

SPECIAL REPORT: MANUFACTURERS

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

Support Staff

5.1.1 Accounting Clerk

Job description

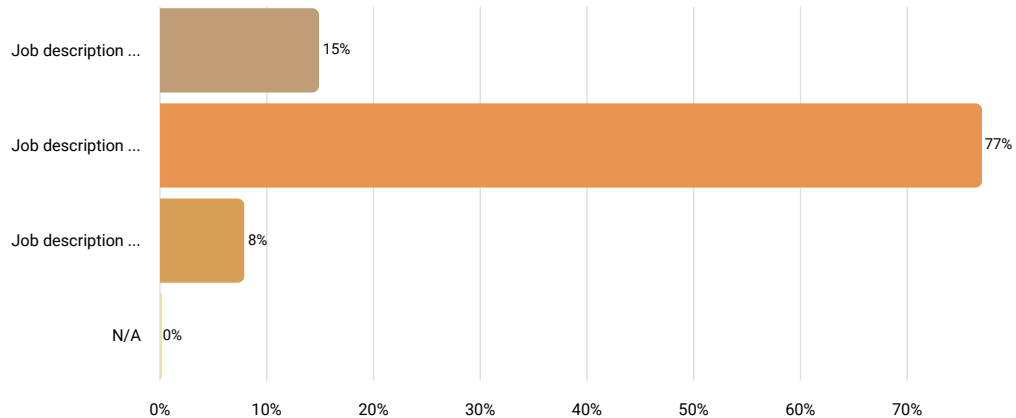
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings 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 13 times

Skipped 2 times

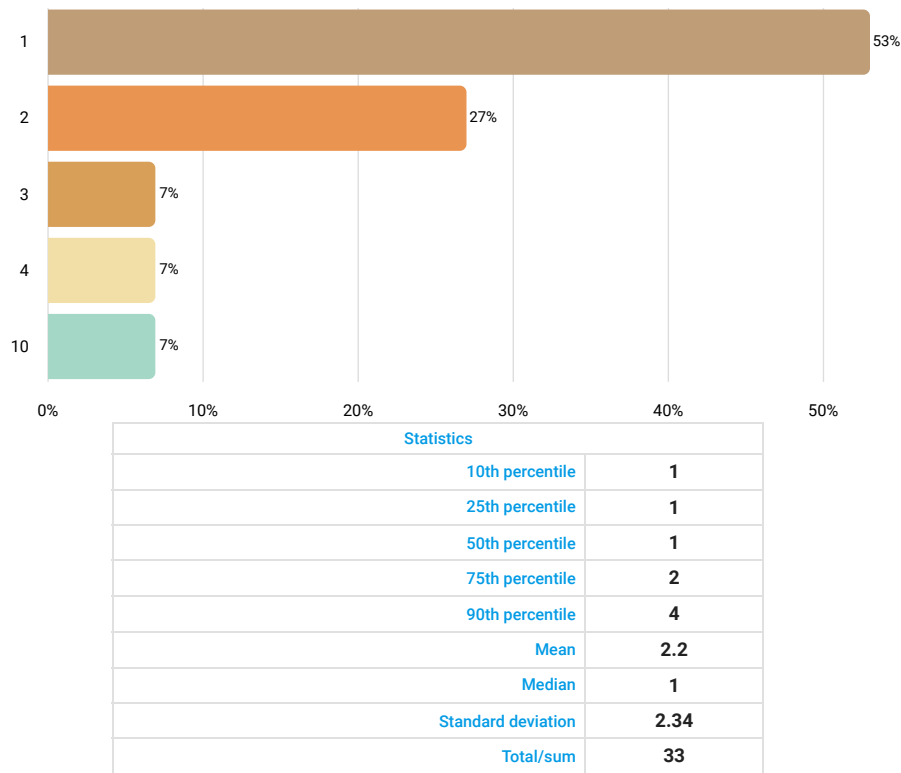
Select one answer (radio button)



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

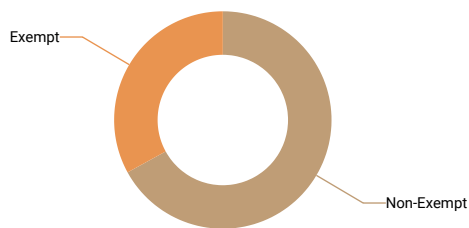
Number of Employees Currently in This Position

Answered 15 times
Skipped 0 times
Number input



FLSA Status

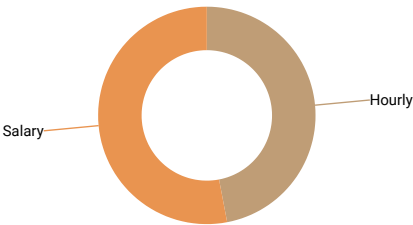
Answered 15 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	47%	7
Salary	53%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	\$19.00	\$19.23	\$23.00	\$25.00	\$26.00	\$22.54	\$23.00	\$2.90
Actual Average Base Rate	6	\$21.27	\$23.45	\$24.87	\$25.50	\$26.00	\$24.33	\$24.87	\$1.73
Actual Highest Base Rate	6	\$22.48	\$25.00	\$26.24	\$27.64	\$28.00	\$25.93	\$26.24	\$2.01
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	\$46,000.00	\$47,840.00	\$49,500.00	\$52,078.00	\$55,000.00	\$50,083.60	\$49,500.00	\$3,542.55
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.1.2 Purchasing Clerk

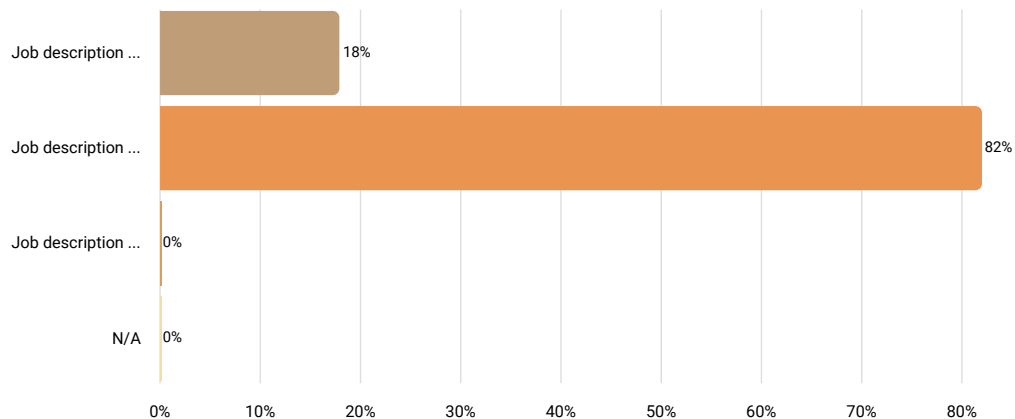
Job description Compile information and records to draw up purchase orders for procurement of materials and services.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

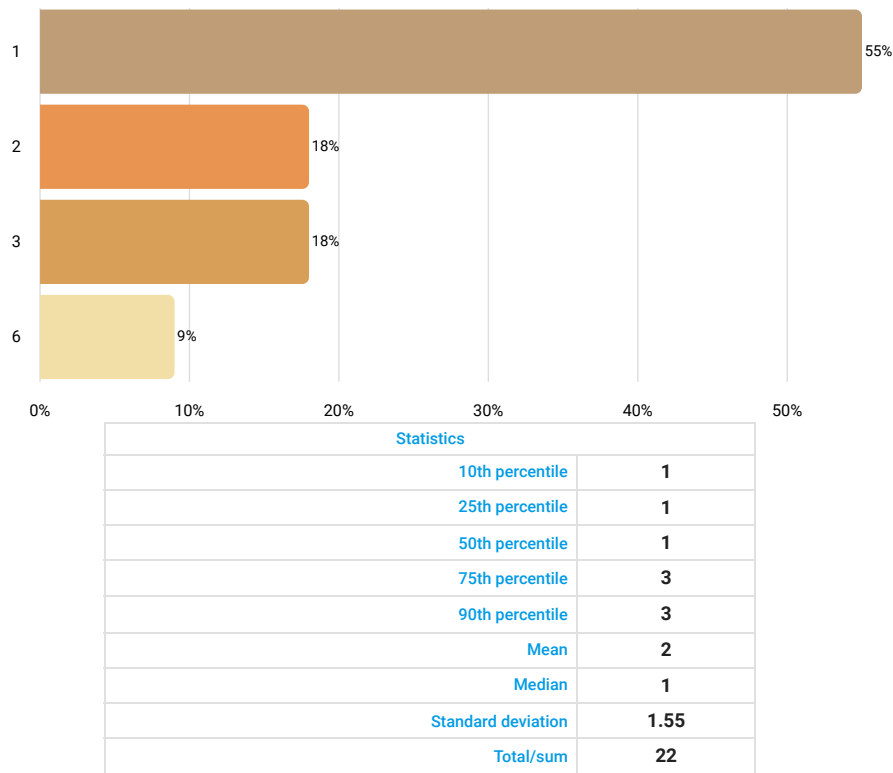
Skipped 6 times

Text input

Results	
associate - supply chain	1
purchasing specialist	1
purchasing assistant	1
administrative support - purchasing	1
purchasing associate	1

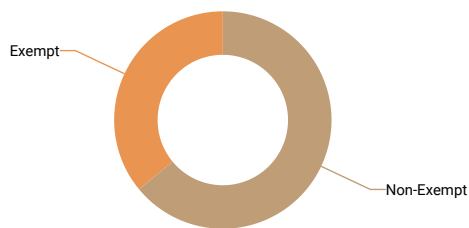
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

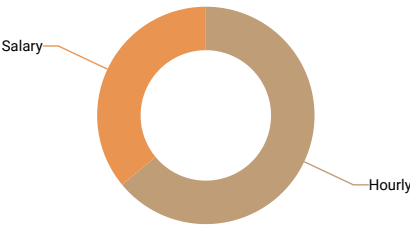
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 11 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	64%	7
Salary	36%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$15.00	\$19.00	\$22.26	\$25.00	\$27.00	\$21.65	\$22.26	\$4.78
Actual Average Base Rate	7	\$15.52	\$19.00	\$23.89	\$27.43	\$33.96	\$24.22	\$23.89	\$6.03
Actual Highest Base Rate	5	\$16.20	\$19.00	\$23.00	\$27.00	\$29.81	\$23.00	\$23.00	\$5.58
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)									

5.1.3 Human Resources Assistant

Job description

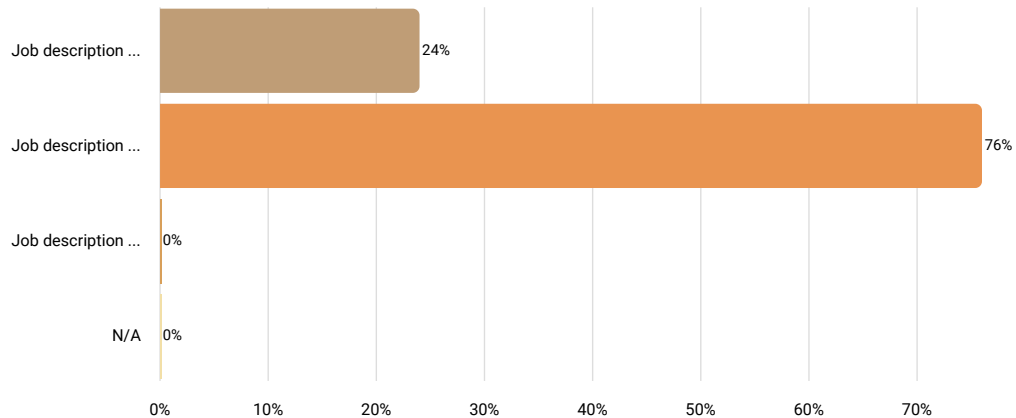
Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports on ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee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

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	24%	4
Job description matches the position at your company very well	76%	13
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 5 times

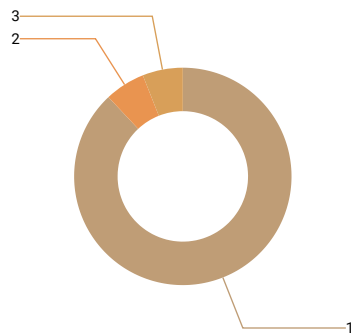
Skipped 12 times

Text input

Results	
human resources administrator	1
human resources specialist	1
human resources specialist and human resources generalist	1
human resources associate	1
human resources coordinator	1

Number of Employees Currently in This Position

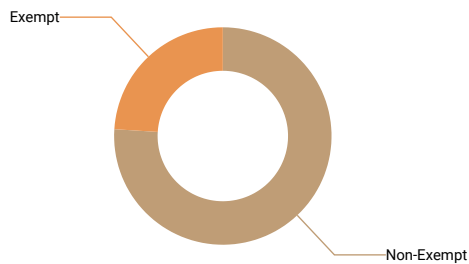
Answered 17 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.18
Median	1
Standard deviation	0.53
Total/sum	20

FLSA Status

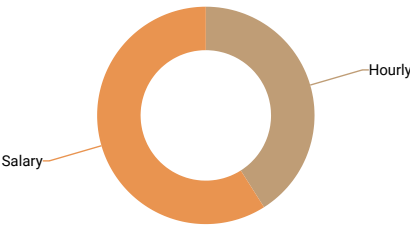
Answered 17 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	41%	7
Salary	59%	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	5	\$20.00	\$20.00	\$20.50	\$24.75	\$25.50	\$22.15	\$20.50	\$2.74
Actual Average Base Rate	7	\$19.70	\$20.00	\$21.57	\$25.50	\$26.92	\$22.71	\$21.57	\$2.95
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	7	\$60,000.00	\$61,160.00	\$79,500.00	\$87,000.00	\$109,400.00	\$78,151.43	\$79,500.00	\$17,052.05
Pay Range Minimum Salary	7	\$39,500.00	\$40,770.00	\$55,000.00	\$65,000.00	\$68,200.00	\$52,924.29	\$55,000.00	\$11,186.47
Actual Lowest Base Salary	7	\$38,000.00	\$49,920.00	\$54,000.00	\$70,500.00	\$77,175.00	\$56,794.29	\$54,000.00	\$13,200.58
Actual Average Base Salary	6	\$49,920.00	\$50,965.00	\$57,500.00	\$77,175.00	\$78,370.00	\$61,905.00	\$57,500.00	\$12,891.09
Actual Highest Base Salary	6	\$49,920.00	\$50,965.00	\$59,500.00	\$77,175.00	\$86,000.00	\$63,843.33	\$59,500.00	\$15,010.60
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.1.4 Customer Service Representative

Job description

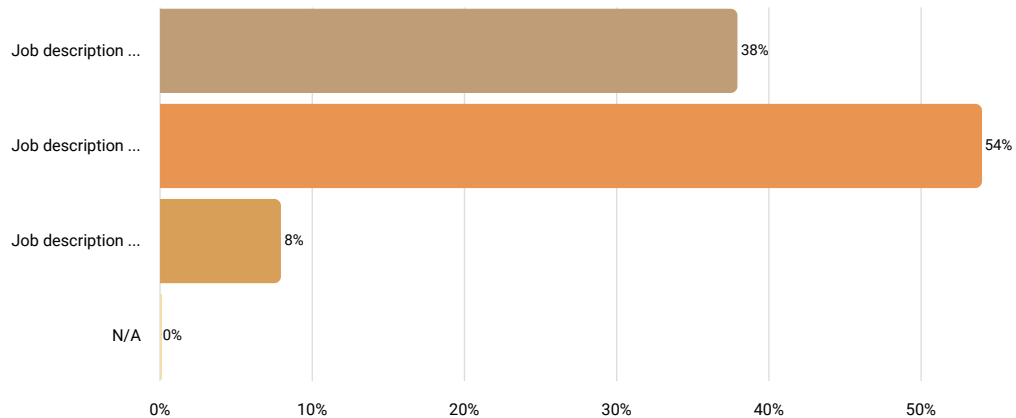
Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. Exclude individuals whose duties are primarily sales or repair

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

Answered 13 times

Skipped 0 times

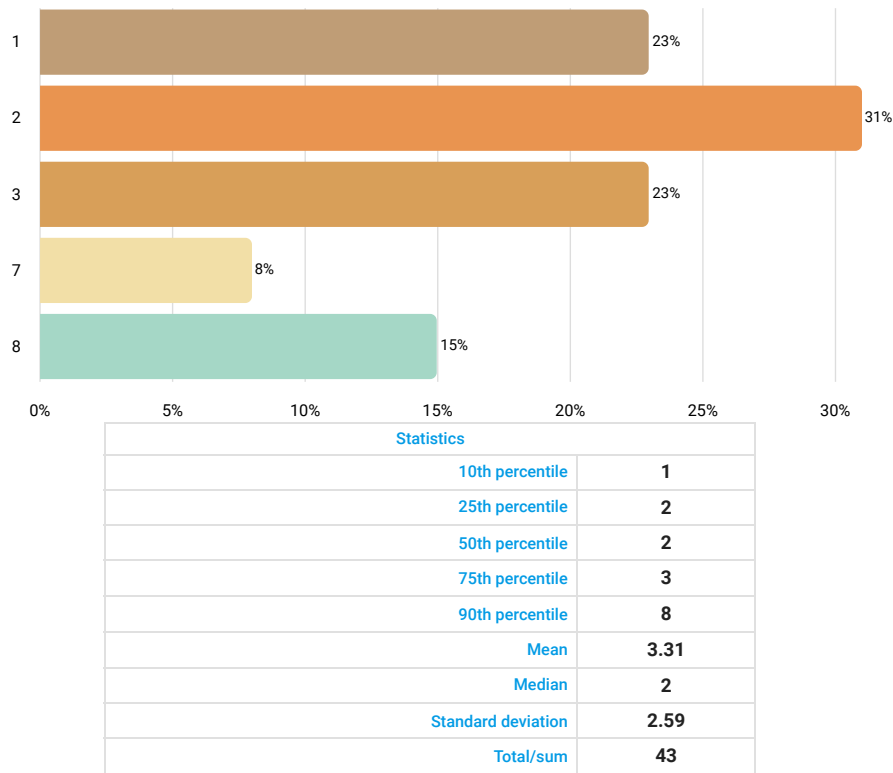
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	5
Job description matches the position at your company very well	54%	7
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

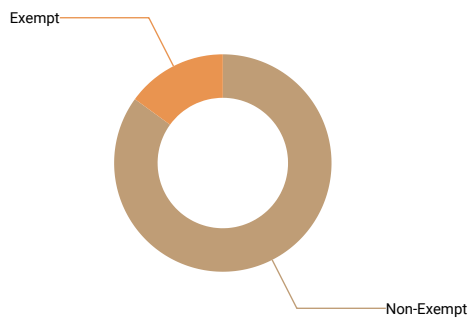
Number of Employees Currently in This Position

Answered 13 times
Skipped 0 times
Number input



FLSA Status

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



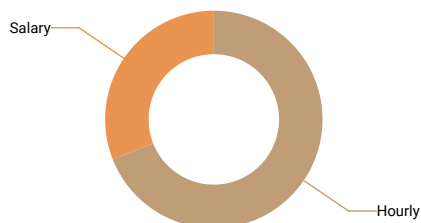
Results	%	N
Non-Exempt	85%	11
Exempt	15%	2

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	69%	9
Salary	31%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	7	\$12.00	\$15.00	\$19.00	\$22.00	\$25.00	\$18.91	\$19.00	\$4.48
Actual Average Base Rate	8	\$14.00	\$18.46	\$23.09	\$25.00	\$25.00	\$21.51	\$23.09	\$4.09
Actual Highest Base Rate	7	\$15.00	\$20.00	\$25.00	\$27.73	\$28.12	\$23.07	\$25.00	\$4.77
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)									

5.1.5 Telephone Operator/Receptionist

Job description

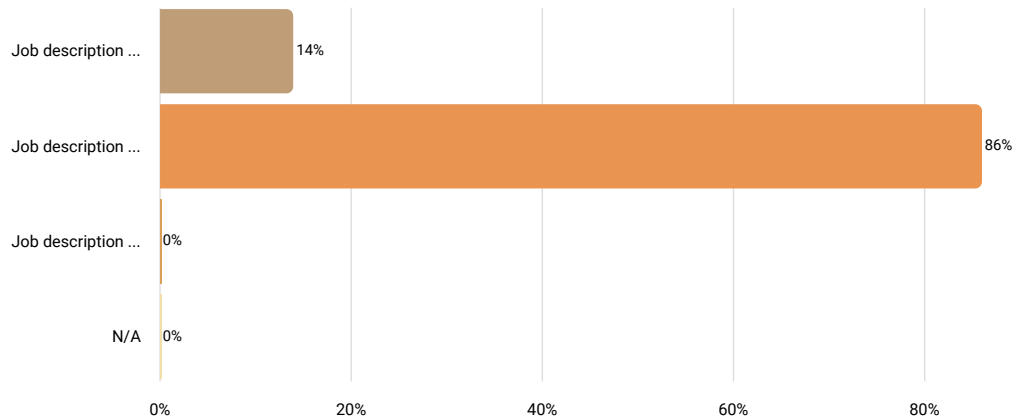
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities conducted at establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

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

Answered 7 times

Skipped 0 times

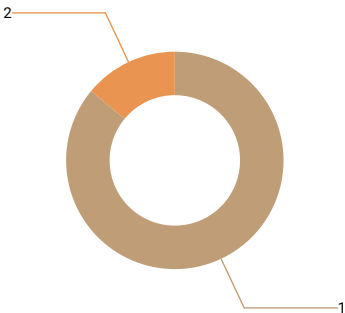
Select one answer (radio button)



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

Number of Employees Currently in This Position

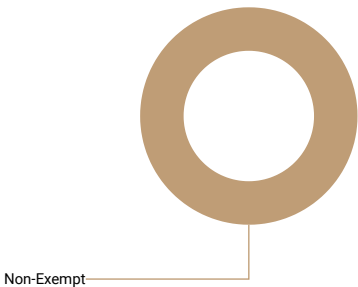
Answered 7 times
Skipped 0 times
Number input



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

FLSA Status

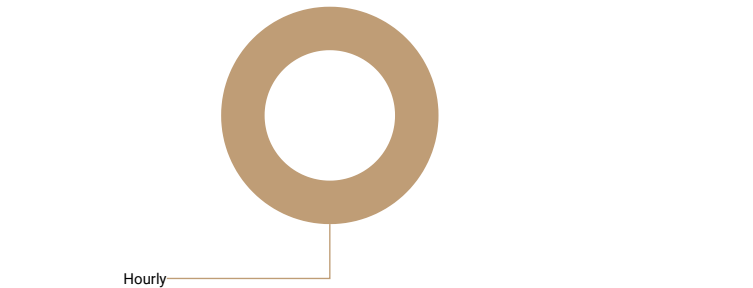
Answered 7 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	\$15.00	\$16.00	\$18.00	\$19.50	\$20.00	\$17.75	\$18.00	\$2.04
Actual Average Base Rate	6	\$16.00	\$17.00	\$19.25	\$20.00	\$20.00	\$18.58	\$19.25	\$1.69
Actual Highest Base Rate	5	\$17.00	\$17.00	\$19.00	\$19.50	\$20.00	\$18.50	\$19.00	\$1.41
Average Incentive Bonus or Other Bonus (Annual)									

5.1.6 Document Control Specialist

Job description

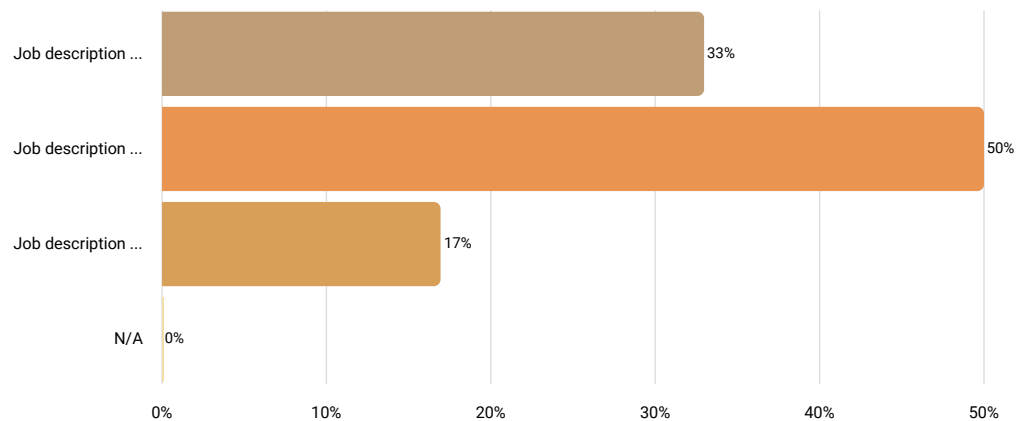
Assist with file migrations and audits, and perform administrative tasks as needed. Periodically responsible for training employees on records management procedures and policies, which include documentation, retention, retrieval, destruction, and disaster recovery.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

Number of Employees Currently in This Position

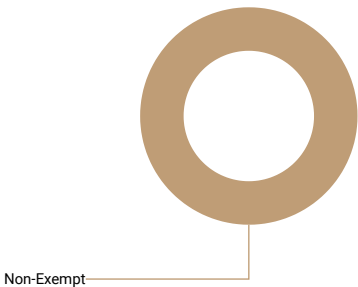
Answered 6 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	2
Mean	1.5
Median	1.5
Standard deviation	0.55
Total/sum	9

FLSA Status

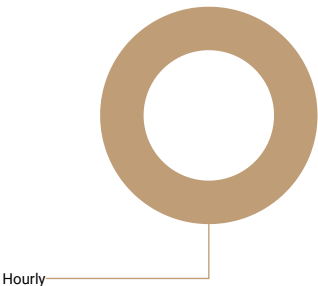
Answered 6 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 6 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	\$15.00	\$16.00	\$18.00	\$20.00	\$24.00	\$18.60	\$18.00	\$3.58
Pay Range Maximum Rate	5	\$20.00	\$22.00	\$22.00	\$30.00	\$34.00	\$25.60	\$22.00	\$6.07
Actual Lowest Base Rate	5	\$19.71	\$20.00	\$20.00	\$25.00	\$25.00	\$21.94	\$20.00	\$2.79
Actual Average Base Rate	6	\$19.86	\$20.00	\$21.25	\$25.00	\$29.70	\$22.84	\$21.25	\$3.87
Actual Highest Base Rate	5	\$20.00	\$20.00	\$21.00	\$25.00	\$34.38	\$24.08	\$21.00	\$6.12
Average Incentive Bonus or Other Bonus (Annual)									

5.1.7 Payroll Specialist

Job description

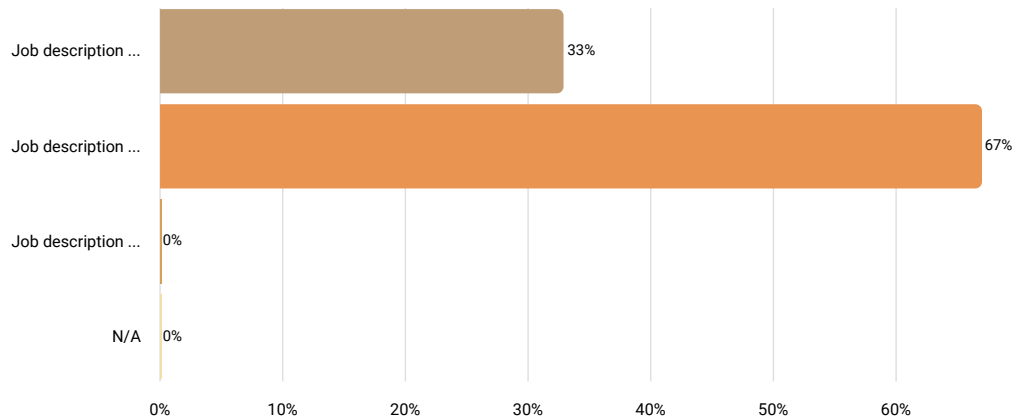
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses etc. with assistance of a computer system.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 7 times

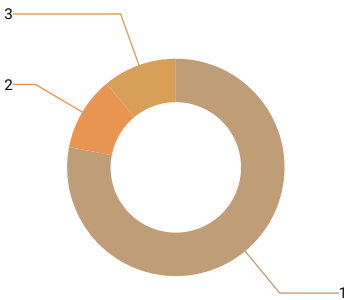
Skipped 11 times

Text input

Results	
payroll coordinator	1
payroll clerk	1
payroll support	1
payroll and benefits administrator	1
payroll & benefits specialist	1
human resources specialist	1
payroll/hris administrator	1

Number of Employees Currently in This Position

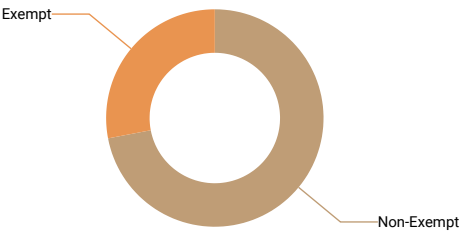
Answered 18 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.33
Median	1
Standard deviation	0.69
Total/sum	24

FLSA Status

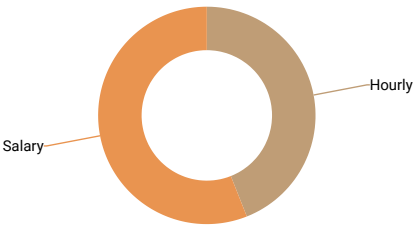
Answered 18 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	44%	8
Salary	56%	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	5	\$18.00	\$25.00	\$27.50	\$28.00	\$37.90	\$27.28	\$27.50	\$7.15
Actual Average Base Rate	5	\$20.33	\$25.00	\$27.50	\$28.00	\$30.00	\$26.17	\$27.50	\$3.72
Actual Highest Base Rate									
Pay Range Maximum Salary	6	\$65,000.00	\$80,000.00	\$87,500.00	\$105,000.00	\$133,952.00	\$93,158.67	\$87,500.00	\$23,861.75
Pay Range Minimum Salary	6	\$55,000.00	\$55,000.00	\$76,000.00	\$81,328.00	\$450,000.00	\$132,221.33	\$76,000.00	\$156,111.09
Actual Lowest Base Salary	6	\$63,000.00	\$65,000.00	\$75,150.00	\$82,350.00	\$86,729.00	\$74,563.17	\$75,150.00	\$9,532.44
Actual Average Base Salary	8	\$49,000.00	\$64,000.00	\$76,518.50	\$82,186.00	\$86,729.00	\$72,642.25	\$76,518.50	\$12,883.40
Actual Highest Base Salary	7	\$63,000.00	\$65,000.00	\$82,022.00	\$83,775.00	\$86,729.00	\$76,410.86	\$82,022.00	\$9,634.72
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.1.9 Accounts Receivable Clerk

Job description

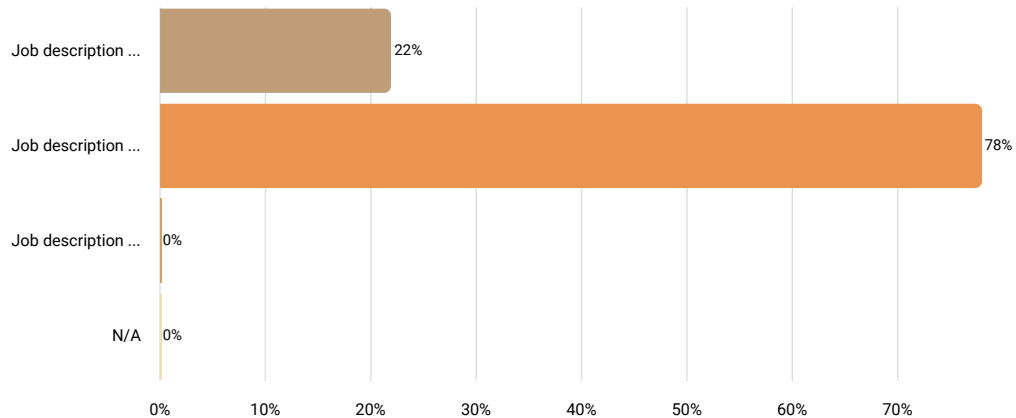
Compute, classify, and record accounts receivable data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and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

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

Answered 9 times

Skipped 0 times

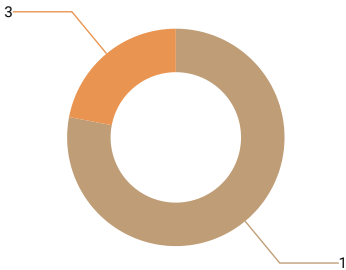
Select one answer (radio button)



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

Number of Employees Currently in This Position

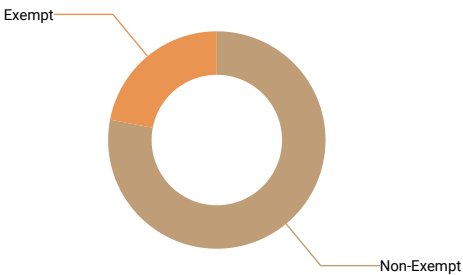
Answered 9 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.44
Median	1
Standard deviation	0.88
Total/sum	13

FLSA Status

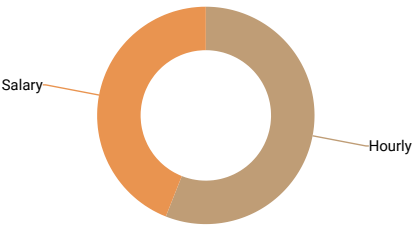
Answered 9 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Non-Exempt	78%	7
Exempt	22%	2

Is this position paid an hourly rate or annual salary?

Answered 9 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	56%	5
Salary	44%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate	5	\$21.00	\$21.00	\$22.50	\$24.49	\$27.83	\$23.36	\$22.50	\$2.88
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									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.1.10 Accounts Payable Clerk

Job description

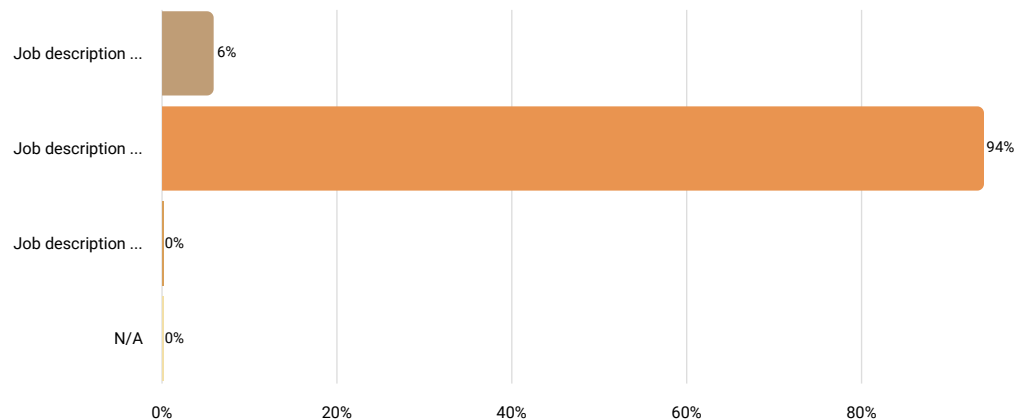
Compute, classify, and record accounts payable data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings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

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

Answered 17 times

Skipped 0 times

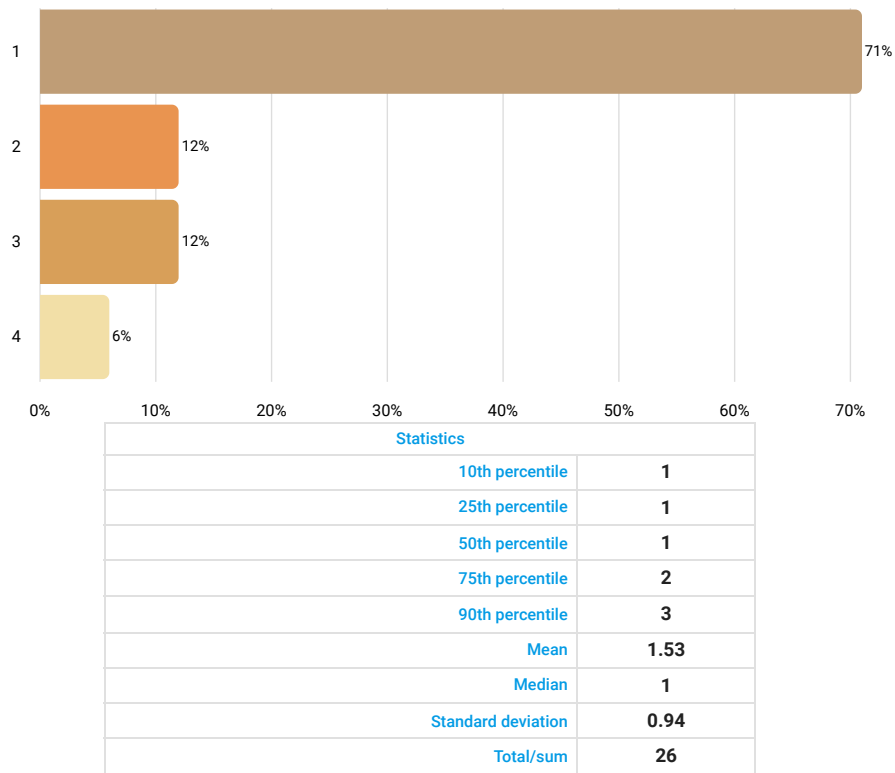
Select one answer (radio button)



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

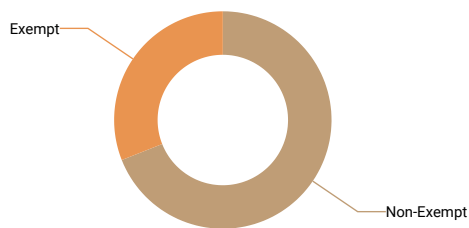
Number of Employees Currently in This Position

Answered 17 times
Skipped 0 times
Number input



FLSA Status

Answered 16 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	53%	9
Salary	47%	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	7	\$20.00	\$20.00	\$22.41	\$25.00	\$26.37	\$22.68	\$22.41	\$2.37
Actual Average Base Rate	7	\$20.00	\$21.00	\$22.44	\$25.00	\$26.37	\$22.82	\$22.44	\$2.20
Actual Highest Base Rate	7	\$20.00	\$21.00	\$22.66	\$26.08	\$26.37	\$23.36	\$22.66	\$2.50
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$40,403.00	\$44,500.00	\$50,000.00	\$60,451.00	\$65,400.00	\$52,150.80	\$50,000.00	\$10,554.69
Actual Average Base Salary	6	\$40,403.00	\$44,500.00	\$48,500.00	\$60,451.00	\$65,400.00	\$51,292.33	\$48,500.00	\$9,671.76
Actual Highest Base Salary	5	\$40,403.00	\$44,500.00	\$50,000.00	\$60,451.00	\$65,400.00	\$52,150.80	\$50,000.00	\$10,554.69
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.1.11 Administrative Assistant or Secretary

Job description

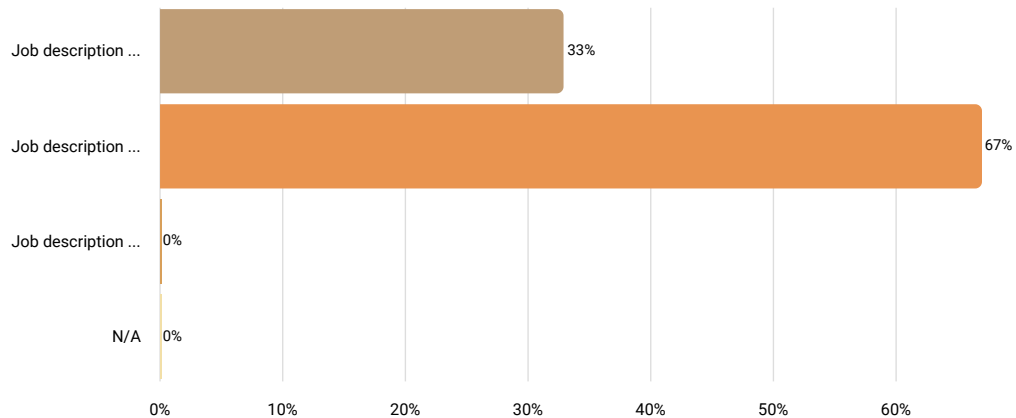
Perform routine administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 7 times

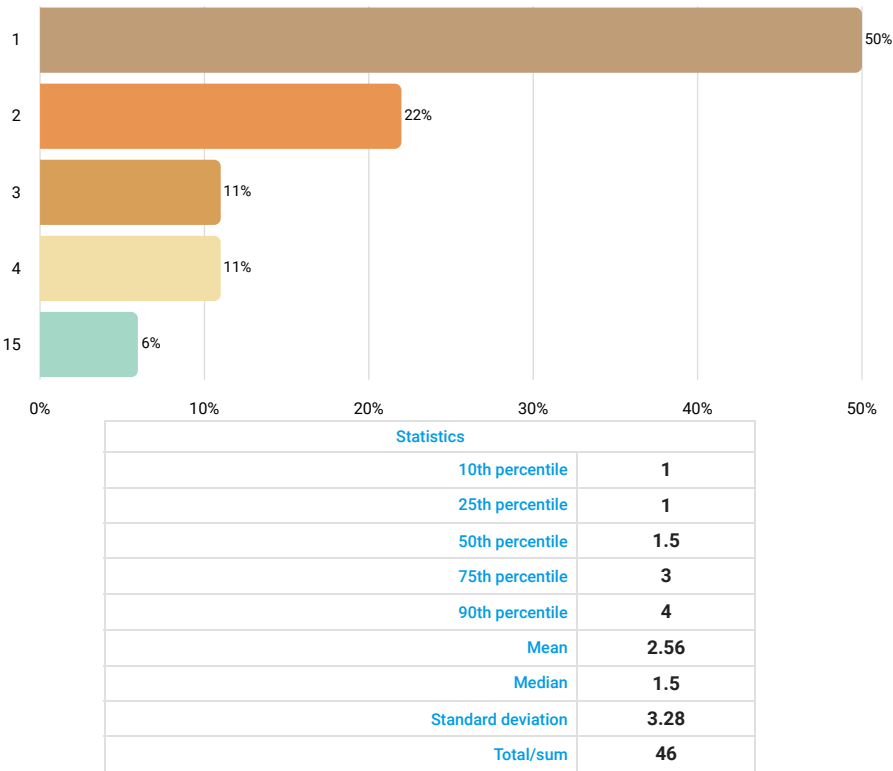
Skipped 11 times

Text input

Results	
administrative coordinator	1
operations coordinator	1
general affairs specialist	1
office administrator	1
administrator specialist	1
administrative assistant	1
accounts receivable, accounts clerk	1

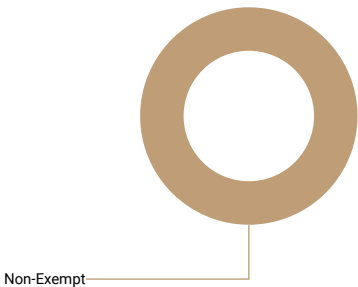
Number of Employees Currently in This Position

Answered 18 times
Skipped 0 times
Number input



FLSA Status

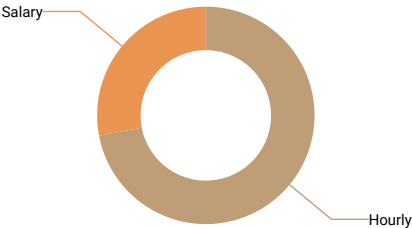
Answered 17 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	72%	13
Salary	28%	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	7	\$12.96	\$18.00	\$19.00	\$20.00	\$21.86	\$18.55	\$19.00	\$2.81
Pay Range Maximum Rate	7	\$19.43	\$22.25	\$23.75	\$30.00	\$42.91	\$26.91	\$23.75	\$7.84
Actual Lowest Base Rate	8	\$10.65	\$16.50	\$20.40	\$24.00	\$25.48	\$19.74	\$20.40	\$5.19
Actual Average Base Rate	11	\$19.00	\$22.00	\$24.00	\$27.31	\$29.90	\$24.42	\$24.00	\$4.60
Actual Highest Base Rate	7	\$23.00	\$23.00	\$25.50	\$28.00	\$30.52	\$25.92	\$25.50	\$2.70
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)									

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.

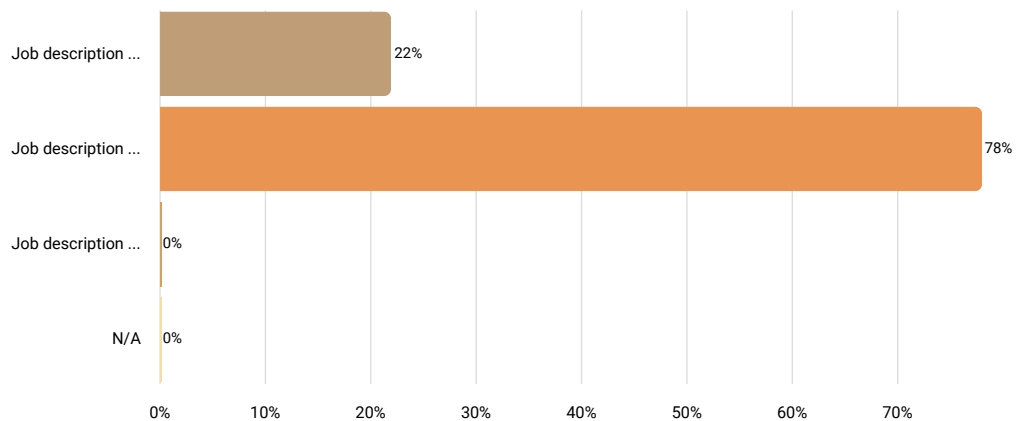
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assigned work.

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

Answered 9 times

Skipped 1 times

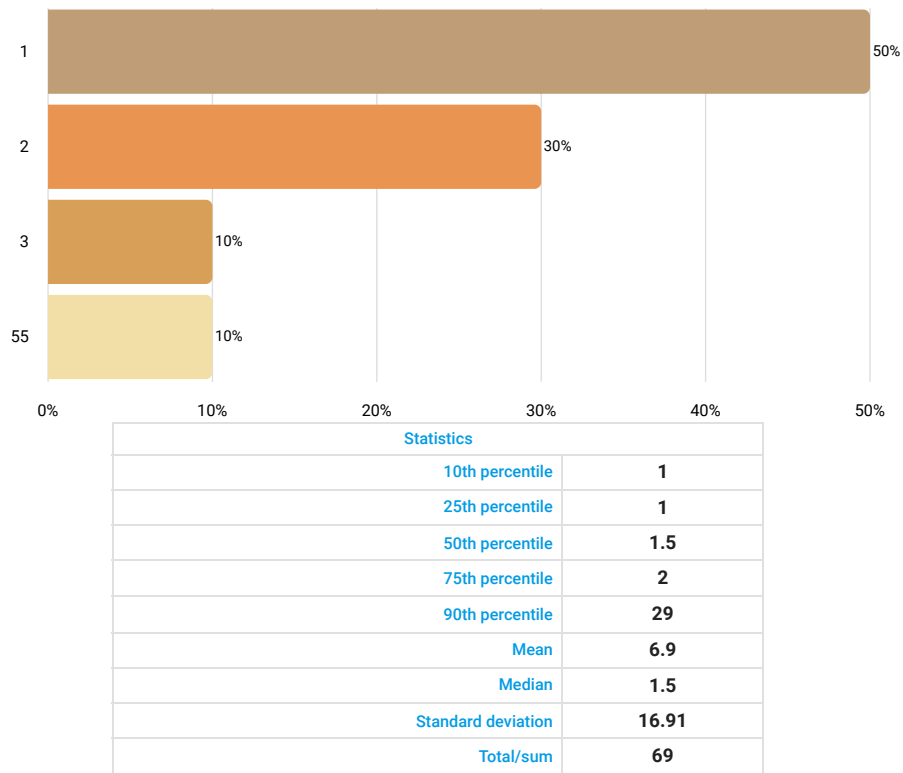
Select one answer (radio button)



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

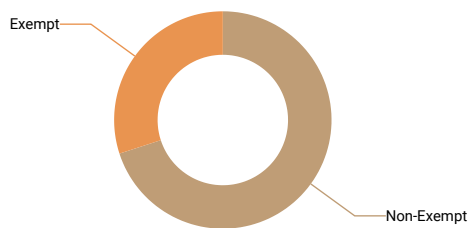
Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times
Number input



FLSA Status

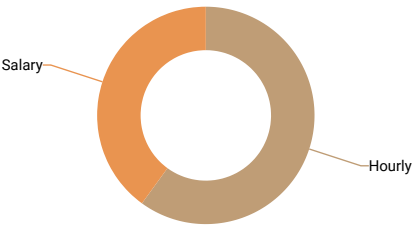
Answered 10 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	60%	6
Salary	40%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$20.40	\$27.95	\$29.21	\$32.72	\$40.00	\$30.06	\$29.21	\$7.15
Actual Average Base Rate	6	\$20.40	\$29.21	\$31.92	\$33.00	\$40.00	\$31.08	\$31.92	\$6.39
Actual Highest Base Rate	5	\$20.40	\$29.21	\$33.00	\$35.15	\$40.00	\$31.55	\$33.00	\$7.35
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
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.

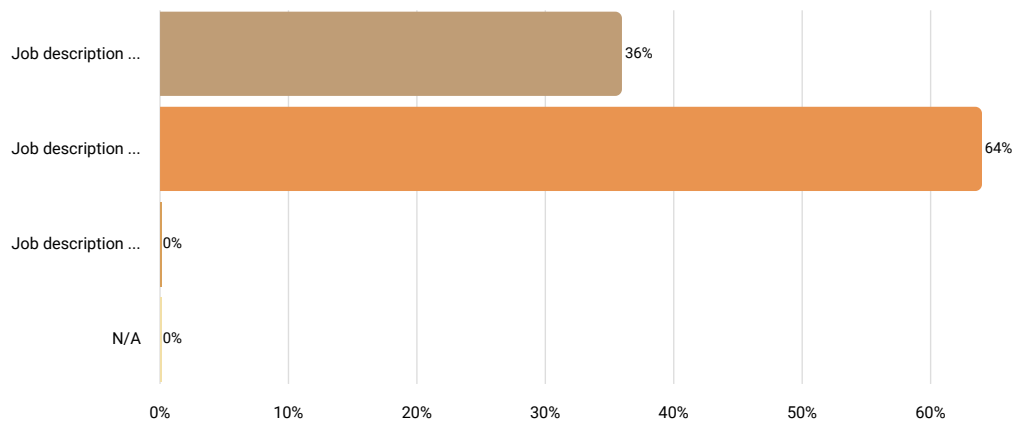
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong understanding of the policies and procedures of all work performed.

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

Answered 11 times

Skipped 0 times

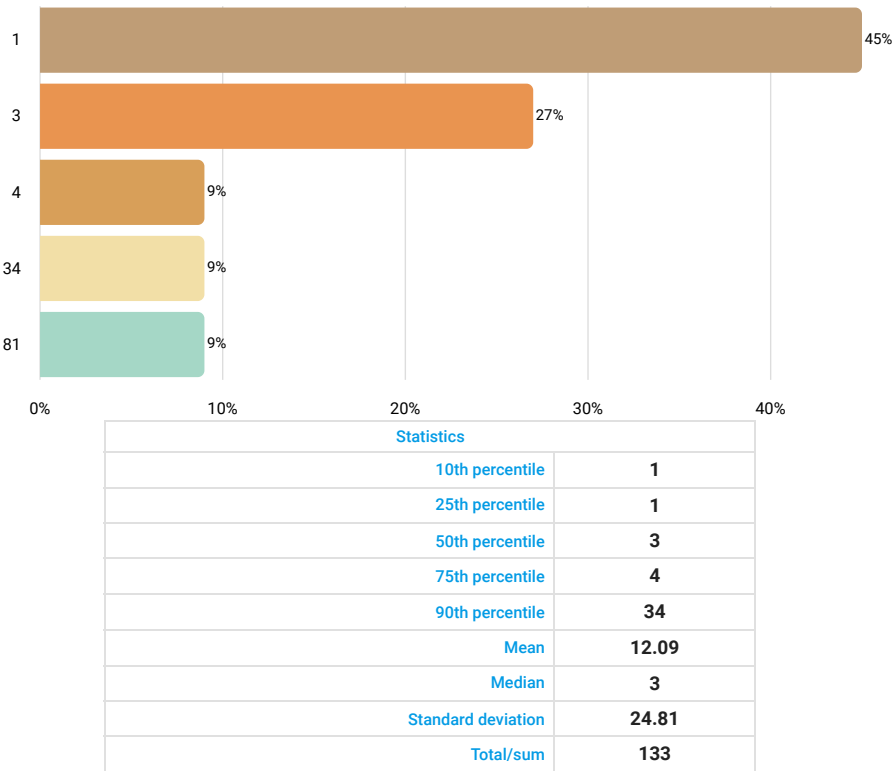
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	36%	4
Job description matches the position at your company very well	64%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

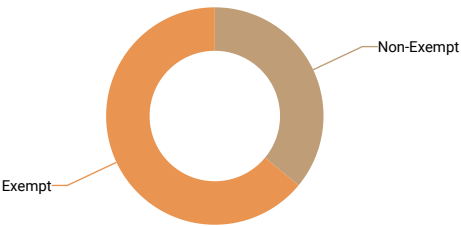
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

Answered 11 times
Skipped 0 times
Select one answer (radio button)



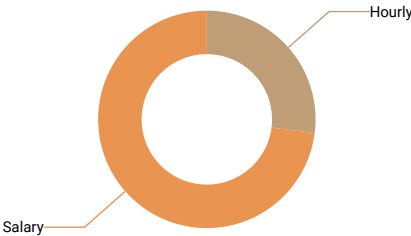
Results	%	N
Non-Exempt	36%	4
Exempt	64%	7

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	6	\$60,000.00	\$71,700.00	\$77,162.00	\$92,000.00	\$144,200.00	\$87,037.33	\$77,162.00	\$29,860.92
Actual Highest Base Salary									
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.

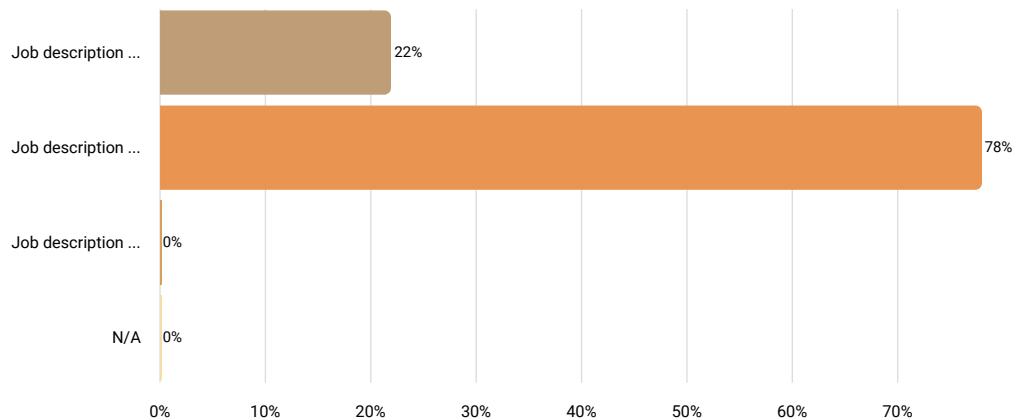
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

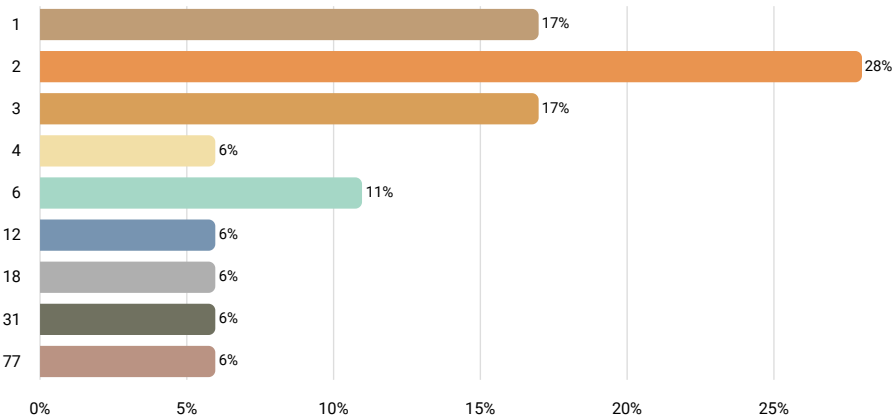
Skipped 12 times

Text input

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

Number of Employees Currently in This Position

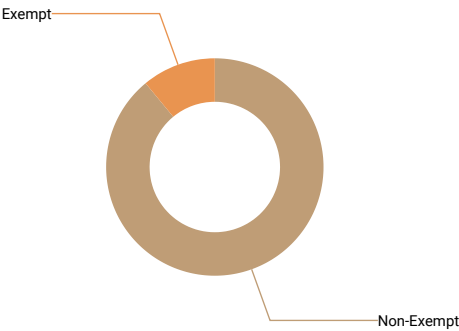
Answered 18 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	31
Mean	9.78
Median	3
Standard deviation	18.43
Total/sum	176

FLSA Status

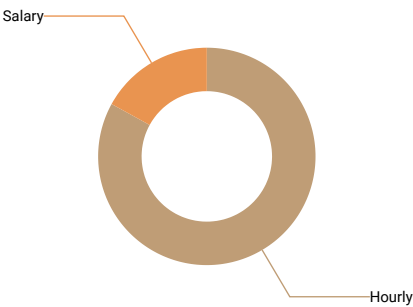
Answered 18 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Non-Exempt	89%	16
Exempt	11%	2

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	83%	15
Salary	17%	3

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	8	\$15.00	\$15.93	\$18.50	\$24.19	\$28.61	\$20.10	\$18.50	\$5.12
Pay Range Maximum Rate	8	\$17.00	\$19.58	\$23.38	\$26.22	\$38.00	\$24.17	\$23.38	\$6.64
Actual Lowest Base Rate	13	\$15.00	\$18.00	\$20.25	\$21.94	\$27.94	\$20.62	\$20.25	\$5.30
Actual Average Base Rate	13	\$15.83	\$19.00	\$21.96	\$23.27	\$29.29	\$22.61	\$21.96	\$6.16
Actual Highest Base Rate	13	\$16.50	\$22.30	\$22.75	\$24.40	\$29.96	\$23.69	\$22.75	\$6.22
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)									

5.2.5 Quality Control Technician - Level 2

Job description

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

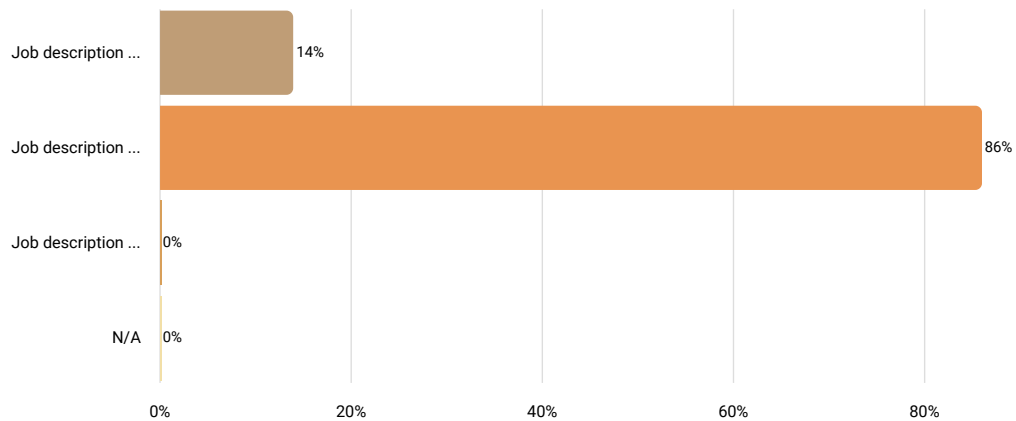
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assigned work.

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

Answered 14 times

Skipped 0 times

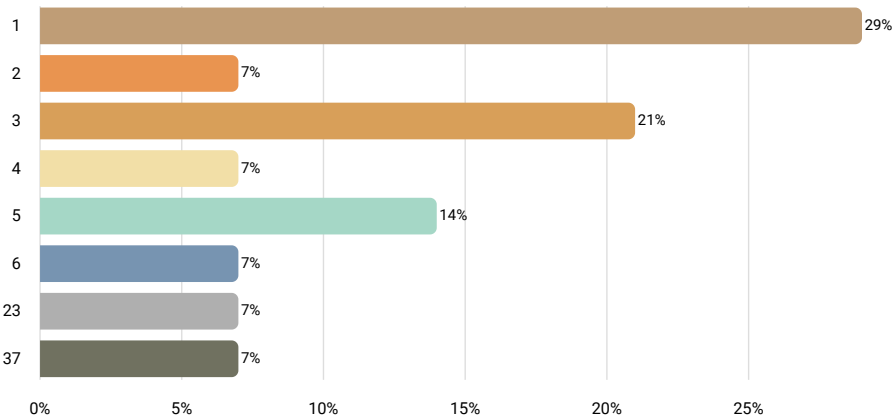
Select one answer (radio button)



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

Number of Employees Currently in This Position

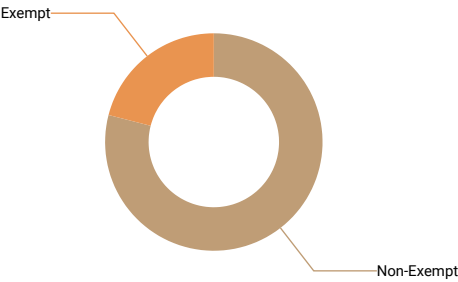
Answered 14 times
Skipped 0 times
Number input



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

FLSA Status

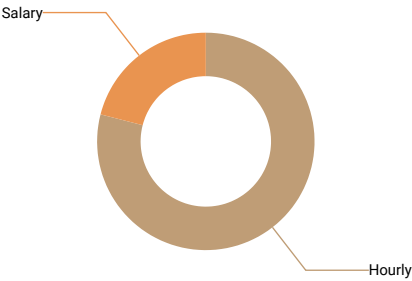
Answered 14 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	79%	11
Salary	21%	3

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	\$17.00	\$18.00	\$20.75	\$25.52	\$28.45	\$21.75	\$20.75	\$4.56
Pay Range Maximum Rate	7	\$22.00	\$23.75	\$26.00	\$28.45	\$30.38	\$26.15	\$26.00	\$2.87
Actual Lowest Base Rate	9	\$19.00	\$20.80	\$23.08	\$26.26	\$30.68	\$23.78	\$23.08	\$3.96
Actual Average Base Rate	10	\$20.00	\$21.64	\$25.16	\$28.00	\$31.49	\$25.32	\$25.16	\$4.43
Actual Highest Base Rate	10	\$21.00	\$22.07	\$27.05	\$29.40	\$35.69	\$27.12	\$27.05	\$6.02
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)									

5.2.6 Quality Control Technician - Level 3

Job description

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

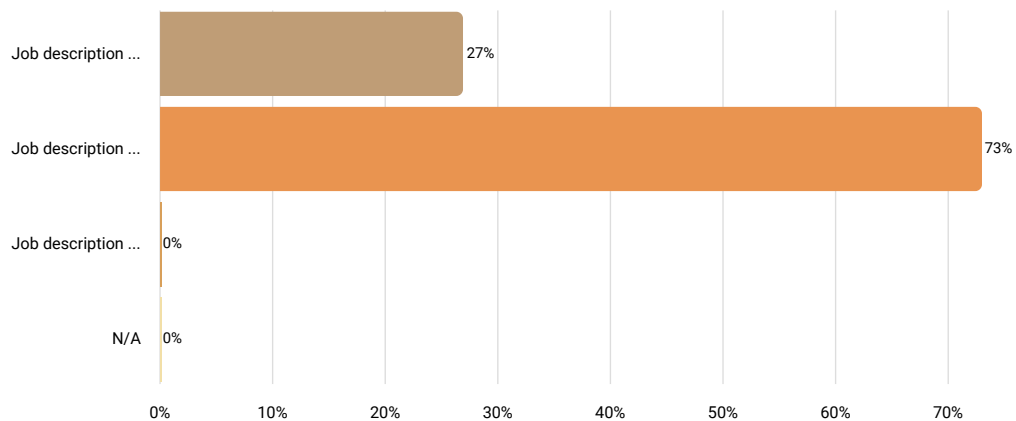
Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong understanding of the policies and procedures of all work performed.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 5 times

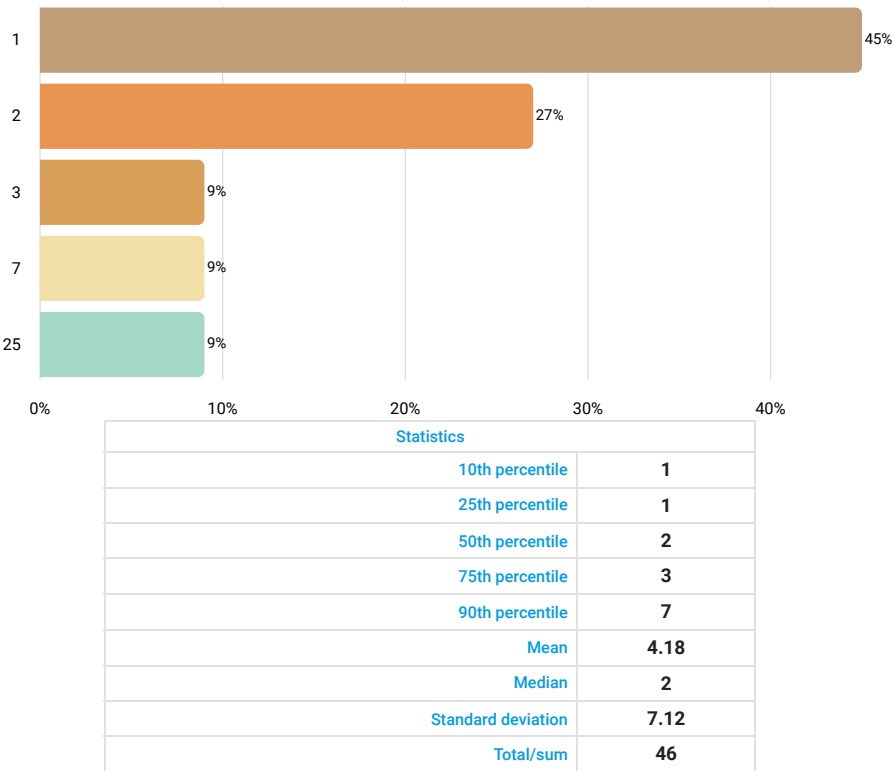
Skipped 6 times

Text input

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

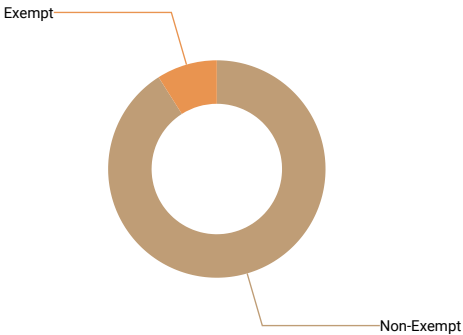
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

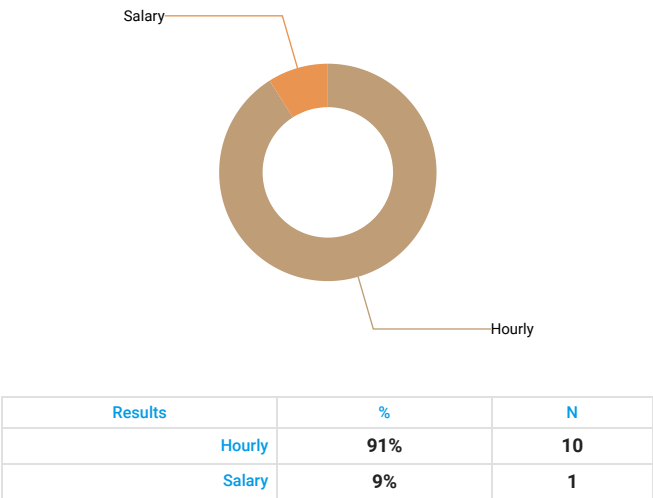
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 11 times
Skipped 0 times
Select one answer (radio button)



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	10	\$20.00	\$26.00	\$30.87	\$34.20	\$43.25	\$31.19	\$30.87	\$8.39
Actual Average Base Rate	10	\$20.00	\$27.06	\$32.03	\$34.20	\$43.95	\$31.67	\$32.03	\$8.47
Actual Highest Base Rate	10	\$20.00	\$28.12	\$32.29	\$34.20	\$46.39	\$32.32	\$32.29	\$9.06
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									

5.2.7 Drafter - CAD

Job description

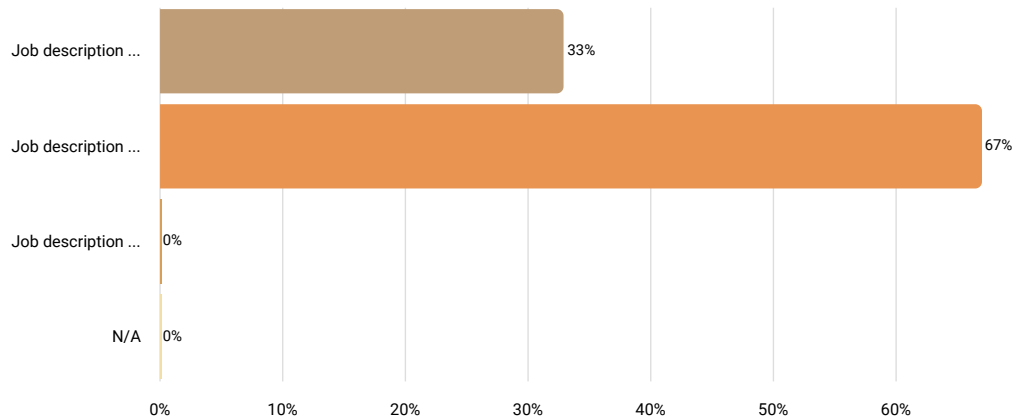
Prepare detailed working diagrams of machinery and mechanical devices and/or electrical parts, including dimensions, fastening methods, and other engineering information with CAD equipment.

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

Answered 9 times

Skipped 2 times

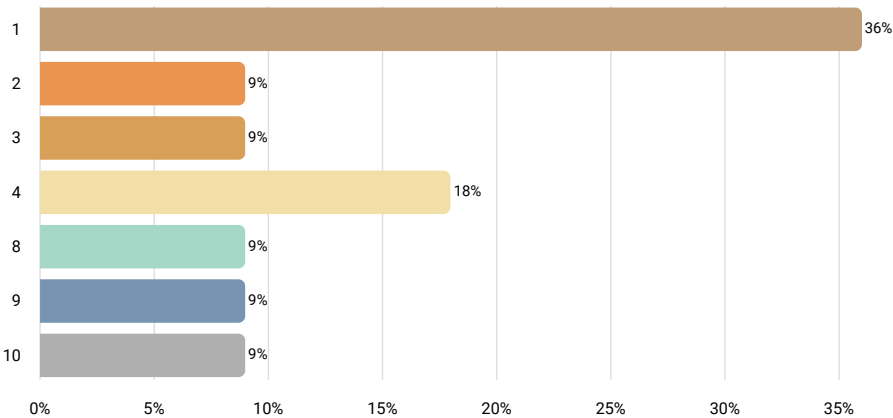
Select one answer (radio button)



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

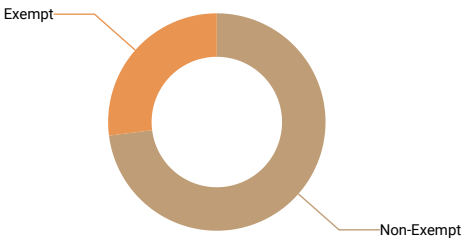
Answered 11 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	8
90th percentile	9
Mean	4
Median	3
Standard deviation	3.44
Total/sum	44

FLSA Status

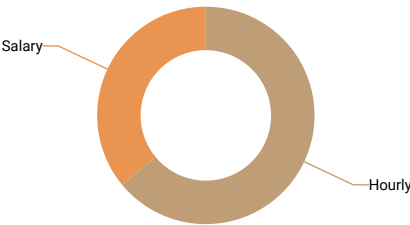
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 11 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	64%	7
Salary	36%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	7	\$16.50	\$16.75	\$20.00	\$25.00	\$26.00	\$21.25	\$20.00	\$3.94
Actual Average Base Rate	7	\$16.75	\$19.66	\$23.00	\$27.10	\$29.50	\$23.52	\$23.00	\$4.41
Actual Highest Base Rate	7	\$16.75	\$25.21	\$26.00	\$30.10	\$36.00	\$26.47	\$26.00	\$5.80
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)									

5.2.9 Lab Technician

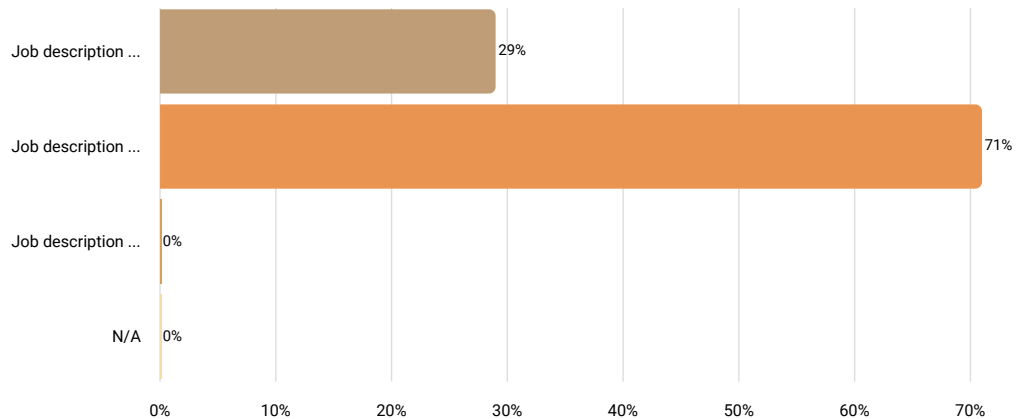
Job description Perform chemical and/or physical analysis for quality control, research and/or development. Assists in compiling and analyzing results.

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

Answered 14 times

Skipped 0 times

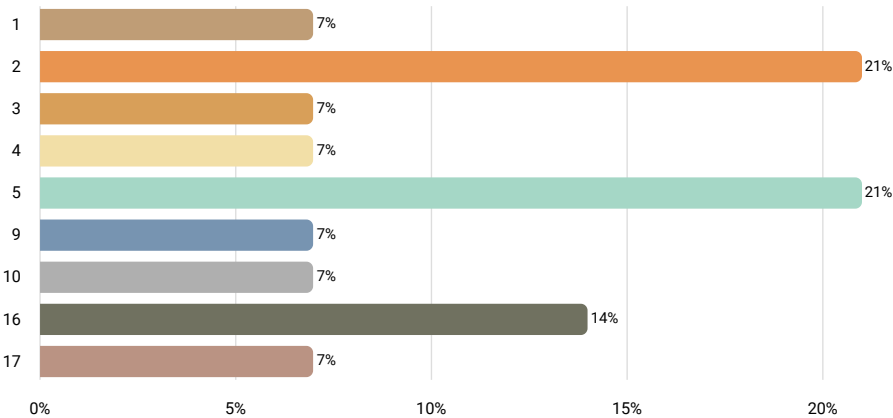
Select one answer (radio button)



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

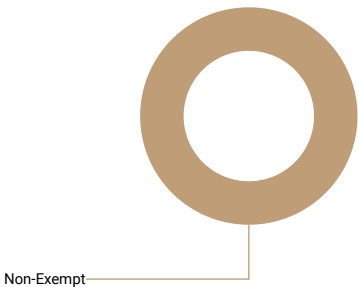
Answered 14 times
Skipped 0 times
Number input



Statistics	
10th percentile	2
25th percentile	2
50th percentile	5
75th percentile	10
90th percentile	16
Mean	6.93
Median	5
Standard deviation	5.7
Total/sum	97

FLSA Status

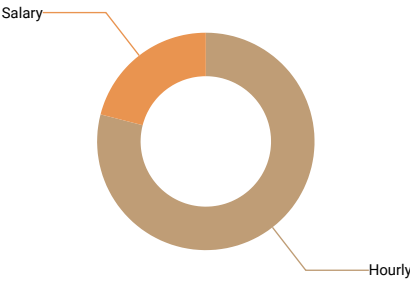
Answered 13 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	79%	11
Salary	21%	3

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	\$15.00	\$19.00	\$20.50	\$26.34	\$29.82	\$22.22	\$20.50	\$5.04
Pay Range Maximum Rate	6	\$25.00	\$25.00	\$28.70	\$36.75	\$42.29	\$31.07	\$28.70	\$6.99
Actual Lowest Base Rate	8	\$18.50	\$20.37	\$21.90	\$28.41	\$42.29	\$25.27	\$21.90	\$7.93
Actual Average Base Rate	8	\$19.00	\$20.90	\$23.37	\$32.03	\$42.29	\$26.74	\$23.37	\$8.15
Actual Highest Base Rate	7	\$21.50	\$22.07	\$28.94	\$36.75	\$42.29	\$29.60	\$28.94	\$8.04
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 Professional Administrative Positions (15 occupatio...

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.

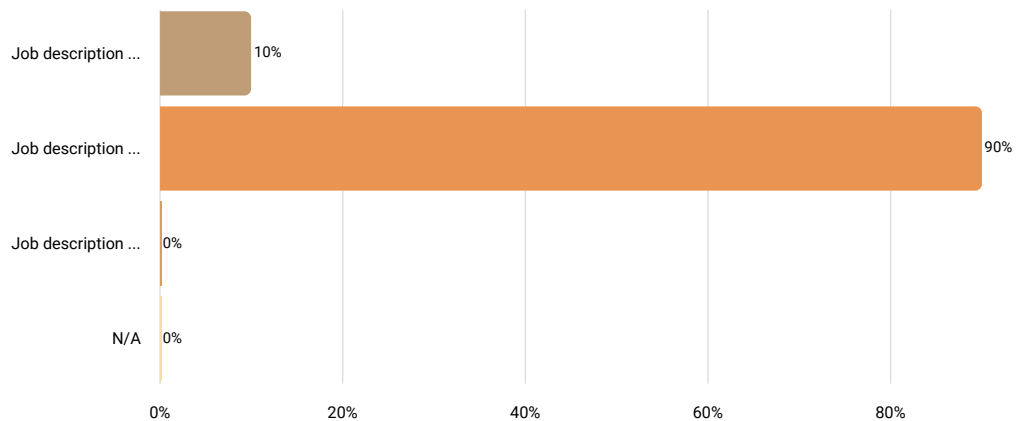
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.

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

Answered 10 times

Skipped 0 times

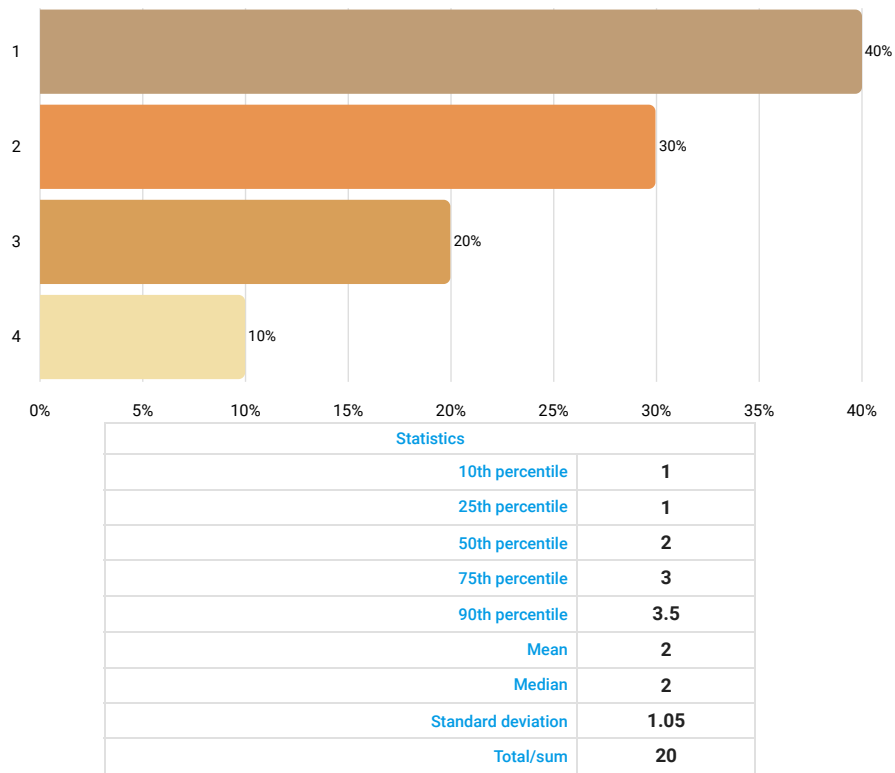
Select one answer (radio button)



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

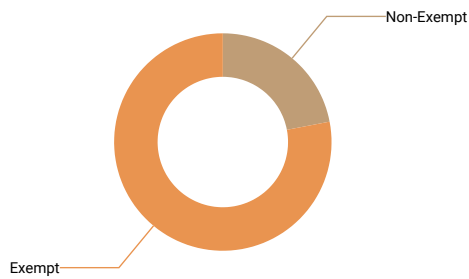
Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times
Number input



FLSA Status

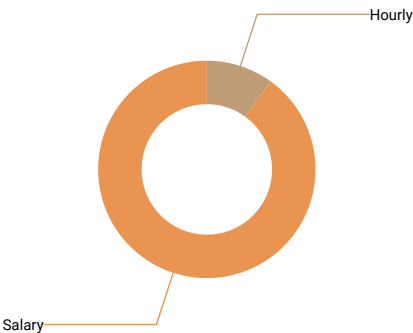
Answered 9 times
Skipped 1 times
Select one answer (radio button)



Results	%	N
Non-Exempt	22%	2
Exempt	78%	7

Is this position paid an hourly rate or annual salary?

Answered 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	5	\$70,000.00	\$80,000.00	\$86,922.00	\$87,960.00	\$90,727.00	\$83,121.80	\$86,922.00	\$8,330.91
Pay Range Minimum Salary	5	\$50,000.00	\$52,360.00	\$54,808.00	\$58,832.00	\$60,000.00	\$55,200.00	\$54,808.00	\$4,227.61
Actual Lowest Base Salary	7	\$50,000.00	\$50,000.00	\$65,000.00	\$67,000.00	\$95,000.00	\$65,188.29	\$65,000.00	\$15,060.41
Actual Average Base Salary	8	\$52,500.00	\$54,003.00	\$66,509.00	\$68,544.00	\$99,000.00	\$66,201.50	\$66,509.00	\$15,011.98
Actual Highest Base Salary	7	\$55,000.00	\$56,760.00	\$67,000.00	\$77,376.00	\$103,000.00	\$70,379.14	\$67,000.00	\$16,190.64
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.

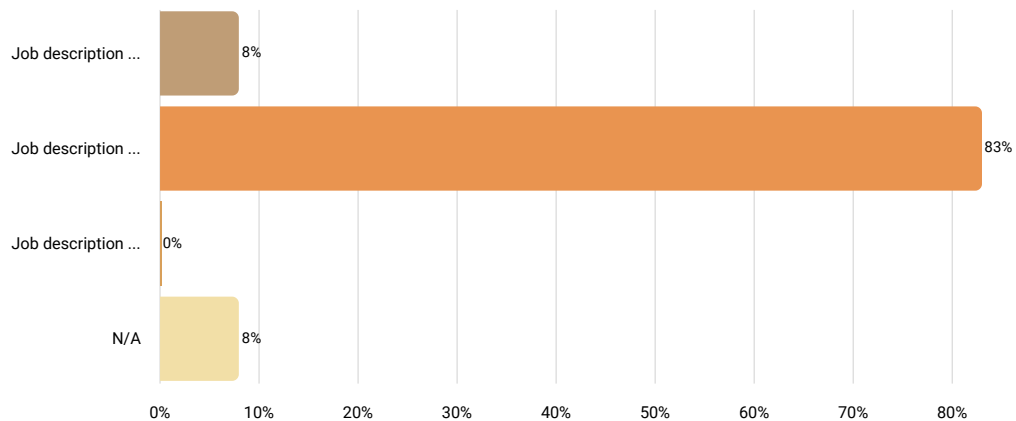
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 12 times

Skipped 1 times

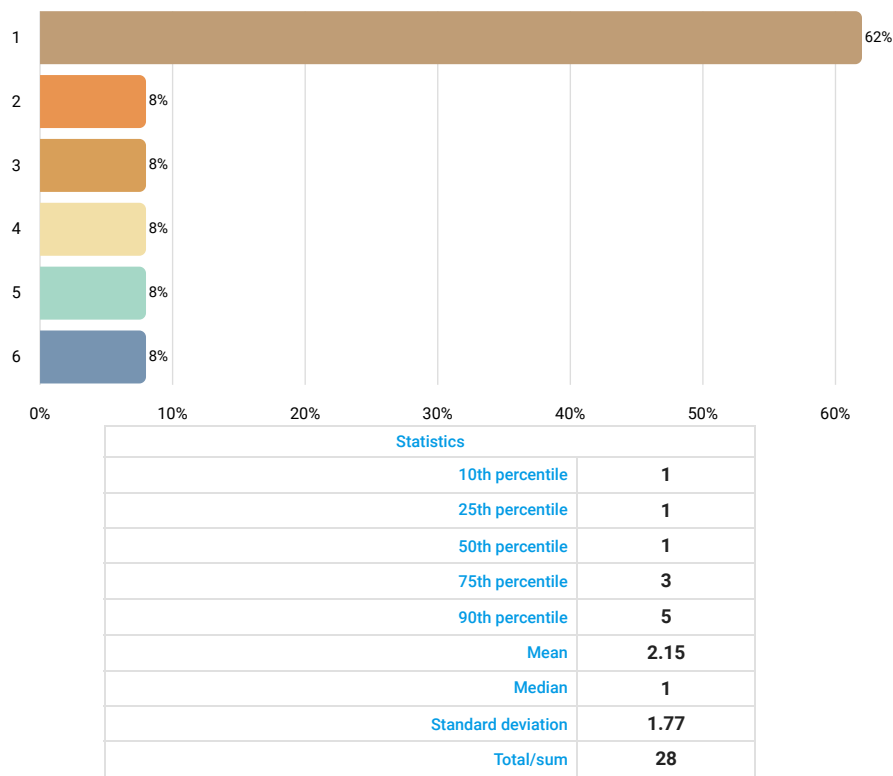
Select one answer (radio button)



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	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

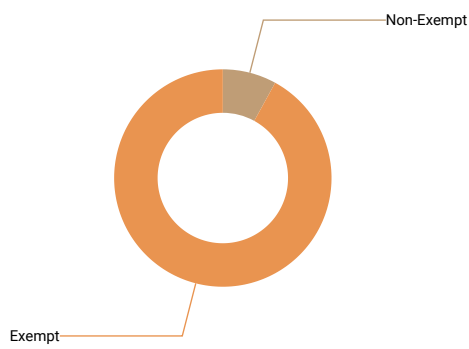
Number of Employees Currently in This Position

Answered 13 times
Skipped 0 times
Number input



FLSA Status

Answered 12 times
Skipped 1 times
Select one answer (radio button)



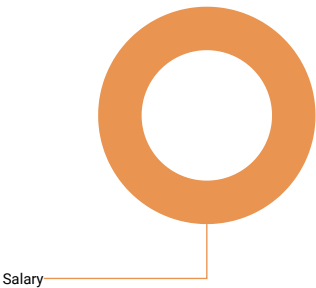
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Is this position paid an hourly rate or annual salary?

Answered 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	6	\$58,000.00	\$80,000.00	\$87,875.00	\$94,046.00	\$133,952.00	\$90,291.33	\$87,875.00	\$25,012.80
Pay Range Minimum Salary	6	\$45,000.00	\$45,000.00	\$53,500.00	\$62,697.00	\$81,328.00	\$56,837.50	\$53,500.00	\$13,864.70
Actual Lowest Base Salary	9	\$1,236.00	\$55,473.00	\$56,603.00	\$72,800.00	\$82,350.00	\$57,218.00	\$56,603.00	\$23,877.81
Actual Average Base Salary	11	\$52,000.00	\$56,000.00	\$70,004.00	\$80,000.00	\$86,160.00	\$64,008.18	\$70,004.00	\$23,946.30
Actual Highest Base Salary	9	\$1,236.00	\$56,000.00	\$72,800.00	\$84,270.00	\$98,671.00	\$67,099.11	\$72,800.00	\$29,159.65
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$800.00	\$3,000.00	\$6,892.80	\$7,008.00	\$10,000.00	\$5,540.16	\$6,892.80	\$3,633.04

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.

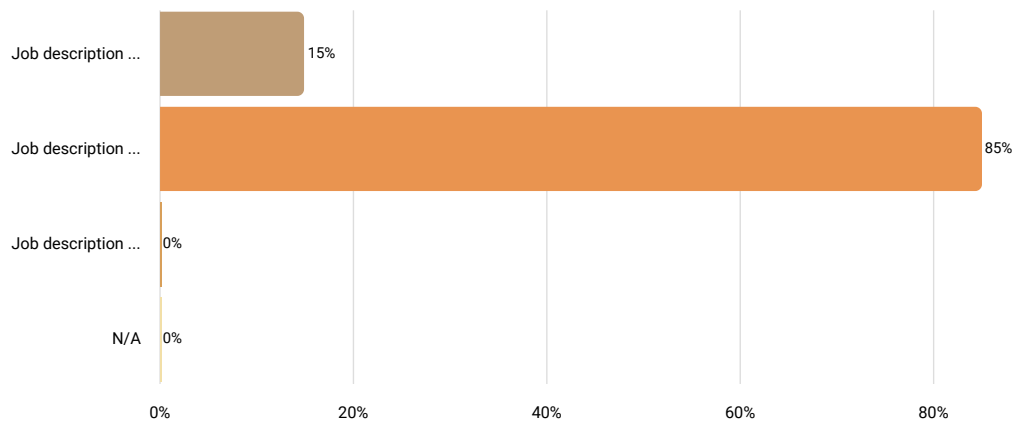
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

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

Answered 13 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 7 times

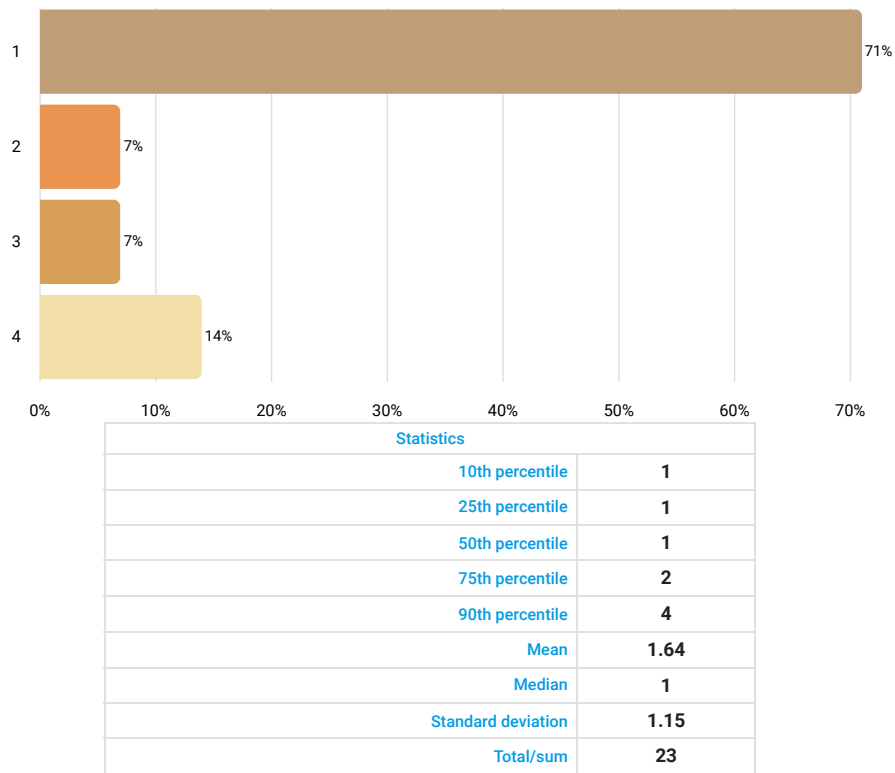
Skipped 7 times

Text input

Results	
accountant senior professional	1
staff accountant	1
accountant iv; program analyst iii; program analyst lead	1
senior accountant	1
accounting specialist	1
assistant controller	1
controller	1

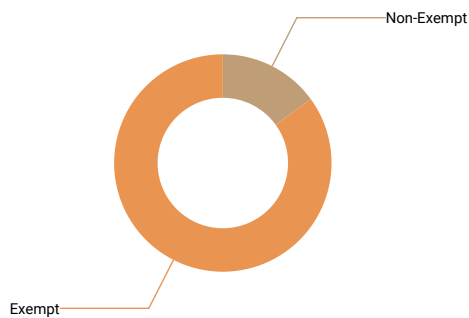
Number of Employees Currently in This Position

Answered 14 times
Skipped 0 times
Number input



FLSA Status

Answered 13 times
Skipped 1 times
Select one answer (radio button)



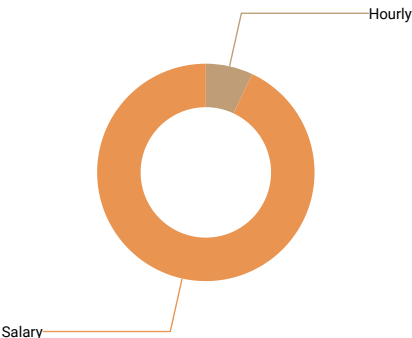
Results	%	N
Non-Exempt	15%	2
Exempt	85%	11

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	6	\$80,000.00	\$100,000.00	\$107,378.00	\$110,000.00	\$168,896.00	\$112,275.33	\$107,378.00	\$29,859.79
Pay Range Minimum Salary	6	\$45,000.00	\$70,000.00	\$79,700.00	\$102,544.00	\$102,770.00	\$79,952.33	\$79,700.00	\$21,857.96
Actual Lowest Base Salary	10	\$29,992.00	\$72,000.00	\$87,250.00	\$94,781.00	\$107,985.00	\$78,383.50	\$87,250.00	\$31,363.96
Actual Average Base Salary	12	\$62,596.00	\$69,512.50	\$77,500.00	\$98,185.00	\$107,083.00	\$78,031.92	\$77,500.00	\$29,345.78
Actual Highest Base Salary	10	\$34,184.50	\$72,000.00	\$87,250.00	\$102,770.00	\$118,298.50	\$83,083.60	\$87,250.00	\$33,446.08
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.4 Buyer - Level 1

Job description

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

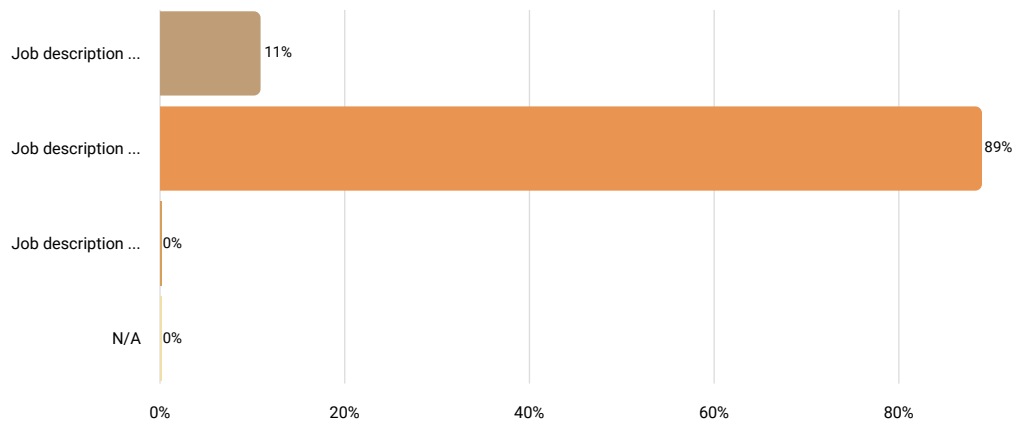
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.

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

Answered 9 times

Skipped 1 times

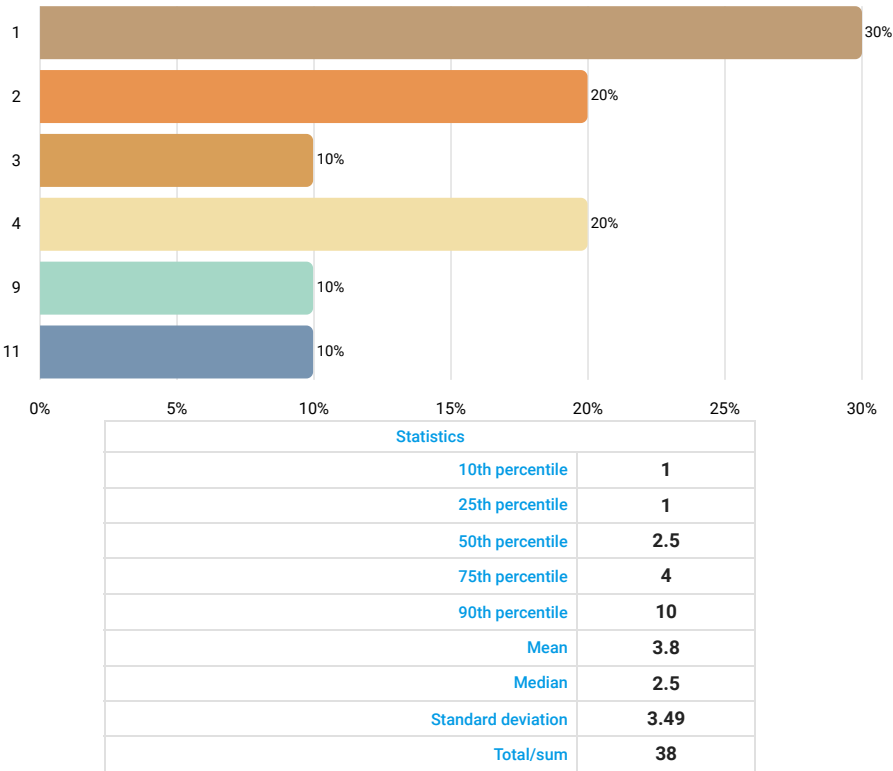
Select one answer (radio button)



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

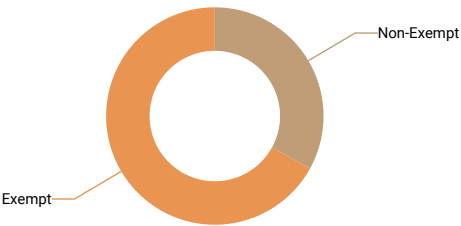
Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times
Number input



FLSA Status

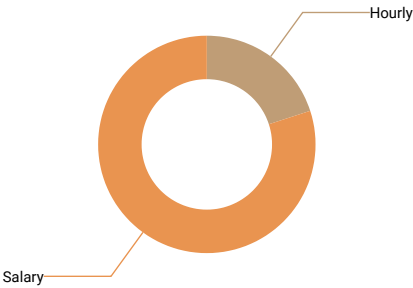
Answered 9 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 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									
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									
Actual Average Base Salary	5	\$57,900.00	\$58,000.00	\$59,312.00	\$62,000.00	\$69,555.20	\$61,353.44	\$59,312.00	\$4,874.07
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

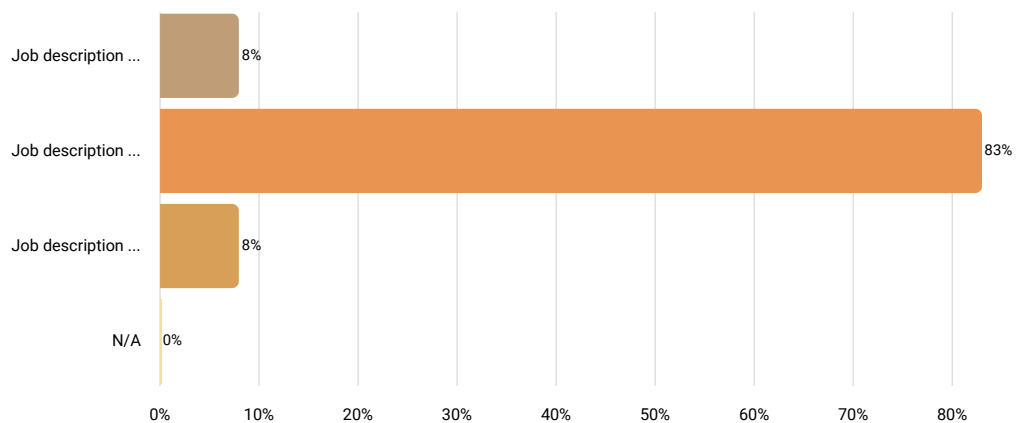
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 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	83%	10
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

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

Answered 6 times

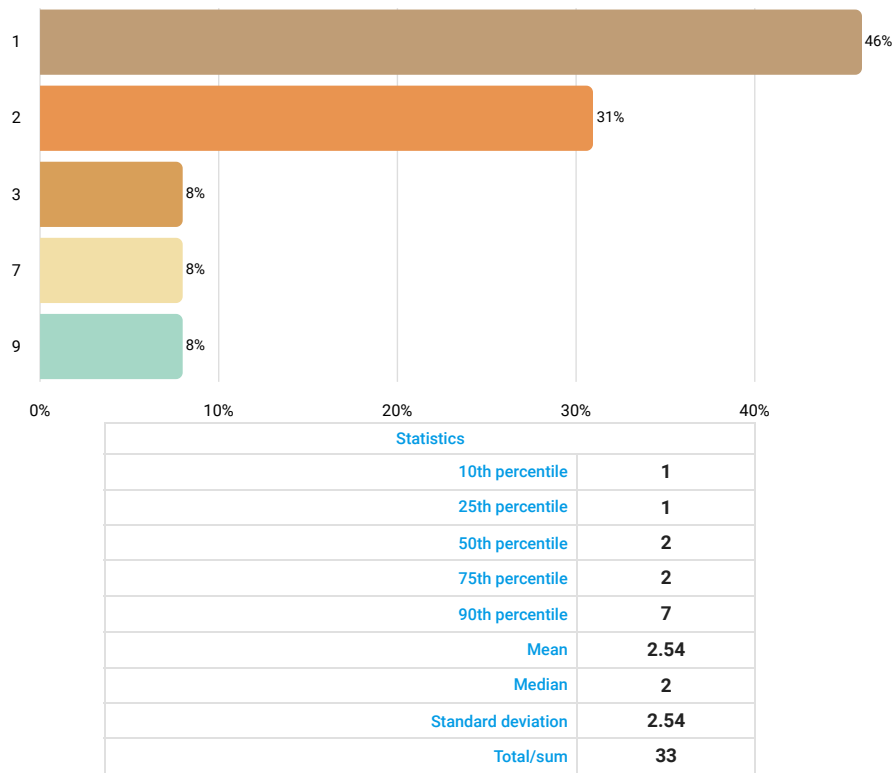
Skipped 7 times

Text input

Results	
procurement specialist	1
buyer ii	1
purchasing agent	1
senior buyer	1
purchasing coordinator	1
mro buyer stores coordinator	1

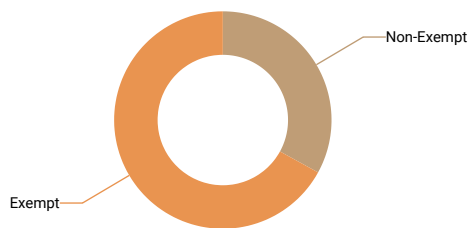
Number of Employees Currently in This Position

Answered 13 times
Skipped 0 times
Number input



FLSA Status

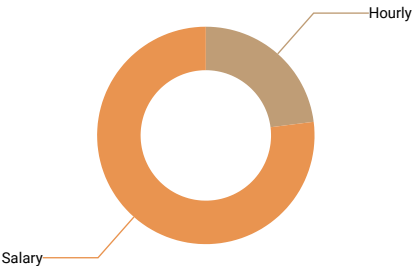
Answered 12 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	23%	3
Salary	77%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
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	\$79,500.00	\$84,170.00	\$103,537.50	\$108,976.00	\$111,639.00	\$97,564.50	\$103,537.50	\$14,745.59
Pay Range Minimum Salary	5	\$39,500.00	\$60,113.00	\$62,122.50	\$72,651.00	\$126,254.00	\$72,128.10	\$62,122.50	\$32,553.63
Actual Lowest Base Salary	7	\$47,888.59	\$64,682.59	\$76,320.00	\$82,000.00	\$105,900.00	\$75,906.88	\$76,320.00	\$17,621.77
Actual Average Base Salary	9	\$50,933.25	\$69,000.00	\$79,677.00	\$83,500.00	\$105,900.00	\$77,600.65	\$79,677.00	\$15,409.19
Actual Highest Base Salary	7	\$53,977.90	\$64,682.59	\$79,677.00	\$87,360.00	\$105,900.00	\$78,988.21	\$79,677.00	\$16,674.50
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.

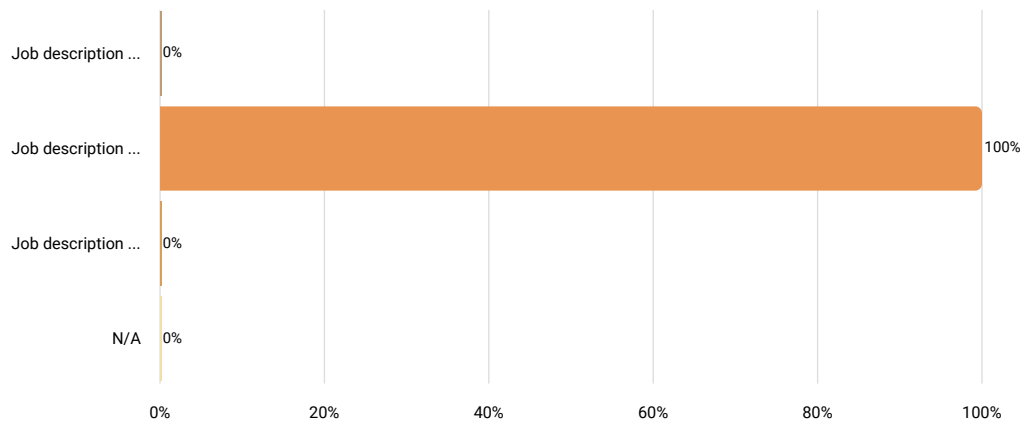
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

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

Answered 10 times

Skipped 1 times

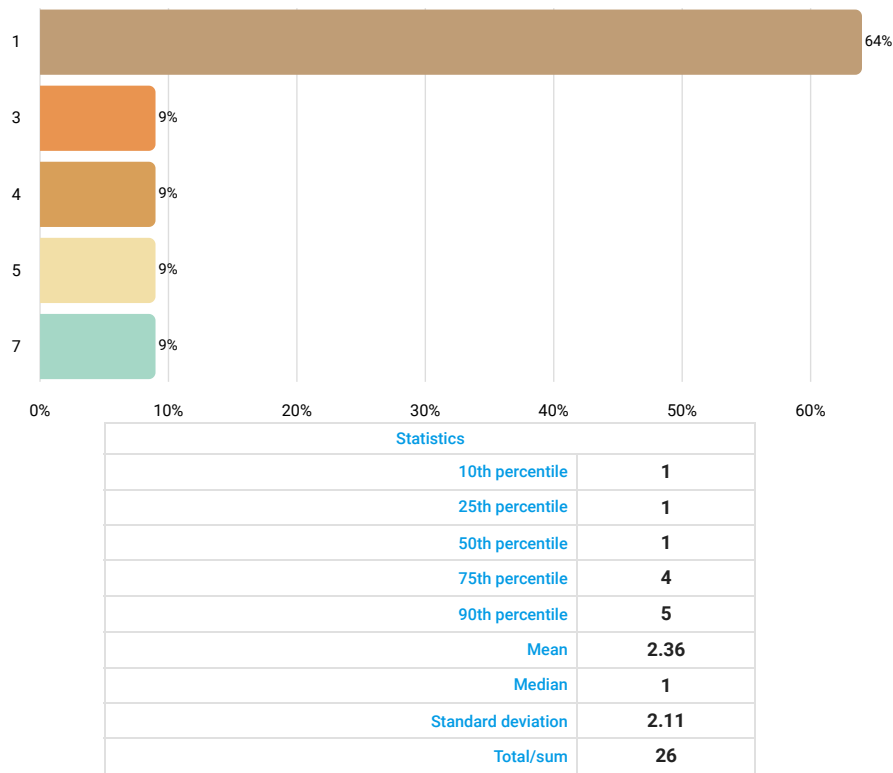
Select one answer (radio button)



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%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

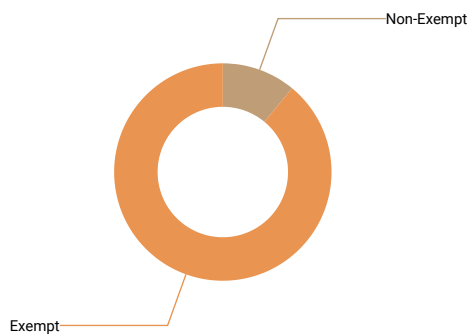
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

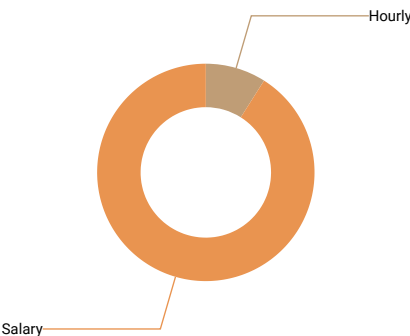
Answered 9 times
Skipped 2 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 11 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual 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	7	\$57,750.00	\$67,200.00	\$83,475.00	\$92,081.60	\$95,341.00	\$79,720.89	\$83,475.00	\$13,771.07
Actual Average Base Salary	9	\$57,750.00	\$74,630.40	\$90,000.00	\$92,081.60	\$99,428.33	\$83,509.52	\$90,000.00	\$14,071.86
Actual Highest Base Salary	7	\$57,750.00	\$67,200.00	\$83,475.00	\$95,341.00	\$99,840.00	\$81,474.00	\$83,475.00	\$15,596.68
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.7 Human Resources Specialist/Generalist - Level 1

Job description

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

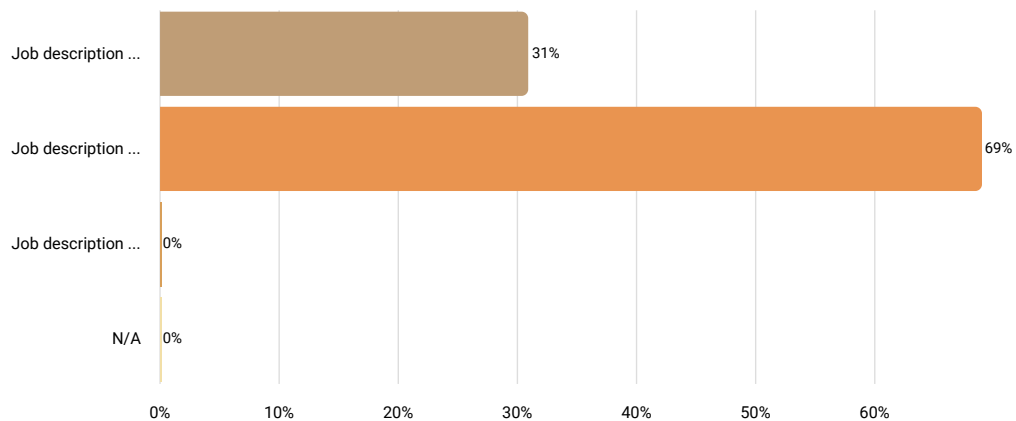
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the work assigned and is given direction on most tasks assigned.

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

Answered 16 times

Skipped 1 times

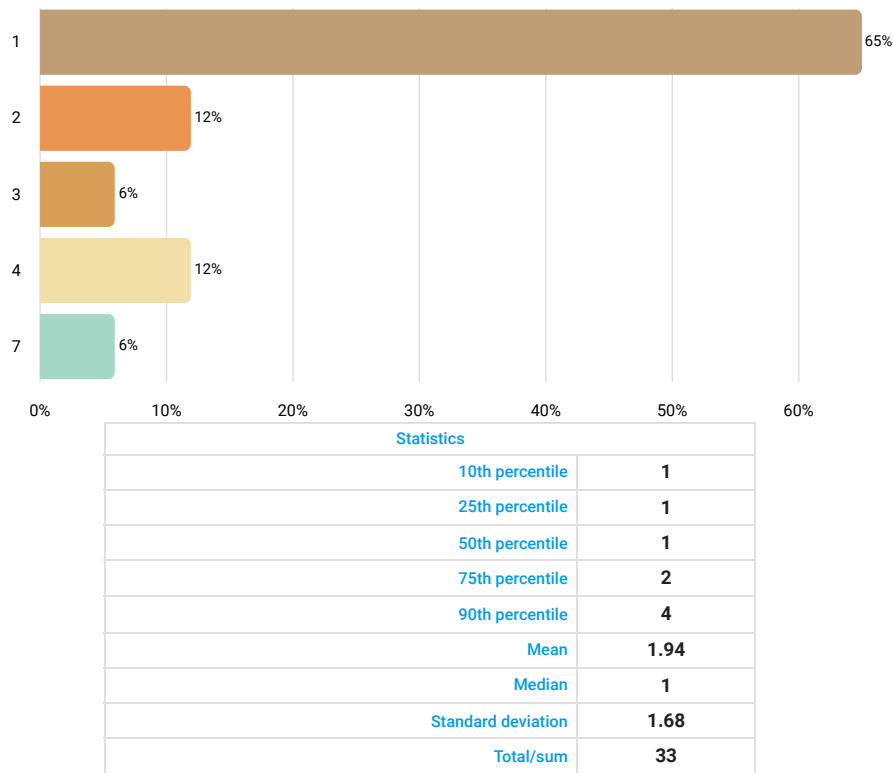
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	31%	5
Job description matches the position at your company very well	69%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

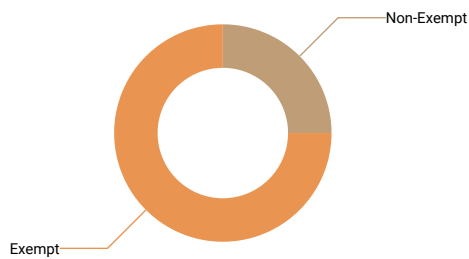
Number of Employees Currently in This Position

Answered 17 times
Skipped 0 times
Number input



FLSA Status

Answered 16 times
Skipped 1 times
Select one answer (radio button)



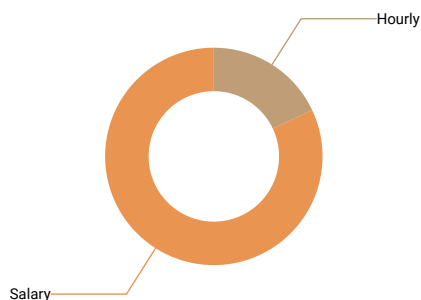
Results	%	N
Non-Exempt	25%	4
Exempt	75%	12

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									
Pay Range Maximum Salary	6	\$55,000.00	\$65,000.00	\$80,000.00	\$111,237.50	\$117,553.00	\$84,798.42	\$80,000.00	\$24,891.20
Pay Range Minimum Salary	6	\$45,000.00	\$45,000.00	\$54,000.00	\$66,742.50	\$78,369.00	\$57,185.25	\$54,000.00	\$13,633.37
Actual Lowest Base Salary	7	\$51,000.00	\$56,000.00	\$65,366.00	\$71,000.00	\$75,000.00	\$62,971.79	\$65,366.00	\$8,826.12
Actual Average Base Salary	9	\$51,000.00	\$56,000.00	\$67,322.00	\$77,040.00	\$92,000.00	\$67,719.01	\$67,322.00	\$13,642.52
Actual Highest Base Salary	7	\$51,000.00	\$56,000.00	\$68,602.00	\$87,500.00	\$106,000.00	\$72,728.86	\$68,602.00	\$18,969.62
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.8 Human Resources Specialist/Generalist - Level 2

Job description

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

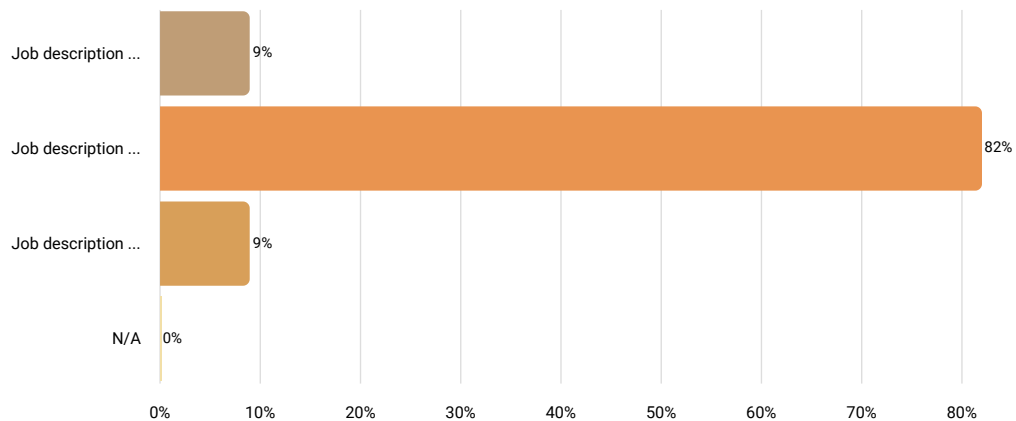
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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

Answered 11 times

Skipped 1 times

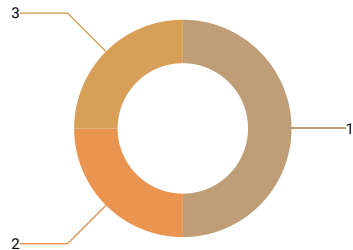
Select one answer (radio button)



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

Number of Employees Currently in This Position

Answered 12 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2.5
90th percentile	3
Mean	1.75
Median	1.5
Standard deviation	0.87
Total/sum	21

FLSA Status

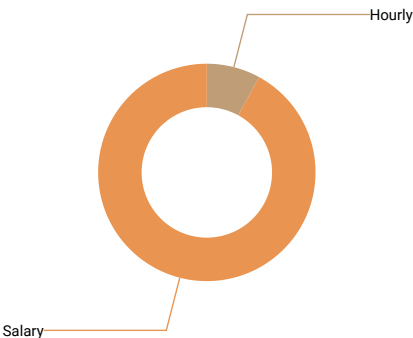
Answered 12 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 12 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Average Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$60,000.00	\$65,366.00	\$72,000.00	\$75,400.00	\$83,195.00	\$71,192.20	\$72,000.00	\$8,967.10
Actual Average Base Salary	8	\$246.00	\$63,500.00	\$71,361.00	\$83,965.83	\$96,184.00	\$66,760.46	\$71,361.00	\$29,432.09
Actual Highest Base Salary	5	\$68,602.00	\$70,000.00	\$75,400.00	\$83,200.00	\$99,100.00	\$79,260.40	\$75,400.00	\$12,483.88
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.9 Human Resources Specialist/Generalist - Level 3

Job description

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

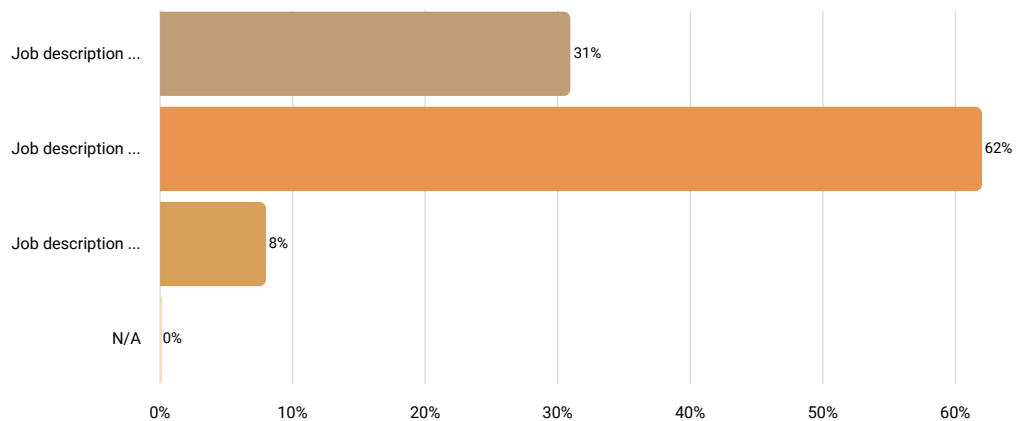
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs both routine and non-routine assignments with little direction.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	31%	4
Job description matches the position at your company very well	62%	8
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

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

Answered 6 times

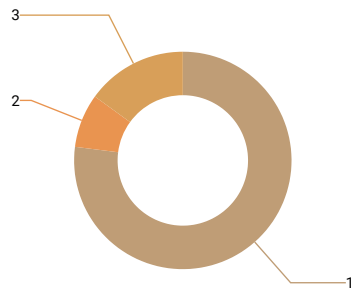
Skipped 7 times

Text input

Results	
hr business partner specialist or labor relations specialist	1
specialist - hr sr	1
our human resources specialist is also the payroll specialist	1
hris supervisor	1
recruiter/hr generalist	1
human resources specialist	1

Number of Employees Currently in This Position

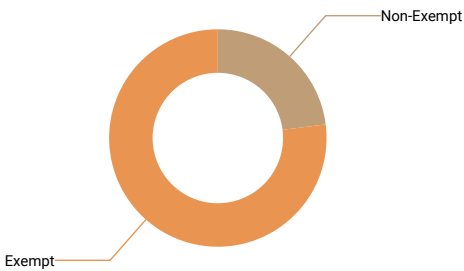
Answered 13 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.38
Median	1
Standard deviation	0.77
Total/sum	18

FLSA Status

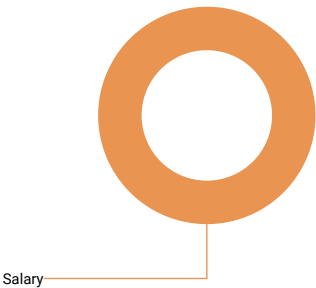
Answered 13 times
Skipped 0 times
Select one answer (radio button)



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	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	7	\$43,954.00	\$80,000.00	\$125,208.00	\$168,896.00	\$206,285.63	\$120,433.38	\$125,208.00	\$56,278.62
Pay Range Minimum Salary	7	\$45,000.00	\$54,450.00	\$81,630.00	\$102,544.00	\$123,771.38	\$82,688.20	\$81,630.00	\$27,027.08
Actual Lowest Base Salary	9	\$1,929.00	\$62,700.00	\$65,366.00	\$93,623.40	\$120,640.00	\$71,693.16	\$65,366.00	\$33,824.77
Actual Average Base Salary	13	\$58,300.00	\$64,110.00	\$72,000.00	\$103,989.00	\$120,640.00	\$80,904.48	\$72,000.00	\$40,670.36
Actual Highest Base Salary	9	\$1,929.00	\$62,700.00	\$68,602.00	\$103,989.00	\$130,175.24	\$76,114.03	\$68,602.00	\$38,545.04
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,282.00	\$1,400.00	\$3,375.33	\$10,398.00	\$12,064.00	\$5,315.78	\$3,375.33	\$4,733.61

5.3.10 Material Planner

Job description

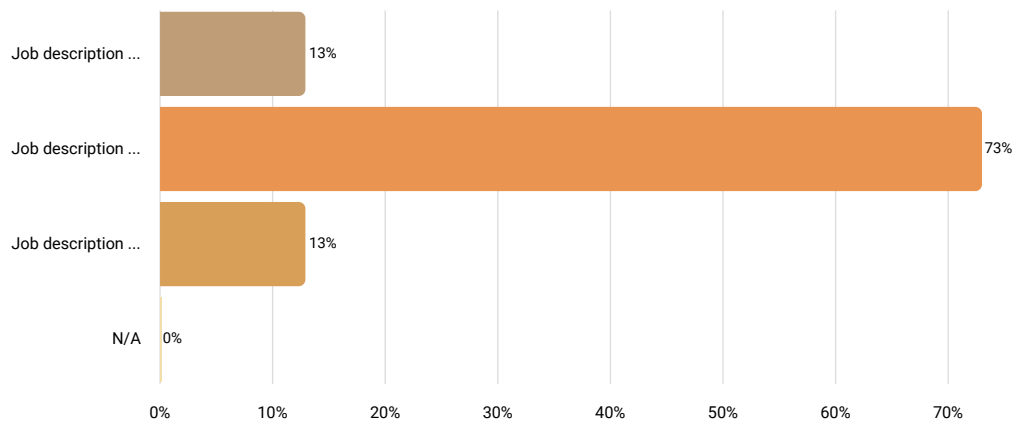
Monitor, schedule and coordinate movement of material for production throughout the facility. Coordinates with purchasing, production and other departments for the efficient movement and delivery of material. Typically has a B.S. degree or equivalent experience.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	73%	11
Job description is perceptibly stronger than the position at your company	13%	2
N/A	0%	0

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

Answered 6 times

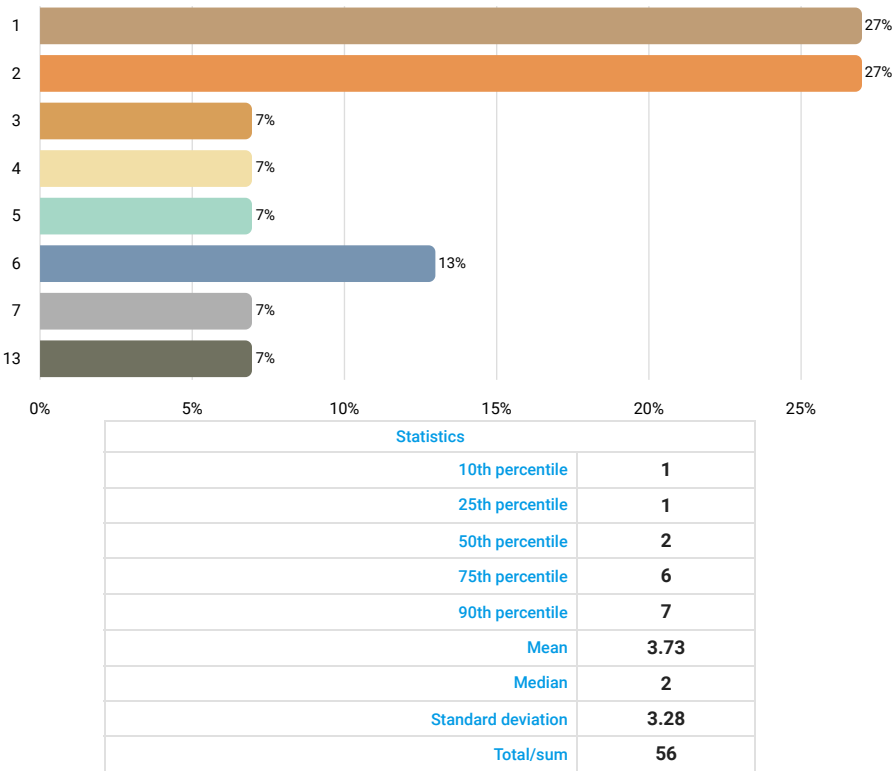
Skipped 9 times

Text input

Results	
production planner	2
manufacturing planner	1
production control specialist	1
senior material planner	1
logistics planner	1

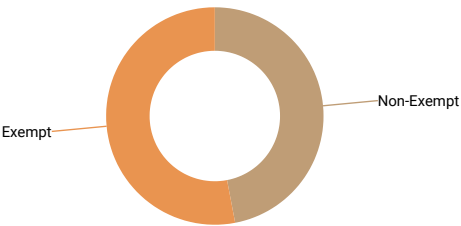
Number of Employees Currently in This Position

Answered 15 times
Skipped 0 times
Number input



FLSA Status

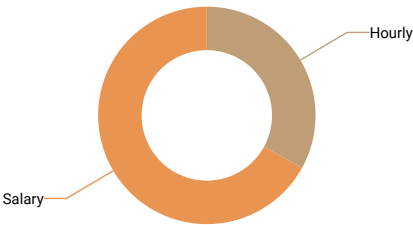
Answered 15 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	33%	5
Salary	67%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	6	\$75,000.00	\$78,000.00	\$80,000.00	\$99,000.00	\$125,000.00	\$89,500.00	\$80,000.00	\$19,357.17
Pay Range Minimum Salary	6	\$45,000.00	\$49,250.00	\$52,500.00	\$60,000.00	\$83,246.00	\$57,082.67	\$52,500.00	\$13,819.36
Actual Lowest Base Salary	8	\$45,760.00	\$59,750.00	\$65,640.50	\$86,375.00	\$108,210.00	\$72,187.63	\$65,640.50	\$20,444.84
Actual Average Base Salary	8	\$59,904.00	\$62,250.00	\$68,790.97	\$90,875.00	\$108,250.00	\$76,498.24	\$68,790.97	\$18,981.33
Actual Highest Base Salary	8	\$62,500.00	\$69,900.39	\$74,300.00	\$92,000.00	\$120,000.00	\$81,862.60	\$74,300.00	\$19,984.10
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.13 Financial Analyst

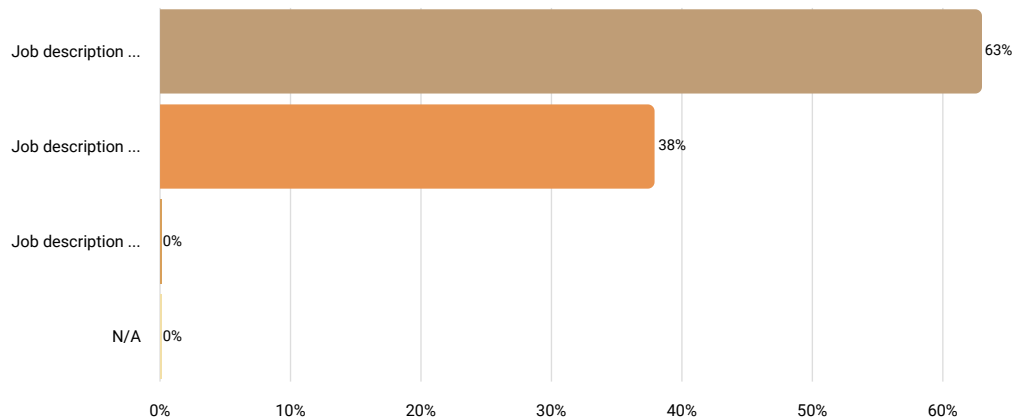
Job description Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



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

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

Answered 6 times

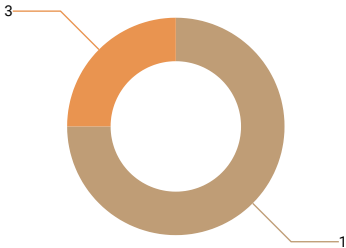
Skipped 2 times

Text input

Results	
financial analysis specialist	1
project controller analyst	1
analyst - financial	1
pricing analyst	1
controller	1
sr financial analyst	1

Number of Employees Currently in This Position

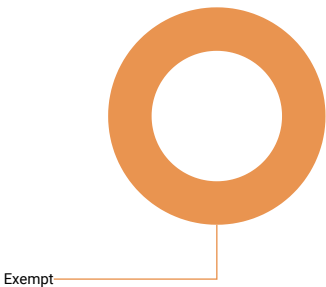
Answered 8 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1.5
Median	1
Standard deviation	0.93
Total/sum	12

FLSA Status

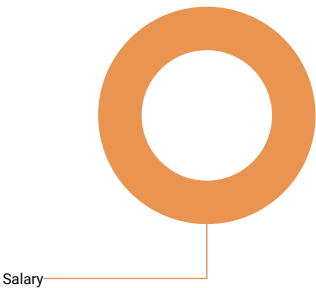
Answered 8 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	7	\$75,000.00	\$82,000.00	\$96,640.00	\$98,000.00	\$125,030.33	\$94,418.81	\$96,640.00	\$16,116.41
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.14 Recruiter

Job description

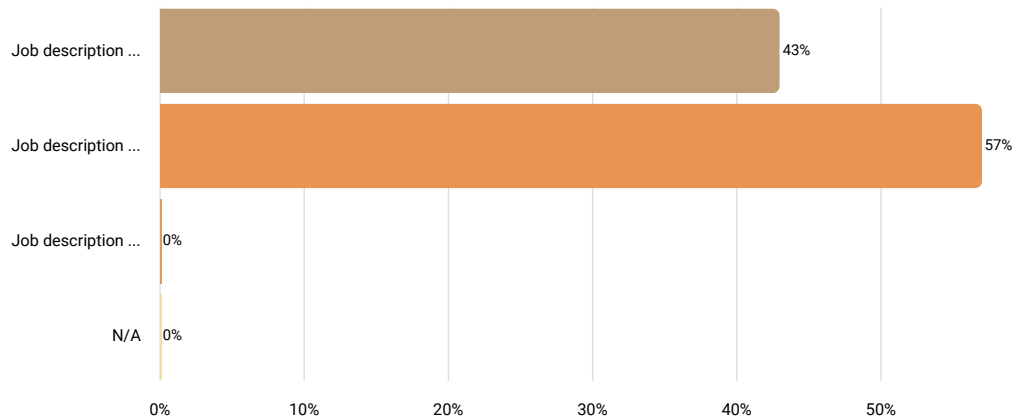
Partners with hiring managers to determine staffing needs. Screen resumes, perform in-person and phone interviews with candidates, negotiate job offers, and promote job openings and the organization through various hiring channels.

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

Answered 7 times

Skipped 1 times

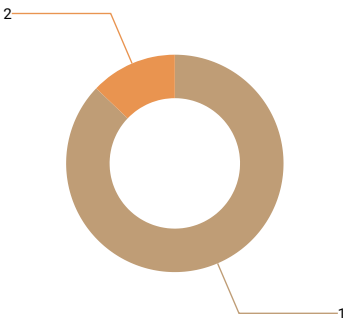
Select one answer (radio button)



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

Number of Employees Currently in This Position

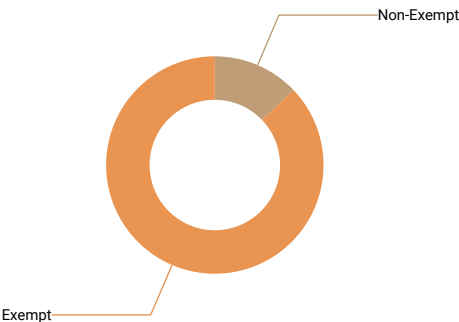
Answered 8 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.13
Median	1
Standard deviation	0.35
Total/sum	9

FLSA Status

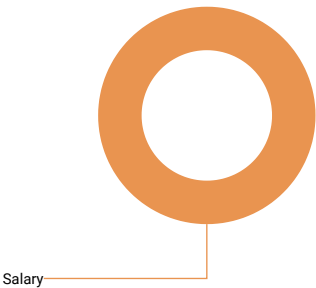
Answered 8 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$50,960.00	\$51,500.00	\$61,193.60	\$65,000.00	\$82,250.00	\$62,180.72	\$61,193.60	\$12,764.02
Actual Average Base Salary	6	\$50,960.00	\$51,500.00	\$59,596.80	\$66,622.00	\$82,250.00	\$61,754.27	\$59,596.80	\$11,660.57
Actual Highest Base Salary	5	\$50,960.00	\$51,500.00	\$61,193.60	\$67,444.00	\$82,250.00	\$62,669.52	\$61,193.60	\$12,944.50
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.3.15 Training Coordinator

Job description

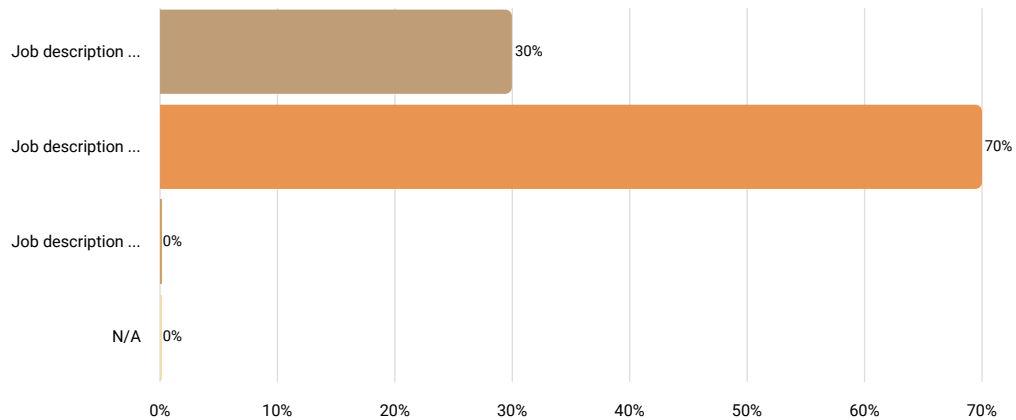
Communicate with managers to identify training needs and map out development plans for teams and individuals. Facilitate training when needed.

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

Answered 10 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 7 times

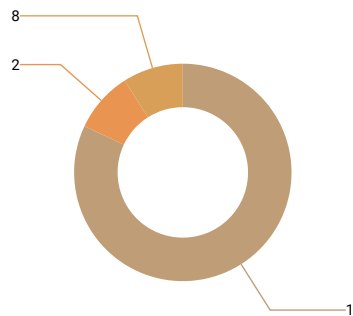
Skipped 4 times

Text input

Results	
training administrator	2
trainer	1
technical training coordinator	1
training specialist	1
human resources specialist	1
operations development specialist	1

Number of Employees Currently in This Position

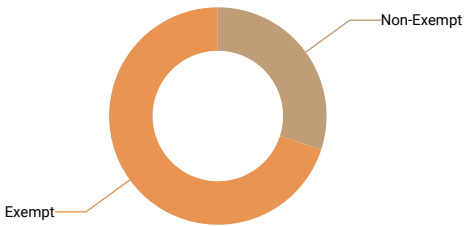
Answered 11 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.73
Median	1
Standard deviation	2.1
Total/sum	19

FLSA Status

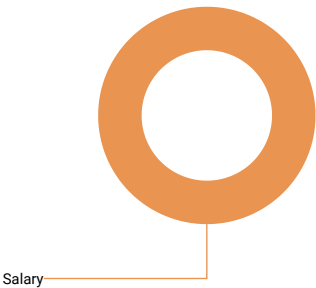
Answered 10 times
Skipped 1 times
Select one answer (radio button)



Results	%	N
Non-Exempt	30%	3
Exempt	70%	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	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	\$58,304.00	\$60,000.00	\$89,665.00	\$123,919.00	\$145,850.00	\$94,567.17	\$89,665.00	\$35,316.43
Pay Range Minimum Salary	6	\$37,311.00	\$45,000.00	\$52,527.50	\$66,725.00	\$97,650.00	\$58,623.50	\$52,527.50	\$21,520.33
Actual Lowest Base Salary	7	\$51,788.88	\$77,699.00	\$90,000.00	\$110,000.00	\$128,200.00	\$91,647.13	\$90,000.00	\$24,556.74
Actual Average Base Salary	10	\$48,394.44	\$55,059.06	\$82,363.50	\$100,842.00	\$119,100.00	\$81,242.71	\$82,363.50	\$27,020.69
Actual Highest Base Salary	8	\$51,788.88	\$74,905.06	\$87,878.00	\$105,421.00	\$128,200.00	\$89,549.63	\$87,878.00	\$24,023.91
Average Incentive Bonus or Other Cash Bonus (Annual)									

Professional Technical

5.4 Professional Technical Positions (24 occupations)

5.4.1 Mechanical Engineer - Level 1

Job description

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

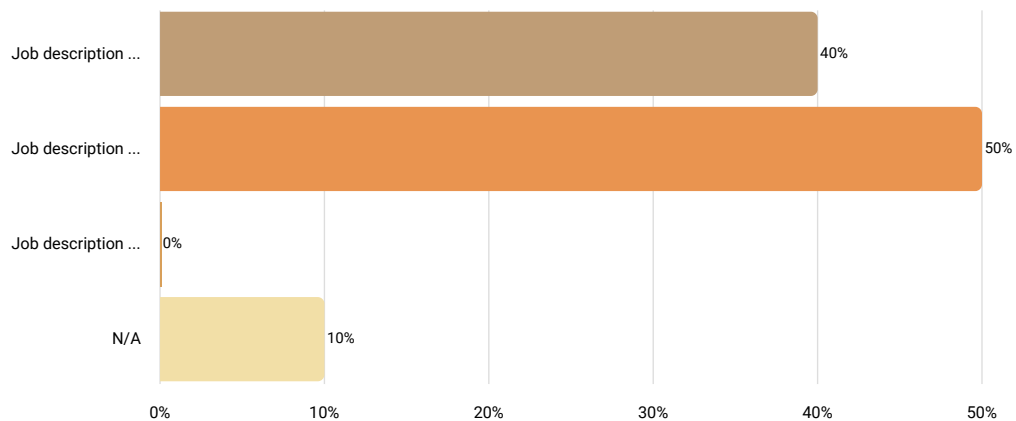
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 10 times

Skipped 1 times

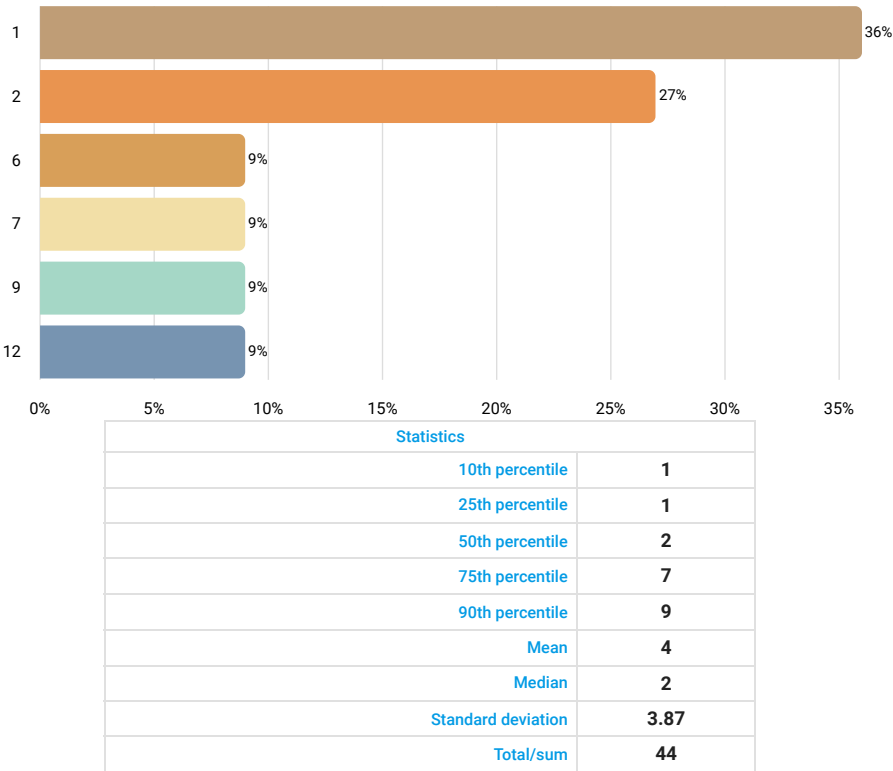
Select one answer (radio button)



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

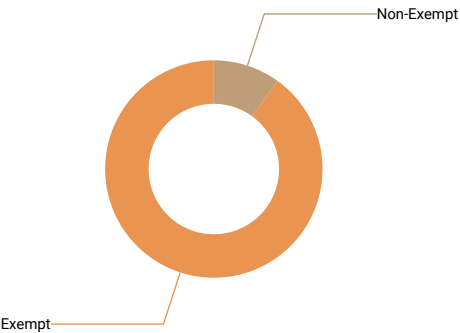
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

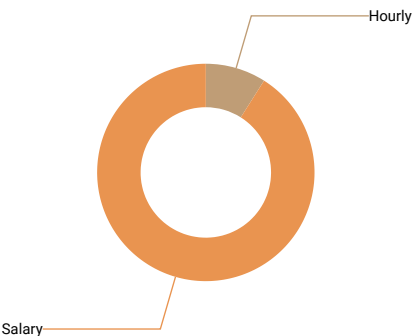
Answered 10 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 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	6	\$87,960.00	\$91,286.00	\$98,415.50	\$115,362.50	\$117,553.00	\$101,498.75	\$98,415.50	\$12,341.59
Pay Range Minimum Salary	6	\$61,960.00	\$62,830.00	\$67,108.75	\$78,369.00	\$78,841.00	\$69,369.58	\$67,108.75	\$7,582.63
Actual Lowest Base Salary	6	\$55,000.00	\$73,645.00	\$78,948.56	\$82,000.00	\$92,200.00	\$76,790.35	\$78,948.56	\$12,364.43
Actual Average Base Salary	7	\$55,000.00	\$75,177.68	\$91,791.00	\$92,835.00	\$97,000.00	\$83,521.54	\$91,791.00	\$14,739.23
Actual Highest Base Salary	6	\$55,000.00	\$75,918.76	\$78,647.56	\$110,000.00	\$112,000.00	\$85,035.65	\$78,647.56	\$22,023.46
Average Incentive Bonus or Other Cash Bonus (Annual)									

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.

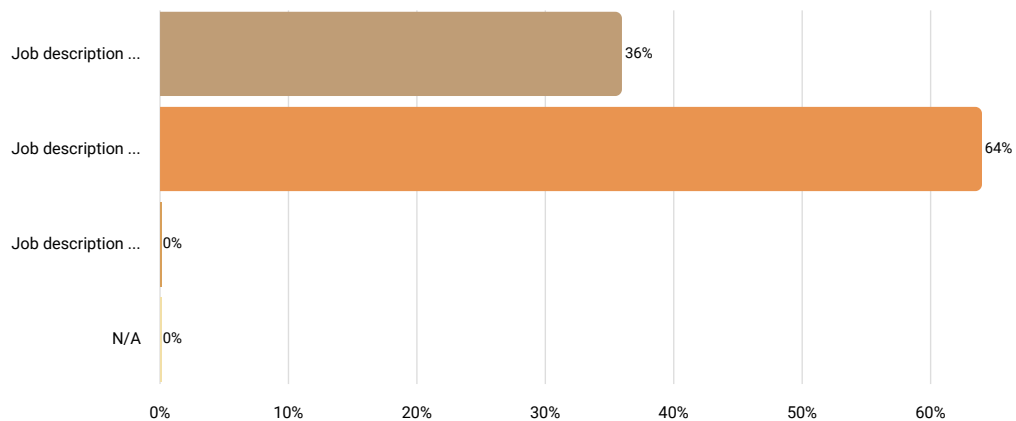
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 11 times

Skipped 0 times

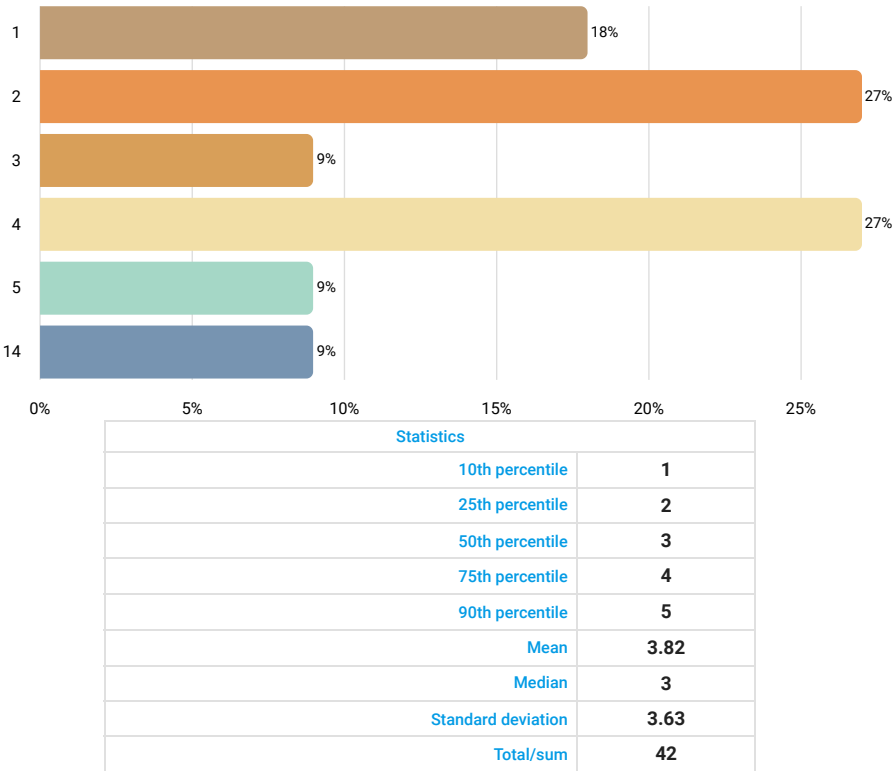
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	36%	4
Job description matches the position at your company very well	64%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

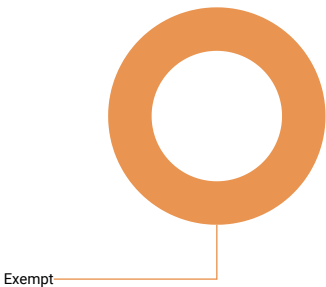
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

Answered 10 times
Skipped 1 times
Select one answer (radio button)



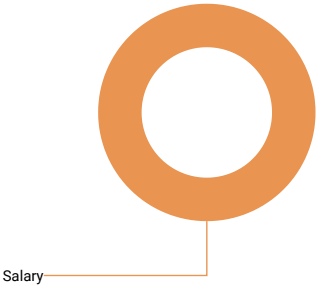
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

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	7	\$72,000.00	\$90,000.00	\$117,092.00	\$137,020.00	\$137,225.00	\$109,591.00	\$117,092.00	\$24,721.27
Pay Range Minimum Salary	7	\$55,000.00	\$65,000.00	\$74,970.00	\$82,335.00	\$91,346.00	\$73,521.57	\$74,970.00	\$12,326.76
Actual Lowest Base Salary	9	\$60,000.00	\$73,140.00	\$80,000.00	\$87,000.00	\$120,000.00	\$81,350.70	\$80,000.00	\$17,208.11
Actual Average Base Salary	10	\$69,748.00	\$74,880.00	\$83,803.14	\$95,350.00	\$115,612.16	\$87,602.69	\$83,803.14	\$17,483.14
Actual Highest Base Salary	9	\$70,000.00	\$79,000.00	\$83,200.00	\$95,205.50	\$129,800.00	\$89,206.97	\$83,200.00	\$18,122.78
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.

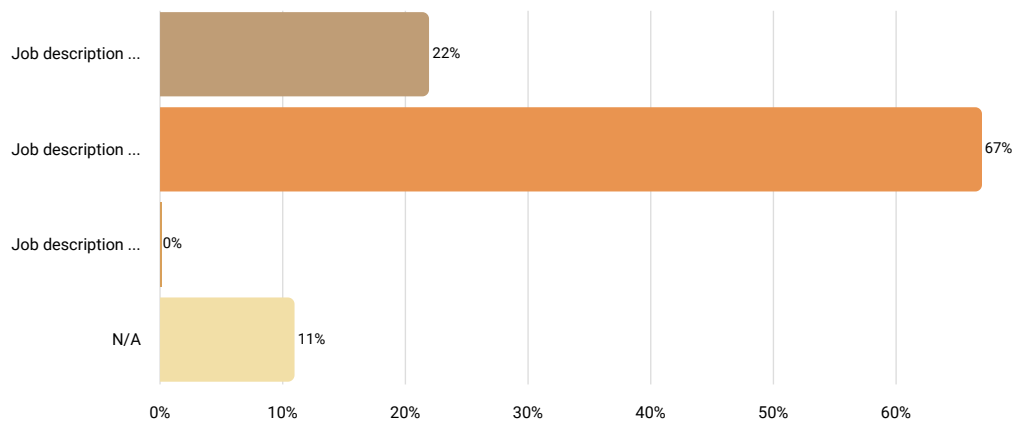
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 9 times

Skipped 0 times

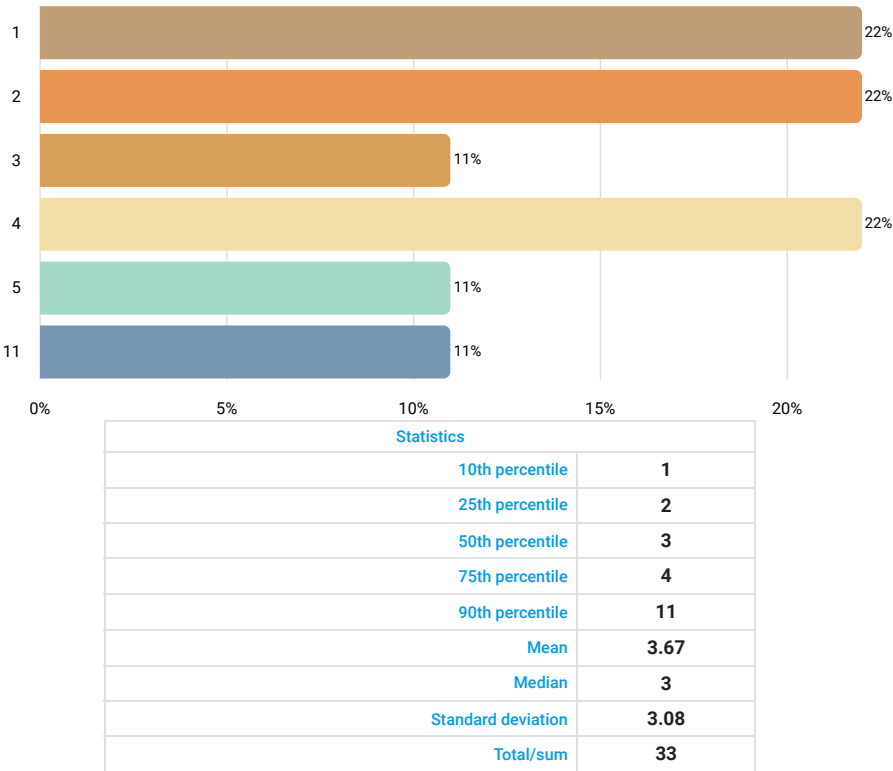
Select one answer (radio button)



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

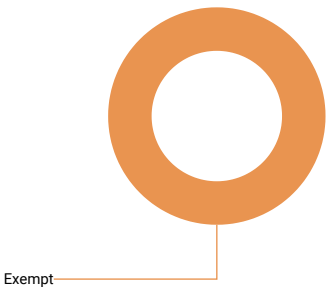
Number of Employees Currently in This Position

Answered 9 times
Skipped 0 times
Number input



FLSA Status

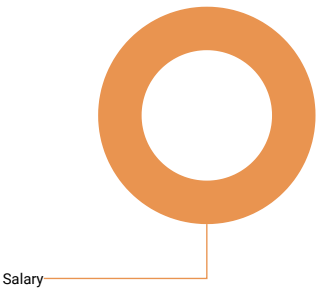
Answered 9 times
Skipped 0 times
Select one answer (radio button)



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	6	\$80,000.00	\$114,773.00	\$129,010.00	\$150,000.00	\$170,637.50	\$128,905.08	\$129,010.00	\$31,325.25
Pay Range Minimum Salary	6	\$40,000.00	\$81,000.00	\$87,473.00	\$91,819.00	\$102,382.50	\$81,691.25	\$87,473.00	\$21,754.06
Actual Lowest Base Salary	8	\$70,720.00	\$77,300.00	\$97,000.00	\$114,770.11	\$136,377.00	\$98,154.65	\$97,000.00	\$23,885.27
Actual Average Base Salary	9	\$74,500.00	\$83,200.00	\$112,471.77	\$121,300.00	\$139,796.00	\$106,144.97	\$112,471.77	\$24,704.66
Actual Highest Base Salary	8	\$75,000.00	\$86,800.00	\$107,610.11	\$130,975.09	\$143,500.00	\$108,658.80	\$107,610.11	\$26,357.99
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$1,000.00	\$3,000.00	\$4,017.00	\$4,498.87	\$13,979.00	\$5,298.97	\$4,017.00	\$5,034.70

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.

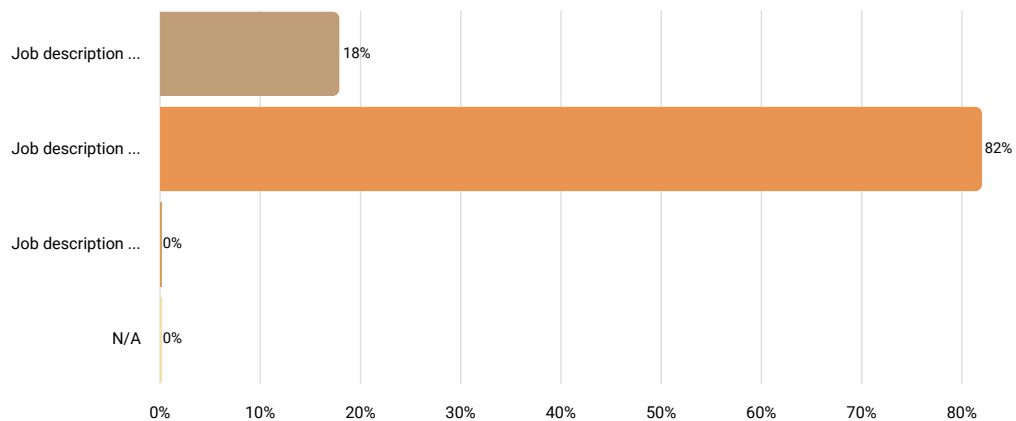
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 11 times

Skipped 0 times

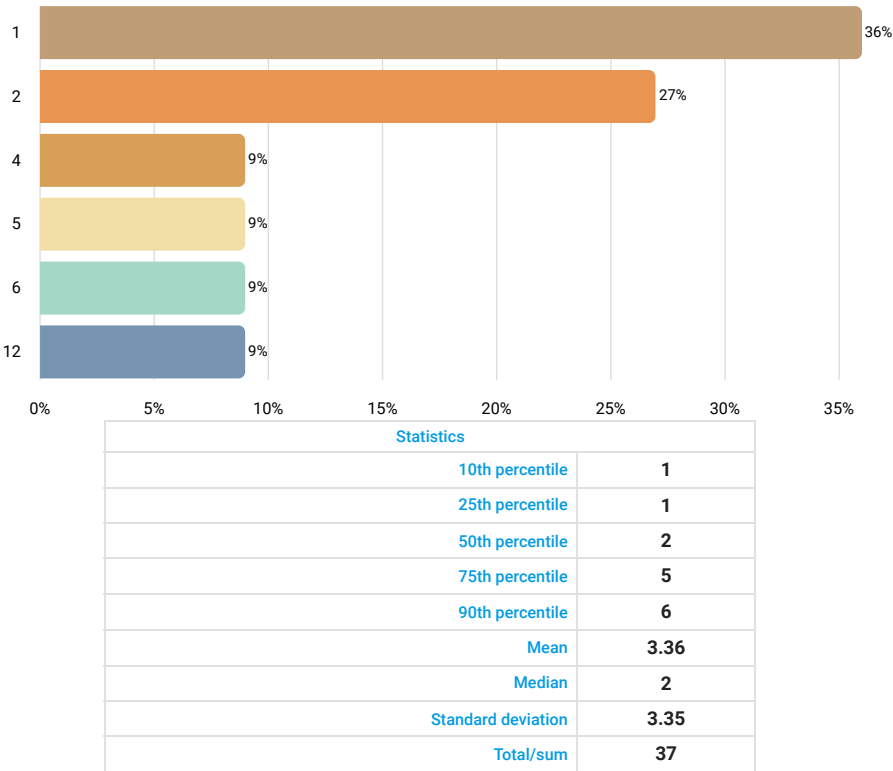
Select one answer (radio button)



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

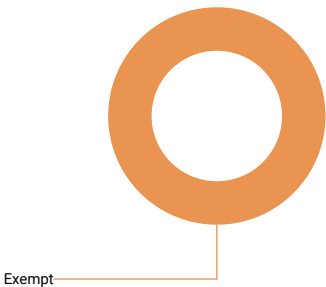
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

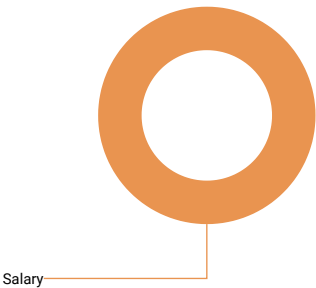
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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	\$90,000.00	\$152,000.00	\$162,824.00	\$175,638.00	\$209,133.75	\$157,919.15	\$162,824.00	\$43,614.78
Pay Range Minimum Salary	6	\$75,000.00	\$101,000.00	\$106,024.50	\$112,401.00	\$125,480.25	\$104,321.71	\$106,024.50	\$16,746.94
Actual Lowest Base Salary	9	\$85,000.00	\$104,000.00	\$125,831.68	\$141,689.00	\$156,895.57	\$121,310.72	\$125,831.68	\$23,997.74
Actual Average Base Salary	10	\$98,454.50	\$112,000.00	\$131,004.50	\$151,436.00	\$158,774.90	\$129,571.01	\$131,004.50	\$24,334.16
Actual Highest Base Salary	9	\$85,000.00	\$114,444.00	\$128,200.00	\$146,390.40	\$163,683.00	\$130,268.80	\$128,200.00	\$24,856.47
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$5,352.36	\$7,000.00	\$15,000.00	\$18,172.00	\$19,300.00	\$12,964.87	\$15,000.00	\$6,421.06

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.

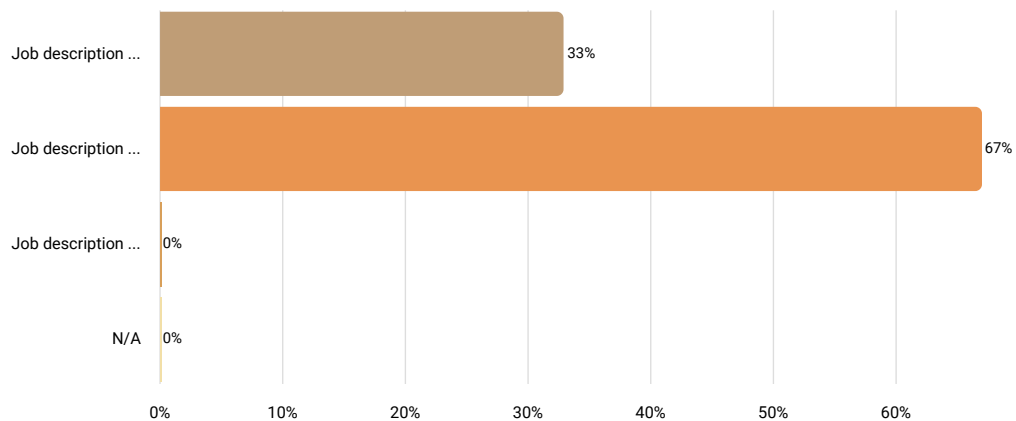
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

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

Answered 6 times

Skipped 0 times

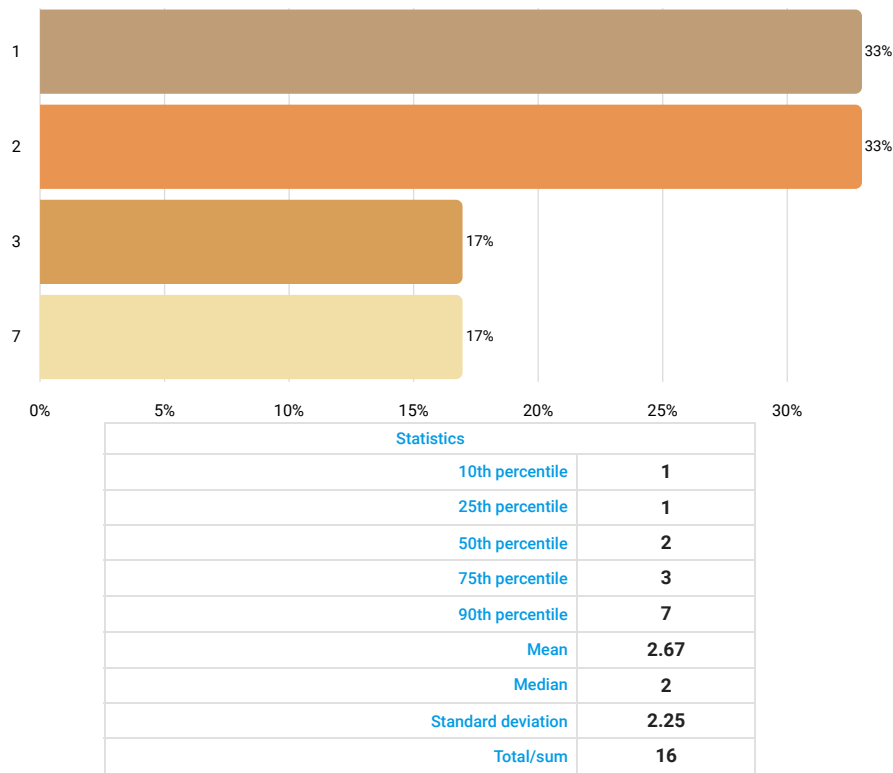
Select one answer (radio button)



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

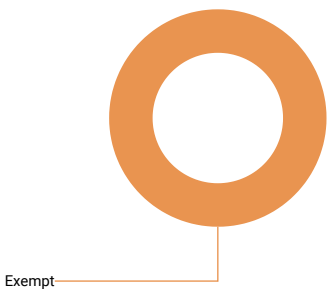
Number of Employees Currently in This Position

Answered 6 times
Skipped 0 times
Number input



FLSA Status

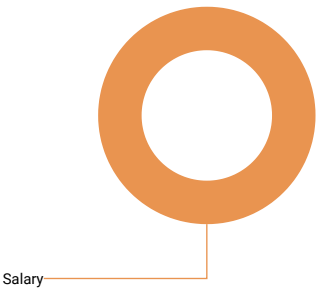
Answered 6 times
Skipped 0 times
Select one answer (radio button)



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	5	\$90,000.00	\$156,800.00	\$190,000.00	\$214,243.00	\$256,398.75	\$181,488.35	\$190,000.00	\$62,722.64
Pay Range Minimum Salary	5	\$104,600.00	\$110,000.00	\$126,000.00	\$137,141.00	\$153,839.25	\$126,316.05	\$126,000.00	\$20,078.63
Actual Lowest Base Salary	5	\$77,251.20	\$101,000.00	\$128,000.00	\$129,900.00	\$147,325.10	\$116,695.26	\$128,000.00	\$27,579.54
Actual Average Base Salary	6	\$78,332.80	\$101,000.00	\$144,826.43	\$158,000.00	\$205,000.00	\$138,664.28	\$144,826.43	\$45,140.79
Actual Highest Base Salary	5	\$79,435.20	\$101,000.00	\$136,800.00	\$164,005.92	\$189,000.00	\$134,048.22	\$136,800.00	\$44,719.96
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.

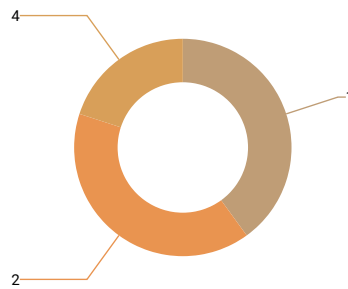
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



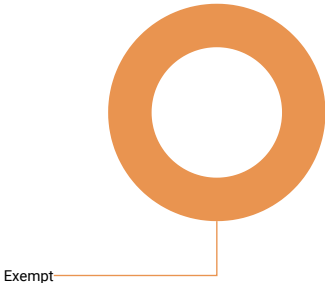
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	4
Mean	2
Median	2
Standard deviation	1.22
Total/sum	10

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



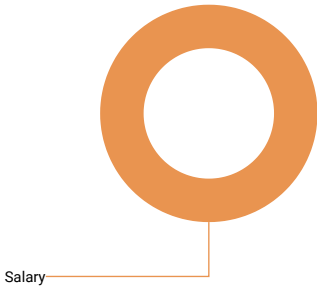
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

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	\$71,309.00	\$88,000.00	\$91,026.26	\$93,600.00	\$104,000.00	\$89,587.05	\$91,026.26	\$11,858.69
Actual Average Base Salary	5	\$71,309.00	\$88,996.00	\$91,026.26	\$115,275.00	\$186,160.00	\$110,553.25	\$91,026.26	\$45,068.85
Actual Highest Base Salary	5	\$71,309.00	\$89,993.00	\$91,026.26	\$120,000.00	\$139,360.00	\$102,337.65	\$91,026.26	\$27,045.00
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.

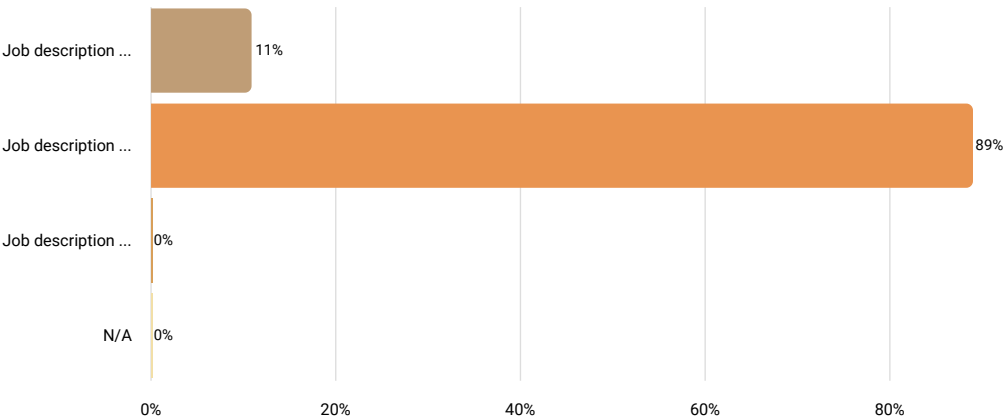
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 9 times

Skipped 0 times

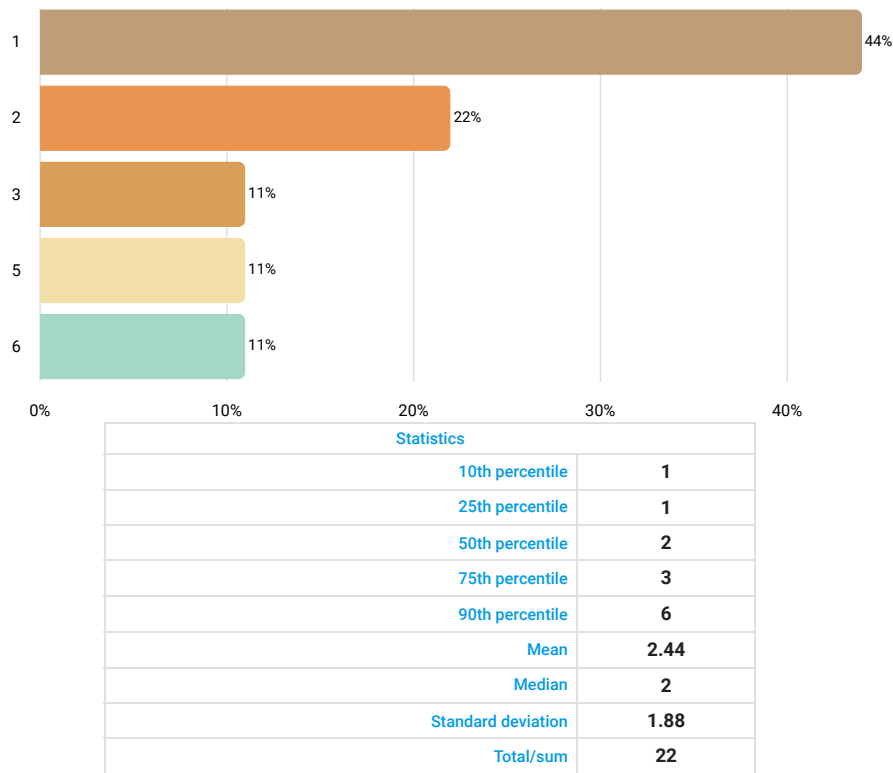
Select one answer (radio button)



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

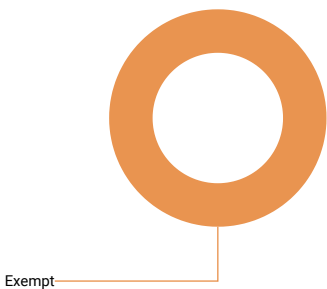
Number of Employees Currently in This Position

Answered 9 times
Skipped 0 times
Number input



FLSA Status

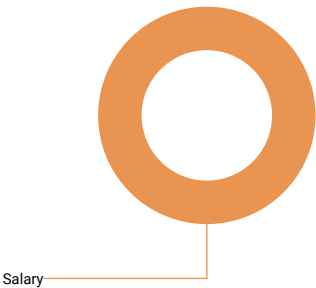
Answered 9 times
Skipped 0 times
Select one answer (radio button)



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	5	\$87,960.00	\$100,000.00	\$105,000.00	\$143,433.00	\$150,450.00	\$117,368.60	\$105,000.00	\$27,808.49
Pay Range Minimum Salary	5	\$50,000.00	\$62,830.00	\$90,000.00	\$91,819.00	\$100,300.00	\$78,989.80	\$90,000.00	\$21,456.26
Actual Lowest Base Salary	8	\$89,466.00	\$94,300.00	\$100,281.82	\$120,267.29	\$131,941.00	\$106,388.15	\$100,281.82	\$16,463.37
Actual Average Base Salary	9	\$89,466.00	\$100,750.00	\$112,320.00	\$119,600.00	\$137,011.00	\$112,685.30	\$112,320.00	\$16,238.27
Actual Highest Base Salary	8	\$89,466.00	\$99,500.00	\$120,787.29	\$137,224.62	\$146,697.00	\$118,898.35	\$120,787.29	\$21,792.05
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.

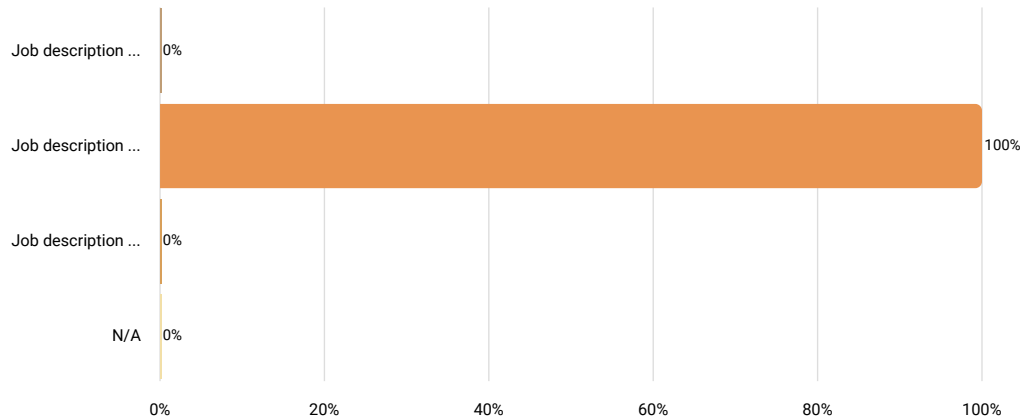
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer; requires judgment about methods and techniques utilized.

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

Answered 5 times

Skipped 0 times

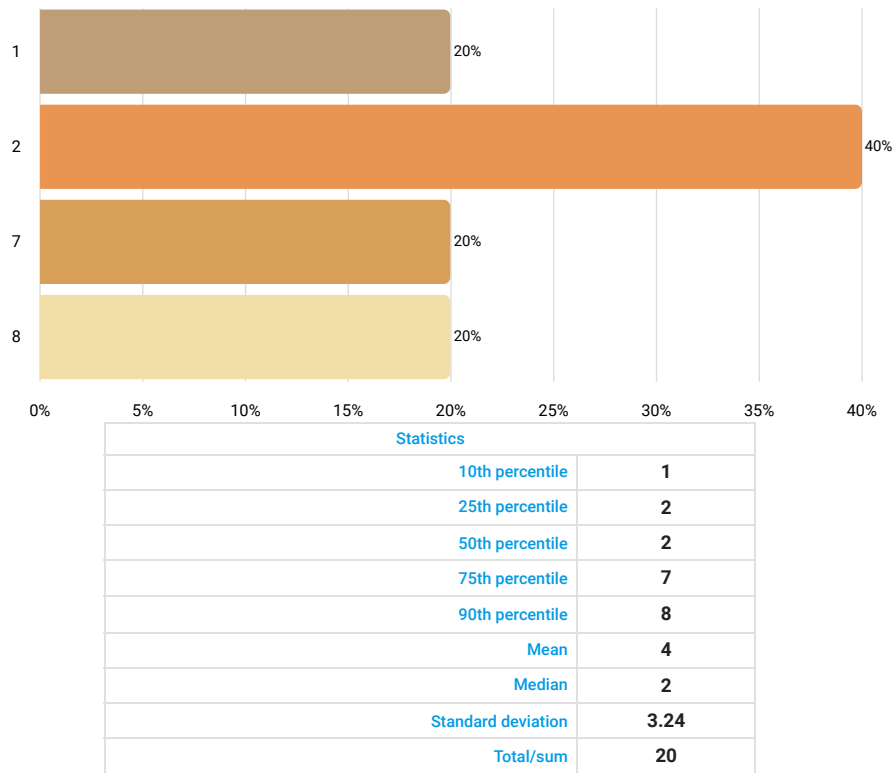
Select one answer (radio button)



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

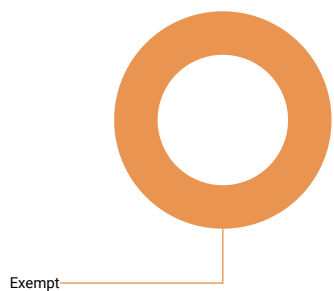
Number of Employees Currently in This Position

Answered 5 times
Skipped 0 times
Number input



FLSA Status

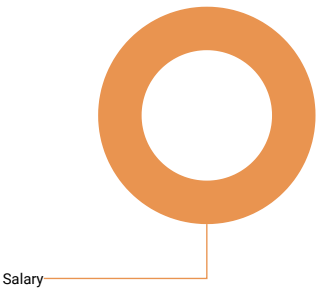
Answered 5 times
Skipped 0 times
Select one answer (radio button)



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	\$105,000.00	\$107,000.00	\$123,230.21	\$132,471.00	\$132,514.00	\$120,043.04	\$123,230.21	\$13,384.24
Actual Average Base Salary	5	\$107,000.00	\$110,000.00	\$136,396.00	\$149,529.00	\$1,390,281.00	\$378,641.20	\$136,396.00	\$565,806.34
Actual Highest Base Salary	5	\$107,000.00	\$115,000.00	\$140,320.00	\$149,665.79	\$164,291.00	\$135,255.36	\$140,320.00	\$23,900.96
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.10 Industrial or Manufacturing Engineer - Level 1

Job description

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

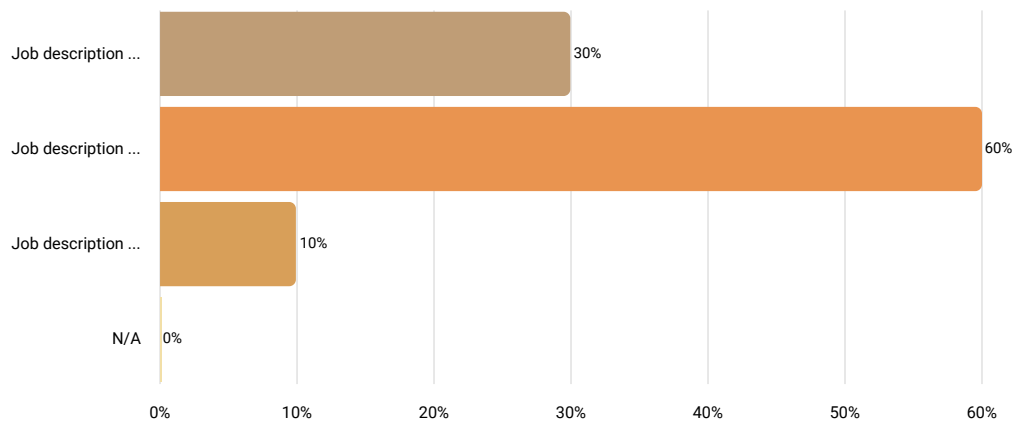
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 10 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 6 times

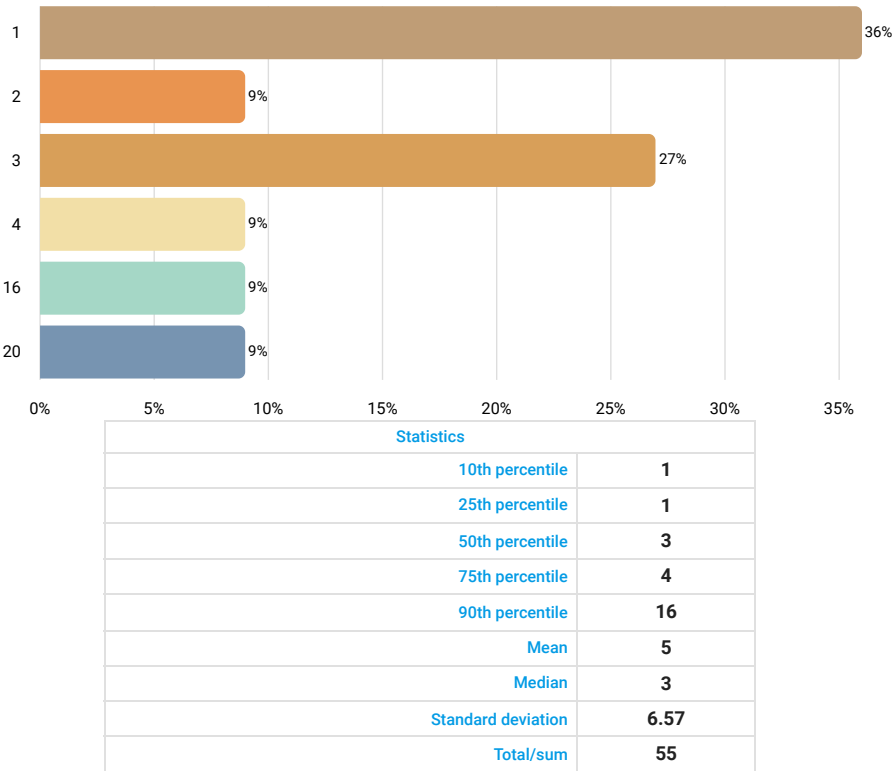
Skipped 5 times

Text input

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

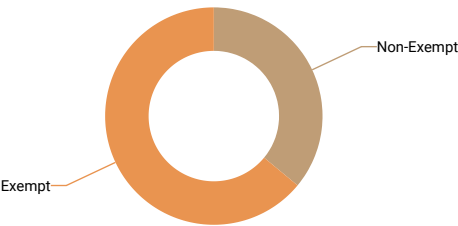
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

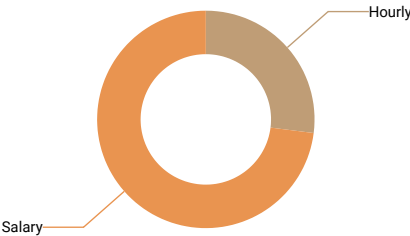
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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	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									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	6	\$66,500.00	\$67,051.00	\$82,487.61	\$94,410.00	\$117,000.00	\$84,989.37	\$82,487.61	\$19,012.84
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.11 Industrial or Manufacturing Engineer - Level 2

Job description

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

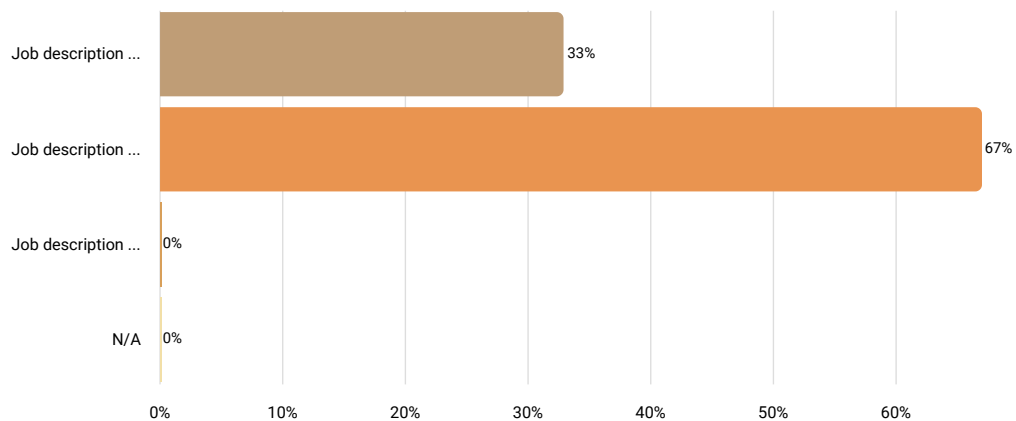
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 9 times

Skipped 1 times

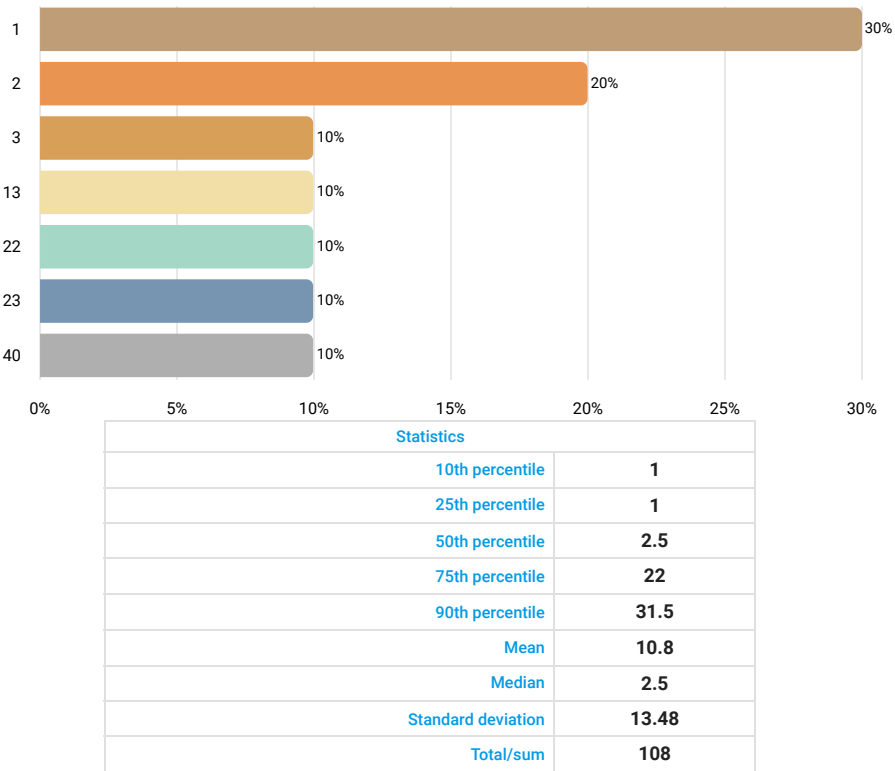
Select one answer (radio button)



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

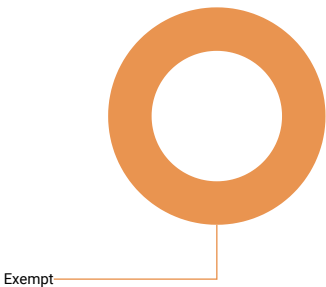
Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times
Number input



FLSA Status

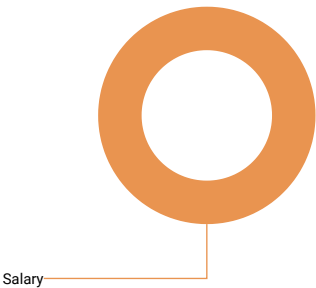
Answered 10 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

Compensation data

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

5.4.12 Industrial or Manufacturing Engineer - Level 3

Job description

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

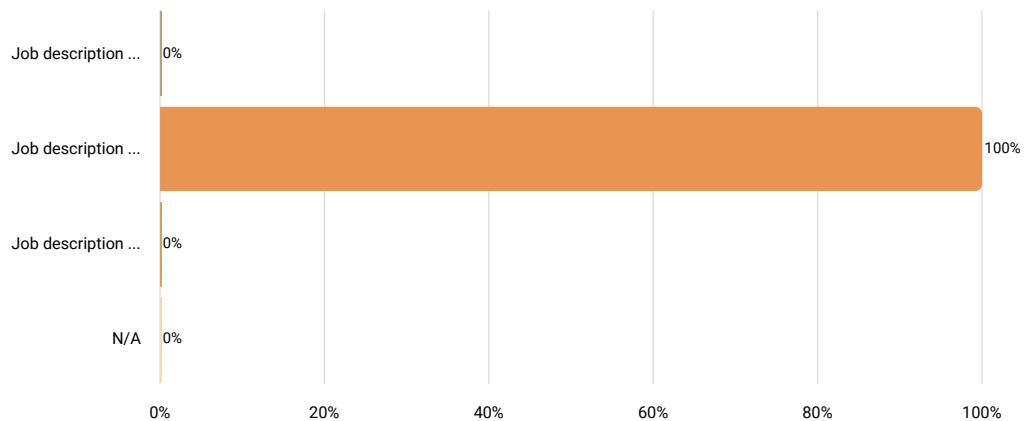
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 9 times

Skipped 2 times

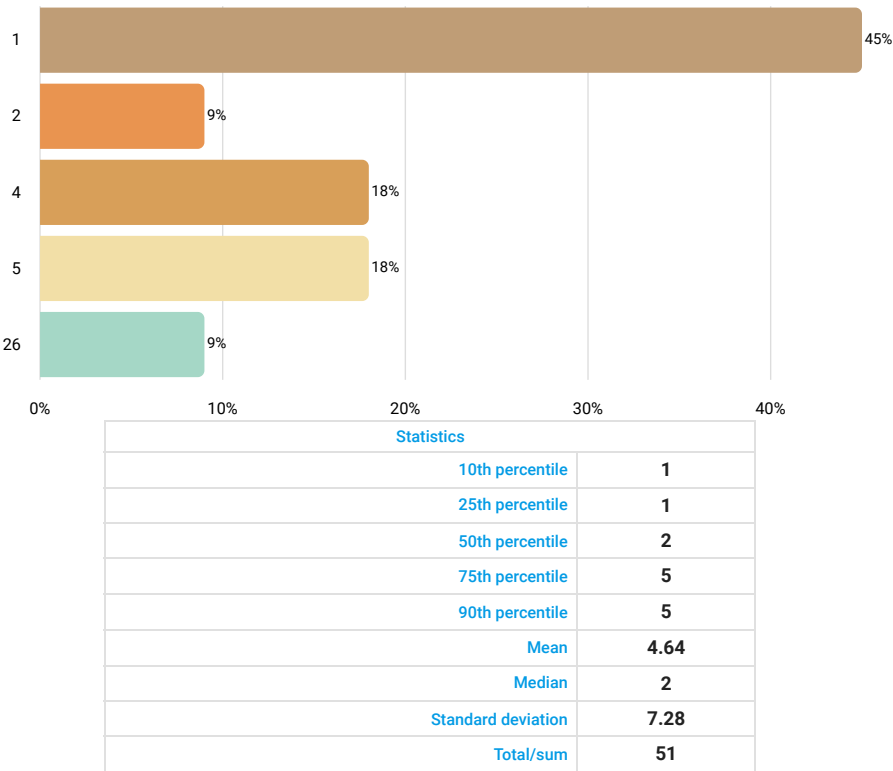
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	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

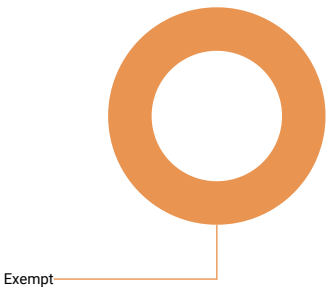
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

Answered 11 times
Skipped 0 times
Select one answer (radio button)



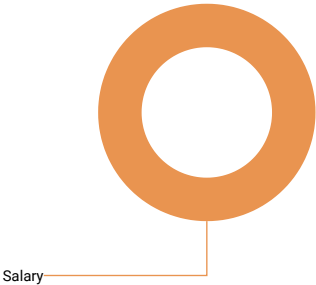
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

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	7	\$80,000.00	\$95,000.00	\$104,000.00	\$157,712.50	\$186,368.00	\$120,440.07	\$104,000.00	\$38,093.28
Pay Range Minimum Salary	7	\$50,000.00	\$59,250.00	\$75,000.00	\$94,627.50	\$113,152.00	\$76,718.50	\$75,000.00	\$21,672.58
Actual Lowest Base Salary	7	\$68,032.00	\$76,220.00	\$95,000.00	\$95,800.00	\$140,775.00	\$93,529.01	\$95,000.00	\$23,423.38
Actual Average Base Salary	9	\$68,032.00	\$83,553.60	\$95,800.00	\$106,742.28	\$140,775.00	\$98,497.99	\$95,800.00	\$22,454.65
Actual Highest Base Salary	6	\$68,032.00	\$76,220.00	\$95,526.80	\$128,756.40	\$140,775.00	\$100,806.17	\$95,526.80	\$29,664.14
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.13 Industrial or Manufacturing Engineer - Level 4

Job description

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

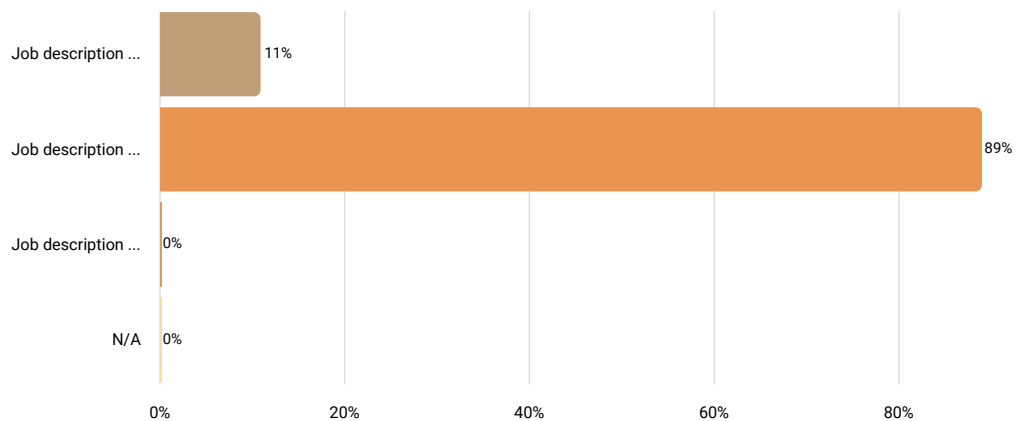
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 9 times

Skipped 0 times

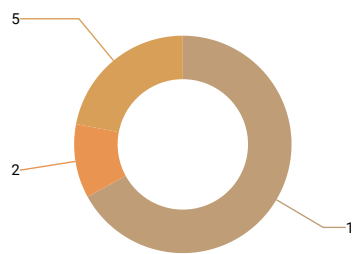
Select one answer (radio button)



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

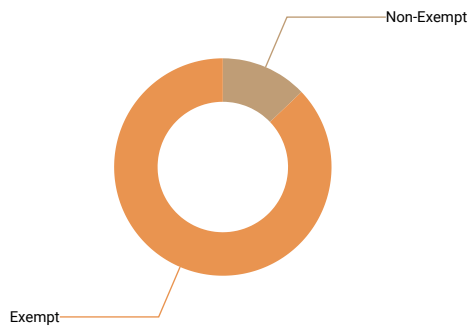
Answered 9 times
Skipped 0 times
Number input



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

FLSA Status

Answered 8 times
Skipped 1 times
Select one answer (radio button)



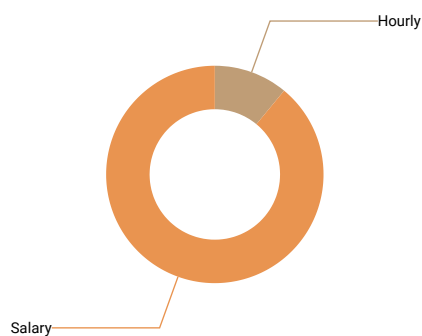
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

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

5.4.14 Quality Engineer - Level 1

Job description

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

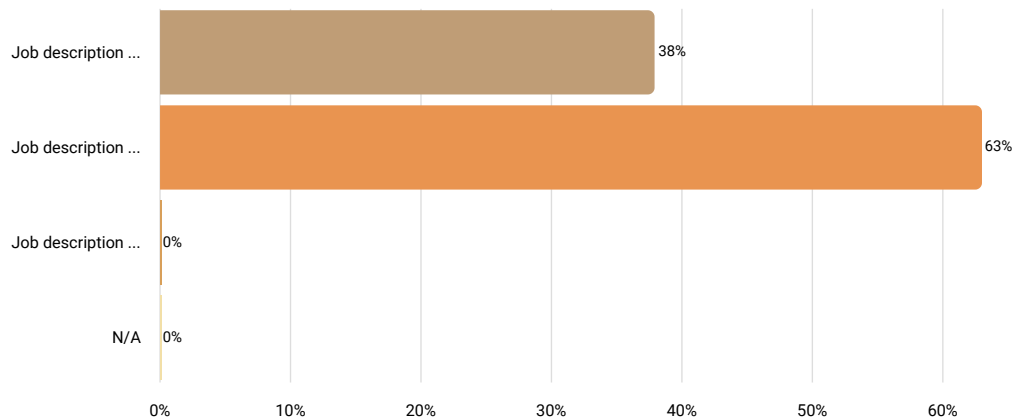
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 8 times

Skipped 1 times

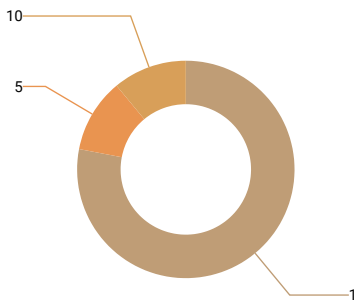
Select one answer (radio button)



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

Number of Employees Currently in This Position

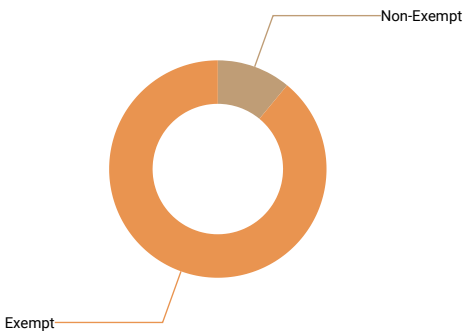
Answered 9 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	10
Mean	2.44
Median	1
Standard deviation	3.13
Total/sum	22

FLSA Status

Answered 9 times
Skipped 0 times
Select one answer (radio button)



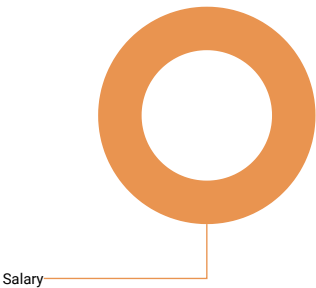
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary	6	\$65,000.00	\$73,300.00	\$76,000.00	\$87,020.00	\$106,700.00	\$80,670.00	\$76,000.00	\$14,583.33
Pay Range Minimum Salary	6	\$45,000.00	\$52,360.00	\$55,333.50	\$64,020.00	\$65,000.00	\$56,174.50	\$55,333.50	\$7,489.97
Actual Lowest Base Salary	5	\$52,000.00	\$55,000.00	\$66,000.00	\$66,500.20	\$70,000.00	\$61,900.04	\$66,000.00	\$7,893.06
Actual Average Base Salary	7	\$52,000.00	\$55,000.00	\$66,500.20	\$70,000.00	\$82,914.40	\$66,016.37	\$66,500.20	\$10,271.61
Actual Highest Base Salary	5	\$52,000.00	\$55,000.00	\$66,000.00	\$66,500.20	\$70,000.00	\$61,900.04	\$66,000.00	\$7,893.06
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.15 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.

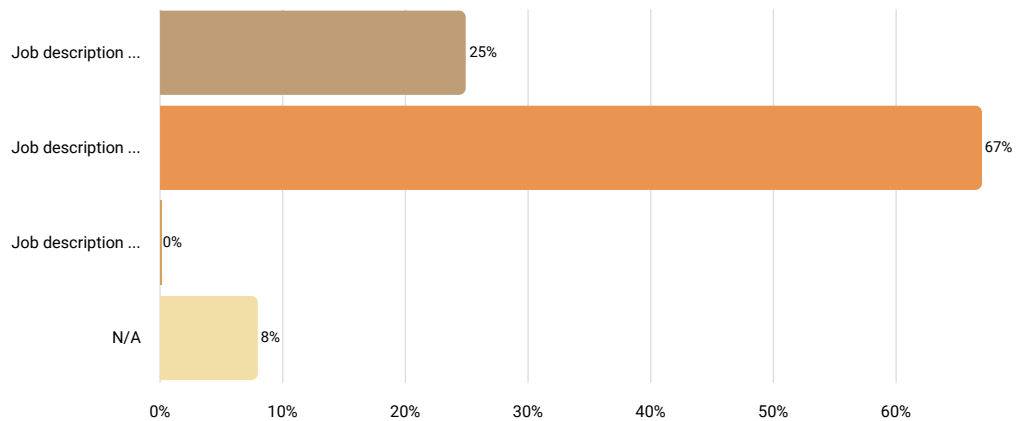
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 12 times

Skipped 1 times

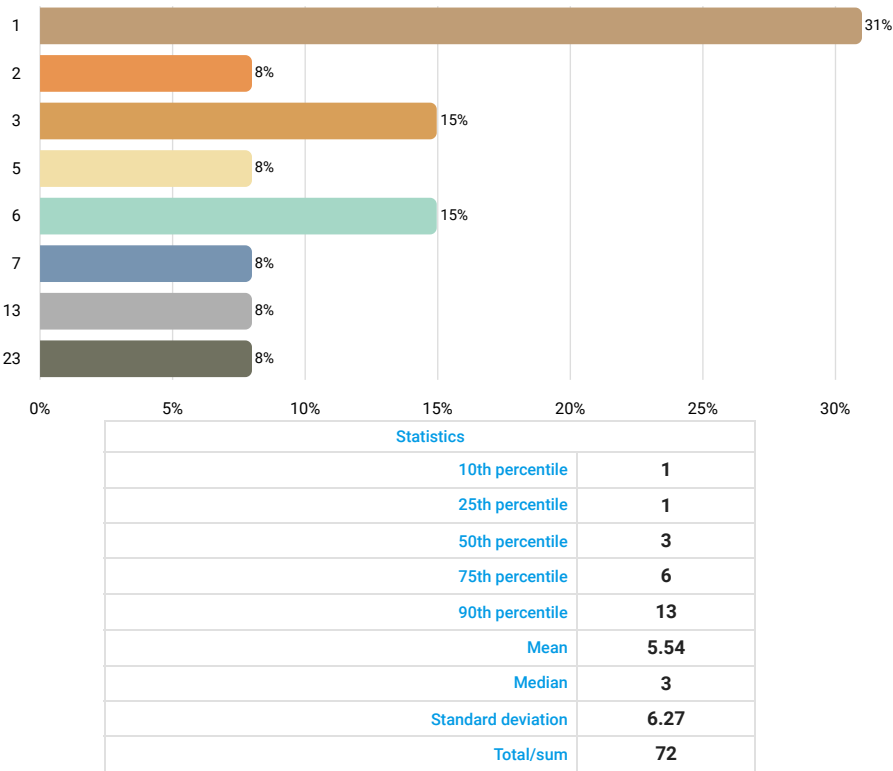
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	25%	3
Job description matches the position at your company very well	67%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	8%	1

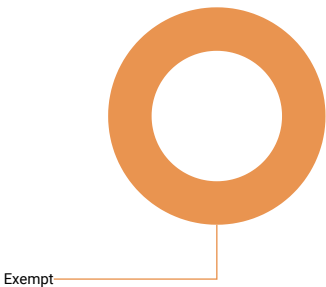
Number of Employees Currently in This Position

Answered 13 times
Skipped 0 times
Number input



FLSA Status

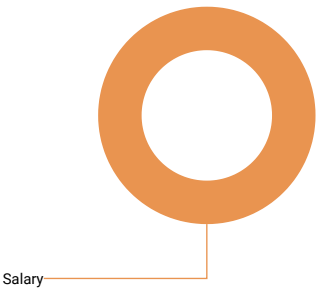
Answered 13 times
Skipped 0 times
Select one answer (radio button)



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	8	\$70,000.00	\$82,500.00	\$97,628.00	\$117,456.25	\$157,248.00	\$102,802.06	\$97,628.00	\$28,423.91
Pay Range Minimum Salary	8	\$60,000.00	\$60,050.00	\$68,646.00	\$73,073.75	\$95,472.00	\$69,876.44	\$68,646.00	\$11,903.39
Actual Lowest Base Salary	10	\$62,064.38	\$66,000.00	\$75,000.00	\$79,954.42	\$90,800.00	\$75,269.82	\$75,000.00	\$10,967.59
Actual Average Base Salary	12	\$66,000.00	\$75,500.00	\$81,349.96	\$84,500.00	\$102,942.00	\$82,214.54	\$81,349.96	\$12,939.05
Actual Highest Base Salary	10	\$67,840.00	\$75,000.00	\$82,750.00	\$95,000.00	\$113,682.76	\$86,404.55	\$82,750.00	\$17,106.43
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.16 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.

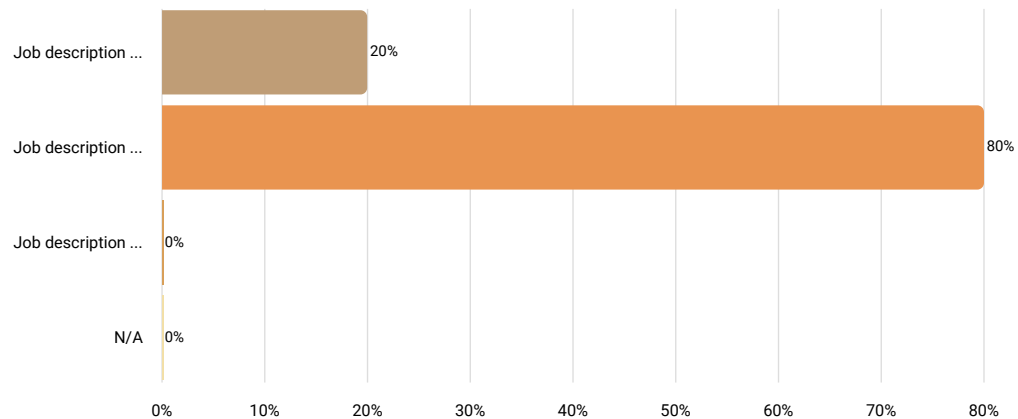
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 10 times

Skipped 1 times

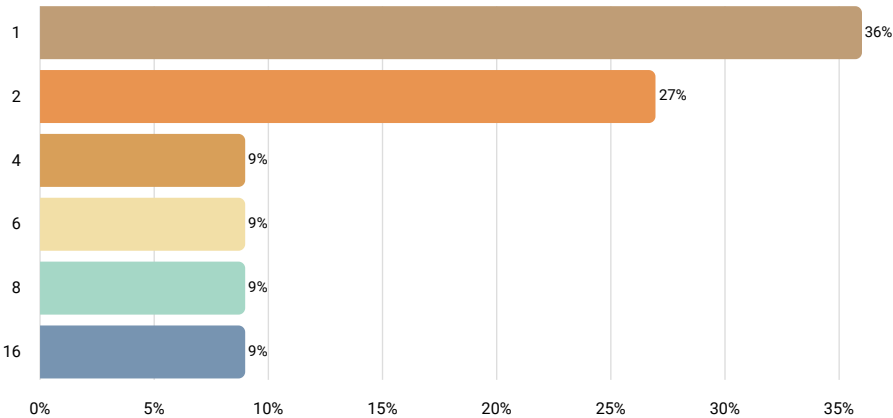
Select one answer (radio button)



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

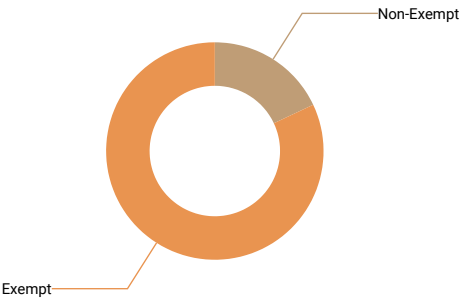
Answered 11 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	8
Mean	4
Median	2
Standard deviation	4.6
Total/sum	44

FLSA Status

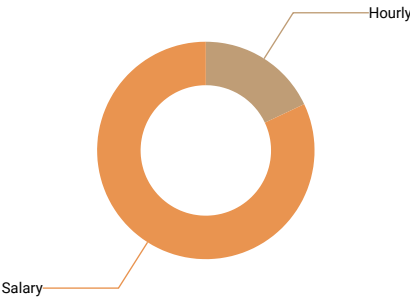
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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

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									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	5	\$66,560.00	\$88,000.00	\$93,345.72	\$100,492.80	\$112,000.20	\$92,079.74	\$93,345.72	\$16,860.52
Actual Average Base Salary	8	\$66,560.00	\$88,375.00	\$95,987.92	\$106,443.30	\$127,953.63	\$97,015.76	\$95,987.92	\$18,131.53
Actual Highest Base Salary	5	\$66,560.00	\$90,000.00	\$101,280.00	\$104,027.56	\$112,000.20	\$94,773.55	\$101,280.00	\$17,631.78
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.17 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.

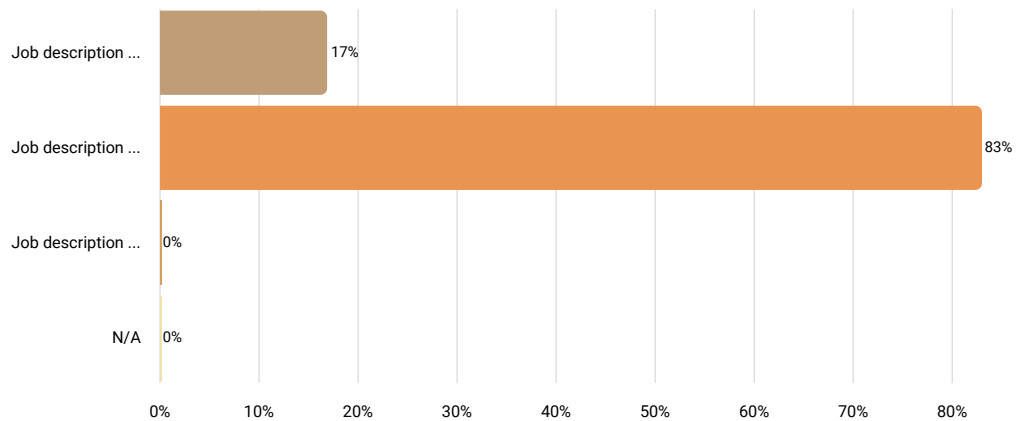
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



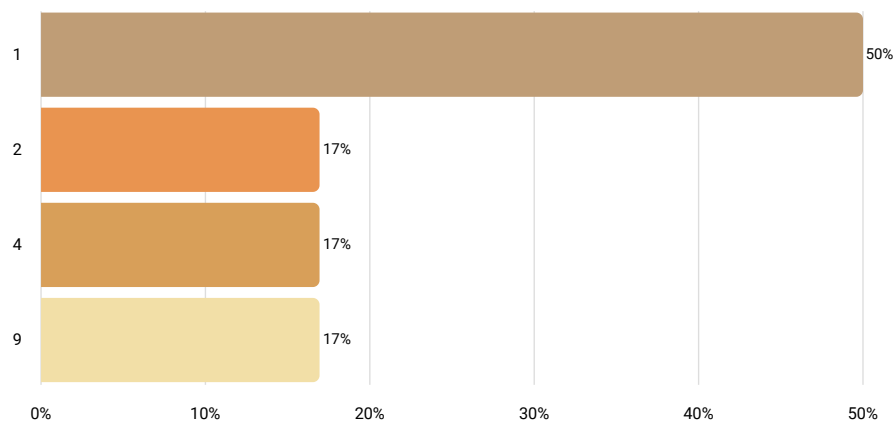
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



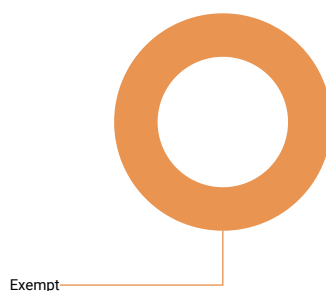
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	4
90th percentile	9
Mean	3
Median	1.5
Standard deviation	3.16
Total/sum	18

FLSA Status

Answered 6 times

Skipped 0 times

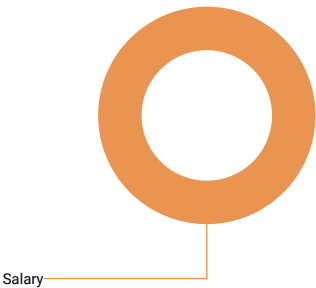
Select one answer (radio button)



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	\$94,099.00	\$100,000.00	\$100,000.00	\$113,280.44	\$132,687.69	\$108,013.43	\$100,000.00	\$15,480.65
Actual Average Base Salary	6	\$94,099.00	\$100,000.00	\$114,549.66	\$132,687.69	\$158,753.13	\$119,106.52	\$114,549.66	\$23,789.35
Actual Highest Base Salary	5	\$94,099.00	\$100,000.00	\$120,000.00	\$125,349.64	\$132,687.69	\$114,427.27	\$120,000.00	\$16,622.13
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.18 Quality Engineer - Level 5

Job description

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

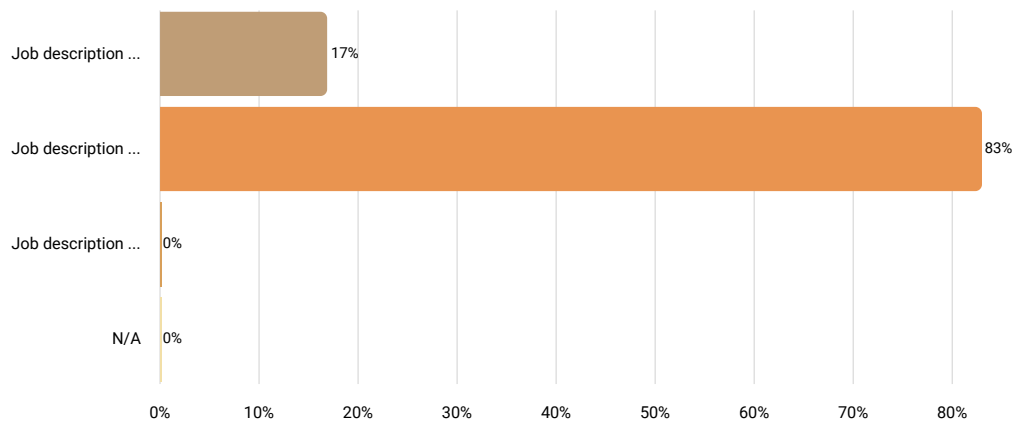
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments. Typically holds an advanced degree in area of specialization.

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

Answered 6 times

Skipped 0 times

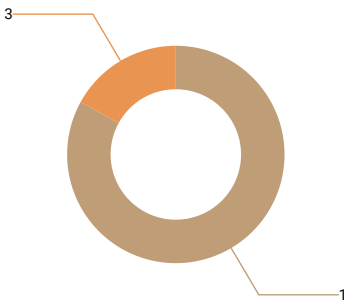
Select one answer (radio button)



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

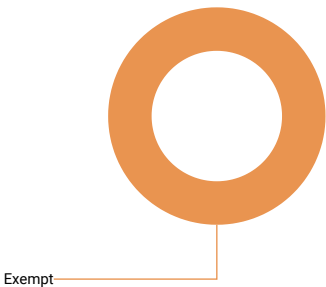
Answered 6 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1.33
Median	1
Standard deviation	0.82
Total/sum	8

FLSA Status

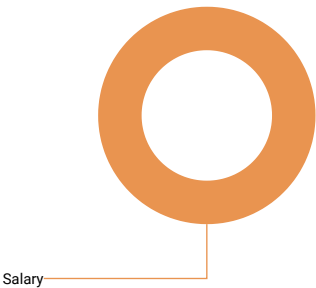
Answered 6 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 6 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	6	\$42.00	\$100,227.00	\$116,000.00	\$120,000.00	\$154,343.80	\$101,102.13	\$116,000.00	\$52,690.82
Actual Average Base Salary	6	\$42.00	\$100,227.00	\$116,000.00	\$123,333.00	\$154,343.80	\$101,657.63	\$116,000.00	\$52,946.85
Actual Highest Base Salary	6	\$42.00	\$100,227.00	\$116,000.00	\$130,000.00	\$154,343.80	\$102,768.80	\$116,000.00	\$53,559.13
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.19 Project Manager - Level 3

Job description

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

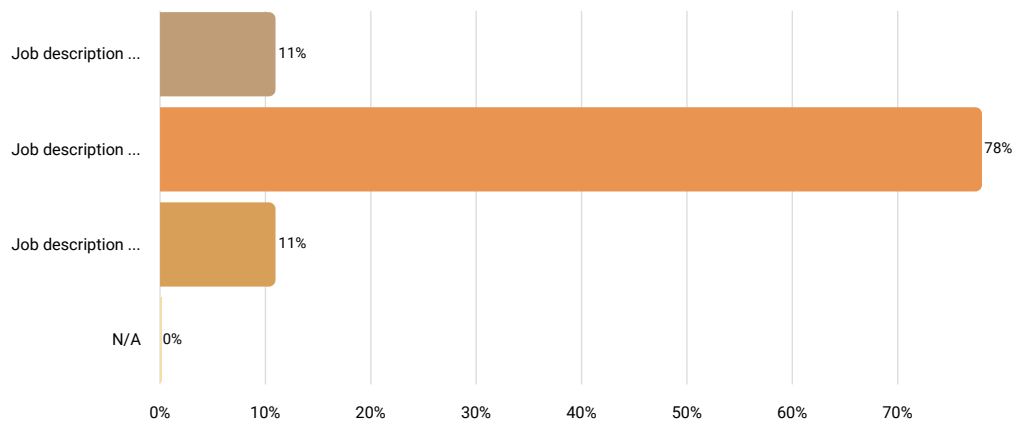
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 9 times

Skipped 0 times

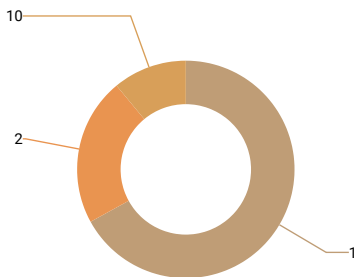
Select one answer (radio button)



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

Number of Employees Currently in This Position

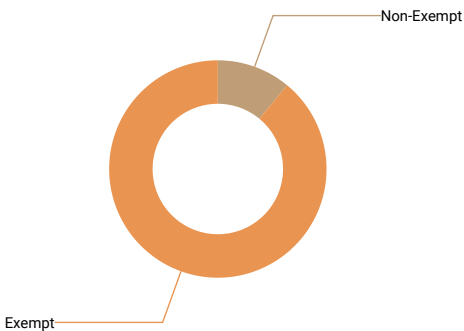
Answered 9 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	10
Mean	2.22
Median	1
Standard deviation	2.95
Total/sum	20

FLSA Status

Answered 9 times
Skipped 0 times
Select one answer (radio button)



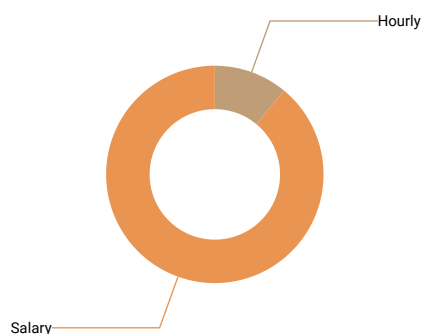
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

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	5	\$50,000.00	\$90,335.00	\$92,400.00	\$95,000.00	\$103,500.00	\$86,247.00	\$92,400.00	\$20,872.81
Actual Lowest Base Salary	7	\$65,728.00	\$70,000.00	\$109,477.00	\$123,500.00	\$123,600.00	\$101,508.29	\$109,477.00	\$24,700.61
Actual Average Base Salary	8	\$65,728.00	\$86,322.50	\$119,025.25	\$123,550.00	\$139,657.00	\$107,897.56	\$119,025.25	\$26,700.19
Actual Highest Base Salary	7	\$65,728.00	\$70,000.00	\$120,000.00	\$123,600.00	\$156,000.00	\$109,409.29	\$120,000.00	\$32,014.47
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$2,052.00	\$3,417.00	\$8,357.50	\$12,000.00	\$19,300.00	\$8,914.00	\$8,357.50	\$6,335.79

5.4.20 Project Manager - Level 4

Job description

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

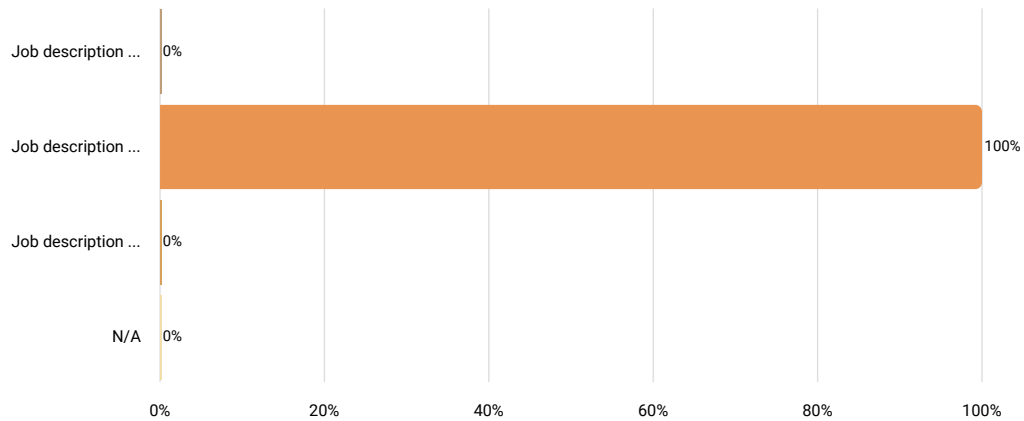
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 5 times

Skipped 0 times

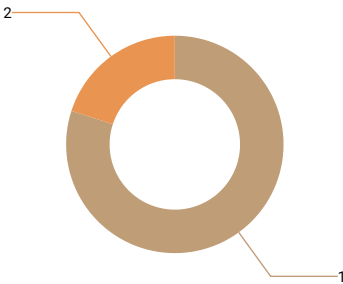
Select one answer (radio button)



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

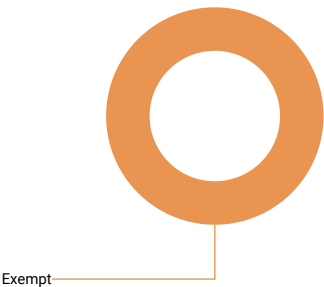
Answered 5 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.2
Median	1
Standard deviation	0.45
Total/sum	6

FLSA Status

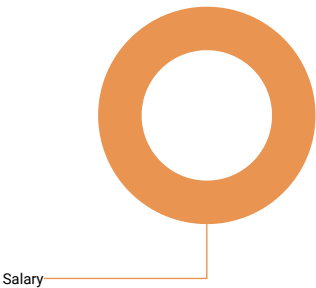
Answered 5 times
Skipped 0 times
Select one answer (radio button)



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	\$80,000.00	\$132,500.00	\$133,672.00	\$136,243.00	\$152,167.00	\$126,916.40	\$133,672.00	\$27,397.73
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.21 Safety Engineer

Job description

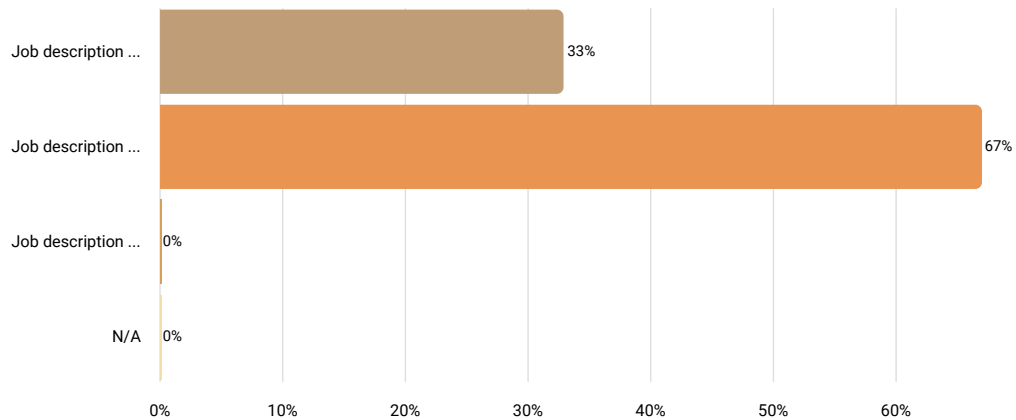
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety laws.

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

Answered 6 times

Skipped 1 times

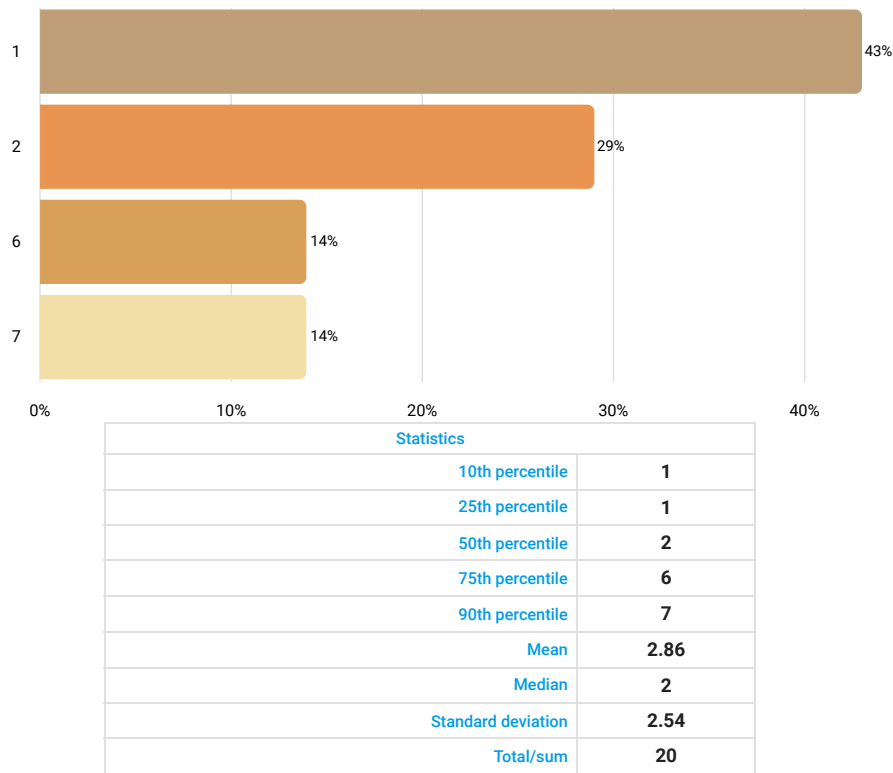
Select one answer (radio button)



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

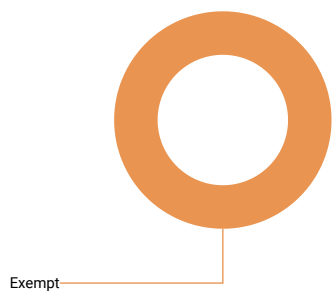
Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times
Number input



FLSA Status

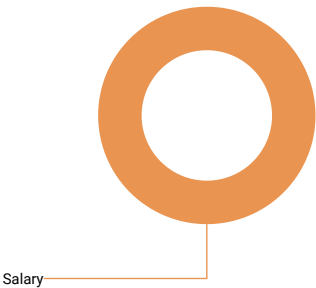
Answered 7 times
Skipped 0 times
Select one answer (radio button)



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	\$70,000.00	\$126,250.00	\$143,443.00	\$186,368.00	\$193,401.00	\$143,892.40	\$143,443.00	\$50,067.01
Pay Range Minimum Salary	5	\$76,147.00	\$84,100.00	\$91,819.00	\$95,000.00	\$113,152.00	\$92,043.60	\$91,819.00	\$13,875.86
Actual Lowest Base Salary	5	\$68,380.00	\$104,000.00	\$111,446.14	\$113,000.00	\$113,030.00	\$101,971.23	\$111,446.14	\$19,145.43
Actual Average Base Salary	6	\$92,478.00	\$104,010.00	\$111,492.50	\$115,900.00	\$124,000.00	\$109,895.50	\$111,492.50	\$10,796.55
Actual Highest Base Salary	5	\$104,010.00	\$113,030.00	\$120,510.00	\$123,887.00	\$134,000.00	\$119,087.40	\$120,510.00	\$11,307.80
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.22 Environmental Engineer

Job description

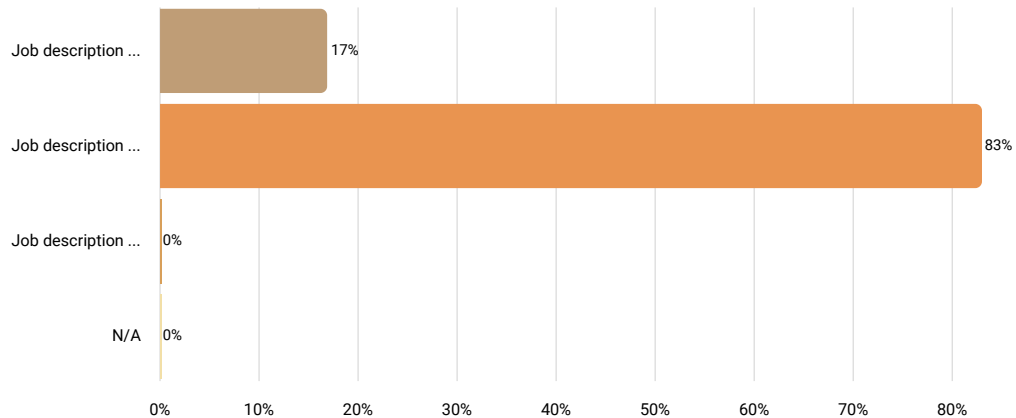
Design, plan, or perform engineering duties in the prevention, control, and remediation of environmental health hazards utilizing various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.

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

Answered 6 times

Skipped 2 times

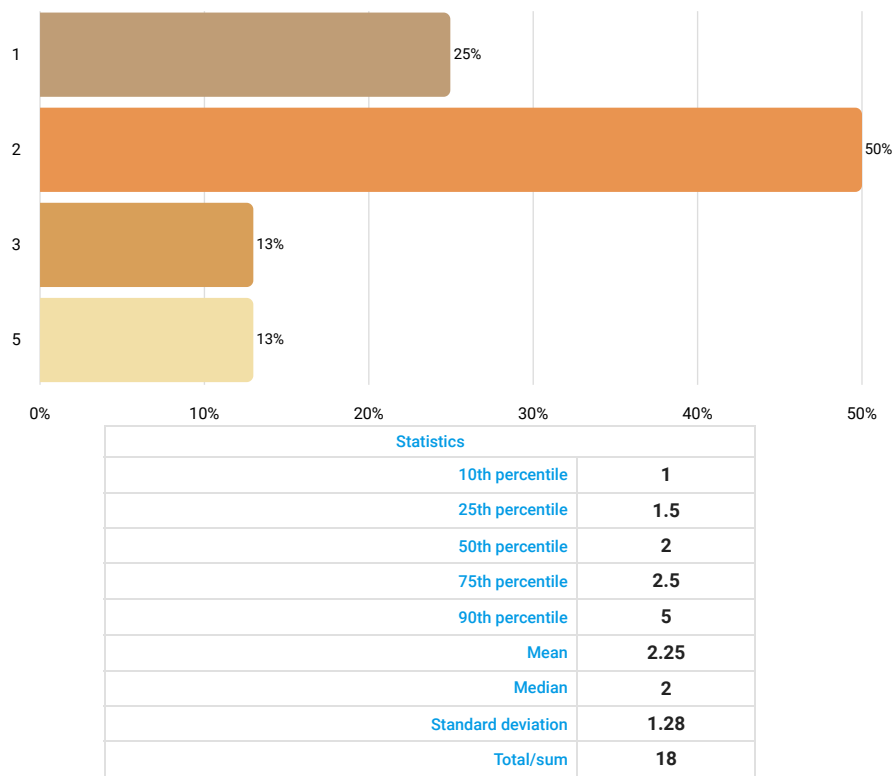
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	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

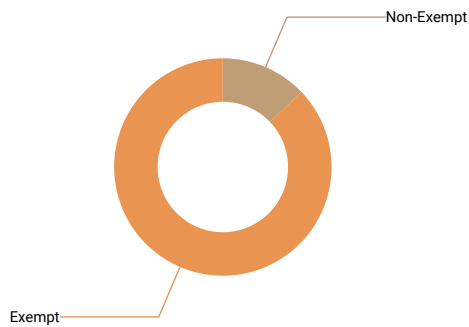
Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times
Number input



FLSA Status

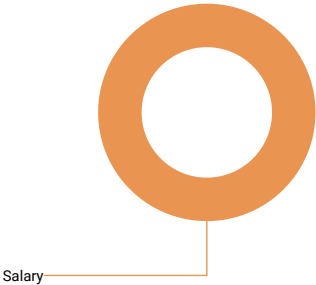
Answered 8 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary	6	\$95,000.00	\$95,000.00	\$120,736.00	\$172,100.00	\$186,368.00	\$131,656.67	\$120,736.00	\$38,923.52
Pay Range Minimum Salary	6	\$45,000.00	\$65,000.00	\$67,416.50	\$78,369.00	\$113,152.00	\$72,725.67	\$67,416.50	\$22,591.44
Actual Lowest Base Salary	6	\$72,720.00	\$75,000.00	\$77,531.00	\$100,000.00	\$113,030.00	\$85,968.67	\$77,531.00	\$16,540.02
Actual Average Base Salary	7	\$73,800.00	\$78,000.00	\$81,500.00	\$112,000.00	\$113,030.00	\$90,552.71	\$81,500.00	\$16,652.88
Actual Highest Base Salary	6	\$74,880.00	\$78,000.00	\$95,631.00	\$113,030.00	\$125,000.00	\$97,028.67	\$95,631.00	\$21,169.75
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.4.23 Machine/CNC Programmer

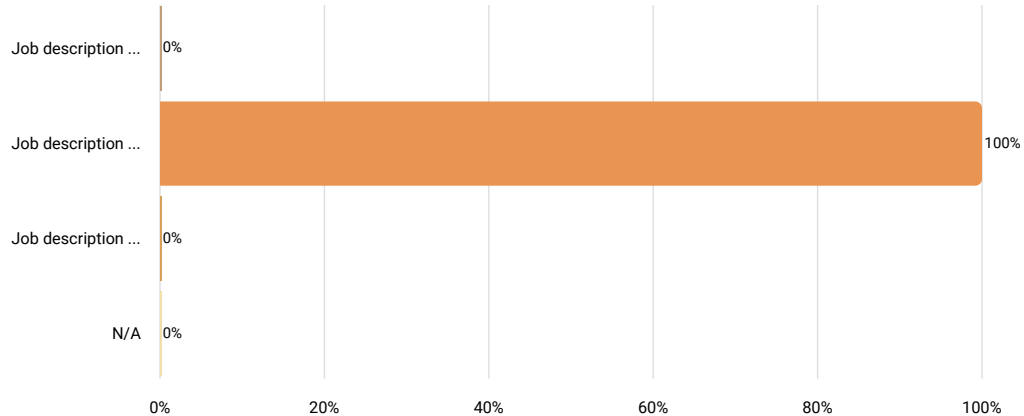
Job description Program computer-controlled machines or robots to perform one or more machine functions.

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

Answered 13 times

Skipped 0 times

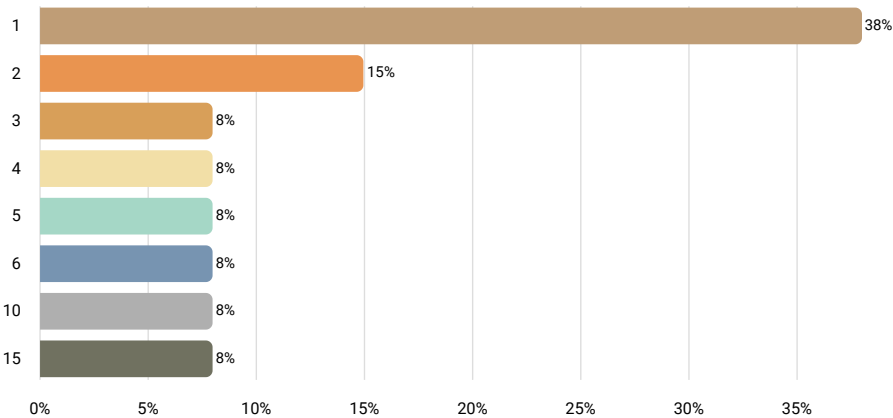
Select one answer (radio button)



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

Number of Employees Currently in This Position

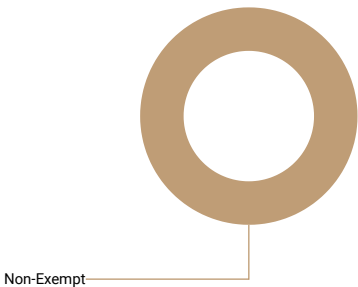
Answered 13 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	10
Mean	4
Median	2
Standard deviation	4.24
Total/sum	52

FLSA Status

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



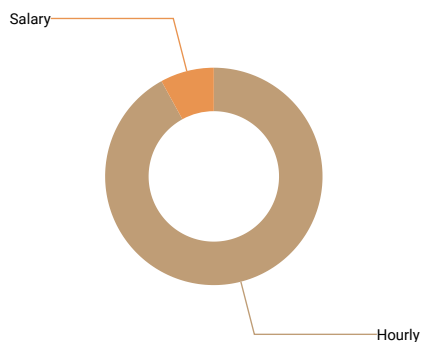
Results	%	N
Non-Exempt	100%	13
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	12
Salary	8%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	10	\$18.50	\$21.00	\$29.43	\$38.33	\$38,504.00	\$7,721.87	\$29.43	\$24,327.80
Actual Average Base Rate	12	\$21.50	\$26.09	\$35.57	\$46.38	\$48.95	\$7,311.44	\$35.57	\$25,208.76
Actual Highest Base Rate	9	\$21.50	\$30.75	\$38.33	\$48.00	\$97,760.00	\$10,896.01	\$38.33	\$32,574.00
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									

5.4.24 System Administrator or Network Analyst

Job description

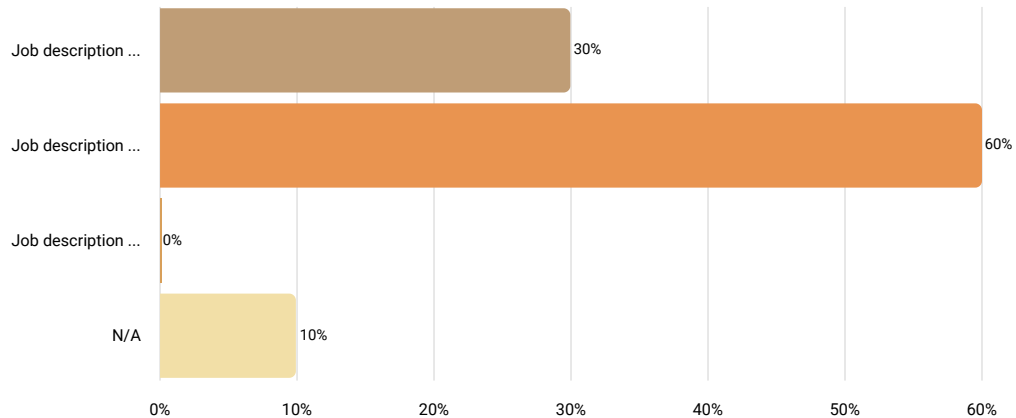
Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system. Maintain network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support 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 10 times

Skipped 0 times

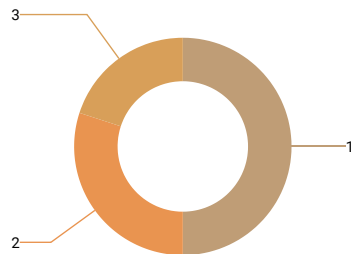
Select one answer (radio button)



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

Number of Employees Currently in This Position

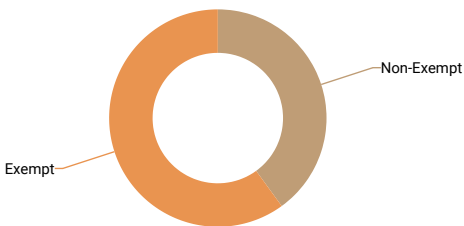
Answered 10 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	3
Mean	1.7
Median	1.5
Standard deviation	0.82
Total/sum	17

FLSA Status

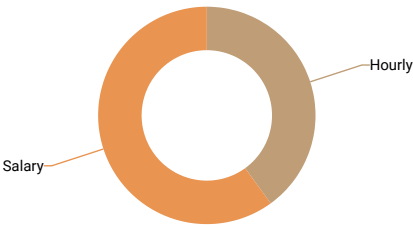
Answered 10 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	40%	4
Salary	60%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	6	\$56,160.00	\$75,200.00	\$89,977.00	\$96,000.00	\$119,908.23	\$87,870.37	\$89,977.00	\$21,355.13
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

Production

5.5.2 Assembler, General

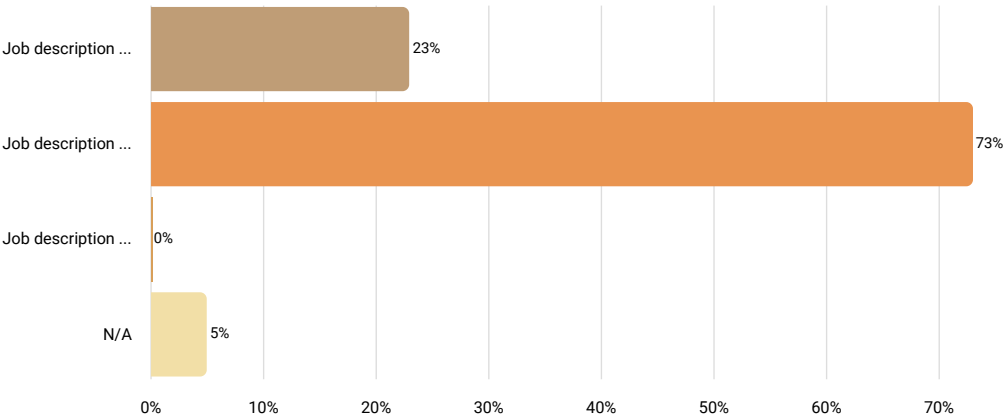
Job description Use this job title for assembly workers other than electrical/electronic or mechanical assemblers.

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

Answered 22 times

Skipped 2 times

Select one answer (radio button)



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

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

Answered 7 times

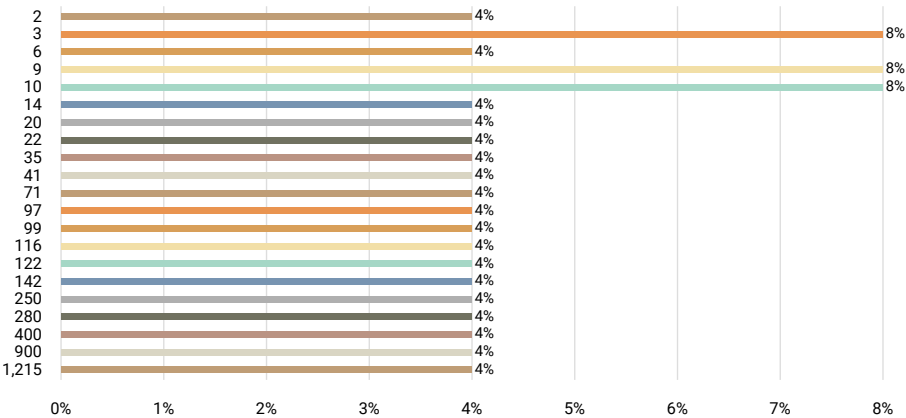
Skipped 17 times

Text input

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

Number of Employees Currently in This Position

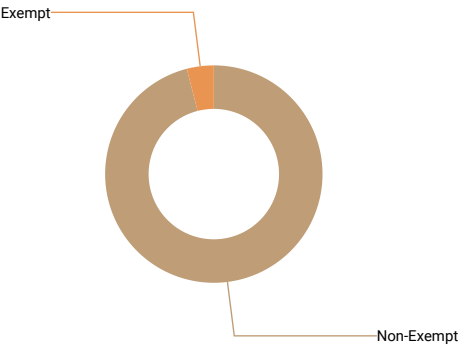
Answered 24 times
Skipped 0 times
Number input



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

FLSA Status

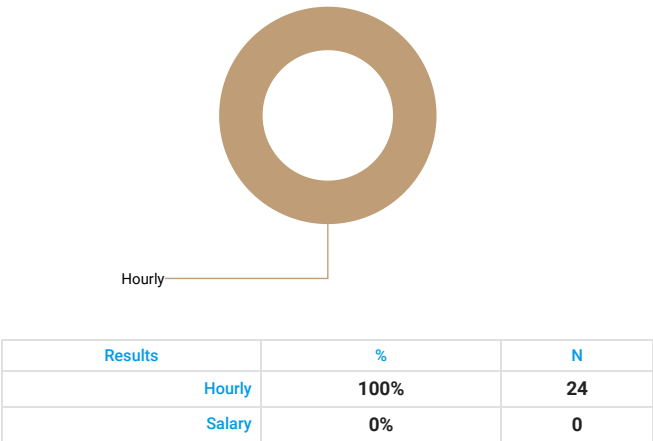
Answered 24 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 24 times
Skipped 0 times
Select one answer (radio button)



Compensation data

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

5.5.3 CNC Operator

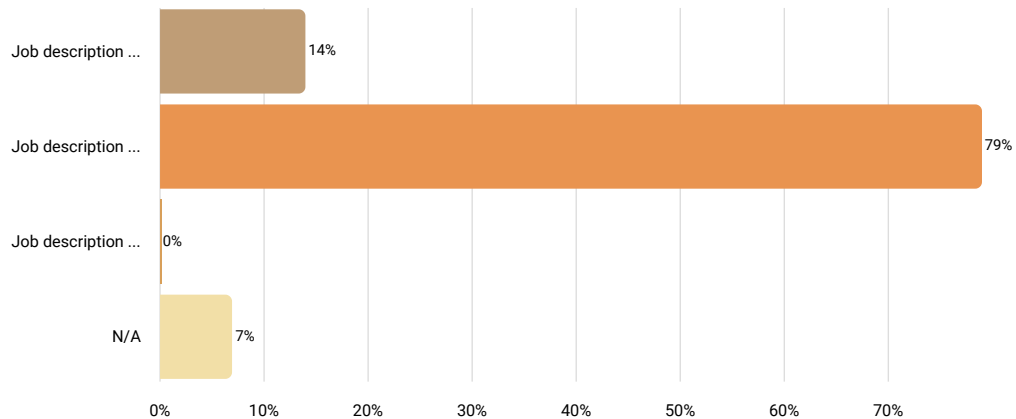
Job description Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

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

Answered 14 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 5 times

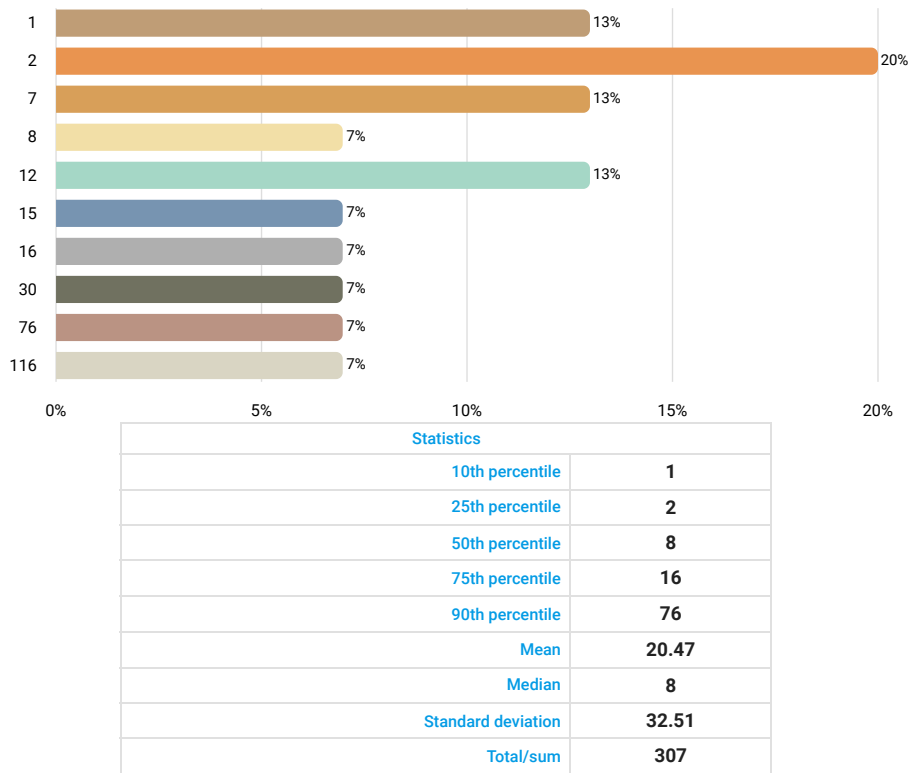
Skipped 10 times

Text input

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

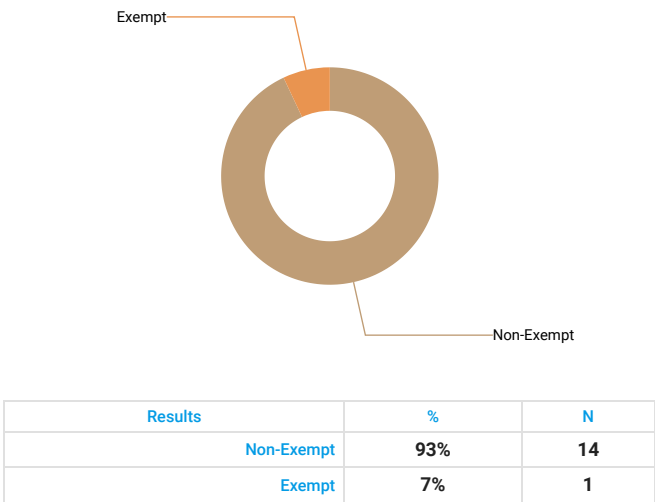
Number of Employees Currently in This Position

Answered 15 times
Skipped 0 times
Number input



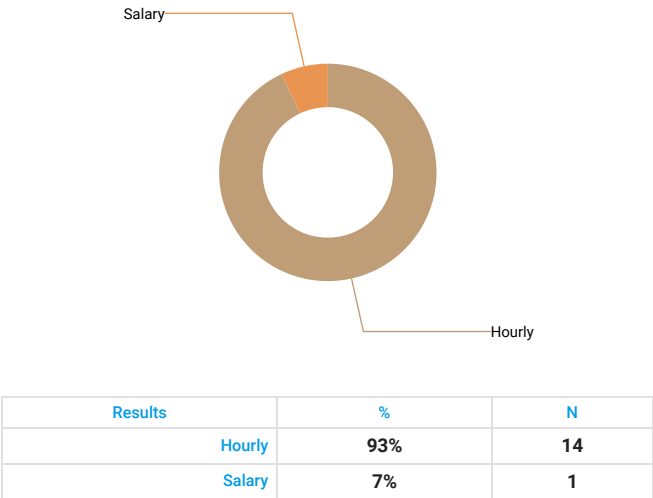
FLSA Status

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



Is this position paid an hourly rate or annual salary?

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



Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	\$16.50	\$18.00	\$20.00	\$23.00	\$24.10	\$20.09	\$20.00	\$2.68
Pay Range Maximum Rate	5	\$23.00	\$24.00	\$24.10	\$29.59	\$40.00	\$28.14	\$24.10	\$7.12
Actual Lowest Base Rate	14	\$18.00	\$19.00	\$21.00	\$24.10	\$28.50	\$22.06	\$21.00	\$3.94
Actual Average Base Rate	13	\$22.53	\$24.10	\$28.30	\$29.50	\$32.80	\$27.22	\$28.30	\$4.43
Actual Highest Base Rate	14	\$24.00	\$25.00	\$29.65	\$37.00	\$38.00	\$31.39	\$29.65	\$6.77
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)									

5.5.4 Chemical Operator

Job description

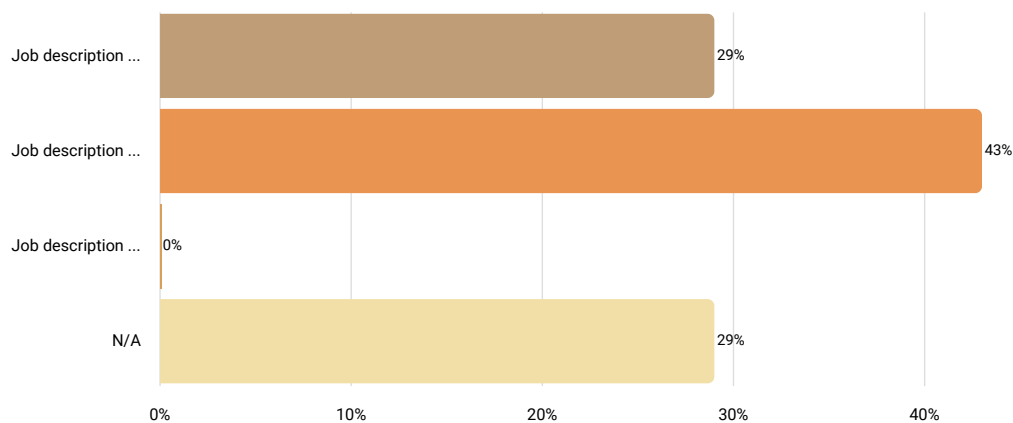
Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devulcanizers, steam-jacketed kettles, and reactor vessels. Exclude "Chemical Plant and System Operators".

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

Answered 7 times

Skipped 1 times

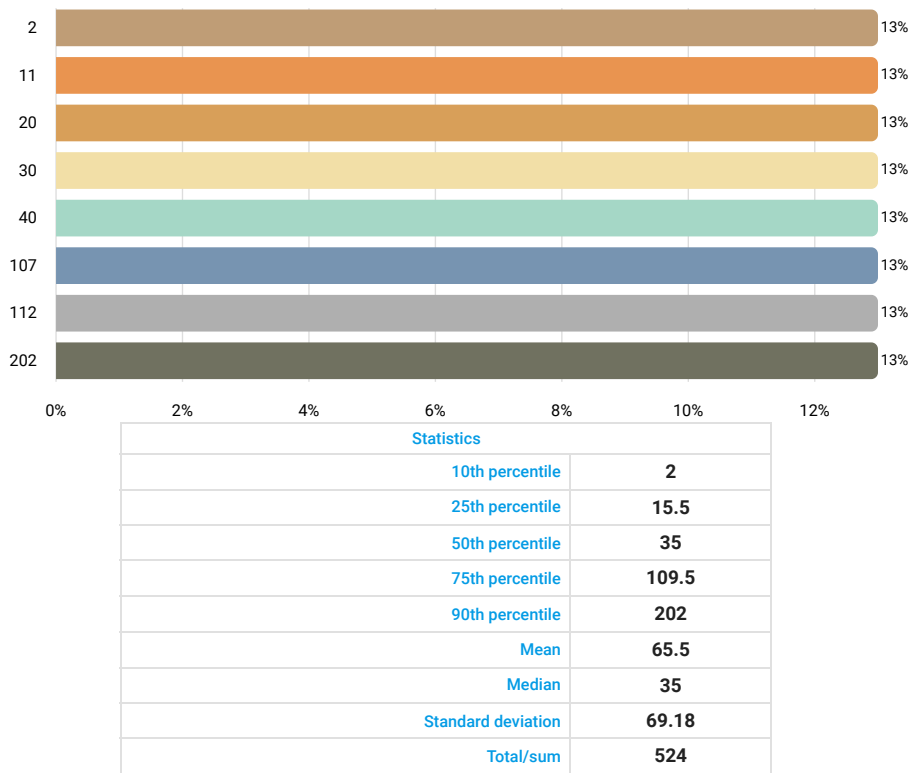
Select one answer (radio button)



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

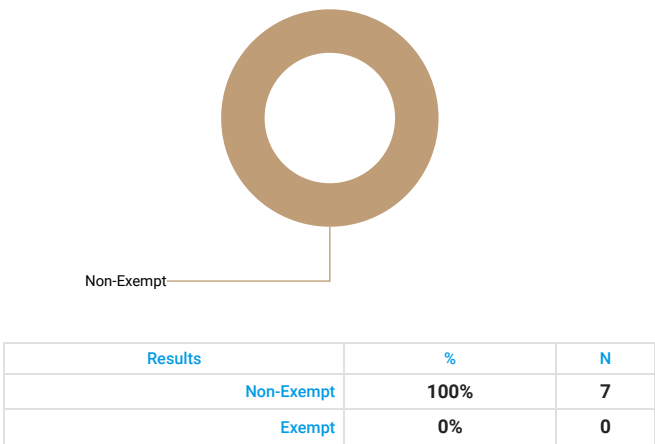
Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times
Number input



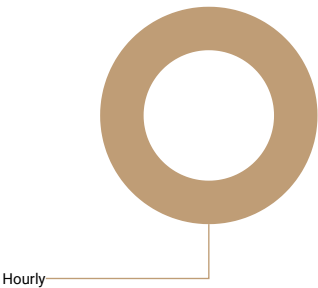
FLSA Status

Answered 7 times
Skipped 1 times
Select one answer (radio button)



Is this position paid an hourly rate or annual salary?

Answered 8 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

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

5.5.5 Packaging Operator

Job description

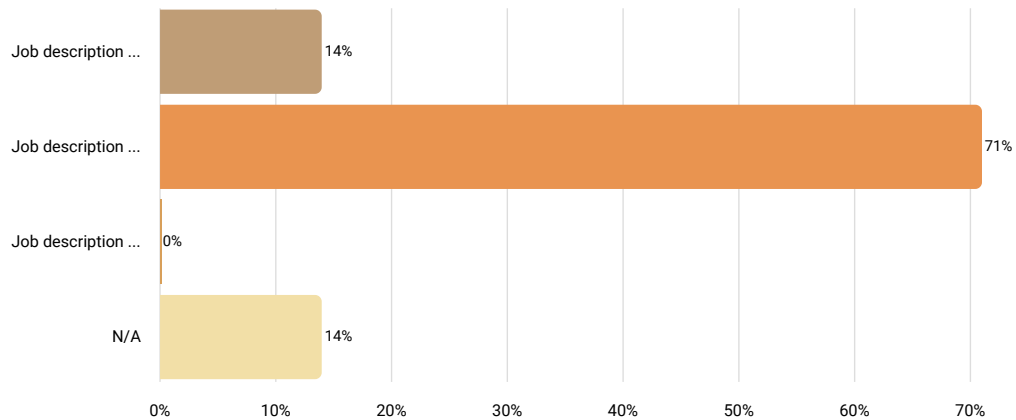
Operate or tend machines to prepare industrial or consumer products for storage or shipment. Include cannery workers who pack food products.

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

Answered 7 times

Skipped 0 times

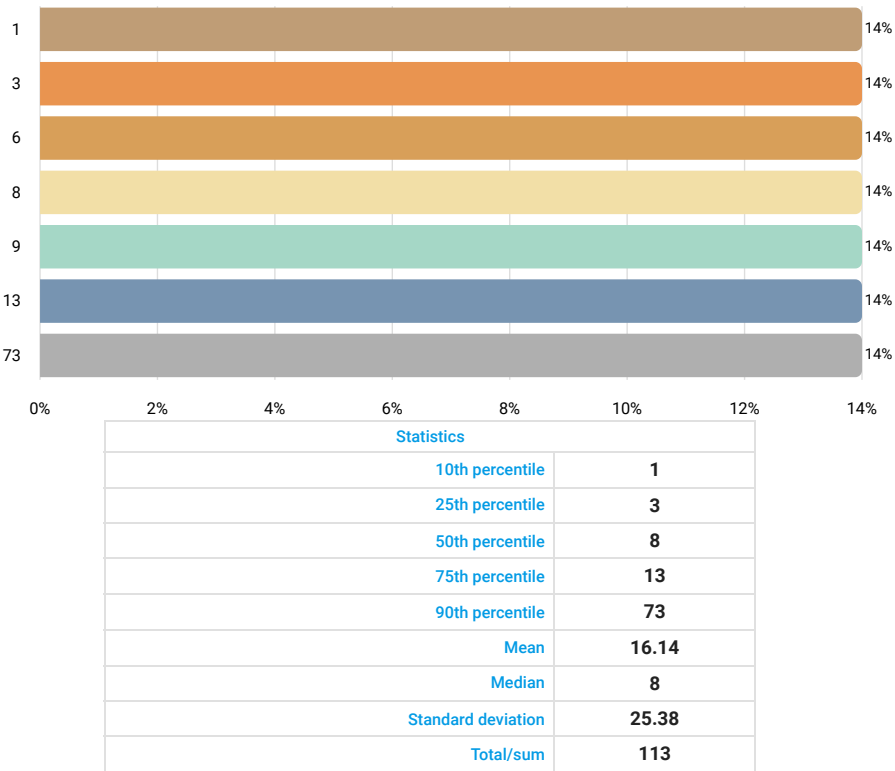
Select one answer (radio button)



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

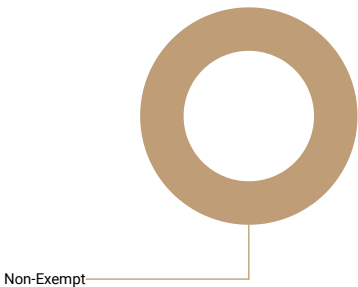
Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times
Number input



FLSA Status

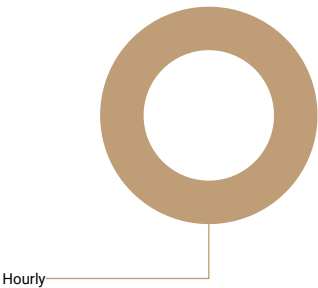
Answered 7 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	7	\$13.50	\$14.50	\$17.50	\$18.71	\$25.61	\$17.75	\$17.50	\$3.93
Actual Average Base Rate	7	\$16.81	\$18.00	\$18.25	\$18.71	\$33.00	\$20.21	\$18.25	\$5.67
Actual Highest Base Rate	7	\$18.71	\$18.75	\$20.60	\$24.00	\$436.00	\$80.02	\$20.60	\$156.98
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.6 Molding Machine Operator

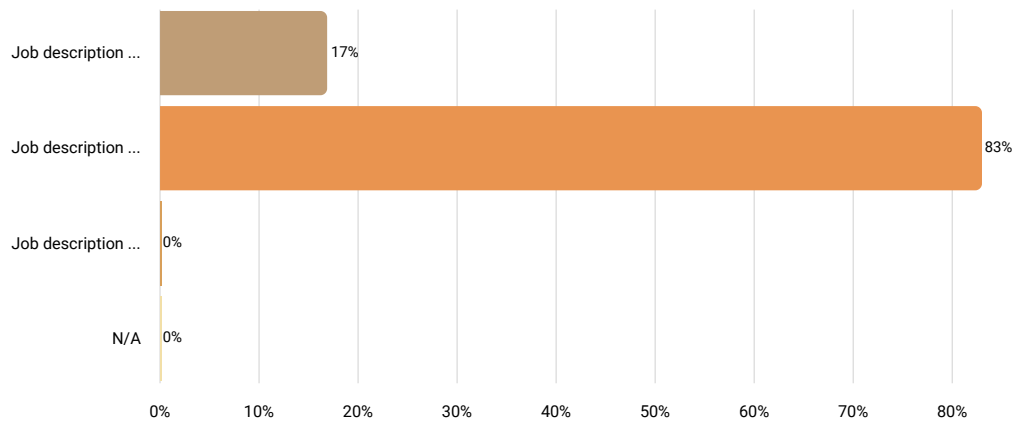
Job description Set up, operate, or tend metal or plastic molding, casting, or coremaking machines to mold or cast metal or thermoplastic parts or products.

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

Answered 6 times

Skipped 0 times

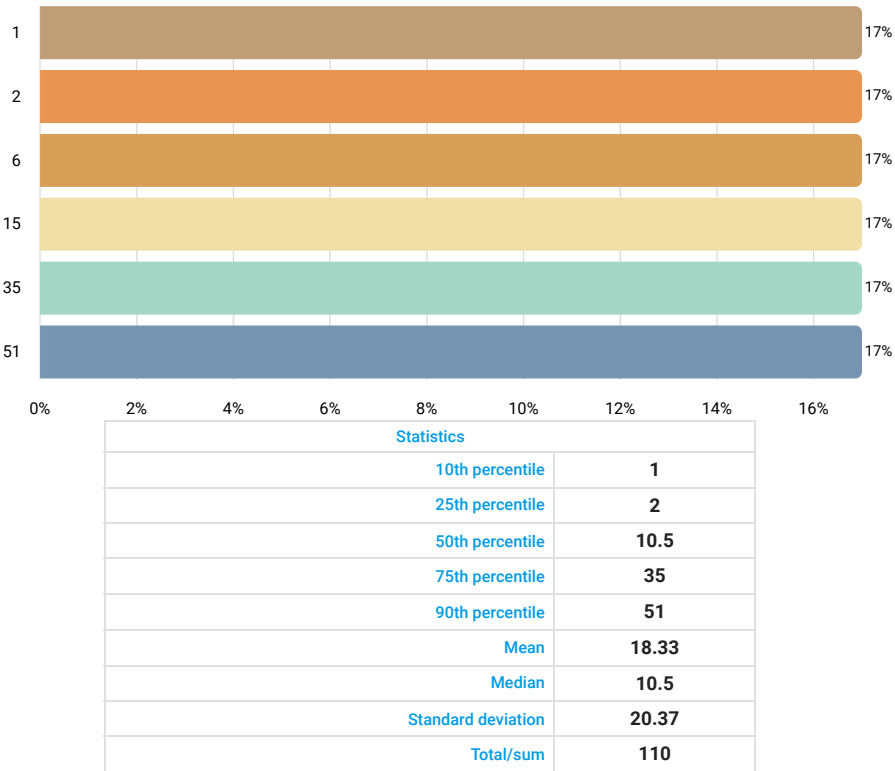
Select one answer (radio button)



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

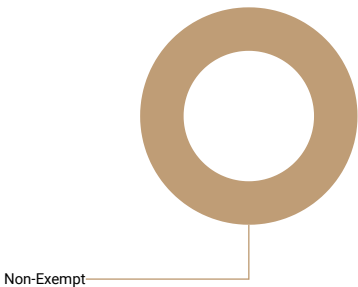
Number of Employees Currently in This Position

Answered 6 times
Skipped 0 times
Number input



FLSA Status

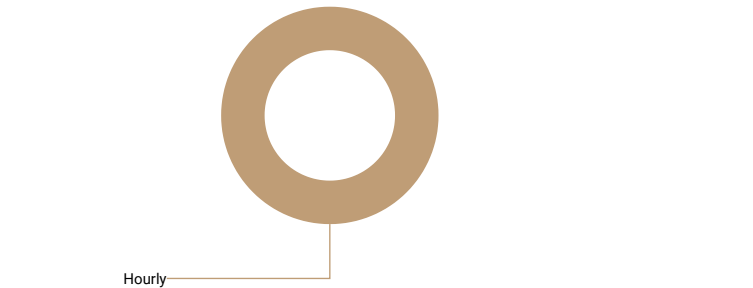
Answered 5 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 6 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$15.60	\$18.00	\$19.15	\$21.00	\$26.00	\$19.95	\$19.15	\$3.91
Actual Average Base Rate	6	\$16.65	\$17.59	\$19.60	\$23.00	\$26.00	\$20.41	\$19.60	\$3.52
Actual Highest Base Rate	5	\$20.00	\$21.30	\$21.68	\$25.00	\$26.00	\$22.80	\$21.68	\$2.57
Average Incentive Bonus or Other Bonus (Annual)									

5.5.7 Saw Operator

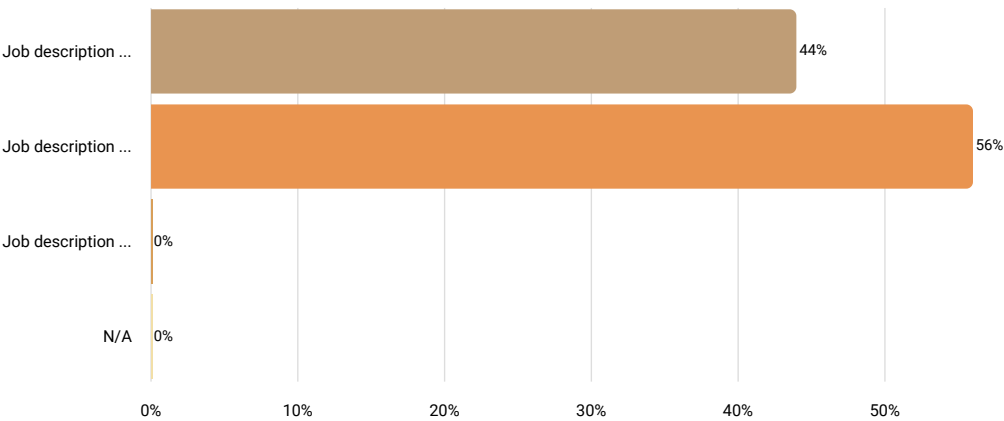
Job description Operates machines to cut various types of material to specifications.

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

Answered 9 times

Skipped 0 times

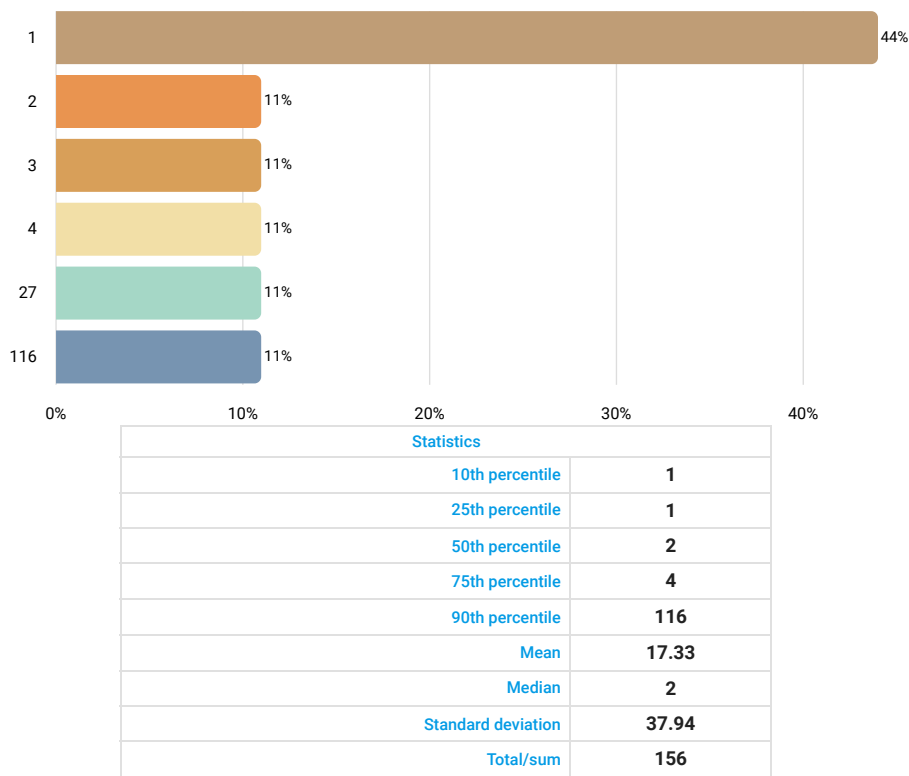
Select one answer (radio button)



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

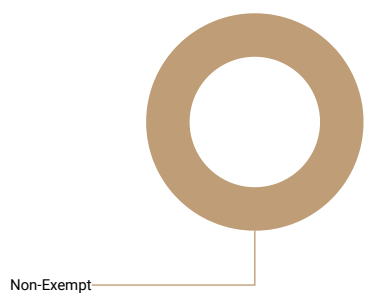
Number of Employees Currently in This Position

Answered 9 times
Skipped 0 times
Number input



FLSA Status

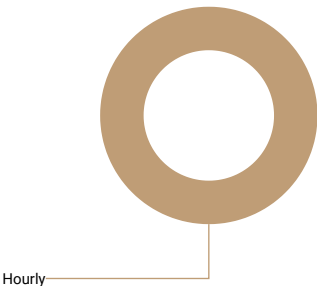
Answered 8 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 9 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	9
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	\$16.00	\$16.50	\$17.58	\$20.00	\$22.70	\$18.39	\$17.58	\$2.53
Pay Range Maximum Rate	5	\$20.00	\$21.88	\$23.45	\$24.00	\$24.00	\$22.67	\$23.45	\$1.72
Actual Lowest Base Rate	9	\$17.00	\$18.72	\$20.00	\$21.85	\$22.70	\$20.17	\$20.00	\$2.01
Actual Average Base Rate	9	\$18.72	\$20.00	\$21.00	\$22.50	\$23.00	\$21.00	\$21.00	\$1.66
Actual Highest Base Rate	9	\$18.72	\$21.00	\$22.50	\$23.45	\$25.00	\$22.15	\$22.50	\$1.84
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.8 Crane Operator

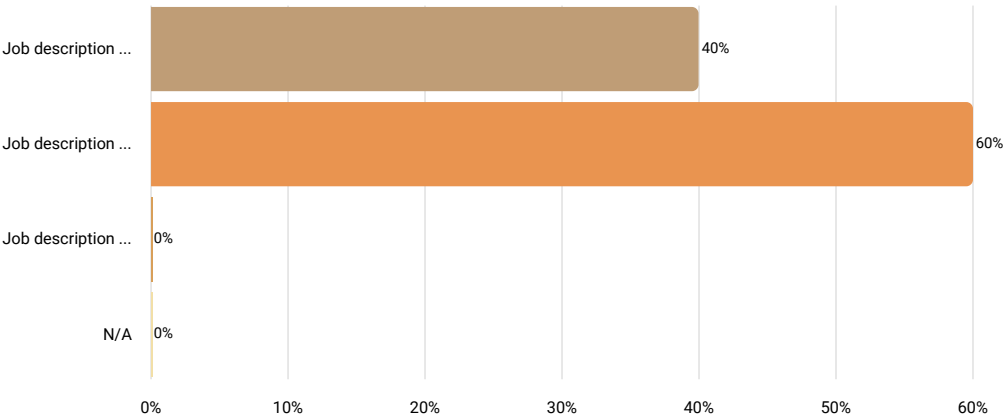
Job description Operate mechanical boom and cable or tower and cable equipment to lift and move materials, machines, or products in many directions.

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

Answered 5 times

Skipped 0 times

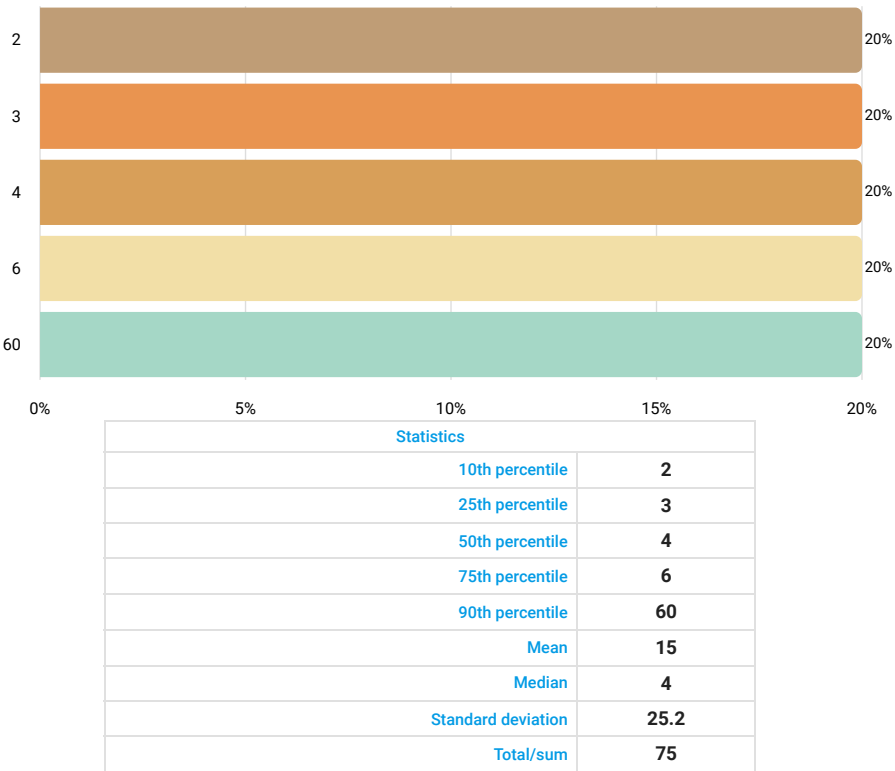
Select one answer (radio button)



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

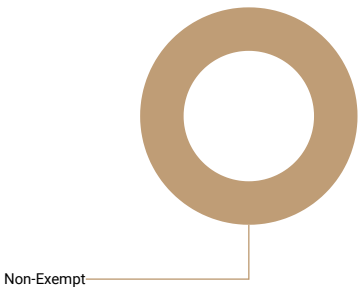
Number of Employees Currently in This Position

Answered 5 times
Skipped 0 times
Number input



FLSA Status

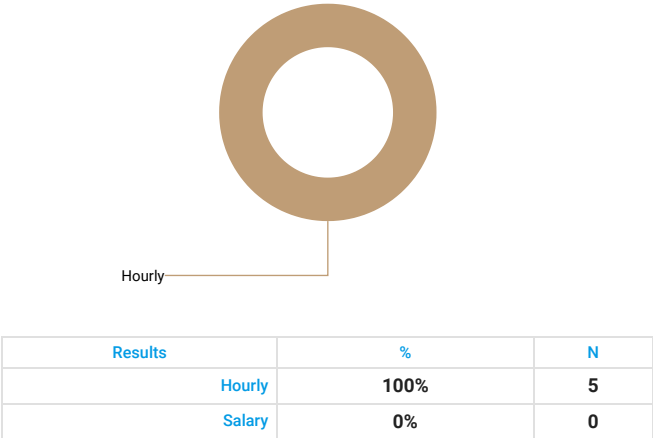
Answered 5 times
Skipped 0 times
Select one answer (radio button)



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)



Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	\$17.75	\$20.00	\$23.98	\$24.50	\$26.00	\$22.45	\$23.98	\$3.44
Actual Average Base Rate	5	\$19.15	\$22.00	\$24.77	\$28.00	\$28.52	\$24.49	\$24.77	\$3.98
Actual Highest Base Rate	5	\$20.50	\$25.00	\$25.56	\$30.00	\$33.00	\$26.81	\$25.56	\$4.83
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.9 Production/Machine Operator

Job description

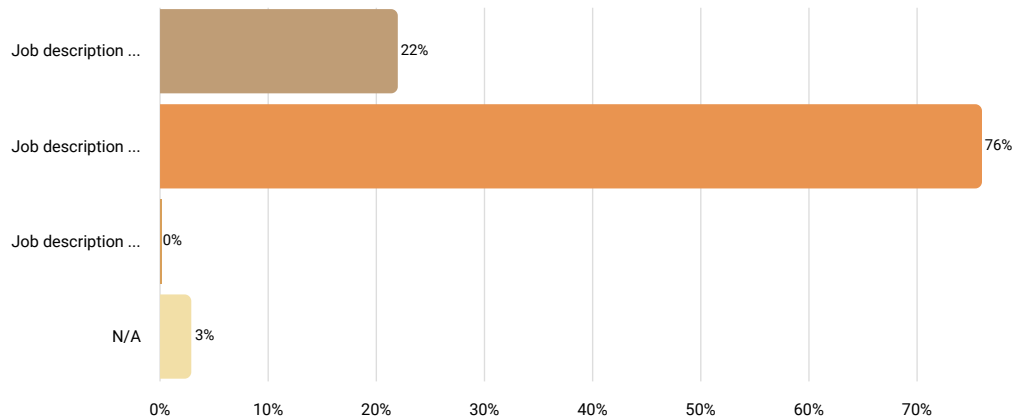
All other operators not included in previous Operator categories. Operates more than one classification of machines. May assist with machine set up, packing and completion of finished products as well as inspecting work.

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

Answered 37 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	22%	8
Job description matches the position at your company very well	76%	28
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

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

Answered 5 times

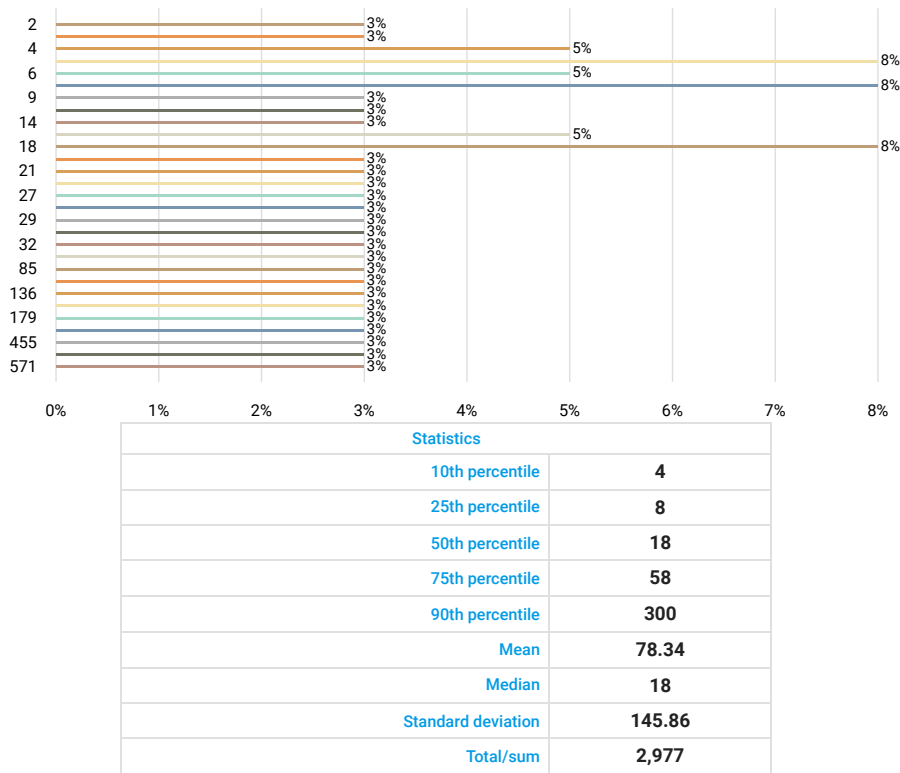
Skipped 33 times

Text input

Results	
film processor	1
brewing technician	1
our job titles are very specific to our operations	1
machinist i-iv	1
production team member	1

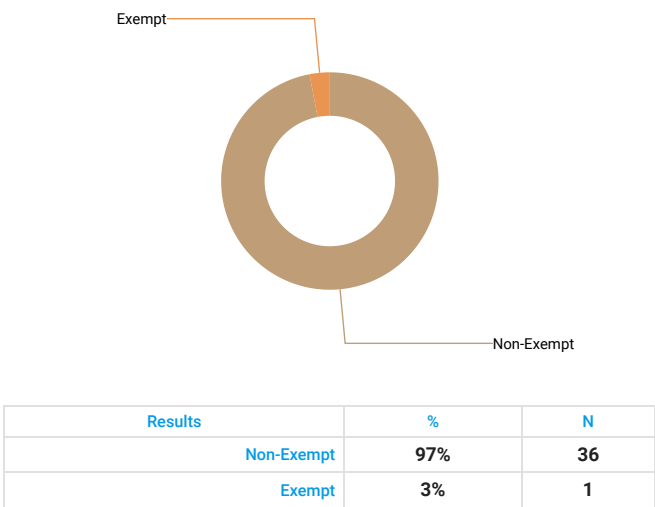
Number of Employees Currently in This Position

Answered 38 times
Skipped 0 times
Number input



FLSA Status

Answered 37 times
Skipped 1 times
Select one answer (radio button)

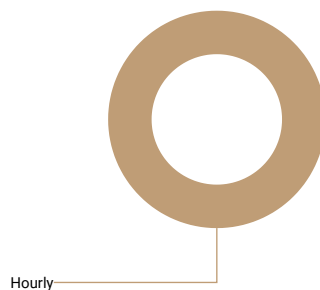


Is this position paid an hourly rate or annual salary?

Answered 38 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	38
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	27	\$15.00	\$16.00	\$17.16	\$21.00	\$22.95	\$18.24	\$17.16	\$3.30
Pay Range Maximum Rate	24	\$18.00	\$21.83	\$25.37	\$28.00	\$30.00	\$24.49	\$25.37	\$5.73
Actual Lowest Base Rate	34	\$15.45	\$16.15	\$18.00	\$21.00	\$22.64	\$18.72	\$18.00	\$3.58
Actual Average Base Rate	32	\$18.00	\$18.87	\$20.26	\$24.33	\$25.55	\$21.66	\$20.26	\$3.95
Actual Highest Base Rate	33	\$19.00	\$21.50	\$25.00	\$27.30	\$30.86	\$24.87	\$25.00	\$4.56
If there is a step progression in place, enter the number of steps. If not, leave blank.	8	\$2.00	\$2.50	\$4.00	\$4.50	\$6.00	\$3.75	\$4.00	\$1.39
Average Incentive Bonus or Other Bonus (Annual)	14	\$600.00	\$1,000.00	\$1,400.00	\$3,500.00	\$4,000.00	\$2,066.21	\$1,400.00	\$1,479.62

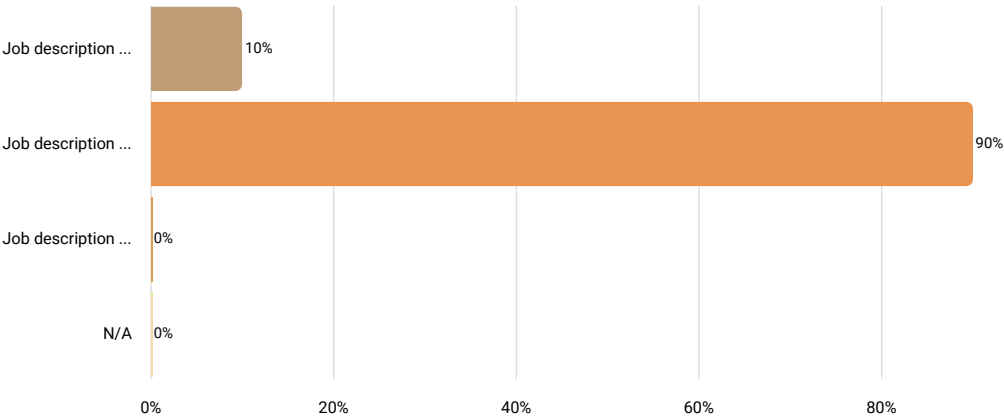
5.5.10 Tool and Die Maker

Job description

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

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

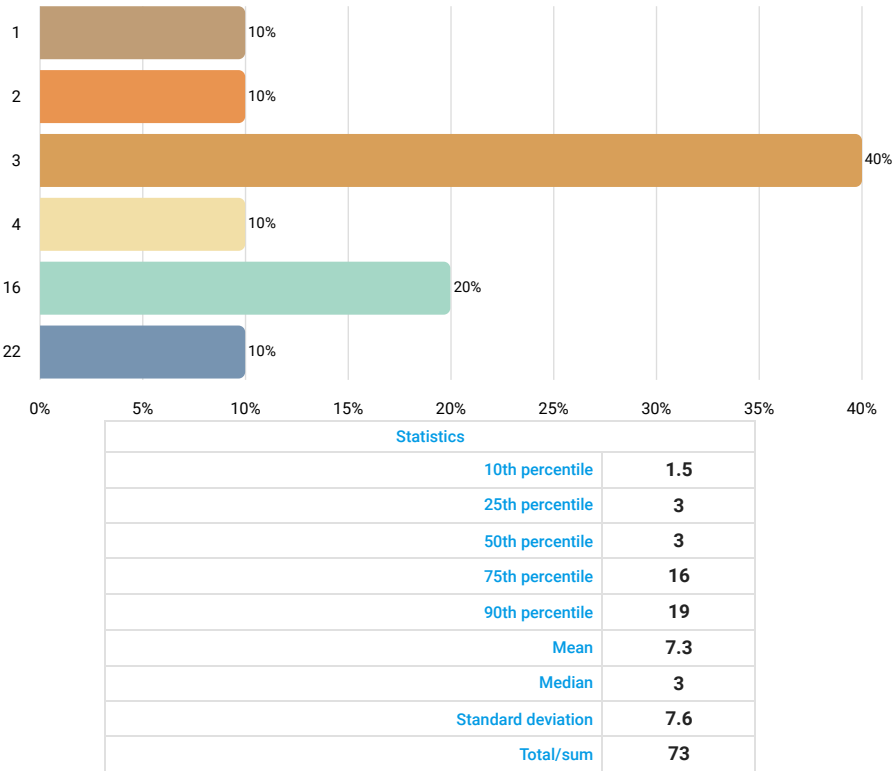
Answered 10 times
Skipped 0 times
Select one answer (radio button)



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

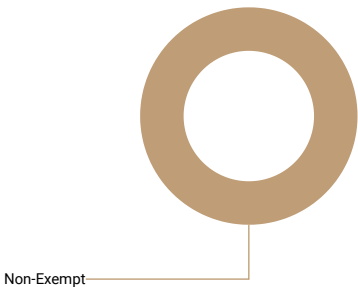
Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times
Number input



FLSA Status

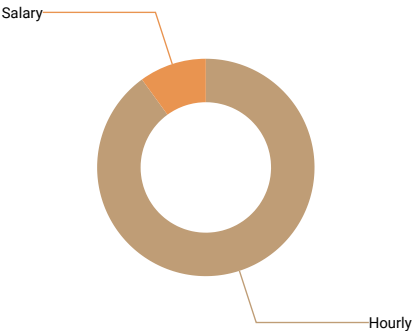
Answered 10 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	90%	9
Salary	10%	1

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	\$22.00	\$23.00	\$25.00	\$28.70	\$33.00	\$26.10	\$25.00	\$3.72
Pay Range Maximum Rate	6	\$32.00	\$33.65	\$36.38	\$40.00	\$40.00	\$36.40	\$36.38	\$3.41
Actual Lowest Base Rate	7	\$22.00	\$25.00	\$28.45	\$33.00	\$36.25	\$28.86	\$28.45	\$4.89
Actual Average Base Rate	6	\$27.74	\$30.91	\$33.00	\$34.32	\$39.88	\$33.14	\$33.00	\$4.02
Actual Highest Base Rate	7	\$28.48	\$30.98	\$34.75	\$40.00	\$40.00	\$35.15	\$34.75	\$4.61
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)									

5.5.11 Production Painter

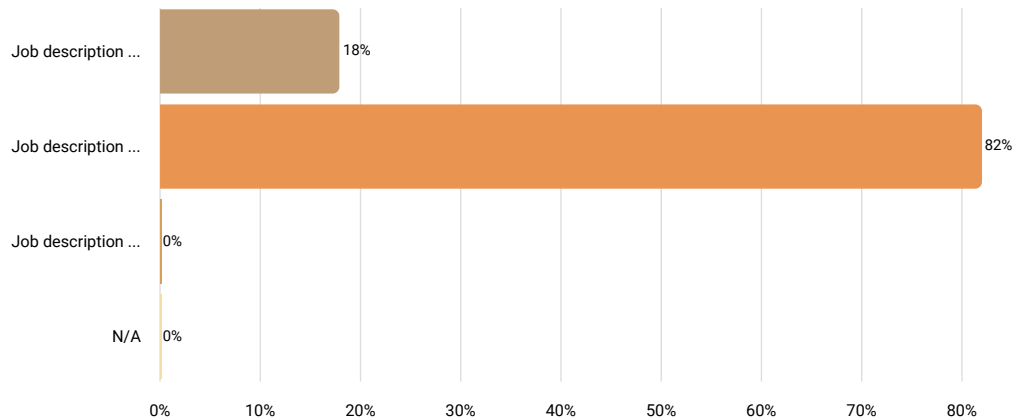
Job description Operate or tend painting machines to paint surfaces of various types of equipment, wood, metal or other fabricated items.

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

Answered 11 times

Skipped 0 times

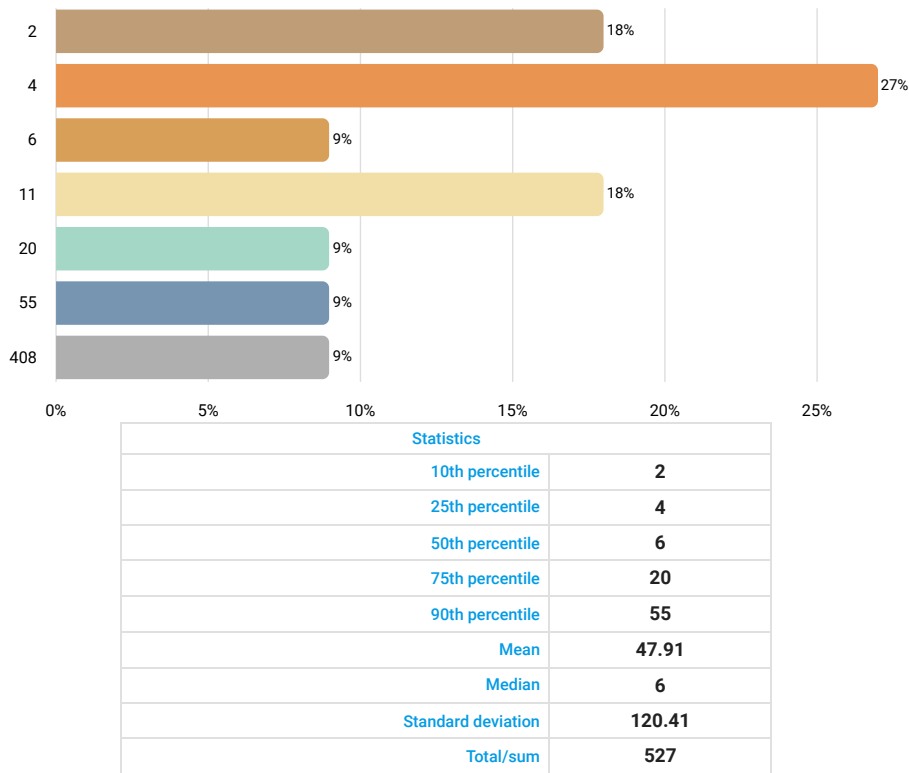
Select one answer (radio button)



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

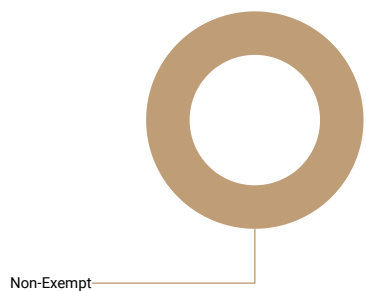
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

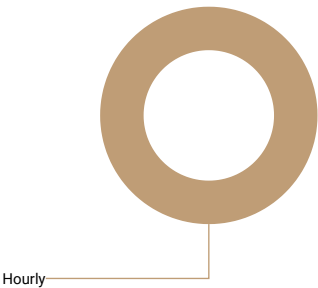
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 11 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	11
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	\$15.00	\$16.00	\$16.00	\$18.13	\$21.25	\$17.06	\$16.00	\$2.29
Pay Range Maximum Rate	5	\$20.00	\$20.00	\$21.00	\$21.73	\$27.50	\$22.05	\$21.00	\$3.13
Actual Lowest Base Rate	10	\$16.13	\$17.75	\$19.41	\$21.34	\$24.22	\$19.78	\$19.41	\$3.05
Actual Average Base Rate	11	\$18.69	\$18.70	\$21.53	\$23.56	\$24.50	\$21.49	\$21.53	\$3.36
Actual Highest Base Rate	10	\$19.38	\$21.50	\$24.55	\$26.00	\$30.45	\$24.33	\$24.55	\$4.39
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.12 Welder

Job description

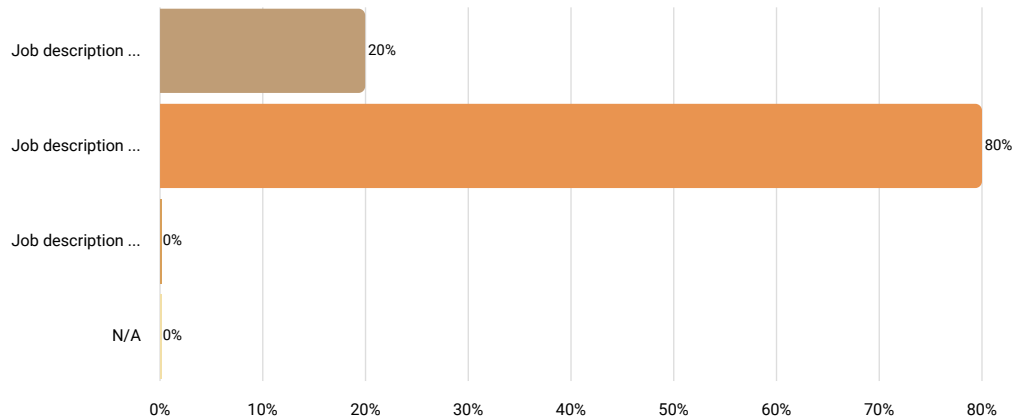
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

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

Answered 15 times

Skipped 1 times

Select one answer (radio button)



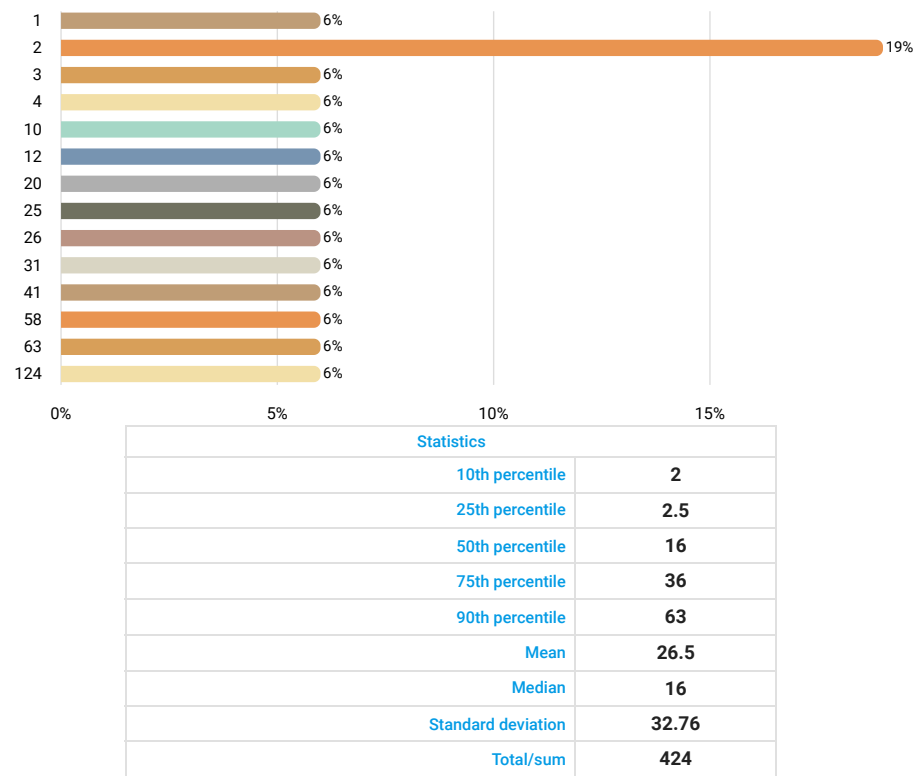
Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	3
Job description matches the position at your company very well	80%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input

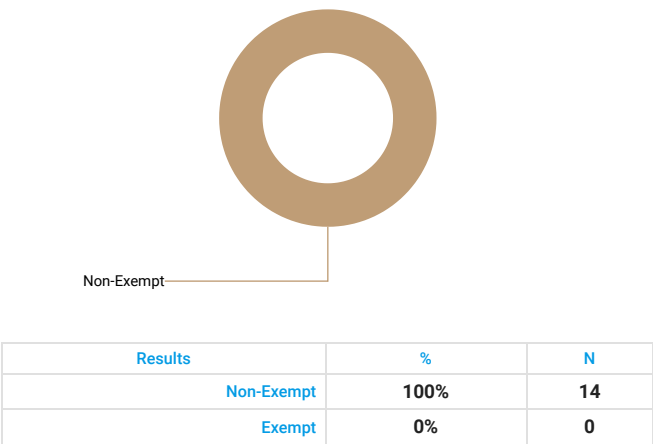


FLSA Status

Answered 14 times

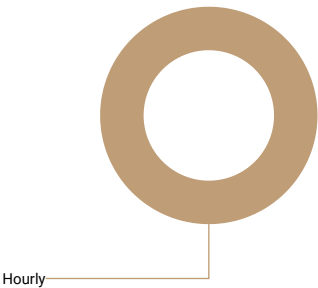
Skipped 2 times

Select one answer (radio button)



Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	100%	16
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	8	\$16.00	\$17.50	\$19.50	\$23.67	\$25.00	\$20.29	\$19.50	\$3.41
Pay Range Maximum Rate	8	\$20.00	\$22.50	\$27.69	\$44.95	\$69.94	\$35.03	\$27.69	\$17.98
Actual Lowest Base Rate	14	\$17.25	\$18.31	\$19.75	\$25.00	\$28.38	\$21.52	\$19.75	\$4.21
Actual Average Base Rate	15	\$19.35	\$21.33	\$24.00	\$30.70	\$36.96	\$25.93	\$24.00	\$6.60
Actual Highest Base Rate	14	\$20.95	\$23.00	\$26.48	\$32.20	\$37.00	\$28.27	\$26.48	\$6.80
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.5.13 Inspector

Job description

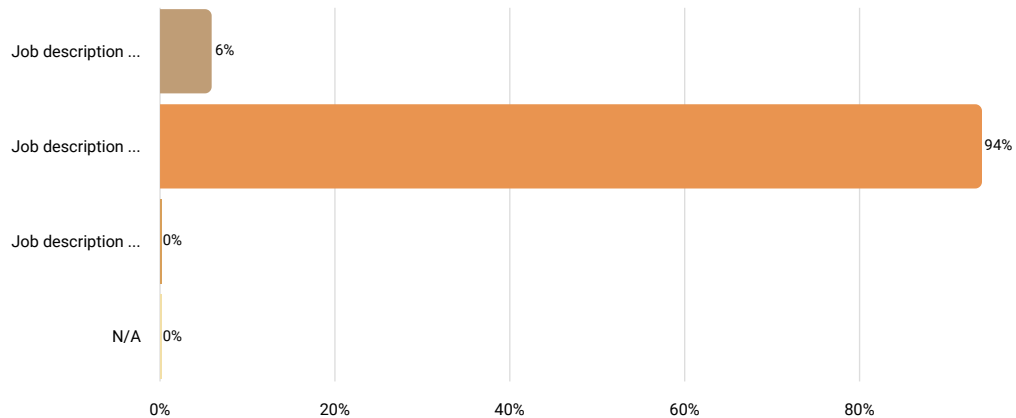
Inspect, test, sort, sample, or weigh raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

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

Answered 18 times

Skipped 0 times

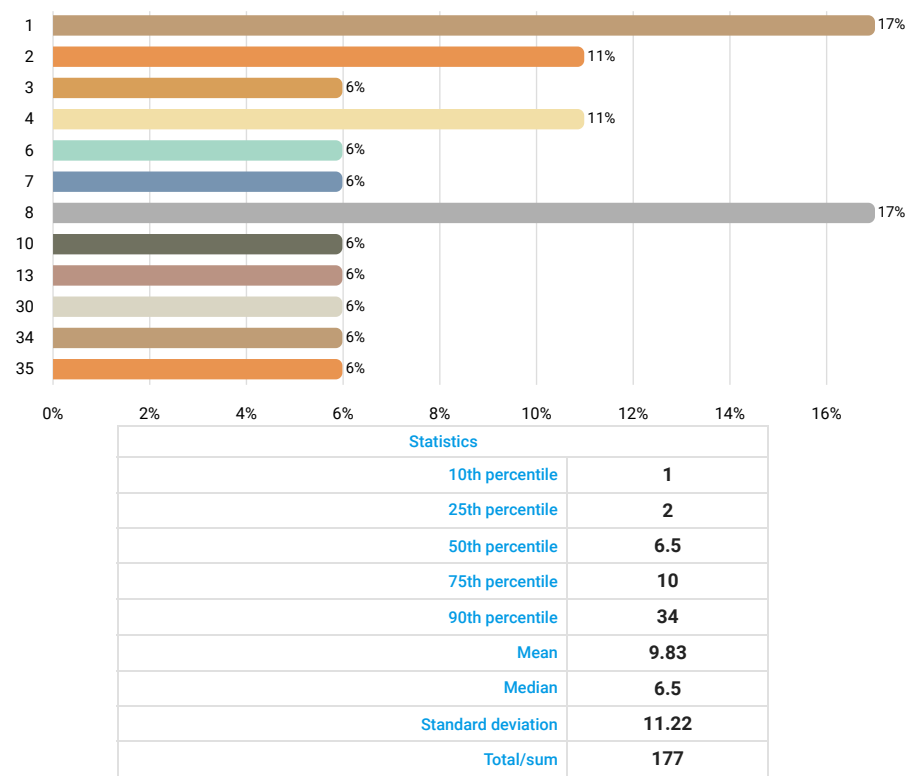
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	6%	1
Job description matches the position at your company very well	94%	17
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

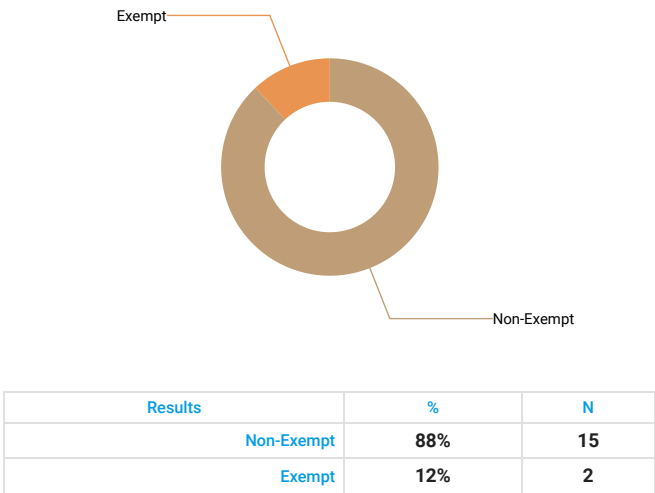
Number of Employees Currently in This Position

Answered 18 times
Skipped 0 times
Number input



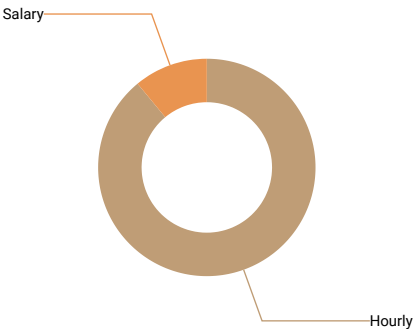
FLSA Status

Answered 17 times
Skipped 1 times
Select one answer (radio button)



Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	89%	16
Salary	11%	2

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	10	\$14.93	\$15.00	\$18.00	\$19.00	\$20.68	\$17.77	\$18.00	\$2.22
Pay Range Maximum Rate	10	\$17.55	\$20.00	\$24.00	\$25.00	\$44.10	\$26.15	\$24.00	\$12.50
Actual Lowest Base Rate	12	\$16.00	\$17.10	\$18.72	\$20.24	\$21.75	\$18.73	\$18.72	\$2.36
Actual Average Base Rate	12	\$18.17	\$20.57	\$22.25	\$27.76	\$30.12	\$23.85	\$22.25	\$6.14
Actual Highest Base Rate	12	\$18.20	\$21.92	\$23.13	\$30.50	\$34.14	\$25.51	\$23.13	\$7.13
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.5.14 Production Scheduler

Job description

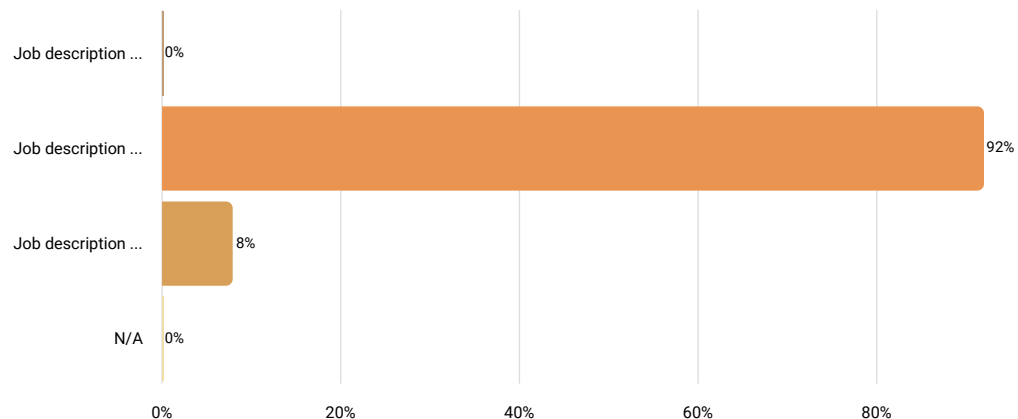
Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion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

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

Answered 13 times

Skipped 0 times

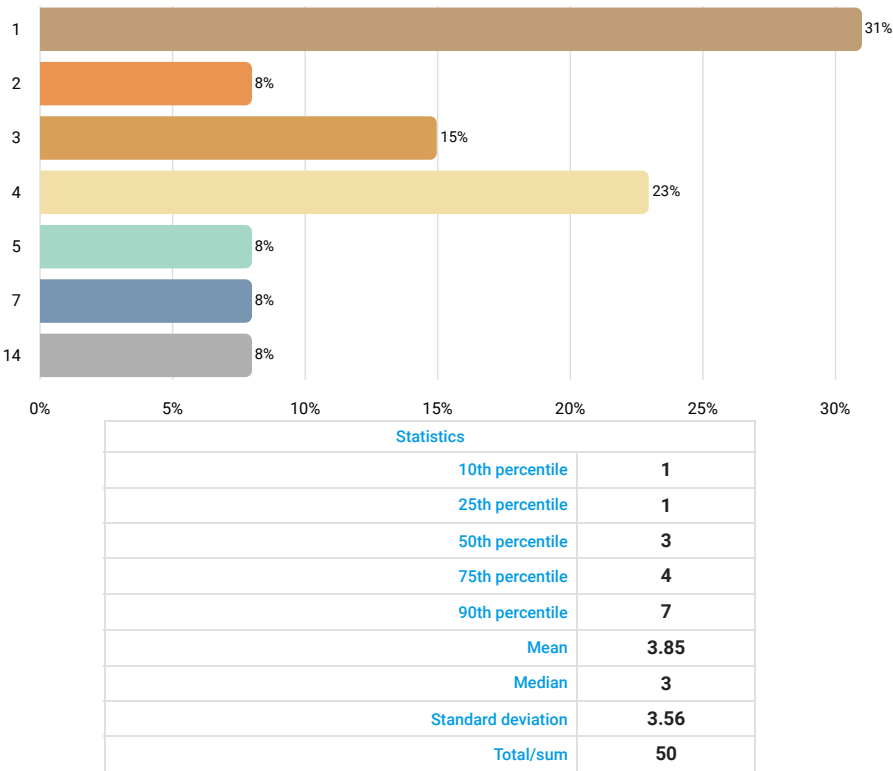
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	92%	12
Job description is perceptibly stronger than the position at your company	8%	1
N/A	0%	0

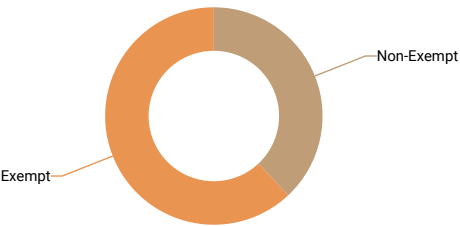
Number of Employees Currently in This Position

Answered 13 times
Skipped 0 times
Number input



FLSA Status

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



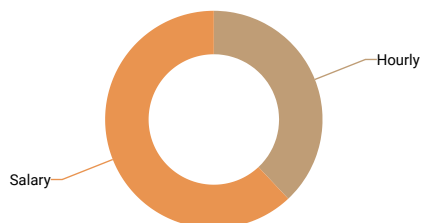
Results	%	N
Non-Exempt	38%	5
Exempt	62%	8

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	\$22.00	\$22.50	\$22.60	\$23.37	\$25.00	\$23.09	\$22.60	\$1.17
Actual Average Base Rate	5	\$22.50	\$23.66	\$24.48	\$25.00	\$25.29	\$24.19	\$24.48	\$1.13
Actual Highest Base Rate	5	\$22.50	\$25.00	\$27.11	\$27.20	\$27.76	\$25.91	\$27.11	\$2.18
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	5	\$77,000.00	\$78,000.00	\$101,588.00	\$118,120.00	\$130,900.00	\$101,121.60	\$101,588.00	\$23,939.38
Pay Range Minimum Salary	5	\$50,000.00	\$62,122.00	\$65,000.00	\$67,725.00	\$75,652.00	\$64,099.80	\$65,000.00	\$9,355.77
Actual Lowest Base Salary	5	\$32,232.00	\$58,824.00	\$67,000.00	\$68,256.00	\$74,000.00	\$60,062.40	\$67,000.00	\$16,474.12
Actual Average Base Salary	6	\$71,149.00	\$74,000.00	\$75,047.50	\$91,575.00	\$93,343.75	\$80,027.13	\$75,047.50	\$9,751.22
Actual Highest Base Salary	6	\$60,320.00	\$74,000.00	\$80,699.50	\$86,272.00	\$130,000.00	\$85,331.83	\$80,699.50	\$23,649.23
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.5.15 Inventory/Material Planner

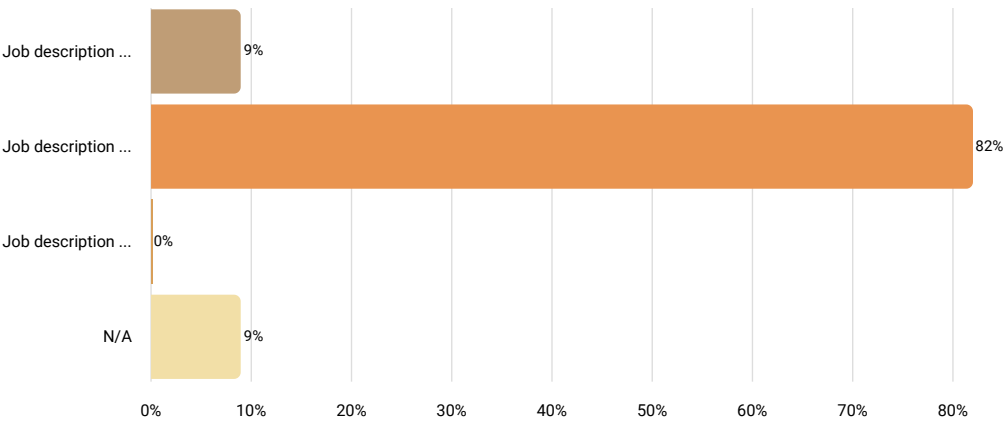
Job description Tracks inventory related information including receipts, disbursement, balances, prices and costs. Reconciles inventory discrepancies.

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

Answered 11 times

Skipped 0 times

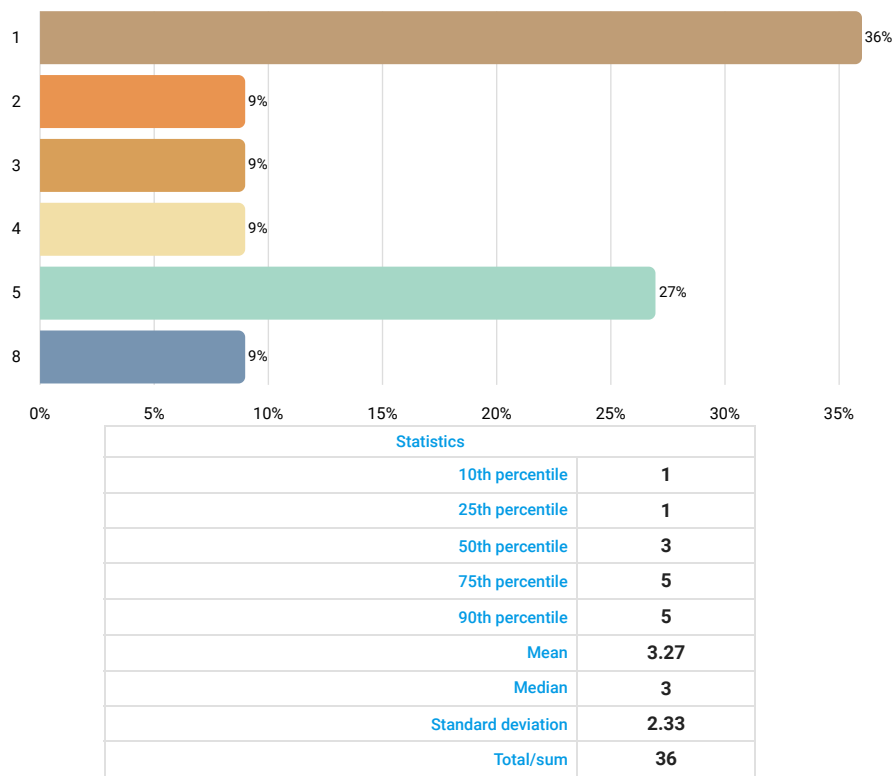
Select one answer (radio button)



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

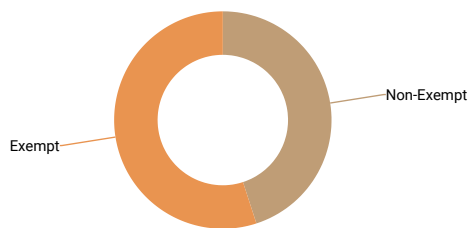
Number of Employees Currently in This Position

Answered 11 times
Skipped 0 times
Number input



FLSA Status

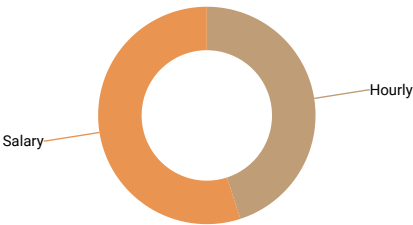
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 11 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	45%	5
Salary	55%	6

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	\$29.50	\$44,000.00	\$53,500.00	\$67,040.93	\$82,402.70	\$49,394.63	\$53,500.00	\$31,160.06
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.5.17 Fabricator

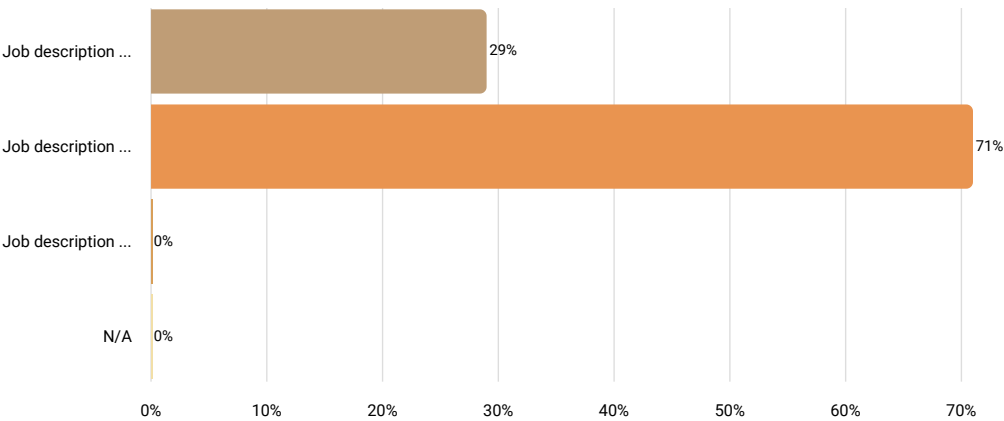
Job description Fabricate, position, align, and fit parts of structural metal products.

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

Answered 7 times

Skipped 0 times

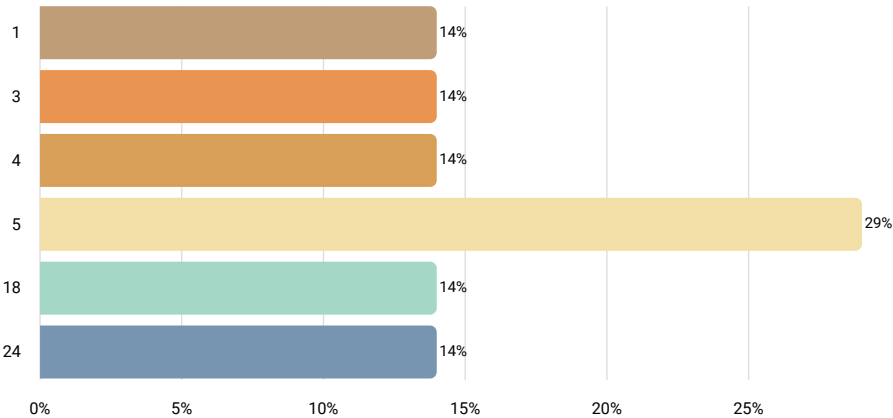
Select one answer (radio button)



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

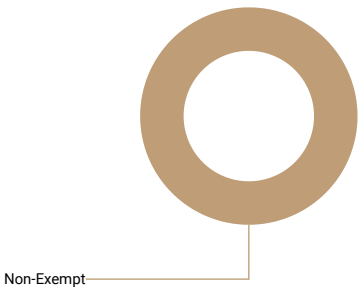
Answered 7 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	3
50th percentile	5
75th percentile	18
90th percentile	24
Mean	8.57
Median	5
Standard deviation	8.77
Total/sum	60

FLSA Status

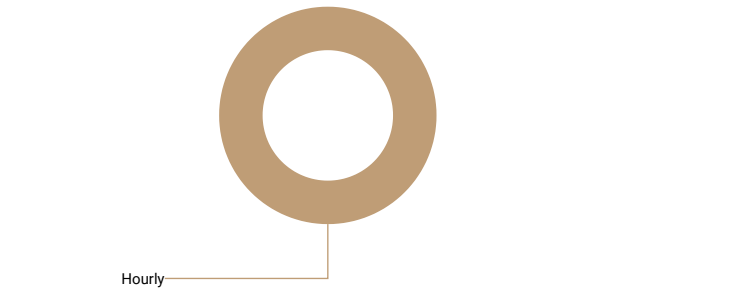
Answered 7 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	6	\$17.00	\$17.50	\$20.20	\$21.00	\$22.00	\$19.65	\$20.20	\$1.98
Actual Average Base Rate	7	\$20.25	\$22.36	\$26.46	\$29.50	\$32.00	\$26.08	\$26.46	\$4.14
Actual Highest Base Rate	6	\$21.50	\$28.00	\$29.89	\$32.00	\$36.00	\$29.55	\$29.89	\$4.82
Average Incentive Bonus or Other Bonus (Annual)									

Maintenance

5.6.1 Janitor

Job description

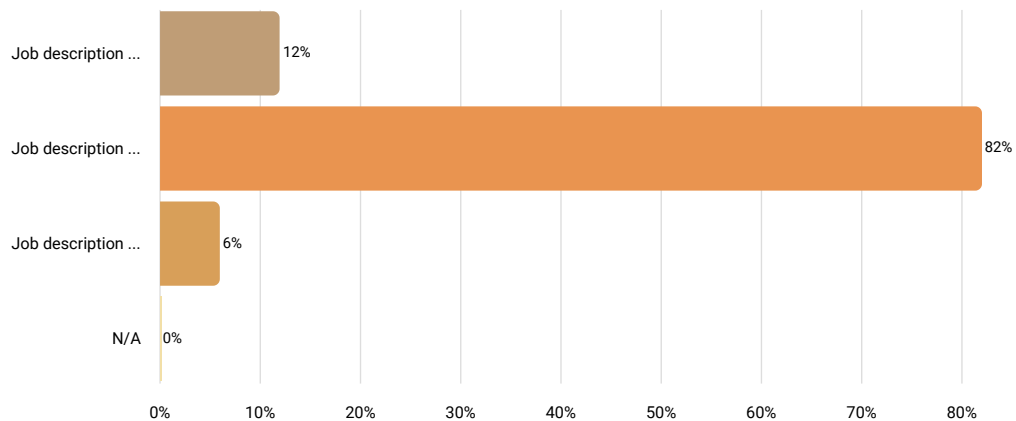
Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and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

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

Answered 17 times

Skipped 0 times

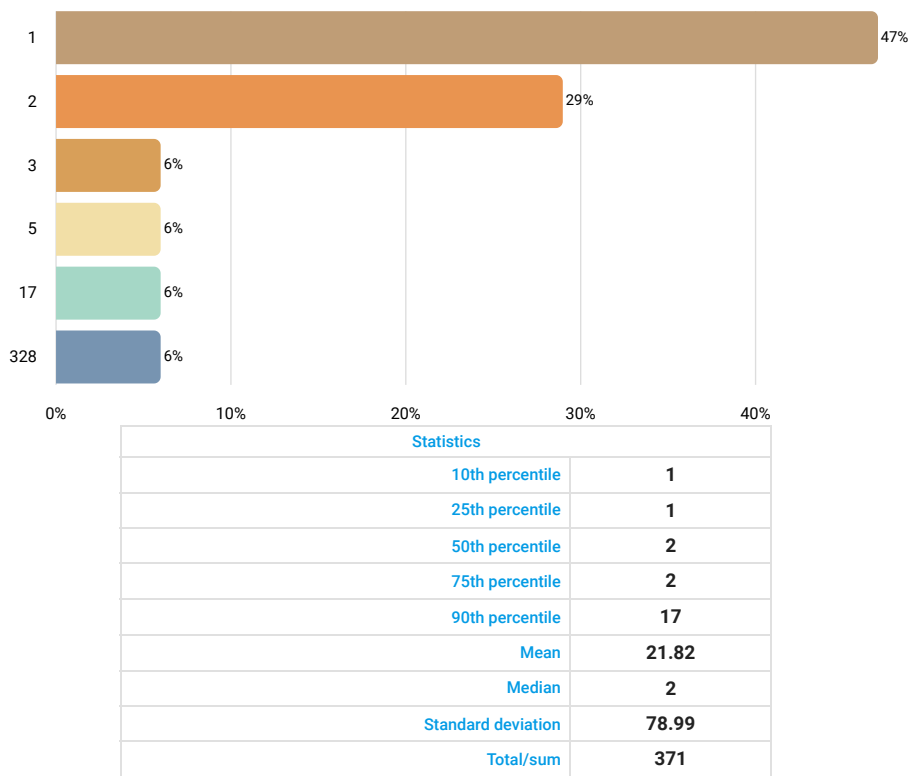
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	12%	2
Job description matches the position at your company very well	82%	14
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

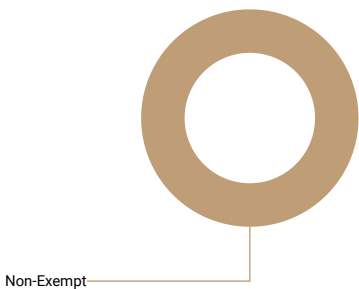
Number of Employees Currently in This Position

Answered 17 times
Skipped 0 times
Number input



FLSA Status

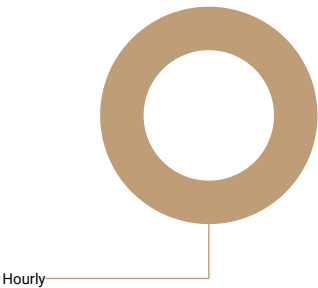
Answered 17 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	100%	17
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	11	\$13.00	\$13.00	\$15.00	\$16.20	\$17.00	\$15.24	\$15.00	\$2.08
Pay Range Maximum Rate	11	\$17.00	\$18.00	\$18.00	\$19.54	\$20.00	\$18.28	\$18.00	\$1.72
Actual Lowest Base Rate	15	\$13.00	\$15.00	\$16.00	\$18.71	\$20.00	\$16.51	\$16.00	\$2.31
Actual Average Base Rate	15	\$13.71	\$15.00	\$17.00	\$18.71	\$20.00	\$16.96	\$17.00	\$2.16
Actual Highest Base Rate	15	\$16.75	\$17.00	\$18.00	\$19.54	\$20.38	\$18.21	\$18.00	\$1.93
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.6.3 Electrical and Control Mechanic

Job description

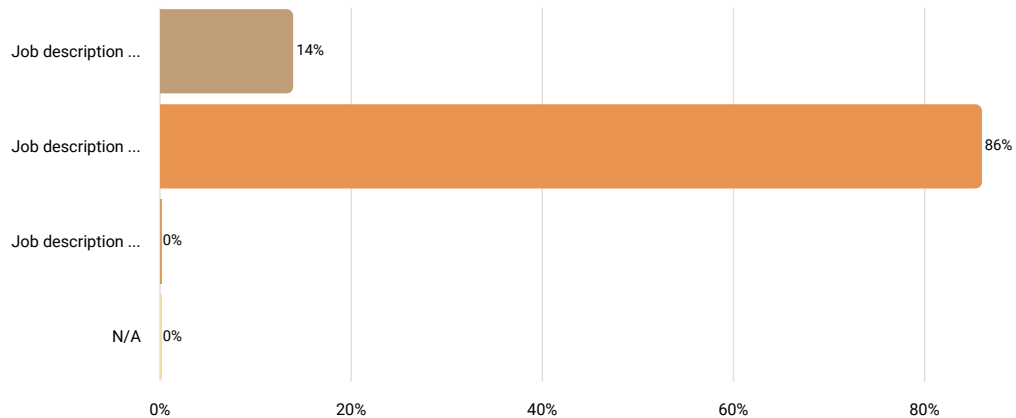
Performs a variety of electrical trade functions including installation, maintenance and repair of equipment or electrical systems. Also maintains computerized production control systems.

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

Answered 7 times

Skipped 0 times

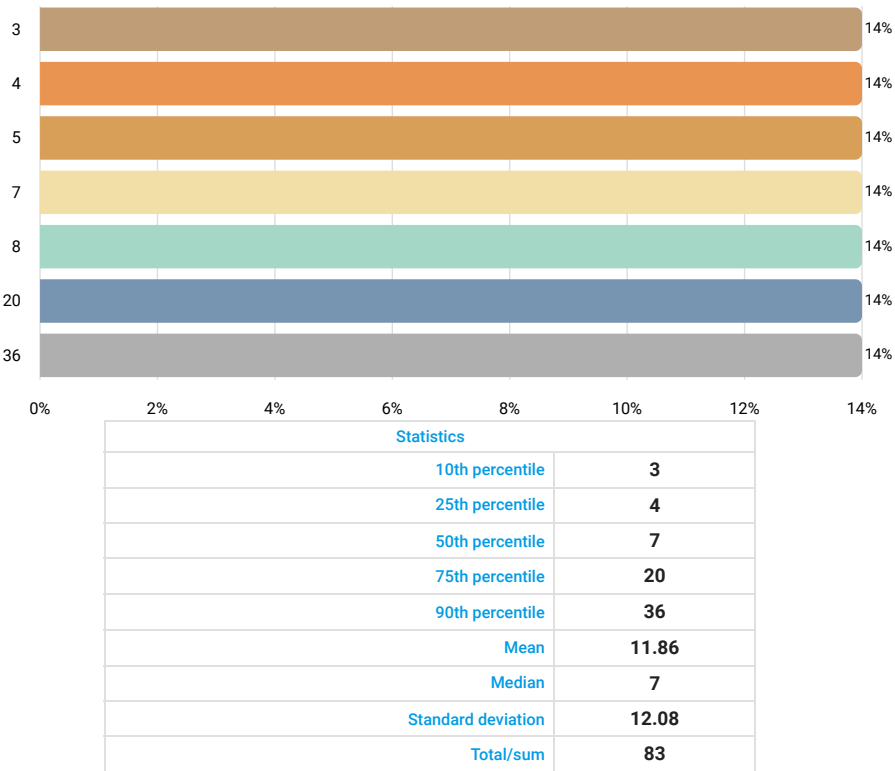
Select one answer (radio button)



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

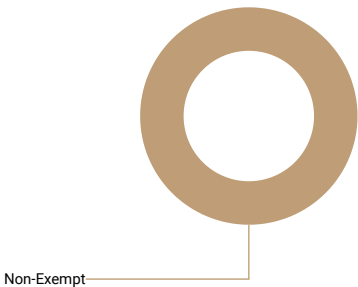
Number of Employees Currently in This Position

Answered 7 times
Skipped 0 times
Number input



FLSA Status

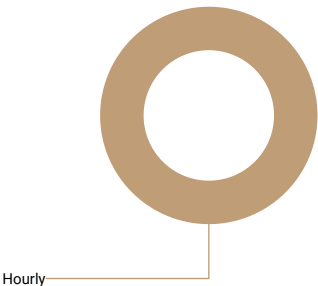
Answered 6 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	\$28.00	\$28.61	\$30.50	\$36.17	\$36.97	\$31.79	\$30.50	\$3.96
Pay Range Maximum Rate	6	\$35.00	\$36.00	\$39.63	\$41.91	\$43.85	\$39.34	\$39.63	\$3.53
Actual Lowest Base Rate	5	\$29.00	\$34.00	\$38.00	\$38.00	\$38.49	\$35.50	\$38.00	\$4.06
Actual Average Base Rate	5	\$34.19	\$36.00	\$37.00	\$41.41	\$41.48	\$38.02	\$37.00	\$3.29
Actual Highest Base Rate	5	\$38.00	\$39.00	\$41.25	\$41.91	\$43.26	\$40.68	\$41.25	\$2.15
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

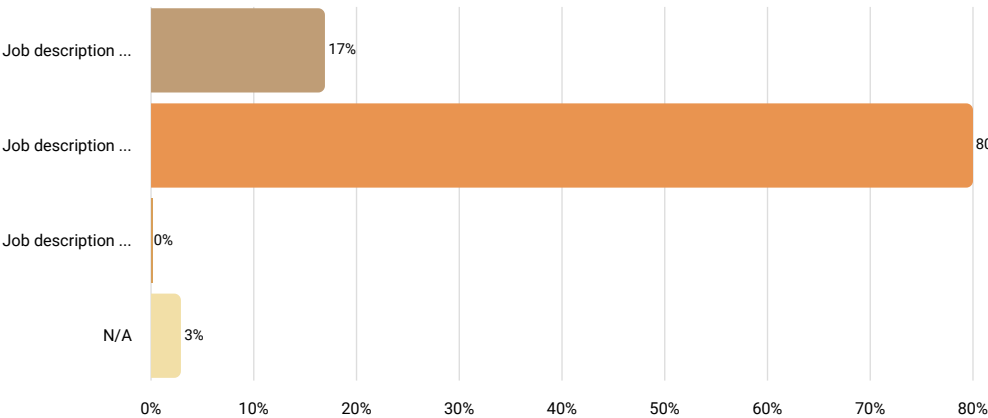
5.6.4 Multi-Craft Maintenance

Job description

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

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

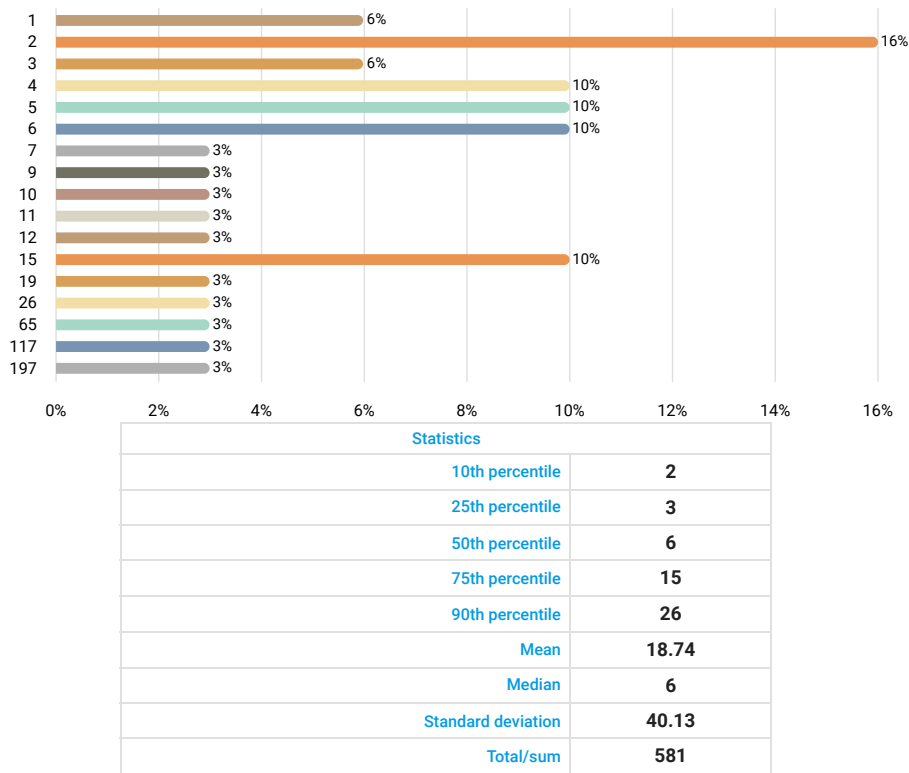
Answered 30 times
Skipped 1 times
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	17%	5
Job description matches the position at your company very well	80%	24
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

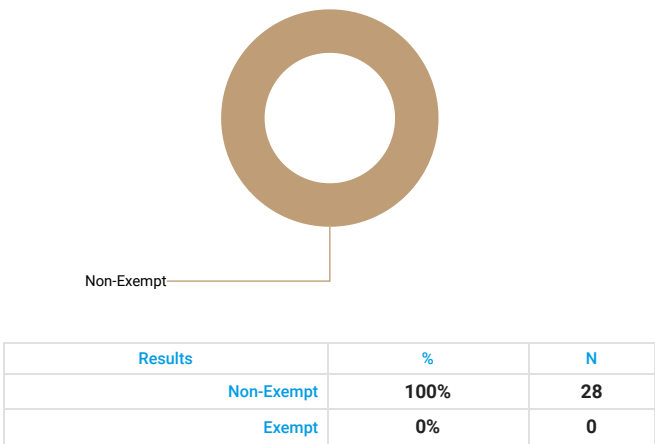
Number of Employees Currently in This Position

Answered 31 times
Skipped 0 times
Number input



FLSA Status

Answered 28 times
Skipped 3 times
Select one answer (radio button)

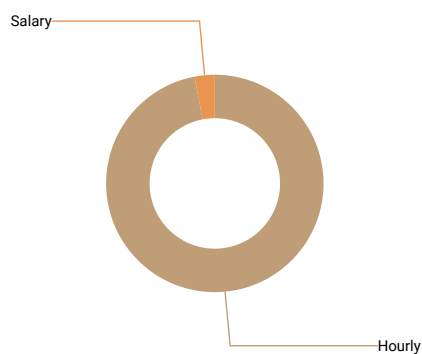


Is this position paid an hourly rate or annual salary?

Answered 31 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	97%	30
Salary	3%	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	19	\$18.00	\$22.00	\$28.70	\$32.75	\$36.98	\$27.99	\$28.70	\$6.54
Pay Range Maximum Rate	17	\$23.50	\$30.79	\$35.00	\$41.50	\$45.00	\$35.28	\$35.00	\$8.05
Actual Lowest Base Rate	26	\$20.00	\$22.00	\$28.38	\$30.60	\$36.73	\$27.83	\$28.38	\$6.40
Actual Average Base Rate	25	\$25.79	\$30.00	\$33.00	\$34.80	\$40.62	\$32.60	\$33.00	\$6.30
Actual Highest Base Rate	25	\$30.00	\$32.85	\$35.53	\$40.00	\$43.00	\$35.64	\$35.53	\$5.99
If there is a step progression in place, enter the number of steps. If not, leave blank.	11	\$2.00	\$2.00	\$4.00	\$5.00	\$5.00	\$3.82	\$4.00	\$1.33
Average Incentive Bonus or Other Bonus (Annual)	9	\$0.86	\$600.00	\$2,000.00	\$4,400.00	\$6,000.00	\$2,711.21	\$2,000.00	\$2,416.72
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									

5.6.5 General Building Maintenance

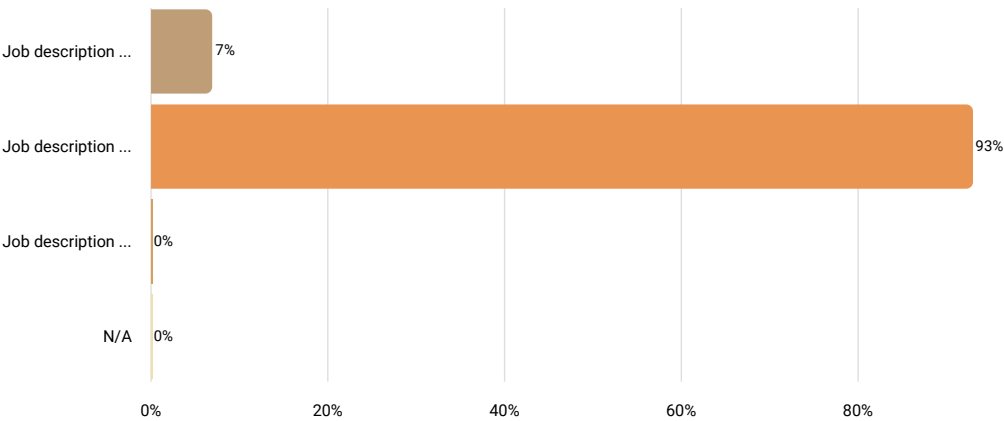
Job descriptionRepairs and maintains physical structures. Requires knowledge of more than one craft area such as carpentry, painting, plastering or plumbing.

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

Answered 14 times

Skipped 0 times

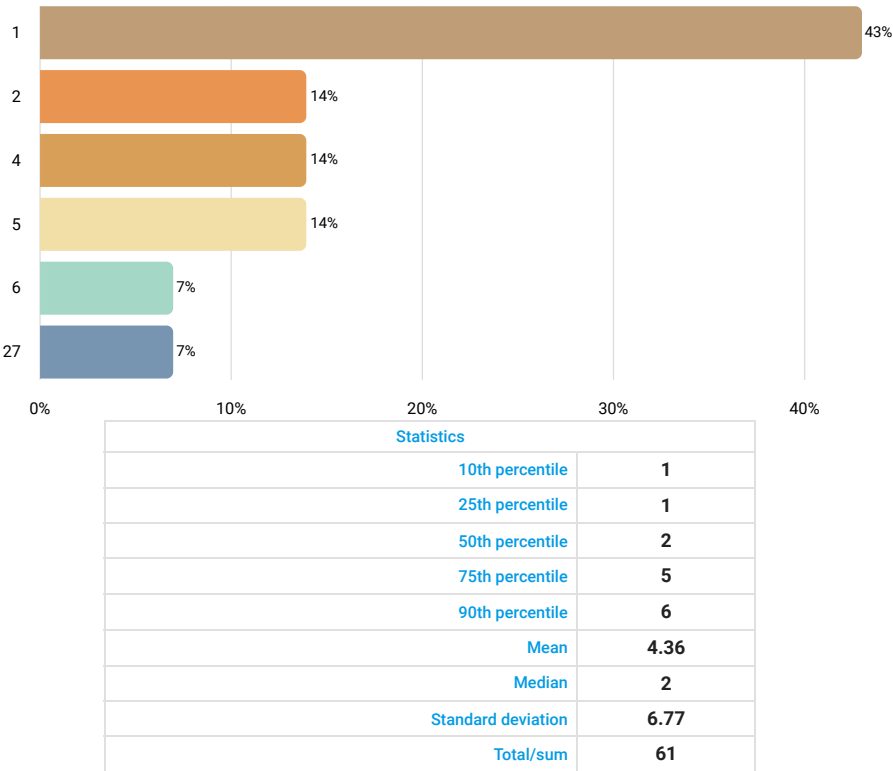
Select one answer (radio button)



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

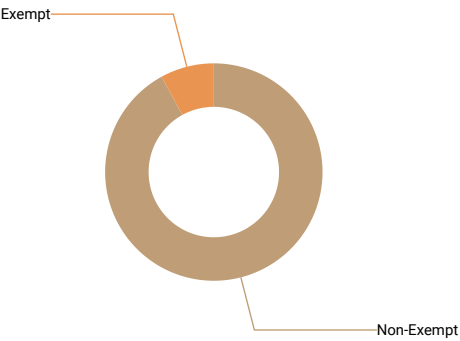
Number of Employees Currently in This Position

Answered 14 times
Skipped 0 times
Number input



FLSA Status

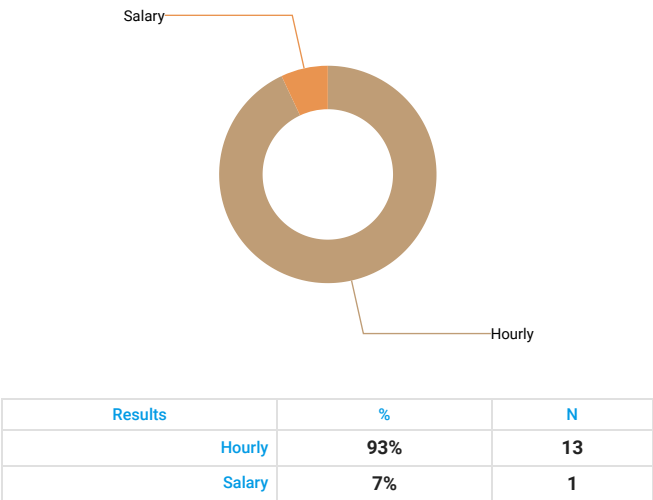
Answered 13 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	7	\$18.00	\$18.00	\$20.00	\$26.00	\$28.70	\$22.10	\$20.00	\$4.18
Pay Range Maximum Rate	7	\$20.00	\$20.00	\$28.00	\$38.00	\$40.00	\$28.84	\$28.00	\$7.82
Actual Lowest Base Rate	9	\$18.00	\$21.00	\$21.47	\$25.00	\$32.50	\$22.98	\$21.47	\$4.29
Actual Average Base Rate	10	\$21.02	\$22.12	\$25.00	\$27.73	\$34.30	\$25.93	\$25.00	\$5.52
Actual Highest Base Rate	9	\$20.00	\$22.64	\$26.00	\$28.00	\$40.00	\$27.42	\$26.00	\$6.43
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									
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)									

5.6.6 Maintenance Mechanic

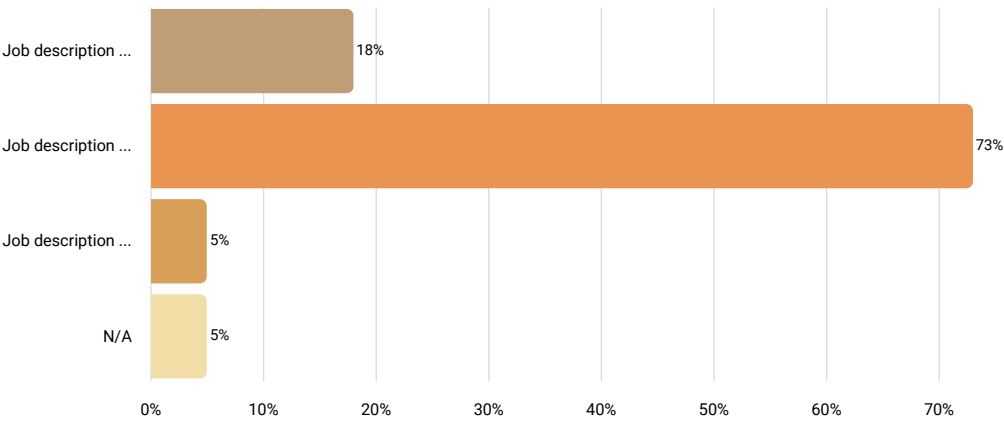
Job description Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	18%	4
Job description matches the position at your company very well	73%	16
Job description is perceptibly stronger than the position at your company	5%	1
N/A	5%	1

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

Answered 7 times

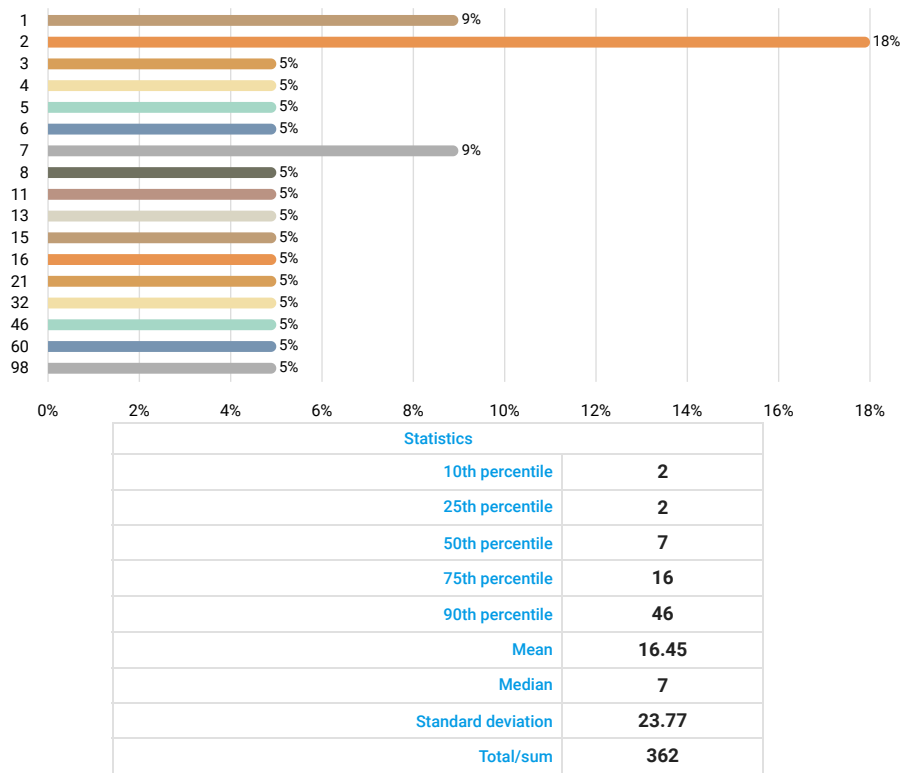
Skipped 15 times

Text input

Results	
technician - maintenance	1
installer	1
maintenance technician	1
millwright	1
machine maintenance team members	1
maintenance tech	1
general maintenance mechanic	1

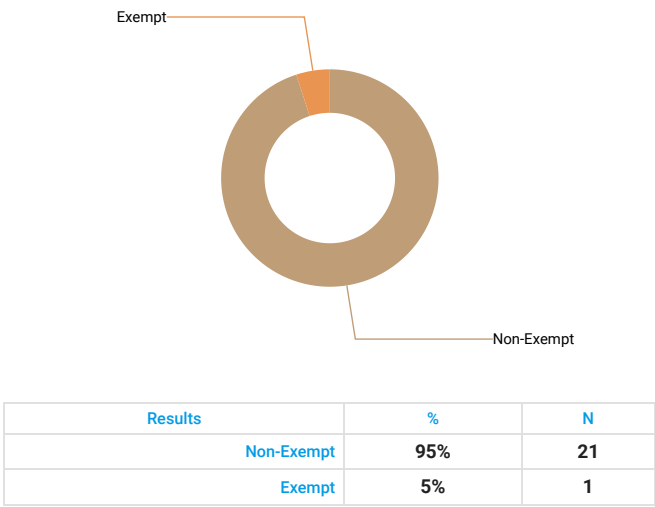
Number of Employees Currently in This Position

Answered 22 times
Skipped 0 times
Number input



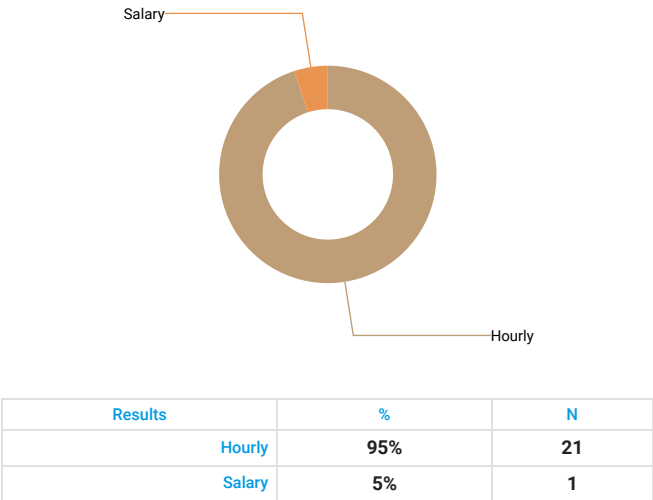
FLSA Status

Answered 22 times
Skipped 0 times
Select one answer (radio button)



Is this position paid an hourly rate or annual salary?

Answered 22 times
Skipped 0 times
Select one answer (radio button)



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	15	\$18.00	\$20.00	\$24.00	\$28.15	\$29.00	\$23.81	\$24.00	\$4.68
Pay Range Maximum Rate	14	\$26.00	\$32.00	\$35.00	\$38.00	\$41.25	\$35.82	\$35.00	\$8.38
Actual Lowest Base Rate	16	\$18.00	\$22.18	\$24.99	\$28.58	\$32.61	\$25.22	\$24.99	\$4.91
Actual Average Base Rate	18	\$22.50	\$26.00	\$30.19	\$34.71	\$36.18	\$29.93	\$30.19	\$5.27
Actual Highest Base Rate	18	\$25.00	\$27.50	\$34.22	\$38.00	\$41.25	\$47.50	\$34.22	\$63.53
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	\$2.00	\$3.00	\$3.00	\$4.00	\$4.00	\$3.29	\$3.00	\$0.76
Average Incentive Bonus or Other Bonus (Annual)	8	\$665.00	\$1,250.00	\$1,701.00	\$3,613.50	\$10,000.00	\$2,974.25	\$1,701.00	\$3,050.61
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)									

5.6.7 Maintenance Planner

Job description

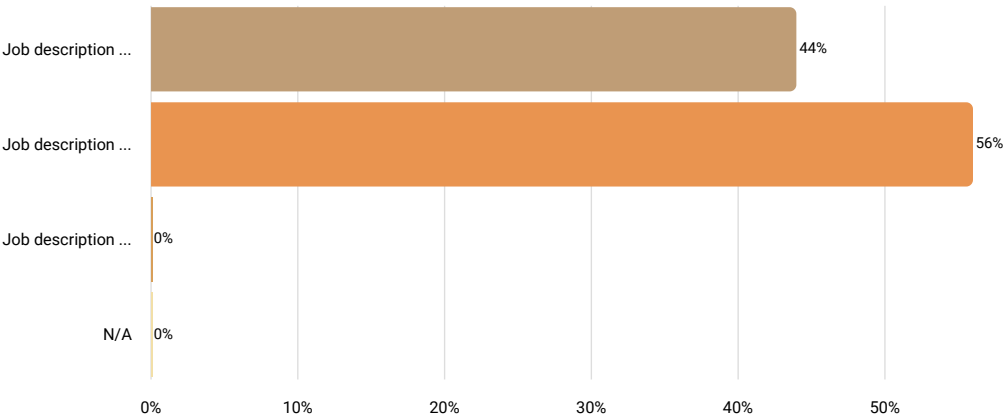
Schedules and plans the work of electricians and mechanics. Develops job plans that include the labor, tools, materials and procedures for repairs on all types equipment and general facility maintenance.

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

Answered 9 times

Skipped 0 times

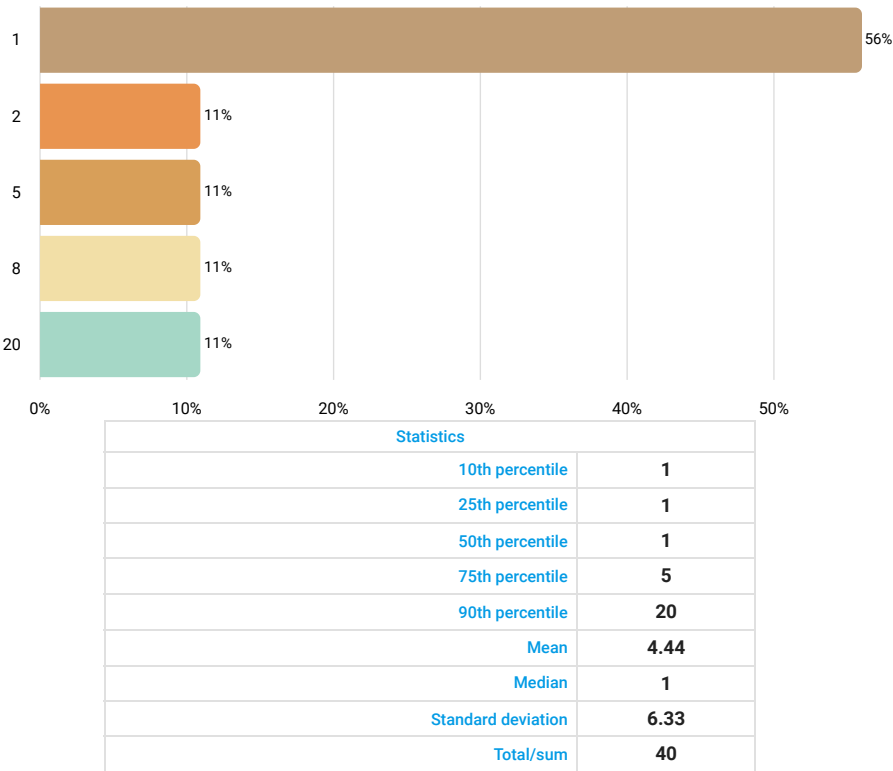
Select one answer (radio button)



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

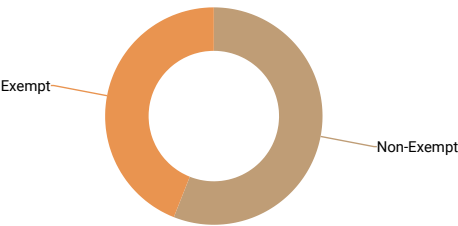
Number of Employees Currently in This Position

Answered 9 times
Skipped 0 times
Number input



FLSA Status

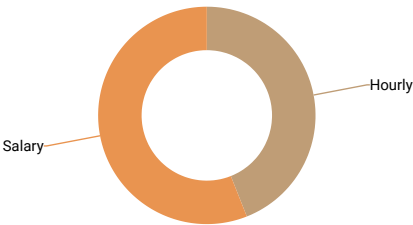
Answered 9 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Non-Exempt	56%	5
Exempt	44%	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	44%	4
Salary	56%	5

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual 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	\$61,360.00	\$88,000.00	\$98,459.00	\$106,079.74	\$132,600.00	\$97,299.75	\$98,459.00	\$25,993.70
Actual Highest Base Salary	5	\$61,360.00	\$92,000.00	\$106,079.74	\$109,816.00	\$132,600.00	\$100,371.15	\$106,079.74	\$26,231.84
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.6.8 Maintenance Employees, General

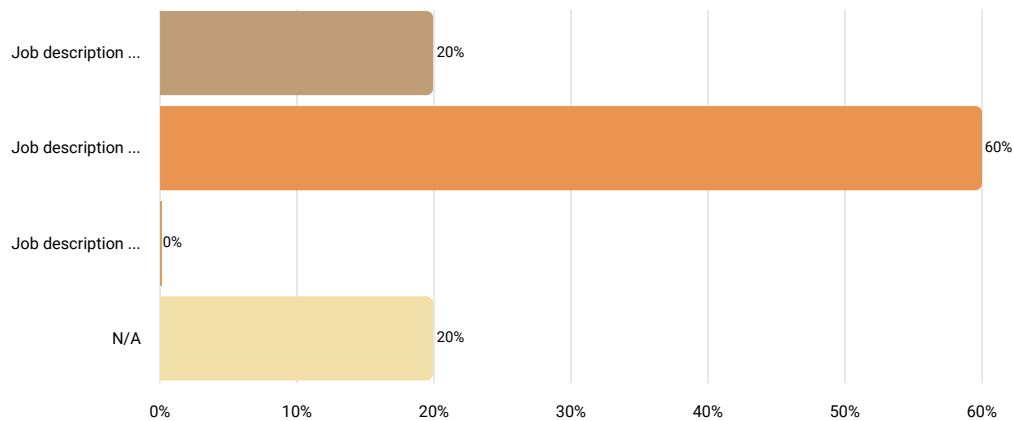
Job description Use this job title for maintenance workers other than those listed.

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

Answered 10 times

Skipped 0 times

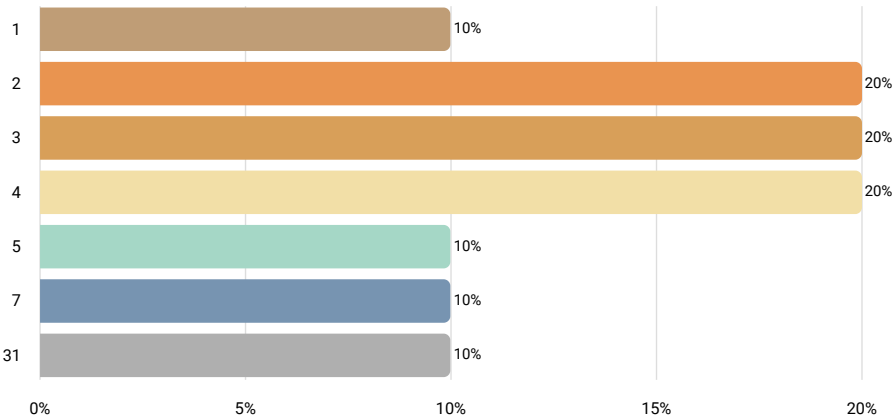
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	20%	2
Job description matches the position at your company very well	60%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	20%	2

Number of Employees Currently in This Position

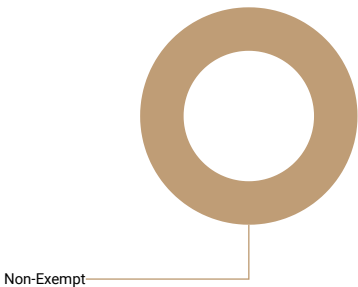
Answered 10 times
Skipped 0 times
Number input



Statistics	
10th percentile	1.5
25th percentile	2
50th percentile	3.5
75th percentile	5
90th percentile	19
Mean	6.2
Median	3.5
Standard deviation	8.88
Total/sum	62

FLSA Status

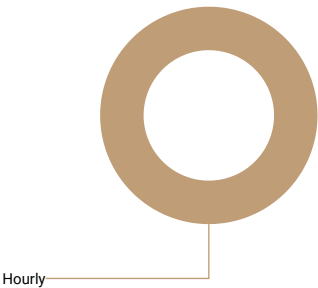
Answered 10 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	\$16.00	\$20.00	\$21.00	\$25.00	\$28.00	\$22.00	\$21.00	\$4.64
Pay Range Maximum Rate	5	\$21.00	\$29.00	\$30.00	\$35.00	\$45.00	\$32.00	\$30.00	\$8.83
Actual Lowest Base Rate	7	\$16.50	\$19.55	\$22.00	\$26.14	\$26.52	\$22.35	\$22.00	\$3.89
Actual Average Base Rate	7	\$20.00	\$21.50	\$23.30	\$26.46	\$36.37	\$25.18	\$23.30	\$5.42
Actual Highest Base Rate	7	\$20.00	\$25.75	\$26.00	\$30.85	\$43.46	\$28.41	\$26.00	\$7.35
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

Material Handling and Transportation

5.7.1 Fork Lift Driver/Material Handler

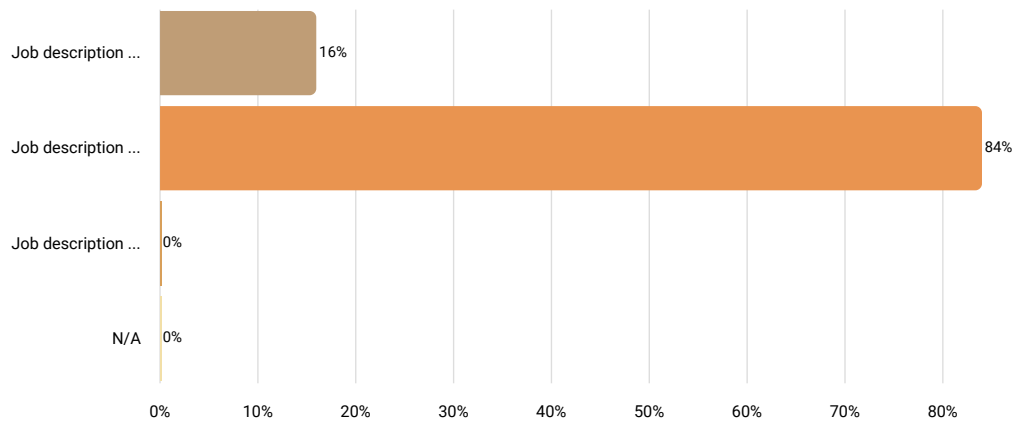
Job description Move freight, stock, or other materials. Does not include locomotive material handlers.

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

Answered 38 times

Skipped 1 times

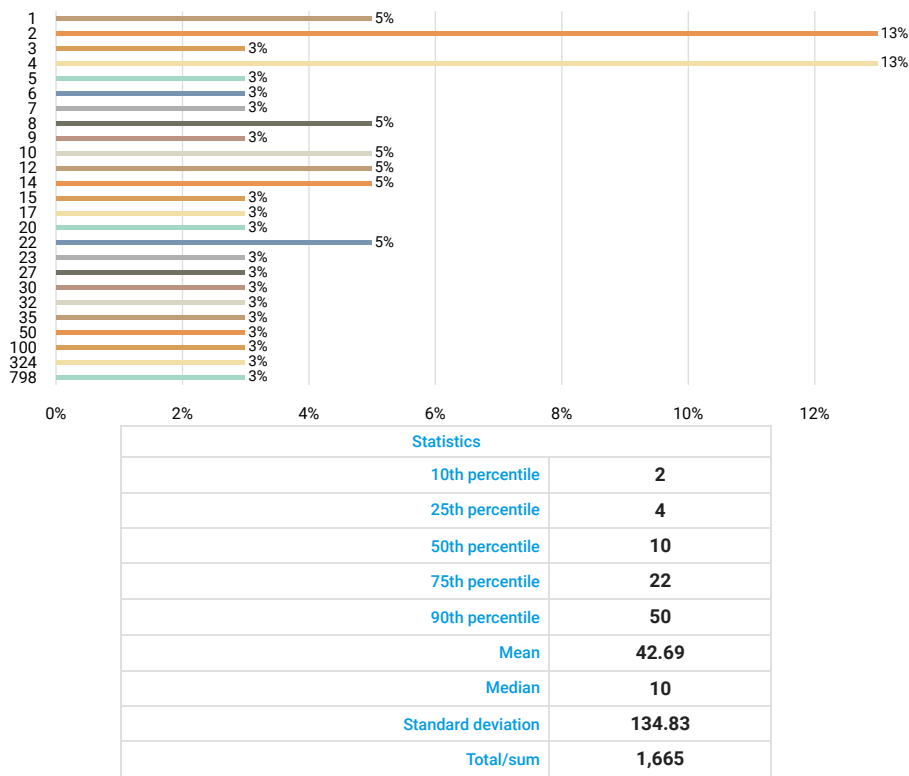
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	16%	6
Job description matches the position at your company very well	84%	32
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

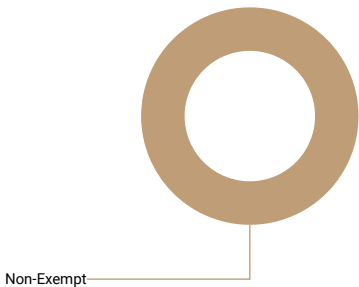
Number of Employees Currently in This Position

Answered 39 times
Skipped 0 times
Number input



FLSA Status

Answered 36 times
Skipped 3 times
Select one answer (radio button)



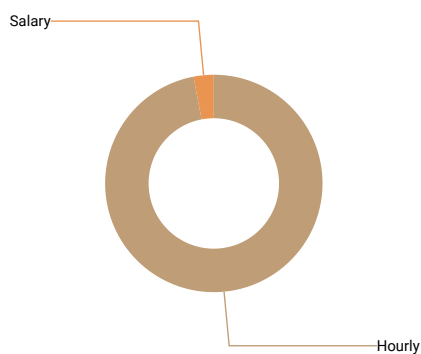
Results	%	N
Non-Exempt	100%	36
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 39 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	97%	38
Salary	3%	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	26	\$15.00	\$16.00	\$18.00	\$20.00	\$22.80	\$18.82	\$18.00	\$3.82
Pay Range Maximum Rate	24	\$18.60	\$21.58	\$23.00	\$25.00	\$28.00	\$23.62	\$23.00	\$4.28
Actual Lowest Base Rate	33	\$15.00	\$16.64	\$18.60	\$20.75	\$23.29	\$19.28	\$18.60	\$3.69
Actual Average Base Rate	34	\$17.32	\$18.60	\$20.96	\$22.50	\$24.18	\$21.00	\$20.96	\$3.85
Actual Highest Base Rate	33	\$17.65	\$19.82	\$22.71	\$24.38	\$27.25	\$22.83	\$22.71	\$4.67
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	\$2.00	\$2.00	\$2.50	\$3.00	\$4.00	\$2.67	\$2.50	\$0.82
Average Incentive Bonus or Other Bonus (Annual)	9	\$600.00	\$1,000.00	\$1,200.00	\$2,004.00	\$8,000.00	\$2,120.44	\$1,200.00	\$2,273.65
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)									

5.7.2 Shipping and Receiving Clerk

Job description

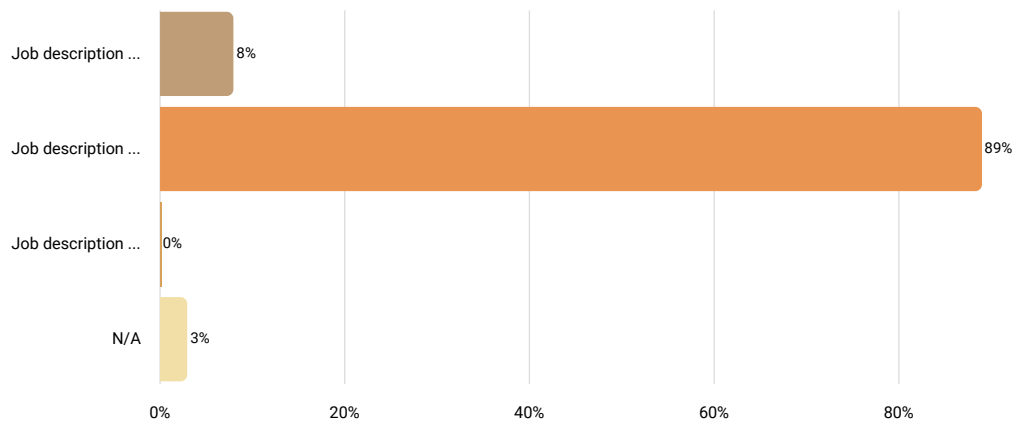
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 38 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	8%	3
Job description matches the position at your company very well	89%	34
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

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

Answered 9 times

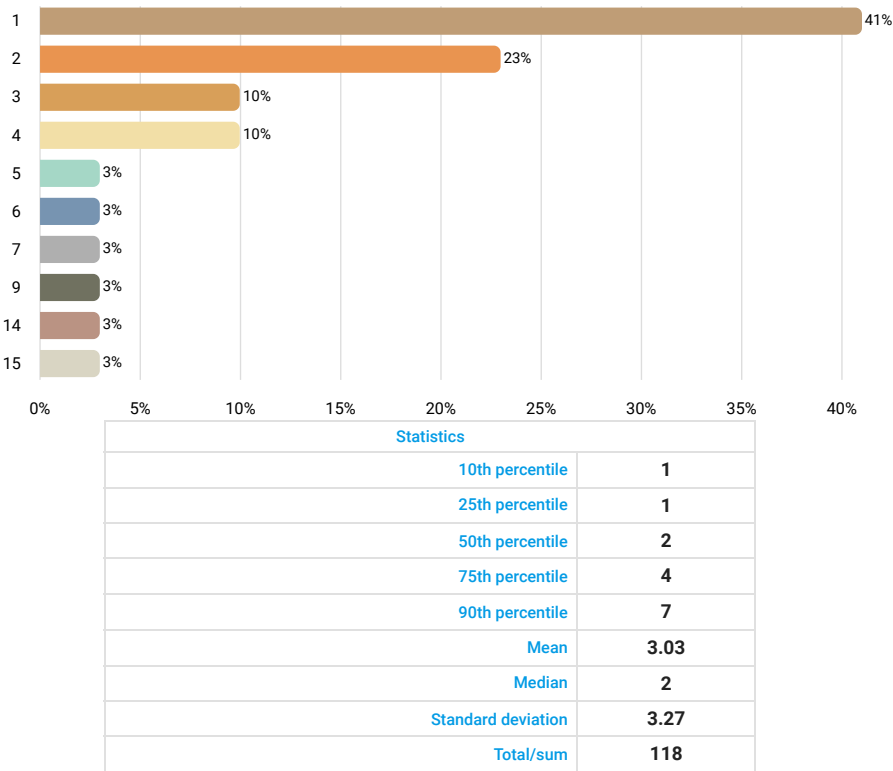
Skipped 30 times

Text input

Results	
warehousing assistant	1
counter	1
material handler	1
warehouse administrator	1
shipping leadperson	1
parts clerk	1
receiving clerk, warehouse associate	1
materials coordinator	1
utility	1

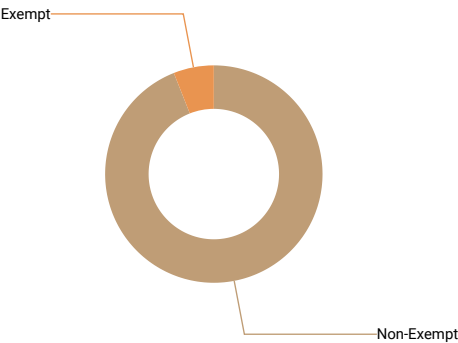
Number of Employees Currently in This Position

Answered 39 times
Skipped 0 times
Number input



FLSA Status

Answered 36 times
Skipped 3 times
Select one answer (radio button)



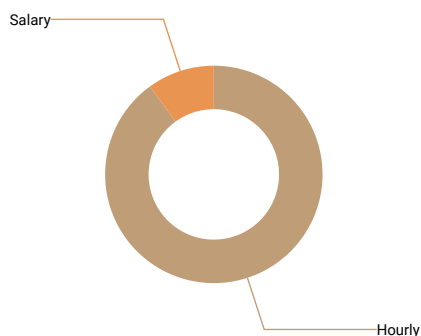
Results	%	N
Non-Exempt	94%	34
Exempt	6%	2

Is this position paid an hourly rate or annual salary?

Answered 39 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	90%	35
Salary	10%	4

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	16	\$16.00	\$17.49	\$18.00	\$18.85	\$22.75	\$19.06	\$18.00	\$4.10
Pay Range Maximum Rate	15	\$17.48	\$18.50	\$22.50	\$24.00	\$27.00	\$22.25	\$22.50	\$4.27
Actual Lowest Base Rate	26	\$17.00	\$18.00	\$19.75	\$22.12	\$24.00	\$20.42	\$19.75	\$3.51
Actual Average Base Rate	27	\$18.00	\$20.00	\$21.18	\$23.10	\$25.92	\$21.95	\$21.18	\$3.23
Actual Highest Base Rate	26	\$18.00	\$20.50	\$22.88	\$25.00	\$30.00	\$23.50	\$22.88	\$3.97
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	8	\$473.00	\$800.00	\$1,800.00	\$3,201.00	\$5,000.00	\$2,134.38	\$1,800.00	\$1,624.32
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)									

5.7.3 Truck Driver, Tractor Trailer and Heavy

Job description

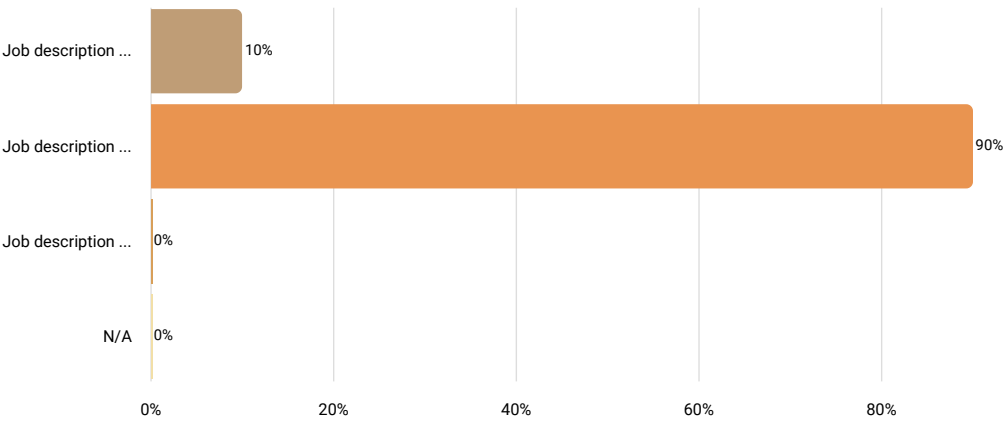
Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, or packaged form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

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

Answered 10 times

Skipped 0 times

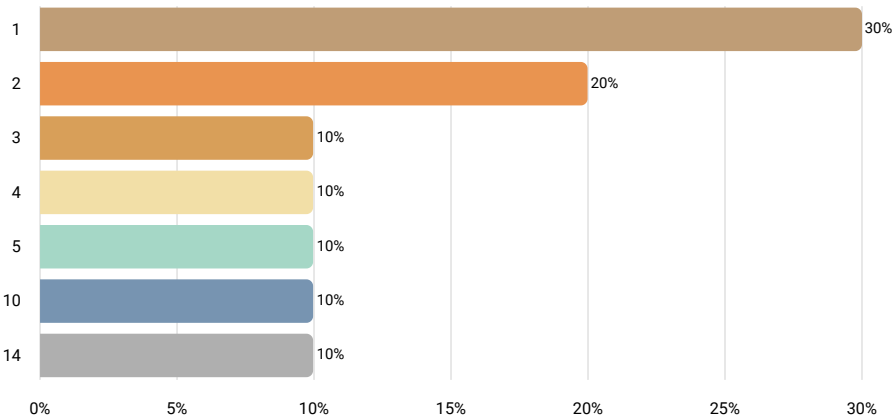
Select one answer (radio button)



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

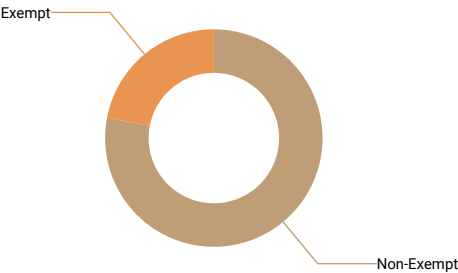
Answered 10 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	5
90th percentile	12
Mean	4.3
Median	2.5
Standard deviation	4.37
Total/sum	43

FLSA Status

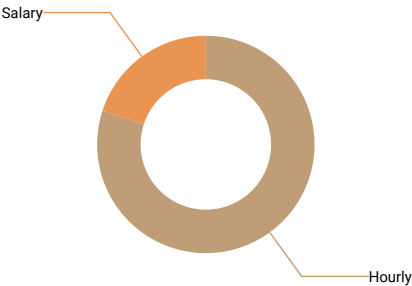
Answered 9 times
Skipped 1 times
Select one answer (radio button)



Results	%	N
Non-Exempt	78%	7
Exempt	22%	2

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	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	5	\$20.00	\$20.00	\$22.00	\$23.50	\$28.00	\$22.70	\$22.00	\$3.31
Pay Range Maximum Rate	5	\$23.50	\$24.00	\$26.00	\$30.00	\$30.00	\$26.70	\$26.00	\$3.15
Actual Lowest Base Rate	6	\$19.56	\$20.00	\$22.50	\$25.00	\$28.25	\$22.97	\$22.50	\$3.27
Actual Average Base Rate	5	\$21.83	\$22.00	\$23.00	\$25.00	\$28.95	\$24.16	\$23.00	\$2.96
Actual Highest Base Rate	6	\$22.00	\$23.00	\$24.50	\$29.64	\$32.54	\$26.03	\$24.50	\$4.15
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									

5.7.4 Truck Driver, Light and Delivery Services

Job description

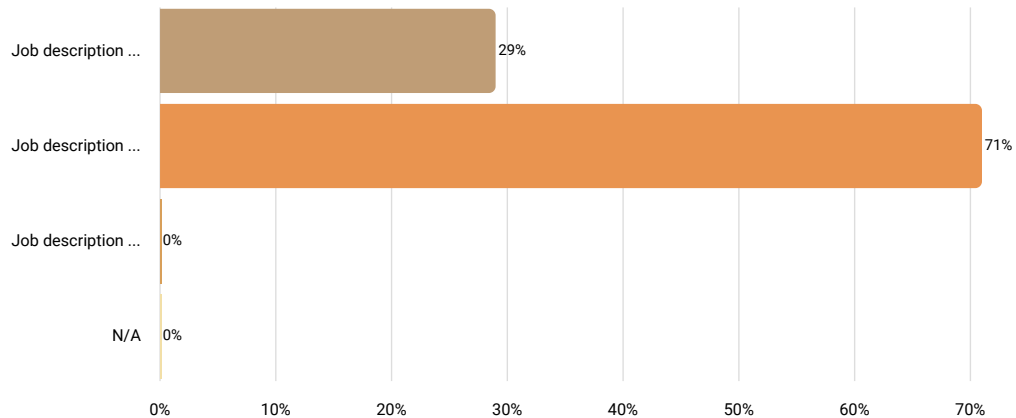
Drive a truck or van with a capacity of under 26,000 GVW, primarily to deliver or pick up merchandise or to deliver packages within a specified area. May require use of automatic routing or location software. May load and unload truck.

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

Answered 7 times

Skipped 1 times

Select one answer (radio button)



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

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

Answered 5 times

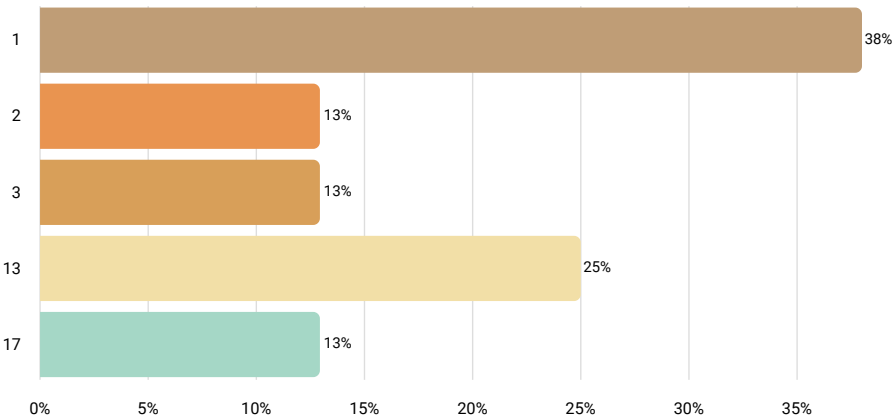
Skipped 3 times

Text input

Results	
we have one position that encompasses multiple duties, ie, fork lift driver, material handler, shipping and receiving clerk and truck driver light and delivery services.	1
parts clerk/driver	1
warehouse box truck driver	1
box truck driver, driver	1
transporation technician	1

Number of Employees Currently in This Position

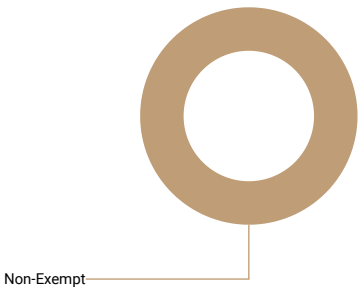
Answered 8 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	13
90th percentile	17
Mean	6.38
Median	2.5
Standard deviation	6.74
Total/sum	51

FLSA Status

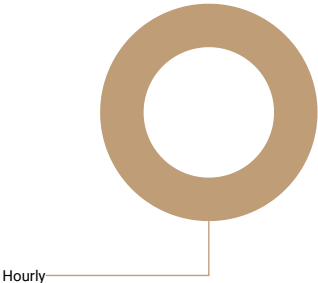
Answered 8 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	\$16.00	\$18.56	\$23.50	\$24.95	\$25.00	\$21.60	\$23.50	\$4.09
Pay Range Maximum Rate	5	\$21.00	\$24.95	\$29.00	\$35.00	\$42.91	\$30.57	\$29.00	\$8.62
Actual Lowest Base Rate	5	\$20.50	\$21.00	\$23.00	\$23.50	\$25.00	\$22.60	\$23.00	\$1.85
Actual Average Base Rate	7	\$20.50	\$23.00	\$23.50	\$29.27	\$31.36	\$25.19	\$23.50	\$3.84
Actual Highest Base Rate	5	\$20.50	\$23.00	\$26.00	\$29.00	\$34.29	\$26.56	\$26.00	\$5.37
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.7.5 Stockroom Clerk

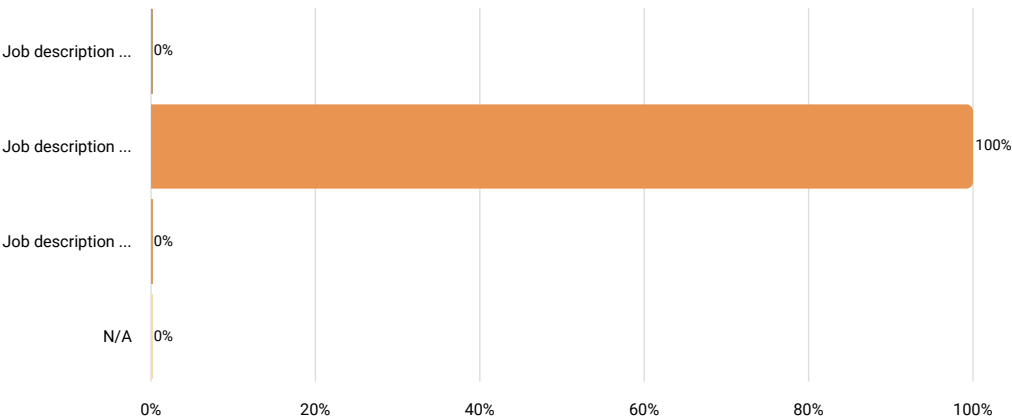
Job description Receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard.

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

Answered 6 times

Skipped 1 times

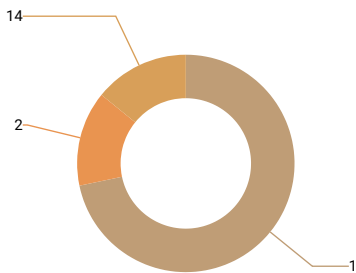
Select one answer (radio button)



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

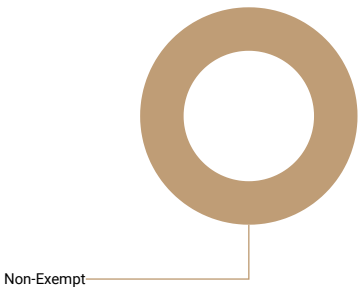
Answered 7 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	14
Mean	3
Median	1
Standard deviation	4.86
Total/sum	21

FLSA Status

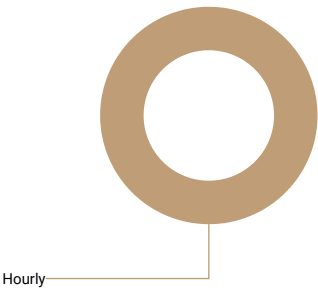
Answered 7 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	5	\$15.00	\$18.59	\$20.00	\$20.63	\$22.25	\$19.29	\$20.00	\$2.74
Pay Range Maximum Rate	5	\$18.59	\$20.00	\$20.63	\$23.25	\$26.00	\$21.69	\$20.63	\$2.94
Actual Lowest Base Rate	7	\$18.00	\$18.58	\$20.63	\$23.25	\$24.27	\$20.76	\$20.63	\$2.49
Actual Average Base Rate	7	\$18.59	\$18.92	\$20.63	\$23.25	\$24.27	\$20.95	\$20.63	\$2.27
Actual Highest Base Rate	7	\$18.50	\$18.59	\$20.63	\$23.25	\$24.27	\$21.10	\$20.63	\$2.20
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.7.6 Warehouse Employees, General

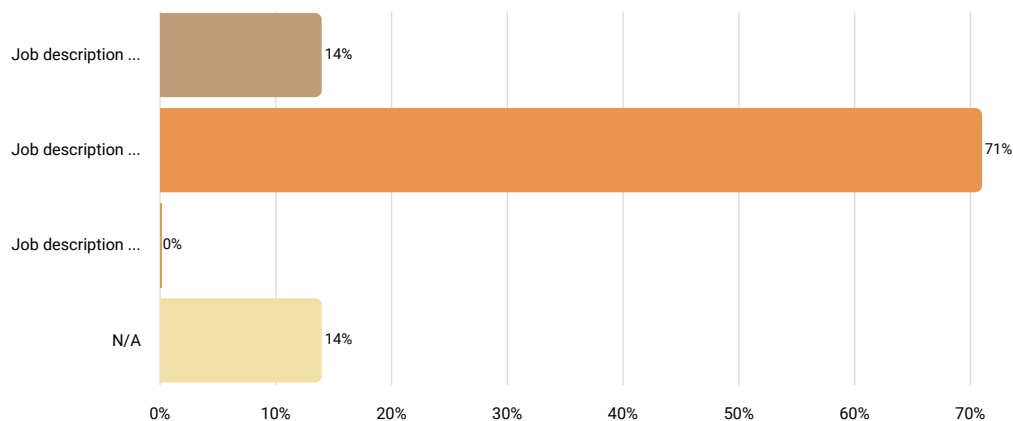
Job description Use this job title for warehouse workers other than those listed.

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	14%	3
Job description matches the position at your company very well	71%	15
Job description is perceptibly stronger than the position at your company	0%	0
N/A	14%	3

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

Answered 8 times

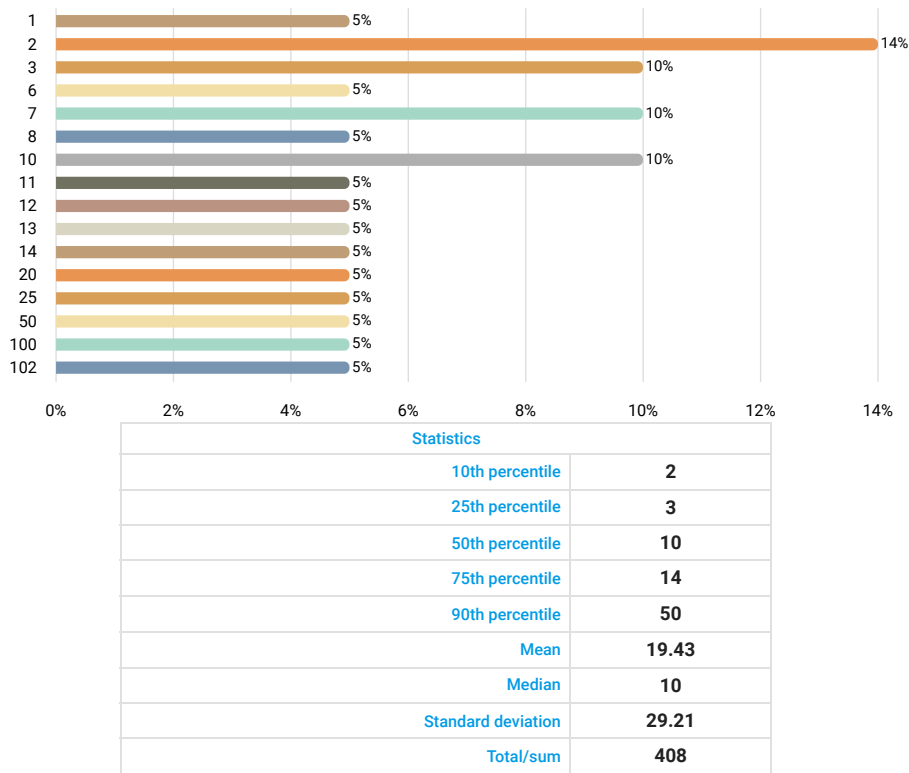
Skipped 13 times

Text input

Results	
tagger, treating operator	1
distribution	1
warehouse operator	1
distribution associate	1
warehouse associate	1
responsible for receiving, storage, shipping of material and products	1
millwork warehouse dock associate	1
inventory specialist	1

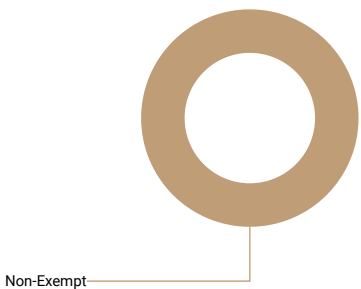
Number of Employees Currently in This Position

Answered 21 times
Skipped 0 times
Number input



FLSA Status

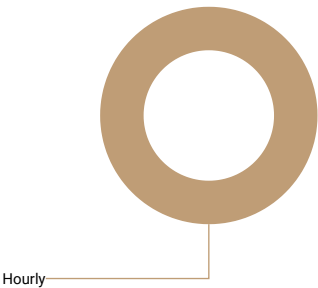
Answered 21 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 21 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	21
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	11	\$15.00	\$15.00	\$16.00	\$18.75	\$22.80	\$17.65	\$16.00	\$3.60
Pay Range Maximum Rate	9	\$15.50	\$21.50	\$25.00	\$28.00	\$34.00	\$24.67	\$25.00	\$5.52
Actual Lowest Base Rate	16	\$15.00	\$15.43	\$18.00	\$20.53	\$26.00	\$19.02	\$18.00	\$4.40
Actual Average Base Rate	16	\$17.25	\$18.50	\$20.12	\$21.87	\$27.00	\$21.23	\$20.12	\$4.81
Actual Highest Base Rate	16	\$18.50	\$21.38	\$23.27	\$28.21	\$30.55	\$24.55	\$23.27	\$5.36
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	6	\$600.00	\$1,000.00	\$1,700.00	\$3,500.00	\$4,000.00	\$2,083.33	\$1,700.00	\$1,403.45

Manufacturing or Construction Not Otherwise Classified

5.8.1 Skilled Workers, Not Otherwise Classified

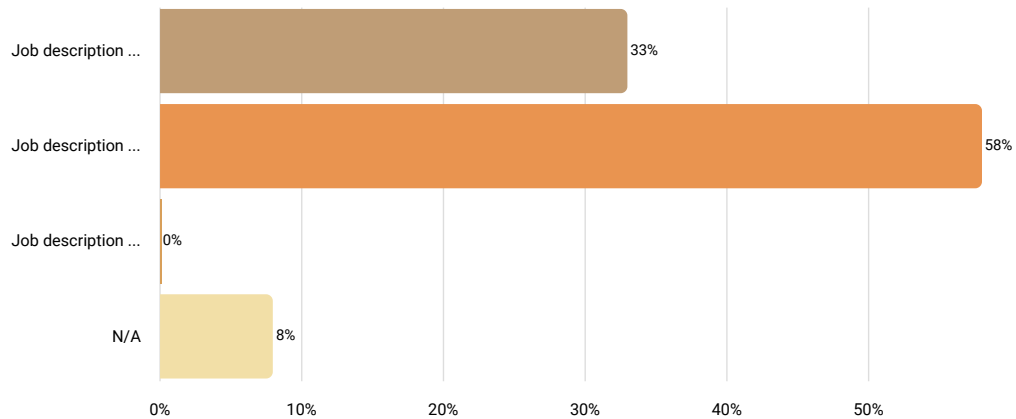
Job description Include any skilled production workers that have not been classified in any other area of this survey.

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

Answered 12 times

Skipped 0 times

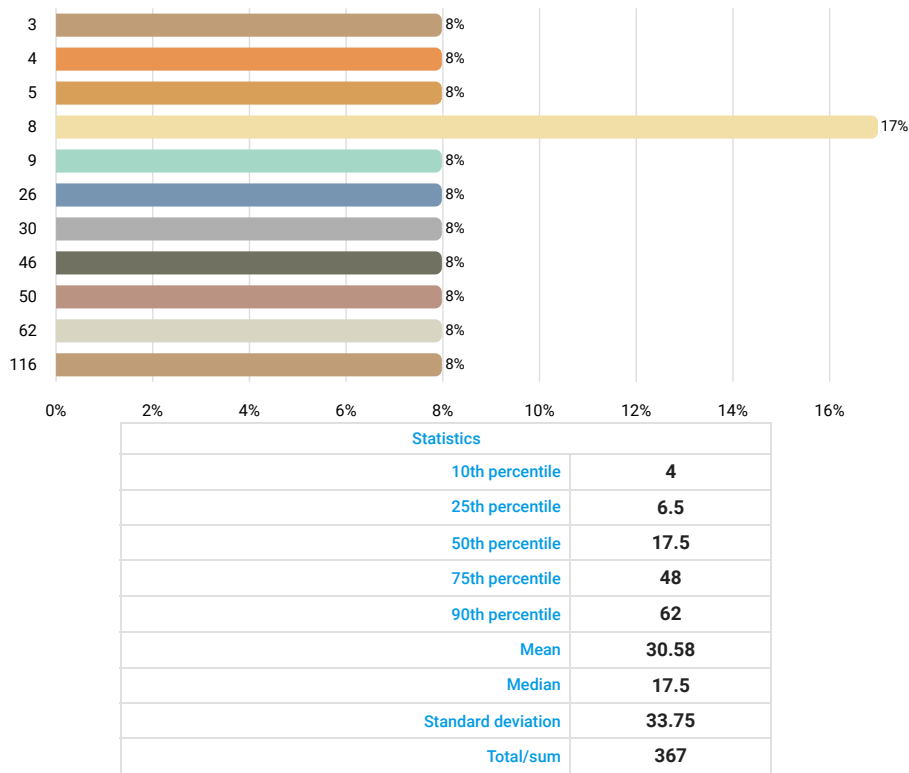
Select one answer (radio button)



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

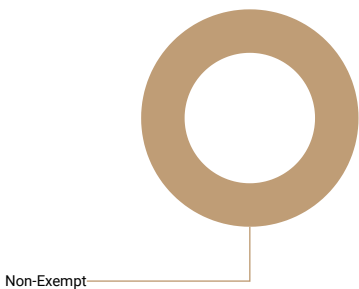
Number of Employees Currently in This Position

Answered 12 times
Skipped 0 times
Number input



FLSA Status

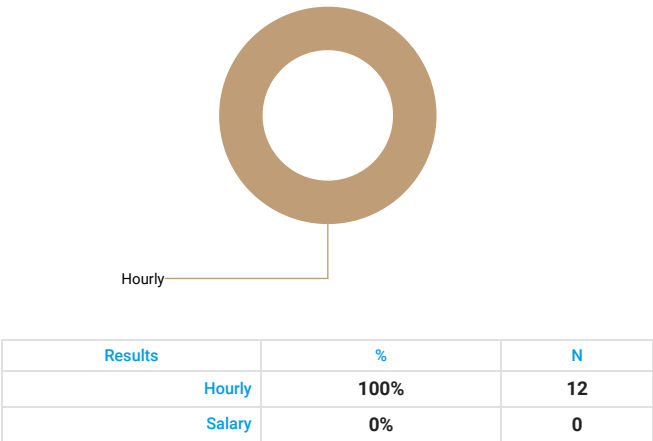
Answered 11 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 12 times
Skipped 0 times
Select one answer (radio button)



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	\$13.44	\$16.00	\$17.00	\$21.50	\$22.00	\$18.32	\$17.00	\$3.11
Pay Range Maximum Rate	7	\$16.73	\$18.25	\$25.00	\$28.00	\$51.67	\$26.82	\$25.00	\$11.69
Actual Lowest Base Rate	11	\$15.00	\$16.00	\$20.00	\$21.92	\$23.00	\$19.94	\$20.00	\$5.02
Actual Average Base Rate	11	\$15.00	\$18.25	\$23.00	\$24.00	\$33.26	\$23.91	\$23.00	\$8.27
Actual Highest Base Rate	10	\$15.87	\$19.25	\$24.95	\$27.00	\$45.08	\$26.64	\$24.95	\$10.83
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.8.2 Semi-Skilled Workers, Not Otherwise Classified

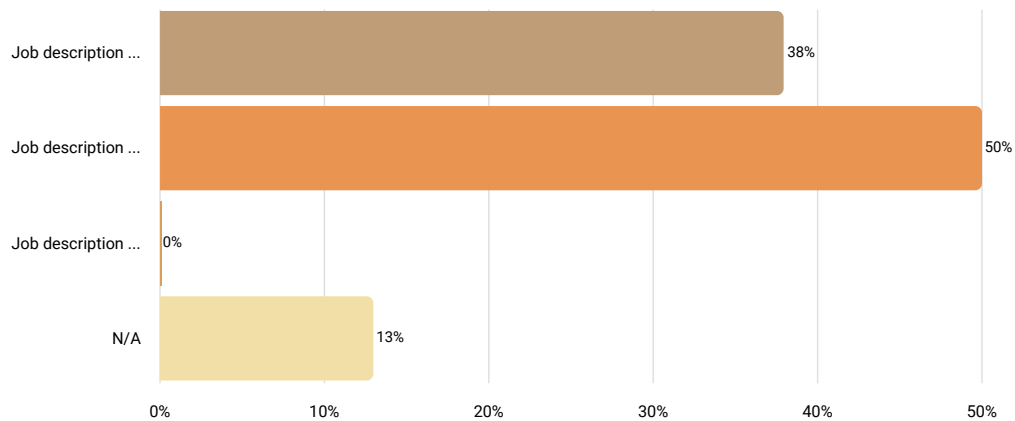
Job description This category includes semi-skilled production workers that were not classified in any other job title in this survey.

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

Answered 8 times

Skipped 0 times

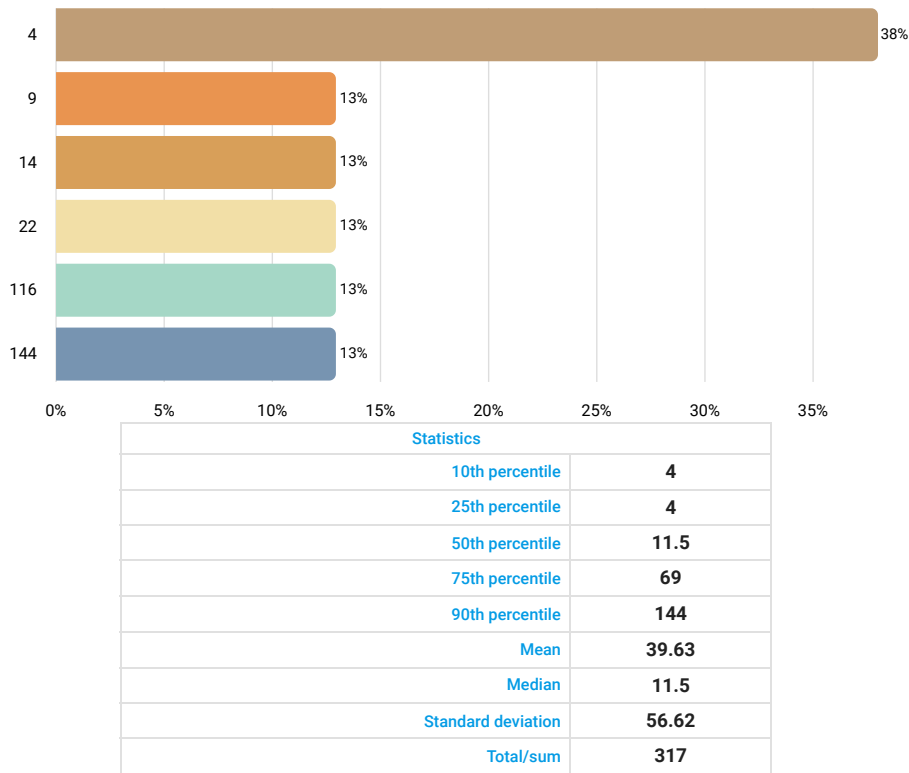
Select one answer (radio button)



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

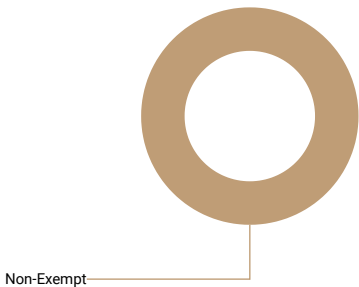
Number of Employees Currently in This Position

Answered 8 times
Skipped 0 times
Number input



FLSA Status

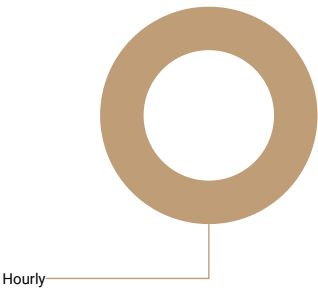
Answered 8 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	8	\$14.56	\$16.50	\$19.00	\$20.75	\$22.85	\$18.74	\$19.00	\$2.81
Pay Range Maximum Rate	7	\$17.68	\$20.88	\$25.00	\$28.00	\$29.00	\$24.10	\$25.00	\$4.01
Actual Lowest Base Rate	8	\$0.00	\$16.01	\$17.50	\$20.75	\$22.85	\$16.42	\$17.50	\$7.09
Actual Average Base Rate	8	\$17.14	\$19.88	\$21.73	\$23.33	\$24.00	\$21.38	\$21.73	\$2.39
Actual Highest Base Rate	7	\$17.68	\$20.88	\$24.90	\$26.00	\$27.03	\$23.49	\$24.90	\$3.36
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

5.8.3 Laborers/Helpers, Not Otherwise Classified

Job description

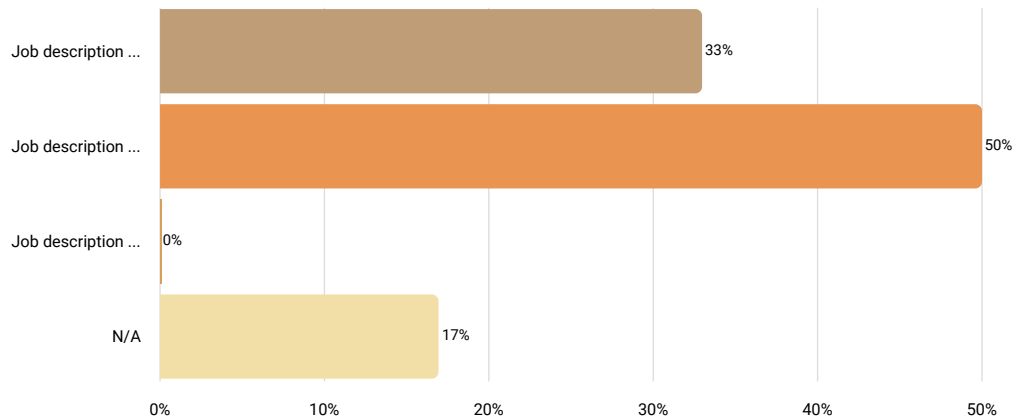
Include those who perform non-skilled work inside or outside the facility that are not included in the Laborer category under Maintenance or who do not fit into any other category within this survey.

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

Answered 6 times

Skipped 0 times

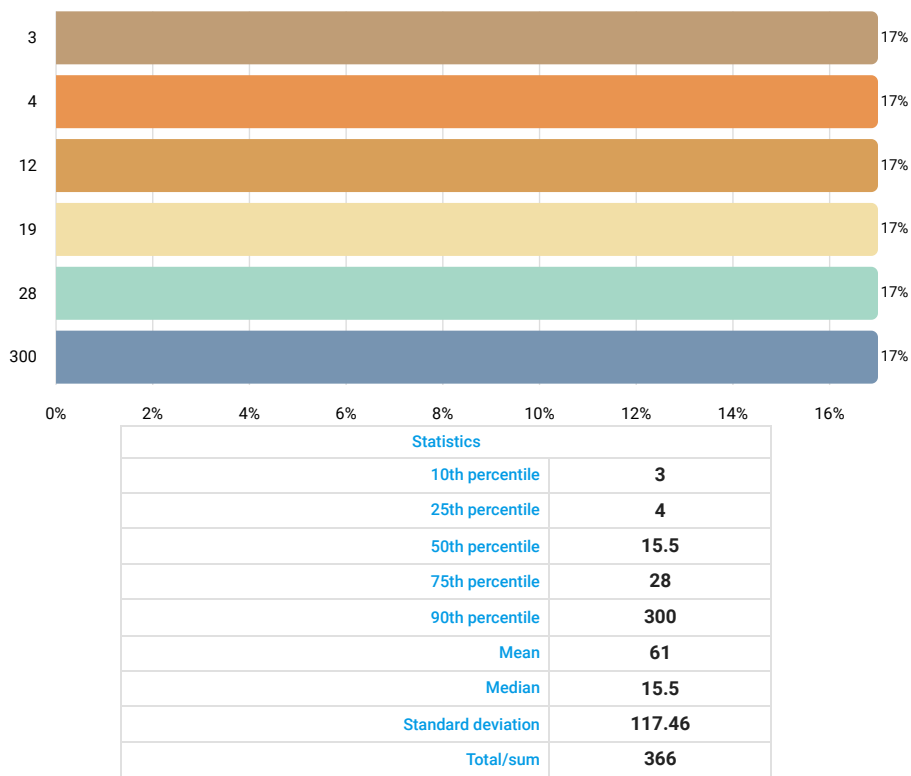
Select one answer (radio button)



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

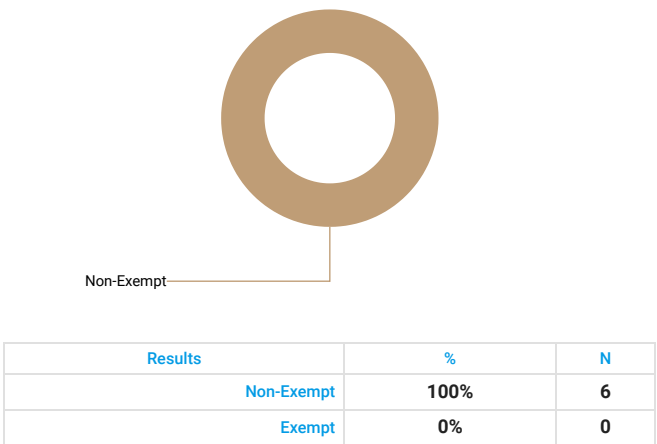
Number of Employees Currently in This Position

Answered 6 times
Skipped 0 times
Number input



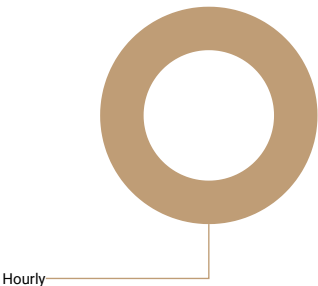
FLSA Status

Answered 6 times
Skipped 0 times
Select one answer (radio button)



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	6	\$12.00	\$14.50	\$16.38	\$18.00	\$18.89	\$16.03	\$16.38	\$2.50
Actual Average Base Rate	6	\$14.00	\$16.56	\$19.22	\$21.00	\$21.38	\$18.56	\$19.22	\$2.81
Actual Highest Base Rate	6	\$15.00	\$18.00	\$19.28	\$22.34	\$25.00	\$19.82	\$19.28	\$3.51
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)	6	\$500.00	\$600.00	\$1,000.00	\$2,200.00	\$3,500.00	\$1,466.67	\$1,000.00	\$1,165.62

First Level Supervisory

5.9.2 Production Supervisor

Job description

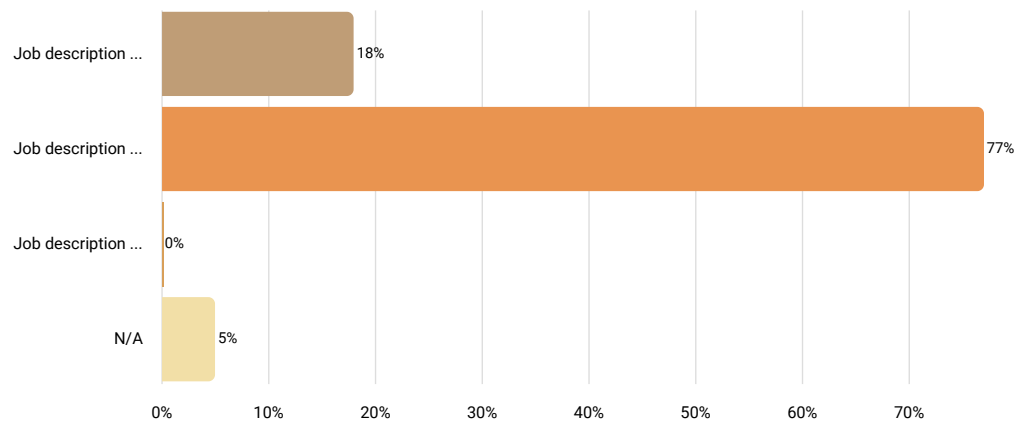
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 44 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	8
Job description matches the position at your company very well	77%	34
Job description is perceptibly stronger than the position at your company	0%	0
N/A	5%	2

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

Answered 10 times

Skipped 34 times

Text input

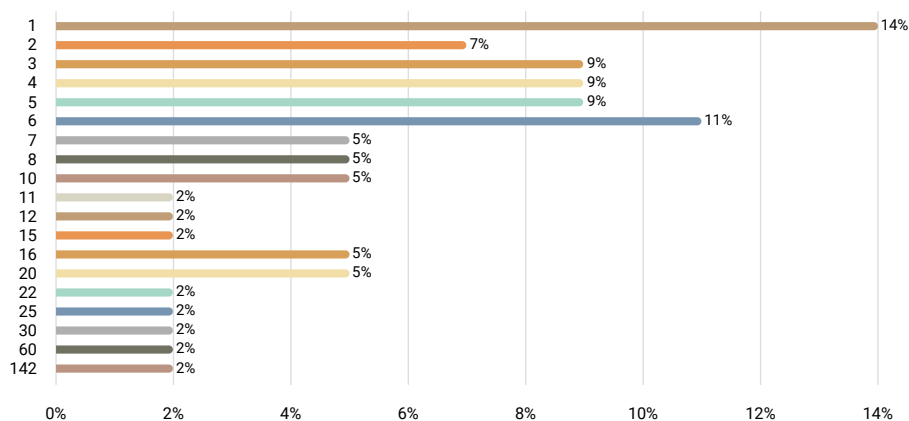
Results	
production manager	2
group leader	2
manager production	1
tap room manager	1
area manager	1
supervisor, production planning	1
production supervisor, millwork production supervisor	1
molding supervisor, assembly supervisor	1

Number of Employees Currently in This Position

Answered 44 times

Skipped 0 times

Number input



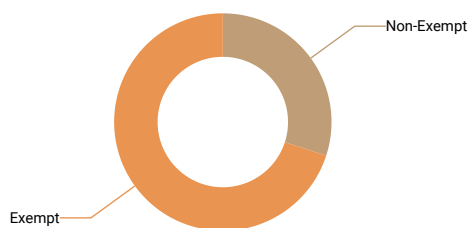
Statistics	
10th percentile	1
25th percentile	3
50th percentile	6
75th percentile	11.5
90th percentile	22
Mean	12.02
Median	6
Standard deviation	22.64
Total/sum	529

FLSA Status

Answered 44 times

Skipped 0 times

Select one answer (radio button)



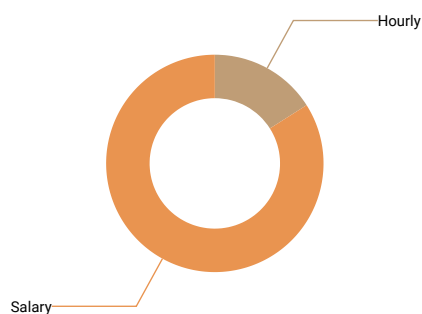
Results	%	N
Non-Exempt	30%	13
Exempt	70%	31

Is this position paid an hourly rate or annual salary?

Answered 44 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	16%	7
Salary	84%	37

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	6	\$16.00	\$23.70	\$26.06	\$28.34	\$29.25	\$24.90	\$26.06	\$4.86
Actual Highest Base Rate	6	\$17.00	\$25.20	\$29.63	\$30.00	\$33.65	\$27.52	\$29.63	\$5.81
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	21	\$67,000.00	\$73,300.00	\$90,000.00	\$119,339.00	\$126,672.00	\$97,199.14	\$90,000.00	\$32,341.43
Pay Range Minimum Salary	21	\$45,000.00	\$50,765.00	\$60,000.00	\$65,000.00	\$76,908.00	\$61,337.86	\$60,000.00	\$18,867.41
Actual Lowest Base Salary	26	\$47,000.00	\$51,743.00	\$66,591.00	\$75,248.00	\$98,000.00	\$67,022.71	\$66,591.00	\$24,126.51
Actual Average Base Salary	30	\$60,122.50	\$65,600.00	\$76,565.00	\$94,824.00	\$120,150.00	\$96,969.04	\$76,565.00	\$99,630.41
Actual Highest Base Salary	25	\$66,000.00	\$75,000.00	\$86,800.00	\$102,100.00	\$122,500.00	\$87,617.27	\$86,800.00	\$28,268.33
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$1,200.00	\$3,100.00	\$6,033.00	\$8,636.00	\$11,432.00	\$6,684.29	\$6,033.00	\$4,978.99

5.9.3 Senior Production Supervisor

Job description

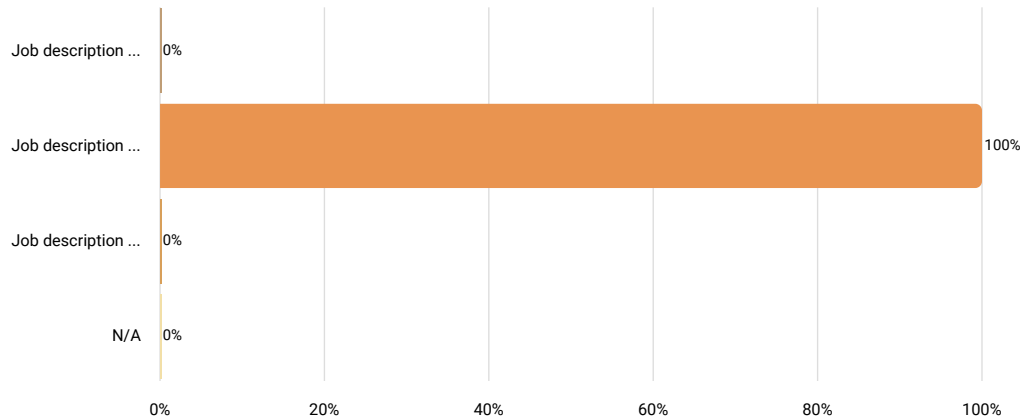
Experienced supervisor typically responsible for overseeing two or more production units or highly complex or large production units. May work through team leaders to accomplish production functions and supervise staff. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 12 times

Skipped 0 times

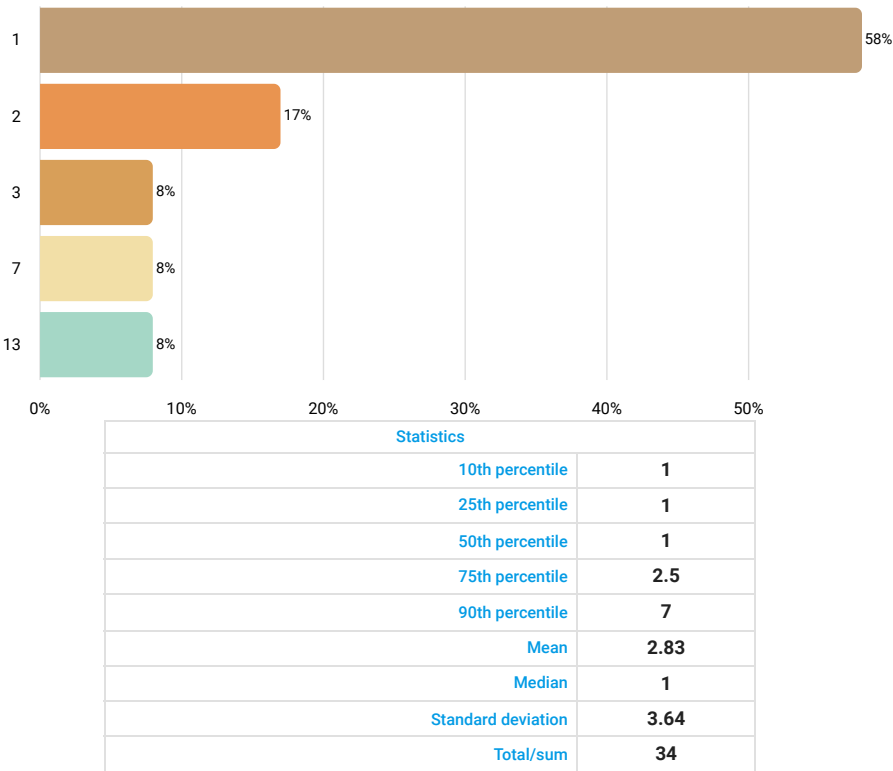
Select one answer (radio button)



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

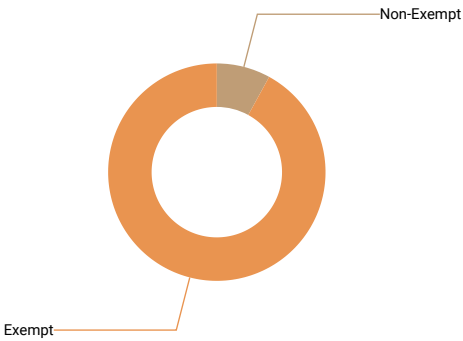
Number of Employees Currently in This Position

Answered 12 times
Skipped 0 times
Number input



FLSA Status

Answered 12 times
Skipped 0 times
Select one answer (radio button)



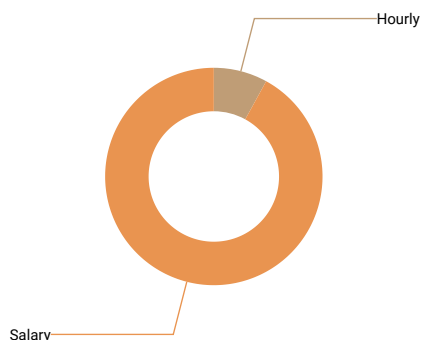
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	11

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Average Base Rate									
Pay Range Maximum Salary	5	\$73,300.00	\$90,000.00	\$100,000.00	\$152,680.00	\$167,245.00	\$116,645.00	\$100,000.00	\$41,002.08
Pay Range Minimum Salary	5	\$52,360.00	\$60,000.00	\$80,000.00	\$82,212.00	\$111,498.00	\$77,214.00	\$80,000.00	\$23,033.55
Actual Lowest Base Salary	10	\$56,900.00	\$80,500.00	\$99,991.00	\$126,000.00	\$179,609.00	\$108,102.10	\$99,991.00	\$46,530.95
Actual Average Base Salary	10	\$62,650.00	\$84,334.00	\$104,878.02	\$126,000.00	\$179,609.00	\$111,415.00	\$104,878.02	\$44,461.16
Actual Highest Base Salary	10	\$66,400.00	\$85,000.00	\$111,349.63	\$155,218.00	\$180,037.00	\$116,994.33	\$111,349.63	\$45,125.70
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.9.4 Quality Assurance Supervisor

Job description

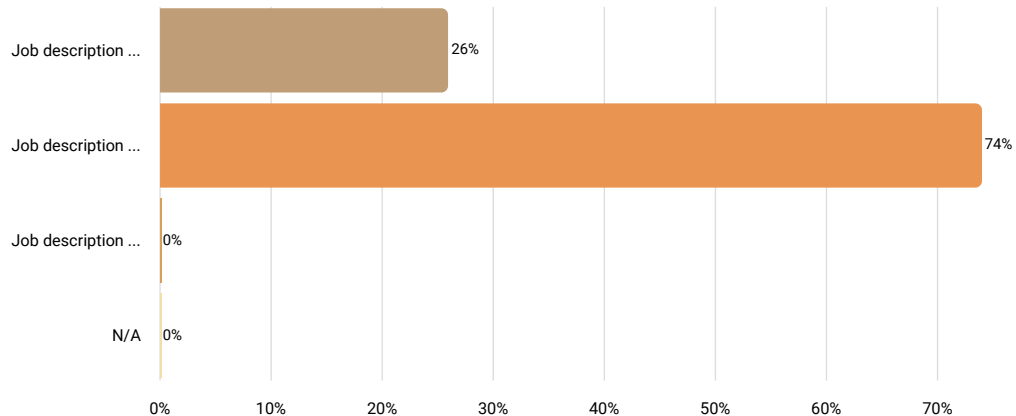
First Line Supervisor responsible for overseeing workers engaged in testing and inspecting the quality of products. Compiles and evaluates data pertaining to quality standards. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance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

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

Answered 19 times

Skipped 1 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	26%	5
Job description matches the position at your company very well	74%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 8 times

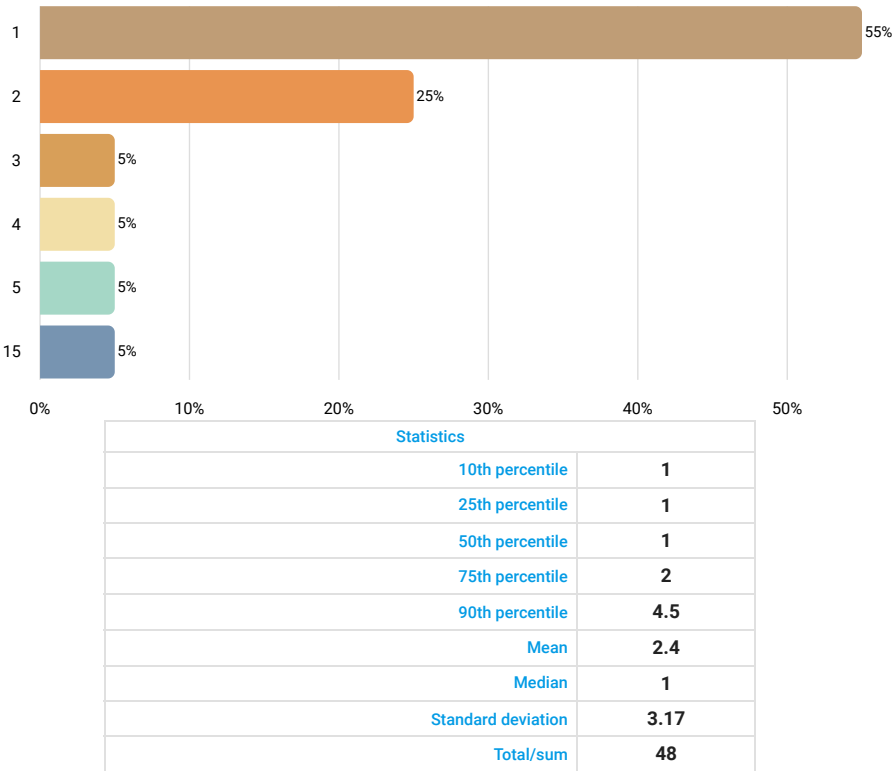
Skipped 12 times

Text input

Results	
quality engineer leader	1
manager quality	1
laboratory supervisor	1
quality and continuous improvement leader	1
supervisor, quality; supervisor, aircraft quality	1
quality group leader	1
lab supervisor	1
quality supervisor	1

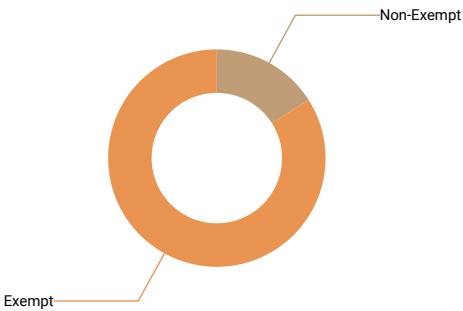
Number of Employees Currently in This Position

Answered 20 times
Skipped 0 times
Number input



FLSA Status

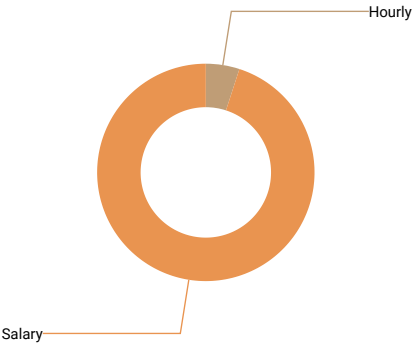
Answered 19 times
Skipped 1 times
Select one answer (radio button)



Results	%	N
Non-Exempt	16%	3
Exempt	84%	16

Is this position paid an hourly rate or annual salary?

Answered 20 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	5%	1
Salary	95%	19

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary	11	\$68,000.00	\$70,000.00	\$90,000.00	\$145,600.00	\$145,988.00	\$101,685.27	\$90,000.00	\$57,019.68
Pay Range Minimum Salary	11	\$47,500.00	\$50,000.00	\$62,000.00	\$88,400.00	\$95,000.00	\$69,789.82	\$62,000.00	\$19,567.20
Actual Lowest Base Salary	13	\$60,000.00	\$68,500.00	\$88,000.00	\$112,000.00	\$123,535.00	\$90,800.54	\$88,000.00	\$28,023.00
Actual Average Base Salary	14	\$61,345.00	\$76,750.00	\$91,500.00	\$115,000.00	\$123,535.00	\$94,288.57	\$91,500.00	\$28,352.91
Actual Highest Base Salary	12	\$67,002.00	\$86,000.00	\$94,250.00	\$118,500.00	\$122,633.00	\$97,880.00	\$94,250.00	\$21,402.23
Average Incentive Bonus or Other Cash Bonus (Annual)	7	\$1,800.00	\$2,302.00	\$6,307.00	\$9,870.00	\$20,000.00	\$7,370.86	\$6,307.00	\$6,330.22

5.9.5 Shipping and Receiving Supervisor

Job description

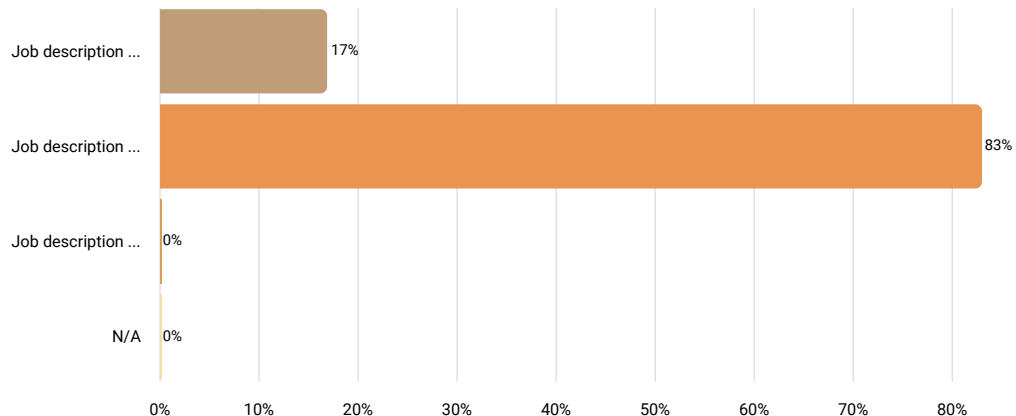
First Line Supervisor responsible for overseeing workers engaged in the shipping or receiving of products which could include the storage and warehousing of products and raw materials. Include Warehouse and/or Material Supervisors here.

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	17%	4
Job description matches the position at your company very well	83%	20
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

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

Answered 8 times

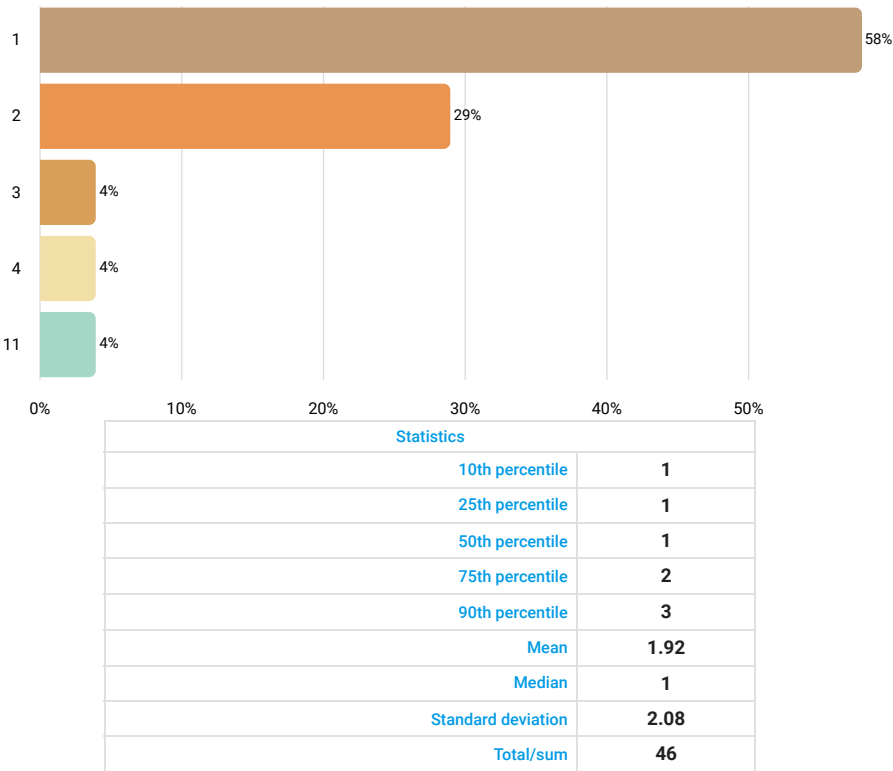
Skipped 16 times

Text input

Results	
manager warehouse operations	1
warehouse supervisor	1
material control coordinator	1
supervisor, warehouse	1
receiving supervisor, warehouse supervisor	1
millwork dock supervisor	1
conveyance group leader	1
materials handling supervisor	1

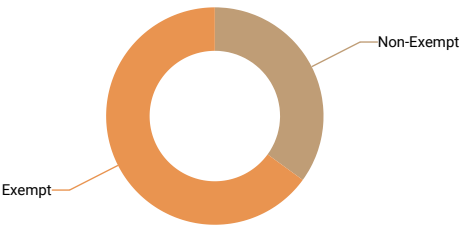
Number of Employees Currently in This Position

Answered 24 times
Skipped 0 times
Number input



FLSA Status

Answered 23 times
Skipped 1 times
Select one answer (radio button)



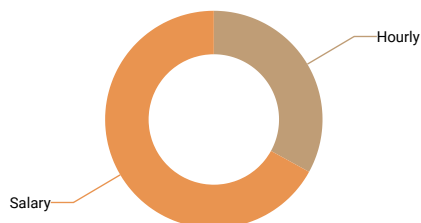
Results	%	N
Non-Exempt	35%	8
Exempt	65%	15

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	8
Salary	67%	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	6	\$21.00	\$22.00	\$25.56	\$35.00	\$35.48	\$27.43	\$25.56	\$6.33
Actual Average Base Rate	7	\$22.00	\$25.92	\$27.88	\$35.00	\$35.48	\$28.75	\$27.88	\$4.94
Actual Highest Base Rate	6	\$22.00	\$30.76	\$33.06	\$35.48	\$35.93	\$31.72	\$33.06	\$5.26
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	11	\$70,000.00	\$72,000.00	\$75,000.00	\$101,588.00	\$105,000.00	\$83,820.09	\$75,000.00	\$21,911.28
Pay Range Minimum Salary	11	\$40,000.00	\$47,500.00	\$62,000.00	\$70,000.00	\$70,000.00	\$57,722.64	\$62,000.00	\$12,652.53
Actual Lowest Base Salary	12	\$48,000.00	\$59,000.00	\$67,649.50	\$80,010.00	\$93,330.00	\$69,646.58	\$67,649.50	\$16,435.74
Actual Average Base Salary	12	\$51,900.00	\$63,980.00	\$72,004.00	\$90,450.50	\$98,000.00	\$117,330.83	\$72,004.00	\$155,245.47
Actual Highest Base Salary	12	\$55,800.00	\$63,701.00	\$68,960.00	\$88,463.50	\$93,330.00	\$73,379.83	\$68,960.00	\$15,334.26
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.9.6 Maintenance Supervisor

Job description

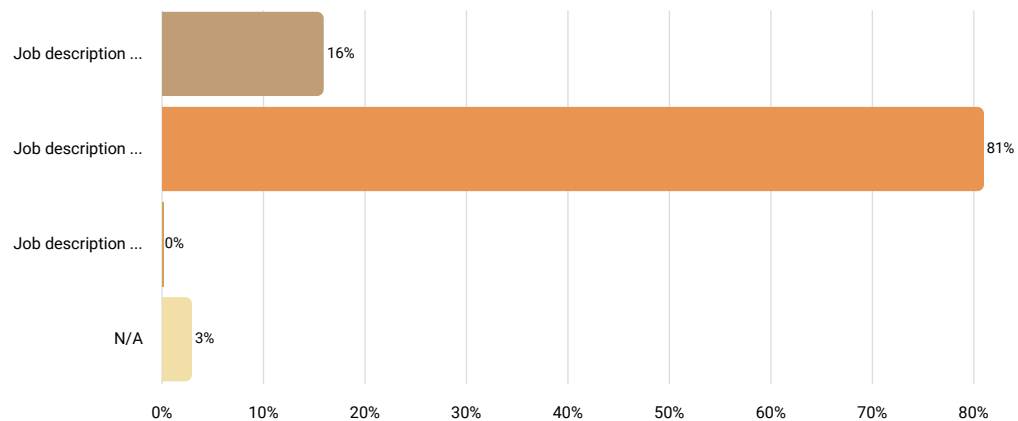
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 31 times

Skipped 0 times

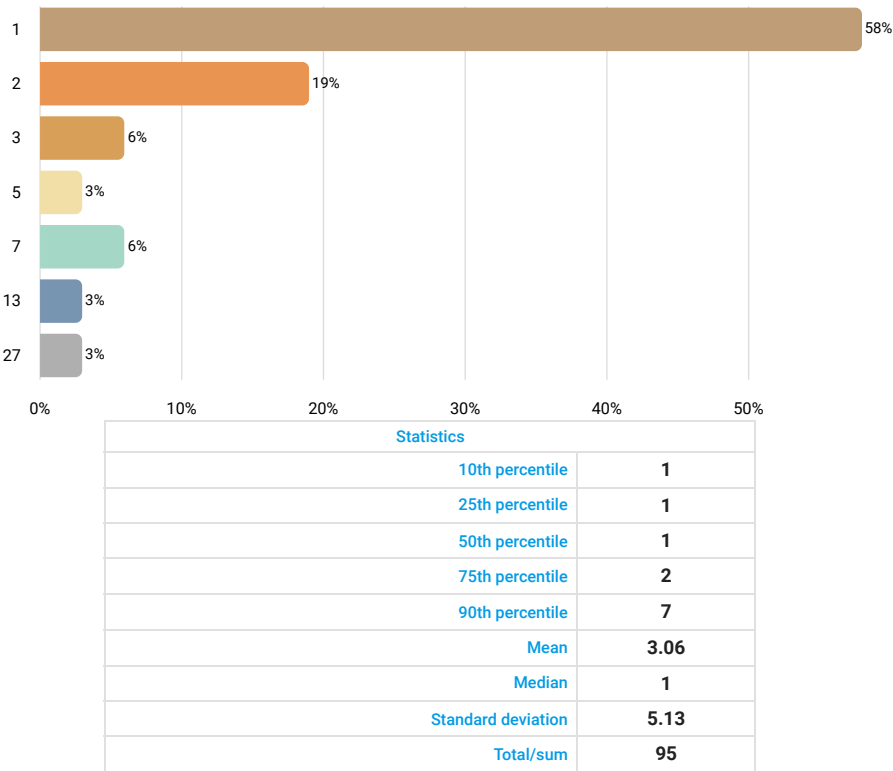
Select one answer (radio button)



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

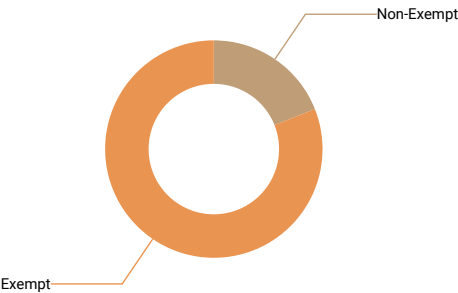
Number of Employees Currently in This Position

Answered 31 times
Skipped 0 times
Number input



FLSA Status

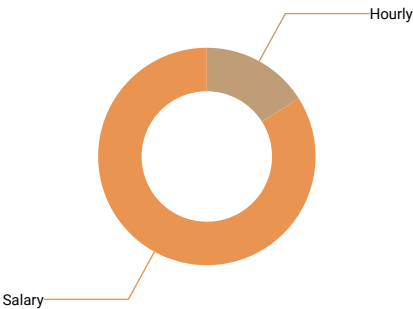
Answered 31 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 31 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	16%	5
Salary	84%	26

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	\$22.00	\$27.25	\$29.35	\$37.00	\$39.40	\$31.00	\$29.35	\$7.15
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary	15	\$80,000.00	\$90,000.00	\$105,000.00	\$120,000.00	\$145,988.00	\$109,303.67	\$105,000.00	\$27,606.66
Pay Range Minimum Salary	15	\$55,000.00	\$60,000.00	\$70,000.00	\$75,400.00	\$97,325.00	\$71,768.73	\$70,000.00	\$16,861.23
Actual Lowest Base Salary	15	\$70,000.00	\$78,000.00	\$88,867.00	\$101,497.00	\$121,154.00	\$91,316.89	\$88,867.00	\$19,115.20
Actual Average Base Salary	21	\$69,000.00	\$77,998.10	\$86,500.00	\$101,497.00	\$123,003.00	\$89,010.10	\$86,500.00	\$27,443.01
Actual Highest Base Salary	18	\$72,000.00	\$85,000.00	\$88,921.00	\$117,851.00	\$131,000.00	\$94,226.78	\$88,921.00	\$31,769.69
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$1,250.00	\$6,375.00	\$7,924.00	\$19,400.00	\$22,067.00	\$10,468.44	\$7,924.00	\$7,876.63

5.9.7 Team Leader

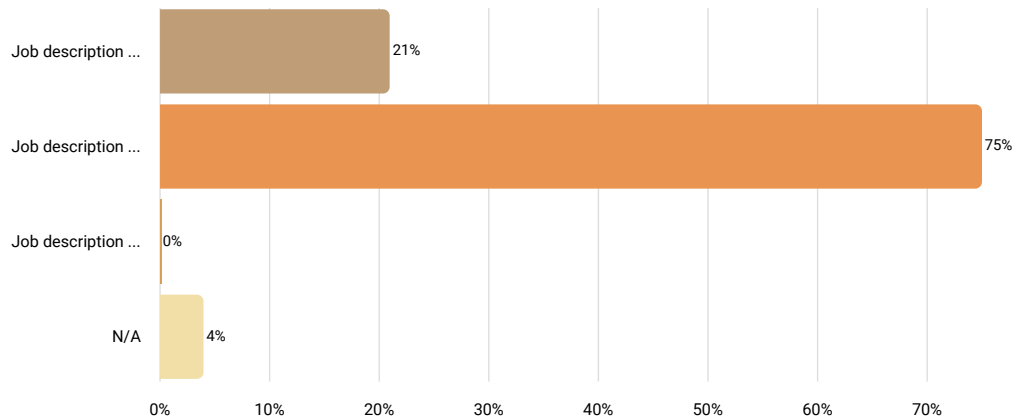
Job description Include workers here that oversee particular areas of work, but may or may not have evaluative responsibility for assigned work unit.

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

Answered 24 times

Skipped 0 times

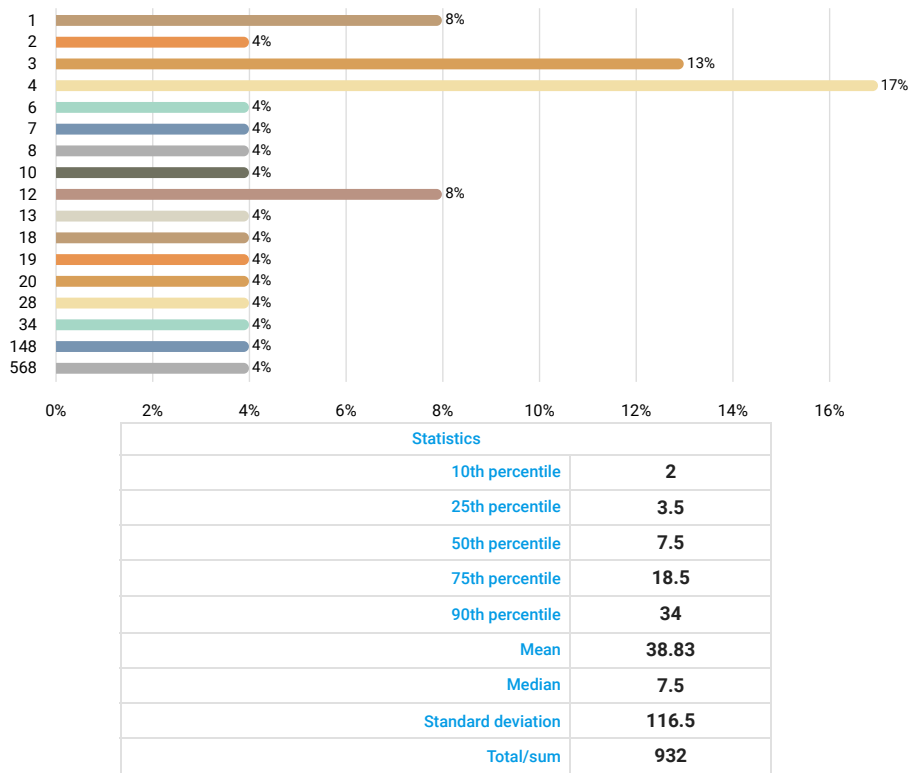
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	21%	5
Job description matches the position at your company very well	75%	18
Job description is perceptibly stronger than the position at your company	0%	0
N/A	4%	1

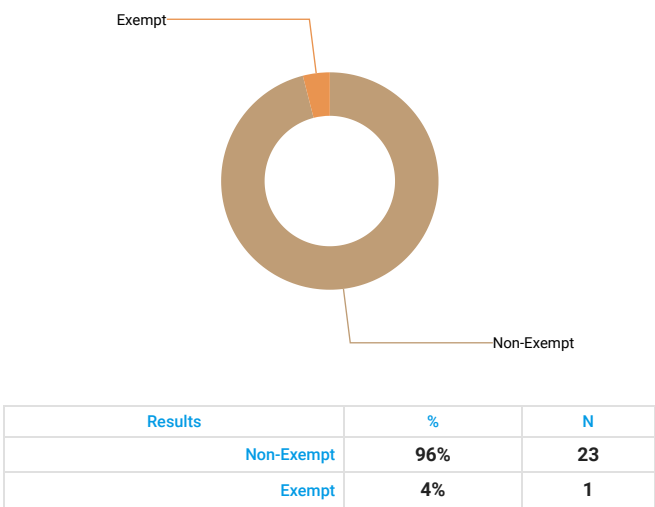
Number of Employees Currently in This Position

Answered 24 times
Skipped 0 times
Number input



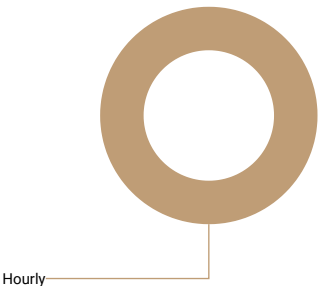
FLSA Status

Answered 24 times
Skipped 0 times
Select one answer (radio button)



Is this position paid an hourly rate or annual salary?

Answered 24 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	24
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	17	\$18.50	\$20.00	\$23.00	\$24.15	\$33.00	\$23.39	\$23.00	\$6.20
Pay Range Maximum Rate	16	\$20.00	\$26.00	\$28.50	\$33.00	\$40.00	\$29.58	\$28.50	\$6.35
Actual Lowest Base Rate	19	\$18.00	\$20.50	\$22.00	\$26.04	\$35.00	\$24.25	\$22.00	\$5.91
Actual Average Base Rate	19	\$21.00	\$22.00	\$25.69	\$30.91	\$40.70	\$27.21	\$25.69	\$6.32
Actual Highest Base Rate	19	\$21.50	\$25.20	\$27.29	\$33.07	\$42.73	\$29.38	\$27.29	\$6.88
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	\$2.00	\$3.00	\$4.00	\$9.00	\$12.00	\$6.00	\$4.00	\$4.30
Average Incentive Bonus or Other Bonus (Annual)	6	\$686.00	\$1,000.00	\$1,285.00	\$6,000.00	\$7,500.00	\$2,959.33	\$1,285.00	\$2,983.00

Sales and Marketing

5.10.1 Inside Sales Representative

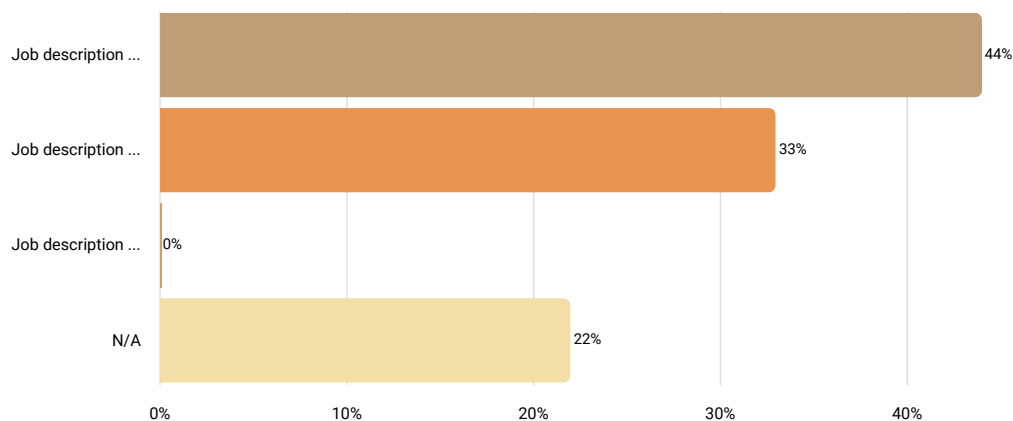
Job description Markets and sells products to customers over the telephone. Closes sales and also refers sales calls to outside sales representatives

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

Answered 9 times

Skipped 1 times

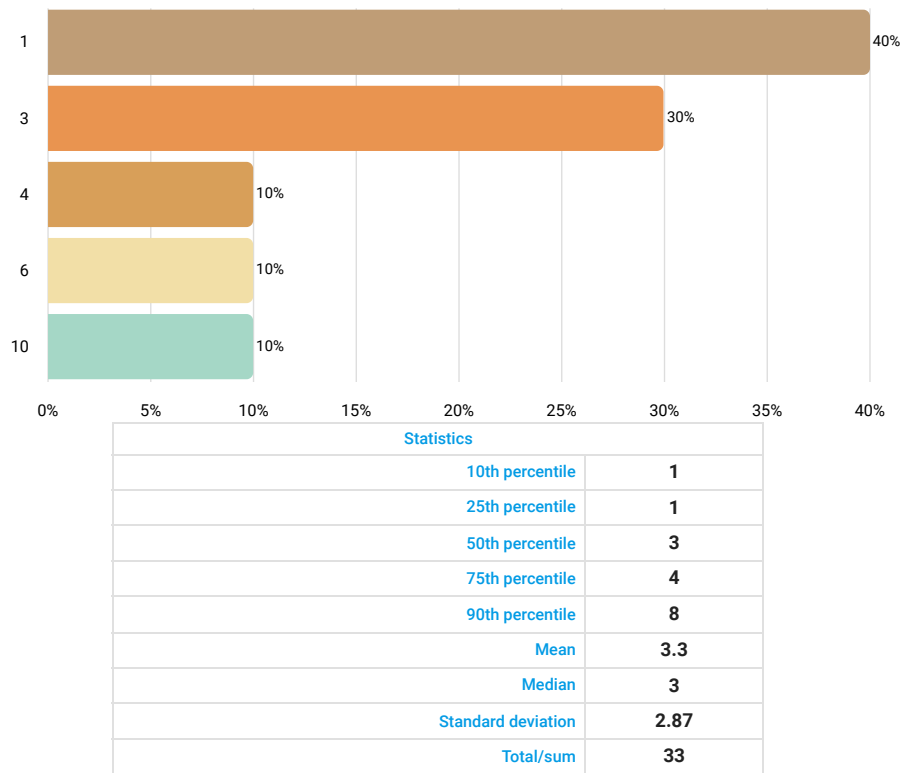
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	44%	4
Job description matches the position at your company very well	33%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	22%	2

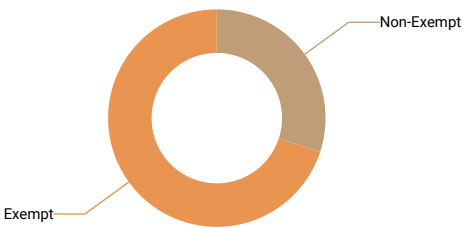
Number of Employees Currently in This Position

Answered 10 times
Skipped 0 times
Number input



FLSA Status

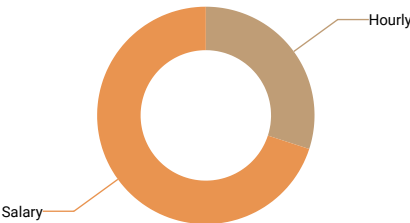
Answered 10 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Bonus (Annual)									
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	6	\$40,500.00	\$59,500.00	\$63,183.50	\$67,400.00	\$80,731.00	\$62,416.33	\$63,183.50	\$13,208.10
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.10.2 Outside Sales Rep (commission)

Job description

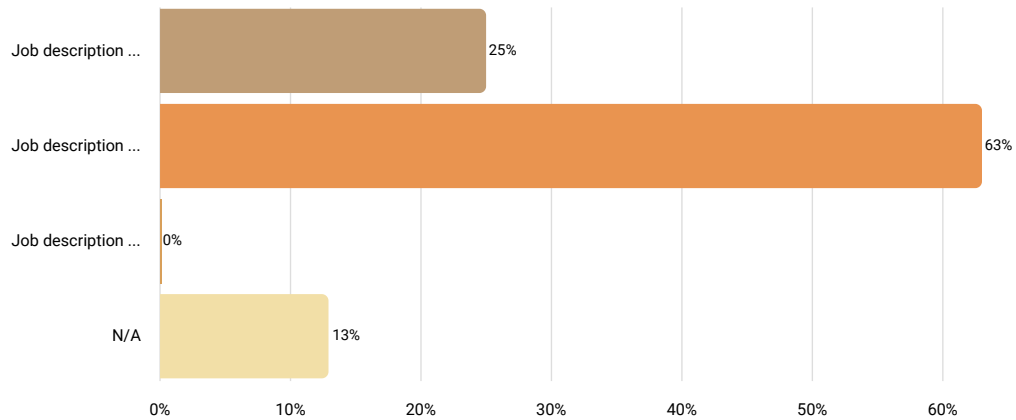
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically requires B.S. degree and 2-4 years of sales related experience. Opportunity to earn a commission on products or services sold.

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

Answered 8 times

Skipped 0 times

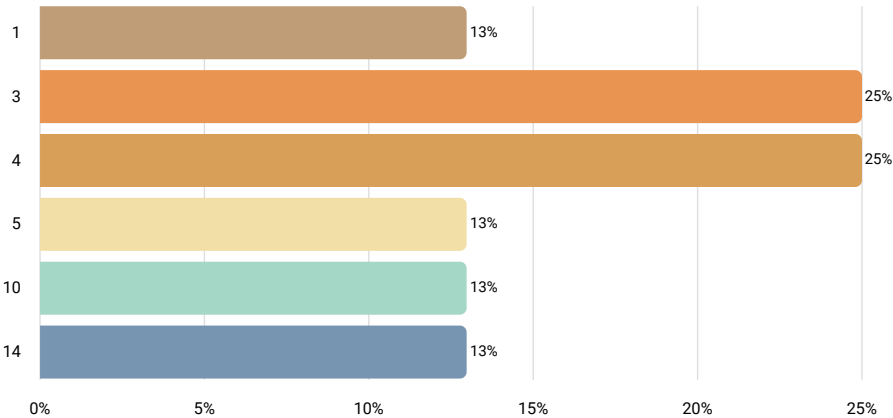
Select one answer (radio button)



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

Number of Employees Currently in This Position

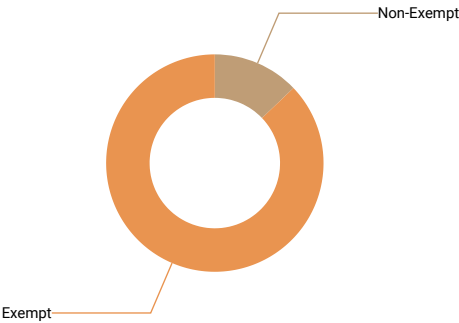
Answered 8 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	7.5
90th percentile	14
Mean	5.5
Median	4
Standard deviation	4.31
Total/sum	44

FLSA Status

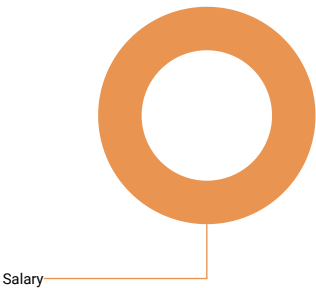
Answered 8 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 8 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	6	\$36,000.00	\$50,000.00	\$78,725.00	\$108,798.12	\$125,000.00	\$79,541.35	\$78,725.00	\$34,416.19
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.10.4 Sales Manager

Job description

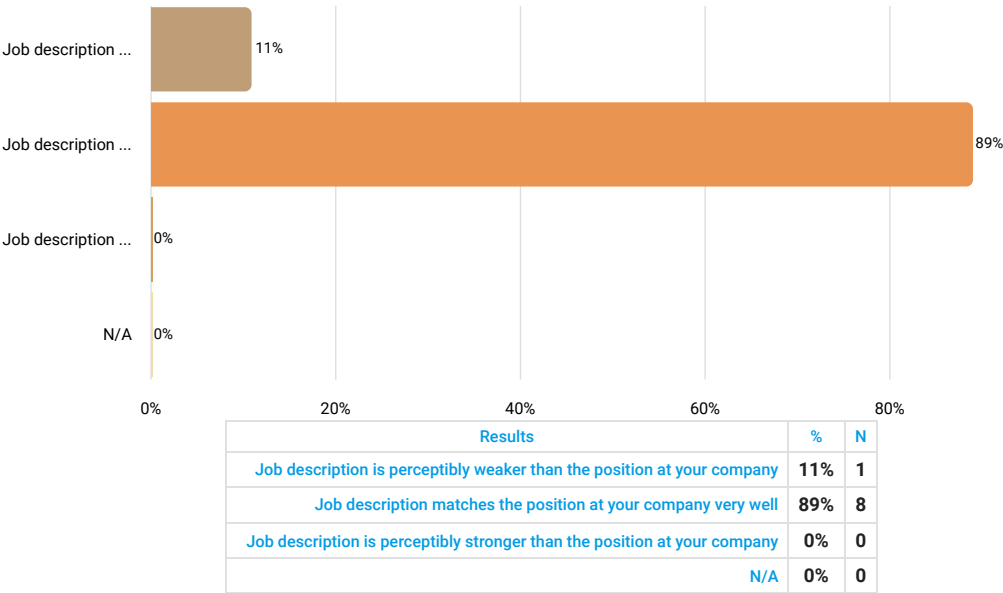
Manages sales division to ensure the achievement of sales goals. Serves as the principal liaison to major accounts and monitors and develops sales staff.

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

Answered 9 times

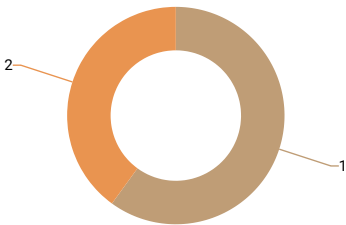
Skipped 1 times

Select one answer (radio button)



Number of Employees Currently in This Position

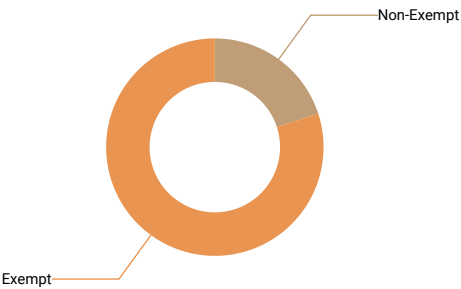
Answered 10 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1.4
Median	1
Standard deviation	0.52
Total/sum	14

FLSA Status

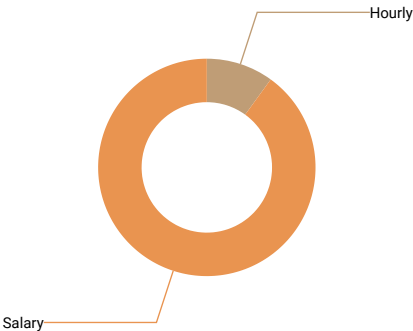
Answered 10 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	10%	1
Salary	90%	9

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Maximum Salary									
Pay Range Minimum Salary	5	\$60,000.00	\$60,000.00	\$60,000.00	\$85,000.00	\$104,240.00	\$73,848.00	\$60,000.00	\$20,145.36
Actual Lowest Base Salary	6	\$63,180.00	\$73,000.00	\$90,000.00	\$92,000.00	\$132,500.00	\$90,113.33	\$90,000.00	\$23,742.31
Actual Average Base Salary	8	\$78,000.00	\$82,927.00	\$91,000.00	\$119,750.00	\$132,500.00	\$99,731.75	\$91,000.00	\$21,109.93
Actual Highest Base Salary	6	\$90,000.00	\$92,000.00	\$96,900.00	\$132,500.00	\$159,000.00	\$111,216.67	\$96,900.00	\$28,187.97
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.10.5 Business Development Manager

Job description

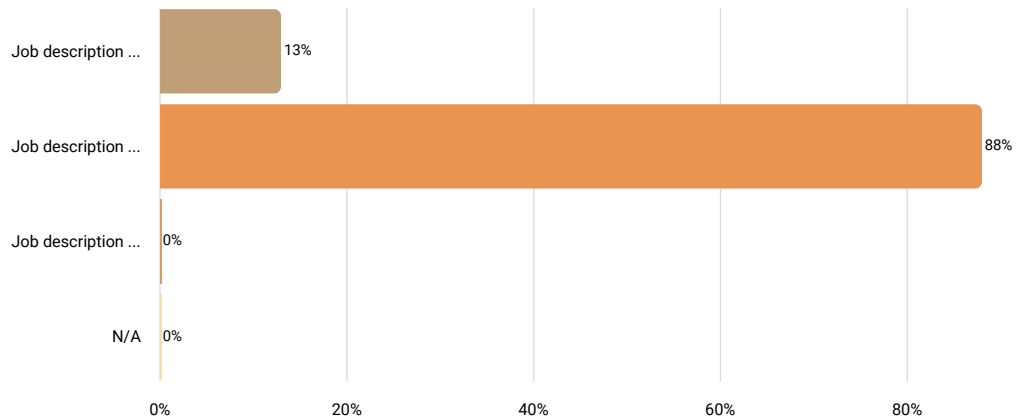
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with major potential customers.

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

Answered 8 times

Skipped 1 times

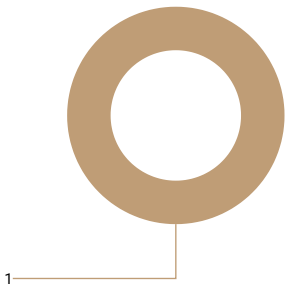
Select one answer (radio button)



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

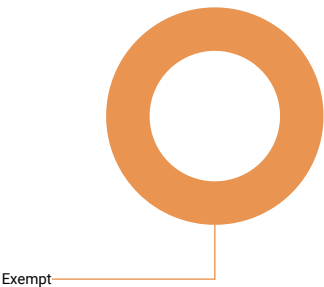
Answered 9 times
Skipped 0 times
Number input



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

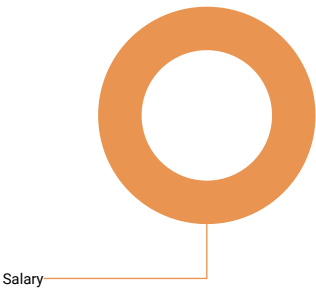
Answered 9 times
Skipped 0 times
Select one answer (radio button)



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	\$83,475.00	\$110,000.00	\$137,500.00	\$170,000.00	\$195,000.00	\$138,912.50	\$137,500.00	\$40,094.84
Actual Average Base Salary	6	\$83,475.00	\$110,000.00	\$137,500.00	\$155,000.00	\$195,000.00	\$136,412.50	\$137,500.00	\$38,191.24
Actual Highest Base Salary	7	\$83,475.00	\$110,000.00	\$135,000.00	\$192,000.00	\$195,000.00	\$139,353.57	\$135,000.00	\$41,324.23
Average Incentive Bonus or Other Cash Bonus (Annual)									

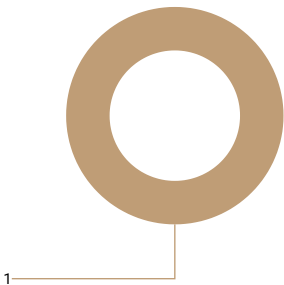
5.10.6 Marketing Manager or Director

Job description

Directs and manages the marketing function of the company including supervising marketing staff, developing promotional material, preparing marketing forecasts and working with sales team to ensure marketing plans are met and sales goals are reached.

Number of Employees Currently in This Position

Answered 5 times
Skipped 0 times
Number input



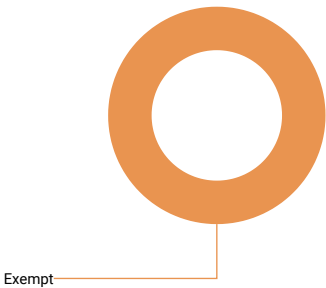
Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		5

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



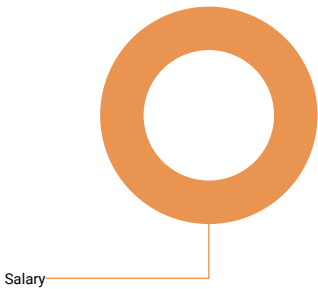
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

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									
Actual Average Base Salary	5	\$60,000.00	\$62,000.00	\$72,800.00	\$85,000.00	\$92,500.00	\$74,460.00	\$72,800.00	\$14,174.20
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

Management/Director

5.11.1 Controller or Accounting Manager

Job description

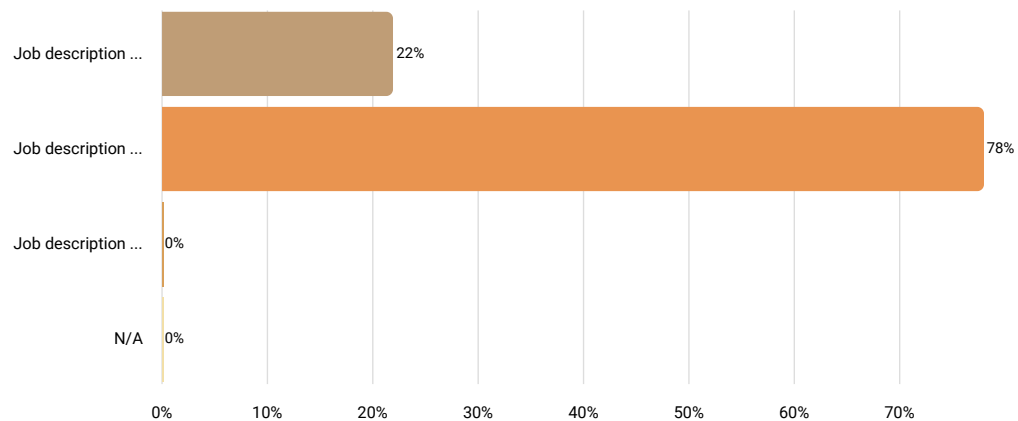
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and accounting work to staff. Responsible for financial reporting and analysis for the company.

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

Answered 27 times

Skipped 1 times

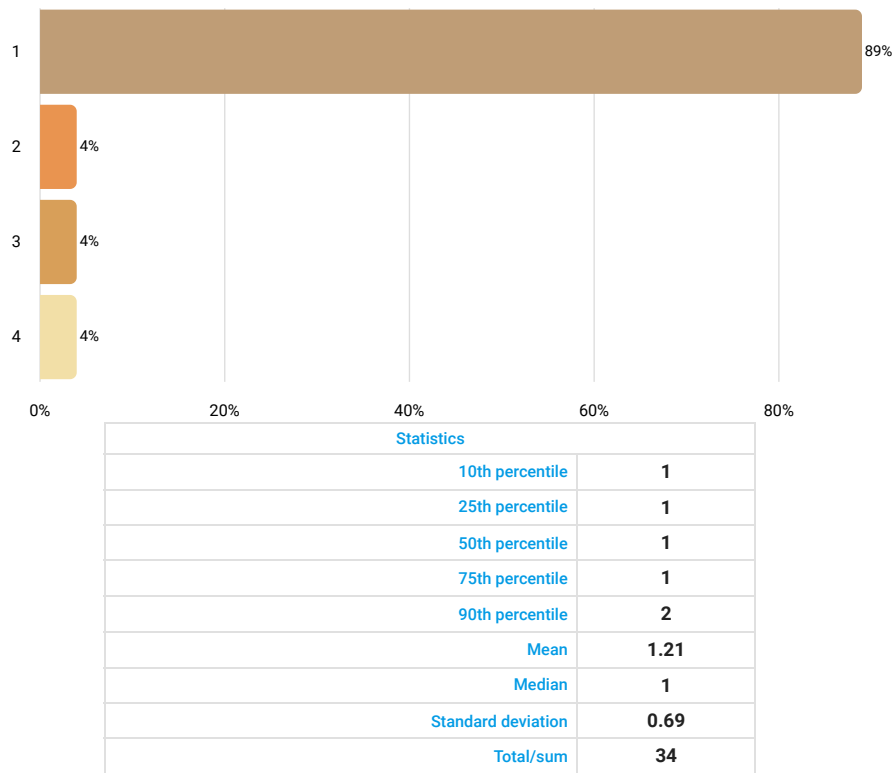
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	22%	6
Job description matches the position at your company very well	78%	21
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

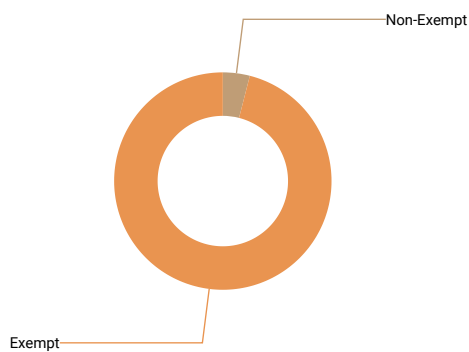
Number of Employees Currently in This Position

Answered 28 times
Skipped 0 times
Number input



FLSA Status

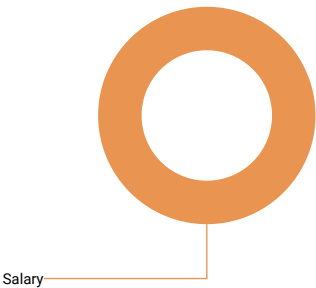
Answered 28 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Non-Exempt	4%	1
Exempt	96%	27

Is this position paid an hourly rate or annual salary?

Answered 28 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	28

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	\$100,000.00	\$137,000.00	\$150,000.00	\$155,680.00	\$160,000.00	\$143,170.00	\$150,000.00	\$19,742.12
Pay Range Minimum Salary	9	\$50,000.00	\$90,000.00	\$100,000.00	\$125,000.00	\$145,000.00	\$99,915.56	\$100,000.00	\$30,604.15
Actual Lowest Base Salary	18	\$72,500.00	\$85,280.00	\$115,389.00	\$140,000.00	\$148,800.00	\$108,824.56	\$115,389.00	\$37,502.59
Actual Average Base Salary	22	\$77,200.00	\$92,950.00	\$119,224.50	\$140,000.00	\$148,800.00	\$116,921.80	\$119,224.50	\$26,873.53
Actual Highest Base Salary	18	\$72,500.00	\$85,280.00	\$115,389.00	\$140,000.00	\$150,000.00	\$109,103.17	\$115,389.00	\$37,801.06
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$4,000.00	\$6,831.00	\$7,947.00	\$13,350.00	\$25,000.00	\$10,657.00	\$7,947.00	\$6,680.91

5.11.2 Maintenance Manager

Job description

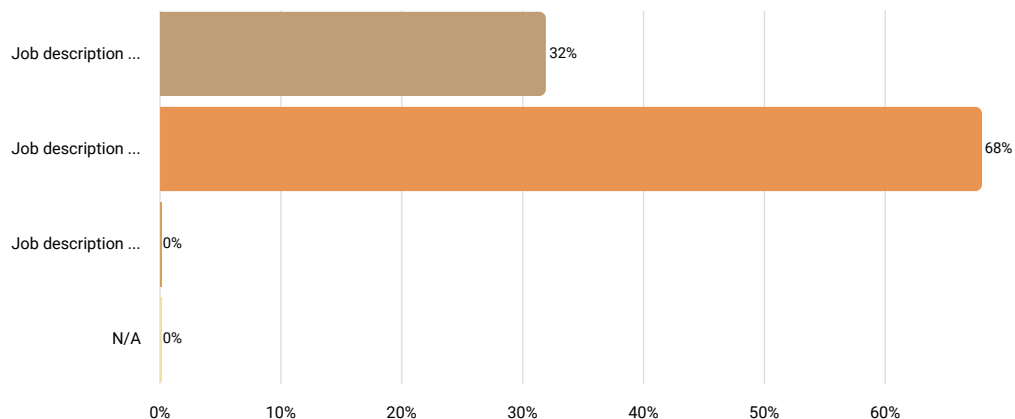
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages planned maintenance shutdowns/outages.

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	32%	8
Job description matches the position at your company very well	68%	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

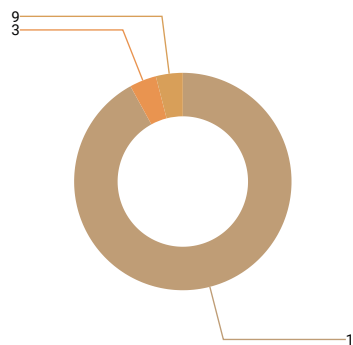
Skipped 20 times

Text input

Results	
maintenance support leader	1
manager tap room	1
special projects manager	1
maintenance superintendent	1
facilities & maintenance manager	1

Number of Employees Currently in This Position

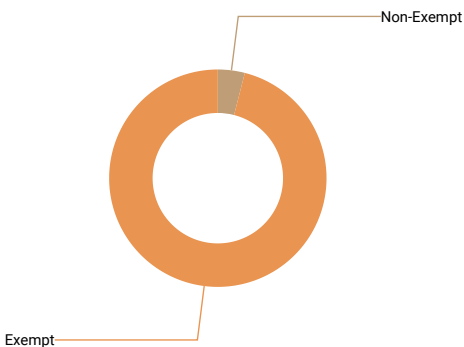
Answered 25 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.4
Median	1
Standard deviation	1.63
Total/sum	35

FLSA Status

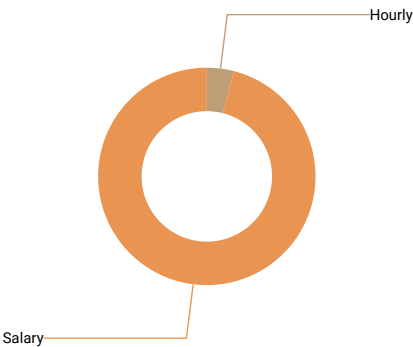
Answered 25 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Non-Exempt	4%	1
Exempt	96%	24

Is this position paid an hourly rate or annual salary?

Answered 25 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	24

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	14	\$90,000.00	\$95,000.00	\$137,518.50	\$187,640.00	\$230,311.00	\$143,208.71	\$137,518.50	\$52,804.69
Pay Range Minimum Salary	14	\$65,000.00	\$70,000.00	\$97,500.00	\$105,000.00	\$125,090.00	\$94,102.86	\$97,500.00	\$24,813.34
Actual Lowest Base Salary	18	\$71,550.00	\$100,000.00	\$114,500.00	\$132,400.00	\$147,000.00	\$115,285.00	\$114,500.00	\$30,922.44
Actual Average Base Salary	19	\$71,550.00	\$88,000.00	\$109,000.00	\$139,682.00	\$149,783.00	\$114,732.68	\$109,000.00	\$31,574.04
Actual Highest Base Salary	18	\$78,000.00	\$100,000.00	\$114,500.00	\$139,682.00	\$168,800.00	\$118,246.56	\$114,500.00	\$32,055.12
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$4,808.00	\$7,500.00	\$17,973.00	\$21,693.00	\$82,500.00	\$23,037.89	\$17,973.00	\$24,717.00

5.11.3 IT Manager

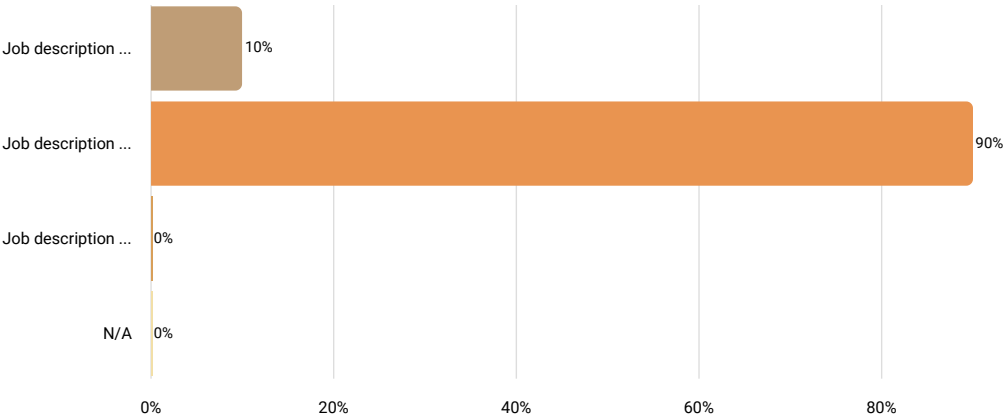
Job description Directs all computer operations that include one or more of the following: programming, network and technical support and system analysis.

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

Answered 20 times

Skipped 2 times

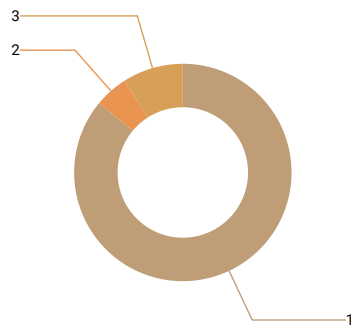
Select one answer (radio button)



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

Number of Employees Currently in This Position

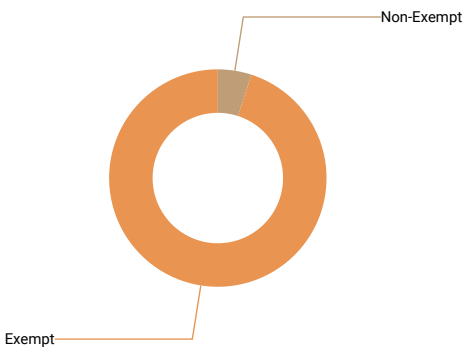
Answered 22 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.23
Median	1
Standard deviation	0.61
Total/sum	27

FLSA Status

Answered 22 times
Skipped 0 times
Select one answer (radio button)



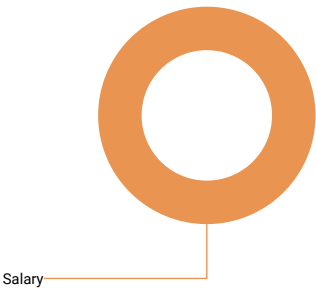
Results	%	N
Non-Exempt	5%	1
Exempt	95%	21

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	22

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	\$80,000.00	\$87,960.00	\$105,000.00	\$140,000.00	\$190,700.00	\$116,951.43	\$105,000.00	\$38,318.83
Pay Range Minimum Salary	9	\$60,000.00	\$65,000.00	\$80,000.00	\$95,000.00	\$119,000.00	\$84,092.22	\$80,000.00	\$21,035.96
Actual Lowest Base Salary	15	\$72,000.00	\$85,000.00	\$102,600.00	\$132,291.00	\$135,000.00	\$105,046.87	\$102,600.00	\$22,850.70
Actual Average Base Salary	16	\$72,000.00	\$91,000.00	\$102,800.00	\$132,395.00	\$138,000.00	\$109,627.94	\$102,800.00	\$28,006.18
Actual Highest Base Salary	16	\$70,000.00	\$82,500.00	\$103,977.50	\$132,145.50	\$135,000.00	\$101,286.56	\$103,977.50	\$34,602.38
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.4 Logistics/Materials Manager

Job description

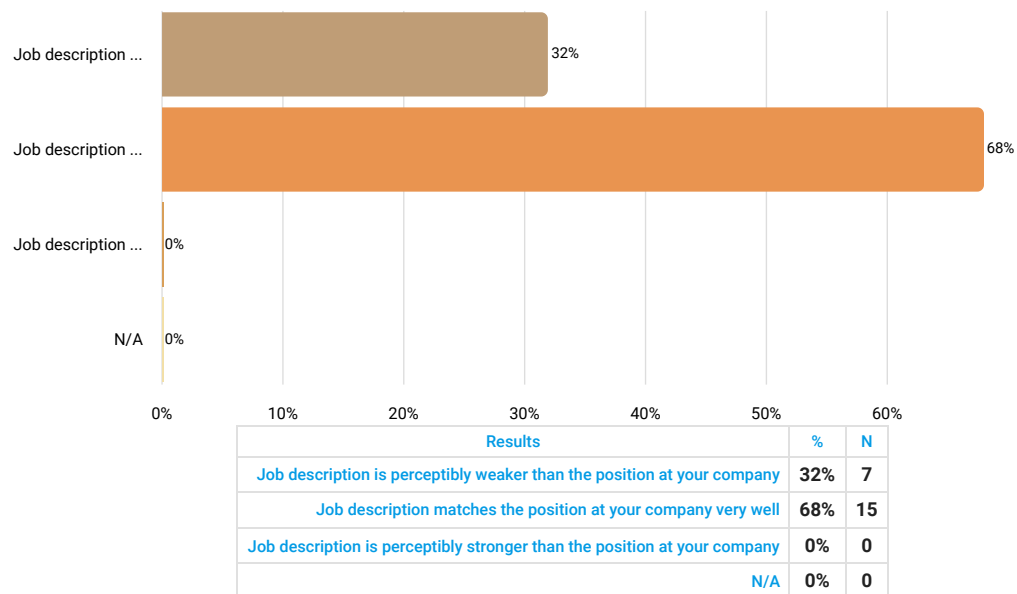
Manages aspects related to logistics including distribution, inventory, warehousing and transportation. Include Material and Traffic Managers in this category as well.

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

Answered 22 times

Skipped 1 times

Select one answer (radio button)



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

Answered 9 times

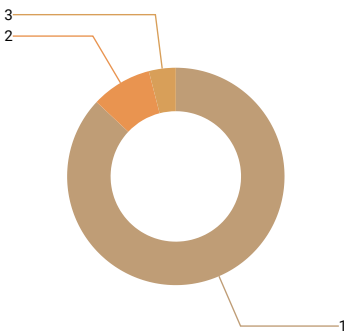
Skipped 14 times

Text input

Results	
inventory planning and control leader or traffic administration leader	1
senior manager supply chain	1
planning & warehouse manager	1
director of materials, materials manager	1
building materials manager	1
conveyance manager	1
purchasing and supply chain manager	1
manager of purchasing and materials	1
sr logistics manager	1

Number of Employees Currently in This Position

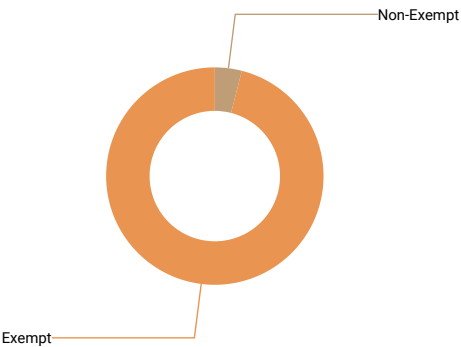
Answered 23 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.17
Median	1
Standard deviation	0.49
Total/sum	27

FLSA Status

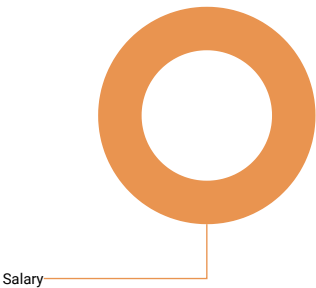
Answered 23 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



Results	%	N
Hourly	0%	0
Salary	100%	23

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	\$78,500.00	\$105,000.00	\$145,000.00	\$162,250.00	\$214,175.50	\$142,760.10	\$145,000.00	\$49,444.24
Pay Range Minimum Salary	10	\$62,500.00	\$74,500.00	\$86,175.00	\$100,000.00	\$121,830.00	\$89,051.00	\$86,175.00	\$21,907.54
Actual Lowest Base Salary	13	\$88,000.00	\$90,000.00	\$113,964.50	\$120,000.00	\$151,250.00	\$110,311.81	\$113,964.50	\$25,091.08
Actual Average Base Salary	19	\$63,500.00	\$90,000.00	\$109,476.00	\$120,565.00	\$152,000.00	\$106,334.63	\$109,476.00	\$28,196.68
Actual Highest Base Salary	13	\$89,014.00	\$90,000.00	\$114,660.00	\$132,000.00	\$152,000.00	\$117,840.07	\$114,660.00	\$30,936.25
Average Incentive Bonus or Other Cash Bonus (Annual)	10	\$3,250.00	\$4,822.00	\$7,432.00	\$15,200.00	\$26,924.50	\$11,616.75	\$7,432.00	\$9,620.02

5.11.5 Project or Program Manager

Job description

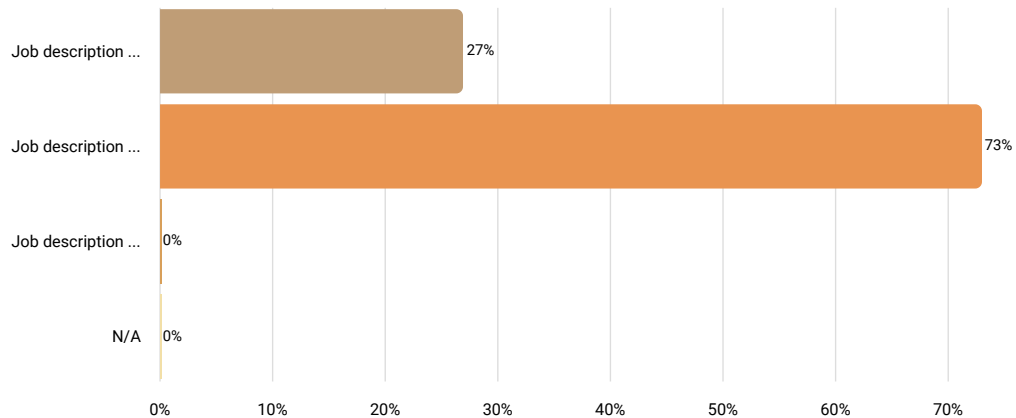
Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the project including budget and workload.

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

Answered 11 times

Skipped 0 times

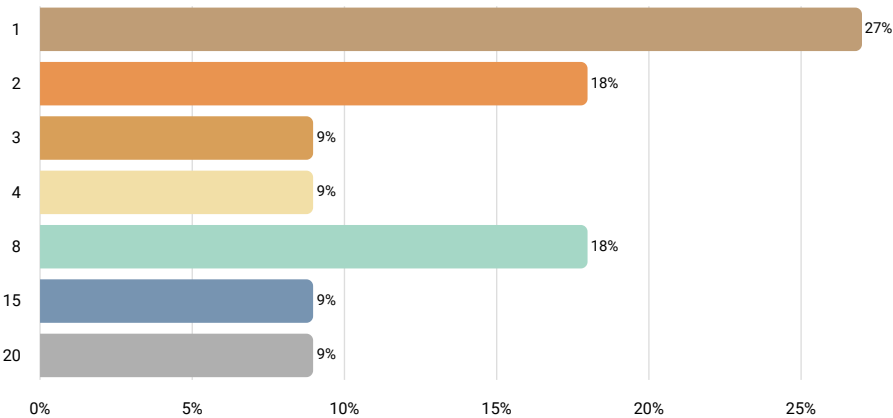
Select one answer (radio button)



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

Number of Employees Currently in This Position

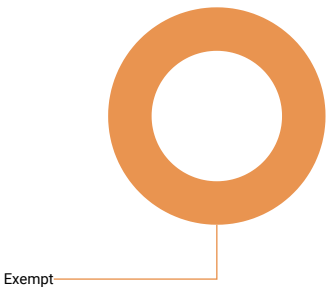
Answered 11 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	8
90th percentile	15
Mean	5.91
Median	3
Standard deviation	6.36
Total/sum	65

FLSA Status

Answered 11 times
Skipped 0 times
Select one answer (radio button)



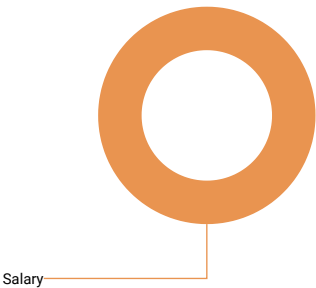
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

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	7	\$70,000.00	\$90,000.00	\$156,580.00	\$166,000.00	\$224,331.00	\$143,844.43	\$156,580.00	\$51,249.64
Pay Range Minimum Salary	7	\$50,000.00	\$60,000.00	\$89,000.00	\$110,000.00	\$120,794.00	\$85,000.86	\$89,000.00	\$27,091.25
Actual Lowest Base Salary	8	\$53,000.00	\$67,940.00	\$92,008.00	\$98,000.00	\$130,338.00	\$87,404.25	\$92,008.00	\$24,304.95
Actual Average Base Salary	8	\$63,665.00	\$86,000.00	\$96,381.00	\$119,439.50	\$155,843.00	\$102,893.63	\$96,381.00	\$28,999.13
Actual Highest Base Salary	8	\$65,450.00	\$93,500.00	\$129,750.00	\$189,732.50	\$205,704.00	\$137,139.88	\$129,750.00	\$55,001.07
Average Incentive Bonus or Other Cash Bonus (Annual)									

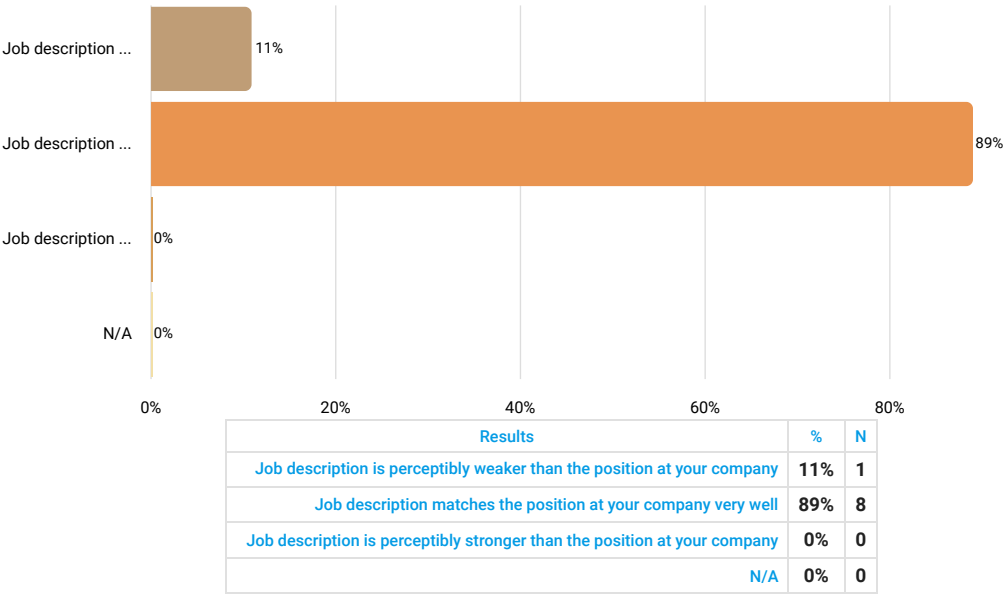
5.11.6 Project or Program Director

Job description

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

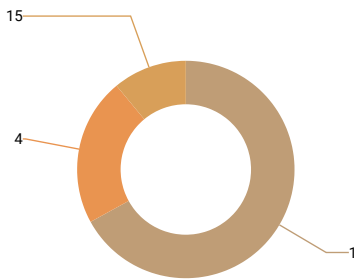
How well does the job description above match the position at your company?

Answered 9 times
Skipped 0 times
Select one answer (radio button)



Number of Employees Currently in This Position

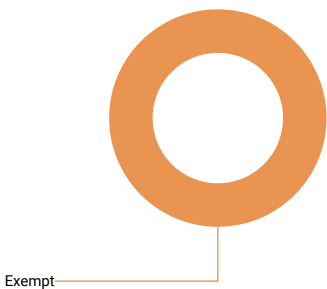
Answered 9 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	15
Mean	3.22
Median	1
Standard deviation	4.6
Total/sum	29

FLSA Status

Answered 9 times
Skipped 0 times
Select one answer (radio button)



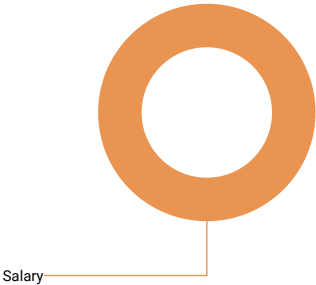
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

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	\$146,000.00	\$155,000.00	\$174,992.15	\$189,023.00	\$193,750.35	\$172,292.94	\$174,992.15	\$18,778.48
Actual Average Base Salary	6	\$155,000.00	\$168,370.00	\$173,992.15	\$196,082.00	\$203,190.43	\$178,437.79	\$173,992.15	\$18,144.44
Actual Highest Base Salary	7	\$138,000.00	\$155,000.00	\$191,000.00	\$206,175.00	\$216,941.46	\$182,941.82	\$191,000.00	\$28,116.68
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$6,734.00	\$8,000.00	\$17,700.00	\$20,000.00	\$30,500.00	\$16,586.80	\$17,700.00	\$9,711.81

5.11.7 Engineering Manager

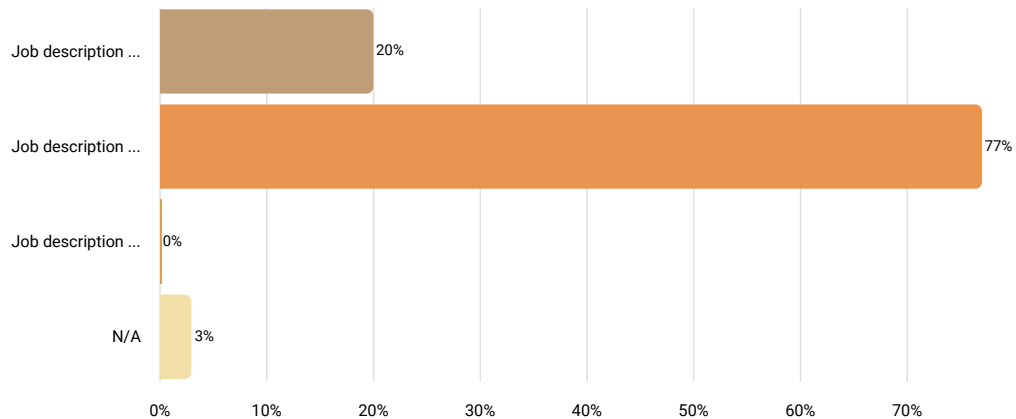
Job description Provide management to members of technical, engineering and/or research business units. Responsible for unit performance.

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

Answered 30 times

Skipped 1 times

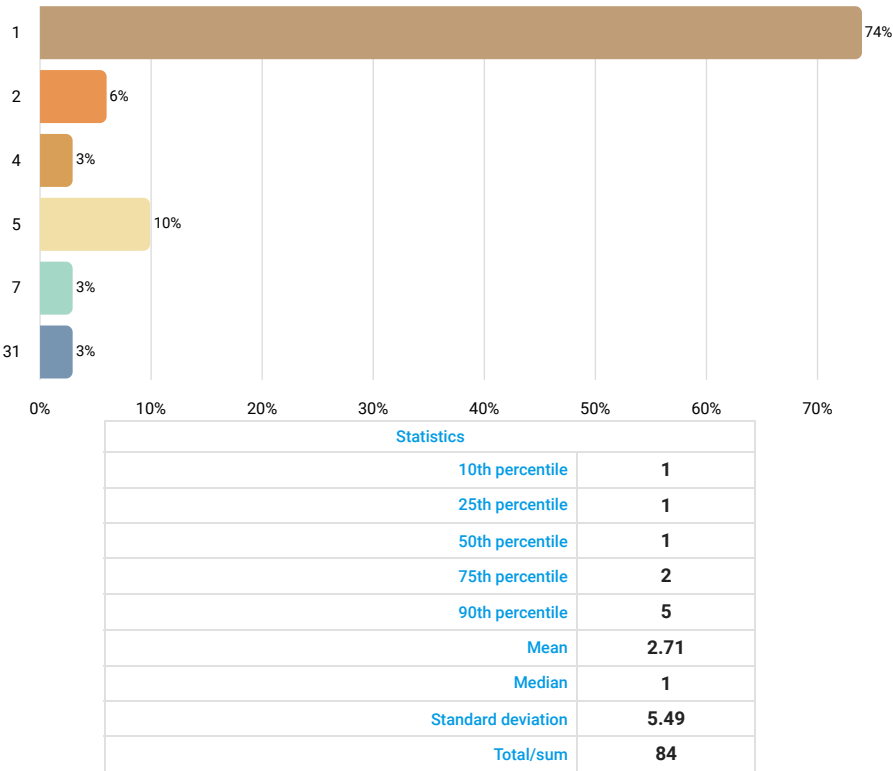
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	20%	6
Job description matches the position at your company very well	77%	23
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

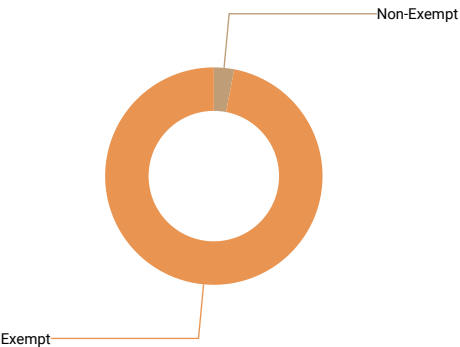
Number of Employees Currently in This Position

Answered 31 times
Skipped 0 times
Number input



FLSA Status

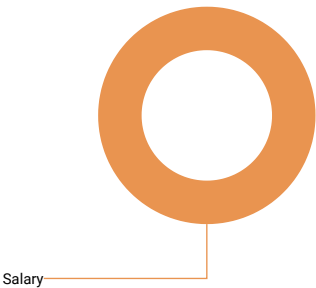
Answered 31 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Non-Exempt	3%	1
Exempt	97%	30

Is this position paid an hourly rate or annual salary?

Answered 31 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	31

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary	12	\$140,000.00	\$152,500.00	\$181,670.00	\$204,847.50	\$247,520.00	\$184,778.83	\$181,670.00	\$43,872.66
Pay Range Minimum Salary	13	\$74,500.00	\$108,364.00	\$110,000.00	\$125,090.00	\$150,280.00	\$111,848.62	\$110,000.00	\$27,376.71
Actual Lowest Base Salary	22	\$119,610.40	\$125,000.00	\$139,905.00	\$155,000.00	\$170,050.00	\$139,622.54	\$139,905.00	\$22,512.81
Actual Average Base Salary	25	\$94,410.00	\$125,000.00	\$139,810.00	\$162,235.00	\$182,030.91	\$138,975.33	\$139,810.00	\$30,744.70
Actual Highest Base Salary	23	\$119,610.40	\$125,000.00	\$140,000.00	\$181,000.00	\$195,000.00	\$150,465.74	\$140,000.00	\$33,738.59
Average Incentive Bonus or Other Cash Bonus (Annual)	15	\$4,200.00	\$6,489.00	\$11,000.00	\$20,000.00	\$36,691.00	\$15,715.42	\$11,000.00	\$12,746.04

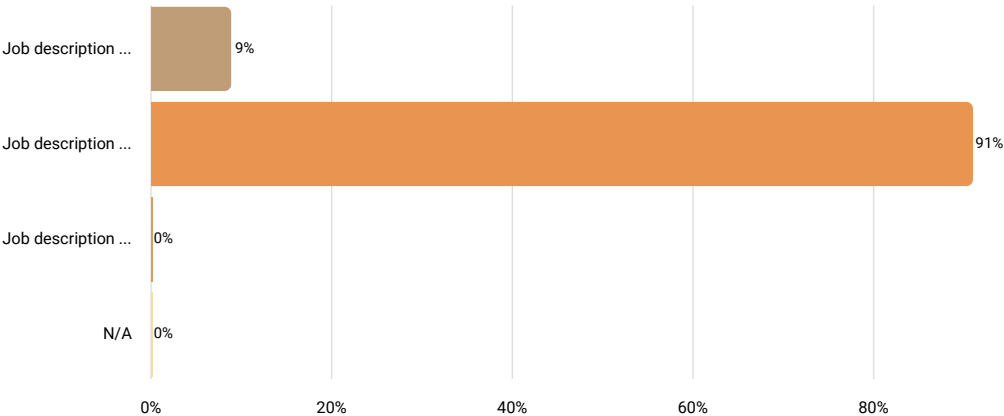
5.11.8 Quality Control Manager

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 32 times
Skipped 1 times
Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	3
Job description matches the position at your company very well	91%	29
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

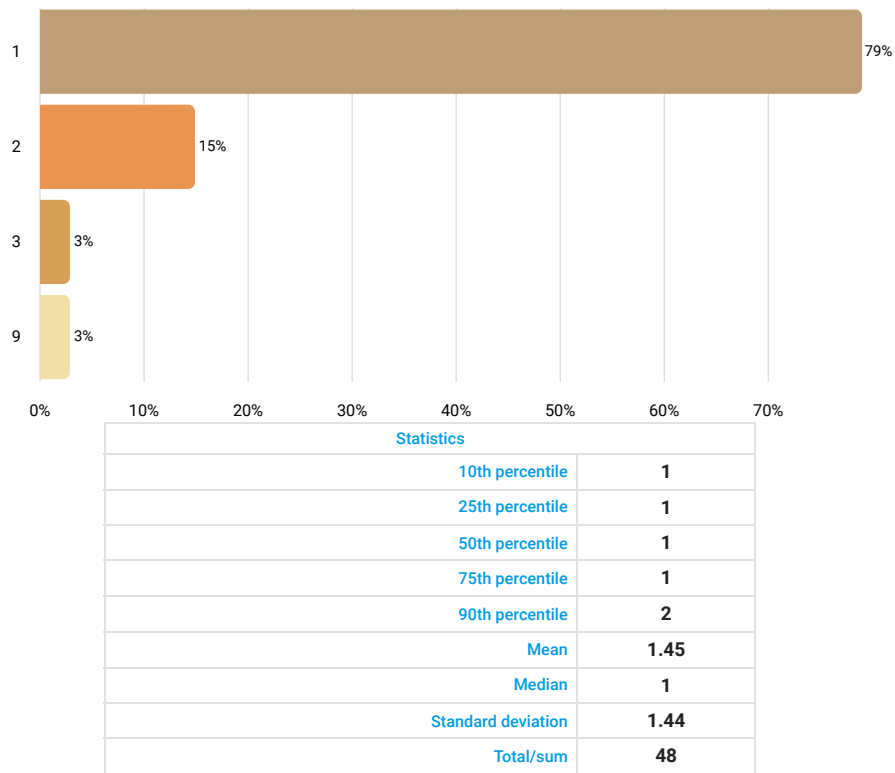
If your job title is DIFFERENT than what is shown above, provide it here:

Answered 5 times
Skipped 28 times
Text input

Results	
senior manager quality	1
analytical manager, quality assurance manager	1
manager, aircraft quality; director, manufacturing quality	1
senior quality manager	1
quality manager	1

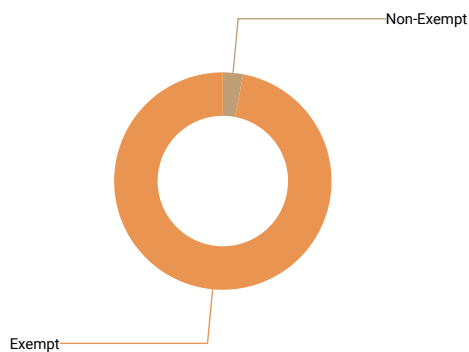
Number of Employees Currently in This Position

Answered 33 times
Skipped 0 times
Number input



FLSA Status

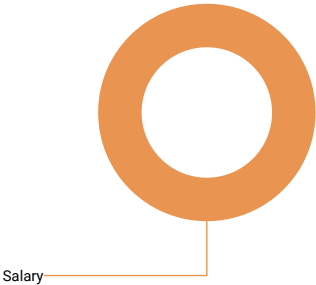
Answered 32 times
Skipped 1 times
Select one answer (radio button)



Results	%	N
Non-Exempt	3%	1
Exempt	97%	31

Is this position paid an hourly rate or annual salary?

Answered 33 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	33

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	12	\$110,000.00	\$124,002.00	\$131,500.00	\$153,625.00	\$201,194.00	\$142,019.50	\$131,500.00	\$40,082.44
Pay Range Minimum Salary	13	\$61,640.00	\$74,500.00	\$95,000.00	\$108,335.00	\$120,000.00	\$92,283.77	\$95,000.00	\$25,558.11
Actual Lowest Base Salary	18	\$71,000.00	\$93,000.00	\$116,513.50	\$126,000.00	\$154,000.00	\$113,075.73	\$116,513.50	\$27,665.04
Actual Average Base Salary	23	\$70,000.00	\$93,000.00	\$114,400.00	\$125,250.00	\$136,000.00	\$110,167.44	\$114,400.00	\$27,476.67
Actual Highest Base Salary	20	\$80,500.00	\$98,709.50	\$114,700.00	\$126,000.00	\$149,500.00	\$115,309.56	\$114,700.00	\$26,073.13
Average Incentive Bonus or Other Cash Bonus (Annual)	10	\$2,648.50	\$4,300.00	\$7,250.00	\$15,400.00	\$27,349.00	\$11,237.50	\$7,250.00	\$10,119.57

5.11.9 Safety/Environmental Manager

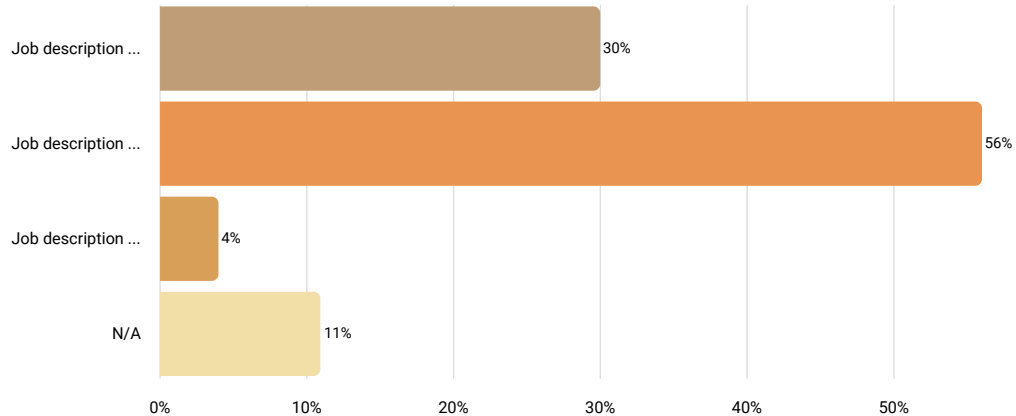
Job description Responsible for compliance with safety and environmental standards throughout the facility.

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

Answered 27 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	30%	8
Job description matches the position at your company very well	56%	15
Job description is perceptibly stronger than the position at your company	4%	1
N/A	11%	3

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

Answered 8 times

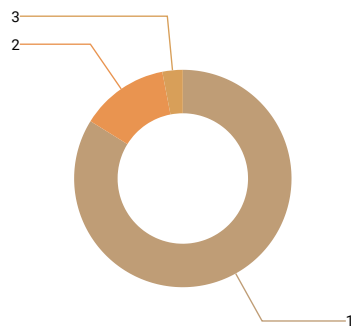
Skipped 22 times

Text input

Results	
shea leader or shea support leader	1
health, safety, security, & environmental manager	1
safety manager, environmental manager, regulatory env manager	1
environmental, safety and security	1
senior health & safety specialist	1
environmental health and safety manager	1
ehs specialist	1
sr ehs manager	1

Number of Employees Currently in This Position

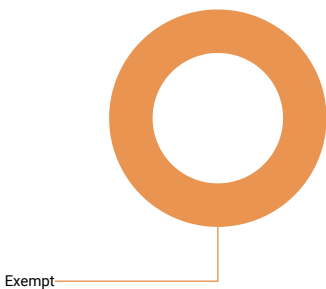
Answered 30 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.2
Median	1
Standard deviation	0.48
Total/sum	36

FLSA Status

Answered 30 times
Skipped 0 times
Select one answer (radio button)



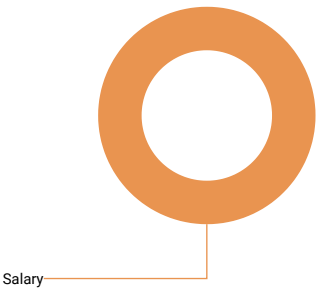
Results	%	N
Non-Exempt	0%	0
Exempt	100%	30

Is this position paid an hourly rate or annual salary?

Answered 30 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	30

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary	15	\$85,000.00	\$87,960.00	\$125,000.00	\$162,374.00	\$230,311.00	\$134,463.87	\$125,000.00	\$50,720.47
Pay Range Minimum Salary	15	\$58,530.00	\$62,830.00	\$74,500.00	\$100,000.00	\$120,000.00	\$83,755.47	\$74,500.00	\$25,775.43
Actual Lowest Base Salary	17	\$54,000.00	\$83,338.00	\$91,000.00	\$129,000.00	\$140,550.00	\$101,390.29	\$91,000.00	\$30,864.58
Actual Average Base Salary	24	\$65,000.00	\$84,169.00	\$101,750.00	\$129,235.50	\$146,580.00	\$104,398.33	\$101,750.00	\$30,541.01
Actual Highest Base Salary	19	\$54,000.00	\$83,338.00	\$92,000.00	\$136,097.00	\$152,610.00	\$106,385.26	\$92,000.00	\$34,381.50
Average Incentive Bonus or Other Cash Bonus (Annual)	10	\$1,245.00	\$2,000.00	\$6,231.50	\$11,250.00	\$21,794.00	\$8,489.10	\$6,231.50	\$8,702.38

5.11.11 Facilities Manager

Job description

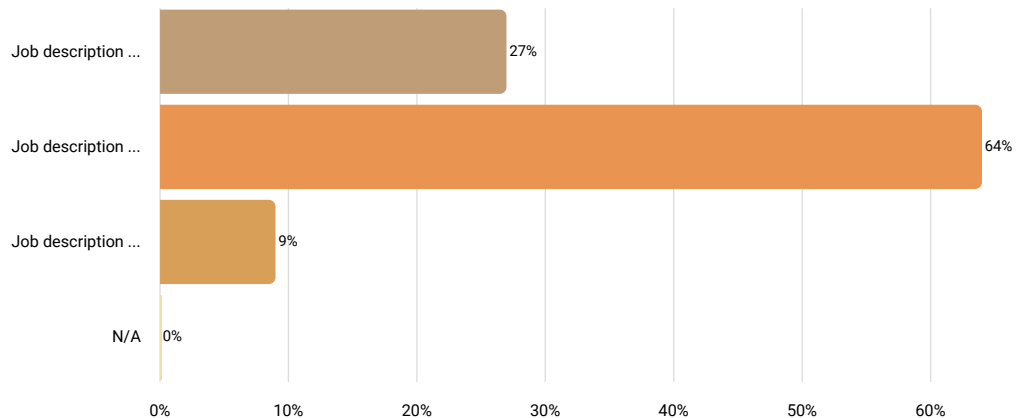
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

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

Answered 11 times

Skipped 0 times

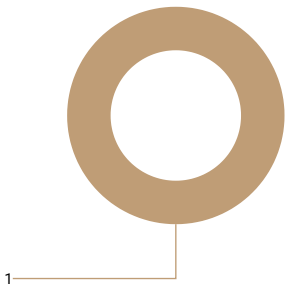
Select one answer (radio button)



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

Number of Employees Currently in This Position

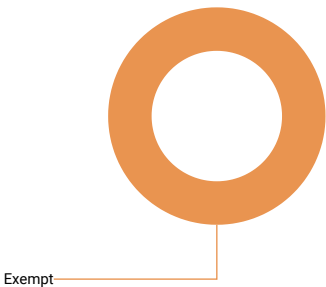
Answered 11 times
Skipped 0 times
Number input



Statistics		
	10th percentile	1
	25th percentile	1
	50th percentile	1
	75th percentile	1
	90th percentile	1
	Mean	1
	Median	1
	Standard deviation	0
	Total/sum	11

FLSA Status

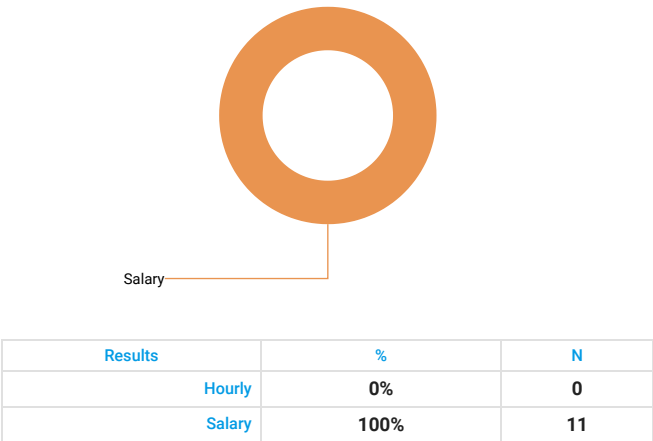
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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)



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	\$75,980.00	\$115,000.00	\$160,597.00	\$230,311.00	\$247,520.00	\$165,000.83	\$160,597.00	\$70,476.44
Pay Range Minimum Salary	6	\$50,650.00	\$60,000.00	\$88,675.00	\$108,335.00	\$150,280.00	\$91,102.50	\$88,675.00	\$35,827.37
Actual Lowest Base Salary	7	\$55,000.00	\$71,597.00	\$103,610.00	\$161,307.00	\$192,400.00	\$111,879.46	\$103,610.00	\$48,667.88
Actual Average Base Salary	9	\$55,000.00	\$81,356.00	\$103,610.00	\$109,710.00	\$192,400.00	\$108,246.91	\$103,610.00	\$43,343.11
Actual Highest Base Salary	7	\$55,000.00	\$71,597.00	\$103,610.00	\$161,307.00	\$192,400.00	\$111,879.46	\$103,610.00	\$48,667.88
Average Incentive Bonus or Other Cash Bonus (Annual)	6	\$1,432.00	\$1,500.00	\$4,350.00	\$6,452.00	\$35,310.00	\$8,899.00	\$4,350.00	\$13,080.23

5.11.12 Plant Manager

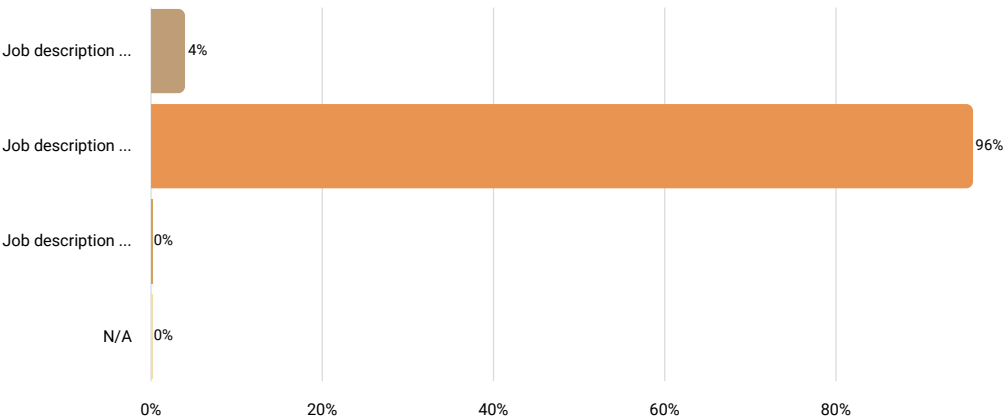
Job description Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

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

Answered 28 times

Skipped 1 times

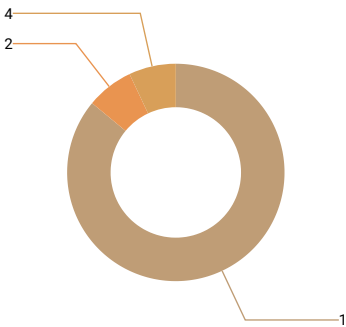
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	4%	1
Job description matches the position at your company very well	96%	27
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

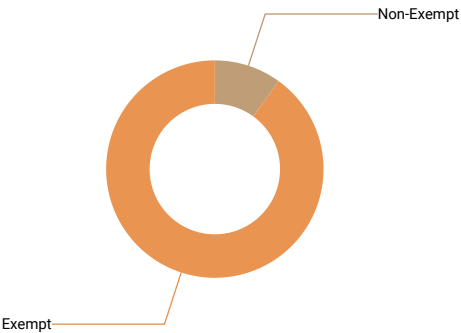
Answered 29 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1.28
Median	1
Standard deviation	0.8
Total/sum	37

FLSA Status

Answered 29 times
Skipped 0 times
Select one answer (radio button)



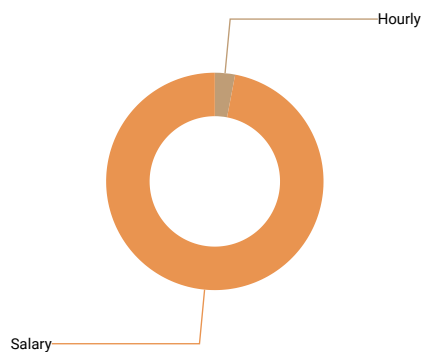
Results	%	N
Non-Exempt	10%	3
Exempt	90%	26

Is this position paid an hourly rate or annual salary?

Answered 29 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	3%	1
Salary	97%	28

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	14	\$110,000.00	\$125,000.00	\$162,500.00	\$244,000.00	\$270,200.00	\$181,017.57	\$162,500.00	\$65,700.60
Pay Range Minimum Salary	14	\$75,000.00	\$90,000.00	\$121,000.00	\$150,000.00	\$180,130.00	\$120,064.79	\$121,000.00	\$37,846.51
Actual Lowest Base Salary	15	\$80,000.00	\$85,000.00	\$94,000.00	\$158,000.00	\$199,500.00	\$119,759.43	\$94,000.00	\$52,062.39
Actual Average Base Salary	20	\$83,500.00	\$94,500.00	\$115,000.00	\$152,867.00	\$195,750.00	\$127,885.33	\$115,000.00	\$45,574.38
Actual Highest Base Salary	16	\$85,000.00	\$92,000.00	\$107,500.00	\$164,000.00	\$199,500.00	\$130,264.29	\$107,500.00	\$49,174.20
Average Incentive Bonus or Other Cash Bonus (Annual)	12	\$4,000.00	\$6,750.00	\$10,000.00	\$20,000.00	\$26,000.00	\$13,462.28	\$10,000.00	\$10,170.67

5.11.13 Purchasing Manager

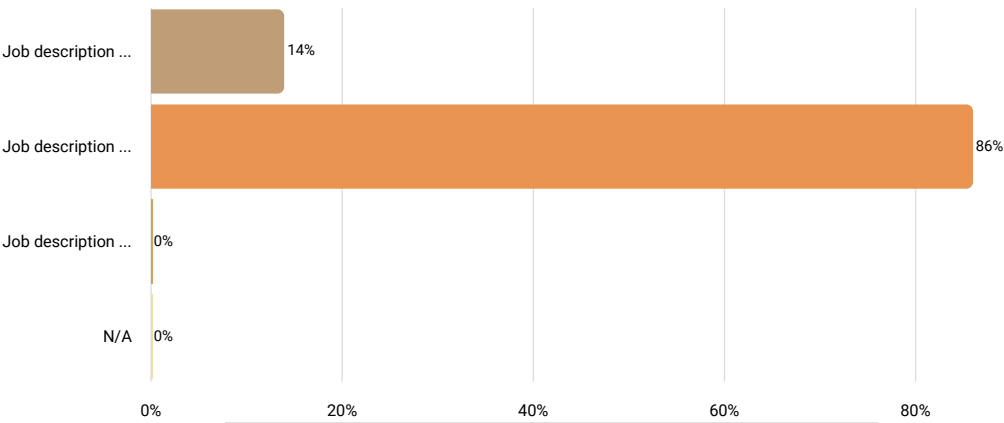
Job description Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 21 times

Skipped 2 times

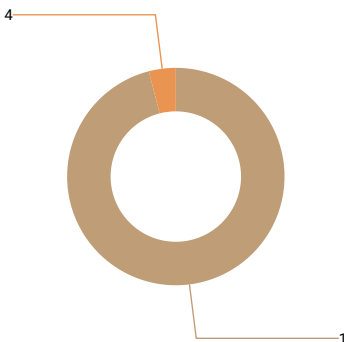
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	14%	3
Job description matches the position at your company very well	86%	18
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

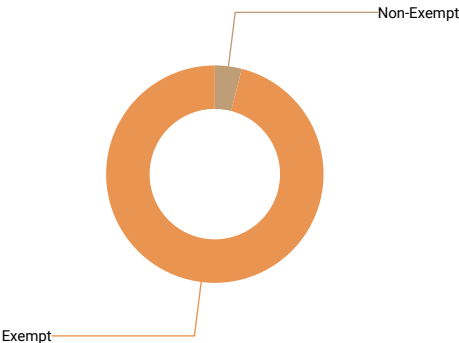
Answered 23 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1.13
Median	1
Standard deviation	0.63
Total/sum	26

FLSA Status

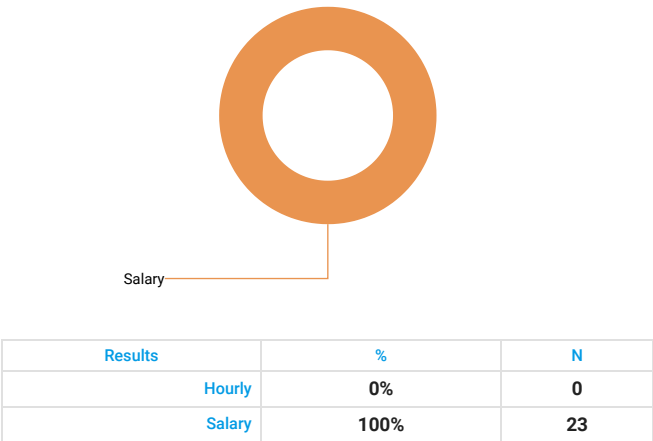
Answered 23 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

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



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	\$85,000.00	\$91,590.00	\$107,500.00	\$125,000.00	\$185,000.00	\$116,931.67	\$107,500.00	\$37,015.24
Pay Range Minimum Salary	7	\$50,765.00	\$56,000.00	\$72,000.00	\$95,000.00	\$120,000.00	\$77,680.71	\$72,000.00	\$24,262.56
Actual Lowest Base Salary	14	\$65,461.00	\$78,000.00	\$89,000.00	\$115,000.00	\$117,918.00	\$94,177.33	\$89,000.00	\$26,580.07
Actual Average Base Salary	17	\$65,461.00	\$78,000.00	\$90,000.00	\$115,000.00	\$135,200.00	\$95,922.50	\$90,000.00	\$26,339.79
Actual Highest Base Salary	15	\$65,461.00	\$78,000.00	\$90,000.00	\$116,763.56	\$122,000.00	\$94,805.50	\$90,000.00	\$26,083.62
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$1,000.00	\$3,625.00	\$5,200.00	\$8,500.00	\$25,000.00	\$7,581.25	\$5,200.00	\$7,482.55

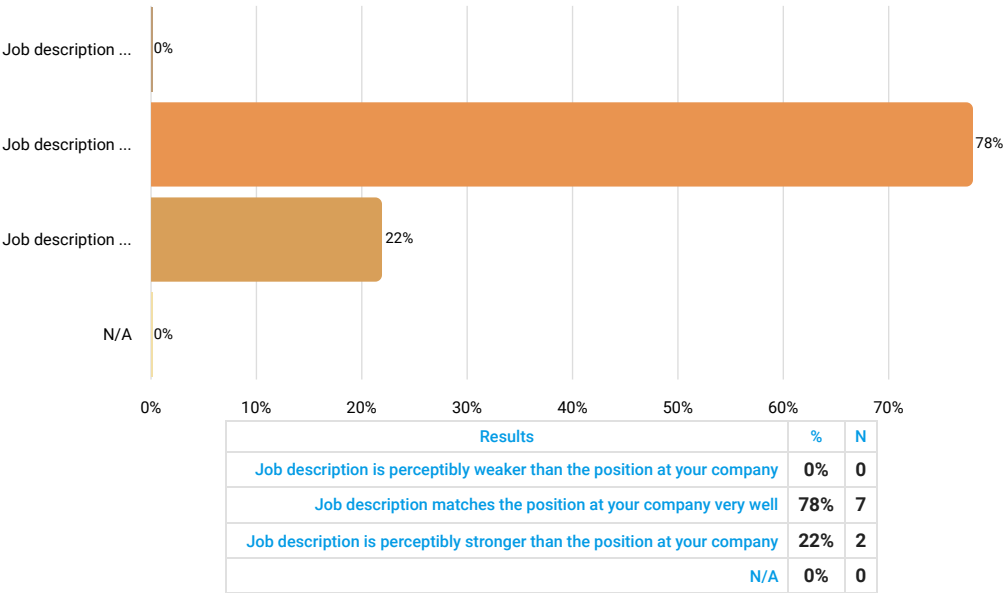
5.11.14 Continuous Improvement Manager

Job description

Monitor and improve organizational processes. Research, analyze, and map out all workflows, remove waste and low-value activities, and recommend solutions.

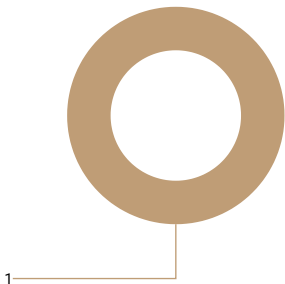
How well does the job description above match the position at your company?

Answered 9 times
Skipped 0 times
Select one answer (radio button)



Number of Employees Currently in This Position

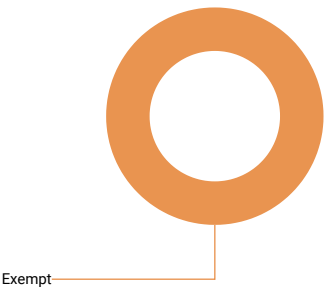
Answered 9 times
Skipped 0 times
Number input



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

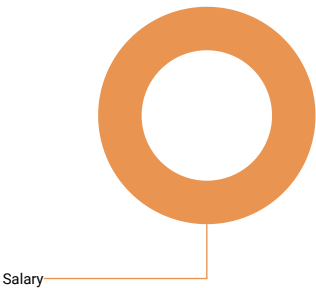
Answered 9 times
Skipped 0 times
Select one answer (radio button)



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									
Actual Average Base Salary	5	\$81,768.96	\$90,000.00	\$115,472.50	\$127,000.00	\$129,439.00	\$108,736.09	\$115,472.50	\$21,713.06
Actual Highest Base Salary									
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.11.15 Human Resources Manager or Director

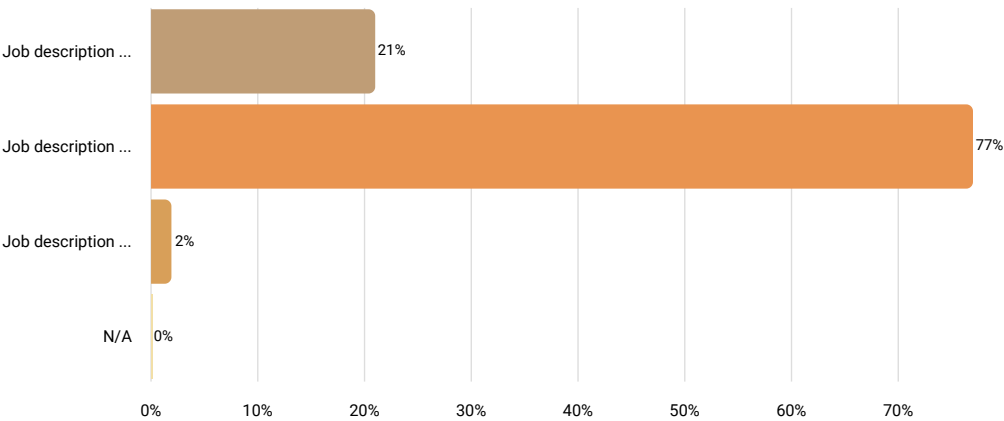
Job description Plan, direct, or coordinate human resources activities and staff of an organization.

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

Answered 43 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	21%	9
Job description matches the position at your company very well	77%	33
Job description is perceptibly stronger than the position at your company	2%	1
N/A	0%	0

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

Answered 8 times

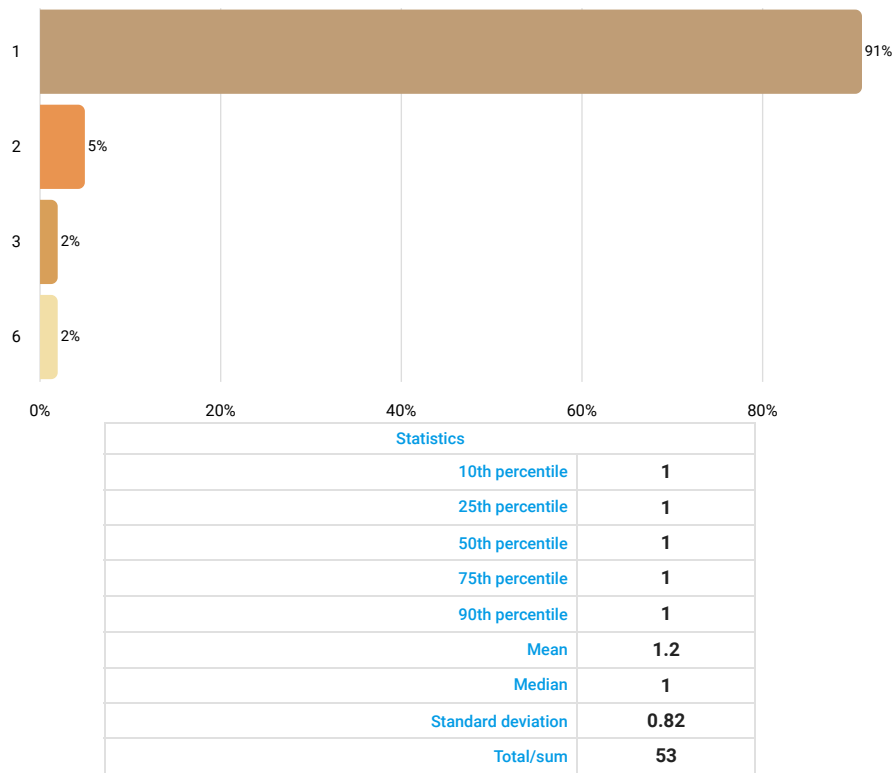
Skipped 36 times

Text input

Results	
director people & culture	1
human resources manager; compensation & benefits manager	1
plant hr/safety manager	1
corporate hr manager	1
plan, coordinate, and direct the functions of employee relations, recruitment / selection, performance evaluations, job classifications, safety and training.	1
senior director, human resources	1
hr business partner	1
hr manager, sr hr manager	1

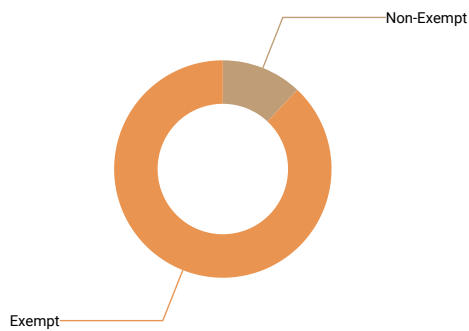
Number of Employees Currently in This Position

Answered 44 times
Skipped 0 times
Number input



FLSA Status

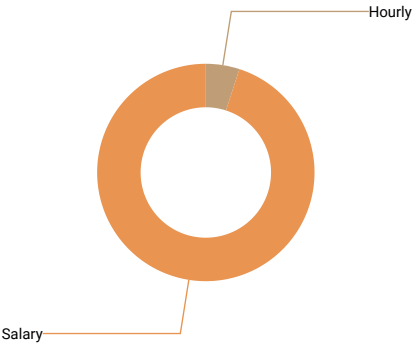
Answered 43 times
Skipped 1 times
Select one answer (radio button)



Results	%	N
Non-Exempt	12%	5
Exempt	88%	38

Is this position paid an hourly rate or annual salary?

Answered 44 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	5%	2
Salary	95%	42

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	19	\$60,000.00	\$116,000.00	\$145,000.00	\$162,250.00	\$210,695.00	\$138,804.26	\$145,000.00	\$52,483.91
Pay Range Minimum Salary	20	\$47,500.00	\$69,750.00	\$96,000.00	\$107,195.00	\$131,488.00	\$91,388.10	\$96,000.00	\$36,360.96
Actual Lowest Base Salary	27	\$62,000.00	\$91,423.00	\$125,000.00	\$140,000.00	\$180,000.00	\$118,587.51	\$125,000.00	\$38,267.68
Actual Average Base Salary	32	\$72,500.00	\$85,150.00	\$117,000.00	\$140,159.00	\$166,800.74	\$116,373.97	\$117,000.00	\$37,406.22
Actual Highest Base Salary	27	\$62,000.00	\$82,424.00	\$125,000.00	\$153,743.00	\$183,354.39	\$120,838.56	\$125,000.00	\$40,834.76
Average Incentive Bonus or Other Cash Bonus (Annual)	17	\$3,074.00	\$5,500.00	\$14,250.00	\$25,000.00	\$34,000.00	\$14,885.53	\$14,250.00	\$10,988.79

5.11.17 General or Operations Manager

Job description

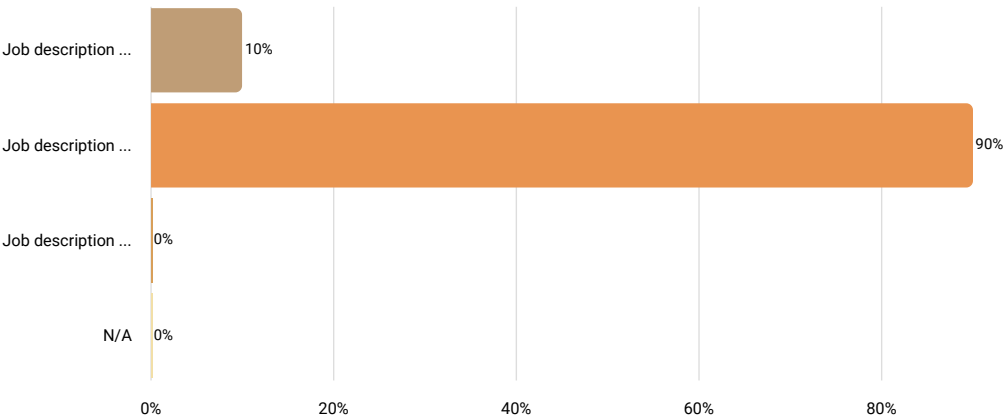
Plan, direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general 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 20 times

Skipped 0 times

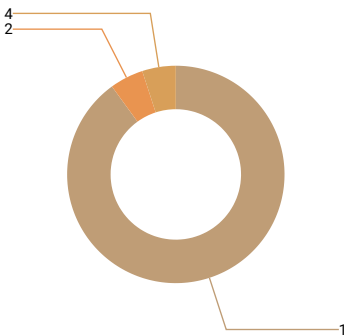
Select one answer (radio button)



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

Number of Employees Currently in This Position

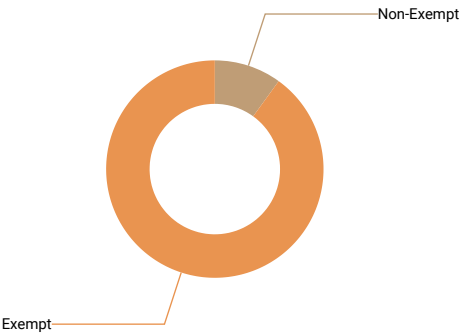
Answered 20 times
Skipped 0 times
Number input



Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1.5
Mean	1.2
Median	1
Standard deviation	0.7
Total/sum	24

FLSA Status

Answered 20 times
Skipped 0 times
Select one answer (radio button)



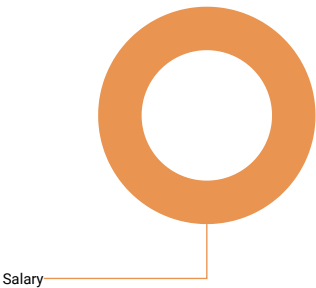
Results	%	N
Non-Exempt	10%	2
Exempt	90%	18

Is this position paid an hourly rate or annual salary?

Answered 20 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	20

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	\$90,000.00	\$150,000.00	\$157,500.00	\$195,000.00	\$211,993.00	\$157,898.60	\$157,500.00	\$42,865.92
Pay Range Minimum Salary	11	\$75,000.00	\$100,000.00	\$125,000.00	\$141,324.00	\$145,000.00	\$117,938.55	\$125,000.00	\$29,620.88
Actual Lowest Base Salary	13	\$90,000.00	\$100,000.00	\$150,000.00	\$166,727.00	\$202,000.00	\$142,171.23	\$150,000.00	\$43,001.34
Actual Average Base Salary	15	\$90,000.00	\$96,200.00	\$150,000.00	\$166,727.00	\$202,000.00	\$141,028.40	\$150,000.00	\$40,597.54
Actual Highest Base Salary	15	\$90,000.00	\$125,000.00	\$150,000.00	\$166,727.00	\$202,000.00	\$144,948.40	\$150,000.00	\$38,479.46
Average Incentive Bonus or Other Cash Bonus (Annual)	8	\$3,500.00	\$7,000.00	\$11,250.00	\$23,939.50	\$35,000.00	\$15,359.88	\$11,250.00	\$11,334.73

5.11.18 Production Manager

Job description

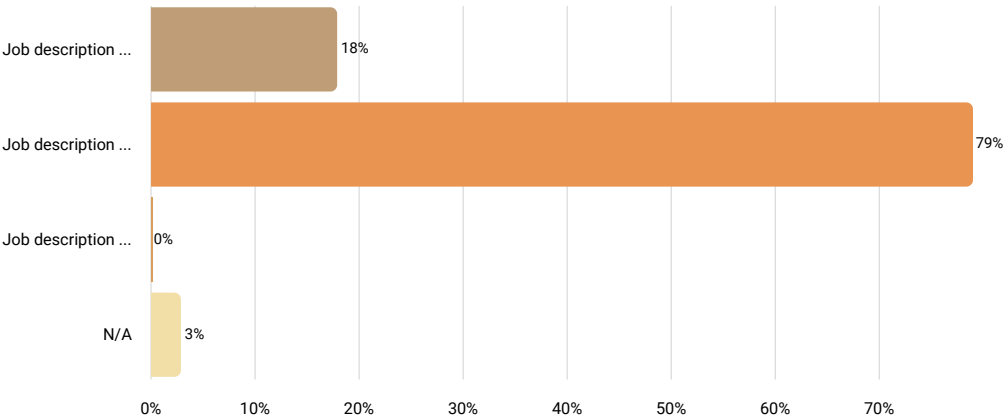
Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.

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

Answered 38 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	7
Job description matches the position at your company very well	79%	30
Job description is perceptibly stronger than the position at your company	0%	0
N/A	3%	1

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

Answered 8 times

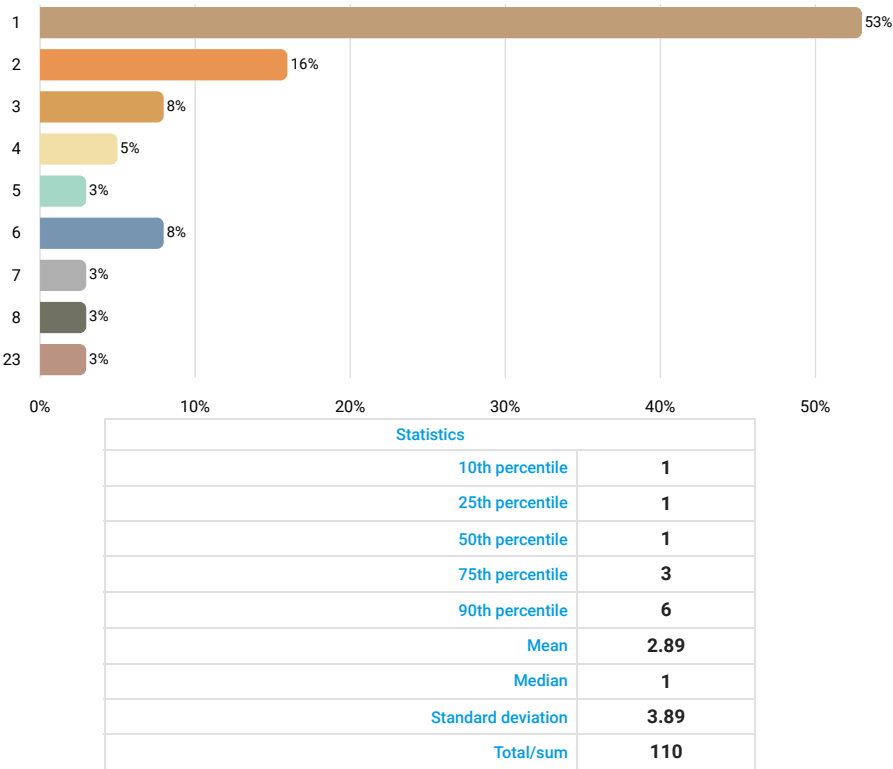
Skipped 30 times

Text input

Results	
production operations leader	1
foreman	1
advanced manufacturing department manager	1
director, operations	1
production scheduler, senior production manager	1
operations manager	1
manufacturing manager	1
production manager, sr production manager	1

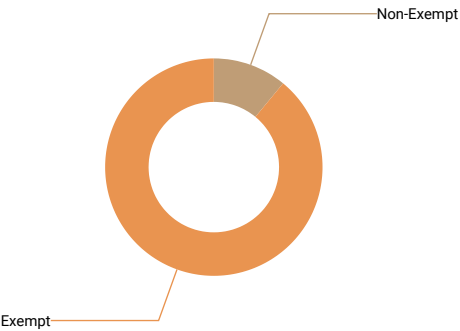
Number of Employees Currently in This Position

Answered 38 times
Skipped 0 times
Number input



FLSA Status

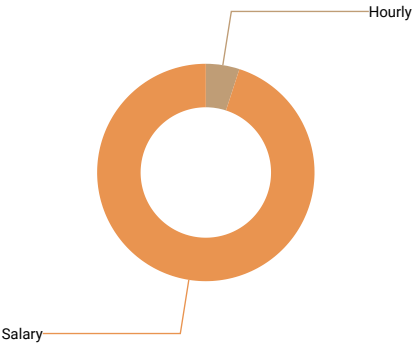
Answered 38 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Non-Exempt	11%	4
Exempt	89%	34

Is this position paid an hourly rate or annual salary?

Answered 38 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	5%	2
Salary	95%	36

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									
Pay Range Maximum Salary	16	\$90,000.00	\$125,000.00	\$150,680.00	\$177,482.00	\$220,147.20	\$146,973.14	\$150,680.00	\$53,139.94
Pay Range Minimum Salary	17	\$65,000.00	\$72,000.00	\$95,000.00	\$104,240.00	\$115,000.00	\$88,563.58	\$95,000.00	\$27,898.46
Actual Lowest Base Salary	24	\$70,000.00	\$75,000.00	\$109,200.50	\$128,500.00	\$151,177.00	\$106,156.38	\$109,200.50	\$29,472.85
Actual Average Base Salary	28	\$71,900.00	\$81,843.50	\$112,500.00	\$124,684.50	\$157,921.00	\$108,480.55	\$112,500.00	\$28,764.49
Actual Highest Base Salary	26	\$72,800.00	\$87,500.00	\$115,500.00	\$140,000.00	\$161,496.00	\$117,205.42	\$115,500.00	\$32,047.33
Average Incentive Bonus or Other Cash Bonus (Annual)	14	\$4,000.00	\$4,690.00	\$6,859.00	\$17,626.45	\$25,000.00	\$11,596.60	\$6,859.00	\$9,376.76

Executive

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

Job description

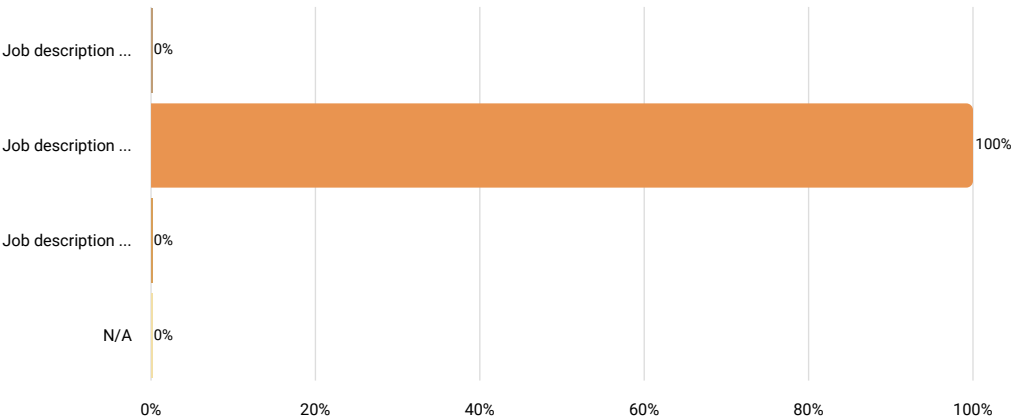
Leader of the entire sales/marketing/business development function of the organization. Responsible for managing all brands, distribution channels, and deployment of sales for the organization. They are responsible for developing the strategic sales plans based on company goals that will promote sales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

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

Answered 11 times

Skipped 0 times

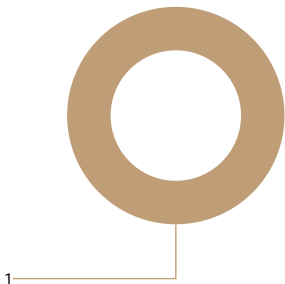
Select one answer (radio button)



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

Number of Employees Currently in This Position

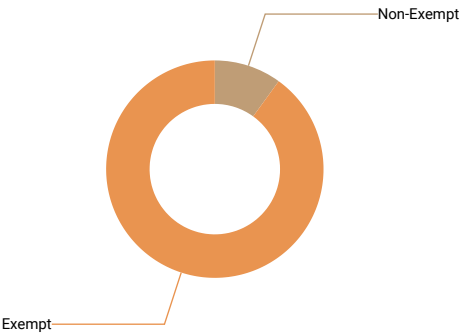
Answered 11 times
Skipped 0 times
Number input



Statistics		
	10th percentile	1
	25th percentile	1
	50th percentile	1
	75th percentile	1
	90th percentile	1
	Mean	1
	Median	1
	Standard deviation	0
	Total/sum	11

FLSA Status

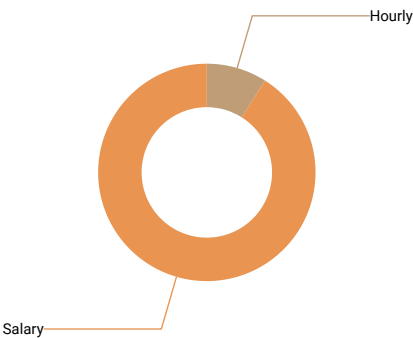
Answered 10 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 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	\$100,116.00	\$127,972.00	\$172,500.00	\$210,000.00	\$215,000.00	\$167,007.50	\$172,500.00	\$45,752.54
Actual Average Base Salary	9	\$100,116.00	\$130,000.00	\$150,000.00	\$205,000.00	\$230,000.00	\$166,784.44	\$150,000.00	\$45,561.29
Actual Highest Base Salary	8	\$100,116.00	\$127,972.00	\$172,500.00	\$210,000.00	\$252,000.00	\$171,632.50	\$172,500.00	\$52,647.59
Average Incentive Bonus or Other Cash Bonus (Annual)	5	\$10,000.00	\$40,000.00	\$65,000.00	\$98,000.00	\$150,000.00	\$72,600.00	\$65,000.00	\$54,025.92

5.12.3 Top Financial Exec (CFO)

Job description

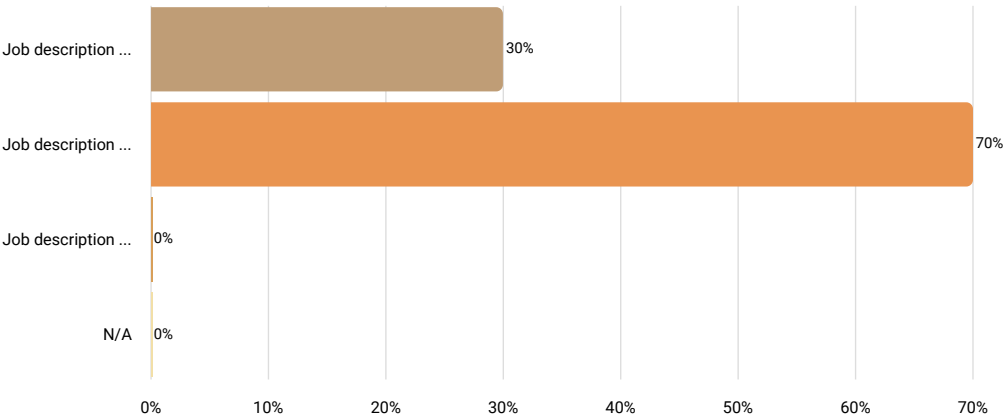
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product output in keeping with the organization's strategic objectives.

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

Answered 10 times

Skipped 1 times

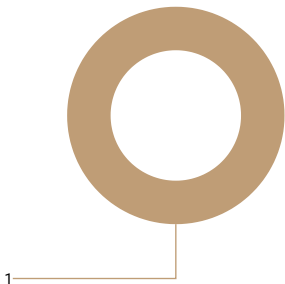
Select one answer (radio button)



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

Number of Employees Currently in This Position

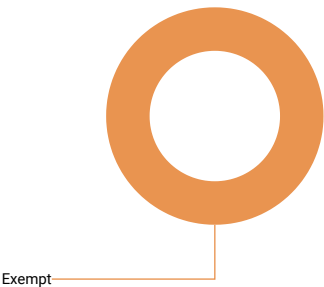
Answered 11 times
Skipped 0 times
Number input



Statistics		
	10th percentile	1
	25th percentile	1
	50th percentile	1
	75th percentile	1
	90th percentile	1
	Mean	1
	Median	1
	Standard deviation	0
	Total/sum	11

FLSA Status

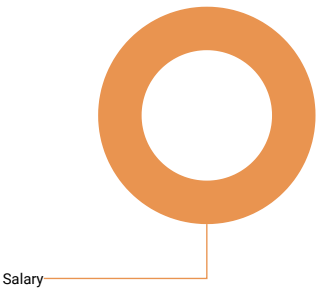
Answered 11 times
Skipped 0 times
Select one answer (radio button)



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									
Pay Range Minimum Salary									
Actual Lowest Base Salary	6	\$135,000.00	\$149,870.00	\$168,366.00	\$210,000.00	\$255,000.00	\$181,100.33	\$168,366.00	\$45,597.97
Actual Average Base Salary	7	\$135,000.00	\$150,000.00	\$192,669.00	\$219,000.00	\$255,000.00	\$191,200.14	\$192,669.00	\$40,411.88
Actual Highest Base Salary	6	\$135,000.00	\$150,000.00	\$189,700.50	\$253,000.00	\$255,000.00	\$195,400.17	\$189,700.50	\$50,322.62
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.12.4 Top Manufacturing/Production Executive

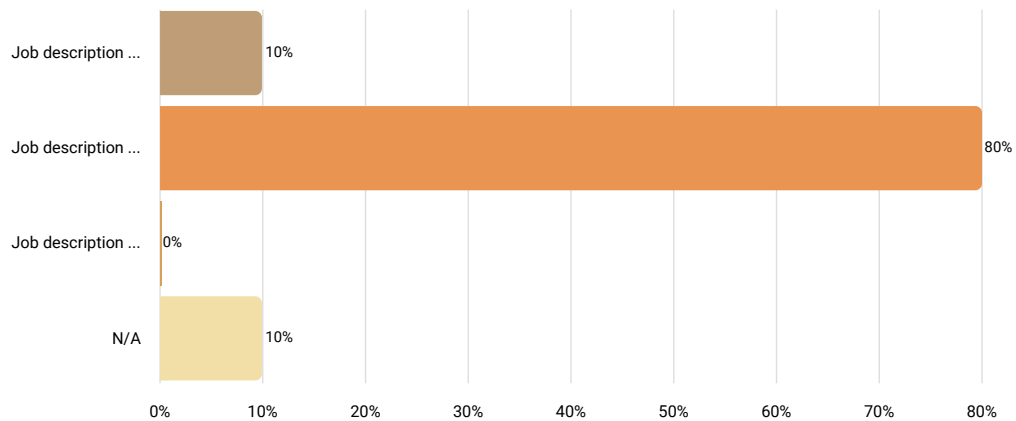
Job description Leader of the entire production/manufacturing function of the organization. Manages all plant and production managers and staff.

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

Answered 10 times

Skipped 0 times

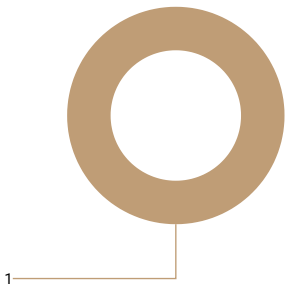
Select one answer (radio button)



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

Number of Employees Currently in This Position

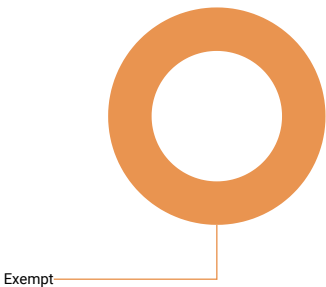
Answered 10 times
Skipped 0 times
Number input



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

FLSA Status

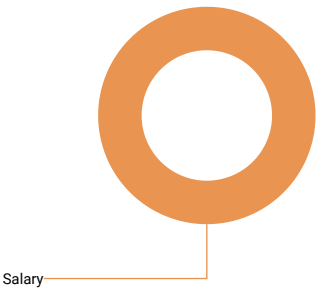
Answered 10 times
Skipped 0 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 10 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Maximum Salary									
Pay Range Minimum Salary									
Actual Lowest Base Salary	7	\$110,000.00	\$118,435.00	\$147,000.00	\$230,000.00	\$265,000.00	\$169,633.57	\$147,000.00	\$60,444.20
Actual Average Base Salary	8	\$110,000.00	\$121,717.50	\$178,500.00	\$219,500.00	\$265,000.00	\$176,804.38	\$178,500.00	\$56,780.97
Actual Highest Base Salary	7	\$110,000.00	\$118,435.00	\$185,000.00	\$230,000.00	\$265,000.00	\$175,062.14	\$185,000.00	\$59,775.37
Average Incentive Bonus or Other Cash Bonus (Annual)									

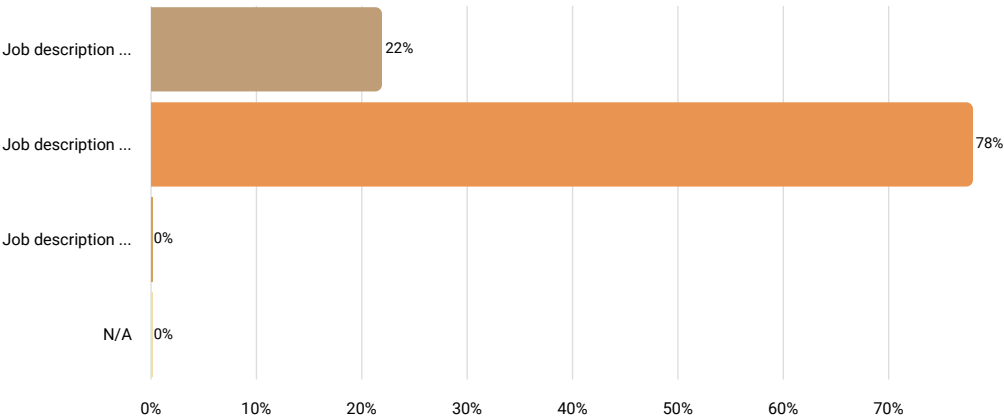
5.12.6 Chief Operating Officer (COO)

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?

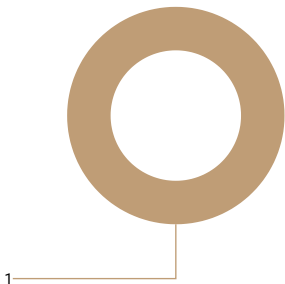
Answered 9 times
Skipped 0 times
Select one answer (radio button)



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

Number of Employees Currently in This Position

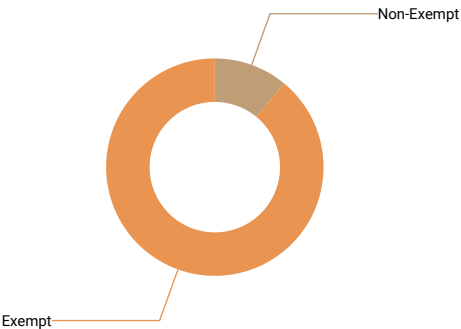
Answered 9 times
Skipped 0 times
Number input



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

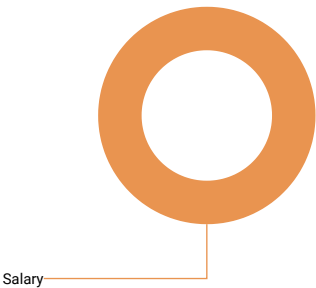
Answered 9 times
Skipped 0 times
Select one answer (radio button)



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	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	\$41,600.00	\$100,000.00	\$223,652.00	\$280,000.00	\$357,780.28	\$209,004.61	\$223,652.00	\$107,220.19
Actual Average Base Salary	7	\$72,800.00	\$100,000.00	\$223,652.00	\$280,000.00	\$357,780.28	\$202,747.47	\$223,652.00	\$103,847.67
Actual Highest Base Salary	8	\$100,000.00	\$149,500.00	\$234,326.00	\$265,000.00	\$357,780.28	\$219,429.04	\$234,326.00	\$86,685.09
Average Incentive Bonus or Other Cash Bonus (Annual)									

5.12.7 CEO/President

Job description

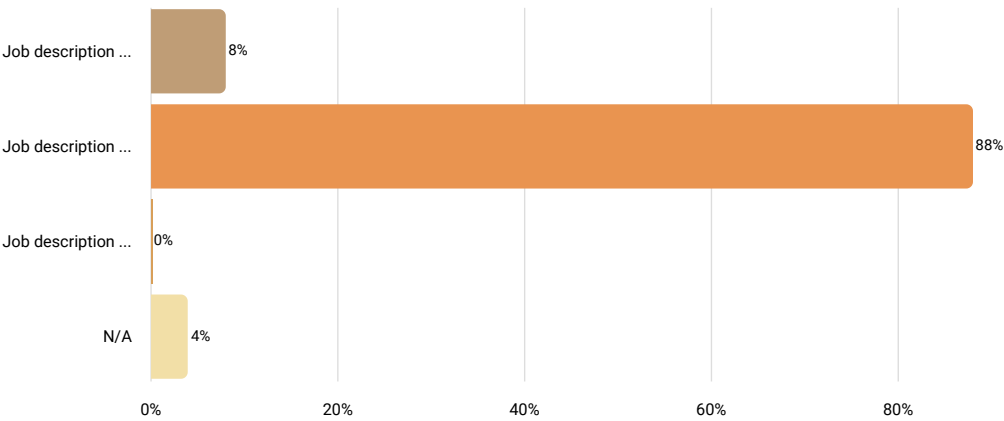
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company and board of directors.

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

Answered 26 times

Skipped 2 times

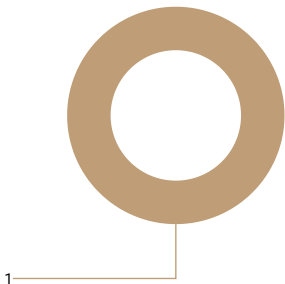
Select one answer (radio button)



Results	%	N
Job description is perceptibly weaker than the position at your company	8%	2
Job description matches the position at your company very well	88%	23
Job description is perceptibly stronger than the position at your company	0%	0
N/A	4%	1

Number of Employees Currently in This Position

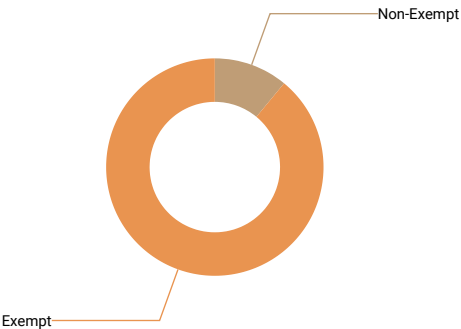
Answered 28 times
Skipped 0 times
Number input



Statistics		
10th percentile		1
25th percentile		1
50th percentile		1
75th percentile		1
90th percentile		1
Mean		1
Median		1
Standard deviation		0
Total/sum		28

FLSA Status

Answered 28 times
Skipped 0 times
Select one answer (radio button)



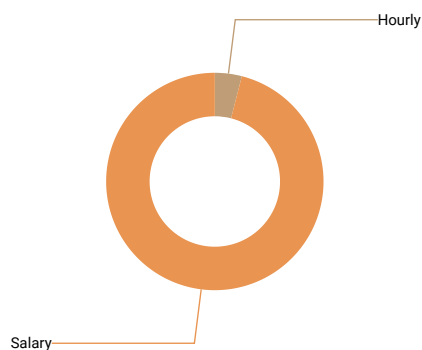
Results	%	N
Non-Exempt	11%	3
Exempt	89%	25

Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	4%	1
Salary	96%	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	6	\$104,000.00	\$166,165.00	\$229,395.00	\$324,000.00	\$450,000.00	\$250,492.50	\$229,395.00	\$123,705.86
Pay Range Minimum Salary	7	\$41,600.00	\$95,000.00	\$166,165.00	\$266,000.00	\$350,000.00	\$178,850.71	\$166,165.00	\$102,716.52
Actual Lowest Base Salary	18	\$100,000.00	\$150,000.00	\$185,184.08	\$271,460.00	\$375,884.00	\$210,064.46	\$185,184.08	\$97,763.60
Actual Average Base Salary	20	\$103,341.60	\$150,000.00	\$185,184.08	\$285,230.00	\$387,942.00	\$220,718.02	\$185,184.08	\$106,641.83
Actual Highest Base Salary	18	\$104,000.00	\$150,000.00	\$185,184.08	\$299,000.00	\$387,000.00	\$220,808.91	\$185,184.08	\$100,723.50
Average Incentive Bonus or Other Cash Bonus (Annual)	9	\$4,000.00	\$50,000.00	\$60,000.00	\$125,000.00	\$475,000.00	\$116,000.00	\$60,000.00	\$147,144.49

Co-Op and Intern

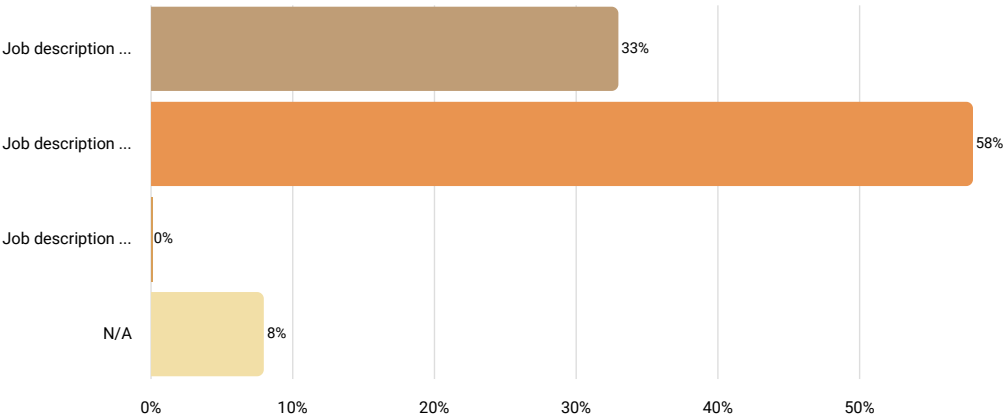
5.13.1 Intern

Job description

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

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

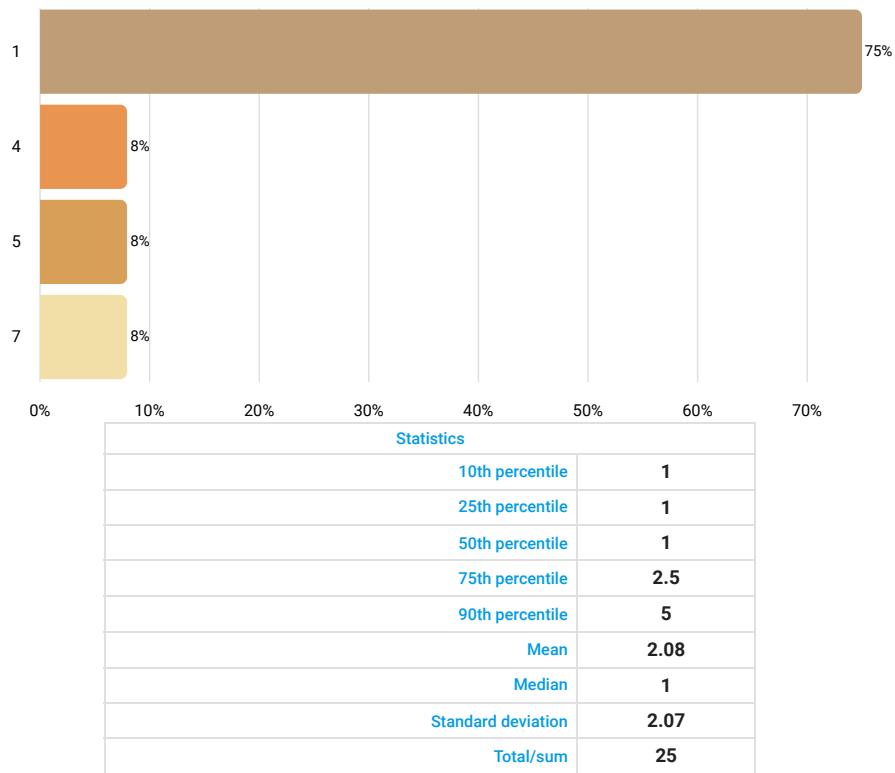
Answered 12 times
Skipped 0 times
Select one answer (radio button)



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

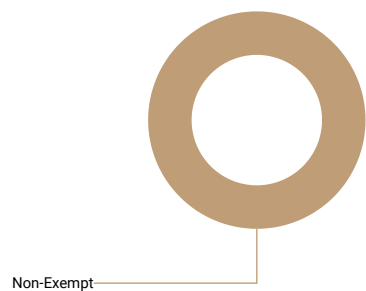
Number of Employees Currently in This Position

Answered 12 times
Skipped 0 times
Number input



FLSA Status

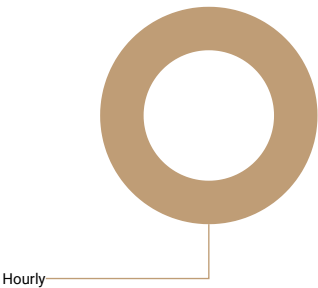
Answered 11 times
Skipped 1 times
Select one answer (radio button)



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

Is this position paid an hourly rate or annual salary?

Answered 12 times
Skipped 0 times
Select one answer (radio button)



Results	%	N
Hourly	100%	12
Salary	0%	0

Compensation data

N = Number of Employers	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard deviation
Pay Range Minimum Rate	6	\$15.00	\$17.50	\$18.45	\$20.00	\$20.00	\$18.23	\$18.45	\$1.88
Pay Range Maximum Rate	6	\$18.89	\$19.80	\$21.50	\$24.50	\$29.00	\$22.53	\$21.50	\$3.82
Actual Lowest Base Rate	7	\$15.00	\$17.00	\$17.78	\$23.00	\$25.30	\$19.21	\$17.78	\$3.63
Actual Average Base Rate	10	\$16.39	\$18.38	\$19.20	\$25.00	\$25.65	\$20.74	\$19.20	\$3.79
Actual Highest Base Rate	8	\$15.00	\$18.34	\$21.00	\$24.25	\$25.30	\$20.93	\$21.00	\$3.77
If there is a step progression in place, enter the number of steps. If not, leave blank.									
Average Incentive Bonus or Other Bonus (Annual)									

Acknowledgements

Thank you for your support of regional wage and benefit surveys. Wage surveys are critical resources for businesses to understand wage and benefit benchmarks in their local communities.

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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