



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.

In this special report, only data provided by businesses who self-identified as Government Contractors is included. Businesses listed on the following pages may or may not be included in this subset of data.

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

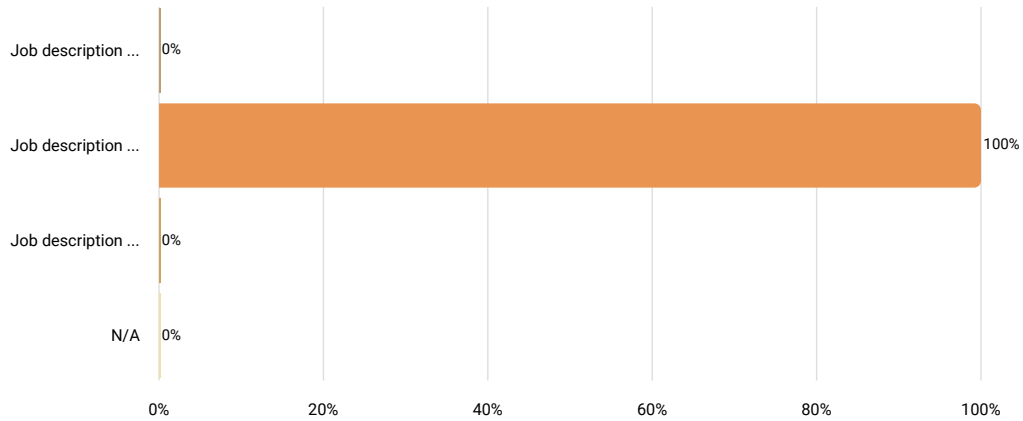
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings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

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 6 times

Text input

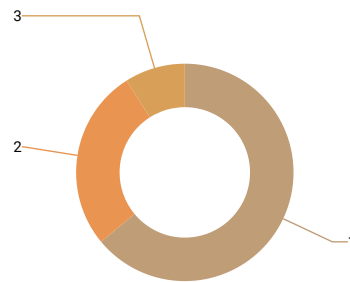
Results	
accounting specialist 1	1
staff accountant	1
accounting support, accounting/finance support	1
program control	1
accountant assistant	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



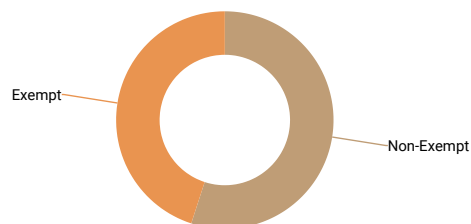
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.45
Median	1
Standard deviation	0.69
Total/sum	16

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



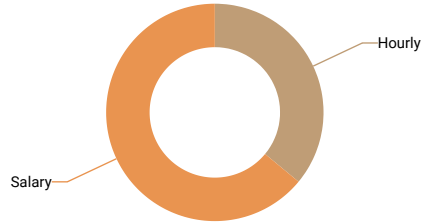
Results	%	N
Non-Exempt	55%	6
Exempt	45%	5

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	4
Salary	64%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary	5	\$10,000.00	\$31,476.00	\$48,000.00	\$58,000.00	\$60,000.00	\$41,495.20	\$48,000.00	\$20,913.40
Actual Lowest Base Salary	7	\$45,247.00	\$49,500.00	\$56,018.00	\$70,096.00	\$75,000.00	\$58,465.86	\$56,018.00	\$11,112.84
Actual Average Base Salary	7	\$46,334.00	\$49,500.00	\$56,018.00	\$70,096.00	\$75,000.00	\$58,621.14	\$56,018.00	\$10,902.95
Actual Highest Base Salary	7	\$47,420.00	\$49,500.00	\$56,018.00	\$70,096.00	\$75,000.00	\$58,776.29	\$56,018.00	\$10,704.90
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.1.2 Purchasing Clerk

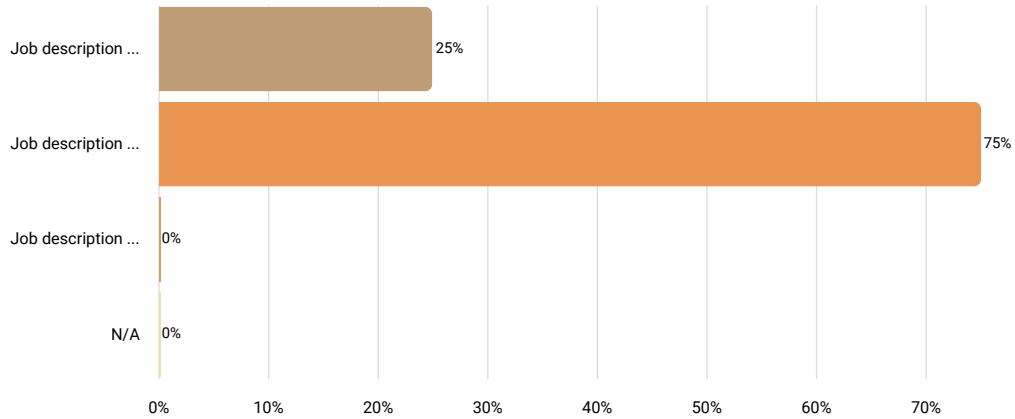
Job description Compile information and records to draw up purchase orders for procurement of materials and services.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 3 times

Text input

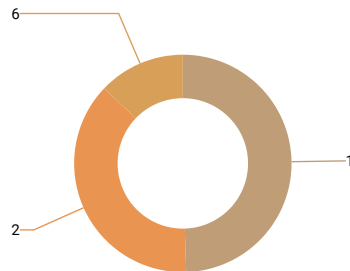
Results	
associate - supply chain	1
purchasing assistant	1
administrative support - purchasing	1
inventory supply analyst 1	1
our positions provides more of a clerical function in the completion of contracts, with some advisement.	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



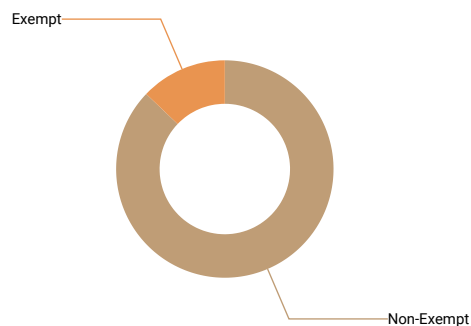
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	6
Mean	2
Median	1.5
Standard deviation	1.69
Total/sum	16

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



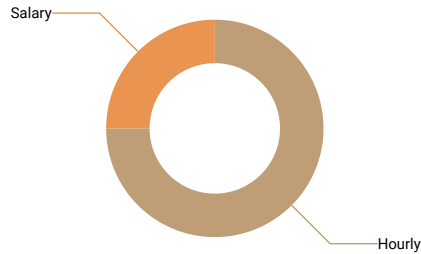
Results	%	N
Non-Exempt	88%	7
Exempt	13%	1

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	75%	6
Salary	25%	2

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate										
Pay Range Maximum Rate										
Actual Lowest Base Rate										
Actual Average Base Rate	5		\$15.52	\$19.00	\$23.89	\$27.43	\$33.96	\$23.96	\$23.89	\$7.21
Actual Highest Base Rate										
Average Incentive Bonus or Other Bonus (Annual)										
Pay Range Maximum Salary										
Pay Range Minimum Salary										
Actual Lowest Base Salary										
Actual Average Base Salary										
Actual Highest Base Salary										
Average Incentive Bonus or Other Cash Bonus (Annual)										

5.1.4 Telephone Operator/Receptionist

Job description

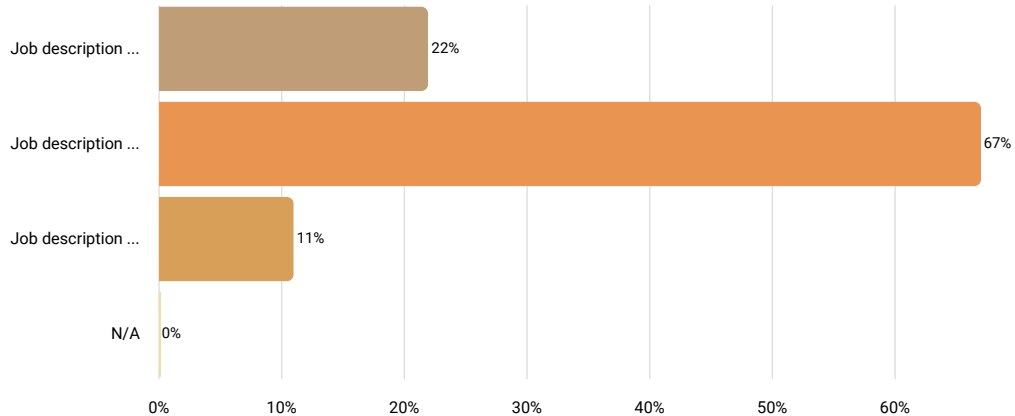
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities conducted at establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



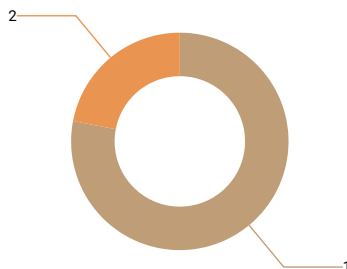
Results		
	%	N
Job description is perceptibly weaker than the position at your company	22%	2
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	11%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



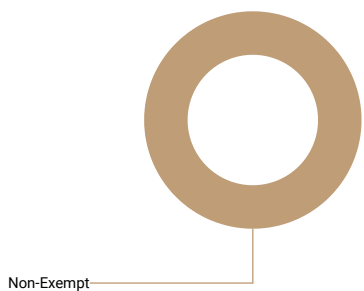
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.22
Median	1
Standard deviation	0.44
Total/sum	11

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



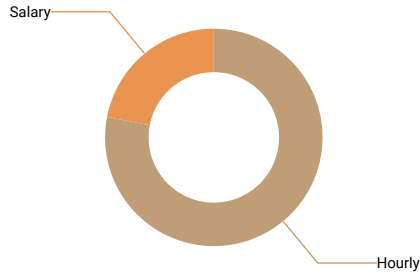
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	78%	7
Salary	22%	2

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate										
Pay Range Maximum Rate										
Actual Lowest Base Rate	6		\$13.00	\$13.37	\$17.82	\$19.00	\$20.00	\$16.83	\$17.82	\$2.99
Actual Average Base Rate	7		\$13.00	\$13.37	\$18.64	\$20.00	\$20.00	\$17.29	\$18.64	\$2.98
Actual Highest Base Rate	6		\$13.00	\$13.37	\$17.82	\$19.00	\$20.00	\$16.83	\$17.82	\$2.99
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)										
Pay Range Maximum Salary										
Pay Range Minimum Salary										
Actual Average Base Salary										
Actual Highest Base Salary										

5.1.5 Payroll Specialist

Job description

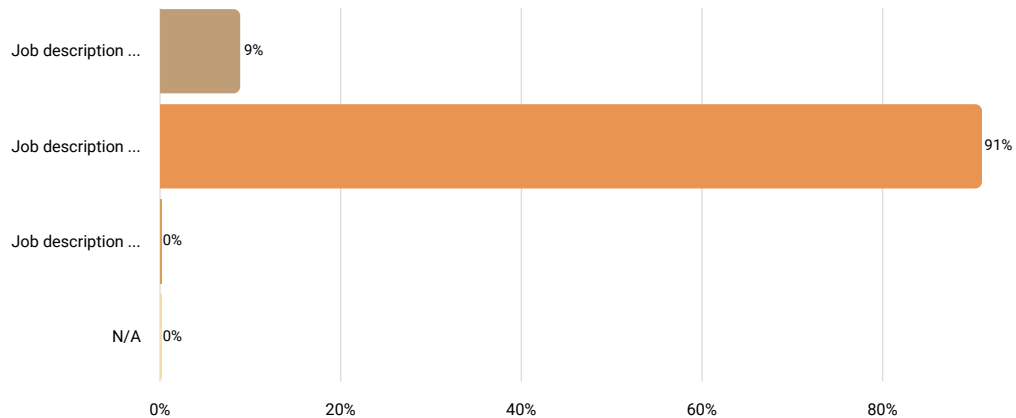
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses etc. with assistance of a computer system.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



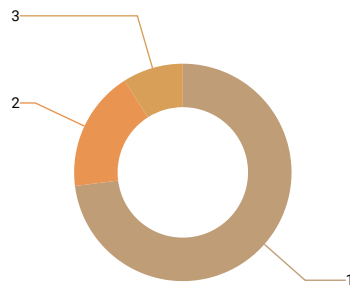
Results		%	N
Job description is perceptibly weaker than the position at your company		9%	1
Job description matches the position at your company very well		91%	10
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



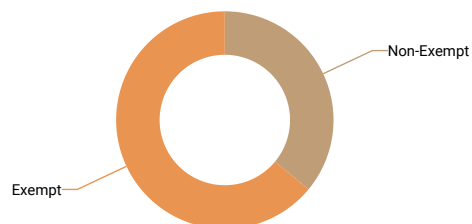
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.36
Median	1
Standard deviation	0.67
Total/sum	15

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



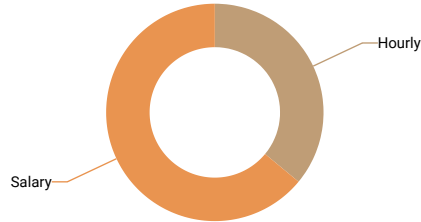
Results	%	N
Non-Exempt	36%	4
Exempt	64%	7

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	4
Salary	64%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$52,000.00	\$52,920.00	\$59,163.00	\$65,000.00	\$80,288.00	\$61,874.20	\$59,163.00	\$11,552.78
Actual Average Base Salary	6	\$52,920.00	\$59,163.00	\$66,360.00	\$80,288.00	\$82,022.00	\$67,852.17	\$66,360.00	\$11,507.02
Actual Highest Base Salary	6	\$52,920.00	\$59,163.00	\$72,644.00	\$82,022.00	\$82,441.00	\$70,305.67	\$72,644.00	\$12,951.88
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.1.7 Accounts Payable Clerk

Job description

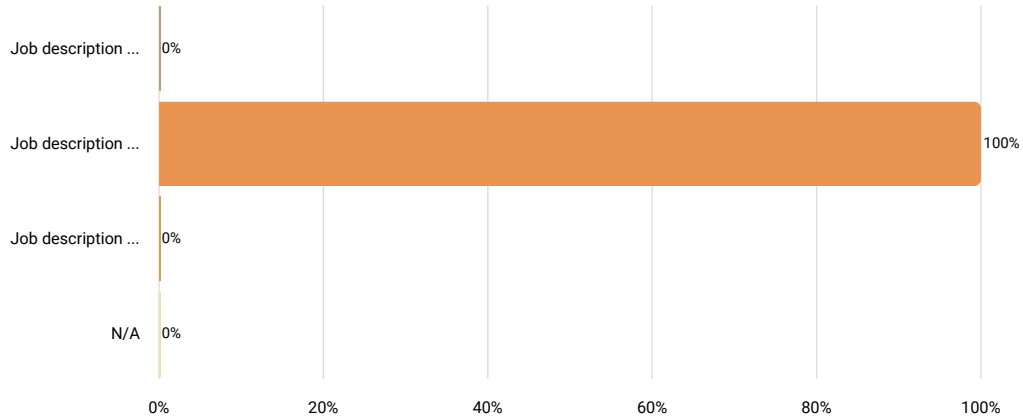
Compute, classify, and record accounts payable data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings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

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



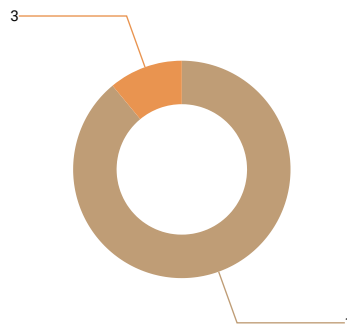
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



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

FLSA Status

Answered 8 times

Skipped 1 times

Select one answer (radio button)



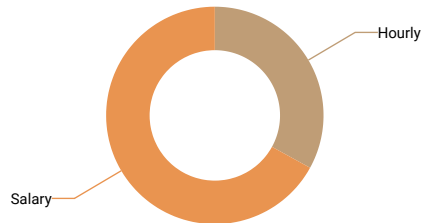
Results	%	N
Non-Exempt	50%	4
Exempt	50%	4

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	3
Salary	67%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	5	\$35,998.00	\$39,171.00	\$40,000.00	\$105,000.00	\$146,057.00	\$73,245.20	\$40,000.00	\$49,908.85
Pay Range Minimum Salary									
Actual Lowest Base Salary	6	\$33,187.00	\$44,500.00	\$62,925.50	\$67,000.00	\$80,409.00	\$58,491.17	\$62,925.50	\$16,973.03
Actual Average Base Salary	6	\$33,187.00	\$44,500.00	\$62,925.50	\$80,409.00	\$84,000.00	\$61,324.50	\$62,925.50	\$19,852.21
Actual Highest Base Salary	6	\$33,187.00	\$44,500.00	\$62,925.50	\$80,409.00	\$101,000.00	\$64,157.83	\$62,925.50	\$24,422.74
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.1.8 Administrative Assistant or Secretary

Job description

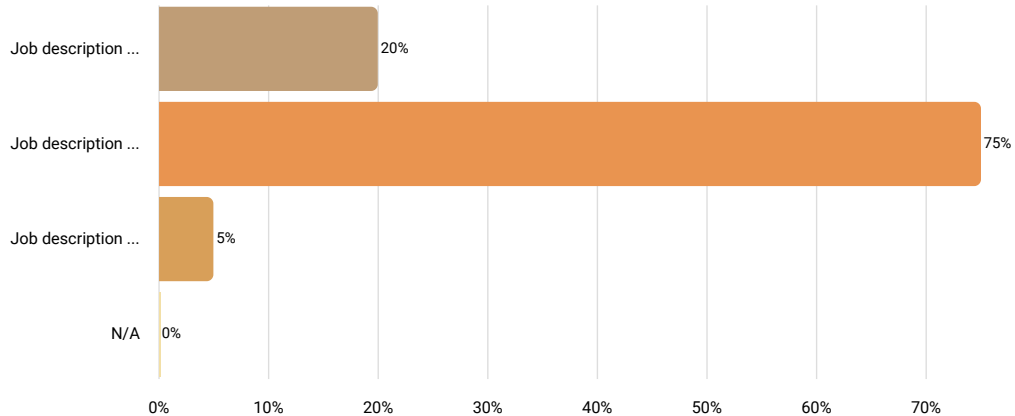
Perform routine administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers.

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

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

Answered 5 times

Skipped 15 times

Text input

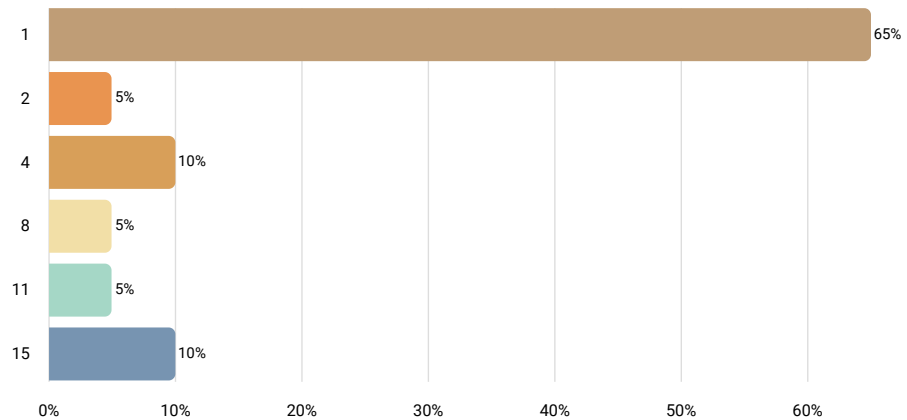
Results	
does not draft correspondence or schedule for office. added responsibility for cleanliness and organization of office.	1
administrative coordinator	1
receptionist/administrative assistant	1
operations coordinator	1
administrator specialist	1

Number of Employees Currently in This Position

Answered 20 times

Skipped 0 times

Number input



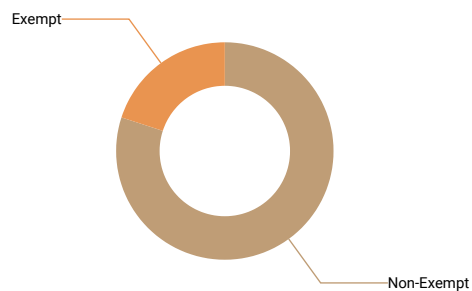
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	13
Mean	3.6
Median	1
Standard deviation	4.73
Total/sum	72

FLSA Status

Answered 20 times

Skipped 0 times

Select one answer (radio button)



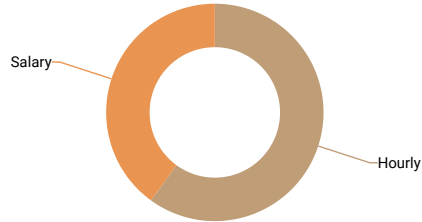
Results	%	N
Non-Exempt	80%	16
Exempt	20%	4

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	60%	12
Salary	40%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	9	\$8.14	\$12.96	\$18.00	\$18.12	\$23.46	\$16.17	\$18.00	\$5.13
Pay Range Maximum Rate	9	\$15.00	\$19.43	\$28.36	\$34.04	\$42.91	\$28.21	\$28.36	\$9.45
Actual Lowest Base Rate	9	\$10.65	\$15.00	\$19.00	\$19.31	\$27.69	\$18.52	\$19.00	\$5.39
Actual Average Base Rate	11	\$17.00	\$19.00	\$22.00	\$29.90	\$31.14	\$23.53	\$22.00	\$6.36
Actual Highest Base Rate	9	\$13.00	\$19.31	\$25.00	\$26.00	\$33.44	\$23.85	\$25.00	\$6.20
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	6	\$44,742.00	\$47,294.00	\$67,628.00	\$82,669.00	\$167,689.00	\$79,608.33	\$67,628.00	\$46,274.44
Pay Range Minimum Salary	6	\$29,828.00	\$31,054.00	\$39,852.00	\$52,866.00	\$54,336.00	\$41,298.00	\$39,852.00	\$10,753.08
Actual Lowest Base Salary	8	\$33,280.00	\$41,024.64	\$45,156.00	\$64,286.88	\$99,500.00	\$54,214.38	\$45,156.00	\$21,414.72
Actual Average Base Salary	8	\$38,059.00	\$43,622.50	\$46,487.50	\$66,048.77	\$99,500.00	\$56,234.57	\$46,487.50	\$20,377.16
Actual Highest Base Salary	8	\$42,072.00	\$45,156.00	\$56,722.00	\$72,092.66	\$99,500.00	\$61,189.17	\$56,722.00	\$19,855.09
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.1.9 Executive Assistant or Executive Secretary

Job description

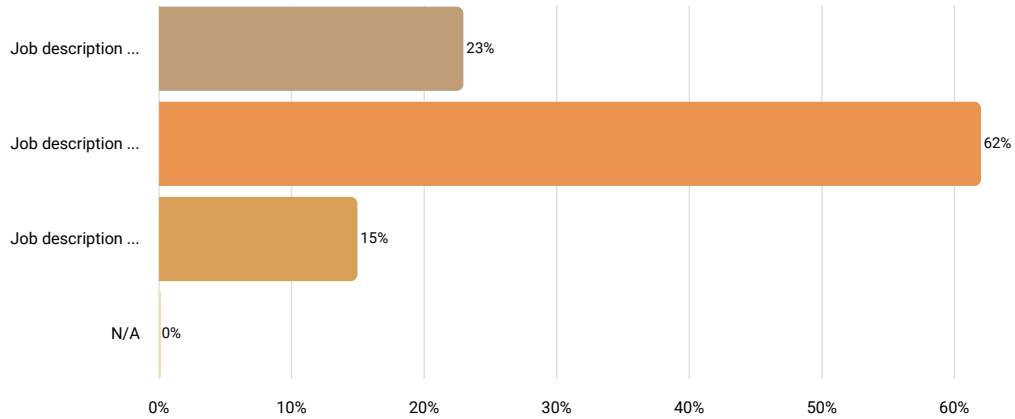
Provide high-level administrative support by conducting research, preparing statistical reports, and handling information requests, as well as performing routine administrative functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also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

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		23%	3
Job description matches the position at your company very well		62%	8
Job description is perceptibly stronger than the position at your company		15%	2
N/A		0%	0

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

Answered 5 times

Skipped 8 times

Text input

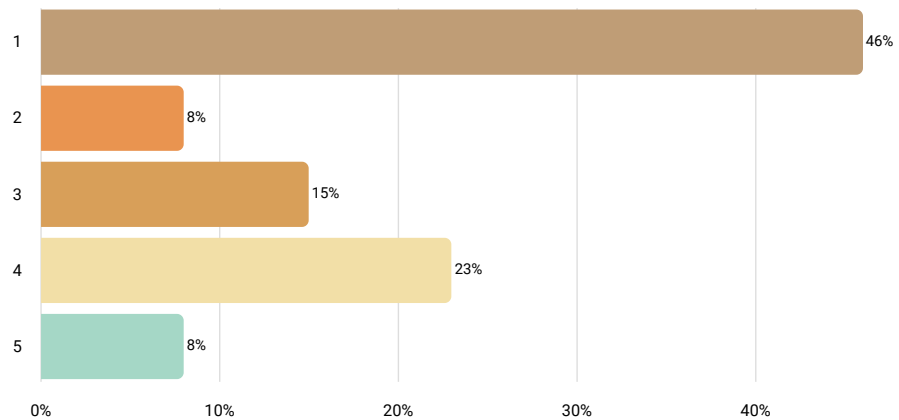
Results	
associate office manager	1
no research and preparation of statistical reports	1
program support analyst	1
executive administrative specialist	1
executive assistant	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



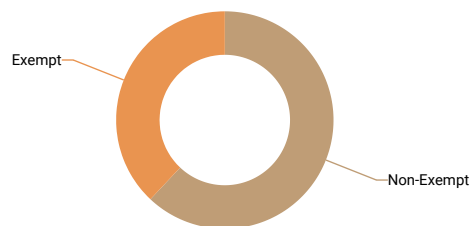
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	4
Mean	2.38
Median	2
Standard deviation	1.5
Total/sum	31

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



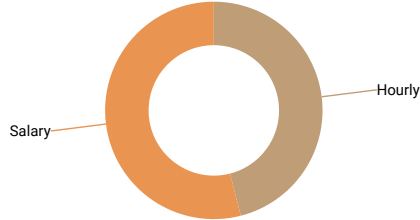
Results	%	N
Non-Exempt	62%	8
Exempt	38%	5

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	\$0.00	\$22.12	\$23.99	\$25.20	\$41.85	\$22.86	\$23.99	\$13.37
Actual Average Base Rate	5	\$24.99	\$25.20	\$29.81	\$41.85	\$43.79	\$33.13	\$29.81	\$9.08
Actual Highest Base Rate	5	\$24.99	\$25.20	\$36.62	\$41.85	\$54.44	\$36.62	\$36.62	\$12.35
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary	5	\$55,718.00	\$60,000.00	\$71,843.20	\$104,501.00	\$167,689.00	\$91,950.24	\$71,843.20	\$46,453.65
Pay Range Minimum Salary	5	\$37,145.00	\$42,468.00	\$52,343.00	\$71,843.20	\$90,000.00	\$58,759.84	\$52,343.00	\$21,914.17
Actual Lowest Base Salary	6	\$50,000.00	\$50,000.00	\$61,848.68	\$71,843.20	\$74,568.00	\$61,684.76	\$61,848.68	\$10,569.04
Actual Average Base Salary	7	\$51,428.00	\$68,390.00	\$73,009.00	\$76,732.86	\$78,938.00	\$70,701.29	\$73,009.00	\$9,152.47
Actual Highest Base Salary	6	\$53,985.00	\$71,843.20	\$80,687.26	\$96,005.00	\$96,019.00	\$79,871.12	\$80,687.26	\$16,320.65
Average Incentive Bonus or Other Cash Bonus (Annual)									

Technician

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.

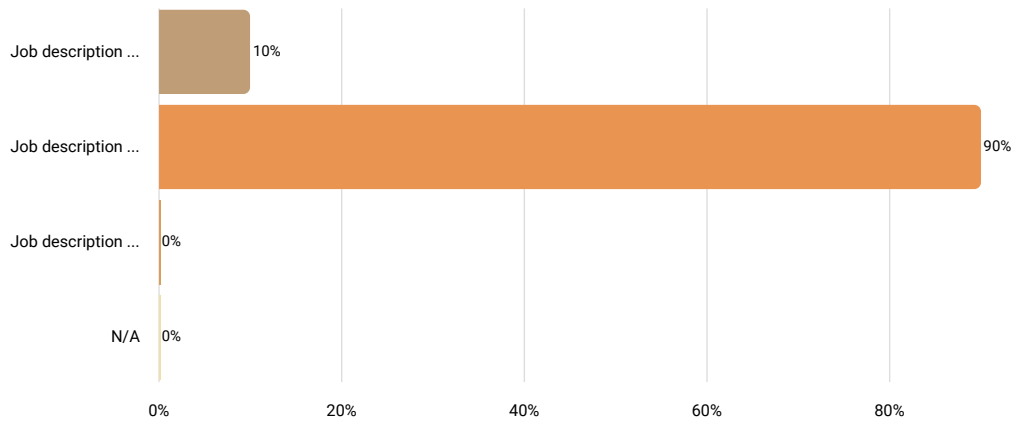
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assigned work.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



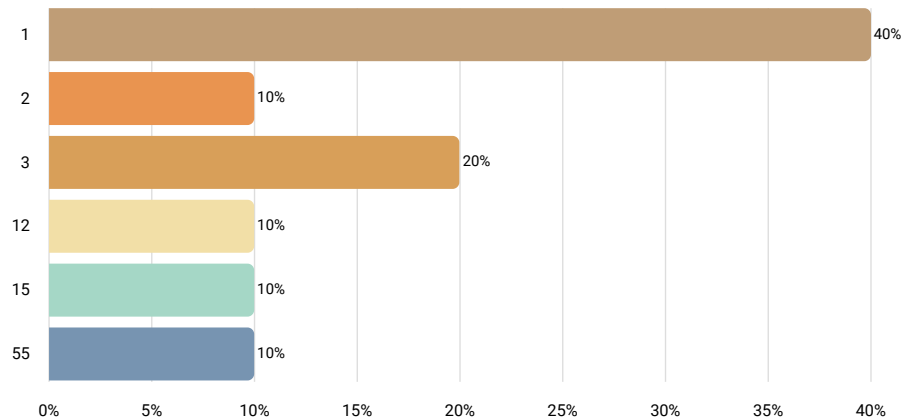
Results		%	N
Job description is perceptibly weaker than the position at your company	10%	1	
Job description matches the position at your company very well	90%	9	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



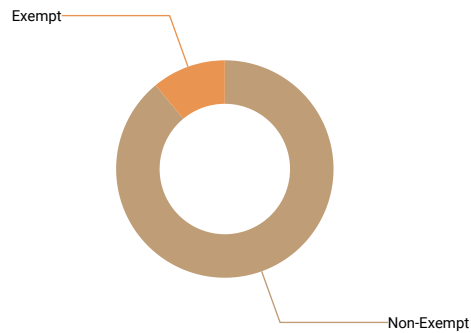
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	12
90th percentile	35
Mean	9.4
Median	2.5
Standard deviation	16.79
Total/sum	94

FLSA Status

Answered 9 times

Skipped 1 times

Select one answer (radio button)



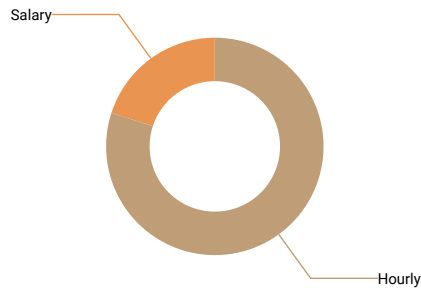
Results	%	N
Non-Exempt	89%	8
Exempt	11%	1

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	8
Salary	20%	2

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate										
Pay Range Maximum Rate										
Actual Lowest Base Rate	6		\$18.50	\$20.40	\$28.58	\$29.47	\$40.00	\$27.59	\$28.58	\$7.68
Actual Average Base Rate	7		\$20.40	\$20.58	\$29.47	\$33.00	\$40.00	\$29.09	\$29.47	\$6.90
Actual Highest Base Rate	6		\$20.40	\$26.00	\$29.34	\$35.15	\$40.00	\$30.04	\$29.34	\$6.86
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)										
Pay Range Maximum Salary										
Pay Range Minimum Salary										
Actual Lowest Base Salary										
Actual Average Base Salary										
Actual Highest Base Salary										
Average Incentive Bonus or Other Cash Bonus (Annual)										

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.

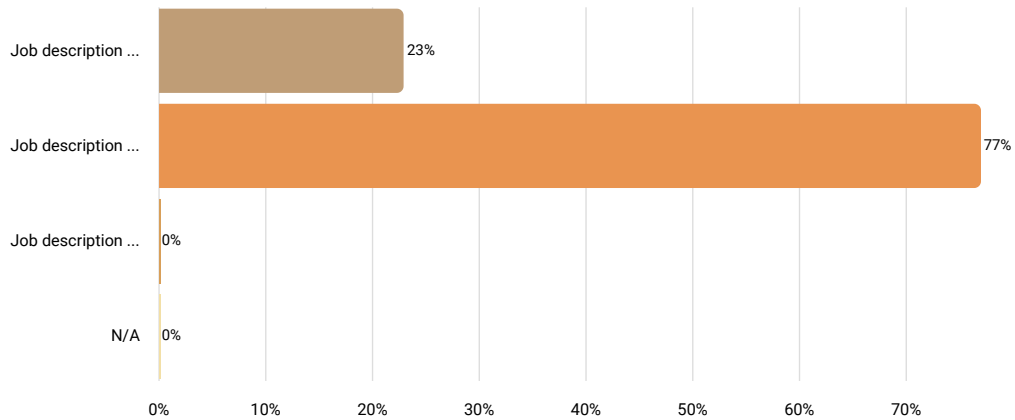
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong understanding of the policies and procedures of all work performed.

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



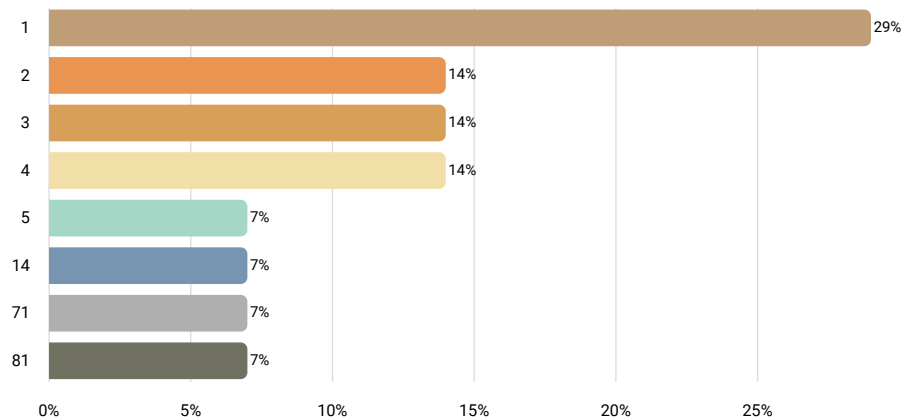
Results	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



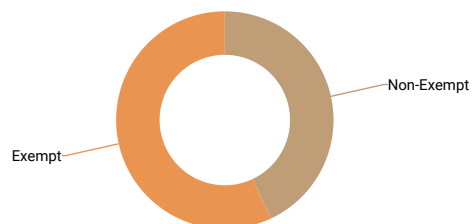
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	71
Mean	13.79
Median	3
Standard deviation	26.64
Total/sum	193

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



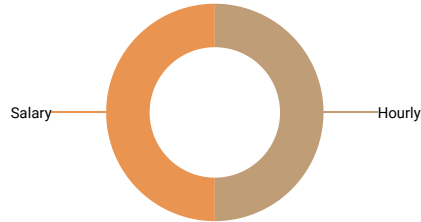
Results	%	N
Non-Exempt	43%	6
Exempt	57%	8

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	7
Salary	50%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$21.00	\$23.91	\$29.20	\$29.27	\$44.00	\$29.48	\$29.20	\$8.86
Actual Average Base Rate	6	\$25.57	\$32.72	\$34.27	\$42.39	\$44.00	\$35.54	\$34.27	\$6.77
Actual Highest Base Rate	5	\$26.92	\$37.58	\$39.54	\$44.00	\$54.77	\$40.56	\$39.54	\$10.12
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	6	\$60,475.00	\$72,000.00	\$99,481.50	\$110,011.00	\$118,000.00	\$93,241.50	\$99,481.50	\$22,842.35
Actual Average Base Salary	7	\$60,475.00	\$75,600.00	\$92,000.00	\$110,011.00	\$150,000.00	\$96,469.57	\$92,000.00	\$29,605.98
Actual Highest Base Salary	6	\$60,475.00	\$80,000.00	\$100,995.00	\$135,878.00	\$183,000.00	\$110,223.83	\$100,995.00	\$43,988.85
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.2.4 Quality Control Technician - Level 1

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

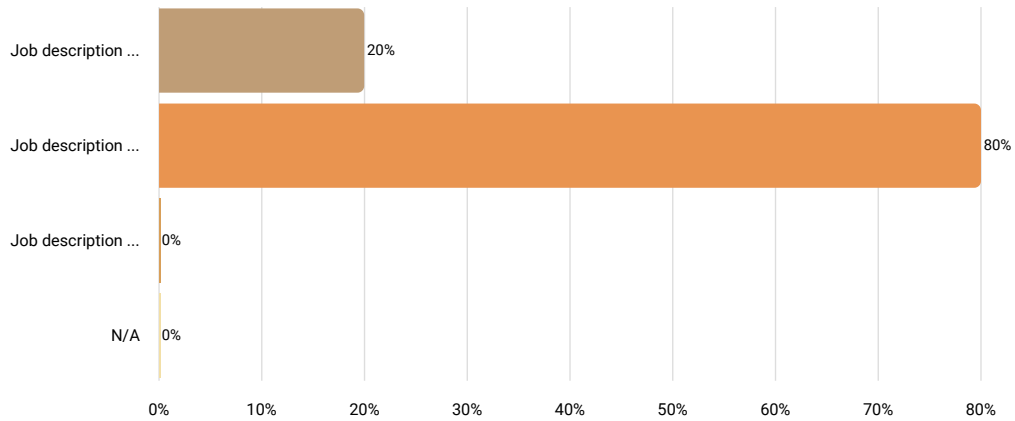
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



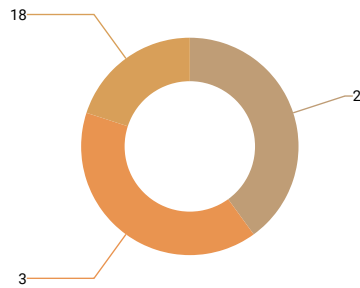
Results	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



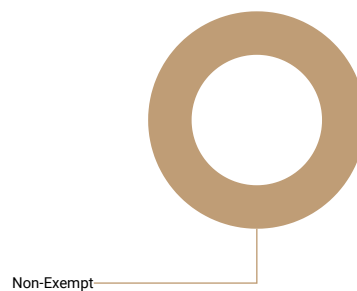
Statistics	
10th percentile	2
25th percentile	2
50th percentile	3
75th percentile	3
90th percentile	18
Mean	5.6
Median	3
Standard deviation	6.95
Total/sum	28

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



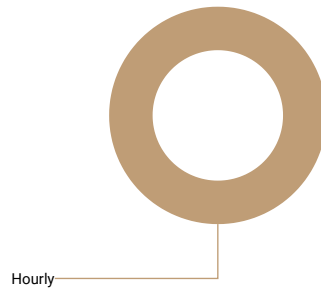
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$15.00	\$19.00	\$20.25	\$21.94	\$22.75	\$19.79	\$20.25	\$3.05
Actual Average Base Rate	5	\$15.83	\$21.00	\$21.62	\$22.22	\$22.75	\$20.68	\$21.62	\$2.79
Actual Highest Base Rate	5	\$16.50	\$22.50	\$22.68	\$22.75	\$23.00	\$21.49	\$22.68	\$2.79
Average Incentive Bonus or Other Bonus (Annual)									

5.2.5 Electronics Technician - Level 3

Job description

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

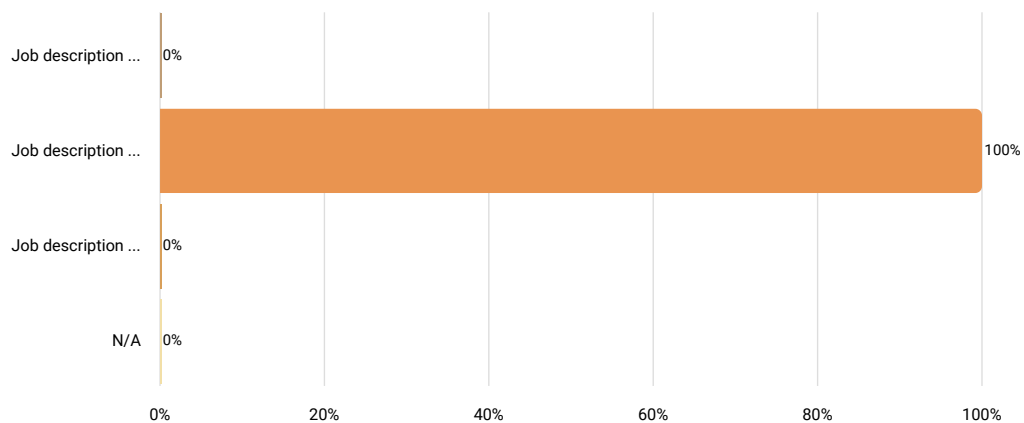
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong understanding of the policies and procedures of all work performed.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



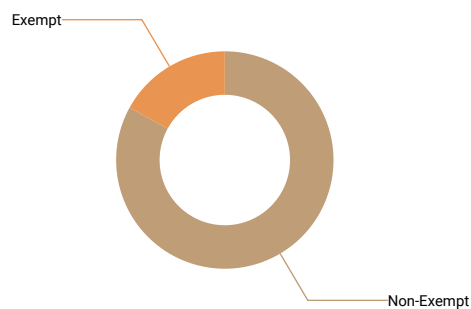
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	4
Mean	2.17
Median	1.5
Standard deviation	1.47
Total/sum	13

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



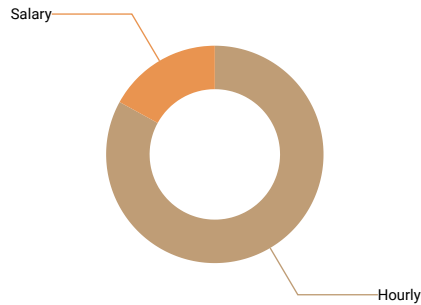
Results	%	N
Non-Exempt	83%	5
Exempt	17%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

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

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.

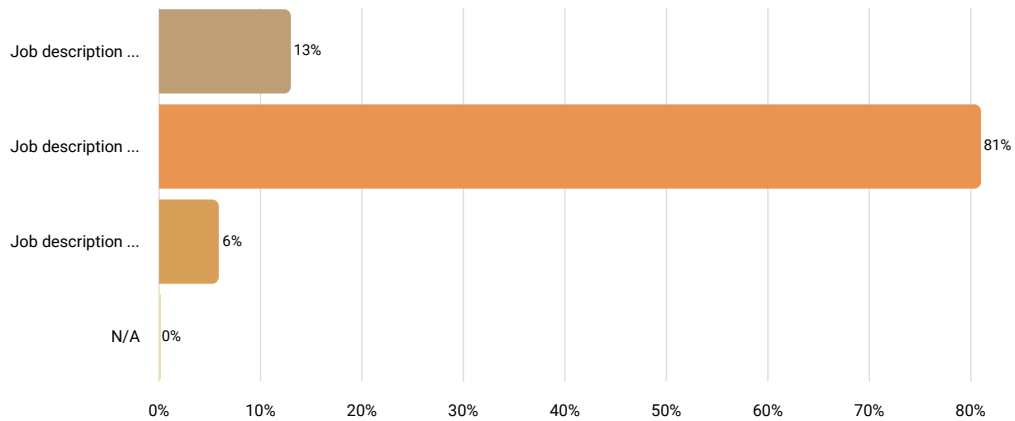
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



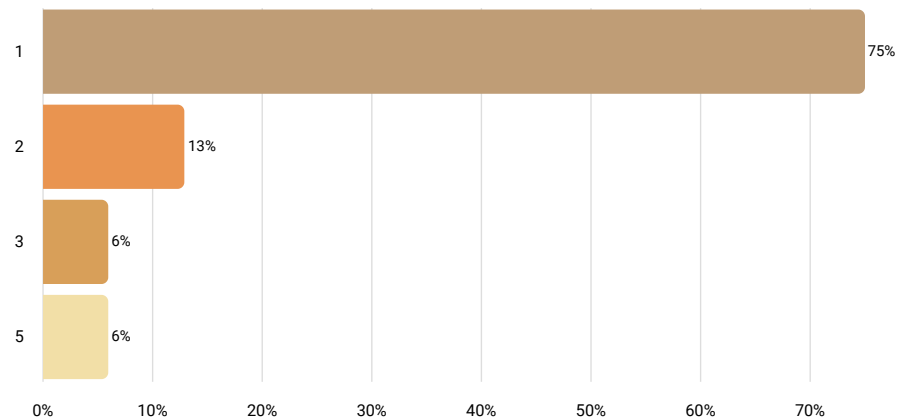
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	81%	13
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



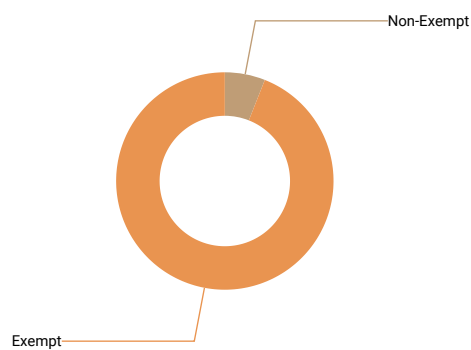
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	1.5
Median	1
Standard deviation	1.1
Total/sum	24

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



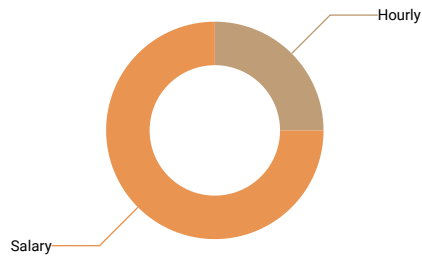
Results	%	N
Non-Exempt	6%	1
Exempt	94%	15

Is this position paid an hourly rate or annual salary?

Answered 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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	5	\$53,626.00	\$55,000.00	\$57,795.00	\$60,000.00	\$65,976.00	\$58,479.40	\$57,795.00	\$4,864.19
Pay Range Minimum Salary	5	\$35,750.00	\$38,530.00	\$49,375.00	\$53,000.00	\$55,000.00	\$46,331.00	\$49,375.00	\$8,684.85
Actual Lowest Base Salary	10	\$44,250.00	\$50,668.80	\$54,000.00	\$63,648.00	\$71,635.20	\$56,508.72	\$54,000.00	\$10,742.16
Actual Average Base Salary	12	\$48,162.00	\$50,334.40	\$55,500.00	\$61,324.00	\$66,500.00	\$56,365.28	\$55,500.00	\$10,033.88
Actual Highest Base Salary	11	\$48,162.00	\$50,668.80	\$58,574.88	\$63,648.00	\$67,000.00	\$57,780.37	\$58,574.88	\$10,343.64
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

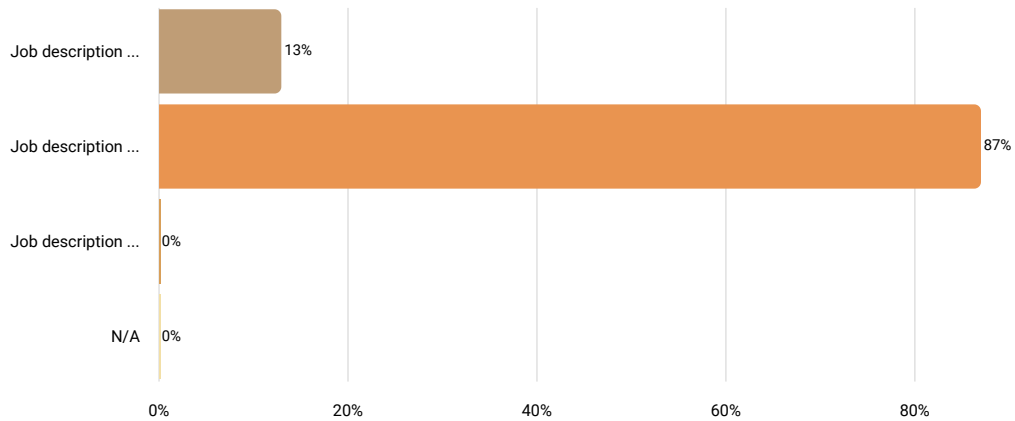
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

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

Answered 5 times

Skipped 10 times

Text input

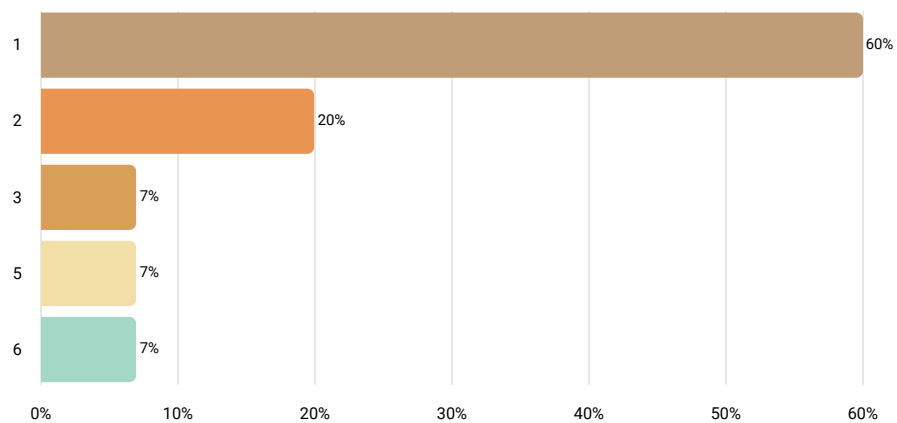
Results	
payroll/general fund accountant	1
staff accountant	1
billing analyst ii; billing analyst iii; billing analyst lead; program analyst ii	1
cost accountant	1
accountant iii	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



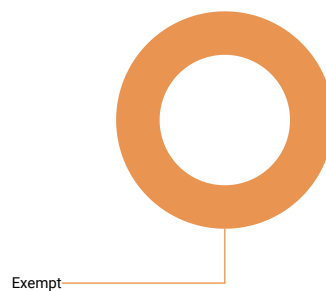
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	1.93
Median	1
Standard deviation	1.58
Total/sum	29

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



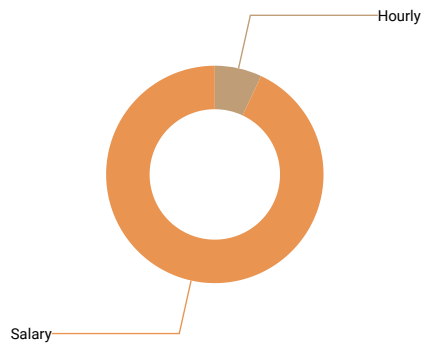
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	11	\$58,988.00	\$66,809.00	\$80,000.00	\$92,750.00	\$160,000.00	\$90,280.82	\$80,000.00	\$37,910.27
Pay Range Minimum Salary	11	\$45,000.00	\$45,402.00	\$54,600.00	\$70,000.00	\$75,000.00	\$57,749.27	\$54,600.00	\$13,137.70
Actual Lowest Base Salary	12	\$52,000.00	\$55,736.50	\$69,872.50	\$78,249.95	\$93,691.00	\$69,240.84	\$69,872.50	\$16,459.40
Actual Average Base Salary	14	\$52,000.00	\$58,640.00	\$71,580.05	\$76,499.90	\$93,691.00	\$71,817.43	\$71,580.05	\$20,194.98
Actual Highest Base Salary	13	\$52,000.00	\$58,640.00	\$76,378.00	\$84,270.00	\$93,691.00	\$77,146.81	\$76,378.00	\$27,585.20
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$800.00	\$1,667.00	\$2,000.00	\$2,400.00	\$10,000.00	\$3,373.40	\$2,000.00	\$3,750.99

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.

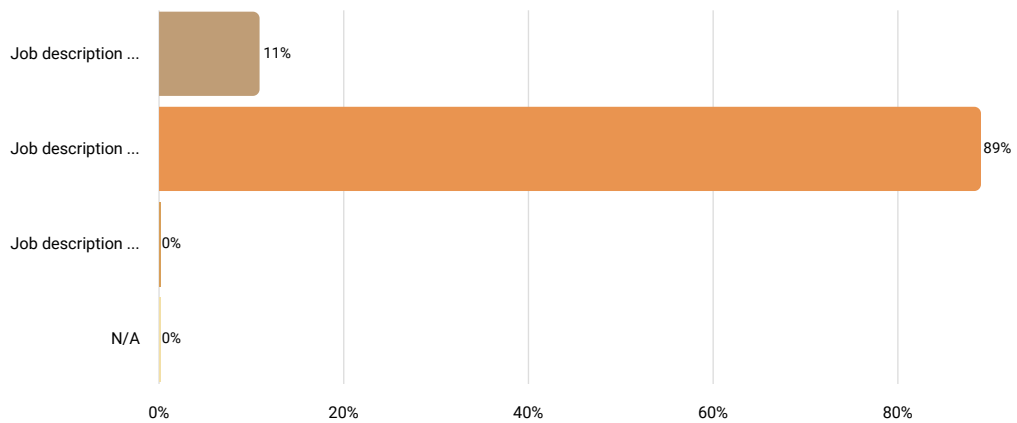
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

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	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

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

Answered 5 times

Skipped 13 times

Text input

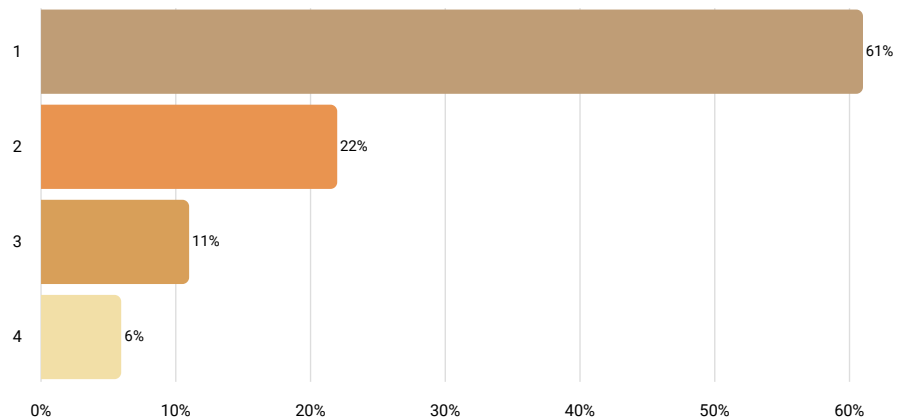
Results	
staff accountant	1
sr. accountant	1
senior accountant	1
deputy director of accounting	1
accountant iv; program analyst iii; program analyst lead	1

Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



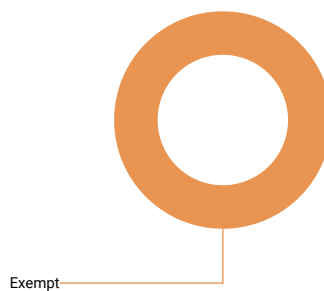
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.61
Median	1
Standard deviation	0.92
Total/sum	29

FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



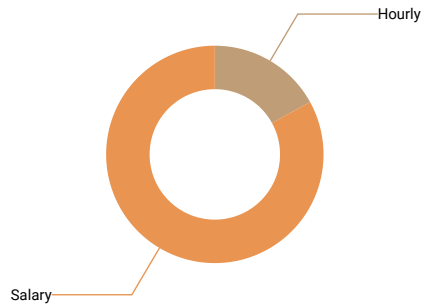
Results	%	N
Non-Exempt	0%	0
Exempt	100%	18

Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	3
Salary	83%	15

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	9	\$83,512.00	\$90,695.00	\$97,443.00	\$141,000.00	\$200,000.00	\$121,428.22	\$97,443.00	\$44,366.94
Pay Range Minimum Salary	9	\$52,521.00	\$64,782.00	\$66,809.00	\$84,000.00	\$150,000.00	\$80,062.00	\$66,809.00	\$29,530.93
Actual Lowest Base Salary	15	\$70,729.00	\$73,632.00	\$89,500.00	\$98,072.00	\$125,000.00	\$92,514.85	\$89,500.00	\$26,286.83
Actual Average Base Salary	15	\$70,729.00	\$73,750.00	\$82,264.00	\$108,695.00	\$125,000.00	\$93,687.02	\$82,264.00	\$26,910.12
Actual Highest Base Salary	15	\$70,729.00	\$79,999.00	\$89,500.00	\$117,647.00	\$130,000.00	\$97,395.58	\$89,500.00	\$27,833.95
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,300.00	\$2,000.00	\$2,100.00	\$2,400.00	\$5,000.00	\$2,560.00	\$2,100.00	\$1,422.32

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.

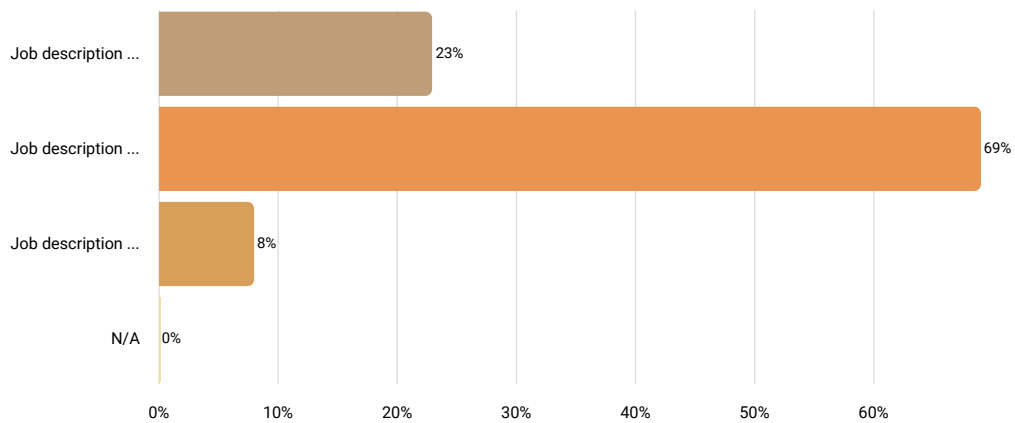
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	69%	9
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

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

Answered 5 times

Skipped 8 times

Text input

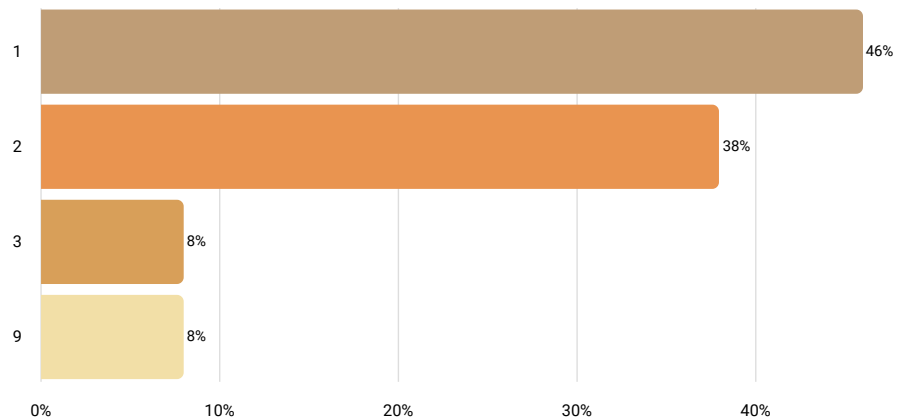
Results	
buyer ii	1
purchasing agent	1
purchasing administrator	1
purchasing coordinator	1
buyer 3	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



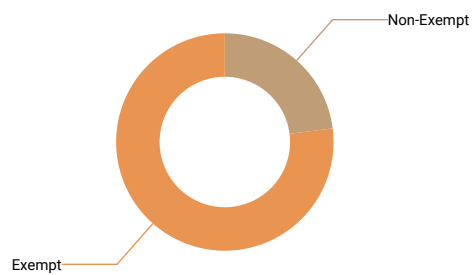
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	3
Mean	2.15
Median	2
Standard deviation	2.15
Total/sum	28

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



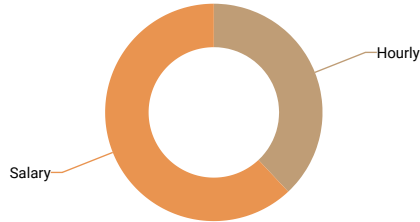
Results	%	N
Non-Exempt	23%	3
Exempt	77%	10

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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$25.00	\$26.52	\$30.15	\$31.82	\$39.70	\$30.64	\$30.15	\$5.76
Actual Average Base Rate	5	\$27.43	\$31.51	\$31.82	\$33.72	\$39.70	\$32.84	\$31.82	\$4.47
Actual Highest Base Rate	5	\$29.81	\$31.82	\$35.72	\$39.70	\$44.50	\$36.31	\$35.72	\$5.94
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	5	\$75,000.00	\$79,500.00	\$82,750.00	\$103,537.50	\$111,639.00	\$90,485.30	\$82,750.00	\$16,110.13
Pay Range Minimum Salary	5	\$39,500.00	\$60,113.00	\$62,122.50	\$64,578.00	\$65,000.00	\$58,262.70	\$62,122.50	\$10,672.80
Actual Lowest Base Salary	7	\$47,888.59	\$61,235.00	\$72,500.00	\$75,854.48	\$79,677.00	\$68,102.52	\$72,500.00	\$11,006.02
Actual Average Base Salary	8	\$50,933.25	\$65,342.80	\$76,089.21	\$80,398.50	\$87,273.00	\$72,733.41	\$76,089.21	\$11,579.08
Actual Highest Base Salary	7	\$53,977.90	\$64,682.59	\$75,500.00	\$79,677.00	\$87,360.00	\$72,781.55	\$75,500.00	\$10,900.82
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

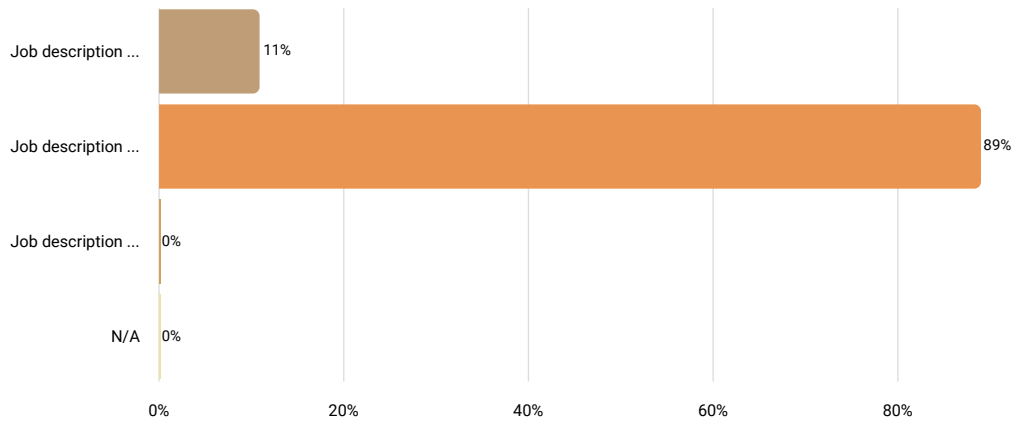
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



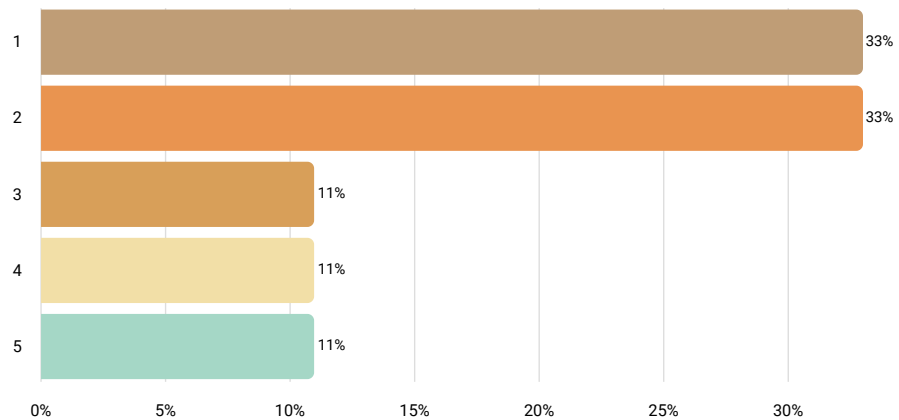
Results		%	N
Job description is perceptibly weaker than the position at your company		11%	1
Job description matches the position at your company very well		89%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



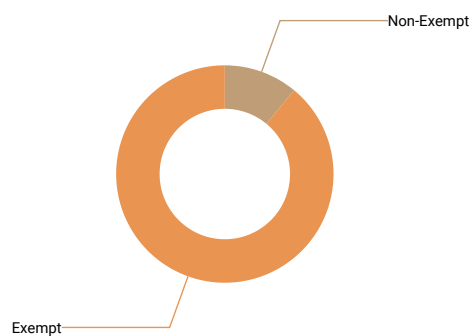
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	2.33
Median	2
Standard deviation	1.41
Total/sum	21

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



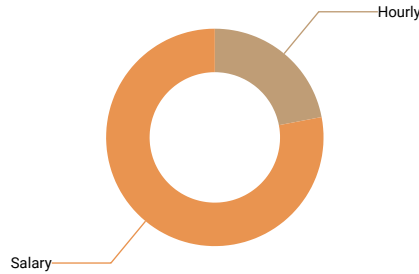
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	6	\$57,750.00	\$77,508.60	\$89,507.11	\$92,081.60	\$94,605.00	\$83,493.24	\$89,507.11	\$13,968.63
Actual Average Base Salary	7	\$57,750.00	\$83,933.72	\$91,679.32	\$97,088.00	\$99,428.33	\$87,629.57	\$91,679.32	\$14,058.85
Actual Highest Base Salary	6	\$57,750.00	\$90,358.84	\$91,763.80	\$99,571.00	\$99,840.00	\$88,507.91	\$91,763.80	\$15,631.29
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

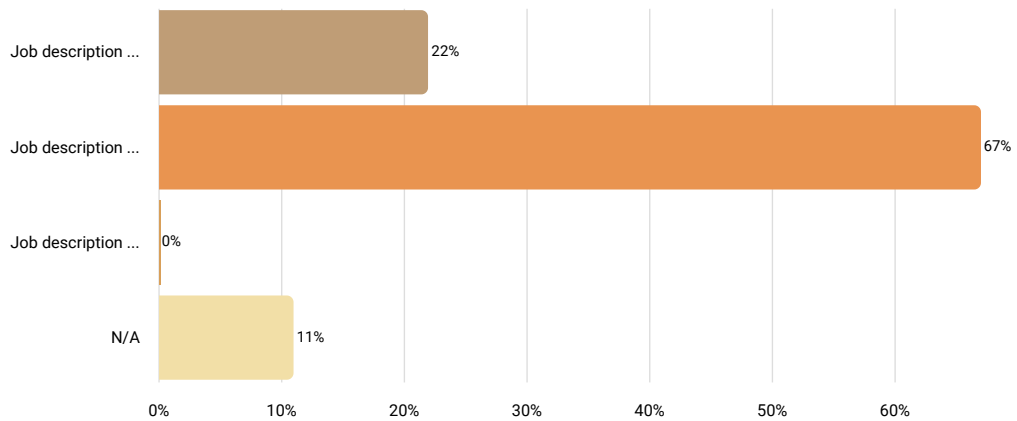
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



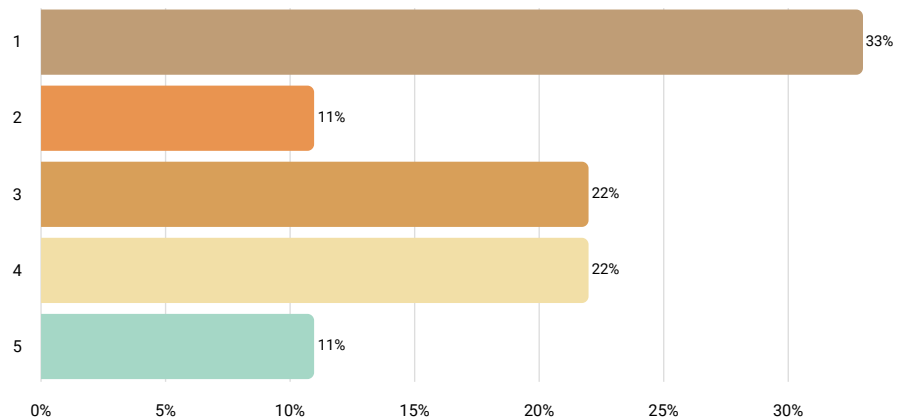
Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		67%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		11%	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



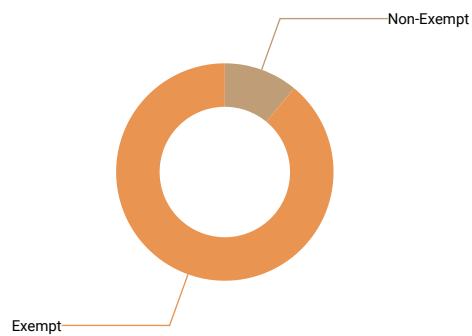
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	5
Mean	2.67
Median	3
Standard deviation	1.5
Total/sum	24

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



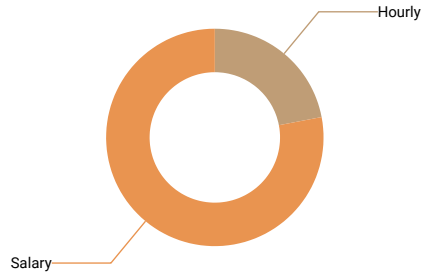
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	5	\$64,887.00	\$73,050.00	\$81,972.00	\$85,009.60	\$186,828.00	\$98,349.32	\$81,972.00	\$50,085.99
Pay Range Minimum Salary	5	\$42,468.00	\$43,258.00	\$46,710.00	\$60,736.00	\$85,009.60	\$55,636.32	\$46,710.00	\$17,993.77
Actual Lowest Base Salary	6	\$45,000.00	\$52,992.68	\$62,726.00	\$77,726.00	\$85,009.60	\$64,363.38	\$62,726.00	\$16,015.32
Actual Average Base Salary	6	\$44,931.00	\$56,238.62	\$71,502.30	\$94,640.00	\$95,242.00	\$72,342.70	\$71,502.30	\$21,902.50
Actual Highest Base Salary	6	\$47,000.00	\$63,860.00	\$81,364.80	\$146,700.00	\$617,008.00	\$172,882.93	\$81,364.80	\$220,201.20
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

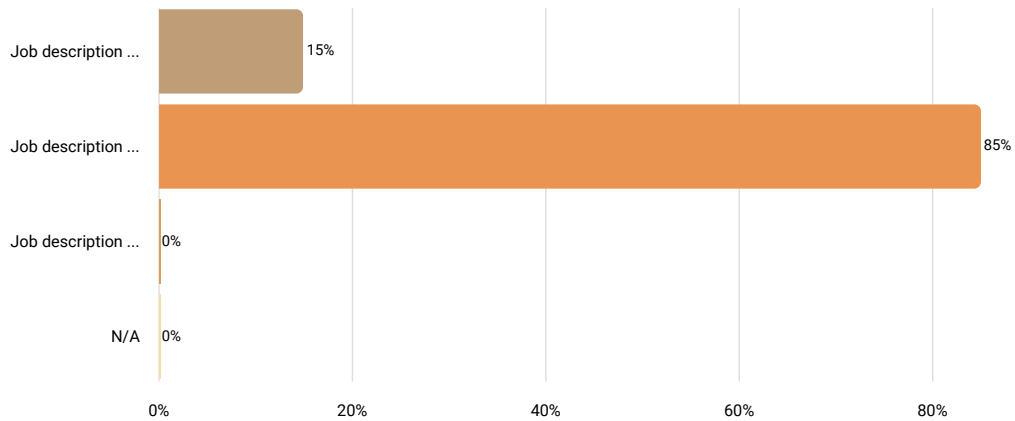
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

Skipped 7 times

Text input

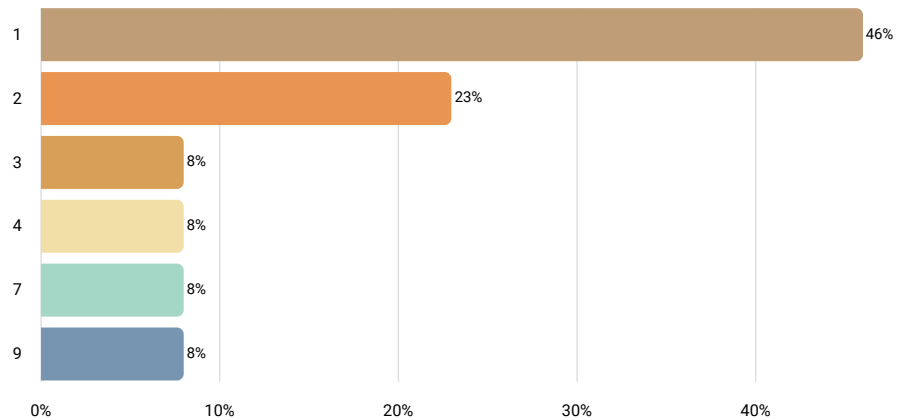
Results	
subcontract administration specialist	1
contacts administrator	1
contractor special sec officer, contracts administrator 3, contracts administrator 4, senior contract security specialist, senior contracts administrator, senior subcontracts administrator, subcontracts administrator 3, subcontracts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

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



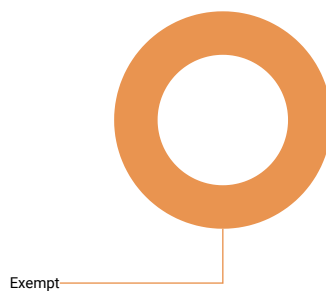
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	7
Mean	2.69
Median	2
Standard deviation	2.56
Total/sum	35

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



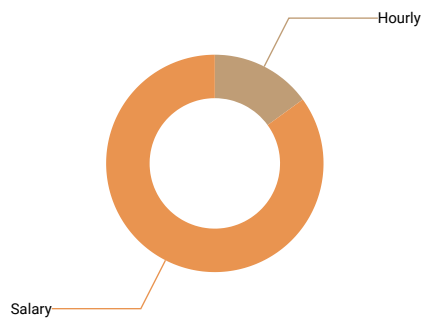
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range 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
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
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
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
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

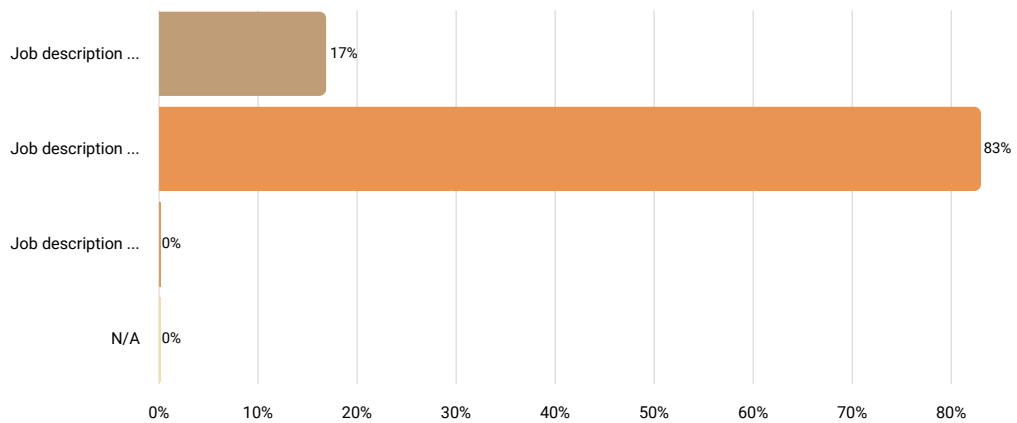
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

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

Answered 12 times

Skipped 1 times

Select one answer (radio button)



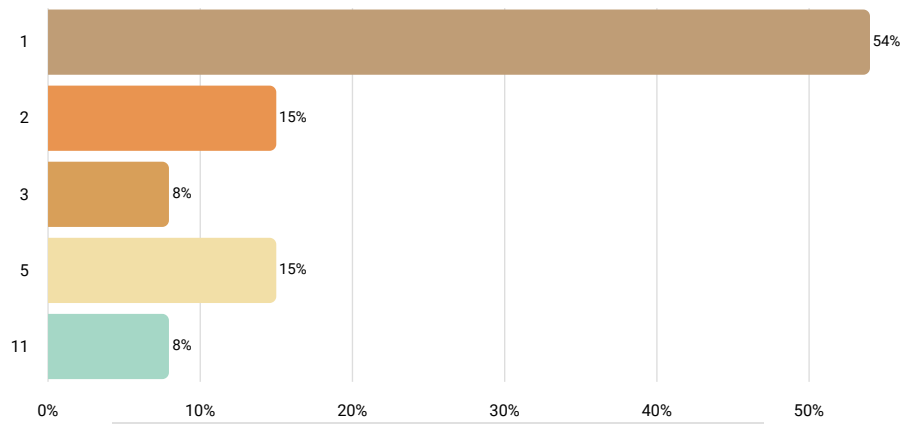
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	2
Job description matches the position at your company very well	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



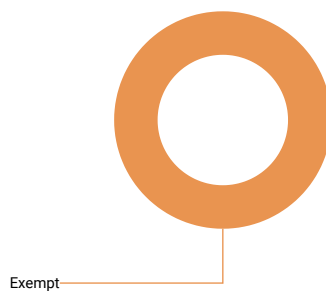
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2.69
Median	1
Standard deviation	2.9
Total/sum	35

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



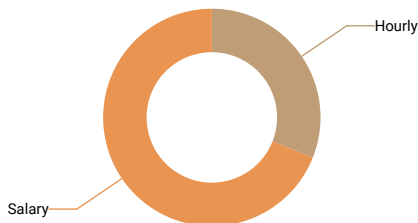
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	31%	4
Salary	69%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range 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
Actual Lowest Base Salary	9	\$60,984.00	\$75,988.00	\$98,654.00	\$110,000.00	\$186,111.00	\$101,433.11	\$98,654.00	\$38,860.79
Actual Average Base Salary	9	\$60,984.00	\$85,039.00	\$105,171.00	\$110,500.00	\$186,111.00	\$110,688.66	\$105,171.00	\$39,178.40
Actual Highest Base Salary	9	\$60,984.00	\$93,054.00	\$110,000.00	\$143,800.00	\$200,000.00	\$121,597.33	\$110,000.00	\$46,191.74
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.10 Human Resources Specialist/Generalist - Level 1

Job description

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

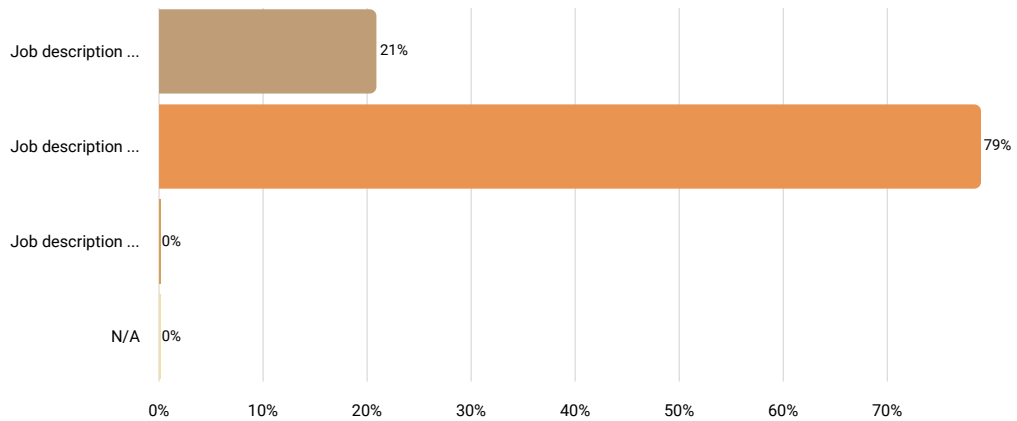
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



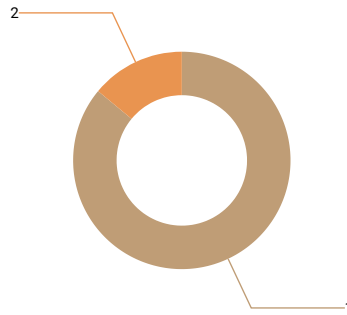
Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	3
Job description matches the position at your company very well	79%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



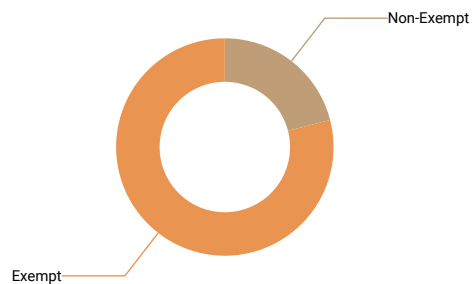
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.14
Median	1
Standard deviation	0.36
Total/sum	16

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



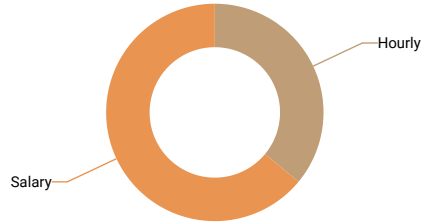
Results	%	N
Non-Exempt	21%	3
Exempt	79%	11

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	5
Salary	64%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate	5	\$23.74	\$27.76	\$28.37	\$30.10	\$56.00	\$33.19	\$28.37	\$12.96
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	5	\$47,396.00	\$55,000.00	\$60,000.00	\$111,237.50	\$118,887.00	\$78,504.10	\$60,000.00	\$33,781.70
Pay Range Minimum Salary	5	\$33,854.00	\$40,000.00	\$42,468.00	\$48,000.00	\$66,742.50	\$46,212.90	\$42,468.00	\$12,550.15
Actual Lowest Base Salary	7	\$36,000.00	\$42,411.20	\$50,003.00	\$56,000.00	\$65,000.00	\$49,916.31	\$50,003.00	\$9,278.48
Actual Average Base Salary	8	\$36,000.00	\$46,207.10	\$52,249.99	\$62,750.00	\$77,040.00	\$54,431.77	\$52,249.99	\$12,962.18
Actual Highest Base Salary	7	\$36,000.00	\$42,411.20	\$51,000.00	\$65,000.00	\$65,000.00	\$52,487.74	\$51,000.00	\$10,994.45
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

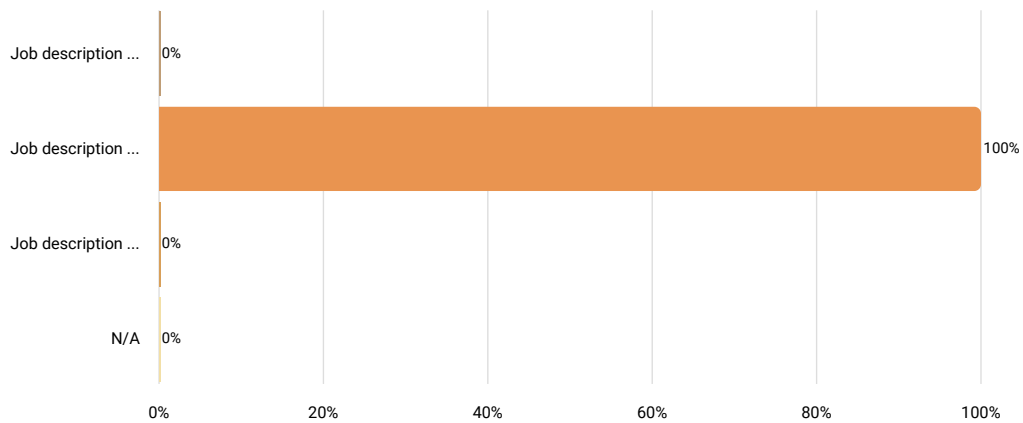
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 12 times

Skipped 3 times

Select one answer (radio button)



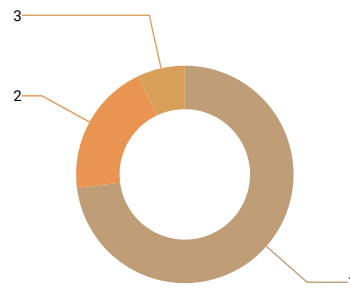
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



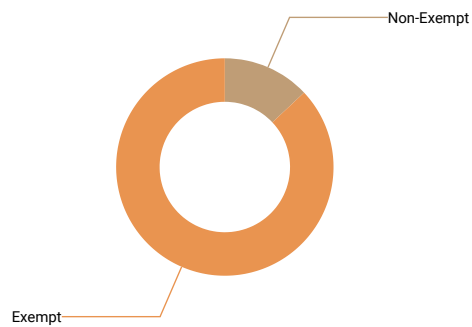
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.33
Median	1
Standard deviation	0.62
Total/sum	20

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



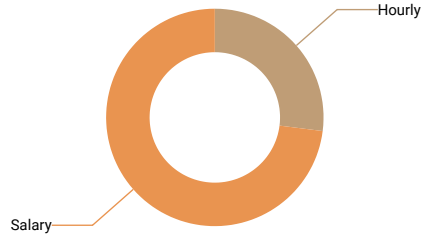
Results	%	N
Non-Exempt	13%	2
Exempt	87%	13

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	4
Salary	73%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	7	\$75,000.00	\$75,000.00	\$82,750.00	\$91,436.00	\$131,037.50	\$88,643.36	\$82,750.00	\$19,570.79
Pay Range Minimum Salary	7	\$50,000.00	\$60,000.00	\$64,578.00	\$78,622.50	\$85,280.00	\$66,732.64	\$64,578.00	\$11,746.22
Actual Lowest Base Salary	10	\$50,218.40	\$65,400.00	\$69,894.26	\$78,005.00	\$84,177.50	\$69,338.53	\$69,894.26	\$12,262.31
Actual Average Base Salary	11	\$54,000.00	\$65,400.00	\$75,400.00	\$83,075.00	\$85,280.00	\$72,960.63	\$75,400.00	\$13,080.38
Actual Highest Base Salary	10	\$56,718.40	\$65,400.00	\$73,800.00	\$78,005.00	\$84,177.50	\$72,020.29	\$73,800.00	\$10,149.85
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

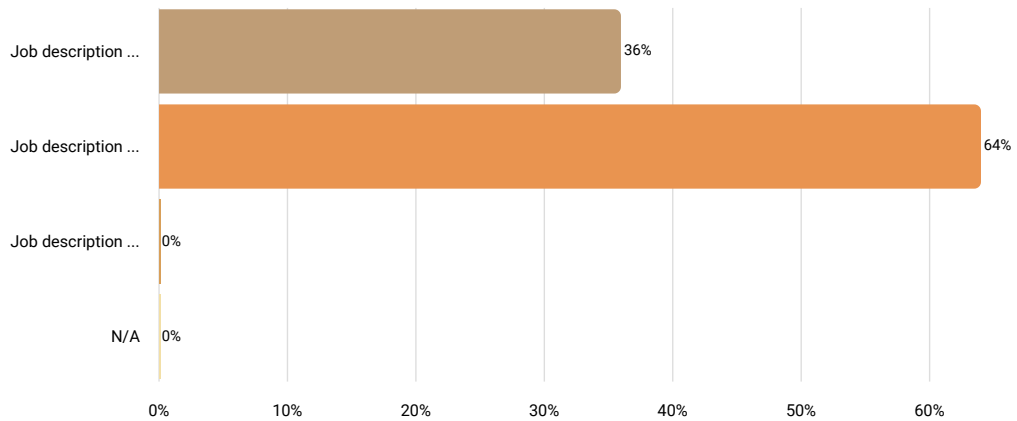
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

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	36%	5
Job description matches the position at your company very well	64%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 9 times

Skipped 6 times

Text input

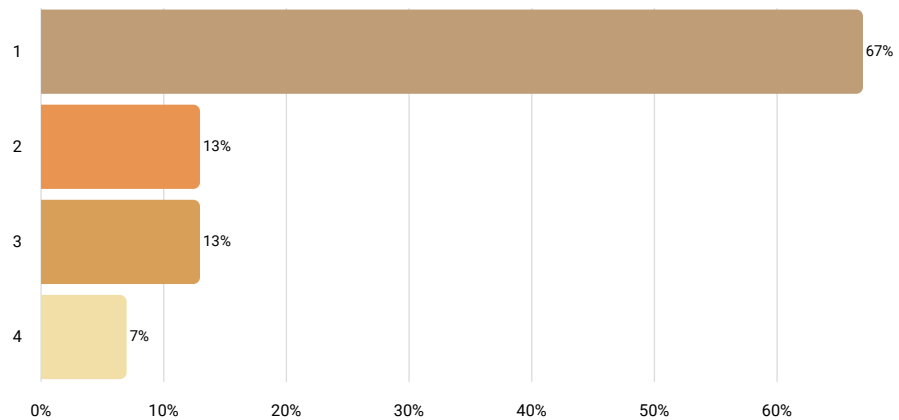
Results	
hr consultant	1
hr business partner specialist or labor relations specialist	1
specialist - hr sr	1
people and culture business partner	1
sr hr generalist, sr hr benefits admin	1
senior hr generalist	1
hris supervisor	1
recruiter/hr generalist	1
senior human resources generalist	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



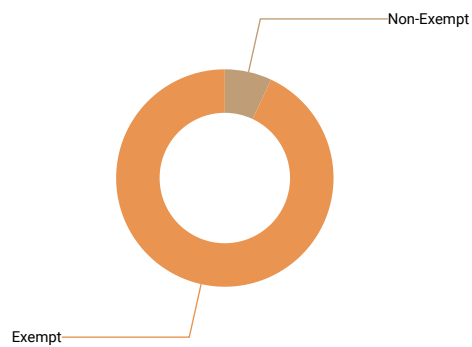
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.6
Median	1
Standard deviation	0.99
Total/sum	24

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



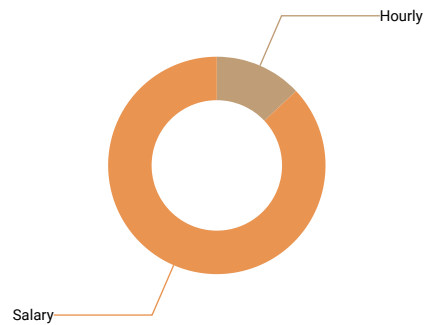
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	8	\$43,954.00	\$86,182.50	\$106,798.00	\$156,018.00	\$206,285.63	\$118,529.58	\$106,798.00	\$54,107.05
Pay Range Minimum Salary	8	\$54,450.00	\$62,587.50	\$77,538.00	\$86,533.00	\$123,771.38	\$78,942.30	\$77,538.00	\$21,824.80
Actual Lowest Base Salary	10	\$61,205.00	\$67,633.00	\$76,966.50	\$91,603.00	\$94,548.48	\$77,595.90	\$76,966.50	\$13,081.12
Actual Average Base Salary	12	\$60,000.00	\$65,871.50	\$75,968.50	\$87,651.10	\$106,266.25	\$84,793.62	\$75,968.50	\$32,044.56
Actual Highest Base Salary	10	\$61,205.00	\$67,633.00	\$82,909.00	\$91,603.00	\$112,824.40	\$83,574.02	\$82,909.00	\$20,416.70
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,282.00	\$2,200.00	\$3,300.00	\$4,250.65	\$5,000.00	\$3,222.11	\$3,300.00	\$1,460.11

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.

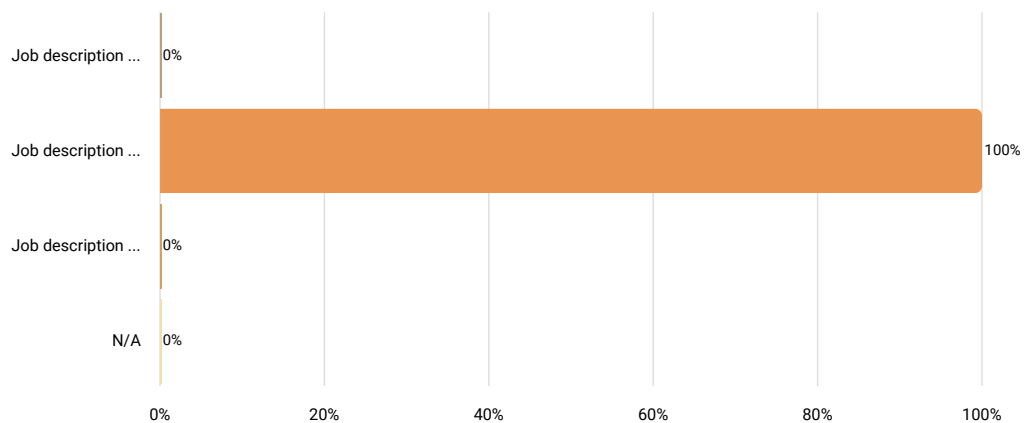
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



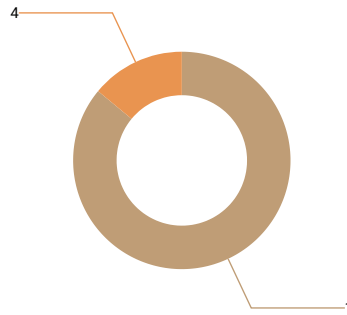
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



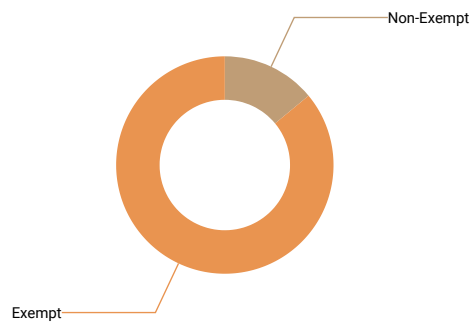
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1.43
Median	1
Standard deviation	1.13
Total/sum	10

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



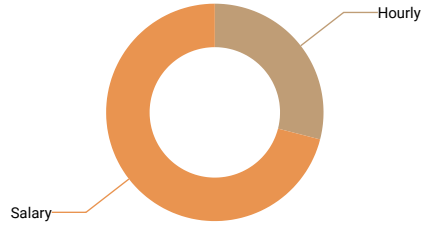
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	2
Salary	71%	5

Compensation data

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

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.

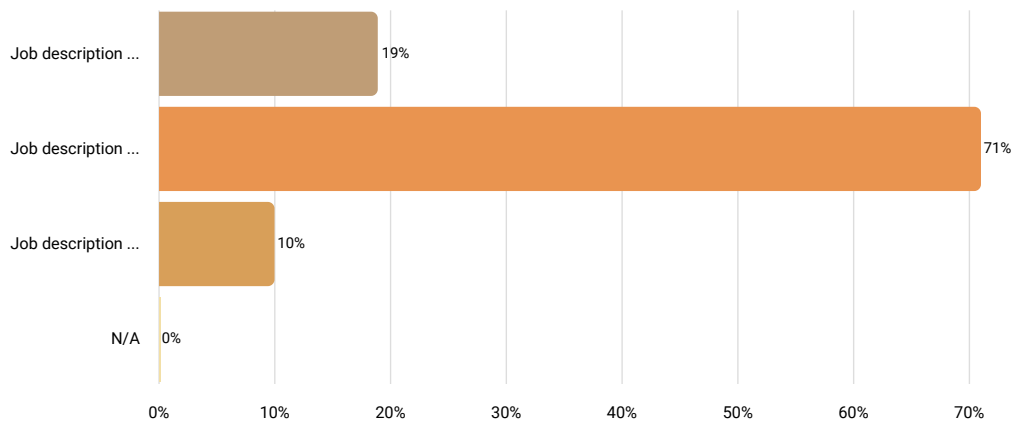
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

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

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

Answered 6 times

Skipped 15 times

Text input

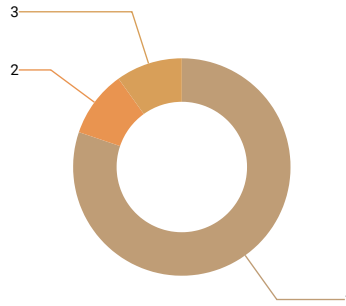
Results	
chief of security	1
<ul style="list-style-type: none"> responsible for the security of the company in matters of classified processing, safeguarding, access control of personnel security and physical security process personnel security clearances and track security clearance investigations perform 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
director of security	1
facility security officer	1
physical security specialist/comsec cust, security specialist, senior security analyst	1
assistant fso	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



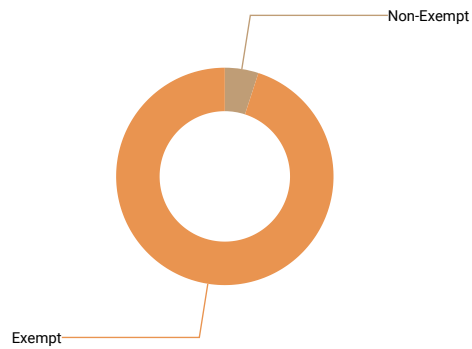
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.29
Median	1
Standard deviation	0.64
Total/sum	27

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



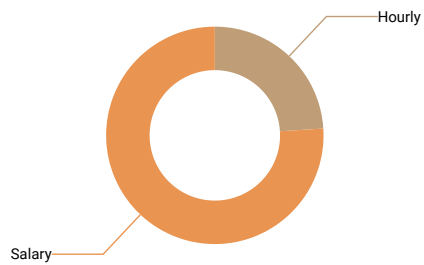
Results	%	N
Non-Exempt	5%	1
Exempt	95%	20

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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	\$29.65	\$42.38	\$50.00	\$50.00	\$64.43	\$47.29	\$50.00	\$12.69
Actual Highest Base Rate	5	\$29.65	\$42.75	\$50.00	\$50.00	\$64.43	\$47.37	\$50.00	\$12.65
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 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
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
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
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

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.

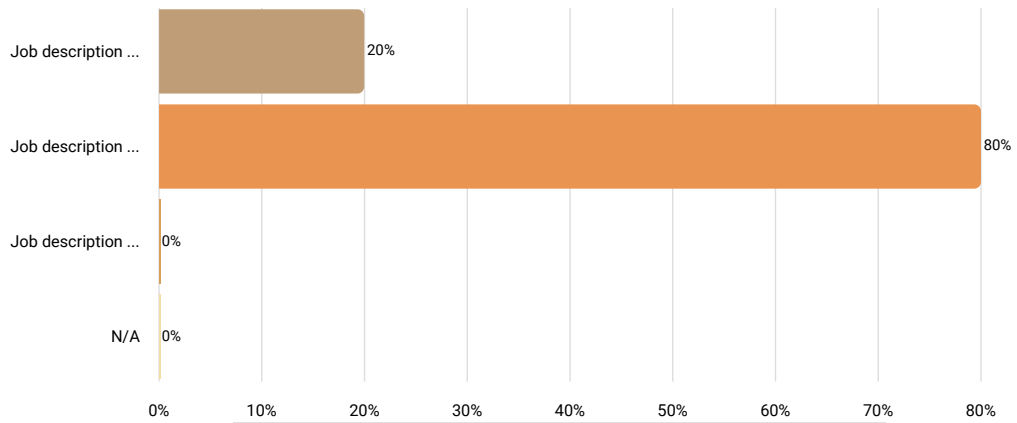
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

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

Answered 5 times

Skipped 1 times

Select one answer (radio button)



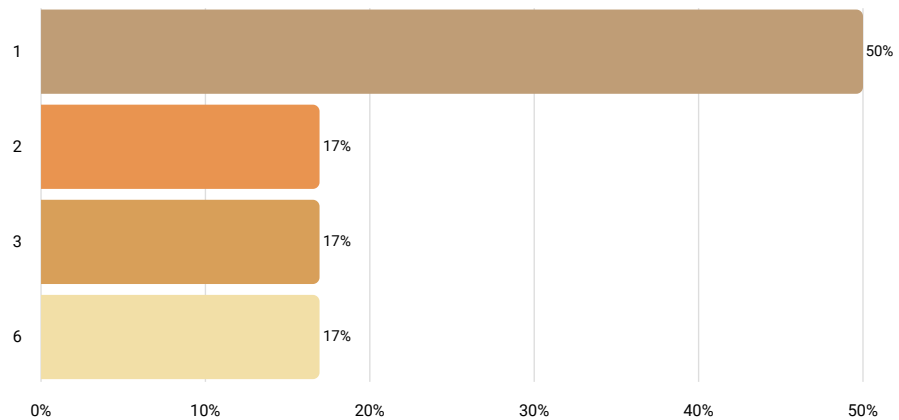
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



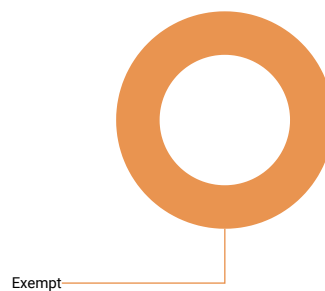
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	6
Mean	2.33
Median	1.5
Standard deviation	1.97
Total/sum	14

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



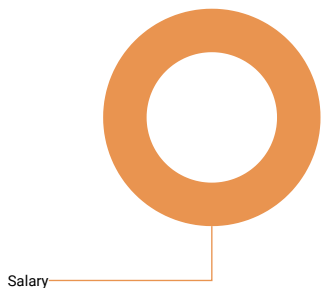
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
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
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
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
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.19 Configuration Management Analyst

Job description

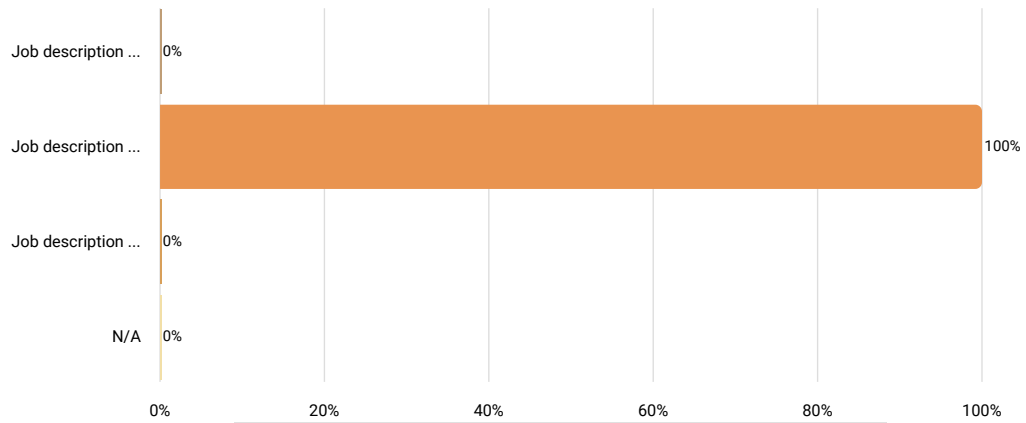
Performs duties related to change, release, and build management. Identifies errors in the build and release process; recommends improvements.

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



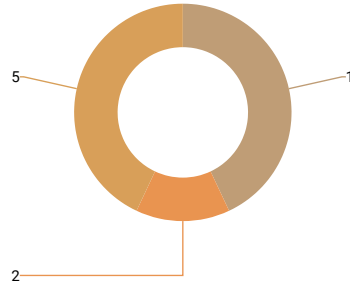
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



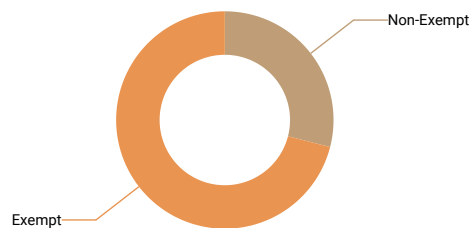
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	5
Mean	2.86
Median	2
Standard deviation	2.04
Total/sum	20

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



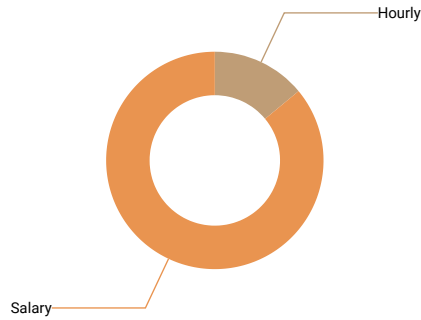
Results	%	N
Non-Exempt	29%	2
Exempt	71%	5

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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 Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$60,881.60	\$73,477.23	\$90,897.00	\$92,800.00	\$150,009.00	\$93,612.97	\$90,897.00	\$34,151.65
Actual Average Base Salary	6	\$60,881.60	\$73,477.23	\$102,400.70	\$125,360.00	\$150,009.00	\$102,421.54	\$102,400.70	\$33,209.37
Actual Highest Base Salary	5	\$60,881.60	\$73,477.23	\$96,002.00	\$143,000.00	\$150,009.00	\$104,673.97	\$96,002.00	\$40,281.39
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.20 Financial Analyst

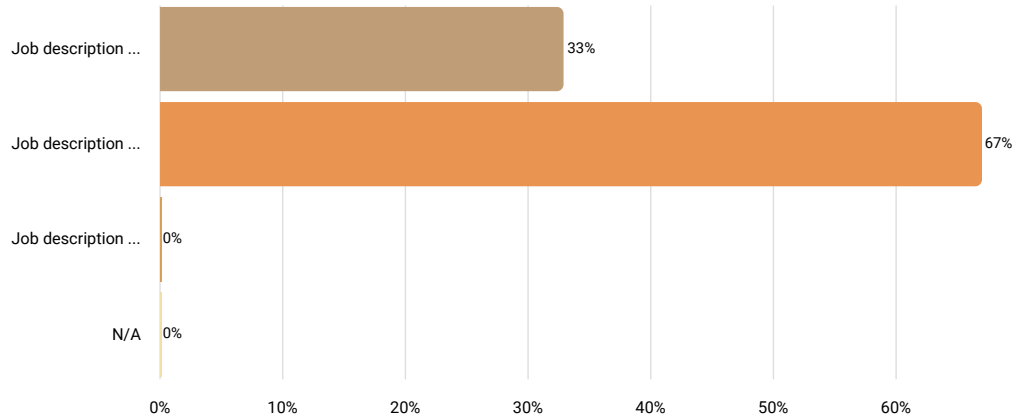
Job description Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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

Answered 9 times

Skipped 2 times

Select one answer (radio button)



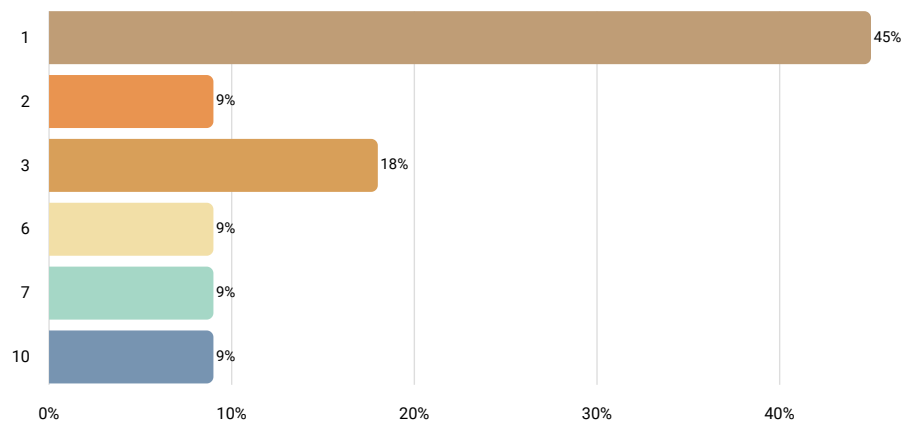
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	3
Job description matches the position at your company very well		67%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



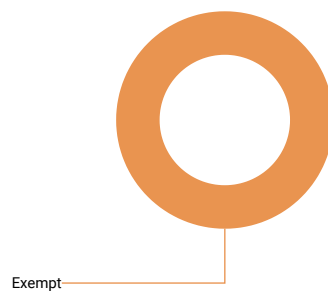
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	7
Mean	3.27
Median	2
Standard deviation	3.07
Total/sum	36

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



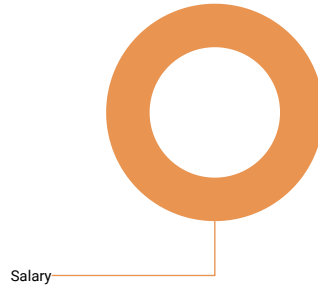
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Maximum Salary	8	\$97,011.00	\$111,325.50	\$133,104.00	\$175,780.00	\$191,909.38	\$141,167.42	\$133,104.00	\$36,757.78
Pay Range Minimum Salary	8	\$42,468.00	\$55,187.50	\$75,288.00	\$94,705.50	\$100,000.00	\$74,103.75	\$75,288.00	\$21,918.05
Actual Lowest Base Salary	10	\$61,875.00	\$63,000.00	\$76,997.50	\$97,690.32	\$173,088.00	\$95,325.73	\$76,997.50	\$44,030.54
Actual Average Base Salary	11	\$85,500.00	\$96,992.00	\$108,918.00	\$125,030.33	\$153,360.00	\$114,660.54	\$108,918.00	\$33,806.39
Actual Highest Base Salary	10	\$84,505.50	\$97,690.32	\$131,537.00	\$161,970.00	\$182,158.00	\$131,942.13	\$131,537.00	\$38,151.27
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$500.00	\$1,700.00	\$3,000.00	\$3,907.61	\$5,000.00	\$2,821.52	\$3,000.00	\$1,775.14

5.3.21 Recruiter

Job description

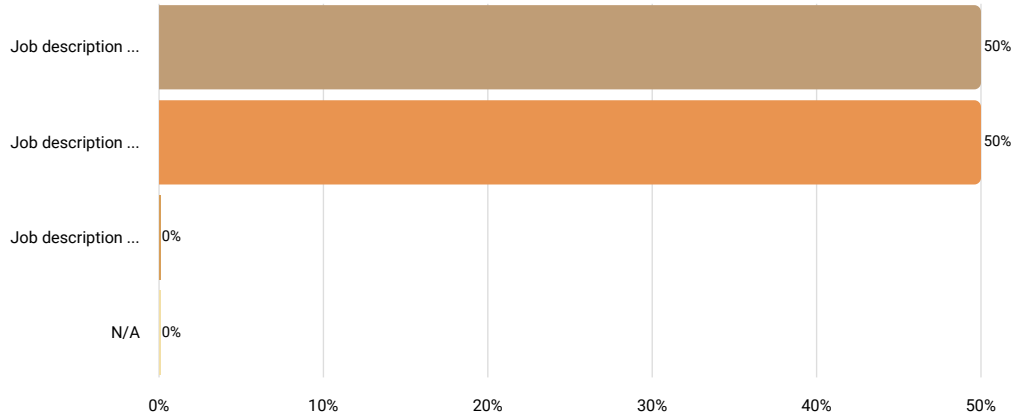
Partners with hiring managers to determine staffing needs. Screen resumes, perform in-person and phone interviews with candidates, negotiate job offers, and promote job openings and the organization through various hiring channels.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



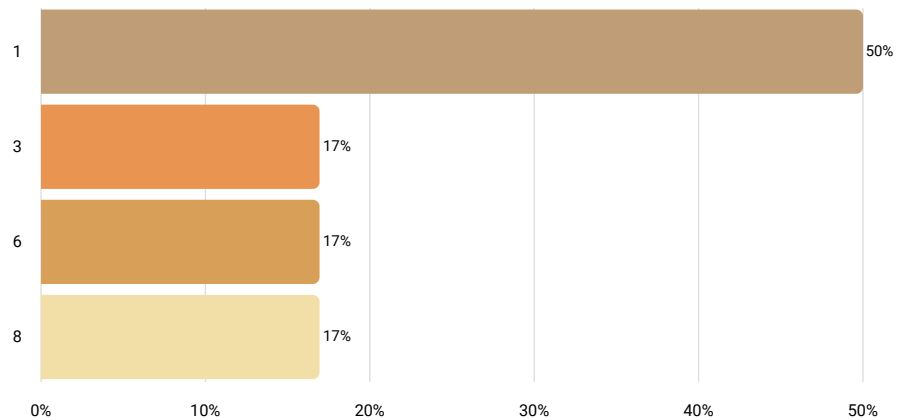
Results		
	%	N
Job description is perceptibly weaker than the position at your company	50%	3
Job description matches the position at your company very well	50%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



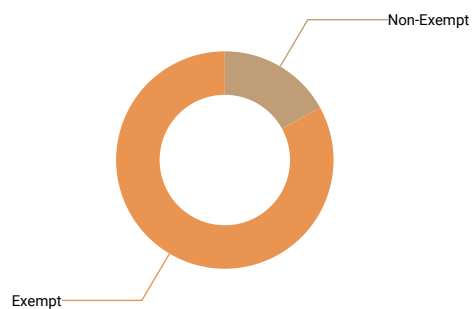
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	8
Mean	3.33
Median	2
Standard deviation	3.01
Total/sum	20

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



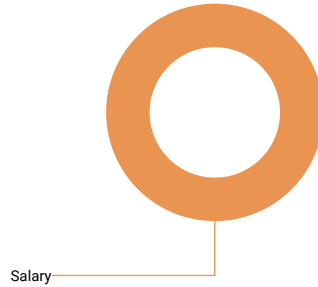
Results	%	N
Non-Exempt	17%	1
Exempt	83%	5

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$49,000.00	\$50,960.00	\$51,500.00	\$75,000.00	\$85,072.00	\$62,306.40	\$51,500.00	\$16,598.04
Actual Average Base Salary	6	\$50,960.00	\$51,500.00	\$63,204.50	\$95,380.00	\$101,913.00	\$71,027.00	\$63,204.50	\$22,267.65
Actual Highest Base Salary	6	\$50,960.00	\$51,500.00	\$68,400.00	\$132,933.00	\$138,389.00	\$85,097.00	\$68,400.00	\$39,962.77
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.22 Compensation/Benefits Specialist

Job description

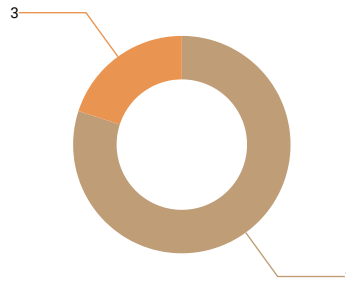
Involved in the design and administration of the company's compensation and benefits plans which includes developing salary ranges and overseeing merit increases and budgets. Communicates with employees regarding company policies and procedures related to compensation and benefits.

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



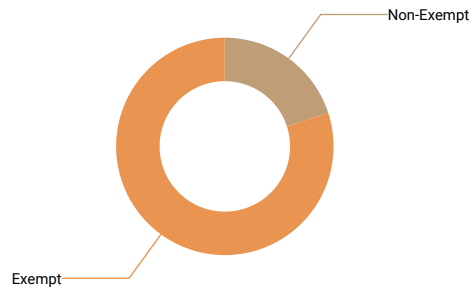
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.4
Median	1
Standard deviation	0.89
Total/sum	7

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



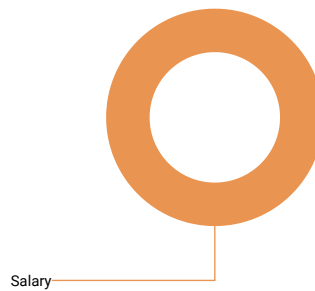
Results	%	N
Non-Exempt	20%	1
Exempt	80%	4

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
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	\$42,500.00	\$57,640.00	\$72,205.00	\$86,992.00	\$131,040.00	\$78,075.40	\$72,205.00	\$33,920.61
Actual Highest Base Salary									

Professional Technical

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.

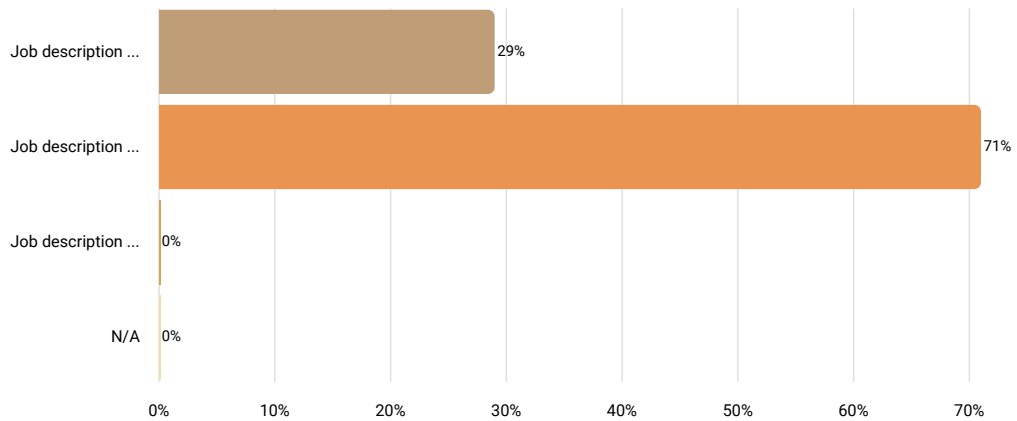
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



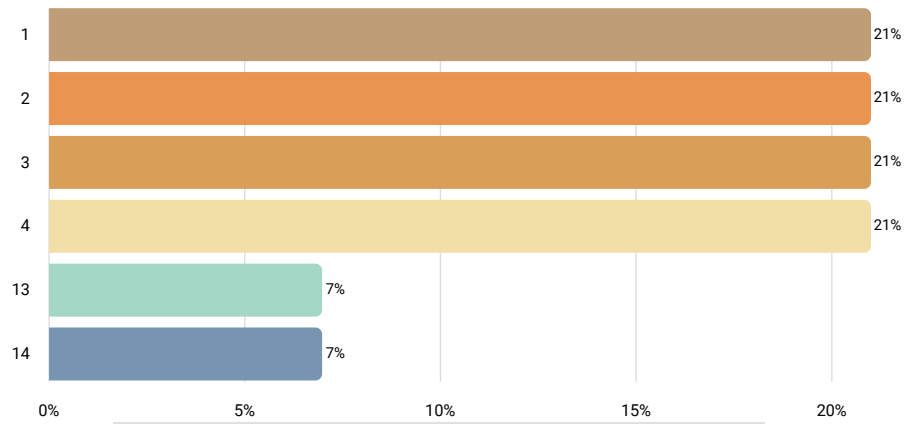
Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	4
Job description matches the position at your company very well	71%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



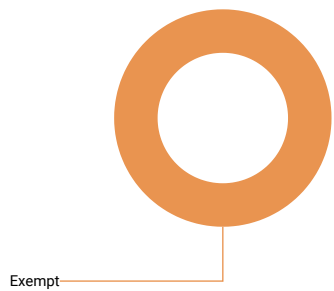
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	4
90th percentile	13
Mean	4.07
Median	3
Standard deviation	4.14
Total/sum	57

FLSA Status

Answered 13 times

Skipped 1 times

Select one answer (radio button)



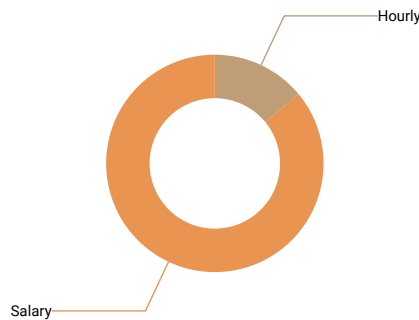
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 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 Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	9	\$72,000.00	\$95,000.00	\$104,000.00	\$118,800.00	\$137,225.00	\$105,928.33	\$104,000.00	\$19,397.40
Pay Range Minimum Salary	9	\$55,000.00	\$65,000.00	\$74,970.00	\$80,000.00	\$82,335.00	\$70,967.33	\$74,970.00	\$9,692.60
Actual Lowest Base Salary	11	\$66,560.00	\$72,340.00	\$80,000.00	\$87,000.00	\$87,226.00	\$77,429.30	\$80,000.00	\$9,075.07
Actual Average Base Salary	12	\$74,496.00	\$76,940.00	\$85,902.00	\$90,235.14	\$95,350.00	\$84,642.57	\$85,902.00	\$11,040.86
Actual Highest Base Salary	11	\$75,851.00	\$79,000.00	\$87,226.00	\$95,205.50	\$102,200.00	\$86,917.16	\$87,226.00	\$10,730.77
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

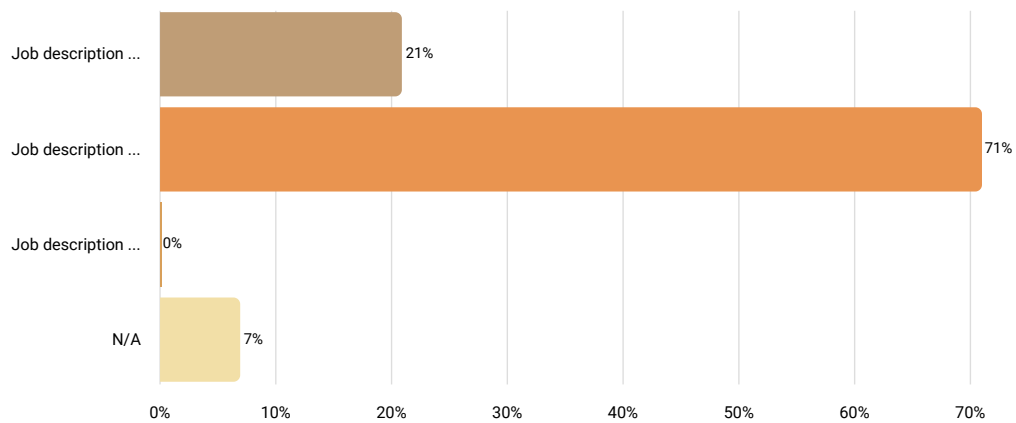
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



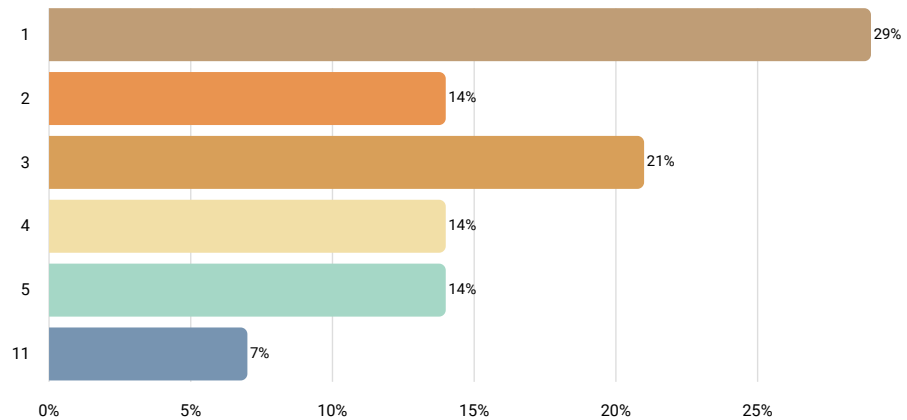
Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	3
Job description matches the position at your company very well	71%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	7%	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



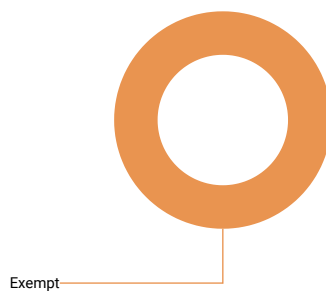
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	5
Mean	3.29
Median	3
Standard deviation	2.64
Total/sum	46

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



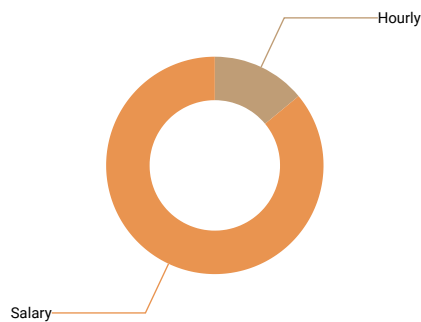
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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 Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	7	\$114,773.00	\$121,000.00	\$136,918.00	\$170,637.50	\$180,000.00	\$143,189.79	\$136,918.00	\$24,817.11
Pay Range Minimum Salary	7	\$69,569.00	\$81,000.00	\$91,819.00	\$105,000.00	\$120,000.00	\$93,338.64	\$91,819.00	\$17,044.04
Actual Lowest Base Salary	11	\$74,000.00	\$75,000.00	\$100,000.00	\$110,000.00	\$119,540.21	\$97,799.56	\$100,000.00	\$20,532.10
Actual Average Base Salary	12	\$75,000.00	\$86,100.00	\$109,367.89	\$120,420.11	\$134,896.72	\$107,718.88	\$109,367.89	\$25,289.87
Actual Highest Base Salary	11	\$75,000.00	\$93,000.00	\$119,540.21	\$130,777.00	\$141,000.00	\$114,341.22	\$119,540.21	\$30,657.81
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

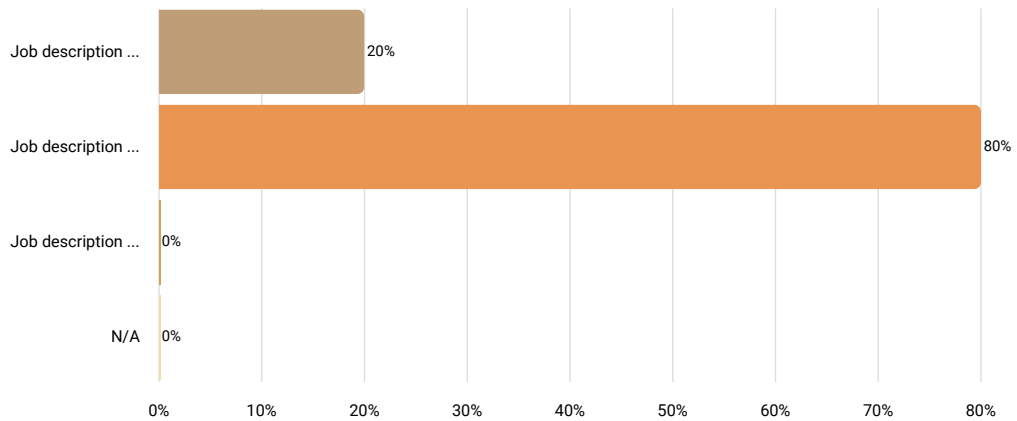
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 10 times

Skipped 1 times

Select one answer (radio button)



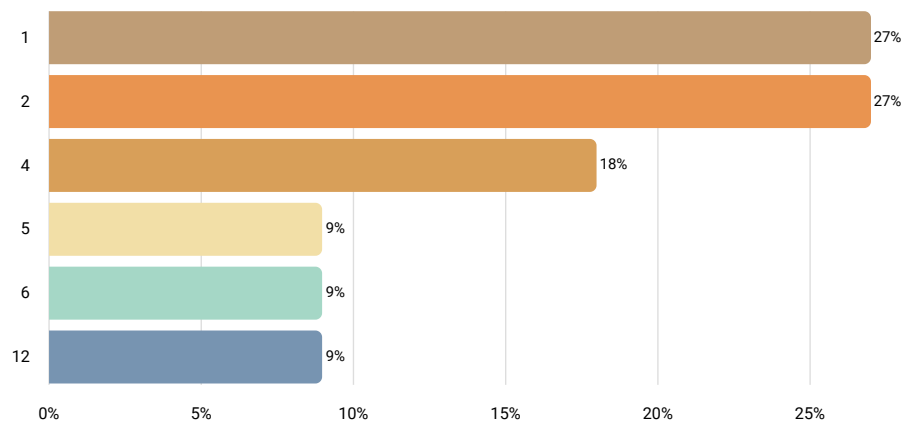
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	2
Job description matches the position at your company very well		80%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



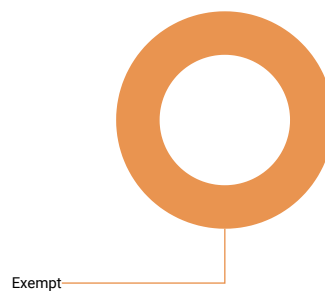
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	6
Mean	3.64
Median	2
Standard deviation	3.26
Total/sum	40

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



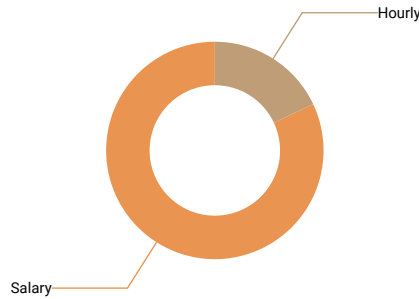
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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 Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	5	\$90,000.00	\$150,000.00	\$152,000.00	\$175,638.00	\$209,133.75	\$155,354.35	\$152,000.00	\$43,631.30
Pay Range Minimum Salary	5	\$75,000.00	\$101,000.00	\$112,401.00	\$125,000.00	\$125,480.25	\$107,776.25	\$112,401.00	\$20,926.52
Actual Lowest Base Salary	7	\$85,000.00	\$97,000.00	\$109,374.00	\$125,831.68	\$156,895.57	\$114,728.75	\$109,374.00	\$23,624.50
Actual Average Base Salary	9	\$82,000.00	\$111,909.00	\$112,000.00	\$137,500.00	\$160,654.23	\$121,307.53	\$112,000.00	\$28,191.46
Actual Highest Base Salary	7	\$85,000.00	\$114,000.00	\$120,000.00	\$150,000.00	\$156,895.57	\$126,675.71	\$120,000.00	\$25,617.86
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

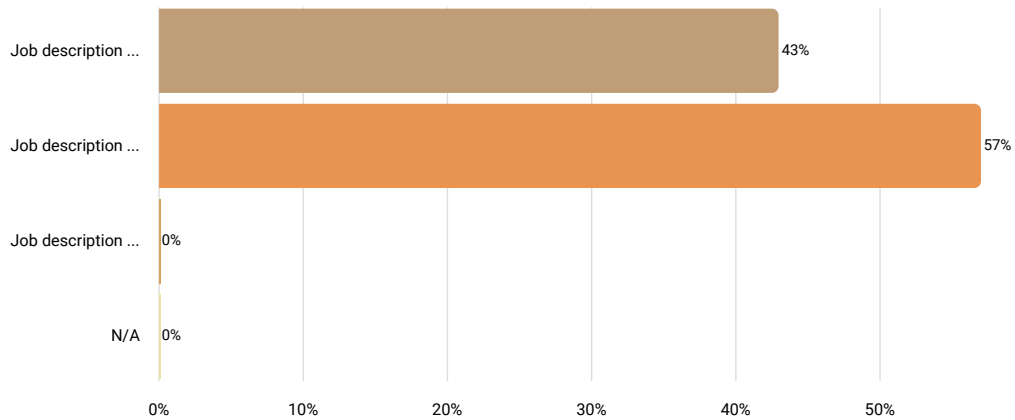
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



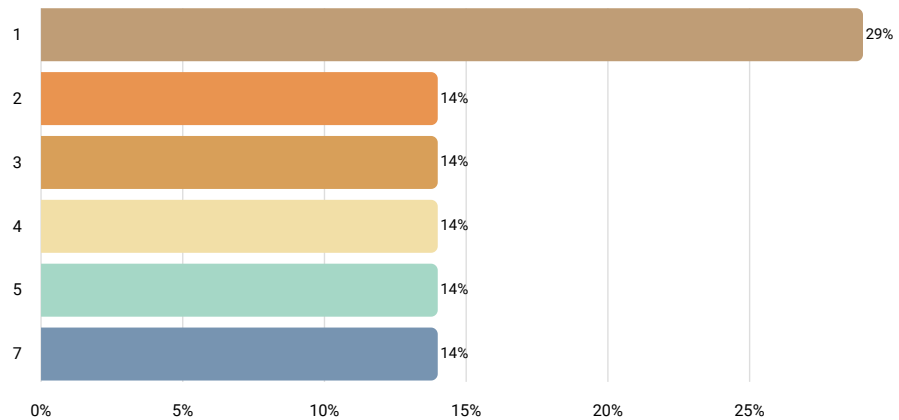
Results		%	N
Job description is perceptibly weaker than the position at your company		43%	3
Job description matches the position at your company very well		57%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



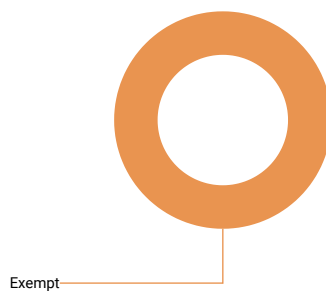
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	7
Mean	3.29
Median	3
Standard deviation	2.21
Total/sum	23

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



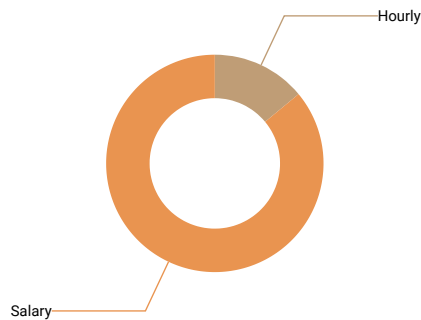
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	6	\$90,000.00	\$152,590.00	\$172,500.00	\$214,243.00	\$256,398.75	\$176,371.96	\$172,500.00	\$57,457.26
Pay Range Minimum Salary	6	\$82,688.00	\$110,000.00	\$128,500.00	\$137,141.00	\$153,839.25	\$123,444.71	\$128,500.00	\$24,563.79
Actual Lowest Base Salary	5	\$101,000.00	\$128,000.00	\$128,750.00	\$131,000.00	\$147,325.10	\$127,215.02	\$128,750.00	\$16,650.38
Actual Average Base Salary	6	\$101,000.00	\$132,375.00	\$149,826.43	\$158,000.00	\$205,000.00	\$149,337.98	\$149,826.43	\$34,325.71
Actual Highest Base Salary	5	\$101,000.00	\$136,000.00	\$155,000.00	\$164,005.92	\$189,000.00	\$149,001.18	\$155,000.00	\$32,917.24
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.6 Electrical Design Engineer - Level 1

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

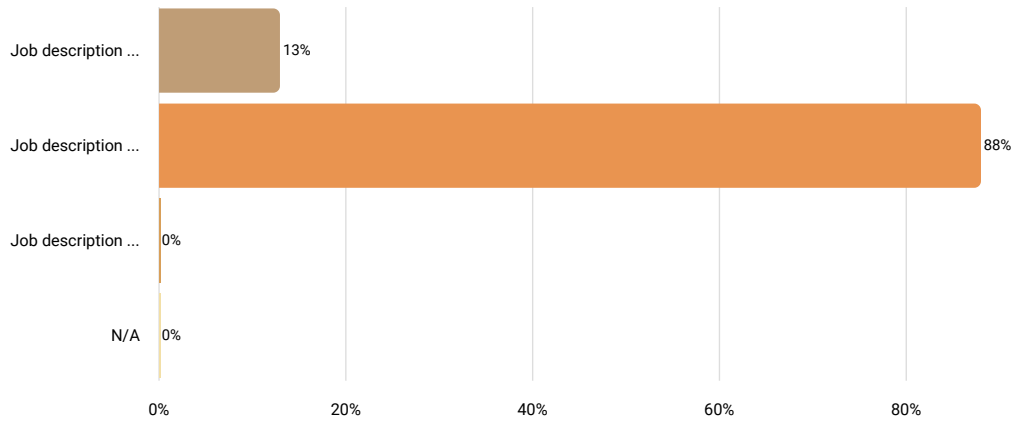
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



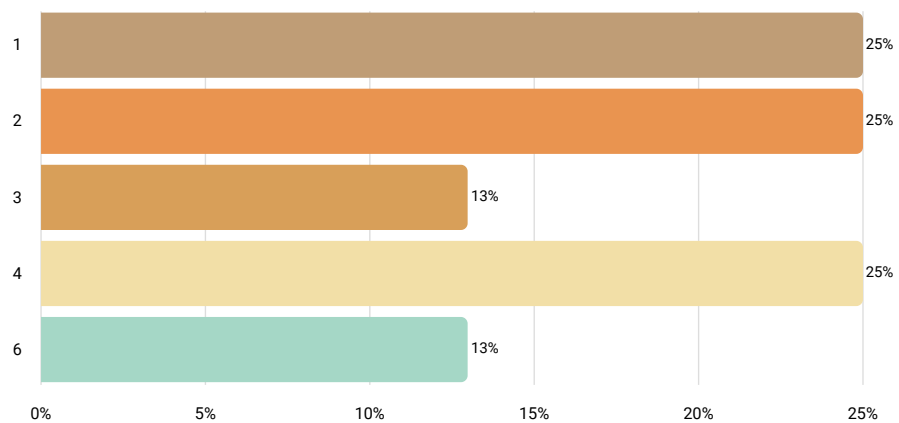
Results		%	N
Job description is perceptibly weaker than the position at your company		13%	1
Job description matches the position at your company very well		88%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



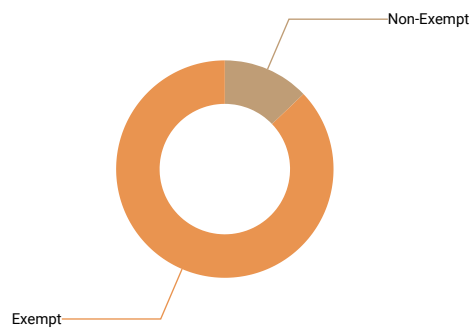
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2.5
75th percentile	4
90th percentile	6
Mean	2.88
Median	2.5
Standard deviation	1.73
Total/sum	23

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



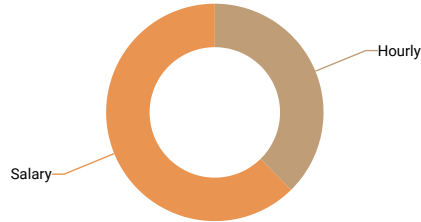
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$62,400.00	\$65,000.00	\$73,000.00	\$75,000.00	\$75,000.12	\$70,080.02	\$73,000.00	\$5,952.50
Actual Average Base Salary	5	\$67,039.00	\$75,000.00	\$77,120.30	\$77,786.00	\$78,000.00	\$74,989.06	\$77,120.30	\$4,599.85
Actual Highest Base Salary	5	\$75,000.00	\$80,802.00	\$81,370.00	\$81,694.42	\$93,600.00	\$82,493.28	\$81,370.00	\$6,787.28
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.7 Electrical Design Engineer - Level 2

Job description

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

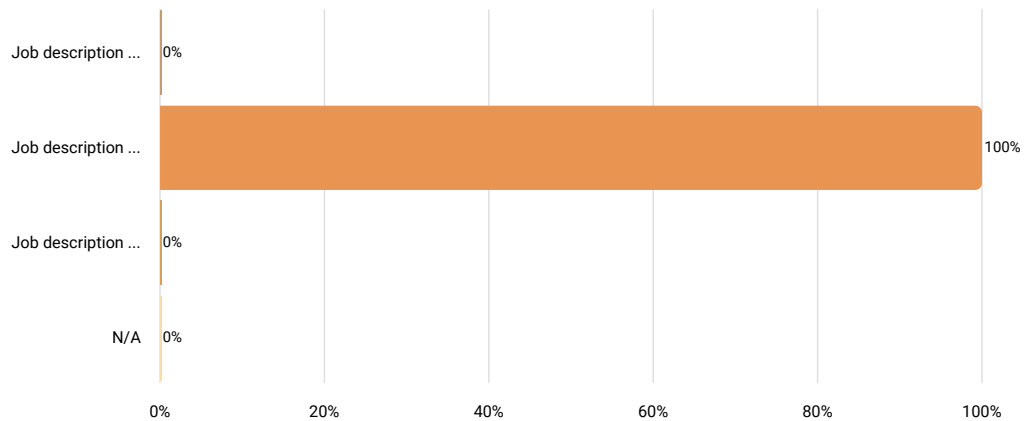
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 9 times

Skipped 1 times

Select one answer (radio button)



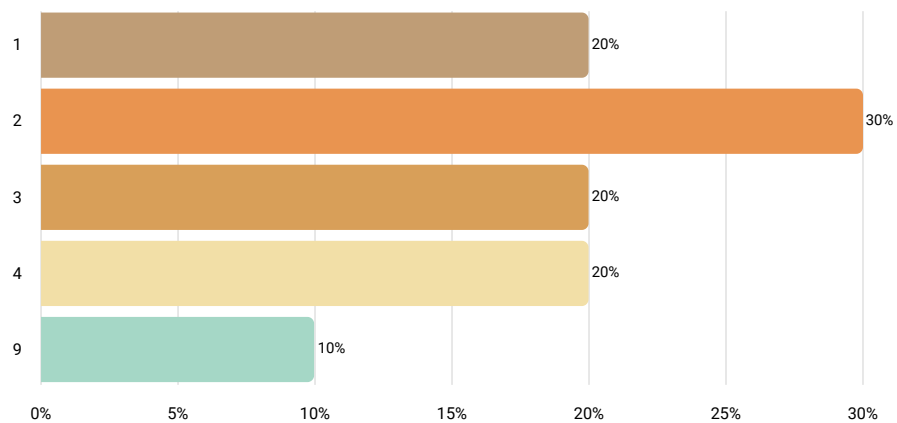
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



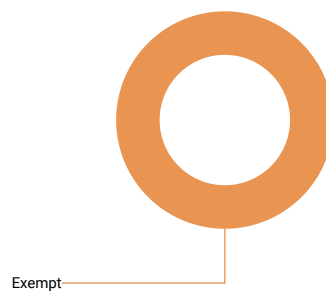
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2.5
75th percentile	4
90th percentile	6.5
Mean	3.1
Median	2.5
Standard deviation	2.33
Total/sum	31

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



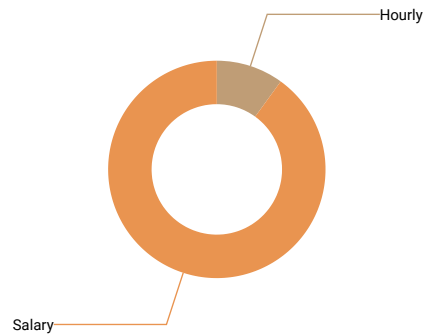
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	7	\$90,000.00	\$95,000.00	\$117,092.00	\$156,299.00	\$160,000.00	\$121,761.40	\$117,092.00	\$27,258.08
Pay Range Minimum Salary	7	\$60,401.00	\$74,970.00	\$80,000.00	\$85,000.00	\$96,720.00	\$79,145.73	\$80,000.00	\$11,087.48
Actual Lowest Base Salary	9	\$71,309.00	\$85,000.00	\$85,280.00	\$91,026.26	\$93,600.00	\$86,083.27	\$85,280.00	\$6,559.91
Actual Average Base Salary	9	\$71,309.00	\$90,000.00	\$92,421.00	\$100,109.00	\$186,160.00	\$104,335.70	\$92,421.00	\$33,161.73
Actual Highest Base Salary	9	\$71,309.00	\$91,026.26	\$105,000.00	\$117,000.00	\$142,000.00	\$106,769.81	\$105,000.00	\$23,314.26
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.8 Electrical Design Engineer - Level 3

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

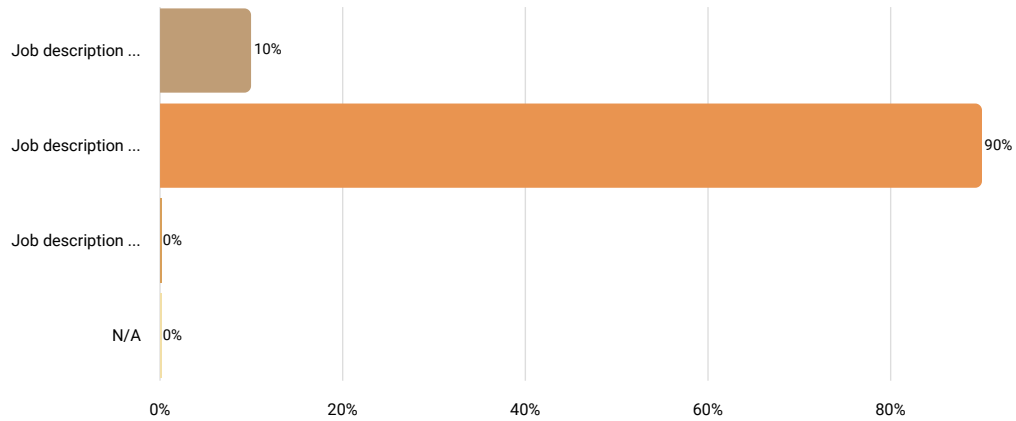
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



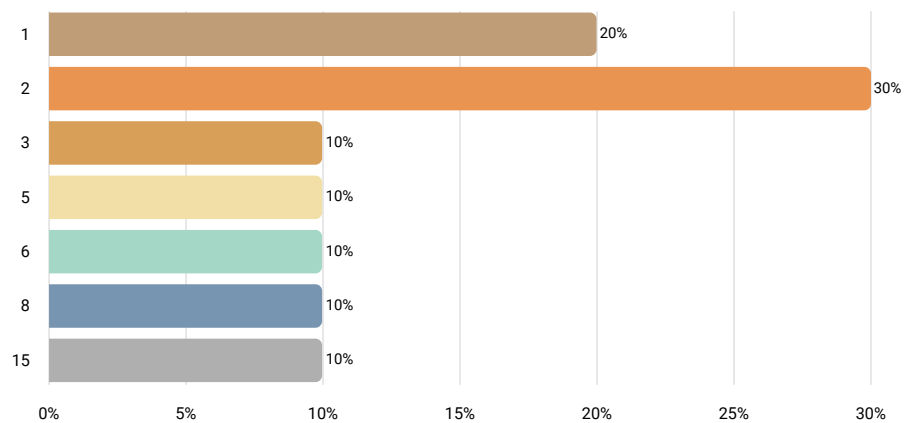
Results		%	N
Job description is perceptibly weaker than the position at your company		10%	1
Job description matches the position at your company very well		90%	9
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



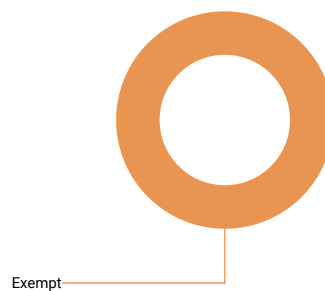
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2.5
75th percentile	6
90th percentile	11.5
Mean	4.5
Median	2.5
Standard deviation	4.35
Total/sum	45

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



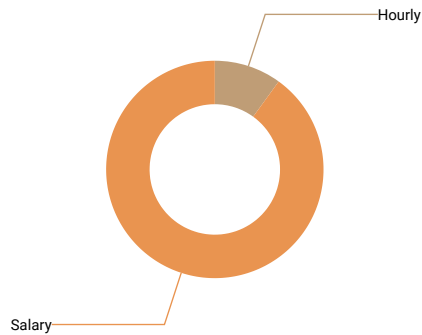
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	6	\$105,000.00	\$117,000.00	\$140,175.50	\$193,739.00	\$200,000.00	\$149,348.33	\$140,175.50	\$39,341.62
Pay Range Minimum Salary	6	\$69,569.00	\$90,000.00	\$93,409.50	\$120,000.00	\$130,249.00	\$99,439.50	\$93,409.50	\$22,050.36
Actual Lowest Base Salary	9	\$92,491.00	\$95,000.00	\$100,880.00	\$110,534.58	\$130,000.00	\$104,796.58	\$100,880.00	\$12,974.39
Actual Average Base Salary	9	\$100,750.00	\$106,000.00	\$112,320.00	\$130,919.00	\$152,306.00	\$118,237.97	\$112,320.00	\$17,339.95
Actual Highest Base Salary	9	\$102,772.00	\$110,534.58	\$131,040.00	\$138,461.00	\$200,000.00	\$131,364.98	\$131,040.00	\$29,818.20
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.9 Electrical Design Engineer - Level 4

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

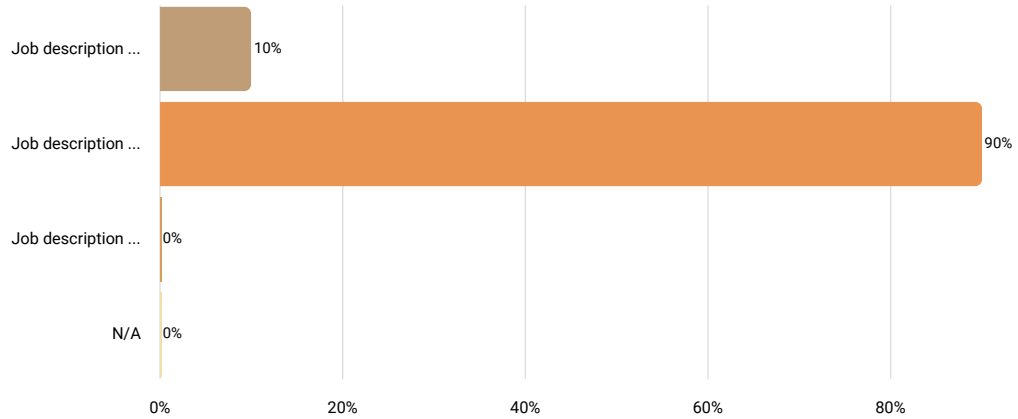
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer; requires judgment about methods and techniques utilized.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



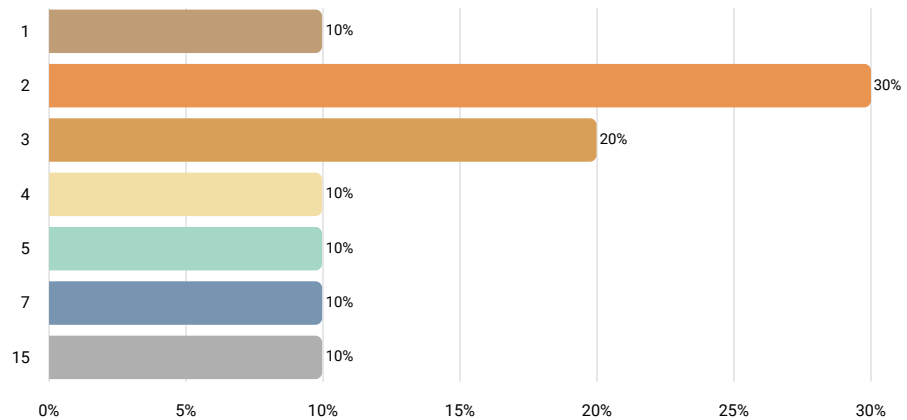
Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	1
Job description matches the position at your company very well	90%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



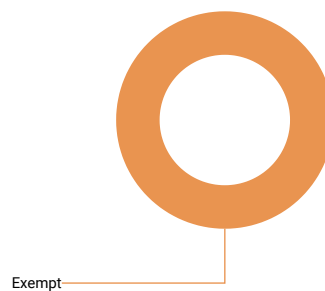
Statistics	
10th percentile	1.5
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	11
Mean	4.4
Median	3
Standard deviation	4.12
Total/sum	44

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



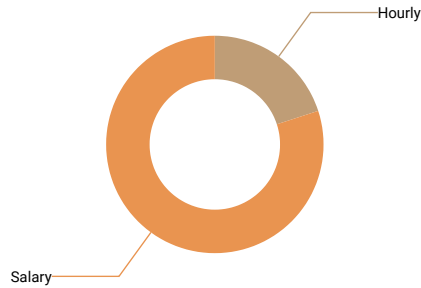
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	5	\$120,000.00	\$131,000.00	\$152,873.18	\$193,739.00	\$220,000.00	\$163,522.44	\$152,873.18	\$42,332.24
Pay Range Minimum Salary	5	\$105,000.00	\$109,195.13	\$118,000.00	\$130,249.00	\$150,000.00	\$122,488.83	\$118,000.00	\$18,164.64
Actual Lowest Base Salary	7	\$103,120.00	\$105,000.00	\$118,000.00	\$125,008.00	\$132,471.00	\$116,261.32	\$118,000.00	\$11,373.44
Actual Average Base Salary	8	\$107,000.00	\$117,250.00	\$131,698.00	\$160,429.50	\$1,390,281.00	\$289,504.50	\$131,698.00	\$445,266.53
Actual Highest Base Salary	8	\$107,000.00	\$122,000.80	\$135,660.00	\$165,471.90	\$203,354.00	\$144,577.42	\$135,660.00	\$32,862.21
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.10 Electrical Design Engineer - Level 5

Job description

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

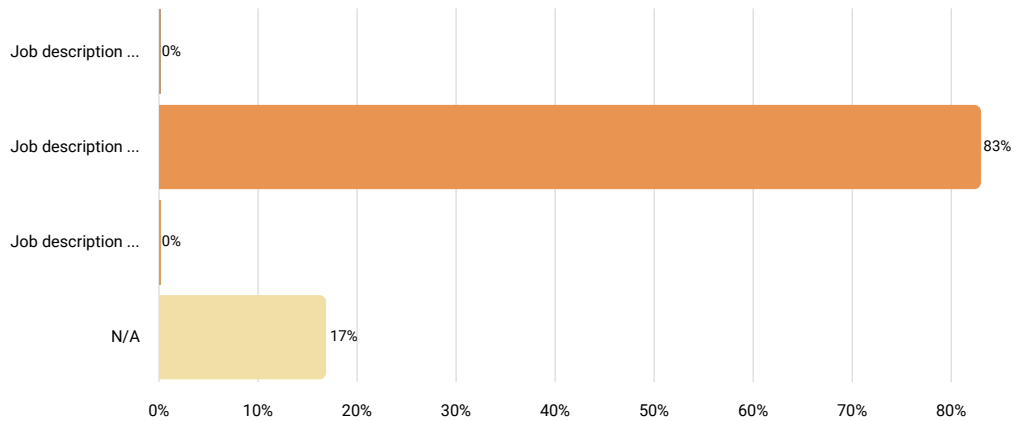
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



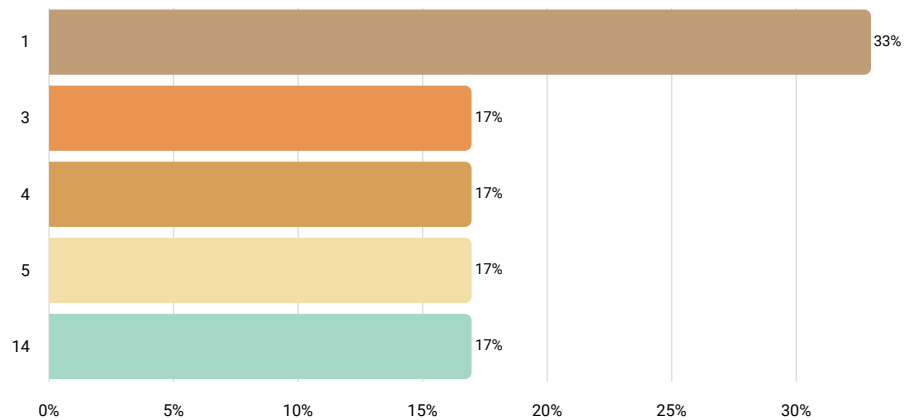
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		17%	1

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



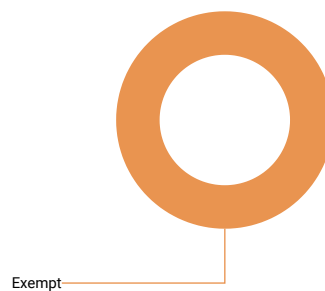
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3.5
75th percentile	5
90th percentile	14
Mean	4.67
Median	3.5
Standard deviation	4.84
Total/sum	28

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



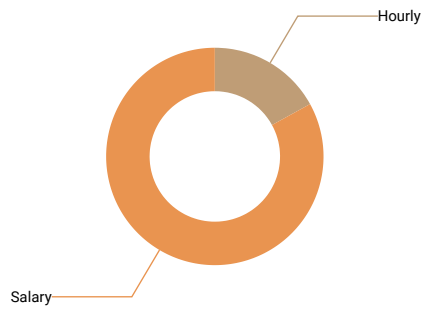
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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 Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$132,000.00	\$133,000.00	\$146,889.60	\$166,699.73	\$201,745.00	\$156,066.87	\$146,889.60	\$29,133.60
Actual Average Base Salary	5	\$133,000.00	\$143,500.00	\$155,000.00	\$171,281.16	\$211,000.00	\$162,756.23	\$155,000.00	\$30,481.68
Actual Highest Base Salary	5	\$133,000.00	\$155,000.00	\$166,774.40	\$178,654.00	\$243,793.00	\$175,444.28	\$166,774.40	\$41,762.73
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.11 Electrical Design Engineer - Level 6

Job description

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

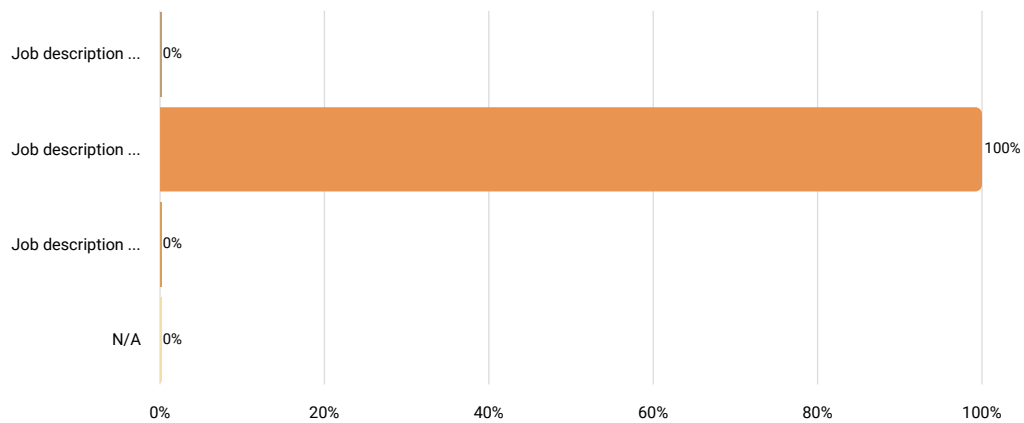
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typically holds a Ph.D. in area of specialization.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



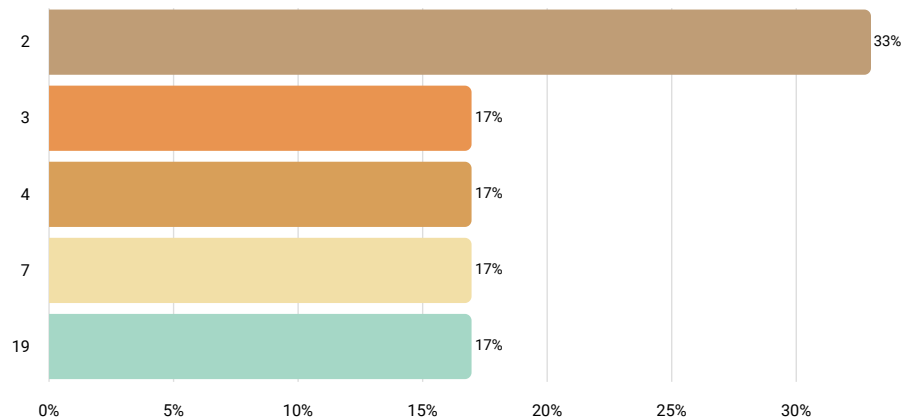
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



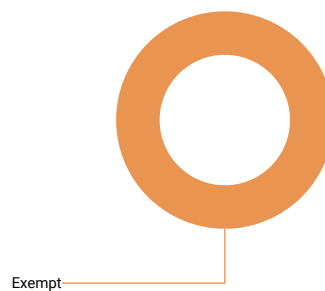
Statistics	
10th percentile	2
25th percentile	2
50th percentile	3.5
75th percentile	7
90th percentile	19
Mean	6.17
Median	3.5
Standard deviation	6.55
Total/sum	37

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



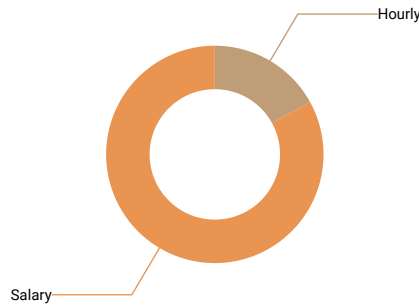
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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 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
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
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
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.13 Quality Engineer - Level 2

Job description

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

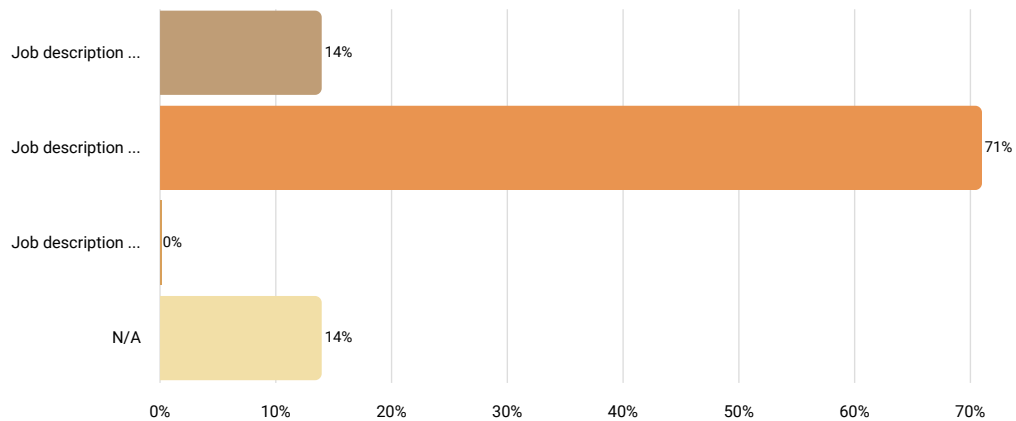
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



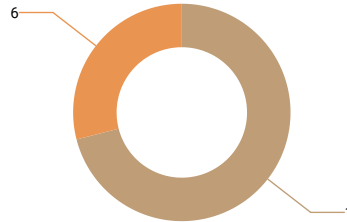
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	14%	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



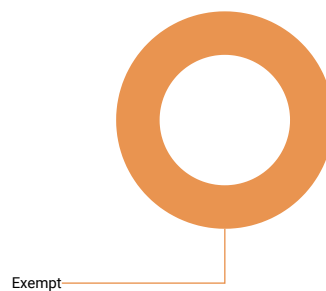
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	6
90th percentile	6
Mean	2.43
Median	1
Standard deviation	2.44
Total/sum	17

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



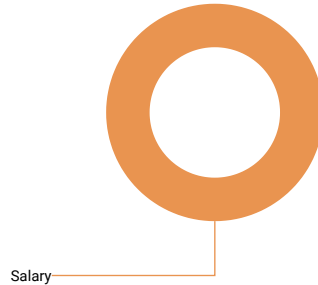
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$66,000.00	\$75,000.00	\$79,954.42	\$82,500.00	\$94,972.80	\$79,685.44	\$79,954.42	\$10,617.70
Actual Average Base Salary	7	\$66,000.00	\$75,000.00	\$81,509.00	\$94,972.80	\$102,942.00	\$82,705.40	\$81,509.00	\$12,547.92
Actual Highest Base Salary	5	\$66,000.00	\$75,000.00	\$82,500.00	\$83,000.00	\$94,972.80	\$80,294.56	\$82,500.00	\$10,723.82
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.14 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.

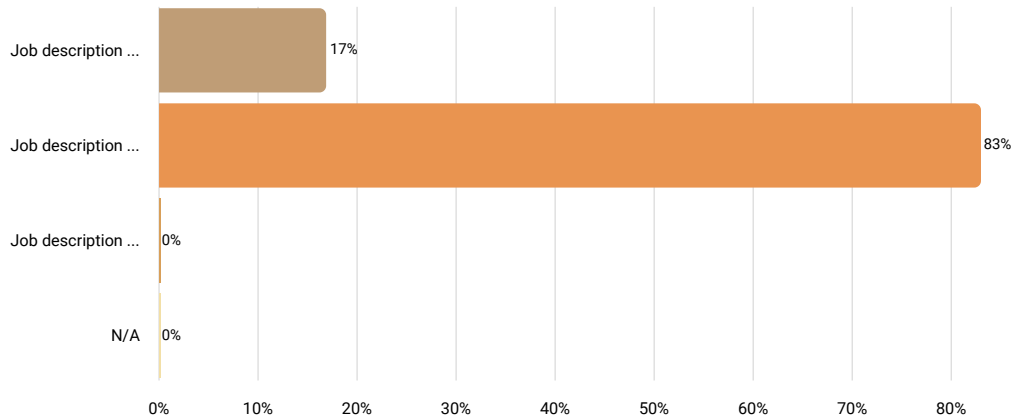
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



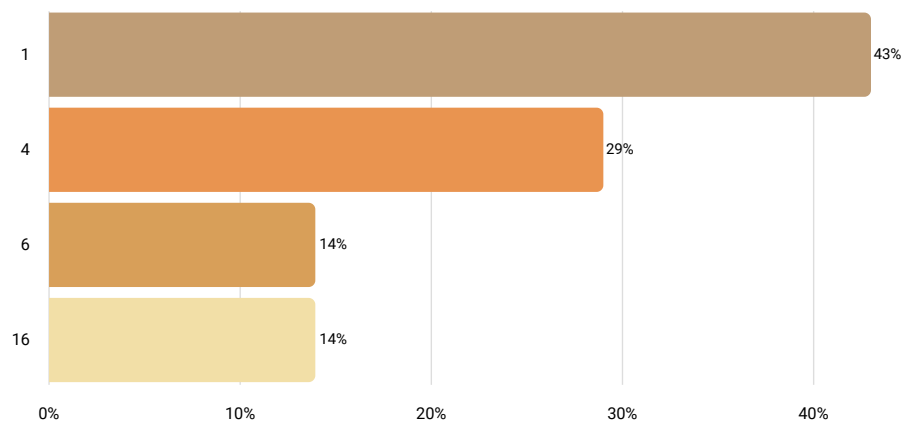
Results		%	N
Job description is perceptibly weaker than the position at your company	17%	1	
Job description matches the position at your company very well	83%	5	
Job description is perceptibly stronger than the position at your company	0%	0	
	N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



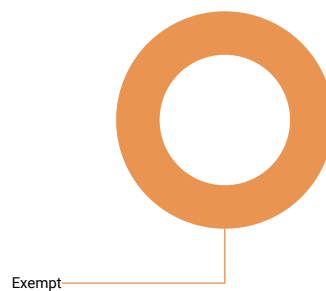
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	6
90th percentile	16
Mean	4.71
Median	4
Standard deviation	5.35
Total/sum	33

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



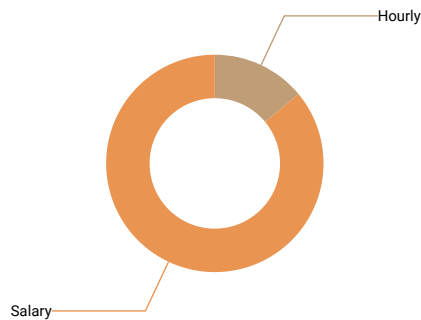
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$88,000.00	\$93,345.72	\$103,209.60	\$112,000.20	\$114,800.00	\$102,271.10	\$103,209.60	\$11,574.07
Actual Average Base Salary	6	\$86,750.00	\$99,175.83	\$113,400.10	\$119,412.80	\$127,953.63	\$110,015.41	\$113,400.10	\$14,803.37
Actual Highest Base Salary	5	\$90,000.00	\$104,027.56	\$112,000.20	\$114,800.00	\$148,408.00	\$113,847.15	\$112,000.20	\$21,586.35
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.15 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.

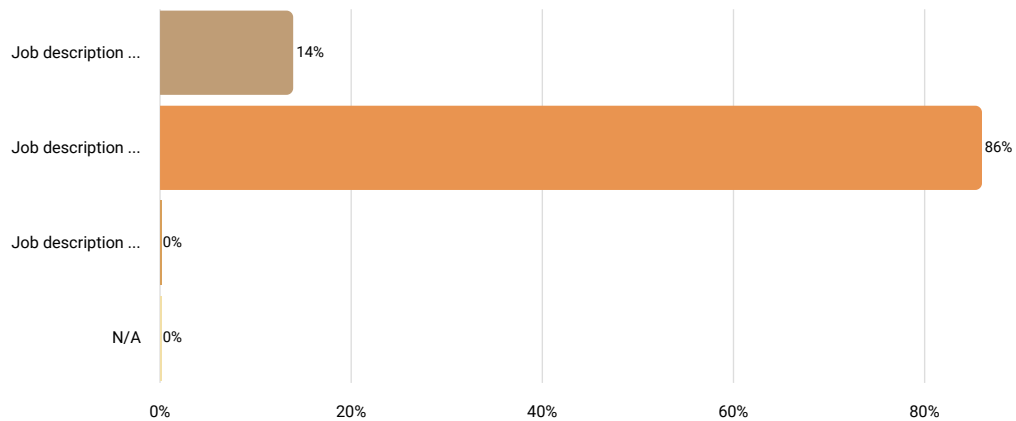
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



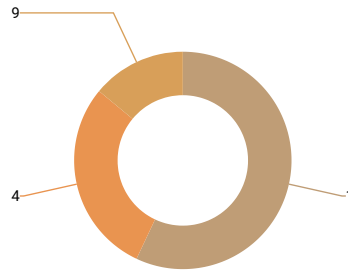
Results	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



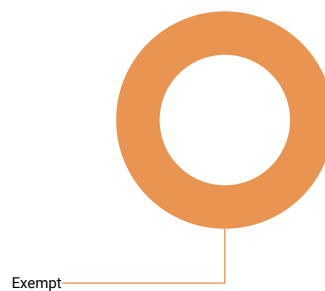
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	9
Mean	3
Median	1
Standard deviation	3
Total/sum	21

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



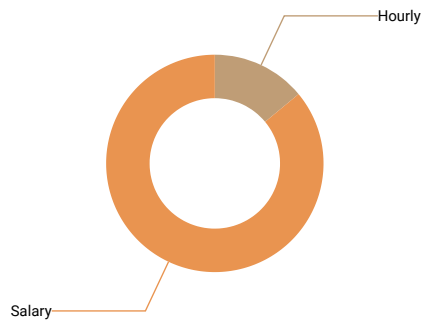
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$94,099.00	\$100,000.00	\$113,280.44	\$131,227.20	\$132,687.69	\$114,258.87	\$113,280.44	\$17,594.31
Actual Average Base Salary	6	\$94,099.00	\$100,000.00	\$125,893.50	\$158,753.13	\$160,040.40	\$127,446.59	\$125,893.50	\$28,301.87
Actual Highest Base Salary	5	\$94,099.00	\$100,000.00	\$125,349.64	\$132,687.69	\$181,833.60	\$126,793.99	\$125,349.64	\$34,831.96
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.16 Info Assurance/Security Engineer - Level 2

Job description

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

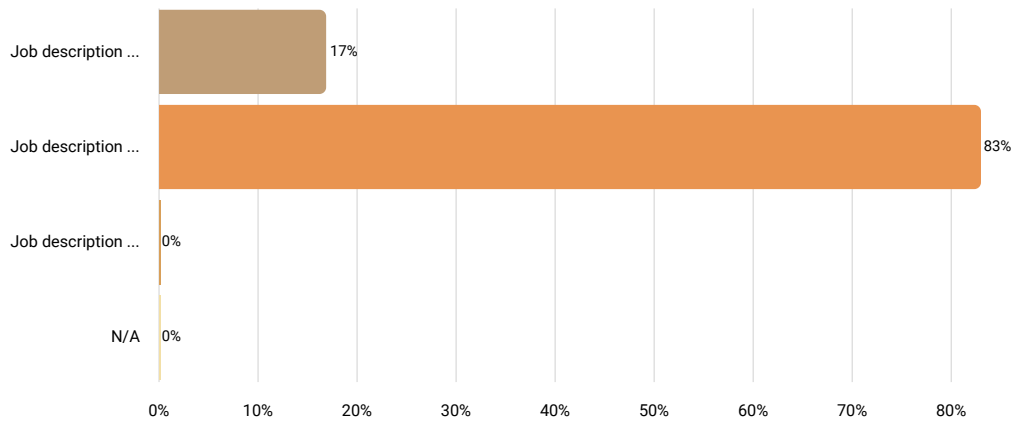
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



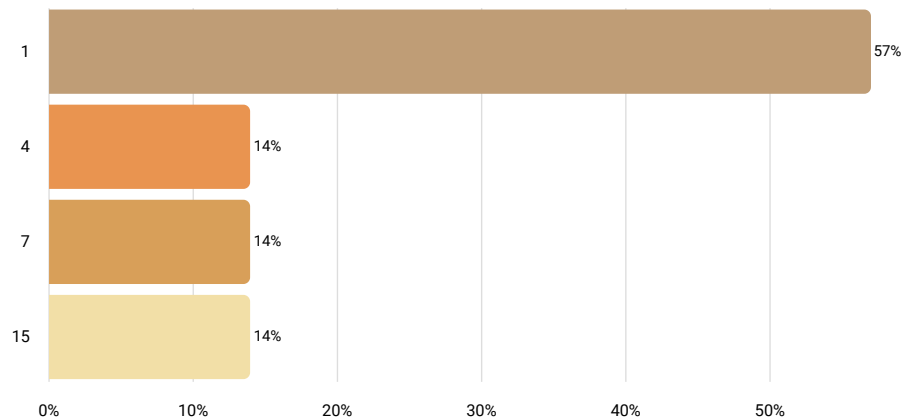
Results		%	N
Job description is perceptibly weaker than the position at your company		17%	1
Job description matches the position at your company very well		83%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



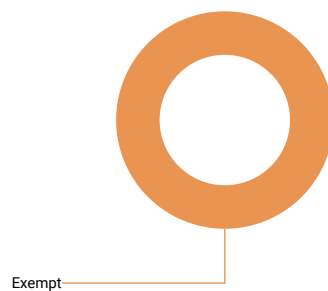
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	7
90th percentile	15
Mean	4.29
Median	1
Standard deviation	5.25
Total/sum	30

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



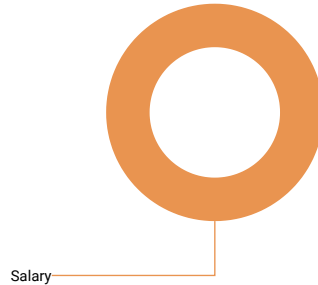
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range 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 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
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
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
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.17 Info Assurance/Security Engineer - Level 3

Job description

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

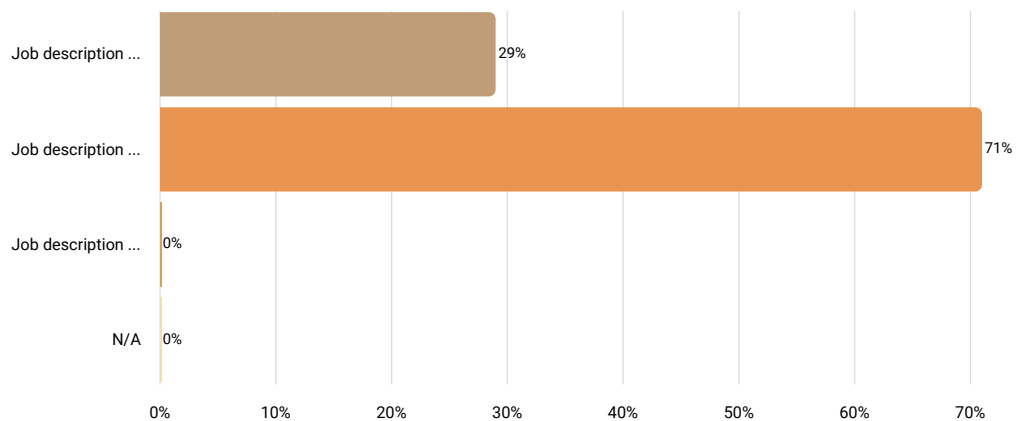
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



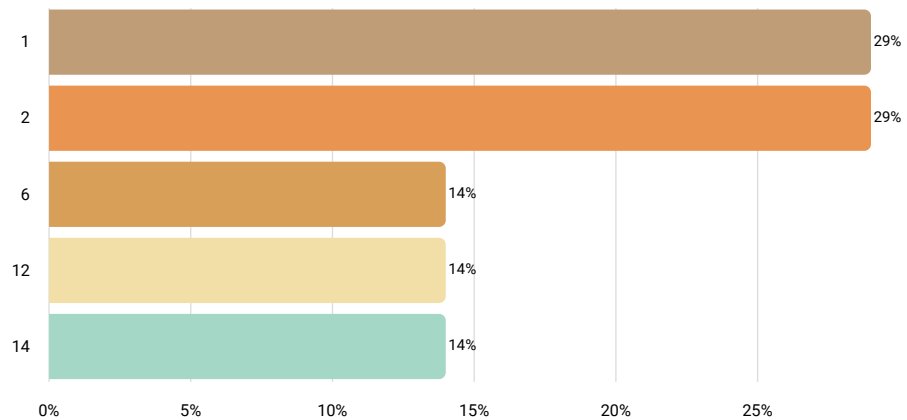
Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



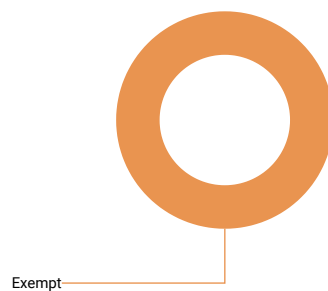
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	12
90th percentile	14
Mean	5.43
Median	2
Standard deviation	5.47
Total/sum	38

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



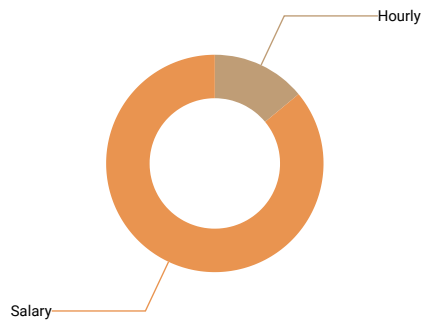
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

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

5.4.18 Info Assurance/Security Engineer - Level 5

Job description

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

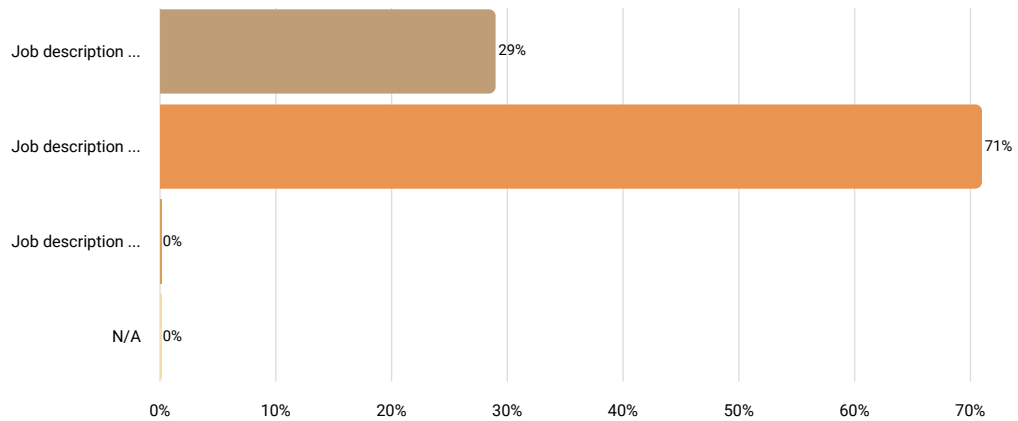
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



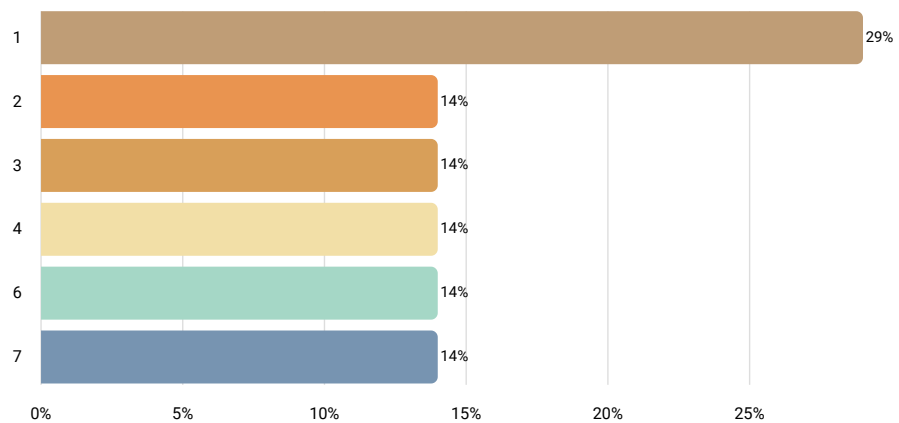
Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	2
Job description matches the position at your company very well	71%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



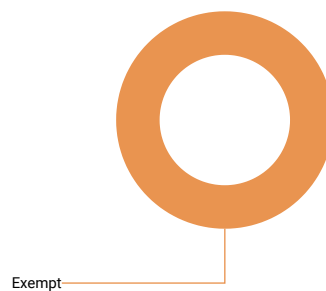
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	6
90th percentile	7
Mean	3.43
Median	3
Standard deviation	2.37
Total/sum	24

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



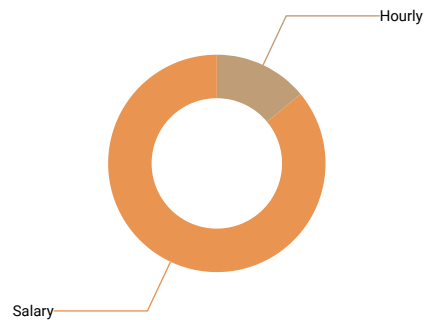
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

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

5.4.20 Software Engineer - Level 1

Job description

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

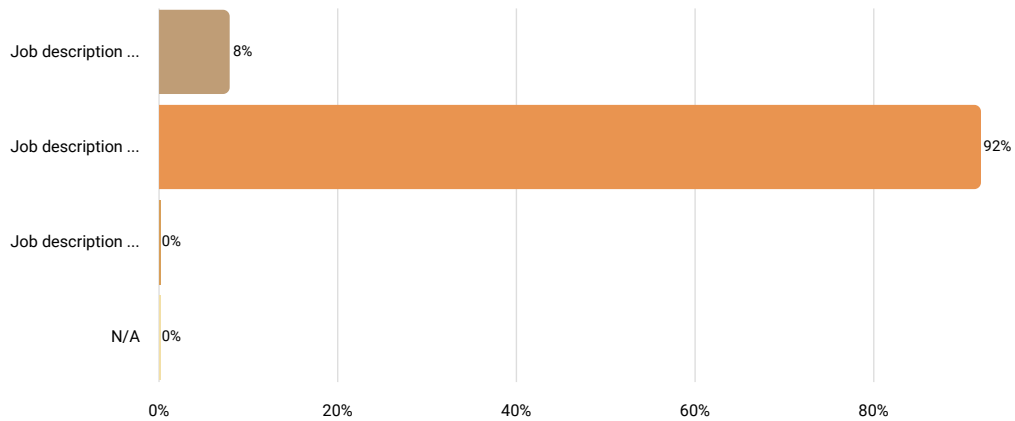
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



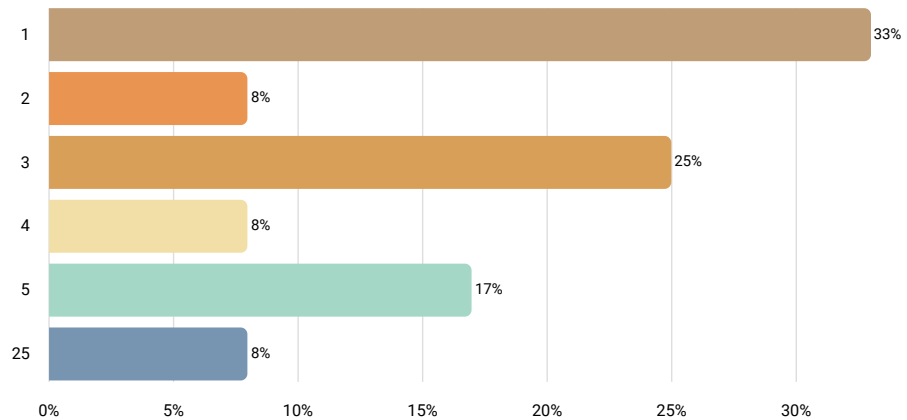
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	92%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



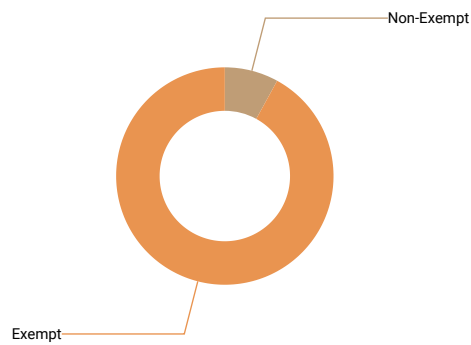
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4.5
90th percentile	5
Mean	4.5
Median	3
Standard deviation	6.63
Total/sum	54

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



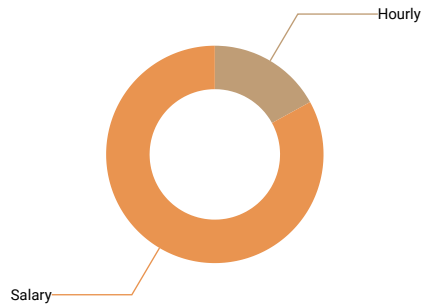
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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 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
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
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
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

5.4.21 Software Engineer - Level 2

Job description

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

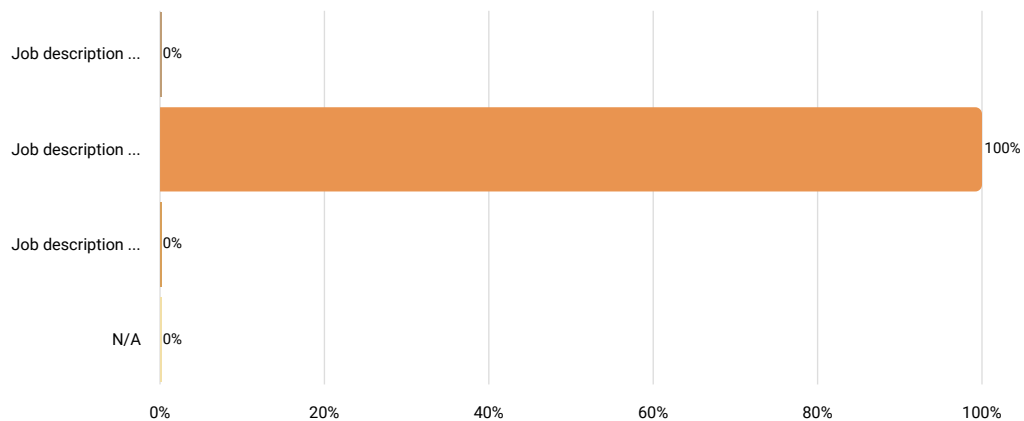
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 16 times

Skipped 1 times

Select one answer (radio button)



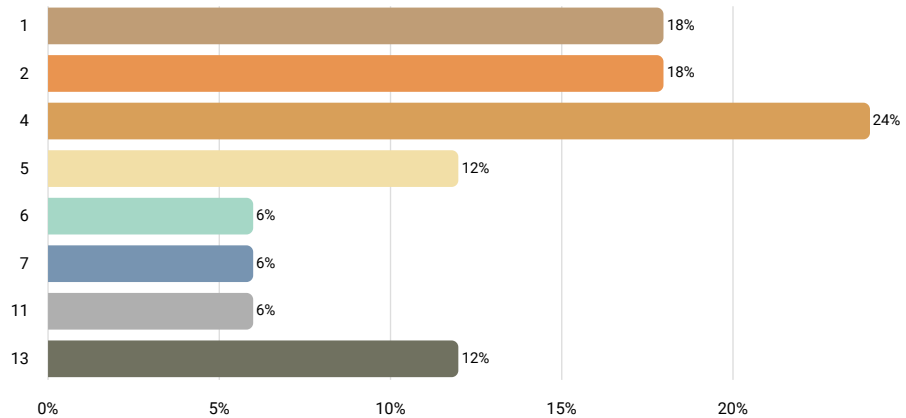
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



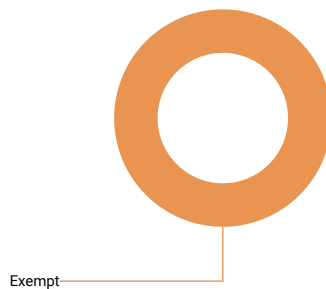
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	13
Mean	5
Median	4
Standard deviation	3.94
Total/sum	85

FLSA Status

Answered 16 times

Skipped 1 times

Select one answer (radio button)



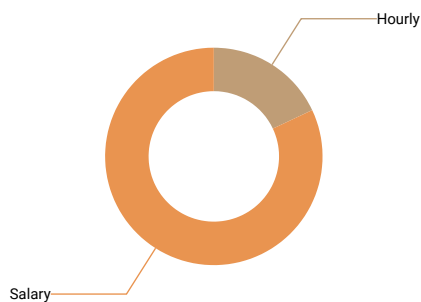
Results	%	N
Non-Exempt	0%	0
Exempt	100%	16

Is this position paid an hourly rate or annual salary?

Answered 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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range 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
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
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
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
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

5.4.22 Software Engineer - Level 3

Job description

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

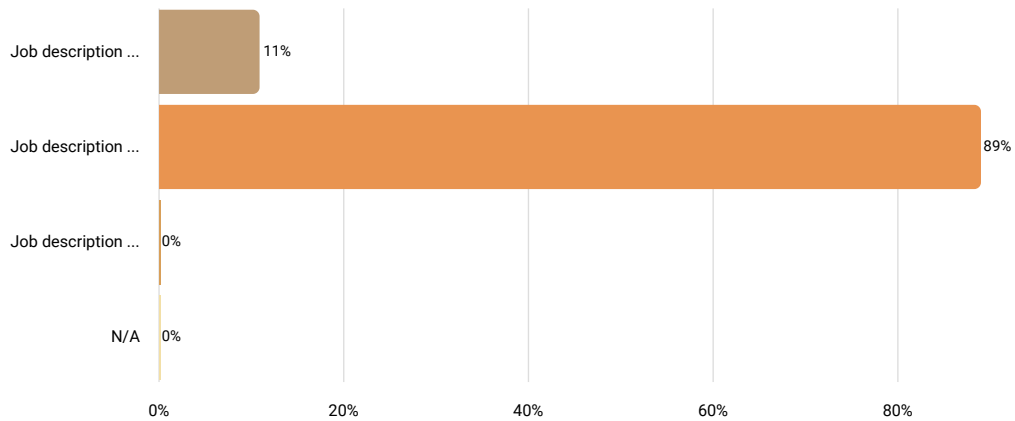
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 18 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	89%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 5 times

Skipped 14 times

Text input

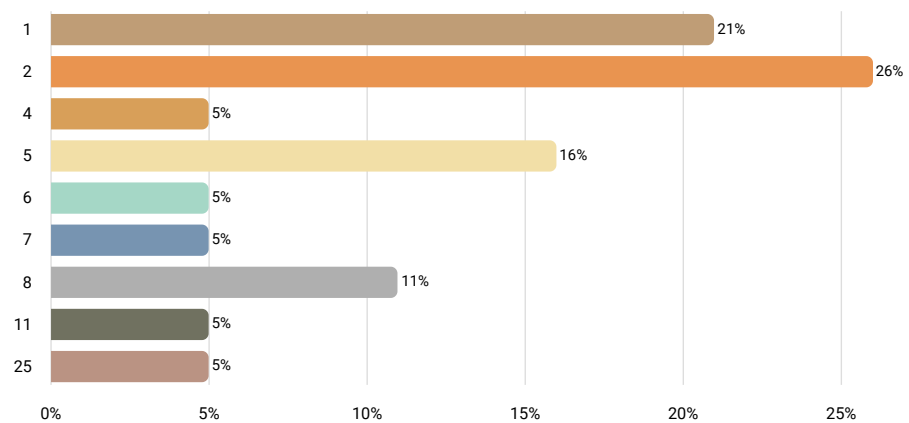
Results	
also requires a bachelor's degree	1
engineer - aerospace software apps iii	1
pnt software engineer	1
research engineer iii itsc	1
sr. software engineer	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



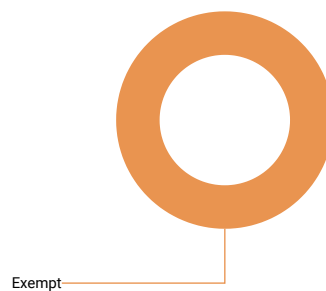
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	7
90th percentile	11
Mean	5.16
Median	4
Standard deviation	5.62
Total/sum	98

FLSA Status

Answered 18 times

Skipped 1 times

Select one answer (radio button)



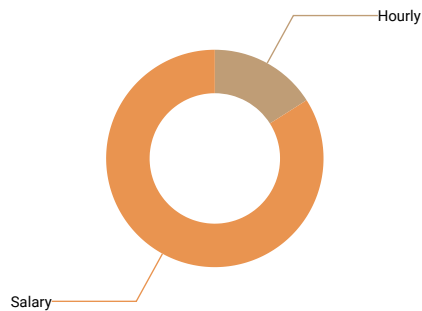
Results	%	N
Non-Exempt	0%	0
Exempt	100%	18

Is this position paid an hourly rate or annual salary?

Answered 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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range 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
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
Actual Average Base Salary	16	\$98,821.94	\$107,836.00	\$120,846.00	\$143,329.00	\$151,008.00	\$123,823.91	\$120,846.00	\$19,631.47
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
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

5.4.23 Software Engineer - Level 4

Job description

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

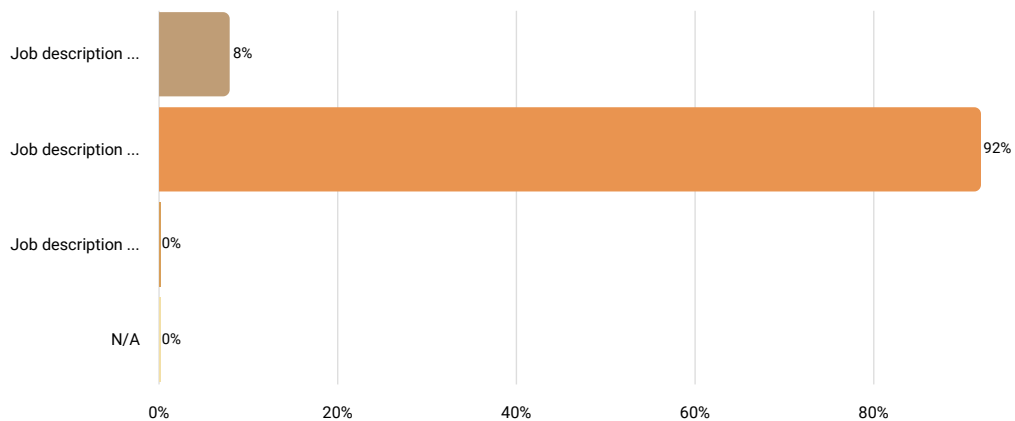
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



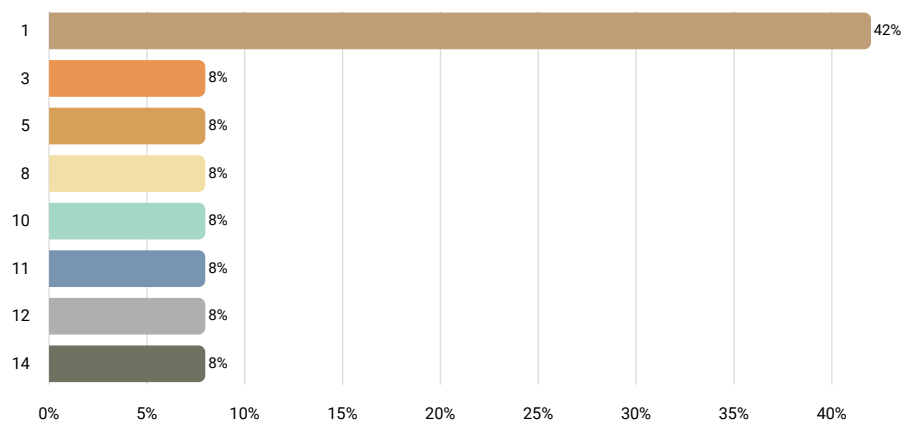
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	92%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



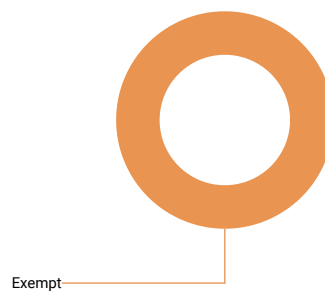
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	10.5
90th percentile	12
Mean	5.67
Median	4
Standard deviation	5.03
Total/sum	68

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



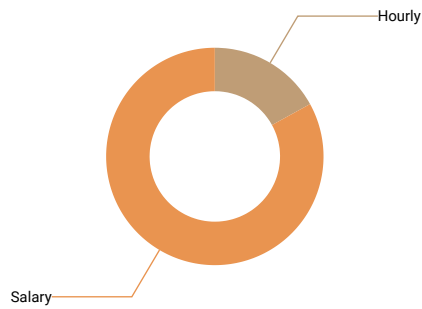
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

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

5.4.24 Software Engineer - Level 5

Job description

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

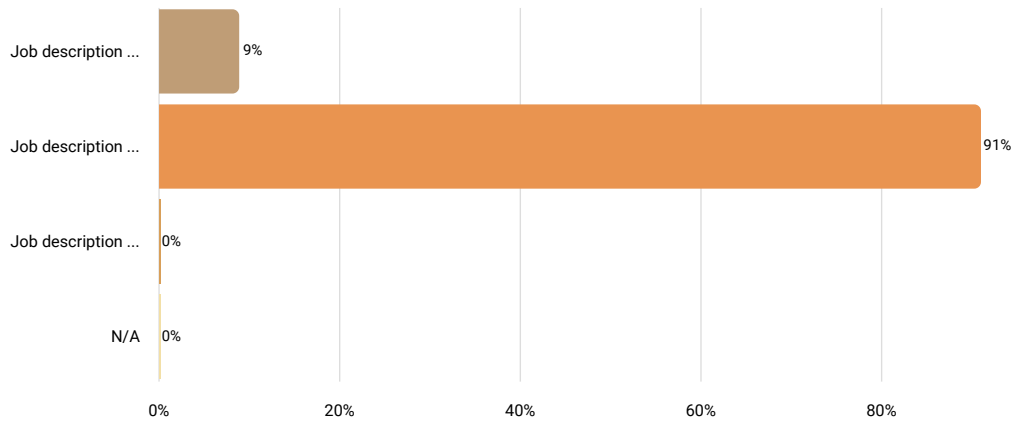
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



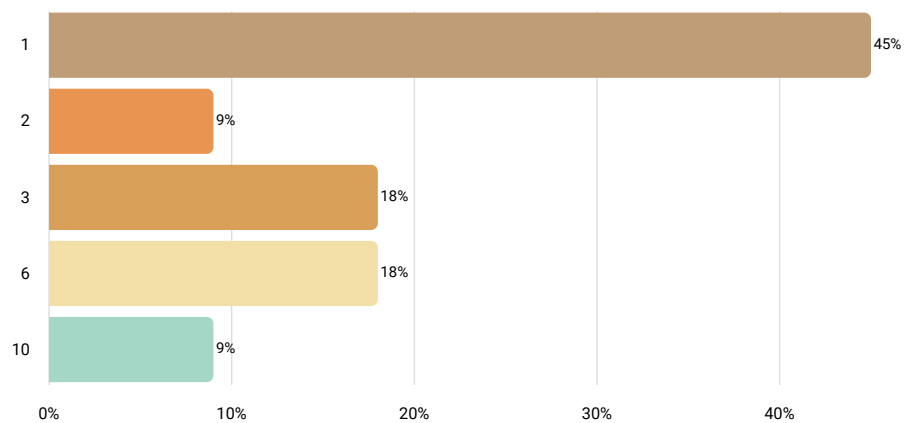
Results		%	N
Job description is perceptibly weaker than the position at your company	9%	1	
Job description matches the position at your company very well	91%	10	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



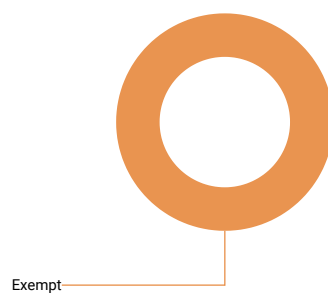
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	6
Mean	3.18
Median	2
Standard deviation	2.96
Total/sum	35

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



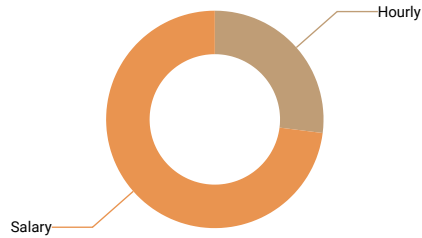
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

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

5.4.25 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.

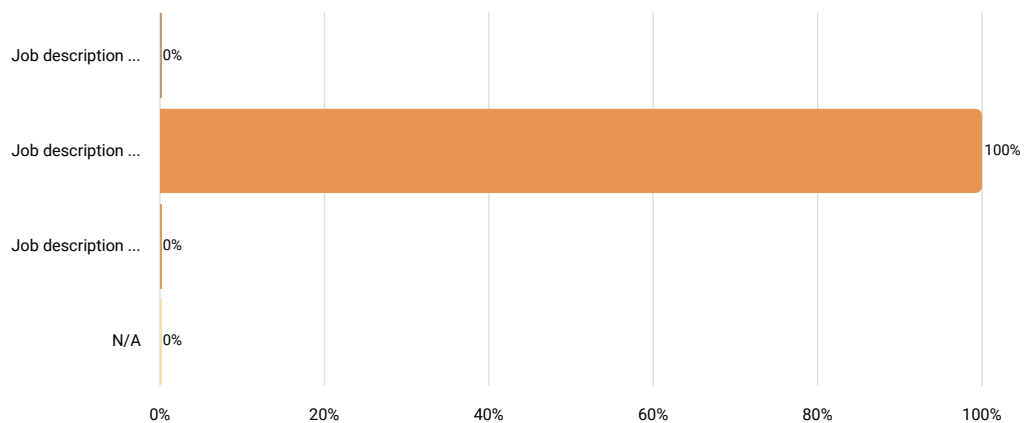
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typically holds a Ph.D. in area of specialization.

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



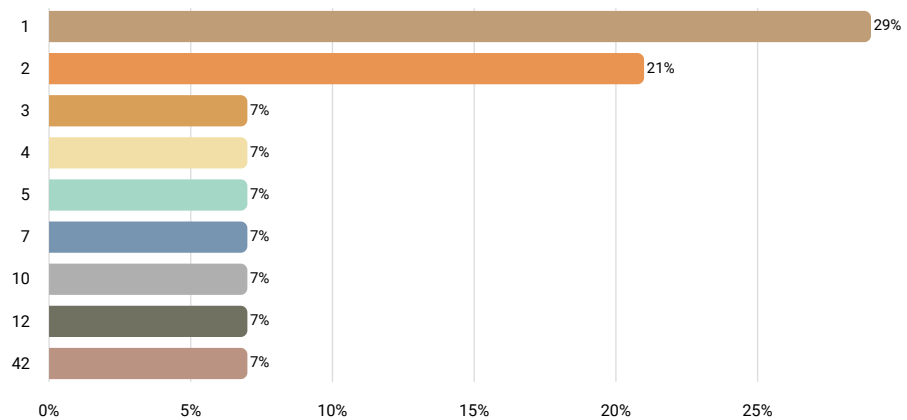
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	13
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



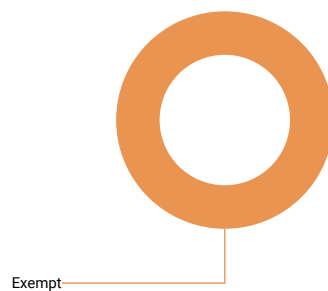
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	7
90th percentile	12
Mean	6.64
Median	2.5
Standard deviation	10.76
Total/sum	93

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



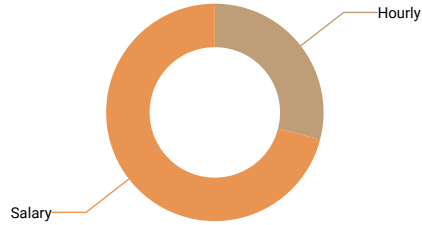
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range 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
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
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
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
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

5.4.26 System Design Engineer - Level 2

Job description

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

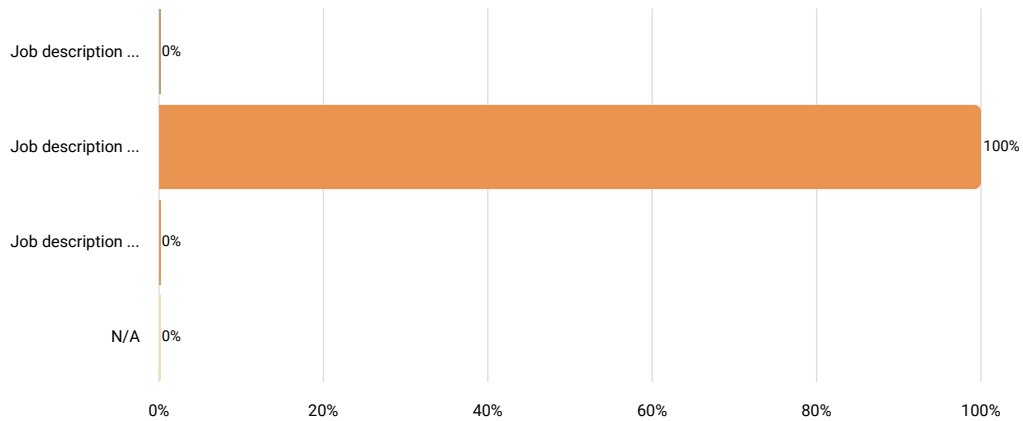
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



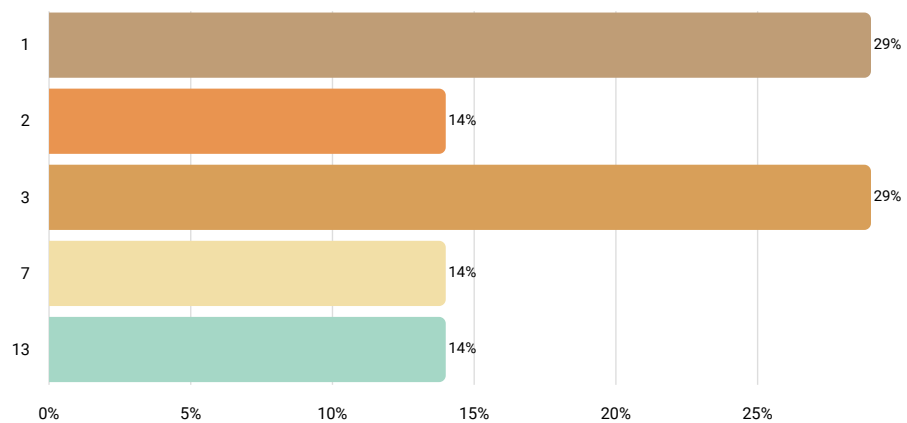
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



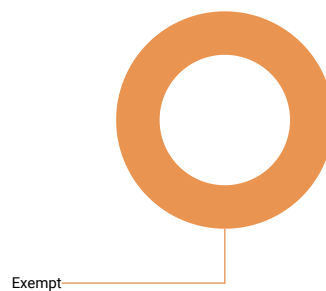
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	7
90th percentile	13
Mean	4.29
Median	3
Standard deviation	4.35
Total/sum	30

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



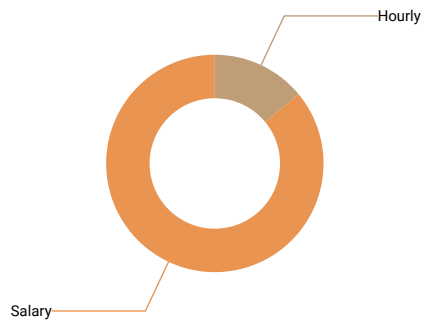
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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 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
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
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
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.27 System Design Engineer - Level 3

Job description

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

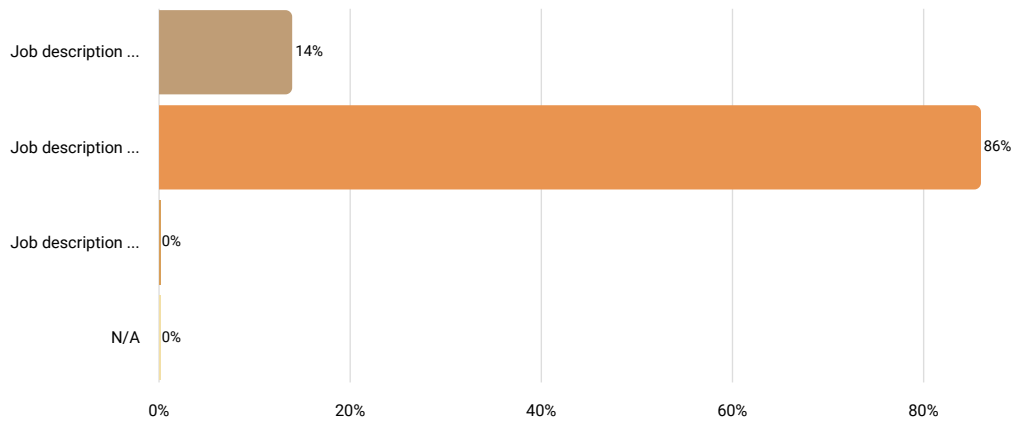
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 7 times

Skipped 2 times

Select one answer (radio button)



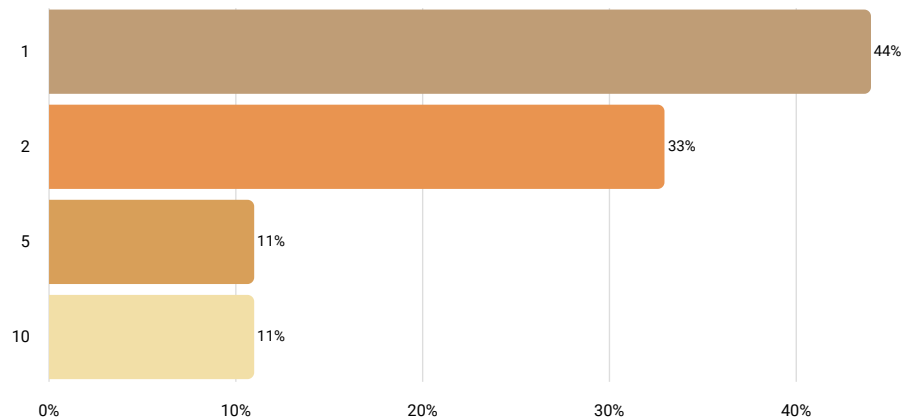
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



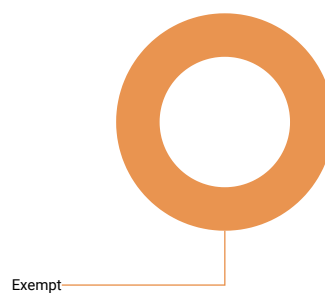
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	10
Mean	2.78
Median	2
Standard deviation	2.99
Total/sum	25

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



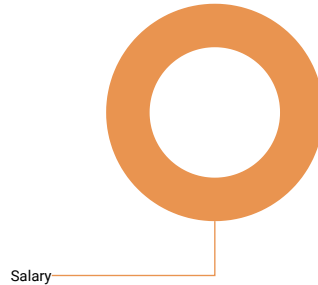
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range 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 Lowest Base Salary	8	\$91,000.00	\$105,412.93	\$119,329.50	\$131,621.00	\$195,478.40	\$124,900.66	\$119,329.50	\$31,925.23
Actual Average Base Salary	9	\$102,104.86	\$119,414.00	\$129,342.00	\$140,187.56	\$195,478.40	\$133,455.87	\$129,342.00	\$28,120.14
Actual Highest Base Salary	8	\$102,104.86	\$127,034.50	\$131,668.00	\$155,762.00	\$195,478.40	\$140,814.03	\$131,668.00	\$30,092.25
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.28 System Design Engineer - Level 4

Job description

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

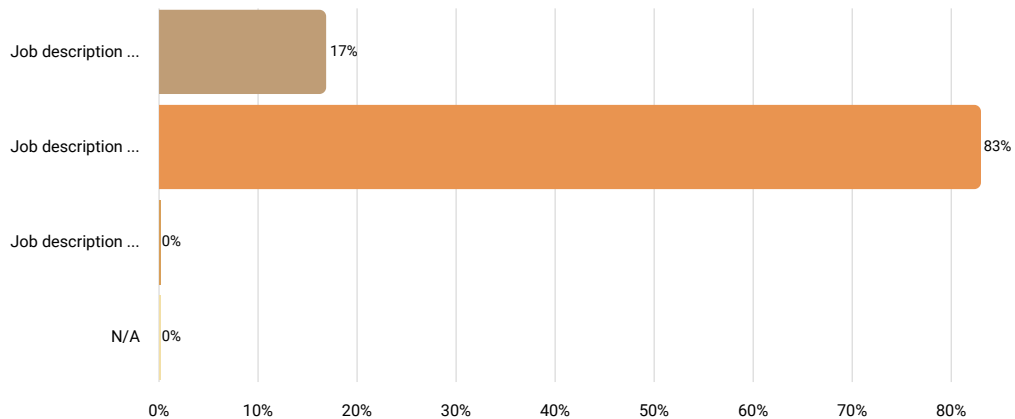
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 12 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 6 times

Skipped 7 times

Text input

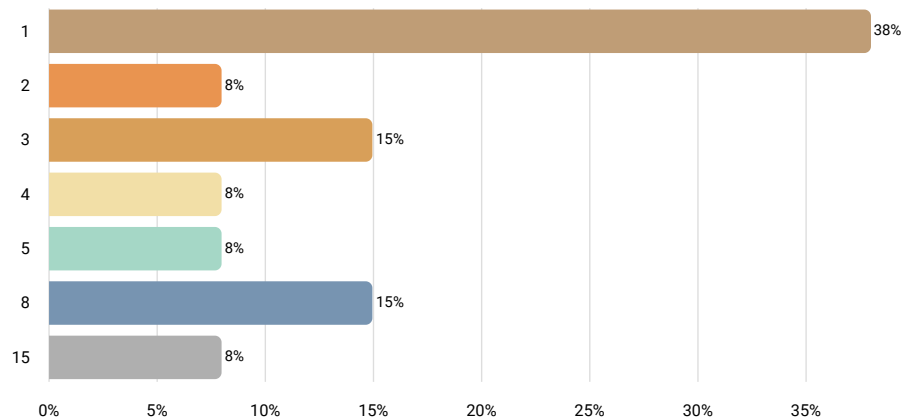
Results	
• oversee generation of program deliverables including test plans, test procedures data reviews, and acceptance materials • develop and maintain industry standard methods in generation of data analysis products • coordinate systems engineering efforts including software/hardware integration 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
systems engineer	1
engineer - aerospace systems sr	1
scientist/tech iv	1
r&d engineer/scientist 4, principal engineer 4	1
principal sw engineer	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



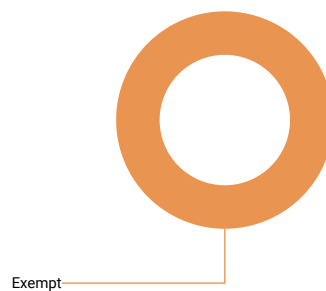
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	8
Mean	4.08
Median	3
Standard deviation	4.13
Total/sum	53

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



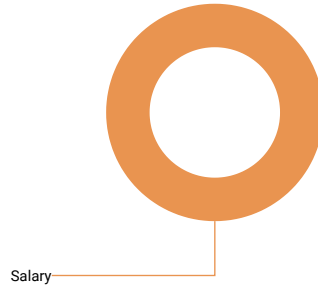
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
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 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
Actual Average Base Salary	13	\$121,483.96	\$126,750.00	\$136,792.00	\$163,053.56	\$176,449.30	\$146,309.45	\$136,792.00	\$22,881.17
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
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$0.00	\$1,200.00	\$2,400.00	\$5,178.00	\$6,000.00	\$2,955.60	\$2,400.00	\$2,565.82

5.4.29 System Design Engineer - Level 5

Job description

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

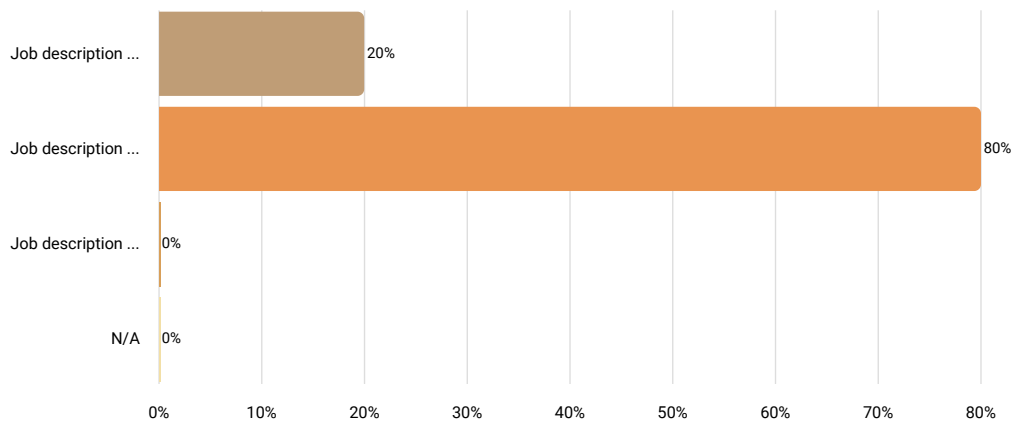
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

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

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

Answered 5 times

Skipped 6 times

Text input

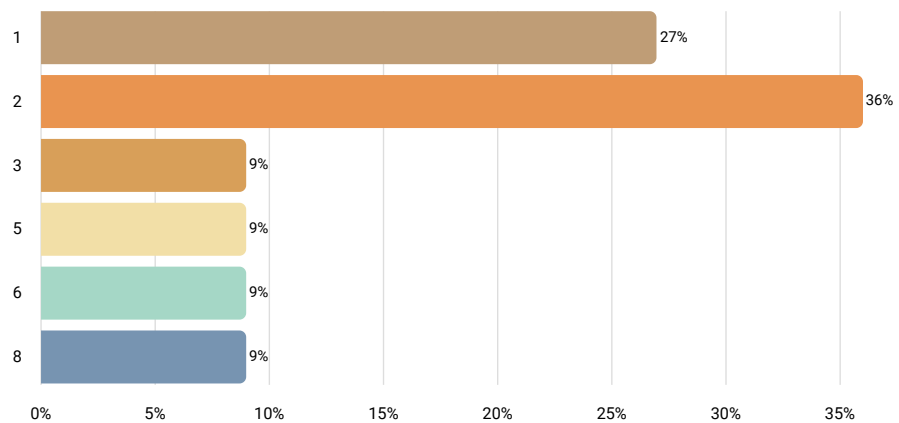
Results	
subject matter expert	1
systems engineer	1
engineer - aerospace systems principal	1
scientist/tech staff v	1
senior systems engineer 5	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



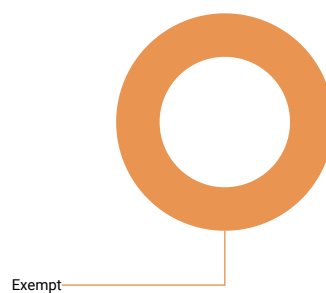
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	6
Mean	3
Median	2
Standard deviation	2.32
Total/sum	33

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



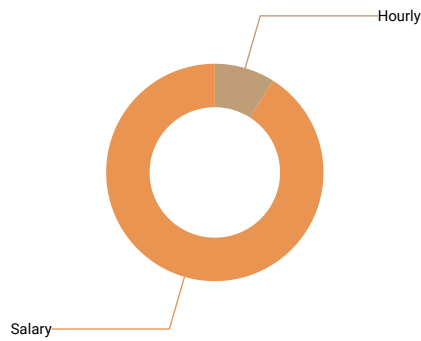
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

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

5.4.30 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.

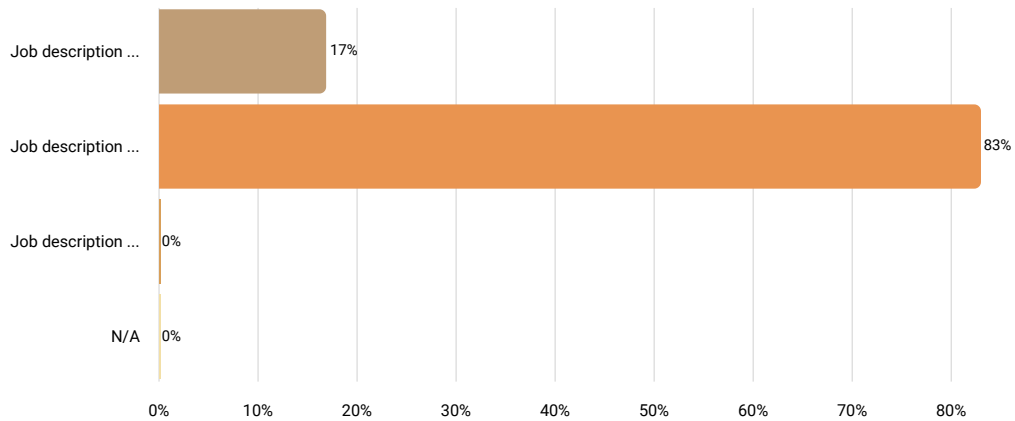
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typically holds a Ph.D. in area of specialization.

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



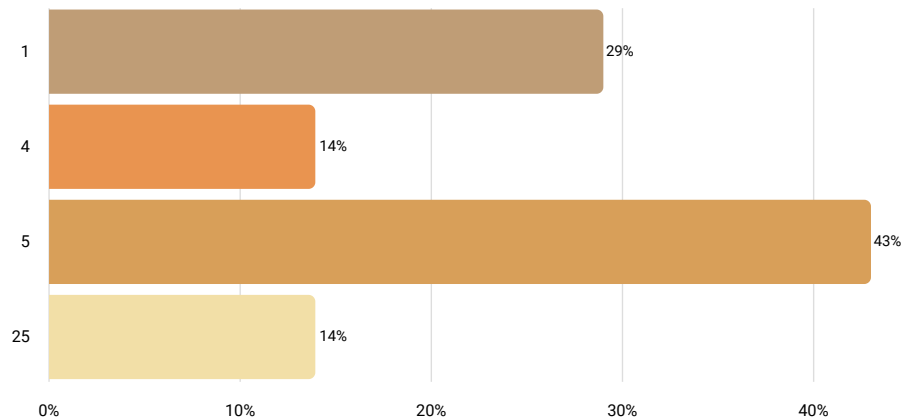
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



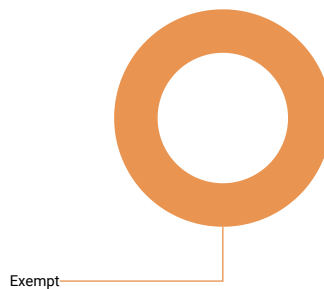
Statistics	
10th percentile	1
25th percentile	1
50th percentile	5
75th percentile	5
90th percentile	25
Mean	6.57
Median	5
Standard deviation	8.32
Total/sum	46

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



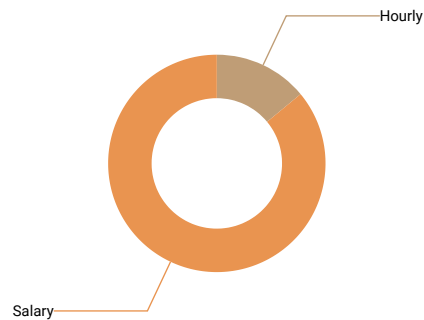
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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 Lowest Base Salary	6	\$127,452.00	\$140,000.00	\$175,508.00	\$200,000.00	\$200,347.42	\$169,802.57	\$175,508.00	\$31,360.08
Actual Average Base Salary	6	\$145,250.00	\$172,512.00	\$198,713.21	\$208,356.00	\$214,000.00	\$189,590.74	\$198,713.21	\$25,990.43
Actual Highest Base Salary	6	\$150,500.00	\$186,986.00	\$214,173.71	\$236,080.00	\$299,520.00	\$216,905.57	\$214,173.71	\$50,783.74
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.31 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.

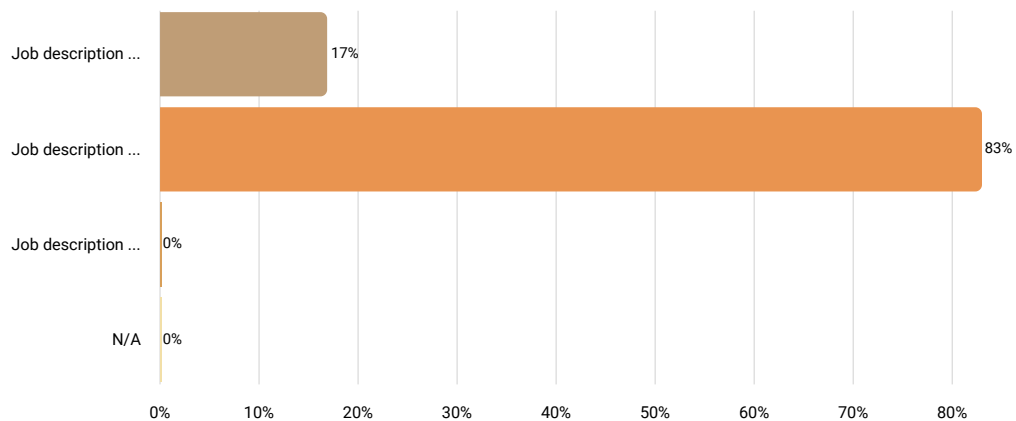
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



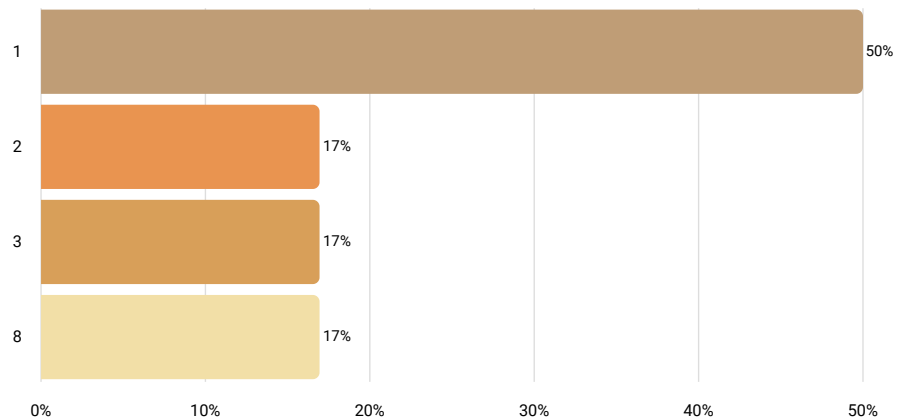
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



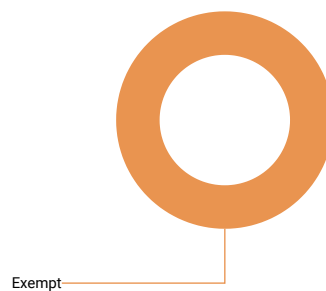
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	8
Mean	2.67
Median	1.5
Standard deviation	2.73
Total/sum	16

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



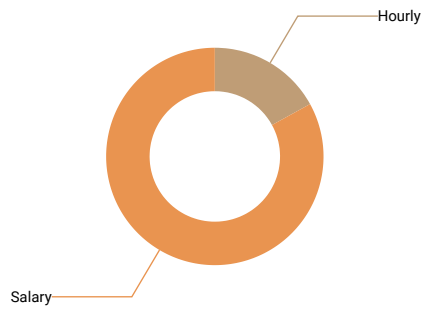
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

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

5.4.32 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.

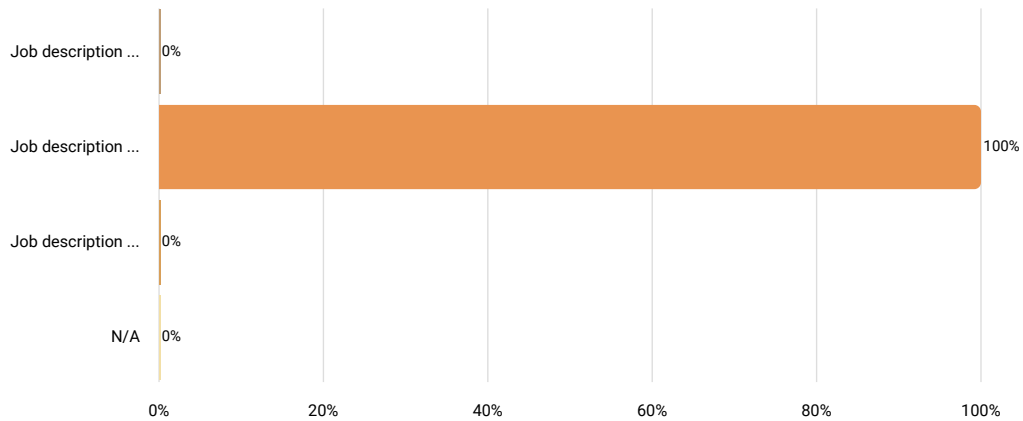
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 5 times

Skipped 1 times

Select one answer (radio button)



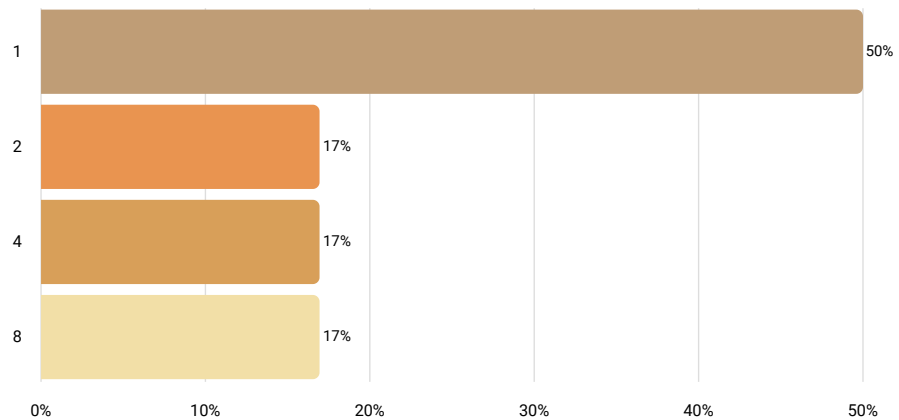
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



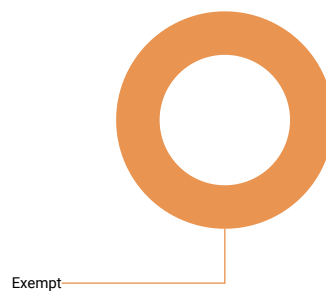
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	8
Mean	2.83
Median	1.5
Standard deviation	2.79
Total/sum	17

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



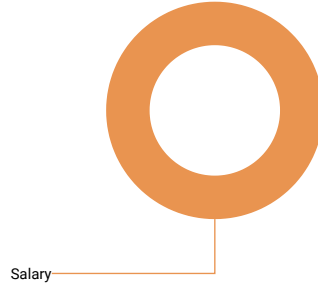
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	6	\$62,000.00	\$62,000.00	\$74,357.50	\$76,960.00	\$134,000.00	\$80,612.50	\$74,357.50	\$26,964.76
Actual Average Base Salary	6	\$62,000.00	\$65,000.00	\$77,410.50	\$94,798.00	\$134,000.00	\$85,103.17	\$77,410.50	\$26,656.18
Actual Highest Base Salary	6	\$62,000.00	\$68,000.00	\$80,616.00	\$118,680.00	\$134,000.00	\$90,652.00	\$80,616.00	\$29,199.96
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.33 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.

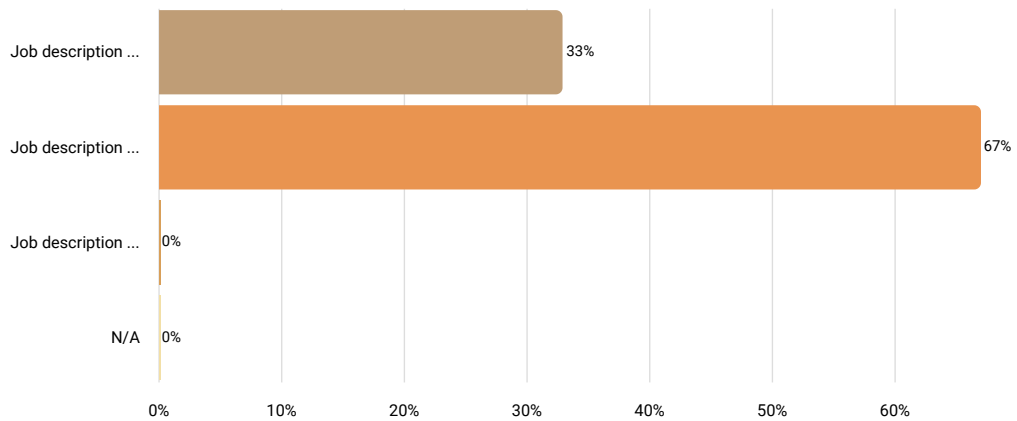
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



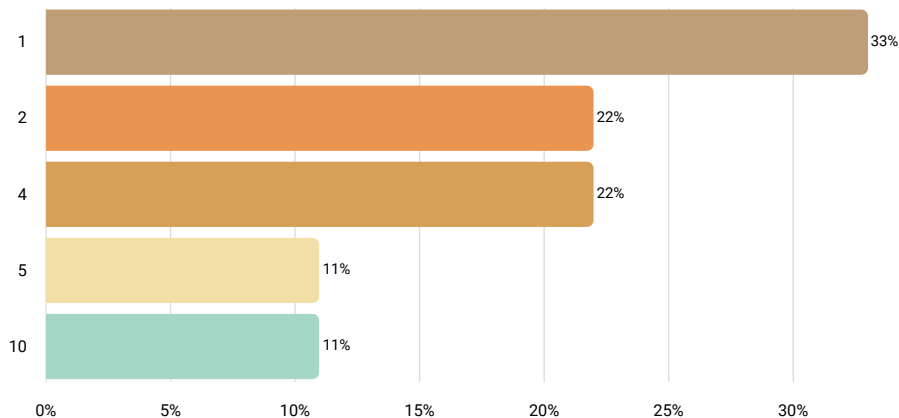
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	3
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



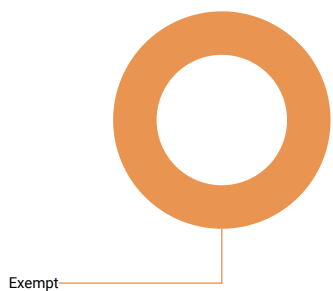
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	10
Mean	3.33
Median	2
Standard deviation	2.92
Total/sum	30

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



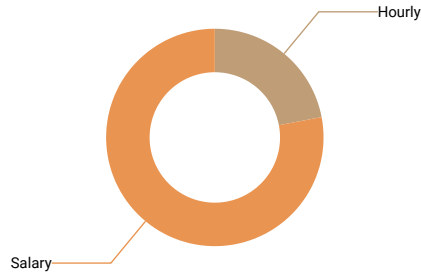
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	2
Salary	78%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	6	\$75,000.00	\$93,000.00	\$96,651.50	\$109,477.00	\$197,391.00	\$111,361.83	\$96,651.50	\$43,593.18
Actual Average Base Salary	7	\$93,000.00	\$95,050.00	\$112,000.00	\$139,657.00	\$197,391.00	\$122,541.93	\$112,000.00	\$36,631.12
Actual Highest Base Salary	6	\$93,000.00	\$95,050.00	\$128,518.50	\$156,000.00	\$197,391.00	\$133,079.67	\$128,518.50	\$41,661.60
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.34 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.

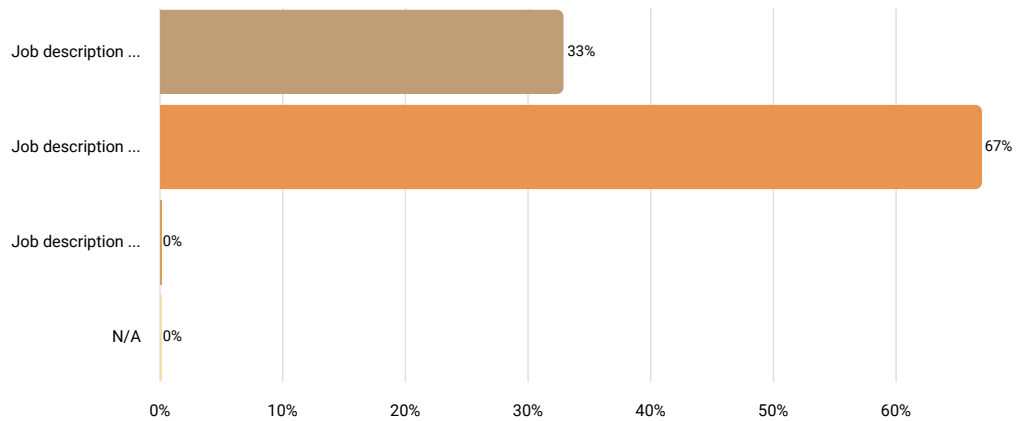
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



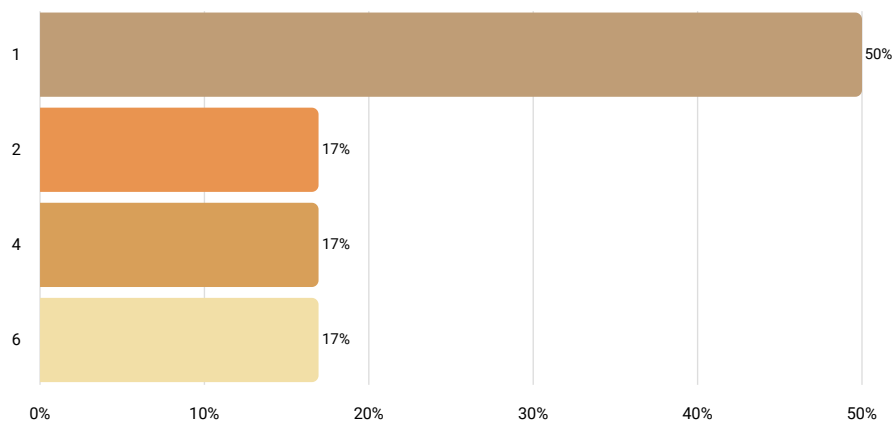
Results		%	N
Job description is perceptibly weaker than the position at your company	33%	2	
Job description matches the position at your company very well	67%	4	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



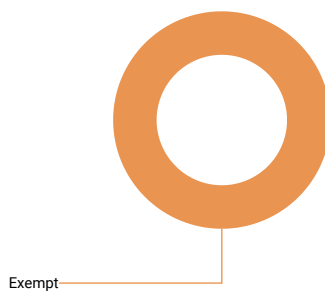
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	6
Mean	2.5
Median	1.5
Standard deviation	2.07
Total/sum	15

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



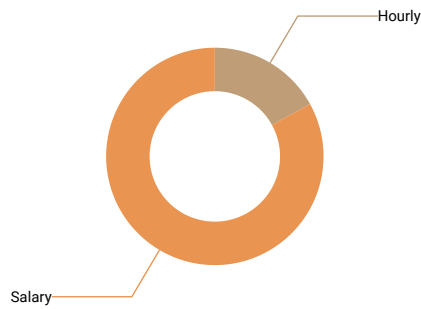
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	\$80,000.00	\$116,800.00	\$132,942.47	\$133,672.00	\$136,243.00	\$119,931.49	\$132,942.47	\$23,603.40
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.35 Technical Support Engineer

Job description

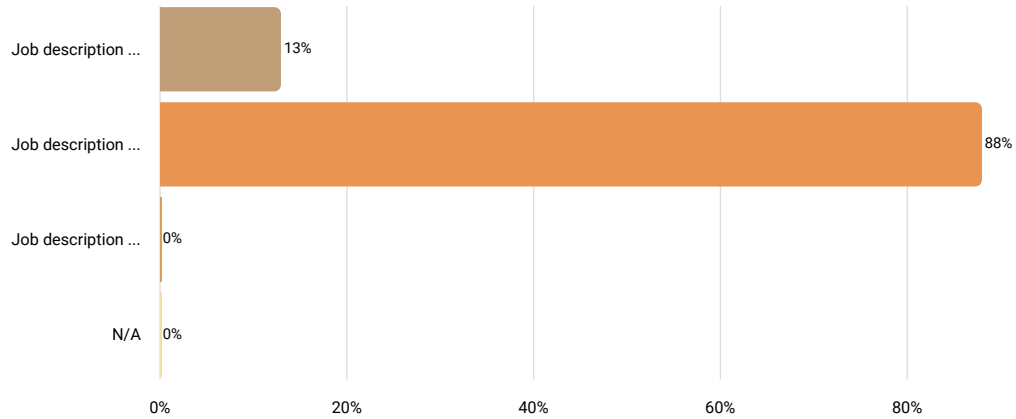
Diagnose and troubleshoot software and hardware problems and help customers install applications and programs. Resolve network issues, configure operating systems, and use remote desktop connections to provide immediate support.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



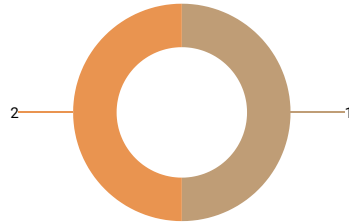
Results		%	N
Job description is perceptibly weaker than the position at your company		13%	1
Job description matches the position at your company very well		88%	7
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



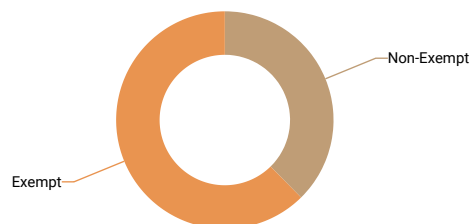
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	2
Mean	1.5
Median	1.5
Standard deviation	0.53
Total/sum	12

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



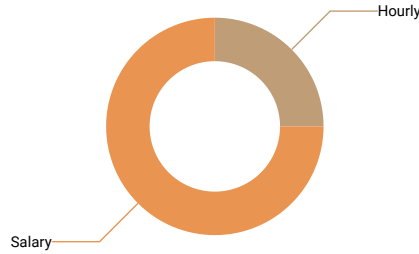
Results	%	N
Non-Exempt	38%	3
Exempt	63%	5

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

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

5.4.36 Machine/CNC Programmer

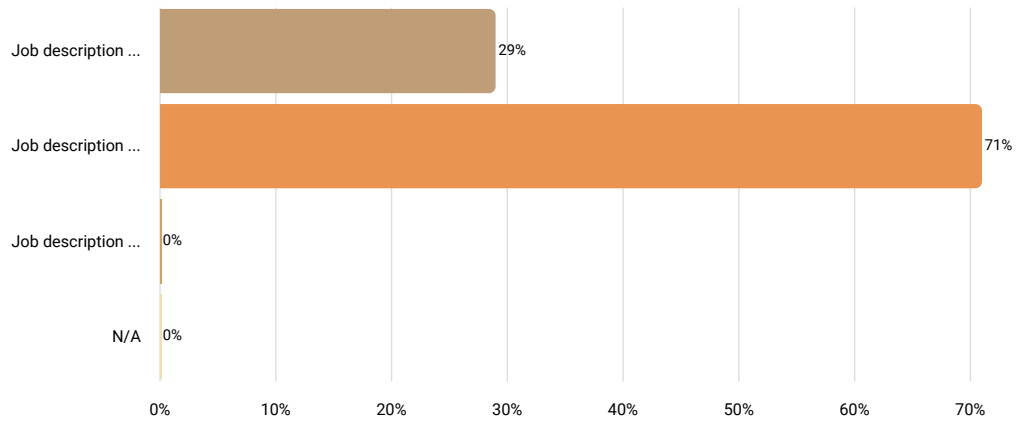
Job description Program computer-controlled machines or robots to perform one or more machine functions.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



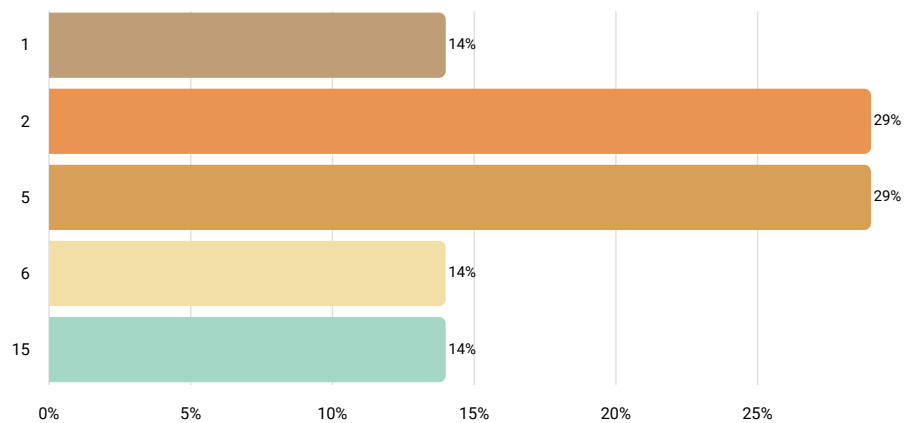
Results		%	N
Job description is perceptibly weaker than the position at your company		29%	2
Job description matches the position at your company very well		71%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



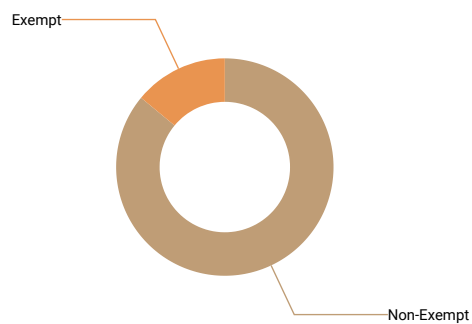
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	6
90th percentile	15
Mean	5.14
Median	5
Standard deviation	4.74
Total/sum	36

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



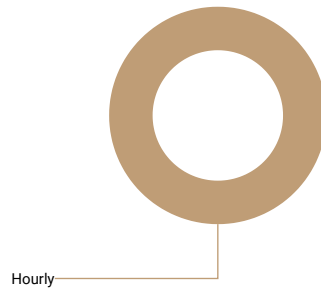
Results	%	N
Non-Exempt	86%	6
Exempt	14%	1

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	\$21.00	\$26.00	\$29.43	\$39.39	\$76,960.00	\$12,850.87	\$29.43	\$31,406.93
Actual Average Base Rate	7	\$30.75	\$32.80	\$44.75	\$48.95	\$87,360.00	\$12,514.00	\$44.75	\$33,003.98
Actual Highest Base Rate	6	\$30.75	\$37.52	\$49.07	\$55.00	\$97,760.00	\$16,330.23	\$49.07	\$39,892.28
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.4.37 System Administrator or Network Analyst

Job description

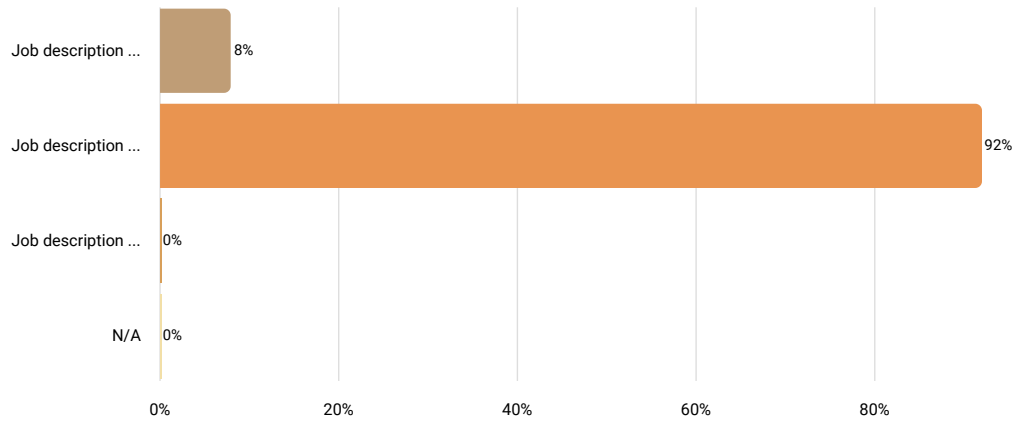
Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system. Maintain network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support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

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

Answered 12 times

Skipped 1 times

Select one answer (radio button)



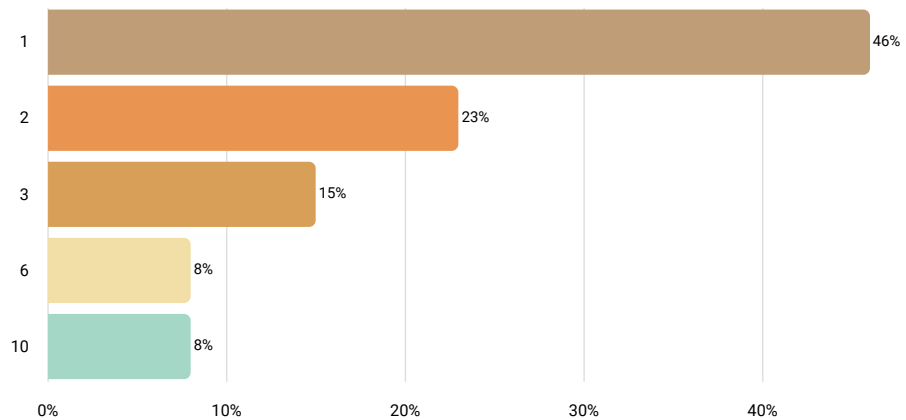
Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	92%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



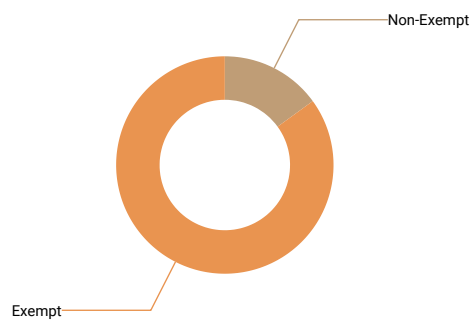
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	6
Mean	2.62
Median	2
Standard deviation	2.63
Total/sum	34

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



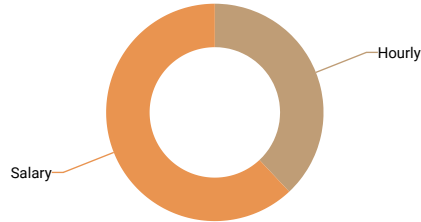
Results	%	N
Non-Exempt	15%	2
Exempt	85%	11

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$32.62	\$34.00	\$37.96	\$54.00	\$62.50	\$44.22	\$37.96	\$13.30
Actual Average Base Rate	5	\$32.62	\$38.78	\$54.00	\$54.00	\$72.14	\$50.31	\$54.00	\$15.41
Actual Highest Base Rate	5	\$32.62	\$39.69	\$54.00	\$56.00	\$81.26	\$52.71	\$54.00	\$18.71
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	7	\$45,760.00	\$61,000.00	\$78,666.00	\$86,964.80	\$107,833.70	\$76,024.93	\$78,666.00	\$20,340.02
Actual Average Base Salary	8	\$56,160.00	\$65,485.00	\$78,648.90	\$120,956.61	\$128,285.00	\$89,328.25	\$78,648.90	\$29,579.30
Actual Highest Base Salary	7	\$66,017.00	\$66,560.00	\$86,964.80	\$167,003.00	\$170,542.00	\$109,867.07	\$86,964.80	\$45,916.50
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.39 Information System Security Officer/Analyst

Job description

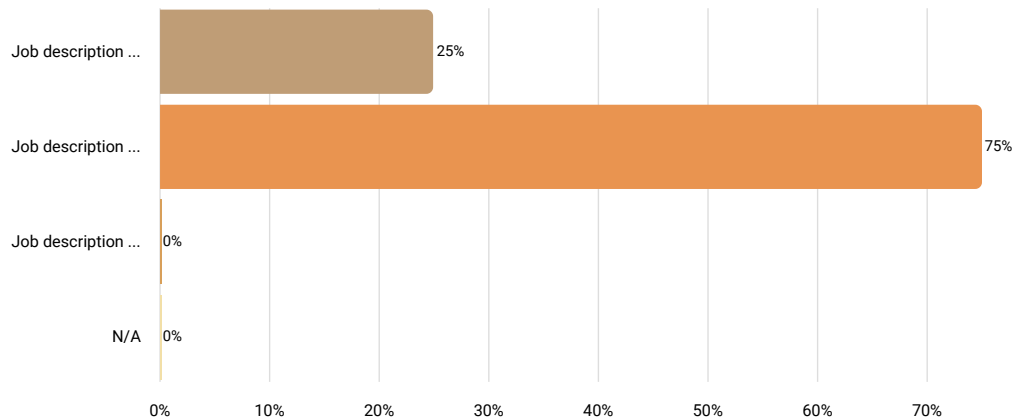
Research, develop, implement, test, and review an organization's information security in order to protect information and prevent unauthorized access.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



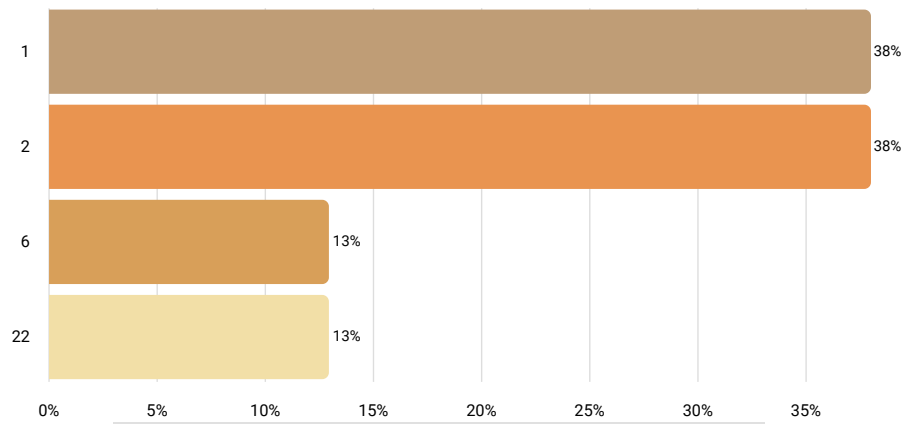
Results	%	N
Job description is perceptibly weaker than the position at your company	25%	2
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



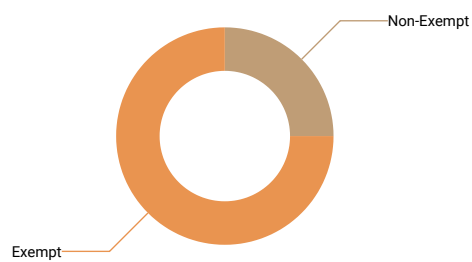
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	22
Mean	4.63
Median	2
Standard deviation	7.21
Total/sum	37

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



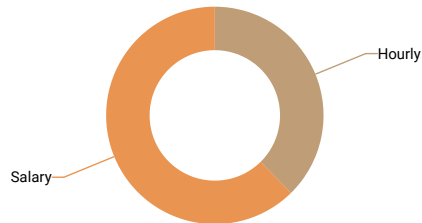
Results	%	N
Non-Exempt	25%	2
Exempt	75%	6

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

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

5.4.41 Program Analyst

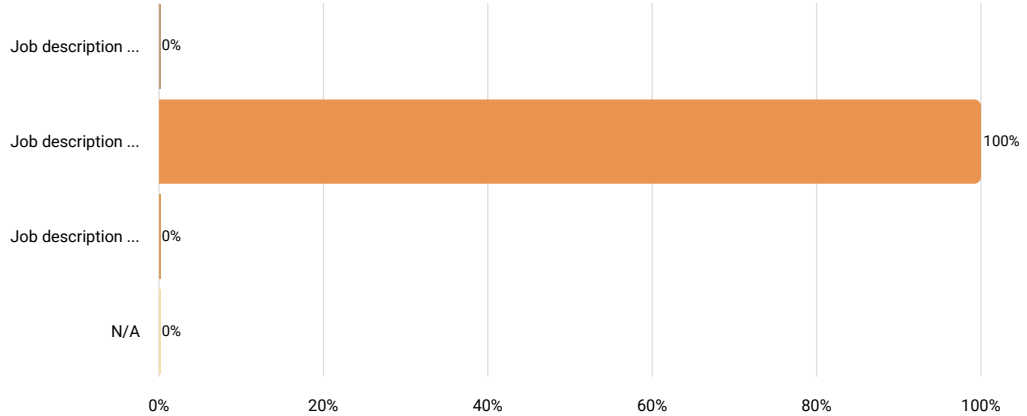
Job description Accomplishes software requirements by developing and maintaining applications and databases.

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

Answered 6 times

Skipped 2 times

Select one answer (radio button)



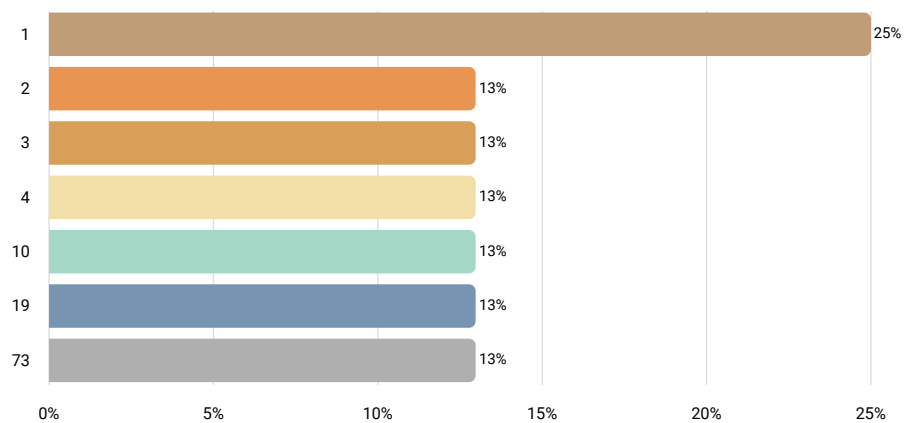
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



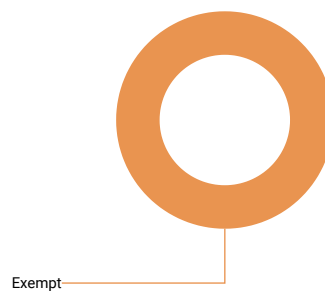
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3.5
75th percentile	14.5
90th percentile	73
Mean	14.13
Median	3.5
Standard deviation	24.57
Total/sum	113

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



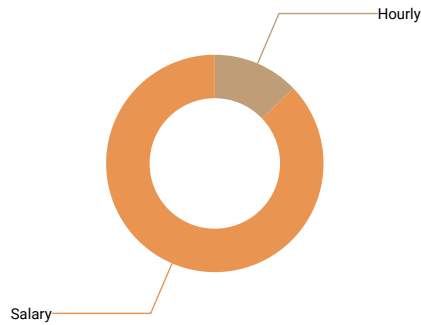
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	7	\$45,000.00	\$63,000.00	\$67,000.00	\$101,920.00	\$104,468.00	\$74,752.14	\$67,000.00	\$21,793.91
Actual Average Base Salary	7	\$45,000.00	\$63,000.00	\$96,747.73	\$122,000.00	\$123,145.00	\$92,859.82	\$96,747.73	\$29,374.30
Actual Highest Base Salary	7	\$45,000.00	\$63,000.00	\$123,878.00	\$153,375.00	\$177,000.00	\$115,108.54	\$123,878.00	\$47,161.47
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.42 Software Developer

Job description

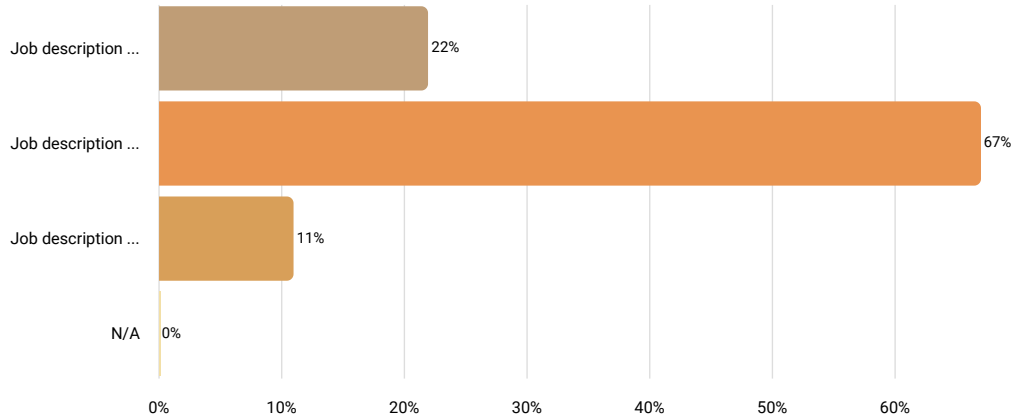
Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software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

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	67%	6
Job description is perceptibly stronger than the position at your company	11%	1
N/A	0%	0

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

Answered 6 times

Skipped 4 times

Text input

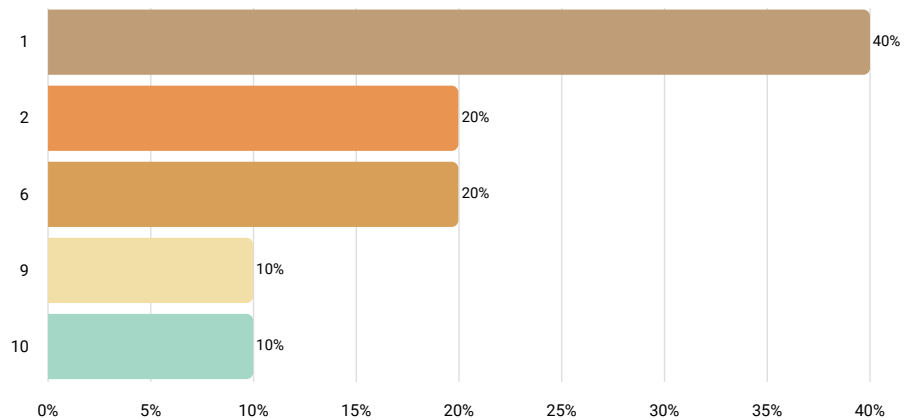
Results	
programmer/developer	1
bs 3-5	1
engineer	1
developer - software engineer	1
senior software developer, software developer, software developer project lead, software specialist	1
manager, information systems	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



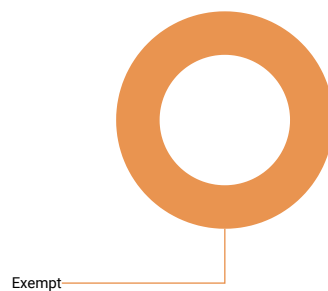
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	9.5
Mean	3.9
Median	2
Standard deviation	3.54
Total/sum	39

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



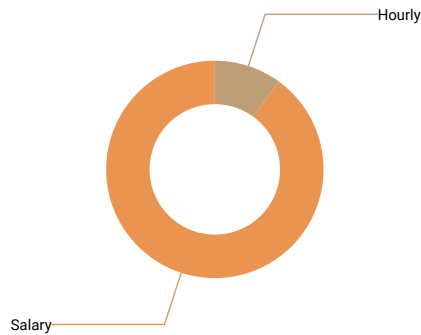
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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 Lowest Base Salary	6	\$45,800.00	\$47,840.00	\$89,999.98	\$110,000.00	\$148,000.00	\$88,606.66	\$89,999.98	\$39,200.65
Actual Average Base Salary	9	\$72,512.00	\$95,000.00	\$107,991.73	\$148,000.00	\$184,015.00	\$117,273.86	\$107,991.73	\$35,667.61
Actual Highest Base Salary	7	\$72,512.00	\$111,395.44	\$115,000.00	\$156,200.00	\$170,000.00	\$126,443.92	\$115,000.00	\$33,471.18
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.43 System Analyst

Job description

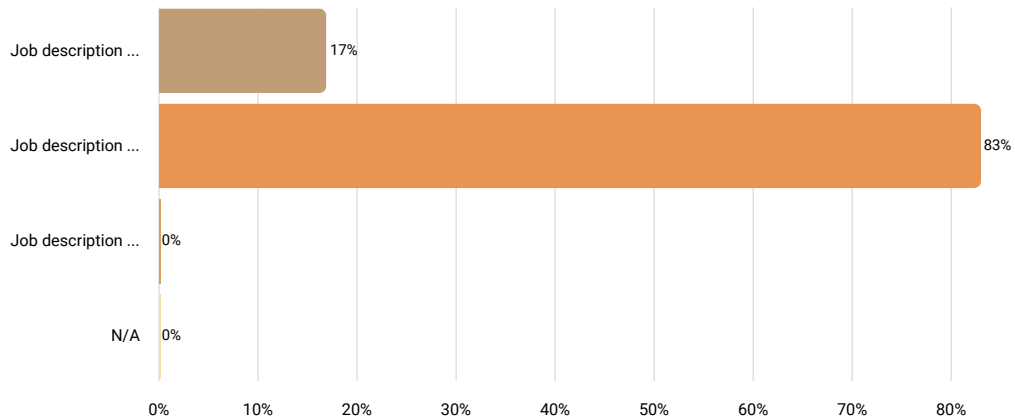
Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze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

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

Answered 12 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 8 times

Text input

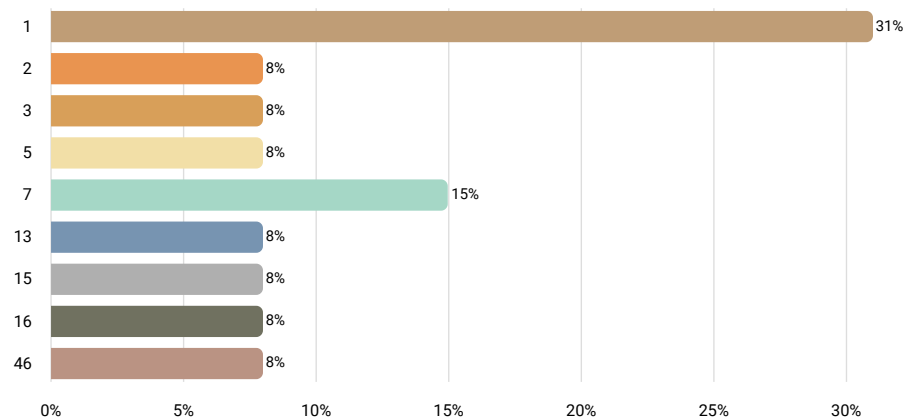
Results		N
information systems technical analyst		1
analyst		1
systems test engineer		1
analyst i, ii, iv, v, vi		1
systems analyst 3		1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



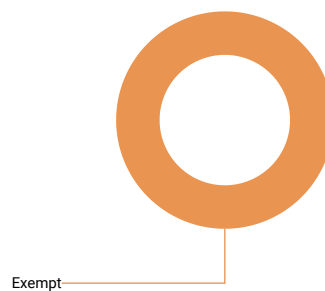
Statistics	
10th percentile	1
25th percentile	1
50th percentile	5
75th percentile	13
90th percentile	16
Mean	9.08
Median	5
Standard deviation	12.37
Total/sum	118

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



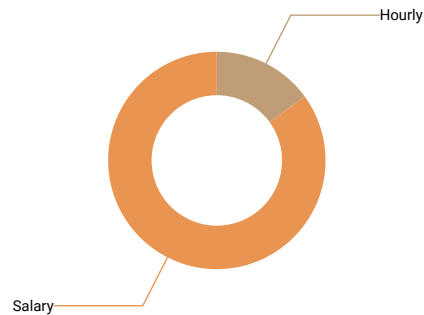
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	8	\$88,028.00	\$107,498.00	\$167,784.50	\$190,000.00	\$224,062.76	\$155,331.97	\$167,784.50	\$49,291.26
Pay Range Minimum Salary	8	\$58,685.00	\$63,850.00	\$70,584.50	\$105,106.00	\$120,000.00	\$82,220.75	\$70,584.50	\$24,164.22
Actual Lowest Base Salary	10	\$62,712.20	\$77,900.00	\$88,093.00	\$110,000.00	\$133,913.50	\$92,843.84	\$88,093.00	\$25,812.19
Actual Average Base Salary	11	\$79,305.00	\$91,322.00	\$118,730.00	\$127,100.00	\$142,806.00	\$111,730.01	\$118,730.00	\$23,927.48
Actual Highest Base Salary	11	\$91,322.00	\$92,601.00	\$154,467.00	\$173,804.80	\$176,300.00	\$138,776.03	\$154,467.00	\$37,817.03
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$500.00	\$1,814.00	\$2,200.00	\$3,000.00	\$4,878.00	\$2,432.00	\$2,200.00	\$1,456.55

5.4.44 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.

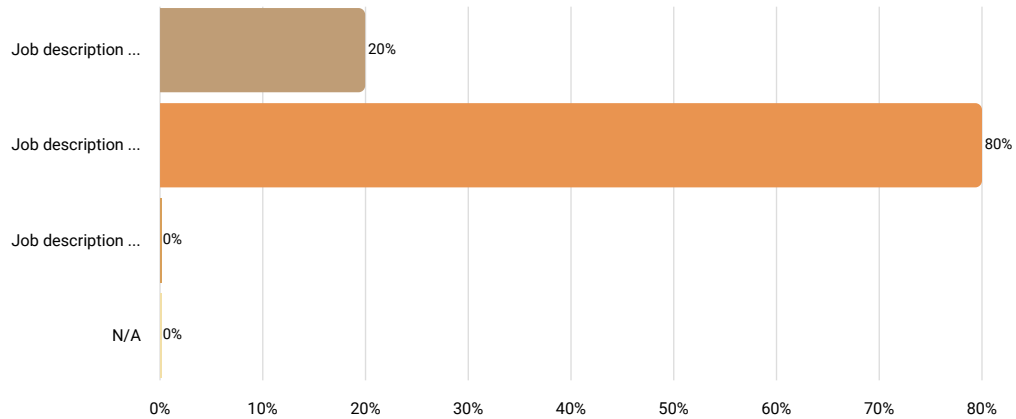
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



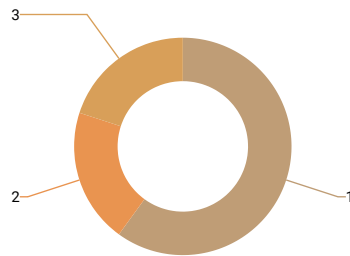
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



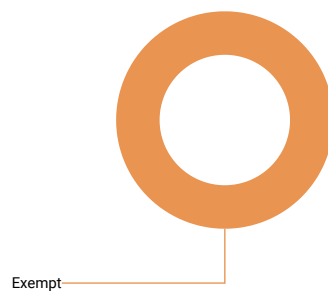
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.6
Median	1
Standard deviation	0.89
Total/sum	8

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



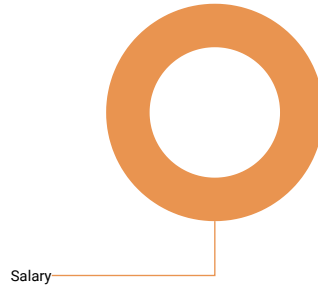
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
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
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
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
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.45 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.

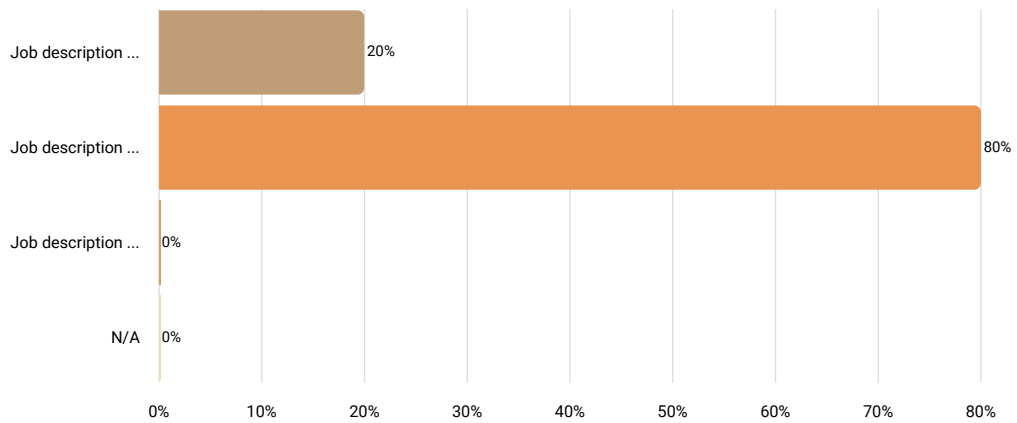
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



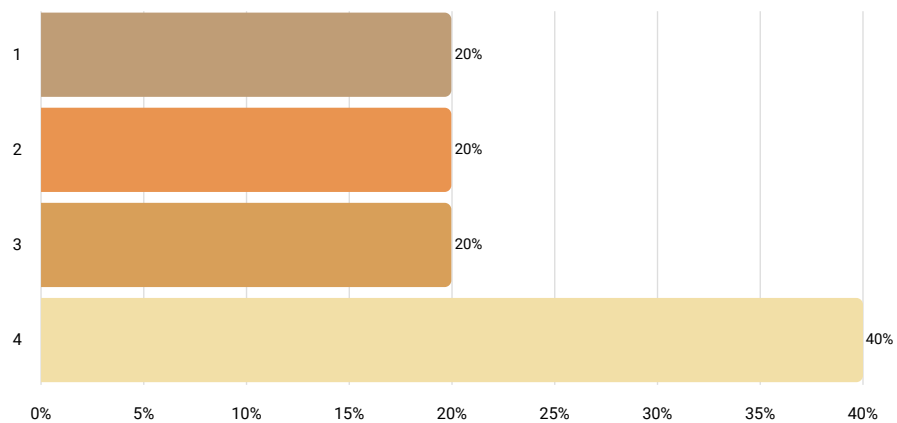
Results		%	N
Job description is perceptibly weaker than the position at your company		20%	1
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



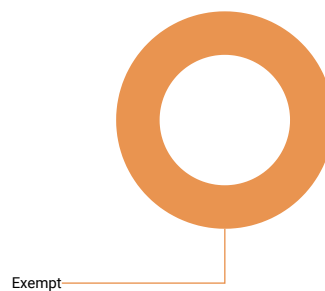
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	4
90th percentile	4
Mean	2.8
Median	3
Standard deviation	1.3
Total/sum	14

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



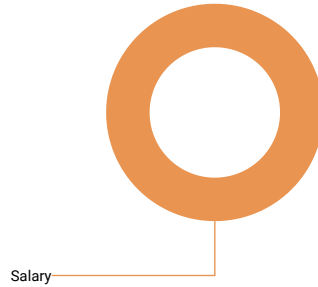
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
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
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
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
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.47 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.

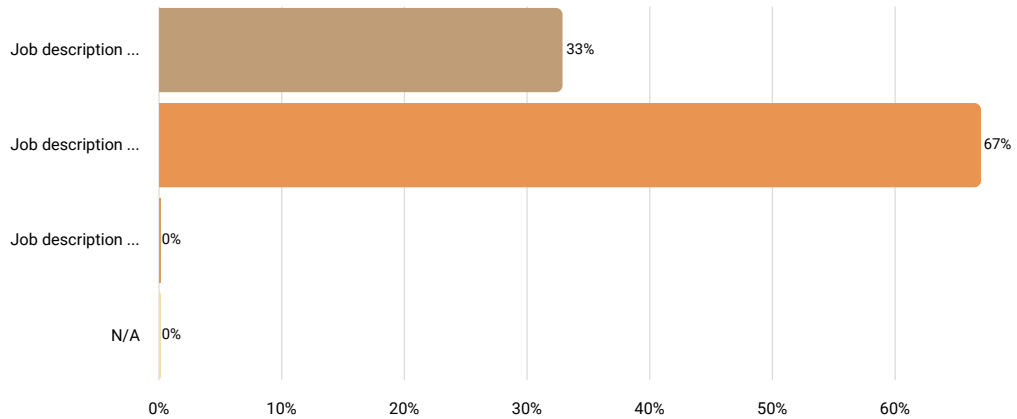
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



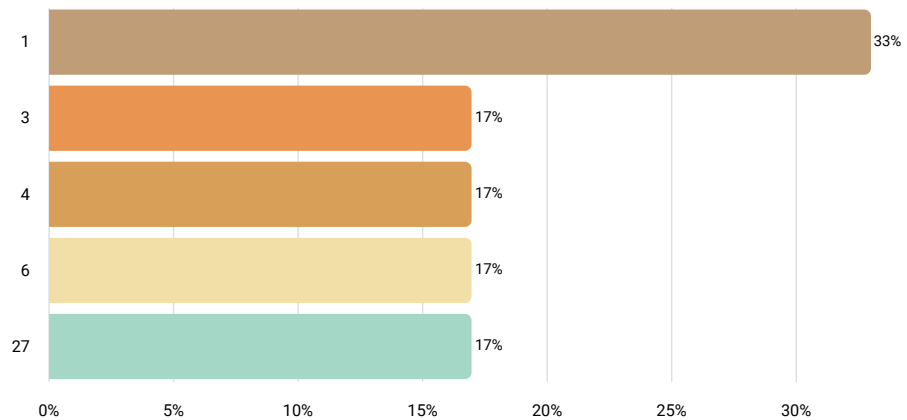
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



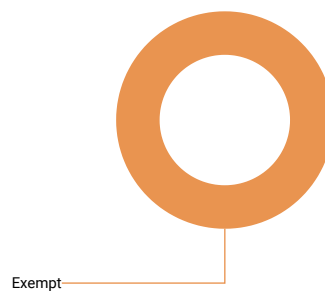
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3.5
75th percentile	6
90th percentile	27
Mean	7
Median	3.5
Standard deviation	9.98
Total/sum	42

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



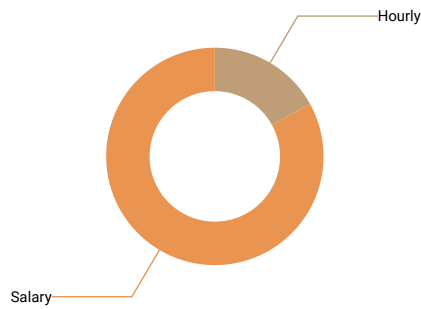
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

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

Production

5.5.2 Production/Machine Operator

Job description

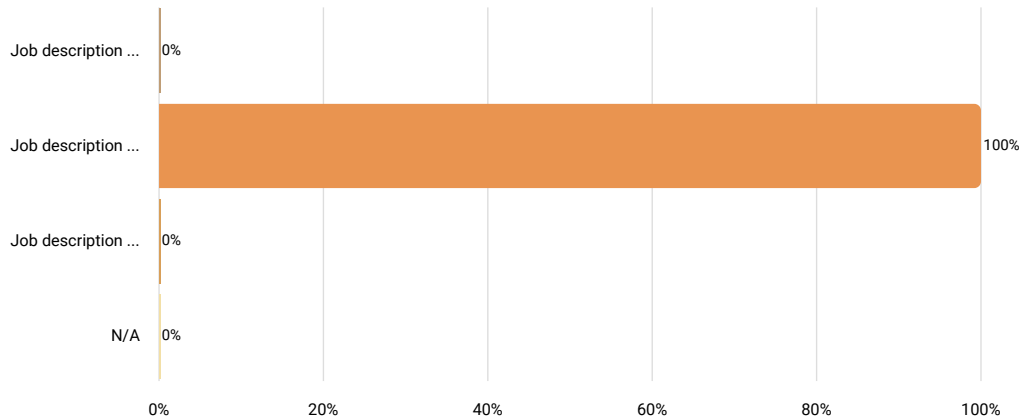
All other operators not included in previous Operator categories. Operates more than one classification of machines. May assist with machine set up, packing and completion of finished products as well as inspecting work.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



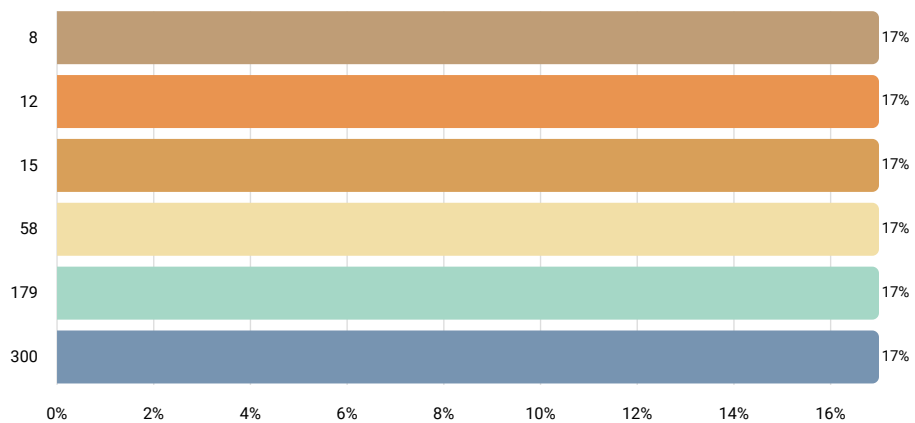
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



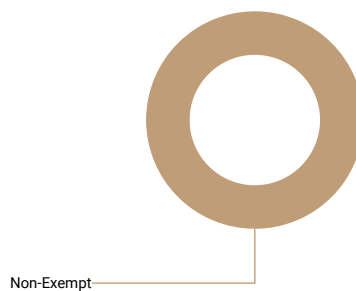
Statistics	
10th percentile	8
25th percentile	12
50th percentile	36.5
75th percentile	179
90th percentile	300
Mean	95.33
Median	36.5
Standard deviation	119.42
Total/sum	572

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



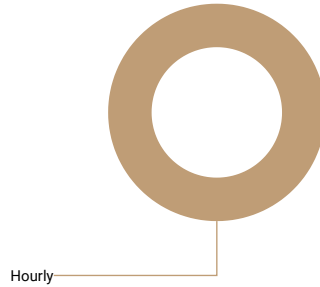
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$15.00	\$19.00	\$21.99	\$22.00	\$32.12	\$22.02	\$21.99	\$6.33
Actual Average Base Rate	5	\$17.94	\$21.31	\$27.40	\$27.55	\$35.47	\$25.93	\$27.40	\$6.73
Actual Highest Base Rate	5	\$20.00	\$21.35	\$30.86	\$30.96	\$38.48	\$28.33	\$30.86	\$7.66
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.3 Welder

Job description

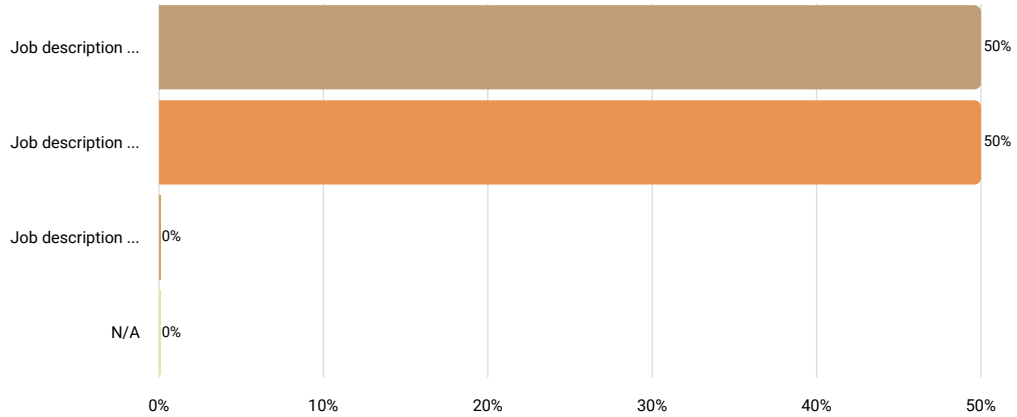
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



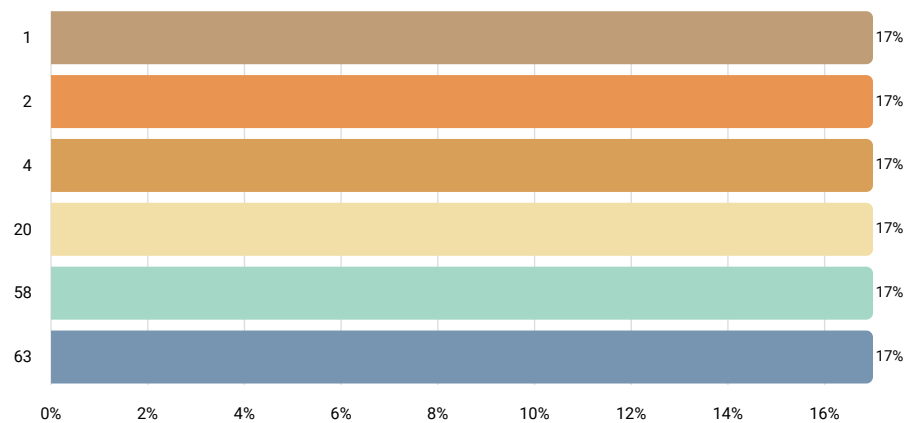
Results		
	%	N
Job description is perceptibly weaker than the position at your company	50%	3
Job description matches the position at your company very well	50%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



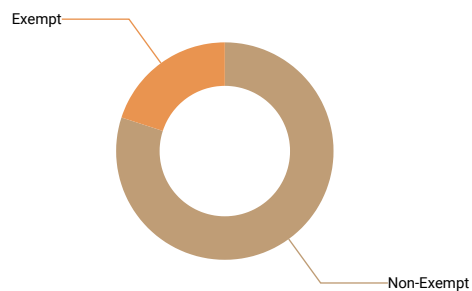
Statistics	
10th percentile	1
25th percentile	2
50th percentile	12
75th percentile	58
90th percentile	63
Mean	24.67
Median	12
Standard deviation	28.65
Total/sum	148

FLSA Status

Answered 5 times

Skipped 1 times

Select one answer (radio button)



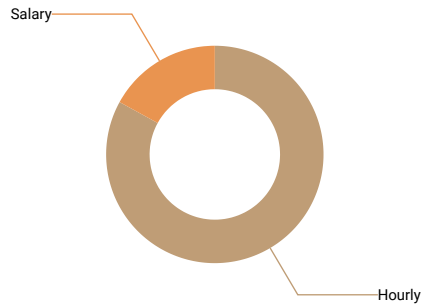
Results	%	N
Non-Exempt	80%	4
Exempt	20%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	\$23.00	\$30.70	\$31.00	\$36.96	\$41.00	\$32.53	\$31.00	\$6.85
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Lowest Base Salary									

5.5.4 Inspector

Job description

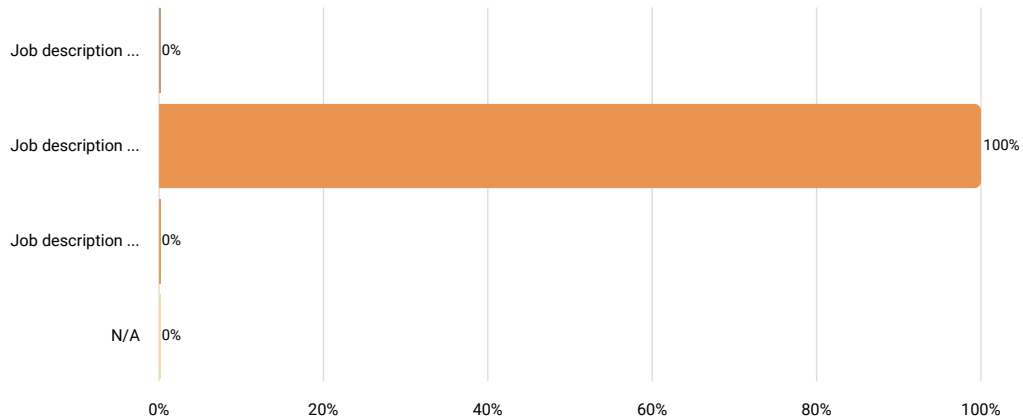
Inspect, test, sort, sample, or weigh raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



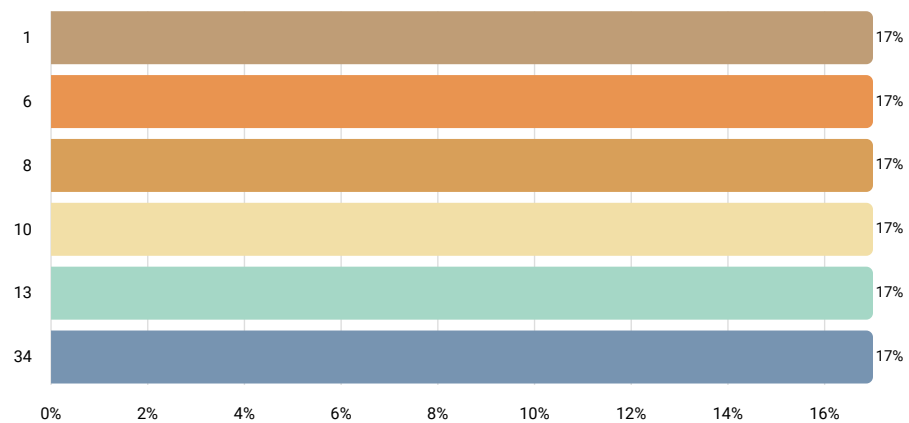
Results	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



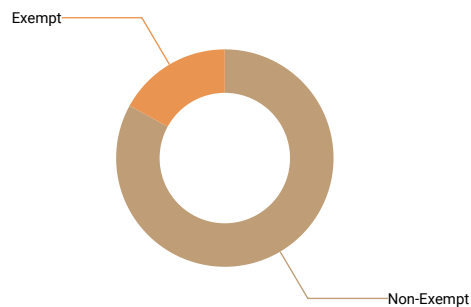
Statistics	
10th percentile	1
25th percentile	6
50th percentile	9
75th percentile	13
90th percentile	34
Mean	12
Median	9
Standard deviation	11.51
Total/sum	72

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



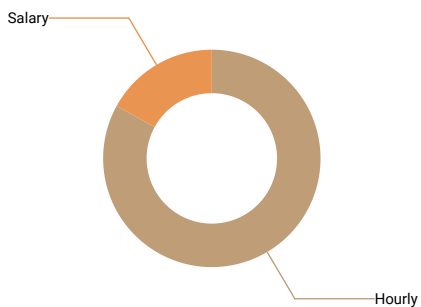
Results	%	N
Non-Exempt	83%	5
Exempt	17%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate										
Pay Range Maximum Rate										
Actual Lowest Base Rate										
Actual Average Base Rate	5		\$18.17	\$21.00	\$26.00	\$29.52	\$37.73	\$26.48	\$26.00	\$7.67
Actual Highest Base Rate										
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)										
Actual Lowest Base Salary										
Actual Average Base Salary										
Actual Highest Base Salary										
Average Incentive Bonus or Other Cash Bonus (Annual)										

Material Handling and Transportation

5.7.1 Fork Lift Driver/Material Handler

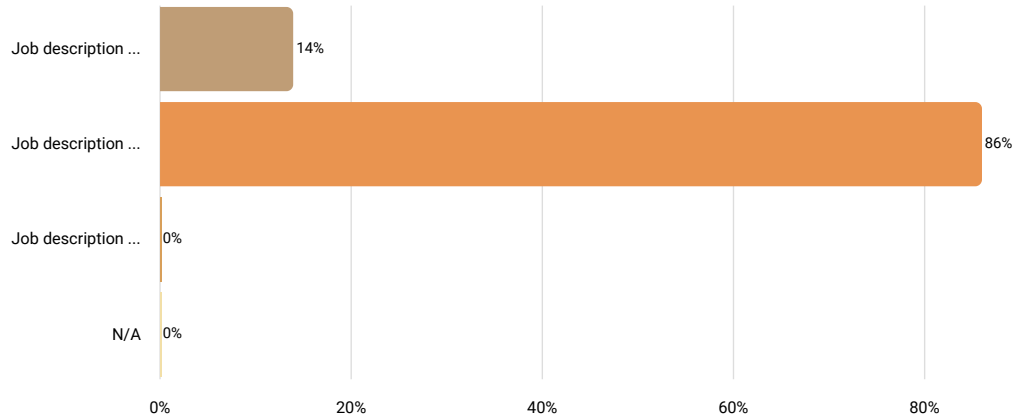
Job description Move freight, stock, or other materials. Does not include locomotive material handlers.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



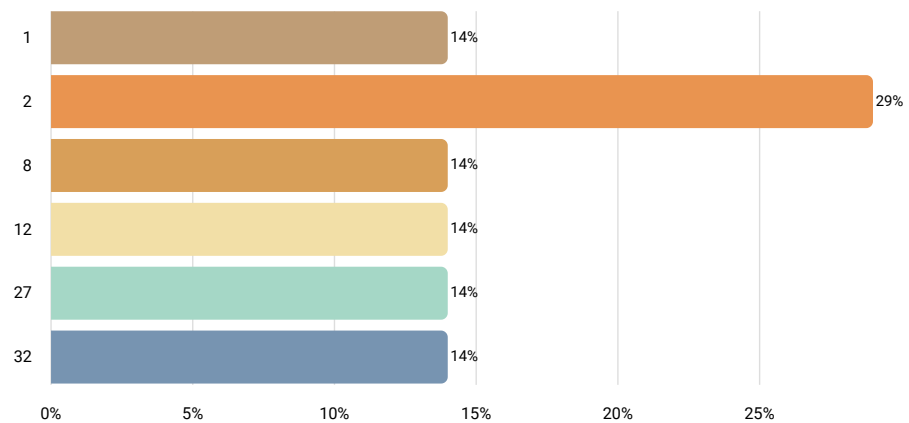
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



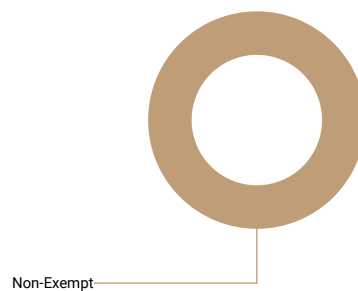
Statistics	
10th percentile	1
25th percentile	2
50th percentile	8
75th percentile	27
90th percentile	32
Mean	12
Median	8
Standard deviation	12.66
Total/sum	84

FLSA Status

Answered 5 times

Skipped 2 times

Select one answer (radio button)



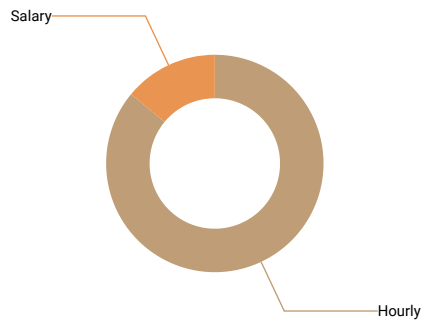
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	6
Salary	14%	1

Compensation data

	N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate										
Pay Range Maximum Rate										
Actual Lowest Base Rate	6		\$15.00	\$17.00	\$19.50	\$26.26	\$32.12	\$21.56	\$19.50	\$6.49
Actual Average Base Rate	6		\$17.47	\$21.00	\$22.75	\$27.29	\$35.14	\$24.40	\$22.75	\$6.16
Actual Highest Base Rate	6		\$22.60	\$25.00	\$26.50	\$28.32	\$36.40	\$27.55	\$26.50	\$4.75
If there is a step progression in place, enter the number of steps. If not, leave blank.										
Average Incentive Bonus or Other Bonus (Annual)										
Pay Range Maximum Salary										
Pay Range Minimum Salary										
Actual Lowest Base Salary										
Actual Average Base Salary										
Actual Highest Base Salary										

5.7.2 Shipping and Receiving Clerk

Job description

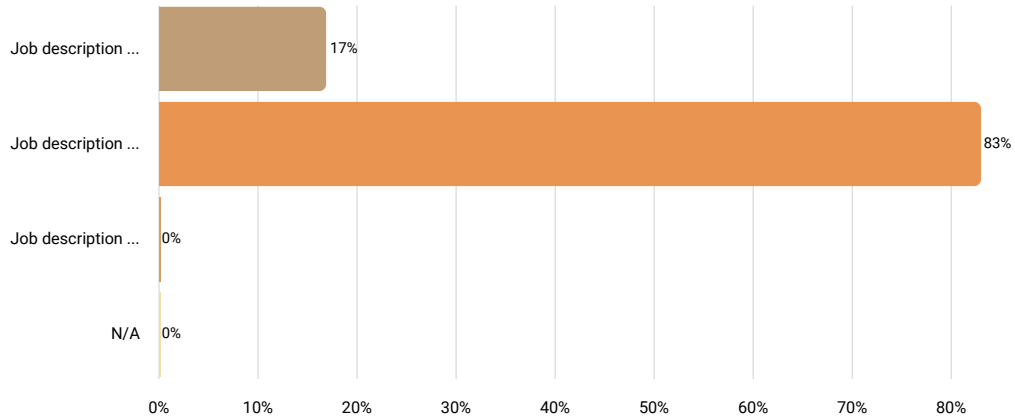
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



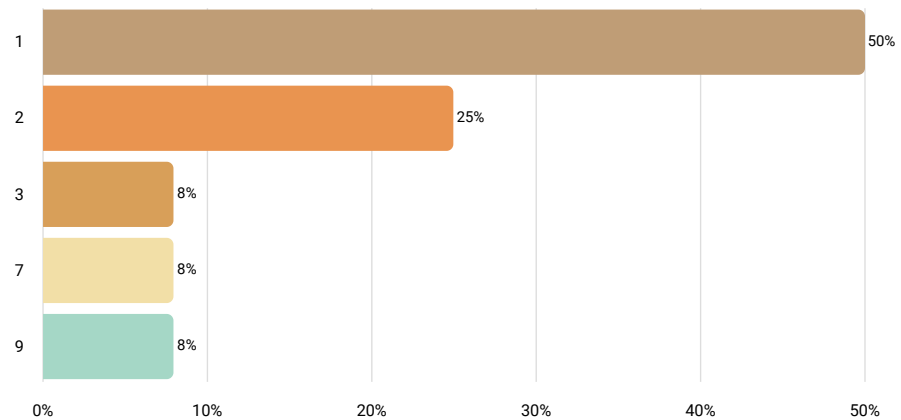
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	2
Job description matches the position at your company very well	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



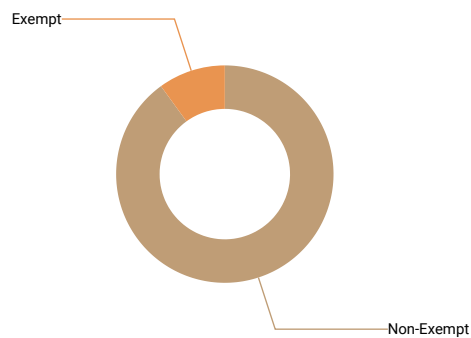
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2.5
90th percentile	7
Mean	2.58
Median	1.5
Standard deviation	2.64
Total/sum	31

FLSA Status

Answered 10 times

Skipped 2 times

Select one answer (radio button)



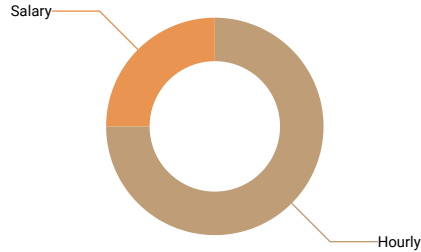
Results	%	N
Non-Exempt	90%	9
Exempt	10%	1

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	75%	9
Salary	25%	3

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	\$17.07	\$17.48	\$21.00	\$22.75	\$32.76	\$22.21	\$21.00	\$6.36
Pay Range Maximum Rate									
Actual Lowest Base Rate	8	\$17.00	\$17.74	\$21.00	\$23.88	\$32.76	\$21.87	\$21.00	\$5.19
Actual Average Base Rate	8	\$17.48	\$20.05	\$22.06	\$24.25	\$32.76	\$22.87	\$22.06	\$4.66
Actual Highest Base Rate	9	\$17.48	\$21.74	\$25.00	\$26.00	\$32.76	\$24.71	\$25.00	\$4.98
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

Manufacturing or Construction Not Otherwise Classified

5.8.1 Skilled Workers, Not Otherwise Classified

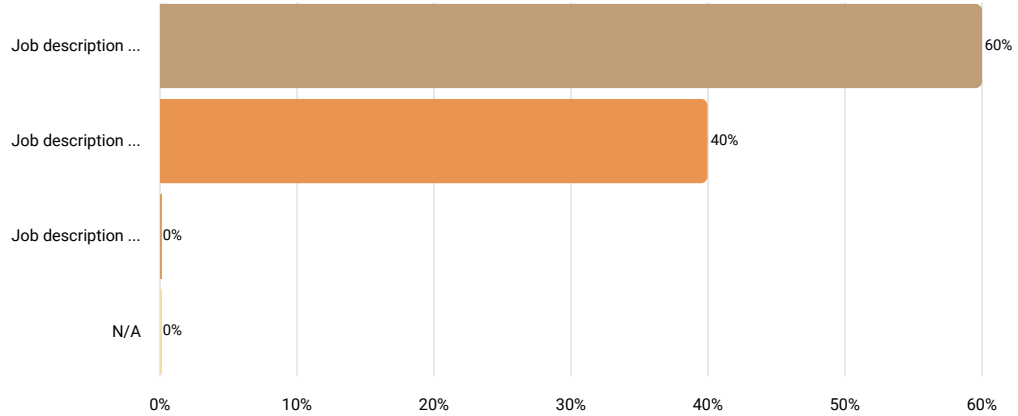
Job description Include any skilled production workers that have not been classified in any other area of this survey.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



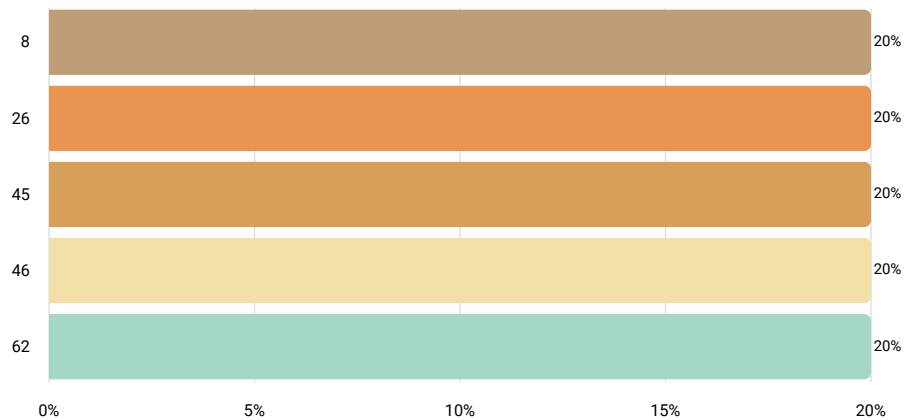
Results		%	N
Job description is perceptibly weaker than the position at your company		60%	3
Job description matches the position at your company very well		40%	2
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



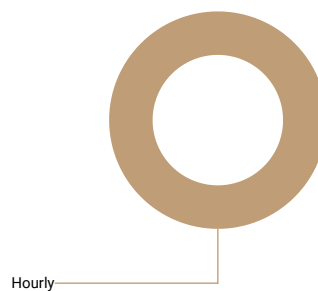
Statistics	
10th percentile	8
25th percentile	26
50th percentile	45
75th percentile	46
90th percentile	62
Mean	37.4
Median	45
Standard deviation	20.8
Total/sum	187

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$13.44	\$17.50	\$21.50	\$23.00	\$32.00	\$21.49	\$21.50	\$6.95
Actual Average Base Rate	5	\$14.77	\$22.50	\$24.00	\$33.26	\$43.75	\$27.66	\$24.00	\$11.14
Actual Highest Base Rate	5	\$16.73	\$27.00	\$27.50	\$39.52	\$50.63	\$32.28	\$27.50	\$13.05
Average Incentive Bonus or Other Bonus (Annual)									

First Level Supervisory

5.9.1 Accounting Supervisor

Job description

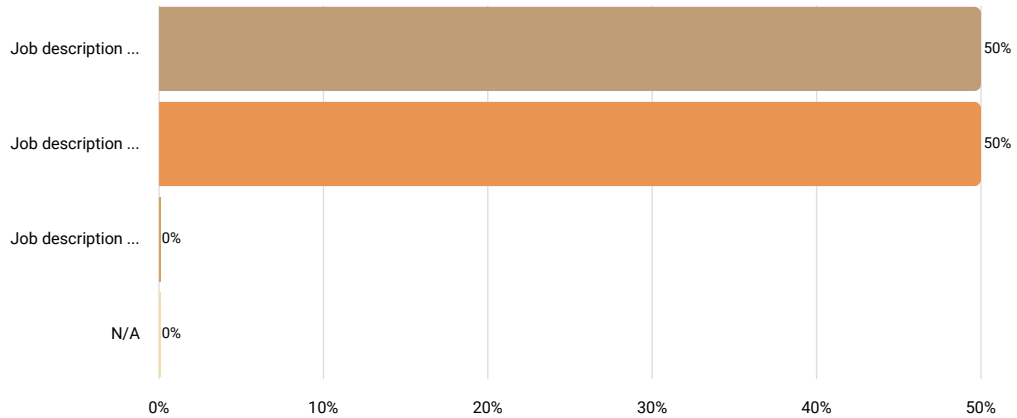
First Line Supervisor responsible for overseeing workers engaged in maintaining accounting records and processing transactions. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



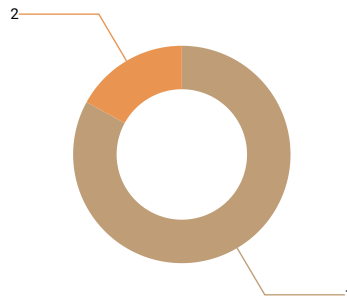
Results		%	N
Job description is perceptibly weaker than the position at your company		50%	3
Job description matches the position at your company very well		50%	3
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



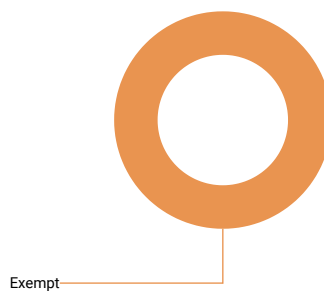
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.17
Median	1
Standard deviation	0.41
Total/sum	7

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



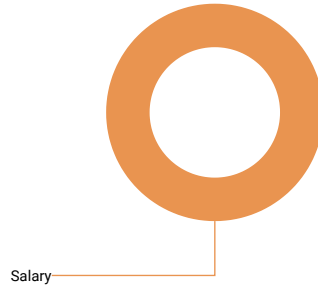
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$54,080.00	\$70,000.00	\$116,480.00	\$121,776.00	\$125,000.00	\$97,467.20	\$116,480.00	\$32,967.24
Actual Average Base Salary	6	\$54,080.00	\$77,500.00	\$120,079.00	\$125,000.00	\$168,642.00	\$110,896.67	\$120,079.00	\$40,178.19
Actual Highest Base Salary	5	\$54,080.00	\$85,000.00	\$116,480.00	\$125,000.00	\$125,581.00	\$101,228.20	\$116,480.00	\$31,133.11

5.9.2 Production Supervisor

Job description

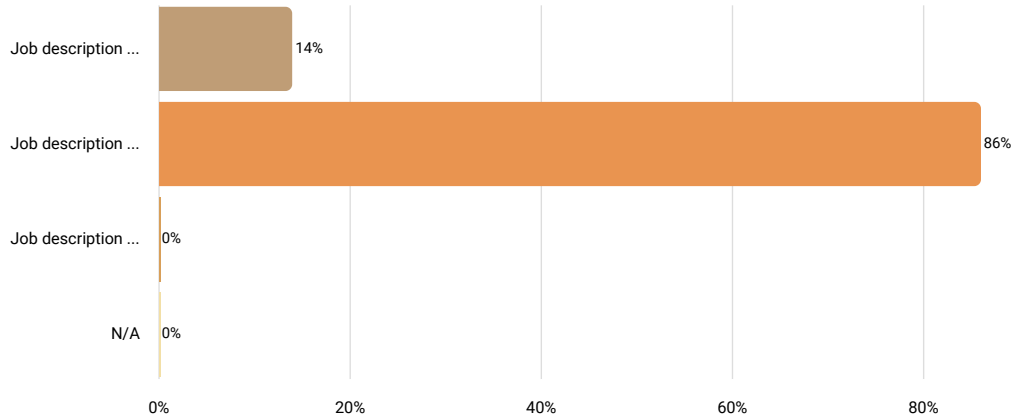
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



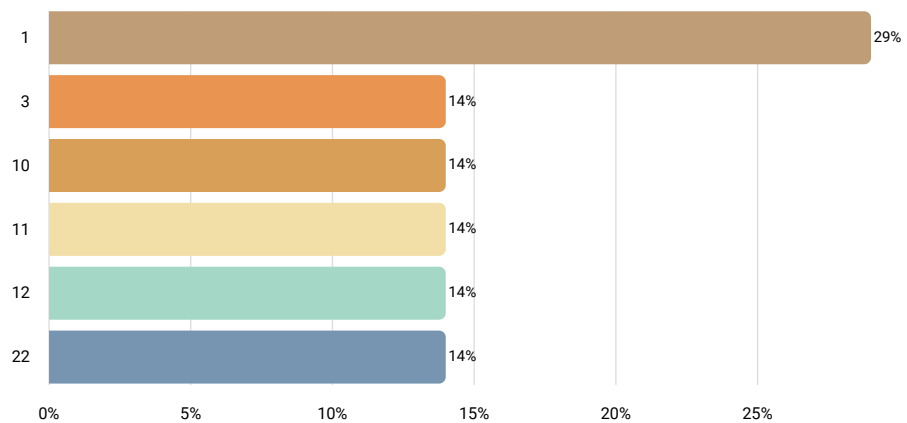
Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	1
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



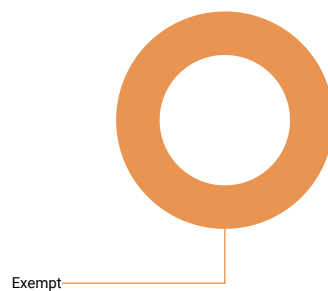
Statistics	
10th percentile	1
25th percentile	1
50th percentile	10
75th percentile	12
90th percentile	22
Mean	8.57
Median	10
Standard deviation	7.59
Total/sum	60

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



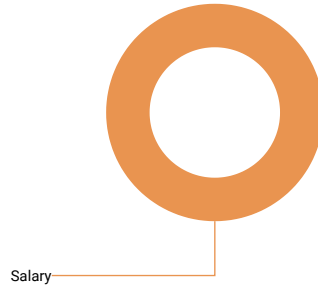
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary	6	\$56,890.00	\$75,000.00	\$99,669.50	\$120,000.00	\$193,401.00	\$107,438.33	\$99,669.50	\$49,090.21
Pay Range Minimum Salary	6	\$37,930.00	\$45,000.00	\$59,625.00	\$64,292.00	\$116,040.00	\$63,752.00	\$59,625.00	\$27,521.21
Actual Lowest Base Salary	6	\$47,320.00	\$48,000.00	\$65,000.00	\$70,866.00	\$90,000.00	\$64,364.33	\$65,000.00	\$15,865.48
Actual Average Base Salary	7	\$47,320.00	\$67,352.00	\$73,391.34	\$99,545.00	\$150,800.00	\$86,318.91	\$73,391.34	\$33,385.44
Actual Highest Base Salary	6	\$47,320.00	\$75,000.00	\$80,087.00	\$107,749.00	\$137,853.00	\$88,016.00	\$80,087.00	\$31,062.68
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.9.3 Maintenance Supervisor

Job description

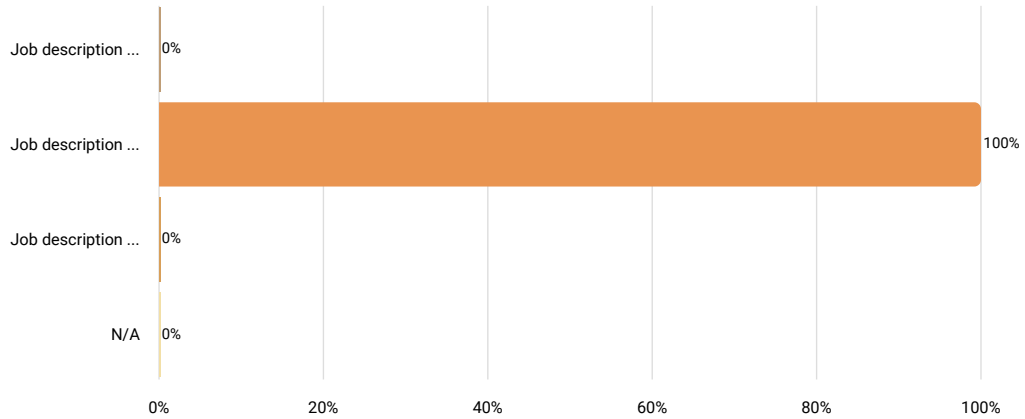
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



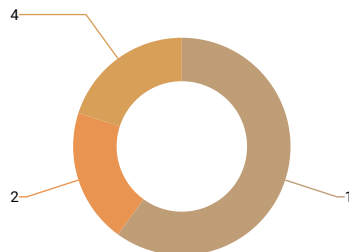
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	5
Job description is perceptibly stronger than the position at your company		0%	0
	N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



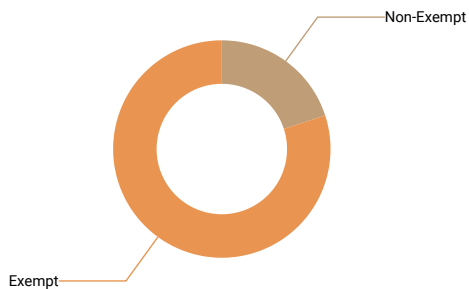
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	1.8
Median	1
Standard deviation	1.3
Total/sum	9

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



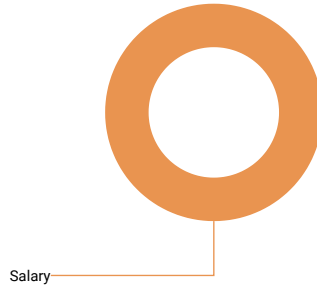
Results	%	N
Non-Exempt	20%	1
Exempt	80%	4

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
Pay Range Maximum Salary	5	\$80,000.00	\$88,371.00	\$90,000.00	\$111,639.00	\$120,000.00	\$98,002.00	\$90,000.00	\$16,961.28
Pay Range Minimum Salary	5	\$55,000.00	\$58,914.00	\$59,250.00	\$60,113.00	\$75,000.00	\$61,655.40	\$59,250.00	\$7,714.48
Actual Lowest Base Salary									
Actual Average Base Salary	5	\$67,020.00	\$69,871.00	\$85,000.00	\$85,000.00	\$101,497.00	\$81,677.60	\$85,000.00	\$13,866.56
Actual Highest Base Salary	5	\$73,643.00	\$79,040.00	\$85,000.00	\$85,000.00	\$101,497.00	\$84,836.00	\$85,000.00	\$10,446.53
Average Incentive Bonus or Other Cash Bonus (Annual)									

Sales and Marketing

5.10.2 Business Development Specialist

Job description

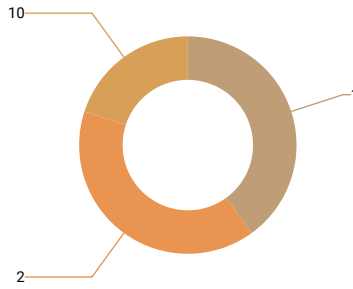
Responsible for creating effective business plans for their company. Analyze business processes and identify opportunities to generate additional revenue.

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



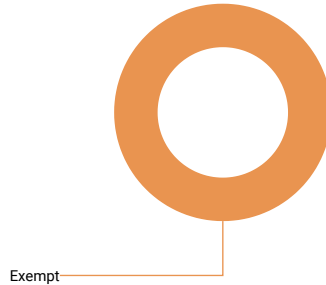
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	10
Mean	3.2
Median	2
Standard deviation	3.83
Total/sum	16

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



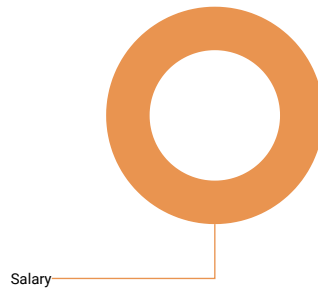
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	\$36,000.00	\$60,000.00	\$68,000.00	\$118,422.00	\$223,540.00	\$101,192.40	\$68,000.00	\$74,690.01
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.10.3 Business Development Manager

Job description

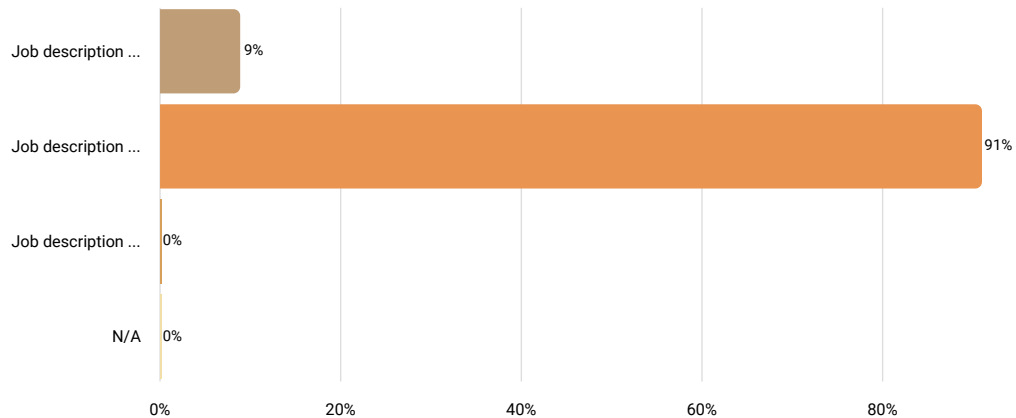
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with major potential customers.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



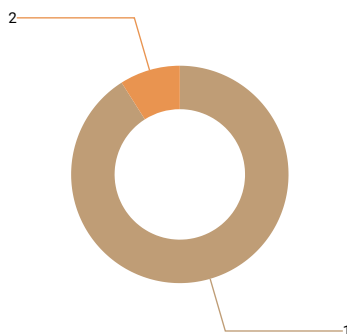
Results	%	N
Job description is perceptibly weaker than the position at your company	9%	1
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



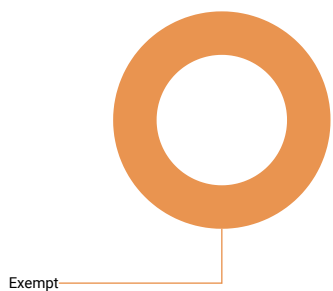
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.09
Median	1
Standard deviation	0.3
Total/sum	12

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



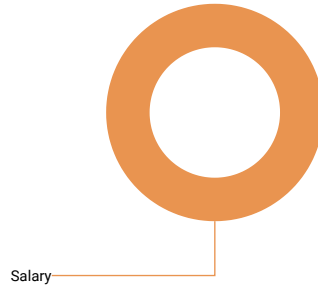
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Maximum Salary	5	\$84,368.00	\$104,940.00	\$171,054.00	\$200,000.00	\$256,660.00	\$163,404.40	\$171,054.00	\$70,283.71
Pay Range Minimum Salary	5	\$60,263.00	\$69,960.00	\$100,000.00	\$119,737.00	\$165,556.00	\$103,103.20	\$100,000.00	\$42,191.29
Actual Lowest Base Salary	7	\$80,000.00	\$110,000.00	\$133,917.00	\$170,000.00	\$219,523.00	\$139,089.86	\$133,917.00	\$44,720.39
Actual Average Base Salary	9	\$80,000.00	\$110,000.00	\$133,917.00	\$154,569.00	\$223,540.00	\$140,783.22	\$133,917.00	\$50,863.58
Actual Highest Base Salary	9	\$60,000.00	\$95,000.00	\$133,917.00	\$183,948.00	\$219,523.00	\$134,376.44	\$133,917.00	\$54,384.88
Average Incentive Bonus or Other Cash Bonus (Annual)									

Management/Director

5.11.1 Controller or Accounting Manager

Job description

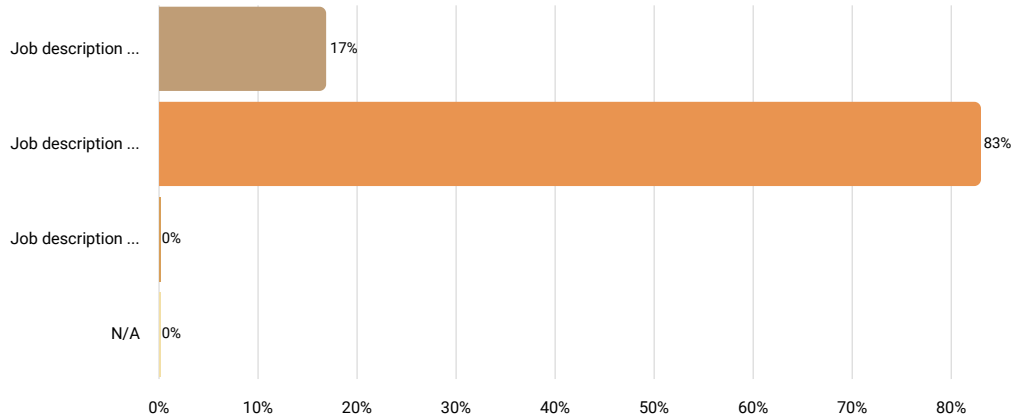
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and accounting work to staff. Responsible for financial reporting and analysis for the company.

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

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

Answered 7 times

Skipped 12 times

Text input

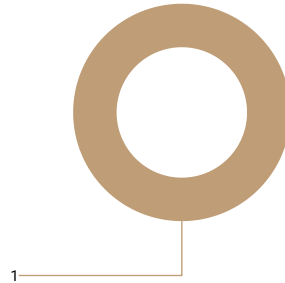
Results	
director of accounting	2
comptroller	1
asst controller	1
senior vice president for finance and accounting	1
deputy director, finance	1
vice president, finance and accounting	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



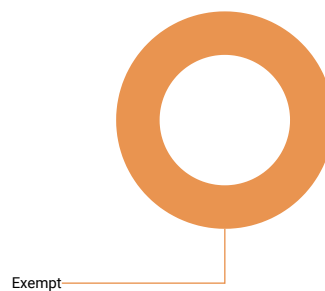
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	19

FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



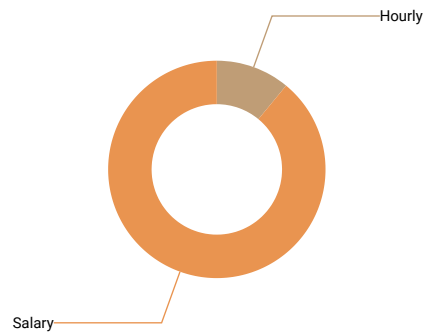
Results	%	N
Non-Exempt	0%	0
Exempt	100%	19

Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	2
Salary	89%	17

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	8	\$103,577.00	\$134,402.00	\$166,057.50	\$197,382.00	\$225,000.00	\$165,532.50	\$166,057.50	\$42,385.78
Pay Range Minimum Salary	8	\$69,051.00	\$79,185.50	\$89,930.00	\$138,575.00	\$178,464.00	\$107,862.00	\$89,930.00	\$39,603.58
Actual Lowest Base Salary	11	\$74,568.00	\$113,000.00	\$152,193.60	\$166,842.00	\$178,464.00	\$135,779.05	\$152,193.60	\$56,523.49
Actual Average Base Salary	15	\$84,011.00	\$113,000.00	\$152,193.60	\$166,842.00	\$178,464.00	\$140,962.04	\$152,193.60	\$37,312.66
Actual Highest Base Salary	13	\$74,568.00	\$113,000.00	\$141,999.94	\$166,400.00	\$178,464.00	\$131,130.35	\$141,999.94	\$53,283.87
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,400.00	\$3,000.00	\$10,150.00	\$18,500.00	\$25,000.00	\$11,533.33	\$10,150.00	\$9,836.60

5.11.2 Maintenance Manager

Job description

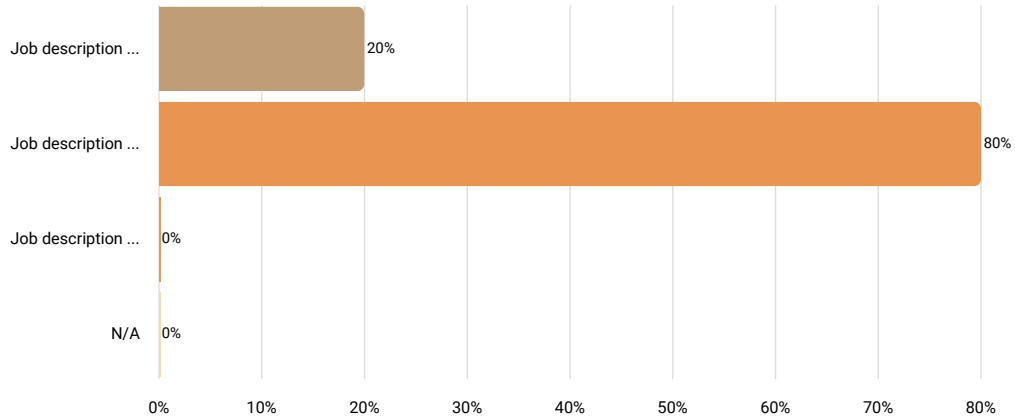
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages planned maintenance shutdowns/outages.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



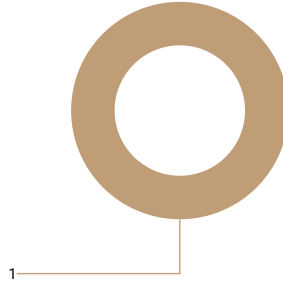
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	1
Job description matches the position at your company very well	80%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



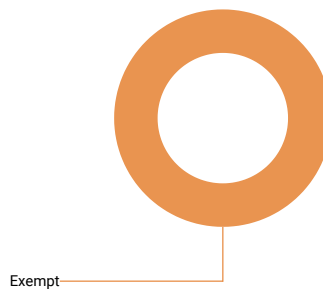
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		5

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



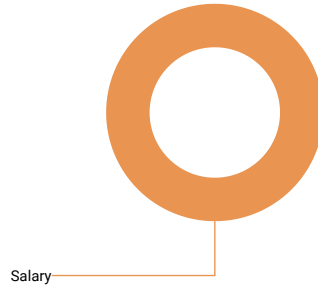
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$70,892.00	\$71,550.00	\$88,000.00	\$120,221.00	\$139,682.00	\$98,069.00	\$88,000.00	\$30,682.18
Actual Average Base Salary	5	\$70,892.00	\$71,550.00	\$88,000.00	\$120,221.00	\$139,682.00	\$98,069.00	\$88,000.00	\$30,682.18
Actual Highest Base Salary	5	\$70,892.00	\$71,550.00	\$88,000.00	\$120,221.00	\$139,682.00	\$98,069.00	\$88,000.00	\$30,682.18
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.3 IT Manager

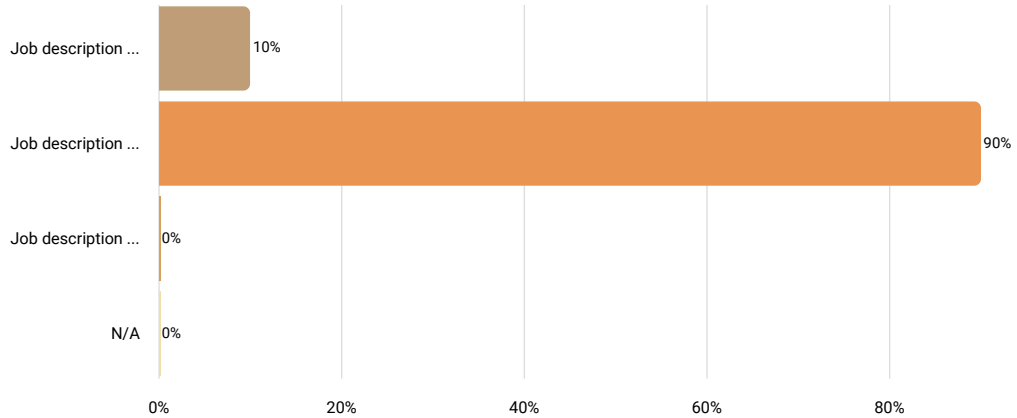
Job description Directs all computer operations that include one or more of the following: programming, network and technical support and system analysis.

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

Answered 10 times

Skipped 1 times

Select one answer (radio button)



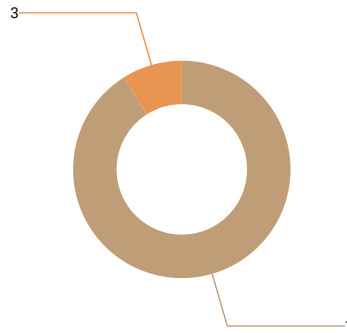
Results		%	N
Job description is perceptibly weaker than the position at your company		10%	1
Job description matches the position at your company very well		90%	9
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



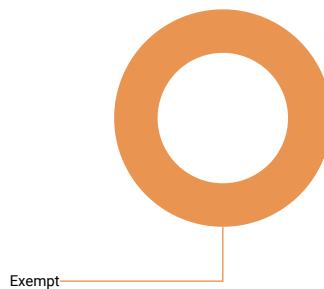
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.18
Median	1
Standard deviation	0.6
Total/sum	13

FLSA Status

Answered 10 times

Skipped 1 times

Select one answer (radio button)



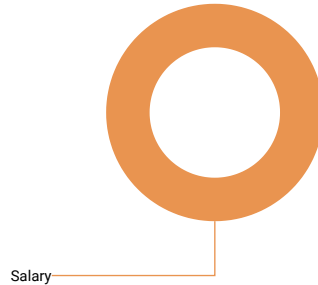
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 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
Pay Range Maximum Salary	6	\$80,000.00	\$116,923.00	\$151,662.00	\$190,000.00	\$223,192.00	\$152,239.83	\$151,662.00	\$51,482.65
Pay Range Minimum Salary	6	\$65,000.00	\$92,600.00	\$121,130.00	\$133,161.00	\$135,000.00	\$111,336.83	\$121,130.00	\$27,428.53
Actual Lowest Base Salary	9	\$70,000.00	\$112,000.00	\$123,768.84	\$155,000.00	\$176,300.00	\$127,551.54	\$123,768.84	\$34,434.69
Actual Average Base Salary	10	\$85,408.50	\$116,923.00	\$138,749.50	\$155,000.00	\$171,650.00	\$133,205.57	\$138,749.50	\$32,461.21
Actual Highest Base Salary	10	\$87,677.50	\$116,923.00	\$132,249.50	\$167,000.00	\$179,568.34	\$135,046.17	\$132,249.50	\$34,949.88
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.4 Project or Program Manager

Job description

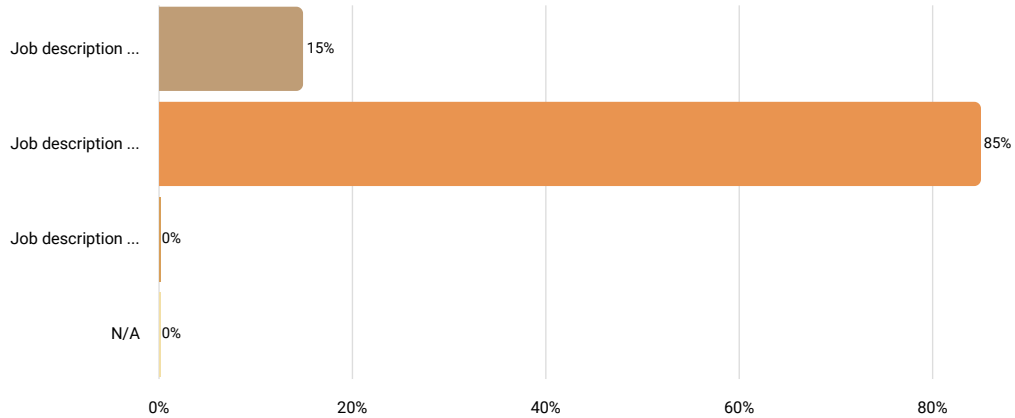
Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the project including budget and workload.

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

Answered 20 times

Skipped 1 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	15%	3
Job description matches the position at your company very well	85%	17
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 5 times

Skipped 16 times

Text input

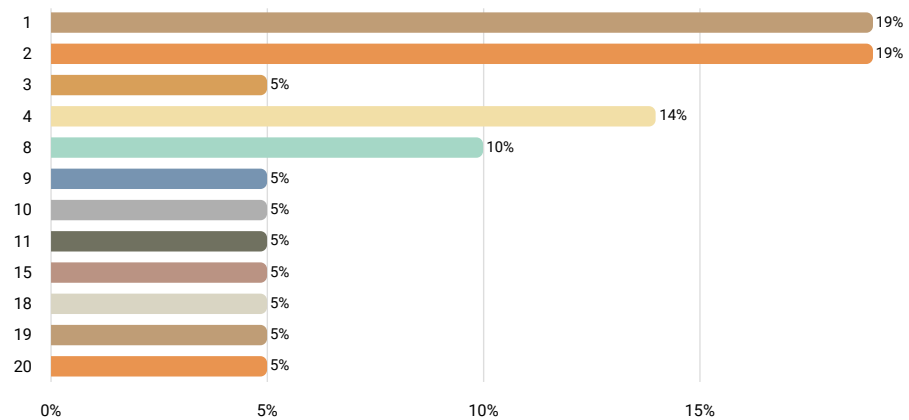
Results	
we divide the program manager position into 3 levels. ranges are as follows: level 1 - 112,362 175,746 ; level 2 - 135,746 to 202,321 ; level 3 - 141,960 to 222,040	1
program management specialist	1
africom program manager, deputy program manager sa01, directed energy s&t program manager, program manager of product system, program manager tct-ss support rcto program manager, scs&t program manager, senior space program manager	1
program manager iii	1
project engineer	1

Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



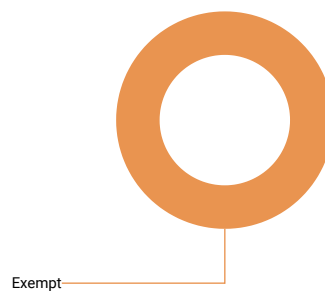
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	10
90th percentile	18
Mean	6.9
Median	4
Standard deviation	6.39
Total/sum	145

FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



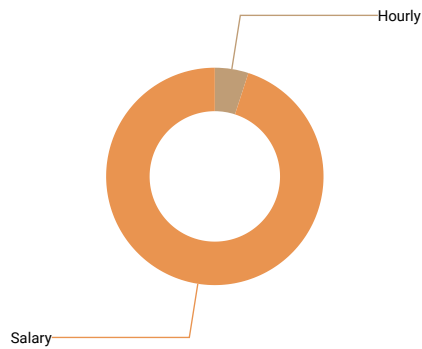
Results	%	N
Non-Exempt	0%	0
Exempt	100%	21

Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	1
Salary	95%	20

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	13	\$146,016.00	\$160,000.00	\$166,000.00	\$224,331.00	\$250,000.00	\$186,263.46	\$166,000.00	\$56,712.58
Pay Range Minimum Salary	13	\$61,121.00	\$85,544.00	\$100,212.00	\$131,788.00	\$150,000.00	\$107,157.23	\$100,212.00	\$39,003.45
Actual Lowest Base Salary	18	\$65,000.00	\$94,016.00	\$116,536.89	\$131,091.00	\$160,641.00	\$112,440.71	\$116,536.89	\$35,064.01
Actual Average Base Salary	19	\$85,000.00	\$110,000.00	\$134,700.00	\$179,391.91	\$187,200.00	\$137,664.55	\$134,700.00	\$35,801.76
Actual Highest Base Salary	18	\$97,000.00	\$125,242.00	\$176,571.50	\$213,292.00	\$222,300.00	\$169,122.40	\$176,571.50	\$46,257.85
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$3,000.00	\$4,440.08	\$8,750.00	\$20,130.00	\$25,000.00	\$11,830.02	\$8,750.00	\$8,876.08

5.11.5 Project or Program Director

Job description

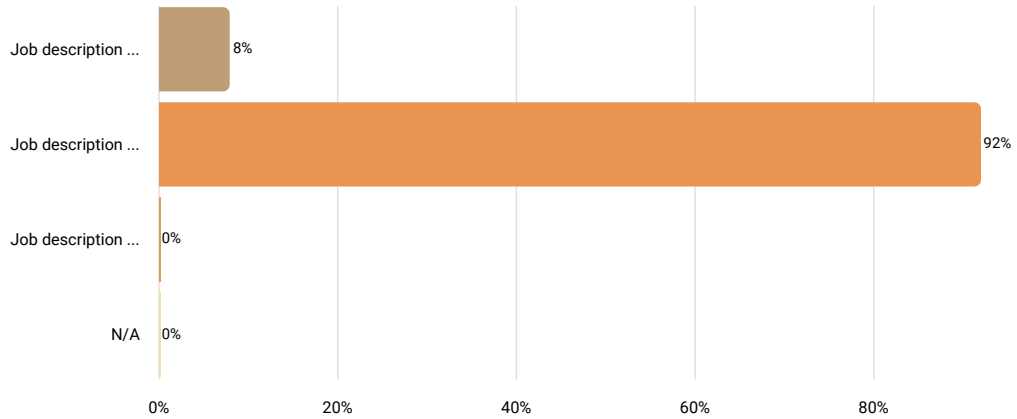
Plans, organizes, directs, coordinates, and controls the activities of the program in support of company goals to obtain optimum efficiency and economy of operations. Analyses and reports project economics including costs, operational budgets, staffing requirements, resources, and risk.

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

Answered 12 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 8 times

Text input

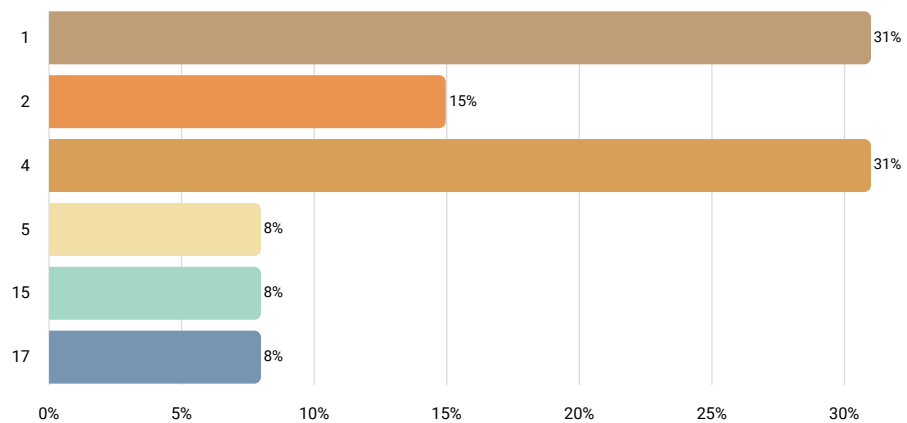
Results	N
program management leader	1
assistant vice president - director of corporate security, assistant vice president - operation manager contracts, assistant vice president - operation manager cyber technology, assistant vice president - operations, assistant vice president - procurement manager, 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
director, programs	1
program manager 4	1
director	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



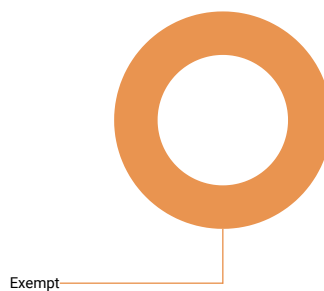
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	4
90th percentile	15
Mean	4.69
Median	4
Standard deviation	5.23
Total/sum	61

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



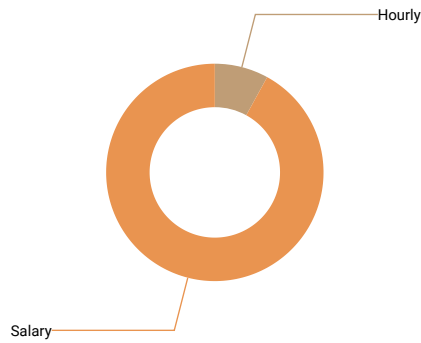
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	10	\$114,384.50	\$158,184.00	\$179,945.00	\$193,750.35	\$248,643.00	\$179,819.04	\$179,945.00	\$49,242.12
Actual Average Base Salary	10	\$161,728.50	\$168,370.00	\$203,368.22	\$211,521.00	\$259,905.00	\$203,347.64	\$203,368.22	\$35,588.86
Actual Highest Base Salary	11	\$191,000.00	\$195,492.00	\$223,870.00	\$236,007.00	\$269,152.00	\$219,404.50	\$223,870.00	\$37,655.20
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$4,000.00	\$6,734.00	\$10,000.00	\$17,730.00	\$30,500.00	\$13,792.80	\$10,000.00	\$10,662.35

5.11.6 Engineering Manager

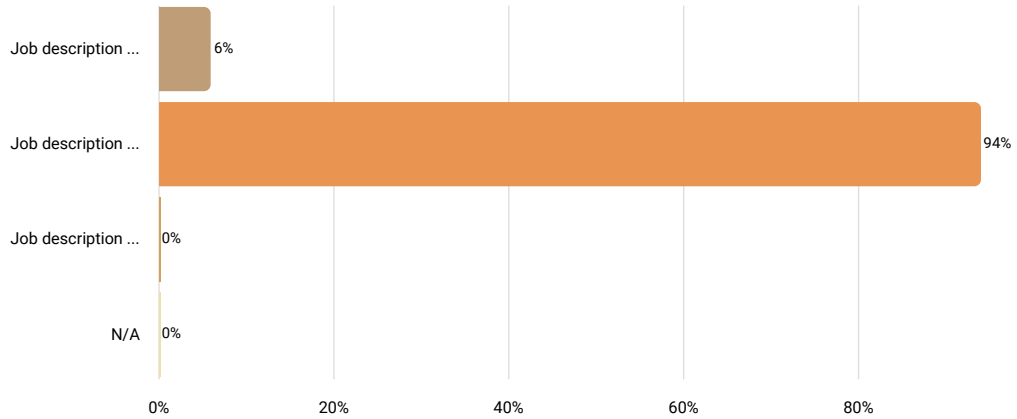
Job description Provide management to members of technical, engineering and/or research business units. Responsible for unit performance.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



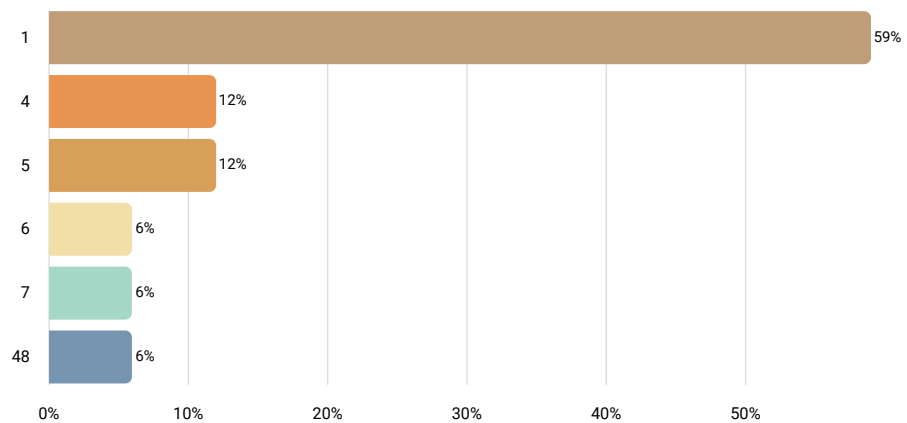
Results	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	94%	16
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



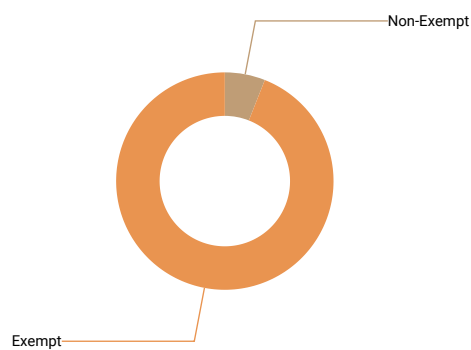
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	5
90th percentile	7
Mean	5.24
Median	1
Standard deviation	11.22
Total/sum	89

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



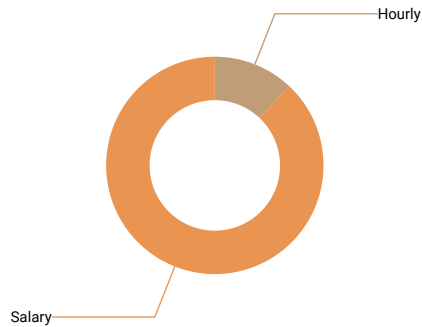
Results	%	N
Non-Exempt	6%	1
Exempt	94%	16

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 Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	7	\$162,250.00	\$188,676.00	\$210,496.00	\$274,570.00	\$316,178.00	\$223,123.57	\$210,496.00	\$53,375.96
Pay Range Minimum Salary	7	\$57,915.00	\$74,500.00	\$113,451.00	\$166,000.00	\$188,676.00	\$122,907.14	\$113,451.00	\$48,071.20
Actual Lowest Base Salary	13	\$94,410.00	\$125,000.00	\$136,000.00	\$157,994.37	\$185,000.00	\$139,571.83	\$136,000.00	\$30,775.82
Actual Average Base Salary	13	\$119,610.40	\$125,000.00	\$162,235.00	\$178,454.00	\$185,000.00	\$150,383.25	\$162,235.00	\$31,630.96
Actual Highest Base Salary	13	\$119,610.40	\$129,000.00	\$181,000.00	\$200,382.00	\$214,989.00	\$166,560.92	\$181,000.00	\$41,674.90
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$0.00	\$2,500.00	\$10,000.00	\$14,000.00	\$50,000.00	\$12,371.14	\$10,000.00	\$15,071.71

5.11.7 Quality Control Manager

Job description

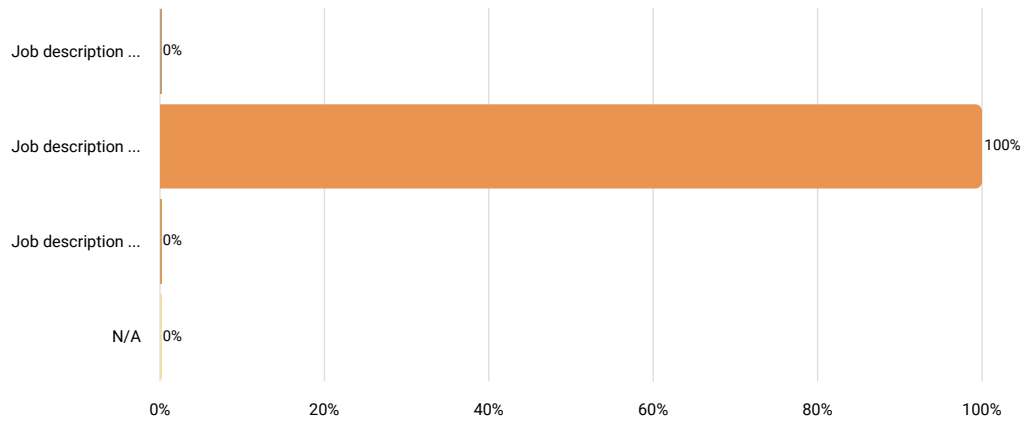
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedures and works with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



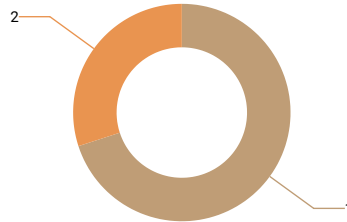
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



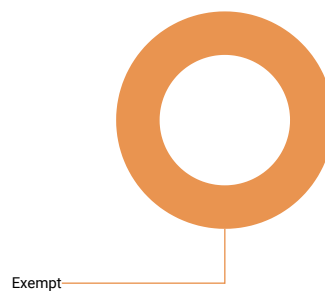
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.3
Median	1
Standard deviation	0.48
Total/sum	13

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



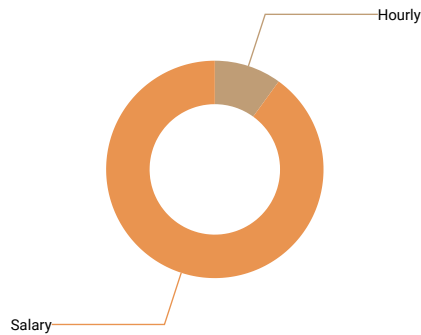
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	5	\$75,980.00	\$110,000.00	\$162,250.00	\$201,194.00	\$220,000.00	\$153,884.80	\$162,250.00	\$60,568.95
Pay Range Minimum Salary	5	\$43,830.00	\$74,500.00	\$83,000.00	\$108,335.00	\$145,000.00	\$90,933.00	\$83,000.00	\$38,005.72
Actual Lowest Base Salary	6	\$59,794.00	\$88,312.00	\$108,750.00	\$125,000.00	\$213,000.00	\$117,267.67	\$108,750.00	\$52,928.91
Actual Average Base Salary	7	\$64,897.00	\$93,000.00	\$114,400.00	\$125,250.00	\$213,000.00	\$119,412.00	\$114,400.00	\$46,336.59
Actual Highest Base Salary	8	\$70,000.00	\$101,500.00	\$113,380.00	\$125,500.00	\$213,000.00	\$120,470.00	\$113,380.00	\$41,622.39
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.8 Safety/Environmental Manager

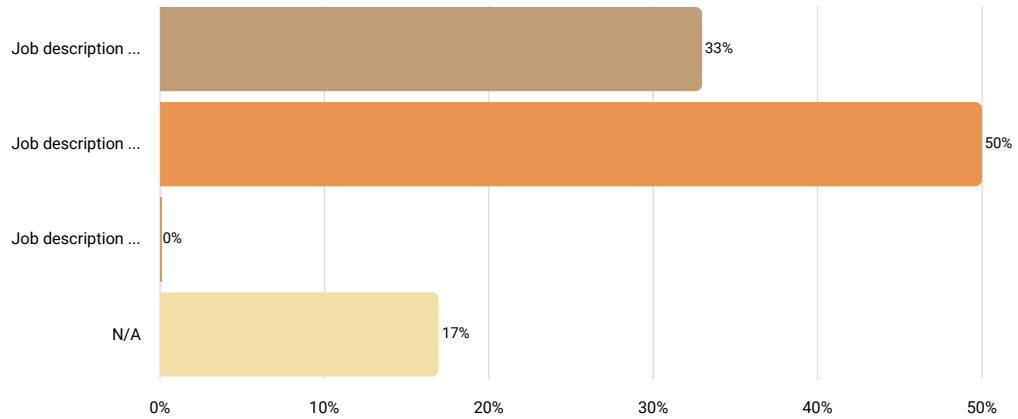
Job description Responsible for compliance with safety and environmental standards throughout the facility.

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



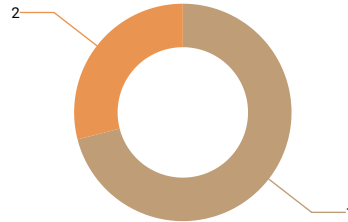
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	2
Job description matches the position at your company very well		50%	3
Job description is perceptibly stronger than the position at your company		0%	0
N/A		17%	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



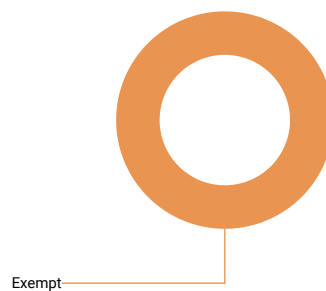
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.29
Median	1
Standard deviation	0.49
Total/sum	9

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



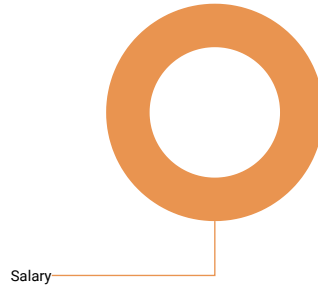
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary	5	\$70,757.00	\$87,800.00	\$162,250.00	\$169,475.00	\$230,311.00	\$144,118.60	\$162,250.00	\$65,104.79
Pay Range Minimum Salary	5	\$47,171.00	\$58,530.00	\$74,500.00	\$87,350.00	\$91,256.00	\$71,761.40	\$74,500.00	\$18,776.99
Actual Lowest Base Salary	5	\$74,535.00	\$80,000.00	\$110,589.00	\$140,197.00	\$140,550.00	\$109,174.20	\$110,589.00	\$31,622.24
Actual Average Base Salary	6	\$65,000.00	\$74,535.00	\$106,187.00	\$140,197.00	\$146,580.00	\$106,447.67	\$106,187.00	\$34,670.23
Actual Highest Base Salary	7	\$65,000.00	\$74,535.00	\$92,000.00	\$140,197.00	\$152,610.00	\$106,928.86	\$92,000.00	\$34,765.69
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.9 Contracts Manager

Job description

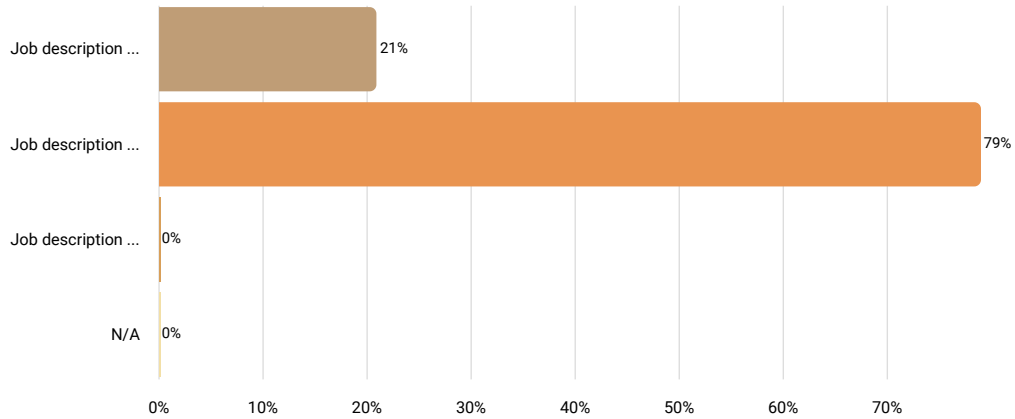
Serve as the key point of contact between a business and third parties/government to ensure timely review and approval of any variations. Provide recommendations and negotiate directly with the government, customer attorneys, or purchasing staff to craft a final document that is satisfactory to all parties.

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

Answered 14 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 5 times

Skipped 10 times

Text input

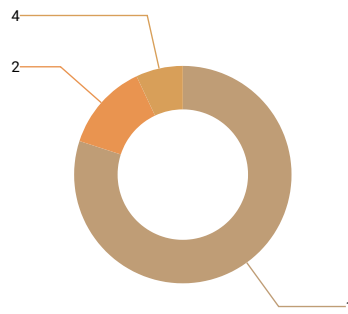
Results		N
director of contracts		2
subcontract management leader		1
deputy director, contracts; director, contracts		1
contracts director		1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



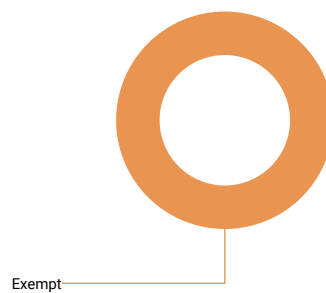
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.33
Median	1
Standard deviation	0.82
Total/sum	20

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



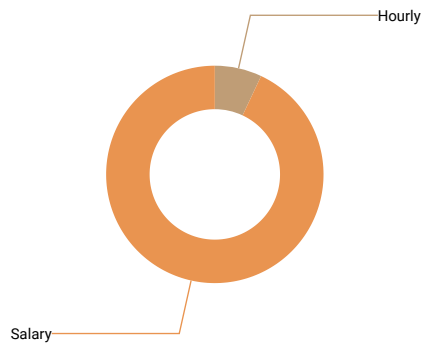
Results	%	N
Non-Exempt	0%	0
Exempt	100%	15

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
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 Lowest Base Salary	11	\$86,153.60	\$114,004.00	\$135,000.00	\$160,000.00	\$187,567.00	\$211,804.69	\$135,000.00	\$274,395.99
Actual Average Base Salary	11	\$86,153.60	\$120,720.00	\$132,002.00	\$155,000.00	\$160,000.00	\$131,007.78	\$132,002.00	\$33,270.25
Actual Highest Base Salary	13	\$86,153.60	\$123,240.00	\$139,050.00	\$160,000.00	\$165,000.00	\$135,025.60	\$139,050.00	\$32,684.30
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$2,000.00	\$3,200.00	\$5,000.00	\$5,400.00	\$3,133.33	\$3,200.00	\$2,050.04

5.11.10 Facilities Manager

Job description

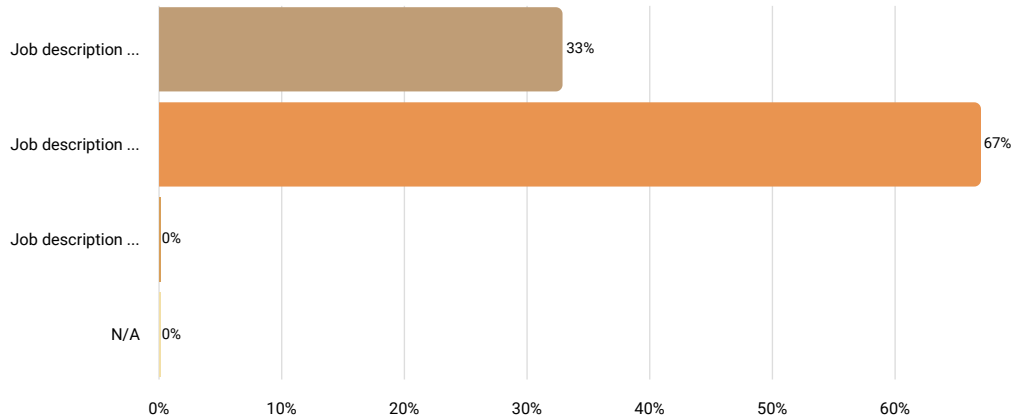
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



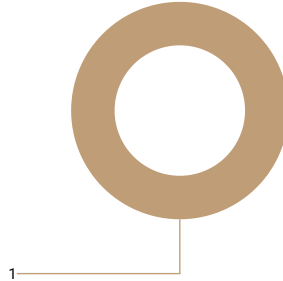
Results		
	%	N
Job description is perceptibly weaker than the position at your company	33%	2
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



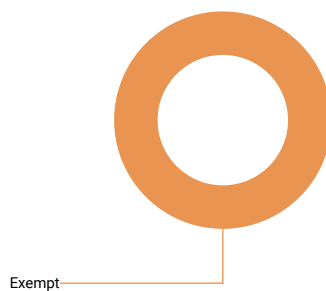
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		6

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



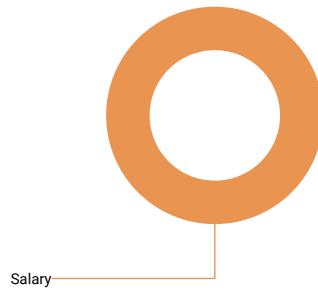
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	\$71,597.00	\$81,356.00	\$109,327.00	\$118,005.00	\$161,307.00	\$108,318.40	\$109,327.00	\$35,277.72
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.11 Proposal Manager

Job description

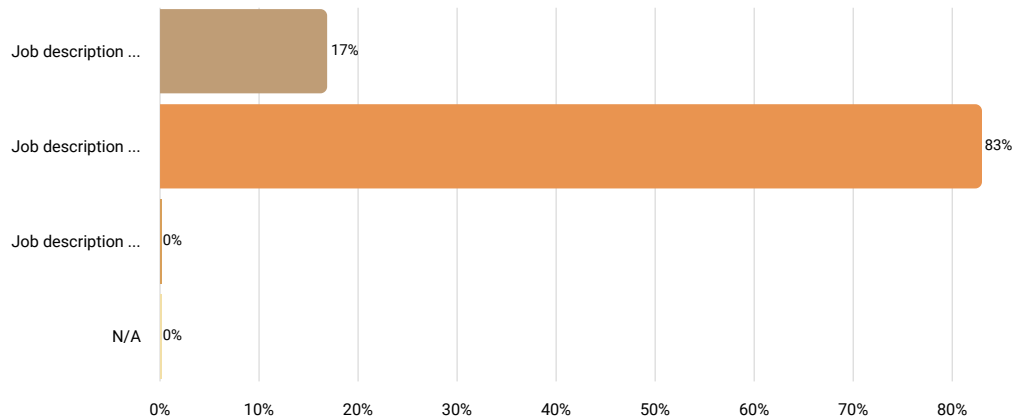
Ensure that all of the company's proposals are fully executed from start to finish. Perform and delegate tasks required to complete a proposal, such as writing, editing, and other efforts associated with the process.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



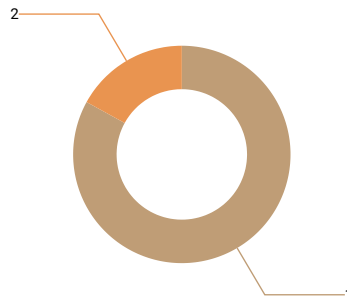
Results			
	%	N	
Job description is perceptibly weaker than the position at your company	17%	1	
Job description matches the position at your company very well	83%	5	
Job description is perceptibly stronger than the position at your company	0%	0	
	N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



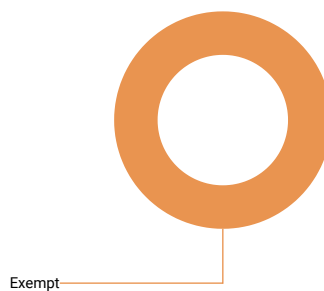
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.17
Median	1
Standard deviation	0.41
Total/sum	7

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



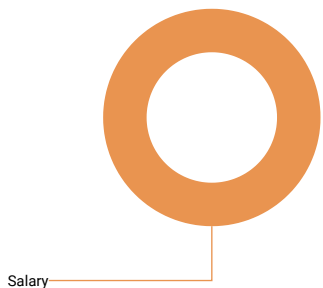
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

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

5.11.13 Purchasing Manager

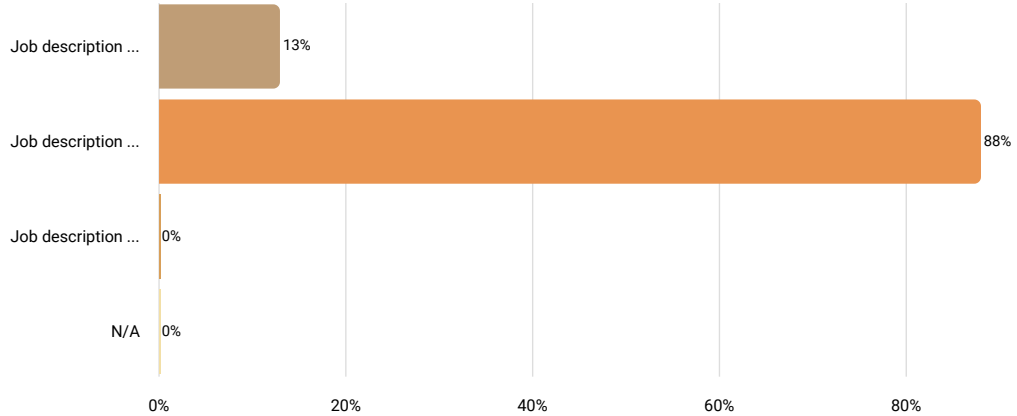
Job description Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 8 times

Skipped 1 times

Select one answer (radio button)



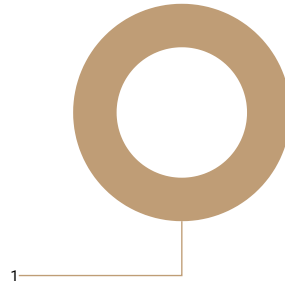
Results		%	N
Job description is perceptibly weaker than the position at your company		13%	1
Job description matches the position at your company very well		88%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



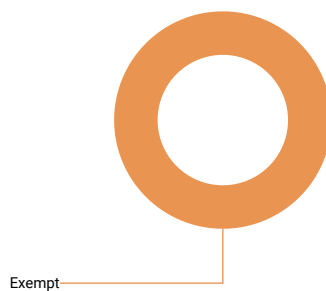
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	9

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



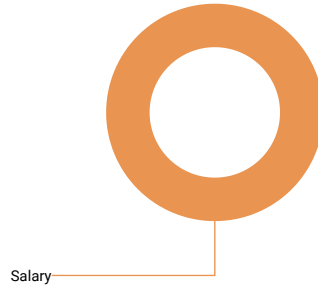
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	6	\$50,000.00	\$85,000.00	\$101,500.00	\$116,763.56	\$117,918.00	\$95,446.93	\$101,500.00	\$26,727.10
Actual Average Base Salary	7	\$50,000.00	\$85,000.00	\$116,077.00	\$117,918.00	\$135,200.00	\$101,279.79	\$116,077.00	\$28,743.45
Actual Highest Base Salary	7	\$50,000.00	\$85,000.00	\$96,600.00	\$117,918.00	\$122,000.00	\$96,611.65	\$96,600.00	\$25,450.16
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.14 Human Resources Manager or Director

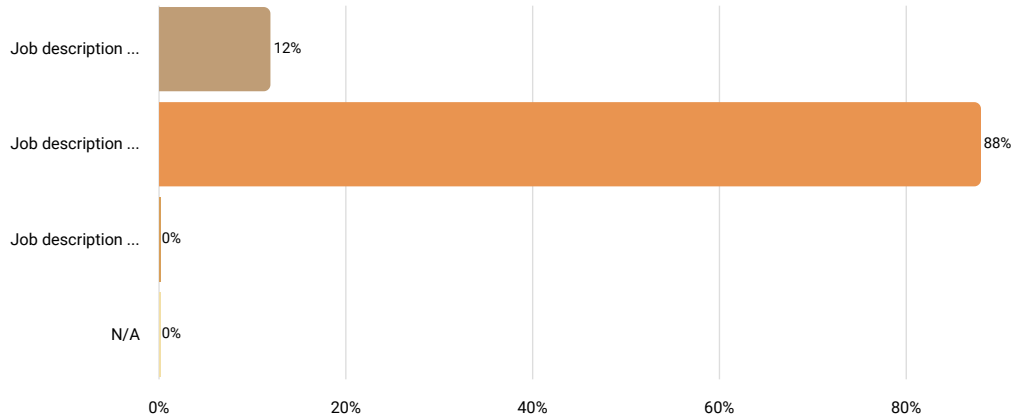
Job description Plan, direct, or coordinate human resources activities and staff of an organization.

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	12%	3
Job description matches the position at your company very well	88%	23
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 5 times

Skipped 21 times

Text input

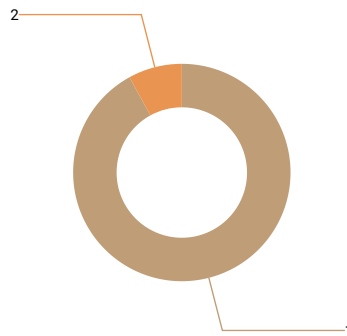
Results	
director of hr	1
hr compliance manager, recruiting manager	1
director of human resources	1
deputy director of human resources	1
human resources director	1

Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



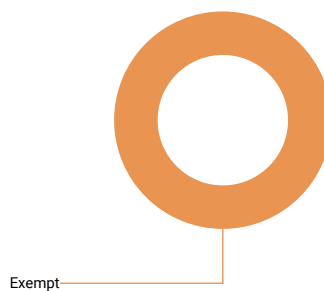
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.08
Median	1
Standard deviation	0.27
Total/sum	28

FLSA Status

Answered 25 times

Skipped 1 times

Select one answer (radio button)



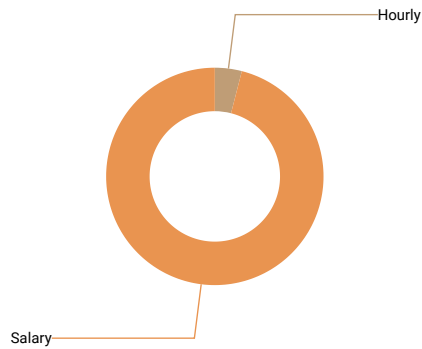
Results	%	N
Non-Exempt	0%	0
Exempt	100%	25

Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	25

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	16	\$85,000.00	\$117,402.00	\$150,295.00	\$187,417.00	\$210,695.00	\$149,379.85	\$150,295.00	\$43,379.49
Pay Range Minimum Salary	16	\$50,000.00	\$67,092.00	\$91,500.00	\$103,727.00	\$120,000.00	\$85,650.04	\$91,500.00	\$31,206.68
Actual Lowest Base Salary	20	\$67,521.50	\$86,632.04	\$129,755.50	\$143,500.00	\$165,993.37	\$120,155.61	\$129,755.50	\$37,348.41
Actual Average Base Salary	22	\$80,000.00	\$90,770.00	\$124,355.50	\$143,000.00	\$153,743.00	\$117,856.02	\$124,355.50	\$32,260.53
Actual Highest Base Salary	19	\$80,000.00	\$93,264.08	\$134,711.00	\$144,000.00	\$165,186.00	\$120,576.25	\$134,711.00	\$32,133.78
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$2,400.00	\$2,600.00	\$4,287.00	\$11,875.00	\$25,000.00	\$9,410.33	\$4,287.00	\$10,289.71

5.11.15 Administrative or Business Manager

Job description

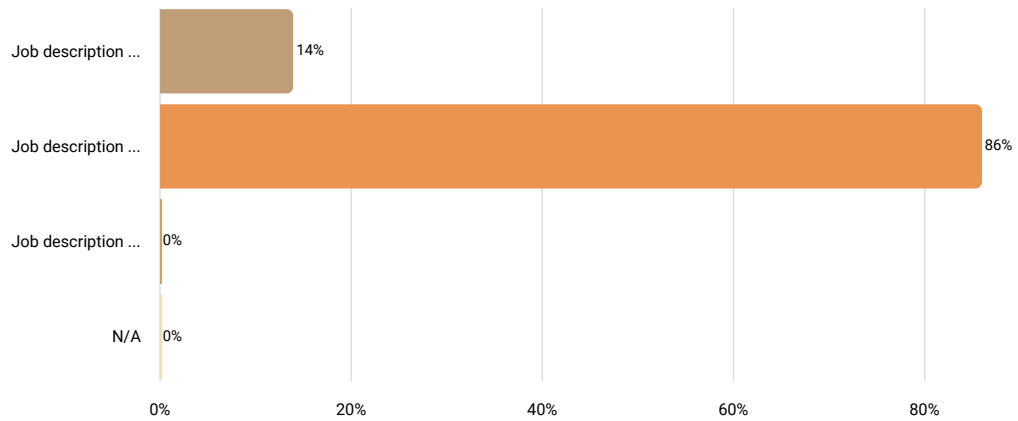
Directs and coordinates administrative functions of the facility. This position may combine the roles of oversight over one or more functional areas such as accounting, finance, human resources, etc.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



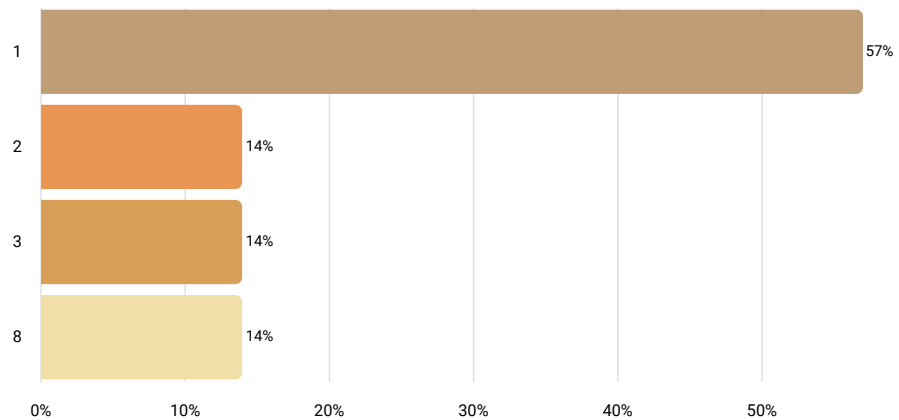
Results		%	N
Job description is perceptibly weaker than the position at your company		14%	1
Job description matches the position at your company very well		86%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



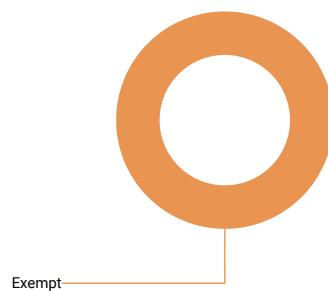
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	8
Mean	2.43
Median	1
Standard deviation	2.57
Total/sum	17

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



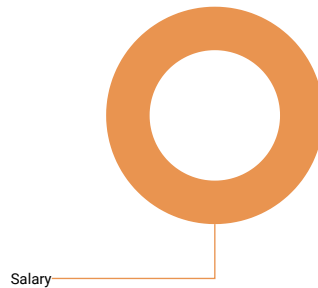
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary	5	\$85,000.00	\$212,000.00	\$216,300.00	\$230,311.00	\$316,178.00	\$211,957.80	\$216,300.00	\$82,667.75
Pay Range Minimum Salary	5	\$65,000.00	\$87,350.00	\$95,000.00	\$106,130.00	\$141,000.00	\$98,896.00	\$95,000.00	\$27,939.69
Actual Lowest Base Salary	6	\$65,000.00	\$113,840.00	\$133,460.00	\$158,000.00	\$174,859.00	\$129,769.83	\$133,460.00	\$39,162.34
Actual Average Base Salary	7	\$75,000.00	\$120,000.00	\$152,644.00	\$160,000.00	\$209,742.00	\$142,741.86	\$152,644.00	\$41,996.84
Actual Highest Base Salary	6	\$85,000.00	\$120,000.00	\$143,518.50	\$158,369.00	\$246,991.00	\$149,566.17	\$143,518.50	\$54,962.92
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.16 General or Operations Manager

Job description

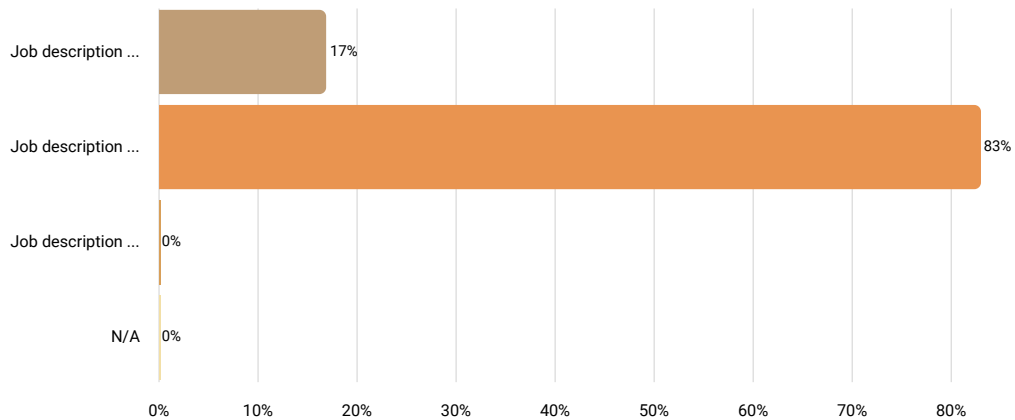
Plan, direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general 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.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



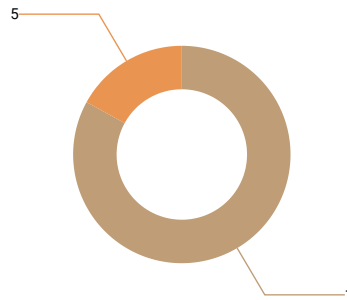
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



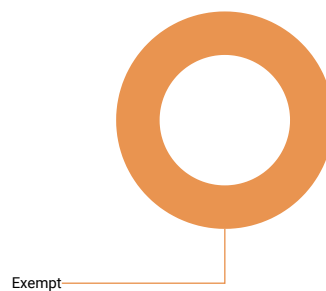
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	5
Mean	1.67
Median	1
Standard deviation	1.63
Total/sum	10

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



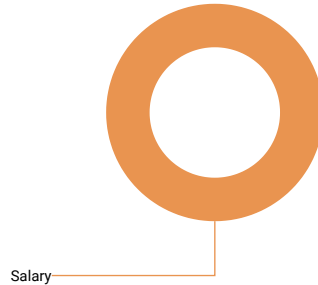
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	6	\$121,694.00	\$135,000.00	\$143,443.20	\$155,000.00	\$160,000.00	\$143,096.73	\$143,443.20	\$14,597.90
Actual Highest Base Salary	5	\$135,000.00	\$135,886.40	\$151,000.00	\$155,000.00	\$187,461.00	\$152,869.48	\$151,000.00	\$21,285.86
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.17 Production Manager

Job description

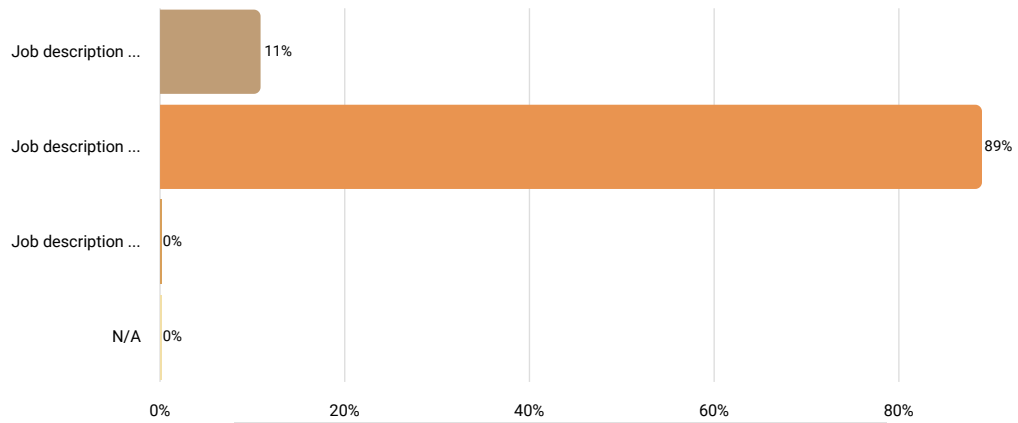
Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



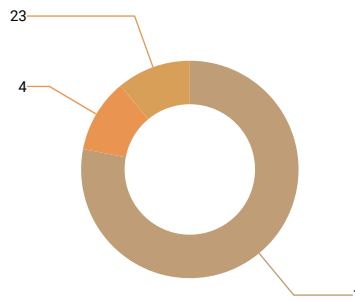
Results	%	N
Job description is perceptibly weaker than the position at your company	11%	1
Job description matches the position at your company very well	89%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



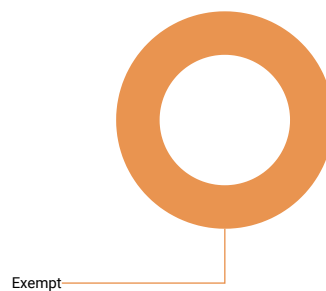
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	23
Mean	3.78
Median	1
Standard deviation	7.28
Total/sum	34

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



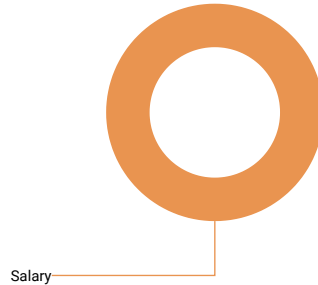
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	7	\$108,401.00	\$114,000.00	\$125,000.00	\$151,177.00	\$161,496.00	\$129,296.29	\$125,000.00	\$19,822.18
Actual Average Base Salary	7	\$106,826.96	\$114,000.00	\$117,258.17	\$157,921.00	\$161,496.00	\$128,500.30	\$117,258.17	\$22,004.47
Actual Highest Base Salary	9	\$106,826.96	\$114,000.00	\$125,000.00	\$142,994.00	\$166,519.00	\$131,870.66	\$125,000.00	\$21,905.98
Average Incentive Bonus or Other Cash Bonus (Annual)									

Executive

5.12.1 Top Level Sales/Mktg (CMO/VP Sales and Mktg)

Job description

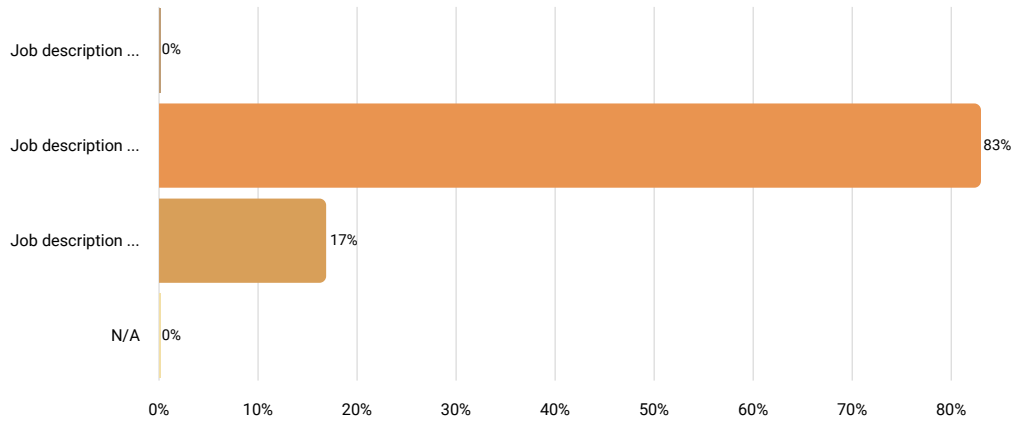
Leader of the entire sales/marketing/business development function of the organization. Responsible for managing all brands, distribution channels, and deployment of sales for the organization. They are responsible for developing the strategic sales plans based on company goals that will promote sales growth and customer satisfaction for the organization.

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

Answered 6 times

Skipped 1 times

Select one answer (radio button)



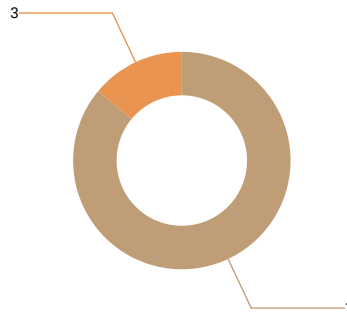
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	17%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



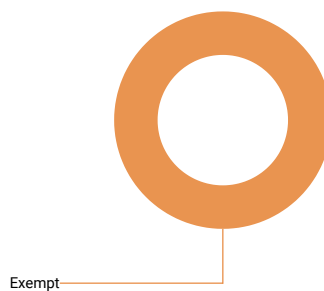
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.29
Median	1
Standard deviation	0.76
Total/sum	9

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



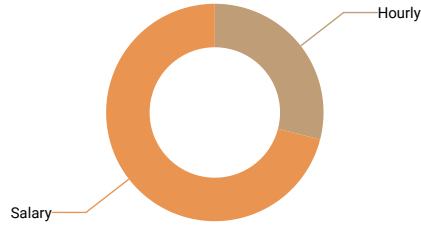
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	2
Salary	71%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary	5	\$181,413.00	\$205,000.00	\$235,518.00	\$252,000.00	\$319,923.00	\$238,770.80	\$235,518.00	\$52,918.94
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.12.2 Top Technical Exec (CTO/VP Technology)

Job description

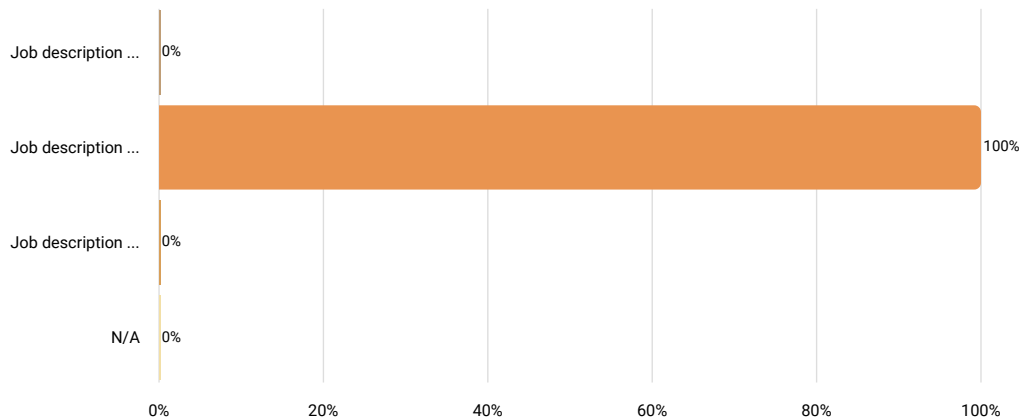
Leader of the entire technical function of the organization, including IT. Guides and directs the technical strategy and function including the work of all technical staff.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



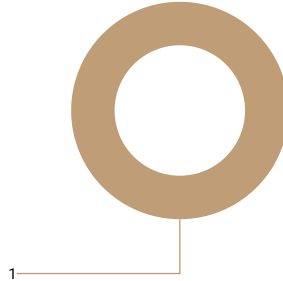
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



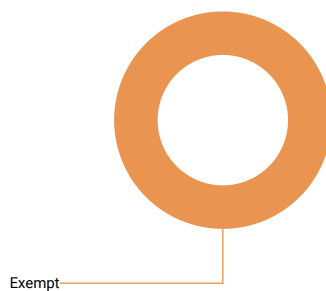
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		7

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



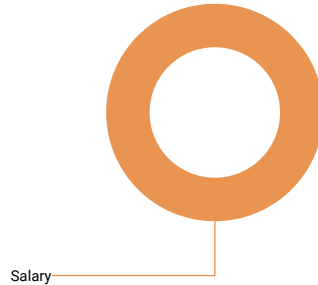
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
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 Lowest Base Salary	7	\$182,832.00	\$195,000.00	\$213,000.00	\$250,000.00	\$271,064.00	\$222,294.57	\$213,000.00	\$31,060.61
Actual Average Base Salary	7	\$182,832.00	\$195,000.00	\$213,000.00	\$250,000.00	\$271,064.00	\$222,294.57	\$213,000.00	\$31,060.61
Actual Highest Base Salary	7	\$182,832.00	\$195,000.00	\$213,200.00	\$250,000.00	\$271,064.00	\$222,323.14	\$213,200.00	\$31,050.73
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.12.3 Top Programs Exec (VP Programs)

Job description

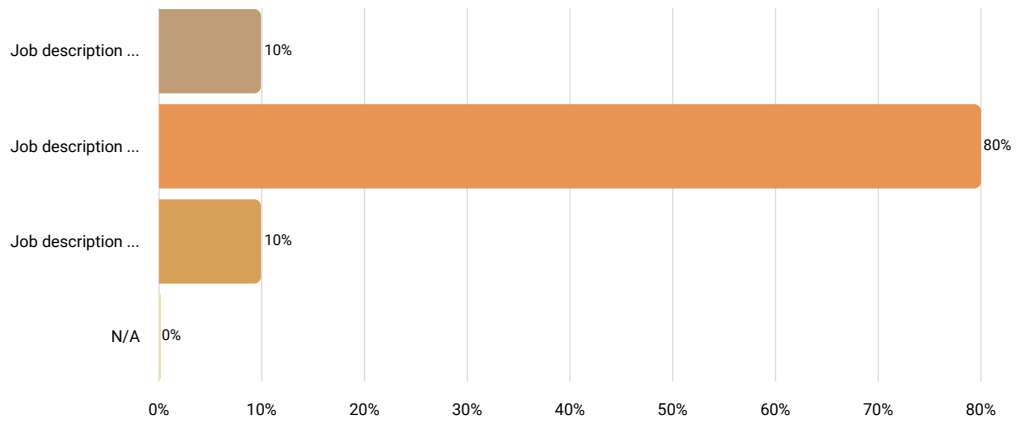
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency and economy of operations.

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

Answered 10 times

Skipped 1 times

Select one answer (radio button)



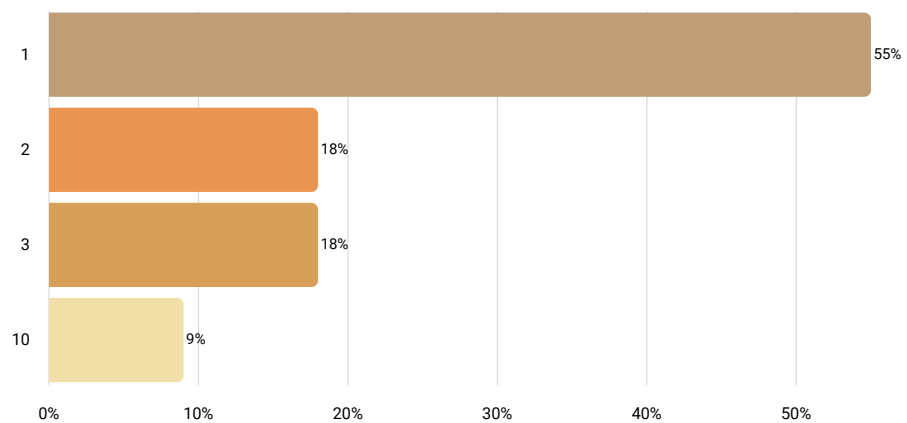
Results	%	N
Job description is perceptibly weaker than the position at your company	10%	1
Job description matches the position at your company very well	80%	8
Job description is perceptibly stronger than the position at your company	10%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



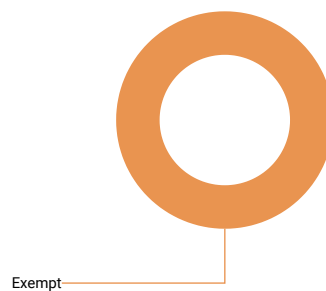
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	3
Mean	2.36
Median	1
Standard deviation	2.66
Total/sum	26

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



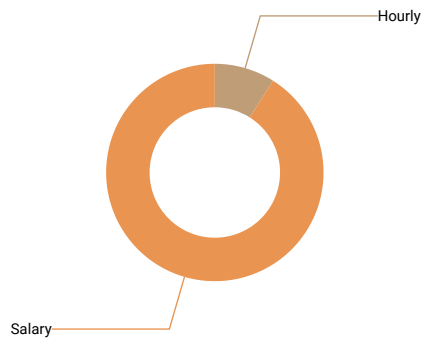
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	8	\$146,000.00	\$180,000.00	\$186,393.00	\$207,496.00	\$270,000.00	\$195,472.25	\$186,393.00	\$36,081.86
Actual Average Base Salary	8	\$146,000.00	\$196,065.00	\$200,000.00	\$213,649.50	\$270,000.00	\$204,428.63	\$200,000.00	\$34,010.87
Actual Highest Base Salary	9	\$146,000.00	\$196,623.00	\$211,452.00	\$220,000.00	\$274,999.92	\$214,022.77	\$211,452.00	\$39,529.43
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,400.00	\$5,000.00	\$13,000.00	\$110,000.00	\$180,000.00	\$53,900.00	\$13,000.00	\$74,101.96

5.12.4 Top Financial Exec (CFO)

Job description

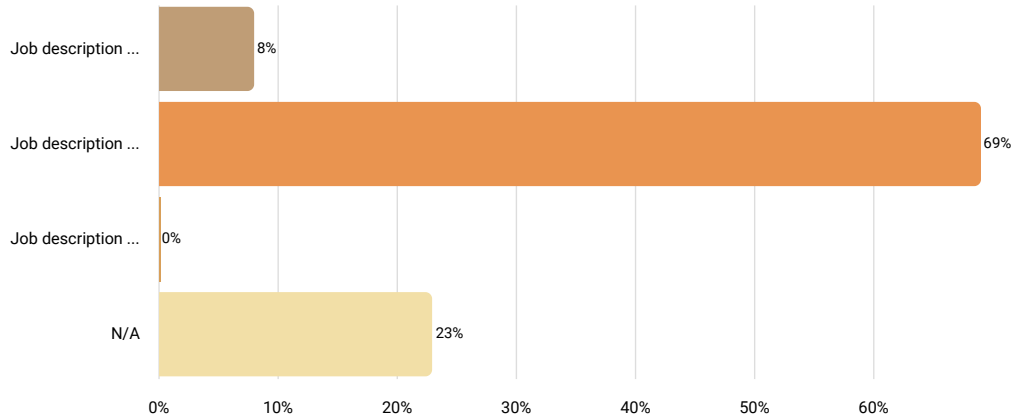
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product output in keeping with the organization's strategic objectives.

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	0%	0
N/A	23%	3

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

Answered 5 times

Skipped 8 times

Text input

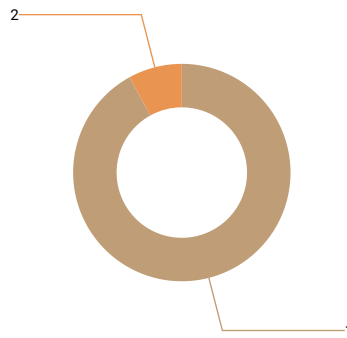
Results	
the cfo oversees and directs the financial activities of the corporation, directs the preparation of current financial reports and summaries, and creates forecasts predicting future growth.	1
controller	1
executive vice president - chief financial officer, executive vice president - finance	1
vice president, accounting & finance	1
cfo/vice chairman	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



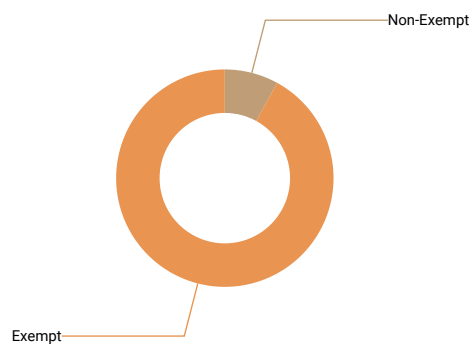
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.08
Median	1
Standard deviation	0.28
Total/sum	14

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



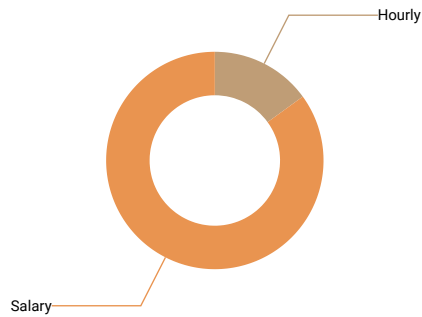
Results	%	N
Non-Exempt	8%	1
Exempt	92%	12

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary	5	\$80,000.00	\$126,676.00	\$135,012.00	\$224,800.00	\$273,000.00	\$167,897.60	\$135,012.00	\$78,725.90
Actual Lowest Base Salary	10	\$126,495.20	\$135,012.00	\$149,935.00	\$210,000.00	\$252,262.50	\$171,072.64	\$149,935.00	\$50,114.20
Actual Average Base Salary	9	\$125,008.00	\$135,012.00	\$150,000.00	\$192,669.00	\$273,000.00	\$172,529.27	\$150,000.00	\$52,782.06
Actual Highest Base Salary	11	\$127,982.40	\$135,012.00	\$166,400.00	\$250,000.00	\$253,000.00	\$185,281.93	\$166,400.00	\$55,567.55
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$0.00	\$3,853.00	\$5,850.00	\$25,000.00	\$50,000.00	\$15,092.17	\$5,850.00	\$19,220.27

5.12.5 Top HR Exec (CHRO/VP HR)

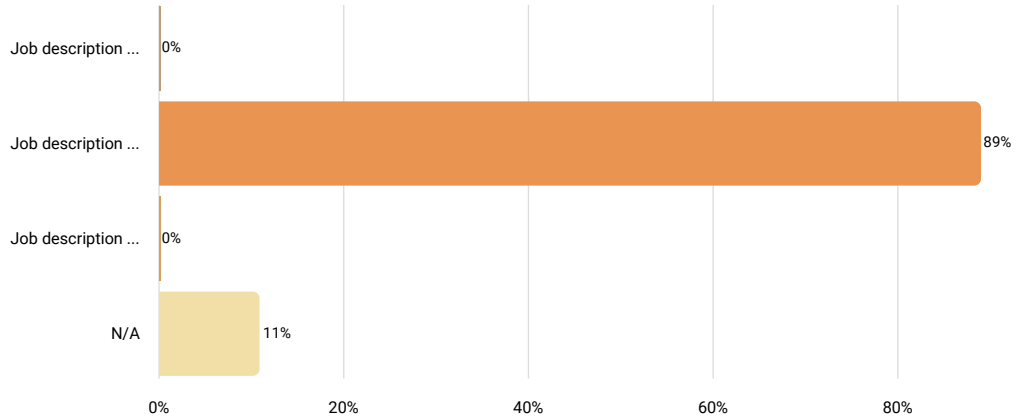
Job description Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



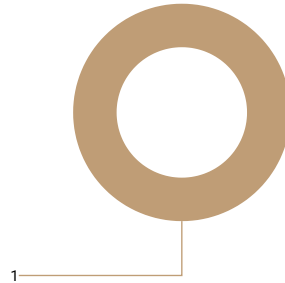
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		89%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		11%	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



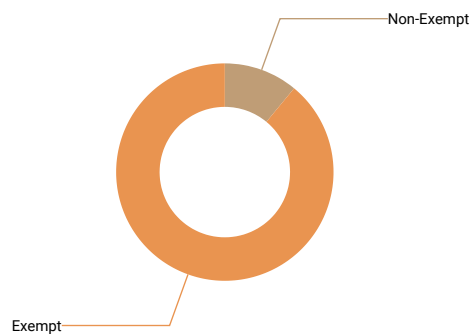
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		9

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



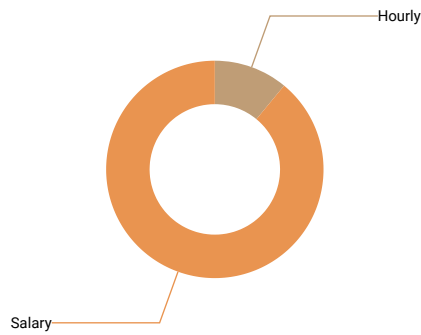
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	7	\$98,500.00	\$125,000.00	\$140,000.00	\$178,661.00	\$275,413.00	\$155,796.29	\$140,000.00	\$58,076.02
Actual Average Base Salary	7	\$125,000.00	\$140,000.00	\$146,000.00	\$178,661.00	\$275,413.00	\$166,224.86	\$146,000.00	\$50,802.56
Actual Highest Base Salary	8	\$125,000.00	\$142,500.00	\$149,000.00	\$166,080.50	\$275,413.00	\$164,446.75	\$149,000.00	\$47,302.15
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.12.6 Chief Operating Officer (COO)

Job description

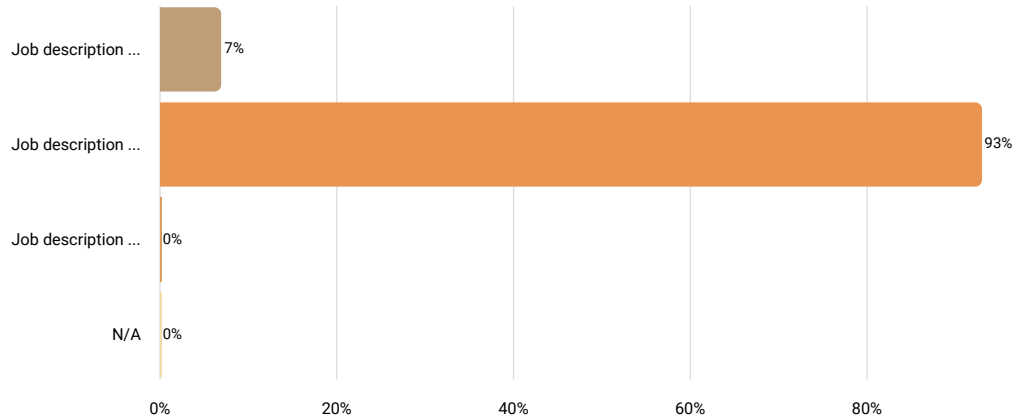
Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



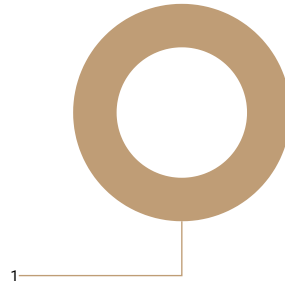
Results		%	N
Job description is perceptibly weaker than the position at your company		7%	1
Job description matches the position at your company very well		93%	14
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



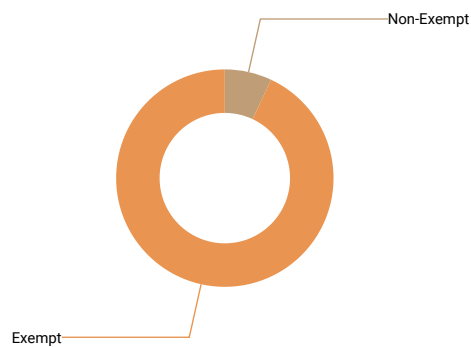
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0
Total/sum	15

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



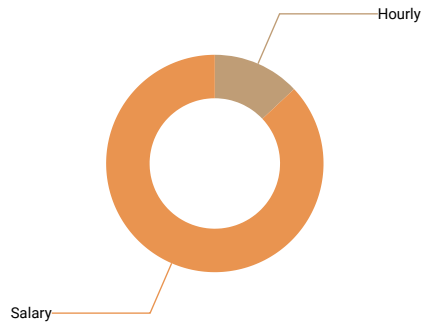
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	87%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	6	\$140,000.00	\$175,000.00	\$183,001.50	\$230,000.00	\$280,000.00	\$198,500.50	\$183,001.50	\$49,301.83
Pay Range Minimum Salary	6	\$126,676.00	\$132,059.00	\$177,500.00	\$200,000.00	\$230,000.00	\$173,955.83	\$177,500.00	\$39,617.16
Actual Lowest Base Salary	11	\$151,296.00	\$166,400.00	\$184,742.00	\$230,000.00	\$239,999.97	\$200,668.20	\$184,742.00	\$65,879.80
Actual Average Base Salary	11	\$135,000.00	\$151,296.00	\$175,000.00	\$230,000.00	\$239,999.97	\$193,850.02	\$175,000.00	\$68,640.62
Actual Highest Base Salary	13	\$151,296.00	\$168,480.00	\$195,000.00	\$239,999.97	\$305,385.60	\$210,979.68	\$195,000.00	\$67,635.86
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$0.00	\$2,400.00	\$35,000.00	\$50,000.00	\$100,000.00	\$32,871.43	\$35,000.00	\$35,996.14

5.12.7 Chief Administrative Officer (VP Admin)

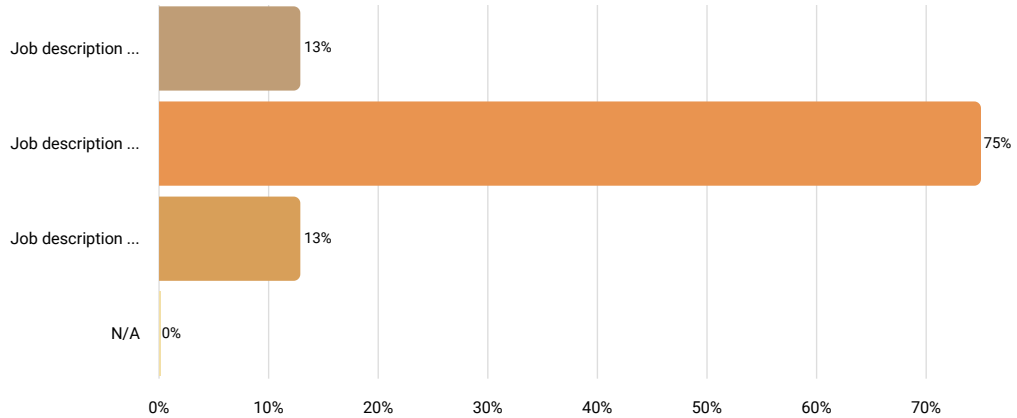
Job description Leader of numerous branches of the business, typically including finance, sales, human resources, and marketing.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



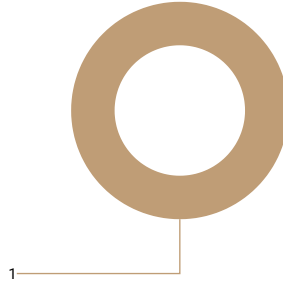
Results		%	N
Job description is perceptibly weaker than the position at your company		13%	1
Job description matches the position at your company very well		75%	6
Job description is perceptibly stronger than the position at your company		13%	1
N/A		0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



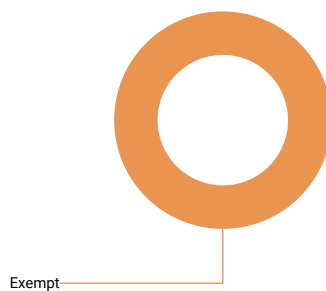
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		8

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



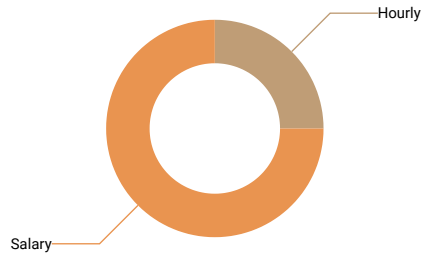
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	\$135,000.00	\$163,000.00	\$170,000.00	\$199,400.00	\$200,000.00	\$173,480.00	\$170,000.00	\$27,284.65
Actual Highest Base Salary	5	\$135,000.00	\$163,000.00	\$170,000.00	\$199,400.00	\$200,000.00	\$173,480.00	\$170,000.00	\$27,284.65
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.12.8 CEO/President

Job description

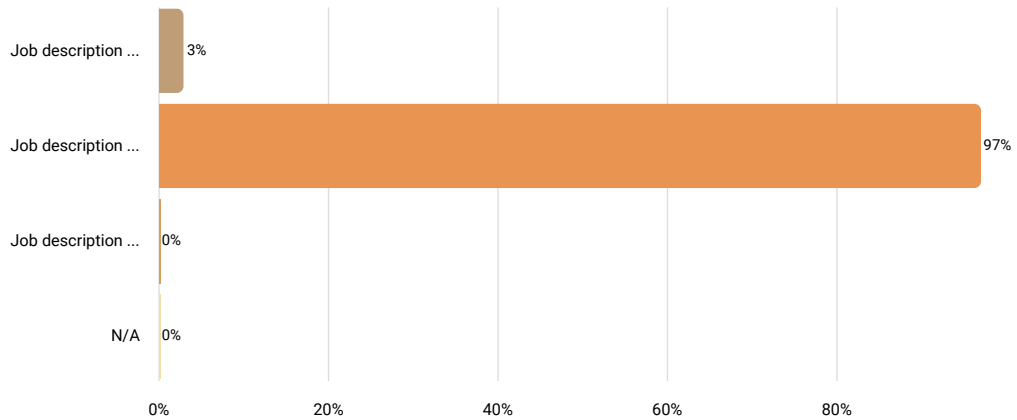
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company and board of directors.

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

Answered 30 times

Skipped 0 times

Select one answer (radio button)



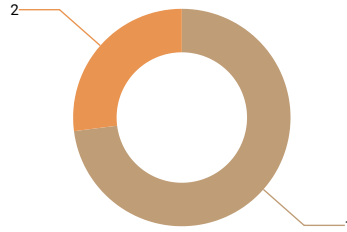
Results		
	%	N
Job description is perceptibly weaker than the position at your company	3%	1
Job description matches the position at your company very well	97%	29
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 30 times

Skipped 0 times

Number input



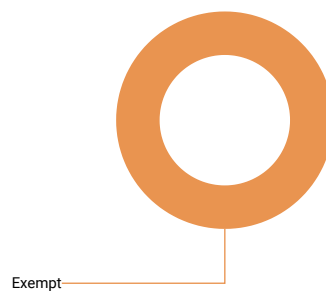
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.27
Median	1
Standard deviation	0.45
Total/sum	38

FLSA Status

Answered 30 times

Skipped 0 times

Select one answer (radio button)



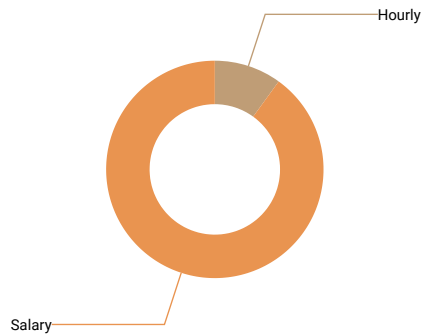
Results	%	N
Non-Exempt	0%	0
Exempt	100%	30

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	10%	3
Salary	90%	27

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	13	\$232,246.00	\$256,000.00	\$300,000.00	\$342,660.00	\$450,000.00	\$309,901.22	\$300,000.00	\$96,152.23
Pay Range Minimum Salary	13	\$145,000.00	\$166,032.00	\$225,000.00	\$256,000.00	\$300,000.00	\$227,702.45	\$225,000.00	\$105,157.86
Actual Lowest Base Salary	21	\$159,527.00	\$179,358.40	\$239,200.00	\$260,020.00	\$375,884.00	\$251,085.12	\$239,200.00	\$93,130.22
Actual Average Base Salary	24	\$155,000.00	\$176,179.20	\$232,100.00	\$272,785.00	\$385,875.00	\$246,872.85	\$232,100.00	\$95,282.71
Actual Highest Base Salary	23	\$159,527.00	\$179,358.40	\$256,000.00	\$375,884.00	\$418,350.40	\$272,919.60	\$256,000.00	\$104,297.44
Average Incentive Bonus or Other Cash Bonus (Annual)	11	\$2,700.00	\$5,000.00	\$50,000.00	\$190,000.00	\$300,000.00	\$112,736.36	\$50,000.00	\$152,080.14

5.13.1 Intern

Job description

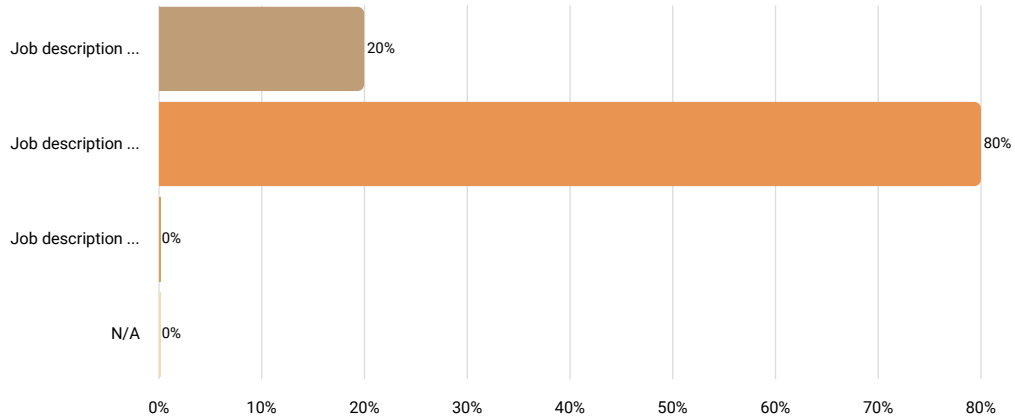
refers to a one-term work assignment, most often in the summer, but not always. Internships can be full- or part-time, paid or unpaid, depending on the employer and the career field.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



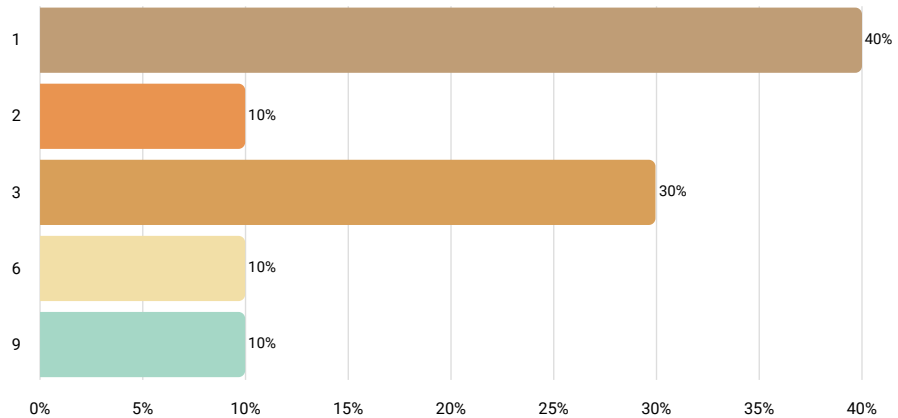
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	2
Job description matches the position at your company very well	80%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



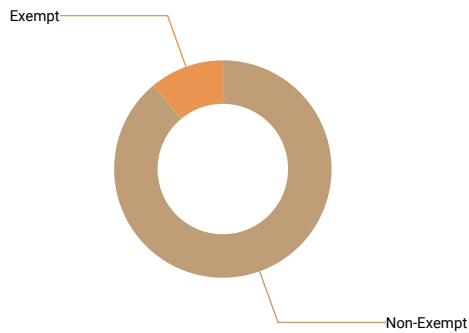
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	3
90th percentile	7.5
Mean	3
Median	2.5
Standard deviation	2.62
Total/sum	30

FLSA Status

Answered 9 times

Skipped 1 times

Select one answer (radio button)



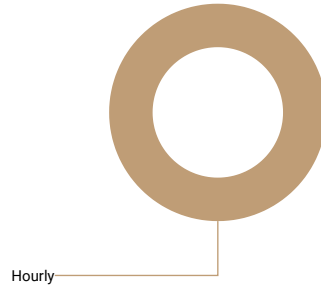
Results	%	N
Non-Exempt	89%	8
Exempt	11%	1

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	\$12.00	\$14.00	\$15.00	\$20.00	\$25.00	\$17.20	\$15.00	\$5.26
Pay Range Maximum Rate	5	\$12.00	\$16.00	\$20.00	\$20.00	\$23.00	\$18.20	\$20.00	\$4.27
Actual Lowest Base Rate	9	\$12.00	\$15.00	\$17.00	\$23.00	\$25.30	\$18.37	\$17.00	\$4.98
Actual Average Base Rate	10	\$15.34	\$17.00	\$22.50	\$25.30	\$26.67	\$21.48	\$22.50	\$4.62
Actual Highest Base Rate	10	\$16.50	\$20.00	\$24.00	\$25.30	\$31.25	\$23.38	\$24.00	\$5.69
If there is a step progression in place, enter the number of steps. If not, leave blank.									

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.

The 2024 North Central Alabama Wage and Benefit Survey was sponsored by the following organizations. Learn more about the great work they are doing:

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The survey was developed and administered by [Horizon Point Consulting, Inc.](#)