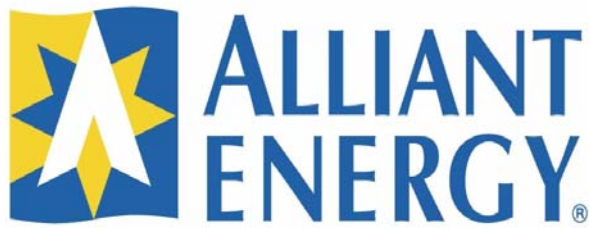


**Spring 2009 Salary & Benefits Survey - Co-sponsored by  
Blackhawk HRA, Astron Solutions, Rock County  
Development Alliance, Alliant Energy, Forward Janesville  
& The Greater Beloit Chamber of Commerce**

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**Spring 2009**



Community Partner



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## Introduction

Astron Solutions is pleased to present the results of the Spring 2009 Blackhawk HRA Salary & Benefits Survey. This is the third time that Astron has conducted this local survey. The survey results represent salary and benefits data reported by forty-eight (48) organizations encompassing six thousand sixty-two (6,062) incumbents in fifty-six (56) positions. All compensation data are effective as of February 1, 2009.

We would like to express our thanks to all of the organizations that participated in the survey. In addition, we would like to express our thanks to Blackhawk HRA, Forward Janesville, Rock County Development Alliance, Alliant Energy, and The Greater Beloit Chamber of Commerce for sponsoring the study. If you have any questions or suggestions for enhancements to the survey, please contact Jennifer Loftus at (800) 520-3889 x105, or Nicholas Karras at (800) 520-3889 x109.

## Survey Methodology

Astron consultants and Blackhawk HRA leadership jointly designed the survey questionnaire package, focusing on the collection of base salary, salary range, incentive, and benefits information. The questionnaire was distributed to all invited participants. Survey jobs were matched by participants on the basis of job responsibilities, organizational level, and scope information provided in survey job descriptions.

Completed survey questionnaires then were reviewed by Astron analysts for completeness and quality. Astron followed up as needed with participants to verify and clarify ambiguous responses and data anomalies. Astron then conducted statistical analyses regarding participants' pay, formal range structure practices, and benefits programs, all of which are the foundation of this report.

# Survey Participants

A.M. Mailing Services	Edgerton, WI	53534
Air Products	Milton, WI	53563
ANGI Energy Systems	Milton, WI	53563
Associated Collectors, Inc.	Janesville, WI	53547
Beloit Box Board Company, Inc.	Beloit, WI	53511
Beloit College	Beloit, WI	53511
Blackhawk Bank	Beloit, WI	53511
Blackhawk Technical College	Janesville, WI	53547
Bliss Communications, Inc.	Janesville, WI	53547
The Broaster Company	Beloit, WI	53511
Bourns Automotive Division	Janesville, WI	53546
City of Beloit	Beloit, WI	53511
Community Action, Inc. of Rock & Walworth Counties	Janesville, WI	53548
Cotta Transmission Co., LLC	Beloit, WI	53511
Ecolab, Inc.	South Beloit, IL	61080
Electrol Specialties Company	South Beloit, IL	61080
Fairbanks Morse Engine	Beloit, WI	53511
Freedom Plastics, Inc.	Janesville, WI	53547
Genencor, A Danisco Division	Beloit, WI	53511
GOEX Corporation	Janesville, WI	53545
Hormel Foods Co.	Beloit, WI	53511
Hufcor, Inc.	Janesville, WI	53545
Huntington Place, LLC	Janesville, WI	53546
Kandu Industries, Inc.	Janesville, WI	53546
Kettle Foods, Inc.	Beloit, WI	53511
Kikkoman Foods, Inc.	Walworth, WI	53184
MacFarlane Pheasants, Inc.	Janesville, WI	53546
Manpower	Janesville, WI	53545
Mercy Health System	Janesville, WI	53548
Miniature Precision Components, Inc.	Walworth, WI	53184
Monroe Truck Equipment, Inc.	Monroe, WI	53566
North American Tool Corporation	South Beloit, IL	61080
Onvoy, Division of Badger Plug Co.	Walworth, WI	53184
Panoramic, Inc.	Janesville, WI	53545
Patch Products	Beloit, WI	53511
Precision Drawn Metals, Inc.	Janesville, WI	53545
Prent Corporation	Janesville, WI	53545
R & M Mfg, Inc.	Milton, WI	53563
Rock Valley Community Programs, Inc.	Janesville, WI	53546
S&H Spherion	Beloit, WI	53511
Sanford Business to Business	Janesville, WI	53545
SC Nickols, LLC	Janesville, WI	53548
Southwest Wisconsin Workforce Development Board	Janesville, WI	53546
SSI Technologies, Inc.	Janesville, WI	53548
Toubl Game Bird Farms/Div Toubl Enterprises, Inc.	Beloit, WI	53511
V.N.E. Corporation	Janesville, WI	53545
Warner Electric, LLC	South Beloit, IL	61080

One survey participant requested to not be listed.

## Participant Demographics

### Breakdown of Ownership Status (48 Participants)

For-profit, Publicly Held	16.7%
For-profit, Privately Held	66.7%
Not-for-profit	12.5%
Public Sector	4.2%

### Breakdown of Industry Status (48 Participants)

Education	4.2%
Financial Services	4.2%
Government	4.2%
Healthcare	4.2%
Hospitality	0.0%
Insurance	0.0%
Manufacturing	64.6%
Other Service (For-profit)	12.5%
Other Service (Not-for-profit)	6.3%
Retail	0.0%

### 2008 Annual Revenues (22 Participants)

Average	\$28,553,034
P25 – 25th Percentile	\$4,235,507
P50 – 50th Percentile (Median)	\$11,312,000
P75 – 75th Percentile	\$34,850,000

### 2008 Operating Budget (10 Participants)

Average	\$63,330,979
P25 – 25th Percentile	\$10,000,000
P50 – 50th Percentile (Median)	\$28,584,118
P75 – 75th Percentile	\$42,171,283

### 2008 Asset Size (1 Participant)

Average	*****
P25 – 25th Percentile	*****
P50 – 50th Percentile (Median)	*****
P75 – 75th Percentile	*****

### Department Payroll Reports to... (46 Participants)

...Accounting	63.0%
...Human Resources	26.1%
...Stand Alone Department	8.7%
...Other	2.2%



# Employee Demographics

## Number of Full-time Employees (46 Participants)

Average	192
P25 – 25th Percentile	51
P50 – 50th Percentile (Median)	96
P75 – 75th Percentile	218

## Number of Part-time Employees (47 Participants)

Average	72
P25 – 25th Percentile	1
P50 – 50th Percentile (Median)	2
P75 – 75th Percentile	24

## Average Full-time Employee Workweek Length (Hours) (47 Participants)

Average	39.8
P25 – 25th Percentile	40.0
P50 – 50th Percentile (Median)	40.0
P75 – 75th Percentile	40.0

## Ratio of HR Staff to Total Employees (46 Participants)

Average	1:107
P25 – 25th Percentile	1:166
P50 – 50th Percentile (Median)	1:109
P75 – 75th Percentile	1:48

## 2007 Annual Turnover Rate (38 Participants)

Average	41.0%
P25 – 25th Percentile	7.2%
P50 – 50th Percentile (Median)	16.8%
P75 – 75th Percentile	30.0%

## 2008 Annual Turnover Rate (40 Participants)

Average	19.1%
P25 – 25th Percentile	8.0%
P50 – 50th Percentile (Median)	14.2%
P75 – 75th Percentile	28.1%

# Compensation Budgets

## 2008 General Salary Budget Increase (38 Participants)

Average	3.0%
P25 – 25th Percentile	3.0%
P50 – 50th Percentile (Median)	3.0%
P75 – 75th Percentile	3.5%

## 2008 Pay Range Adjustment Budget (28 Participants)

Average	2.7%
P25 – 25th Percentile	2.3%
P50 – 50th Percentile (Median)	3.0%
P75 – 75th Percentile	3.0%

## Survey Definitions

Hourly compensation figures have been rounded to the nearest cent. Annual compensation figures have been rounded to the nearest dollar. Percentage figures have been rounded to the nearest tenth of a percentage. The following statistical measures are included in the data analysis:

<b>General Salary Budget Increase</b>	The amount of increase in payroll due to merit increases, cost-of-living increases, and promotional increases.
<b>Pay Range Adjustment Budget</b>	The amount of increase to formal base pay ranges.
<b>Annual Turnover Rate</b>	$[(\text{Total Terminations} / \text{Average Total Number of Full-time and Part-time Employees}) \times 100]$ .
<b>Ratio of HR Staff to Total Employees</b>	Total Number of HR Staff to the Total Number of Full-time and Part-time Employees.
<b>Degree of Match</b>	The percent of organizations reporting that their job's responsibilities are equal to, greater than, or less than the survey job's responsibilities.
<b>Number of Responses</b>	The number of organizations reporting a match for the survey position.
<b>Number of Employees</b>	The number of individual employees matched to the survey position reported by all organizations.
<b>Average (Mean)</b>	The sum of all the rates reported divided by the number of organizations reporting data.
<b>P25 (25<sup>th</sup> Percentile)</b>	The rate within the sample that is higher than 25% of all the rates reported.
<b>P50 (50<sup>th</sup> Percentile)</b>	The rate within the sample that is the middle value of all the rates reported (also known as the median).
<b>P75 (75<sup>th</sup> Percentile)</b>	The rate within the sample that is higher than 75% of all the rates reported.
<b>Range Minimum</b>	The minimum rate of the formal pay scale or range. This is the lowest rate an organization will pay an employee in the position.
<b>Range Maximum</b>	The maximum rate of the formal pay scale or range. This is the highest rate an organization will pay an employee in the position.

## Survey Definitions (Page 2)

<b>Hourly / Annual Rate of Pay</b>	The actual average base pay rate as of February 1, 2009.
<b>Actual Lowest Paid</b>	The actual lowest rate of pay for employees currently in the position.
<b>Actual Highest Paid</b>	The actual highest rate of pay for employees currently in the position.
<b>Incentive Paid in 2008</b>	The average incentive paid in 2008 to all employees currently in the position.
<b>FLSA Status</b>	The percentage of organizations in the survey with position incumbents exempt or non-exempt from overtime payments as defined by the Fair Labor Standards Act (FLSA).
<b>Union Status</b>	The percentage of respondents in the survey with position incumbents that belong to a formal bargaining unit recognized under the National Labor Relations Act (NLRA).
<b>Shift Differential Paid</b>	The percentage of respondents in the survey with position incumbents that are eligible for a shift differential when working evenings, nights, weekends, or holidays.
<b><math>\sigma</math></b>	The standard deviation of the data in the sample. This indicates the amount of variability or "spread" within the sample in question.

## Data Reporting Methodology

Compensation, pay range information, and general position information is presented for each individual job for all incumbents in four separate tables. The first table provides an overall statistical analysis for all organizations reporting matches for the job. The second table shows FLSA status. The third table presents union data. Finally, the fourth table indicates shift differentials paid.

## Department of Justice Safe Harbor Guidelines

To ensure the confidentiality of all data and compliance with Department of Justice guidelines, a minimum number of responses is required in order for statistics of data to be provided. Five organizations must report data for a variable in order for percentile and average compensation data to be provided. \*\*\*\*\* is displayed when there are insufficient response data for a position. It is possible that no data are presented in a given category even though the number of employees is greater than five. This occurs when the incumbents reported represent fewer than five participating organizations. It may also be possible for data to be displayed when it appears as if there are not enough employees (5) in the job. This occurs when at least five organizations report data but one or more organizations do not report any employees currently in the position.

Department of Justice Safe Harbor Guidelines also require that all data presented be a minimum of three months old.

## Using Survey Data in Your Analyses

When comparing survey results to your current compensation levels, be sure to take note of the following:

- Base matches on job content rather than job title.
- Consider reporting relationships and years of experience when matching jobs to survey positions.
- Select positions and appropriate statistics wisely. In general, the average (mean) pay is a slightly higher figure than 50th percentile (median). Fiftieth (50th) percentile pay is the “middle” rate and is selected for use by many compensation professionals since it is less easily influenced by extremes. However, some organizations have a “market leader” compensation philosophy and instead use the 75th percentile.
- Age the data accordingly by increasing the survey data by a factor to bring it to the present. Alternatively, consider comparisons based on your own salaries being effective at the “as-of” date of the survey – February 1, 2009.
- Remember that where the number of participants in a given cut of data is low, use the statistics with caution. Smaller data sets are more easily influenced by extremes.

## Aging Survey Data

Salaries in the market, as well as your own organization, are constantly moving due to merit and promotional increases, newly-hired employees, and termination of employees. In order to determine how your organization's rates of pay compare to the market, it is necessary to look at both sets of data at a specific point in time. This "snapshot" approach is accomplished by aging the survey data to the point in time of the market review.

Survey data can be aged to the current date to compare it to your organization's current rates of pay. In addition, survey data can be aged to a point of time in the future to estimate pay levels for the coming year.

The first step in aging data is to choose the point in time to be used. Once this is decided, the next step is to determine the percent to utilize in approximating competitive wage movement during the period of time in question.

To perform the aging calculation, first take the annual wage movement figure and divide it by 12 to determine the monthly wage movement amount. Next, determine the number of months between the effective date of the survey data and the point in time to which you wish to age the survey data. Multiply these two numbers together to determine the appropriate aging factor. Multiply this aging factor by the survey data to produce aged data.

## Sample Aging Problem

### **Step 1: Determine the point in time to be used.**

The data in this survey have an effective date of February 1, 2009. I need to know what the projected rate would be on September 1, 2009.

### **Step 2: Determine the wage movement percent.**

My research shows that wages are moving, on average, 3% per year.

### **Step 3: Determine the aging factor.**

Between February 1 and September 1 is 7 months.

$3\% \text{ movement} * (7 \text{ months} / 12 \text{ months in a year}) = 1.75\%$

### **Step 4: Apply the aging factor.**

If the survey indicates that the 50th percentile for a given job on February 1, 2009 is \$20.00, the projected rate on September 1, 2009 is \$20.35. Use \$20.35 to compare to your organization's rate of pay on September 1, 2009.

**Job Family:**

**Accounting / Finance**

# 1 -- Accounting Clerk

Records and processes daily financial activities to ensure appropriate entries are made and internal controls are adhered to.

Degree of Match	
More	21.7%
Equal	69.6%
Less	4.3%
Blank	4.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	14	14	23	23	23	4
	Number of Employees	35	35	51	51	51	7
	Average	\$12.71	\$18.84	\$15.98	\$15.30	\$16.75	*****
	P25	\$11.01	\$16.38	\$13.20	\$12.75	\$13.32	*****
	P50	\$12.69	\$18.78	\$14.72	\$13.50	\$15.55	*****
	P75	\$14.46	\$21.46	\$17.83	\$17.28	\$19.10	*****
FLSA Status	Exempt						8.7%
	Non-exempt						91.3%
Union Status	Union						8.7%
	Non-union						91.3%
Shift Differential Paid	Shift Differential Paid						4.5%
	No Differential						95.5%

## 2 -- Accounts Payable Manager

Manages the activities and personnel of the accounts payable section of the company.

Degree of Match	
More	16.7%
Equal	50.0%
Less	33.3%
Blank	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	3	3	6	6	6	0
	Number of Employees	3	3	6	6	6	0
	Average	*****	*****	\$40,790	\$40,790	\$40,790	*****
	P25	*****	*****	\$32,131	\$32,131	\$32,131	*****
	P50	*****	*****	\$36,249	\$36,249	\$36,249	*****
	P75	*****	*****	\$49,064	\$49,064	\$49,064	*****
FLSA Status	Exempt						50.0%
	Non-exempt						50.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

### 3 -- Accounts Receivable Manager

Manages the activities and the personnel of accounts receivable section of the company.

Degree of Match	
More	14.3%
Equal	71.4%
Less	14.3%
Blank	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	5	5	7	7	7	1
	Number of Employees	5	5	7	7	7	1
	Average	\$33,615	\$46,456	\$42,714	\$42,714	\$42,714	*****
	P25	\$23,795	\$34,590	\$33,428	\$33,428	\$33,428	*****
	P50	\$29,640	\$42,328	\$36,795	\$36,795	\$36,795	*****
	P75	\$45,000	\$55,000	\$55,293	\$55,293	\$55,293	*****
FLSA Status	Exempt						57.1%
	Non-exempt						42.9%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 4 -- Bookkeeper

Maintains a complete and systematic set of records of business transactions. Balances general or subsidiary ledgers and prepares reports to show receipts, expenditures, accounts receivable and payable, and various other items pertinent to the operation of a business.

Degree of Match	
More	28.6%
Equal	35.7%
Less	0.0%
Blank	35.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	11	11	13	13	13	3
	Number of Employees	15	15	19	19	19	5
	Average	\$13.69	\$19.32	\$17.62	\$17.00	\$18.36	*****
	P25	\$12.18	\$15.91	\$15.00	\$14.75	\$15.50	*****
	P50	\$13.03	\$20.19	\$16.28	\$16.28	\$18.58	*****
	P75	\$15.25	\$21.63	\$18.98	\$18.85	\$19.25	*****
FLSA Status	Exempt						25.0%
	Non-exempt						75.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 5 -- General Accounting Manager

Manages general accounting functions and the preparation of reports and statistics reflecting earnings, profits, cash balances, and other financial results.

Degree of Match	
More	28.6%
Equal	32.1%
Less	25.0%
Blank	14.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	17	17	27	27	27	6
	Number of Employees	20	20	32	32	32	6
	Average	\$53,151	\$75,650	\$64,882	\$64,432	\$65,368	\$7,361
	P25	\$43,710	\$60,000	\$53,581	\$53,581	\$53,581	\$3,174
	P50	\$58,531	\$75,754	\$60,320	\$60,320	\$60,320	\$5,276
	P75	\$60,000	\$90,106	\$78,456	\$78,456	\$79,360	\$6,226
FLSA Status	Exempt						92.6%
	Non-exempt						7.4%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						3.8%
	No Differential						96.2%

## 6 -- Payroll Clerk

Calculates employee hours worked and earnings. Calculates tax deductions using standard tables. Makes authorized deductions. Prepares and maintains related reports and records.

Degree of Match	
More	0.0%
Equal	76.5%
Less	5.9%
Blank	17.6%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	12	12	16	16	16	2
	Number of Employees	12	12	16	16	16	2
	Average	\$13.57	\$19.96	\$15.67	\$15.67	\$15.67	*****
	P25	\$11.51	\$17.85	\$13.94	\$13.94	\$13.94	*****
	P50	\$12.75	\$18.82	\$14.96	\$14.96	\$14.96	*****
	P75	\$15.82	\$22.60	\$17.11	\$17.11	\$17.11	*****
FLSA Status	Exempt						17.6%
	Non-exempt						82.4%
Union Status	Union						6.3%
	Non-union						93.8%
Shift Differential Paid	Shift Differential Paid						6.3%
	No Differential						93.8%

# 7 -- Payroll Manager

Manages the preparation and distribution of the organization's hourly and salaried payrolls for single or multiple locations.

Degree of Match	
More	66.7%
Equal	33.3%
Less	0.0%
Blank	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	3	3	3	3	3	0
	Number of Employees	3	3	3	3	3	0
	Average	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****
FLSA Status	Exempt						66.7%
	Non-exempt						33.3%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# **Job Family:**

# **Administrative**

## 8 -- Administrative Assistant / Secretary

Performs secretarial support duties to middle management including handling confidential correspondence and full clerical, administrative, and general office duties. Exercises discretion and initiative.

Degree of Match	
More	20.6%
Equal	55.9%
Less	2.9%
Blank	20.6%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	24	24	32	32	32	5
	Number of Employees	150	150	155	155	155	8
	Average	\$12.47	\$20.32	\$15.97	\$14.53	\$17.78	\$1,017
	P25	\$10.47	\$16.81	\$13.95	\$11.43	\$14.62	\$681
	P50	\$12.03	\$19.30	\$15.64	\$14.43	\$18.24	\$850
	P75	\$14.41	\$21.38	\$18.17	\$17.00	\$19.82	\$1,172
FLSA Status	Exempt						12.9%
	Non-exempt						87.1%
Union Status	Union						3.2%
	Non-union						96.8%
Shift Differential Paid	Shift Differential Paid						6.7%
	No Differential						93.3%

# 9 -- Office Manager

Supervises office activities to achieve optimum utilization of equipment and employee productivity.

Degree of Match	
More	27.3%
Equal	27.3%
Less	36.4%
Blank	9.1%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	6	6	11	11	11	1
	Number of Employees	10	10	27	27	27	1
	Average	\$35,818	\$48,550	\$49,109	\$43,200	\$55,497	*****
	P25	\$26,520	\$42,167	\$41,423	\$37,648	\$42,848	*****
	P50	\$35,600	\$47,934	\$48,880	\$44,990	\$48,880	*****
	P75	\$45,240	\$50,284	\$52,718	\$49,462	\$61,126	*****
FLSA Status	Exempt						90.0%
	Non-exempt						10.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 10 -- Operations Manager (Non-manufacturing)

Manages the day-to-day operation of a segment of the organization's operations in non-manufacturing environments in compliance with established policies and procedures.

Degree of Match	
More	18.2%
Equal	63.6%
Less	9.1%
Blank	9.1%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	6	6	11	11	11	2
	Number of Employees	7	7	18	18	18	2
	Average	\$53,207	\$68,269	\$69,033	\$65,506	\$72,826	*****
	P25	\$38,444	\$54,644	\$46,321	\$42,172	\$55,625	*****
	P50	\$48,880	\$64,000	\$60,258	\$60,000	\$60,258	*****
P75	\$65,354	\$69,354	\$69,222	\$69,222	\$75,078	*****	
FLSA Status	Exempt						100.0%
	Non-exempt						0.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 11 -- Receptionist / Telephone Operator

Greets visitors at office entrance. Directs them to proper locations.  
 Places phone calls. Routes incoming calls to requested destination.  
 Maintains related records. May do light typing and data entry.

Degree of Match	
More	30.8%
Equal	46.2%
Less	3.8%
Blank	19.2%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	21	21	25	25	25	1
	Number of Employees	223	223	228	228	228	1
	Average	\$10.66	\$14.51	\$12.85	\$12.30	\$13.34	*****
	P25	\$10.00	\$12.50	\$11.70	\$11.14	\$11.70	*****
	P50	\$10.40	\$14.00	\$12.50	\$12.25	\$13.00	*****
	P75	\$11.05	\$15.02	\$13.58	\$13.58	\$14.81	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						4.2%
	Non-union						95.8%
Shift Differential Paid	Shift Differential Paid						8.3%
	No Differential						91.7%

**Job Family:**

**Engineering**

## 12 -- Designer

Performs new and revised product design using CAD equipment. Prepares completed layouts for final product design from simple sketches. Determines scale, performs complex mathematical calculations, and prepares layouts for detailing. Makes decisions regarding design of suitability using knowledge of specified product materials and production processes.

Degree of Match	
More	21.4%
Equal	50.0%
Less	7.1%
Blank	21.4%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	11	11	13	13	13	2
	Number of Employees	39	39	47	47	47	4
	Average	\$42,689	\$68,836	\$54,911	\$51,170	\$60,115	*****
	P25	\$39,240	\$56,160	\$45,760	\$40,851	\$53,934	*****
	P50	\$41,600	\$72,550	\$55,099	\$48,672	\$61,048	*****
P75	\$46,228	\$77,646	\$63,752	\$61,048	\$66,789	*****	
FLSA Status	Exempt						71.4%
	Non-exempt						28.6%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 13 -- Engineering Technician

Assists mechanical engineers in the design, development, testing, and manufacturing of machinery, consumer products, and other equipment, applying knowledge of mechanical engineering technology, under direction of engineering and scientific staff.

Degree of Match	
More	10.0%
Equal	60.0%
Less	10.0%
Blank	20.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	6	6	9	10	10	3
	Number of Employees	18	18	28	31	31	6
	Average	\$38,346	\$55,035	\$46,801	\$42,546	\$51,245	*****
	P25	\$31,938	\$43,628	\$37,232	\$35,828	\$39,406	*****
	P50	\$35,422	\$53,976	\$42,193	\$39,364	\$51,449	*****
P75	\$42,923	\$63,482	\$57,013	\$46,571	\$60,221	*****	
FLSA Status	Exempt						20.0%
	Non-exempt						80.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# **Job Family:**

# **Healthcare**

# 14 -- Certified Nursing Assistant

Performs various patient care activities and related nonprofessional services necessary in caring for the personal needs and comfort of patients.

Degree of Match	
More	0.0%
Equal	100.0%
Less	0.0%
Blank	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	3	2	3	3	3	1
	Number of Employees	192	134	192	192	192	58
	Average	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						50.0%
	No Differential						50.0%

# 15 -- Health Aides / Orderlies

Provides personal care and homemaking services under the supervision of a registered nurse.

Degree of Match	
More	0.0%
Equal	50.0%
Less	50.0%
Blank	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	1	1	2	2	2	0
	Number of Employees	67	67	74	74	74	0
	Average	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						50.0%
	No Differential						50.0%

# 16 -- Licensed Practical Nurse

Under direction of qualified professional nurse, participates in planning, implementing, and evaluating nursing care, according to prescribed objectives, standards, and policies. Completion of course in practical nursing, plus state licensure.

Degree of Match	
More	66.7%
Equal	33.3%
Less	0.0%
Blank	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	2	2	3	3	3	0
	Number of Employees	33	33	34	34	34	0
	Average	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						50.0%
	No Differential						50.0%

# 17 -- Medical Records Technician

In accordance with established procedures, abstracts clinical information from a variety of medical records and assigns appropriate ICD 9 CM and/or CPT codes to patient records.

Degree of Match	
More	100.0%
Equal	0.0%
Less	0.0%
Blank	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	1	1	1	1	1	0
	Number of Employees	62	62	62	62	62	0
	Average	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						100.0%
	No Differential						0.0%

# 18 -- Registered Nurse

Provides professional nursing care for the comfort and well-being of patients. Prepares equipment and assists physician during examinations and treatments. Administers prescribed medications, changes dressings, cleans wounds, and monitors patient vital signs. Observes and maintains records on patient care, condition, reaction, and progress.

Degree of Match	
More	25.0%
Equal	25.0%
Less	50.0%
Blank	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	2	2	4	4	4	0
	Number of Employees	512	512	514	514	514	0
	Average	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****
FLSA Status	Exempt						50.0%
	Non-exempt						50.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						25.0%
	No Differential						75.0%

# **Job Family:**

# **Human Resources**

# 19 -- Compensation and Benefits Manager

Performs assignments in the administration of the compensation and benefits programs of the organization.

Degree of Match	
More	20.0%
Equal	60.0%
Less	20.0%
Blank	0.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	5	5	5	5	5	0
	Number of Employees	5	5	5	5	5	0
	Average	\$45,782	\$65,161	\$55,609	\$55,609	\$55,609	*****
	P25	\$36,858	\$55,286	\$50,523	\$50,523	\$50,523	*****
	P50	\$49,504	\$65,000	\$62,213	\$62,213	\$62,213	*****
	P75	\$53,880	\$74,256	\$62,400	\$62,400	\$62,400	*****
FLSA Status	Exempt						60.0%
	Non-exempt						40.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

## 20 -- Human Resource Generalist

Performs a wide range of personnel duties, including interviewing and screening applicants, advising supervisors on application of policy, counseling employees, preparing job descriptions, processing suggestions, investigating grievances or complaints and preparing a variety of reports under the direction of a higher personnel official.

Degree of Match	
More	23.5%
Equal	41.2%
Less	17.6%
Blank	17.6%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	15	15	16	16	16	3
	Number of Employees	29	29	30	30	30	6
	Average	\$34,688	\$53,068	\$42,161	\$39,946	\$45,101	*****
	P25	\$29,560	\$48,596	\$37,695	\$34,590	\$39,707	*****
	P50	\$33,667	\$52,229	\$42,910	\$41,572	\$44,481	*****
P75	\$39,609	\$59,876	\$46,164	\$44,226	\$48,360	*****	
FLSA Status	Exempt						80.0%
	Non-exempt						20.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 21 -- Human Resource Manager

Manager-level position involving direct supervision of one or more employees and responsibility for a wide range of personnel activities. Reports to president, general manager, or other chief operating officer.

Degree of Match	
More	18.5%
Equal	48.1%
Less	14.8%
Blank	18.5%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	17	17	25	25	25	5
	Number of Employees	18	18	26	26	26	5
	Average	\$57,815	\$85,434	\$70,254	\$69,734	\$71,454	\$2,919
	P25	\$45,600	\$67,038	\$58,240	\$57,200	\$58,240	\$1,413
	P50	\$58,240	\$80,000	\$67,454	\$67,454	\$70,000	\$1,590
	P75	\$71,864	\$108,472	\$75,629	\$75,629	\$76,357	\$2,500
FLSA Status	Exempt						96.0%
	Non-exempt						4.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

## 22 -- Safety Director

Responsible for division-level safety program. Oversees inspections, conducts safety audits, recommends corrective measures, oversees safety training. Responsible for emergency preparedness, evacuation procedures, and development of work safety standards.

Degree of Match	
More	16.7%
Equal	25.0%
Less	41.7%
Blank	16.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	9	9	11	11	11	2
	Number of Employees	10	10	12	12	12	2
	Average	\$51,958	\$81,618	\$64,465	\$63,103	\$65,827	*****
	P25	\$40,000	\$67,184	\$53,837	\$46,347	\$56,971	*****
	P50	\$59,446	\$89,170	\$70,117	\$70,117	\$71,484	*****
P75	\$62,358	\$99,700	\$77,070	\$77,070	\$77,070	*****	
FLSA Status	Exempt						91.7%
	Non-exempt						8.3%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# **Job Family:**

# **Information Technology**

## 23 -- Computer Help Desk Technician

Initial phone or e-mail contact person for first-level corrective action involving computer workstation hardware and software problems. Responsible for tracing and documenting issues and their solutions, and troubleshooting and researching problems for internal or external customers.

Degree of Match	
More	0.0%
Equal	77.8%
Less	0.0%
Blank	22.2%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	6	6	9	9	9	0
	Number of Employees	12	12	16	16	16	0
	Average	\$14.88	\$23.46	\$19.58	\$18.21	\$20.50	*****
	P25	\$13.11	\$19.89	\$15.75	\$15.44	\$17.35	*****
	P50	\$15.31	\$22.79	\$17.86	\$16.50	\$18.87	*****
	P75	\$16.28	\$24.91	\$23.80	\$22.01	\$24.17	*****
FLSA Status	Exempt						33.3%
	Non-exempt						66.7%
Union Status	Union						11.1%
	Non-union						88.9%
Shift Differential Paid	Shift Differential Paid						11.1%
	No Differential						88.9%

## 24 -- Network Administrator

Sets up and maintains organization's computer network, including configuration of file servers and terminals, selection and installation of equipment and software, and troubleshooting. Reviews and resolves hardware/software problems; installs new hardware and software upgrades; provides user help desk support.

Degree of Match	
More	17.4%
Equal	47.8%
Less	13.0%
Blank	21.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	16	16	23	23	23	2
	Number of Employees	35	35	42	42	42	2
	Average	\$41,568	\$65,907	\$57,356	\$55,101	\$59,500	*****
	P25	\$36,050	\$54,642	\$50,388	\$47,705	\$50,596	*****
	P50	\$39,343	\$63,513	\$55,432	\$52,270	\$55,432	*****
	P75	\$45,448	\$73,885	\$64,751	\$60,784	\$66,092	*****
FLSA Status	Exempt						86.4%
	Non-exempt						13.6%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						9.5%
	No Differential						90.5%

## 25 -- PC Maintenance Technician

Identifies and repairs microcomputer hardware and peripheral components such as monitors, keyboards, printers, and disk drives. Troubleshoots and resolves end-user problems and ensures correct operation of personal computers.

Degree of Match	
More	16.7%
Equal	50.0%
Less	0.0%
Blank	33.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	3	3	5	5	5	1
	Number of Employees	10	10	9	9	9	1
	Average	*****	*****	\$43,027	\$40,463	\$44,991	*****
	P25	*****	*****	\$40,877	\$33,000	\$40,877	*****
	P50	*****	*****	\$41,000	\$40,877	\$42,848	*****
	P75	*****	*****	\$42,848	\$42,848	\$46,000	*****
FLSA Status	Exempt						66.7%
	Non-exempt						33.3%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

**Job Family:**

**Maintenance**

## 26 -- General Laborer

Performs a variety of general manual labor tasks, including, but not limited to, lifting and moving materials, loading and unloading vehicles, digging and refilling holes, and other activities in a helping or assisting mode. Repairs and maintains physical structures, under supervision, using hand and power tools. Paints structures, performs masonry work, repairs plumbing fixtures and woodwork.

Degree of Match	
More	20.8%
Equal	45.8%
Less	16.7%
Blank	16.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	20	20	23	23	23	3
	Number of Employees	386	386	195	195	195	6
	Average	\$12.07	\$15.67	\$13.55	\$12.55	\$14.37	*****
	P25	\$9.75	\$12.75	\$11.20	\$9.50	\$11.67	*****
	P50	\$11.78	\$16.55	\$12.75	\$11.36	\$13.12	*****
	P75	\$14.28	\$17.62	\$15.70	\$14.76	\$16.96	*****
FLSA Status	Exempt						8.7%
	Non-exempt						91.3%
Union Status	Union						17.4%
	Non-union						82.6%
Shift Differential Paid	Shift Differential Paid						18.2%
	No Differential						81.8%

## 27 -- General Maintenance Mechanic

Makes repairs to tools and equipment. Installs and maintains fixtures, motors, and other electrical / mechanical equipment.

Degree of Match	
More	23.3%
Equal	50.0%
Less	10.0%
Blank	16.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	26	26	27	26	26	5
	Number of Employees	169	169	126	116	116	25
	Average	\$16.45	\$22.38	\$19.98	\$18.88	\$21.67	\$3,017
	P25	\$14.50	\$19.01	\$18.22	\$17.33	\$19.05	\$1,172
	P50	\$15.68	\$22.18	\$19.92	\$18.68	\$21.28	\$1,450
	P75	\$18.29	\$24.32	\$21.92	\$20.56	\$23.86	\$3,661
FLSA Status	Exempt						3.7%
	Non-exempt						96.3%
Union Status	Union						32.1%
	Non-union						67.9%
Shift Differential Paid	Shift Differential Paid						42.3%
	No Differential						57.7%

# 28 -- Janitor

Sweeps, mops, and does general cleaning in office or plant.

Degree of Match	
More	15.0%
Equal	65.0%
Less	5.0%
Blank	15.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	16	15	18	18	18	2
	Number of Employees	68	67	64	64	64	10
	Average	\$9.91	\$13.99	\$11.50	\$10.88	\$12.66	*****
	P25	\$9.00	\$12.08	\$10.14	\$9.64	\$10.59	*****
	P50	\$9.49	\$13.87	\$10.98	\$10.29	\$11.79	*****
	P75	\$10.04	\$15.24	\$12.21	\$11.35	\$14.55	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						10.0%
	Non-union						90.0%
Shift Differential Paid	Shift Differential Paid						31.6%
	No Differential						68.4%

# 29 -- Maintenance Supervisor

Supervises maintenance of buildings, grounds, equipment, and machinery. Investigates and resolves maintenance problems. Directs construction, maintenance, and repair activities including carpentry, plumbing, electricity, power, and janitorial services.

Degree of Match	
More	20.0%
Equal	60.0%
Less	8.0%
Blank	12.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	19	19	23	23	23	4
	Number of Employees	28	28	28	28	28	4
	Average	\$45,062	\$67,824	\$60,359	\$59,621	\$61,203	*****
	P25	\$37,428	\$59,142	\$52,822	\$51,750	\$52,822	*****
	P50	\$43,077	\$67,184	\$57,512	\$55,394	\$62,150	*****
P75	\$49,783	\$73,850	\$65,725	\$65,725	\$65,725	*****	
FLSA Status	Exempt						66.7%
	Non-exempt						33.3%
Union Status	Union						4.3%
	Non-union						95.7%
Shift Differential Paid	Shift Differential Paid						4.3%
	No Differential						95.7%

# **Job Family:**

# **Manufacturing Engineering**

# 30 -- Engineer I

Designs and develops components for engineering projects under direct supervision. Provides some technical guidance to technicians.

Degree of Match	
More	37.5%
Equal	43.8%
Less	0.0%
Blank	18.8%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	12	12	15	15	15	3
	Number of Employees	47	47	50	50	50	5
	Average	\$47,294	\$67,892	\$57,705	\$54,850	\$60,123	*****
	P25	\$41,200	\$58,053	\$56,108	\$50,980	\$56,160	*****
	P50	\$49,525	\$69,285	\$57,762	\$56,160	\$58,240	*****
P75	\$50,972	\$76,940	\$62,348	\$60,523	\$66,165	*****	
FLSA Status	Exempt						86.7%
	Non-exempt						13.3%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 31 -- Senior Engineer

Designs and develops portions of major engineering projects under general supervision. Provides technical support to other departments. May supervise technicians and lower-level engineers. Bachelor's degree and equivalent plus 6-8 years of experience.

Degree of Match	
More	29.4%
Equal	41.2%
Less	5.9%
Blank	23.5%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	12	12	15	16	16	3
	Number of Employees	22	22	36	42	42	7
	Average	\$60,254	\$97,073	\$76,717	\$72,320	\$80,930	*****
	P25	\$52,874	\$77,905	\$67,548	\$58,001	\$72,878	*****
	P50	\$62,130	\$86,850	\$78,000	\$74,797	\$80,465	*****
	P75	\$70,700	\$103,101	\$83,793	\$81,562	\$90,838	*****
FLSA Status	Exempt						88.2%
	Non-exempt						11.8%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

**Job Family:**

**Marketing / Sales**

# 32 -- Customer Service / Call Center Representative

Investigates and resolves customers' problems. Receives requests by telephone or mail. Receives and processes orders from customers. Answers questions. Arranges for pickup or delivery of products. Adjusts errors.

Degree of Match	
More	25.0%
Equal	45.0%
Less	10.0%
Blank	20.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	16	15	20	19	19	6
	Number of Employees	125	123	152	148	148	29
	Average	\$11.88	\$19.81	\$15.46	\$13.27	\$18.75	\$3,750
	P25	\$10.14	\$17.06	\$13.92	\$10.79	\$17.31	\$1,105
	P50	\$12.00	\$18.64	\$16.07	\$12.36	\$17.83	\$2,281
	P75	\$14.17	\$23.26	\$17.43	\$16.29	\$20.03	\$5,163
FLSA Status	Exempt						15.0%
	Non-exempt						85.0%
Union Status	Union						5.0%
	Non-union						95.0%
Shift Differential Paid	Shift Differential Paid						15.8%
	No Differential						84.2%

# 33 -- Sales Representative

Sells company's products and services by calling on prospective and established customers. Maintains sales programs within assigned territory by keeping customers informed about available services, supplies, prices, and new products. Responsible for meeting established sales quota by obtaining and renewing orders.

Degree of Match	
More	18.2%
Equal	63.6%
Less	9.1%
Blank	9.1%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	16	15	22	21	21	8
	Number of Employees	101	99	160	157	157	33
	Average	\$44,426	\$77,802	\$57,383	\$48,271	\$74,246	\$10,248
	P25	\$31,340	\$46,426	\$38,133	\$35,360	\$45,448	\$2,744
	P50	\$45,698	\$80,000	\$58,746	\$48,131	\$72,093	\$6,915
	P75	\$57,517	\$86,850	\$72,790	\$58,760	\$85,600	\$16,014
FLSA Status	Exempt						86.4%
	Non-exempt						13.6%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# **Job Family:**

# **Operations**

# 34 -- Packers / Packagers (hand)

Performs manual packaging operations to fill, mark, label, band, tie, pack and/or wrap containers with products and materials. Observes operations and inspects packaged items for conformance with specifications. Tallies, weighs, transports, stacks and arranges products and packed containers.

Degree of Match	
More	0.0%
Equal	54.5%
Less	18.2%
Blank	27.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	9	9	10	9	10	3
	Number of Employees	389	389	382	362	382	20
	Average	\$9.54	\$12.03	\$11.36	\$10.69	\$12.23	*****
	P25	\$7.75	\$11.00	\$10.63	\$9.69	\$11.25	*****
	P50	\$9.00	\$12.10	\$11.43	\$10.78	\$12.52	*****
	P75	\$9.90	\$13.10	\$12.61	\$11.71	\$13.30	*****
FLSA Status	Exempt						9.1%
	Non-exempt						90.9%
Union Status	Union						9.1%
	Non-union						90.9%
Shift Differential Paid	Shift Differential Paid						40.0%
	No Differential						60.0%

# 35 -- CNC Operator

Operates a variety of CNC machine tools. Produces parts, in addition to monitoring quality.

Degree of Match	
More	30.8%
Equal	53.8%
Less	7.7%
Blank	7.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	11	11	13	13	13	0
	Number of Employees	134	134	138	138	138	0
	Average	\$13.84	\$19.30	\$17.85	\$16.27	\$19.36	*****
	P25	\$11.63	\$17.03	\$16.22	\$14.00	\$17.23	*****
	P50	\$13.31	\$18.33	\$17.30	\$17.23	\$18.45	*****
	P75	\$15.49	\$21.69	\$19.62	\$18.50	\$22.55	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						23.1%
	Non-union						76.9%
Shift Differential Paid	Shift Differential Paid						50.0%
	No Differential						50.0%

# 36 -- Forklift Operator

Moves, stacks, and/or tiers materials, using gas or electric lift truck to transport, raise, and place load. Moves materials, machinery, or skids. May load, or stock materials, using gas or electric power truck.

Degree of Match	
More	22.2%
Equal	55.6%
Less	0.0%
Blank	22.2%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	7	7	9	9	9	1
	Number of Employees	62	62	66	66	66	1
	Average	\$12.47	\$17.12	\$14.47	\$13.11	\$15.48	*****
	P25	\$11.03	\$15.80	\$12.75	\$11.96	\$13.32	*****
	P50	\$13.24	\$17.26	\$14.04	\$14.04	\$15.40	*****
	P75	\$13.67	\$17.75	\$15.92	\$14.22	\$17.26	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						12.5%
	Non-union						87.5%
Shift Differential Paid	Shift Differential Paid						62.5%
	No Differential						37.5%

# 37 -- Machine Operator

Sets-up and operates a wide variety of metal forming equipment. Work to be performed per shop drawing specifications.

Degree of Match	
More	21.1%
Equal	47.4%
Less	10.5%
Blank	21.1%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	16	16	17	16	16	3
	Number of Employees	822	822	840	772	772	19
	Average	\$12.48	\$20.03	\$16.13	\$13.68	\$19.47	*****
	P25	\$9.90	\$16.77	\$14.19	\$11.23	\$16.86	*****
	P50	\$11.61	\$20.43	\$15.90	\$13.33	\$19.01	*****
	P75	\$14.79	\$22.34	\$17.14	\$15.93	\$22.34	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						31.6%
	Non-union						68.4%
Shift Differential Paid	Shift Differential Paid						72.2%
	No Differential						27.8%

# 38 -- Machinist

Produces replacement and new parts in making repairs to metal parts in mechanical equipment. Fabricates metal parts for experimental apparatus or prototype equipment, working from drawings and written instructions.

Degree of Match	
More	18.2%
Equal	54.5%
Less	0.0%
Blank	27.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	9	9	10	10	10	2
	Number of Employees	122	122	123	96	96	3
	Average	\$13.90	\$23.23	\$17.74	\$15.77	\$20.87	*****
	P25	\$12.00	\$18.30	\$15.61	\$13.94	\$16.24	*****
	P50	\$15.00	\$20.40	\$16.65	\$15.45	\$19.44	*****
P75	\$15.10	\$24.40	\$19.26	\$18.15	\$20.64	*****	
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						30.0%
	Non-union						70.0%
Shift Differential Paid	Shift Differential Paid						33.3%
	No Differential						66.7%

# 39 -- Plant Manager

Directs and coordinates activities of an industrial plant to obtain optimum efficiency, economy of operations, and maximized profits.

Degree of Match	
More	30.4%
Equal	30.4%
Less	17.4%
Blank	21.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	14	14	21	21	21	7
	Number of Employees	18	18	25	25	25	7
	Average	\$84,328	\$138,758	\$91,799	\$84,322	\$95,722	\$9,212
	P25	\$59,632	\$76,374	\$69,368	\$69,368	\$69,368	\$1,767
	P50	\$66,238	\$108,934	\$81,203	\$81,203	\$81,203	\$11,000
	P75	\$84,654	\$141,664	\$107,994	\$98,821	\$107,994	\$11,826
FLSA Status	Exempt						95.5%
	Non-exempt						4.5%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 40 -- Production Assembler

Assembles mechanical units or fabricated parts at bench to make relatively large or heavy subassemblies or complete units using hand tools, jigs, fixtures, and miscellaneous light power tools and equipment.

Degree of Match	
More	13.3%
Equal	66.7%
Less	6.7%
Blank	13.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	11	11	14	13	13	2
	Number of Employees	494	494	436	445	445	24
	Average	\$12.22	\$16.24	\$14.66	\$13.09	\$16.07	*****
	P25	\$9.25	\$14.15	\$11.43	\$10.65	\$12.25	*****
	P50	\$10.67	\$15.10	\$14.10	\$11.50	\$14.77	*****
P75	\$14.39	\$18.50	\$16.53	\$15.00	\$17.11	*****	
FLSA Status	Exempt						7.1%
	Non-exempt						92.9%
Union Status	Union						40.0%
	Non-union						60.0%
Shift Differential Paid	Shift Differential Paid						57.1%
	No Differential						42.9%

# 41 -- Production Assembler II

Assembles electronic mechanical units or fabricated parts or complete electronic units using hand tools, jigs, fixtures, and miscellaneous light power tools and equipment.

Degree of Match	
More	25.0%
Equal	37.5%
Less	12.5%
Blank	25.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	6	6	7	7	7	2
	Number of Employees	275	275	278	202	202	20
	Average	\$10.48	\$14.91	\$13.03	\$11.35	\$14.41	*****
	P25	\$9.13	\$12.27	\$11.58	\$10.61	\$11.79	*****
	P50	\$10.58	\$14.36	\$13.46	\$12.00	\$14.06	*****
	P75	\$11.91	\$17.43	\$14.38	\$12.26	\$16.75	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						14.3%
	Non-union						85.7%
Shift Differential Paid	Shift Differential Paid						16.7%
	No Differential						83.3%

# 42 -- Production Planner

Schedules and coordinates the flow of work within or between departments of manufacturing plant to expedite production.

Degree of Match	
More	16.7%
Equal	50.0%
Less	11.1%
Blank	22.2%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	14	14	17	17	17	1
	Number of Employees	34	34	38	38	38	1
	Average	\$38,640	\$53,565	\$47,734	\$45,891	\$50,699	*****
	P25	\$29,494	\$37,960	\$35,360	\$34,424	\$35,942	*****
	P50	\$35,180	\$48,256	\$42,474	\$37,502	\$43,118	*****
P75	\$45,765	\$67,525	\$60,008	\$60,008	\$62,005	*****	
FLSA Status	Exempt						64.7%
	Non-exempt						35.3%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						6.7%
	No Differential						93.3%

# 43 -- Production Supervisor

Supervises a combination of two or more of the following: assembly, manufacturing, fabricating, processing, packaging, foundry, inspection, or other production and processing employees.

Degree of Match	
More	22.2%
Equal	44.4%
Less	7.4%
Blank	25.9%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	18	18	24	25	25	7
	Number of Employees	122	122	110	113	113	18
	Average	\$42,909	\$69,152	\$55,028	\$50,183	\$62,906	\$2,845
	P25	\$36,100	\$57,042	\$48,459	\$43,680	\$52,166	\$1,516
	P50	\$42,338	\$61,381	\$53,779	\$50,000	\$60,008	\$2,575
	P75	\$51,075	\$77,750	\$60,580	\$60,008	\$71,552	\$3,161
FLSA Status	Exempt						100.0%
	Non-exempt						0.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						4.2%
	No Differential						95.8%

# 44 -- Purchasing Manager

Directs the procurement of materials, components, supplies, equipment, and services at favorable cost consistent with schedule and specifications. Develops sources of supply. Supervises and trains buyers, expeditors, and clerks.

Degree of Match	
More	11.1%
Equal	27.8%
Less	33.3%
Blank	27.8%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	10	11	15	15	15	6
	Number of Employees	14	15	19	19	19	7
	Average	\$55,619	\$81,474	\$66,094	\$63,676	\$69,498	\$2,467
	P25	\$37,110	\$61,641	\$52,000	\$47,330	\$52,000	\$1,443
	P50	\$45,765	\$67,558	\$61,277	\$54,995	\$67,558	\$2,376
	P75	\$70,440	\$90,000	\$73,694	\$73,694	\$83,207	\$2,874
FLSA Status	Exempt						94.4%
	Non-exempt						5.6%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 45 -- Quality Control Inspectors

Performs repetitive, simple inspections following standardized methods visually or using set gauges.

Degree of Match	
More	15.0%
Equal	45.0%
Less	5.0%
Blank	35.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	16	16	18	18	18	4
	Number of Employees	78	78	65	65	65	18
	Average	\$13.53	\$20.24	\$16.97	\$15.11	\$19.61	*****
	P25	\$11.02	\$15.27	\$14.88	\$13.16	\$15.20	*****
	P50	\$12.99	\$18.04	\$15.80	\$14.73	\$16.67	*****
	P75	\$15.21	\$23.20	\$20.30	\$16.45	\$22.23	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						20.0%
	Non-union						80.0%
Shift Differential Paid	Shift Differential Paid						30.0%
	No Differential						70.0%

# 46 -- Shipping Receiving Clerk

Receives or prepares for shipment of incoming or outgoing parts, materials, spares, and finished products. May check items against packing lists. Makes counts and maintains records.

Degree of Match	
More	26.1%
Equal	47.8%
Less	8.7%
Blank	17.4%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	19	19	22	22	22	4
	Number of Employees	64	64	62	53	53	4
	Average	\$12.37	\$16.74	\$14.73	\$14.28	\$15.45	*****
	P25	\$10.45	\$15.11	\$12.78	\$12.50	\$12.78	*****
	P50	\$12.38	\$16.76	\$14.12	\$13.55	\$15.26	*****
	P75	\$13.75	\$17.77	\$16.56	\$16.10	\$17.11	*****
FLSA Status	Exempt						4.8%
	Non-exempt						95.2%
Union Status	Union						13.6%
	Non-union						86.4%
Shift Differential Paid	Shift Differential Paid						25.0%
	No Differential						75.0%

# 47 -- Transportation / Distribution Manager

Plans, directs, and coordinates the ordering and distribution of products, parts, and accessories. Ensures adequate and timely distribution of these elements to attain maximum sales potential consistent with good inventory control.

Degree of Match	
More	33.3%
Equal	33.3%
Less	0.0%
Blank	33.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	5	5	9	9	9	2
	Number of Employees	6	6	10	10	10	2
	Average	\$46,613	\$66,219	\$51,684	\$50,206	\$53,128	*****
	P25	\$40,581	\$65,000	\$45,136	\$36,920	\$45,136	*****
	P50	\$45,600	\$66,019	\$50,003	\$50,003	\$53,997	*****
P75	\$49,483	\$72,800	\$58,800	\$58,800	\$62,000	*****	
FLSA Status	Exempt						88.9%
	Non-exempt						11.1%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 48 -- Truck Driver

Operates truck with over four-ton capacity to pick up and deliver parts, materials, and finished products.

Degree of Match	
More	0.0%
Equal	54.5%
Less	27.3%
Blank	18.2%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	8	8	11	11	11	1
	Number of Employees	29	29	33	33	33	1
	Average	\$11.29	\$14.00	\$13.28	\$12.88	\$13.66	*****
	P25	\$10.35	\$11.95	\$11.63	\$11.17	\$11.63	*****
	P50	\$11.10	\$14.23	\$13.10	\$12.18	\$14.02	*****
	P75	\$13.24	\$16.07	\$14.86	\$14.54	\$15.35	*****
FLSA Status	Exempt						20.0%
	Non-exempt						80.0%
Union Status	Union						10.0%
	Non-union						90.0%
Shift Differential Paid	Shift Differential Paid						33.3%
	No Differential						66.7%

# 49 -- Welder

Applies appropriate welding processes to join, surface, fabricate or repair parts of metal or other weldable materials, as specified by work orders, blueprints, sketches, or charts.

Degree of Match	
More	12.5%
Equal	75.0%
Less	0.0%
Blank	12.5%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	7	7	7	7	7	2
	Number of Employees	104	104	104	104	104	13
	Average	\$14.96	\$20.63	\$17.48	\$16.22	\$20.39	*****
	P25	\$13.54	\$17.78	\$16.05	\$14.00	\$18.71	*****
	P50	\$14.75	\$21.00	\$16.61	\$14.75	\$21.00	*****
P75	\$17.01	\$22.45	\$18.31	\$18.94	\$22.40	*****	
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						25.0%
	Non-union						75.0%
Shift Differential Paid	Shift Differential Paid						42.9%
	No Differential						57.1%

# **Job Family:**

# **Product Engineering**

# 50 -- Engineer I

Designs and develops components for engineering projects under direct supervision. Provides some technical guidance to technicians.

Degree of Match	
More	30.0%
Equal	20.0%
Less	10.0%
Blank	40.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	6	6	10	10	10	2
	Number of Employees	38	38	44	44	44	3
	Average	\$47,445	\$76,196	\$61,075	\$52,991	\$69,048	*****
	P25	\$42,333	\$75,773	\$55,151	\$46,663	\$58,313	*****
	P50	\$50,357	\$81,512	\$65,128	\$52,499	\$75,078	*****
P75	\$53,426	\$87,927	\$68,962	\$61,126	\$79,794	*****	
FLSA Status	Exempt						80.0%
	Non-exempt						20.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						10.0%
	No Differential						90.0%

# 51 -- Senior Engineer

Designs and develops portions of major engineering projects under general supervision. Provides technical support to other departments. May supervise technicians and lower-level engineers. Bachelor's degree and equivalent plus 6-8 years of experience.

Degree of Match	
More	22.2%
Equal	22.2%
Less	11.1%
Blank	44.4%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	6	6	9	9	9	2
	Number of Employees	35	35	42	42	42	2
	Average	\$56,482	\$94,482	\$77,557	\$72,254	\$87,489	*****
	P25	\$52,362	\$76,690	\$72,530	\$66,893	\$72,530	*****
	P50	\$60,902	\$92,945	\$76,690	\$72,530	\$82,826	*****
	P75	\$64,010	\$105,534	\$79,914	\$78,291	\$94,723	*****
FLSA Status	Exempt						100.0%
	Non-exempt						0.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# **Job Family:**

# **Quality Engineering**

# 52 -- Engineer I

Designs and develops components for engineering projects under direct supervision. Provides some technical guidance to technicians.

Degree of Match	
More	25.0%
Equal	12.5%
Less	25.0%
Blank	37.5%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	8	8	7	7	7	0
	Number of Employees	17	17	15	15	15	0
	Average	\$43,645	\$69,346	\$61,823	\$56,761	\$67,244	*****
	P25	\$41,512	\$64,953	\$57,366	\$48,162	\$62,587	*****
	P50	\$43,323	\$69,775	\$60,278	\$60,008	\$67,000	*****
P75	\$48,392	\$73,970	\$67,683	\$67,683	\$71,947	*****	
FLSA Status	Exempt						87.5%
	Non-exempt						12.5%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 53 -- Senior Engineer

Designs and develops portions of major engineering projects under general supervision. Provides technical support to other departments. May supervise technicians and lower-level engineers. Bachelor's degree and equivalent plus 6-8 years of experience.

Degree of Match	
More	0.0%
Equal	33.3%
Less	0.0%
Blank	66.7%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	3	3	2	2	2	0
	Number of Employees	11	11	10	10	10	0
	Average	*****	*****	*****	*****	*****	*****
	P25	*****	*****	*****	*****	*****	*****
	P50	*****	*****	*****	*****	*****	*****
	P75	*****	*****	*****	*****	*****	*****
FLSA Status	Exempt						100.0%
	Non-exempt						0.0%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

**Job Family:**

**Warehouse**

# 54 -- Inventory Control Planner

Schedules and coordinates the efficient distribution of products to meet customer demand. Analyzes and revises shipment plans as needed. Determines reorder points to ensure that sufficient levels of inventory are maintained. Analyses actual product demand, trends, and forecasts, and adjusts inventory planning accordingly.

Degree of Match	
More	0.0%
Equal	44.4%
Less	22.2%
Blank	33.3%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	6	6	8	8	8	2
	Number of Employees	19	19	22	22	22	2
	Average	\$14.33	\$23.51	\$19.80	\$17.64	\$21.84	*****
	P25	\$12.38	\$15.64	\$14.48	\$13.28	\$15.79	*****
	P50	\$13.39	\$20.94	\$20.82	\$17.10	\$21.41	*****
	P75	\$14.21	\$27.72	\$25.30	\$21.75	\$25.58	*****
FLSA Status	Exempt						44.4%
	Non-exempt						55.6%
Union Status	Union						0.0%
	Non-union						100.0%
Shift Differential Paid	Shift Differential Paid						0.0%
	No Differential						100.0%

# 55 -- Material Handler

Receives, stores, and distributes materials and equipment. Maintains par levels of supplies. Verifies documentation to ensure correct delivery and shipment of materials.

Degree of Match	
More	18.8%
Equal	50.0%
Less	6.3%
Blank	25.0%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Hourly Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	15	15	13	12	12	4
	Number of Employees	190	190	119	168	168	12
	Average	\$11.90	\$16.97	\$15.76	\$14.53	\$16.59	*****
	P25	\$9.77	\$15.22	\$12.86	\$11.67	\$13.27	*****
	P50	\$11.96	\$16.00	\$14.26	\$12.88	\$15.38	*****
	P75	\$13.62	\$17.75	\$16.28	\$14.64	\$19.01	*****
FLSA Status	Exempt						0.0%
	Non-exempt						100.0%
Union Status	Union						25.0%
	Non-union						75.0%
Shift Differential Paid	Shift Differential Paid						46.7%
	No Differential						53.3%

## 56 -- Materials Manager

Manages the overall control and movement of materials in and out of plants. Directs and administers some or all of the following: purchasing, production scheduling and control, inventory and warehouse stock control, warehousing, sales order entry, customer service, traffic and shipping.

Degree of Match	
More	0.0%
Equal	45.5%
Less	9.1%
Blank	45.5%

		Range Minimum [ \$ ]	Range Maximum [ \$ ]	Annual Rate of Pay [ \$ ]	Actual Lowest Paid [ \$ ]	Actual Highest Paid [ \$ ]	Incentive Paid in 2008 [ \$ ]
Salary Survey Data	Number of Responses	8	8	9	9	9	3
	Number of Employees	12	12	13	13	13	3
	Average	\$46,231	\$68,033	\$54,166	\$53,900	\$54,566	*****
	P25	\$33,010	\$48,738	\$41,954	\$41,954	\$41,954	*****
	P50	\$46,750	\$62,920	\$57,512	\$57,512	\$57,512	*****
	P75	\$62,369	\$88,140	\$65,000	\$65,000	\$65,000	*****
FLSA Status	Exempt						81.8%
	Non-exempt						18.2%
Union Status	Union						9.1%
	Non-union						90.9%
Shift Differential Paid	Shift Differential Paid						10.0%
	No Differential						90.0%

# Benefits Compilation

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>1.</b> Which employees are eligible for benefits? All employees Only FT employees All FT and some PT employees	46	5	10.9%
		26	56.5%
		15	32.6%
	Total # of Orgs Responding	Average	$\sigma$
<b>a.</b> If some part-time employees are eligible, how many hours do they have to work each week to be eligible?	17	24.4	5.0
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>2.</b> Does your organization provide different benefits for exempt and non-exempt positions?	46	14	30.4%
		Free Response	
<b>a.</b> If yes, which programs differ and how do the benefits programs differ?		<p>\$50,000 life insurance to Exempt employees, \$20,000 life insurance to non-exempt employees.</p> <p>Bargaining Unit employees are not offered Long Term Disability. Remaining employees are offered LTD. Bargaining unit STD benefit is \$280 per week, remaining employees are paid 100% of pay.</p> <p>Exempt employees receive \$50,000 in Life insurance versus \$25,000 for Nonexempt. STD - Exempt employees receive 60% up to \$1,000 per week, Nonexempt receive 60% up to \$500 per week.</p> <p>Exempt receive sick pay.</p> <p>FT hourly employees receive 70% STD benefits for 13 weeks, then transfer to LTD. Exempt employees receive salary continuation for up to 180 days.</p> <p>Life Insurance - Exempt have \$50,00, Non-Exempt have \$25,000 of coverage.</p> <p>LTD Provided Free of Charge to Salaried Positions, Health Plan Coverage also provided free of charge to salaried.</p>	

## Benefits Compilation (Page 2)

		Free Response	
a. If yes, which programs differ and how do the benefits programs differ? (continued)		<p>Medical, Dental, Life AD&amp;D, Sickness &amp; Accident, 401K.</p> <p>Nonexempt employees pay for dental, STD, and Life.</p> <p>Paid Holidays.</p> <p>PTO accrual rate is different scale.</p> <p>Short Term Disability - waiting period. Long Term Disability - Employer Paid.</p> <p>Sick days.</p>	
	<b>Total # of Orgs Responding</b>	<b># of Orgs Responding Yes</b>	<b>% of Orgs Responding Yes</b>
<b>3.</b> Does your organization provide additional benefits for managerial positions?	46	11	23.9%
		Free Response	
a. If yes, which programs are offered?		<p>(All company-funded) life insurance &amp; long-term disability insurance.</p> <p>Higher vacation accrual, more personal days, more sick days.</p> <p>Medical reimbursement.</p> <p>Executive Life Insurance Options.</p> <p>Bonus/Management Incentive Program.</p>	

## Benefits Compilation (Page 3)

		Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>4.</b>	Which paid holidays do employees receive?			
	New Year's	46	46	100.0%
	Memorial Day	46	46	100.0%
	July 4th	46	45	97.8%
	Labor Day	46	46	100.0%
	Thanksgiving	46	46	100.0%
	Christmas	46	45	97.8%
	Martin Luther King Day	45	5	11.1%
	Lincoln's Birthday	45	0	0.0%
	Washington's Birthday / President's Day	45	2	4.4%
	Mardi Gras	45	0	0.0%
	Good Friday	46	16	34.8%
	Easter Sunday	45	3	6.7%
	Columbus Day	45	0	0.0%
	Election Day	45	0	0.0%
	Veterans Day	45	2	4.4%
	Friday after Thanksgiving	46	36	78.3%
	Employee's Birthday / Other Special Day	45	8	17.8%
	Other	44	32	72.7%
		Total # of Orgs Responding	Average	$\sigma$
<b>5.</b>	How many paid holidays do employees receive?	38	9.0	1.9
		Total # of Orgs Responding	Average	$\sigma$
<b>6.</b>	How many floating holidays and personal days do employees receive annually?	28	2.9	1.7
		Total # of Orgs Responding	Average	$\sigma$
<b>7.</b>	How many days of paid personal leave per occurrence, excluding holidays, are provided each year?	10	14.1	29.0

## Benefits Compilation (Page 4)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>8.</b> How much vacation time do employees receive annually? What period of service is required to qualify?			
<b>a.</b> 1 Week of Vacation	32		
Not offered. Our minimum is more than 1 week		3	9.4%
Less than 6 months of service		2	6.3%
6 months		7	21.9%
More than 6 months and less than 1 year		4	12.5%
1 year		15	46.9%
More than 1 year		1	3.1%
<b>b.</b> 2 Weeks	34		
No second week		0	0.0%
Less than 1 year of service		3	8.8%
1 year		13	38.2%
More than 1 and less than 2 years		2	5.9%
At least 2 and less than 5 years		16	47.1%
At least 5 years		0	0.0%
<b>c.</b> 3 Weeks	36		
No third week		0	0.0%
Less than 5 years of service		7	19.4%
5 years		9	25.0%
More than 5 and less than 10 years		11	30.6%
10 years		9	25.0%
More than 10 years		0	0.0%
<b>d.</b> 4 Weeks	35		
No fourth week		3	8.6%
Less than 10 years of service		5	14.3%
10 years		2	5.7%
More than 10 and less than 15 years		5	14.3%
At least 15 and less than 20 years		10	28.6%
20 years		10	28.6%
More than 20 years		0	0.0%
<b>e.</b> 5 Weeks	30		
No fifth week		14	46.7%
Less than 10 years of service		0	0.0%
At least 10 and less than 20 years		5	16.7%
20 years		1	3.3%
At least 20 and less than 25 years		4	13.3%
25 years		5	16.7%
More than 25 years		1	3.3%

## Benefits Compilation (Page 5)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>9.</b> Is vacation time lost if not used within a specific time period?	34	25	73.5%
<b>a.</b> May employees buy vacation days?	34	2	5.9%
	Total # of Orgs Responding	Average	$\sigma$
<b>b.</b> If yes, how many?	2	3.0	*****
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>c.</b> May employees sell vacation days?	34	6	17.6%
	Total # of Orgs Responding	Average	$\sigma$
<b>d.</b> If yes, how many?	3	5.0	0.0
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>e.</b> Is there a cap on how many vacation days employees may accrue?	31	20	64.5%
	Total # of Orgs Responding	Average	$\sigma$
<b>f.</b> If yes, what is the cap?	15	43.9	47.4
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>g.</b> Are exempt employees eligible for more vacation time?	33	8	24.2%
	Total # of Orgs Responding	Average	$\sigma$
<b>h.</b> If yes, how much more time?	6	9.2	15.2
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>i.</b> Can vacation time be rolled over to the next year?	33	10	30.3%
	Total # of Orgs Responding	Average	$\sigma$
<b>j.</b> If yes, how many rollover days are allowed?	7	22.1	43.2

## Benefits Compilation (Page 6)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>10.</b> Does your organization have a paid time off plan in lieu of a separate vacation plan?	39	11	28.2%
	Total # of Orgs Responding	Average	$\sigma$
<b>a.</b> How many days are allowed per year, not including holidays?	10	14.0	4.4
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>b.</b> Which of the following are included in your paid time off program?			
Sick leave	11	11	100.0%
Vacation	11	11	100.0%
Personal days	11	8	72.7%
Death in family	11	3	27.3%
Other	8	2	25.0%
	Total # of Orgs Responding	Average	$\sigma$
<b>c.</b> What are the maximum number of days that can be accumulated?	9	27.2	9.6
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>d.</b> Can days be carried over from one year to the next?	11	7	63.6%
	Total # of Orgs Responding	Average	$\sigma$
<b>e.</b> If yes, how many rollover days are allowed?	7	13.9	14.4
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>11.</b> Does your organization offer shift premiums?	46	29	63.0%
<b>a.</b> How does your organization pay shift premiums?	29		
On hours worked		26	89.7%
On hours paid		3	10.3%
<b>b.</b> How does your organization calculate shift premiums?	29		
On actual hours		28	96.6%
On majority hours		1	3.4%
<b>c.</b> Certain employees are eligible for shift differentials on second shift.	29	22	75.9%
<b>d.</b> Certain employees are eligible for shift differentials on third shift.	27	19	70.4%
<b>e.</b> Certain employees are eligible for shift differentials on the weekend.	27	9	33.3%
<b>f.</b> Certain employees are eligible for shift differentials for being on call.	27	5	18.5%

## Benefits Compilation (Page 7)

		Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>12.</b>	What is the highest level of health insurance provided by your organization?	46		
	Employee-only coverage		0	0.0%
	Employee + 1 coverage		0	0.0%
	Employee + Spouse OR Children coverage		0	0.0%
	Family coverage		46	100.0%
<b>a.</b>	How long must employees be employed to be eligible for coverage?	46		
	0 months		9	19.6%
	1 month		19	41.3%
	2 months		6	13.0%
	3 months		11	23.9%
	More than 3 months		1	2.2%
<b>b.</b>	Is your plan fully insured or self-insured?	46		
	Fully Insured		23	50.0%
	Self-insured		23	50.0%
		Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>13.</b>	Does your organization provide a traditional indemnity plan to employees?	46	7	15.2%
		Total # of Orgs Responding	Average	$\sigma$
<b>a.</b>	Percent of premium paid by employee			
	Employee-only coverage	7	32.0%	26.4%
	Employee + 1 coverage	6	38.3%	32.5%
	Employee + Spouse OR Children coverage	6	40.3%	31.1%
	Family coverage	7	36.7%	29.9%
<b>b.</b>	Monthly premium paid by employees			
	Employee-only coverage	7	\$75.20	\$19.97
	Employee + 1 coverage	6	\$149.40	\$37.39
	Employee + Spouse OR Children coverage	6	\$181.17	\$56.31
	Family coverage	7	\$232.29	\$62.68
<b>c.</b>	Maximum annual deductible			
	Employee-only coverage	7	\$1,378.57	\$1,691.61
	Employee + 1 coverage	6	\$1,883.33	\$1,822.54
	Employee + Spouse OR Children coverage	6	\$2,091.67	\$1,772.12
	Family coverage	7	\$3,650.00	\$5,126.65
<b>d.</b>	Maximum out-of-pocket expense			
	Employee-only coverage	7	\$3,171.43	\$2,022.14
	Employee + 1 coverage	6	\$4,983.33	\$1,844.36
	Employee + Spouse OR Children coverage	6	\$5,066.67	\$1,801.85
	Family coverage	7	\$7,842.86	\$6,775.41

## Benefits Compilation (Page 8)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>14.</b> Does your organization provide an HMO medical plan to employees?	46	19	41.3%
	Total # of Orgs Responding	Average	$\sigma$
<b>a.</b> Percent of premium paid by employee			
Employee-only coverage	18	23.4%	20.0%
Employee + 1 coverage	10	26.9%	23.0%
Employee + Spouse OR Children coverage	10	18.6%	12.2%
Family coverage	17	21.7%	19.7%
<b>b.</b> Monthly premium paid by employees			
Employee-only coverage	19	\$72.47	\$94.34
Employee + 1 coverage	12	\$138.90	\$106.13
Employee + Spouse OR Children coverage	12	\$214.55	\$253.10
Family coverage	19	\$203.34	\$175.51
<b>c.</b> Maximum annual deductible			
Employee-only coverage	18	\$309.72	\$420.53
Employee + 1 coverage	11	\$545.45	\$879.33
Employee + Spouse OR Children coverage	11	\$459.09	\$901.89
Family coverage	18	\$619.44	\$845.43
<b>d.</b> Maximum out-of-pocket expense			
Employee-only coverage	15	\$1,540.00	\$738.77
Employee + 1 coverage	8	\$3,000.00	\$922.73
Employee + Spouse OR Children coverage	8	\$2,512.50	\$1,290.00
Family coverage	15	\$2,913.33	\$1,504.69

## Benefits Compilation (Page 9)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>15.</b> Does your organization provide a PPO medical plan to employees?	46	29	63.0%
	Total # of Orgs Responding	Average	$\sigma$
<b>a.</b> Percent of premium paid by employee			
Employee-only coverage	28	30.9%	25.5%
Employee + 1 coverage	19	33.8%	28.2%
Employee + Spouse OR Children coverage	21	30.0%	22.8%
Family coverage	28	32.5%	25.7%
<b>b.</b> Monthly premium paid by employees			
Employee-only coverage	29	\$104.58	\$74.03
Employee + 1 coverage	20	\$170.74	\$84.19
Employee + Spouse OR Children coverage	20	\$255.45	\$200.40
Family coverage	29	\$319.27	\$274.54
<b>c.</b> Maximum annual deductible			
Employee-only coverage	27	\$634.26	\$465.91
Employee + 1 coverage	16	\$1,443.75	\$1,464.68
Employee + Spouse OR Children coverage	18	\$1,666.67	\$1,342.52
Family coverage	27	\$1,537.04	\$1,174.21
<b>d.</b> Maximum out-of-pocket expense			
Employee-only coverage	25	\$1,832.00	\$780.48
Employee + 1 coverage	15	\$3,933.33	\$1,854.60
Employee + Spouse OR Children coverage	17	\$4,129.41	\$1,622.41
Family coverage	24	\$4,083.33	\$1,468.12
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>16.</b> Does your organization offer an Employee Assistance Program (EAP)?	46	30	65.2%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>17.</b> Does your organization offer a prescription drug card program separate from your health plan(s)?	46	20	43.5%
	Total # of Orgs Responding	Average	$\sigma$
<b>a.</b> What is the employee co-pay for generic drugs?	20	\$9.50	\$5.10
<b>b.</b> What is the employee co-pay for brand name drugs?	15	\$27.00	\$10.82

## Benefits Compilation (Page 10)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>18.</b> Does your organization provide a dental plan?	46	43	93.5%
	Total # of Orgs Responding	Average	$\sigma$
<b>a.</b> Percent of premium paid by employee			
Employee-only coverage	40	42.9%	36.4%
Employee + 1 coverage	26	50.7%	39.4%
Employee + Spouse OR Children coverage	27	51.9%	36.7%
Family coverage	40	46.4%	37.1%
<b>b.</b> Monthly premium paid by employees			
Employee-only coverage	43	\$10.04	\$9.15
Employee + 1 coverage	28	\$19.37	\$16.89
Employee + Spouse OR Children coverage	31	\$21.85	\$18.29
Family coverage	43	\$32.06	\$29.64
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>c.</b> How long must employees be employed to be eligible for coverage?	42		
0 months		10	23.8%
1 month		17	40.5%
2 months		3	7.1%
3 months		11	26.2%
More than 3 months		1	2.4%
	Total # of Orgs Responding	Average	$\sigma$
<b>d.</b> Maximum annual deductible			
Employee-only coverage	37	\$99.32	\$244.34
Employee + 1 coverage	24	\$216.04	\$505.59
Employee + Spouse OR Children coverage	24	\$233.33	\$500.90
Family coverage	34	\$194.12	\$423.55
<b>e.</b> Maximum out-of-pocket expense			
Employee-only coverage	9	\$1,166.67	\$559.58
Employee + 1 coverage	6	\$1,441.67	\$566.05
Employee + Spouse OR Children coverage	5	\$1,430.00	\$632.06
Family coverage	8	\$1,350.00	\$708.62
<b>f.</b> Level of coverage provided			
Preventative	40	96.0%	8.1%
Basic Restorative	40	79.3%	7.3%
Major Restorative	40	55.3%	10.1%
<b>g.</b> What are the employee maximums for the following coverages?			
Orthodontic Maximum	34	\$1,438.24	\$610.65
Lifetime Maximum	19	\$1,407.89	\$494.49

## Benefits Compilation (Page 11)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>19.</b> Does your organization provide a vision care plan separate from your health insurance plan?	46	18	39.1%
	Total # of Orgs Responding	Average	$\sigma$
<b>a.</b> Percent of premium paid by employee			
Employee-only coverage	16	60.0%	48.3%
Employee + 1 coverage	12	60.6%	48.8%
Employee + Spouse OR Children coverage	13	71.6%	44.4%
Family coverage	16	64.2%	47.8%
<b>b.</b> Monthly premium paid by employees			
Employee-only coverage	18	\$5.96	\$4.06
Employee + 1 coverage	13	\$10.92	\$7.41
Employee + Spouse OR Children coverage	14	\$10.14	\$7.99
Family coverage	18	\$16.44	\$10.40
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>c.</b> How long must employees be employed to be eligible for coverage?	18		
0 months		5	27.8%
1 month		6	33.3%
2 months		2	11.1%
3 months		5	27.8%
More than 3 months		0	0.0%
	Total # of Orgs Responding	Average	$\sigma$
<b>d.</b> Maximum annual deductible			
Employee-only coverage	3	\$3.33	\$5.77
Employee + 1 coverage	2	\$0.00	\$0.00
Employee + Spouse OR Children coverage	3	\$3.33	\$5.77
Family coverage	3	\$3.33	\$5.77
<b>e.</b> Maximum out-of-pocket expense			
Employee-only coverage	0	*****	*****
Employee + 1 coverage	0	*****	*****
Employee + Spouse OR Children coverage	0	*****	*****
Family coverage	0	*****	*****

## Benefits Compilation (Page 12)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>20.</b> Does your organization offer HRA/HSA plans?	46	14	30.4%
	Total # of Orgs Responding	Average	$\sigma$
<b>a.</b> If an HSA is offered, what is the in-network deductible?			
Employee-only coverage	10	\$1,400.90	\$666.66
Employee + 1 coverage	10	\$2,793.40	\$1,351.90
Employee + Spouse OR Children coverage	9	\$3,094.44	\$1,018.10
Family coverage	10	\$2,793.40	\$1,351.90
<b>b.</b> If an HSA is offered, what is the percentage co-pay employees pay after the in-network deductible?	9	8.1%	10.2%
<b>c.</b> If an HSA is offered, what amount does your organization contribute towards the plan?	8	\$275.00	\$404.15
<b>d.</b> If an HRA is offered, what is the in-network deductible?			
Employee-only coverage	7	\$1,382.14	\$718.03
Employee + 1 coverage	5	\$3,270.00	\$2,202.16
Employee + Spouse OR Children coverage	5	\$2,680.00	\$1,934.75
Family coverage	7	\$2,907.14	\$1,987.55
<b>e.</b> If an HRA is offered, what is the annual rollover dollar cap?	2	\$480.00	\$678.82

## Benefits Compilation (Page 13)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>21.</b> Is short-term disability insurance offered at your organization?	46	41	89.1%
<b>a.</b> How long must an employee be absent before benefits begin?	38		
0 days		1	2.6%
1 calendar day		5	13.2%
2-3 calendar days		4	10.5%
4-6 calendar days		6	15.8%
7 calendar days		16	42.1%
8-10 calendar days		1	2.6%
More than 10 calendar days		5	13.2%
<b>b.</b> What form does the benefit take?	40		
Flat dollar amount		8	20.0%
Percentage of weekly earnings		32	80.0%
<b>c.</b> If flat dollar amount, what is that weekly amount?	7		
Under \$200,		1	14.3%
At least \$200 but less than \$300		2	28.6%
At least \$300 but less than \$400		4	57.1%
At least \$400 but less than \$500		0	0.0%
At least \$500 but less than \$600		0	0.0%
At least \$600 but less than \$700		0	0.0%
\$700 or more		0	0.0%
<b>d.</b> If percentage of weekly earnings, what is that percentage?	29		
Under 60%		4	13.8%
60%		9	31.0%
More than 60% but less than 68%		7	24.1%
At least 68% but less than 75%		2	6.9%
75%		1	3.4%
More than 75% but less than 85%		1	3.4%
At least 85% but less than 100%		0	0.0%
100%		5	17.2%
<b>e.</b> What is the length of coverage for short-term disability?	38		
Less than 13 weeks		4	10.5%
13 weeks		7	18.4%
14-18 weeks		2	5.3%
19-25 weeks		5	13.2%
26 weeks		19	50.0%
More than 26 weeks		1	2.6%
	Total # of Orgs Responding	Average	$\sigma$
<b>f.</b> Percent of premium paid by employer	38	87.9%	31.6%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>g.</b> When does coverage begin?	41		
Upon date of hire		5	12.2%
1st of the month after date of hire		7	17.1%
30 days after date of hire		6	14.6%
3 months after date of hire		8	19.5%
Other		15	36.6%

## Benefits Compilation (Page 14)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>22.</b> Is long-term disability insurance offered at your organization?	46	33	71.7%
<b>a.</b> How long must an employee be absent before benefits begin?	33		
1 month		3	9.1%
2 months		1	3.0%
3 months		10	30.3%
4 months		2	6.1%
5 months		0	0.0%
6 months		13	39.4%
More than 6 months		4	12.1%
<b>b.</b> If the benefit is a set percentage of weekly earnings, what is the maximum amount?	32		
50% or less		2	6.3%
More than 50% but less than 60%		0	0.0%
60%		21	65.6%
More than 60% but less than 68%		7	21.9%
At least 68% but less than 75%		1	3.1%
75% or more		1	3.1%
	Total # of Orgs Responding	Average	$\sigma$
<b>c.</b> Percent of premium paid by employer	33	71.2%	45.1%

## Benefits Compilation (Page 15)

		Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>23.</b>	Does your organization offer group life insurance for employee coverage?	46	44	95.7%
	<b>a.</b> Who pays the premium for group life insurance?	44		
	Employer		41	93.2%
	Employee		1	2.3%
	Both		2	4.5%
	<b>b.</b> What form does the benefit take?	44		
	Percentage of annual earnings		21	47.7%
	Flat dollar amount		23	52.3%
	<b>c.</b> What is that percentage?	21		
	1 times salary		13	61.9%
	1.5 times salary		2	9.5%
	2 times salary		6	28.6%
	2.5 times salary		0	0.0%
	3 times salary		0	0.0%
	More than 3 times salary		0	0.0%
	Other		0	0.0%
	<b>d.</b> What is that weekly amount?	13		
	Less than \$5000		6	46.2%
	At least \$5000 but less than \$10000		0	0.0%
	At least \$10000 but less than \$15000		1	7.7%
	At least \$15000 but less than \$20000		3	23.1%
	At least \$20000 but less than \$30000		2	15.4%
	At least \$30000 but less than \$50000		1	7.7%
	\$50000 or more		0	0.0%
	<b>e.</b> Is your life insurance offered on a guaranteed issue?	36	20	55.6%
		Total # of Orgs Responding	Average	$\sigma$
	<b>f.</b> If yes, what is the amount offered on a guaranteed issue?	17	\$65,588	\$57,252
		Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>24.</b>	Does your organization offer voluntary supplemental group life insurance?	46	30	65.2%

## Benefits Compilation (Page 16)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>25.</b> Are retirement programs offered at your organization?	46	38	82.6%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>26.</b> Is there a defined benefit plan at your organization?	46	15	32.6%
	Total # of Orgs Responding	Average	$\sigma$
<b>a.</b> What is the target benefit as a percent of earnings?	12	7.1%	8.0%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>b.</b> What is the vesting schedule?	15		
3-year cliff vesting		1	6.7%
5-year graded vesting		5	33.3%
Other		9	60.0%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>27.</b> Is there a defined contribution plan at your organization?	46	41	89.1%
<b>a.</b> What kind of contribution plan do you offer?	41		
401(k)		33	80.5%
403(b)		5	12.2%
Other		3	7.3%
<b>b.</b> 403(b)-Does your organization make a matching contribution?	5	1	20.0%
	Total # of Orgs Responding	Average	$\sigma$
<b>c.</b> 403(b)-What percentage is the match?	1	*****	*****
	Total # of Orgs Responding	Average	$\sigma$
<b>d.</b> 401(k)-What is the maximum percent of earnings employees may contribute?	30	46.3%	33.9%
<b>e.</b> 401(k)-What is the maximum percent of earnings against which the organization will make a matching contribution?	30	8.9%	17.6%
<b>f.</b> 401(k)-What is the matching contribution in cents on the dollar provided by the organization?	27	\$0.40	\$0.31
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>g.</b> Does the plan allow for loans to employees?	41	25	61.0%
<b>h.</b> Does the plan allow for hardship withdrawals by employees?	41	36	87.8%

## Benefits Compilation (Page 17)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>28.</b> Does your organization offer a tuition assistance plan?	46	33	71.7%
<b>a.</b> In order to receive payment, do courses need to be job related?	33	29	87.9%
<b>b.</b> Does the program cover graduate level courses?	33	30	90.9%
<b>c.</b> Must the employee successfully complete the course?	33	32	97.0%
<b>d.</b> Do you require verification of the grade earned?	33	32	97.0%
<b>e.</b> What is the maximum tuition reimbursed per year?	32		
Less than \$2,500		15	46.9%
At least \$2,500 but less than \$5,250		7	21.9%
\$5,250		3	9.4%
At least \$5,250 but not unlimited		2	6.3%
No limit on reimbursement received		3	9.4%
Based on grade		2	6.3%
Based on number of credits		0	0.0%
	Total # of Orgs Responding	Average	$\sigma$
<b>f.</b> If reimbursement is based on the grade received, what amount is provided for the following grades?			
A	19	97.4%	11.5%
B	19	92.4%	14.3%
C	18	61.1%	39.5%
D	18	0.0%	0.0%
F	18	0.0%	0.0%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>g.</b> Does your organization track the number of hours annually for training?	33	14	42.4%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>29.</b> Are flexible spending accounts offered at your organization?			
Medical	46	37	80.4%
Dependent Care	46	37	80.4%
<b>a.</b> Can employees receive cash in lieu of flexible spending account benefits?	37	1	2.7%
	Total # of Orgs Responding	Average	$\sigma$
<b>b.</b> Maximum annual contribution under the healthcare FSA	32	\$3,522.50	\$1,422.79

# Benefits Compilation (Page 18)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
<b>30.</b> Is there a profit-sharing plan at your organization?	47	17	36.2%
<b>a.</b> How is payment provided?			
In cash		4	23.5%
Deferred		11	64.7%
	Total # of Orgs Responding	Average	$\sigma$
<b>31.</b> What is your organization's total benefit cost as a percent of payroll?	40	28.8%	11.5%
	Total # of Orgs Responding	Free Response	
<b>32. a.</b> Does your organization offer any additional benefits that were not listed above?		<p>Child Care discounts at CAI Child Care centers.</p> <p>Dependent Life, Basic AD&amp;D, and Voluntary AD&amp;D.</p> <p>Scholarship program for employees' children.</p> <p>529 College Savings Plan, Adoption Assistance, Career Mentor Program, Community Service Volunteer Time, Dependent Care Adaptive Devices, Domestic Partner Health &amp; Dental, Partner Services, Wellness/Fitness programs, Sick Child care assistance, Free Flu shots, Overnight travel childcare stipend, Scholarships, Work-to-Retire, Sabbatical, US Savings Bonds, Tobacco Free Assistance.</p> <p>Allowance for Prescription Safety Glasses, Uniforms.</p> <p>Sick days.</p>	

## Credits

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## About Astron Solutions

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