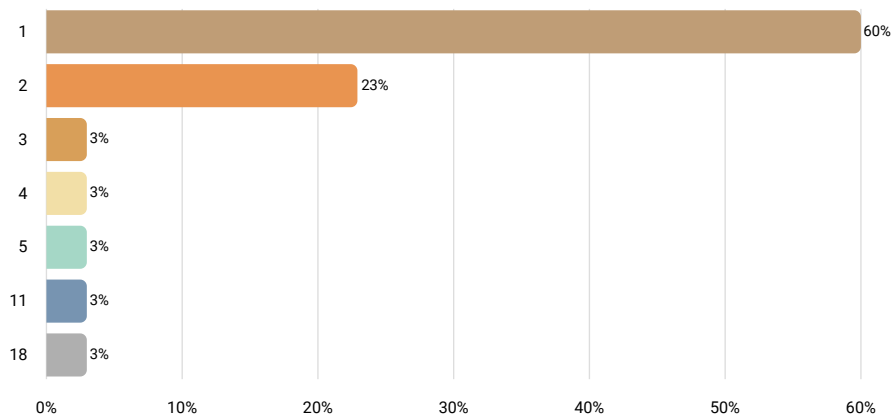
Results	%	N
Non-Exempt	28%	8
Exempt	72%	21

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



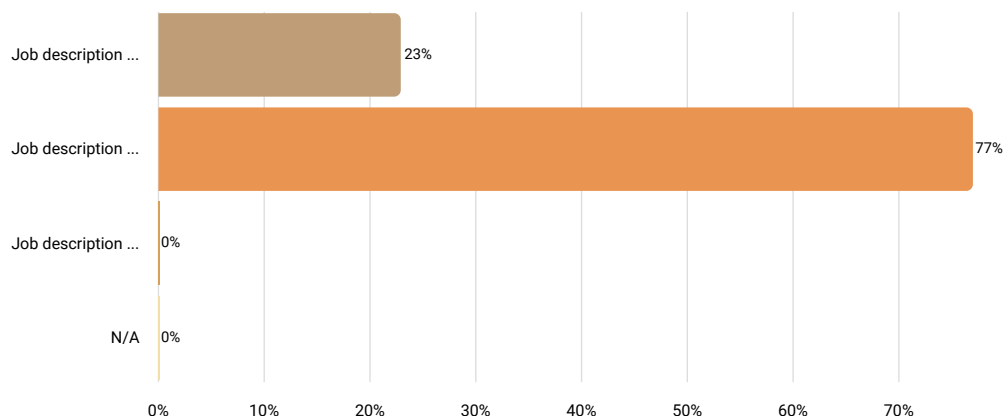
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4.5
Mean	2.43
Median	1
Standard deviation	3.54
Total/sum	73

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

Answered 30 times

Skipped 0 times

Select one answer (radio button)



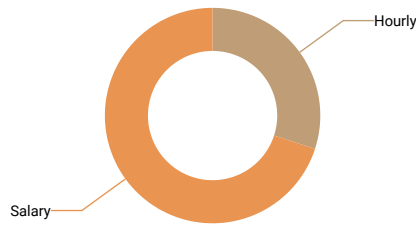
Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	7
Job description matches the position at your company very well	77%	23
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	30%	9
Salary	70%	21

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	8	\$22.00	\$25.96	\$28.41	\$35.24	\$44.85	\$30.76	\$28.41	\$7.30
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	7	\$22.00	\$30.76	\$35.00	\$35.93	\$44.85	\$33.59	\$35.00	\$6.91
Actual Lowest Base Rate	7	\$21.00	\$22.00	\$26.11	\$35.48	\$44.85	\$29.92	\$26.11	\$8.76
Actual Average Base Salary	16	\$51,900.00	\$61,980.00	\$69,118.42	\$84,498.50	\$98,000.00	\$104,677.05	\$69,118.42	\$134,941.53
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	13	\$50,900.00	\$72,000.00	\$75,000.00	\$99,576.24	\$105,000.00	\$82,072.71	\$75,000.00	\$23,255.30
Pay Range Minimum Salary	13	\$40,000.00	\$50,000.00	\$62,130.49	\$70,000.00	\$71,364.00	\$59,913.19	\$62,130.49	\$13,345.56
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	16	\$55,800.00	\$63,701.00	\$73,440.00	\$84,498.50	\$93,330.00	\$73,630.91	\$73,440.00	\$13,683.16
Actual Lowest Base Salary	16	\$48,000.00	\$55,502.50	\$65,149.50	\$76,937.50	\$93,330.00	\$67,636.88	\$65,149.50	\$15,694.10

5.9.7 Maintenance Supervisor

Job description

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

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

Answered 9 times

Skipped 30 times

Text input

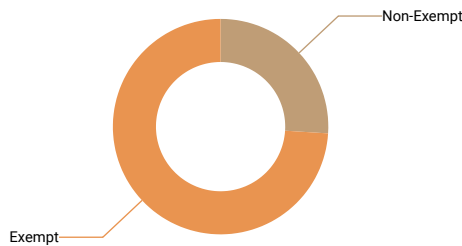
Results	
group leader	1
superintendent	1
facilities supervisor	1
supv plant operations	1
maintenance supervisor / planner	1
superintendent of facilities & grounds	1
general services facilities support supervisor	1
facilities project coordinator/facilities operations officer	1
facilities maintenance sr supervisor, facility janitorial supervisor	1

FLSA Status

Answered 39 times

Skipped 0 times

Select one answer (radio button)



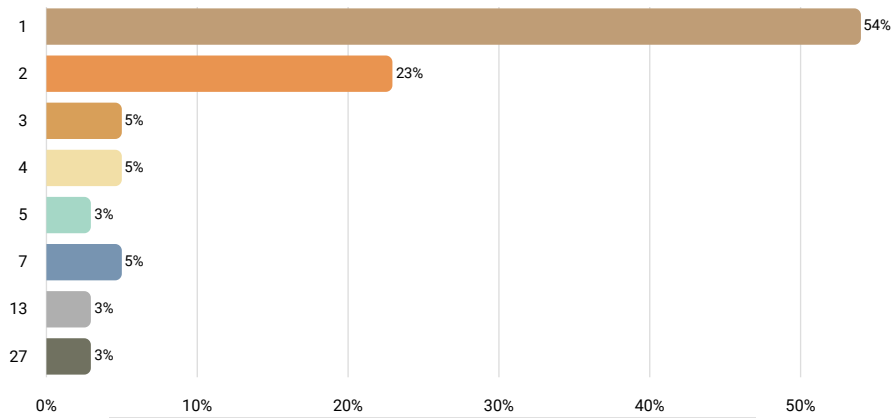
Results	%	N
Non-Exempt	26%	10
Exempt	74%	29

Number of Employees Currently in This Position

Answered 39 times

Skipped 0 times

Number input



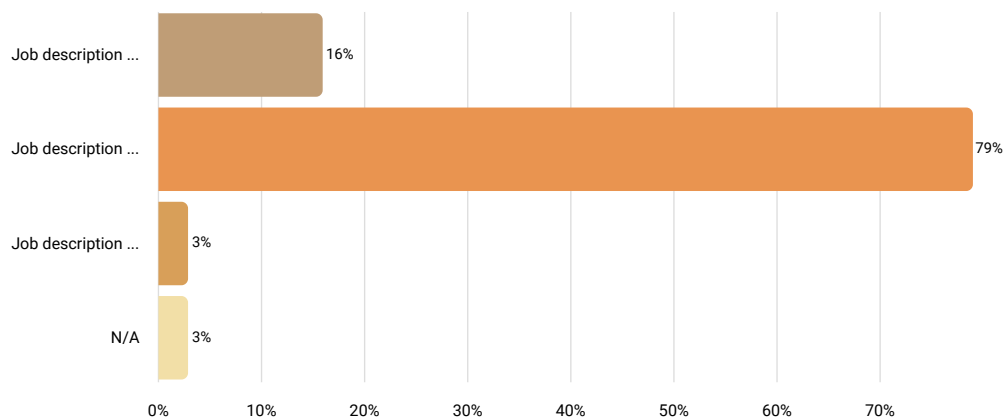
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	7
Mean	2.87
Median	1
Standard deviation	4.61
Total/sum	112

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

Answered 38 times

Skipped 1 times

Select one answer (radio button)



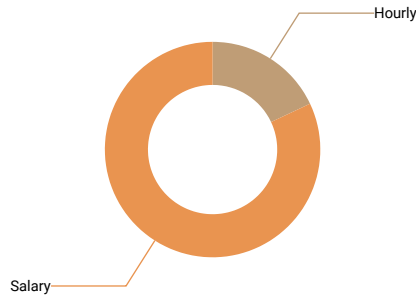
Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	6
Job description matches the position at your company very well	79%	30
Job description is perceptibly stronger than the position at your company	3%	1
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 39 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	7
Salary	82%	32

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	6	\$22.00	\$27.25	\$33.18	\$39.40	\$45.99	\$33.50	\$33.18	\$8.85
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	26	\$63,939.20	\$72,000.00	\$86,250.00	\$101,497.00	\$123,003.00	\$86,828.32	\$86,250.00	\$26,159.63
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$2,600.00	\$6,375.00	\$8,000.00	\$19,400.00	\$20,000.00	\$10,256.09	\$8,000.00	\$7,067.82
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	19	\$80,000.00	\$85,612.80	\$100,000.00	\$114,913.00	\$145,988.00	\$105,444.83	\$100,000.00	\$26,451.75
Pay Range Minimum Salary	19	\$50,523.20	\$58,914.00	\$65,000.00	\$75,400.00	\$97,325.00	\$69,083.01	\$65,000.00	\$16,595.00
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	23	\$63,939.20	\$79,040.00	\$88,000.00	\$107,515.00	\$125,474.00	\$90,918.62	\$88,000.00	\$29,744.67
Actual Lowest Base Salary	20	\$60,844.60	\$72,541.15	\$86,933.50	\$100,898.50	\$118,577.00	\$87,662.83	\$86,933.50	\$20,109.87

5.9.8 Team Leader

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

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

Answered 9 times

Skipped 25 times

Text input

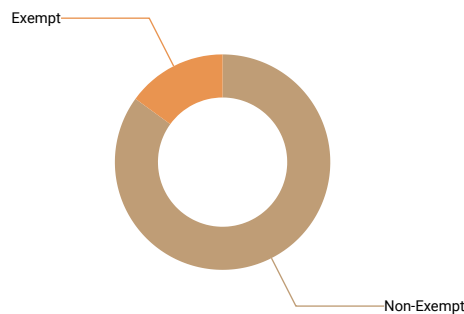
Results	
lead man	1
group leader	1
task managers	1
cnc program lead	1
cafe lead associate and lead explainer	1
we have team leads in all areas...production, materials, quality, lab, automation and maintenance. i only included production team leads due to range.	1
social service coordinator (job titles are named after specific programs, but essentially they are social service coordinators. they manage a particular grant or service, but do not supervise staff.)	1
district road supervisor, road superintendent, recycling specialist, administrative manager, chief deputy sheriff, patrol captain, investigation captain, sheriff's lt., patrol lt., investigations lt., jail sgt., jail captain, jail lt., corporal jail, sheriff corporal, courthouse security sgt., communications supervisor	1
provide departmental support and lead the staff in the warehouse department. coordinate and lead warehouse activities on a daily basis under the direction of warehouse operation management responsible for the receiving, warehousing, and shipping of product within the company's standard operating procedures monitor inbound and outbound activities support staff as needed in performing job functions such as storing, picking, packing, shipping and receiving maintain product location system and ensure optimal utilization of space through warehouse consolidation assist in inventory control promote the efficient and safe operation of product handling equipment participate in implementing work schedules and ensuring that jobs are assigned effectively and completed properly complete all necessary reports in a timely and accurate manner with the guidance of the supervisor, conduct general staff training ensure staff is compliant with company policies handle other job assignments as determined by the direct supervisor	1

FLSA Status

Answered 34 times

Skipped 0 times

Select one answer (radio button)



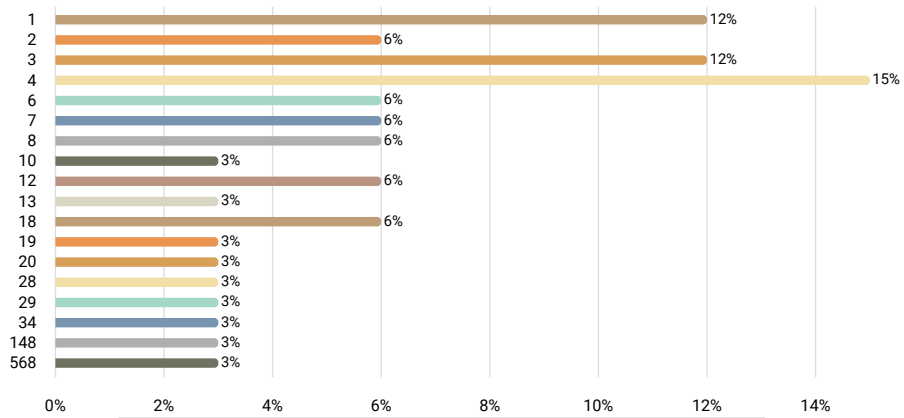
Results	%	N
Non-Exempt	85%	29
Exempt	15%	5

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



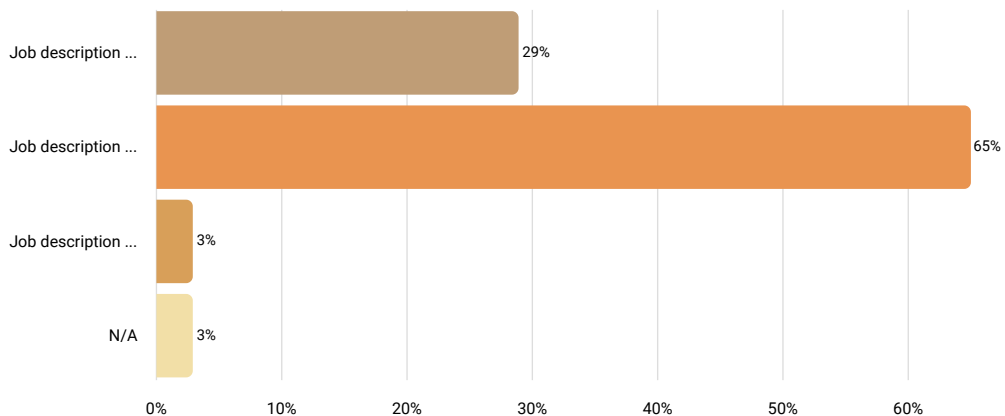
Statistics	
10th percentile	1
25th percentile	3
50th percentile	6.5
75th percentile	18
90th percentile	29
Mean	29.74
Median	6.5
Standard deviation	98.42
Total/sum	1,011

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



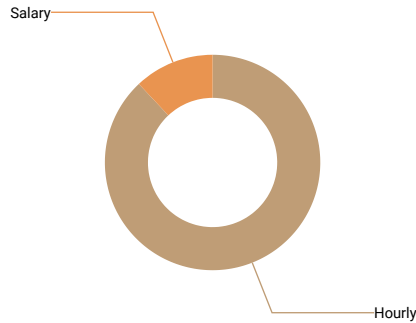
Results	%	N
Job description is perceptibly weaker than the position at your company	29%	10
Job description matches the position at your company very well	65%	22
Job description is perceptibly stronger than the position at your company	3%	1
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	30
Salary	12%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	24	\$17.61	\$21.56	\$25.00	\$29.44	\$40.70	\$26.52	\$25.00	\$7.86
Pay Range Maximum Rate	20	\$19.50	\$26.00	\$29.50	\$34.00	\$44.62	\$31.86	\$29.50	\$11.76
Pay Range Minimum Rate	21	\$18.50	\$20.00	\$23.00	\$26.83	\$33.00	\$23.72	\$23.00	\$7.12
Actual Highest Base Rate	24	\$19.65	\$22.25	\$27.14	\$33.04	\$42.73	\$28.36	\$27.14	\$8.28
Actual Lowest Base Rate	24	\$16.00	\$20.30	\$21.38	\$26.02	\$35.00	\$24.02	\$21.38	\$7.65
Actual Average Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$2.00	\$3.00	\$6.00	\$12.00	\$22.00	\$8.29	\$6.00	\$6.99
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)	7	\$686.00	\$1,000.00	\$1,360.00	\$6,000.00	\$7,500.00	\$2,730.86	\$1,360.00	\$2,789.39
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.9.9 Customer Service Supervisor

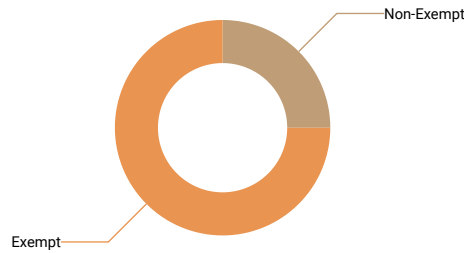
Job description Supervisor responsible for overseeing customer service representatives.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



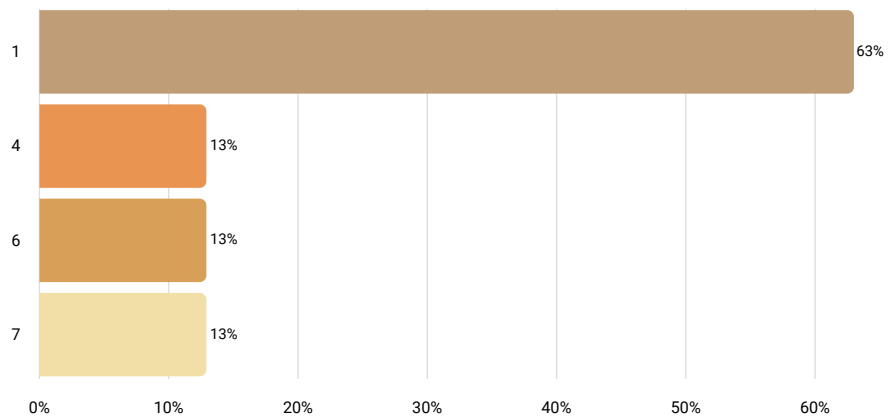
Results	%	N
Non-Exempt	25%	2
Exempt	75%	6

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	5
90th percentile	7
Mean	2.75
Median	1
Standard deviation	2.55
Total/sum	22

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



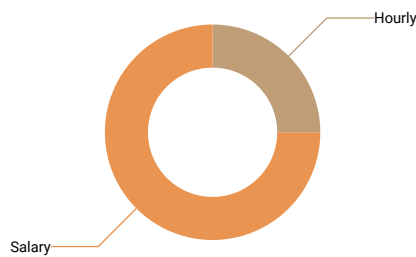
Results	%	N
Job description is perceptibly weaker than the position at your company	38%	3
Job description matches the position at your company very well	63%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$51,605.00	\$53,768.00	\$60,162.00	\$72,171.58	\$86,400.00	\$64,821.32	\$60,162.00	\$14,476.03
Average Incentive Bonus or Other Cash Bonus (Annual)									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	6	\$53,768.00	\$59,550.40	\$67,285.79	\$74,515.00	\$86,400.00	\$68,134.16	\$67,285.79	\$11,862.59
Actual Lowest Base Salary	5	\$43,421.60	\$46,843.00	\$53,768.00	\$72,171.58	\$86,400.00	\$60,520.84	\$53,768.00	\$18,238.28

Sales and Marketing

5.10.1 Inside Sales Representative

Job description Markets and sells products to customers over the telephone. Closes sales and also refers sales calls to outside sales representatives

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

Answered 5 times

Skipped 9 times

Text input

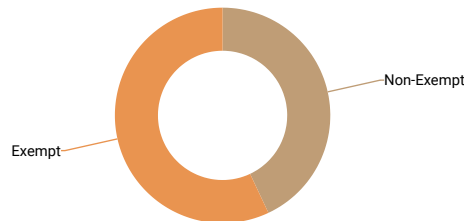
Results	
sales rep	1
sales clerk	1
field trip coordinator	1
contractor sales associate, showroom specialist	1
travels to customer sites, handles trade show implementation, setup/tear down	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



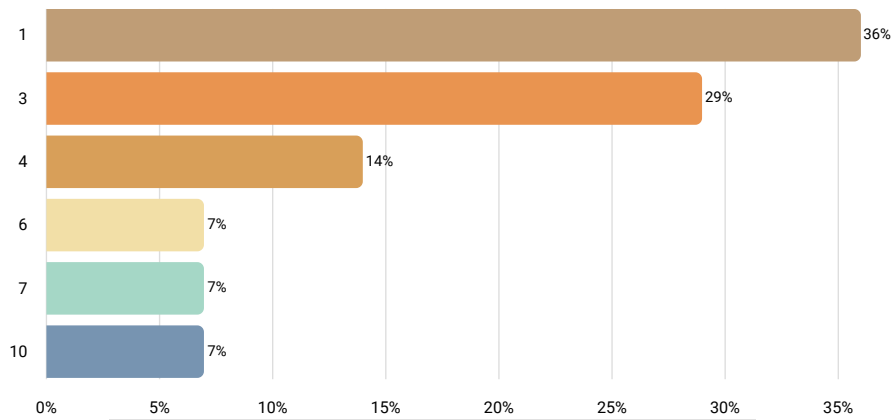
Results	%	N
Non-Exempt	43%	6
Exempt	57%	8

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



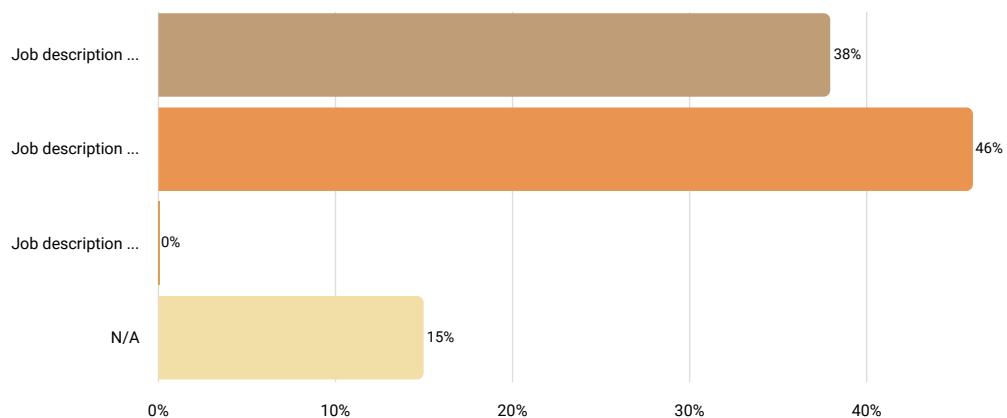
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	7
Mean	3.43
Median	3
Standard deviation	2.68
Total/sum	48

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



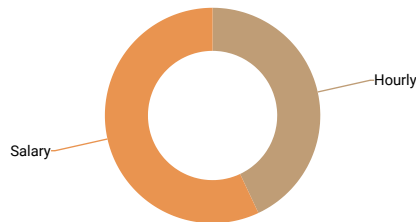
Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	5
Job description matches the position at your company very well	46%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	15%	2

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	43%	6
Salary	57%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$13.14	\$15.00	\$20.73	\$21.50	\$33.00	\$20.67	\$20.73	\$7.77
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$15.00	\$16.14	\$20.80	\$26.00	\$33.00	\$22.19	\$20.80	\$7.44
Actual Lowest Base Rate	5	\$12.00	\$15.00	\$18.00	\$20.00	\$33.00	\$19.60	\$18.00	\$8.08
Actual Average Base Salary	7	\$40,500.00	\$45,000.00	\$59,867.00	\$67,400.00	\$80,731.00	\$59,928.29	\$59,867.00	\$13,737.21
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.10.2 PR or Community Relations Representative

Job description

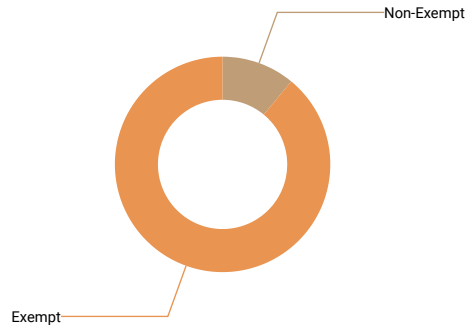
Plans, prepares and disseminates positive and good-will information about the company to the community. Represents company in community endeavors.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



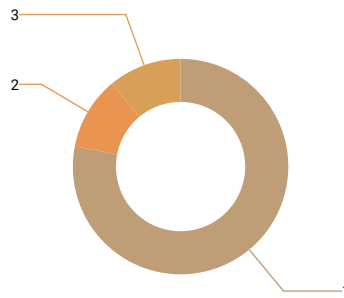
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



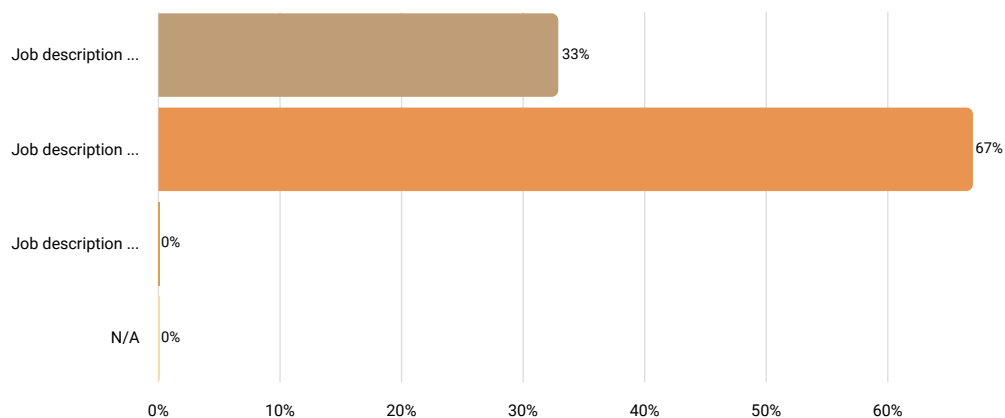
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.33
Median	1
Standard deviation	0.71
Total/sum	12

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



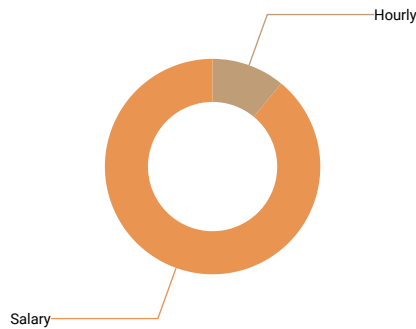
Results	%	N
Job description is perceptibly weaker than the position at your company	33%	3
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	8	\$65,000.00	\$66,428.00	\$105,342.92	\$120,225.00	\$145,974.40	\$99,370.78	\$105,342.92	\$30,792.80
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	8	\$79,788.00	\$80,000.00	\$122,644.46	\$164,257.60	\$181,547.00	\$124,392.39	\$122,644.46	\$42,436.51
Pay Range Minimum Salary	8	\$53,192.00	\$57,500.00	\$71,480.49	\$91,068.90	\$129,170.00	\$77,807.60	\$71,480.49	\$25,451.40
Actual Highest Base Salary	8	\$65,000.00	\$66,428.00	\$109,561.92	\$123,295.00	\$145,974.40	\$101,193.03	\$109,561.92	\$31,451.86
Actual Lowest Base Salary	7	\$65,000.00	\$66,366.00	\$107,843.84	\$129,170.00	\$145,974.40	\$101,985.61	\$107,843.84	\$30,604.07

5.10.3 Outside Sales Rep (commission)

Job description

Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically requires B.S. degree and 2-4 years of sales related experience. Opportunity to earn a commission on products or services sold.

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

Answered 5 times

Skipped 9 times

Text input

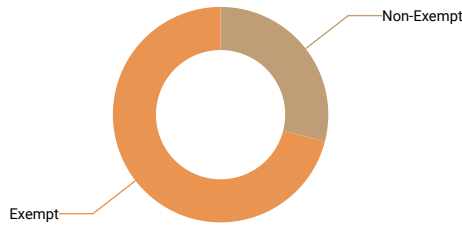
Results	
sales	1
vp-sales	1
sales executive	1
outside sales account manager, senior outside sales representative	1
sales are in store (in person), no phone call - no degree required; in house sales training provided upon hire. paid commissions.	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



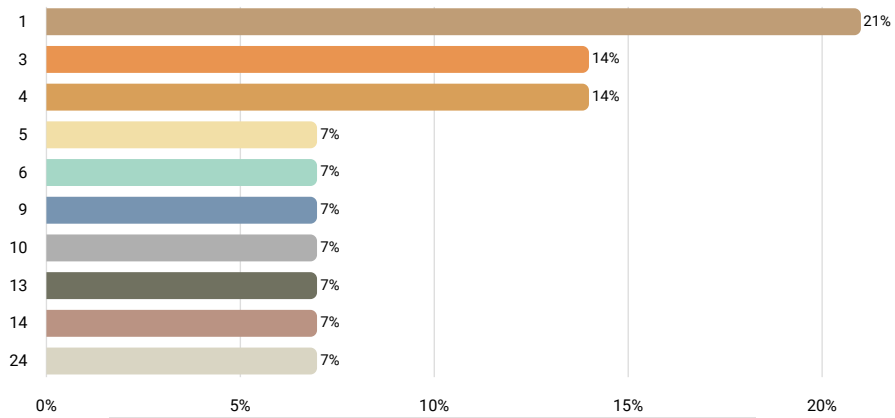
Results	%	N
Non-Exempt	29%	4
Exempt	71%	10

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



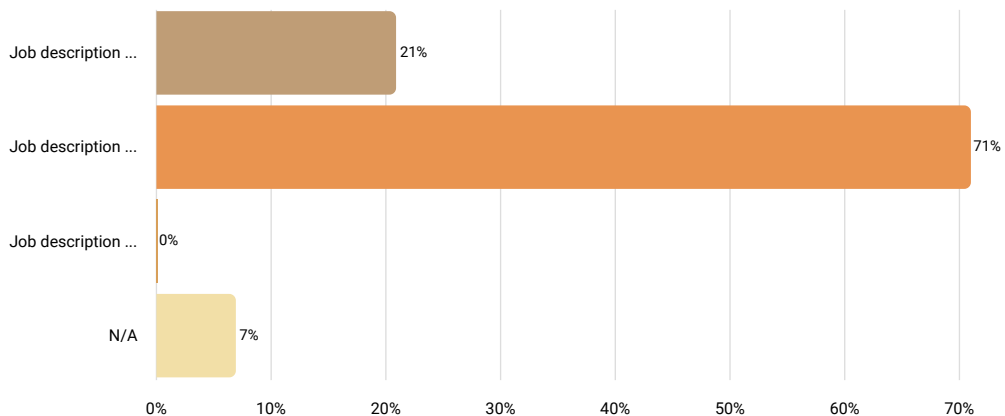
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4.5
75th percentile	10
90th percentile	14
Mean	7
Median	4.5
Standard deviation	6.5
Total/sum	98

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



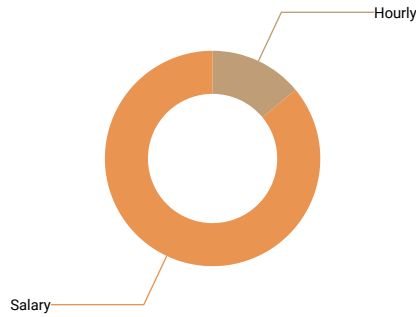
Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	3
Job description matches the position at your company very well	71%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	2
Salary	86%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$32,300.00	\$50,000.00	\$80,559.00	\$108,798.12	\$127,500.00	\$80,233.41	\$80,559.00	\$35,518.45
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$600.00	\$2,000.00	\$45,000.00	\$110,000.00	\$122,118.00	\$55,943.60	\$45,000.00	\$57,865.65
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	8	\$28,600.00	\$43,000.00	\$96,899.06	\$130,999.50	\$175,524.00	\$93,240.14	\$96,899.06	\$52,669.63
Actual Lowest Base Salary	8	\$28,600.00	\$43,000.00	\$60,015.00	\$111,899.06	\$124,800.00	\$72,903.52	\$60,015.00	\$37,673.89

5.10.4 Outside Sales Rep (non-commission)

Job description

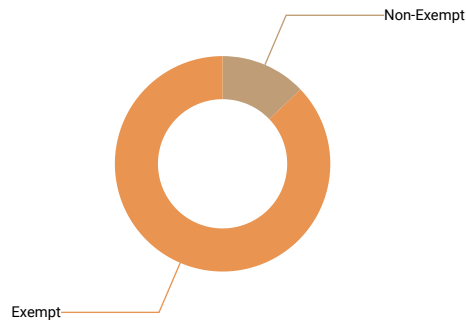
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically requires B.S. degree and 2-4 years of sales related experience. No commission opportunities.

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



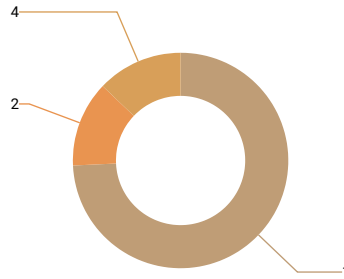
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



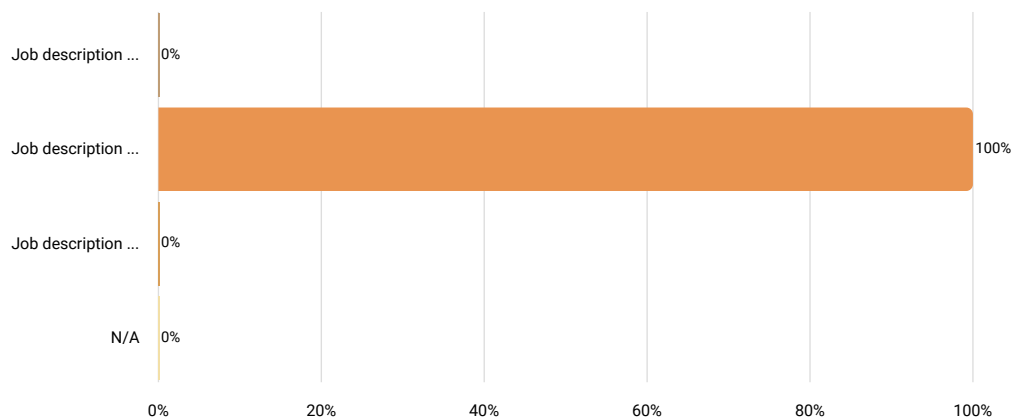
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	4
Mean	1.5
Median	1
Standard deviation	1.07
Total/sum	12

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

Answered 6 times

Skipped 2 times

Select one answer (radio button)



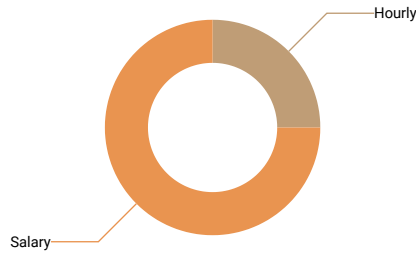
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$64,292.80	\$95,000.00	\$148,867.00	\$150,000.00	\$188,700.00	\$129,371.96	\$148,867.00	\$49,351.08
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$100.00	\$9,435.00	\$20,000.00	\$25,000.00	\$29,773.00	\$16,861.60	\$20,000.00	\$12,030.10
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	5	\$64,292.80	\$100,000.00	\$150,000.00	\$152,274.00	\$188,700.00	\$131,053.36	\$150,000.00	\$48,871.54
Actual Lowest Base Salary	5	\$64,292.80	\$92,000.00	\$135,000.00	\$145,460.00	\$150,000.00	\$117,350.56	\$135,000.00	\$37,501.35

5.10.5 Marketing Representative

Job description Responsible for driving brand awareness through on-site, face-to-face interaction with consumers. Liaison between buyers and sellers.

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

Answered 10 times

Skipped 5 times

Text input

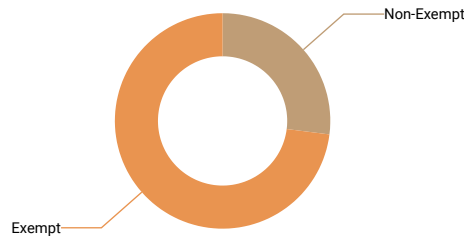
Results	
marketing assistant	1
marketing specialist	1
outreach coordinator	1
marketing coordinator	1
sr marketing specialist	1
pricing/marketing administrator	1
marketing development representative	1
senior communications marketing manager	1
digital marketing & communications manager	1
operations data analyst, professional services analyst 1	1

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



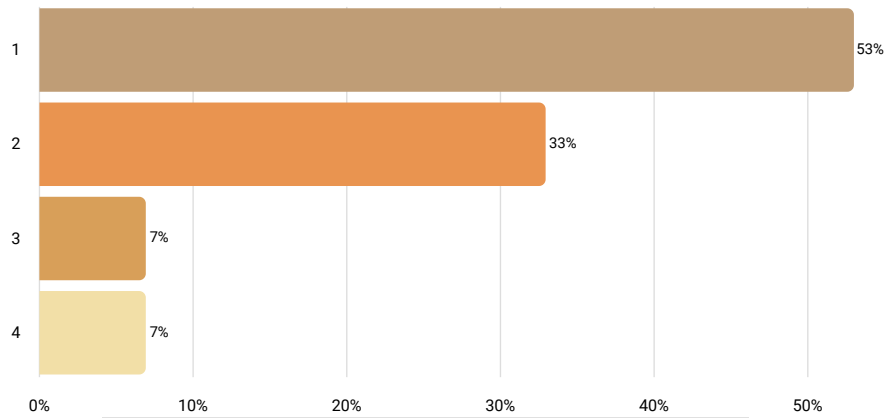
Results	%	N
Non-Exempt	27%	4
Exempt	73%	11

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



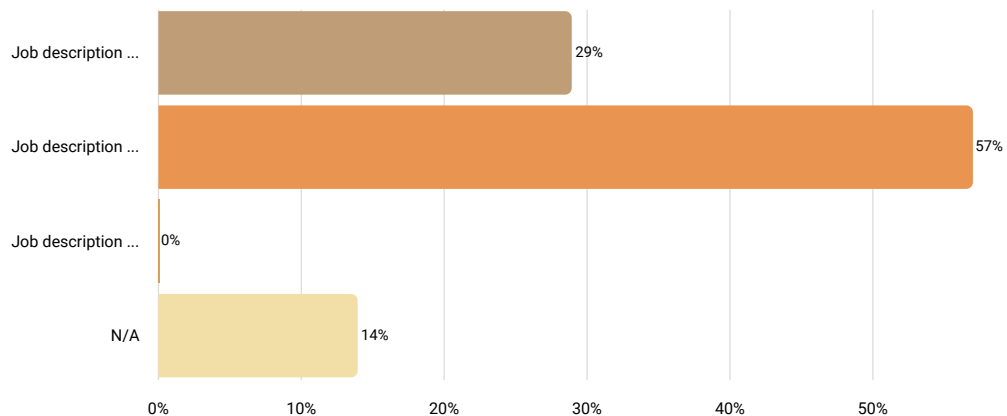
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.67
Median	1
Standard deviation	0.9
Total/sum	25

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

Answered 14 times

Skipped 1 times

Select one answer (radio button)



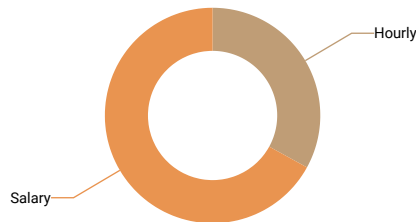
Results	%	N
Job description is perceptibly weaker than the position at your company	29%	4
Job description matches the position at your company very well	57%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	14%	2

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	5
Salary	67%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$19.00	\$23.70	\$26.00	\$28.85	\$39.54	\$27.42	\$26.00	\$7.68
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$19.00	\$26.00	\$27.50	\$28.85	\$39.54	\$28.18	\$27.50	\$7.40
Actual Lowest Base Rate	5	\$19.00	\$19.00	\$26.00	\$28.85	\$39.54	\$26.48	\$26.00	\$8.49
Actual Average Base Salary	10	\$47,391.25	\$55,000.00	\$63,768.50	\$69,313.00	\$106,569.50	\$68,825.75	\$63,768.50	\$25,431.29
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$69,513.60	\$79,788.00	\$84,684.00	\$126,670.00	\$146,057.00	\$98,566.10	\$84,684.00	\$30,422.05
Pay Range Minimum Salary	6	\$42,390.40	\$42,468.00	\$48,118.00	\$60,000.00	\$90,480.00	\$55,262.40	\$48,118.00	\$18,685.21
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	8	\$46,349.94	\$52,231.20	\$68,393.50	\$76,500.00	\$135,720.00	\$72,039.92	\$68,393.50	\$28,267.48
Actual Lowest Base Salary	7	\$44,290.22	\$48,675.00	\$55,000.00	\$76,839.00	\$135,720.00	\$67,607.66	\$55,000.00	\$31,973.17

5.10.6 Sales Manager

Job description

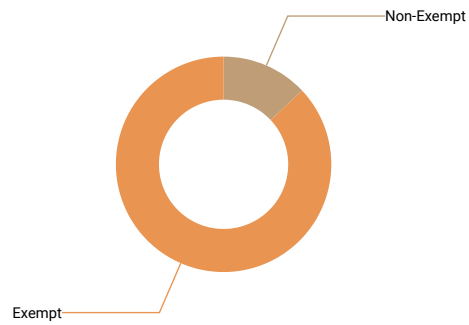
Manages sales division to ensure the achievement of sales goals. Serves as the principal liaison to major accounts and monitors and develops sales staff.

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



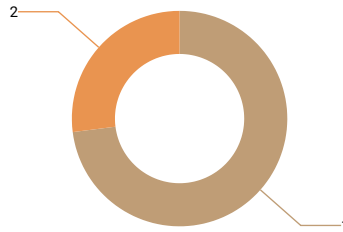
Results	%	N
Non-Exempt	13%	2
Exempt	87%	13

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



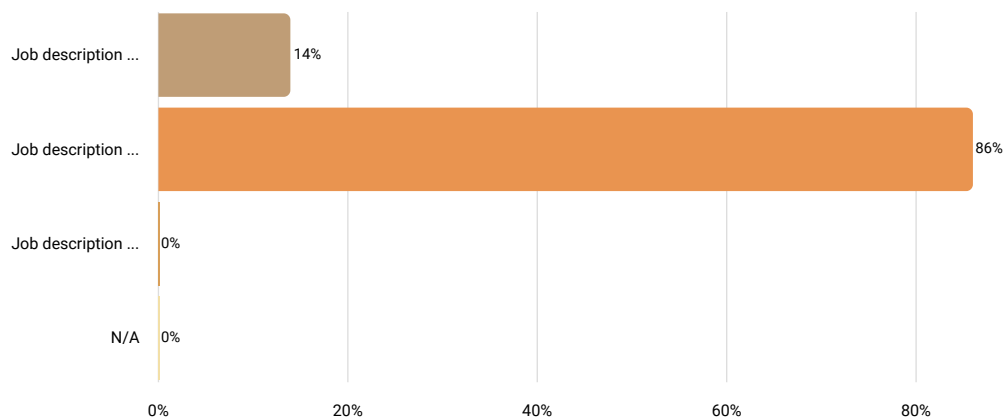
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.27
Median	1
Standard deviation	0.46
Total/sum	19

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

Answered 14 times

Skipped 1 times

Select one answer (radio button)



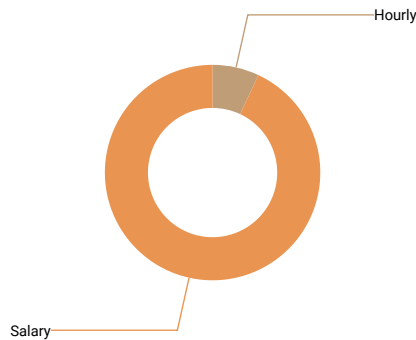
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	2
Job description matches the position at your company very well	86%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	14

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$78,000.00	\$80,134.73	\$91,000.00	\$119,750.00	\$132,500.00	\$97,627.79	\$91,000.00	\$28,200.02
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$100.00	\$600.00	\$7,000.00	\$10,000.00	\$247,024.00	\$45,287.33	\$7,000.00	\$98,925.80
Pay Range Maximum Salary	6	\$59,800.00	\$80,000.00	\$97,500.00	\$180,000.00	\$225,150.00	\$123,325.00	\$97,500.00	\$64,558.85
Pay Range Minimum Salary	7	\$38,580.00	\$60,000.00	\$60,000.00	\$85,000.00	\$104,240.00	\$70,402.86	\$60,000.00	\$22,016.88
Actual Highest Base Salary	10	\$63,389.73	\$90,000.00	\$95,950.00	\$132,500.00	\$154,500.00	\$104,097.95	\$95,950.00	\$33,755.59
Actual Lowest Base Salary	10	\$55,340.00	\$73,000.00	\$90,000.00	\$96,900.00	\$141,250.00	\$91,435.95	\$90,000.00	\$30,489.95

5.10.7 Business Development Specialist

Job description

Responsible for creating effective business plans for their company. Analyze business processes and identify opportunities to generate additional revenue.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Exempt

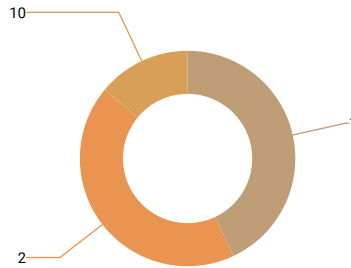
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



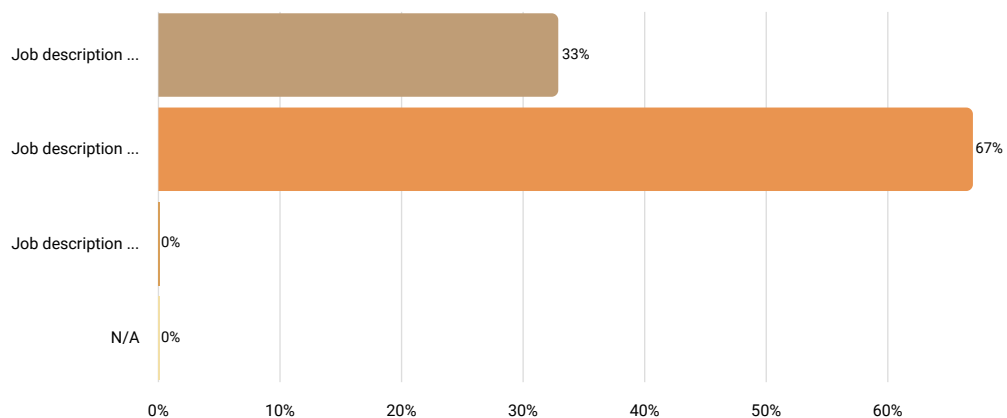
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	10
Mean	2.71
Median	2
Standard deviation	3.25
Total/sum	19

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



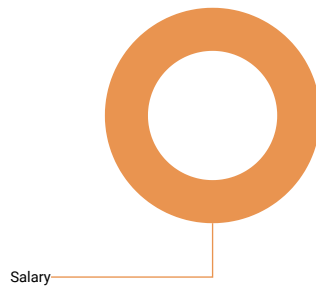
Results	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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
Actual Average Base Salary	7	\$36,000.00	\$60,000.00	\$84,890.00	\$165,000.00	\$223,540.00	\$107,978.86	\$84,890.00	\$66,243.46
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.10.8 Business Development Manager

Job description

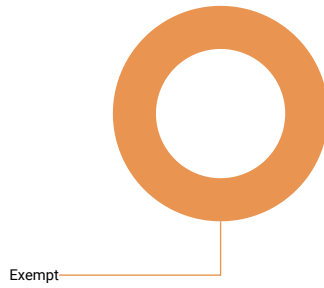
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with major potential customers.

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



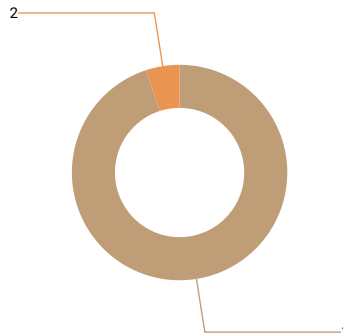
Results	%	N
Non-Exempt	0%	0
Exempt	100%	19

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



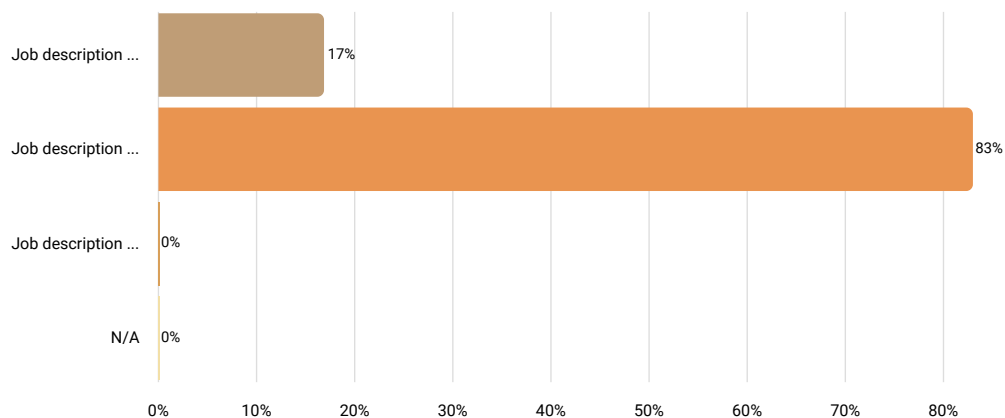
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.05
Median	1
Standard deviation	0.23
Total/sum	20

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

Answered 18 times

Skipped 1 times

Select one answer (radio button)



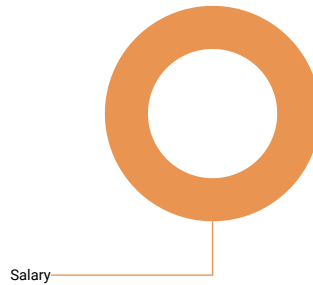
Results	%	N
Job description is perceptibly weaker than the position at your company	17%	3
Job description matches the position at your company very well	83%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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
Actual Average Base Salary	15	\$80,000.00	\$95,000.00	\$133,917.00	\$155,000.00	\$219,523.00	\$136,565.48	\$133,917.00	\$46,843.04
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,000.00	\$2,400.00	\$3,700.00	\$20,000.00	\$100,000.00	\$21,800.00	\$3,700.00	\$38,951.46
Pay Range Maximum Salary	8	\$84,368.00	\$118,312.40	\$151,603.50	\$197,500.00	\$256,660.00	\$159,482.48	\$151,603.50	\$56,842.15
Pay Range Minimum Salary	8	\$60,263.00	\$73,782.40	\$94,050.50	\$142,646.50	\$195,000.00	\$109,527.73	\$94,050.50	\$47,973.92
Actual Highest Base Salary	15	\$79,955.20	\$83,475.00	\$128,003.00	\$183,948.00	\$195,000.00	\$130,388.08	\$128,003.00	\$48,498.81
Actual Lowest Base Salary	12	\$80,000.00	\$96,737.50	\$130,960.00	\$155,000.00	\$195,000.00	\$133,338.52	\$130,960.00	\$44,150.73

5.10.9 Marketing Manager or Director

Job description

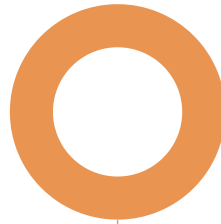
Directs and manages the marketing function of the company including supervising marketing staff, developing promotional material, preparing marketing forecasts and working with sales team to ensure marketing plans are met and sales goals are reached.

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Exempt

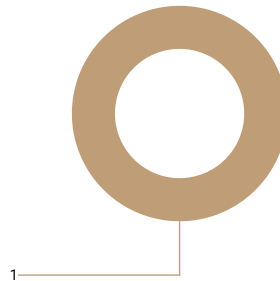
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



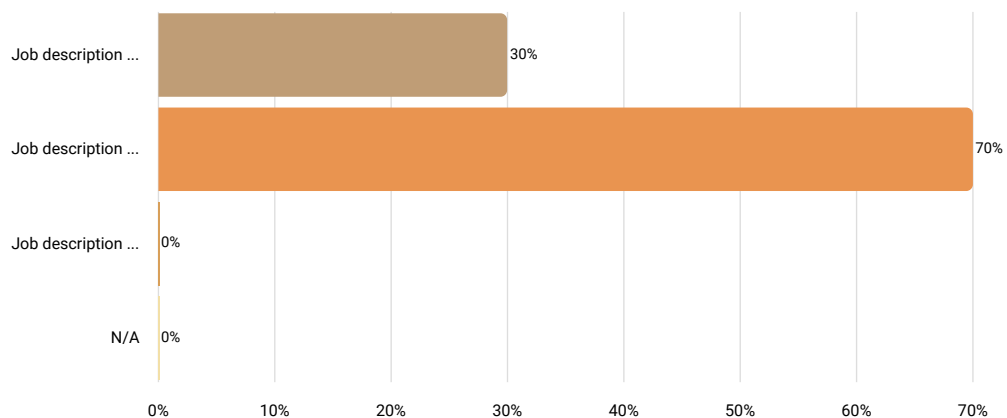
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	13

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

Answered 10 times

Skipped 3 times

Select one answer (radio button)



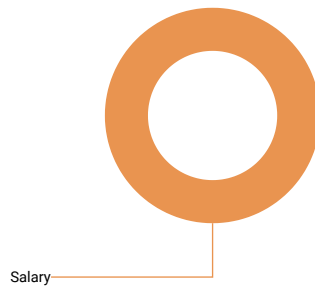
Results	%	N
Job description is perceptibly weaker than the position at your company	30%	3
Job description matches the position at your company very well	70%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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	Standard deviation
Actual Average Base Salary	13	\$60,000.00	\$72,419.00	\$85,000.00	\$92,500.00	\$112,000.00	\$85,713.00	\$85,000.00	\$23,420.28
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	6	\$40,000.00	\$80,000.00	\$92,000.00	\$137,048.00	\$175,000.00	\$102,674.67	\$92,000.00	\$47,287.70
Pay Range Minimum Salary	6	\$65,000.00	\$65,000.00	\$68,000.00	\$88,066.00	\$100,000.00	\$75,677.67	\$68,000.00	\$14,825.42
Actual Highest Base Salary	10	\$57,000.00	\$72,419.00	\$88,750.00	\$106,050.00	\$124,500.00	\$88,426.90	\$88,750.00	\$25,377.78
Actual Lowest Base Salary	10	\$57,000.00	\$72,419.00	\$88,750.00	\$106,050.00	\$124,500.00	\$88,426.90	\$88,750.00	\$25,377.78

Management/Director

5.11.1 Controller or Accounting Manager

Job description

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

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

Answered 15 times

Skipped 44 times

Text input

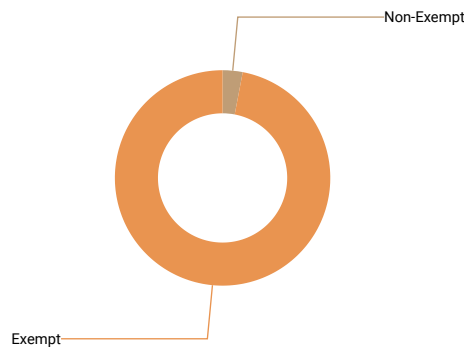
Results	
director of accounting	2
comptroller	1
vp-comptroller	1
asst controller	1
system controller	1
director of finance	1
financial controller	1
deputy director, finance	1
sr manager, cost accounting	1
vice president, finance and accounting	1
us controller; international controller	1
senior vice president for finance and accounting	1
payroll manager; finance admin mgr; gen ledger financial mgr;	1
handles hr matters, commercial/benefits insurance, serves as corporate director/secretary/treas, handles legal matters	1

FLSA Status

Answered 59 times

Skipped 0 times

Select one answer (radio button)



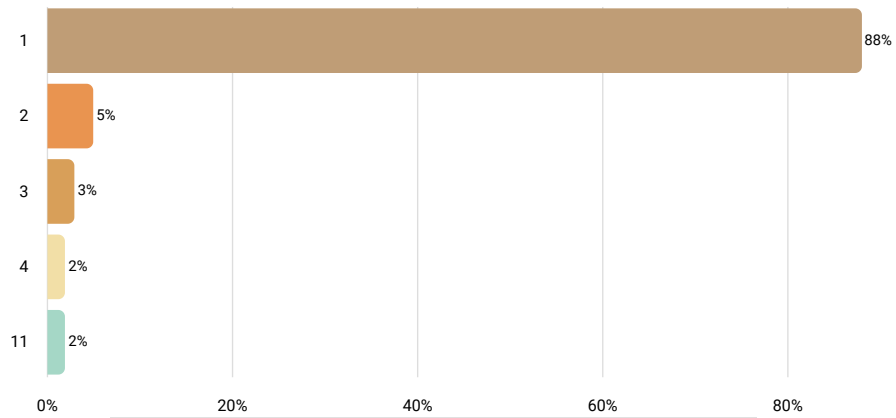
Results	%	N
Non-Exempt	3%	2
Exempt	97%	57

Number of Employees Currently in This Position

Answered 59 times

Skipped 0 times

Number input



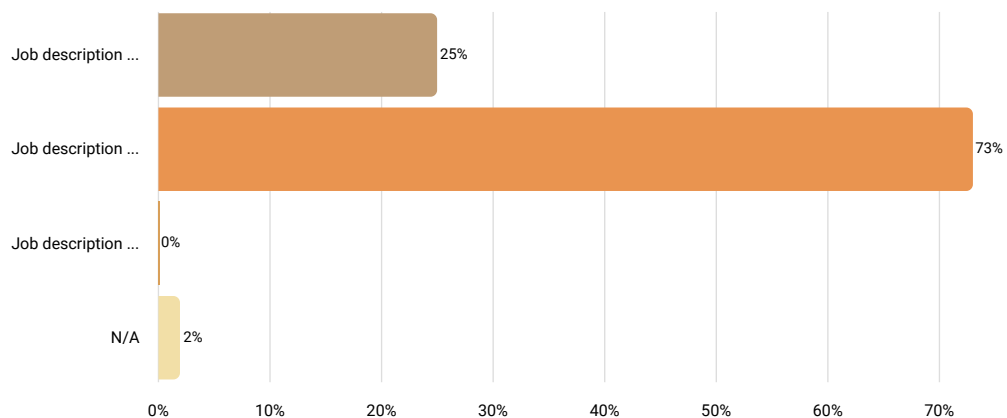
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.34
Median	1
Standard deviation	1.4
Total/sum	79

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

Answered 56 times

Skipped 3 times

Select one answer (radio button)



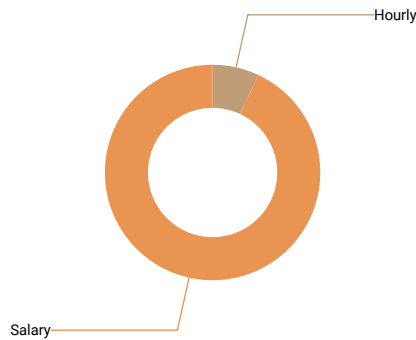
Results	%	N
Job description is perceptibly weaker than the position at your company	25%	14
Job description matches the position at your company very well	73%	41
Job description is perceptibly stronger than the position at your company	0%	0
N/A	2%	1

Is this position paid an hourly rate or annual salary?

Answered 59 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	4
Salary	93%	55

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	44	\$77,200.00	\$96,831.50	\$125,854.00	\$148,400.00	\$166,400.00	\$124,244.94	\$125,854.00	\$33,254.39
Average Incentive Bonus or Other Cash Bonus (Annual)	19	\$600.00	\$3,000.00	\$7,644.00	\$17,000.00	\$25,000.00	\$10,273.30	\$7,644.00	\$8,781.50
Pay Range Maximum Salary	22	\$108,492.80	\$130,000.00	\$150,000.00	\$162,115.00	\$178,464.00	\$149,294.12	\$150,000.00	\$32,328.35
Pay Range Minimum Salary	23	\$66,684.80	\$80,000.00	\$95,000.00	\$127,150.00	\$150,000.00	\$124,093.70	\$95,000.00	\$116,418.77
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	37	\$73,174.40	\$97,801.60	\$125,000.00	\$148,800.00	\$166,400.00	\$121,012.60	\$125,000.00	\$39,013.53
Actual Lowest Base Salary	35	\$73,174.40	\$92,950.00	\$125,000.00	\$148,000.00	\$166,400.00	\$120,891.88	\$125,000.00	\$39,600.56

5.11.2 Maintenance Manager

Job description

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

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

Answered 7 times

Skipped 25 times

Text input

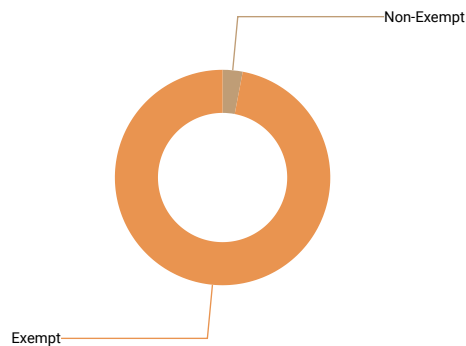
Results	
dir plant ops	1
manager tap room	1
supv plant operations	1
special projects manager	1
maintenance superintendent	1
maintenance support leader	1
facilities & maintenance manager	1

FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



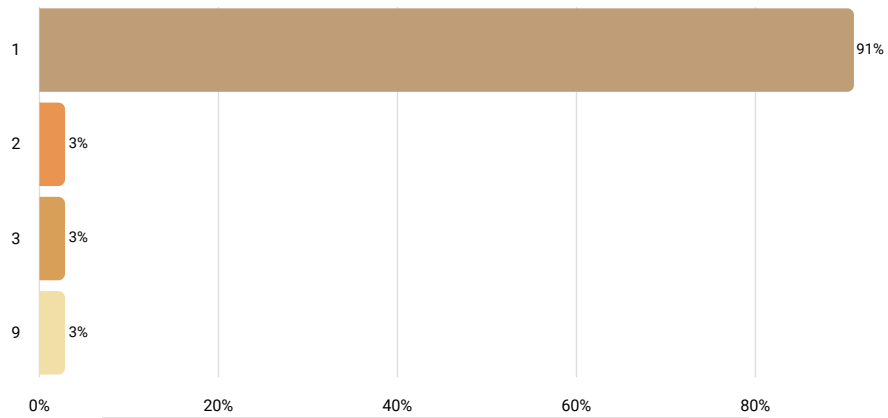
Results	%	N
Non-Exempt	3%	1
Exempt	97%	31

Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



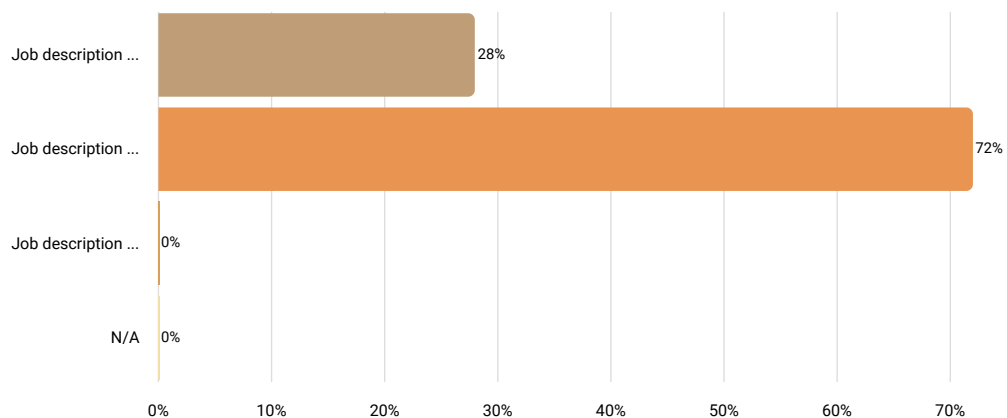
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.34
Median	1
Standard deviation	1.45
Total/sum	43

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

Answered 32 times

Skipped 0 times

Select one answer (radio button)



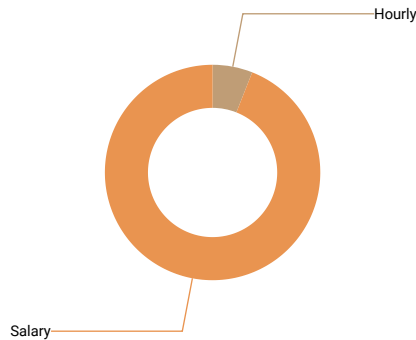
Results	%	N
Job description is perceptibly weaker than the position at your company	28%	9
Job description matches the position at your company very well	72%	23
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	2
Salary	94%	30

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	23	\$70,850.00	\$71,550.00	\$106,000.00	\$132,400.00	\$147,000.00	\$106,994.57	\$106,000.00	\$33,363.15
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$600.00	\$4,808.00	\$7,787.00	\$20,000.00	\$38,480.00	\$16,926.23	\$7,787.00	\$22,442.60
Pay Range Maximum Salary	17	\$85,000.00	\$90,000.00	\$125,000.00	\$150,450.00	\$230,311.00	\$134,054.24	\$125,000.00	\$51,839.61
Pay Range Minimum Salary	17	\$59,000.00	\$65,000.00	\$87,350.00	\$101,750.00	\$125,090.00	\$87,731.76	\$87,350.00	\$26,502.74
Actual Highest Base Salary	22	\$71,550.00	\$78,500.00	\$106,302.50	\$132,400.00	\$147,000.00	\$110,161.00	\$106,302.50	\$33,812.97
Actual Lowest Base Salary	23	\$66,699.00	\$71,550.00	\$106,000.00	\$129,992.00	\$140,000.00	\$105,779.70	\$106,000.00	\$33,040.98

5.11.3 IT Manager

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

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

Answered 11 times

Skipped 27 times

Text input

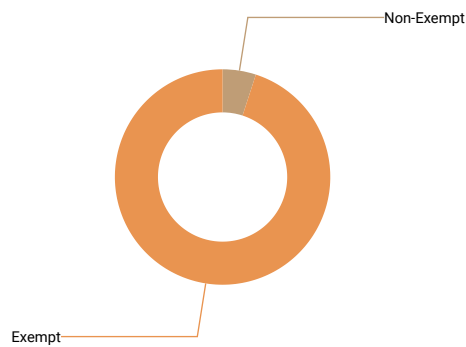
Results	
it director	2
it	1
it specialist	1
mgr it systems	1
it operations manager	1
director information technology	1
director of information technology	1
information technology manager - 1368	1
senior manager of information technology	1
it manager, help desk; it manager, telecom; it manager	1

FLSA Status

Answered 37 times

Skipped 1 times

Select one answer (radio button)



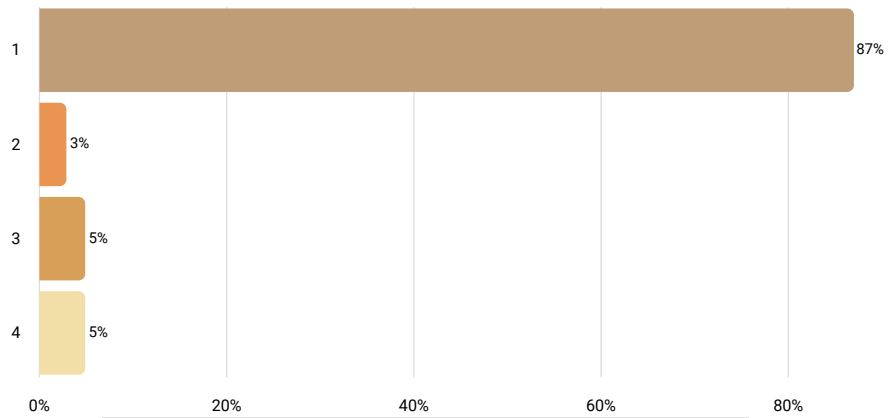
Results	%	N
Non-Exempt	5%	2
Exempt	95%	35

Number of Employees Currently in This Position

Answered 38 times

Skipped 0 times

Number input



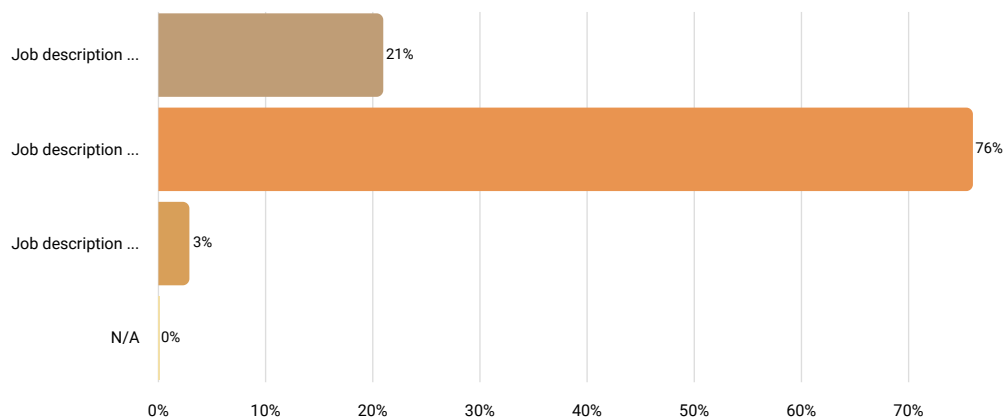
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.29
Median	1
Standard deviation	0.8
Total/sum	49

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

Answered 34 times

Skipped 4 times

Select one answer (radio button)



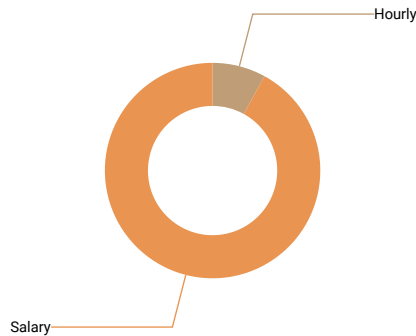
Results	%	N
Job description is perceptibly weaker than the position at your company	21%	7
Job description matches the position at your company very well	76%	26
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 38 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	3
Salary	92%	35

Compensation data

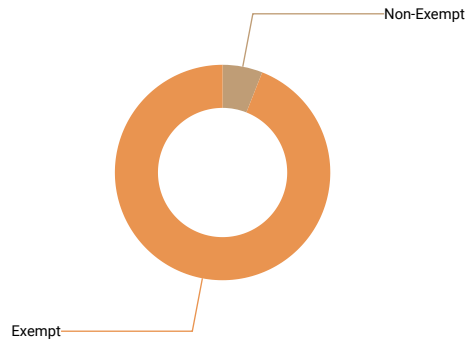
N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	27	\$80,000.00	\$99,840.00	\$120,000.00	\$138,000.00	\$167,000.00	\$120,837.41	\$120,000.00	\$29,466.95
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$600.00	\$2,625.00	\$4,500.00	\$10,050.00	\$15,000.00	\$6,243.75	\$4,500.00	\$5,266.84
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	16	\$87,960.00	\$110,961.50	\$131,842.40	\$167,294.76	\$190,700.00	\$138,496.83	\$131,842.40	\$40,155.36
Pay Range Minimum Salary	18	\$62,830.00	\$77,604.80	\$93,800.00	\$116,923.00	\$133,161.00	\$96,047.63	\$93,800.00	\$23,641.07
Actual Highest Base Salary	26	\$72,000.00	\$97,000.00	\$118,774.00	\$135,000.00	\$167,000.00	\$115,967.71	\$118,774.00	\$37,059.59
Actual Lowest Base Salary	24	\$80,000.00	\$96,000.00	\$118,461.50	\$133,749.50	\$155,000.00	\$116,304.14	\$118,461.50	\$27,862.68

FLSA Status

Answered 31 times

Skipped 0 times

Select one answer (radio button)



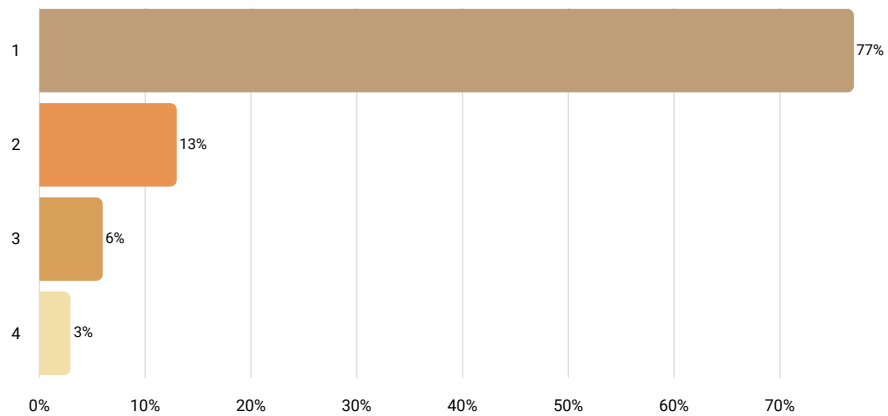
Results	%	N
Non-Exempt	6%	2
Exempt	94%	29

Number of Employees Currently in This Position

Answered 31 times

Skipped 0 times

Number input



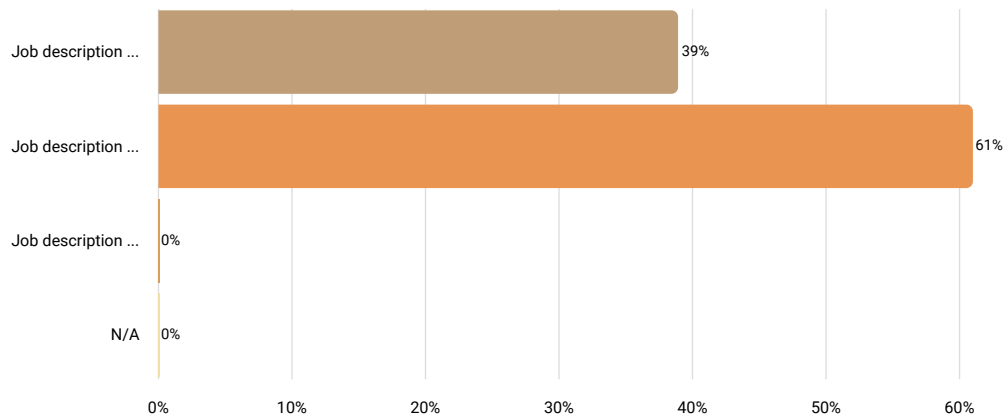
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.35
Median	1
Standard deviation	0.75
Total/sum	42

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

Answered 28 times

Skipped 3 times

Select one answer (radio button)



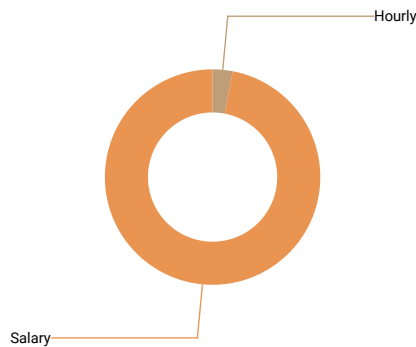
Results	%	N
Job description is perceptibly weaker than the position at your company	39%	11
Job description matches the position at your company very well	61%	17
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	3%	1
Salary	97%	30

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	23	\$63,500.00	\$89,014.00	\$107,889.60	\$120,565.00	\$132,000.00	\$103,816.07	\$107,889.60	\$28,205.14
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$2,500.00	\$4,822.00	\$7,500.00	\$15,200.00	\$26,672.56	\$11,460.00	\$7,500.00	\$9,625.82
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	14	\$95,000.00	\$105,000.00	\$135,000.00	\$160,000.00	\$198,040.00	\$136,182.21	\$135,000.00	\$43,769.70
Pay Range Minimum Salary	14	\$55,000.00	\$70,000.00	\$85,000.00	\$90,590.00	\$110,000.00	\$84,078.57	\$85,000.00	\$21,238.44
Actual Highest Base Salary	17	\$68,465.00	\$90,000.00	\$114,400.00	\$130,952.00	\$152,000.00	\$113,297.02	\$114,400.00	\$30,367.19
Actual Lowest Base Salary	17	\$65,999.00	\$89,014.00	\$110,300.00	\$120,000.00	\$151,250.00	\$104,716.53	\$110,300.00	\$28,095.05

5.11.5 Project or Program Manager

Job description

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

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

Answered 8 times

Skipped 19 times

Text input

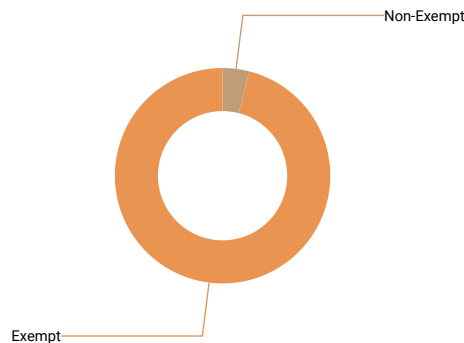
Results	
project manager	1
project engineer	1
program manager iii	1
construction project manager	1
program management specialist	1
ema director, coa director, community corrections director	1
we divide the program manager position into 3 levels. ranges are as follows: level 1 - 112,362 175,746 ; level 2 - 135,746 to 202,321 ; level 3 - 141,960 to 222,040	1
africom program manager, deputy program manager sa01, directed energy s&t program manager, program manager of product system, program manager tct-ss support rcto program manager, scs&t program manager, senior space program manager	1

FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



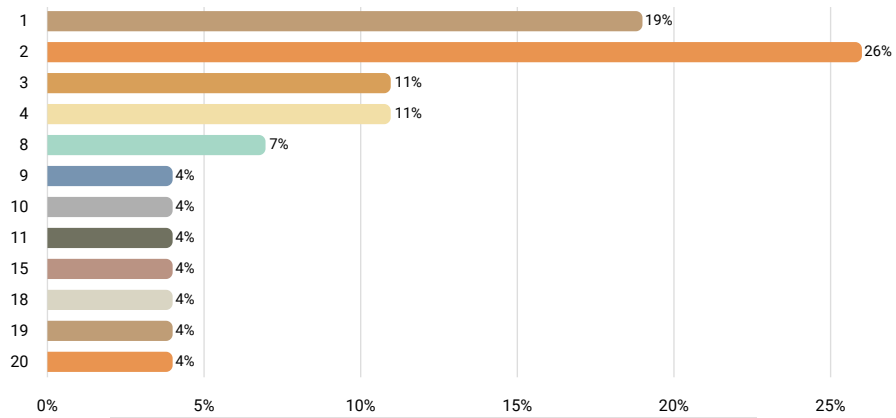
Results	%	N
Non-Exempt	4%	1
Exempt	96%	26

Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



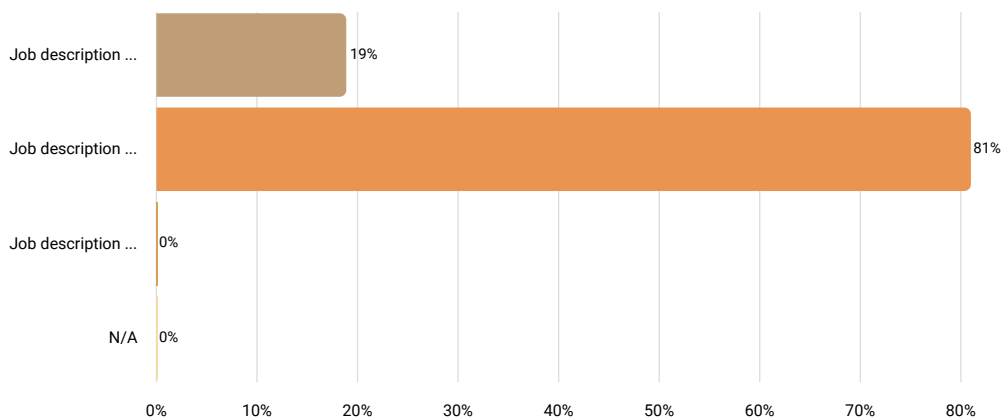
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	9
90th percentile	18
Mean	5.85
Median	3
Standard deviation	5.96
Total/sum	158

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

Answered 26 times

Skipped 1 times

Select one answer (radio button)



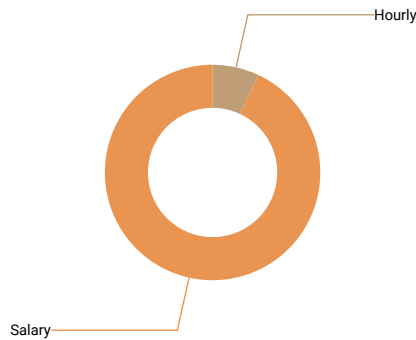
Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	5
Job description matches the position at your company very well	81%	21
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	2
Salary	93%	25

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	22	\$85,000.00	\$95,762.00	\$127,060.50	\$155,985.00	\$181,496.00	\$130,285.97	\$127,060.50	\$38,579.22
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$3,000.00	\$3,725.00	\$7,500.00	\$24,000.00	\$25,000.00	\$11,440.01	\$7,500.00	\$9,375.90
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	16	\$90,000.00	\$143,008.00	\$161,574.00	\$205,765.50	\$250,000.00	\$171,339.06	\$161,574.00	\$61,376.22
Pay Range Minimum Salary	16	\$60,000.00	\$70,000.00	\$97,106.00	\$127,586.50	\$150,000.00	\$102,377.75	\$97,106.00	\$37,555.03
Actual Highest Base Salary	21	\$97,000.00	\$105,000.00	\$159,500.00	\$205,704.00	\$220,000.00	\$157,459.67	\$159,500.00	\$52,080.47
Actual Lowest Base Salary	21	\$65,000.00	\$85,000.00	\$99,000.00	\$130,338.00	\$145,746.00	\$107,657.75	\$99,000.00	\$34,809.33

5.11.6 Project or Program Director

Job description

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

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

Answered 8 times

Skipped 12 times

Text input

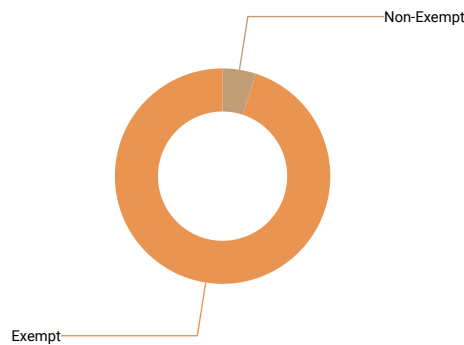
Results	
director	1
program manager 4	1
director, programs	1
program management leader	1
senior manager program office	1
superintendent of solid waste	1
director of aging, director of planning, director of transit (these employees oversee assigned departments within the agency.)	1
assistant vice president - director of corporate security, assistant vice president - operation manager contracts, assistant vice president - operation manager cyber technology, assistant vice president - operations, assistant vice president - procurement manager, assistant vice president - scs&t, assistant vice president 2 (technical), corporate special programs manager 2, director of engineering v, director of research, director strategy and operations program director, radiance university associate director	1

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



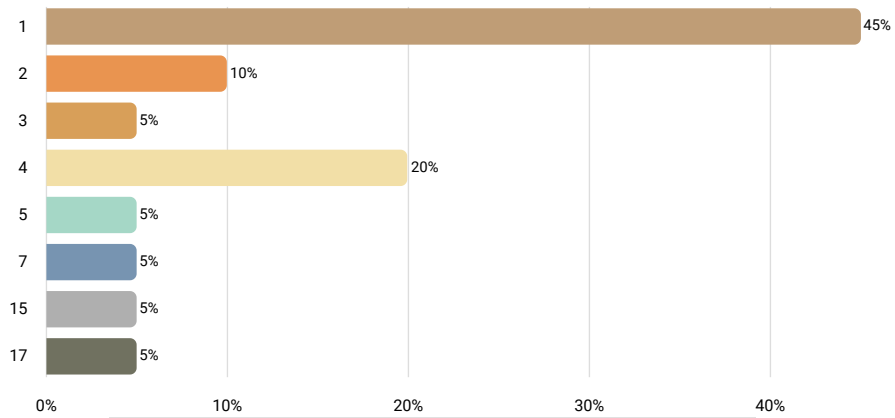
Results	%	N
Non-Exempt	5%	1
Exempt	95%	19

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



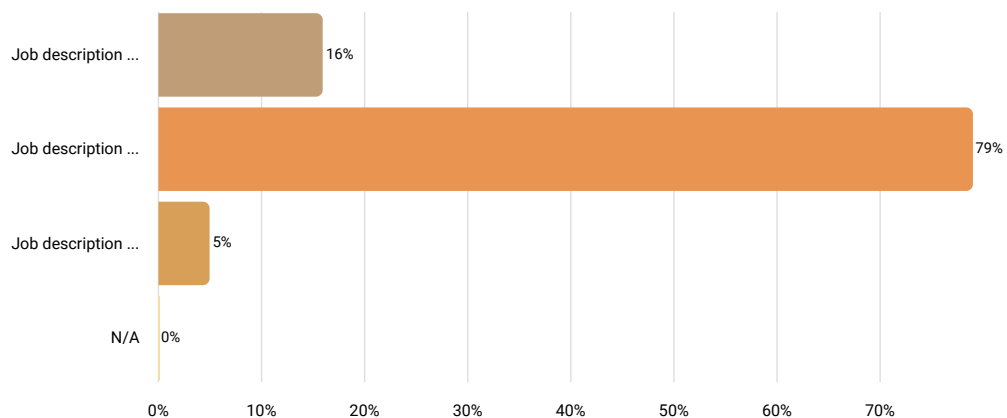
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	11
Mean	3.8
Median	2
Standard deviation	4.53
Total/sum	76

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

Answered 19 times

Skipped 1 times

Select one answer (radio button)



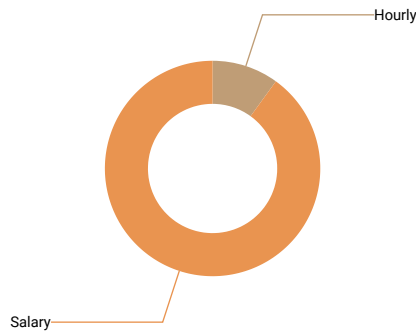
Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	3
Job description matches the position at your company very well	79%	15
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	2
Salary	90%	18

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	15	\$92,580.80	\$160,000.00	\$177,984.30	\$207,500.00	\$250,658.00	\$179,584.77	\$177,984.30	\$52,444.52
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$4,000.00	\$7,367.00	\$13,850.00	\$18,865.00	\$30,500.00	\$14,333.00	\$13,850.00	\$8,781.15
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	6	\$97,200.00	\$109,366.40	\$251,523.50	\$275,000.00	\$316,178.00	\$216,798.57	\$251,523.50	\$92,285.52
Pay Range Minimum Salary	6	\$50,000.00	\$54,336.00	\$87,524.40	\$158,184.00	\$175,000.00	\$102,094.80	\$87,524.40	\$54,312.26
Actual Highest Base Salary	15	\$109,366.40	\$155,000.00	\$206,175.00	\$235,153.00	\$269,152.00	\$195,226.68	\$206,175.00	\$56,653.18
Actual Lowest Base Salary	14	\$80,288.00	\$146,000.00	\$171,644.00	\$189,023.00	\$228,134.00	\$161,897.33	\$171,644.00	\$57,784.13

5.11.7 Engineering Manager

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

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

Answered 7 times

Skipped 34 times

Text input

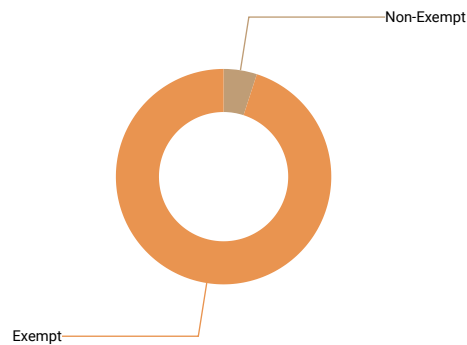
Results	
maintenance and engineering	1
project engineering manager	1
engineering & support supervisor	1
engineering and maintenance manager	1
resource efficiency management program manager	1
deputy operation manager, division manager, operation manager	1
material and process engineer leader, structural engineer leader, systems test engineer leader, mechanical engineer leader	1

FLSA Status

Answered 41 times

Skipped 0 times

Select one answer (radio button)



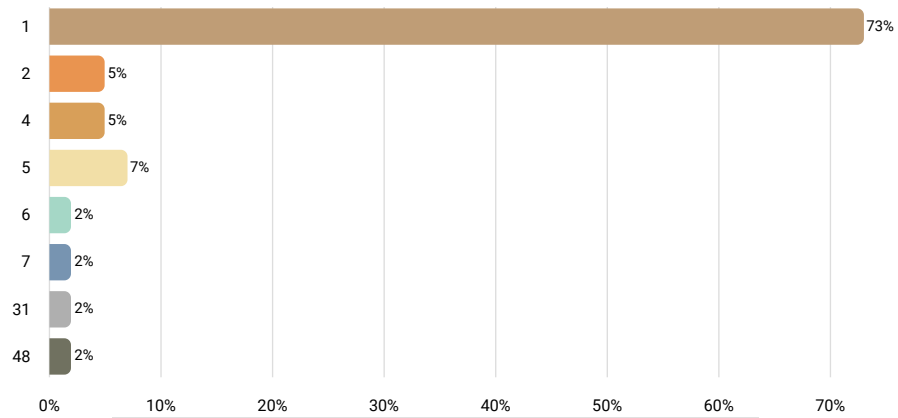
Results	%	N
Non-Exempt	5%	2
Exempt	95%	39

Number of Employees Currently in This Position

Answered 41 times

Skipped 0 times

Number input



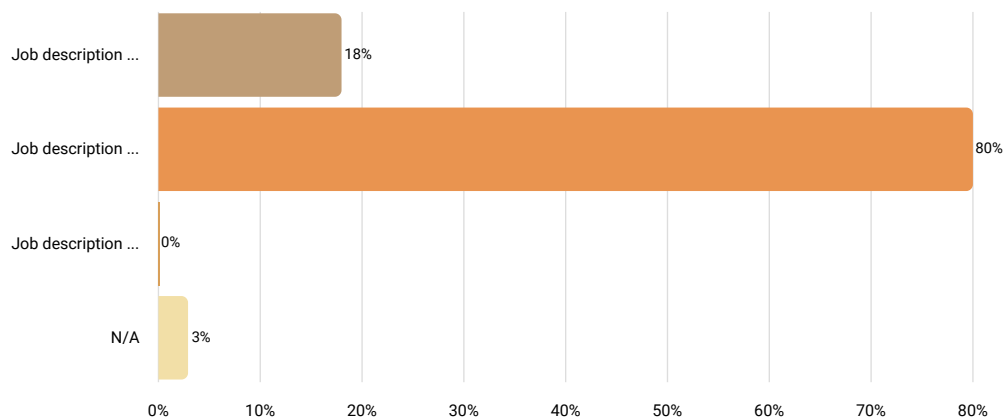
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	3.63
Median	1
Standard deviation	8.59
Total/sum	149

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

Answered 40 times

Skipped 1 times

Select one answer (radio button)



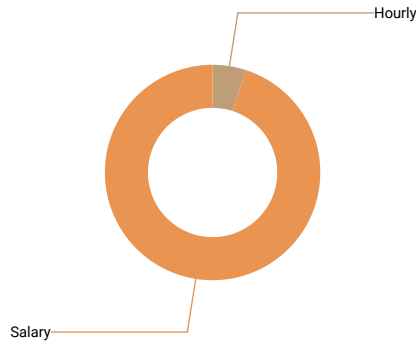
Results	%	N
Job description is perceptibly weaker than the position at your company	18%	7
Job description matches the position at your company very well	80%	32
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 41 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	2
Salary	95%	39

Compensation data

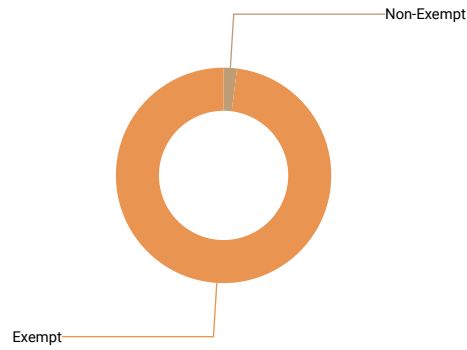
N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	33	\$94,410.00	\$124,320.00	\$133,481.00	\$163,233.00	\$182,030.91	\$138,321.72	\$133,481.00	\$32,308.56
Average Incentive Bonus or Other Cash Bonus (Annual)	19	\$2,400.00	\$4,200.00	\$10,000.00	\$20,000.00	\$36,691.00	\$13,191.12	\$10,000.00	\$12,438.69
Pay Range Maximum Salary	17	\$135,138.14	\$150,000.00	\$187,640.00	\$210,496.00	\$274,570.00	\$188,602.83	\$187,640.00	\$52,129.96
Pay Range Minimum Salary	18	\$70,000.00	\$84,921.73	\$110,000.00	\$126,647.00	\$166,000.00	\$112,615.60	\$110,000.00	\$34,777.19
Actual Highest Base Salary	30	\$115,647.40	\$125,000.00	\$139,905.00	\$185,000.00	\$203,701.31	\$152,066.18	\$139,905.00	\$35,646.42
Actual Lowest Base Salary	29	\$94,000.00	\$125,000.00	\$136,000.00	\$155,000.00	\$170,959.00	\$135,622.04	\$136,000.00	\$29,618.93

FLSA Status

Answered 41 times

Skipped 1 times

Select one answer (radio button)



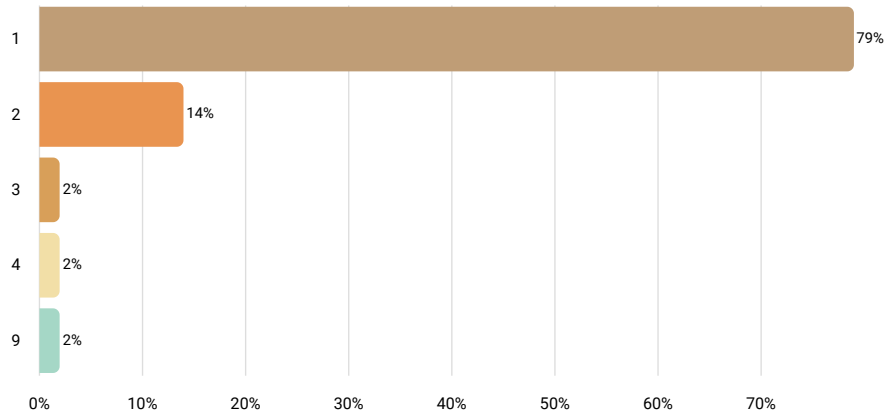
Results	%	N
Non-Exempt	2%	1
Exempt	98%	40

Number of Employees Currently in This Position

Answered 42 times

Skipped 0 times

Number input



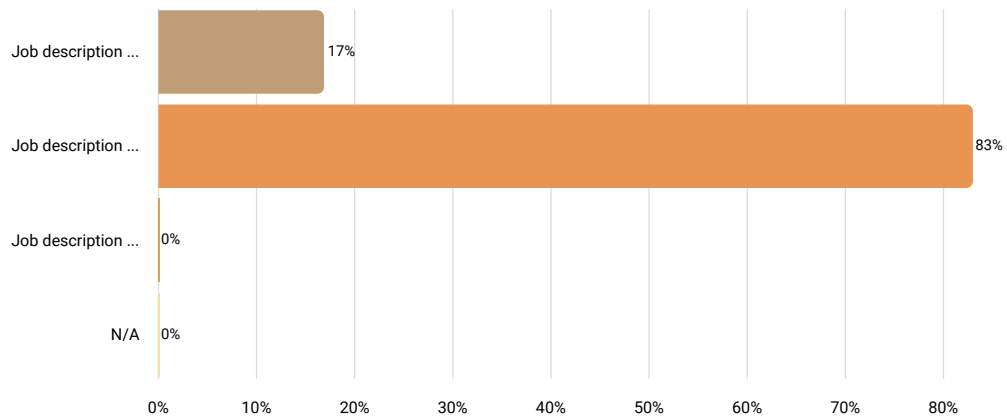
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.45
Median	1
Standard deviation	1.35
Total/sum	61

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

Answered 41 times

Skipped 1 times

Select one answer (radio button)



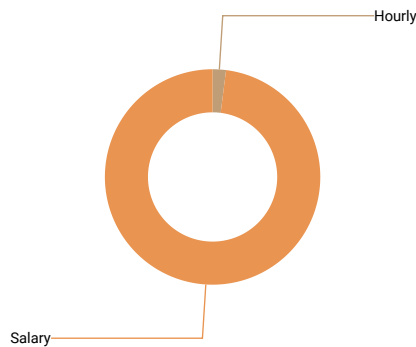
Results	%	N
Job description is perceptibly weaker than the position at your company	17%	7
Job description matches the position at your company very well	83%	34
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 42 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	2%	1
Salary	98%	41

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	29	\$67,000.00	\$93,000.00	\$114,400.00	\$125,250.00	\$154,000.00	\$111,566.29	\$114,400.00	\$33,610.43
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$1,297.00	\$4,300.00	\$8,000.00	\$15,400.00	\$26,598.02	\$11,390.23	\$8,000.00	\$10,353.52
Pay Range Maximum Salary	16	\$87,193.60	\$121,832.00	\$131,500.00	\$153,625.00	\$220,000.00	\$142,314.85	\$131,500.00	\$42,601.16
Pay Range Minimum Salary	17	\$53,164.80	\$74,500.00	\$90,590.00	\$108,335.00	\$137,904.00	\$91,967.28	\$90,590.00	\$27,892.42
Actual Highest Base Salary	26	\$71,000.00	\$94,419.00	\$114,700.00	\$126,448.92	\$154,000.00	\$116,330.99	\$114,700.00	\$32,841.86
Actual Lowest Base Salary	24	\$69,212.00	\$91,500.00	\$116,513.50	\$126,500.00	\$154,000.00	\$113,476.22	\$116,513.50	\$35,393.54

5.11.9 Safety/Environmental Manager

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

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

Answered 12 times

Skipped 22 times

Text input

Results	
ehs specialist	1
sr ehs manager	1
security manager	1
executive director operations	1
env spc hospital safety officer	1
senior health & safety specialist	1
environmental, safety and security	1
shea leader or shea support leader	1
environmental health and safety manager	1
facilities manager/chief safety officer	1
health, safety, security, & environmental manager	1
safety manager, environmental manager, regulatory env manager	1

FLSA Status

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Exempt

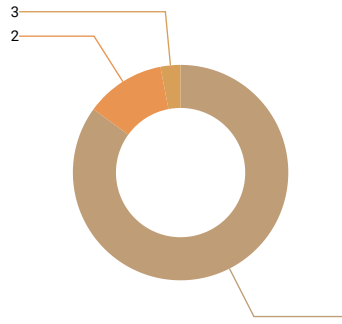
Results	%	N
Non-Exempt	0%	0
Exempt	100%	34

Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



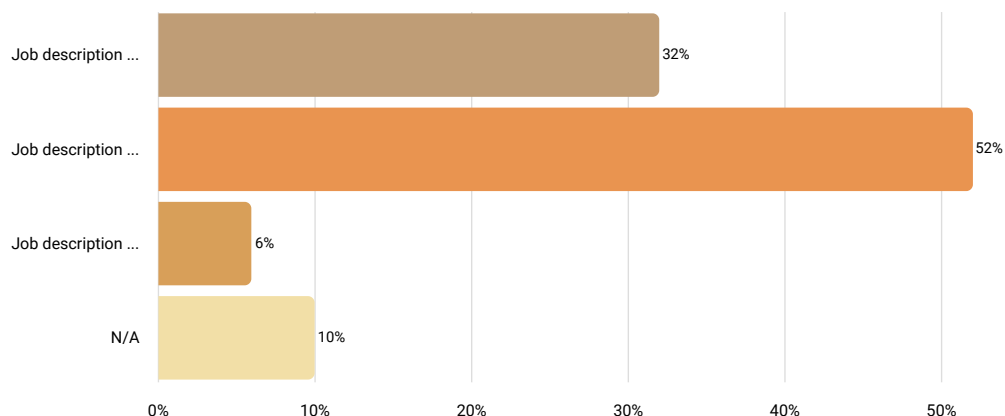
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.18
Median	1
Standard deviation	0.46
Total/sum	40

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

Answered 31 times

Skipped 3 times

Select one answer (radio button)



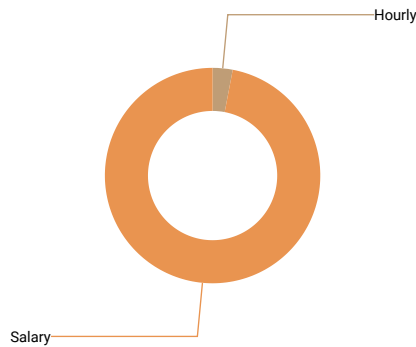
Results	%	N
Job description is perceptibly weaker than the position at your company	32%	10
Job description matches the position at your company very well	52%	16
Job description is perceptibly stronger than the position at your company	6%	2
N/A	10%	3

Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	3%	1
Salary	97%	33

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	26	\$54,000.00	\$74,535.00	\$98,041.50	\$122,374.00	\$146,580.00	\$100,886.92	\$98,041.50	\$31,861.21
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$1,000.00	\$1,490.00	\$5,863.00	\$11,250.00	\$13,118.00	\$7,771.91	\$5,863.00	\$8,591.63
Pay Range Maximum Salary	18	\$70,757.00	\$87,800.00	\$124,002.00	\$162,250.00	\$230,311.00	\$126,706.39	\$124,002.00	\$52,344.05
Pay Range Minimum Salary	18	\$50,000.00	\$61,640.00	\$73,250.00	\$97,000.00	\$120,000.00	\$80,861.28	\$73,250.00	\$25,999.05
Actual Highest Base Salary	21	\$54,000.00	\$82,000.00	\$92,000.00	\$134,160.00	\$152,350.00	\$101,848.57	\$92,000.00	\$35,680.34
Actual Lowest Base Salary	18	\$52,500.00	\$80,000.00	\$89,739.50	\$129,000.00	\$140,550.00	\$98,674.17	\$89,739.50	\$32,083.92

5.11.10 Contracts Manager

Job description

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

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

Answered 5 times

Skipped 12 times

Text input

Results	
director of contracts	2
contracts director	1
subcontract management leader	1
deputy director, contracts; director, contracts	1

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Exempt

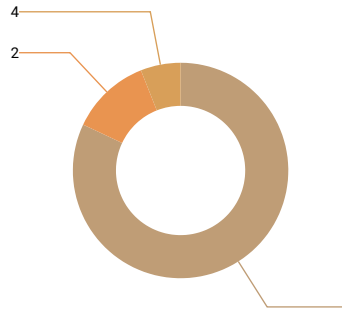
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



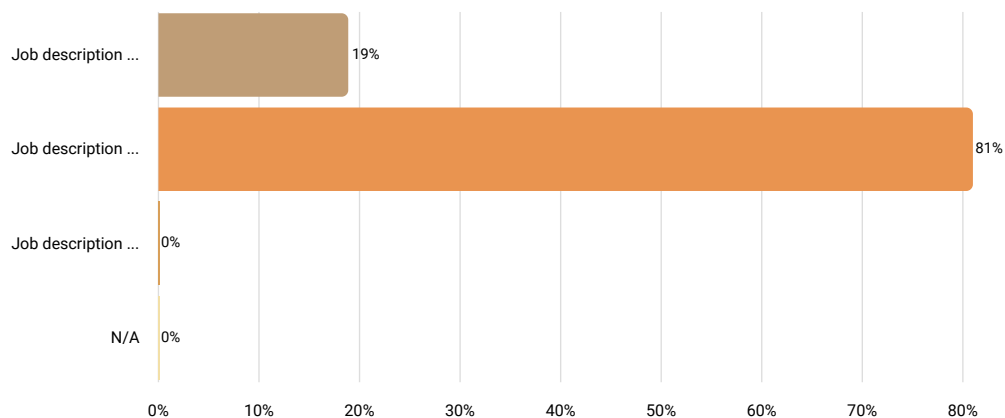
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.29
Median	1
Standard deviation	0.77
Total/sum	22

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

Answered 16 times

Skipped 1 times

Select one answer (radio button)



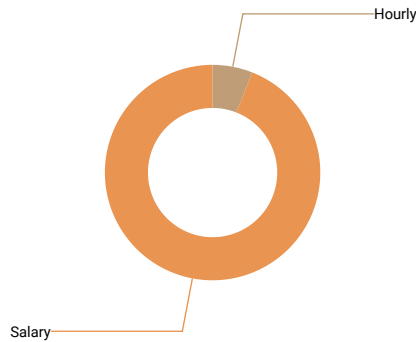
Results	%	N
Job description is perceptibly weaker than the position at your company	19%	3
Job description matches the position at your company very well	81%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	1
Salary	94%	16

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	12	\$86,153.60	\$121,980.00	\$134,513.50	\$150,750.00	\$160,000.00	\$131,757.13	\$134,513.50	\$31,827.97
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$2,000.00	\$4,000.00	\$5,400.00	\$45,000.00	\$9,114.29	\$4,000.00	\$15,934.39
Pay Range Maximum Salary	7	\$68,078.00	\$160,000.00	\$171,054.00	\$175,000.00	\$274,570.00	\$169,100.29	\$171,054.00	\$59,956.13
Pay Range Minimum Salary	7	\$68,078.00	\$80,000.00	\$108,364.00	\$143,000.00	\$1,197,337.00	\$261,682.71	\$108,364.00	\$413,465.51
Actual Highest Base Salary	14	\$86,153.60	\$123,240.00	\$139,525.00	\$160,000.00	\$165,000.00	\$135,380.91	\$139,525.00	\$31,430.19
Actual Lowest Base Salary	12	\$86,153.60	\$118,622.00	\$137,500.00	\$157,500.00	\$187,567.00	\$205,820.97	\$137,500.00	\$262,446.16

5.11.11 Facilities Manager

Job description

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

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

Answered 8 times

Skipped 12 times

Text input

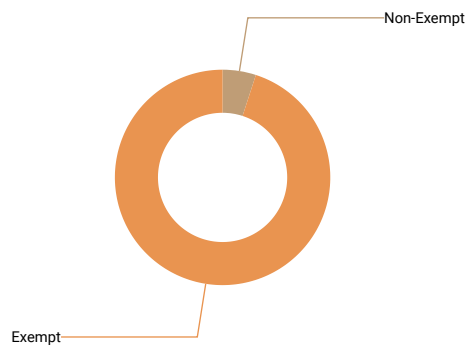
Results	
glf manager	1
vp- facilities	1
operations manager	1
senior center manager	1
facilities operations leader	1
operations technical manager	1
director of facility operations	1
this is the closest description i could find to our inventory control specialist	1

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



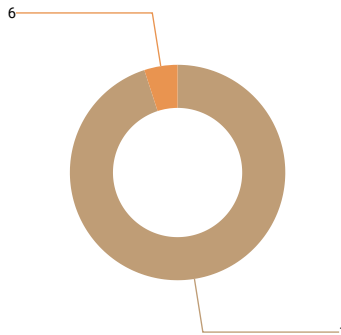
Results	%	N
Non-Exempt	5%	1
Exempt	95%	19

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



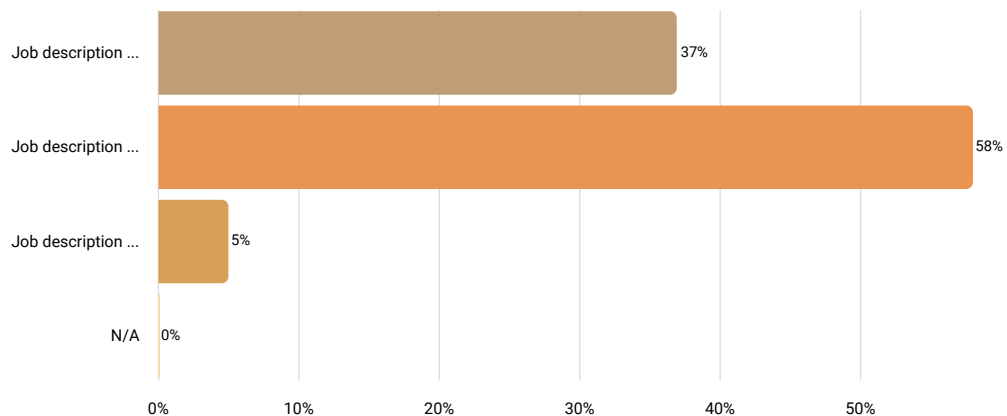
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.25
Median	1
Standard deviation	1.12
Total/sum	25

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

Answered 19 times

Skipped 1 times

Select one answer (radio button)



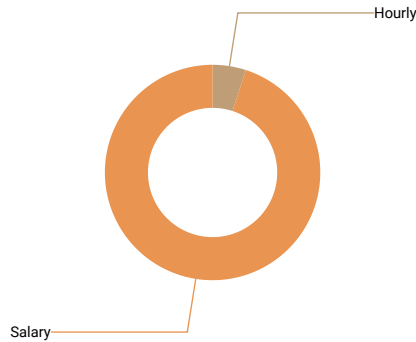
Results	%	N
Job description is perceptibly weaker than the position at your company	37%	7
Job description matches the position at your company very well	58%	11
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	1
Salary	95%	19

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Average Base Salary	17	\$55,000.00	\$81,356.00	\$105,000.00	\$137,000.00	\$161,307.00	\$107,705.22	\$105,000.00	\$40,556.91
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$1,432.00	\$2,850.00	\$5,476.00	\$10,183.50	\$35,310.00	\$9,220.13	\$5,476.00	\$11,071.22
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	11	\$70,854.00	\$75,980.00	\$138,424.00	\$201,194.00	\$230,311.00	\$142,159.64	\$138,424.00	\$62,902.18
Pay Range Minimum Salary	11	\$48,000.00	\$50,650.00	\$87,350.00	\$101,316.00	\$108,335.00	\$82,488.64	\$87,350.00	\$31,648.75
Actual Highest Base Salary	14	\$55,000.00	\$71,597.00	\$104,305.00	\$147,800.00	\$161,307.00	\$109,328.26	\$104,305.00	\$44,358.67
Actual Lowest Base Salary	13	\$55,000.00	\$71,597.00	\$103,610.00	\$147,800.00	\$161,307.00	\$108,660.82	\$103,610.00	\$46,096.74

5.11.12 Proposal Manager

Job description

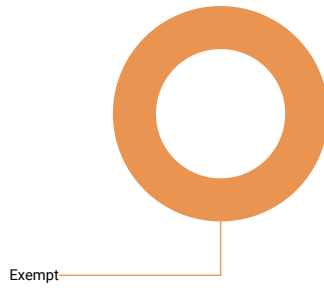
Ensure that all of the company's proposals are fully executed from start to finish. Perform and delegate tasks required to complete a proposal, such as writing, editing, and other efforts associated with the process.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



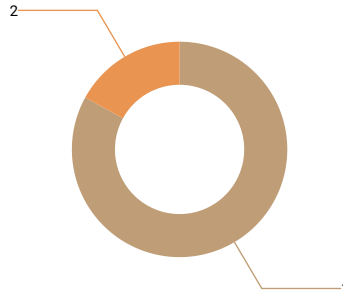
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



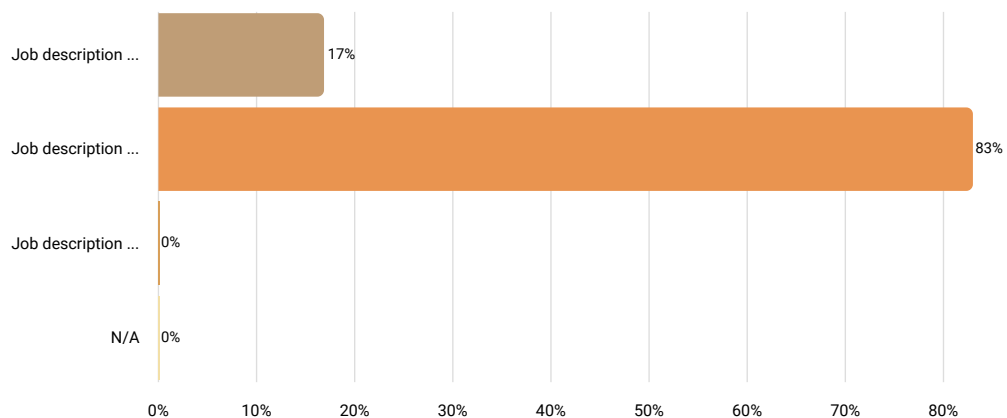
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.17
Median	1
Standard deviation	0.41
Total/sum	7

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



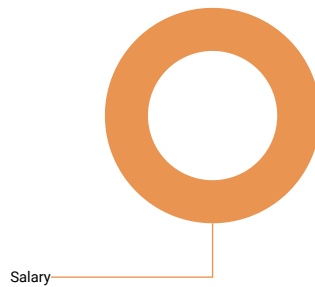
Results	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	5	\$70,000.00	\$133,917.00	\$137,291.00	\$151,000.00	\$158,666.00	\$130,174.80	\$137,291.00	\$35,110.85
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.11.13 Plant Manager

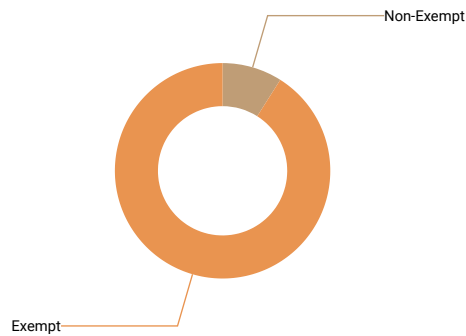
Job description Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



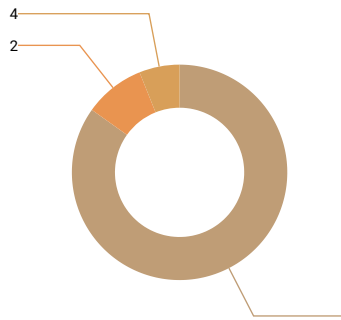
Results	%	N
Non-Exempt	9%	3
Exempt	91%	29

Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



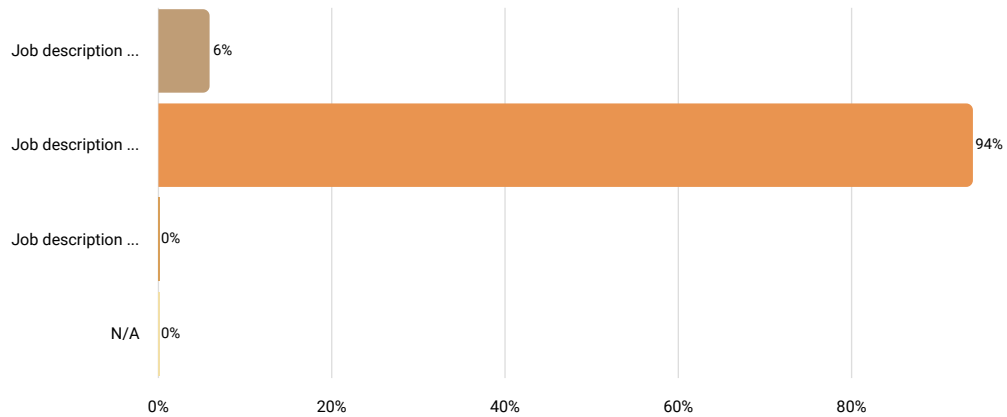
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.28
Median	1
Standard deviation	0.77
Total/sum	41

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

Answered 31 times

Skipped 1 times

Select one answer (radio button)



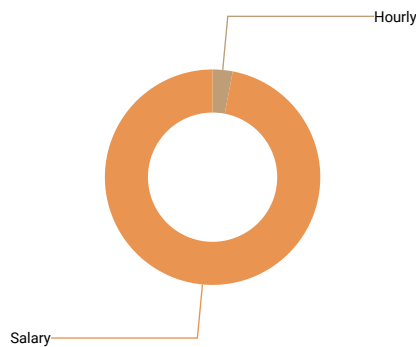
Results	%	N
Job description is perceptibly weaker than the position at your company	6%	2
Job description matches the position at your company very well	94%	29
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	3%	1
Salary	97%	31

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	21	\$85,000.00	\$95,000.00	\$112,518.00	\$147,734.00	\$192,000.00	\$127,153.55	\$112,518.00	\$44,546.81
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$4,000.00	\$7,000.00	\$10,000.00	\$15,000.00	\$26,000.00	\$13,349.80	\$10,000.00	\$9,746.12
Pay Range Maximum Salary	16	\$110,000.00	\$127,003.32	\$160,436.00	\$239,989.50	\$270,200.00	\$176,507.79	\$160,436.00	\$62,663.64
Pay Range Minimum Salary	16	\$75,000.00	\$81,324.72	\$115,000.00	\$138,532.50	\$180,130.00	\$115,222.28	\$115,000.00	\$37,642.38
Actual Highest Base Salary	17	\$85,000.00	\$94,000.00	\$110,000.00	\$158,000.00	\$199,500.00	\$129,776.80	\$110,000.00	\$47,655.12
Actual Lowest Base Salary	16	\$80,000.00	\$86,650.00	\$94,500.00	\$139,000.00	\$199,500.00	\$118,715.76	\$94,500.00	\$50,470.00

5.11.14 Purchasing Manager

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

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

Answered 5 times

Skipped 24 times

Text input

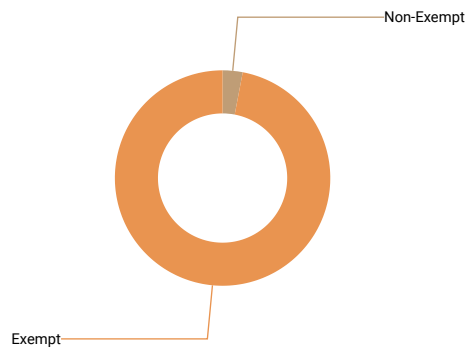
Results	
procurement manager	2
procurement manager - 1025	1
logistics & facilities specialist	1
manager, production parts purchasing	1

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



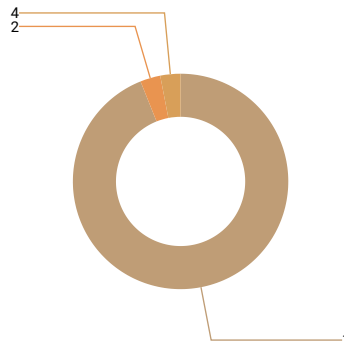
Results	%	N
Non-Exempt	3%	1
Exempt	97%	28

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



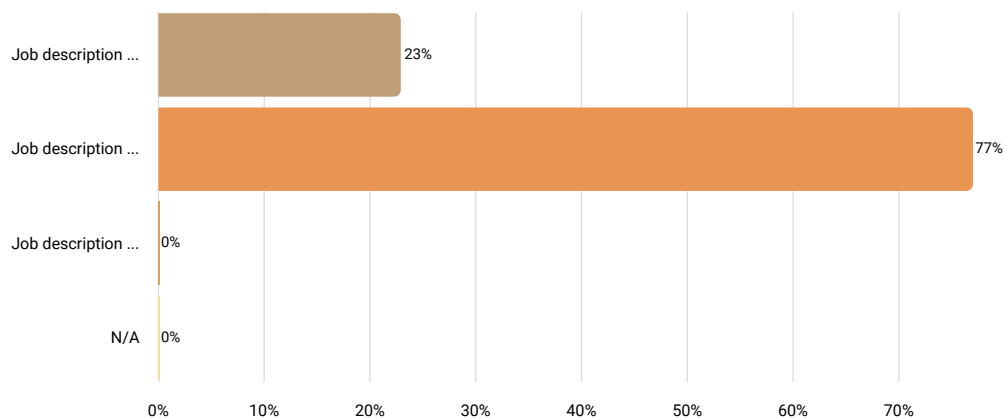
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.14
Median	1
Standard deviation	0.58
Total/sum	33

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

Answered 26 times

Skipped 3 times

Select one answer (radio button)



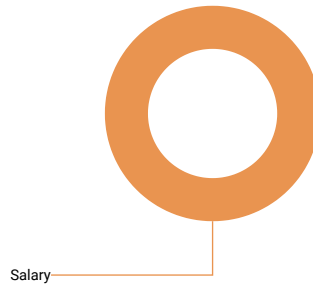
Results	%	N
Job description is perceptibly weaker than the position at your company	23%	6
Job description matches the position at your company very well	77%	20
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	29

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	21	\$68,640.00	\$78,700.00	\$102,000.00	\$116,763.56	\$120,000.00	\$99,684.48	\$102,000.00	\$24,976.06
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$1,000.00	\$4,000.00	\$5,400.00	\$9,000.00	\$26,339.13	\$9,665.46	\$5,400.00	\$9,385.38
Pay Range Maximum Salary	8	\$85,000.00	\$93,295.00	\$114,246.40	\$134,975.00	\$185,000.00	\$119,379.10	\$114,246.40	\$33,077.75
Pay Range Minimum Salary	9	\$50,765.00	\$63,960.00	\$72,000.00	\$90,590.00	\$120,000.00	\$77,590.56	\$72,000.00	\$22,042.19
Actual Highest Base Salary	19	\$65,461.00	\$78,000.00	\$96,600.00	\$117,918.00	\$130,981.38	\$97,260.80	\$96,600.00	\$26,053.88
Actual Lowest Base Salary	17	\$65,461.00	\$78,700.00	\$102,000.00	\$115,000.00	\$120,000.00	\$97,284.65	\$102,000.00	\$25,066.11

5.11.15 Continuous Improvement Manager

Job description

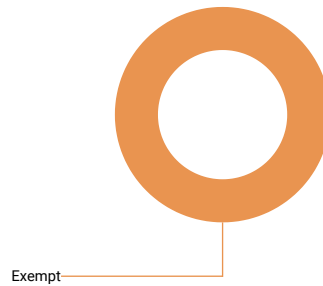
Monitor and improve organizational processes. Research, analyze, and map out all workflows, remove waste and low-value activities, and recommend solutions.

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



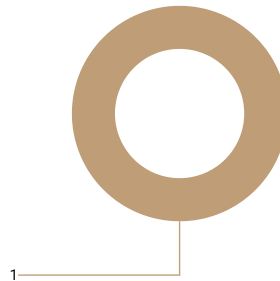
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



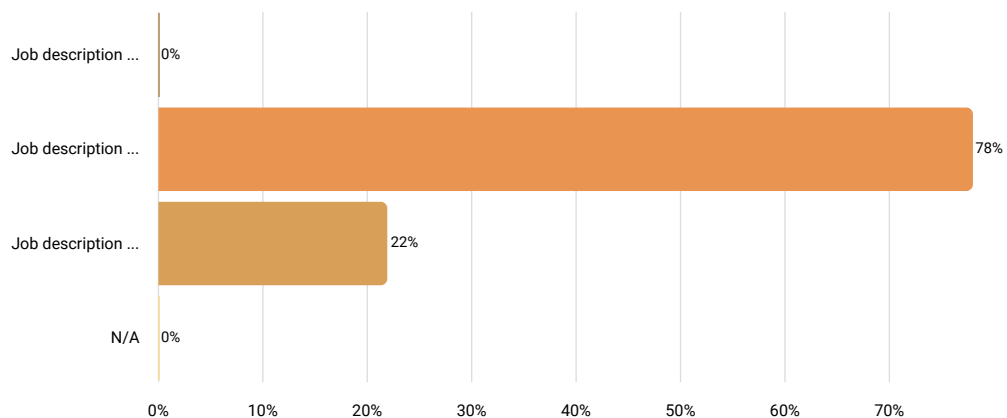
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	9

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



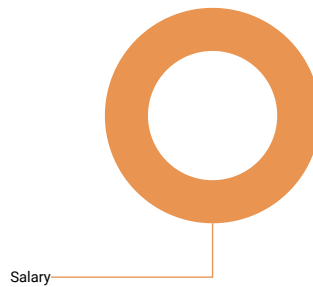
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	78%	7
Job description is perceptibly stronger than the position at your company	22%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	5	\$81,768.96	\$90,000.00	\$115,472.50	\$127,000.00	\$129,439.00	\$108,736.09	\$115,472.50	\$21,713.06
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary									
Actual Lowest Base Salary									

5.11.16 Information System Security Manager

Job description

Develop and oversee the implementation of information security procedures and policies. Build, maintain and upgrade security technology, such as firewalls, for the safe use of computer networks and the transmission and retrieval of information. Design and implement appropriate security controls to identify vulnerabilities and protect digital files and electronic infrastructures. Monitor and respond to computer security breaches, viruses, and intrusions, and perform forensic investigation. May oversee the assessment of information security systems.

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Exempt

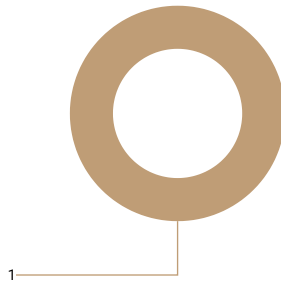
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



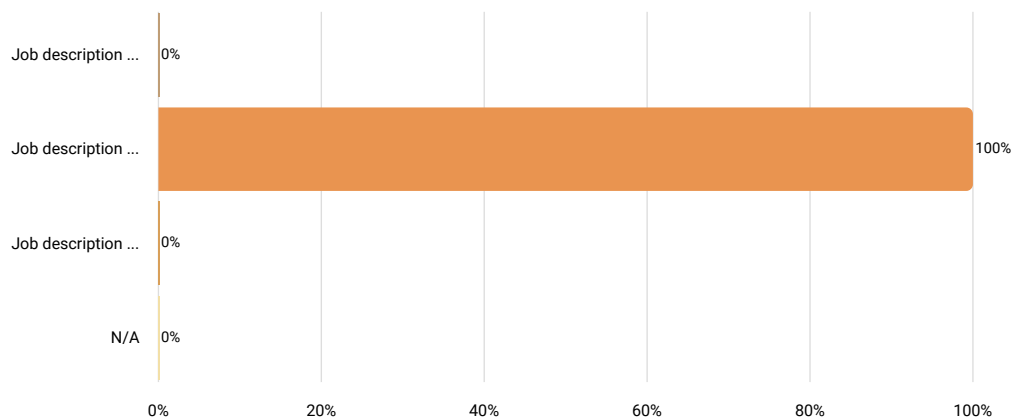
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	6

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



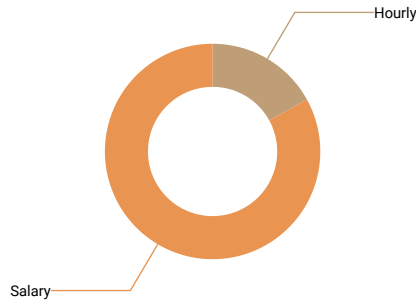
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

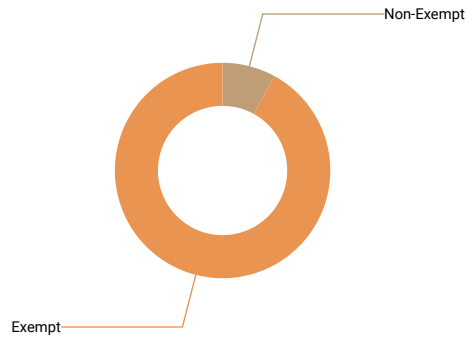
N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	5	\$97,480.00	\$111,800.00	\$122,428.00	\$137,000.00	\$145,000.00	\$122,741.60	\$122,428.00	\$19,083.39
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$124,124.00	\$131,684.80	\$132,153.00	\$166,000.00	\$180,000.00	\$146,792.36	\$132,153.00	\$24,637.80
Pay Range Minimum Salary	5	\$77,604.80	\$78,104.00	\$88,101.00	\$110,000.00	\$120,000.00	\$94,761.96	\$88,101.00	\$19,270.32
Actual Highest Base Salary	5	\$97,480.00	\$111,800.00	\$122,428.00	\$137,000.00	\$145,000.00	\$122,741.60	\$122,428.00	\$19,083.39
Actual Lowest Base Salary	5	\$97,480.00	\$111,800.00	\$122,428.00	\$137,000.00	\$145,000.00	\$122,741.60	\$122,428.00	\$19,083.39

FLSA Status

Answered 73 times

Skipped 2 times

Select one answer (radio button)



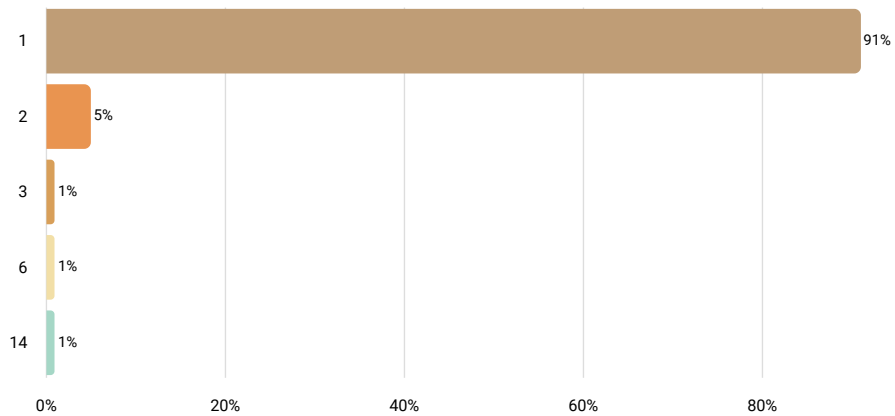
Results	%	N
Non-Exempt	8%	6
Exempt	92%	67

Number of Employees Currently in This Position

Answered 75 times

Skipped 0 times

Number input



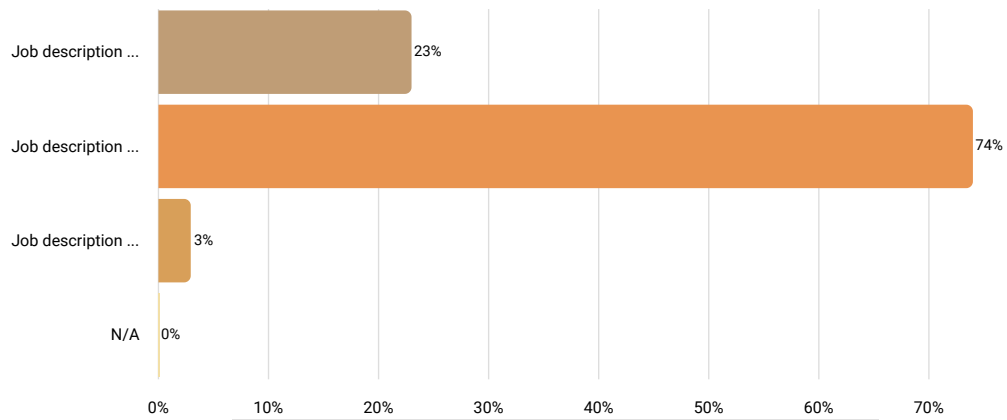
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.32
Median	1
Standard deviation	1.62
Total/sum	99

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

Answered 74 times

Skipped 1 times

Select one answer (radio button)



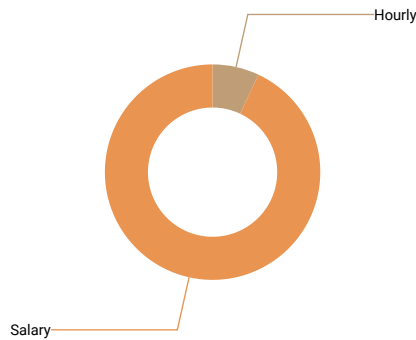
Results	%	N
Job description is perceptibly weaker than the position at your company	23%	17
Job description matches the position at your company very well	74%	55
Job description is perceptibly stronger than the position at your company	3%	2
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 75 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	5
Salary	93%	70

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	54	\$62,000.00	\$90,300.00	\$110,413.50	\$140,000.00	\$159,177.20	\$113,141.81	\$110,413.50	\$35,534.28
Average Incentive Bonus or Other Cash Bonus (Annual)	28	\$2,400.00	\$3,037.00	\$8,200.00	\$15,000.00	\$27,000.00	\$11,076.93	\$8,200.00	\$9,995.17
Pay Range Maximum Salary	36	\$80,000.00	\$113,000.00	\$140,000.00	\$161,125.00	\$200,000.00	\$138,401.93	\$140,000.00	\$48,006.52
Pay Range Minimum Salary	37	\$45,000.00	\$63,960.00	\$90,000.00	\$100,000.00	\$120,000.00	\$85,807.64	\$90,000.00	\$33,847.91
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	48	\$60,000.00	\$86,923.50	\$110,885.00	\$140,159.00	\$166,800.74	\$115,770.59	\$110,885.00	\$37,166.87
Actual Lowest Base Salary	48	\$55,000.00	\$85,711.50	\$116,000.00	\$138,715.00	\$166,800.74	\$114,249.44	\$116,000.00	\$38,098.12

5.11.18 Administrative or Business Manager

Job description

Directs and coordinates administrative functions of the facility. This position may combine the roles of oversight over one or more functional areas such as accounting, finance, human resources, etc.

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

Answered 7 times

Skipped 6 times

Text input

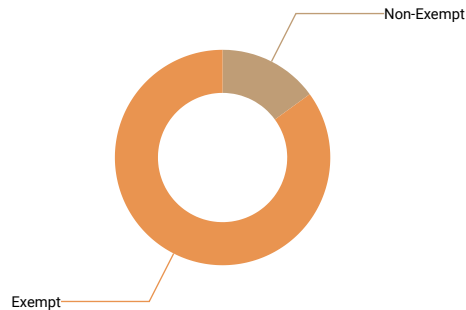
Results	
finance manager	1
county administrator	1
director of administration	1
office manager/hr coordinator	1
vice president - group manager	1
director of business operations	1
training leader or financial analysis leader	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



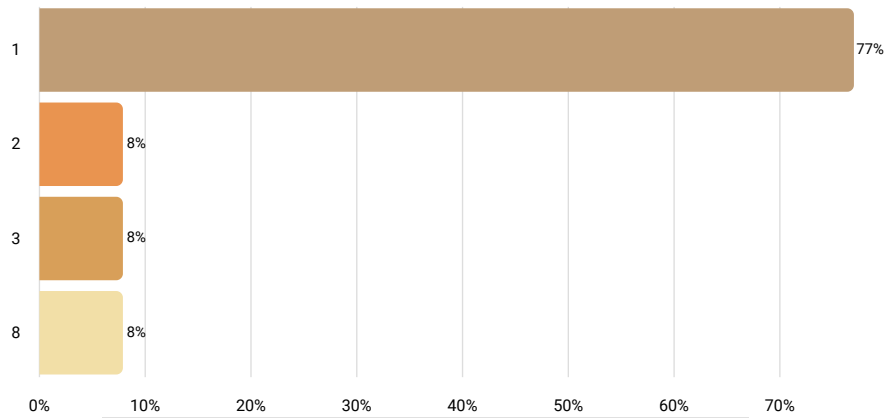
Results	%	N
Non-Exempt	15%	2
Exempt	85%	11

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



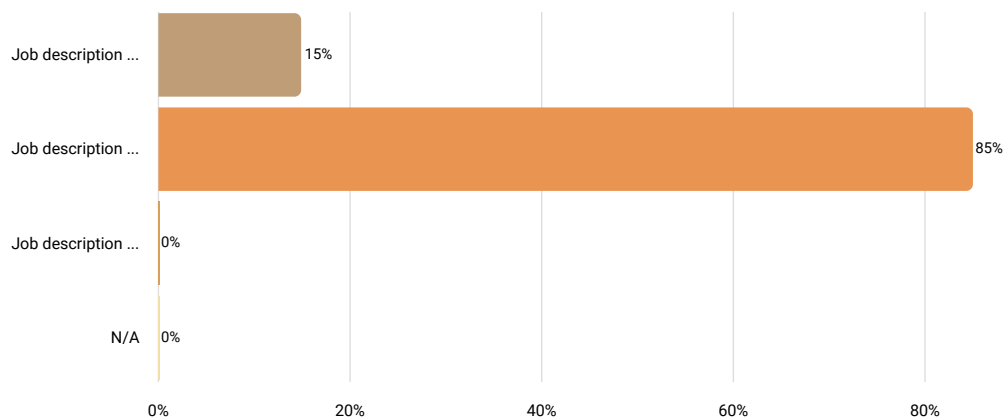
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.77
Median	1
Standard deviation	1.96
Total/sum	23

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



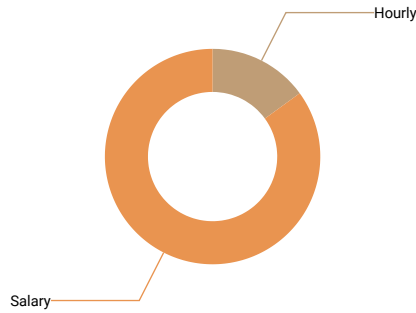
Results	%	N
Job description is perceptibly weaker than the position at your company	15%	2
Job description matches the position at your company very well	85%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	15%	2
Salary	85%	11

Compensation data

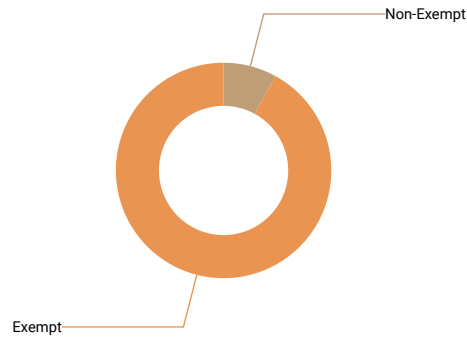
N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$64,050.00	\$80,288.00	\$121,903.50	\$158,000.00	\$184,871.00	\$124,823.10	\$121,903.50	\$47,189.57
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,000.00	\$4,400.00	\$6,052.50	\$12,000.00	\$14,000.00	\$7,417.50	\$6,052.50	\$4,615.52
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	8	\$70,854.00	\$97,183.20	\$196,000.00	\$223,305.50	\$316,178.00	\$177,501.18	\$196,000.00	\$83,916.91
Pay Range Minimum Salary	8	\$44,283.00	\$65,842.40	\$91,175.00	\$102,065.00	\$141,000.00	\$87,930.98	\$91,175.00	\$29,716.75
Actual Highest Base Salary	8	\$53,100.00	\$82,644.00	\$124,518.50	\$158,184.50	\$246,991.00	\$128,848.13	\$124,518.50	\$60,681.72
Actual Lowest Base Salary	8	\$53,100.00	\$72,644.00	\$116,920.00	\$152,460.00	\$174,859.00	\$114,000.88	\$116,920.00	\$44,730.75

FLSA Status

Answered 38 times

Skipped 0 times

Select one answer (radio button)



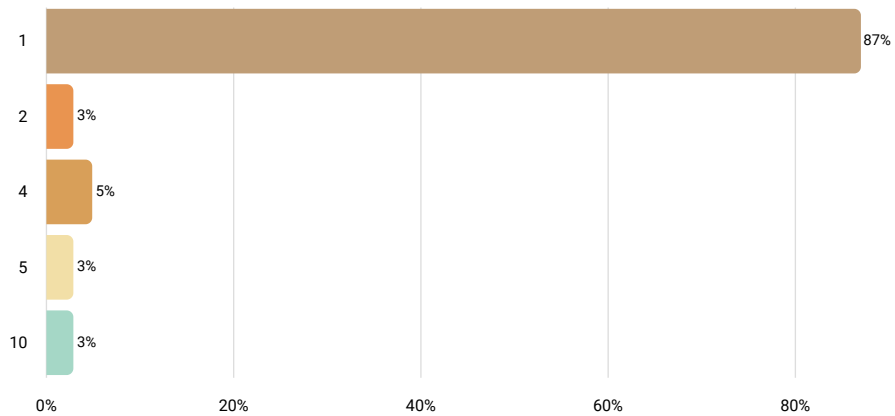
Results	%	N
Non-Exempt	8%	3
Exempt	92%	35

Number of Employees Currently in This Position

Answered 38 times

Skipped 0 times

Number input



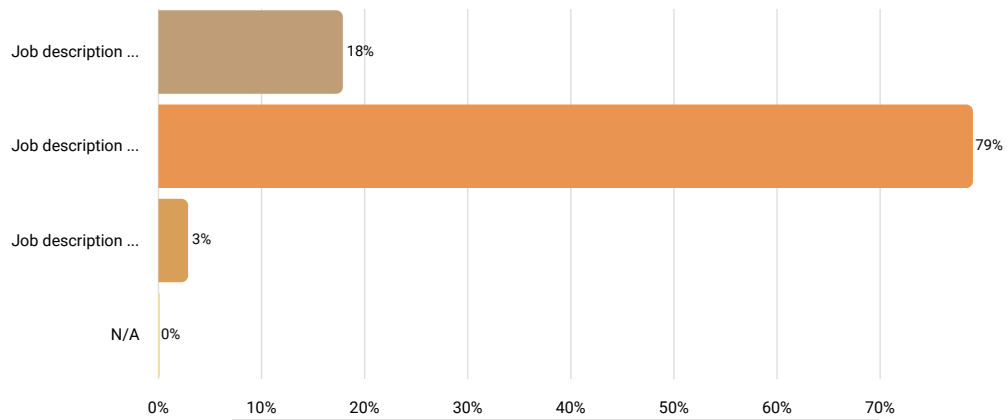
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.53
Median	1
Standard deviation	1.69
Total/sum	58

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

Answered 38 times

Skipped 0 times

Select one answer (radio button)



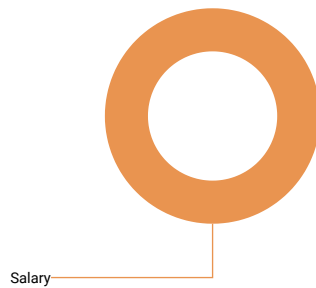
Results	%	N
Job description is perceptibly weaker than the position at your company	18%	7
Job description matches the position at your company very well	79%	30
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 38 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	38

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	27	\$65,000.00	\$90,000.00	\$135,000.00	\$155,000.00	\$185,860.00	\$128,065.39	\$135,000.00	\$43,305.35
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$3,500.00	\$6,000.00	\$10,319.00	\$20,000.00	\$27,879.00	\$13,572.64	\$10,319.00	\$10,027.36
Pay Range Maximum Salary	18	\$70,854.00	\$90,000.00	\$155,000.00	\$191,560.00	\$212,000.00	\$145,961.68	\$155,000.00	\$52,844.93
Pay Range Minimum Salary	19	\$47,653.00	\$65,000.00	\$101,316.00	\$136,592.93	\$145,000.00	\$100,535.21	\$101,316.00	\$36,607.98
Actual Highest Base Salary	27	\$66,000.00	\$92,000.00	\$143,000.00	\$166,727.00	\$202,000.00	\$137,040.09	\$143,000.00	\$44,646.30
Actual Lowest Base Salary	24	\$65,000.00	\$81,426.50	\$130,000.00	\$154,000.00	\$185,860.00	\$123,200.06	\$130,000.00	\$47,910.22

5.11.20 Assistant Manager

Job description

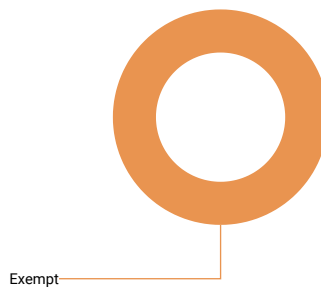
Assist General or Operations Managers with coordinating the operations of public or private sector organizations, overseeing multiple departments or locations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Usually manage through subordinate supervisors. Excludes First-Line Supervisors.

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



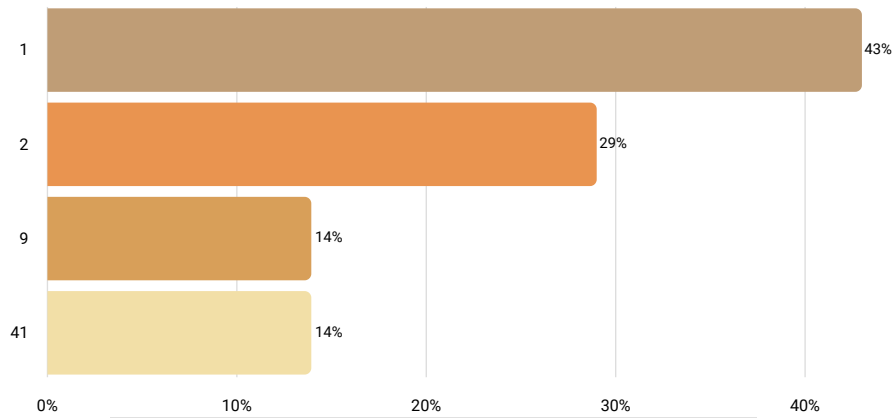
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



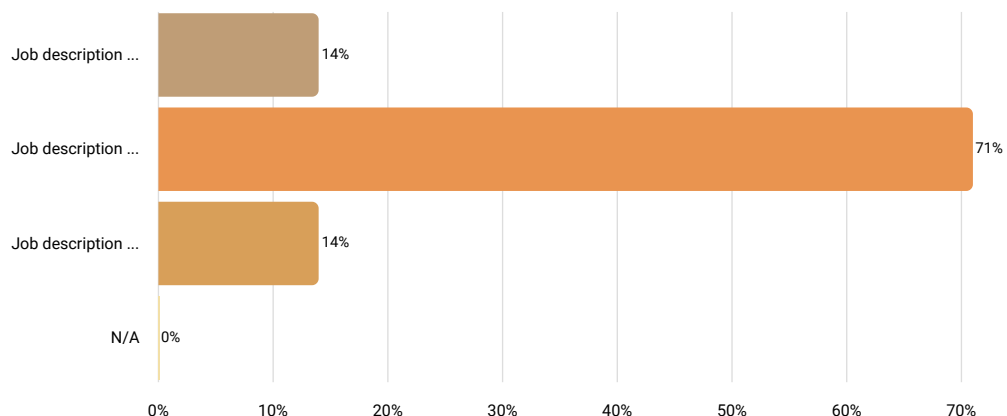
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	9
90th percentile	41
Mean	8.14
Median	2
Standard deviation	14.77
Total/sum	57

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



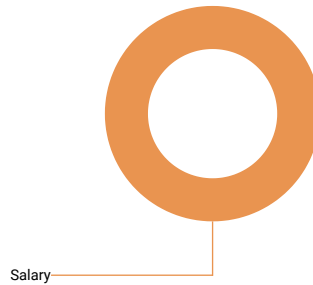
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 2 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	Standard deviation
Actual Average Base Salary	5	\$64,000.00	\$65,742.00	\$86,624.00	\$88,000.00	\$126,467.00	\$86,166.60	\$86,624.00	\$25,180.43
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary	5	\$94,385.00	\$95,000.00	\$105,000.00	\$126,670.00	\$174,720.00	\$119,155.00	\$105,000.00	\$33,694.68
Pay Range Minimum Salary	5	\$47,115.00	\$55,000.00	\$75,000.00	\$90,480.00	\$106,080.00	\$74,735.00	\$75,000.00	\$24,407.06
Actual Highest Base Salary	5	\$64,000.00	\$78,543.00	\$94,500.00	\$98,000.00	\$140,295.00	\$95,067.60	\$94,500.00	\$28,691.01
Actual Lowest Base Salary	5	\$56,383.00	\$64,000.00	\$78,000.00	\$78,748.00	\$111,500.00	\$77,726.20	\$78,000.00	\$21,128.95

5.11.21 Production Manager

Job description

Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.

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

Answered 9 times

Skipped 31 times

Text input

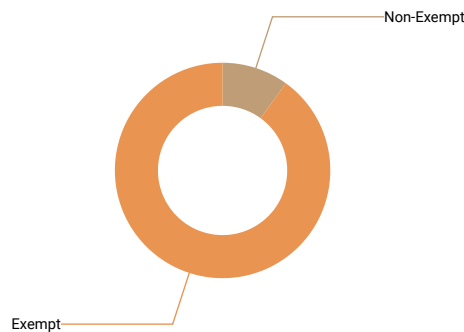
Results	
foreman	1
operations manager	1
director, operations	1
manufacturing manager	1
production operations leader	1
manager, production parts packaging	1
advanced manufacturing department manager	1
production manager, sr production manager	1
production scheduler, senior production manager	1

FLSA Status

Answered 40 times

Skipped 0 times

Select one answer (radio button)



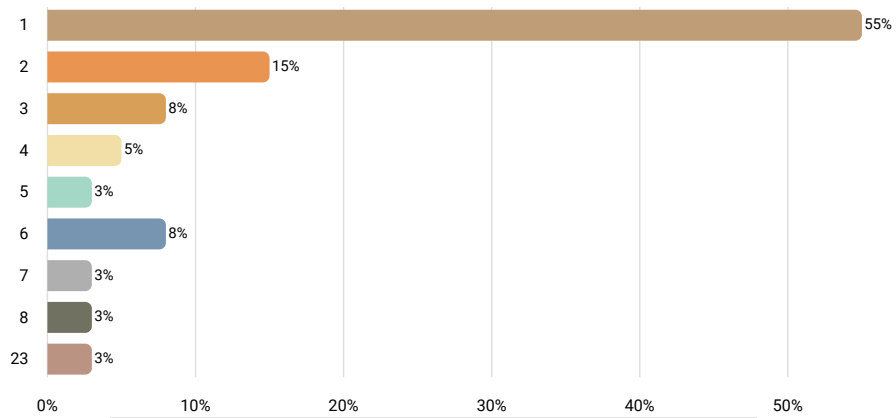
Results	%	N
Non-Exempt	10%	4
Exempt	90%	36

Number of Employees Currently in This Position

Answered 40 times

Skipped 0 times

Number input



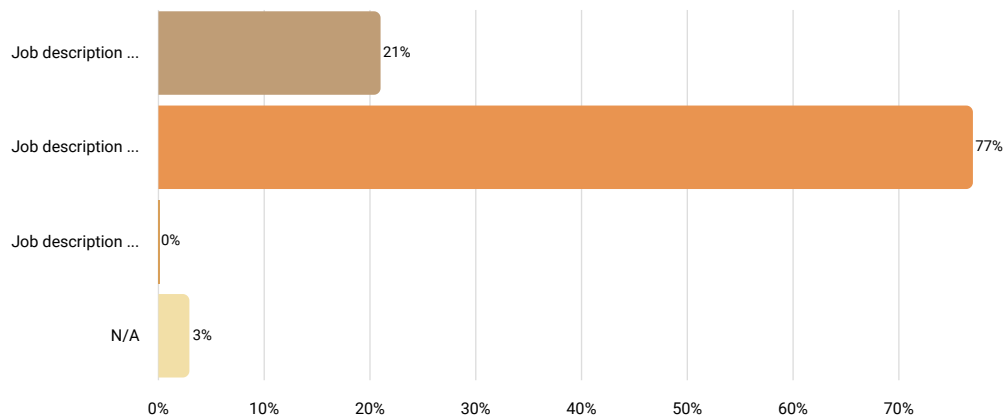
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	6
Mean	2.8
Median	1
Standard deviation	3.81
Total/sum	112

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

Answered 39 times

Skipped 1 times

Select one answer (radio button)



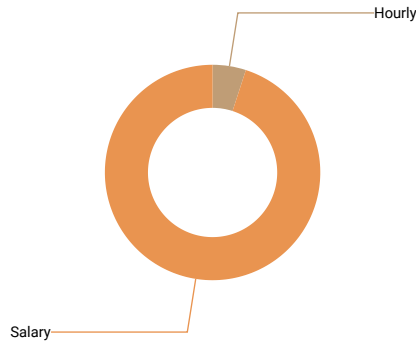
Results	%	N
Job description is perceptibly weaker than the position at your company	21%	8
Job description matches the position at your company very well	77%	30
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

Is this position paid an hourly rate or annual salary?

Answered 40 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	2
Salary	95%	38

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	30	\$71,300.00	\$81,000.00	\$112,500.00	\$124,369.00	\$148,960.50	\$107,480.28	\$112,500.00	\$28,730.28
Average Incentive Bonus or Other Cash Bonus (Annual)	16	\$3,250.00	\$4,445.00	\$6,859.00	\$19,634.23	\$25,903.02	\$11,772.22	\$6,859.00	\$9,930.96
Pay Range Maximum Salary	17	\$90,000.00	\$125,000.00	\$145,000.00	\$166,000.00	\$220,147.20	\$146,854.13	\$145,000.00	\$51,454.87
Pay Range Minimum Salary	18	\$65,000.00	\$72,000.00	\$94,250.00	\$104,240.00	\$115,000.00	\$88,676.16	\$94,250.00	\$27,069.70
Actual Highest Base Salary	28	\$70,700.00	\$87,250.00	\$115,500.00	\$140,000.00	\$161,496.00	\$115,510.50	\$115,500.00	\$32,144.93
Actual Lowest Base Salary	26	\$69,212.00	\$75,000.00	\$109,200.50	\$128,000.00	\$151,177.00	\$105,181.00	\$109,200.50	\$29,293.88

Executive

5.12.1 Top Level Sales/Mktg (CMO/VP Sales and Mktg)

Job description

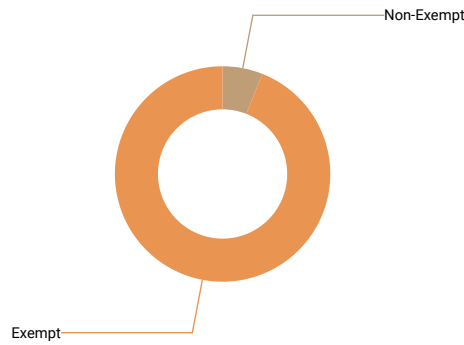
Leader of the entire sales/marketing/business development function of the organization. Responsible for managing all brands, distribution channels, and deployment of sales for the organization. They are responsible for developing the strategic sales plans based on company goals that will promote sales growth and customer satisfaction for the organization.

FLSA Status

Answered 18 times

Skipped 1 times

Select one answer (radio button)



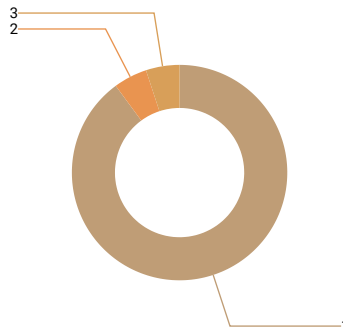
Results	%	N
Non-Exempt	6%	1
Exempt	94%	17

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



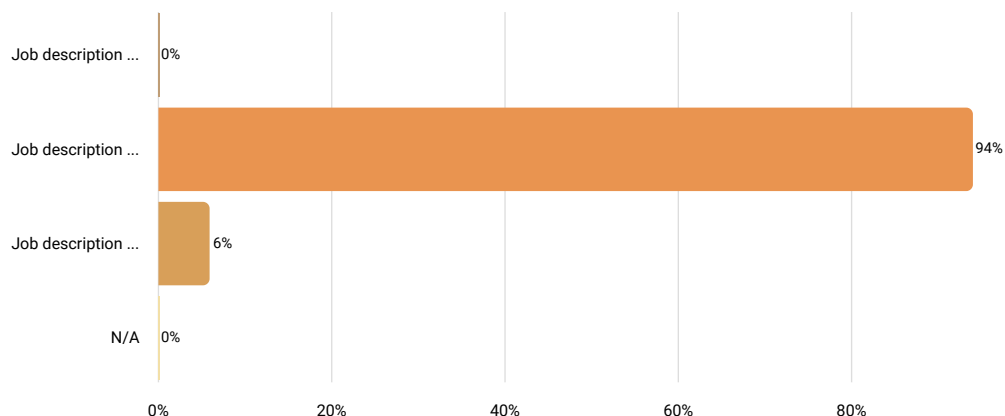
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.16
Median	1
Standard deviation	0.5
Total/sum	22

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

Answered 18 times

Skipped 1 times

Select one answer (radio button)



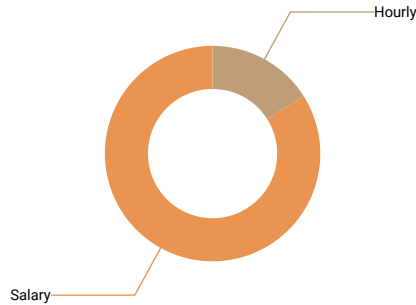
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	94%	17
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 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	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	15	\$100,116.00	\$130,000.00	\$181,413.00	\$230,000.00	\$235,518.00	\$182,787.60	\$181,413.00	\$60,279.97
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$10,000.00	\$40,000.00	\$54,000.00	\$98,000.00	\$150,000.00	\$66,000.00	\$54,000.00	\$45,603.36
Pay Range Maximum Salary	6	\$100,116.00	\$150,000.00	\$210,298.00	\$300,000.00	\$319,923.00	\$215,105.83	\$210,298.00	\$85,992.34
Pay Range Minimum Salary	6	\$95,900.00	\$100,116.00	\$124,192.50	\$235,518.00	\$319,923.00	\$166,640.33	\$124,192.50	\$90,856.30
Actual Highest Base Salary	13	\$100,116.00	\$130,000.00	\$181,413.00	\$215,000.00	\$252,000.00	\$182,985.69	\$181,413.00	\$64,311.17
Actual Lowest Base Salary	12	\$100,116.00	\$127,972.00	\$184,000.00	\$215,000.00	\$235,518.00	\$180,033.42	\$184,000.00	\$64,516.38

5.12.2 Top Technical Exec (CTO/VP Technology)

Job description

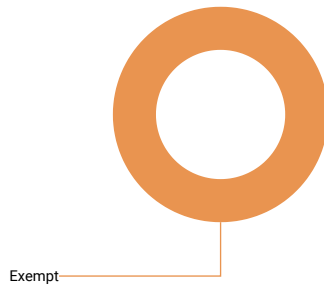
Leader of the entire technical function of the organization, including IT. Guides and directs the technical strategy and function including the work of all technical staff.

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



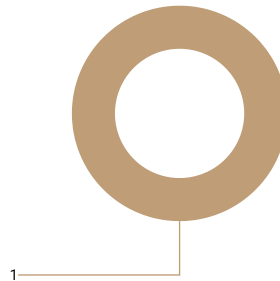
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



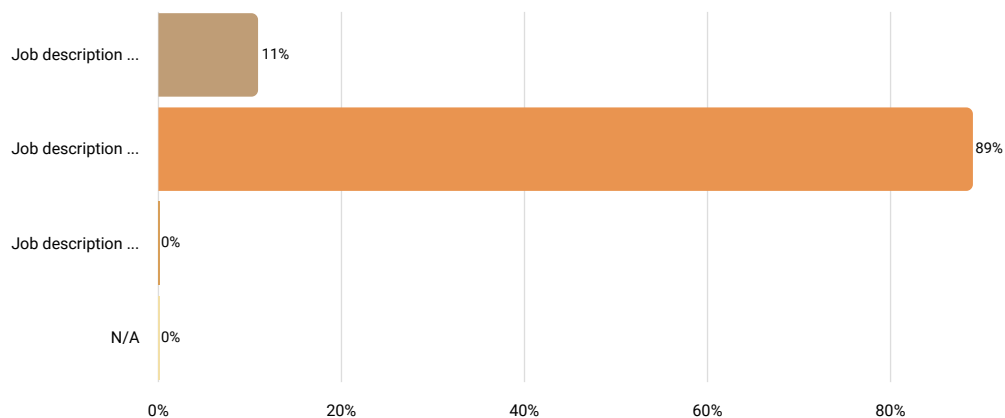
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	11

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

Answered 9 times

Skipped 2 times

Select one answer (radio button)



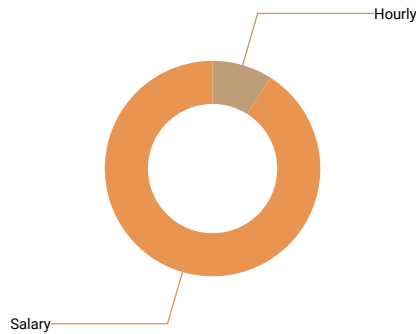
Results	%	N
Job description is perceptibly weaker than the position at your company	11%	1
Job description matches the position at your company very well	89%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	10	\$152,185.50	\$182,832.00	\$205,909.50	\$233,347.00	\$260,532.00	\$206,143.30	\$205,909.50	\$39,035.86
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,250.00	\$2,400.00	\$10,000.00	\$18,500.00	\$50,000.00	\$15,525.00	\$10,000.00	\$18,324.40
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	5	\$182,832.00	\$195,000.00	\$239,746.00	\$250,000.00	\$300,000.00	\$233,515.60	\$239,746.00	\$46,858.85
Pay Range Minimum Salary	5	\$167,822.00	\$175,000.00	\$182,832.00	\$200,000.00	\$250,000.00	\$195,130.80	\$182,832.00	\$32,926.50
Actual Highest Base Salary	9	\$163,371.00	\$195,000.00	\$210,819.00	\$233,347.00	\$271,064.00	\$213,403.67	\$210,819.00	\$33,538.98
Actual Lowest Base Salary	9	\$163,371.00	\$195,000.00	\$210,819.00	\$233,347.00	\$271,064.00	\$213,381.44	\$210,819.00	\$33,539.20

5.12.3 Top Programs Exec (VP Programs)

Job description

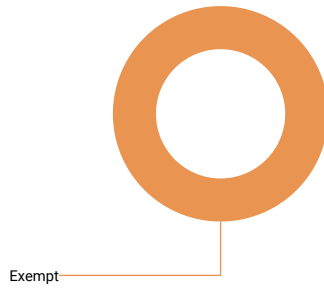
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency and economy of operations.

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



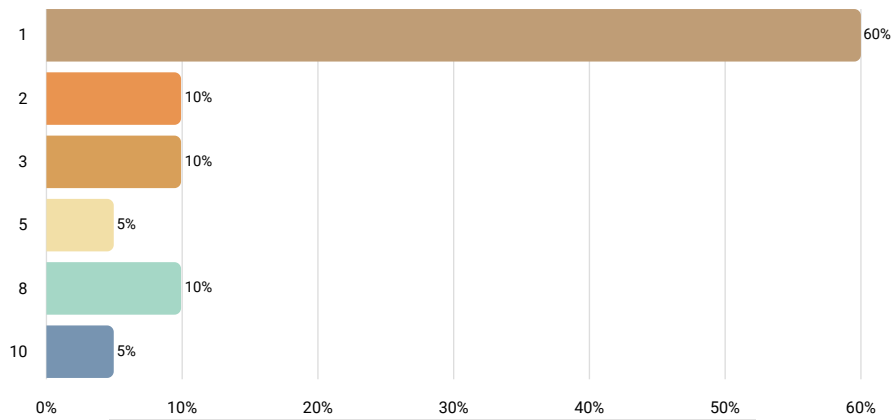
Results	%	N
Non-Exempt	0%	0
Exempt	100%	20

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



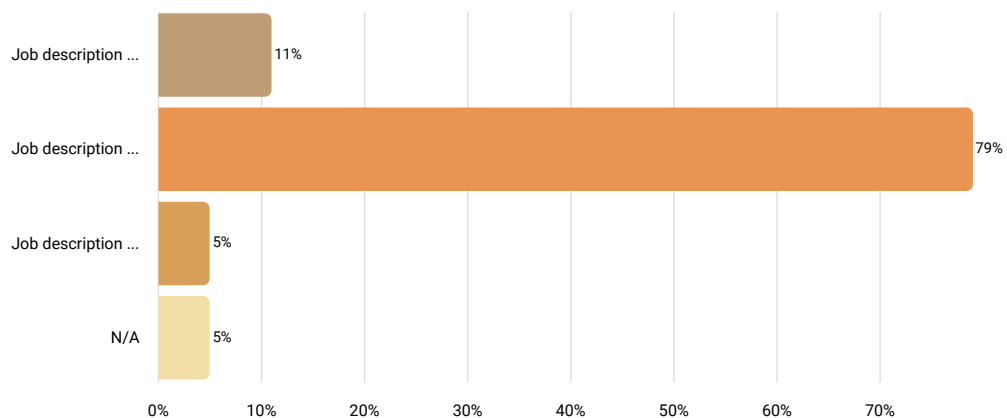
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	8
Mean	2.65
Median	1
Standard deviation	2.81
Total/sum	53

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

Answered 19 times

Skipped 1 times

Select one answer (radio button)



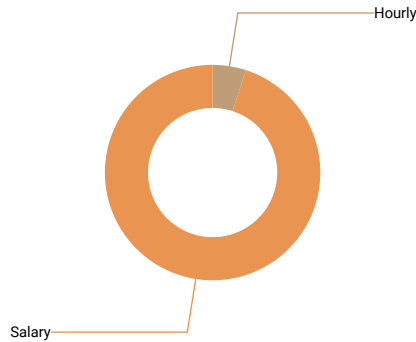
Results	%	N
Job description is perceptibly weaker than the position at your company	11%	2
Job description matches the position at your company very well	79%	15
Job description is perceptibly stronger than the position at your company	5%	1
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	1
Salary	95%	19

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	13	\$113,200.00	\$146,000.00	\$199,992.00	\$212,299.00	\$239,000.00	\$183,048.38	\$199,992.00	\$51,637.90
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$2,400.00	\$5,000.00	\$16,000.00	\$110,000.00	\$180,000.00	\$49,485.71	\$16,000.00	\$68,646.33
Pay Range Maximum Salary	6	\$179,400.00	\$200,000.00	\$235,609.00	\$285,000.00	\$350,000.00	\$247,603.00	\$235,609.00	\$63,649.37
Pay Range Minimum Salary	6	\$95,900.00	\$100,000.00	\$174,196.50	\$180,648.00	\$250,000.00	\$162,490.17	\$174,196.50	\$57,738.01
Actual Highest Base Salary	13	\$146,000.00	\$170,000.00	\$199,992.00	\$220,000.00	\$270,000.00	\$201,908.07	\$199,992.00	\$42,132.51
Actual Lowest Base Salary	12	\$95,900.00	\$123,000.00	\$180,000.00	\$196,065.00	\$215,000.00	\$167,973.17	\$180,000.00	\$53,683.84

5.12.4 Top Financial Exec (CFO)

Job description

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

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

Answered 8 times

Skipped 21 times

Text input

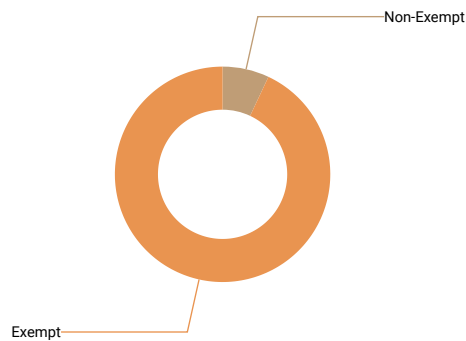
Results	
cfo	2
controller	1
cfo/vice chairman	1
chief financial officer	1
vice president, accounting & finance	1
executive vice president - chief financial officer, executive vice president - finance	1
the cfo oversees and directs the financial activities of the corporation, directs the preparation of current financial reports and summaries, and creates forecasts predicting future growth.	1

FLSA Status

Answered 29 times

Skipped 0 times

Select one answer (radio button)



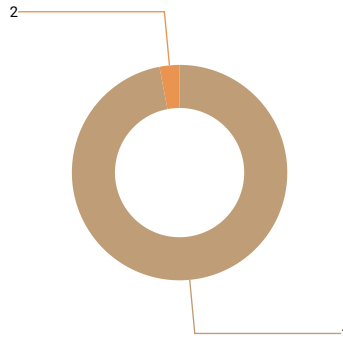
Results	%	N
Non-Exempt	7%	2
Exempt	93%	27

Number of Employees Currently in This Position

Answered 29 times

Skipped 0 times

Number input



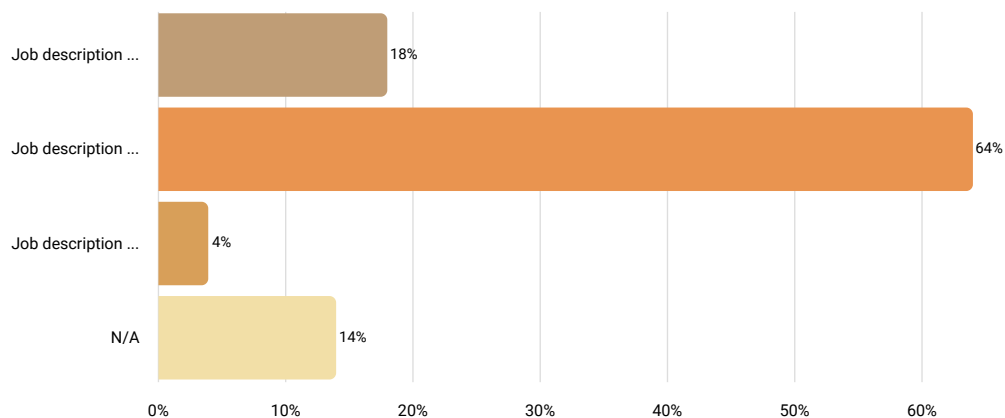
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.03
Median	1
Standard deviation	0.19
Total/sum	30

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

Answered 28 times

Skipped 1 times

Select one answer (radio button)



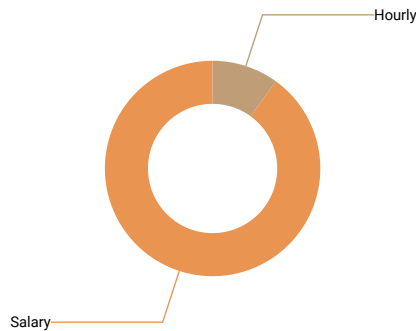
Results	%	N
Job description is perceptibly weaker than the position at your company	18%	5
Job description matches the position at your company very well	64%	18
Job description is perceptibly stronger than the position at your company	4%	1
N/A	14%	4

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	3
Salary	90%	26

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	18	\$125,008.00	\$135,012.00	\$176,566.00	\$219,000.00	\$273,000.00	\$184,251.56	\$176,566.00	\$55,940.86
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$600.00	\$3,853.00	\$7,500.00	\$50,000.00	\$50,000.00	\$21,626.91	\$7,500.00	\$25,417.51
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	9	\$135,000.00	\$177,347.00	\$196,745.44	\$221,088.00	\$312,000.00	\$203,288.05	\$196,745.44	\$58,754.74
Pay Range Minimum Salary	10	\$87,950.00	\$118,776.46	\$135,006.00	\$157,000.00	\$248,900.00	\$149,355.15	\$135,006.00	\$58,281.96
Actual Highest Base Salary	18	\$125,008.00	\$135,012.00	\$176,566.00	\$250,000.00	\$273,000.00	\$187,936.99	\$176,566.00	\$58,843.98
Actual Lowest Base Salary	17	\$125,008.00	\$135,012.00	\$150,000.00	\$210,621.00	\$273,000.00	\$179,734.77	\$150,000.00	\$57,125.20

5.12.5 Top Manufacturing/Production Executive

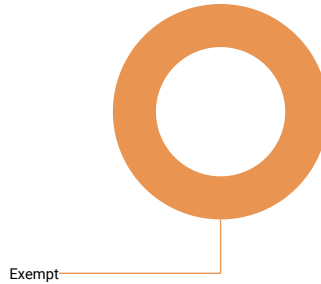
Job description Leader of the entire production/manufacturing function of the organization. Manages all plant and production managers and staff.

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



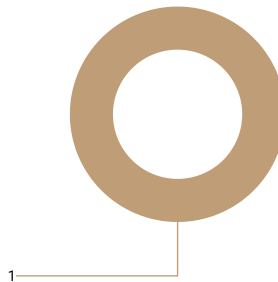
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



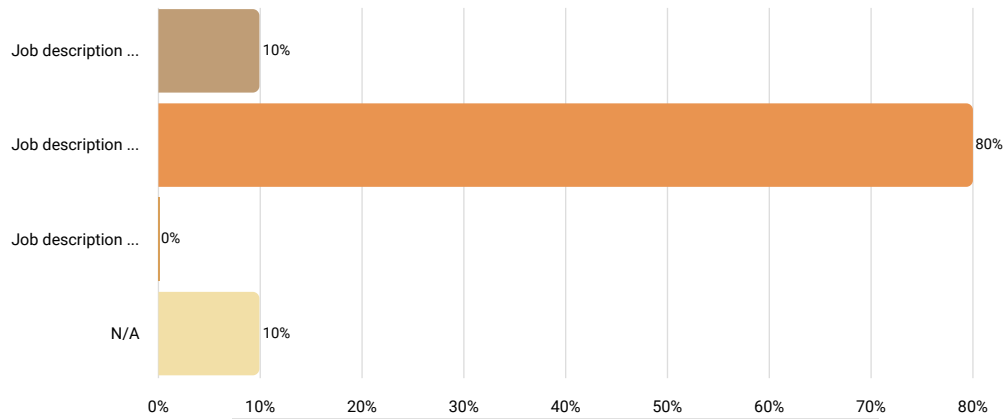
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	10

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



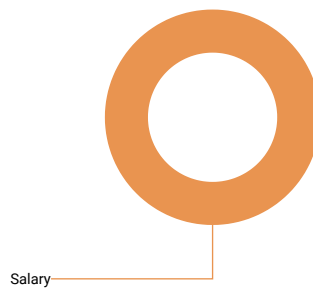
Results	%	N
Job description is perceptibly weaker than the position at your company	10%	1
Job description matches the position at your company very well	80%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	10%	1

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Salary	8	\$110,000.00	\$121,717.50	\$178,500.00	\$219,500.00	\$265,000.00	\$176,804.38	\$178,500.00	\$56,780.97
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Highest Base Salary	7	\$110,000.00	\$118,435.00	\$185,000.00	\$230,000.00	\$265,000.00	\$175,062.14	\$185,000.00	\$59,775.37
Actual Lowest Base Salary	7	\$110,000.00	\$118,435.00	\$147,000.00	\$230,000.00	\$265,000.00	\$169,633.57	\$147,000.00	\$60,444.20

5.12.6 Top HR Exec (CHRO/VP HR)

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

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

Answered 5 times

Skipped 8 times

Text input

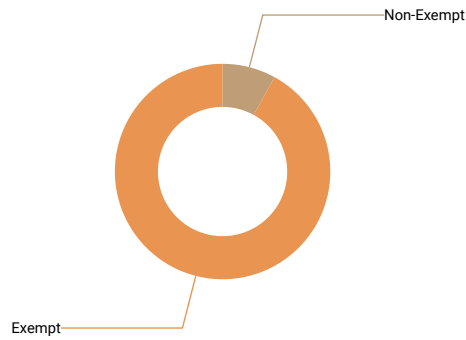
Results	
vp hr	1
vice pres human resources	1
vice president - director of hr	1
chief people and culture officer	1
director of customer service & employee relations	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



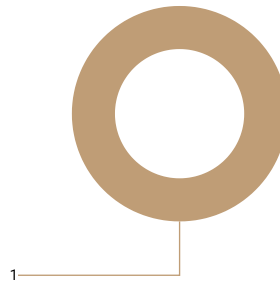
Results	%	N
Non-Exempt	8%	1
Exempt	92%	12

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



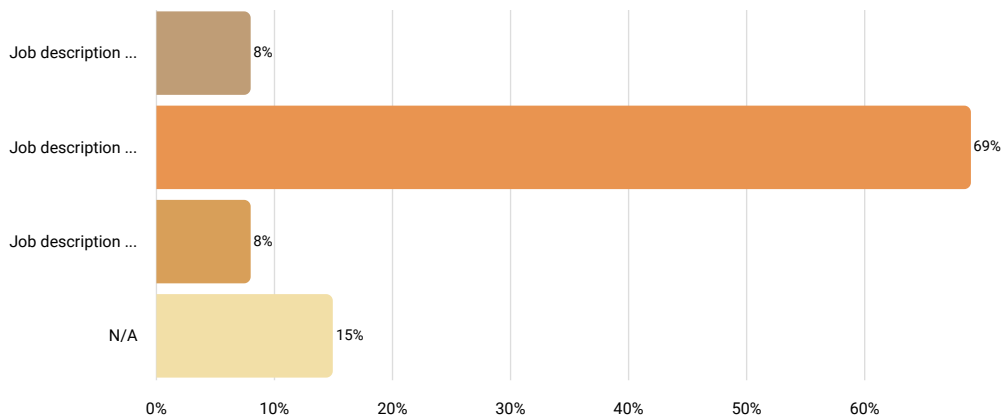
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	13

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



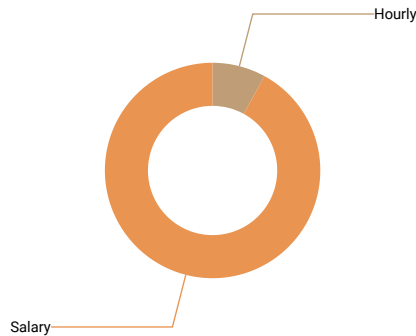
Results	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	69%	9
Job description is perceptibly stronger than the position at your company	8%	1
N/A	15%	2

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	9	\$113,000.00	\$140,000.00	\$146,000.00	\$153,500.00	\$275,413.00	\$158,828.22	\$146,000.00	\$47,439.41
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$600.00	\$2,700.00	\$25,000.00	\$44,000.00	\$52,000.00	\$24,860.00	\$25,000.00	\$23,358.90
Pay Range Maximum Salary	6	\$145,000.00	\$145,110.00	\$184,453.50	\$196,745.44	\$275,413.00	\$188,529.24	\$184,453.50	\$48,021.97
Pay Range Minimum Salary	6	\$97,000.00	\$103,415.00	\$112,453.23	\$126,676.00	\$275,413.00	\$137,901.74	\$112,453.23	\$68,224.44
Actual Highest Base Salary	9	\$125,000.00	\$145,000.00	\$152,000.00	\$153,500.00	\$275,413.00	\$163,161.56	\$152,000.00	\$44,414.78
Actual Lowest Base Salary	8	\$98,500.00	\$126,000.00	\$143,000.00	\$165,770.50	\$275,413.00	\$155,431.75	\$143,000.00	\$53,777.83

5.12.7 Chief Operating Officer (COO)

Job description

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

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

Answered 7 times

Skipped 21 times

Text input

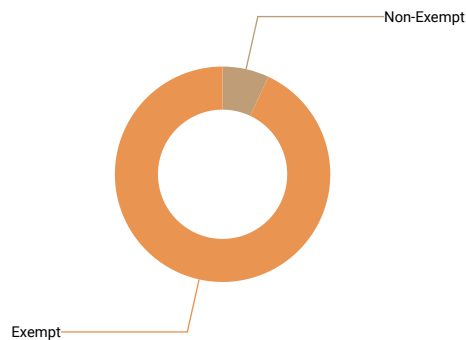
Results	
president	1
cfo/coo role combined	1
vp and general manager	1
vp professional services	1
president huntsville hospital coo	1
senior vice president for operations	1
vice president, production operations & supply chain	1

FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



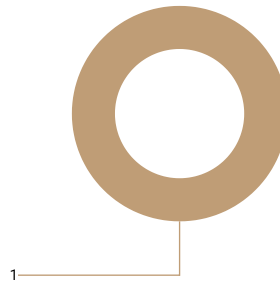
Results	%	N
Non-Exempt	7%	2
Exempt	93%	26

Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



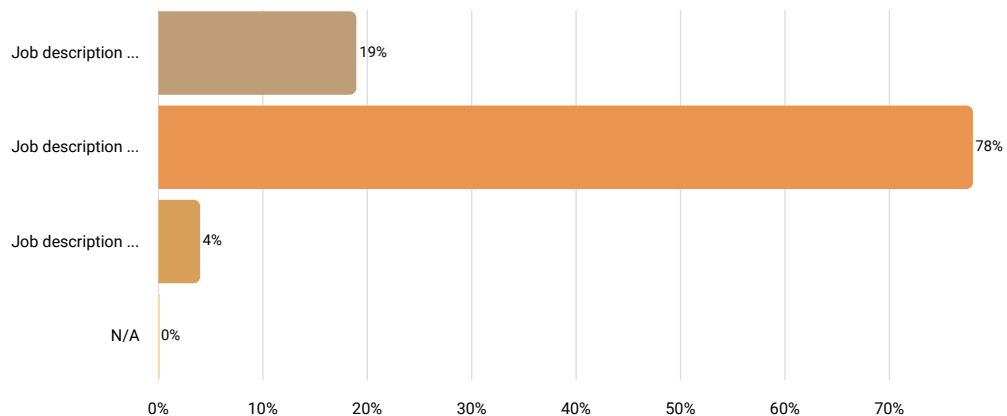
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	28

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

Answered 27 times

Skipped 1 times

Select one answer (radio button)



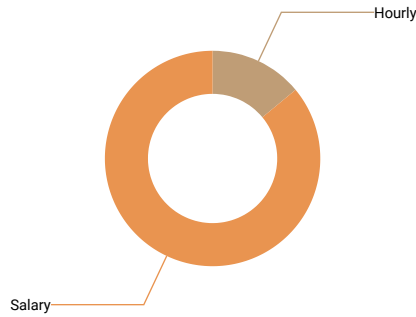
Results	%	N
Job description is perceptibly weaker than the position at your company	19%	5
Job description matches the position at your company very well	78%	21
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	4
Salary	86%	24

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	19	\$90,000.00	\$151,296.00	\$184,742.00	\$250,000.00	\$357,780.28	\$206,402.07	\$184,742.00	\$91,956.73
Average Incentive Bonus or Other Cash Bonus (Annual)	13	\$2,400.00	\$10,000.00	\$40,000.00	\$90,000.00	\$100,000.00	\$73,974.54	\$40,000.00	\$118,902.35
Pay Range Maximum Salary	11	\$140,000.00	\$175,000.00	\$200,000.00	\$230,000.00	\$280,000.00	\$200,726.55	\$200,000.00	\$58,242.61
Pay Range Minimum Salary	11	\$125,000.00	\$126,676.00	\$157,000.00	\$200,000.00	\$230,000.00	\$163,756.64	\$157,000.00	\$66,625.92
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	21	\$150,000.00	\$168,480.00	\$200,989.00	\$250,000.00	\$305,385.60	\$220,153.56	\$200,989.00	\$82,711.93
Actual Lowest Base Salary	19	\$75,000.00	\$166,400.00	\$200,989.00	\$250,000.00	\$357,780.28	\$207,917.86	\$200,989.00	\$94,312.43

5.12.8 Chief Administrative Officer (VP Admin)

Job description Leader of numerous branches of the business, typically including finance, sales, human resources, and marketing.

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

Answered 6 times

Skipped 5 times

Text input

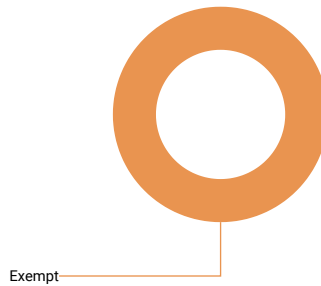
Results	
sr. vp operations	1
vp of administration	1
vp for financial affairs	1
city administrator - 1604	1
senior director of administration	1
executive vice president, business management	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



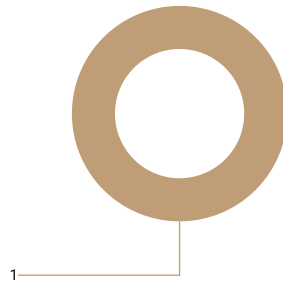
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



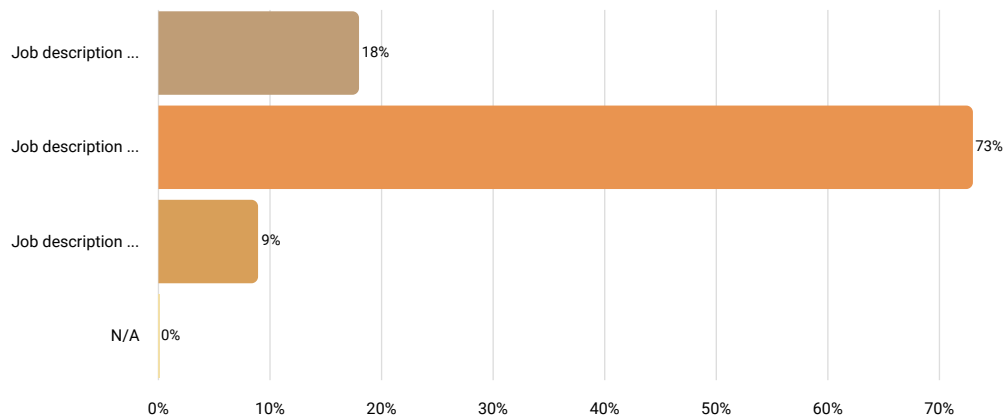
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	11

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



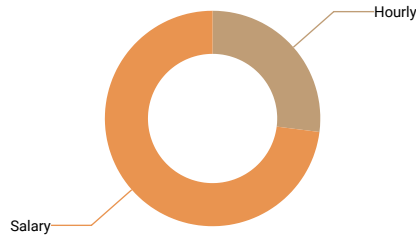
Results	%	N
Job description is perceptibly weaker than the position at your company	18%	2
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	9%	1
N/A	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate									
Actual Lowest Base Rate									
Actual Average Base Salary	7	\$85,000.00	\$135,000.00	\$170,000.00	\$200,000.00	\$211,099.20	\$166,214.17	\$170,000.00	\$44,445.05
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Highest Base Salary	7	\$85,000.00	\$135,000.00	\$170,000.00	\$200,000.00	\$211,099.20	\$166,214.17	\$170,000.00	\$44,445.05
Actual Lowest Base Salary	6	\$85,000.00	\$135,000.00	\$166,500.00	\$200,000.00	\$211,099.20	\$160,683.20	\$166,500.00	\$45,972.44

5.12.9 CEO/President

Job description

Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company and board of directors.

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

Answered 12 times

Skipped 57 times

Text input

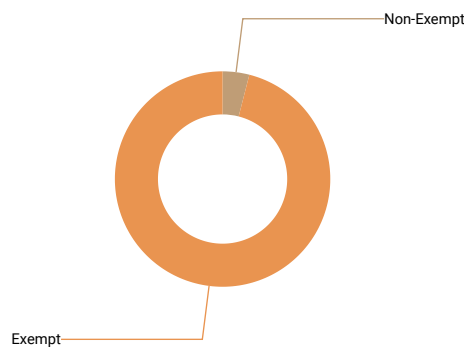
Results	
executive director	2
chief executive officer	2
mayor -	1
president	1
president/ceo	1
general manager	1
corporate president	1
our ceo is also the cfo	1
president/chief operating officer	1
2 different positions ceo and president	1

FLSA Status

Answered 69 times

Skipped 0 times

Select one answer (radio button)



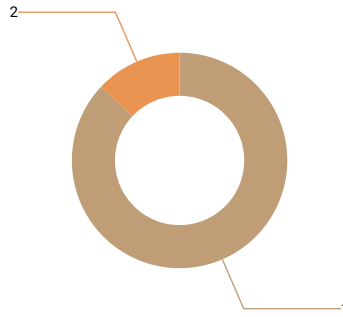
Results	%	N
Non-Exempt	4%	3
Exempt	96%	66

Number of Employees Currently in This Position

Answered 69 times

Skipped 0 times

Number input



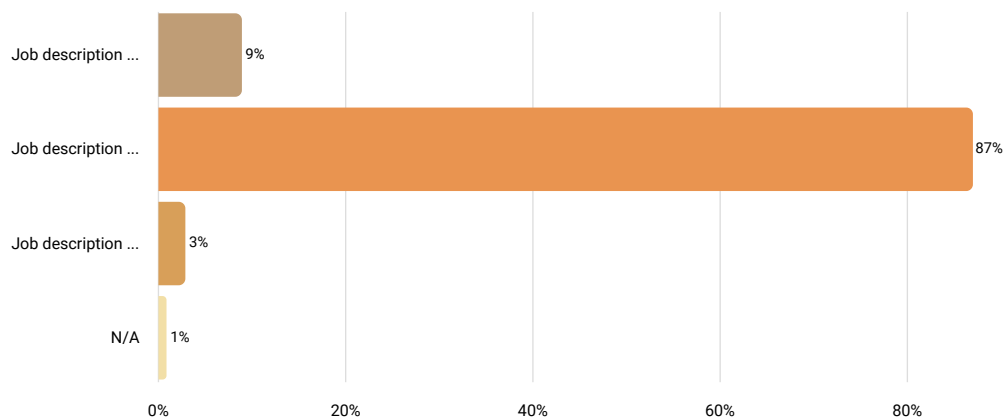
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.13
Median	1
Standard deviation	0.34
Total/sum	78

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

Answered 67 times

Skipped 2 times

Select one answer (radio button)



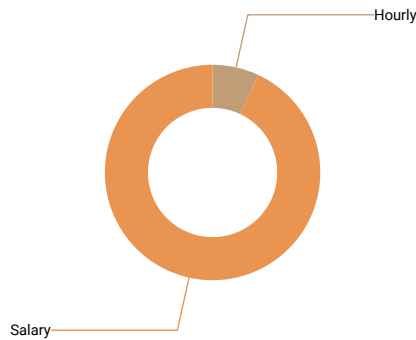
Results	%	N
Job description is perceptibly weaker than the position at your company	9%	6
Job description matches the position at your company very well	87%	58
Job description is perceptibly stronger than the position at your company	3%	2
N/A	1%	1

Is this position paid an hourly rate or annual salary?

Answered 69 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	5
Salary	93%	64

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	5	\$30.00	\$118.60	\$119.47	\$144.00	\$192.31	\$120.88	\$119.47	\$58.96
Pay Range Maximum Rate									
Pay Range Minimum Rate									
Actual Highest Base Rate	5	\$30.00	\$119.47	\$123.95	\$144.00	\$192.31	\$121.95	\$123.95	\$58.95
Actual Lowest Base Rate	5	\$30.00	\$118.60	\$119.47	\$144.00	\$192.31	\$120.88	\$119.47	\$58.96
Actual Average Base Salary	52	\$116,000.00	\$159,763.50	\$225,000.00	\$291,089.50	\$400,000.00	\$248,634.12	\$225,000.00	\$127,672.14
Average Incentive Bonus or Other Cash Bonus (Annual)	24	\$4,000.00	\$26,865.00	\$65,000.00	\$157,500.00	\$475,000.00	\$143,895.00	\$65,000.00	\$199,003.83
Pay Range Maximum Salary	23	\$137,196.80	\$166,165.00	\$259,790.00	\$324,000.00	\$450,000.00	\$266,135.12	\$259,790.00	\$113,715.04
Pay Range Minimum Salary	24	\$95,000.00	\$148,499.95	\$183,471.00	\$242,859.00	\$300,000.00	\$201,587.19	\$183,471.00	\$100,918.10
Actual Highest Base Salary	48	\$116,000.00	\$163,082.50	\$243,115.50	\$306,500.00	\$425,000.00	\$259,466.18	\$243,115.50	\$130,894.39
Actual Lowest Base Salary	46	\$116,000.00	\$160,000.00	\$225,000.00	\$296,629.00	\$400,000.00	\$247,556.81	\$225,000.00	\$129,400.38

Co-Op and Intern

5.13.1 Intern

Job description

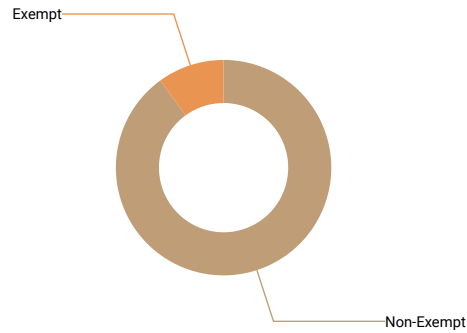
refers to a one-term work assignment, most often in the summer, but not always. Internships can be full- or part-time, paid or unpaid, depending on the employer and the career field.

FLSA Status

Answered 20 times

Skipped 1 times

Select one answer (radio button)



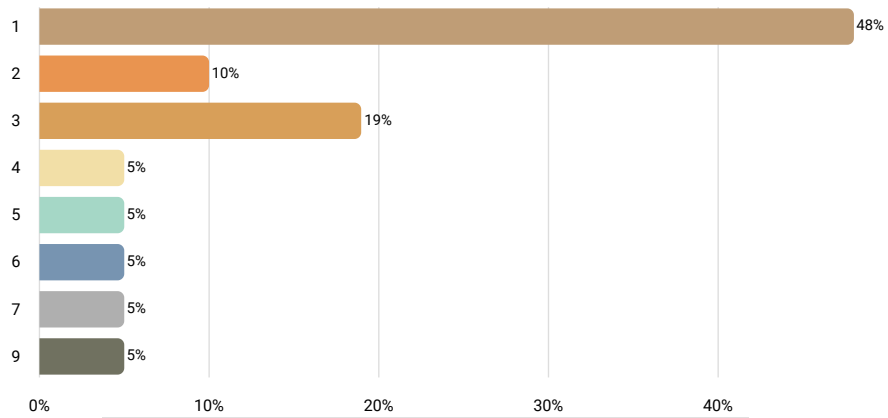
Results	%	N
Non-Exempt	90%	18
Exempt	10%	2

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



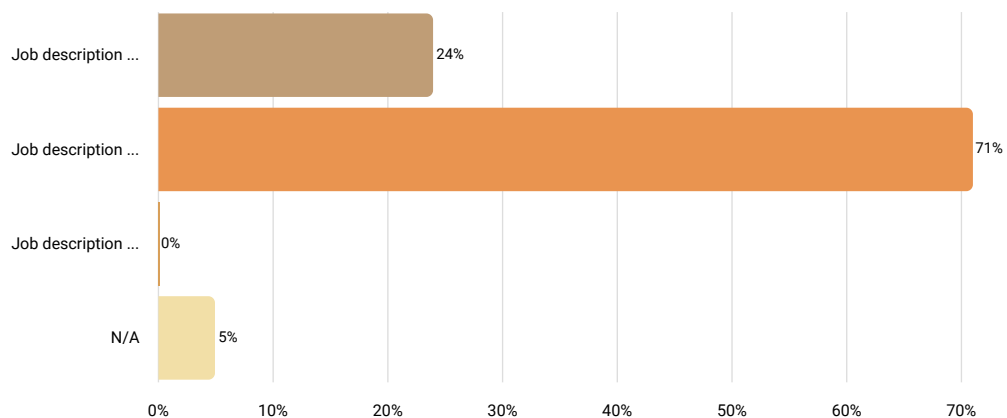
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	6
Mean	2.71
Median	2
Standard deviation	2.31
Total/sum	57

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



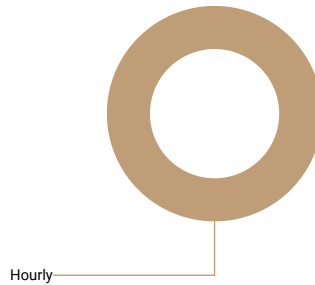
Results		
	%	N
Job description is perceptibly weaker than the position at your company	24%	5
Job description matches the position at your company very well	71%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	1

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	21
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate	19	\$15.00	\$17.00	\$18.89	\$25.00	\$26.34	\$20.42	\$18.89	\$4.25
Pay Range Maximum Rate	11	\$16.00	\$18.89	\$20.00	\$24.50	\$27.00	\$20.93	\$20.00	\$4.81
Pay Range Minimum Rate	11	\$14.00	\$15.00	\$18.00	\$20.00	\$20.00	\$17.58	\$18.00	\$3.55
Actual Highest Base Rate	17	\$15.00	\$18.89	\$20.00	\$25.00	\$27.50	\$21.82	\$20.00	\$5.35
Actual Lowest Base Rate	16	\$14.00	\$15.00	\$17.25	\$18.95	\$25.00	\$17.75	\$17.25	\$3.88
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

Acknowledgements

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.

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